



**FOCUSED**  
**ON WHAT**  
**MATTERS**

**2020**  
**SOCIAL IMPACT**  
**& SUSTAINABILITY**  
**REPORT**



**Bill Hornbuckle**  
CEO & PRESIDENT



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

## A LETTER FROM BILL HORNBUCKLE AND ROSE MCKINNEY-JAMES

The year 2020 presented unprecedented challenges for MGM Resorts – our people, our guests and our communities. Our properties closed for several months, travel and tourism industries were profoundly disrupted, the Covid-19 pandemic resulted in catastrophic human and economic consequences, and the conscience of the United States was galvanized by profound calls for racial justice.

Amid chaos and loss, one thing was clear: the importance of our core values and our commitment to social impact and sustainability had never been more meaningful, nor more urgently needed. At MGM Resorts, we have long believed businesses have a responsibility to communities. During the challenging months of 2020, we reinforced our core values through action. Our dedication remained Focused on What Matters as events compelled us to meet the moment and live our long-standing beliefs in new and innovative ways.

We swiftly overhauled our operations to ensure the health and safety of our guests and employees, and took decisive action to further the tenets of our social impact and sustainability strategy.

Highlights of these efforts included:

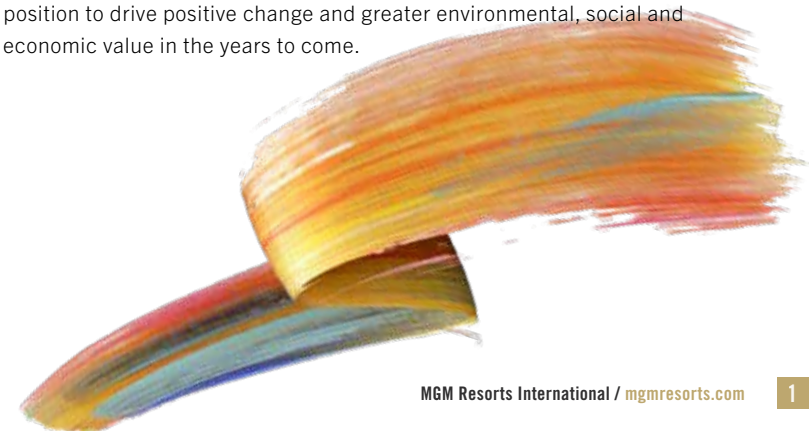
- Developing the MGM Seven-Point Safety Plan and training protocols, which allowed us to safely reopen to guests, put employees back to work and greatly reduce the likelihood of Covid-19 transmission among guests and employees at our properties.
- Procuring nearly 1 million articles of personal protective equipment for state and local Covid-19 relief efforts and providing logistical support for their delivery.
- Donating 662,000 pounds of food, or 552,000 meals, to food banks in the communities where we operate (significantly contributing to a total of 1.1 million meals we donated in the calendar year).
- Expanding the MGM Resorts Foundation Employee Emergency Grant Fund to provide over \$15 million for bill payments on behalf of employees (current and former) who experienced financial hardships as a result of the crisis.

- Launching Courageous Conversations with diverse groups of MGM employees to develop actionable ideas for enhancing diversity and inclusion efforts within our organization and across our local communities.
- Completing substantial construction on the MGM Resorts Mega Solar Array in North Las Vegas.

We write this letter while continuing to face challenges and impacts, yet we look to the remainder of 2021 and the future with hope, renewed purpose and optimism. Science, medicine and human ingenuity have delivered vaccines and the promise of long-term recovery.

Through this letter, with the content of this report, and as evidenced by the range of Social Impact & Sustainability policies available on our public website ([mgmresorts.com/focused](https://mgmresorts.com/focused)), we reaffirm our commitment to the United Nations Global Compact and to the United Nations Sustainable Development Goals.

We are immensely proud of our employees and partners, who saw our company through this difficult time and came together to support and care for one another. Each page of this report demonstrates our commitment to the Environmental, Social and Governance (ESG) strategies and practices that matter most to our stakeholders. This is a promise more meaningful today than ever before. By dedicating ourselves to embracing humanity and protecting the planet, we resolve to continue leveraging our leadership position to drive positive change and greater environmental, social and economic value in the years to come.





**Jyoti Chopra**CHIEF PEOPLE, INCLUSION  
AND SUSTAINABILITY  
OFFICER

## A LETTER FROM JYOTI CHOPRA

The events of the past year inflicted immense heartache and anxiety in our communities and among our colleagues, thousands of whom experienced the impact of furloughs, unemployment and extreme hardship, including sickness and loss. While these dual health and economic crises were difficult, especially for the travel and hospitality industry, corporate leaders everywhere were called upon to reprioritize efforts and allocate resources for greater impact.

At MGM Resorts, as the implications of the Covid-19 pandemic became clear, we immediately reassessed our social impact and sustainability priorities and focused our efforts on the health and safety of our working employees and caring for those waiting to return to employment.

And, even while vaccines are more widely available and the promise of long-term recovery is closer at hand, the impact of the pandemic on our people and community partners is expected to be considerable for the foreseeable future. As such, we will continue efforts to support our colleagues and local communities. This report explores the scope and impact of our philanthropic work during 2020 and beyond, along with progress made in our efforts to Foster Diversity & Inclusion and to Protect the Planet.

While it was indeed a challenging year, we still achieved several notable accomplishments, many of which are detailed in this report. One significant milestone was the completion of MGM Resorts' first formal ESG Materiality Assessment through which we obtained internal and external stakeholder input on our priority ESG issues and related strategies. The findings from the assessment helped us refine and augment our go-forward approach and triggered a significant increase in the scope and scale of the quantitative ESG metrics we will disclose publicly.



Throughout this difficult period we retained a commitment to the United Nations Sustainable Development Goals and the Principles of the United Nations Global Compact:

- We publicly released policies on human rights and against human trafficking.
- We refreshed and updated our human capital strategy with deeper integration of diversity & inclusion.
- We released new environmental programs and goals.
- We continued our long-term focus on anti-corruption and anti-money laundering as expressed in our Code of Conduct and Compliance Charter.

I am incredibly proud of our teams for all they did to lift up our employees and support our communities. In the face of daunting challenges, the work featured throughout this report confirms that our commitment to Focus On What Matters is authentically felt and deeply woven into the fabric of our culture at MGM Resorts.

Human compassion and corporate stewardship underpin our company's response during turbulent times like these, and are characteristics that drive loyalty, engagement and enduring success. We look forward to the long-term recovery of our business, the health and well-being of our neighbors





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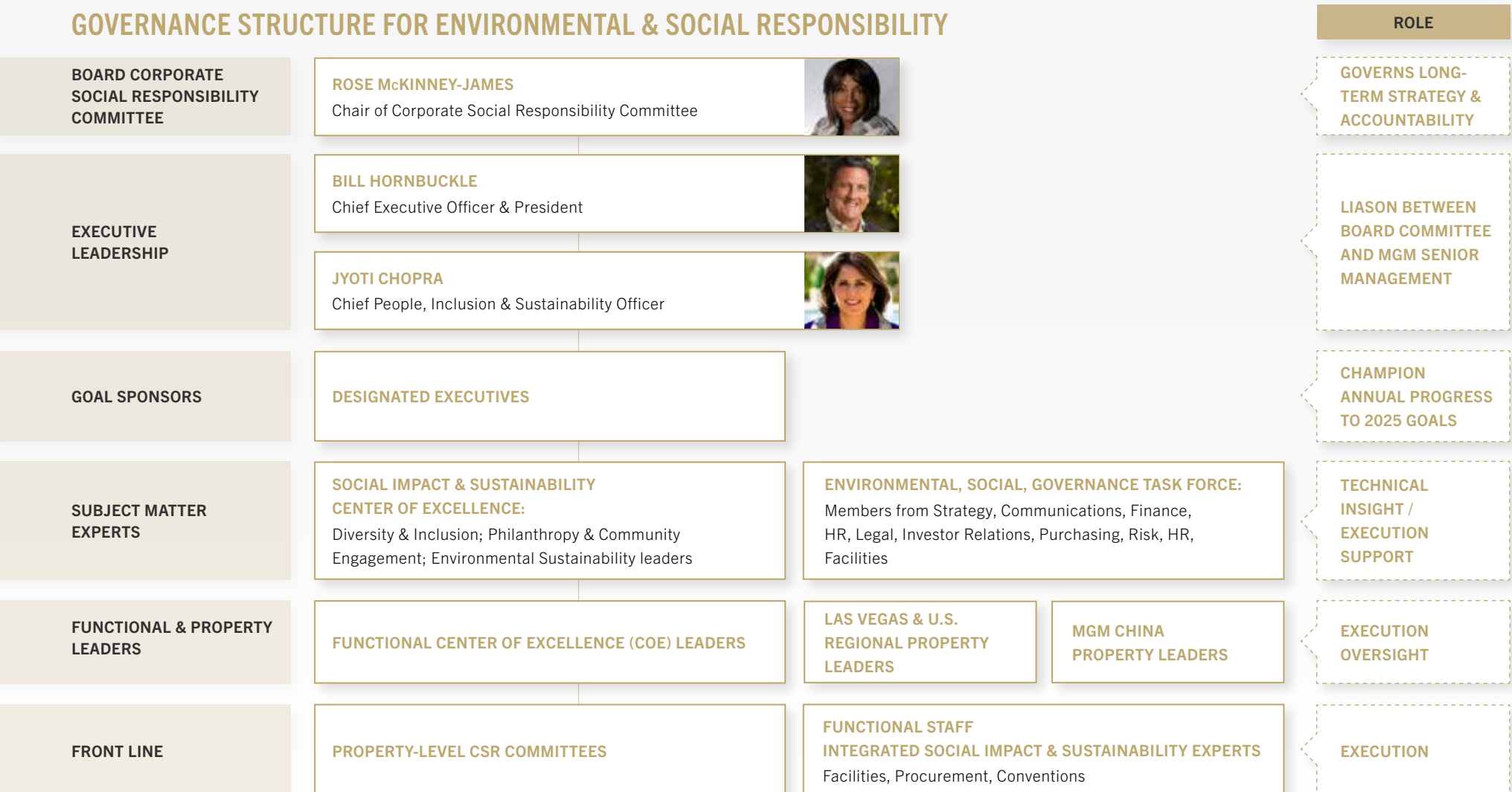
## GOVERNANCE OF ENVIRONMENTAL & SOCIAL RESPONSIBILITY

The Board's Corporate Social Responsibility Committee (CSR) has exercised oversight of environmental and social responsibility at the company for over a decade. CEO and President Bill Hornbuckle is actively engaged in strategy development and implementation, oversees these matters on behalf of management and serves as a liaison to the CSR Committee and senior management. In 2020, the

environmental sustainability, corporate responsibility and human resources divisions were brought under Jyoti Chopra, Chief People, Inclusion & Sustainability Officer. She leads Human Capital Management at the company with an integrated focus on promoting a culture of diversity & inclusion, advancing employee learning and development, and the company's people strategies.



## GOVERNANCE STRUCTURE FOR ENVIRONMENTAL & SOCIAL RESPONSIBILITY



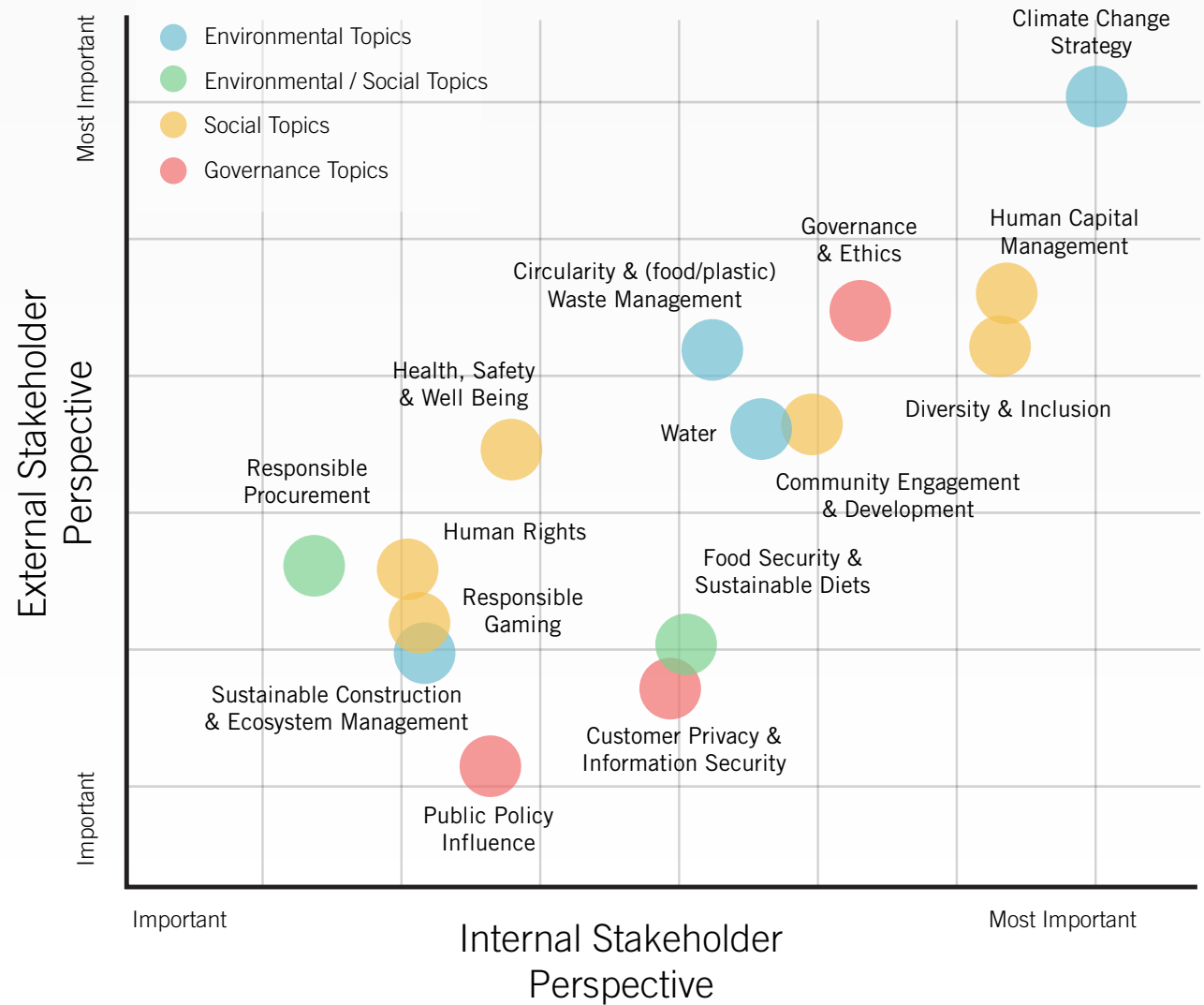


## ESG TASK FORCE AND MATERIALITY ASSESSMENT

In 2019, MGM Resorts established an ESG task force comprised of executives from strategy, investor relations, risk, finance, purchasing and other functions. One of their primary tasks was to develop and execute a formal materiality assessment to help the company prioritize ESG issues based on internal and external stakeholder input. The findings from this assessment, completed in Q1 2020, are summarized in the adjacent matrix.

As shown, Climate Change was deemed the highest priority ESG issue by internal and external stakeholders, while Human Capital Management (HCM) and Diversity & Inclusion (D&I) were assessed as the most material social issues.

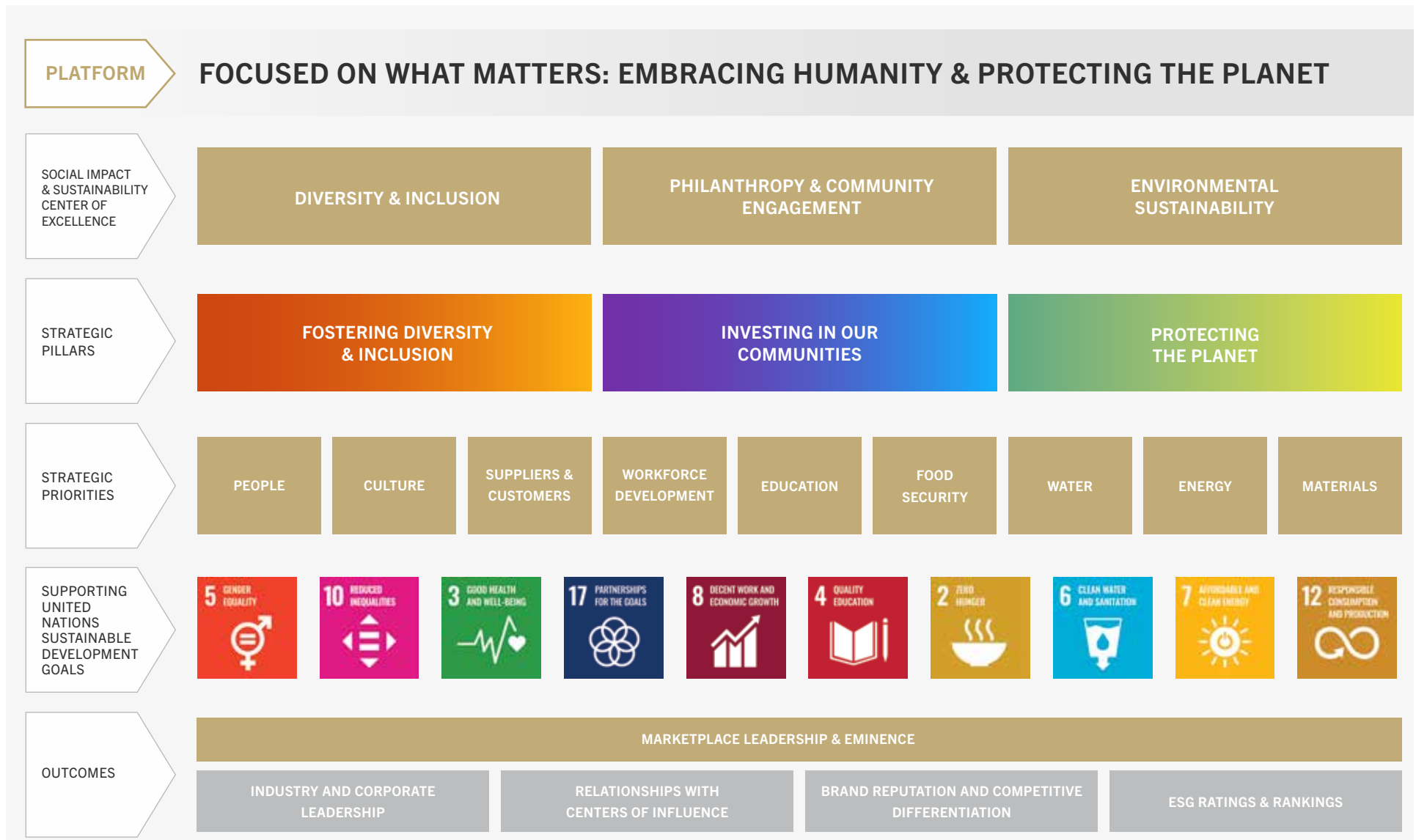
It should be noted that the unprecedented Covid-19 pandemic of 2020 made health, safety and well-being a more relevant issue than what was indicated by our 2020 assessment. As a result, we elevated this issue above what the initial assessment recommended. We created a Health and Safety Center of Excellence and established a Seven-Point Health and Safety Plan. We also launched new initiatives to help convention clients convene with confidence and significantly increased our philanthropic giving focused on Covid-19 assistance and emergency relief.





## STRATEGIC FRAMEWORK

The materiality exercise completed in 2020 helped us determine new programs and metrics to focus on going forward. It was also 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 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**

Each year, we transparently inform our stakeholders of activities and progress toward our goals to demonstrate our impact and enable stakeholders to follow and support our work.

Unless noted otherwise the program descriptions and data in this report represents our primary market of the USA. Some of our metrics, including the majority of 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. Data is provided for calendar year 2020 (January 1 - December 31, 2020).

**COMMITMENT TO TRANSPARENCY**

We are committed to transparently informing I was stakeholders on our Social Impact & Sustainability policies, programs and performance. We are also committed to increasing the level of assurance of ESG performance data. For 2020, the MGM Internal Audit team conducted a detailed review of metrics directly associated with our 2025 goals. All metrics reviewed by internal audit are highlighted in bold in the data tables within the metrics and goals section of the support. This report provides details on progress towards our fourteen goals, and additional metrics across our three pillars of: Fostering Diversity & Inclusion, Investing in Our Communities and Protecting the Planet. Furthermore as a result of our stakeholder engagement during and after our materiality assessment, MGM Resorts will expand the scope of our disclosures in directional alignment with prevailing third-party ESG frameworks, including but not limited to:

- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-Related Financial Disclosures (TCFD)
- Global Reporting Initiative (GRI)

We plan to provide disclosures informed by each of the above referenced ESG frameworks within calendar year 2021.

Our CEO and President as well as our Board of Directors’ CSR Committee are responsible for our policies, priorities and performance, that are supported by governance-related policies including our company’s Code of Business Conduct and Ethics, Environmental Policy, Human Rights Policy and Conflict of Interest Policy. Additional resources on our governance can be accessed at [investors.mgmresorts.com](https://investors.mgmresorts.com).





MGM RESORTS INTERNATIONAL

# FOSTERING DIVERSITY & INCLUSION



## COMMITMENT TO EQUALITY

MGM Resorts is committed to taking strong and principled stands on issues of equality and aims to better unify our world. When racial injustices came to the forefront of 2020, it accelerated conversations on diversity, equity and inclusion. We knew it was important to speak out against the injustices that were occurring in our country, many of which were targeted against members of the Black and Asian communities. We took the approach of demonstrating empathy, creating a safe space for dialogue and making the commitment to taking action.

Another part of our dedication to inclusivity is maintaining relationships with diverse businesses and helping provide them with the tools and resources needed to be viable contributors to our nation's economy. As health and safety protocols became a priority in 2020, we worked with our diverse business partners to acquire over \$10 million in personal protective equipment. Collaboration with our employees and business partners support our value of diversity and inclusion by building trust, transparency and understanding.

## STRATEGIC PRIORITIES

Our commitment to diversity and inclusion is captured in our platform "Focused on What Matters: Embracing Humanity & Protecting the Planet." This commitment is formally implemented through three strategic priorities: People, Culture and Suppliers & Customers.

In terms of People, our strategy begins with attracting, developing and retaining diverse talent and ensuring that talent has equal access to leadership opportunities. We do that by continuously working to embed diversity and inclusion across our HR practices, from onboarding, to mentoring, to succession planning and promotion. We fundamentally believe that harnessing the power of diversity leads to breakthrough thinking and innovation in our company. This belief extends to our supplier and customer base as well.



By embedding diversity and inclusion into our business strategies, we are more directly able to attract diverse segments of society to our resorts and entertainment offerings. And, by actively seeking to buy from and offer mentorship to diverse suppliers, we not only ensure a more resilient supply chain but support the economic development of the very communities in which we operate.





## COURAGEOUS CONVERSATIONS ON THE CALL FOR CHANGE

Last year was also a time in which the struggle against racial injustice was at the forefront. Civil unrest erupted around the nation following the death of George Floyd at the hand of police officers in Minneapolis.

Public opinion of racism and discrimination generated dialogue around the world as people from all backgrounds called for change. We at MGM Resorts, recognize that we can do better when it comes to standing up for the intrinsic rights and value of all people. This required a willingness from the company to have real conversations that bring to light concerns and a determination to bring about positive change.

It was in this spirit that MGM launched its Courageous Conversations cohort program – a series of open forums whereby leadership meets with groups of diverse employees to discuss

where and how MGM can improve inclusion of diverse populations within leadership and across the workforce.

The first forum included a cohort of over 30 Black employees from all levels of management within the company. The goal was to have a conversation about the current climate focused on racial inequality and injustice in America with an emphasis on MGM's external responses as well as improvements that the company can pursue that help the career trajectory for current and future employees. Three key areas were identified as opportunities for improvement.

One area of concern centered around the lack of Black representation at certain levels within the company. In response, MGM's talent management team is working with leadership to identify ways to help high-performing Black employees advance within their careers and to broaden our sources of Black recruitment.

Another area of focus relates to the need for increasing awareness among employees at all levels of the company of implicit bias.

We are looking at ways to better formalize and improve implicit bias training and deliver far more robust inclusion curriculum and education across the company.

Finally, MGM has long sought to increase the number of Black-owned vendors with whom we work. But, while our goals are appropriately placed, the cohort identified a lack of buy-in from some department leads, who don't always understand the importance of achieving these goals when establishing relationships with outside vendors. As a result, methods to establish greater accountability around these goals will be pursued.

In partnership with leadership, the cohort was actively involved in developing the action plans to address these concerns and will continually monitor and manage their progress.

Over the course of 2021, MGM will add additional cohorts of employees representing various demographics such as Hispanics and Latinos, Asians, women and LGBTQ+ individuals to hear their voices and continue on the path to more positive change.





## LEVERAGING OUR SUPPLY CHAIN FOR EQUALITY

Since 2003, MGM Resorts has required diversity participation in all biddable commodity purchases of more than \$3,000. Our company's commitment to inclusion remained strong in the midst of the Covid-19 pandemic and temporary closure of our resorts. We engaged over 500 diverse suppliers — all of which are owned and operated by women, Black, Asian, Native American, Hispanic, LGBTQ, disabled persons and/or Veteran business owners. Several businesses pivoted to acquire personal protective equipment, and many supplies were required to keep our employees and guests safe and to securely operate our properties. These diverse businesses are located within communities across the country where we live and operate our resorts.

"In 2020, we maintained our standards of inclusion in procurement and still achieved incremental growth toward our goal of at least a 10% biddable spend paid to diverse-owned business," said Kenyatta Lewis, Executive Director of Supplier Diversity & Sustainable Procurement.

One key initiative was securing cloth face coverings. Employees at all of our properties were issued cloth face masks as part of their uniforms. And as our resorts began to reopen and welcome guests, it was critical to have the items needed to help them have a safe and enjoyable stay. Amenity kits became the solution. One Las Vegas minority-owned business within our network, Eagle Promotions, a custom apparel provider and graduate of our Supplier Diversity Mentorship program, printed 20,000 masks with property logos within 48 hours for the initial order.

The masks were then transported to Opportunity Village, a Las Vegas nonprofit that provides programs and services for people with disabilities where amenity kits were assembled. The kits also included packs of alcohol wipes, "Covid keys" for touchless entry and hand sanitizers, all supplied by diverse businesses. Within a month, our longtime friends at Opportunity Village assembled more than 85,000 kits for MGM Grand, New York-New York and Bellagio, and continued with other luxury properties as they opened. In just five months, MGM Resorts received nearly one million kits.

## DIVERSE SUPPLIER HEALTH AND SAFETY INITIATIVE SUPPORT



**1,130,745**  
CLOTH MASKS



**336,472**  
BOTTLES OF  
HAND SANITIZER



**85,000**  
GUEST AMENITY KITS



**20,800**  
WIPES



**4,200**  
KN-95 MASKS



**590**  
CASES OF GLOVES



## PROFESSIONAL DEVELOPMENT AMID A CHALLENGING ENVIRONMENT

MGM Resorts' Learning Experiences Accelerate Development (LEAD) program offers professional development for employees in partnership with our employee network groups (ENGs). The hybrid program curriculum is designed to foster enterprise-wide collaboration and provide employees at all levels access to leadership. It is also grounded in an awareness of unconscious bias and diversity- and inclusion-focused best practices.

Covid-19 impacted the way people work and interact, but the participants adapted, and the LEAD program was modified to accommodate a changing landscape. Elements such as coaching, mentoring, volunteerism and ENG meetings became virtual, the program curriculum was entirely e-learning based and participants engaged in an internal support network to help everyone adapt to the changes.

"LEAD has strengthened my professional development, which has deepened my personal growth," said James

Harris, a Sales Associate Lead at Bellagio and 2020 LEAD graduate. James says the program helped him learn how to handle his emotions, environment and time management, and he is able to apply the skills in both his personal and professional life.

The self-directed program has three tracks: Emerging Leaders, Transitional Leaders and The Inclusive Leader. Graduation requires participation in at least one track. However, some participants took advantage of the slow business period. Michael Grema, a Front Desk Associate at The Signature, successfully completed all of the course curricula for all three LEAD tracks.

"It was remarkable to see an employee like Michael take the initiative to develop as an inclusive leader by leveraging each component of LEAD," said Alexander Quizon, MGM Resorts Senior Diversity & Inclusion Business Consultant.

## 2020 LEAD PROGRAM: BY THE NUMBERS



**36**

GRADUATES



**72%**

GRADUATES  
FROM OPERATIONS



**42%**

PARTICIPANTS IN  
NON-LEADERSHIP  
ROLES



**253**

HOURS OF  
COACHING AND  
MENTORING

## MENTORING AND RESOURCES HELP SMALL BUSINESS DURING TOUGH TIMES

Given the economic challenges of 2020, our Supplier Diversity Mentorship Program proved even more vital in helping our emerging diverse-owned suppliers pivot and survive during the pandemic. For the past four years, the program has provided minority- and women-owned businesses with support from subject matter experts at MGM Resorts, as well as business resources to enhance suppliers' leadership skillsets and operational efficiencies to compete in any corporate supply chain. The program was expanded to help address Covid-19's impact on small businesses. Over 100 diverse suppliers participated in several workshops and webinars throughout the year conducted by MGM staff and community partners on topics such as economic empowerment, how to grow in turbulent times and developing impactful short-term business strategies in the new normal.

Lord & Mitchell, a Maryland-based, Black woman-owned company, benefitted from these resources and was able to successfully provide over 34,000 cartons of sanitizer wipes to MGM Resorts properties nationwide. Owner Toya Mitchell (pictured right) has been an MGM supplier since 2012, serving our MGM National Harbor resort before it was developed. Here is what she shared about her experience: "I would like to thank you, MGM, for your advocacy over the years. I can say without a doubt that you are the best of the best at what you do for small, minority businesses. Our partnership with MGM has been a wonderful opportunity to grow our business and expand our product offerings."





MGM RESORTS INTERNATIONAL

# INVESTING IN OUR COMMUNITIES





## COMMITTED TO COMMUNITIES

As a company, we take seriously our responsibility within the communities in which we operate. The devastating impacts of the Covid-19 pandemic presented unforeseen challenges, but it also reminded us that we are stronger together. Colleagues, neighbors and friends quickly joined forces to ensure basic needs were met, from coast to coast and around the world. We continue to focus on our commitment to the communities that have welcomed us, giving generously to our neighbors and embodying our core value of embracing humanity every day. We are passionately committed to active engagement through volunteerism, community and civic engagement and philanthropic opportunities — from global commitments to meeting local area needs.

## STRATEGIC PRIORITIES

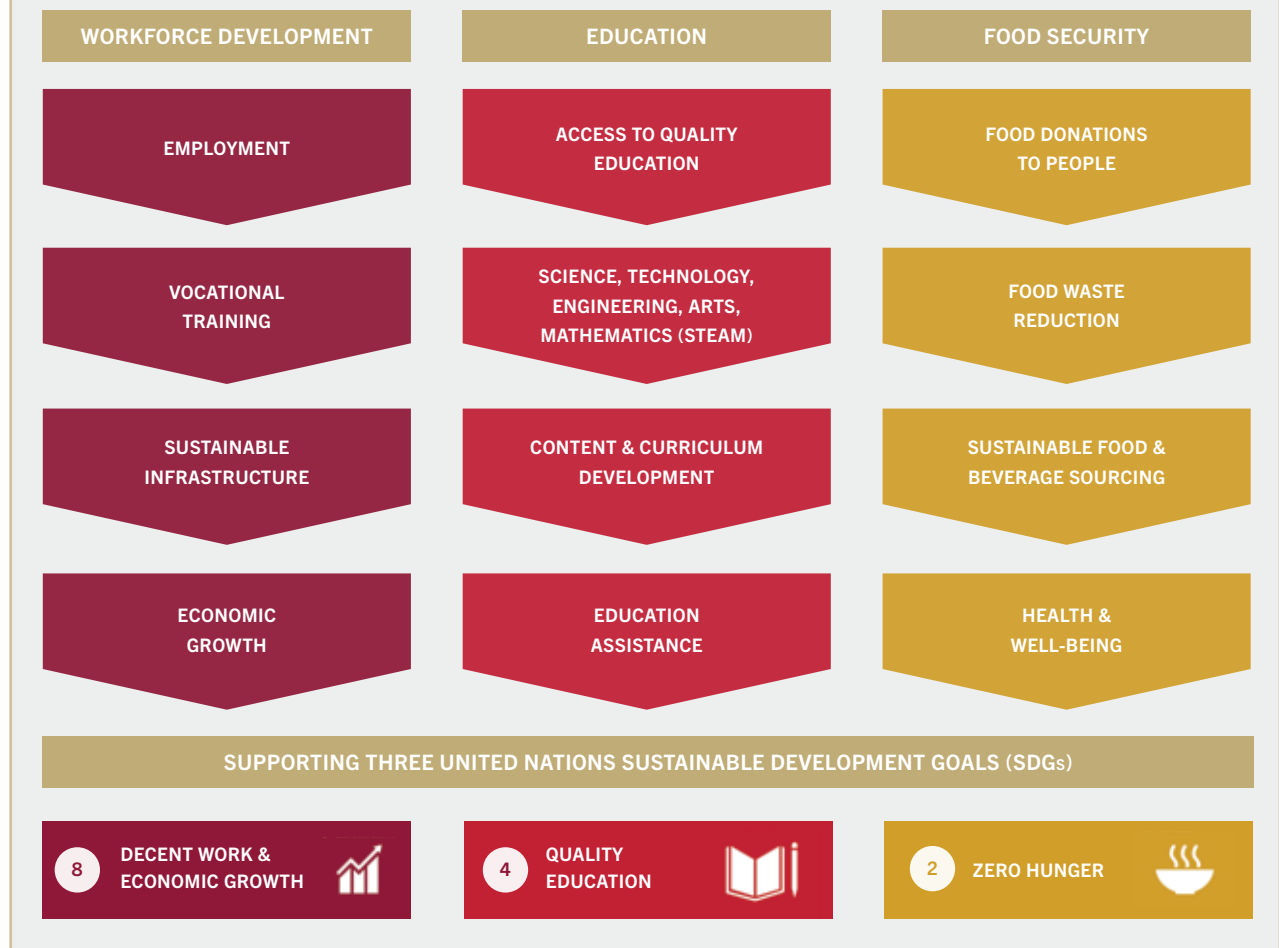
In 2020, we refreshed our Philanthropy and Community Engagement strategy in support of our long-range 2025 Social Impact & Sustainability goals and to further align with specific UN Sustainable Development Goals (SDG). We established a set of strategic priorities for our Philanthropy and Community Engagement efforts: on Workforce Development, Education and Food Security. These support SDG 8: Decent Work and Economic Growth, SDG 4: Quality Education and SDG 2: Zero Hunger respectively.

While our giving and volunteering efforts do extend beyond these three themes, we deemed these three areas most strategically relevant to our business and the communities in which we operate and therefore worthy of prioritization.

We have multiple desired outcomes from our Philanthropy and Community Engagement efforts. These include, but are not limited to:

- Strengthen the economic livelihood, capacity and resiliency of communities encompassing MGM's employee and customer footprint

## PHILANTHROPY & COMMUNITY ENGAGEMENT STRATEGIC PRIORITIES



- Help develop sustainable institutions, smart cities and ecosystems
- Support good jobs, meaningful careers, work and wages
- Promote next-gen skills development, career training and retooling

- Collaborate with public sector, policy makers, educators and nonprofits

We plan to achieve these outcomes by promoting a culture of inclusion and philanthropy, and by actively encouraging employee volunteering and giving.



At MGM Resorts, we believe our employees truly reflect the best in humanity. In a normal year, thousands of employees can be found volunteering in service to their communities. Within the first few months of 2020, Covid-19 changed the landscape of this service. In March 2020, we shut down all our U.S. properties as a preventative measure, prioritizing the health and safety of our employees and guests. As the public health crisis quickly devolved into an economic one, people lost their jobs, schools closed, and medical professionals found themselves in desperate need of personal protective equipment (PPE). With the same spirit and energy normally channeled into community volunteerism, our employees found new ways to aid in mitigating the many social challenges generated by this crisis.

## PERSONAL PROTECTIVE EQUIPMENT

As great as the need for food was among families and individuals within our communities, we also knew there was a significant shortage of PPE for our medical professionals. MGM Resorts quickly teamed up with the Nevada Covid-19 Task Force to assist. By leveraging our supply chain, procurement capabilities, distribution systems, supplier network and other resources, we provided urgent logistical support to help manage supply shortages of critical items. Through our colleagues in Macau, we procured and delivered 261,000 gowns, 200,000 gloves, and 500,000 KN-95 masks to the state of Nevada.



**PPE PROCURED  
AND DELIVERED  
TO THE STATE  
OF NEVADA**



**261,000**  
MEDICAL GOWNS



**200,000**  
GLOVES



**500,000**  
KN-95 MASKS



CHEFS COOKED 1,000  
HOT MEALS PER DAY FOR  
CATHOLIC CHARITIES OF  
SOUTHERN NEVADA IN  
APRIL 2020

DONATED MORE THAN  
1.1 MILLION MEALS TO THE  
COMMUNITIES IN WHICH  
WE OPERATE IN 2020

MORE THAN 2.6 MILLION  
MEALS DONATED SINCE  
OUR FEEDING FORWARD  
PROGRAM BEGAN IN 2016

## FOOD DONATIONS

It became clear early on that the ramifications of the pandemic shutdown were profound. Our executive chefs quickly mobilized to safely donate all available fresh food from our properties to charitable organizations serving those in need. Executive Chef Anthony Amoroso, one of the champions of our long-standing Feeding Forward program, was one of the leaders who took charge to coordinate the major logistical effort to rescue as much food as possible during the early months of the pandemic. “MGM Resorts is well known for our award-winning menus and exclusive food and beverage dining experiences,” said Chef Amoroso. “But we also have a long history of distributing food to those in need. When Covid hit,

we immediately knew it was time to align and make a plan. Our teams came together to ensure that the fresh food at our resorts was collected, packaged and transferred safely in record time. We’ll continue to connect with our partners and distribute meals back into our communities as the opportunities arise. We’re proud to help however we can.”

Thanks to the tenacity of our chefs and our long-standing community partnerships, within days of shutting down, MGM Resorts donated more than 662,000 pounds of food—or 552,000 meals—to the communities in which we operate. In Southern Nevada, we donated 444,000 pounds of food,

equivalent to 370,000 meals. Throughout the rest of the U.S., we donated an additional 219,000 pounds of food, equivalent to 182,000 meals.

During most of the month of April, MGM Resorts’ chefs cooked and donated 1,000 hot meals daily that were distributed through Catholic Charities of Southern Nevada.

MGM Resorts donated more than 1.1 million meals in 2020, taking us to a cumulative total of 2.6 million meals donated since our Feeding Forward program began in 2016. This takes us halfway to our goal of 5 million meals donated by 2025.





## EMPLOYEE EMERGENCY GRANT FUND

Under the strain of job loss, food insecurity, and lack of childcare, financial uncertainty began to infiltrate the lives of many. Within weeks, the MGM Resorts Foundation expanded the Employee Emergency Grant Fund to assist eligible employees and their families by providing financial assistance. Thanks to generous donations from MGM employees, board members, Las Vegas entertainers, and Kirk Kerkorian's estate, the Employee Emergency Grant Fund disbursed over \$15.6 million, which covered 22,000 bill payments during 2020 on behalf of current and former employees in need of assistance.

**“Thank you again on behalf of my family. We deeply and sincerely appreciate you taking care of my dad’s funeral expenses. My family was moved and brought to tears once I told them that everything was taken care of by the Employee Grant Fund.”**

**-MGM Resorts Employee**

**22,000**

BILL PAYMENTS  
COVERED DURING  
2020 BY THE  
EMPLOYEE  
EMERGENCY  
GRANT FUND





MGM RESORTS INTERNATIONAL

# PROTECTING THE PLANET





## COMMITTED TO CONSERVATION

With more than 31 unique hotel and destination gaming offerings in the United States and Macau employing tens of thousands of people, MGM Resorts upholds its role in leading efforts to protect the planet. In the spirit of conservation, we are committed to creating a more environmentally sustainable future, while striving to make a difference in the lives of our employees, guests and in the communities where we operate.

Over the last number of years, we have made significant progress in managing our operational environmental footprint. In 2020, we broadened our focus and established a comprehensive Sustainable Supply Chain strategy. This is based on our deep awareness that much of our extended environmental footprint is in our supply chain and ‘embedded’ in the products we buy from suppliers in the U.S. and around the world. Our strategy also integrates the concepts of social equity, ecological health, economic value, ensuring a well-balanced approach to driving a positive social impact and sustainability through our supply chain.

## STRATEGIC PRIORITIES

MGM Resorts’ Environmental Sustainability commitment is captured in our platform “Focused on What Matters: Embracing Humanity & Protecting the Planet.” We work to protect the planet by focusing efforts on three strategic priorities that address our main environmental footprints related to water, energy and materials.

For each of these priorities, we recognize that to reduce our environmental footprints, we need to start by designing buildings that are efficient from the start; continue by operating them efficiently; and hone in on actions that are likely to make the most difference. For water, that means focusing most on reducing consumptive water use; for energy, that means ramping up our use of renewables; and for materials, it means



focusing on the material flows and waste associated with one of our most important product categories: food and beverage.

In addition, since much of our extended environmental footprint and risk is embedded in our supply chain, we are more directly connecting our social impact and sustainability strategy with our supply chain strategy.





## PROTECTING THE PLANET: IT'S IN THE DETAILS

We recognize that to effectively bring environmental sustainability to life means having both a clear overall strategy and a commitment to get into the details. So, while we do pursue ambitious goals and major projects, we also bring our strategy to life in a myriad of detailed ways.

### SOLAR ELECTRICITY

At the end of 2020, MGM had 9.6MW of installed solar capacity. By the end of 2021, that will leap to 109.6MW based on the completion of our 100MW array in North Las Vegas.

### MATERIALS DIVERSION PROGRAM

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 non-traditional items such as hangers, towels and oysters.

### 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.

### 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).

### LED LIGHTING

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

### SUSTAINABLE EVENTS IDEAS DECK

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 sustainable practices. Our program is encapsulated in a user-friendly deck of 52 Sustainable Event Ideas.

### 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.

### 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.

### FOOD WASTE DIVERSION

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, co-mingled food and compostable disposables to compost; and grease to biofuel. We also rescue unserved food to feed people in need in our communities.

### 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.

## ENVIRONMENTAL STRATEGY CONNECTION TO CLIMATE STRATEGY

Since climate change is a defining issue of our age, we consider each of our strategic pillars of water, energy and materials depicted above to be intrinsically connected to our climate strategy as well (not just the energy pillar as is often the case for many company efforts related to climate).

Our comprehensive climate strategy will be revealed later in 2021 and will include alignment with the recommendations of the Task Force on Climate-Related Climate Disclosure (TCFD), ambitious Science-Based Targets (SBT) for Scope 1, 2 and 3 emissions, and a clear roadmap to pursue these long-term targets.





## POWERING UP THE MGM RESORTS MEGA SOLAR ARRAY



While we see our climate strategy as broader than an energy strategy, our energy efforts — notably increasing use of renewable energy — do play a key role in our approach to decarbonization.

In 2020, we advanced construction of our 100 megawatt utility-scale solar array in North Las Vegas. With over 330,000 panels arranged across 700 acres, the solar array powers up to 90% of

the daytime electricity used at all MGM Resorts properties on the Las Vegas Strip — over 65 million square feet. For comparison, the array will generate the same amount of electricity needed to power approximately 27,000 homes for a year.

This array will play a major role in helping us meet our current climate goal to reduce Scope 1 and 2 carbon emissions by 45% ahead of our 2025 target year (2007 baseline).

MORE THAN  
**330,000**

SOLAR PANELS  
ARRANGED OVER  
700 ACRES





## SUSTAINABLE SUPPLY CHAIN ---

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## PROCUREMENT AS AN ENABLER OF SOCIAL IMPACT AND SUSTAINABILITY

MGM Resorts is a major buyer of goods and services, and a large proportion of our overall spending is concentrated in our home city of Las Vegas. As such, we have significant market power in many purchasing categories. We have used this power to advance our commitment to investing in our communities, fostering diversity and inclusion, and protecting the planet while delivering economic benefits to our stakeholders.

Recognizing this as a complex and multi-faceted area of program development, in 2019 and 2020 we engaged the Sustainable Purchasing Leadership Council (SPLC: [sustainablepurchasing.org](https://sustainablepurchasing.org)) and leveraged their Strategic Program Planning Process (SP3) to help us develop a comprehensive strategy.

SPLC inspired us to connect and organize our previously separate work on supplier diversity and environmentally preferable purchasing with emerging work on supply chain human rights and Total Cost of Ownership into one holistic sustainable supply chain program.

As this strategy unfolds, we will increasingly prioritize working with suppliers and procuring products and services that deliver on the core attributes of price competitiveness and quality but that *also* help us meet our environmental, social and economic goals *while* helping reduce our main environmental, social and economic risks. By doing so, we believe we will progressively develop a truly sustainable supply chain.

## PROCUREMENT THAT SUPPORTS OUR GOALS

Our sustainable supply chain charter summarizes how our procurement efforts directly align with our stated 2025 goals for protecting the planet and fostering diversity and inclusion. It also clarifies how we are planning for emerging objectives such as quantifying Scope 3 emissions associated with purchased goods and services, reducing climate and water risks, and assessing and mitigating human rights risks in our supply chain. Since understanding total spend is a foundation for effective measurement of progress on a sustainable supply chain, we have been actively working to gain a clear and consistent picture of what we buy and from whom, across regions and countries.

### SUSTAINABLE SUPPLY CHAIN CHARTER & ALIGNMENT TO GOALS

MGM Resorts procurement is Focused on What Matters. We use our purchasing power to measurably advance the company's mission to embrace humanity and protect the planet, while also delivering economic benefits to all our stakeholders.

#### ENVIRONMENTAL

REDUCE WATER PER  
SQUARE FOOT BY 30%

REDUCE CARBON PER  
SQUARE FOOT BY 45%

REDUCE ENERGY PER  
SQUARE FOOT BY 25%

ACHIEVE 60% MATERIALS  
DIVERSION RATE

#### SOCIAL

SPEND WITH DIVERSE  
SUPPLIERS AT LEAST 10%

SUPPLIER DIVERSITY  
MENTORSHIP 50 GRADUATES

#### ECONOMIC

BEST VALUE  
PURCHASING

LOCAL ECONOMIC  
DEVELOPMENT

#### EMERGING

SCOPE 3 EMISSIONS  
AND CLIMATE & WATER  
RISK REDUCTION

#### EMERGING

SUPPLIER CODE OF  
CONDUCT AND HUMAN  
RIGHTS ASSESSMENT

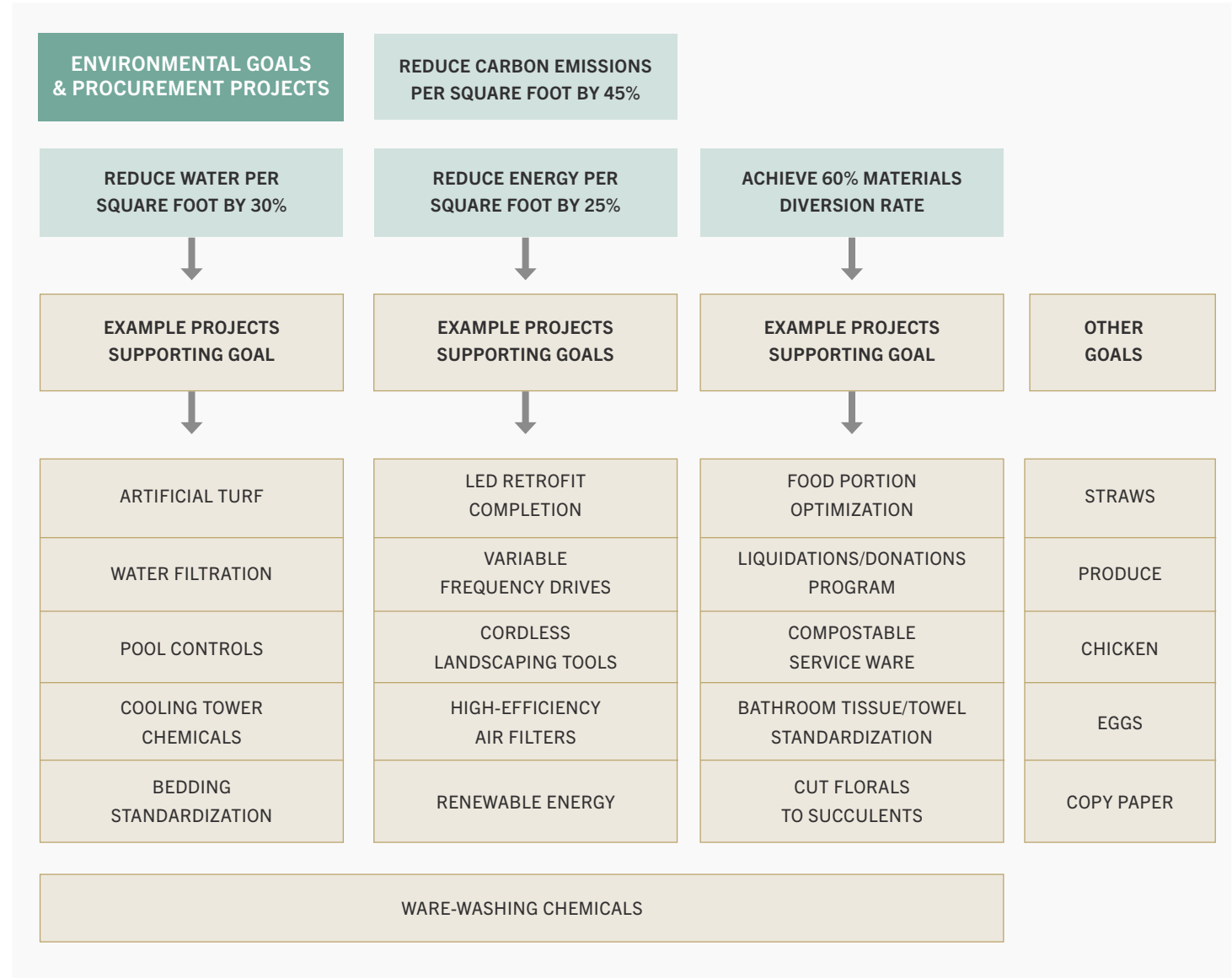
#### EMERGING

TOTAL SPEND  
VISIBILITY

## SUSTAINABLE SUPPLY CHAIN: CURRENT PROJECTS ALIGNED WITH PROTECTING THE PLANET GOALS

We have a range of current procurement projects that support our stated 2025 Protecting the Planet goals. For example, to reduce water, we have sourced large quantities of artificial turf to replace more water-intensive grass at multiple properties. For energy, we have continued our lighting retrofit program and nearly replaced all of our over 1.5 million lights with energy-efficient LEDs; and for materials diversion we have implemented multiple product optimization or substitution efforts to help reduce material volumes and increase our material diversion from landfill.

Some projects, such as our partnership with Ecolab to convert to a smarter ware-washing solution, help us make progress on multiple environmental goals with one purchasing transition. Others, such as our shift to cage-free eggs and environmentally preferable copy paper, may not be tied directly to our 14 primary social impact and sustainability goals, but do still help us make progress on issues that matter to our company and our stakeholders.





## THE EGG CAME FIRST

MGM Resorts properties are known for providing exceptional dining experiences, with a reputation for delivering first-rate meals and unparalleled service. This focus on quality extends to our growing commitment to source more sustainable food and beverage options and meet the growing market and stakeholder demand for these options.

As one of our early commitments to measurably increase our sustainable food offering, in February 2020, the company set a policy and goal to source 100 percent of eggs (shell, liquid, and egg products) from cage-free sources throughout our global portfolio before 2030. In addition, we committed to sourcing chickens from suppliers certified by Global Animal Partnership.

We decided to have the egg come before the chicken, as it were, and are now proud to share that we've made substantial progress on our cage-free egg commitment. Even with property closures, lower guest volumes and the economic downturn caused by the Covid-19 pandemic, our cage-free egg spend in the U.S. increased from 12.7% in 2018 to 21.7% in 2020.

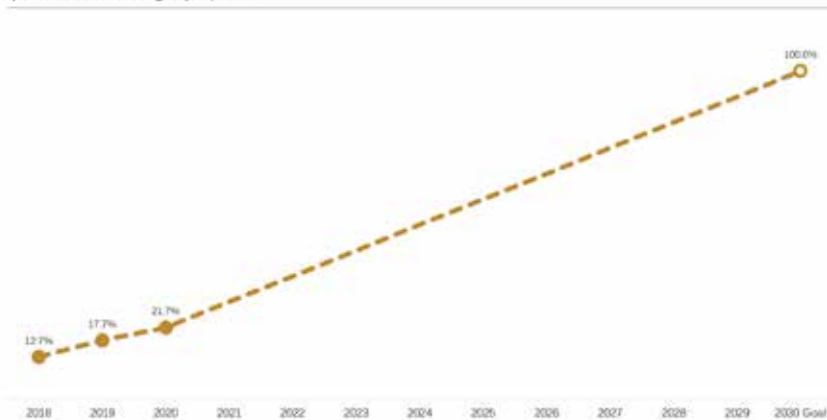
As the point person for this initiative, Executive Chef Anthony Amoroso believes that as a global leader in hospitality, MGM Resorts has a responsibility to lead on sustainability and use our purchasing power to effect positive change.

With this in mind, Chef Amoroso wanted to take our efforts one step further to focus on sourcing organic, not just cage-free, eggs. This is because organic eggs are considered to be more healthy and nutritious, while also being cage free. Based on this effort, by the end of 2020, all of our high-end food and beverage outlets in Las Vegas were using organic eggs, and Bellagio Hotel & Casino had 100% organic eggs across all F&B outlets, from high end to high volume.

We are now working to ramp up cage-free and organic egg sourcing at our regional properties and will increasingly focus on the liquid egg supply chain. After we've made substantial additional progress on our egg policy, we'll shift to our chicken policy.



Cage-free and organic eggs (U.S.)  
percent of category spend







## SMART PARTNERS BRING SMART RESULTS

With millions of pieces of reusable china, silverware, pots, pans and glassware needing cleaning regularly in the enormous dishwashers at our properties, MGM Resorts Director of Stewarding Rocky Bevevino believed that ware-washing could be an area to explore for water, energy and packaging efficiency. He reached out to our current vendor Ecolab to explore strategies that could maintain the high standards of cleanliness required in MGM's more than 400 food and beverage outlets, while also reducing environmental impact.

Ecolab is a global leader in water treatment, purification, cleaning and hygiene, with a major focus on the hospitality segment. They recommended piloting their new SmartPower solution for commercial dishwashing, soaking and rinsing.

Through an initial small-scale pilot at two dishwashing stations, Ecolab was able to indicate the potential for reduction in water, energy and packaging. An additional benefit was the cloud-based software that helped identify issues and inefficiencies at specific dishwashers in real time, thus enabling additional savings of energy and water.

In 2019, a comprehensive three-month pilot was conducted with the



SmartPower solution at multiple high-volume commercial dishwashers at Mandalay Bay Resort & Casino and Delano Las Vegas.

The pilot demonstrated meaningful benefits immediately, as our wash cycle reduced by 11% leading to a corresponding estimated 11% reduction in water and energy use, all while maintaining or improving cleanliness. Since the new product line came in smaller, more compact packaging, there was a 96% reduction in plastic waste. Finally, since the new chemical formulations were milder, the need for personal protective equipment was eliminated, providing health and safety benefits to employees.

The SmartPower program began rolling out across the company in the latter half of 2019 and continued into 2020. Approximately 75% of the company's dish machines have converted to the new solution, with the remaining scheduled to transition as the inventory of previously purchased product is depleted.


**11%**

REDUCTION  
IN WATER USE  
VS. PRIOR  
SOLUTION


**11%**

REDUCTION  
IN ENERGY  
USE VS. PRIOR  
SOLUTION


**96%**

REDUCTION  
IN PACKAGING  
USE VS. PRIOR  
SOLUTION





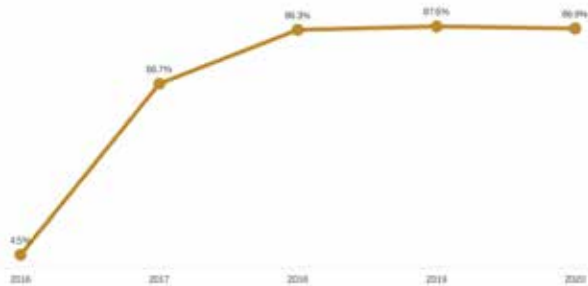
## ENVIRONMENTALLY PREFERABLE PAPER

In 2016, we started collaborating with our office supplies vendor, Staples, to transition to environmentally preferable paper. We established a preference for paper that either contained 30% or more post-recycled content and/or was FSC (Forest Stewardship Council) certified. Since then, our environmentally preferable purchasing has jumped from just 4.5% of copy paper spend in 2016 to 86.9% in 2020.

We have also partnered with Toshiba to reduce our printer fleet and add controls to help limit paper use. Finally, through Print Releaf, trees are replanted to offset the virgin fiber we use for much of our copy paper needs.



Environmentally-preferable copy paper (U.S.)  
percent of category spend







MGM RESORTS INTERNATIONAL

**MGM CHINA**





The people of Macau showed resilience and unity dealing with the pandemic and its impact under the strong leadership of the Chief Executive and the Macau government. Meanwhile, the employees of MGM China took great care to protect staff members, guests and the community as a whole. MGM China used its position as a prominent and responsible corporate leader to provide necessary supplies and support to various Macau communities and to help the region navigate the worst of the pandemic.

At MGM China, sustainability is about doing well by doing good. To ensure the long-term success of our business, it is fundamental that we look after those who mean the most to us, including our employees, business partners, suppliers, customers, the community and our shareholders. It is also equally important to take care of the earth and its precious natural resources, which we depend on for life itself.

Our Sustainability Policy outlines commitments to three overarching pillars: Responsible Business, Social Responsibility and Environmental Sustainability, with the following objectives:

### COMMITMENT TO RESPONSIBLE BUSINESS

We are committed to having governance systems in place to best manage sustainability risks and opportunities. We will include important stakeholder groups in the development of our sustainability programs through regular reporting and engagement initiatives.

Formed in 2012, the MGM Sustainability Committee (“Committee”) is responsible for establishing policies, programs and procedures that help move us towards fulfilling our sustainability vision and goals, and MGM China also has a team of dedicated professionals who are responsible for the daily implementation of our sustainability objectives and targets. To help strengthen the company’s sustainability policies and programs, there is continuous communication with key stakeholders in long-term, multi-channel dialogue.

### COMMITMENT TO SOCIAL RESPONSIBILITY

We are committed to providing employees with a great place to work and develop. We will give back to the community and invest in its long-term development and prosperity.

In 2020, MGM China donated 500,000 face masks to the Macau government to support its mask distribution program. The company also donated 100,000 child-sized masks and health-checking robots to the Women’s General Association of Macau. Both parties collaborated to launch the “Guardian of Love” program to distribute masks to eligible children and help monitor their health.



MGM China also partnered with various community partners to deliver support for those in need. MGM China supplied frontline staff with masks, disposable caps and other necessary items, in partnership with Federation of Trade Unions of Macau (“FAOM”), General Union of Neighborhood Associations of Macau (“UGAMM”) and Caritas Macau. The company also donated anti-pandemic supplies to community organizations, including Tung Sin Tong, Holy House of Mercy, FAOM, UGAMM, Fuhong Society of Macau and Caritas Macau, which benefitted local community services and underprivileged families.

### COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY

We will continuously work to minimize the environmental impacts of our business operations.

A keen supporter of green management, MGM China has incorporated environmentally preferable elements into its properties from planning and design to daily operation. In 2018, MGM became the first integrated resort operator in Macau to abandon all single-use plastics in takeaway packaging. Moreover, as a continuous effort to phase out the provision of plastic bottled water at its properties, 2020 has seen a 60.3% reduction (2.4 million bottles) as compared to when the initiative first rolled out in 2018. Additionally, seven new beverage stations were installed on the gaming floor to further reduce consumption of bottled water.

MGM China is also committed to reducing its emissions through resource efficiency initiatives and by fostering climate change awareness and action among employees. On top of winning gold in the Macau Green Hotel Award, both MGM Macau and MGM Cotai attained the ISO 50001:2018 certification for effective energy management systems (“EnMS”). MGM Cotai is also a recipient of the ISO 14001:2015 Environmental Management System Certification. Its commitment to green buildings was recognized with major accolades, including a merit honor at Green Building Award, Asia Pacific Innovation Award from International Facility Management Association (IFMA) and ASHRAE Technology Award — Honorable Mention Winner in both Region (APAC and Society (Global) Level.



## 2020 AWARDS & RECOGNITIONS

### FOSTERING DIVERSITY & INCLUSION

One of the Best Places to Work for LGBTQ Equality  
(9th consecutive year) — Human Rights Campaign

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

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

### GENERAL

One of the World's Most Admired Companies  
(5th consecutive year as a top rank) — Forbes

One of the World's Best Employers (only company  
on the Las Vegas Strip to make the list) — Forbes

### INVESTING IN 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)

### PROTECTING THE PLANET

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



## DIVERSITY & INCLUSION PARTNERS

100 Black Men of America, Inc.

American Indian College Fund

Asia Society

Asian American Business Development Center

Asian Community Development Council (ACDC)

Asian Pacific American Institute for Congressional Studies

Congressional Black Caucus Foundation

Congressional Hispanic Caucus

Institute Cultural Diversity Foundation Disability:IN

Diversity Best Practices (Bonnie Working Mother Media)

Gay and Lesbian Chamber of Commerce of Nevada

Hispanic Association of Colleges and Universities (HACU)

Hispanic Association on Corporate Responsibility (HACR) Hispanic Scholarship Fund

Human Rights Campaign National

Human Rights Campaign Las Vegas

International Gay & Lesbian Travel Association Foundation Inc. (IGLTA)

International Gay and Lesbian Travel Association (IGLTA)

Las Vegas Asian Chamber of Commerce (ACC)

Las Vegas Urban Chamber of Commerce

Latin Chamber of Commerce Community Foundation

Latin Chamber of Commerce Nevada Inc. (LCC)

National Association for the Advancement of Colored People (NAACP)

National Association for the Advancement of Colored People (NAACP) - Las Vegas

National Association of Minority Contractors (NAMC)

National Association of Minority Contractors (NAMC) - Nevada

National Association of Women Business Owners (NAWBO) - Las Vegas

National Association of Women in Construction (NAWIC) - Las Vegas Chapter #74

National Coalition of Black Meeting Planners

National Gay & Lesbian Chamber of Commerce

National Minority Supplier Development Council (NMSDC)

National Society of Minorities in Hospitality

Organization of Chinese Americans (OCA)

Out & Equal Workplace Advocates

SER National

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)

U.S. Black Chambers, Inc.

Unidos US (formerly NCLR)

United States Hispanic Chamber of Commerce

United States Veterans Initiative (U.S. VETS)

US Pan Asian American Chamber of Commerce (USPAACC)

Western Regional Minority

Supplier Development Council (WRMSDC)

Women's Business Enterprise Council – West (WBEC – West)

Women's Business Enterprise National Council (WBENC)





## METRICS & GOALS

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# SOCIAL IMPACT & SUSTAINABILITY GOALS TO ACHIEVE BY YEAR END 2025

## ALL SOCIAL IMPACT & SUSTAINABILITY PILLARS

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

## FOSTERING DIVERSITY & INCLUSION

Ensure all employees have equal access to leadership opportunities

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

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

## INVESTING IN OUR COMMUNITIES

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

Award 600 post-secondary scholarships to children of employees

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

Reduce carbon emissions per square foot by 45% (2007 baseline)

Reduce energy per square foot by 25% (2007 baseline)

Reduce water per square foot by 30% (2007 baseline)

Achieve 60% materials diversion rate

\* Training is in development, targeted for completion by management employees in 2021 and 2022



## FOSTERING DIVERSITY & INCLUSION

	2017	2018	2019	2020	2025 Goal	Progress
<b>TALENT MANAGEMENT</b>						For historic trends, refer to charts on following pages
Total workforce (global) <sup>1,2</sup>	76,869	81,570	80,475	<b>62,117</b>		
Total management (global) <sup>1,2,3</sup>	5,619	6,924	6,592	<b>4,765</b>		
Total new hires (global) <sup>2</sup>	14,225	13,913	10,463	2,290		
Women in workforce (global 2018 onward), % <sup>1</sup>	51.1%	50.4%	50.3%	<b>49.8%</b>		
Women in management, percent of management <sup>1,3</sup>	44.4%	40.4%	41.0%	<b>43.2%</b>	Equal opportunity	Percent point change from 2018 baseline: +2.8%
Women new hires (global), %	51.9%	47.8%	50.5%	49.6%		
Racially and ethnically diverse talent in workforce (U.S.), % <sup>1,4</sup>	68.3%	69.0%	67.8%	<b>71.9%</b>		
Racially and ethnically diverse talent in management (U.S.), percent of U.S. management <sup>1,2,3,4</sup>	42.9%	44.5%	47.8%	<b>43.6%</b>	Equal opportunity	Percent point change from 2011 baseline: +5.9%
Racially/ethnically diverse new hires (U.S.), % <sup>4</sup>	65.0%	84.3%	71.7%	73.9%		
<b>DIVERSE &amp; INCLUSIVE WORKPLACE CULTURE</b>						
Total number of employees in voluntary development programs (U.S.) <sup>2,5</sup>	71	373	834	411		
Number of Employee Network Groups (U.S.) <sup>6</sup>	17	20	23	21		
Number of Employee Network Group members (U.S.) <sup>2,6</sup>	1,802	4,114	4,175	2,821		
Positive perception rating on diversity & inclusion culture in employee survey (U.S.), % <sup>7</sup>	77%	78%	-	81%		
<b>SUPPLIER DIVERSITY</b>						
Total biddable spend (U.S.), \$ <sup>1,2,8</sup>	\$1,656,722,382	\$1,955,843,656	\$1,975,455,657	<b>\$912,099,168</b>		
Tier 1 diverse supplier spend (U.S.), \$ <sup>1,2,9</sup>	\$157,328,887	\$182,943,376	\$179,280,527	<b>\$85,730,622</b>		
Tier 1 diverse supplier spend (U.S.), percent of biddable spend <sup>1,8,9</sup>	9.5%	9.4%	9.1%	<b>9.4%</b>	10.0%	Percent point change from 2011 baseline: +1.86%
Design & construction spend (U.S.), \$ <sup>2</sup>	\$750,839,034	\$691,663,451	\$224,448,264	\$41,841,972		
Diverse design & construction spend (U.S.), \$ <sup>2</sup>	\$165,697,713	\$200,387,341	\$51,245,491	\$8,086,546		
Diverse design & construction spend (U.S.), %	22.1%	29.0%	22.8%	19.3%		
Diverse supplier mentorship program (U.S.), cumulative graduates <sup>1</sup>	4	8	12	<b>18</b>	50	Progress to goal: 36%

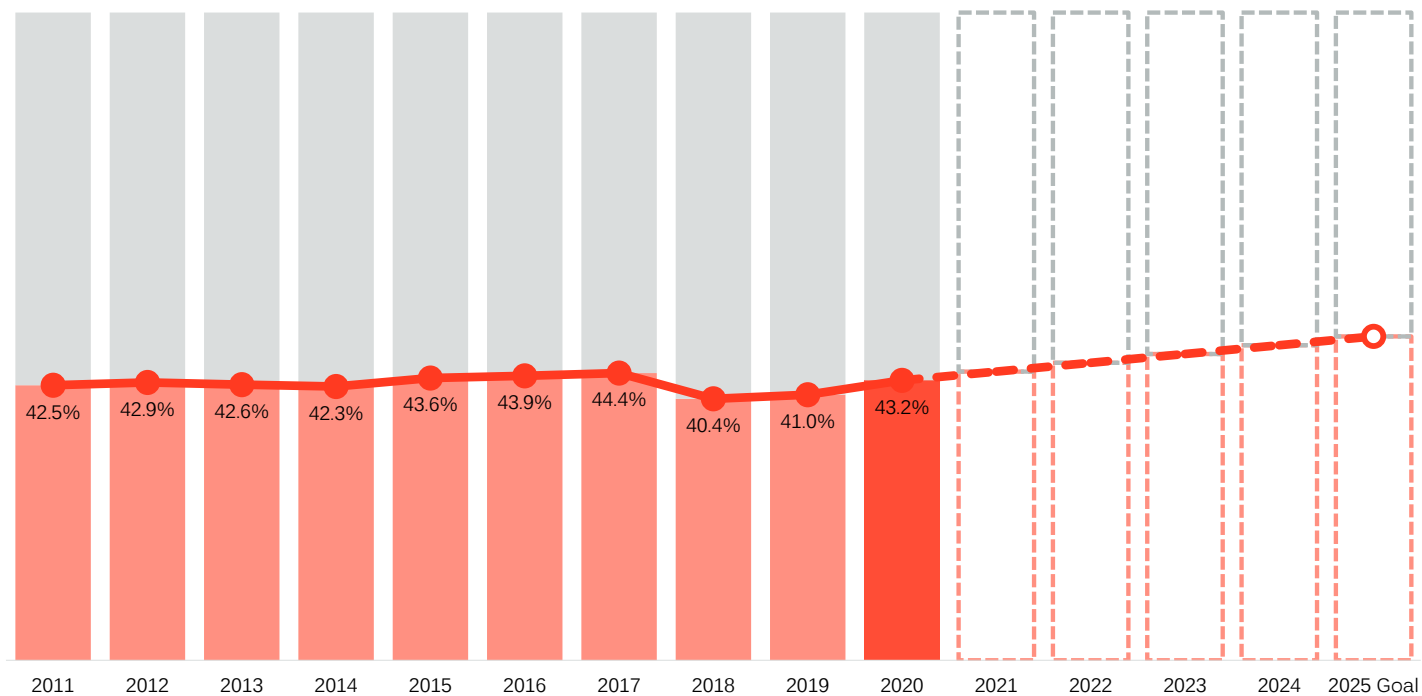
### NOTES

- Any 2020 datapoint that is **bold** has been reviewed by the MGM Internal Audit department.
- 2019 to 2020 reductions mainly driven by Covid-related closures.
- Management includes employees graded in MGM HR systems as 'IC2' and above in the U.S. and level 16 and above in China. The year 2017 reflects U.S. data only.
- Racial and ethnic diversity is defined in accordance with the U.S. Equal Employment Opportunity Commission (EEOC) and based on voluntary self-identified disclosure by employees.
- Includes Learning Experiences Accelerate Development (LEAD) and Jumpstart development programs. LEAD began in late 2017 and Jumpstart began in 2019.
- Examples of Employee Network Groups (ENGs) include African American, Veterans, Women's, Young Professionals, LGBTQ+ etc.
- Employee survey not performed in 2019.
- Tier 1 biddable spend is non sole-source procurement (excluding design & construction procurement) on which diverse suppliers can bid.
- Tier 1 diverse supplier spend is spend with certified diverse suppliers (minority, women, veteran, disabled, LGBTQ+ owned suppliers).





## Women in management percent of management



Management includes employees graded in MGM HR systems as 'IC2' and above in the U.S. and level 16 and above in China. The years 2011 to 2017 reflect U.S. data only.

### 2025 Goal

Ensure all employees have equal access to leadership opportunities

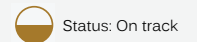


### 2020 Highlights

- As of December 31, 2020, management represented 7.7% of our global employee base (4,765 of 62,117)
- From 2018 to 2020 the percent of women in management across the U.S. and China trended upwards to 43.2%, in line with our goal to ensure equal access to leadership opportunities

### Progress

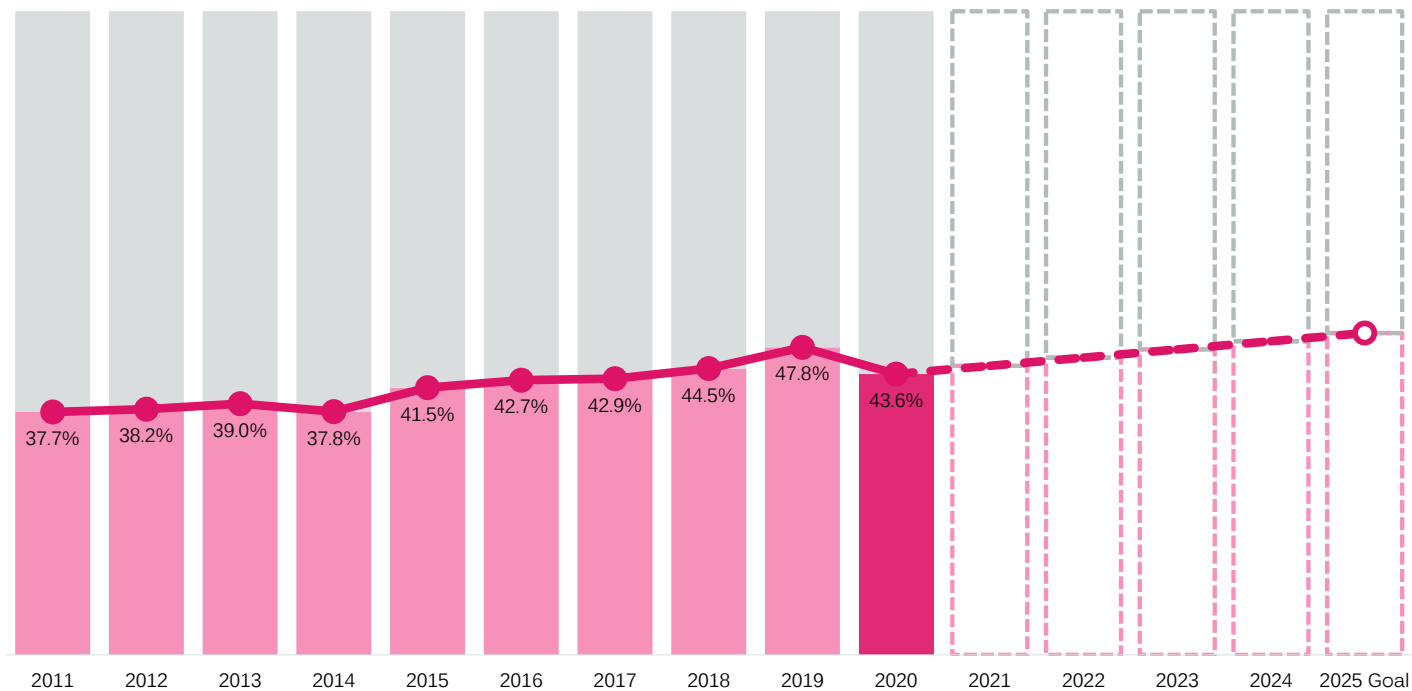
- 2018 global baseline: 40.4% women in management
- 2020: 43.2% women in management
- Percent point change from 2018 baseline: +2.8%



Status: On track



## Racially and ethnically diverse talent in management (U.S.) percent of U.S. management



Racial and ethnic diversity is defined in accordance with the U.S. Equal Employment Opportunity Commission (EEOC) and based on voluntary self-identified disclosure by employees.

### 2025 Goal

Ensure all U.S. employees have equal access to leadership opportunities

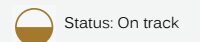


### 2020 Highlights

- As of December 31, 2020, management represented 7.9% of our U.S. employee base (4,070 of 51,753)
- Covid-related business shutdowns resulted in reductions to our workforce and management ranks, which corresponded with a decline in our diverse population
- To drive future performance towards our goal, we launched a range of programs in 2020 including data-driven diversity dashboards for properties and business units and a new Accelerated Leadership Program, which includes a high proportion of diverse talent
- In 2020 we also hosted a series of CEO and Board-led "Courageous Conversations" to better understand and help improve the experience of diverse employees within our company

### Progress

- 2011 baseline: 37.7% racially and ethnically diverse talent in management
- 2020: 43.6% racially and ethnically diverse talent in management
- Percent point change from baseline: +5.9%

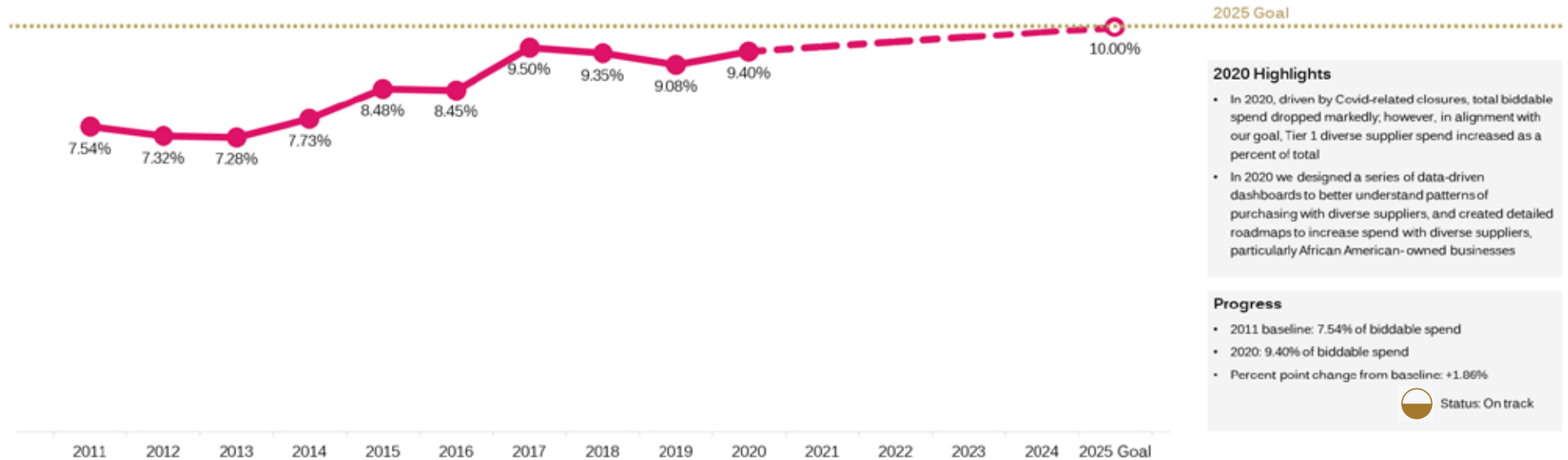




## Tier 1 diverse supplier spend (U.S.) percent of biddable spend

### 2025 Goal

Spend 10% of domestic biddable procurement with diverse suppliers



### 2025 Goal

### 2020 Highlights

- In 2020, driven by Covid-related closures, total biddable spend dropped markedly; however, in alignment with our goal, Tier 1 diverse supplier spend increased as a percent of total
- In 2020 we designed a series of data-driven dashboards to better understand patterns of purchasing with diverse suppliers, and created detailed roadmaps to increase spend with diverse suppliers, particularly African American-owned businesses

### Progress

- 2011 baseline: 7.54% of biddable spend
- 2020: 9.40% of biddable spend
- Percent point change from baseline: +1.86%

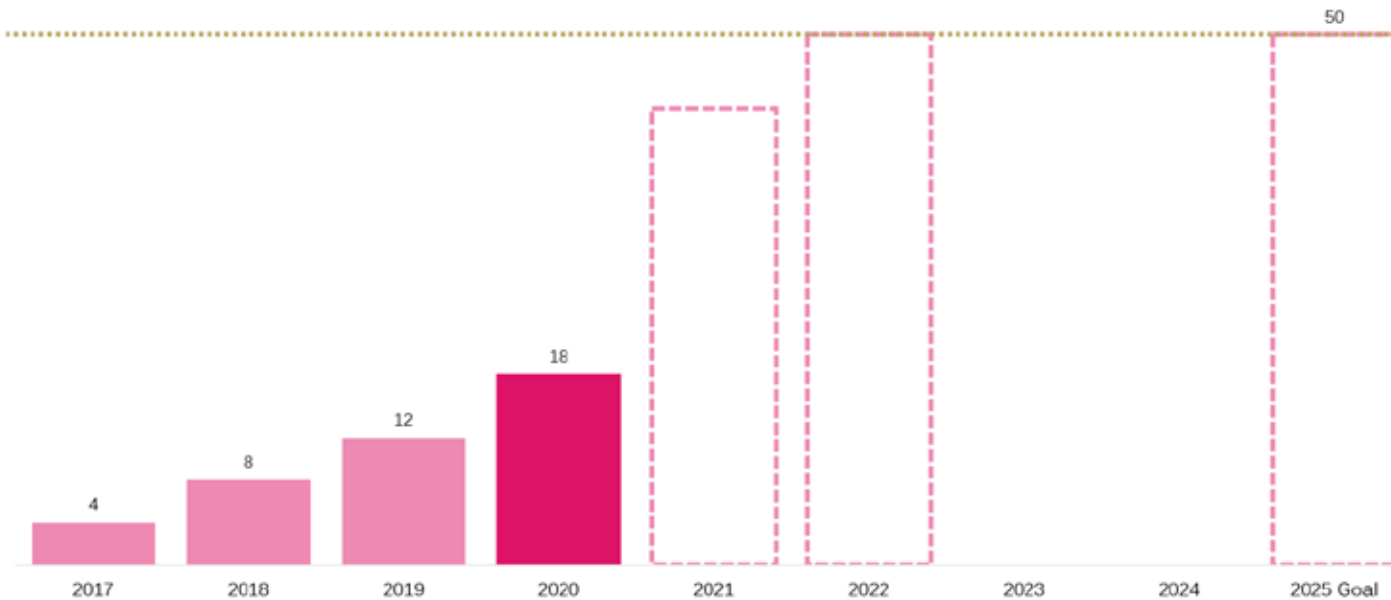


Tier 1 biddable spend: non sole-source procurement (excluding design & construction) on which diverse suppliers can bid.





## Diverse supplier mentorship program (U.S.) cumulative graduates



### 2025 Goal

Expand Supplier Diversity  
Mentorship Program to achieve  
50 graduates



### 2025 Goal

### 2020 Highlights

- In 2020 six new diverse suppliers graduated from our Diverse Supplier Mentorship Program, bringing our cumulative total to 18
- The program offers a select number of diverse suppliers valuable guidance and resources to help enhance their business operations and position them to effectively compete in corporate supply chains, including MGM's supply chain
- Based on our deeper focus on engaging diverse suppliers, in 2021 we decided to increase the number of mentees from our originally planned six up to 25, we now expect to meet our goal of 50 graduates by the

### Progress

- 2017 program start: 4 graduates
- 2020: 18 cumulative graduates
- Progress to goal: 36%



Status: On track



## Investing in Our Communities

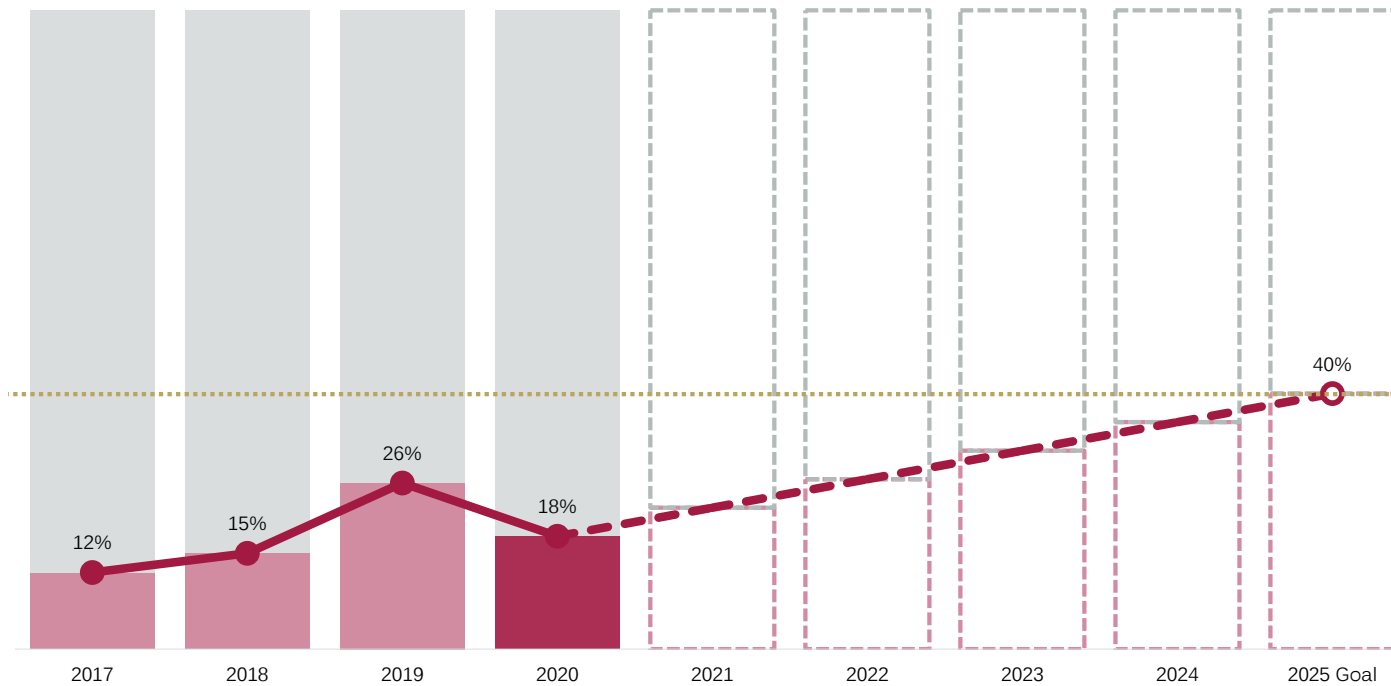
	2017	2018	2019	2020	2025 Goal	Progress
<b>WORKFORCE DEVELOPMENT</b>						For historic trends, refer to charts on following pages
Corporate giving to workforce and education programs (U.S.), percent of total U.S. corporate giving <sup>1,2,3</sup>	12%	15%	26%	18%	40%	Percent point change from 2017 baseline: +6%
Employee higher education enrollments fully funded by MGM (U.S.)	N/A	N/A	252	256		
Employee higher education tuition reimbursed by MGM (partially or fully funded) (U.S.), \$	\$601,184	\$709,474	\$1,180,558	\$952,590		
Employees participating in tuition reimbursement programs (partially or fully funded) (U.S.) <sup>2</sup>	395	421	577	352		
Scholarships awarded to children of employees (U.S.), cumulative scholarships <sup>1</sup>	0	0	100	208	600	Progress to goal: 35%
Value of scholarships awarded to children of employees, cumulative \$	\$0	\$0	\$1,000,000	\$2,000,000		
<b>COMMUNITY DEVELOPMENT</b>						
Approximate wages paid (U.S.), \$ <sup>2,4</sup>	\$3.3B	\$3.3B	\$3.5B	\$2.1B		
<b>GIVING</b>						
Foundation Employee Direct Designations, (U.S.), \$ <sup>2</sup>	\$1,869,548	\$1,700,686	\$1,782,830	\$691,584		
Foundation Community Grants (U.S.), \$ <sup>2</sup>	\$2,129,954	\$2,894,124	\$3,098,669	\$2,492,988		
Community donations through the MGM Resorts Foundation (U.S.), \$ <sup>1,5</sup>	\$5,213,826	\$4,594,810	\$4,881,499	<b>\$17,774,072</b>		
Community donations through the MGM Resorts Foundation (U.S.), cumulative \$ <sup>1,5</sup>	\$73,508,695	\$78,103,505	\$82,985,004	<b>\$100,759,077</b>	\$100,000,000	Progress to goal: 100.8%
Employees giving to MGM Resorts Foundation (U.S.), percent of payroll-eligible employees <sup>1,6</sup>	68%	71%	34%	42%	75%	Percent point change from 2002 baseline: +9%
Company cash giving (global), \$ <sup>7</sup>	\$12,224,906	\$11,248,961	\$13,372,553	\$15,817,205		
Company in-kind giving (global), \$ equivalent <sup>2,8</sup>	\$3,785,988	\$7,082,629	\$6,230,220	\$3,279,364		
Total company cash and in-kind giving (global), \$ equivalent	\$16,010,894	\$18,331,590	\$19,602,772	\$19,096,569		
<b>VOLUNTEERISM</b>						
Employee volunteer hours logged (U.S.) <sup>1,2</sup>	114,954	123,779	70,573	<b>12,353</b>		
Employee volunteering (U.S.), cumulative hours logged <sup>1</sup>	770,192	893,971	964,544	<b>976,897</b>	1,000,000	Progress to goal: 98%
<b>FOOD DONATIONS</b>						
Funded meals donated <sup>1,9</sup>	97,210	104,909	140,000	<b>453,077</b>		
Total rescued meals donated <sup>1,10</sup>	208,717	279,338	465,692	<b>661,887</b>		
Meals donated to charitable organizations <sup>1,11</sup>	305,927	384,247	605,692	<b>1,114,964</b>		
Meals donated to charitable organizations, cumulative total <sup>1,11</sup>	538,797	923,044	1,528,735	<b>2,643,699</b>	5,000,000	Progress to goal: 53%

### NOTES

- Any 2020 datapoint that is bold has been reviewed by the MGM Internal Audit department.
- 2019 to 2020 reductions mainly driven by Covid-related closures.
- Corporate giving represents cash gifts from corporate entities only. Excludes in-kind gifts and giving from individual properties.
- MGM Resorts direct payroll to employees in the U.S.
- Up to and including 2019, the MGM Resorts Foundation was funded primarily by MGM employee contributions. In 2020, significant funding was provided for Covid relief from other sources, including the company.
- Employees on furlough or epidemic/unforeseen leave as of December 31 of reporting year are not included in the number of payroll-eligible employees.
- Company giving represents cash gifts from corporate entities individual properties. Increase driven by new grants and programs including scholarships to children of employees. Includes cash giving by MGM China, using currency conversion as of December 31 of reporting year.
- In-kind giving includes donations other than cash that may include comps, rooms, meals, show tickets, obsolete items, labor, property events, marketing donations, one-off events and conventions. Includes in-kind giving by MGM China, converted to dollar equivalent, using currency conversion as of December 31 per year.
- Funded meals donated includes: direct cash contributions to food banks; in-kind provision of food; or meal preparation by chefs. Cash contributions converted to meals based on estimated number of meals per dollar provided. Dollar to meal equivalent values ranged from 3 meals for \$1 to 1 meal for \$10.
- Rescued meals includes: non-perishable food & beverage, perishable unprepared meals, and perishable prepared meals recovered from our resorts and donated to charitable organizations. Weight of food rescued converted to 'meal' using U.S. Department of Agriculture (USDA) recommendation: 1 meal = 1.2 pounds.
- Meals donated = funded meals + rescued meals.



## Corporate giving to workforce and education programs (U.S.) percent of total U.S. corporate giving



Corporate giving represents cash gifts from corporate entities only. Excludes in-kind gifts and giving from individual properties.

### 2025 Goal

Expand support of workforce development and education programs to 40% of corporate giving



### 2020 Highlights

- In 2020, our giving to workforce development and education programs decreased to 18% of our total corporate giving
- This was driven by a shift in our giving priorities due to the Covid pandemic: we focused on supporting immediate needs of our employees and communities
- We expect to be back on track in 2021 to achieve our 2025 goal

### 2025 Goal

### Progress

- 2017 baseline: 12% of U.S. corporate giving
- 2020: 18% of U.S. corporate giving
- Percent point change from baseline: +6%

Status: Enhancing efforts

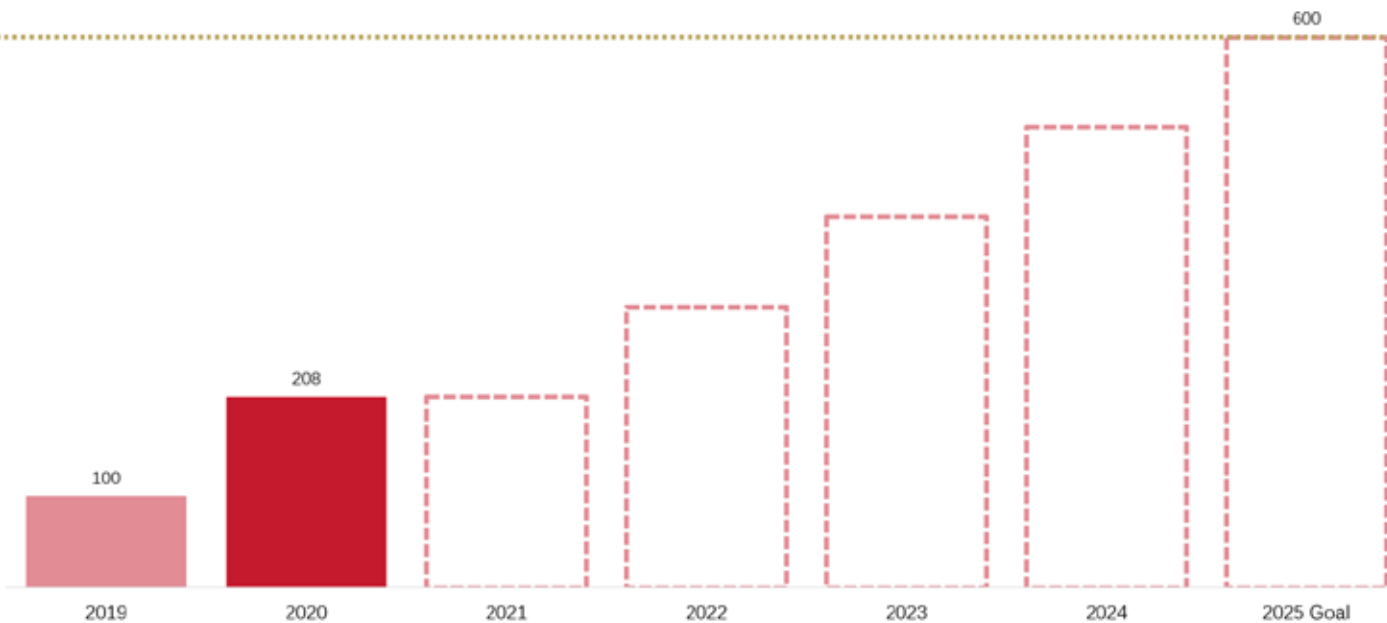




## Scholarships awarded to children of employees (U.S.) cumulative scholarships

### 2025 Goal

Award 600 post-secondary scholarships to children of employees

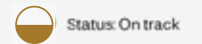


### 2020 Highlights

- 108 additional scholarships were awarded to children of MGM Resorts employees attending 2-year or 4-year academic programs
- This program was placed on hold in 2021 due to Covid, but is expected to be resumed in 2022

### Progress

- 2019 program start: 100 scholarships
- 2020: 208 cumulative scholarships
- Progress to goal: 35%

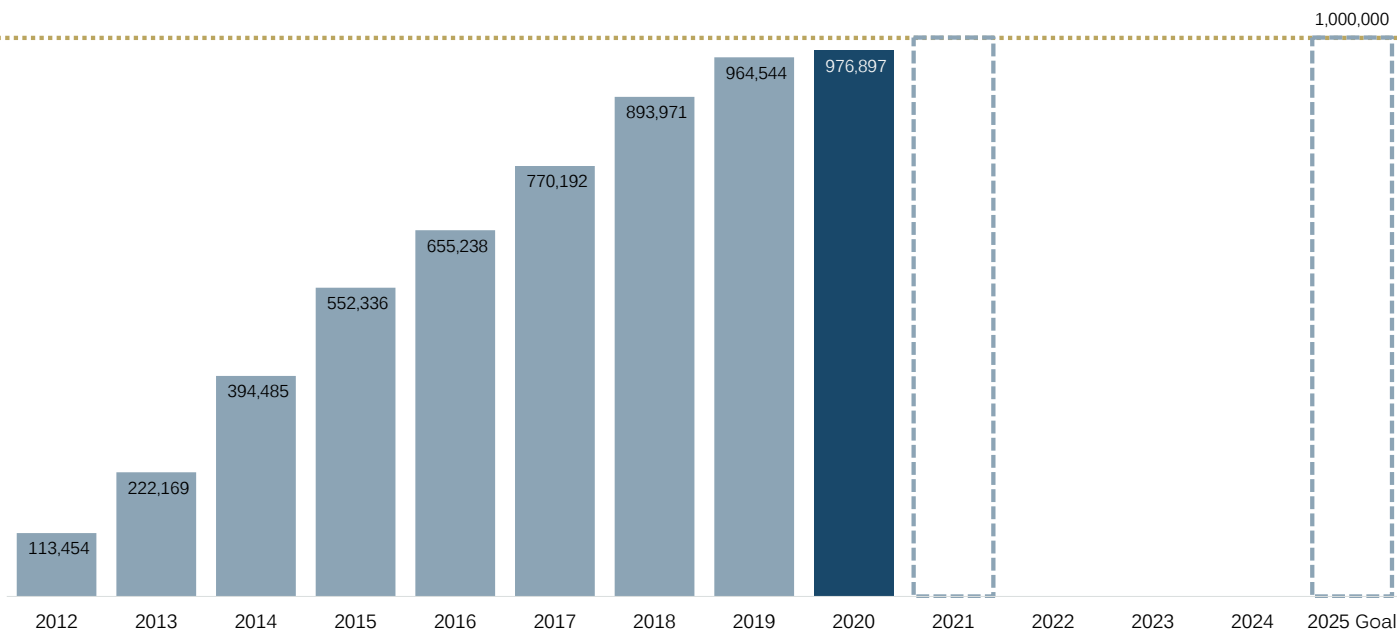




## Employee volunteering (U.S.) cumulative hours logged

### 2025 Goal

Surpass 1 million cumulative  
employee volunteer hours



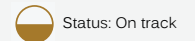
2025 Goal nearly met in 2020

### 2020 Highlights

- Despite the Covid pandemic, employees still volunteered in 2020, albeit at a lower number of hours than in previous years
- We are on track to achieve the original goal ahead of schedule, and a new 2025 goal will be announced

### Progress

- 2012 baseline: 113,454 logged hours
- 2020: 976,897 logged hours
- Progress to goal: 98%

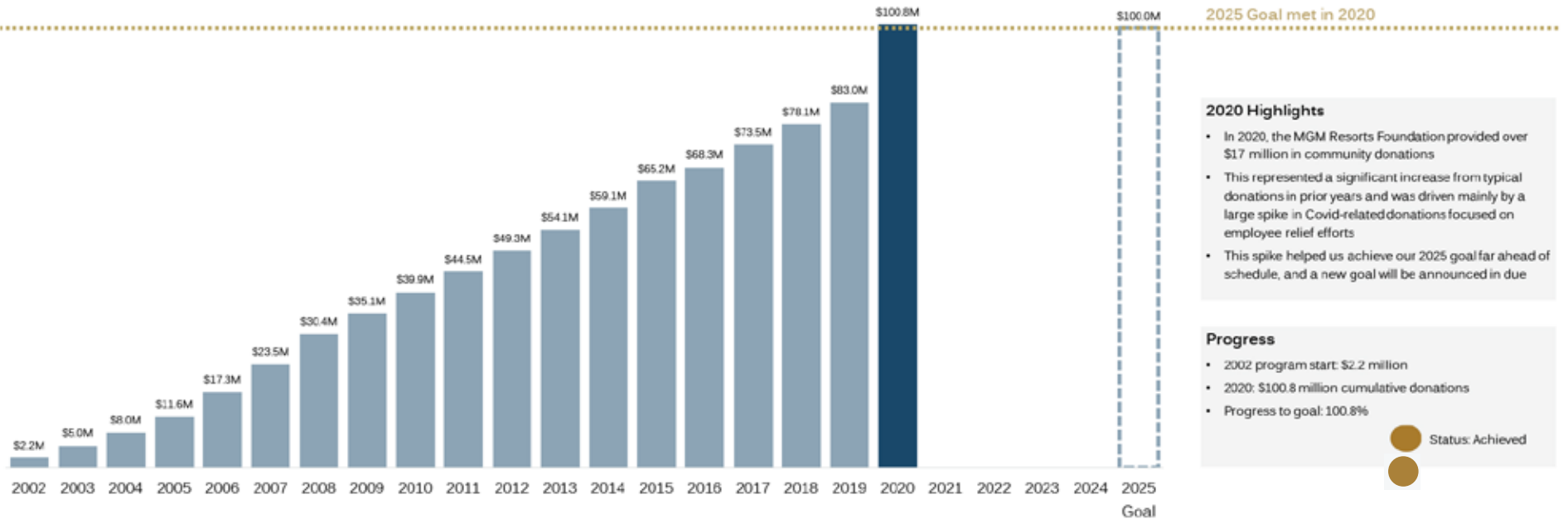




## Community donations through the MGM Resorts Foundation (U.S.) cumulative \$

### 2025 Goal

Exceed \$100 million in  
cumulative donations through  
MGM Resorts Foundation

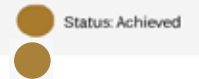


### 2020 Highlights

- In 2020, the MGM Resorts Foundation provided over \$17 million in community donations
- This represented a significant increase from typical donations in prior years and was driven mainly by a large spike in Covid-related donations focused on employee relief efforts
- This spike helped us achieve our 2025 goal far ahead of schedule, and a new goal will be announced in due

### Progress

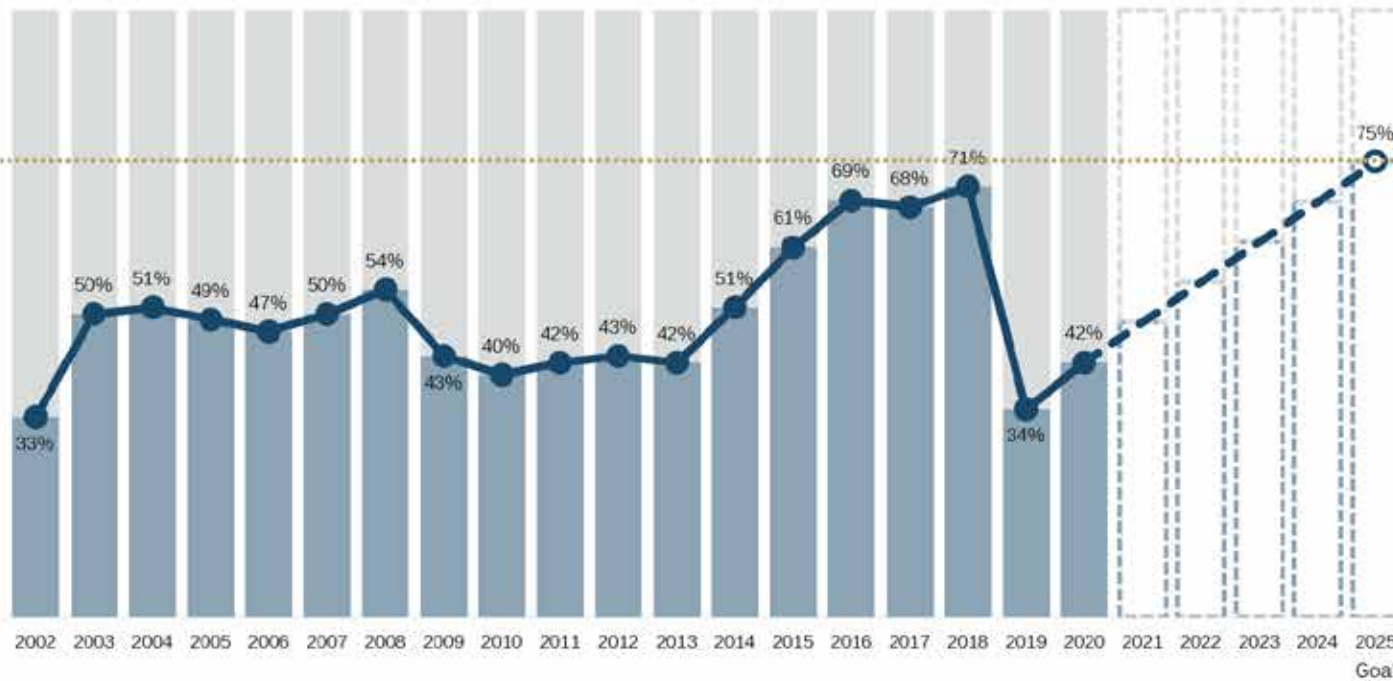
- 2002 program start: \$2.2 million
- 2020: \$100.8 million cumulative donations
- Progress to goal: 100.8%







## Employees giving to MGM Resorts Foundation (U.S.) percent of payroll-eligible employees



Employees currently on furlough or epidemic/unforeseen leave are not included in the number of payroll-eligible employees.

### 2025 Goal

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



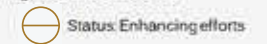
### 2025 Goal

### 2020 Highlights

- The percent of payroll-eligible employees giving to the MGM Resorts Foundation increased from 34% in 2019 to 42% in 2020; this was mainly driven by an increase in employee support of the Foundation's Employee Emergency Grant Fund
- To encourage participation growth to our 75% goal, we are developing a strategy for increased outreach and

### Progress

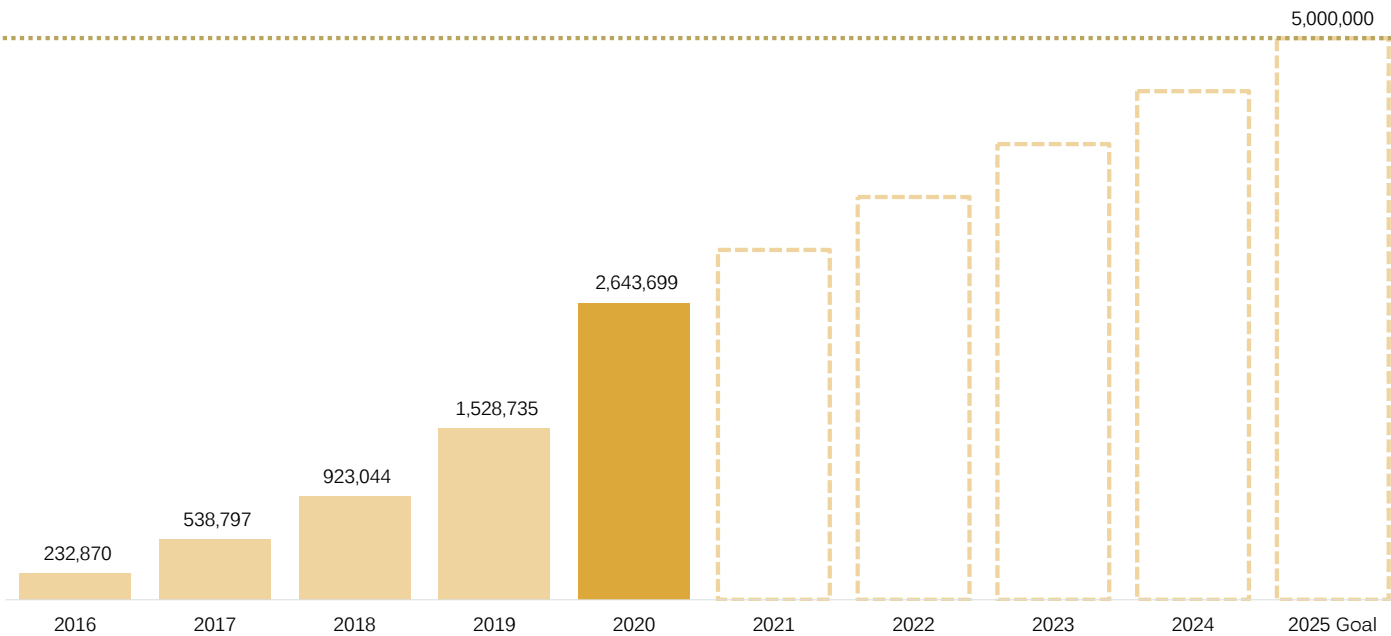
- 2002 baseline: 33% of U.S. employees
- 2020: 42% of U.S. employees
- Percent point change from baseline: +9%



Status: Enhancing efforts



## Meals donated to charitable organizations cumulative total



### 2025 Goal

Donate 5 million cumulative meals through our Feeding Forward program

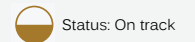


### 2020 Highlights

- In 2020 we donated over 1.1 million meals to charitable organizations, over 550,000 meals of which were rescued as part of our initial Covid relief efforts in our main communities
- In total in 2020 (during the initial Covid period and beyond), we rescued over 660,000 meals from properties and funded over 450,000 meals through either: direct cash contributions to food banks; in-kind provision of food; or meal preparation by chefs

### Progress

- 2016 program start: 232,870 meals
- 2020: 2,643,699 cumulative meals
- Progress to goal: 53%



\*Highlights for 2020 have been updated from the original posting on our Investor Relations site on April 28, 2021 to over 660,000 meals rescued (previously reported as nearly 750,000); and to funded over 450,000 meals (previously reported as nearly 400,000). Total donated meals for 2020 remains unchanged.



## PROTECTING THE PLANET

Metric	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2025 Goal
<b>SUSTAINABLE DESIGN &amp; FACILITIES</b>															
Total square feet (global) <sup>0, 1, 2</sup>	59,921,356	59,921,356	59,921,356	76,022,766	76,022,766	78,299,815	78,299,815	78,530,818	78,530,818	79,202,892	80,574,071	86,478,071	95,859,380	92,730,498	
Environmental certifications earned for new developments (global) <sup>3</sup>	0	0	6	6	6	6	6	6	6	9	9	10	15	16	
Environmental certifications for existing operations (global) <sup>4</sup>	0	0	6	14	16	20	20	20	20	21	33	33	34	33	
Buildings certified to third-party environmental standards (global), % of square foot <sup>3, 4</sup>	0.0%	0.0%	26.6%	92.7%	99.7%	95.1%	95.1%	94.9%	94.9%	98.5%	91.1%	90.9%	91.4%	87.0%	
<b>ENERGY &amp; EMISSIONS</b>															
Energy from electricity (global), megawatt hours <sup>1, 5</sup>	3,140,715	1,111,917	1,965,782	1,295,604	1,256,341	1,358,799	1,335,636	1,319,882	1,303,401	1,256,468	1,386,767	1,371,433	1,494,263	1,204,560	
Energy from natural gas (or equivalent) (global), megawatt hours <sup>1, 5</sup>	777,100	734,520	697,795	773,294	778,125	789,350	807,210	793,839	791,267	800,203	927,543	960,806	1,022,728	742,737	
Energy use, electricity and natural gas (or equivalent) (global), megawatt hours <sup>1, 5</sup>	3,917,323	1,846,437	2,663,576	2,068,898	2,034,466	2,148,148	2,143,846	2,113,720	2,094,708	2,056,671	2,327,330	2,322,008	2,516,991	1,947,308	
Installed base of renewable electricity (global), megawatts <sup>6</sup>	--	--	--	--	--	--	--	6.4	6.4	8.3	8.4	8.5	9.6	9.6	
Renewable electricity as share of purchased electricity (global), % <sup>7</sup>	2.3%	7.7%	8.5%	12.0%	14.7%	17.1%	16.0%	17.2%	18.0%	17.1%	16.0%	17.1%	15.0%	17.2%	
Energy use (global), kilowatt hours per square foot <sup>0, 1, 5, 8</sup>	31.2	30.8	29.4	27.2	26.8	27.3	27.4	26.9	26.7	26.0	26.0	26.0	26.3	27.0	22.4
Energy change from 2007 baseline (global), % <sup>0, 1, 5, 8</sup>	0.0%	-1.1%	-6.0%	-12.7%	-14.1%	-13.3%	-13.1%	-13.3%	-13.4%	-14.7%	-14.4%	-14.7%	-13.0%	-13.0%	-23.0%
Scope 1 carbon emissions (global), metric tons CO <sub>2</sub> equivalent <sup>9</sup>	154,312	179,271	159,195	202,894	215,835	228,009	218,827	214,327	227,268	224,453	251,214	246,158	278,476	199,586	
Scope 2 carbon emissions (global), metric tons CO <sub>2</sub> equivalent <sup>5</sup>	664,955	646,170	646,680	719,606	662,902	748,202	731,333	720,474	487,483	534,377	614,756	569,612	689,594	506,131	
Carbon emissions (global), metric tons CO <sub>2</sub> equivalent (Scope 1 and 2) <sup>5</sup>	819,267	815,441	805,874	922,501	877,838	976,209	950,161	934,800	714,751	758,830	865,970	815,764	968,070	705,717	
Carbon emissions (global), pounds CO <sub>2</sub> equivalent (Scope 1 and 2) per square foot <sup>0, 5</sup>	36.5	30.0	29.7	26.8	25.5	27.5	26.8	26.2	25.7	21.1	21.4	20.1	22.3	36.9	18.8
CO <sub>2</sub> emissions change from 2007 baseline (global), % <sup>0, 5</sup>	0.0%	-2.5%	-2.8%	-12.3%	-19.9%	-19.9%	-19.2%	-19.2%	-19.2%	-20.0%	-20.0%	-20.3%	-19.8%	-44.0%	-43.0%
<b>WATER &amp; WASTE WATER</b>															
Utility water withdrawal (global), thousand gallons <sup>1, 5, 9</sup>	4,076,367	3,790,286	3,674,274	4,058,324	4,068,222	4,320,055	4,290,932	4,346,759	4,252,212	4,183,320	4,518,225	4,647,751	4,667,628	3,138,401	
Well water withdrawal (U.S.), thousand gallons <sup>1, 5, 9</sup>	490,029	376,624	410,535	732,302	460,303	497,348	393,054	472,595	382,945	497,826	573,980	385,880	473,103	497,303	
Water withdrawal, combined utility and well water (global), thousand gallons <sup>1, 5, 9</sup>	4,575,395	4,166,910	4,084,809	4,790,626	4,528,525	4,787,403	4,683,987	4,819,354	4,635,156	4,681,146	5,092,225	5,033,631	5,090,731	3,745,794	
Water withdrawal (global), gallons per square foot <sup>0, 1, 5, 9</sup>	76.4	69.5	68.2	63.0	61.1	61.1	59.8	61.4	59.0	59.1	57.0	56.3	53.2	40.4	63.4
Water change from 2007 baseline (global), % <sup>0, 1, 5, 9</sup>	0.0%	-8.9%	-11.3%	-17.3%	-21.7%	-21.0%	-21.7%	-18.6%	-22.7%	-22.6%	-25.8%	-26.3%	-30.0%	-47.3%	-31.0%
<b>WASTE</b>															
Materials disposed (global), metric tons <sup>1, 5, 10</sup>	90,720	81,687	62,587	61,530	50,140	59,608	57,408	63,129	70,618	66,430	73,680	67,710	71,478	30,801	
Materials diverted (global), metric tons <sup>1, 5, 11</sup>	9,801	13,662	19,378	30,552	36,675	43,001	59,026	49,715	39,169	44,978	46,162	67,148	52,796	27,343	
Food materials diverted (global), metric tons <sup>8</sup>	4,338	4,306	4,363	9,623	14,797	19,120	34,988	23,644	16,708	20,852	20,971	23,978	25,278	13,576	
Materials diversion rate (global), percent of materials received, composted, etc. <sup>1</sup>	8.0%	14.4%	23.0%	33.2%	38.2%	41.0%	50.7%	44.1%	21.7%	26.7%	22.0%	25.0%	22.5%	42.6%	60.0%
New development construction & demolition (C&D) materials diverted (U.S.), metric tons <sup>12</sup>	141,069	64,840	79,992	9	9	9	9	9	22,704	31,173	2,864	1,152	0	0	
New developments C&D materials diversion rate (U.S.), % <sup>12</sup>	95.7%	92.7%	90.3%	0.0%	0.0%	0.0%	0.0%	0.0%	82.3%	65.0%	96.6%	78.4%	0.0%	0.0%	
<b>SUSTAINABLE EVENTS &amp; EXPERIENCES</b>															
Revenue from client events with sustainable events plans/reports (U.S.), \$ <sup>9, 13</sup>	Revenue tracking from program began in 2017										\$26,003,106	\$31,474,418	\$95,545,638	\$12,943,954	

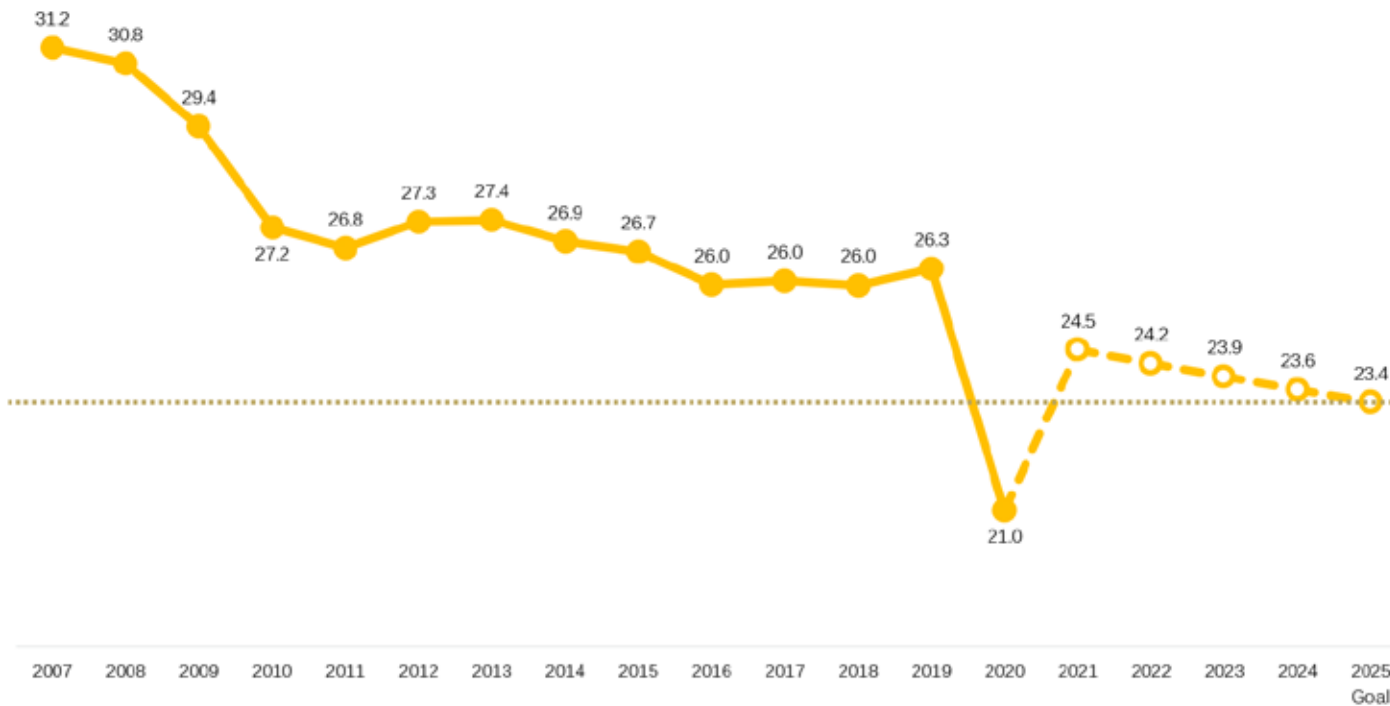
## NOTES

- Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.
- Any 2020 datapoint that is **bold** has been reviewed by the MGM Internal Audit department.
- Only includes buildings owned or operated for the full year reporting period, except Circus Circus Las Vegas, which was divested very late in 2019. ARIA Convention Center expanded in 2018. MGM Cotai and MGM Springfield opened in 2018, but square footage and operational metrics are reflected for 2019 and beyond. MGM Grand Conference Center and Park MGM expanded in 2019. Non-material updates to square footage data for prior years has been restated per newly available source information.
- Includes Leadership in Energy and Environmental Design (LEED) for New Construction, LEED for Commercial Interiors, Green Globes for New Construction and China Green Building (Macau).
- Includes Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO 14001, ISO 50001. Some buildings have multiple certifications.
- 2019 to 2020 reductions mainly driven by Covid-related closures.
- Includes solar arrays at Mandalay Bay, T-Mobile Arena, and MGM Springfield.
- Renewable electricity share includes grid-provided electricity in proportion to each State's annual Renewable Portfolio Standard (RPS) requirement.
- Energy includes electricity and natural gas (or equivalent).
- Water withdrawal includes utility water and well water. Goal achievement in 2019 was partly based on water conservation efforts and also based on a restatement of previously reported data. Actual well water use data became available from regional water authorities in 2020; previously we used well water allocation as proxy for withdrawal as actual withdrawal was not available.
- Materials disposed includes: landfill, waste-to-energy, incineration, food-to-waste-water.
- Materials diverted includes: Organics: e.g., food to farms, compost, organics, yellow and brown grease to biofuel, horticulture to farms/compost; Recycled: e.g., metal, plastic, paper, cardboard; Donated/liquidated: e.g., furniture, assets, food to charity.
- No major new construction development projects initiated in 2019 or 2020.
- Includes revenue from client meetings, trade shows or conventions where a formal Sustainable Event Plan or quantitative Sustainable Event report was developed.





## Energy use (global) kilowatt hours per square foot



### 2025 Goal

Reduce energy per square foot  
by 25% (2007 baseline)



### 2020 Highlights

- We exceeded our energy reduction goal in 2020 but this was mainly driven by Covid-related closures; as business comes back we assume a commensurate increase in energy use
- Notwithstanding property closures, in 2020 we still completed a number of energy efficiency projects including heating, ventilation, and air conditioning (HVAC) upgrades
- In the run-up to 2020, our energy use per square foot had been plateauing and slightly increasing due to the addition of less energy-efficient properties to our portfolio and year-over-year increases in business volumes and occupancy
- Going forward, we expect to make investments in

### 2025 Goal

### Progress

- 2007 baseline: 31.2 kWh/sf
- 2020: 21.0 kWh/sf
- Progress: Goal temporarily achieved in 2020 but driven by Covid-related business impacts

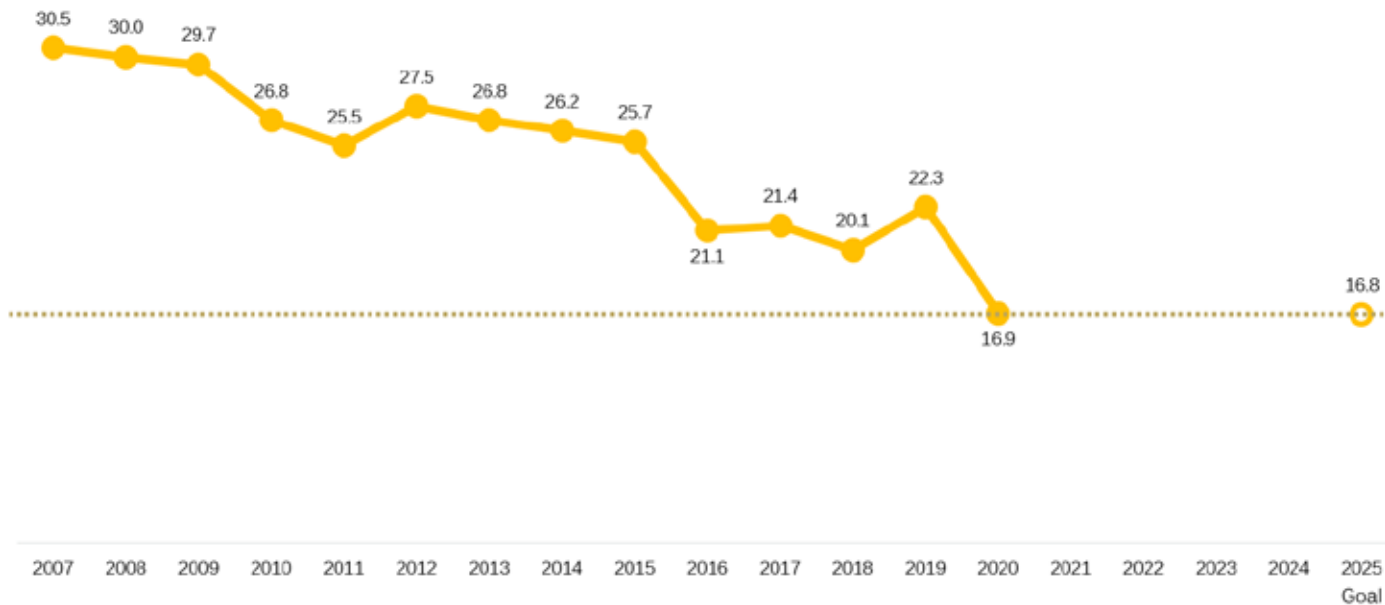


Energy includes electricity and natural gas (or equivalent).

Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.



## Carbon emissions (global) pounds CO2 equivalent (Scope 1 and 2) per square foot



Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.

### 2025 Goal

Reduce carbon emissions per square foot by 45% (2007 baseline)



### 2020 Highlights

- We came extremely close to our 2025 carbon reduction goal by the end of 2020, but this was mainly driven by Covid-related closures
- We expect to maintain the carbon emission reductions associated with the Covid closures by completing the MGM Resorts Mega Solar Array; this will allow us to meet our 2025 goal in 2021
- The 100MW MGM Resorts Mega Solar Array located in North Las Vegas is comprised of more than 330,000 solar panels; at peak production the array is expected to provide up to 90% of the electricity needs of our Las Vegas portfolio
- We expect to announce a new Science-based Target (SBT) for absolute carbon emissions reduction in due

### 2025 Goal

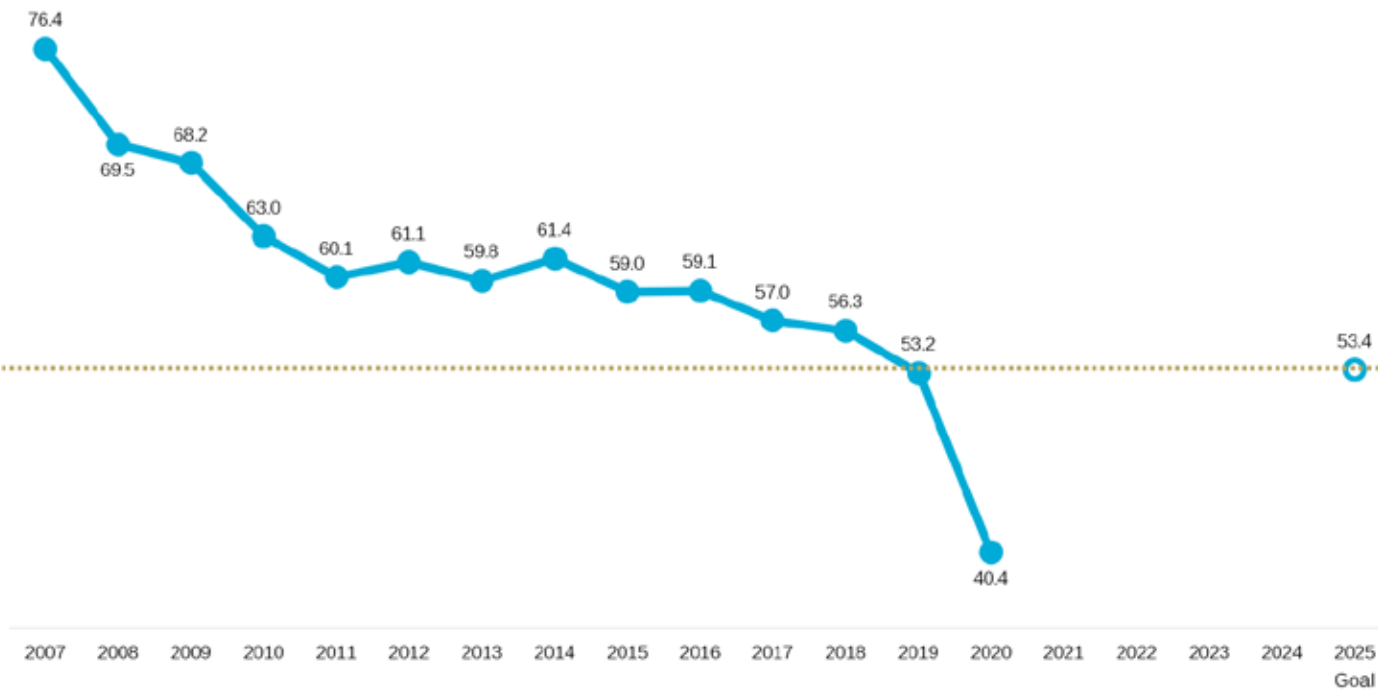
### Progress

- 2007 baseline: 30.5 lbs CO2e/sf
- 2020: 16.9 lbs CO2e/sf
- Progress: Goal nearly achieved in 2020 but driven by Covid-related business impacts





## Water withdrawal (global) gallons per square foot



### 2025 Goal

Reduce water per square foot by 30% (2007 baseline)



### 2020 Highlights

- We achieved our 2025 water goal by the end of 2019 and significantly exceeded it in 2020, but 2020 reductions were mainly driven by Covid-related closures
- Goal achievement in 2019 was partly based on water conservation efforts and also based on a restatement of previously reported data
- Actual well water use data became available from regional water authorities in 2020; previously we used well water *allocation* as proxy for *withdrawal* as actual withdrawal was not available
- We expect to announce a new 2025 goal for water reduction in due course

2025 Goal met in 2019

### Progress

- 2007 baseline: 76.4 gal/sf
- 2020: 40.4 gal/sf
- Progress: Goal met in 2019



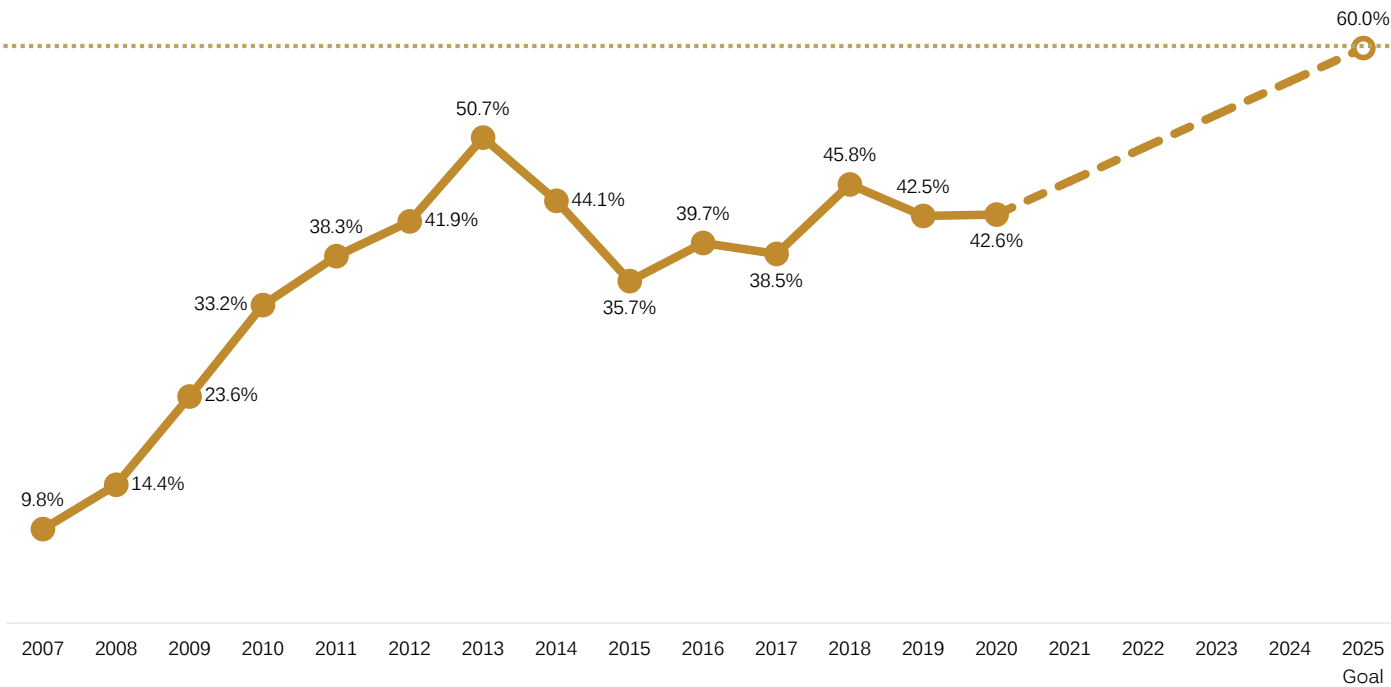
Water withdrawal includes utility water and well water.

Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.





## Materials diversion rate (global) percent of materials recycled, composted, etc.



### 2025 Goal

Achieve 60% materials diversion rate



### 2025 Goal

### 2020 Highlights

- While total material volumes fell significantly due to Covid-related business closures, our material diversion rate stayed relatively consistent between 2019 and 2020
- We divert over 30 materials from landfills and have a specific focus on food waste, supporting the U.S. Environmental Protection Agency's Food Recovery Hierarchy
- We rescued nearly 800,000 pounds of food and donated it to charities focused on hunger
- To standardize our materials diversion processes and improve reporting across the U.S., our regional properties are expected to shift to a national materials management contract in 2021

### Progress

- 2007 baseline: 9.8% diversion
- 2020: 42.6% diversion
- Percent point change: +32.8%

Status: On track

Materials diverted includes: Organics: e.g., food to farms, compost, organics, yellow/brown grease to biofuel, horticulture to farms/compost; Recycled: e.g., metal, plastic, paper, cardboard; Donated/liquidated: e.g., furniture, assets, food to charity.  
Materials disposed includes: landfill, waste-to-energy, incineration, food-to-waste-water.



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LAS VEGAS

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