

# OUR CULTURE & ENDURING LEGACY

2023 SOCIAL IMPACT & SUSTAINABILITY REPORT



MGM Resorts employees from the Planet Protectors Business Resource Group gather to plant trees along the Amargosa River in the Oasis Valley.

# A LETTER FROM BILL HORNBUCKLE AND ROSE MCKINNEY-JAMES

MGM Resorts is Focused on What Matters when it comes to our people and planet. That's long been the case because it grounds us as a company; it's our culture and enduring legacy. It's also good for business. This report reflects our desire to always be ambitious with our goals, take decisive action where it makes the greatest impact and ensure the highest levels of transparency and accountability on achieving results.

Our efforts on this front include several social and environmental causes. We take pride in investing in our employees and communities because, ultimately, it helps elevate the guest experience, drives loyalty and builds trust with local and national partners. By championing diversity, equity and inclusion, we cultivate a workplace where a variety of ideas can thrive, fueled by our workforce. And our work to protect the planet is aimed at ensuring a bright and livable future in which our business can continue to prosper and grow.

When it comes to social impact, our employees have demonstrated great commitment to giving back, donating nearly 82,000 volunteer hours in 2023. Additionally, the MGM Resorts Foundation, which is primarily funded by employees, distributed \$2.7 million to 109 deserving nonprofit organizations whose work helps strengthen the communities where we operate. And, as a direct result of the company's Supplier Diversity Program, more than 17% of our domestic biddable spend was with diverse-owned businesses – the highest percentage in company history.

Through our Employee Network Groups (ENG) program, our people are given the opportunity to celebrate diversity and help

tailor our DEI initiatives to the specific needs of the communities we serve. A standout success for this program in 2023 was the evolution of the Planet Protectors ENG into a Business Resource Group (BRG). BRGs share many of the same traits as ENGs, while also aiming to foster passion and commitment to furthering company goals and objectives. As a BRG, Planet Protectors partners with environmental non-profit organizations to champion conservation efforts in their communities.

In recent years, we have been especially focused on protecting our planet through water stewardship, energy efficiency and reduction of food waste. With much of our portfolio based in Las Vegas, which relies on the drought-stricken Lake Mead for water and electricity, it is a business imperative to take a proactive role on these issues.

In February 2023, as an outcome of our 2022 data-driven water white paper, we announced that MGM Resorts had become the first gaming company to endorse the CEO Water Mandate. The mandate is a United Nations Global Compact initiative and coalition composed of hundreds of major companies making bold commitments to address water crises and challenges and support sustainable development goals.

We were also one of just a few hospitality companies to attend the UN Water Conference in March 2023. This was the first such conference since 1977. Conference outcomes included new commitments, pledges and actions by participants toward achieving UN Sustainable Development Goal 6 (to ensure availability and sustainability of water and sanitation for all people) and other water-related goals and targets.

The U.S. Department of Energy also recognized MGM Resorts in October 2023 for having achieved our energy savings goal as a partner in the Better Buildings Challenge. Since publicly committing to the challenge less than 10 years ago, we have reduced energy use by 23% through

efficiencies in our U.S. building portfolio. It was an honor to be one of the first gaming companies to receive this recognition.

And in the fight against food waste, the company partnered with the Environmental Defense Fund's Climate Corps to develop a comprehensive food waste reduction strategy that identified key waste streams and proposed recommendations such as food waste champions and the expansion of composting programs.

We hope that this report inspires trust in and understanding of the many ways in which MGM Resorts uplifts communities and improves our world. We are proud of our work in this arena and look forward to continuously delivering meaningful change, growth and prosperity in the communities where we operate.



**Bill Hornbuckle**  
CEO & President

**Rose McKinney-James**

Chair, Corporate Social  
Responsibility & Sustainability Committee,  
Board of Directors

# A LETTER FROM JYOTI CHOPRA

At MGM Resorts, in every room where decisions are made, both virtual and physical, human metrics are at parity with financial metrics. That's because we believe that people are our greatest asset and are the cornerstone of our success, and that the employee experience is directly correlated to the guest experience. It's this relationship that caused us to embark on our ongoing cultural journey in which we work to instill and reinforce a set of values that center around the employee and guest experience. Those values are to captivate our audience, inspire excellence, champion inclusion and win together. By fostering a culture that prioritizes collaboration, empowerment and growth, our employees are better equipped to meet and exceed guest expectations.

In 2023, we sought to further improve upon the employee experience at MGM Resorts, knowing this would add value to the level of guest service we're able to offer. We went about making these enhancements in a number of ways:

## Recruiting and Welcoming New Employees:

- Recruited more than 17,000 external hires and facilitated more than 5,000 internal transfers and promotions.
- Welcomed more than 12,000 new hires through SHOWTIME, our enhanced new hire orientation.

## Developing Our Employees:

- Expanded Essentials of Leadership courses to include six playbooks and 10 courses.
- Graduated 44 participants in the second cohort of our Accelerated Leadership Program (ALP).
- Enriched our culture through the deployment of Live and Lead workshops to more than 4,000 leaders.
- Evolved the talent management process to be inclusive of talent reviews, performance management and succession planning at deeper levels in the company.

## Recognizing and Celebrating Our Employees:

- Launched our Years of Service Program, recognizing more than 38,000 employees with a commemorative pin, personalized letter and celebration.
- Recognized our employees' extraordinary efforts in 2023 by distributing more than 64,000 gift cards during the holidays.

## Enhancing Our Employee Experience and Career Journey:

- Delivered data-driven solutions through People Strategy insights and the Turnover, Employment Agreement and Hiring Manager dashboards.
- Rolled out active open benefits enrollment with more than 70% engagement across the company.
- Transformed the compensation planning and communication process, incorporating personalized statements for each recipient.

With initiatives like these and others you'll read about in this report, MGM Resorts is focused on creating an environment where our teams are empowered to "Say Yes!" to our guests and to one another even in the most difficult circumstances. We made great strides to this end during 2023. Our workforce is exceptionally talented, diverse and well-positioned to care for our guests, furthering our long-term vision of being the world's premier gaming entertainment company.

People are the heartbeat of MGM Resorts International.



MGM Resorts team members and their families at the annual Martin Luther King Jr. Parade in Las Vegas.



**Jyoti Chopra**  
Chief People, Inclusion and  
Sustainability Officer

## FORWARD-LOOKING STATEMENTS

Statements in this Social Impact & Sustainability Report that are not historical facts are “forward-looking” statements within the meaning of the safe harbor under the Private Securities Litigation Reform Act of 1995 and other related laws. Such statements involve risks and/or uncertainties, including as described in the Company’s public filings with the U.S. Securities and Exchange Commission (the “SEC”).

MGM Resorts International (the “Company”) has based these forward-looking statements on management’s current expectations and assumptions, not historical facts. Examples of these statements include, but are not limited to, the Company’s expectations regarding its Social Impact and Sustainability (SI&S) initiatives and the Company’s ability to achieve its SI&S goals. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include effects of economic conditions and market conditions, including elevated levels of inflation, in the markets in which the Company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions, risks relating to cybersecurity and additional risks and uncertainties described in the Company’s annual report on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K reports (including all amendments to those reports).

In providing forward-looking statements, the Company is not undertaking any duty or obligation to update these statements publicly as a result of new information, future events, or otherwise, except as required by law. If the Company updates one or more forward-looking statements, no inference should be drawn that it will make additional updates with respect to those other forward-looking statements.

## EXTRA-FINANCIAL INFORMATION

This Social Impact & Sustainability Report includes certain extra-financial data and information subject to uncertainty. Historical, current, and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still developing, and internal controls and processes that continue to evolve. The selection of different but acceptable measurement techniques can result in materially different measurements and the precision of different measurement techniques may also vary.

## REPORTING SCOPE

Unless noted, the program descriptions and data in this report represent our primary market in the USA. Some of our metrics are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of metrics as systems and capabilities allow. Unless indicated, data is provided for calendar year 2023 (January 1 - December 31, 2023).

## COMMITMENT TO TRANSPARENCY

We are committed to transparently informing our stakeholders about our SI&S policies, goals, programs and performance. We are also committed to increasing the level of assurance of performance data.

This report provides a summary of progress against our 2025 goals and a subset of our broader SI&S performance metrics. On the SI&S disclosures page of our SI&S website (available at mgmresorts.com/SIS), we transparently disclose a much more robust set of metrics, detailed performance against goals and additional information on relevant programs, initiatives and policies. On the same web page, we also provide disclosures directionally aligned with prevailing third-party frameworks from CDP (formerly Carbon Disclosure Project), GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board) and the TCFD (Task Force on Climate-Related Financial Disclosures).

## NOTES ON MATERIALITY

The Company recognizes that in general, assessing materiality requires consideration not only of any applicable materiality standard, but also of our purpose in assessing materiality and in communicating to our

stakeholders. Our public disclosures, including voluntary disclosures include a range of topics that we believe are relevant to our business and may be of interest to our investors and other stakeholders. We use the definition of materiality established under U.S. federal securities laws for the purposes of complying with the mandatory disclosure rules and regulations enforced by the U.S. Securities and Exchange Commission (SEC) and applicable stock exchange listing standards. However, in our voluntary disclosures, including those within this report, we have adapted an approach to materiality based on the specific subject matter and purpose of said disclosures. Our approach to voluntary disclosures often considers broader definitions of materiality promulgated by certain external frameworks and reporting guidelines, and, as a result, many of our other voluntary disclosures contained herein are not required to be incorporated into our mandatory disclosures. Relatedly, our approach to materiality in this report and other voluntary disclosures means that statements made use a greater number and level of assumptions and estimates than many of our mandatory disclosures. These assumptions and estimates are highly likely to change over time, and, when coupled with the longer time frames used in these voluntary disclosures, make any assessment of materiality inherently uncertain. As a result, we expect that certain disclosures made in this report and our other voluntary disclosures are likely to be amended, updated or restated in future as the quality and completeness of our data, tools, and methodologies continue to improve.

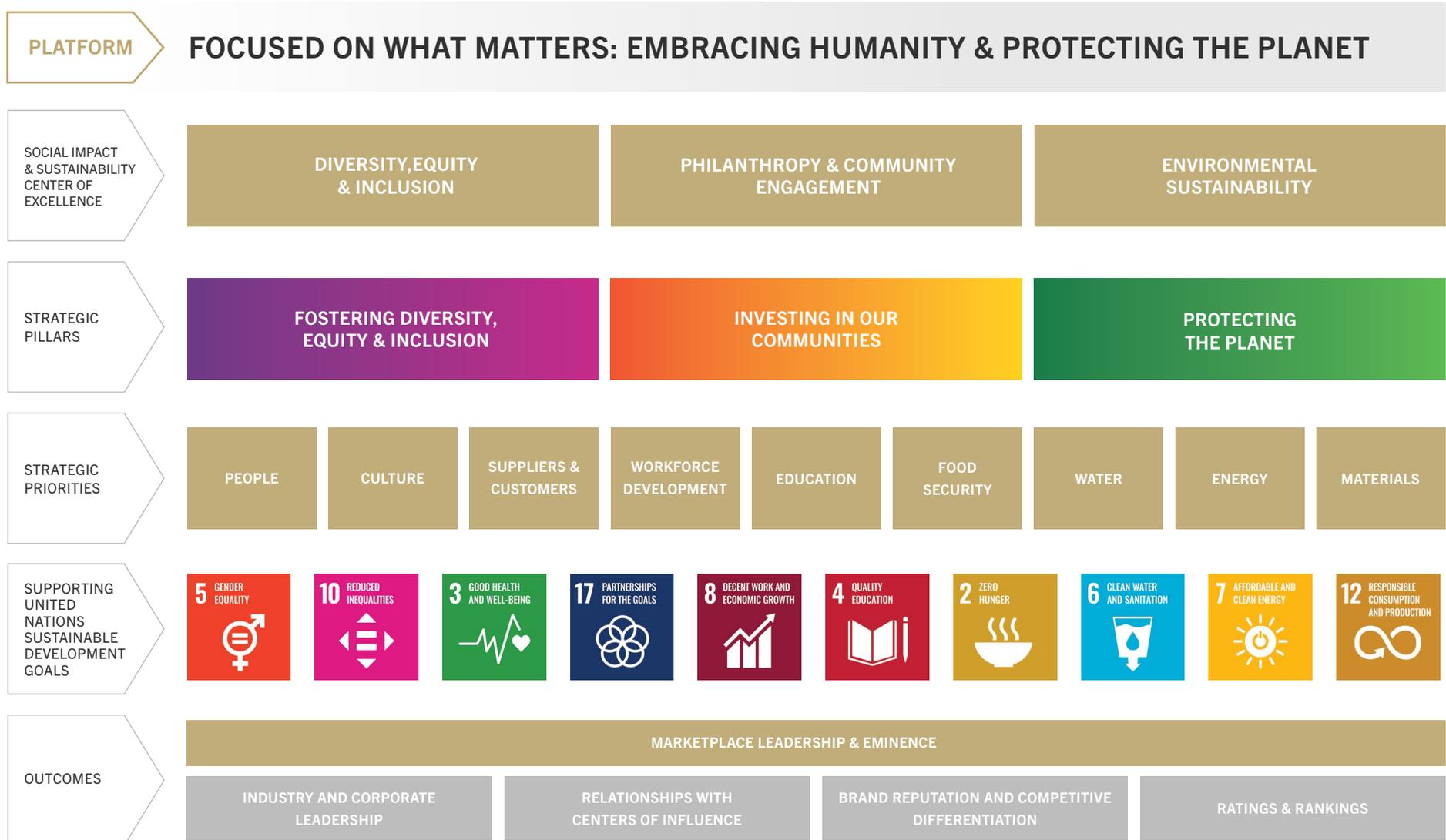
## GOVERNANCE

Our CEO and President, as well as our Board of Directors’ Corporate Social Responsibility & Sustainability Committee, are responsible for governing our environmental and social responsibility policies and programs. Our governance-related policies, including our Company’s Code of Business Conduct and Ethics and Conflict of Interest Policy, support these environmental and social responsibility policies and programs.

Additional resources on our governance can be accessed at [investors.mgmresorts.com](https://investors.mgmresorts.com).

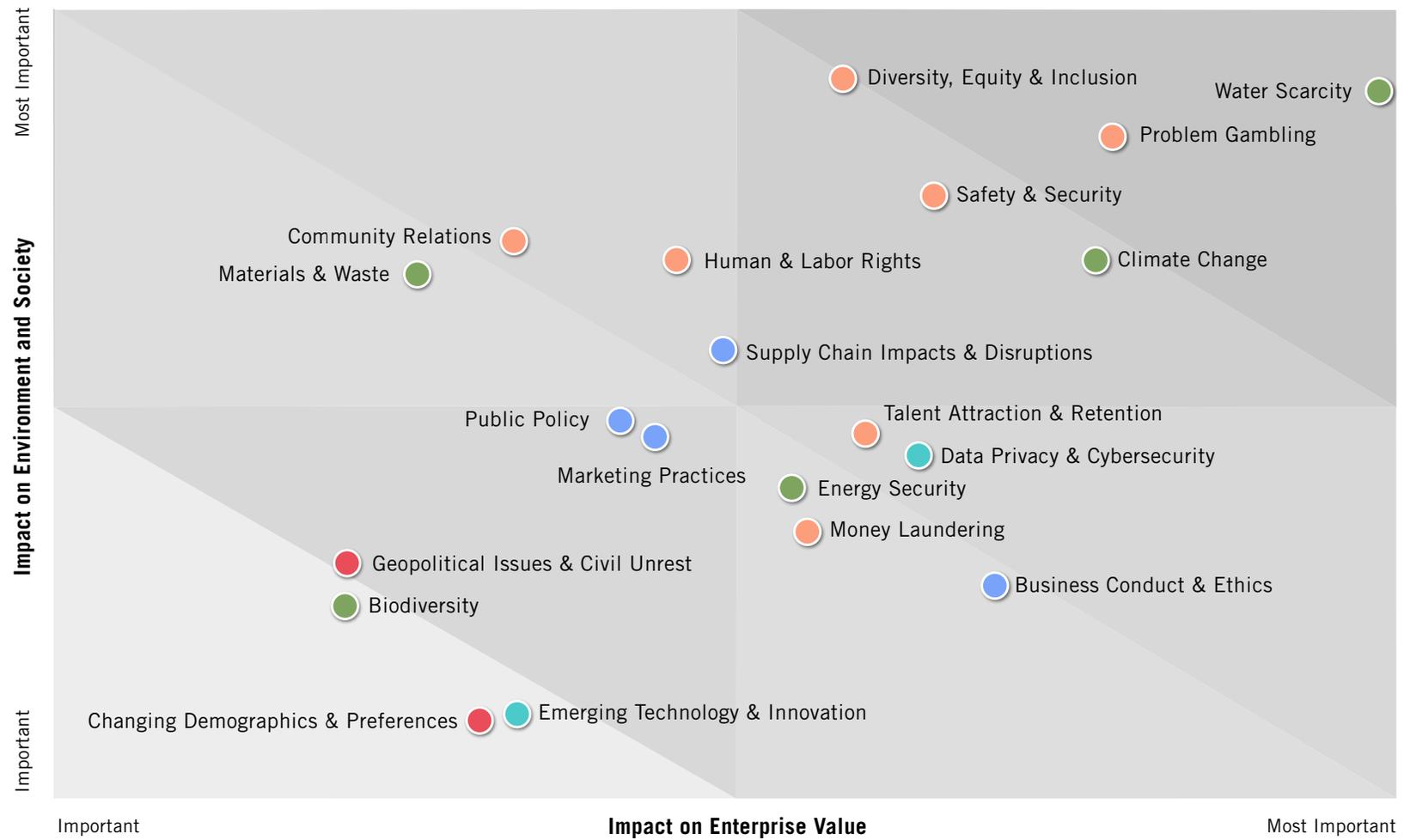
# STRATEGIC FRAMEWORK

The materiality exercise completed in 2020 was critical to refining our strategy, simplifying our priorities and creating closer alignment between our work and the United Nations Sustainable Development Goals. Our revised strategic framework is centered on three pillars, each of which has three strategic priorities.



# DOUBLE MATERIALITY ASSESSMENT

In 2023, MGM Resorts conducted a second materiality assessment to update the list of key social impact and sustainability issues. This assessment shifted from an inward focused assessment to a more holistic view of social impact and sustainability issues by utilizing the emerging concept of double materiality, considering both how social impact and sustainability issues affect the organization's enterprise value and how the organization impacts the environment and society.



● Environmental ● Social ● Governance ● Socioeconomic ● Technological

# SOCIAL IMPACT & SUSTAINABILITY GOALS TO ACHIEVE BY YEAR END 2025 AND BY 2030



## ALL SOCIAL IMPACT & SUSTAINABILITY PILLARS

- 
 Train 100% of employees in management on Social Impact & Sustainability policies and goals



## ADDITIONAL 2030 ENVIRONMENTAL GOALS

- 
 Reduce absolute Scope 1 & 2 carbon emissions by 50% (2019 baseline, global)
- 
 Source 100% renewable electricity (U.S.)
- 
 Source 100% cage-free eggs (U.S. currently, global in future)



## FOSTERING DIVERSITY, EQUITY & INCLUSION

- 
 Ensure women have equal access to leadership opportunities (global)
- 
 Ensure racially diverse employees have equal access to leadership opportunities (U.S.)
- 
 Spend with diverse suppliers at least 15% of domestic biddable procurement (U.S.)
- 
 Expand Supplier Diversity Mentorship Program to achieve a milestone of 150 graduates (U.S.)



## INVESTING IN OUR COMMUNITIES

- 
 Expand support of nonprofit workforce development and education programs to 40% of Corporate cash donations
- 
 Award 600 post-secondary scholarships to children of employees (U.S.)
- 
 Surpass 1.12 million cumulative volunteer hours through the Employee Volunteer Program (U.S.)
- 
 Exceed \$120 million in cumulative employee donations through the MGM Resorts Foundation (U.S.)
- 
 Achieve \$5 million in annual donations to the MGM Resorts Foundation
- 
 Donate 5 million meals through our Food Donations program (U.S.)



## PROTECTING THE PLANET

- 
 Reduce carbon emissions per square foot by 45%
- 
 Reduce energy per square foot by 25%
- 
 Reduce water per square foot by 33%
- 
 Reduce materials disposed per square foot by 60%

Additional details related to how the goals are measured can be found [here](#).

Legend  Achieved  On Track  Enhancing Efforts

# 2023 SOCIAL IMPACT & SUSTAINABILITY HIGHLIGHTS



2023 CDP A List for Climate Change



Included in JUST ETF / JUST US Large Cap Diversified Index by JUST Capital



ISS Corporate ESG Performance Prime



Pinnacle Inclusion Index Company in the Seramount Inclusion Index



Best Company for DEI by Black Enterprise



Better Buildings Challenge Energy Goal Achiever for a 20% reduction in energy intensity



2023 Bloomberg Gender Equity-Equality Index for establishing a leadership and talent pipeline, inclusive culture and benefits/policies for gender equity



Provided a \$360,000 donation in support of two 2-year research projects designed to understand, prevent and address potential risks associated with gambling



The Stars of Nevada: Governor's Points of Light Gold Winner



# FOSTERING DIVERSITY, EQUITY & INCLUSION 2023 HIGHLIGHTS

The heart of our culture at MGM Resorts lies in our commitment to our employees, guests, communities and stakeholders. Our steadfast dedication to the values of diversity, equity and inclusion demonstrates our commitment to making a positive impact on the world around us.

## Championing Diversity, Equity & Inclusion in Our Communities

In the diverse communities where MGM Resorts operates, our commitment to fostering an environment that celebrates Diversity, Equity and Inclusion (DEI) stands at the forefront. We bring these values to life through our support of advocacy groups and community initiatives that embody the principles of DEI. In 2000, we became the first gaming company to voluntarily declare a formal DEI program as a matter of integrity and business imperative. This longstanding commitment underscores our ongoing journey towards creating a more inclusive world, where all people have the opportunity to thrive.

An important step to accomplishing these goals is the active support of community initiatives that celebrate diversity and promote inclusion for all. From the commemorations of Martin Luther King Jr., where we honor the legacy of a man who dreamed of equality and justice, to the celebrations of Pride and Puerto Rico Day Parades, to our partnership with the USO to provide wounded military veterans a much-deserved vacation getaway during our annual Salute to the Troops event, our actions reflect our belief in the strength found in our diversity.

These moments of solidarity with various communities underscore our dedication to living our values. In 2023 alone, we sponsored nearly 100 community partner events across the country, with employees donating more than 3,700 volunteer hours to these

causes. These events offer us an opportunity to celebrate the achievements of our diverse communities while recognizing the journey that still lies ahead.

Our commitment to these values extends to meaningful support of advocacy groups dedicated to advancing equity and inclusion throughout the nation. Through strategic donations and partnerships, we empower these community-focused organizations in their essential work of dismantling barriers and creating opportunities for all people, regardless of their background, identity or beliefs. These groups include the NAACP, Unidos, Veterans Action Group and many of the diverse Chambers of Commerce, just to name a few. In 2023, our financial contributions amounted to \$2.3 million in charitable donations, sponsorships and support to a myriad of DEI causes. This support is a vital component of our mission to foster a culture that not only welcomes but celebrates diversity in every form.

Our engagement with DEI-focused initiatives signifies the recognition that our success is fundamentally connected to the well-being and vitality of the communities we serve. By championing these efforts, we create environments where every individual is valued, respected and empowered. Our more than 100 DEI community partnerships underscore MGM Resorts' position as a committed ally and advocate for creating a more inclusive future. This dedication is manifested in every partnership formed, donation made and principled stance taken, affirming our unwavering commitment to nurturing and advancing the cause of DEI nationwide.



Vice President of Diversity, Equity and Inclusion Tony Gladney (left) honoring military veterans at the 2023 Salute to the Troops event.



Mandalay Bay in Las Vegas with red, white and blue lighting in honor of Veterans Day.



The Professional Women ENG hosting a panel discussion with women leaders at MGM Resorts.

More Than   
\$2.3 Million

Charitable Donations and  
Sponsorships

3,700+

DEI Advocacy  
Volunteer Hours

 100+

Community Partnerships



*Anthony Williams (right), Executive Sponsor of the African American ENG and Vice President, Facilities and Strategy at MGM Resorts, supporting a professional development event.*



*Gregory Moss (left), Chair of the Lions Pride ENG, Andy Meese (center), Senior Vice President of Hotel Strategy at MGM Resorts and Executive Sponsor of the Professional Women ENG and Niklas Rytterstrom (right), President & COO of Borgata Hotel Casino & Spa and Executive Sponsor of the Lion's Pride ENG*



*Stacey Pugh (left), Chair of the Hispanic & Latino ENG and Yonata Rubin (right), Executive Sponsor of Hispanic & Latino ENG and Head of Talent at MGM Resorts.*

## Executive Sponsors Empowering Leadership

The Employee Network Groups (ENG) and Business Resource Groups (BRG) at MGM Resorts are fundamental to our company culture, serving as hubs for leadership development, fostering inclusion and providing support networks for employees. This success is attributed to the commitment of senior leaders who act as Executive Sponsors, dedicating their time and expertise to support these groups, thereby embodying our company's dedication to growth and opportunity for all.

The role of an Executive Sponsor is multifaceted; they are mentors, advocates and allies, bridging the ambitions of group leaders with our organization's strategic goals. By dedicating their time, expertise and resources, these leaders are instrumental in shaping the next generation of leadership, guiding strategic initiatives and ensuring that the diverse voices within our company resonate at the highest levels.

"Being an Executive Sponsor is an important role that I am very proud to hold," stated Andy Meese, Executive Sponsor of the Professional Women's ENG and Senior Vice President of Hotel Strategy at MGM Resorts. "My aim is to champion the interests of women across our organization, to cultivate an environment that nurtures career advancement and to ensure that the contributions and perspectives of women are recognized and valued."

This sentiment is echoed by Rhoda Hassad, Chair of our Women's Leadership ENG, who attributes the success and impact of her group to the support Andy has provided. "Andy has helped open the door for meaningful engagement with our company's highest levels of leadership," she says. "With his support, we were able to provide one-of-a-kind experiences for our members, such as a fireside chat on leadership development with our CEO and President, Bill Hornbuckle."

"We get as much out of it as our group members," said Yonata Rubin, Executive Sponsor of the Hispanic & Latino ENG and Head of Talent at MGM Resorts.

"I've learned so much about my colleagues and the lines of business they support, and feel more connected to our organization." Stacey Pugh, Chair of the Hispanic & Latino ENG and Security Manager at New York-New York Hotel and Casino adds, "The Executive Sponsors show that MGM Resorts really cares about our growth by creating those relationships between line-level employees and executive leadership."

The importance of executive engagement in nurturing the professional growth of our employees cannot be overstated. It is a testament to our commitment to elevating the ideals of diversity, equity and inclusion within MGM Resorts and the communities we are a part of. Our Executive Sponsors exemplify these ideals, motivating and challenging us to achieve greater heights. Their dedication helps guide our continuous journey toward a more diverse, inclusive and equitable future.

## Enhancing Potential Through Mentorship

The Mentorship Program at MGM Resorts plays an important role in fostering a diverse, equitable and inclusive workplace. Central to this initiative are the dedicated employees embarking on journeys of personal and professional growth. Rosa Cervantes, Director of Beverage at MGM Grand Las Vegas, and Kevin Westbrook, HR Compliance Specialist at Beau Rivage, epitomize the impact mentorship has in unlocking the full potential of the company's talent.

I learned to embrace both triumphs and stumbles as fuel for growth. My mentor helped push me out of my comfort zone and build stronger relationships with my colleagues.

**Kevin Westbrook**  
HR Compliance Specialist, Beau Rivage

## Mentor Experience

Rosa's venture into mentorship is fueled by her desire to effect positive change. As a leader, she is passionate about guiding others in discovering their path to success. "I see mentorship as a powerful way to make a positive impact on others," Rosa says, emphasizing the program as a platform for both mentors and mentees to learn, grow and develop.

Rosa was paired with Valerie Pavlov, Hostess at Joël Robuchon at MGM Grand Las Vegas. Together, they explored how Valerie can use her education and experience to transition into an administrative role. "Rosa taught me to push my boundaries and give new opportunities a shot by encouraging me to believe in myself," said Valerie.

As a result, Valerie gained a greater sense of confidence to pursue opportunities she once thought unreachable and has received growth opportunities that align with her professional goals.

## Mentee Experience

Kevin was inspired to become a mentee by the recommendations of his director. Hoping to learn from those who have navigated their own paths to success, he aimed to reinforce his personal and career goals through the guidance of a seasoned leader.

Kevin was paired with Alexandria Alonzo, Guest Experience Manager at MGM Grand Detroit and Chair of the Inspired Leaders Employee Network Group. Utilizing the knowledge gained from her own career journey and passion for empowering budding leaders, Alexandria helped Kevin identify the steps needed to take his career to the next level.

"With Alexandria's guidance, I learned to embrace both triumphs and stumbles as fuel for growth," Kevin states. "She helped push me out of my comfort zone and build stronger relationships with other employees." As a result, Kevin has begun his evolution from a reserved individual to a confident professional, building a network of support that will resonate throughout his career.

These dynamics underscore the importance of fostering the growth and development of our team members. Rosa's and Kevin's stories reflect the program's ability to inspire confidence and encourage greater employee engagement.

The Mentorship Program is more than a developmental initiative, it's a strategic investment in the company's future. By nurturing a culture of learning and growth, we are laying the groundwork for an inclusive workplace that empowers all employees to reach their fullest potential.



Rosa Cervantes



Valerie Pavlov



Alexandria Alonzo



Kevin Westbrook

## Network Groups in the Regions

At MGM Resorts International, our ENGs and BRGs are at the forefront of fostering an inclusive culture that celebrates diversity in all its forms. In addition to serving as hubs for leadership development and professional growth within the company, these groups also play a crucial role in tailoring our DEI initiatives to the needs of our team members, guests, stakeholders and members of the community.

With a vibrant workforce of more than 60,000 team members, MGM Resorts has an impactful presence in Las Vegas and across the nation through its regional properties. This geographic spread allows our regional ENG and BRG chapters to tailor their initiatives to the challenges and opportunities within their local community, enacting meaningful change that benefits all.

The initiatives undertaken by our regional network groups are as varied as the locations themselves, yet all share a common thread: a commitment to forging stronger relationships with the community and each other. At Beau Rivage in Biloxi, for example, the Veterans ENG exemplifies this commitment through its monthly volunteer event with Meals on Wheels and a local food pantry, providing essential support to those in need. Meanwhile, at MGM National Harbor in Prince George's County near Washington D.C., the Planet Protectors BRG leads by example through clean-ups of the Potomac River, demonstrating our collective responsibility toward environmental stewardship. At MGM Grand Detroit, the Professional Women, Inspired Leaders and Veterans ENG collaborate to foster empowerment through their annual Leadership Luncheon, creating a platform for professional growth while deepening the connection to their community.

We are encouraged by the accomplishments of our regional ENG and BRG chapters and their continued support for their local communities. Through collaboration and a shared vision for a more inclusive world, these groups continue to make a meaningful impact.



Team members from MGM National Harbor and Lion's Pride ENG at the annual PRIDE parade in Washington D.C.



The Inspired Leaders ENG at MGM Grand Detroit meet to discuss their upcoming community initiatives.

# INVESTING IN OUR COMMUNITIES 2023 HIGHLIGHTS

We are invested in growing and supporting strong communities through volunteerism and charitable giving, understanding our responsibility to the people in the communities in which we operate. We are continually working to build a culture of philanthropy and community engagement.



## Embracing Humanity Through Volunteerism

At the heart of MGM Resorts' commitment to embracing humanity is employee engagement through volunteerism. By offering and promoting volunteer opportunities, we work to instill philanthropic commitment and pride in our more than 60,000 employees. Employees of all levels have a wide variety of options for both giving and volunteering. In 2023, onsite opportunities (hygiene kit builds, care cards, blood drives) and virtual opportunities expanded volunteerism to employees who may not otherwise volunteer. And results demonstrated that MGM Resorts employees share the company's steadfast commitment to their communities. Throughout the year, employees donated nearly 82,000 hours of their time, surpassing the company's 2025 goal to donate 1.12 million volunteer hours. This equates to nearly \$2.4 million saved by nonprofit organizations in our regions thanks to employee efforts.

This commitment to volunteerism was abundantly clear as three large-scale volunteer events that brought together hundreds of employees to work together toward a common good. Two "Feed the Funnel parties" in Las Vegas and one at Borgata saw employees work together in an assembly line-style effort to pack shelf-stable meals. In all, more than 1,100 employees participated in a Feed the Funnel party in 2023, packing more than 450,000 meals. In Las Vegas, meals were then immediately distributed into the community through Catholic Charities, the Just One

Project and Lutheran Social Services. Said one employee, "I'm here because I'm passionate about service to others. This is a wonderful opportunity to engage with our employees across the MGM Resorts enterprise, from all the different properties, in a wonderful venue like T-Mobile Arena to serve our greater community." At Borgata, meals were donated to the Community FoodBank of New Jersey.

Recognition of volunteerism is also prominent at MGM Resorts. Through the VolunteerREWARDS program, we incentivize employees to volunteer by offering \$100 for their nonprofit of choice for every 20 hours volunteered. In 2023, employees earned \$150,000 in volunteer rewards—money which then went to nonprofit organizations in their communities. This number was substantially higher than the \$92,000 redeemed in 2022 and the \$38,000 redeemed in 2021.

In 2023, we were recognized for our corporate volunteer program, winning the gold award at the 2023 Stars of Nevada: Governor's Points of Light, the highest honor bestowed by the governor of Nevada for volunteerism. In addition, three company-nominated employees received individual Governor's Points of Light Awards, honoring their commitment to the values of service, responsibility, cooperation and compassion and for making Nevada a better place to live.

# 81,840+

Hours Volunteered in 2023

# \$150,000

Amount of Money Given  
in VolunteerREWARDS

# 1,127

Number of Employee Volunteers  
at Feed the Funnel in 2023



MGM Resorts employees volunteer at Feed the Funnel in April 2023.

## Creating and Maintaining Safe and Healthy Homes for Vulnerable Children

Charitable giving is central to MGM Resorts' values and the MGM Resorts Foundation is the beating heart of our uncompromising commitment to the community. Since its inception in 2002, the MGM Resorts Foundation has distributed more than \$112 million into the communities in which MGM Resorts operates, supporting approximately 1,500 nonprofit organizations focused on affordable housing, economic opportunity and workforce development, education, family services, food insecurity, health and wellness, homelessness, services for seniors and services for veterans and military families.

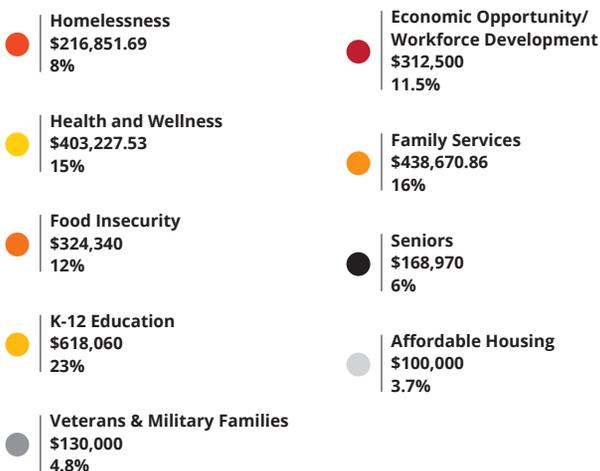
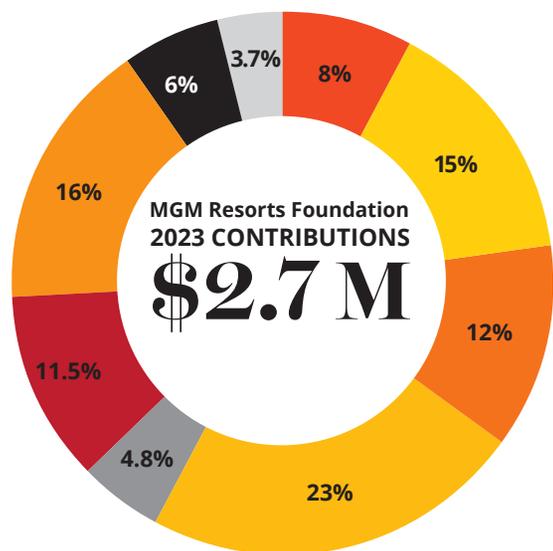
Funded primarily by employees, the Foundation embodies our commitment to uplifting communities. In 2023, \$2.7 million was distributed to 109 organizations in the form of grants around the country. Two organizations that received funding focus on improving the well-being of foster children. Nationally, more than 390,000 children and youth are in foster care. Closer to home, there are approximately 3,400 children in the Clark County foster care system. Of these, 200 are estimated to be at risk

of aging out of the system without a connection to a caring adult. And of those, 20% will be homeless, half will be unemployed and 71% of young women will become pregnant within the first two years of emancipation. In their own unique ways, grant recipients Raise the Future and Foster Kinship work to reduce these negative outcomes in Southern Nevada.

Programs at Raise the Future connect youth waiting in foster care with caring adults and equip those relationships with knowledge and resources to increase the odds that they'll last a lifetime. They employ a holistic approach to connecting and supporting vulnerable youth, knowing that forming secure attachments to safe, caring adults is the single most important protective factor against negative long-term health and well-being outcomes. Their work is best illustrated through the youth they serve, such as Shane, who entered foster care in 2012 after being removed from his home twice. In 2019, he began working with Raise the Future in hopes of identifying permanent connections. Lesley had fostered Shane previously but stopped short of adoption because her husband was not ready to adopt a child. After her divorce, Lesley revisited the option, spending more time with Shane and attending family therapy through Raise the Future. In June 2023, in a courtroom filled with family, friends and Shane's football team, he and Lesley officially became a family.



Similarly, Foster Kinship works to provide evidence-based and evidence-informed programming that strengthens caregivers' capacity to provide safe and stable housing, giving families the resources they need to provide a nurturing home to vulnerable children. The grant from the MGM Resorts Foundation was applied to their Early Childhood Respite service, a trauma informed curriculum that prepares preschoolers for kindergarten and closes educational gaps, especially for caregivers unable to afford preschool. Sammy, a four-year-old who lives with his aunt and uncle, was showing concerning behaviors ahead of enrollment in kindergarten. The family used Foster Kinship's mental health navigation services, leading to an autism assessment referral and occupational and behavioral therapy services. He was then enrolled in the Early Childhood Respite program, where specialists provided him with tools to succeed, including notifying the specialists when he felt overwhelmed by saying 'I don't like this' or describing how he felt. As a result of these crucial interventions, Sammy is now thriving in kindergarten.



## Fighting Educational Inequity

Building upon the best of a community is central to MGM Resorts' commitment to philanthropy and community engagement. With a focus on workforce development, education and hunger relief, charitable giving through corporate grants is one way we contribute meaningfully to the social and economic progress of where we live and work.

In 2023, MGM Resorts committed \$90,000 to Teach for America Nevada, an organization dedicated to both education and workforce development. Educational inequity affects children across the country and Clark County is no exception. Children experiencing this inequity lack the resources and opportunities necessary to thrive in school, the results of which affect them well after they leave school. According to the United Nations, this could be the most serious problem in education around the globe, with education proven to affect general well-being, productivity, social capital, responsible citizenship and sustainable behavior. Teach for America Nevada works to solve education inequity with leadership—finding, developing and supporting equity-oriented leaders to transform education and expand opportunities for children. They envision a world where educators, policymakers, parents and students work together to ensure children in their communities have the foundation they need to learn and thrive.

The MGM Resorts grant supported the RootED Fellowship, a program dedicated to retaining experienced educators in the high-need, low-income schools where they are needed most. Since receiving the grant in July 2023, the organization has seen 25 fellows leading classrooms at 17 schools across the Las Vegas Valley, benefiting more than 1,000 students.

"MGM Resorts has been an integral support structure for our organization, going all the way back to our founding in Nevada in 2004," said Sean Parker, Executive Director of Teach for America Nevada. "With their help we've been able to provide the types of training, incentives and support that attract and retain talent in some of our community's most high-need schools."

This gift further enhances a commitment from the MGM Resorts Foundation to invest \$80,000 in Teach for America Nevada's efforts to recruit and train new teachers for Nevada's schools, with more than 60 new teachers working in low-income schools during this 2023-2024 school year.

## 20 Years of Uplifting the Atlantic City Community



*Borgata employees volunteer at MudGirls Studios.*

In 2023, Borgata Hotel Casino & Spa celebrated its 20th anniversary. Since opening its doors in 2003, the property has been a leader in the Atlantic City market, but its impact extends beyond its four walls, with significant community investment over its two decades of operations. This commitment to community engagement has resulted in more than \$3 million in financial support in the areas of education, workforce development and hunger relief, and more than 1,800 total estimated employees who have volunteered in the community.

To celebrate 20 years of impacting the community, Borgata contributed \$25,000 to two local nonprofits that focus on workforce development. The first recipient was MudGirls Studios, an organization that empowers disadvantaged women through the construction of functional ceramic art and architectural tiles. Their motto, "making hope out of clay" is indicative of their mission: providing a safe environment, education and skill development to women in need. The \$25,000 donation helped fund the organization's workforce development program and in 2023 they employed 24 women—the most in their history. They have also been commissioned for two large-scale tile installations as part of a major regional development project.

Stories of clients whose lives have been improved from these services are inspiring, such as that of Bonnie, a homeless person who was addicted to

heroin and was referred to MudGirls Studios by a concerned police officer. With their help, she got clean, working in the studio until they connected her with a housekeeping position at a local hotel. They also helped her rent and furnish an apartment. In Bonnie's words, "I am in a wonderful place in my life. I'm happy, living the life I wanted to live for so long but failed every time I tried, except this time. Thanks to you believing in me and your support and help, I am where I am. I wouldn't have gotten this apartment without you!"

The second charity to receive a grant was the Boys & Girls Club of Atlantic City. With a mission to empower youth and provide essential services, the Boys & Girls Club has made significant strides in achieving its goals thanks to gifts that increase its impact in the community. The grant benefited the MGM Resorts International Teen Center for Economic Youth Development & College Readiness, with a mission to transform the future of the youth of Atlantic City by providing a space where they can go after school and develop the necessary skills to graduate high school, attend college or begin a career.

Thanks to this funding, the organization had several notable achievements in 2023. The behavioral health department expanded its services, with more than 1,400 engagements with youth addressing their emotional and mental health needs. They provided stipends to more than 100 Atlantic City youth for their participation, training and acquisition of industry-recognized certifications. The Bridge Program invited 20 youth to participate in aviation and hospitality classes at Atlantic Cape Community College, with all 20 passing the classes and four seniors being accepted into college and receiving scholarships through staff guidance and training. And the Earn Learn Explore Program served 100 youth, enhancing workforce readiness.

In addition to these grants, 120 employee volunteers assembled 50,000 shelf-stable meals in Borgata's largest volunteer event to date. The meals were then distributed to the Community FoodBank of New Jersey, along with a \$15,000 donation to support fighting food insecurity in the community.



# PROTECTING THE PLANET 2023 HIGHLIGHTS

We are committed to creating a more environmentally sustainable future while striving to make a difference in the lives of employees, guests, stakeholders and the communities in which we operate. Within our operations we focus on energy, water and materials management.



*U.S. Department of Energy Senior Program Advisor Maria Vargas congratulates employees on the Better Building Challenge achievement.*



*Our employees visited the Mega Solar Array for a tour following the U.S. Department of Energy recognition.*



*The MGM Resorts Mega Solar Array features 325,000 panels across 640 acres in the desert north of Las Vegas.*

## 2023 Better Buildings Challenge Goal Achiever: MGM Resorts Recognized by the U.S. Department of Energy

In 2023, MGM Resorts achieved a significant milestone in its commitment to energy efficiency. In 2010, we committed ourselves to decarbonization by joining the U.S. Department of Energy's Better Buildings Challenge. This marked a pivotal moment as we committed to reducing energy use intensity by 20% for the U.S. portfolio. A decade later, the U.S. Department of Energy announced that we had not only met but surpassed this goal, achieving an impressive 23% reduction in total energy use.

This accomplishment places us among the esteemed ranks of 23 Better Buildings Challenge Goal Achievers that are leaders in energy efficiency. These organizations stand as examples for their peers in both the public and private sectors. Since this commitment, we have implemented innovative strategies and technologies to enhance energy efficiency across our portfolio of properties, leading to this achievement.

### Examples of energy efficiency initiatives include:

- Implemented 231 individual energy conservation projects from 2007 through 2022, with a total investment of \$112 million, resulting in cumulative savings of 3.6 million megawatt hours of combined electricity and natural gas usage
- Installed more than 1.5 million Light Emitting Diodes (LED) fixtures and lamps in one of America's largest lighting retrofit projects
- Partnered with a supplier to test durable air filter options across more than 90 million square feet of building space, aiming to provide quality air while reducing energy use and costs

This achievement underscores our ongoing commitment to sustainability and sets a new standard for environmental stewardship in the hospitality industry. As the company continues the journey towards greater sustainability, we remain dedicated to finding new ways to reduce our carbon footprint, conserve resources and inspire others to join in building a more sustainable world for generations to come.

## Innovative Technologies for Water Stewardship: Atmospheric Water Generation for the 2023 Formula 1® Las Vegas Grand Prix

In 2023, MGM Resorts was part of an innovative multi-stakeholder water conservation pilot project launched by the Las Vegas Grand Prix, in partnership with the Southern Nevada Water Authority, WaterStart and the Las Vegas Grand Prix.

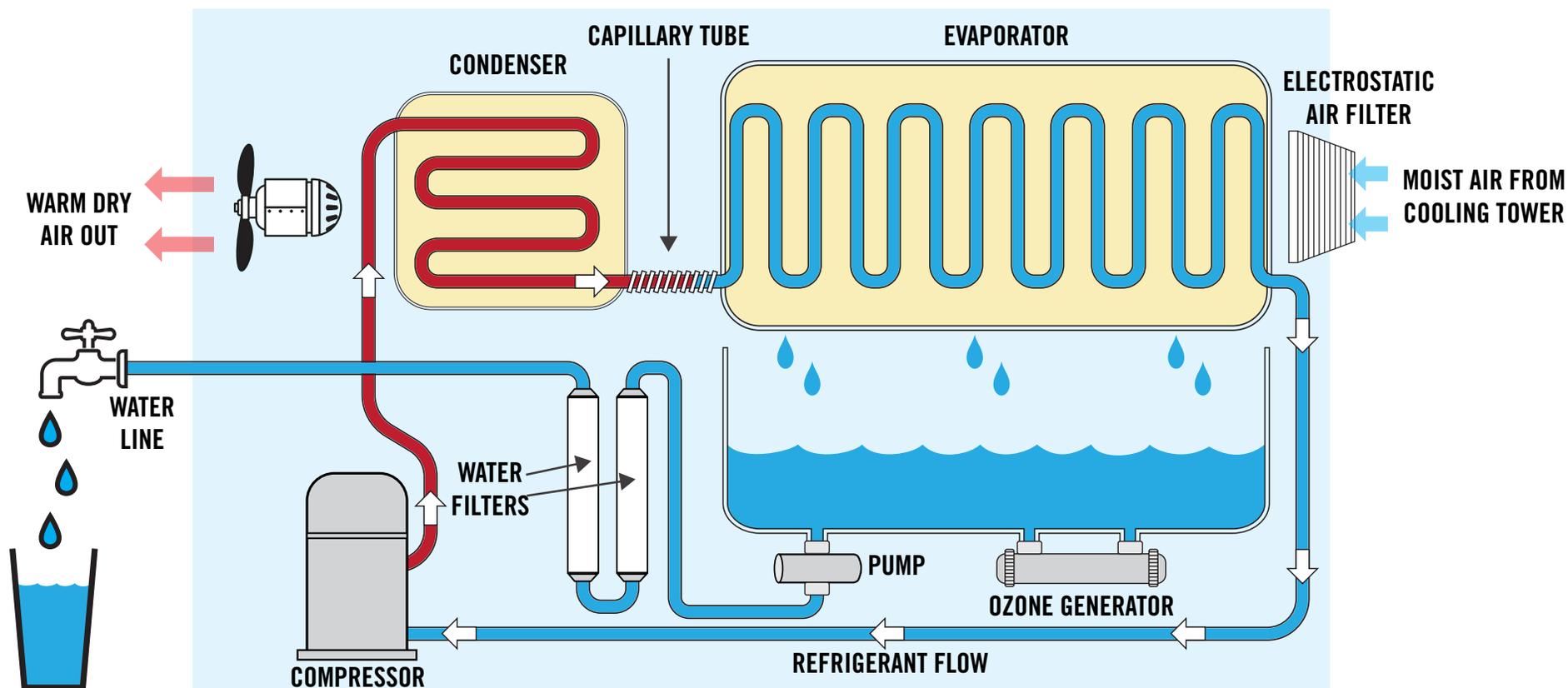
The project aimed to implement technologies that could significantly reduce and ultimately offset outdoor water consumption during large-scale sporting events. This ambitious project, aiming to create the first net-

zero consumptive water use race in Formula 1 history, featured an atmospheric water generator (AWG) to capture water vapor, typically considered waste, and reintroduce it into the system. Leveraging the high relative humidity generated from a commercial cooling tower at MGM Grand Hotel & Casino, the AWG maximized water collection. A pre-pilot phase was crucial in assessing the AWG's effectiveness in converting moist air into water, providing valuable insights for specific conservation targets for the race weekend.

"At MGM Resorts, we have long been focused on water conservation, with a particular focus on reducing consumptive water use. This exciting and collaborative pilot project is a novel combination of technologies and a great way to offset outdoor water consumption in an

innovative way that can inspire future efforts. We hope that the data we collect and the lessons we learn will lead to broader application of these technologies in water-scarce regions like Las Vegas," said Michael Gulich, Vice President, Environmental Sustainability and ESG Reporting.

With a majority of operations situated in the desert destination of Las Vegas, we have long been committed to water conservation, making this partnership a natural fit in our continued water stewardship journey. This collaborative effort highlighted the commitment of private partners like MGM Resorts to proactively address water conservation challenges, setting a precedent for future large-scale events in the community.



## Fighting Food Waste: Leverage the Environmental Defense Fund Climate Corps Fellowship

In 2023, MGM Resorts partnered with the Environmental Defense Fund's Climate Corps fellowship program to tackle the pressing issue of food waste. Selected from the program, a dedicated Food Waste Fellow participated in robust discovery sessions and led the development of a comprehensive strategic plan for food waste reduction. This involved a detailed food waste audit and identification of key strategies for a diverse set of waste streams.

The mission was clear: confront the 120 billion pounds of annual U.S. food waste, with 85% of restaurant leftovers ending up in landfills. Additionally, in Nevada, where 1 in 6 individuals face food insecurity, the urgency of the cause is undeniable, underscoring the importance of the Food Waste Fellow's work and our dedication to driving change in the industry.

As one of the largest operators of non-chain restaurants in the country, this issue hits particularly close to home. Our vast array of dining options, from high-end restaurants to bustling cafes, means that we are involved in the preparation, service and disposal of food. Making food waste reduction not only a corporate responsibility imperative but also a practical one, aligns with our commitment to sustainability and responsible business practices.

The Food Waste Fellow worked closely with teams to fully understand the food and beverage operations and the sources of food waste at MGM Resorts. A food waste audit was conducted across a representative sample of Las Vegas properties, followed by extensive stakeholder engagement. Through meticulous data analysis, key waste streams were identified, informing targeted recommendations such as food waste champions. This collaborative effort resulted in our understanding of opportunities to reduce food waste in the landfill stream, highlighting our dedication to driving change and diversifying our approach to food waste reduction.



## MGM Planet Talks: Building an Education Foundation for Environmental Sustainability

Through the Planet Protectors BRG, we host the MGM Planet Talks, a series of virtual webinars aimed at raising awareness and educating employees on environmental sustainability. Covering topics such as environmental justice, nature appreciation, extreme heat and water, and sustainable food, these talks provide valuable insights and actionable steps towards a greener future for employees who participate.

With dozens of attendees joining each session, the MGM Planet Talks have become a powerful platform for raising awareness. Employees and community members engage in discussions on critical environmental issues, fostering a culture of inclusive sustainability.

Collaborating with esteemed organizations like NASA PACE, the U.S. EPA and Nature Sacred, these talks offer expert insights and the latest research across various environmental topics. The initiative enriches discussions and provides participants with valuable resources to make a positive impact.

These talks empower individuals with knowledge and inspire action, spark meaningful conversations and encourage steps toward a sustainable lifestyle. As we continue to host these impactful webinars, the Planet Protectors BRG remains committed to promoting environmental stewardship for a brighter, greener future. The MGM Planet Talks stand as a beacon of education and collaboration towards sustainability.



Environmental Justice



Water & Extreme Heat



Nature Appreciation



Sustainable Food

## Empowering Partnerships: MGM Resorts Teams Up with Environmental NGOs

At MGM Resorts, partnerships with nonprofit organizations are a critical component to living up to our sustainability commitment. They exist through strategic partnerships with the Social Impact & Sustainability Center of Excellence as well as through activities with the Planet Protectors BRG.

Through Planet Protectors, employees partner with environmental nonprofit organizations to champion conservation efforts in their communities. The Planet Protectors have forged impactful collaborations with a range of esteemed environmental NGOs, both locally and globally. In the Las Vegas area, employees have joined forces with organizations such as the Las Vegas Valley Water District (Springs Preserve), Get Outdoors NV and Friends of Red Rock Canyon, enabling them to contribute to local conservation projects, from trail maintenance to water conservation initiatives.

On a broader scale, the Planet Protectors established partnerships with prominent global environmental NGOs such as The Nature Conservancy and the World Resources Institute. These alliances offer engagement opportunities for participating in vital global conservation efforts and tackling issues such as climate change and biodiversity preservation. As an example, the Nature Conservancy supported Beau Rivage Casino & Resort in Biloxi, Mississippi, donating more than 40,000 pounds of oyster shells to support oyster restoration efforts in the Gulf of Mexico.

Collaboration takes various forms, ranging from hands-on volunteering to strategic planning and goal setting. Employees dedicate their time and skills to volunteer in local conservation activities, from tree planting to park clean-ups. These efforts not only contribute to tangible environmental improvements but also foster a sense of community engagement and responsibility.

These partnerships have already yielded impressive results:

- At Springs Preserve, employees dedicated 967 volunteer hours to trail clean-ups and special projects such as a botanical garden refresh.
- Employees removed 25 full bags of mullein, an invasive species, from Spring Mountains National Recreation Area.
- Employees contributed 116 volunteer hours at Spring Mountains National Recreation Area, aiding in trail maintenance and conservation efforts.
- Employees invested 51 volunteer hours in stewardship projects at the Red Rock Canyon National Conservation Area with Friends of Red Rock Canyon.

Through the Planet Protectors, MGM Resorts employees are more than volunteers; they are advocates for environmental stewardship making a noticeable difference in their communities. As they continue this collaboration, they are shaping a more sustainable future not just for MGM Resorts, but for the broader community and the planet.



Employee volunteers remove mullein, an invasive species, from Spring Mountains National Recreation Area.



Employees removed twenty five bags of mullein from Spring Mountains National Recreation Area.

# OUR COMMITMENT TO OUR PEOPLE

MGM Resorts greatly values the more than 60,000 employees who are the foundation of our culture. Our priority is to ensure that being part of our team provides individuals with an employee journey filled with motivation, empowerment and professional development. This commitment begins during recruitment and continues throughout the employment experience.

## 2023 Areas of Focus

### Recruitment and Onboarding

We integrated the Employee Value Proposition into talent acquisition practices by enhancing our employer brand campaign, attracting candidates who identify with our shared culture and purpose. We also introduced values through SHOWTIME, our new hire orientation, and enhanced leader and employee resources with six Operations Playbooks and 117 job-specific onboarding plans.

### Talent Development

We engrained culture through focused training, including instructor-led Live and Lead Culture workshops for more than 4,000 leaders across the enterprise. We also focused on the development of frontline leaders with eight Essentials of Leadership courses centered around our values and leadership expectations. With more than 11,000 course completions, the curriculum gave leaders actionable behaviors to demonstrate our values.

### Celebration and Engagement

We expanded employee recognition through the Years of Service program, which honored milestone anniversaries of more than 38,000 employees through letters, pins and celebrations. We also engaged front-line team members with empowerment through Say Yes! tools, resources and reinforcement.



*Nanako Tanaka participated in the Optional Practical Training Program and currently works at ARIA Resort and Casino.*

“ Since stepping into my role as a recent college graduate, I've been thoroughly thrilled by the experience. Each day presents new challenges and learning opportunities, and I'm continually inspired by the passion and dedication of my colleagues. MGM Resorts has provided me with a dynamic and fulfilling environment to kick-start my career and I'm eagerly looking forward to the journey ahead. ”

**Nanako Tanaka**

### Opportunities for College Graduates

Offering opportunities for young professionals and cultivating an international talent pool is a priority at MGM Resorts. The Optional Practical Training (OPT) Program, establishes a future talent pipeline for our planned resort in Osaka, slated for opening in 2030. The program identifies and nurtures promising international students, particularly from Japan, and offers practical training experiences that introduce them to our company's operations, values and culture. These students, having gained invaluable insights and skills during their OPT, become prime candidates for future employment opportunities at the Osaka resort or other MGM Resorts locations worldwide. Collaborating with the University of Nevada, Las Vegas enriches this process, tapping into the university's diverse talent pool and academic resources to further enhance the training and development of OPT participants. This collaborative effort not only prepares MGM Resorts for the successful launch of its Osaka venture, but also establishes a foundation for sustained talent acquisition, development and retention across global operations, ensuring long-term success and growth.

# OUR COMMITMENT TO OUR PEOPLE



*Stephanie Glanzer, SVP and Chief Sales Officer, used the MGM Resorts sabbatical program to disconnect from work and travel with her family in Italy.*

## 2023 Employee Program Highlights

### Sabbatical

In 2023, we saw continued engagement with our Sabbatical Program, which provides employees at the director level and above with five or more years of tenure the opportunity to take an extended leave from work to rest and rejuvenate. In addition to promoting employee well-being, the sabbatical program allows the company to develop leaders by providing an opportunity to take on greater responsibility and expanded scope.

### Cross Functional Learning

In 2023, our Cross Functional Learning Program continued to offer employees the opportunity to grow skills and gain hands-on experience in other departments without changing positions or divisions. This individually tailored and self-facilitated experience provides 40 hours of cross-department learning, helping to create new paths for career development.

392

Number of Pairings

28%

2023 Participation Increase

2,000+

Total Mentorship Hours

### Mentorship

Launched in the summer of 2021, MGM Resorts' Mentorship Program fosters development, collaboration, leadership courage and business acumen. Since its launch, more than 1,100 employees have participated in this formalized approach to enhancing knowledge, skills and abilities. In 2023, we successfully matched 392 employees, up 28% from 2022 and saw total mentorship hours logged rise by more than 2,000 hours to more than 6,300 hours to date.

# OUR COMMITMENT TO RESPONSIBLE PROCUREMENT



Participants in the MGM Resorts Supplier Diversity Mentorship Program gathered for a photo during the 2023 graduation.

## 2023 Procurement Highlights

### Commitment to Supplier Inclusion

Since the inception of our Supplier Diversity Program in 2000, we have been unwavering in the belief that a diverse supply chain allows access to a broader range of perspectives and experiences, helping to drive innovation, entrepreneurship and resilience, with the ultimate goal of supporting and strengthening communities. By embedding diversity, equity and inclusion into business strategies, we attract diverse segments of society to our resorts and entertainment offerings. And, by actively seeking to buy from and mentor diverse-owned businesses, we not only ensure a more resilient supply chain but support the economic development of the very communities in which we operate.

### Commitment to Sustainable Procurement

In 2023, MGM Resorts embarked on a transformative journey toward sustainable procurement, recognizing the pressing need for environmentally and socially responsible practices across our global value chain. Our commitment to social impact and sustainability has always been at the core of our operations, and this year we elevated our efforts by collaborating across departments to create a comprehensive framework for sustainable procurement.

## Success in Numbers

2023 was a successful year for supplier diversity at MGM Resorts. By extension, local economies were uplifted by this success, with more than 4,000 jobs created through the supply chain because of the program. In 2023, we revisited our 2025 goal and updated it from at least 10% of biddable spend with diverse businesses to at least 15%. We ended the year at 17%, the highest spend in company history representing a 33% year-over-year increase from 2022 to 2023. In all, we spent \$412 million with diverse businesses in 2023.

At the core of our commitment is empowering local communities wherever we operate. For example, MGM National Harbor spent \$9.7 million with diverse-owned businesses in Prince George's County and \$3.1 million with diverse-owned businesses in other communities around the Washington metropolitan area. Throughout the country, we have a sustainable impact, re-engaging diverse suppliers year over year. In 2023, we re-engaged more than 300 diverse businesses and also added new suppliers to our network.

## Success in Mentorship

Through the MGM Resorts Supplier Diversity Mentorship Program, we identify, mentor and develop diverse-owned businesses to fill our future pipeline. Although it may take several years, we fully invest assets, human capital and monetary support to strengthen these firms into corporate-ready businesses that are prepared to compete in the global supply chain.

Since 2016, the mentorship program has provided diverse-owned businesses tools and resources that empower and uplift. In 2023, the program's largest class graduated, adding 38 diverse-owned businesses to a list of alumni that now numbers 105. The success of the program is clear in the numbers. Sixty percent of graduates are currently doing business with MGM Resorts and 81% have seen an increase in spend with the company since graduating from the program. In 2023, 16 alumni were contracted to serve the NFL for Super Bowl LVIII in Las Vegas.



## A Success Story

Park Cleaners is a generational family business that has operated in Springfield, Massachusetts since 1935. Owner Rebeca Merigan enrolled in the MGM Resorts Mentorship Program and graduated in 2020, with the goal of carrying on the family business and positively impacting the community. "To me, it wasn't just about owning a dry cleaner," says Merigan. "It was always about being a positive part of our Springfield neighborhood." In 2023, MGM Springfield expanded its agreement with Park Cleaners, from laundering guest and table linens to managing the entire property's laundry and dry cleaning, including food and beverage, guest rooms and uniforms.

Through MGM Resorts, Merigan was paired with another laundry provider for MGM National Harbor to glean best practices and discuss pricing models, ensuring that Merigan's pricing was competitive in the Springfield market. As further testament to her success, Merigan acquired two additional locations and hired from the local community. And through it all, Park Cleaners continues to provide the same level of customer service that it did before working with MGM Springfield. By engaging a local, diverse-owned business, MGM Springfield achieved cost savings and decreased carbon emissions from linen transport. But most importantly, we contributed to the local economy by investing in and mentoring a local, diverse-owned business. "Park Cleaners has had other large corporate accounts in the past," said Merigan. "We have never had the support and guidance of a customer like MGM Resorts before. This experience has opened our eyes to running a successful business that strengthens our community in countless ways."

**4,000**   
jobs created  
Economic Impact

**\$412M**   
Money Spent with  
Diverse Businesses

 **105**  
Graduates from Supplier Diversity  
Mentorship Program

 **38**  
graduates  
Mentorship Program Class of 2023

## Collaborative Journey Toward Sustainable Procurement

MGM Resorts has a rich history of social impact and sustainability in supply chain activities, particularly around championing diversity, equity and inclusion through our supplier inclusion program. Additionally, sourcing has helped us progress toward our sustainability goals. In 2021 and 2022, procurement of artificial turf and desert-friendly landscaping helped us eliminate more than 200,000 square feet of grass, reducing outdoor water use. Building on this foundation, we intensified our focus in response to the growing awareness of sustainability impacts across the supply chain.

The journey toward sustainable procurement began with the development of a comprehensive white paper, the product of rigorous research, stakeholder input and data analysis. It delved into the current landscape of sustainability within the supply chain, including key driving forces, material sustainability issues, emerging regulations, reporting requirements, peer commitments and industry case studies. The paper also examined the current state of sustainable procurement at MGM Resorts, outlining existing policies such as the supplier code of conduct, as well as initiatives and commitments such as our endorsement of the UN Global Compact Ten Principles.

This research served as the cornerstone for a strategic framework, outlining key principles, pillars and approaches. Our Sustainable Procurement Principles include a focus on Low Carbon, Water Responsible, Deforestation Free, Circular & Efficient, Ethical & Humane, and Local & Diverse practices.

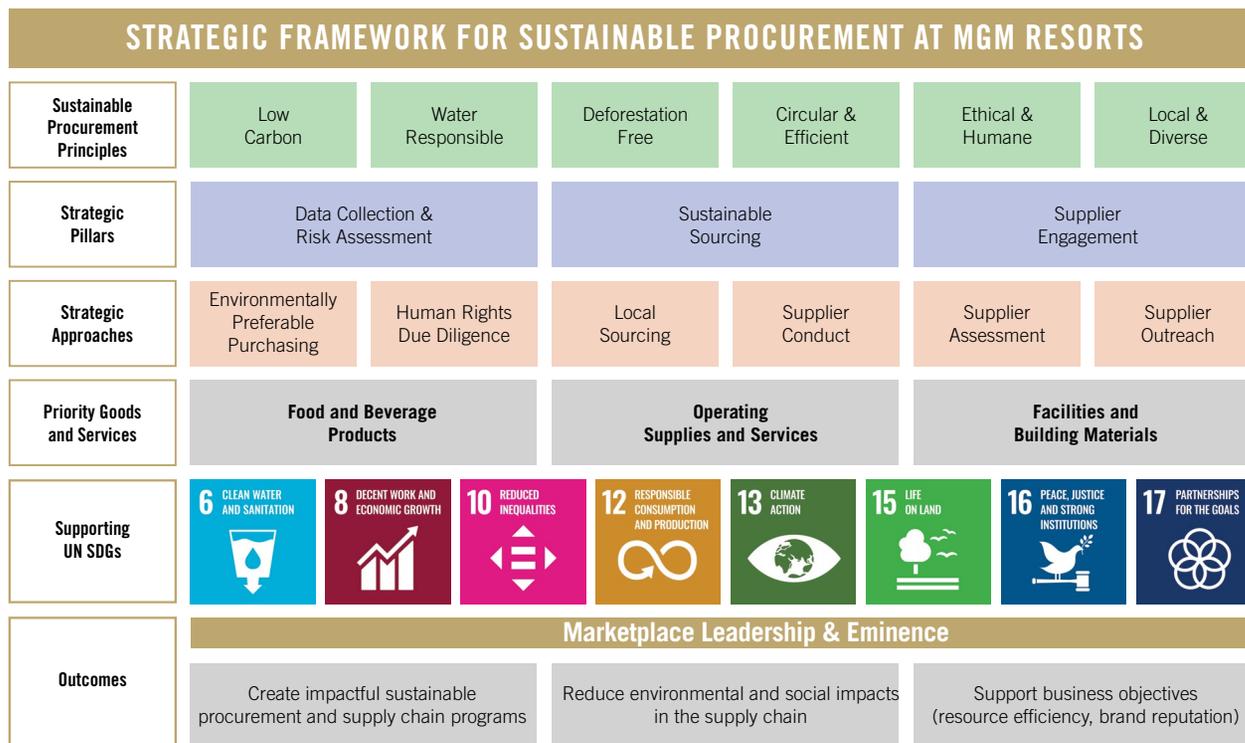
Under the strategic pillars of Data Collection & Risk Assessment, Sustainable Sourcing and Supplier Engagement, we aim to ensure that our procurement practices align with sustainability goals. Our focus on Environmentally Preferable Purchasing, Human Rights Due Diligence and Local Sourcing underscores our commitment to responsible sourcing.

We have identified priority commodities, including food and beverage products, operating supplies and services, and facilities and building materials, where we will prioritize sustainable procurement practices. Our alignment with UN Sustainable Development Goals further demonstrates our commitment to global sustainability goals.

We have established a clear governance structure for sustainable procurement, with the Global Procurement Center of Excellence (CoE) serving as the owner and overseeing day-to-day tasks, and the Chief Procurement Officer (CPO) acting as the program sponsor. The Social Impact & Sustainability CoE provides technical expertise and guidance, while property leaders and other corporate

CoEs, including Hotel Strategy, Food & Beverage Strategy and Facilities Strategy, support with targeted initiatives to align practices across the organization.

Looking ahead, we are committed to creating internal policies that embed sustainability into procurement practices, enhancing data collection and supplier screening through optimized technology solutions, training employees to ensure alignment with our sustainability goals and setting annual targets and benchmarks to track progress. Through collaboration, innovation and a shared vision for a better future, this framework is a testament to MGM Resorts' dedication to sustainable business practices.





*In late 2023, large format amenities were introduced at all domestic MGM Resorts properties.*

## Eco-Friendly Guest Room Amenities

In late 2023, MGM Resorts took a big step in cutting down on single-use plastics with a more environmentally friendly alternative to the traditional tiny bottles that go straight to landfill after one use. Large refillable amenities were installed across all 20 domestic properties, encompassing 44,000 guest rooms. The new amenities are made from recycled plastic and designed to improve the guest experience while aligning with our efforts to reduce its environmental impact. With a goal to reduce materials to landfill by square foot by 60%, large format amenities were a significant step towards achieving the 2025 goal. Through this initiative, we anticipate eliminating the use of nearly 27 million bottles of single-use plastic annually, resulting in a decrease of nearly 70% of total plastic used in amenities for our guests.

For this venture, MGM Resorts partnered with Buzz Products, an Australian woman-owned business, also contributing to MGM Resorts' goal to spend at least 15% of biddable procurement with diverse suppliers by 2025.

## Driving Electronics Recycling Through Strategic Sourcing

MGM Resorts has continued to meet its sustainability commitments through strategic sourcing. The journey began with a strategic partnership forged a few years ago with EVTerra, a trailblazer in recycling and reclamation. This partnership wasn't just a business move; it was a pledge to create a greener future, embedding sustainable practices into the core of corporate responsibility at MGM Resorts.

EVTerra's expertise lies in their ability to extract 16 different metals and elements from discarded electronics. These materials, once deemed waste, found new purpose in EVTerra's hands. Through their advanced processes, precious metals were reclaimed and reintroduced into the manufacturing cycle, championing a circular economy.

By diverting materials from landfills, MGM Resorts and EVTerra weren't just reducing waste; they were mitigating the harmful effects of hazardous materials on the environment. This wasn't merely a tale of profit and efficiency; it was a partnership of responsibility and stewardship.

# OUR COMMITMENT TO RESPONSIBLE GAMING

---



## Responsible Gaming Awareness and Education

At MGM Resorts, responsible gaming is an integral part of our daily operations. We comply with the American Gaming Association's (AGA) Code of Conduct for Responsible Gaming, consisting of industry-wide responsible gaming best practices. Included are tools to mitigate harm (self-limit and self-exclusion), employee training and prevention of underage gambling. Furthermore, we are dedicated to responsible gaming through compliance with jurisdictional regulations, cross-industry collaboration, partnerships, research and a unified approach with BetMGM, our iGaming and sports betting joint venture.

MGM Resorts employs GameSense, a player-focused program that encourages players to adopt behaviors that can reduce the risk of gambling disorders. We see GameSense as an instrumental part of our guest service model in which employees promote responsible gaming as they would any other element of the business. Raising awareness, providing transparent information and actively promoting responsible gaming behaviors creates stronger guest relationships and enhances our reputation as a global leader in responsible gaming.

Our multifaceted commitment to responsible gaming includes financial support for quality scientific research, cross-stakeholder collaboration, public outreach, internal efforts in guest education and employee training.

## MGM Resorts Supports Problem Gambling Research

As part of the initial agreement with GameSense, we committed \$1 million over five years for problem gambling research, including a partnership between British Lottery Corporation (BCLC), MGM Resorts, the University of Nevada, Las Vegas' (UNLV) International Gaming Institute (IGI), Cambridge Health Alliance – a Harvard Medical School teaching hospital – and the Responsible Gambling Council.

In March 2023, MGM Resorts and BetMGM announced a five-year contract extension with BCLC and GameSense including an additional \$1 million from MGM Resorts and \$250,000 from BetMGM to support research over the course of the extension.

In 2023, we contributed \$360,000 to the International Center for Responsible Gambling (ICRG) in support of programs designed to educate treatment providers, responsible gambling professionals, regulators and public policy makers about gambling disorders and responsible gambling. We have contributed nearly \$6 million to the ICRG since 1997. In 2023, we also made a \$90,000 contribution to the Kindbridge Research Institute in support of three separate research studies.

## Industry Collaboration

From land-based operations to sports betting and iGaming, we take an active role in promoting best practices and advancing responsible gaming principles. We are a core member of the AGA and a key contributor to its Responsibility Committee, which provides a forum for AGA members to elevate responsible gaming, corporate social responsibility and diversity, equity and inclusion through advocacy, education and research.

We are also committed to supporting the National Council on Problem Gambling (NCPG) in its effort to serve as the national advocate to mitigate gambling-related harm. As a member of its leadership circle, we have contributed \$65,000 to support ongoing efforts of the NCPG, their annual conference and legislative efforts on military affairs.

Within local jurisdictions, we collaborate with state councils and organizations to share company-wide efforts to promote responsible gaming and share best practices. In 2023, we contributed \$60,000 to support efforts of state councils.

## Online and Mobile Operations

We are also leading the way in defining responsibility in online and mobile gaming and are an official partner of the AGA's Have a Game Plan® Bet Responsibly™ campaign to promote responsible sports wagering.

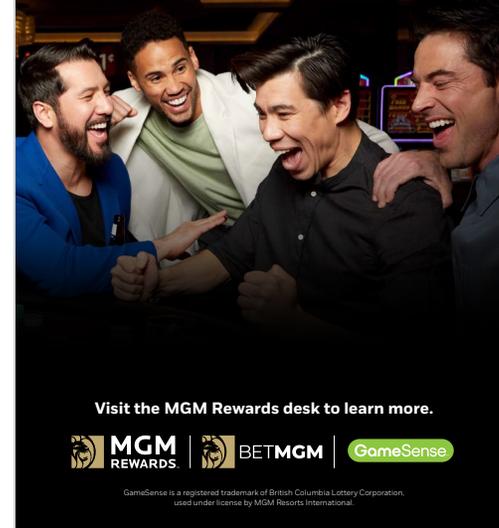
In September 2022, the largest online gaming operators in the country joined together on the first online gaming industry-led responsible gaming standards. The 12-point pledge is a commitment to the principles of responsible online gaming, which are derived from four core attributes:

1. We participate only in legal markets that provide consumer protections
2. We strive to instill responsible gaming culture throughout our respective businesses
3. All forms of online gaming should be a fun activity and enjoyed as a form of entertainment
4. While the vast majority of individuals can enjoy online gaming in a responsible way, some individuals need additional tools and support related to their gaming activities

For more information about responsible gaming practices, please visit [Responsible Gaming at MGM Resorts](#) and the [Responsible Gambling Guide](#) at BetMGM.

# BETTING ON SPORTS?

## Always have a game plan.



**BETTING ON SPORTS?**  
**DON'T FORGET TO**  
**take a timeout.**

Visit the **MGM Rewards desk** to learn more.

MGM REWARDS | BETMGM

**RULES**

Must be 21 years or older. Please gamble responsibly. 1.800.522.4700. mgmresorts.com/gamesense. GameSense is a registered trademark of British Columbia Lottery Corporation, used under license by MGM Resorts International.

GameSense

# RECENT AWARDS & RECOGNITION

MGM Resorts is honored to be recognized for our commitment to remain Focused on What Matters

## DIVERSITY, EQUITY & INCLUSION

- Pinnacle Inclusion Index Company—Seramount Inclusion Index
- Bloomberg Gender Equality Index
- America's Top Corporations for Women's Business Enterprises—Women's Business Enterprise National Council (WBENC)
- Top 25 Outstanding Leadership and Diversity Impact—Diversity MBA Magazine
- Executive of the Year—Western Regional Minority Supplier Development Council
- Excellence in Supplier Diversity—Western Regional Minority Supplier Development Council
- Best Company for Diversity, Equity & Inclusion—Black Enterprise
- Apex Award—Black Travel and Tourism Magazine
- Outstanding Community Partner—Asian Chamber of Commerce Las Vegas
- Community Heroes Award—National Action Network
- 2023 Exemplar Award—Western Regional Minority Supplier Development Council
- Best for Vets: Employers—Military Times
- Corporate Equality Index—Human Rights Campaign
- Patriot Award—Department of the Defense Employee Support of the Guard and Reserve
- Best Diversity, Equity & Inclusion Strategy—Human Resources Online
- Young Hispanic Corporate Achievers Award—Hispanic Association on Corporate Responsibility

## ENVIRONMENTAL SUSTAINABILITY

- Double A Rating—CDP Climate Change and Water Security A-List
- Better Buildings Challenge Goal—U.S. Department of Energy
- Renewable Energy Best Practices—U.S. Department of Energy
- Science-Based Target Initiative: Scope 1, 2 & 3 Targets Validated
- Top 100 Women in Sustainability: Jyoti Chopra, Chief People, Inclusion & Sustainability Officer—Sustainability Magazine
- Role Model of Sustainability—China Finance Summit
- Corporate Sustainability Benchmark—Hang Seng
- LEED Gold for Neighborhood Development: MGM Springfield Overall Site
- LEED Gold for Building Design & Construction
- LEED Platinum for New Construction
- LEED Platinum for Commercial Interior
- LEED Gold for Commercial Interior

## COMMUNITY ENGAGEMENT

- Corporate Volunteer Program: Gold—Governor's Point of Light
- Volunteer Manager: Gold—Governor's Point of Light
- Individual Volunteer: Gold and Silver—Governor's Point of Light
- 50 Most Community-Minded Companies in the US—The Civic 50

## INVESTING IN EMPLOYEES

- Campus Forward Award—Ripple Match
- Employee Experience Award—Human Resources Online
- Best Management Training Programme—Human Resources Online
- Best Virtual Learning Initiative—Human Resources Online
- Best Learning and Development Programme—Human Resources Online
- Best Digital Learning Transformation—Human Resources Online
- Best Talent Development Strategy—Human Resources Online
- Best Career Development Programme—Human Resources Online
- Outstanding Employer—China Finance Summit
- 25 Best Companies to Grow A Career—LinkedIn Top Companies
- Best Companies to Work For—Zippia
- One of the Best Places to Work—Glassdoor

## GENERAL

- Top Gaming Company in the World—Time Magazine
- 10 Best Companies of the Year—The Chief's Digest
- Top Meeting Hotels In North America—CVENT
- Forbes Travel Guide—15 Five-Star Designations for Hotels, Spas and Restaurants
- Global Gaming Awards—Customer Loyalty Program of the Year
- Shorty Awards—Audience Honor
- Online Casino of the Year—American Gaming Association

# DIVERSITY, EQUITY & INCLUSION

## PARTNERS LIST

MGM Resorts works alongside many local, national and international organizations with the shared goal of fostering equity and inclusion in our communities. Below is a summary of some of the groups that we are honored to have as partners.

100 Black Men of America, Inc.  
 African Chamber of Commerce & Tourism  
 American Council of the Blind  
 African Diaspora of Las Vegas  
 American Indian Scholarship Fund  
 Asia Society  
 Asian American Business Development Center (AABDC)  
 Asian American Journalists Association (AAJA)  
 Asian American and Pacific Islander Chamber of Commerce (AAPICC)  
 Asian Chamber of Commerce  
 Asian Community Development Council (ACDC)  
 Asian Pacific American Institute for Congressional Studies (APAICS)  
 Association of Latino Professionals for America (ALPFA)  
 Black Enterprise  
 City Impact Foundation  
 Chinese New Year in the Desert  
 Congressional Black Caucus Foundation  
 Congressional Hispanic Caucus Institute  
 Cultural Diversity Foundation  
 Disability:IN  
 Diversity Best Practices  
 Gay and Lesbian Chamber of Commerce of Southern Nevada  
 Hannah Brown Community Development Corporation  
 Henderson Equality Center  
 Hispanic Association of Colleges and Universities (HACU)  
 Hispanic Association on Corporate Responsibility (HACR)  
 Human Rights Campaign (HRC)  
 International Gay and Lesbian Travel Association (IGLTA)

KultureCity  
 Japanese American Citizens League  
 Large Vision Business Network Mixer (LVBNM)  
 Las Vegas Asian Chamber of Commerce  
 Las Vegas India Chamber of Commerce  
 Las Vegas Urban Chamber of Commerce  
 Latin Chamber of Commerce Nevada Inc.  
 Latinas in Philanthropy  
 League of United Latin American Citizens (LULAC)  
 The Center (LGBTQ+ Community Center of Southern Nevada)  
 Asian Pacific Islander American Chamber of Commerce and Entrepreneurship (ACE)  
 NALEO Education Fund  
 National Association for the Advancement of Colored People (NAACP)  
 National Association of Minority Contractors (NAMC)  
 National Association of Women Business Owners (NAWBO)  
 National Association of Women in Construction (NAWIC)  
 National Black MBA Association (NBMBA)  
 National Center for American Indian Enterprise Development (NCAIED)  
 National Coalition of Black Meeting Professionals  
 National Coalition of 100 Black Women  
 National LGBT Chamber of Commerce (NGLCC)  
 National Minority Supplier Development Council (NMSDC)  
 National Urban League  
 Native American Journalist Association (NAJA)  
 Nevada Women in Trades

NLGJA: The Association of LGBTQ+ Journalists  
 NV AAPI Chamber of Commerce  
 OCA-Asian Pacific American Advocates  
 Out & Equal Workplace Advocates  
 Prospanica  
 Rainbow Dreams Educational Foundation  
 SER Jobs for Progress  
 Seramount – Diversity Best Practices  
 Silver State Equality  
 Southern Nevada Association of Pride, Inc. (SNAPI)  
 Southern Nevada Veterans Chamber of Commerce (SNVCC)  
 The Dr. Martin Luther King Jr. Committee of Las Vegas  
 The Executive Leadership Council  
 The Village Foundation  
 Thurgood Marshall College Fund  
 Tourism Diversity Matters  
 U.S. Black Chambers, Inc.  
 Unidos US  
 United States Hispanic Chamber of Commerce  
 United States Veterans Initiative (U.S. VETS)  
 United Service Organizations, Inc. (USO)  
 Urban Chamber of Commerce  
 US Pan Asian American Chamber of Commerce (USPAACC)  
 Veteran Action Group  
 Western Regional Minority Supplier Development Council (WRMSDC)  
 Women's Business Enterprise Council (WBEC)  
 Women's Chamber of Commerce Nevada

*\*This list is intended to reflect a summary and may not include all of the organizations with which we partner.*

# ENVIRONMENTAL SUSTAINABILITY PARTNERS

Achieving environmental sustainability is a collective endeavor. We are proud to collaborate with leading organizations dedicated to this shared vision.



CDP  
Desert Research Institute  
Environmental Protection Agency  
Global Reporting Initiative  
IFRS Foundation  
NASA PACE  
Nature Sacred  
Science Based Targets  
Solar Energy Industries Association  
Southern Nevada Water Authority  
Sustainability Accounting Standards Board  
Task Force on Climate-Related Financial Disclosures  
The Climate Reality Project  
The Nature Conservancy  
The Obodo Collective  
The Springs Preserve Las Vegas  
Three Square Food Bank  
U.S. Department of Energy  
U.S. Green Building Council  
WaterStart  
World Resources Institute

*\*This list is intended to reflect a summary and may not include all of the organizations with which we partner.*

# RESOURCES

Additional information on how MGM Resorts is Focused on What Matters, including our approach, priorities, goals and data.



## [2023 Consolidated SI&S Factbook](#)

Detailed information on MGM Resorts Social Impact & Sustainability Goals and Performance, Social Impact & Sustainability Data Tables, GRI and SASB.



## [2022 Consolidated SI&S Factbook](#)

Detailed information on MGM Resorts Social Impact & Sustainability Goals and Performance, Social Impact & Sustainability Data Tables, GRI and SASB.

## Key Documents

[Double Materiality](#)

[SI&S Policies](#)

[SI&S Disclosures](#)

[Social Impact & Sustainability Reports and Verification Statements](#)

## Key Pages

[Focused on What Matters](#)

[Awards and Recognition](#)

[MGM Resorts Foundation](#)

[Investor Relations](#)



# MGM RESORTS INTERNATIONAL®

B  
BELLAGIO

Aria

Vdara

THE COSMOPOLITAN™  
of LAS VEGAS

MGM GRAND.  
LAS VEGAS

THE SIGNATURE  
AT MGM GRAND.

MANDALAY BAY

DELANO  
LAS VEGAS

PARK MGM

NoMAD  
LAS VEGAS

NEW YORK  
NEW YORK  
LAS VEGAS | ICE FLO GRIND

LUXOR

Excalibur

Beau Rivage

Borgata

MGM GRAND.  
DETROIT

EMPIRE CITY  
CASINO

MGM  
NATIONAL HARBOR

MGM  
SPRINGFIELD

MGM  
NORTHFIELD PARK

MGM  
MACAU

MGM  
COTAÍ

