

# FOSTERING DIVERSITY & INCLUSION 2025 ASPIRATIONS

## DIVERSE ENGAGEMENT

Spend with diverse suppliers at least 10% of our domestic biddable procurement

## DIVERSE & INCLUSIVE WORK CULTURE

Ensure that all employees – including women, the LGBTQ+ community, people of color and people with disabilities – have equal access to leadership opportunities throughout MGM Resorts and that our policies of inclusion are embedded into our culture

## TALENT MANAGEMENT

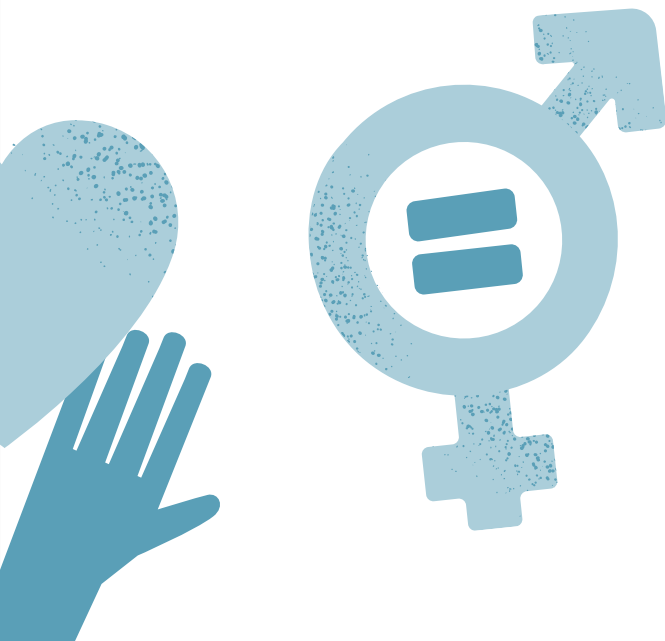
Train 100% of management employees on corporate social responsibility policies and goals

## DIVERSE ENGAGEMENT

Expand our individualized Supplier Diversity Mentorship Program to achieve a cumulative milestone of 50 graduates of diverse suppliers among our host communities

Companies with diverse and inclusive workforces, suppliers, and customers outperform their non-diverse peers.

MGM Resorts is committed to developing and enhancing talent management systems that ensure equal access to employment and career growth opportunities for all. Through education and training, we will continue to create welcoming, inclusive environments where diverse ideas and perspectives lead to innovative and creative solutions to drive business growth and expand Company goodwill around the world.



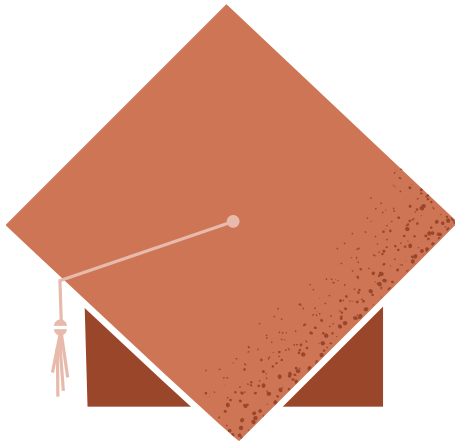
# INVESTING IN COMMUNITY 2025 ASPIRATIONS

## WORKFORCE DEVELOPMENT

Expand our support of nonprofit workforce development and education programs from 25% to 40% of our annual Company giving

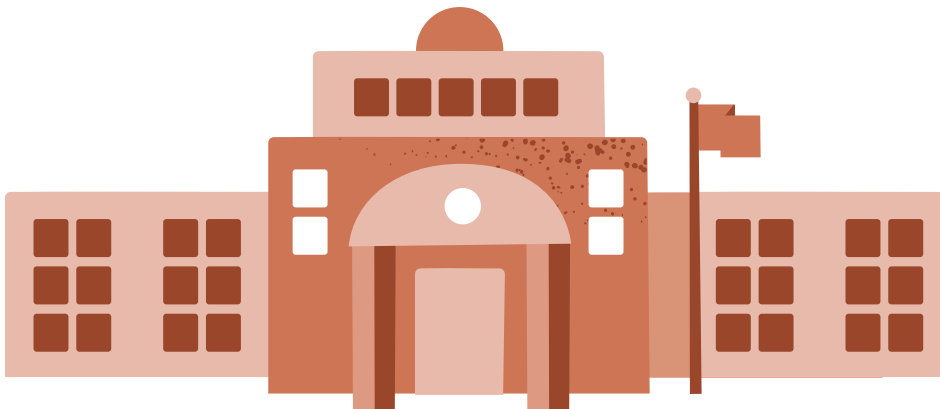
## COMMUNITY DEVELOPMENT

Award 600 post-secondary scholarships to children of employees<sup>4</sup>



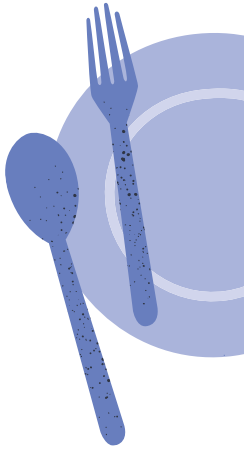
Strengthening our local communities socially and economically is critical to the growth and resiliency of our Company.

In collaboration with the public sector, policy makers, educators and nonprofit organizations, we strive to expand pathways to economic security for our workforce. By enhancing the social and cultural fabric in the communities where we operate, we're working to elevate the quality of life for everyone in our communities.



4. Scholarships for children of employees goal is based on a 2019 start date

# CARING FOR ONE ANOTHER 2025 ASPIRATIONS



## VOLUNTEERISM

Surpass 1 million cumulative volunteer hours through the Employee Volunteer Program<sup>6</sup>

## CORPORATE PHILANTHROPY

Exceed \$100 million in cumulative employee community support donations through The MGM Resorts Foundation<sup>7</sup>

## EMPLOYEE GIVING

Achieve 75% domestic employee donations to The MGM Resorts Foundation

## CORPORATE PHILANTHROPY

Donate 5 million meals through our Feeding Forward program<sup>8</sup>



**Stronger communities create better places to live and work, leading to long-term customers and employees.**

Through volunteerism, employee giving and Company philanthropy, MGM Resorts instills philanthropic commitment and pride in employees that drives positive social impact in their communities. With a focus on core initiatives of hunger relief, public education, workforce development, diversity, environmental sustainability, and health & wellness MGM Resorts supports our host communities' unique challenges.

6. Volunteer Hours Aspiration is based on 2012 program start

7. Employee Foundation Donations Aspiration is based on 2002 program start

8. Feeding Forward Aspiration is based on 2016 program start

# PROTECTING THE PLANET 2025 ASPIRATIONS

## RESPONSIBLE OPERATIONS

Achieve 60% materials diversion rate

## CLIMATE LEADERSHIP

Reduce carbon emissions per square foot by 45%

## RESPONSIBLE OPERATIONS

Reduce energy per square foot by 25%

## RESPONSIBLE OPERATIONS

Reduce water per square foot by 30%

**A greener business is a better business, and environmental leadership is critical to 21<sup>st</sup> century corporate leadership.**

At MGM Resorts, we believe that environmental leadership is critical to ensuring the long-term viability of corporations – and our planet. We are committed to being a global advocate in accelerating the fight against climate change. Through sustainable design and construction, we will build with tomorrow in mind and through our responsible operations we aim to reduce our negative environmental impacts.<sup>13</sup>

13. "Protecting the Planet" Aspirations are based on 2007 baseline

