

FOSTERING DIVERSITY, EQUITY & INCLUSION • FOSTERING DIVERSITY, EQUITY & INCLUSION • FOSTERING
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CULTURE, COLLABORATION AND OUR PATH TO PROGRESS

2022 SOCIAL IMPACT & SUSTAINABILITY REPORT



FOCUSED
ON WHAT
MATTERS

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Bill Hornbuckle
CEO & President



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

A LETTER FROM BILL HORNBUCKLE AND ROSE MCKINNEY-JAMES

At MGM Resorts, our people are foundational to our success as we pursue our vision to be the world's premier gaming entertainment company. Over many years of operations, our employees have collectively built and evolved a culture that prioritizes contributions and improvements to the human experience. Our cultural values drive us toward making decisions that enhance the lives of our guests, shareholders, fellow employees and the people living within our communities.

In 2022, this steadfast focus on our people and guest service helped propel the company to spectacular financial results amid a vastly improved economic environment and pent-up demand for travel and leisure. Likewise, it was the driving force behind our many accomplishments in the Environmental, Social, Governance (ESG) space and in our efforts to Focus on What Matters when it comes to diversity and inclusion, investing in our communities and protecting the planet.

With half of our U.S. portfolio based in Las Vegas and reliant on Lake Mead for water access, it's no wonder that much of MGM Resorts' ESG focus is on issues of climate change and water conservation. It is a vital interest for us that we find ways to mitigate our impact on the environment and innovate new, sustainable practices that will allow us to continue operating well into the future.

Due to Southern Nevada's innovative water infrastructure, most of the water used indoors is recycled back to its source and the region is well positioned to adapt to potential future water supply constraints. That said, we are focused on doing even more to conserve water, with a special emphasis on consumptive water use, which you can read more about in this report.

In terms of our global commitment and leadership, we recently became the first gaming company and first Las Vegas-based company to endorse the CEO Water Mandate, a United Nations global initiative and coalition of business leaders stepping up to address global water challenges.

Additionally, we are well on our way to reaching our 2030 carbon reduction goals by which we have pledged to reduce absolute Scope 1 and 2 carbon emissions by 50% (2019 baseline) and to source 100% renewable energy across our U.S. portfolio.

Stories about our ESG accomplishments and the goals against which we measure our progress can be found in the body of this report. Additional supporting data can be found on our website along with details regarding governance and transparency. Transparency remains the primary objective for us in our ESG reporting efforts. In fact, last December, global environmental non profit CDP named MGM Resorts to its annual A-list for leadership in corporate transparency and performance on climate change and water security.

Please enjoy the content of this report and know that it represents our firm commitment to a large and diverse group of stakeholders who look to MGM Resorts for leadership and action on some of our most pressing societal and environmental matters.

A LETTER FROM JYOTI CHOPRA



Jyoti Chopra
Chief People, Inclusion and
Sustainability Officer

In 2022, MGM Resorts put renewed effort into distilling, sustaining and building upon our shared cultural identity. We're investing in the people whose daily touchpoints with guests are what make MGM Resorts the world's premier gaming entertainment company. We've worked to create an environment in which our collective and individual strengths can thrive and employees are always encouraged to find ways 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.

By identifying and promoting these values, we've strengthened the fabric of our workforce and the result has been an improved customer and employee experience as well as benefits for our communities.

Perhaps nothing demonstrates more the degree to which employees have embraced this cultural journey than the results of last year's Employee Engagement Survey. The Employee Net Promoter Score (rate at which employees are willing to recommend MGM Resorts as an employer) increased 11.8 points relative to 2021. Furthermore, 77.9% of employees agreed that their manager demonstrates MGM Resorts' values. And, of particular interest for this report, responses to statements that "MGM Resorts is committed to diversity and inclusion within the workplace and workforce" and that "MGM Resorts promotes and supports environmental sustainability" improved by 3.7 and 2.4 percentage points respectively year-over-year.

Our work to champion inclusion has made us a more diverse and inclusive company where ideas and innovation are fostered. We strive to ensure 100% of our employees at all levels and in all roles are educated on the value of diversity in the workplace. Our employees also have the option to join any of our 12 Employee Network Groups (ENGs)—spaces where they can connect, learn and grow around shared affinities, identities and experiences. In 2022, 8,600 employees chose to belong to at least one ENG, up from 2,600 the year prior.

Our strength as a diversity champion is further evidenced by having been named to the 2023 Bloomberg Gender-Equality Index for our efforts in and transparency around establishing a female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture and sexual harassment policies.

Finally, our employees are truly focused on what matters when it comes to community outreach and volunteerism. Last year, the company's workforce, both in Las Vegas and across the United States, logged 71,000 volunteer hours on opportunities such as Earth Day tree planting, park cleanups, food drives and volunteer fairs.

Taken together, all of this, along with the content in this report and on our website, demonstrates that MGM Resorts' commitment to Focus on What Matters continues to grow and gain appreciation from across the organization. It is a part of our culture and something we are keen to nourish and celebrate.



Members of MGM Resorts' Planet Protectors gather for a cleanup at Springs Preserve in Las Vegas.

STRATEGIC FRAMEWORK

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





FORWARD-LOOKING STATEMENTS

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

MGM Resorts International (the “Company”) has based these forward-looking statements on management’s current expectations and assumptions, not historical facts. Examples of these statements include, but are not limited to, the Company’s expectations regarding its Environmental, Social, and Governance (“ESG”) initiatives and the Company’s ability to achieve its ESG goals. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include the continued impact of the COVID-19 pandemic on the Company’s business, effects of economic conditions and market conditions, including elevated levels of inflation, in the markets in which the Company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions, risks relating to cybersecurity and additional risks and uncertainties described in the Company’s annual report on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K reports (including all amendments to those reports).

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

EXTRA-FINANCIAL INFORMATION

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

REPORTING SCOPE

Unless noted, the program descriptions and data in this report represent our primary market in the USA. Some of our metrics are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of ESG metrics as systems and capabilities allow. Unless indicated, data is provided for calendar year 2022 (January 1 - December 31, 2022).

COMMITMENT TO TRANSPARENCY

We are committed to transparently informing our stakeholders about our Social Impact & Sustainability policies, 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), we transparently disclose a much more robust set of metrics, detailed performance against goals and additional information on relevant programs, initiatives and policies. On the same web page, we also provide disclosures directionally aligned with prevailing third-party ESG frameworks from CDP (formerly Climate Disclosure Project), GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board) and the TCFD (Task Force on Climate-Related Financial Disclosures).

NOTES ON MATERIALITY

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

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




GOVERNANCE

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

Additional resources on our governance can be accessed at investors.mgmresorts.com.

SOCIAL IMPACT & SUSTAINABILITY GOALS TO ACHIEVE BY YEAR END 2025

Legend

-  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, EQUITY & 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 15% of domestic biddable procurement (U.S.)



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



INVESTING IN OUR COMMUNITIES



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



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



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



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



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



Donate 5 million meals through our Food Donations program (U.S.)



PROTECTING THE PLANET



Reduce carbon emissions per square foot by 45%



Reduce energy per square foot by 25%



Reduce water per square foot by 33%



Reduce materials disposed per square foot by 60%

ADDITIONAL 2030 ENVIRONMENTAL GOALS



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



Source 100% renewable electricity (U.S.)



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

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

2022 SOCIAL IMPACT & SUSTAINABILITY HIGHLIGHTS



Listed on the 2022 CDP A List for Climate Change and Water Security
One of 57 companies worldwide



Named to the 2023 Bloomberg Gender-Equality Index



Endorsed the CEO Water Mandate
First gaming company globally



Approved Science Based Targets
Scope 1 and 2 target: 1.5°C trajectory
Scope 3 target: 2.0°C trajectory



Pledged \$1 Million to Grant a Gift Autism Foundation—Ackerman Center



Membership in Employee Network Groups
Exceeds 14% of the employee base



FOSTERING DIVERSITY, EQUITY & INCLUSION

FOSTERING DIVERSITY, EQUITY & INCLUSION 2022 HIGHLIGHTS

The heart of our culture at MGM Resorts lies in our commitment to our employees, guests, communities and stakeholders. Our steadfast dedication to the values of diversity, equity and inclusion (DEI) demonstrates our commitment to making a positive impact on the world around us. This is reflected in the successful growth of our Employee Network Groups, the expansion of our Supplier Diversity program and our support of veterans in our workplace and communities.



SALUTE TO THE TROOPS

MGM Resorts has a long-standing commitment to supporting the military community, and one of the ways we demonstrate this is by hosting the United Service Organizations (USO) Experience: Salute to the Troops. This annual event honors the service of wounded warriors and their guests with a multi-day celebration and all-expense paid vacation to our Las Vegas properties. Our most recent celebration marked the 12th consecutive year of hosting the event.

In 2022, more than 1,200 employees and supporters gathered to greet these honorable guests with a special "wall of gratitude" welcome procession. Employees cheered and held signs of support and appreciation as the guests arrived.

Other ways we demonstrate support for veterans in our community include our annual sponsorship of the Las Vegas Veterans Day Parade and regularly volunteering with local chapters of U.S.VETS and other veterans organizations.

In addition to our commitment to supporting veterans in our communities, MGM Resorts has committed to hiring military veterans and their families and creating an inclusive culture where they can thrive. This includes actively recruiting and employing military service members and providing them with professional development programs catered to their unique needs. The Veterans Employee Network Group provides support for veterans, active service members and those transitioning to civilian life while offering opportunities to grow their careers and give back to the military community.

MGM Resorts is also a proud member of the Veteran Jobs Mission, a coalition of companies aiming to place one million U.S. military members and veterans into meaningful and rewarding careers. In 2022, the company was named one of the nation's top 25 leading employers for culture, recruitment and policies for veterans, service members and military families in the Military Times Best for Vets: Employers list. We are proud to be the highest-ranked company in Nevada and the second highest-ranked hospitality company in the nation on this list.

FOSTERING INCLUSION WITH EMPLOYEE NETWORK GROUPS

For more than a decade, our ENGs have been instrumental in fostering a diverse, equitable and inclusive culture at MGM Resorts. They are designed to develop and strengthen relationships among employees with common identities, interests and issues, provide mentorship and share valuable knowledge for career development. ENGs are a partner in developing our DEI initiatives throughout the company and provide leadership with critical perspectives on issues facing our communities within and beyond the workplace.

However, the COVID-19 pandemic and unprecedented impacts on our company and workforce severely limited participation and the ability to carry out the program. In response to these challenges, MGM Resorts seized the opportunity to reflect on what matters most to our employees and communities. Drawing on insights from initiatives like Courageous Conversations, MGM Resorts revitalized its ENGs and aligned the program to better meet the needs of our team members.

Our efforts to expand the program were successful and included creating new groups such as Planet Protectors, Inspired Leaders and Health & Wellbeing. We also established new local chapters of existing groups at our regional properties and recruited new executive sponsors to relaunch group chapters that had paused during the slowdown.



Thanks to these efforts, we experienced exponential growth and record participation that surpassed pre-pandemic levels. By the end of 2022, more than 8,600 employees had joined the ENG program, with 6,200 registering that year. Many employees joined multiple groups, enlivening the ENG motto: You don't have to be one of, to stand with. This demonstrates employees' commitment to allyship, resulting in a stronger culture of inclusion and support within the company.

In 2022, more than 100 ENG events and activities were entirely employee led and organized, with group leaders tailoring their programming to the interests of their members. Examples include career development workshops, community volunteering, networking mixers and Fireside Chats with company and community leaders.

The growth of ENGs has benefited not only our employees but also our company as a whole. By providing opportunities for personal and professional growth, our ENGs have fostered a culture of inclusion and belonging that enables us to attract, develop and retain top talent. We are proud to be a company that prioritizes the needs of our employees and communities and remain committed to creating a more equitable and inclusive workplace for all.



“

The Emerging Leaders ENG at Beau Rivage connects us with our colleagues and our community, while helping us grow and reach our full potential.

”

Matthew Magandy
Pool Bar & Café Manager
Chair, Emerging Leaders ENG

2022

 **8,600+**
total employees took
part in the ENG program

6,200
new members



Participation increased
258%

14% of employees are part
of the ENG program



The MGM Resorts Supplier Diversity Mentorship Class of 2022.

INVESTING IN SUPPLIER DIVERSITY

MGM Resorts' commitment to fostering DEI is reflected in our supply chain through our Supplier Diversity program, which like our Employee Network Groups, has seen tremendous growth in 2022. By working closely with community partners and diversity organizations, we have exceeded our 2025 goal of at least 10% domestic biddable spend from diverse suppliers. These efforts have made a tangible impact on the economic development of historically underserved communities, contributing to a more equitable and inclusive society.

Our Supplier Diversity Mentorship Program is instrumental in strengthening relationships between diverse suppliers and MGM Resorts. The eight-month program pairs diverse-owned businesses with MGM Resorts' top executives who empower business leaders with the tools and knowledge needed to enhance their operations and thrive in the global supply chain. The program's resounding success has surpassed expectations, leading us to increase our original goal of graduating 50 diverse-owned businesses by 2025 to 150.

The work of our Supplier Inclusion Taskforce is another critical piece to our success in 2022. This group, consisting of 15 MGM Resorts executives from across the company, identified key areas to advance, operationalize and sustain our Supplier Diversity initiatives. These efforts included internal policy updates to help reduce barriers for diverse suppliers to do business with MGM Resorts and the development of a cash

investment strategy for deposits in regional minority banks and minority-owned institutions. By assisting with the foundational development of our underserved communities, we are creating lasting and sustainable change.

We are honored to have been recognized for our efforts in expanding economic opportunity in our communities. The Institute for Supply Management named MGM Resorts as a 2022 ISM Supply Chain Trailblazer Organizational Award recipient for advancing diversity in our organization and industry. Additionally, the Women's Business Enterprise National Council named MGM Resorts as One of America's Top Corporations for Women's Business Enterprises in 2022 for the sixth year in a row.

Our commitment to promoting supplier diversity strengthens our operations and generates value for our company and communities we serve. We consistently retain more than 90% of our diverse suppliers and continuously onboard new ones. Ensuring access to a diverse range of unique, creative and high-quality products and services allows us to deliver the world-class guest experience for which we are renowned.

The growth of our Supplier Diversity program in 2022 is a testament to the value we place in creating a more diverse and inclusive supply chain. By prioritizing DEI in our operations, we are building a better future for all.



Goal increased from **10% to 15%** procurement from Diverse Suppliers by 2025



2022 Total Diversity Spend **\$300 MILLION**



More than **300 Active** Diverse Suppliers and Growing



INVESTING IN OUR COMMUNITIES

INVESTING IN OUR COMMUNITIES 2022 HIGHLIGHTS

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

A PATH FORWARD FOR HOMELESS YOUTH

In Southern Nevada, more than 1,200 unaccompanied youth are homeless. Almost 1,100 of these are between the ages of 18 and 24. And an additional 15,000 youth are unstably housed. The trauma of homelessness in youth can have detrimental effects on a child's future development, contributing to mental health problems, substance abuse, criminal activity and barriers to education and employment.

Since 2008, HELP of Southern Nevada's Shannon West Homeless Youth Center has worked to combat the adverse consequences of homelessness by providing food, clothing, shelter and supportive services to homeless youth ages 16-24. Whether they come from the streets, aged out of foster care, are victims of human trafficking or have exited the juvenile justice system to unstable housing, clients are case managed toward self-sufficiency with training, mentorship and tools to enhance education, employment and social and life skills, all with the goal of preventing them from becoming part of the adult homeless population.

While people worldwide experienced the negative effects of the COVID-19 pandemic, the homeless demographic was hit especially hard. And the Shannon West Homeless Youth Center felt the effects immediately. The youth residents now required more time in the shelter to reach their personal and financial goals. And more of them were requesting counseling to help with the anxiety and substance abuse spurred on by the pandemic.

A grant from the MGM Resorts Foundation Community Grant Fund enabled the Shannon West Homeless Youth Center to give shelter residents who needed it precious extra time, allowing them to mitigate basic life issues and overcome barriers to self-sufficiency such as education and employment.

"Youth homelessness is the fastest-growing homeless demographic in Southern Nevada," said Abby Quinn, Chief Community Relations Officer for HELP of Southern Nevada. "With the MGM Resorts Foundation's \$70,000 grant toward HELP of Southern Nevada's Shannon West Homeless Youth Center, we were able to provide 1,533 'bed nights' to local at-risk youth. Each 'bed night' provides one youth with safe shelter, three meals, two snacks, necessary hygiene items and clothing in addition to Shannon West's wraparound services inclusive of intensive case management and mental health services. While these 'bed nights' average \$45.67 per night, the impact this grant has had on the local homeless youth population is immeasurable. The MGM Resorts Foundation's support of the Shannon West Homeless Youth Center has furthered HELP of Southern Nevada's efforts to put an end to homelessness one youth at a time."

One of the clients who benefitted from the grant is Colton, a young man from a small town in West Virginia. The oldest of four boys, he was raised by a controlling father and looked after his brothers like a second parent. When a second income was required to support the family, Colton was forced to drop out of high school. Unhappy with his life's direction, he saved money to move to Las Vegas and live with a friend until he found stable work. But upon arriving, Colton was asked to find somewhere else to live. While wandering the streets, Colton was approached by a police officer who informed him of a program that would help him overcome barriers and hardships. Colton moved in immediately and began to work on identifying his goals and building a plan that would help him find stable employment, which included benefitting from the Workforce Innovation & Opportunity Act (WIOA) and receiving educational planning, work readiness, leadership development and life skills training.

After attending a job fair hosted by the shelter, Colton got a job as a salesperson at a mobile phone company. He is currently working full time, training to become a supervisor and moving into his own studio apartment at the shelter. Colton wants people to know, "Never give up and always pursue your dreams."



The Shannon West Homeless Youth Center provides homeless youth like Cinnamon with stable housing, basic needs, case management and more.

WARM COATS FOR KIDS

During the busy back-to-school season, colorful backpacks and shiny school supplies take center stage. But essential clothing items for the colder days of autumn and winter are even more critical to a child's success in school. Children living in poverty are disproportionately affected by absenteeism caused by inclement weather, often missing twice as many school days as their peers.

In 2003, MGM Grand Detroit began distributing warm coats to underserved local children, preparing them for the chilly winter months ahead. Since then, the property has distributed more than 42,000 coats, hats and gloves to children in the community. In 2022 alone, MGM Grand Detroit supplied 2,200 coats to underserved children throughout Southeastern Michigan schools, including Detroit Public Schools and local nonprofit partners. And now, the program has spread to other MGM Resorts' regional properties.

In September 2022, MGM National Harbor partnered with Operation Warm to gift new coats and athletic-style shoes to nearly 400 students at Flintstone Elementary School in Oxon Hill, Maryland. Students, who ranged in age from pre-K to fifth grade, had the opportunity to choose from an assortment of colors, styles and sizes. Operation Warm was the perfect partner for this initiative, having served more than 4.6 million children in need since its founding in 1998 by connecting individuals, community organizations and corporations across North America with children in need of warm clothing.

"Warm coats and shoes offer a way to connect," said Operation Warm Executive Director Grace Sica. "And they inspire community change by bringing together caring individuals and organizations to build a brighter future. That is why our mission is so important, and we are so grateful for partners like MGM National Harbor that want to offer that connection in their community."

MGM Northfield Park has also begun contributing warm coats for the cold months. In 2022, the property partnered with Ohio Sisters Circle to donate 200 coats as part of their toy drive. Future plans include expanding the program to include other regional properties in cold weather locales, outfitting even more deserving children with essential clothing.



VOCATIONAL READINESS FOR YOUNG ADULTS ON THE AUTISM SPECTRUM

One in 44 children in the United States is diagnosed with autism spectrum disorder. As those children transition into adulthood, national data shows they will experience substantial challenges accessing competitive employment opportunities, often resulting in unemployment or underemployment.

With a focus on addressing this burgeoning societal concern, promoting a culture of inclusion and executing on our philanthropic priority of developing a sustainable workforce, the MGM Resorts Social Impact and Sustainability team partnered with Las Vegas-based nonprofit organization Grant a Gift Autism Foundation—Ackerman Center (GGAF) to develop a vocational job placement program aimed at providing employment opportunities to individuals in Southern Nevada on the autism spectrum.

GGAF, which offers diagnostic and treatment services as well as vocational programs, provides clients with a 12-week vocational readiness training program in which they learn pivotal skills, while caregivers receive access to empowerment training and other family services. After completing the program, GGAF clients apply for open

MGM Resorts positions that meet specific requirements. Upon employment, new employees can then seek on-site coaching through GGAF to ensure full understanding of the role beyond traditional employee onboarding.

As part of the partnership, MGM Resorts pledged \$120,000 for program initiation. And in September 2022, in front of a record crowd at the 12th Annual Grant a Gift Gala at Allegiant Stadium, MGM Resorts CEO and President Bill Hornbuckle pledged an additional \$1 million to expand the program over the next five years, with a long-term goal of creating a consistent talent pool of GGAF clients from which MGM Resorts can recruit.

“Creating pathways to employment and access to resources provides individuals with opportunities to enter into and succeed in the workforce,” said Justin Fronberg, Executive Director of Talent Acquisition. “We are proud to partner with the Grant a Gift Autism Foundation on a program that not only benefits our community, but also promotes inclusion and strengthens our company.”

In late July 2022, the MGM Resorts Talent Acquisition team hosted its first hiring event at GGAF, extending employment offers to the vocational job placement program’s first group of employees.

“We are honored to partner with Nevada’s largest private employer, MGM Resorts, with our vocational program,” said Brian Hager, GGAF President. “Grant a Gift Autism Foundation—Ackerman Center continues to work toward ensuring every Southern Nevadan with autism or other neurodevelopmental conditions has access to quality care and helping all clients reach their fullest potential.

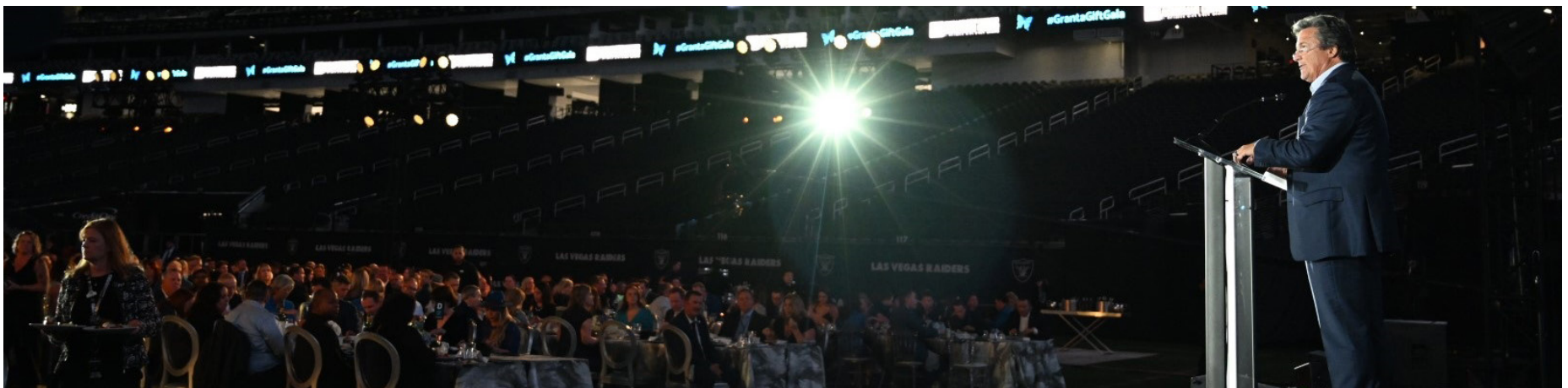
“

Our partnership with MGM Resorts provides an opportunity for our young adults living with autism to gain job readiness skills and obtain full-time employment on the world-famous Las Vegas Strip,

Brian Hager, GGAF President

”

“We couldn’t be more grateful for their commitment to help build a more diverse workforce and provide opportunities to our clients, where they are often met with opposition. Diversity creates opportunity, and MGM Resorts International is stepping up to create endless opportunities for our clients and our community.”



MGM Resorts CEO and President Bill Hornbuckle presents a \$1 million gift for the Vocational Job Placement Program at the 12th Annual Grant a Gift Gala.

BUILDING DIGNITY AND COMPASSION

It's a small bag with a big mission: to help provide encouragement, hope and hygiene to some of the 5,300 people facing homelessness in Southern Nevada. Hygiene kits, filled with everyday personal items including shampoo, soap, a toothbrush and toothpaste, can help ensure that the community's most vulnerable people will have the necessities required for proper hygiene.

Building hygiene kits for local shelters has become a popular and valued onsite volunteer event at MGM Resorts, allowing colleagues to come together and work as a team while contributing to a deserving cause. In June 2022, the Las Vegas-based Corporate IT team gathered 70 volunteers to assemble hygiene kits. By the end of a very busy two-hour session, the team had assembled 10,000 kits, doubling the output of a typical hygiene kit assembly event and setting a new record.

"It is always nice to get everyone together and have a little fun while helping others," said Joseph Balzer, IT Senior Architect and event planner. "You can't put a price on that!"

The recipient of the 10,000 kits was Catholic Charities, a busy nonprofit organization with a simple but important mission: serve those in need, especially the most vulnerable individuals regardless of race, religion or creed. Catholic Charities' 16 programs provide support to more than 4,000 people daily. The hygiene kits are given to people staying in the homeless shelter, helping to provide them with basic needs while ensuring dignity and compassion.

"One of the services provided by Catholic Charities of Southern Nevada is shelter and access to shower facilities to 400 men every night of the year," said Emily Herrmann, Volunteer & Outreach Manager, Catholic Charities of Southern Nevada. "The 10,000 hygiene kits assembled by the Corporate IT team are about more than just meeting basic needs. These kits provide dignity, compassion and hope for those seeking services, at a moment of vulnerability in their lives."

In 2022, MGM Resorts employees assembled more than 50,000 hygiene kits for vulnerable people in our community.



70 VOLUNTEERS



**10,000
HYGIENE KITS**

**50,000
ASSEMBLED 2022**





PROTECTING THE PLANET

PROTECTING THE PLANET 2022 HIGHLIGHTS

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



Compostable service ware featured at an event.



Meeting attendees visit MGM Resorts' Mega Solar Array.

EVENT PLANNERS INSPIRE OTHERS WITH GREEN MEETING PRACTICES

More and more, organizations are prioritizing environmental considerations during event planning and execution. That is why MGM Resorts is focused on helping event planners understand and implement socially and environmentally sustainable practices into their programs.

IMEX America, the largest trade show in the U.S. for the global meetings, events and incentive travel industry, has created an event that is both inclusive and conscious of its impact on the planet.

Last November, more than 12,000 IMEX America attendees gathered at Mandalay Bay Resort and Convention Center and had the opportunity to learn about and actively participate in green initiatives.

Education sessions were led by representatives from MGM Resorts and MeetGreen, a sustainable event management agency.

"We discussed future trends and why environmental leadership is critical for the long-term viability of corporations and our planet," said Brittany Price, Director of Sustainable Operations at MGM Resorts. Attendees could also learn more about responsible operating practices with tours of Mandalay Bay's recycling dock and the Mega Solar Array, just outside of the Las Vegas Strip.

IMEX America also partnered with World Wildlife Fund (WWF) to make meeting planners aware of its Hotel Kitchen food waste-reduction program by providing a Planet Plenty Juice Bar which featured nutritious, fresh-pressed homemade juices made from ugly fruits and vegetables that would have otherwise been discarded.

Additional best practices from the event included using compostable service ware and encouraging all exhibitors to distribute water bottles only made of aluminum.

Collaborating with meeting planners and environmental organizations helps accelerate our company's commitments to protecting the planet.

MOBILIZING TO PROTECT THE PLANET

The ENGs at MGM Resorts aspire to reflect the company's focus on diversity, equity and inclusion, promoting teamwork and professional development. Last year, a new ENG united these commitments with the company's robust and burgeoning commitment to environmental sustainability. Founded in May 2022, the MGM Resorts Planet Protectors began with a simple but powerful vision: create a network of environmental champions through education, sustainability immersion and volunteerism.

"Environmental topics are complex and challenging to understand," said Matt Esper, co-founder of the MGM Resorts Planet Protectors. "Employee-led initiatives like the Planet Protectors ENG are important mechanisms for building an educational foundation around environmental sustainability and inspiring champions to protect the planet."

With four strategic objectives to connect, educate, empower and advance, Planet Protectors leadership identified a curriculum for the group's introductory year, centered on energy, water, nature and materials and waste, all sharing the underlying theme of climate change and progress through climate leadership. In a dynamic business environment where knowledge of environmental topics is critical, Planet Protectors would be given the tools to learn in inventive and exciting ways, including digital campaigns, self-learning resources, virtual webinars and shareable activities.

Educational programming is comprised of self-directed learning (resource guides, articles, documentaries and books) and a series of digital campaigns aimed at inspiring both friendly competition and meaningful lifestyle choices. "MGM Planet Talks" assemble a panel of experts for a discussion around a particular theme, such as understanding plastic waste, stewarding water and appreciating nature. In 2022, the Nature Conservancy, Desert Research Institute and the Plastic Bank participated in these talks.

With an eye toward volunteerism, Planet Protectors leadership partnered with Springs Preserve, the bona fide birthplace of Las Vegas. In 2022, a cleanup event at Springs Preserve resulted in the collection of 90 bags of trash by 70 volunteers, setting a Springs Preserve cleanup record. Since



Planet Protectors visit Arcadia Earth, an immersive augmented reality journey through Planet Earth.

this inaugural event, Planet Protectors have attended cleanup events at Springs Preserve every month—the most recent of which attracted more than 110 volunteers. The group also gathered to clean Clark County Wetlands Park, a nature preserve where trash buildup frequently threatens resident wildlife.

Immersive experiences exposed members to new ways of understanding environmental sustainability. The group's first outing was to Arcadia Earth, an immersive augmented reality journey through Planet Earth. Members also experienced a birding trip with Red Rock Audubon Society to Clark County Wetlands Park.

Finally, Planet Protectors were asked to provide thoughts on environmental topics through an anonymous survey, the results of which will help in the company's long-term sustainability planning.

"I got involved with Planet Protectors because I have five grandchildren that need a 'clean' place to live their lives," said Christina Penninger, Assistant Shift Manager of Slots at Excalibur. "I have taught them about recycling, waste and solar energy. They are fascinated with learning and exploring new

things such as composting and making their home energy efficient. They have learned not to waste water, turn off lights when they leave a room and to grow fresh vegetables. It is these small, simple things that can help make a difference."

The Planet Protectors had a successful 2022, ending their inaugural year with 253 members, 88% property representation and a total of 12 events and activities. With a focus on continuous improvement, there is still plenty to do. Planet Protectors have set several ambitious goals for the next few years, including recruiting 2,500 members, serving 5,000 volunteer hours and achieving 100% property participation, with 25% of the membership comprised of front-line employees.

When asked what MGM Resorts staff can do to minimize waste, improve water quality, and reduce air pollution and emissions, Penninger said, "We can continue to make substantial changes one day at a time to make this planet a better place to live."



253
MEMBERS



88%
PROPERTY
REPRESENTATION



12
EVENTS



FOOD DONATIONS PROVIDE MEALS AND HELP REDUCE WASTE

The preparation and service of food is a key component of the hospitality industry. Preventing food waste requires careful planning and when done successfully, can contribute to reducing the carbon footprint and also aid in combatting food insecurity.

One of the ways MGM Resorts has made strides in reducing food waste is through an innovative and collaborative food donation program in which prepared, unserved food from events is preserved for distribution to people in need. Because safety is paramount, standard operating procedures dictate that trays of food are cooled, packaged and frozen in blast chillers, ensuring safe storage temperatures before the meals are repurposed in the community.

Since the post-pandemic rebound in convention business, Chef Joseph Flores at Mandalay Bay has implemented ways to streamline the process and improve efficiencies. “By putting the blast

chillers in our auxiliary banquet hot kitchen, we can prep the pans more quickly to get them ready for distribution,” he says. “This is a very important initiative and the right thing to do. We are happy to be able to share this food with people who need it.”

Along with Chef Flores, chefs at ARIA, Bellagio and MGM Grand donate meals to Three Square, Southern Nevada’s primary food bank, which then adds the items to its inventory and partners with local agencies to distribute the pans of food to food-insecure people in the community.

“We truly appreciate the consciousness that MGM Resorts puts into this program. Because of this effort, we can provide high-quality, amazing meals to our community and reduce waste going into landfills,” said Maurice Johnson, Three Square’s Director of Operations.

In addition to the perishable prepared meals, MGM Resorts also donates unprepared perishable items, nonperishables and philanthropic grant funding to hunger-relief agencies in the communities in which we operate.

ENVIRONMENTAL ORGANIZATION CDP RECOGNIZES MGM RESORTS

In 2022, MGM Resorts was recognized for leadership in corporate transparency and performance on climate change and water security by global environmental nonprofit CDP, securing a place on the organization’s annual A-List.

“This marketplace recognition by CDP is a reflection of our ongoing strategic prioritization of sustainability across our business operations and supply chain,” said Jyoti Chopra, Chief People, Inclusion and Sustainability Officer at MGM Resorts. “We are fiercely committed to corporate environmental leadership and continuing our efforts around water stewardship and the fight against climate change.”

Based on data reported through CDP’s 2022 Climate Change and Water Security questionnaires, MGM Resorts is one of 57 companies to achieve a double-A rating on climate change and water security, out of nearly 15,000 scored. A detailed and independent methodology is used by CDP to assess companies, allocating a score of A to D-minus, based on the comprehensiveness of disclosure, awareness and management of environmental risks, and demonstration of best practices associated with environmental leadership, such as setting ambitious and meaningful targets. Those who do not disclose or provided insufficient information are scored an F.

“Environmental transparency is the first vital step toward a net-zero and nature-positive future. In a year of ever-increasing environmental concerns around the world – from extreme weather to unprecedented losses to nature – the need for transformational, urgent and collaborative change is more critical than ever,” said Dexter Galvin, Global Director of Corporations and Supply Chains at CDP. “As CDP continues to raise the bar on what qualifies as climate, forests and water leadership, we hope to see the ambitions and actions of companies on the A-List – and those wanting a place on it – do the same.”

MGM Resorts is focused on creating a more environmentally sustainable future, recognizing that climate change presents significant risks and opportunities to business, people and the planet. The company has adopted a culture of innovation to reduce emissions and continues to take bold steps toward climate leadership in the industry.

[Click here to view the detailed CDP scorecards.](#)

WATER STEWARDSHIP

A YEAR OF DISCOVERY AND STRENGTHENING COMMITMENTS

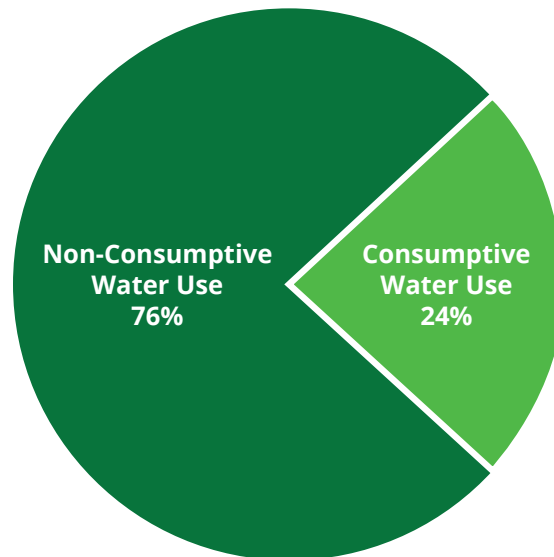
It is often said that if climate change were a shark, water would be its teeth. In 2022, water was a top-of-mind issue worldwide, amplified by extreme drought and the increasingly detrimental effects of climate change. Whether in the southwest, a region that relies on the imperiled Colorado River Basin, or elsewhere, accessibility to clean water is a universal concern. As a major operator of resorts, many of which are in the water-stressed destination of Las Vegas, we understand the importance of water as a critical resource across our operations, including cooling, irrigation, pools and water features, guest rooms, food and dining services and water, sanitation and hygiene (WASH) services for guests and employees and across the supply chain. As a large consumer of water, we also recognize that it is a fundamental human right and acknowledge the imperative to use it responsibly.

Home to the majority of MGM Resorts' properties, Southern Nevada receives water from a Colorado River apportionment, as do approximately 40 million people in six other U.S. states and Mexico. Resorts, including those operated by MGM Resorts, used approximately 6% of Nevada's 300,000-acre-foot allocation in 2021 (SNWA 2023 Water Resource Plan). In 2017, MGM Resorts set a 2025 goal to reduce water withdrawal intensity per square foot by 30%. We adopted a culture of water conservation, enabling progress on goals through monitoring and data collection and water conservation (non-consumptive water and consumptive).

With a focus on monitoring and data collection, we utilized a centrally managed database that captures utility invoice data and readily shows cost and volumetric trends and are installing advanced submeters on the inflow and outflow points of all Las Vegas cooling tower banks to quantify evaporative water loss. We also continuously seek to understand our risk exposure in the basins in which we operate. In partnership with a third-party expert, we conducted a climate risk assessment that covered water-related hazards such as water stress and drought.

Finally, we participate in third-party water-related benchmarking initiatives and other assessments to measure our water impact, risk exposure and policies, programs and performance against other companies.

At MGM Resorts' Las Vegas resorts, 76% of water use is non-consumptive (recycled and returned to its source for future use). While we recognize that this usage does not have an effect on the permanent water supply, we understand that it is our largest use area and therefore important to conserve. To reduce non-consumptive water use, we installed water-efficient fixtures across all properties, implemented a housekeeping opt-out program and employed water-efficient chemical management to ensure pools and cooling towers are not prematurely flushed. To conserve consumptive water (water unable to be recycled back to the source), we worked with our horticulture teams to replace more than 200,000 square feet of grass with artificial turf and drought-tolerant plants and are working toward replacing cooling towers at their end of life with models that reduce drift and evaporative losses. We also use well water as an alternative water supply for Lake Bellagio and cooling tower water at select properties.



These conservation strategies proved successful.

We achieved our initial goal in 2019 and revised it to a 33% reduction in water withdrawal intensity by 2025 and a 35% reduction by 2030. Between 2007 and 2021, we reduced our water use intensity by 37%, avoiding usage of 5.6 million gallons of water. In 2022, we were included on the CDP A List for both water security and climate change, one of only 57 companies out of nearly 15,000 scored to achieve the recognition in both categories.

STRENGTHENING OUR WATER COMMITMENTS

By 2022, because of declining conditions in the Colorado River Basin, the U.S. Department of the Interior declared the first ever Tier 2 Shortage Condition, mandating apportionment reductions to select lower basin states, including Nevada. This mandate forced us to ask the question: in a more water stressed and regulated business environment, what kind of business leaders do we want to be?

Historically, our approach was centered on conservation, focusing on efficiencies in design and development and ongoing operations. But with government oversight and increasingly dire conditions at our water source, it was time to re-examine our priorities and consider a long-term strategy that includes water stewardship, extending beyond the company and into the community.

WATER STEWARDSHIP

UNDERSTANDING OUR BASINS AND WATER RISK

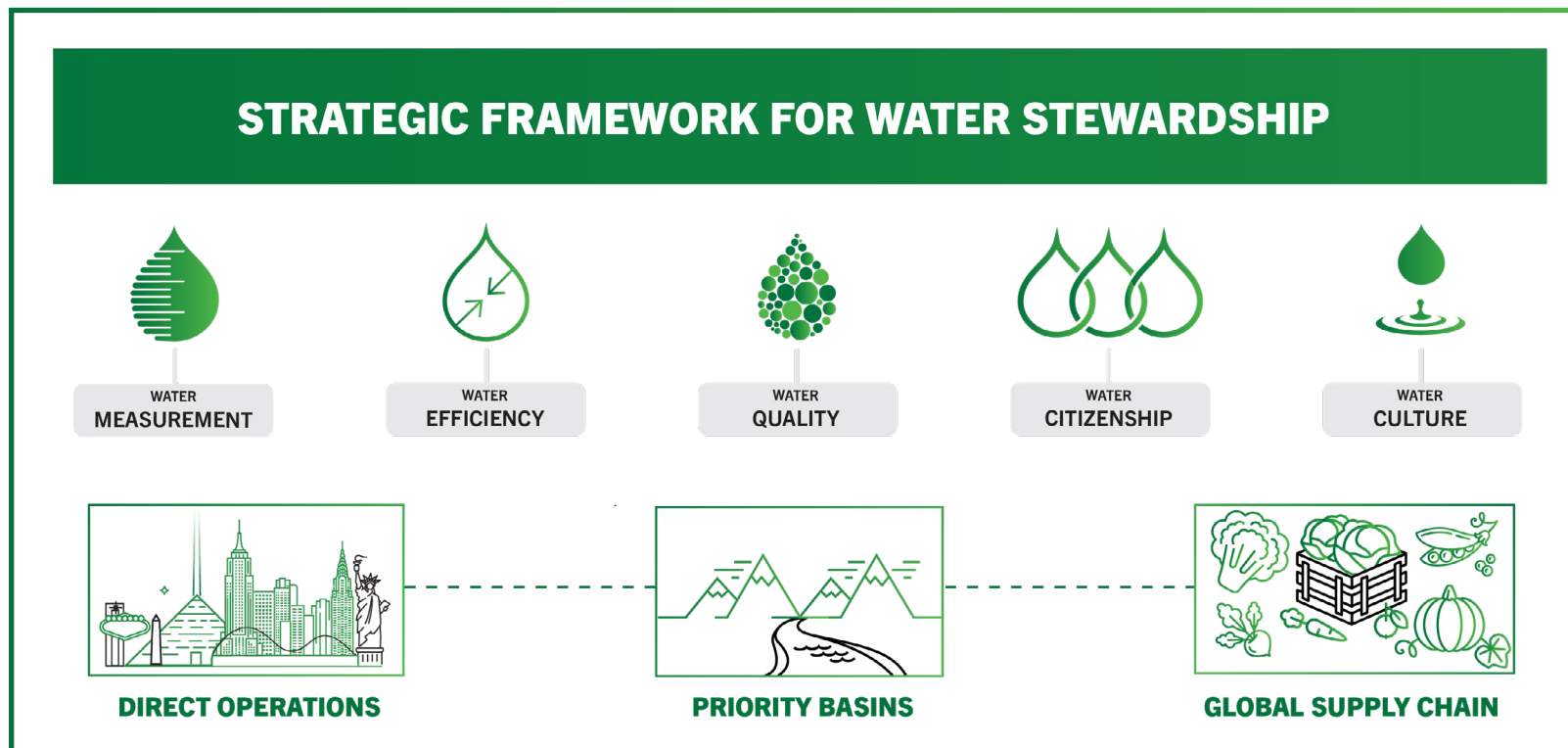
We embarked on the journey to water stewardship with a plan for research-driven strategic water planning. A [water whitepaper](#), led by the MGM Resorts sustainability team, was driven by data and informed by key stakeholders, including teams from facilities, government affairs, legal, operations, MGM China and other stakeholders affected by water issues.

Understanding the conditions of water in jurisdictions in which MGM Resorts operates and aggregating water issues and risk exposure work to understand our water footprint were the two initial goals for the advancement of the research. Findings then informed the development of a new strategic framework for water stewardship. The study showed that MGM Resorts' renewed approach must consider water-related business impacts beyond water supply availability, including physical water risks, regulatory water risks

and reputational water risks. Findings also showed that we should seek business opportunities through water leadership, where our operations would become more efficient and our brand value would be enhanced.

From these findings, we created a new strategic framework for water stewardship, focused on five principles: water measurement, water efficiency, water quality, water citizenship and water culture. We are also committed to focusing on areas that align with the CEO Water Mandate.

Finalized with input from our CEO and President, other senior leaders and the Board of Directors, the water whitepaper proved the necessary expansion of our water focus from conservation to stewardship with the prerogative to act as water stewards through community and stakeholder outreach and advocacy.



WATER STEWARDSHIP

MANDATING OUR AMBITION

In addition to the new strategic framework, we developed a [Global Water Policy](#) to not only guide our behavior and improve practices around water, but also to codify and communicate the enhanced ambition and intentions laid out in the water whitepaper. Actions include applying transparent corporate water governance, compliance with applicable water-related legal or regulatory requirements; use of water responsibly across our global operations; investment in water efficiency measures; encouragement of guests, employees, suppliers and partners to conserve water; and advocacy for effective water policies. Implementing this policy will directly support our commitment to water stewardship action beyond compliance and continuous improvement.

Understanding that a water-specific policy is unique for corporations, especially a gaming and entertainment company, we developed a water e-learning for nearly 11,000 employees (supervisors and above) to read, acknowledge and understand the Global Water Policy. The course was launched on World Water Day 2023.

ADDRESSING THE GLOBAL WATER CRISIS

A key commitment from the whitepaper research was expanding ambition and pursuing opportunities for water leadership. In 2022, MGM Resorts CEO and President Bill Hornbuckle signed the CEO Water Mandate, a United Nations global initiative and a coalition of business leaders showing leadership in addressing global water challenges. MGM Resorts was the first gaming and Las Vegas-based company to endorse the mandate.

“Given our environmental conditions, Las Vegas has long been innovative in its approach to water. We are fortunate to do business in a place that has a world-class water management system and hope to help others learn from successes here,” said Hornbuckle. “The ongoing drought and effects of climate change in the Western U.S. are a wake-up call that we need to do more, and to that end, we’re proud to endorse the CEO Water Mandate to not only share what

we’ve learned in Las Vegas, but also help strengthen our commitments.”

The CEO Water Mandate—one of the world’s most ambitious platforms for corporate water leadership—mobilizes business leaders to commit to meaningful action across six key elements, including direct operations, supply chain and watershed management, collective action, public policy, community engagement and transparency. Endorsers are required to report annually on their progress through the UN Global Compact’s Communication on Progress process. As a result of the endorsement, we are already involved in related projects, including the new endorser program, which will help us to initiate our commitment. We are also participating in a pilot assessment on water resilience.

LOOKING AHEAD

With steadfast determination and renewed commitment, we are now working to develop strategic outcomes as part of a water stewardship implementation plan. To enhance our leadership and advocacy around water, we applied for and received special accreditation for a delegation to attend the UN Water Conference in March 2023—the first since

1977—where we were one of only a handful of hospitality companies in attendance. The outcome of the conference was new commitments, pledges and actions by all stakeholders toward achieving UN Sustainable Development Goal 6 and other water-related goals and targets. Members of the delegation, which included a representative from the Southern Nevada Water Authority, shared learnings from Southern Nevada and advocated for the uptake of best water management practices across the business community and beyond. We are also working to expand our strategic partnerships with organizations such as the Southern Nevada Water Authority on engagement and stewardship opportunities.

Finally, we are conscious of the impact that the water crisis has on human beings and work to ensure that employees have access to water, sanitation and hygiene (WASH) services at our properties. We also assembled and donated nearly 50,000 hygiene kits into the community in 2022 and we are expanding our volunteerism and community engagement efforts to support community water initiatives that help alleviate the adverse effects of the megadrought and continued aridification.



RECENT AWARDS & RECOGNITION

DIVERSITY, EQUITY & INCLUSION

- Perfect score on the Human Rights Campaign Foundation Corporate Equality Index—11th Consecutive Year
- Diversity Inc. Top Regional Company
- Western Regional Minority Supplier Diversity Development Council—Warrior Award, Excellence in Supplier Diversity Award
- Seramount Inclusion Index—Leading Inclusion Index Company
- Military Times Best for Vets: Employers—Top 25 in the Nation
- Institute of Supply Management Trailblazer Organizational Diversity Champion Award
- African Chamber of Commerce and Tourism—Corporation of the Year
- Employee Support of the Guard and Reserve—Pro Patria Award—The Cosmopolitan of Las Vegas
- Bloomberg Gender-Equality Index
- Women's Business Enterprise National Council (WBENC)—America's Top Corporations for Women's Business Enterprises
- Forbes—Best Employers for Diversity

ENVIRONMENTAL SUSTAINABILITY

- CDP's Climate Change and Water Security A-List—Double A Rating
- Received approval from Science-Based Targets Initiative for Scope 1, 2 and 3 targets
- Boston Society for Architecture (BSA) Design Awards—Sustainable Design Award for MGM Head Start Child & Family Center
- Recognized for Making Significant Investments in Clean Energy by the Solar Energy Industries Association's Solar Means Business Report
- 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
- Solar Energy Industries Association—Solar Means Business Report -Top 5 Ranking
- 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

COMMUNITY ENGAGEMENT

- Nevada Tobacco Control & Smoke-free Coalition (NTCSC) 2022 Community Champion Award—Park MGM
- Nevada Governor's Points of Light Awards for Corporate and Business Volunteer Program of the Year
- Governor's Points of Light and AmeriCorps Volunteer Service Award
- City of Biloxi—Business Volunteer of the Year—Beau Rivage
- 50 Most Community Minded Companies in the US by The Civic 50

GENERAL

- LinkedIn Top Companies—Among 25 Best Companies to Grow A Career
- Zippia—Best Companies to Work For
- Glassdoor—One of the Best Places to Work
- Forbes—America's Best Employers by State
- Forbes—America's Best Large Employers
- Forbes—Best Employers for New Grads
- Forbes—Customer Experience All Stars
- Forbes—Global 2000
- Forbes—World's Best Employers
- Forbes Travel Guide—15 Five-Star Designations for Hotels, Spas and Restaurants
- American Gambling Awards Online Casino Of The Year—BetMGM
- Black Pearl Restaurant Guide—One-Diamond Award, Imperial Court MACAU
- Global Gaming Awards—Customer Loyalty Program of the Year
- FORTUNE—World's Most Admired Company [7th consecutive year on listing]

DIVERSITY & INCLUSION PARTNERS*

100 Black Men of America, Inc.
African Chamber of Commerce and Tourism
American Council of the Blind
African Diaspora of Las Vegas
American Indian Scholarship Fund
Anti-Defamation League (ADL)
Asia Society
Asian American Business Development Center (AABDC)
Asian American Business Roundtable
Asian American Journalists Association (AAJA)
Asian Chamber of Commerce
Asian Community Development Council (ACDC)
Asian Pacific American Institute for Congressional Studies (APAICS)
Asia Society
Association of Latino Professionals for America (ALPFA)
Black Enterprise
ByBlack
City Impact Foundation
CNY in the Desert
Congressional Black Caucus Institute
Congressional Hispanic Caucus
Cultural Diversity Foundation
Disability:IN
Diversity Best Practices
DiversityInc
Gay and Lesbian Chamber of Commerce of Southern Nevada
Hannah Brown Community Development Corporation
Henderson Equality Center
Hispanic Association of Colleges and Universities (HACU)
Hispanic Association on Corporate Responsibility (HACR)
Human Rights Campaign (HRC)
International Gay and Lesbian Travel Association (IGLTA)
Large Vision Business Network Mixer (LVBNM)
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 Business Owners
National Association of Women in Construction (NAWIC)
National Black MBA Association (NMBBAA)
National Coalition of Black Meeting Professionals
National Coalition of 100 Black Women
National LGBT Chamber of Commerce (NGLCC)
National Minority Supplier Development Council (NMSDC)
National Urban League
Native American Journalist Association (NAJA)
Nevada Partners
NLGJA: The Association of LGBTQ+ Journalists
NV AAPI Chamber of Commerce
OCA-Asian Pacific American Advocates
Out & Equal Workplace Advocates
Prospanica
Rainbow Dreams Educational Foundation
SER National
Southern Nevada Association of Pride, Inc. (SNAPI)
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)
The Village Foundation
Thurgood Marshall College Fund
Tourism Diversity Matters
U.S. Black Chambers, Inc.
Unidos US
United States Hispanic Chamber of Commerce
United States Veterans Initiative (U.S. VETS)
United Service Organizations, Inc. (USO)
Urban Chamber of Commerce
US Pan Asian American Chamber of Commerce (USPAACC)
Veterans 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 Nevada

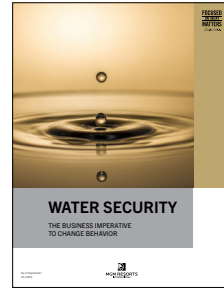
*This list is intended to reflect a summary and may not include all of the groups and organizations we partner with.

LINKS

For additional information on how MGM Resorts is Focused on What Matters, our approach, priorities and goals can be found online.



[2022 Consolidated ESG Factbook](#)



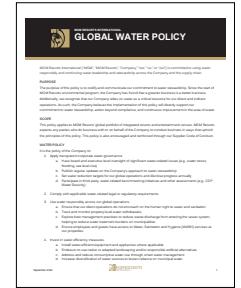
[2022 Water White Paper](#)



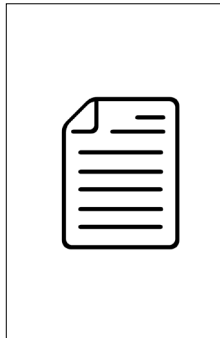
[CDP Water 2022](#)



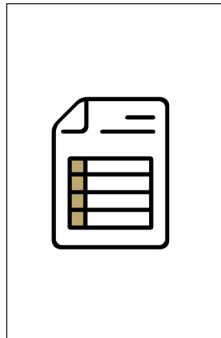
[CDP Climate 2022](#)



[Global Water Policy](#)



[ESG Policies](#)



[ESG Disclosures](#)



[2021 Annual Report](#)



[2020 Annual Report](#)



[2019 Annual Report](#)

[Environmental, Social and Governance](#)

[ESG Materiality Assessment](#)

[Diversity & Inclusion Strategic Priorities](#)

[Philanthropy & Community Engagement Strategic Priorities](#)

[Environmental Sustainability Strategic Priorities](#)

[MGM Resorts Foundation](#)

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LAS VEGAS

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PARK MGM

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NEW YORK
NEW YORK
LAS VEGAS HOTEL & CASINO

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Excalibur

Beau Rivage

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EMPIRE CITY.
CASINO

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