



# **SOCIAL IMPACT & SUSTAINABILITY**

## **GOALS & METRICS**

Released June 2020

**MGM RESORTS INTERNATIONAL®**

## ABOUT THESE GOALS AND METRICS

As part of MGM Resorts' Social Impact & Sustainability strategy *Focused on What Matters: Embracing Humanity & Protecting the Planet*, we have four pillars and fourteen goals to be achieved by 2025. This document provides historic and current performance data and visualizations relevant to our goals. The baseline year 2007 applies to all goals within the Protecting the Planet pillar. Other pillars have differing baselines: either the year a program relevant to the goal began, the year data first started being tracked, or the year a goal was publicly announced. This document also provides additional metrics and detailed data tables for each pillar. These additional metrics either directly support our goals or reflect supplemental areas of social impact & sustainability performance, beyond our publicly stated goals. Historic data is not provided for some years if it was not tracked or unavailable.

## FORWARD-LOOKING STATEMENTS

Statements in this document 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 Company's 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 ability to achieve its 2020 goals, continue to return value to shareholders, and execute on its strategic plans and improve its financial flexibility. 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.

## FOSTERING DIVERSITY & INCLUSION

Four goals announced 2019

Ensure all employees have equal access to leadership opportunities

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

Expand our Supplier Diversity Mentorship Program to achieve a milestone of 50 graduates

Train 100% of management employees on social impact & sustainability policies and goals  
*Note: Start date 2020. Not disclosed yet.*

## INVESTING IN COMMUNITY

Two goals announced 2019

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

Award 600 post-secondary scholarships to children of employees

## CARING FOR ONE ANOTHER

Four goals announced 2019

Surpass 1 million cumulative volunteer hours through the Employee Volunteer Program

Exceed \$100 million in cumulative employee donations through the MGM Foundation

Achieve 75% participation in domestic employee donations to the MGM Foundation

Donate 5 million meals through our Feeding Forward program

## PROTECTING THE PLANET

Four goals announced 2018

Reduce carbon emissions per square foot by 45%

Reduce energy per square foot by 25%

Reduce water per square foot by 30%

Achieve 60% materials diversion rate

## Social Impact & Sustainability Goal Metrics

U.S. data unless indicated

FOSTERING DIVERSITY & INCLUSION	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Women in workforce (U.S. only 2011 - 2017, global 2018 - 2019), %	Data not disclosed 2007 - 2010.				50.4%	50.3%	50.4%	50.6%	50.6%	51.1%	51.1%	50.4%	50.3%
Women in management (U.S. only 2011 - 2017, global 2018 - 2019), %	Data not disclosed 2007 - 2010.				42.5%	42.9%	42.6%	42.3%	43.6%	43.9%	44.0%	40.4%	41.0%
Women's leadership opportunity (U.S. only 2011 - 2017, global 2018 - 2019), %	Data not disclosed 2007 - 2010. Quantitative goal established in 2019.				7.9%	7.4%	7.9%	8.3%	7.0%	7.2%	7.0%	10.1%	9.2%
Racially and ethnically diverse talent in workforce, %	Data not disclosed 2007 - 2010.				63.1%	63.7%	64.5%	65.3%	66.2%	68.6%	68.3%	69.0%	67.8%
Racially and ethnically diverse talent in management, %	Data not disclosed 2007 - 2010.				37.7%	38.2%	39.0%	37.8%	41.5%	42.7%	42.9%	44.8%	47.8%
Racially and ethnically diverse leadership opportunity, % <sup>1,2</sup>	Data not disclosed 2007 - 2010. Quantitative goal established in 2019.				25.3%	25.5%	25.5%	27.5%	24.6%	25.9%	25.4%	24.2%	20.0%
Tier 1 diverse supplier spend, % <sup>3</sup>	Data not disclosed 2007 - 2010. Quantitative goal established in 2019.				7.5%	7.3%	7.3%	7.7%	8.4%	9.1%	9.5%	9.4%	9.1%
Diverse supplier mentorship program graduates, cumulative	Program launched in 2016. Quantitative goal established in 2019.									0	4	8	12
INVESTING IN COMMUNITY	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Company giving to workforce development programs, % of total company giving	Data not disclosed 2007 - 2016.										12%	15%	26%
Scholarships awarded to children of employees	Program launched in 2018. Quantitative goal established in 2019.												100
CARING FOR ONE ANOTHER	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee volunteer hours, cumulative	Data not disclosed 2007 - 2011. Quantitative goal established in 2019, with 2012 baseline.					113,454	222,169	394,485	552,336	655,238	770,192	893,971	964,544
Employee giving to MGM Resorts Foundation, cumulative \$ <sup>4</sup>	\$23.5M	\$30.4M	\$35.1M	\$39.9M	\$44.5M	\$49.3M	\$54.1M	\$59.1M	\$65.2M	\$68.3M	\$73.5M	\$78.1M	\$83.0M
Employees giving to MGM Resorts Foundation, % of employees <sup>5</sup>	50.0%	54.0%	43.0%	40.0%	42.0%	43.0%	42.0%	51.0%	61.0%	68.7%	67.5%	71.0%	34.3%
Meals donated to charity, cumulative <sup>6</sup>	Program launched in 2018. Quantitative goal established in 2019.									232,870	538,797	923,044	1,528,735
PROTECTING THE PLANET (GLOBAL DATA)	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Carbon emissions, pounds CO <sub>2</sub> equivalent (scope 1 and 2) per square foot	30.2	29.8	29.4	26.6	25.3	27.3	26.6	26.0	25.5	21.0	21.3	20.0	22.2
Carbon emissions, kilograms CO <sub>2</sub> equivalent (scope 1 and 2) per square meter	147.6	145.3	143.4	129.7	123.4	133.3	129.7	127.2	124.5	102.6	103.9	97.7	108.2
Change from 2007 baseline, %	0%	-1.5%	-2.8%	-12.1%	-16.4%	-9.7%	-12.1%	-13.8%	-15.7%	-30.5%	-29.6%	-33.8%	-26.7%
Energy usage, electricity and natural gas, kilowatt hours per square foot	30.9	30.5	29.2	27.0	26.6	27.1	27.2	26.7	26.5	25.8	25.9	25.8	26.1
Energy usage, electricity and natural gas, kilowatt hours per square meter	332.4	328.7	313.9	290.8	286.0	292.2	292.7	287.6	285.0	278.0	279.1	278.2	281.2
Change from 2007 baseline, %	0%	-1.1%	-5.6%	-12.5%	-14.0%	-12.1%	-11.9%	-13.5%	-14.3%	-16.4%	-16.0%	-16.3%	-15.4%
Water usage, combined utility and well water, gallons per square foot	75.6	70.9	68.9	59.4	60.0	61.1	60.7	61.2	60.0	58.7	55.9	57.23	53.6
Water usage, combined utility and well water, cubic meters per square meter	3.08	2.89	2.81	2.42	2.44	2.49	2.47	2.49	2.44	2.39	2.28	2.33	2.18
Change from 2007 baseline, %	0%	-6.3%	-8.8%	-21.4%	-20.7%	-19.2%	-19.7%	-19.0%	-20.6%	-22.3%	-26.1%	-24.3%	-29.1%
Materials diversion, materials diverted from landfill / incineration, %	9.8%	14.4%	23.6%	33.2%	38.3%	41.9%	50.7%	44.1%	35.7%	39.7%	38.5%	45.8%	44.1%

Notes: 1. We are tracking progress toward this goal by comparing the percentage of women and diverse people in leadership positions with their proportion in our total workforce. 2. In accordance with U.S. Equal Employment Opportunity Commission voluntary self-identified racial/ethnic background or heritage. 3. Tier 1 Diverse Supplier Spend is spend with certified diverse suppliers including minority, women, veteran, disabled and LGBTQ+ owned suppliers. Tier 1 biddable spend is non sole-source procurement (excluding design & construction) that diverse suppliers are eligible to bid on. 4. Employee giving goal based on 2002 program start. Annual values from 2007 to 2016 reflect dollars raised from employees. Value in 2017 reflects dollars raised and disbursed. Values in 2018 and 2019 reflect dollars disbursed. 5. Reduction from 2018 to 2019 driven partly by company restructuring in 2019. 6. Includes meals rescued from properties and funded through philanthropy.

## Fostering Diversity & Inclusion: Additional Metrics

Metric (U.S. only, unless indicated)	2017	2018	2019	Trend vs Prior Year	Notes
<b>TALENT MANAGEMENT</b>					
New hires (global)	14,225	13,913	10,463	-25%	
Women new hires (global), %	52%	48%	51%	6%	
Racially/ethnically diverse new hires, %	65%	84%	72%	-15%	
Total number of employees in voluntary development programs	71	373	834	124%	Includes LEAD and Jumpstart development programs. LEAD began in late 2017 and Jumpstart began in 2019.
<b>DIVERSE &amp; INCLUSIVE WORKPLACE CULTURE</b>					
Number of Employee Network Groups	17	20	23	15%	Examples of Employee Network Groups (ENGs) include African American, Veterans, Women's, Young Professionals, LGBTQ+ etc.
Number of Employee Network Group members	1,802	4,114	4,175	1%	
Positive perception rating on diversity & inclusion culture in annual employee survey, %	77%	78%	-	N/A	Employee survey not performed in 2019.
<b>SUPPLIER DIVERSITY</b>					
Tier 1 biddable spend (excluding design & construction spend), \$	\$1,652,631,579	\$1,936,170,213	\$1,971,413,350	2%	Tier 1 Biddable spend is non sole-source procurement (excluding design & construction) that diverse suppliers are eligible to bid on.
Tier 1 diverse supplier spend (excluding design & construction spend), \$	\$157,823,052	\$182,772,421	\$178,196,958	-2%	Tier 1 Diverse Supplier Spend is spend with certified diverse suppliers including minority, women, veteran, disabled and LGBTQ+ owned suppliers.
Design & construction spend, \$	\$750,839,034	\$691,663,451	\$224,448,264	-68%	No major new developments constructed in 2019
Diverse design & construction spend, \$	\$165,697,713	\$200,387,341	\$51,245,491	-74%	Decline 2018 - 2019 based on reduction in overall construction spend
Diverse design & construction spend, %	22%	29%	23%	-21%	Decline based on reduction in overall construction spend and reduced availability of diverse suppliers in certain categories

## Investing in Community: Additional Metrics

Metric (U.S. only, unless indicated)	2017	2018	2019	Trend vs Prior Year	Notes
<b>WORKFORCE DEVELOPMENT</b>					
Employee higher education enrollments fully funded by MGM	N/A	N/A	252	N/A	Program began in 2019
Employee higher education tuition reimbursed by MGM (Partially or fully funded), \$	\$601,184	\$709,474	\$1,180,558	66%	
Employees participating in tuition reimbursement programs (Partially or fully funded)	395	421	577	37%	
<b>COMMUNITY DEVELOPMENT</b>					
Spend with vendors, \$	\$2,057,683,309	\$2,618,525,815	\$2,681,762,393	2%	Operational Cost of Good Sold (COGS). Excludes spend from Borgata and Empire properties
Total U.S. economic output, \$	\$20.7B	\$20.9B	\$21.9B		Source: Applied Analysis MGM Resorts Economic Impact Analysis 2020
Total workforce	59,709	81,570	80,475	-1%	
Wages paid, \$	\$3.3B	\$3.3B	\$3.5B	6%	MGM Resorts direct payroll to employees in the U.S.
Wages supported, \$	\$3.7B	\$4.0B	\$4.4B	10%	Source: Applied Analysis MGM Economic Impact Analysis 2020. Includes direct payroll & estimated wages associated with indirect employment based on MGM economic activity.
<b>RESPONSIBLE GAMING</b>					
Guests introduced to GameSense responsible gaming program	14,695	616,367	527,376	-14%	GameSense is a responsible gaming program that helps players make smart choices when they visit a casino.
Guests provided instructive interactions on GameSense responsible gaming program	278	17,884	6,235	-65%	
Guest's perceived adequacy of GameSense responsible gaming approach, rating	-	5.4 out of 7	5.6 out of 7	4%	Began tracking guest perception in 2018

## Caring for One Another: Additional Metrics

Metric (Global only, unless indicated)	2017	2018	2019	Trend vs Prior Year	Notes
<b>VOLUNTEERISM</b>					
Employee volunteer hours	124,029	134,493	93,573	-30%	Reduction driven partly due to company restructuring in 2019
Foundation Community Grants (U.S. only), \$	\$2,129,954	\$2,894,124	\$3,098,669	7%	
<b>MGM RESORTS FOUNDATION GIVING</b>					
Foundation Employee Direct Designations, (U.S. only), \$	\$1,869,548	\$1,700,686	\$1,782,830	5%	
Total disbursements by MGM Resorts Foundation (U.S. only), \$	\$5,213,826	\$4,594,810	\$4,881,499	6%	Up to and including 2019, the MGM Resorts Foundation is funded primarily by MGM employee contributions. Disbursements to approved non-profits are made through direct employee designations (employees chose charities to allocate their giving to) or through Foundation Grants that are awarded by employee committees. Value in 2017 reflects dollars raised and disbursed. Values in 2018 and 2019 reflect dollars disbursed.
Company cash giving, \$	\$12,224,906	\$11,248,961	\$13,372,553	19%	Increase driven by new grants and programs including scholarships to children of employees. Includes cash giving by MGM China, using currency conversion as of 12/31 per year.
<b>COMPANY GIVING</b>					
Company in-kind giving, \$ equivalent	\$3,785,988	\$7,082,629	\$6,230,220	-12%	In-kind giving includes 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. Reduction driven partly due to restructuring in 2019. Includes in-kind giving by MGM China, converted to dollar equivalent, using currency conversion as of 12/31 per year.
Total company cash and in-kind giving, \$ equivalent	\$16,010,894	\$18,331,590	\$19,602,772	7%	
Total MGM USA company giving (cash and in-kind) & Foundation giving, \$ and \$ equivalent	\$17,500,905	\$20,179,240	\$19,659,495	-3%	
<b>TOTAL GIVING</b>					
Total MGM China company giving (cash and in-kind), \$ and \$ equivalent	\$2,509,491	\$2,747,160	\$4,824,777	76%	
Total Global company giving (cash and in-kind) & Foundation giving, \$ and \$ equivalent	\$20,010,396	\$22,926,400	\$24,484,272	7%	Comprehensively covers all types of giving to non profit organizations by the MGM Resorts Foundation and the company itself.
Meals funded (U.S. only)	97,210	104,909	140,000	33%	
<b>FOOD DONATIONS</b>					
Meals rescued (U.S. only)	208,717	279,338	465,692	67%	
Total meals donated (U.S. only)	305,927	384,247	605,692	58%	Includes funded meals and non-perishable, perishable prepared and perishable unprepared F&B rescued from resorts. Weight converted to meals using USDA guideline of 1.2 lbs/meal.



## Protecting the Planet: Additional Metrics

Metric (Global unless indicated)	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Trend vs Prior Year
<b>PORTFOLIO &amp; ENVIRONMENTAL CERTIFICATIONS</b>														
Buildings owned or operated, square feet <sup>1</sup>	60,470,575	60,470,575	60,470,575	76,571,985	76,571,985	76,571,985	76,571,985	76,838,788	76,838,788	77,363,532	89,749,887	89,853,887	96,227,434	7%
Buildings certified to third party environmental standards (new construction or operations), % of square feet <sup>2</sup>	-	-	26.6%	92.7%	99.7%	95.1%	95.1%	94.8%	94.8%	98.5%	91%	91%	91%	1%
<b>CLIMATE LEADERSHIP</b>														
Total carbon emissions, scope 1 & 2, metric tons CO <sub>2</sub> equivalent <sup>3</sup>	829,267	816,451	805,884	922,501	877,835	976,209	950,161	934,800	914,751	758,830	865,970	815,764	968,429	19%
Scope 1 carbon emissions, metric tons CO <sub>2</sub> equivalent <sup>3</sup>	164,312	170,271	159,195	202,894	215,833	228,008	218,827	214,327	227,268	224,453	251,214	246,153	278,835	13%
Scope 2 carbon emissions, metric tons CO <sub>2</sub> equivalent <sup>3</sup>	664,955	646,179	646,689	719,606	662,002	748,202	731,333	720,474	687,483	534,377	614,756	569,612	689,594	21%
Renewable electricity as share of purchased electricity, % <sup>4</sup>	2%	8%	8%	13%	15%	17%	18%	17%	18%	19%	17%	18%	17%	-7%
Installed base of renewable electricity, megawatts <sup>5</sup>	-	-	-	-	-	-	-	6.4MW	6.4MW	8.3MW	8.4MW	8.5MW	9.6MW	13%
<b>SUSTAINABLE DESIGN &amp; CONSTRUCTION</b>														
Environmental certifications for new developments <sup>6</sup>	-	-	6	6	6	6	6	6	6	8	8	9	14	56%
New developments construction & demolition (C&D) materials diverted from landfills (U.S. only), metric tons <sup>7</sup>	141,089	64,845	79,992	-	-	-	-	-	22,704	31,173	2,364	1,162	-	N/A
New developments C&D materials diversion rate (U.S. only) <sup>7</sup>	96%	93%	90%	-	-	-	-	-	82%	95%	97%	78%	-	N/A
<b>RESPONSIBLE OPERATIONS: ENERGY</b>														
Total energy use (electricity & natural gas), megawatt hours <sup>3</sup>	1,867,323	1,846,437	1,763,576	2,068,898	2,034,466	2,140,148	2,143,946	2,113,720	2,094,728	2,056,671	2,323,344	2,322,008	2,516,149	8%
Energy from electricity, megawatt hours <sup>3</sup>	1,140,215	1,111,917	1,065,782	1,295,604	1,256,341	1,359,799	1,336,636	1,319,882	1,303,461	1,256,468	1,389,767	1,371,403	1,494,263	9%
Energy from natural gas, megawatt hours <sup>3</sup>	727,108	734,520	697,795	773,294	778,125	780,350	807,310	793,839	791,267	800,203	937,563	950,605	1,021,886	7%
<b>RESPONSIBLE OPERATIONS: MATERIALS &amp; WASTE</b>														
Total materials to landfill / incineration, metric tons	90,730	81,087	62,587	61,530	59,140	59,608	57,498	63,129	70,618	68,430	73,686	67,719	66,823	-1%
Materials diverted from landfill / incineration, metric tons <sup>8</sup>	9,861	13,682	19,378	30,552	36,675	43,001	59,026	49,715	39,169	44,978	46,162	57,148	52,796	-8%
Food materials diverted from landfill / incineration, metric tons <sup>3,9</sup>	4,336	4,306	6,363	9,623	14,797	19,120	34,985	23,694	16,708	20,852	20,971	23,978	25,276	5%
<b>RESPONSIBLE OPERATIONS: WATER</b>														
Total water use, kilogallons <sup>3,10</sup>	4,571,351	4,285,270	4,169,258	4,551,309	4,593,211	4,815,040	4,785,917	4,841,743	4,747,196	4,678,305	5,013,222	5,130,591	5,162,613	1%
<b>RESPONSIBLE OPERATIONS: EVENTS</b>														
Revenue from client events with sustainable events plans/reports, \$ <sup>11</sup>	Revenue tracking from program began in 2017										\$26,003,106	\$31,474,419	\$95,545,638	204%
<b>RESPONSIBLE OPERATIONS: CERTIFICATIONS</b>														
Environmental certifications for existing operations <sup>12</sup>	-	-	-	14	16	20	20	20	20	21	33	33	34	3%

### Notes

- Only includes buildings owned or operated for the full year reporting period, except Circus Circus Las Vegas which was divested very late in 2019 (for which building area has been pro-rated). ARIA Convention Center was expanded in 2018. MGM Cotai and MGM Springfield were opened in 2018, but square footage and operational metrics are reflected in 2019 data. MGM Grand Convention Center and Park MGM were expanded in 2019.
- Includes the following new construction certifications: LEED for New Construction, LEED for Commercial Interiors, Green Globes for New Construction and China Green Building (Macau). Also includes the following operations certifications: Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO14001 and ISO50001.
- Increase partially driven by property additions including MGM Cotai and MGM Springfield along with expansions at Park MGM and MGM Grand Las Vegas, totaling 6.5 million square feet.
- Includes both grid-purchased and MGM self-generated solar electricity from Mandalay Bay and T-Mobile Arena.
- Addition of 1.13 MW solar array at MGM Springfield at the end of 2019.
- Includes LEED for New Construction, LEED for Commercial Interiors, Green Globes for New Construction and China Green Building (Macau).
- New development C&D materials in 2017 and 2018 associated with MGM Springfield. 2019 C&D material diversion from property expansions (Park MGM and MGM Grand Las Vegas) captured in operational materials to landfill and diversion metrics.
- Reduction in materials diverted from landfill driven both from source reduction efforts and mid-year change in primary vendor for food waste management.
- Includes food to charity, pig farms, compost and yellow grease and brown grease to biofuel.
- Includes both utility-provided water and well water.
- Growth based on proactive work by MGM with major clients. Includes revenue from client meetings, trade shows, conventions where a formal Sustainable Event Plan or quantitative Sustainable Event report developed.
- Includes Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO14001, ISO50001. Some buildings have multiple certifications.