



MGM RESORTS
INTERNATIONAL®

2017 CORPORATE SOCIAL RESPONSIBILITY REPORT

Statements in this Corporate Social Responsibility report that are not historical facts are forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995 and involve risks and/or uncertainties, including those described in the MGM Resorts International (the "company") public filings with the Securities and Exchange Commission. The company has based forward-looking statements on management's current expectations and assumptions and not on historical facts. Examples of these statements include, but are not limited to, the company's expectations regarding future initiatives related to diversity and inclusion, philanthropy and community engagement, and environmental sustainability, the company's ability to execute on future development and other projects, create jobs in new and existing jurisdictions and execute on its strategic plans. These forward-looking statements involve a number of risks and uncertainties. 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 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 and additional risks and uncertainties described in the company's Form 10-K, Form 10-Q and 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.



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MESSAGE FROM OUR LEADERS

In the face of accelerating change, society increasingly demands that responsible businesses engage to help solve a myriad of complex social, environmental and economic challenges. Contributions to issues like hunger relief, job creation, economic development, equality, women's rights, education and environmental protection have become crucial aspects of how contemporary businesses deliver value.

At MGM Resorts, we endeavor to meet the expectations of our shareholders, employees, guests and community stakeholders by consistently operating within our core values of Integrity, Inclusion, Teamwork and Excellence. Believing these are the true engines of performance, we constantly seek new ways to leverage the differences among us to achieve greater outcomes—whether galvanizing our diverse teams to achieve performance, expanding our increasingly diverse customer base, widening our chain of diverse suppliers, cultivating stronger ties with diverse communities, growing international business partnerships or enhancing other aspects of our business.

Our strong belief in the value of inclusion occasionally leads us to take strong and principled public stands on issues of equality. We made our views clear in the wake

of the violent Charlottesville, Virginia, white nationalists rally and against federal and state measures to diminish the human rights of LGBTQ individuals. In 2017,

Community investment, philanthropy and service are true hallmarks of our organization.

we also considered more closely how our corporate social responsibility (CSR) initiatives align with the United Nations Sustainable Development Goals (SDGs). Many of these SDGs are already integrated into our CSR agenda—such as our established leadership of women's advancement in the gaming industry and our commitment to advancing gender equality. Recent shattering revelations of harassment and abuse of women have ignited

what we hope will be a watershed moment in the evolution of gender equality in our society and around the world.

Community investment, philanthropy and service are true hallmarks of our organization. In 2017 alone, MGM Resorts employees collectively engaged in 114,900 hours of volunteer service, and our company donated more than \$13.5 million in cash and in-kind charitable donations. Two-thirds of our employees contributed to our MGM Resorts Foundation, raising more than \$4 million, and the Foundation itself made 78 community grants. One of our newest resorts is in Springfield, Massachusetts, where \$79.1 million of construction and consulting spending went to minority-owned business partners in 2017 and where 3,000 local residents are employed. Taken together, these

Though our organization was rocked by loss and grief, our culture and values formed a strong foundation that made steady recovery possible.

points illustrate a holistic approach to supporting social and economic development through quality job creation, 21st-century skills training, investment in diverse and minority-owned businesses, support for local nonprofits, engagement in volunteer service, and investments in green building.

2017 also marked more than a decade of industry-leading achievements in environmental sustainability. We have made green design and construction, energy and water conservation, materials and waste management, and sustainable events and operations key focus areas through which we conduct our business, educate our employees, relate to our guests and better our communities.



Jim Murren
Chairman & CEO

In closing, we must acknowledge the tragic and horrifying events that occurred on October 1, 2017. Though our organization was rocked by loss and grief, our culture and values formed a strong foundation that made steady recovery possible. In the worst moments imaginable, we truly were stronger together. And, while these events remain a profound source of pain and sorrow, they also inspire tremendous gratitude and pride in the people of our company and the broader global community to which we belong.

We aspire to achieve new levels of engagement, set new standards, break new barriers and lay more ground.

Looking forward, we aspire to achieve new levels of engagement, set new standards, break new barriers and lay more ground. We will continue in our quest to leverage our business success for the achievement of a better world.



Rose McKinney-James
Chair, Corporate Social Responsibility
Committee, Board of Directors



OUR PHILOSOPHY & GOVERNANCE

MGM Resorts International is one of the world's leading global entertainment companies, operating 28 unique hotel offerings in the United States and Macau. Our properties delight and inspire guests in Nevada, Maryland, Michigan, Mississippi, Massachusetts, New Jersey and Macau.

As a part of so many communities worldwide, we have the opportunity—and the responsibility—to drive economic growth and contribute to the places we call home. As we foster diversity and inclusion, invest locally and protect the environment, we live our commitment to the communities that have welcomed us.

We live our commitment to the communities that have welcomed us.

Our corporate social responsibility (CSR) achievements are the result of collaboration across our company. Our CSR strategy is guided by our Chairman and Chief Executive Officer and the CSR Committee of our Board of Directors, which sets our CSR priorities for each year and measures and monitors our performance across the company. The CSR committee of our senior management serves as a bridge between our board and management and steers practical implementation of our CSR policies.

Our CSR principles are woven into the annual strategic planning process at our resort properties, corporate division and our managers' performance evaluation system. We are also a leader in responsible gaming and regularly monitor the implementation of the American Gaming Association's Code of Conduct

for Responsible Gaming at our gaming properties.

Four corporate teams are dedicated to realizing our CSR goals, including Diversity and Inclusion, National Diversity Relations, Philanthropy and Community Engagement, and the Corporate Sustainability Division. Led by Chief Diversity & Corporate Responsibility Officer Phyllis A. James and Chief Sustainability Officer Cindy Ortega, these teams have made corporate social responsibility an indelible part of our company's character, culture and operations.

At the heart of our CSR efforts are our 81,000 MGM Resorts employees, who give generously to their neighbors and embody our values of

Integrity, Teamwork, Inclusion and Excellence every day. Through The MGM Resorts Foundation, CSR Councils, and Employee Network Groups, the MGM Resorts family champions causes, donates their time and funds organizations that will have a positive impact in our communities.

Together, we are building a strong and sustainable future for our society, our economy and our world.

Our CSR principles are woven into the annual strategic planning process at our resort properties, corporate division and our managers' performance evaluation system.



Phyllis A. James
Chief Diversity & Corporate
Responsibility Officer



Cindy Ortega
Chief Sustainability Officer

Our Economic & Philanthropic Impact

\$20 billion

U.S. economic output

\$1.7 billion

Spending with domestic business partners

\$13.5 million

Charitable contributions

\$2.3 billion

Taxes to U.S. federal, state and local governments

81,000

Employees

114,900 hours

Volunteer service

\$956 million

Domestic capital investment

\$4.4 billion

U.S. wages

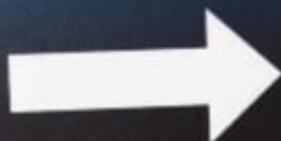
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MGM Resorts Foundation community grants

Source: MGM Resorts International; Applied Analysis Economic Impact Analysis

MGM Resorts International
VETERANS
* CAREER FAIR *

For U.S. Military Veterans,
Active Duty, Guard
& Reserve Members
and Dependents



#MGMWets
mgmresortscareers.com





FOSTERING DIVERSITY & INCLUSION

Diversity and inclusion are core values of our business. We strive to create respectful, welcoming environments for all people, especially our employees, guests, neighbors and partners. In this spirit, we take a strong stand on issues that infringe upon basic human rights, and we promote dignity and equality for all.



LIVING INCLUSION IN OUR COMPANY

When we invest in building an inclusive work environment, we help our teams collaborate, innovate and provide the best-in-class guest service for which our company is known. We see recruiting and developing a diverse workforce as both a company imperative and a competitive advantage for MGM Resorts.

In addition to traditional recruitment methods, we hold and attend several inclusive recruiting events each year to attract employees that will bring a range of skills, experiences and backgrounds to our company. We share opportunities with a diverse pool of candidates, visiting organizations such as the National Black MBA Association, the Hispanic Association of Colleges and Universities, and the National Society of Minorities in Hospitality.

As part of our membership in the Veteran Jobs Mission, a coalition of companies committed to hiring 1 million veterans and their spouses by 2020, our Boots to Business team is dedicated to hiring and supporting military families. In 2017, we held our 5th Annual MGM Resorts Veterans Career Fair, where veteran candidates met with hiring managers from each of our resorts and explored potential career opportunities in all parts of our company. Thanks to this event, the efforts of the Boots to Business team and our partnerships with Hire Heroes USA and local veteran organizations, MGM

Resorts welcomed more than 460 self-identified veterans to the team in 2017.

Our focus on inclusion does not end with recruitment. From orientation and training to mentorship and networking, we endeavor to support our employees and help them grow their careers. Beginning on their first day on the job, MGM Resorts employees learn how we live our values by welcoming all, in our resorts and in our workforce.

As they advance their careers, our team members can participate in career-development programs such as the Management Associate Program and the Culinary Associate Program to learn skills that will help them advance to leadership and management roles.

At each of our properties, our voluntary, employee-led CSR Councils promote our core values and enrich our work environments through CSR offerings. Each CSR Council organizes activities centered around inclusion, professional development, community service and environmental sustainability. MGM Resorts employees can also join any of

our 19 Employee Networking Groups (ENGs), where they make meaningful connections with their peers, participate in professional development programs, receive group mentoring, gain exposure to executive and senior leadership, and perform community service. In 2017, ENG members logged more than 9,000 volunteer hours with nonprofits, including Dress for Success, Helping Hands and Spread the Word Nevada.

In 2017, we launched Workplace CONNECT, a new digital ENG that is accessible anywhere, even if employees cannot be physically present to attend a meeting. With CONNECT, our employees can engage in thought-provoking conversations and tune in to any ENG meeting or professional development event via livestream or recorded replay. So far, 1,300 employees have used the platform to engage with their colleagues online.

Women's Leadership Conference inspires for the 11th year.



More women than ever have joined the workforce and entered the boardroom, yet they still lag behind men in pay and leadership representation. With The MGM Resorts Foundation's annual Women's Leadership Conference (WLC), we take aim at the glass ceiling and create a forum where women and all those who support them can come together to encourage each other. The two-day event provides tools, skills and connections to equip attendees to advance their careers and make change in their workplaces and communities.

The 2017 WLC was our 11th conference and the fourth to sell out. More than 1,100 attendees gathered to hear from keynote speaker and award-winning journalist Lisa Ling and other accomplished women, participate in workshops ranging from ethical decision-making to negotiation and other leadership topics, and build business and life relationships through networking.

Each year, WLC proceeds are donated to nonprofits devoted to the welfare and development of women and girls. We were proud to award \$30,000 in proceeds to three organizations that serve and restore victims of human trafficking in the Las Vegas community: The Embracing Project/The Center 4 Peace, SEEDS of Hope and The Rape Crisis Center. For the first time, a portion of the proceeds were also set aside to establish a scholarship fund to cover WLC registration for outstanding students from the region's colleges, universities and technical schools—paying it forward to the next generation of women leaders.



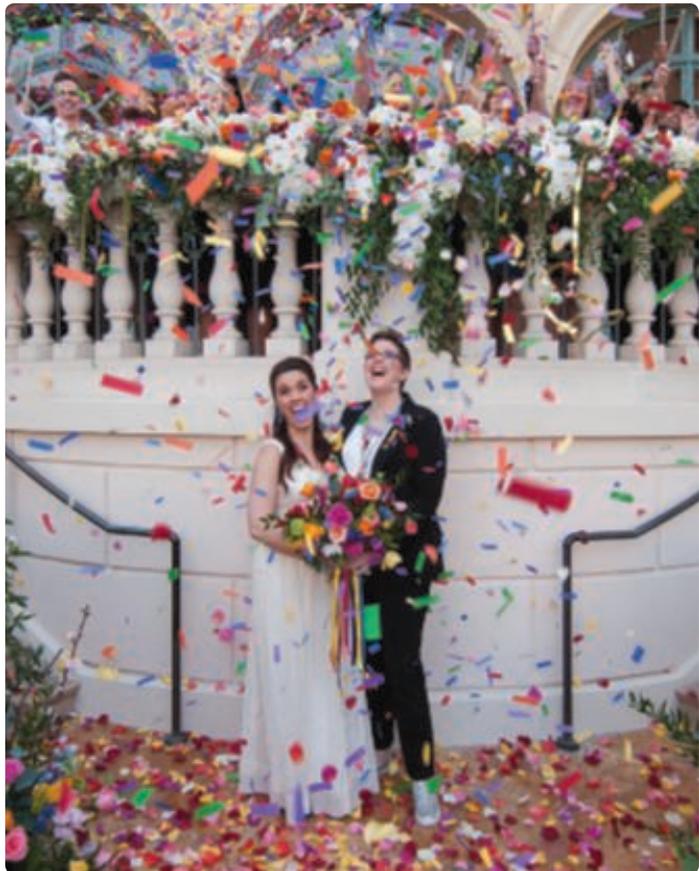
ALL ARE WELCOME AT MGM RESORTS

Our resorts welcome all, regardless of ability, age, gender, race or sexual orientation.

In 2017, we introduced a more LGBTQ-inclusive wedding program—a collaboration between our LGBT Employee Network Group, corporate marketing team, supplier diversity team and property wedding chapels. Now, our chapels offer gender-neutral imagery, floral packages and dressing room titles, as well as inclusive ceremony scripts and contracts to all couples that choose an MGM Resorts property for their big day.

We also launched the M life Rewards Military & Veterans Program (MVP), which recognizes our active duty, guard, reserve, retired and veteran military personnel for their service and sacrifice. MVP members receive complimentary parking and special discounts, with an automatic upgrade to higher loyalty status and a unique MVP M life Rewards card. MVP was the creation of our Veterans Employee Network Group, which developed the program with our M life Rewards team to honor our nation's veterans.

Throughout the year, our convention and meeting sales team worked to ensure that our trade show and event clients were as diverse as our guests. We were honored to host a range of events that celebrated inclusion and promoted equality in 2017, including the 2017 Human Rights Campaign Las Vegas Gala, the Women's Business Enterprise National Council (WBENC) National Conference and Business Fair and others.





STANDING UP FOR WHAT'S RIGHT

Throughout 2017, we were reminded that our core value of inclusion must be staunchly defended in our communities and our world.

In June, Mississippi's HB 1523—which protects those who deny service to members of the LGBTQ community because of religious objections—went into effect after a contested 5th Circuit U.S. Court of Appeals decision.

We were dismayed by the passage of this law in 2016, and a year later, we continued to advocate for policies that will ensure that everyone is welcomed in Mississippi destinations, regardless of their sexual orientation.

Discrimination harms Mississippi's communities and threatens the state's thriving tourism industry, which supports more than 124,000 jobs and generates nearly \$400 million each year for the state's general fund¹. As our Chief Diversity Officer Phyllis A. James stated on behalf of our company, "This bill contra-

ensure that everyone can stay and play at our properties in Mississippi.

In August, we were moved to unequivocally denounce hate when white nationalist protests turned violent in Charlottesville, Virginia, leading to three deaths. When we announced that we would match employee donations to organizations that advance diversity, tolerance and equality, our team rose to the challenge.



Phyllis A. James receiving the HRC Las Vegas Equality Award

Laws that permit businesses to decline services to individuals because of their sexual orientation promote illegal discrimination, put healthy tourism at risk and harm the state's economy.

dicts our company's core values of inclusion and respect for the humanity and dignity of all people...laws that permit businesses to decline services to individuals because of their sexual orientation promote illegal discrimination, put healthy tourism at risk and harm the state's economy." Until this law is repealed or ruled unconstitutional, MGM Resorts will be an active voice for equality in the state and

Together, we raised more than \$30,000 to defy bigotry and support the work of the Southern Poverty Law Center, NAACP, Anti-Defamation League, Human Rights Campaign, Council on American Islamic Relations, Asian Pacific American Advocates and the League of United Latin American Citizens.

MGM Resorts and our employees are committed to preserving and promoting inclusion in our company, at our properties and in every place where we operate. When we speak together, our voices are stronger, and we will always strive to use our influence as a force for good.

¹ Visit Mississippi. (2017). Tourism Economic Impact Report, 2. Retrieved from <http://visitmississippi.org/wp-content/uploads/2018/03/18-0130-2017TourismEconomicReportWEB.pdf>



CULTIVATING A DIVERSE COMMUNITY OF PARTNERS AND SUPPLIERS

When we build and operate our properties, we have the opportunity to support local and minority-owned businesses, thereby expanding our pool of suppliers and encouraging more competition in prices and proposals. Since 2000, we have required diversity participation in all construction bids, and since 2003, we have required minority and women participation in all biddable commodity procurement contracts and purchases exceeding \$1,000. We choose to lead our industry by example and vigorously support these business partners in each of our communities.

The MGM Resorts Supplier Diversity team constantly seeks out enterprises that meet the needs of our business and that are owned by minorities, women, veterans, LGBTQ individuals and people



with disabilities. We are supported in this effort by a community of partners—such as the National Minority Supplier Development Council, National Association of Minority Contractors and National Gay and Lesbian Chamber of Commerce—that work with us to

source candidates and help them build capacity.

In 2016, we launched our procurement team’s first Supplier Diversity Mentorship Program, a collaboration with the Western Regional Minority Supplier Development Council and Women’s Business Enterprise Council-West. The program offers six months of mentorship from MGM Resorts senior executives and learning sessions on leadership and business strategy to help participating diverse companies sharpen their business acumen and competitive capabilities. After a successful first year, we invited a second group to the program in 2017.

These proactive strategies to cultivate relationships with diverse businesses create value for our

company and our communities. In 2017, 9.25 percent of our biddable spending with domestic business partners, suppliers and vendors went to diverse enterprises. In turn, that \$157.8 million fuels growing businesses that support their communities economically and philanthropically.

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BB Mechanical



Boss Oroke, Owner and Manager

In 2014, Boss Oroke started BB Mechanical from his Las Vegas home. Since then, his thriving business has grown to seven employees and a dedicated office and warehouse. As one of just a few minority-owned union mechanical contractors in Clark County, Boss and his team provide heating, air-conditioning and fire- and life-safety services to companies across the region, including several of our MGM Resorts destinations.

We were proud to welcome BB Mechanical to the MGM Resorts Supplier Diversity Mentorship Program (SDMP) in 2016. Our Vice President of Construction, Russ Davis, and our Vice President of Construction Services, Glenn Pollack, had the privilege of mentoring Boss and his company. Now that he has graduated from the program, Boss supports other SDMP businesses as a guest speaker and mentor.

In 2017, BB Mechanical completed \$800,000 in projects for our Design & Development team, impressing us with its professionalism, integrity and expertise. The company's motto, "We only see solutions and opportunities, not problems," is reflected daily in their excellent work. Boss and his company are also deeply committed to the Las Vegas community. Each year, BB Mechanical adopts families during the holiday season, delivering groceries and donating bikes and toys to children in need. BB Mechanical makes charitable donations to Opportunity Village, the Salvation Army and other local nonprofits. And in his spare time, Boss volunteers with Workforce Connections to mentor the unemployed and help them explore opportunities in his craft.

MGM SPRINGFIELD



Diversity and inclusion in action

From the earliest days of the project's development to long after opening day, we are committed to supporting a diverse workforce. As MGM Springfield prepared to open in 2018, we worked to ensure that our construction partners and employees reflect the diversity of the local community and our future customers.

In 2016, we convened the Construction Diversity Task Force, a group of community representatives, local business owners, construction companies and trade unions that are working together to support minority-owned companies and advance diversity in construction careers. While the Task Force helped MGM Springfield source and grow diverse construction partners, the organization serves the entire western Massachusetts region and is intended to live on long after the completion of our resort.

We also founded the Community Partners Network (CPN), a collaborative effort with more than 20 community organizations and building trade partners that

helps interested workers secure the training, skills and certifications they need to work on construction projects throughout the community. The CPN offers work-readiness workshops, skill trainings and union information sessions for diverse individuals interested in joining the local building trades. In 2017, the CPN and MGM Springfield welcomed 185 people to trainings and helped 98 people submit union applications, with 74 accepted into union apprentice programs.

On our project work sites, we created opportunities for diverse individuals through initiatives such as our Apprentice Sponsorship Program. In the construction of our parking garage, we required each contractor to include at least 15 full-time apprentices who were women, minorities or veterans; resided in the surrounding community; and had less than 500 hours of formal training in their trade. Apprentices were on the project for 10 months or longer, learning critical skills needed to join local trade unions. More than 450 diverse apprentices helped to build MGM Springfield.

To create a pipeline of qualified front-of-house candidates for our resort and other hospitality industry opportunities in western Massachusetts, we opened the Massachusetts Casino Career Training Institute (MCCTI). Developed in partnership with Holyoke Community College and Springfield Technical Community College, the MCCTI trains participants to conduct table games and educates them in customer service, security and identification of problem gambling.

Thanks to these strategies and the support of our local partners, we surpassed our commitments for participation by women (8.9 percent vs. 6.9 percent goal), minorities (21.7 percent vs. 15.3 percent goal) and veterans (10.1 percent vs. 8 percent goal) in our MGM Springfield project workforce. About \$79.1 million of the \$230.8 million spent to build MGM Springfield in 2017 went to diverse and minority-owned businesses.

PLAYING SMART WITH GAMESENSE



Our latest gaming innovation isn't a game at all. In 2017, we introduced GameSense: a responsible gaming program that helps players make smart choices when they visit a casino.

We were so impressed by GameSense that in early 2017, we decided to bring it to our entire U.S. portfolio.

GameSense is an engaging program that educates guests about win-loss odds, budgeting strategies, voluntary self-exclusion programs and other gaming resources designed to keep gambling safe and fun. We worked with the British Columbia Lottery Corporation (BCLC), which developed the original program, to tailor GameSense to our guests and integrate GameSense with our M life Rewards program. M life Rewards Desks are already the focal point of our casinos and offer a unique opportunity to have meaningful conversations about responsible gaming with many of our guests. M life Rewards Supervisors are trained as GameSense Advisors who can provide in-depth information about how to play for entertainment and access resources on problem gambling.

GameSense goes where the players are, with rack cards and brochures at cashier's cages, security podiums and ATMs. GameSense messages are displayed on slot endcaps, on hotel room televisions, in elevators and even on thousands of our slot machines. And next to our M life Rewards Desk, GameSense interactive touchscreens let guests learn at their own pace and play "Fact or Myth," which helps to dispel popular gambling myths.

We were introduced to GameSense when we began developing MGM Springfield in Massachusetts, where the state gaming commission requires all casino operators to implement the program. We were so impressed by GameSense that in early 2017, we decided to bring it to our entire U.S. portfolio. By December, we became the first U.S. commercial operator to offer the program at all of its domestic properties.

Our team has already had more than 400,000 conversations about GameSense in our resorts. Our guests have embraced the program, and our employees tell us they are proud to be part of a company that addresses responsible gaming in such a proactive way. As part of our commitment to GameSense, we have promised \$1 million over five years to BCLC, the University of Nevada, Las Vegas and the University of British Columbia to fund a research partnership that will study the program at MGM Resorts—gathering critical data that will help the entire industry learn how to better educate and engage guests in responsible gaming.

Our 2017 introduction of GameSense continues MGM Resorts' leadership in responsible gaming, which includes multiyear contributions to the National Center for Responsible Gaming, the National Council for Problem Gaming and the state councils on problem gambling in Maryland, Massachusetts, Michigan, Mississippi, Nevada and New Jersey.



INVESTING LOCALLY

Our properties fuel thriving communities wherever we operate.

We develop relationships with government, civic and community leaders and work with suppliers and vendors that spur local economic development. We operate in six states and two countries, creating jobs, stimulating economic development and generating critical tax revenue that supports community institutions and services. We also care for our communities, giving generously to and volunteering with nonprofit organizations that provide a host of human services, such as feeding the food-insecure, improving public education, teaching job skills and sustaining our planet.

Powering the economy

MGM Resorts is an economic engine, generating more than \$20 billion¹ in domestic economic output in 2017. Over the past five years, our contributions totaled \$90.6 billion.²

When we hire employees, pay taxes, spend with suppliers and develop new properties, we inject billions into our communities. Our

MGM Resorts is an economic engine, generating more than \$20 billion in domestic economic output in 2017.

company paid \$2.3 billion³ in taxes to U.S. governments at the local, state and federal levels in 2017. We also invested \$956 million⁴ in domestic capital projects to expand and improve our existing portfolio

and develop new destinations in Massachusetts and Las Vegas. We spent \$1.7 billion to purchase biddable goods and services from domestic partners, including local and diverse companies (more on Appendix 49).

Over the course of the year, our U.S. employees earned more than \$4.4 billion⁵ in wages that can then be reinvested in local economies.

In Nevada—home to 13 of our properties and our corporate headquarters—MGM Resorts created \$14.7 billion⁶ in economic output and made \$10.6 million in charitable contributions. As the largest tax generator in



the state, we paid \$1.4 billion in taxes in 2017. We also spent \$847 million on biddable goods and services, including \$84.9 million with diverse and minority-owned businesses. As in Nevada, each of our resorts gives to the community it calls home. Beginning on page 26, you can learn more about the impact of our regional MGM Resorts properties.

Our ability to strengthen the economy goes beyond the contributions of our resorts. As the United States transitions from a

manufacturing-based economy to a knowledge-driven economy, the private, public and education sectors must work together to ensure that American workers are empowered with the skills to adapt to today's job market and succeed in the jobs of the future. In 2017, we partnered with the University of Nevada, Las Vegas (UNLV), to launch the MGM Resorts Public Policy Institute—a think tank designed to be a catalyst for this collaboration and pave the way for our communities to thrive and prosper. For more, see next page.

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1 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 5.
2 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 6.
3 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 7.
4 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 7.
5 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 5.
6 Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 8.

THE MGM RESORTS PUBLIC POLICY INSTITUTE

Cochaired by former senator Harry Reid and former speaker of the house John Boehner, the MGM Resorts Public Policy Institute at UNLV will develop bipartisan and actionable policy solutions that address key challenges posed by an evolving future of work:

- A growing skills gap. An estimated 6.6 million U.S. jobs are currently unfilled because of a mismatch between the skills workers have and the skills employers need.¹
- The need for rapid, continuous learning. Because of rapid advances in technology, the half-life of skills is much shorter today, requiring workers to constantly upgrade their skills to adapt and advance.
- The economic and social cost. Without action, these challenges will contribute to wage stagnation, rising income inequality and the further instability of the middle class.

The Institute will support research and activities around key questions such as:

- How can we rethink the way education is delivered for a new environment? What should be the model of the university of tomorrow?
- What does modern job training look like when the definition of a career has changed, work looks different and the need for on-demand training and continuous learning is paramount?
- How do companies reorganize themselves according to this new definition of the workforce and skill development?
- What public policy solutions are needed to drive and incentivize effective public, private and academic approaches to the future of work? How

can education policy at the federal, state and local levels help drive reform?

The work of the Institute will include hosting symposia and convening expert stakeholders dedicated to understanding, preparing for and shaping the evolving future of work. By working together with the private sector, policy makers and educators, the Institute will help find solutions that create pathways to new job opportunities, empower workers with the skills they need to succeed and revive sustainable communities.

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Members of the MGM Resorts Public Policy Institute Advisory Board

¹ U.S. Department of Labor, Job Openings and Labor Turnover Summary. (2018). Retrieved from: <https://www.bls.gov/news.release/jolts.nr0.htm>



BUILDING STRONG COMMUNITIES

Across the country, we partner with local organizations that are boldly addressing their communities' unique challenges. In addition to corporate giving and employee contributions to The MGM Resorts Foundation, our team devotes thousands of hours to volunteer with nonprofits enabling a greener future and delivering social services to those in need, including children with disabilities, at-risk youth, the homeless and seniors.

Our employees and executives also serve on nonprofit boards, and team members who specialize in critical competencies such as law, culinary science, entertainment and facilities management lend their expertise to help developing organizations grow.

While we contribute to a range of causes and charitable organizations, our support of public education and job readiness is a hallmark of our CSR philosophy.

While we contribute to a range of causes and charitable organizations, our support of public education and job readiness is a hallmark of our CSR philosophy. Investing in education creates lasting benefits for our communities and their local economies. We support programs that offer mentorship, tutoring, after-school activities and career planning to increase graduation rates and ensure that children are on the path to success. For those who are graduating and entering the workforce, we fund skill development and job readiness programs that lead to meaningful careers.

Jobs for America's Graduates (JAG), for example, helps at-risk high school students prepare for graduation and build their careers. Our \$85,000 grant to JAG benefited 57 high school students, who were paired with mentors to boost their grades, plan their



future and learn critical skills, such as how to build a résumé. In Southern Nevada, 82 percent of students participating in JAG graduate from high school.



Our other donations in support of public education included the following:

- \$100,000 to Teach for America to support 179 first- and second-year teachers in Clark County, reaching more than 14,000 students across 45 Title-1 schools.
- \$100,000 to the Fulfillment Fund for its College Access Program at local high schools, a grant that helped more than 1,300 students prepare for graduation and pursue higher education. Ninety-eight percent of the students enrolled in the program were accepted into colleges, trade schools and universities across the country.
- \$73,000 to subsidize the Parks and Recreation Safekey program, which serves 7,325 Las Vegas elementary students, in partnership with the City of Las Vegas. The donation enabled the purchase of additional books and technology for schools and the establishment of Reader's Theaters and STEM labs.



Because healthy children and families are better prepared to succeed, we also focus our giving and service on ending food insecurity and nourishing our communities. We donate cash and in-kind contributions to our local food banks to feed our neighbors, and our employees spend thousands of hours each year with organizations that fight hunger. For more on our groundbreaking pilot program to safely recover and donate unserved hot banquet food to nonprofits that serve food-insecure clients, please see page 38.



GIVING GENEROUSLY

Our corporate giving program supports organizations that share our values and drive change in our communities. In 2017, MGM Resorts gave more than \$13.5 million in cash and in-kind charitable donations to nonprofits and organizations, including the University of Nevada, Las Vegas College of Hospitality—one of the nation’s top hotel schools—the UNLV Brookings Mountain West, and the Smithsonian National Museum of African American History and Culture, which chronicles the history of America through

the experience of African Americans.



Following the October 1, 2017, shooting in Las Vegas, we contributed \$3 million—distributed through the MGM Resorts Foundation—to fund humanitarian

assistance to victims and their families and provide support to first responders.

Separate from company giving, The MGM Resorts Foundation offers employees a convenient way to donate to their communities. While MGM Resorts International pays all of the Foundation’s administrative costs, every dollar that employees pledge is issued to the designated nonprofits of their choice or disbursed as part of a competitive grant-making process led by community grants councils at each of our resorts. In 2017, more than two-thirds of MGM Resorts employees contributed to the Foundation, donating more than \$4 million.

In 2017, the Foundation made 78 community grants. A grant made to the Adoption Exchange, which connects children waiting in foster care with families looking to adopt,

helped the organization expand their operations to Las Vegas. Adoption Exchange also brought “Heart Galleries” featuring pictures of adoptable children to employee dining

rooms along the Las Vegas Strip.

A grant made to the Nevada Blind Children’s Foundation supported sensory therapy, life skills training and the After School Adventures Program, which offers cooking, adaptive physical education, STEAM (Science, Technology, Engineering, Arts and Math) learning and tutoring. A grant made to Winning Futures by the MGM Grand Detroit Community Grants Council enabled the organization to place 30 mentors at Cass Technical High School to assist students with life skills and career readiness.

Deserving organizations like these benefit from MGM Resorts giving and the generous contributions of our employees in all of our communities.

Following the October 1, 2017, shooting in Las Vegas, we contributed \$3 million—distributed through the MGM Resorts Foundation—to fund humanitarian assistance to victims and their families and provide support to first responders.



SERVING OUR COMMUNITIES

The MGM Resorts family spends thousands of hours each year in service to the communities that have welcomed us. In 2017, our employees spent more than 114,900 hours volunteering. Fourteen percent of our entire workforce gave back to their neighbors in this way.

VolunteerREWARDS Program

The VolunteerREWARDS Program incentivizes employees to log their volunteer hours to earn grants for community nonprofits of their choice. The program celebrates individual service with cash contributions of up to \$1,300 and team service with company grants of up to \$3,000.

When the program was announced in the summer of 2016, Beau Rivage Table Games Dealer Johnnie Mae Applewhite was already a dedicated volunteer, making weekly visits to the local Loaves and Fishes, an antipoverty hunger relief agency serving the Naperville and DuPage County community. Johnnie Mae was inspired to lead a 10-person team—called “The

Way” because they want to show others how to lend a helping hand—to earn a grant for Loaves and Fishes and volunteer with several nonprofits in the Biloxi area. Together, The Way has volunteered with Loaves and Fishes, where they serve their signature “muffin omelets,” and with soup kitchen Seashore Mission, The Humane Society of South Mississippi, Ronald McDonald House Charities of Mississippi and Habitat for Humanity.

In 2017, the team earned a second grant of \$3,000 for Loaves and Fishes. They were also recognized with the Volunteer of the Year Award by the City of Biloxi for their outstanding contributions to their community—a well-deserved honor for this dedicated group of MGM Resorts employees.



Assembled and painted 90 chairs and 12 tables for at-risk elementary school gardens



Impact Month

During our October Impact Month, our company and our CSR Councils encourage employees to volunteer in some way—large or small—to help our neighbors. With events organized throughout the month at every property, more than 2,800 of our employees spent 14,200 hours volunteering in their communities. In a single month, our employees did the following:



Packed 200,000 meals and 144 bags of groceries for food-insecure families



Served 2,300 hot meals to homeless and vulnerable men, women and children



Helped host safe trick-or-treating for more than 50 children with disabilities



Collected 500 pounds of trash at Mt. Charleston



Packed 2,700 backpacks with food for children affected by hunger



Made 16 blankets for a local hospital's neonatal unit



Organized educational activities for 1,200 Detroit public school students



Distributed 2,400 coats, hats and gloves to students in need



MGM National Harbor

50 percent

Local or veteran employees

\$322.8 million

Taxes paid

\$21 million

Purchases from local businesses

\$1.3 million

Charitable contributions (cash and in-kind)

MGM National Harbor is rooted in the community, powered by local talent and local businesses. Fifty percent of the destination's 3,456 employees in Prince George's County are veterans or local hires, far exceeding our original commitment to the community of 40 percent. During the project's development, MGM National Harbor prioritized local and diverse businesses in its procurement efforts, conducting 16 vendor outreach events and more than 60 tours for prospective partners in the county. As a result, the resort purchased \$21 million in goods and services from Prince George's County businesses and \$33.8 mil-

lion from diverse companies, including \$18.8 million from minority-owned enterprises in the county.

Since opening in December 2016, MGM

National Harbor has become a critical part of the Prince George's County economy, paying \$322.8 million in taxes in 2017. In addition, the resort has generated \$1.9 billion¹ in total economic output and paid \$337.3 million²

in wages. In order to create long-term opportunities for the surrounding community, MGM National Harbor invested in skill development and education programs and sponsored employment placement efforts in the county. It also continued to support hospitality and gaming curricula at Prince George's Community College, contributing \$145,500 to help potential employees prepare for meaningful careers in our industry and develop the college's Culinary Art Center, featuring three instructional restaurant-scale kitchens.

As part of MGM Resorts' commitment to support and strengthen the places we call home, MGM National Harbor made \$1.3 million in charitable contributions. The resort offered grants to organizations working across the region to improve access to quality education and affordable housing, help children and adults develop leadership skills and job readiness, and protect our environment. We also opened our doors for community events and neighborhood meetings, hosting Pillars of Strength's University of Maryland University College Scholarship Ceremony for spouses of wounded active military service members and the Greater Prince George's Business Roundtable.

Throughout the year, MGM National Harbor's dedicated team members gave generously to their neighbors in Prince George's County, spending almost 7,000 hours volunteering in the community. For example, employees participated in the Potomac Watershed Cleanup at Ocean Cove, removing trash from local beaches; assembled 20,000 nonperishable packages of jambalaya for the homeless, seniors and social service agencies; and adopted nine families in need for the holiday season.

MGM National Harbor made \$1.3 million in charitable contributions.

¹ Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 10.

² Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 10.

MGM Springfield

\$230.8 million

Construction and consulting spending

\$79.1 million

Spending with diverse companies

\$110,712

Charitable Contributions (cash and in-kind)

3,000

Jobs at opening

MGM Springfield contributed to the economic and social fabric of its home city well before it welcomed guests. The resort employed 217 people as of December 2017 and is expected to support approximately 3,000 jobs.

MGM Resorts spent \$230.8 million on construction and consulting for MGM Springfield in 2017. Thanks to a multiyear effort to bring a diverse network of construction companies and suppliers to the project, \$79.1 million of total spending went to minority-owned business partners.

As part of the hundreds of hours of service completed by employees during the resort's construction, MGM Springfield volunteers took part in the Revitalize Community Development Corporation's 25th annual neighborhood rebuild in 2017—our fifth year as an event sponsor. The event brings together more than 1,200 volunteers to repair and renovate 25 homes in a single Springfield neighborhood. The 2017 rebuild benefited low-income families, the elderly and veterans living on Alden Street. With their fellow volunteers, MGM Springfield employees made homes safer and more energy efficient with landscaping,

exterior repairs and heating, and electrical and plumbing work.

MGM Springfield has sponsored the Spirit of Springfield, which hosts community events that build civic pride in the city, since 2013. We are a proud supporter of the Spirit of Springfield's annual Pancake Breakfast, helping to host more than 10,000 of our neighbors on Main Street for breakfast and a community fair.

\$79.1 million of total spending went to minority-owned business partners.

Throughout the year, the MGM Springfield opening team enthusiastically pitched in as a part of their community, serving meals with Friends of the Homeless, collecting suits and professional attire for more than 100 unemployed and underemployed men with Suit Up Springfield, and participating in the reopening of Union Station after 40 years, a symbol of the city's rebirth and a new milestone in accessibility and connectivity for the community.

MGM Grand Detroit

2,971

Employees

50 percent

Local hires

\$203.7 million

Taxes paid

\$1.3 million

Charitable contributions (cash, in-kind and Foundation grants)

MGM Grand Detroit strengthens the surrounding community by hiring homegrown talent, purchasing local goods and services, making a sizeable tax contribution, and supporting Detroit schools and organizations.

In 2017, the resort generated \$1.3 billion¹ in total economic output and maintained a workforce of more than 2,971 employees,

half of whom are Detroit residents. MGM Grand Detroit paid \$203.7 million in taxes and purchased \$51.5 million in goods and services during the year.

In every community that welcomes us, we promise to seek out local and diverse business vendors. As part of this effort, MGM Grand

Detroit spent \$42.8 million with companies based in Detroit and \$4.1 million with diverse companies.

In every community that welcomes us, we promise to seek out local and diverse business vendors. As part of this effort, MGM Grand Detroit spent \$42.8 million with companies based in Detroit and \$4.1 million with diverse companies.

One of the most important days of the year for MGM Grand Detroit is Count Day. On the first Wednesday of October, school attendance determines 90 percent of the funding that schools in the Detroit Public School District will receive in the coming year. In 2017, the MGM Grand Detroit team adopted Munger Elementary-Middle School, sending more than 150 volunteers for a school takeover that encouraged 1,200 students to attend school on Count Day and throughout the year. For the eighth year in a row, students, families and staff at the adopted school enjoyed a meal cooked by the MGM Grand Detroit's award-winning culinary team, and each child received a winter coat, hat, gloves and backpack filled with school supplies.

MGM Grand Detroit is also home to the Plum Street Garden, a community garden operated with Keep Growing Detroit. The garden produces transplants for farm sites and gardens across the city and serves as a training site for adult and youth apprentice programs. In 2017, the property's CSR Council hosted the Fall into Fun Harvest Festival at the garden, which raised \$193,300 for The MGM Resorts Foundation. In addition to employees, families from the Coalition on Temporary Shelter were invited to meet superheroes and enjoy a petting zoo, pumpkin patch, games and treats.

In total, MGM Grand Detroit employees spent more than 3,000 hours in service to their community and contributed \$1.3 million in cash and in-kind donations and Foundation grants.

¹ Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 13.

Beau Rivage and Gold Strike

4,359

Employees

\$122.7 million

Taxes paid

\$220,306

Charitable contributions (cash, in-kind and Foundation grants)

Two MGM Resorts destinations call Mississippi home: Beau Rivage in Biloxi and Gold Strike in Tunica. Together, these two properties generated more than \$1 billion¹ in total economic output and were responsible for \$122.7 million in taxes paid in 2017.

In Biloxi, Beau Rivage fueled the local economy, employing more than 3,100 individuals and purchasing \$93.4 million in goods and services—including nearly \$14.3 million with local vendors and \$6.5 million from diverse companies.

Together, these two properties generated more than \$1 billion in total economic output and were responsible for \$122.7 million in taxes paid in 2017.

Each year, the Beau Rivage team serves the community by supporting causes in education, sustainability, and health and wellness. Beau Rivage employees spent 4,323 hours in service to their neighbors and local organizations in 2017, working on projects

ranging from collecting Mardi Gras beads for recycling to fund the Bethel Free Health Clinic to partnering with Pathways to Possibility to help 8,000 eighth graders explore career possibilities in hospitality.

¹ Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 15–17.

During the summer show CIRCOVIA, Beau Rivage saluted the community's veterans with Military Appreciation Mondays, offering discount tickets to military families. Before each Monday performance, a special presentation recognized a new group of veterans, including Col. Dick Cole, the last living member of the Doolittle Raiders, and Bradford Freeman, an original member of the "Band of Brothers."

All told, Beau Rivage supported more than 170 local and regional organizations with giving and service.

In Tunica, Gold Strike was an economic engine for the community, employing 1,259 individuals and spending \$31.8 million on goods and services in 2017.

Gold Strike employees are dedicated volunteers, with 23 percent of the team engaging in 2,590 hours of community service during the year. The Gold Strike team marched in the Mid-South PRIDE Fest parade, handed out water to festival participants, and celebrated the LGBTQ community with music, giveaways and games. In celebration of Martin Luther King Jr. Day, Gold Strike employees volunteered at the National Civil Rights Museum in Memphis, Tennessee, as the museum welcomed more than 9,000 guests for the holiday.

In October, the team volunteered at the Halloween Spooktacular at Dehon Village, a transitional community offering safe, affordable housing to families while they repair credit or look for work. Gold Strike provided hot dogs, chips, drinks and snow cones for Dehon Village families, many of whom struggle with food insecurity; decorated the community center; and staffed the event with other volunteers from throughout the community, including the local police and fire departments.

S P O T L I G H T

Combating food insecurity in Mississippi



Beau Rivage Executive Chef Kristian Wade & Biloxi Mayor Andrew "FoFo" Gilich

In Mississippi, approximately 20 percent of the population struggles with food insecurity, one of the highest rates in the nation.¹ Because hunger affects so many of our neighbors, both of our Mississippi properties paid special attention to fighting hunger in 2017.

At Beau Rivage, the team supported the Bay Area Food Bank Backpack Program with a \$10,000 grant from The MGM Resorts Foundation. Employees packed more than 2,700 backpacks with food for children struggling with hunger to take home during the weekend. Throughout the year, Executive Chef Kristian Wade and the food and beverage team participated in seven food competitions and fundraisers that benefit Mississippi nonprofits, winning first place at Grillin' on the Green to fund Biloxi Main Street, securing the People's Choice Award and Best Presentation Award at the 36th annual Biloxi Seafood Festival to raise money for the Biloxi Chamber of Commerce; and taking home top honors in the entree category at the Mississippi Chef's Challenge to support Feeding the Gulf Coast.

At Gold Strike, employees supported the Odessa Grant Food Pantry, the only food bank located in the resort's hometown of Tunica. Each month, a different Gold Strike department sent volunteers to assemble bags of food for those in need. Over the course of the year, these volunteers helped feed more than 6,900 meals in the Tunica community. And in Gold Strike's annual food drive, employees donated 317 pounds of food for the Sacred Heart Southern Missions Food Pantry, which distributes more than 300 tons of food annually to the hungry.

Together, employees at Beau Rivage and Gold Strike helped feed thousands of their Mississippi neighbors in 2017.

¹ Hunger in Mississippi. Feeding America. Retrieved from: <http://www.feedingamerica.org/hunger-in-america/mississippi/>

Borgata

\$204,219,263

Taxes paid

5,800

Employed individuals

\$229,000

Borgata and Heart & Soul Foundation
charitable contributions

As the market leader among New Jersey's resorts and casinos, Borgata is a critical contributor to the state and local economy. This year, the resort generated nearly \$1.8 billion¹ in economic output, employed 5,800 individuals and paid \$204.2 million in taxes. In the past five years, Borgata has generated \$8.4 billion² in economic output for the region.

In 2017, Borgata hosted the Miss'd America Drag Show Pageant, supporting The Greater Atlantic City GLBT Alliance, The South Jersey AIDS Alliance, and other local LGBTQ organi-

zations. The resort earned a 100 percent score on the Human Rights Campaign Foundation's Corporate Equality

The resort earned a 100 percent score on The Human Rights Campaign Foundation's Corporate Equality Index, making it one of the country's "Great Places to Work for LGBTQ Equality."

Index, making it one of the country's "Great Places to Work for LGBTQ Equality" in recognition of Borgata's guest experience, team culture and philanthropic work.

The Borgata team also fights food insecurity in their surrounding community. In support of the Community FoodBank of New Jersey, Borgata employees donated more than 1,400 pounds of nonperishable food and collected baby items for New Jersey families, including diapers, formula, wipes and baby food. Borgata volunteers visited their local FoodBank location to sort donations and create food packages for distribution to Atlantic County elementary students. In November, Borgata donated 150 turkeys, 100 hams and \$5,000 to Operation Help and the Community FoodBank to ensure that the resort's neighbors could enjoy a brighter holiday season.

Borgata employees and their families packed STEM summer learning kits and stuffed backpacks for the new school year that were distributed to nine local agencies helping children in need. Borgata sponsored these events with a \$10,000 donation to create opportunity for New Jersey students.

All told, Borgata made charitable contributions of \$68,000 in 2017, and Borgata's Heart & Soul Foundation made \$161,000 in grants to community organizations. Of special note, this Foundation has been a perennial supporter of the Atlantic City Boys & Girls Club, and it made a \$50,000 donation in 2017.

¹ Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 11.

² Applied Analysis. (2018) MGM Resorts International Economic Impact Analysis: United States Operations, 11.





PROTECTING THE ENVIRONMENT

We endeavor to lead our industry in environmental sustainability. Everywhere we operate, we invest in smart building strategies that allow us to reduce our environmental footprint and use our resources more wisely. Beyond the boundaries of our destinations, we help our peers and our communities protect the environment by sharing best practices, pursuing sustainable innovations and partnering with companies and organizations that share our vision for a greener future.



A DECADE OF SUSTAINABILITY

In 2007, MGM Resorts brought our sustainability efforts together under one organization charged with developing a comprehensive environmental responsibility program for our company. Ten years later, the Corporate Sustainability Division is an industry leader, reducing our environmental impact at 27 global destinations and collaborating with community partners, government organizations, environmental innovators and resort guests to ensure that our future is a greener one.

As we look back on the past decade of sustainability, we have much to celebrate. Since 2009, 16 MGM Resorts properties have earned Green Key awards, 8 have earned Green Globes certification and 9 have earned LEED (Leadership in Energy and Environmental Design) Gold certification. MGM National Harbor and our other most recent domestic projects earned LEED Gold, one of the highest honors in environmental design and construction.

We have taken bold steps to reduce our environmental footprint, investing millions in LEDs, solar power and other eco-friendly technologies.

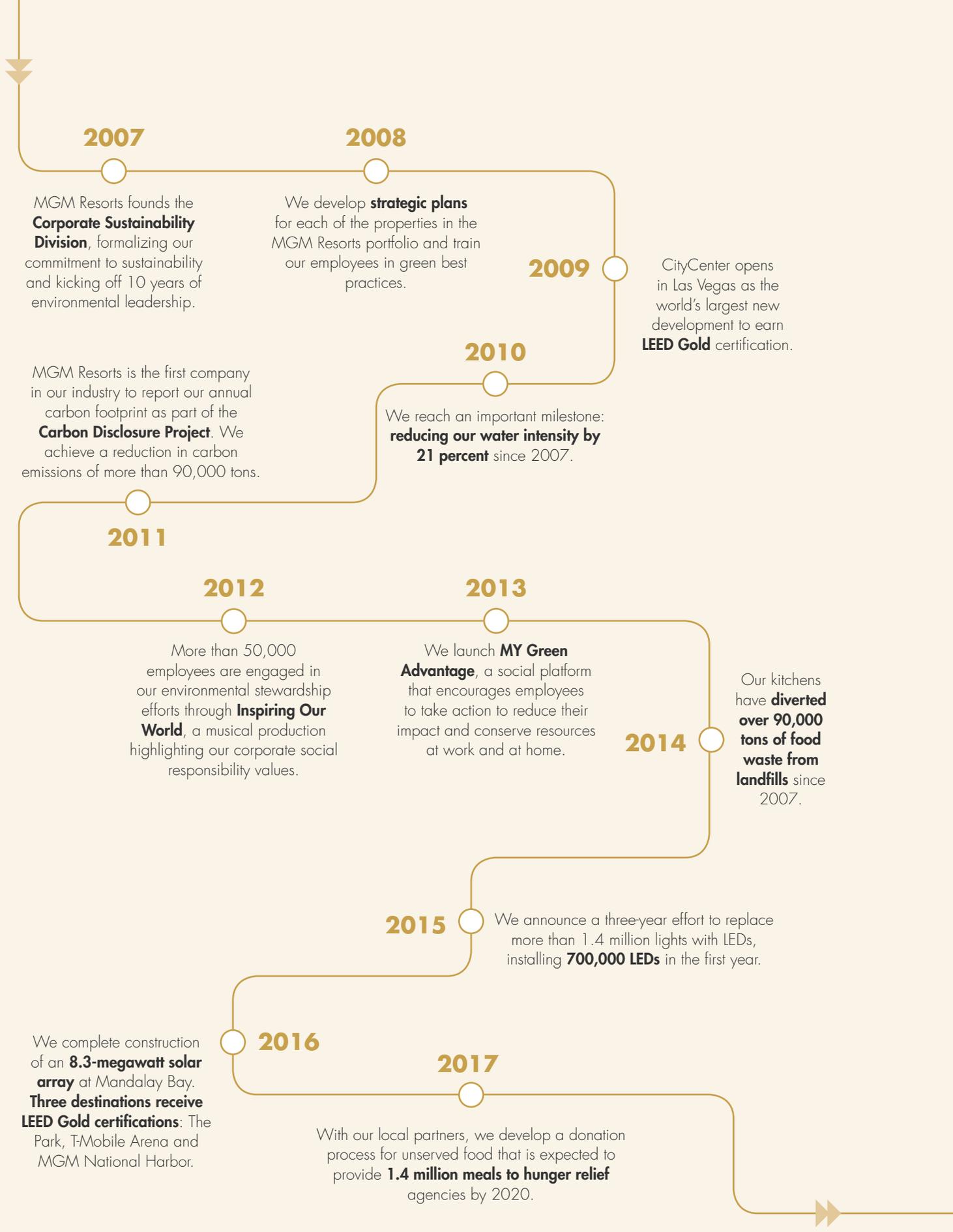
We have taken bold steps to reduce our environmental footprint, investing millions in LEDs, solar power and other eco-friendly technologies. Where the

market had not yet caught up to our imagination, we developed our own innovations to conserve resources and fight hunger—including the launch of a new pilot program to safely freeze and transport unserved food to local food kitchens (learn more on page 38). We also engaged our guests and customers in our efforts to protect the planet, establishing a new Sustainable Events program and working with our partners to offer options like recyclable materials for trade show signage.

We believe a greener business is a better business. As we recognize a decade of environmental leadership, we are both proud of what we have accomplished and inspired to do more. In 2017, we used 16 percent less energy, emitted 29 percent less carbon and used 25 percent less water per square foot than we did in 2007. You can read more about our goals on page 39. We are now announcing a new set of ambitious goals for the future to ensure we continue to use resources wisely and reduce our impact on the environment. You can read more about our goals on page 39.



As we recognize a decade of environmental leadership, we are both proud of what we have accomplished and inspired to do more.



2007

MGM Resorts founds the **Corporate Sustainability Division**, formalizing our commitment to sustainability and kicking off 10 years of environmental leadership.

2008

We develop **strategic plans** for each of the properties in the MGM Resorts portfolio and train our employees in green best practices.

2009

CityCenter opens in Las Vegas as the world's largest new development to earn **LEED Gold** certification.

2010

MGM Resorts is the first company in our industry to report our annual carbon footprint as part of the **Carbon Disclosure Project**. We achieve a reduction in carbon emissions of more than 90,000 tons.

We reach an important milestone: **reducing our water intensity by 21 percent** since 2007.

2011

2012

More than 50,000 employees are engaged in our environmental stewardship efforts through **Inspiring Our World**, a musical production highlighting our corporate social responsibility values.

2013

We launch **MY Green Advantage**, a social platform that encourages employees to take action to reduce their impact and conserve resources at work and at home.

2014

Our kitchens have **diverted over 90,000 tons of food waste from landfills** since 2007.

2015

We announce a three-year effort to replace more than 1.4 million lights with LEDs, installing **700,000 LEDs** in the first year.

2016

We complete construction of an **8.3-megawatt solar array** at Mandalay Bay. **Three destinations receive LEED Gold certifications:** The Park, T-Mobile Arena and MGM National Harbor.

2017

With our local partners, we develop a donation process for unserved food that is expected to provide **1.4 million meals to hunger relief agencies** by 2020.



A SMARTER WAY TO DESIGN, BUILD AND OPERATE

Our resorts are greener from the ground up thanks to a comprehensive environmental management system that prioritizes efficiency and sustainability. From a project's earliest conception to later improvements, we build intelligently to reduce our impact. As we welcome guests to our properties, we employ strategies to save energy, reclaim water and divert materials and waste away from landfills.

Energy

Since 2007, we have invested \$46 million in energy optimization. In partnership with our properties, we tested a wide range of technologies and rolled out the most impactful across our portfolio. For example, we upgraded 12 of our central plants for more efficient heating and cooling and installed more than a hundred smart meters to better monitor and improve our operations.

Since 2007, we have invested \$46 million in energy optimization.

In 2015, we began a three-year effort to replace existing lighting with more efficient LEDs. Since then, we have invested \$20 million

to install more than 1.4 million LEDs at our properties. In 2017, our team completed the front-of-house retrofit, which will save more than 150 million kilowatts of electricity each year—equivalent to the annual usage of 13,000 U.S. homes.

Water

Low-flow fixtures, rainwater collection and water-efficient landscaping are some of the ways we conserve water at our properties worldwide. Since 2007, for example, we have replaced more than 200,000 square feet of grass turf in Las Vegas with drought-

In Nevada, where we operate 13 resorts, most of the water we use is treated and returned to the source.

tolerant landscaping that reflects the natural beauty of our desert ecosystem.

In Nevada, where we operate 13 resorts, most of the water we use is treated and returned to the source. We do our part to ensure that our industry can continue its excellent track record in water conservation in Las Vegas, with 99 percent of municipal water used by resorts on the Strip returned to Lake Mead and the Colorado River.

Through smart planning and conservation practices, we have saved more than 5.5 billion gallons of water since 2007—equivalent to 8,500 Olympic swimming pools.

Materials and waste

When we make smart choices about the products we purchase and the materials we use, we significantly reduce our footprint. With that in mind, we strive to buy better and waste less.

Wherever we can, we prioritize environmentally preferred products. From air filters and copy paper to



lightbulbs and cleaning chemicals, we select options that help us operate more sustainably and conserve precious resources.

Nearly two-thirds of our paper and three-quarters of our lighting purchases in 2017 were environmentally preferred.

Nearly two-thirds of our paper and three-quarters of our lighting purchases in 2017 were environmentally preferred.

Through our material diversion program, we recycle and reuse thousands of tons of material each year. In

our new construction projects and renovations in our existing portfolio, we divert an average of 92 percent of all construction and

demolition materials from landfills. And in addition to recycling traditional

In our development projects, we divert an average of 92 percent of all construction and demolition materials from landfills.

recyclables like paper, plastic and metal, we are able to ensure that more complex materials live on. Grease is diverted to create biofuels and food scraps are repurposed for composting and livestock feed.

From 2008 to 2017, we have diverted the following from landfills:



120,000
tons of food



70,000
tons of cardboard



20,000
tons of paper



16,000
tons plastic



47,000
tons of glass



9,000
tons of metal



FEEDING OUR NEIGHBORS

Food insecurity is one of the most serious public health challenges in the United States. In Southern Nevada, more than 279,000 people struggle with hunger, including 109,000 children.¹

Over the last decade, we have diverted over 120,000 tons of food waste from landfills by sending it to farms and composting facilities or for biofuel production. More recently our focus has been on how to take the high-quality prepared and unserved food from our resorts and use it to help feed our neighbors.

Over the last decade we have diverted over 120,000 tons of food waste from landfills by sending it to farms and composting facilities or for biofuel production.

In 2016, we set out to tackle the challenge of safely collecting, preserving and distributing unserved meals with the help of Three Square Food Bank. Together, a team of chefs and food safety experts developed a program to safely freeze unserved food from our events

for storage at neighboring food banks. Now, hunger relief agencies can incorporate prepared entrees from our kitchens—food that might otherwise be wasted—into their meal planning.

Since debuting the program at ARIA in 2016—and expanding it to multiple food types and resorts—we have already served more than 280,000 meals to the hungry in Southern Nevada. An expansion is underway that will bring the program to the Bellagio, MGM Grand, The Mirage and Mandalay Bay. By 2020, we expect to provide 1.4 million meals to hunger relief agencies.

By 2020, we expect to provide 1.4 million meals to hunger relief agencies.

We hope that this transformative program will have an even greater impact with the help of our peers. The infrastructure we have developed is scalable throughout Southern Nevada and could

be replicated across the country. Our best practices will be available to all—empowering the entire hospitality industry to rethink how we can help feed our communities.



¹ Three Square. (2018, February 23). A partnership built on purpose [blog post]. Retrieved from <https://www.threesquare.org/blog/contributions/apartnership-built-on-purpose>



LOOKING TO THE FUTURE

As we reflect on the advancements we have made in the past year and the past decade, we are proud of our achievements to date and inspired to set more ambitious goals for the years to come.



To realize our vision for sustainability, we have invested in comprehensive tracking and collection of environmental data that will help our company refine and accelerate our environmental stewardship program. Programs with proven success—such as our turf replacement initiative and our LED retrofit—will continue alongside new innovations and partnerships in clean energy, energy efficiency, water conservation, material diversion and other areas.

We are committed to significantly reducing our environmental footprint.

By 2020, we will divert a full 50 percent of all of the materials we use from landfills through donations, recycling and creative reuse. We are committed to significantly reducing our environmental footprint. From our baseline usage in 2007, we will reduce our energy consumption by 25 percent and our water consumption by 30 percent by 2025.

By 2030, half of our energy will come from renewable sources, including solar power produced at or near our properties. We plan to

By 2030, half of our energy will come from renewable sources, including solar power produced at or near our properties.

achieve a total reduction in energy consumption of 30 percent and water consumption of 35 percent from our 2007 baselines. Three-quarters of the materials we use

will be recycled, composted or donated rather than sent to landfills.

Our progress in sustainability is a shared achievement. Thanks to the support of our employees, guests, partners and communities, our aspirations for a more sustainable future are within our grasp.

EMPLOYEE RECOGNITIONS

Each year, we recognize members of the MGM Resorts team that inspire us to service and sustainability. Please join us in congratulating the 2016 CSR award winners, who were recognized in 2017.

J. Terrence Lanni Award for Excellence: Tonya Rhodes

The Lanni Award is our highest CSR honor, recognizing a single employee who reflects the inspirational leadership of our company's late chairman & CEO Terry Lanni and our company values of Integrity, Inclusion, Teamwork and Excellence. 2016's recipient,



*Tonya Rhodes, Table Games Shift Manager,
Mandalay Bay Resort and Casino*

Table Games Shift Manager Tonya Rhodes, is a 30-year gaming industry veteran. She is known for mentoring other leaders and team members throughout the resort, helping build the team's culture of guest service and leading her fellow employees effectively through change. An immigrant to the United States who earned her way to success through disciplined learning and hard work, she is an advocate for victims of domestic violence and an avid volunteer with several organizations that uplift women in crisis. She has served on many MGM Resorts philanthropic committees, including the Mandalay Bay CSR Council's Diversity Committee and the Employee Relief Fund panel. According to her supervisor, Mandalay Bay Senior Vice President of Table Games Rick Fields, Rhodes "embodies the type of leader our former Chairman Mr. Terry Lanni called on all of us to be."

Employee Volunteer of the Year Award: Juan Choto-Cuellar

Juan Choto-Cuellar, Mandalay Bay Facilities Engineer, is one of our company's most active volunteers. A 10-year employee of MGM Resorts companies, Choto-Cuellar volunteers at the TCM Church Food & Clothing Pantry in partnership with Three Square Food Bank. He uses his personal truck to transport food donations, does all of the pantry's repairs and maintenance, and is building a kitchen so the pantry can serve hot food to the hungry. While he logged

an impressive 460 volunteer hours in 2016, staff at the Three Square Food Bank say that he actually averages 20 hours a week serving the community—more than a 1,000 hours of service each year.

Manager Volunteer of the Year Award: Katelyn La Rose

ARIA Tower Suites supervisor Katelyn La Rose spent more than 270 hours in service to her community in 2016. She mentored youth aged 11 – 18 every week at the Las Vegas 6 Foursquare Church on school, work and family life issues and employment preparation, and she fed the homeless at Calvary Downtown Outreach. La Rose also encouraged her colleagues to volunteer at least one hour during the year, leading her Tower Suites department to 100 percent participation in giving & volunteering in 2016.

Green Advantage Award: MGM Grand Detroit

MGM Grand Detroit earned the Green Advantage Award in 2016, recognizing the property’s commitment to sustainability. Each year, this award is given to the MGM resort that demonstrates exemplary environmental performance and employee engagement with the MY Green Advantage sustainability action platform. In 2016, MGM Grand Detroit achieved the company’s lowest water intensity per square foot and second-lowest waste intensity per square foot. The resort also operated the only crop-growing greenhouse in the company and hosted many sustainability events and volunteer opportunities through the year, including an Earth Day celebration featuring guided tours of the resort’s recycling center.



Juan Choto-Cuellar, Facilities Engineer, Mandalay Bay Resort and Casino



Katelyn La Rose, Tower Suites Supervisor, ARIA Resort and Casino



APPENDIX CONTENTS

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Appendix A: 2017 Awards & Recognitions

GENERAL CORPORATE SOCIAL RESPONSIBILITY

2017 Colonial Award for Excellence for Best CSR Report
American Society of Professional Communicators

World's Most Admired Companies (No. 4 in the hotel, casino and resort sector)
FORTUNE Magazine

America's 500 Best Large Employers 2017
Forbes

GIVING & PHILANTHROPY

The Civic 50—America's Top Community-Minded Companies
Points of Light

ENVIRONMENTAL SUSTAINABILITY

2017 INNOVATION Award for Conservation and Sustainability
The Las Vegas Business Press

Largest Portfolio Using Energy Management Information Systems (EMIS)
U.S. Department of Energy

Five Green Keys
ARIA, Vdara, Bellagio, Delano,
Mandalay Bay, MGM Grand Las Vegas
& MGM Grand Detroit

Four Green Keys
Circus Circus, Excalibur, Luxor, The Mirage,
Park MGM, New York-New York,
MGM Signature, Beau Rivage,
& Gold Strike Tunica

Four Green Globes
Bellagio, Excalibur, Luxor, Mandalay Bay,
MGM Grand Las Vegas, The Mirage,
New York-New York & MGM Signature

DIVERSITY & INCLUSION

Partner of the Year 2017
USVets Las Vegas

Top Corporation for Women's Business Enterprises
Women's Business Enterprise National Council

50 Top Companies for Supplier Diversity
Black Enterprise

50 Best Companies for Diversity
Black Enterprise

Community Partner Award for Diversity Excellence
College of Southern Nevada

2017 Top Regional Companies (No. 3)
DiversityInc

2018 Best Places to Work for LGBTQ Equality
Human Rights Campaign Foundation

Million Dollar Club
The United States Hispanic Chamber of Commerce

2017 Major Corporate Owner of the Year Award
National Association of Minority Contractors

2017 Joint Venture Development Team of the Year
National Association of Minority Contractors

2017 Influential Company of the Year
Women Construction Owners &
Executives USA

Award for New Product or Service Innovation
Loyalty360

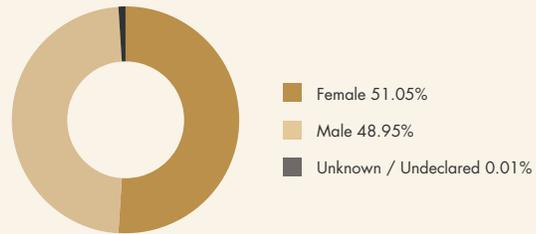
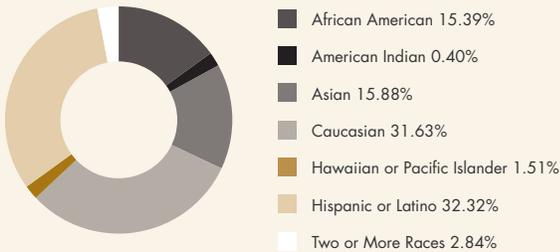
2017 Breakfast of Corporate Champions
Women's Forum of New York

"In Appreciation For Your Continued Support of Las Vegas Veterans"
Veteran's Action Group & Las Vegas Veterans Day Parade

Appendix B: Employee Profiles & HR Data

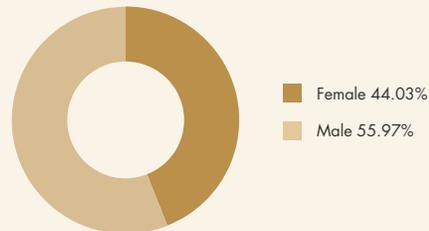
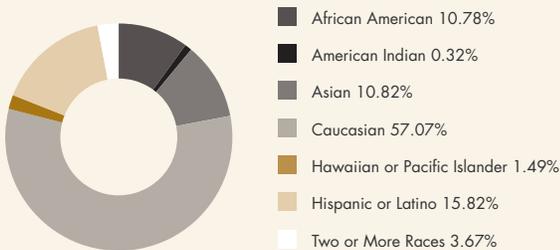
MGM Resorts International Employee Profile

Total Employees	67,603
Total Minority Workforce	46,194 (68.33%)
Caucasian	21,384 (31.63%)
Unknown / Undeclared Ethnicity	25 (0.04%)



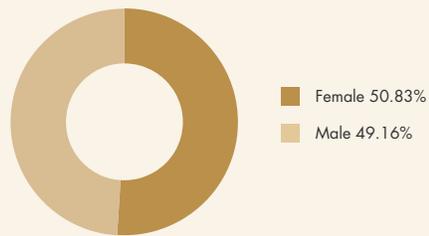
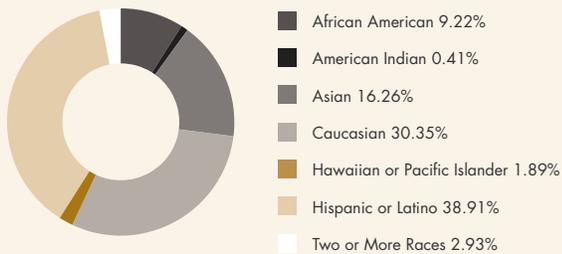
MGM Resorts International Manager & Above Profile

Total Managers & Above	5,619
Total Minority Workforce	2,411 (42.91%)
Caucasian	3,207 (57.07%)
Unknown / Undeclared Ethnicity	1 (0.02%)



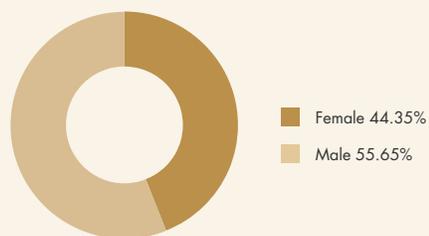
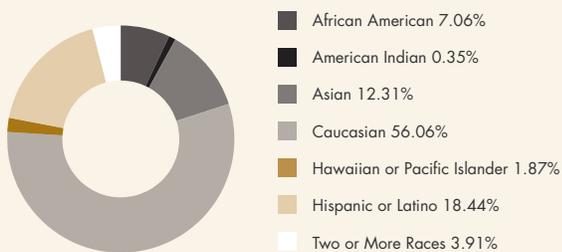
Clark County, Nevada Employee Profile

Total Employees	50,675
Minority	35,278 (69.62%)
Caucasian	15,382 (30.35%)
Unknown / Undeclared Ethnicity	15 (0.03%)



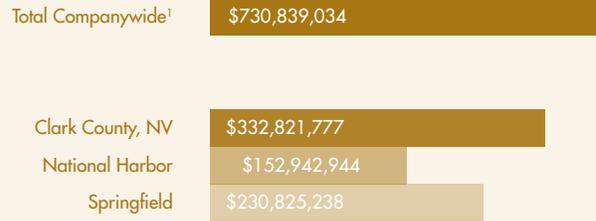
Clark County, Nevada Manager & Above Profile

Total Managers & Above	4,322
Minority	1,899 (43.94%)
Caucasian	2,423 (56.06%)



Appendix C: Diverse Construction & Consulting Expenditures

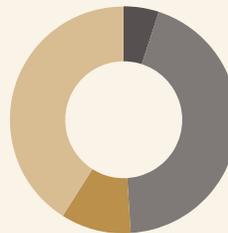
MGM Resorts International Construction & Consulting Expenditures



Diversity Expenditures by Category

MGM Resorts International

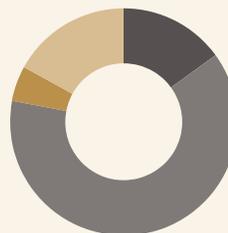
Total	\$165,697,713
Disadvantaged Business Enterprise	\$8,685,482
Minority Business Enterprise	\$71,414,764
Veteran-Owned Business	\$17,011,399
Women Business Enterprise	\$68,586,068



- Disadvantaged Business Enterprise (5.24%)
- Minority Business Enterprise (43.10%)
- Veteran-Owned Business (10.27%)
- Women Business Enterprise (41.39%)

Clark County, Nevada

Total	\$58,850,869
Disadvantaged Business Enterprise	\$8,596,208
Minority Business Enterprise	\$37,264,544
Veteran-Owned Business	\$2,631,719
Women Business Enterprise	\$10,358,398



- Disadvantaged Business Enterprise (14.61%)
- Minority Business Enterprise (63.32%)
- Veteran-Owned Business (4.47%)
- Women Business Enterprise (17.60%)

¹ Companywide spend also includes spend amounts not directly attributable to National Harbor, Springfield, Infinium Construction, or MRDD Construction in Clark County.

Springfield

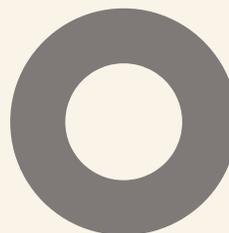
Total	\$79,077,973
Disadvantaged Business Enterprise	\$0
Minority Business Enterprise	\$15,095,589
Veteran-Owned Business	\$14,401,850
Women Business Enterprise	\$49,580,534



- Disadvantaged Business Enterprise (0%)
- Minority Business Enterprise (19.09%)
- Veteran-Owned Business (18.21%)
- Women Business Enterprise (62.70%)

National Harbor

Total	\$25,554,545
Disadvantaged Business Enterprise	\$0
Minority Business Enterprise	\$25,554,545
Veteran-Owned Business	\$0
Women Business Enterprise	\$0

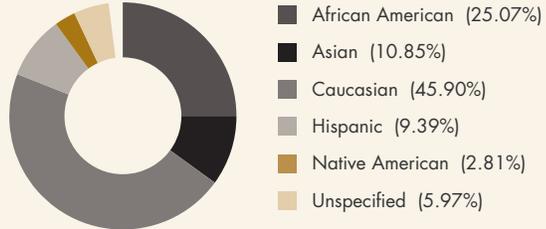


- Disadvantaged Business Enterprise (0%)
- Minority Business Enterprise (100%)
- Veteran-Owned Business (0%)
- Women Business Enterprise (0%)

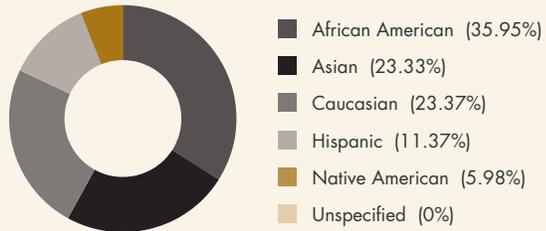
Appendix C: Diverse Construction & Consulting Expenditures Continued

Diversity Expenditures by Ethnicity

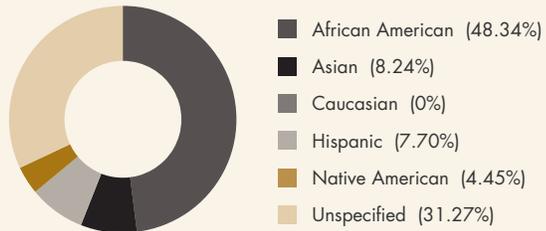
MGM Resorts International



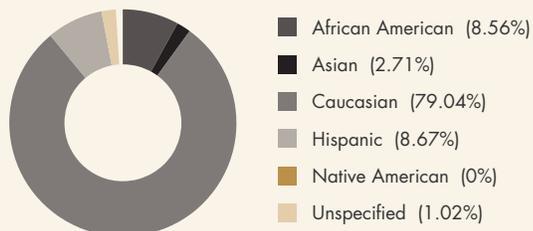
Clark County, Nevada



National Harbor



Springfield



Appendix D: Diverse Procurement Expenditures

Total Biddable Goods & Services Expenditure

Total Purchasing Expenditures	\$1,707,234,494
Total Purchasing Expenditures—Clark County, NV	\$846,612,144
Diversity Procurement Expenditures—Tier I [†]	\$157,823,052 [‡]

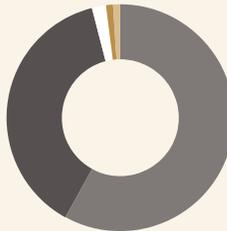
[†]Tier I direct expenditures are those with M/W/DBE/VOB/LGBTBE suppliers working directly with MGM Resorts International.
[‡]Totals are off by .01% or \$1 due to rounding.

Diversity Expenditures with Tier I Suppliers

Biddable Goods & Services by Category

MGM Resorts International

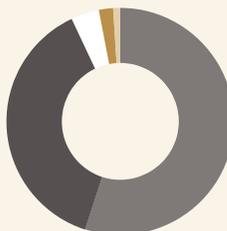
Total \$157,823,052



Disadvantaged Business Enterprise	\$3,702,534	(2.35%)
LGBT Business Enterprise	\$115,014	(0.07%)
Minority Business Enterprise	\$92,780,357	(58.79%)
Veteran-Owned Business	\$676,032	(0.43%)
Women Business Enterprise	\$60,549,115	(38.37%)

Clark County, Nevada

Total \$84,851,698



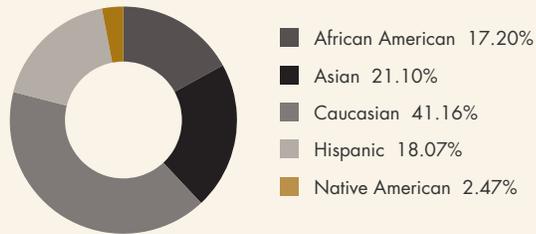
Disadvantaged Business Enterprise	\$2,810,092	(3.31%)
LGBT Business Enterprise	\$36,487	(0.04%)
Minority Business Enterprise	\$47,460,994	(55.93%)
Veteran-Owned Business	\$676,113	(0.80%)
Woman Business Enterprise	\$33,868,012	(39.91%)

Appendix D: Diverse Procurement Expenditures Continued

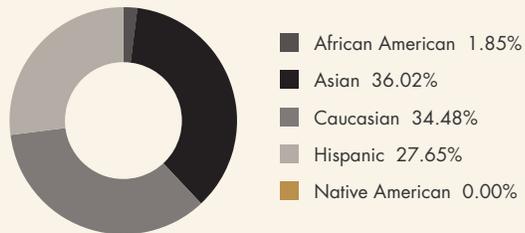
Tier I Diversity Expenditures

Biddable Goods & Services by Ethnicity

MGM Resorts International

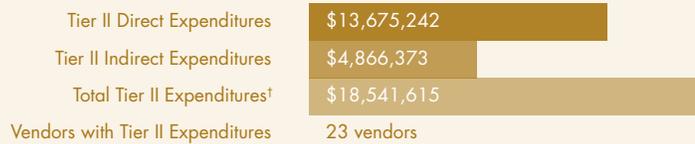


Clark County, Nevada



Tier II Expenditures

MGM Resorts International

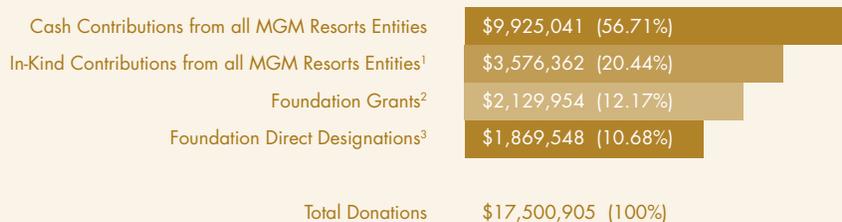


† Tier II expenditures are a percentage of prime suppliers' (majority suppliers) spending with M/W/DBE/VOB/LGBTBE suppliers for which they contracted goods or services in daily operations. Goods or services may or may not have a direct impact on MGM Resorts International. Tier II spending is self-reported by prime suppliers and is not included in any MGM Resorts International expenditure numbers.

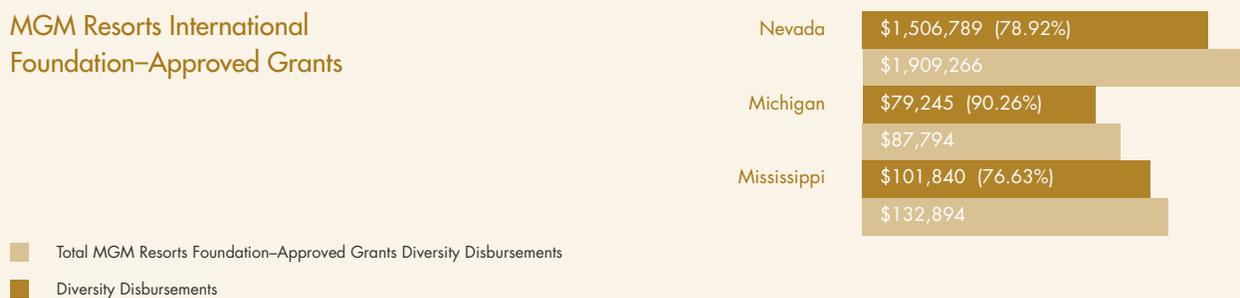
Appendix E: Corporate & Regional Philanthropy Contributions

Philanthropy Data

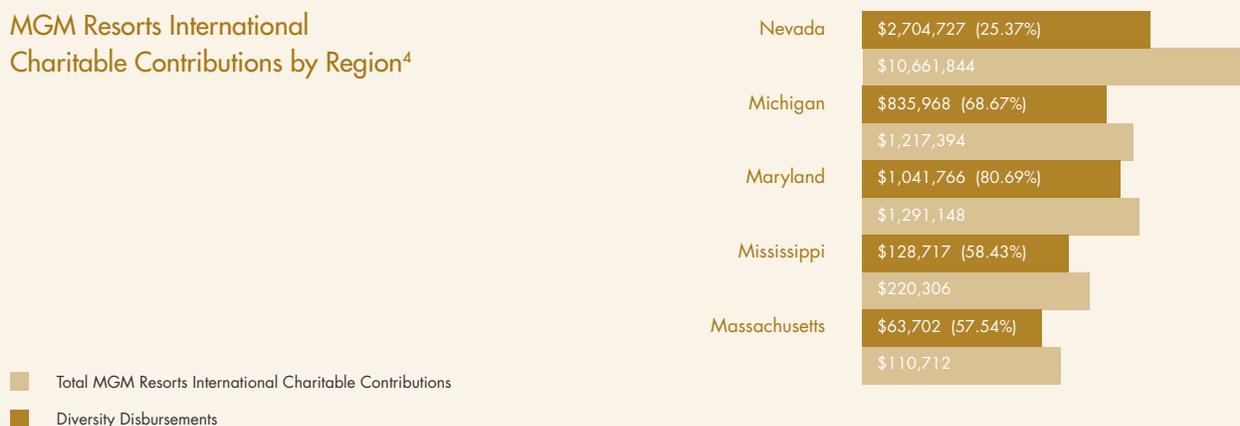
MGM Resorts International Donations by Source Funding



MGM Resorts International Foundation-Approved Grants



MGM Resorts International Charitable Contributions by Region⁴



¹ In-kind donations are donations other than cash that may include comps, rooms, meals, show tickets, obsolete items, labor, property-specific events, marketing donations, one-off events and conventions. ² Only includes disbursements made during the 2017 calendar year. ³ No diversity statistics are maintained for this figure. Only includes direct designations (including leadership designations) made during the 2017 calendar year. ⁴ Charitable contribution figures include both cash and in-kind amounts.

Appendix F: Sustainability Metrics

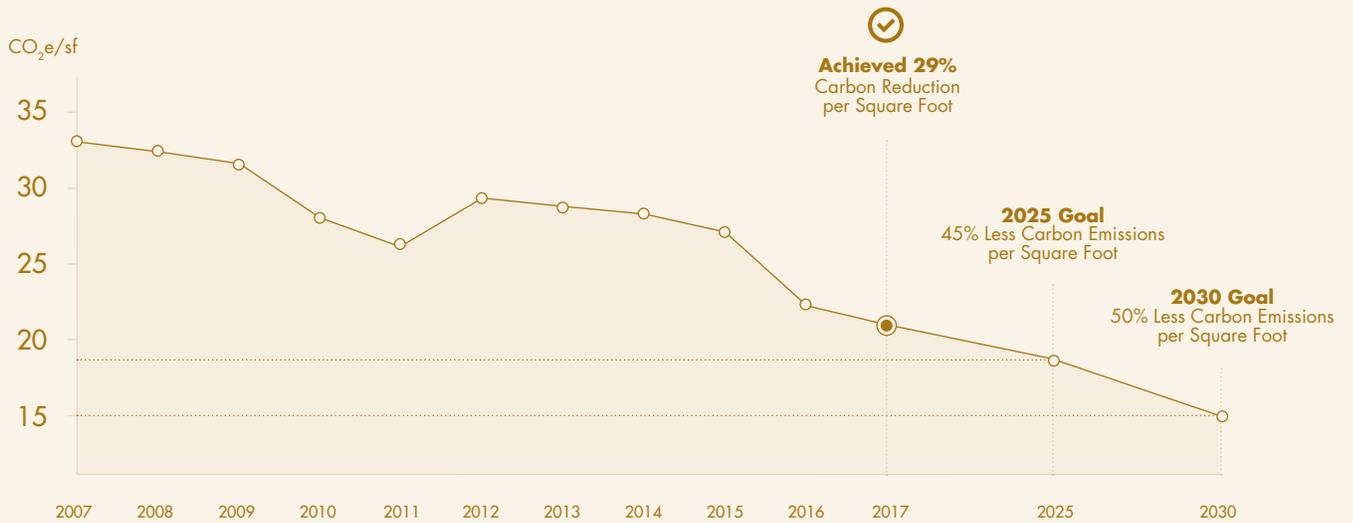
Energy per Square Foot

(Combined electricity and natural gas, globally)



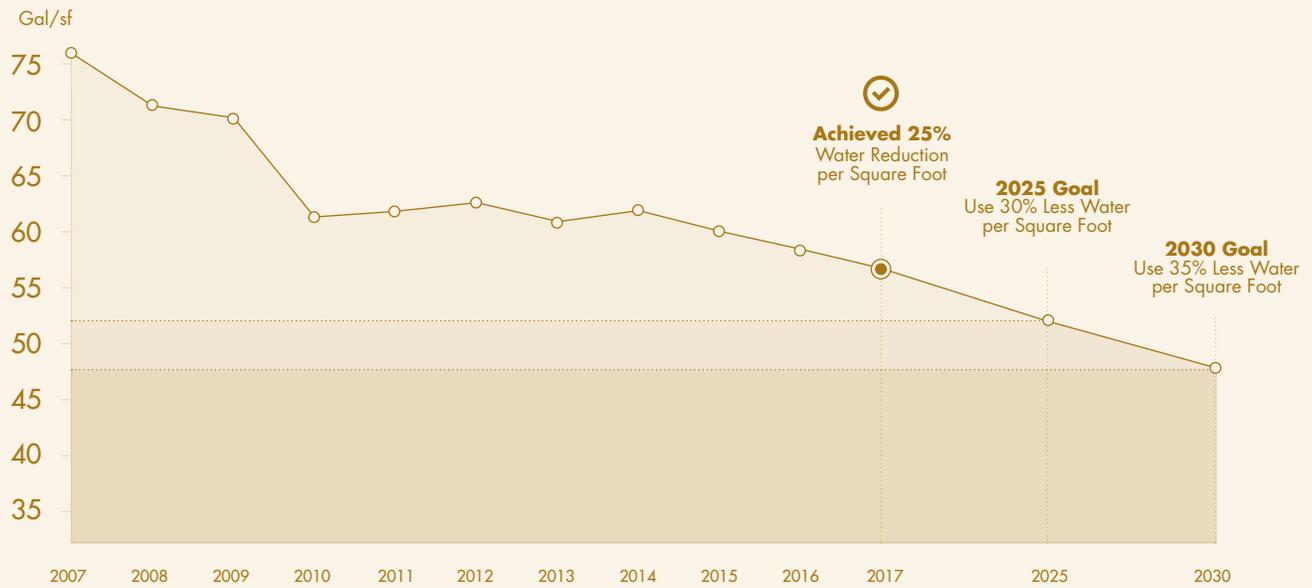
Carbon Emissions per Square Foot

(Combined Scope 1 and Scope 2 emissions, globally)



Water per Square Foot

(Combined utility water and well water, globally)



Materials Diversion Rate

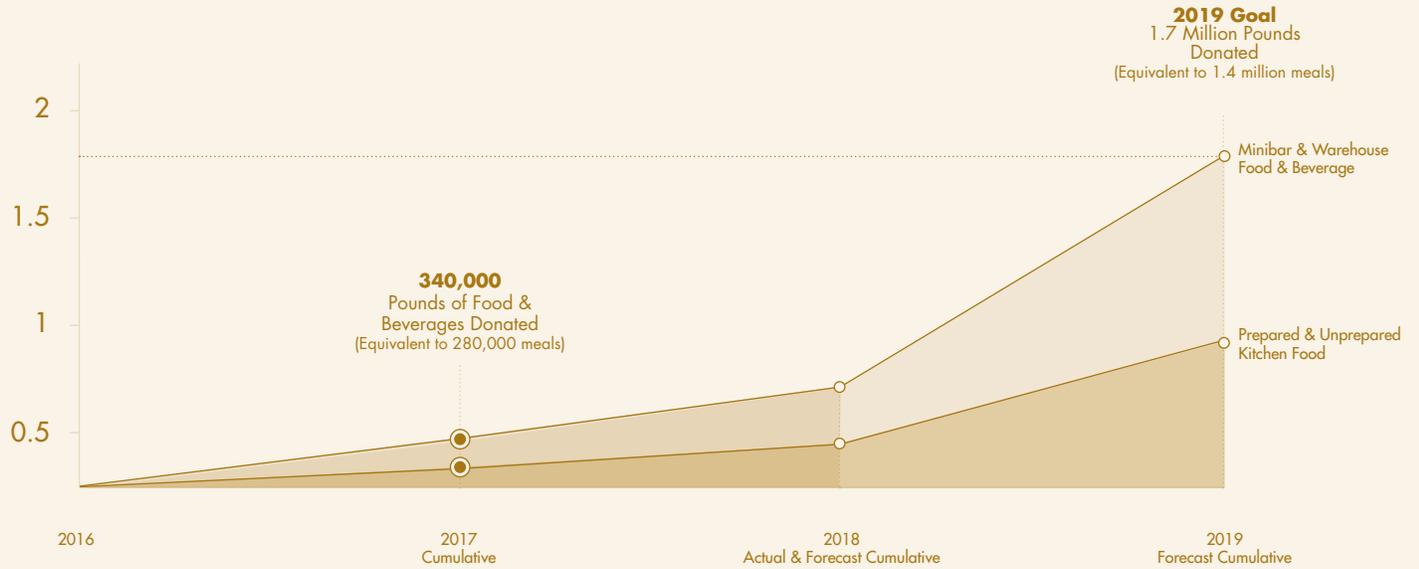
(Percentage of end-of-use materials recycled/composted/diverted from landfill in other ways)



Appendix F: Sustainability Metrics Continued

Food Donations to People

(Millions of pounds donated)



PRINTING THIS BOOK ON PAPER MADE WITH POST-CONSUMER RECYCLED FIBER SAVES*



Trees
3.5 trees



Water
300 gallons



Energy
1,500,000 BTUs



Greenhouse Gases
1,500 pounds



Land
0.06 Acres

This report was printed by Mittera Group on text and cover stock that is FSC® certified and contains 10% post-consumer recycled fiber. The printing process used clean manufacturing principles including green chemistry, use of low VOC (volatile organic compounds) inks, and recycling of residual materials.

*These estimated environmental impacts were calculated using the Environmental Paper Network's Paper Calculator www.papercalculator.org. FSC is not responsible for any calculation on savings resources by choosing this paper.





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