

# INVESTING IN OUR FUTURE

2021 SOCIAL IMPACT  
& SUSTAINABILITY REPORT



**MGM RESORTS**  
INTERNATIONAL®

# A Letter From **Bill Hornbuckle and Rose McKinney-James**



Bill Hornbuckle  
CEO & PRESIDENT



Rose McKinney-James  
CHAIR, CORPORATE SOCIAL  
RESPONSIBILITY & SUSTAINABILITY  
COMMITTEE, BOARD OF DIRECTORS

At MGM Resorts, our success relies upon our ability to pursue and achieve the objectives of a diverse coalition of stakeholders. Our employees, customers, communities and shareholders all bring with them individualized interests, some competing and some complementary, but all sharing their origin in a desire for progress and collective gain. The corporate strategy we pursue is an amalgamation of these human and people focused interests – a grand coalition among our many parts on the best way to move forward and invest in a brighter future.

Over the last two years, the economy rapidly evolved in ways that no one could have predicted. Chief among the many disruptions we now face are significant changes to the labor market and an upending of the global supply chain. In response we've been nimble, finding new and innovative ways to hire, deploy and retain talent and to source the wide array of products needed to maintain our properties and to continue offering a high standard of guest service.

This same period of disruption has created an opportunity for us to reassess the needs of our stakeholders and, based on this refined understanding, reinvent who we are as a company and where our collective purpose lies. We strive to be the world's premier gaming entertainment company and seek to achieve that through a five-fold strategy focused on customer centricity, product innovation, global leadership, financial stewardship and, most pertinently for this letter, leadership on the world's most pressing issues – be they environmental, social, or a combination of the two.

For the last of these strategic pillars, this period of heightened reflection has resulted in a renewed commitment to and, in some cases, even an expansion upon our Environmental, Social and Governance (ESG) goals. We developed our framework for these goals in 2018, in alignment with the United Nations Sustainable Development Goals (SDGs). Some significant examples include ensuring that by 2025 we:

- Foster diversity and inclusion by spending at least 10% of our annual, domestic, biddable procurement dollars with diverse suppliers.
- Invest in our communities by donating 5 million meals through our Feeding Forward program.
- Protect the planet by reducing carbon emissions per square foot by 45% against a 2007 baseline.

We are already making great strides towards these and our other ESG goals. In fact, by bringing the MGM Resorts Mega Solar Array online last June, we made significant progress against the Protecting the Planet goals listed above. We have also submitted two additional goals for review by the Science-Based Targets Initiative (SBTi):

- To reduce absolute scope 1 and 2 greenhouse gas emissions by 50% by 2030.
- To source 100% renewable electricity in the United States and 80% globally by 2030.

Furthermore, in addition to our goals related to diverse supplier spend, we recently developed a diversity cash investment strategy and have completed deposits in regional minority banks and minority depository institutions.

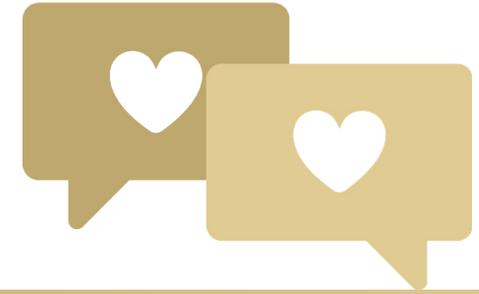
More details about these and other goals, as well as our progress against them, can be found in the body of this report and on [mgmresorts.com/ESG](https://mgmresorts.com/ESG). This document tells the story of how MGM Resorts remains focused on embracing humanity and protecting the planet – efforts that truly matter to achieving the objectives of our stakeholders, to the health and longevity of our communities and environment, and, ultimately, to the success and profitability of our company.

We hope you enjoy the contents of this document and that it clearly demonstrates our sincere and unwavering commitment to our ESG principles.



Jyoti Chopra  
CHIEF PEOPLE, INCLUSION AND  
SUSTAINABILITY OFFICER

# A Letter From Jyoti Chopra



For MGM Resorts, 2021 was a year of recovery and reinvention. We spent our days confronting a distorted labor market and supply chain landscape while rethinking and reshaping the way we do business along the way.

For our employees, the story is one of perseverance and overcoming obstacles. Our guest-facing staff found ways to creatively “say yes” to our customers during a slow but steady ramp up to normal operations. Our corporate employees and leaders worked behind the scenes to maintain and improve upon the framework of support that underpins our commitment to excellent guest service. Collectively, their tireless efforts carried us through a transformative year and made us a stronger, more resilient company poised for growth and achievement in the years to come. The executive leadership team is enormously grateful to all our employees for their exceptional contributions.

Over the course of the past year, we committed ourselves to listening to and learning from our employees to better understand our culture and organizational identity. Through this work, we discovered and distilled a common language that unites us across properties, regions and roles. Our past and ongoing success is a product of our deep commitment to the customers we serve and the colleagues alongside whom we work. Who we are can be summed up in our cultural values, where we desire to:

- **Captivate our audience** through WOW! experiences.
- **Inspire excellence** in one another by pursuing high standards.
- **Champion inclusion** for all people, groups, and identities.
- **Win together** by collaborating in all things and celebrating our shared success.

MGM Resorts is a company diversely comprised of wonderful, hard-working creative people all striving to achieve our collective aims. We have a long history of focusing on what matters to our stakeholders, including the establishment, pursuit and achievement of goals that enrich our communities, safeguard our planet and leave behind a better world for all. We remain as committed as ever to these principles and to further elevating our aims and accomplishments in this space.

I hope this report provides you with valuable insight into how and why we’ve established our global leadership goals and where we stand in achieving them. We are, as always, committed to transparency around our Social Impact & Sustainability policies as well as providing disclosures in directional alignment with prevailing third-party ESG frameworks.

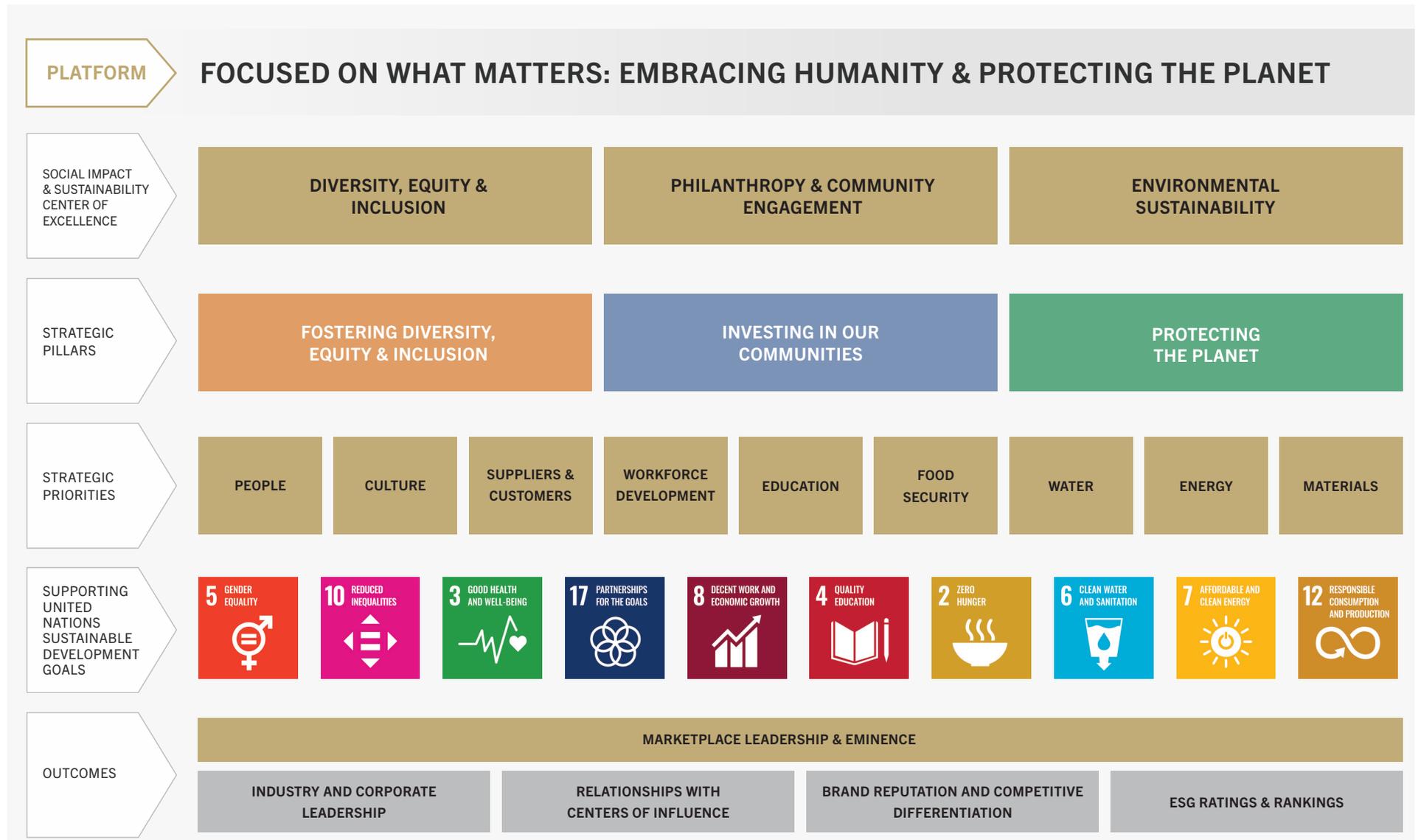
Please note that this year’s document is an Executive Summary. Supplementary reports with more thorough details and specific data can be found on the company’s social impact and sustainability section on [mgmresorts.com/ESG](https://mgmresorts.com/ESG).



*The Park MGM Pool Operations Team was named MGM Resorts’ SHOW Service Excellence Award winner for the second quarter of 2021. The team was selected for its work in driving excellent guest service, promoting engagement, improving processes and fostering a culture of recognition.*

# Strategic Framework

Our strategic framework for Social Impact & Sustainability clarifies our strategic pillars and priorities and shows how we support specific United Nations' Sustainable Development Goals.





## **FORWARD-LOOKING STATEMENTS**

Statements in this Social Impact & Sustainability 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 (“MGM Resorts”) 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 the company’s Environmental, Social, and Governance (ESG) initiatives and the company’s ability to achieve its ESG goals. 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 the COVID-19 pandemic and economic and market conditions in the markets in which the company operates, and competition 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.

## **EXTRA-FINANCIAL INFORMATION**

This Social Impact & Sustainability Report includes certain extra-financial data and information that is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

## **REPORTING SCOPE**

Unless noted the program descriptions and data in this report represents our primary market of the USA. Some of our metrics, including most environmental metrics, are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of ESG metrics as systems and capabilities allow. Unless indicated, data is provided for calendar year 2021 (January 1 - December 31, 2021).

## **COMMITMENT TO TRANSPARENCY**

We are committed to transparently informing our stakeholders on our Social Impact & Sustainability polices, goals, programs, and performance. We are also committed to increasing the level of assurance of ESG performance data.

This report provides a summary of progress against our 2025 goals, and a subset of our broader ESG performance metrics. On the ESG disclosures page of our ESG website (available at [mgmresorts.com/ESG](http://mgmresorts.com/ESG)) we transparently disclosed a much more robust set of metrics, detailed performance against goals, and additional metrics. On the same web page we also provide disclosures directionally aligned with prevailing third party ESG frameworks including: CDP (formerly Climate Disclosure Project), GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board) and the TCFD (Taskforce on Climate Related Financial Disclosures).

## **GOVERNANCE**

Our CEO and President as well as our Board of Directors’ CSR & Sustainability Committee are responsible for governing our environmental and social responsibility policies and programs. These are supported by our governance-related polices including our company’s Code of Business Conduct and Ethics, and Conflict of Interest Policy.

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

# Social Impact & Sustainability Goals to achieve by year end 2025

## Status

- Achieved
- ◐ On track
- Enhancing efforts



## ALL SOCIAL IMPACT & SUSTAINABILITY PILLARS



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

## FOSTERING DIVERSITY & INCLUSION



Ensure all employees have equal access to leadership opportunities



Women in management (global)



Racial diversity in management (U.S.)



Spend with diverse suppliers at least 10% of domestic biddable procurement (U.S.)



Expand Supplier Diversity Mentorship Program to achieve a milestone of 150 graduates (U.S.)

## INVESTING IN OUR COMMUNITIES



Expand support of nonprofit workforce development and education programs to 40% of Corporate cash donations



Award 600 post-secondary scholarships to children of employees (U.S.)



Surpass 1.12 million cumulative volunteer hours through the Employee Volunteer Program (U.S.)



Exceed \$120 million in cumulative employee donations through the MGM Foundation (U.S.)



Achieve 75% participation in domestic employee donations to the MGM Foundation (U.S.)



Donate 5 million meals through our Feeding Forward program (U.S.)

## PROTECTING THE PLANET\*



Reduce carbon emissions per square foot by 45%



Reduce energy per square foot by 25%



Reduce water per square foot by 33%



Reduce materials disposed per square foot by 60%

\* 2007 baseline, global

## ADDITIONAL 2030 ENVIRONMENTAL GOALS



Reduce absolute Scope 1 & 2 carbon emissions by 50% by 2030 (2019 baseline, global)



Source 100% renewable electricity by 2030 (U.S.)



Source 100% cage-free eggs (U.S. currently, global in future)



MGM RESORTS INTERNATIONAL

# FOSTERING DIVERSITY, EQUITY & INCLUSION

# FOSTERING DIVERSITY, EQUITY & INCLUSION

We know the importance of respecting each other's differences. We endeavor to embrace and leverage those differences to achieve best-in-class experiences and cultivate stronger ties with our guests, employees, neighbors and partners. We are committed to taking strong and principled stands on issues of equality and aim to better unify our world.

## MENTORSHIP PROGRAM

All MGM employees can benefit from a 6-month program to advance their skills, network with colleagues and navigate their careers. Participants not only receive guidance from their mentor but also have access to resources and learning modules to enhance their professional development.

## GLOBAL SALES

MGM Resorts is proud to welcome groups from our diversity partners. Forty organizations held events, meetings and conventions at our properties in 2021.



## LEARNING & DEVELOPMENT

MGM Resorts is committed to a multi-year education strategy to train 100% of employees in management on our Social Impact & Sustainability practices, with a deeper dive in our DE&I initiatives.

## COURAGEOUS CONVERSATIONS

This open forum encourages dialogue between leadership and diverse cohorts of employees to help shine a light on how the company can improve on our efforts to foster diversity, equity and inclusion within the company and across our communities.

## EMPLOYEE NETWORK GROUPS

For over ten years, these groups have helped connect, engage, inspire and develop our employees. We have 12 affinities and 16 chapters across our U.S. locations.

## SUPPLIER DIVERSITY

We are committed to supporting minority-owned, women-owned and socio-diverse businesses to strengthen our pipeline of goods and services. Our Supplier Diversity Mentorship Program elevates the professional development of our vendors enabling them to improve their operational efficiencies which contributes to a positive economic impact in our communities.

## NATIONAL DIVERSITY RELATIONS

MGM Resorts partners with over 100 organizations and advocacy groups to empower diversity segments including African American, Asian American and Pacific Islander, Native American, Latino/Hispanic, LGBTQ+, Military/Veterans, Persons with Disabilities and Women. These relationships help us create an inclusive workforce, identify diverse talent, provide leadership development opportunities and demonstrate our commitment to our communities.

# Fostering Diversity, Equity & Inclusion: 2021 Highlights

MGM Resorts is committed to taking strong and principled stands on issues of equality and aims to better unify our world. Suggestions from our employees have led to the creation of initiatives that provide professional growth and development as well as a project that impacts Southern Nevada's economic development. Collaboration with our employees and business partners supports our value of diversity and inclusion by building trust, transparency and understanding.



## COURAGEOUS CONVERSATIONS

As the national conversation around social justice emerged, MGM Resorts launched a new initiative entitled: "Focused on What Matters: Courageous Conversations." This open forum between leadership and diverse cohorts of employees helps shine a light on how the company can improve on our efforts to foster diversity, equity and inclusion internally and across our communities.

Following the very first cohort of more than 30 African American employees in 2020, MGM Resorts committed to adding additional cohorts of employees representing various demographics, with the intention of moving in a direction that is most impactful to employees and the community while continuing on the path to positive change in 2021.

Since making this commitment, we've conducted sessions with five cohorts of employees, including women, African American, Latino/Hispanic, Asian American and Pacific Islander and LGBTQ+. Together with MGM Resorts CEO and President, Bill Hornbuckle, and MGM Resorts Board Committee Chair, Rose McKinney-James, the employees were encouraged to share candid views on the state of the country and company, ask questions and make suggestions. Working groups were then created to gather key takeaways and make progress in areas including human resources, benefits, internal programming, upward mobility and community outreach.

### Mentorship Program

When analyzing discussions from each cohort, we discovered a common underlying takeaway: employees expressing interest in increased opportunities for growth and leadership. As a result, we launched an employee-wide mentorship program, designed to help employees progress their careers through structured, self-directed learning accessible to anyone with a desire for

professional and personal growth. The six-month program pairs a mentee with a colleague at least one career-level above them, and together they work to develop the employee's knowledge, skills and abilities. The first year of the program included 346 employees representing different genders and backgrounds. Moving forward, the program will be offered every six months with employees expected to meet with their mentor for at least one hour each month.

### 100 Plan

From the African American cohort arose an interest in creating partnerships with external organizations to proactively attract African American talent to MGM Resorts. With this, the 100 Plan was born. The proposed vision had two parts: 1) Strategic alignment with historically Black colleges and universities for recruitment purposes, and 2) Direct financial support to communities where we operate for economic development.

Addressing the first part of this vision, we partnered with the Thurgood Marshall College Fund, which provides scholarships, capacity building and programmatic support to students across historically Black colleges and universities.

In response to the plan's second component, MGM Resorts granted \$500,000 to the Nevada Community Foundation to restore and reconnect the historic west side of Las Vegas, a predominantly Black neighborhood near downtown where households earn less than half the citywide median income and where residents have felt the effects of disinvestment for decades. Goals for investment in the Historic Westside neighborhood focus on reconnecting community, creating and celebrating opportunity and housing stability.

As part of these ongoing efforts to reconnect the community, the City of Las Vegas and Freight Farms Greenhouse is preparing a site for the spring 2022 arrival of two MGM-branded containers

that will house a garden in the Historic Westside neighborhood. Moving forward, departments including food and beverage, design and development, supplier diversity, environmental sustainability and human resources will collaborate to ensure the success of the 100 Plan.

The Courageous Conversations initiative will continue to grow into 2022. We will focus on expanding partnerships within the community, identifying areas to create more inclusive benefit structures, providing cohorts with event and workshop opportunities and supporting those in need during times of hardship.

## HISTORIC WESTSIDE URBAN FARM





MGM RESORTS INTERNATIONAL

# INVESTING IN OUR COMMUNITIES

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As a member of the communities in which we operate, we believe it is our responsibility to contribute to the social and economic progress of where we live. We aim to sustain and build on the best of a community, advancing workforce opportunities, education and food security in all our regions. We are passionately committed to philanthropy, volunteerism and community engagement.

## VOLUNTEERING

### Commitment to Volunteering

We have a very active employee volunteering program through which our employees have volunteered nearly a million hours of time.

### VolunteerREWARDS

Our VolunteerREWARDS Program allows employees to earn a donation to their nonprofit of choice for their community service efforts. For every 20 volunteer hours, employees are eligible for a grant up to \$1,500 per year.

## CHARITABLE GIVING & PRIORITIES

### Company Charitable Giving

MGM Resorts regards community engagement as a fundamental part of our business philosophy. Each year, we make contributions to nonprofits that reflect aspects of our community life in the regions where our employees live and work.

### Workforce Development

To further strengthen the economic livelihood, capacity and resiliency of our communities, we support employment and vocational training programs for young adolescents and adults.

### Education

MGM Resorts prioritizes providing access to quality education. We support programs ranging from STEM education for underserved students to scholarships for minorities and children of MGM Resorts employees.

### Hunger Relief

In addition to providing grants focused on feeding people within our communities, MGM Resorts combats food waste and food insecurity by collecting and preserving untouched food from our resorts and providing it to those in need. We have donated more than 3 million meals since 2016.



## MGM RESORTS FOUNDATION

The MGM Resorts Foundation is a nonprofit organization created to engage our employees in addressing the needs of the communities where we operate.

### Community Grant Fund

The Community Grant Fund supports programs that benefit our communities via grants to local nonprofits. Funding decisions are made by Community Grant Councils, committees of employees who represent their respective regions. Through this fund, families and individuals receive assistance with food, housing, health and wellness services, education or employment.

### Employee Emergency Grants

MGM Resorts provides employees and their immediate families with short-term assistance during unexpected hardships and emergencies. Grants are used to cover hardship expenses such as food and clothing assistance, temporary housing, rent, mortgages, and medical bills.

### Matching Gifts

MGM Resorts launched the Matching Gifts Program in June 2021 in an effort to encourage and promote employee giving through the MGM Resorts Foundation. One-time employee donations to the Community Grant Fund of up to \$10,000 per year are eligible to be matched by the company.



# Investing in Our Communities: 2021 Highlights

As a company, we're committed to investing in the local communities where we operate. We are passionately committed to active engagement through volunteerism, community and civic engagement and philanthropic opportunities — from global commitments to meeting local area needs. MGM Resorts is focused on supporting causes and organizations that provide people with the resources needed to survive and thrive.



## Finding a Path for Amari

When the pandemic shuttered school districts around the country, educators and parents were forced to develop innovative solutions for keeping children engaged in learning. With virtual education quickly becoming the new normal, students with school-issued laptops learned by watching their teachers through a computer screen. But what happened to blind students who didn't have the tools to access this new mode of education?

Amari, a 12th grader in the Clark County School District, has been blind since birth and struggled with distance learning during the COVID-19 pandemic. In August of 2020, Amari began attending the Nevada Blind Children's Foundation, an organization supported by MGM Resorts and the MGM Resorts Foundation, that is committed to providing expanded core curriculum, extracurricular activities, social opportunities and transitional skills to children who are visually impaired. The organization has three primary goals: increasing high school graduation rates, increasing employment for young, blind adults and inspiring students to reach their full potential and live as contributing members in the community.

With immediate access to the expanded core curriculum classes, Amari learned to not only use the assistive technology needed to complete his assignments, but also thrived in other blind-specific classes such as independent living, orientation and mobility, socialization and employment training. The program offers additional options to children just like Amari, including lessons in cooking, pottery, musical instruments and how to catch the bus.

"The whole reason that we exist and that we are here in this 12,000 square-foot learning center is all because of MGM Resorts," says Emily Smith, Chief Executive Officer of the Nevada Blind Children's Foundation. "I'm so grateful for what we've done already, where we are right now and the foundation that MGM Resorts has helped us to create. It truly sets us up for a huge, successful future."

Lack of advocacy and support resulted in a struggle for Amari and so many other visually impaired children. With the help of the Nevada Blind Children's Foundation, Amari received resources designed to educate and empower, allowing him to embark on his own personal journey towards reaching his full potential.

## Wraparound Teaching Program Makes High Schoolers Our Business Partners

High school students are helping MGM National Harbor identify ways to better connect with front-line employees. MGM Resorts partnered with Junior Achievement of Greater Washington on the organization's 3DE program, a transformative re-engineering of the comprehensive high school experience to better reflect the real world and prepare students for life beyond the classroom walls. Through this program, which received funding from MGM National Harbor, students have the opportunity to apply academic concepts to real-world applications. They are exposed to a breadth of different industries and professions and use critical thinking to develop skills for success.

Over a five-week period, more than 100 students from Potomac High School in Prince George's County, Maryland and more than 200 students from Ballou High School in Washington, DC worked through a case study to help MGM National Harbor determine a solution to improve employee communications. The ninth graders were divided into groups and matched with business coaches from MGM National Harbor's executive team. During the last week the student group presented their recommendations to the property management.

"It was wonderful and inspiring to see the creative ideas presented by the students. We are strong supporters of this program and plan to continue to work with Junior Achievement to provide students insight into the world of hospitality," said Danielle White, MGM Resorts Vice President of Community Engagement, Social Impact & Sustainability.

# Investing in Our Communities: 2021 Highlights



## Be the Change You Want to See

MGM Resorts Internal Audit Manager Marsha Butler has a simple but impactful philosophy on giving back: be the change you want to see in the world. And she has some sound advice for her colleagues.

“If there are issues or causes you are personally impacted or moved by, find a way to get involved,” Marsha said. “There are hundreds, if not thousands of organizations that could use our help. Find an organization that calls to you and give it a shot!”

In 2011, Marsha began her volunteer journey with SafeNest. She learned about the organization, which provides services to people affected by domestic violence, while attending a volunteer fair hosted by MGM Resorts. Now, after a decade of service at SafeNet and a host of other nonprofit

organizations, Marsha has earned a reputation as a tireless volunteer and passionate advocate for at-risk children.

She was honored to participate in SafeNest’s Camp Hope, a free, week-long summer camp experience for children who are victims of domestic abuse. The program’s specialized curriculum is designed to provide children with skills they need to break the cycle of generational violence, all while spending time outdoors at a traditional summer camp adventure in Utah. Marsha underwent intensive training and even took her vacation to coincide with the camp. “I love kids and the chance to make a difference in someone’s life,” she said. Relentlessly dedicated and always present, she has become a role model and makes a lifelong positive impact on the growth and development of the children in the program.

Even during the pandemic, when help was needed more than ever but most people stayed home, Marsha ramped up her efforts, continuing her work at SafeNest and volunteering to tutor children working through distance learning.

In addition to her unwavering commitment to SafeNest, Marsha volunteers with her Internal Audit department colleagues, and the team has participated in a variety of group community service projects at Ronald McDonald House, Blind Center, Catholic Charities and Junior Achievement.

With an unequivocal passion for volunteerism and more than 300 volunteer hours logged between 2017 and 2020, Marsha placed in the top three for the 2021 Governor’s Points of Light Awards. This noteworthy recognition, which celebrates the extraordinary volunteer efforts of Nevadans, is the highest volunteer honor bestowed by Nevada volunteers and the state. Marsha continues to seek out opportunities to help and lead by example to inspire those around her, always adhering to her own sage advice to be the change she wants to see in the world.

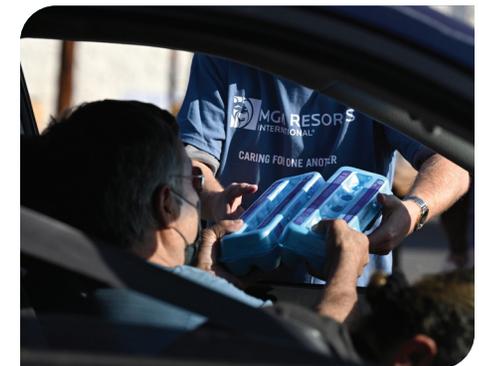
## Employees Mobilize to Fight Food Insecurity

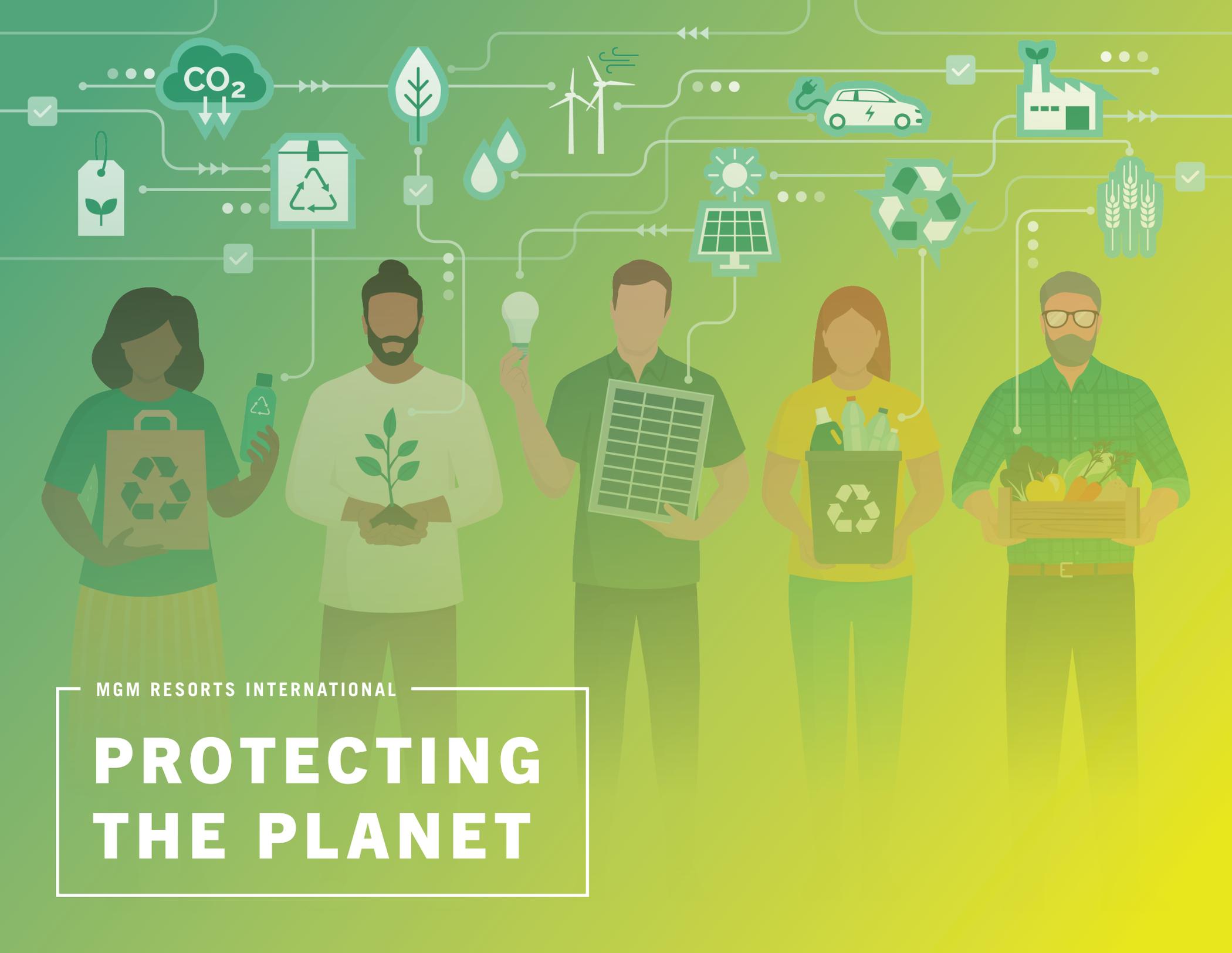
According to a 2021 annual report by Feeding America, Nevada is ranked eighth among states with the highest overall food insecurity rates. The Silver State has an alarming rate of 15.2%. In Clark County, one in every seven residents is considered food insecure—a number stemming primarily from poverty and unemployment.

Local nonprofit organizations play a vital role in making a difference in the lives of the county’s most vulnerable families. In Southern Nevada, The Just One Project inspires people to give back by mobilizing volunteers to help build stronger, healthier communities. In 2021, 66 MGM Resorts employees contributed 209 volunteer hours to the organization, with employees packing and distributing food for drive-thru food banks to benefit Southern Nevada’s food insecure population.

“The Just One Project makes an enormous impact in fighting food insecurity throughout our community,” said Katherine Ragia, community engagement specialist at MGM Resorts. “Our volunteers feel good about the work they do because they have direct contact with The Just One Project clients. They have a tangible effect on the lives of clients who benefit from the organization’s critical programs.”

Contributions from MGM Resorts extend beyond volunteer hours. The MGM Resorts Foundation also issued an \$80,000 grant to help fund The Just One Project’s Food For All program, which includes the distribution of fresh groceries to food insecure communities, a community market, senior grocery assistance, senior commodities and the delivery of groceries to homebound clients. Additionally, MGM Resorts supported The Just One Project through corporate giving in 2021, contributing funds for workforce development programming and food for seniors and families.





MGM RESORTS INTERNATIONAL

# PROTECTING THE PLANET

# PROTECTING THE PLANET

We believe a greener business is a better business and environmental leadership is critical to 21st century corporate leadership. We preserve the environment by reducing water, energy and waste, while increasingly purchasing environmentally preferable materials. We are committed to renewable electricity and being a global leader in the fight against climate change.

## CLIMATE

### Resort-Level Climate Risk Assessment

In 2021, we undertook a detailed climate risk and opportunity assessment to identify and assess the climate-related risks and opportunities facing our company. Additionally, we assessed resort-level physical climate risks, gaining knowledge for property-specific risk mitigation planning.

### Solar Electricity

At the end of 2021, MGM had approximately 110MW of installed solar capacity. Our bold action to decarbonize our electricity supply is helping us enable strong progress on our interim and long-term climate goals.

## DESIGN & DEVELOPMENT

### Certified Buildings

Nearly 90% of MGM Resorts' portfolio (by square feet) is certified to one or more of the following environmental certifications: LEED (majority LEED Gold), Green Globes, Green Key, China Green Building, ISO 140001 or ISO 50001.

### Stay Well™ Rooms And Meetings

We offer guests an enhanced stay by investing in guest and meeting room features aligned with Stay Well™ standards. Example amenities in Stay Well™ rooms include air purification, energizing and specialized lighting and shower infusers.

## MATERIALS & WASTE

### Environmentally Preferable Purchasing

We recognize that the materials we choose and products we buy drive much of our lifecycle environmental impact. These choices also affect our ability to manage waste, since some materials are more durable, recyclable or reusable than others. We have concentrated buying power in some of our markets and use that power to advance environmentally preferable purchasing in many categories.

### Materials Diversion

In one of the hospitality industry's most comprehensive materials diversion programs, we capture and divert over 30 materials from landfills. This includes common materials such as glass, metal and plastics as well as nontraditional items such as hangers, towels and oysters.

### Food Waste Diversion & Reduction

As a core aspect of our overall material diversion program, we also have a highly respected food waste diversion program. We work on source reduction to avoid waste being generated from the start, and also send tens of thousands of tons of food scraps to animals, comingled food and compostable disposables to compost, and grease to biofuel.

## ENERGY

### LED Lighting

We have installed over 1.4 million Light Emitting Diodes (LED) in one of America's largest lighting retrofit projects.

### Heating, Ventilation & Air Conditioning (HVAC) Efficiency

We have invested tens of millions of dollars in HVAC efficiency projects including multiple central plant upgrades and over 1,000 variable speed drives on fans, pumps and motors to ensure less energy is needed to move air and liquids around our buildings.

## SUSTAINABLE EVENTS

### Environmentally Sustainable Venues

All of our large event venues have unique environmental attributes, including Mandalay Bay Conference Center – our flagship venue that has America's largest contiguous rooftop solar array.

### Food Donations

Events sometimes result in unserved food. Where possible in our large convention properties, we aim to safely donate quality unserved food to people in our communities. Across our resorts, we donate three major food types to charities: perishable prepared food, perishable unprepared and non-perishable food and beverages from minibar/warehouse food.

### Sustainable Events Engagement

Las Vegas is a global hub for meetings and conventions and sports and entertainment. We are very focused on helping event planners understand and implement more socially and environmentally sustainable practices. Our program is encapsulated in a user-friendly deck of 52 sustainable event ideas, that we regularly use with clients.

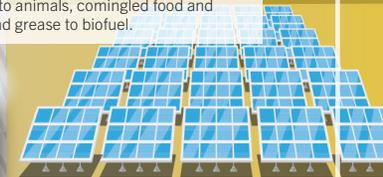
## WATER

### Water Efficient Equipment & Appliances

We prioritize water-efficient equipment and appliances including automatic faucets for sinks, low-flow bathroom fixtures and high performance commercial dishwashers.

### Water Efficient Landscaping

In Las Vegas we converted over 200,000 square feet of real grass to artificial turf or desert-friendly landscape to help reduce our consumptive water use (water we don't send back to the source).



MGM RESORTS  
**MEGA**  
SOLAR ARRAY



# Protecting the Planet: 2021 Highlights

While 2021 was a year of recovery from the tumultuous impact of COVID-19 and related business closures, we nonetheless made significant progress on our environmental sustainability initiatives. Our stated environmental priorities are energy, water and materials & waste, but we consider climate to be an overarching issue that covers all of these areas, and one that we address through implementation actions in each area, not just energy alone.



## MGM Resorts Mega Solar Array

In June 2021 we launched the 100MW MGM Resorts Mega Solar Array. With over 336,000 panels arranged across 640 acres, this is the hospitality industry's largest directly sourced renewable electricity project worldwide. In 2021, clean energy from the project helped provide up to 90% of MGM Resorts' Las Vegas daytime power needs on specific days. Overall in 2021 this project as well as clean electricity from the Nevada grid helped us source 24% renewable electricity in our primary market of Las Vegas. To provide a sense of scale, MGM manages over 65 million square feet of buildings across 13 properties and more than 36,000 rooms in Las Vegas alone, so this regions power demand is very substantial. Going forward, based on this array and other local efforts, we expect our overall renewable electricity percentage in Las Vegas will grow to nearly 30% by the end of 2022, and increase significantly in subsequent years in support of our new climate goals.

## Climate Goals & Science-based Targets Status

Our mega solar array project represented a milestone in MGM Resorts' long-term climate strategy and is significantly helping us accelerate progress towards the climate goals we announced in 2018: to reduce our scope one and two<sup>1</sup> greenhouse gas emissions by 45% per square foot by 2025 and 50% by 2030 respectively (2007 baseline). When we opened the project we moved beyond these original intensity-based climate goals, and announced two new, more ambitious goals that we developed informed by guidance from the Science-based Targets Initiative (SBTi). These publicly announced goals have been submitted for consideration by the Initiative.

- Reduce absolute scope one and two Greenhouse Gas (GHG) emissions 50% by 2030 (2019 base year)
- Source 100% renewable electricity in US and 80% globally by 2030

In 2021 we also completed our most detailed and comprehensive inventory of scope three<sup>2</sup> value chain emissions, and we submitted this inventory and a proposed 2030 reduction target for review by the SBTi.

## Climate Risk Assessment

In line with the recommendations of the Task Force on Climate-Related Climate Disclosure (TCFD), in 2021, we engaged an expert independent third party to conduct a detailed climate risk and opportunity assessment for transition and physical risks across our global portfolio. This assessment included a detailed review of MGM's potential exposure to seven types of physical risks of climate change (water stress, flood, heatwave, coldwave, hurricane, wildfire, and sea-level rise) across three different modelled climate change scenarios.

Under all three scenarios, the assessment found that overall, MGM Resorts faces moderate physical risk from climate change, primarily driven by exposure to water stress, wildfire and sea level rise at specific properties. This climate risk assessment is a key input to a separate report we are publishing in directional alignment with the guidelines of the Taskforce for Climate Related Financial Disclosures (TCFD).



<sup>1</sup> Scope one emissions are direct emissions from owned or controlled sources such as natural gas used in onsite boilers, or diesel for vehicles. Scope two emissions are indirect emissions from the generation of purchased energy.

<sup>2</sup> Scope three emissions are indirect emissions for value chains, including from purchased goods and services, waste from operations, business travel, employee commuting, etc.

# Protecting the Planet: 2021 Highlights



## Consumptive Water Use

One of the findings of our climate risk assessment was that MGM Resorts is exposed to water stress in our primary market of Las Vegas. This is because the U.S. Southwest is facing a sustained drought and our main water basin of Lake Mead is under pressure from multiple sources, but primarily from outside Nevada. To do our part to help mitigate this risk within our region, we have implemented extensive water efficiency and conservation efforts over the last 10 years. In fact, by 2019 had already achieved our 2025 water goal to reduce water per square foot by 30% from a 2007 base year, helping avoid the use of over 5 billion gallons in the process. We have now reset that goal to 33% by 2025, from the same base year.

While we will continue efforts to reduce water use overall, an interesting and under-appreciated aspect of water management in Southern Nevada is that practically all the water used inside buildings, including inside all our properties, is recycled and returned back to its source, Lake Mead. As such, the more valuable water conservation efforts relate to water use outdoors since that use is “consumptive.” To reduce consumptive use to date, our focus has been on converting real grass to drought tolerant landscaping and have nearly completed that effort with over 200,000 feet converted so far.

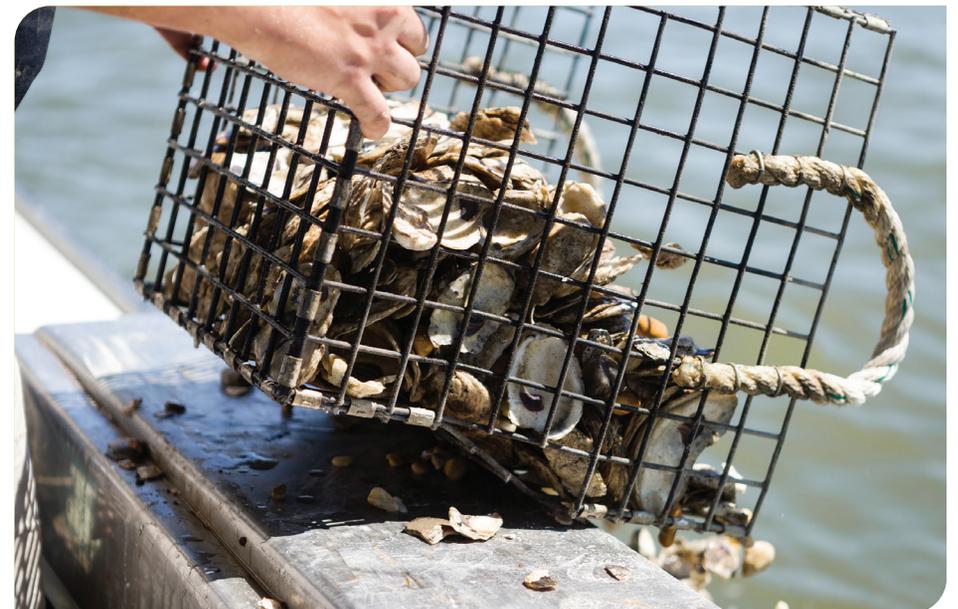
In 2021, we engaged independent water experts to conduct detailed analysis on consumptive water use drivers and through a combination of actual data and modeled estimates, determined that cooling towers were another major driver of consumptive use. As such, we plan to increase installation of sub-meters across cooling towers, and have started to install more modern and water-efficient cooling towers in multiple locations. We also expect to announce a consumptive water use reduction goal for Las Vegas cooling towers, once we have metered data and a more accurate baseline data for this important subset of our consumptive water footprint.

## Oyster Shell Recycling

Oysters are natural filters of the sea and can also act as natural buffers against sea level rise and storm surge events. However, over the years, overfishing and improper treatment of waterways have been detrimental to oyster populations across the U.S. This has diminished their ability to clean water or buffer against the impacts of climate change.

To contribute to oyster regeneration, in 2017 the culinary and food and beverage teams at MGM National Harbor started to collect oyster shells for restoration projects in the Chesapeake Bay. In subsequent years the program was expanded to our Las Vegas resorts, and we have now been collecting oyster shells at multiple properties for many years.

In 2021, as an evolution of this program, we established a partnership with The Nature Conservancy in Mississippi, and shipped approximately 45,000 pounds of dry shells from Las Vegas to the Southern State. Our MGM Resorts shells are playing a vital role in The Nature Conservancy’s feasibility study for oyster habitats in the Gulf Coast, and we expect this may help establish the state’s first oyster restoration project. We support the rehabilitation and rewilding of this vulnerable ecosystem because we are committed to supporting projects that deliver multiple environmental benefits. And, since our Beau Rivage Casino & Resort is based in this region, we seek to support the communities in which we operate.



# Recent Awards & Recognition



## GENERAL

BetMGM Named Casino Operator of the Year at EGR North America Awards 2022

Named Outstanding Travel Marketing from Hospitality Sales & Marketing Association International 2020

National Council on Problem Gambling's (NCPG) Public Awareness Award

Fortune 500 List – Fortune Magazine

Emporis Skyscraper Award recognition for MGM Cotai in Macau

One of the 2019 Best Places to Work in Las Vegas by Zippia

## INVESTING IN OUR COMMUNITIES

SportsTravel Award for Employee Emergency Grant Fund Efforts

2020 Nevada Governor's Points of Light Awards for Corporate and Business Volunteer Program of the Year (won first place in the Gold category)

Beau Rivage Resort Business Volunteer of the Year – City of Biloxi

50 Most Community Minded Companies in the US by The Civic 50

## FOSTERING DIVERSITY, EQUITY & INCLUSION

One of DiversityInc's Top Regional Companies 2021

Named One of the Best Places to Work for LGBTQ Equality (10th consecutive year) by the Human Rights Campaign

Awarded recognition on the Military Times' Best for Vets: Employers 2021 list

Women's Business Enterprise National Council Top Supplier Diversity Program 2021

One of America's Best Employers for Diversity — Forbes

One of America's Top Corporations for Women's Business Enterprises (7th consecutive year) — Women's Business Enterprise National Council

One of DiversityInc's Top Regional Companies (15th consecutive year) and Supplier Diversity Lists

Diversity Best Practices' Inclusion Index 2020

One of the Top 50 Best Companies for Latinas to Work for in the U.S. by LATINA Style, Inc.

2020 "Responsibility" H.E.R.O.E.S. by the Western Regional Minority Supplier Development Council

US Pan Asian American Chamber of Commerce as a Top 35 Corporation

Ranked #1 on Top 8 Regionals Company List for Diversity – DiversityInc 2019

Best for Vets Employer for 2019 – Military Times

Leading Disability Employer by the National Organization on Disability (NOD)

2019 Women's Forum Corporate Champion [recognition for having 30% or greater female representation on our board of directors]

2019 America's Top Corporations for Women's Business Enterprises – Women's Business Enterprise National Council

## PROTECTING THE PLANET

2020 Boston Society for Architecture (BSA) Design Awards – Sustainable Design Award for MGM Head Start Child & Family Center

Bellagio Hotel and Casino Las Vegas winner of the 2019 Food Recovery Challenge Hospitality Award – United States Environmental Protection Agency

Recognized for Making Significant Investments in Clean Energy by the Solar Energy Industries Association's Solar Means Business Report

LEED Gold for Neighborhood Development: MGM Springfield Overall Site

LEED Platinum for New Construction: MGM Springfield Resort

LEED Platinum for Commercial Interior: MGM Springfield Armory

LEED Gold for Commercial Interior: MGM Springfield Chapel

LEED Platinum for New Construction: MGM Daycare/Child-Family Center

Food Recovery Challenge Award: Bellagio Hotel & Casino – Environmental Protection Agency (EPA)

World Procurement Congress and Awards Shortlist: Oyster shell recycling process & collaboration (CSR category) – Procurement Leaders

# Diversity & Inclusion Partners\*



- 100 Black Men of America, Inc.
- American Council of the Blind
- American Indian Scholarship Fund
- Asia Society
- Asian American Business Development Center (AABDC)
- Asian Community Development Council (ACDC)
- Asian Pacific American Institute for Congressional Studies
- Congressional Black Caucus Institute
- Congressional Hispanic Caucus
- Disability:IN
- Diversity Best Practices
- DiversityInc
- Gay and Lesbian Chamber of Commerce of Southern Nevada
- Hispanic Association of Colleges and Universities (HACU)
- Hispanic Association on Corporate Responsibility (HACR)
- Human Rights Campaign (HRC)
- International Gay and Lesbian Travel Association (IGLTA)
- Las Vegas Asian Chamber of Commerce (ACC)
- Las Vegas India Chamber of Commerce
- Las Vegas Urban Chamber of Commerce
- Latin Chamber of Commerce Nevada Inc.
- League of United Latin American Citizens (LULAC)
- National ACE (National Asian/Pacific Islander American Chamber of Commerce and Entrepreneurship)
- National Association for the Advancement of Colored People (NAACP)
- National Association of Minority Contractors (NAMC)
- National Association of Women in Construction (NAWIC)
- National Black MBA Association (NMBBAA)
- National Coalition of Black Meeting Professionals
- National LGBT Chamber of Commerce (NGLCC)
- National Minority Supplier Development Council (NMSDC)
- National Urban League
- Native American Journalist Association (NAJA)
- Nevada Partners
- Organization of Chinese Americans (OCA)
- Out & Equal Workplace Advocates
- Prospanica
- SER National
- SNAPI (Southern Nevada Association of Pride, Inc.)
- The Dr. Martin Luther King Jr. Committee of Las Vegas
- The Executive Leadership Council
- The Gay and Lesbian Community Center of Southern Nevada
- The National Center for American Indian Enterprise Development (NCAIED)
- Thurgood Marshall College Fund
- Tourism Diversity Matters
- U.S. Black Chambers, Inc.
- Unidos US
- United States Hispanic Chamber of Commerce
- United States Veterans Initiative (U.S. VETS)
- United Service Organizations, Inc. (USO)
- US Pan Asian American Chamber of Commerce (USPAACC)
- Veteran Action Group
- Western Regional Minority Supplier Development Council (WRMSDC)
- Women's Business Enterprise Council – West (WBEC – West)
- Women's Business Enterprise National Council (WBENC)
- Women's Chamber of Commerce Las Vegas

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

