

Summary Highlights of Actions Taken to Address Workplace Culture And Improve Policies and Procedures

Independent Review by the Board and Regulators

- The Board of Directors appointed a Special Committee of independent directors to investigate who at the Company had knowledge of the allegations levied against Mr. Wynn; what, if anything, was done in response; and review the Company's internal policies and procedures. Investigations were also launched by the MGC and NGC. *(details page 3)*

New Board Leadership

- Executed a separation agreement with founder Steve Wynn that paid him no severance and arranged for liquidation of all his Wynn Resorts shares.
- The Board of Directors and executive management of Wynn Resorts has changed substantially in the past two years: appointed six new directors (66%) in the last 12 months. *(details page 5 and pages 15-18)*
- The median tenure of the eight independent directors is now less than two years.
- The Board is now nearly 50% women and in the top 10% of S&P 500 companies in female board representation *(details page 1)*

New Corporate Leadership

- Separated CEO and Chairman roles
- Every Wynn Las Vegas and Wynn Resorts executive identified in the Nevada Gaming Control Board's complaint as having knowledge of reports of sexual assault or inappropriate sexual relationships by Steve Wynn and having failed to report and investigate it is no longer with the company today *(details page 7)*
- Appointed Ellen Whitemore, a recognized expert in gaming regulatory matters, as General Counsel
- Appointed Marilyn Spiegel, an executive with significant hospitality and human resources experience, as President of Wynn Las Vegas
- Appointed Rose Huddleston, a seasoned human resources executive, to the newly created corporate position of Senior Vice President of Human Resources-- North America *(details page 5-6)*

New Policy and Organizational Changes

- **New protocols to ensure every report/complaint is addressed:**
 - All harassment or discrimination complaints must be sent to company's General Counsel, Senior Vice President of Human Resources, and Director of Employee Relations.
 - All sexual harassment complaints are also sent to internal labor attorneys who then consult outside counsel.
 - Any sexual assault complaints are also reported to Corporate Investigation (*details page 8*)
- **New Board of Directors oversight**
 - All complaints of sexual harassment will be reported to the Company's Compliance Committee on a quarterly basis
 - Compliance Committee will make regular reports to Audit Committee
 - (*details page 8*)
- **New, separate and specific harassment and discrimination training**
 - Training by a leading expert on sexual harassment and discrimination mandatory for all Las Vegas and Encore Boston employees – no exceptions (*details pages 8 & 9*)
- **Employees under confidentiality agreements can engage in disclosures**
 - Written acknowledgment that allows employees under confidentiality agreements to engage in legally-protected disclosures. (*page 9*)
- **Entirely new compliance program**
 - A new, fully independent Compliance Committee composed of individuals with law enforcement, ethics and regulated businesses.
 - New reporting protocols to the Board of Directors and regulators. (*page 10*)