



MGM RESORTS
INTERNATIONAL®

2025

IMPACT REPORT

FOCUSED
ON WHAT
MATTERS

TABLE OF CONTENTS

5

Philanthropy

9

Community & Business Engagement

12

Environmental Stewardship

15

Responsible Business Practices



Bill Hornbuckle
CEO & President



Dan Taylor
Chair, Governance and Nominating
Committee, Board of Directors

A LETTER FROM BILL HORNBUCKLE AND DAN TAYLOR

At MGM Resorts, it's our people and their commitment to excellence and a Say YES! mindset that help shape our approach to guest service. Their passion and dedication to high standards are the bedrock of our culture and who we are as a company. They are also the foundation of our approach to corporate responsibility and how we show up for our community with care, integrity and respect. This, in turn, helps deepen our relationship with our stakeholders, builds trust in our brand and supports a more sustainable platform for long-term success. Throughout the following pages, you will see how these values guide our actions and contribute to lasting and meaningful impact.

As one of the largest companies in the gaming industry, the work we do to create a positive experience for our employees has a significant impact on our communities as well. We strive to be an employer of choice, where our people find fulfillment in their day-to-day work while also feeling empowered to pursue their long-term goals. Our 14 Employee Network Groups and Business Resource Groups, including 28 chapters across all our properties, help us achieve that by offering opportunities for networking, mentorship and skill building. These efforts foster engagement and create pathways for professional development and access to advancement opportunities across the organization.

Our employees, through their philanthropy, also help drive our support of the broader community. In 2025, more than 98,000 volunteer hours were logged with local nonprofits. Additionally, the MGM Resorts Foundation, which is funded primarily by employee contributions, provided over 130 grants to employee-selected charities across the United States. This report contains several stories of how employee-led efforts make positive change for those who need it most.

Our environmental strategy is defined by a major expansion of solar energy and a decisive shift toward renewable power. In 2025, we more than doubled our solar capacity, enabling up to 100% of our daytime electricity needs on the Las Vegas Strip to be powered by solar energy. The MGM Resorts Mega Solar Array, commissioned in 2021, was the largest direct-connect solar asset in the hospitality industry worldwide. With the addition of the even larger Escape Solar in late 2025, we're now able to produce enough energy to power the equivalent of 55,000 U.S. homes on an annual basis and, with the incorporation of battery storage, extend the solar day into the evening hours. This achievement represents a significant milestone in our efforts to reduce our environmental footprint and strengthen the resilience of our operations.

Alongside this progress, water conservation remains a critical focus. In drought-impacted Southern Nevada, we partnered with the Southern Nevada Water Authority to expand incentives for employee participation in residential grass removal and continued investing in innovative cooling technologies that use substantially less water than traditional systems. We also continue to make steady progress in diverting food waste and reducing paper usage across the organization.

As we approach the 250th birthday of the United States, we pay tribute to the brave individuals who have served in our armed forces and sacrificed so much for the benefit of us all. We're proud to support and celebrate our veteran and active-duty employees, whose commitment to discipline, teamwork and integrity offers so much to us as their employer and contributes enormously to our long-term success. You will also find information about our annual Salute to the Troops program, by which we humbly say thank you to nearly 100 wounded veterans and family members each year with a weekend getaway in Las Vegas.

This year's report also includes details about our longstanding and fruitful relationship with the University of Nevada, Las Vegas (UNLV). It showcases some of the internship opportunities, mentorship work and classroom instruction being done to prepare our next generation of leaders and strengthen the Las Vegas community.

Compliance is a critical component of how we think about our corporate responsibility to the community, and our expectations are deeply embedded in our culture. Through training and frequent communication, we impress upon our employees the importance of ethical practices and legally sound behavior. This includes our approach to responsible gaming, through which, since 2024, we've certified more than 2,000 team members as GameSense advisors, equipping them with the tools and information needed to recognize problem gambling behaviors among guests and assist with awareness, empathy and support when called for.

Our aspiration to be the world's premier gaming and entertainment company depends on maintaining our industry-leading work in corporate responsibility. This report provides an account of our progress in 2025 and serves as a benchmark for continued improvement. Above all, it reflects a simple principle that guides us forward: staying focused on what matters, and always seeking to do right by our stakeholders and our communities.

FORWARD LOOKING STATEMENT

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

MGM Resorts International (the “Company”) has based these forward-looking statements on management’s current expectations and assumptions, not historical facts. Examples of these statements include, but are not limited to, the Company’s expectations regarding its Corporate Responsibility initiatives. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include effects of economic conditions and market conditions, in the markets in which the Company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions, risks relating to cybersecurity and additional risks and uncertainties described in the Company’s annual report on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K reports (including all amendments to those reports). In providing forward-looking statements, the Company is not undertaking any duty or obligation to update these statements publicly as a result of new information, future events, or otherwise, except as required by law. If the Company updates one or more forward-looking statements, no inference should be drawn that it will make additional updates with respect to those other forward-looking statements.

EXTRA-FINANCIAL INFORMATION

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

REPORTING SCOPE

Unless noted, the program descriptions and data in this report represent our primary market in the USA. Some of our metrics are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of metrics as systems and capabilities allow. Unless indicated, data is provided for calendar year 2025 (January 1 – December 31, 2025).

NOTES ON MATERIALITY

The Company recognizes that, in general, assessing materiality requires consideration not only of any applicable materiality standard, but also of our purpose in assessing materiality and in communicating to our stakeholders. Our public disclosures, including voluntary disclosures, contains a range of topics that we believe are relevant to our business and may be of interest to our investors and other stakeholders. We use the definition of materiality established under U.S. federal securities laws for the purposes of complying with the mandatory disclosure rules

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

GOVERNANCE

Our CEO and President, as well as our Board of Directors’ Governance and Corporate Responsibility Committee, is responsible for governing our corporate responsibility policies and programs. Our governance-related policies, including our Company’s Code of Business Conduct and Ethics and Conflict of Interest Policy, support these policies and programs. Additional resources on our governance can be accessed at investors.mgmresorts.com.

SERVICE IN ACTION

In 2025, MGM Resorts employees volunteered more than 98,000 hours in their communities. Property teams turned shared commitment into action: setting goals, building partnerships and creating opportunities for employees to volunteer in ways that fit their schedules and passions. We spoke with leaders from three Corporate Responsibility Councils about how they built momentum, engaged their teams and turned volunteerism into a defining part of our culture.

Congratulations on meeting your 2025 goal for volunteerism! How does it feel to have achieved it after all of the hard work you put in last year?

Danielle Lawson: “It is really rewarding to put together these events and get feedback from the team members on how grateful they are that we provide these opportunities for them.”

Abbey Wakefield: “It’s amazing. It means we were able to come together as a team. Seeing the numbers meant we were able to mobilize the team and drive purpose.”

Elisabeth Naff: “I’m incredibly proud of the heart, engagement and participation demonstrated by our team last year. It reflects a strong culture of giving back across the property.”

What were some of the challenges to achieving your goal and how did you overcome them?

Danielle: “The biggest challenge is reaching the off shifts and employees that don’t have time to get away and volunteer. We look for opportunities that leaders can take back to their departments, like “volunteer kits” that they can keep in the department for several weeks and engage team members across all shifts.”

Abbey: “One challenge is accommodating different work schedules. Some teams can step away to volunteer for a few hours, while others—like employees who answer phones—cannot. We addressed this by scheduling longer volunteer events and offering more onsite opportunities so more people could participate.”

Elisabeth: “Operating in a 24/7 environment with varying shifts and schedules can be difficult. Our approach was focused on creating accessible opportunities, ensuring that something is available for everyone. We leveraged employee feedback to introduce new initiatives and used a multi-channel communication strategy to drive awareness and participation.”

Do you have a favorite event from the year?

Danielle: “One of the most rewarding events we do is the hygiene kit builds. We get to tell the story of their impact on clients at Catholic Charities’ emergency shelter. We also were able to create “department to-go kits” for this event by having employees fill out the care cards in their departments ahead of the event.”

Abbey: “My favorite activity is building beds for kids with Sleep in Heavenly Peace. It’s hands-on work, and building 50 bunk beds with 100 colleagues is incredibly rewarding.”

Elisabeth: “A mix of impactful and fun moments made the year especially meaningful. Our team loves anything happening on the coast, and we saw 60 employee volunteers at our Earth Day beach cleanup.”

What does this kind of effort mean to employees?

Danielle: “Employees are thankful for opportunities to give back. It’s difficult to get out and volunteer in the community. Having these opportunities on property helps them feel included.”

Abbey: “These events help build connections across the company. When employees see leaders volunteering alongside them, it creates camaraderie and strengthens relationships that carry over into the workplace.”

Elisabeth: “It gives employees a chance to be a part of something bigger, building connection, pride and purpose. It also strengthens engagement across departments and reinforces a culture of community involvement and teamwork.”

What’s one best practice or piece of wisdom that you would share with other properties working to achieve their goals?

Danielle: “Look for ways to create department events like book cleaning, care cards or letter writing. There are several organizations that have opportunities like this that can be done in departments.”

Abbey: “Build a diverse committee that represents different parts of the organization so you can reach more teams. Clear, visible communication also helps ensure employees know about opportunities and want to participate.”

Elisabeth: “Focus on what people are passionate about and pair it with clear communication, leadership support and easy access to participate. When employees feel connected, engagement and impact naturally follow.”



Uniform Manager Danielle Lawson,
Mandalay Bay



HR Shared Services Supervisor Abbey
Wakefield, Corporate



HR Engagement & Communications Partner
Elisabeth Naff, Beau Rivage

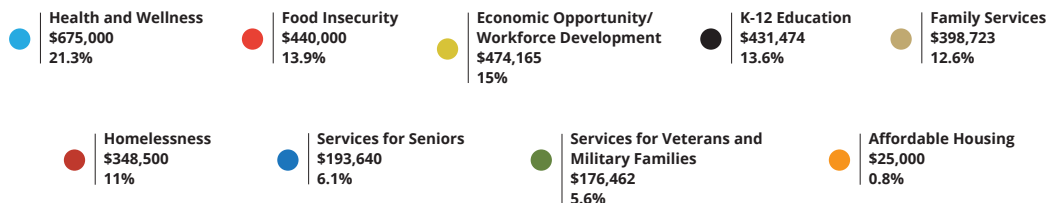
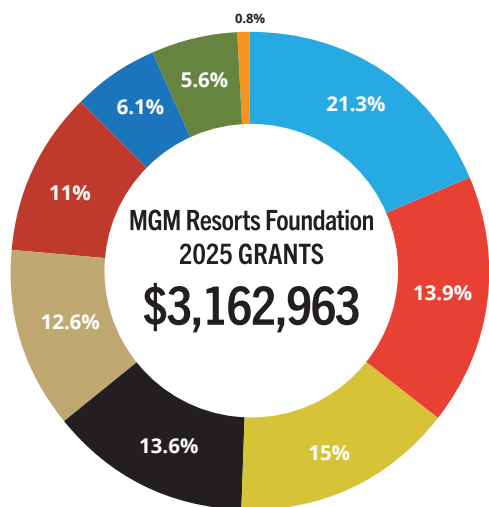


Tanesha Talbert runs an employee snack shop, with all proceeds benefitting the MGM Resorts Foundation Community Grant Fund.

SMALL ACTS, COLLECTIVE IMPACT

In 2025, the MGM Resorts Foundation awarded more than \$3.1 million to local nonprofits, expanding access to critical resources, strengthening programs and creating opportunity for individuals and families across communities. Behind this milestone is the collective effort of property Corporate Responsibility Councils, whose on-property fundraisers transformed small acts of generosity into meaningful community impact.

- At Empire City Casino, Slot Operations Shift Manager Tanesha Talbert received an emergency assistance grant and now gives back by hosting a snack shop for colleagues, with all proceeds supporting the MGM Resorts Foundation. The shop is stocked with items requested by employees, helping drive engagement. In 2025, 58% of employees contributed to the Foundation, thanks in large part to the effort.
- At Bellagio and Park MGM, teams introduce the MGM Resorts Foundation at new hire orientation, helping employees understand its mission while fostering an early connection to MGM Resorts' culture of giving. In 2025, Bellagio had the highest employee participation rate in the company, with 68% of employees contributing.
- At Mandalay Bay, the Corporate Responsibility Council hosted a wildly popular rubber ducky race fundraiser in the resort's lazy river. Inspired by its success, MGM Grand partnered with the Mandalay Bay team to exchange ideas and best practices. Together, the two properties raised more than \$16,000 for the Foundation through their duck races.



Individually, each fundraiser tells a story of generosity. Together, they reflect a culture of collaboration that turns small acts into measurable change for people in the communities where MGM Resorts operates.



ADVANCING HUNGER RELIEF THROUGH PARTNERSHIP

MGM Resorts awarded a \$100,000 capacity-building grant to Jewish Family Service of Atlantic County to support the launch of a mobile food pantry addressing food insecurity in communities surrounding Borgata Hotel & Casino. Hunger relief is a core focus of MGM Resorts' corporate giving strategy, guiding investments that expand access to nutritious food and strengthen community resilience. The organization, which operates the area's only full-service food pantry, will use the mobile unit to expand outreach and serve an estimated 150,000 meals between July 2025 and June 2026. Employees across departments at Borgata also built 2,000 hygiene kits that were distributed during the grand opening of the mobile food pantry.

MORE THAN

\$76 MILLION

DISTRIBUTED TO COMMUNITY CAUSES IN 2025



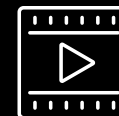
Hear more about the work of Jewish Family Service from CEO Andrea Steinberg.



Scholarship recipient David Ortiz, son of Signature Housekeeping Manager Sandra Santiago, asks a question to the panel at a luncheon celebrating the Scholarships for Children of Employees program.

INVESTING IN FUTURES

At MGM Resorts, investing in education means investing in families. In 2019, the company committed \$6 million in partnership with the Public Education Foundation to create scholarships for children of employees pursuing higher education. By 2025, 646 students across the country had received scholarships for two-year, four-year and certificate programs, turning opportunity into achievement while reinforcing a commitment to retention and strengthening the long-term success of both employees and the company. The milestone was celebrated through a luncheon and fireside conversation with scholars and company leaders. It was a day that highlighted not only academic success, but the pride and possibility shared across MGM Resorts families.



The stories of the scholarship recipients bring this milestone to life, reflecting the aspirations, resilience and pride shared across MGM Resorts families. Watch some of them here.

SERVICE THAT INSPIRES

At MGM Resorts, we recognize the value that military veterans bring to the workplace. Their leadership, resilience and a continued commitment to service strengthen teams across the company. Their discipline, collaboration and mission-focused mindset adds meaningful value to our culture and operations.

That impact is amplified through the Veterans Employee Network Group, which creates opportunities for connection, professional development and community engagement for veterans and their allies. The group helps build community while providing a platform to recognize the contributions of those who have served.

Throughout the year, that spirit of service is reflected in meaningful ways. From participation in the Veterans Day Parade to the company's Salute to the Troops celebration and volunteer efforts in our communities, veteran employees help lead moments that honor military service while reinforcing MGM Resorts' connection to the people and places it serves.

Together, these efforts reflect how veterans continue to make an impact long after their military service ends by strengthening our company, supporting one another and helping carry forward a culture of respect, service and pride.



See how we celebrate veterans in our community and throughout MGM Resorts.



Veterans at MGM Resorts stay connected to the community through events and activities throughout the year.



Aileen Buri, co-chair of the Veterans Employee Network Group, at the annual Las Vegas Veterans Day Parade.



Leading a group discussion at a professional development event provides opportunities for growth.



Senior Manager of Talent Acquisition Khamaria Saadiq

GROWTH THROUGH OPPORTUNITY

When Khamaria Saadiq first joined MGM Resorts as a hospitality intern, she was still figuring out what she wanted her future to look like. From the start, the company's culture made a lasting impression. She saw women in leadership, diverse teams and an environment where ideas were welcomed.

After completing her degree, Khamaria fulfilled her service commitment in the U.S. Air Force, where she built leadership experience in human resources, recruiting and operations, rising to the rank of captain. When it was time to transition back into civilian life, she returned to MGM Resorts through Hiring Our Heroes and a SkillBridge fellowship, turning that early connection into long-term opportunity.

She rejoined the company as an internal mobility partner in 2023 and helped increase visibility for open roles across the company, making it easier for employees to pursue internal opportunities. From there, she advanced into a quality assurance and training manager role before being promoted to senior manager of talent acquisition.

Khamaria took advantage of MGM Resorts' College Opportunity Program to earn her master's degree while working full time. Beyond her role, she serves as chair of the African American Employee Network Group, reflecting her commitment to investing in the growth of her colleagues and contributing to MGM Resorts' culture.

Her story reflects an important part of the employee experience at MGM Resorts: growth is not one-size-fits-all. Employees can bring different skills, goals and life experiences, then build a path that fits who they are and where they want to go.

Her advice for those growing their careers is simple: apply ambitiously, network intentionally and do not let perfection get in the way of progress.

THINK BEFORE YOU PRINT

At a company the size of MGM Resorts, even a simple decision like printing less can lead to meaningful change. In 2025, we reduced overall paper usage by five percent through the Think Before You Print campaign, saving nearly 3.5 million sheets of paper, more than 400 trees and nearly \$58,000 in costs across the company.

One of the many impactful efforts came from MGM National Harbor, where the Planet Protectors Business Resource Group helped rethink new hire training. What once meant printing large binders for every new team member was replaced with a digital format that is easier to access, easier to update and far less wasteful.

The shift reduced material waste, modernized onboarding and reflected the kind of practical thinking that can improve daily operations. Through efforts like this, we are fostering a culture where team members are empowered to move MGM Resorts toward a more sustainable future.



Chief Sales Officer Stephanie Glanzer and Chief Operating Officer Ayesha Molino participate in an ENG event.

WHERE LEADERSHIP CONNECTS

Strong organizations are built when employees have meaningful opportunities to engage with the leaders helping shape the business. Through 14 Employee Network Groups and Business Resource Groups, 28 chapters and more than 200 events in 2025, team members and leaders came together for dialogue, professional development and mentorship. With executive sponsorship and active participation in events, leaders including board members, executive leaders and property vice presidents are helping make leadership more visible, accessible and engaged.

That involvement takes many forms, from speaking at career development events and participating in cultural programs to mentoring team members and listening to perspectives from across the business. These moments give employees opportunities to connect with leaders in a more personal way, ask questions, share insights and build lasting relationships.

For leaders, that engagement offers a valuable opportunity to hear directly from team members and stay connected to the experiences shaping the workplace. For team members, it creates greater access to mentorship, encouragement and professional growth.

Together, these connections strengthen the role of Employee Network and Business Resource Groups as a bridge across the organization, bringing people together and helping team members feel supported and empowered to grow.



POWERING THE STRIP WITH SUN

MGM Resorts can now generate enough renewable energy to power up to 100% of its daytime operations on the Las Vegas Strip.

In 2025, we reached a major milestone in our renewable energy journey with the completion of the Escape Solar and Storage Project, a 115-megawatt facility that more than doubles our access to renewable electricity. The project generates enough electricity to power approximately 28,000 homes, advancing both operational resilience and long-term cost stability. A large-scale battery storage system stores solar electricity generated during peak production hours and delivers it during the evening and other periods of lower production.

Combined with the Mega Solar Array, this milestone reflects MGM Resorts' belief that businesses can play an important role in accelerating the transition to cleaner energy systems. By investing in renewable infrastructure, we are helping expand the state's solar capacity while supporting a more sustainable future for the communities where we operate.

“Together with our Mega Solar Array, this project reflects our focus on scalable, impactful clean energy solutions. It also demonstrates that our industry can operate more sustainably while delivering long-term cost stability, strengthening our business and supporting a more resilient energy future.”

Bill Hornbuckle, CEO and President, MGM Resorts



Before

After

Two before-and-after examples of MGM Resorts employee yards transformed through the program.



Before

After

WATER LEADERSHIP IN ACTION

In the desert, water stewardship is both an environmental priority and a business imperative. As one of Southern Nevada's largest employers, MGM Resorts recognizes the role companies can play in protecting one of the region's most vital resources. In 2025, that commitment took shape through new investments and partnerships that extend beyond company operations and into the broader community.

At Bellagio, a first-of-its-kind hybrid cooling tower on the Las Vegas Strip is helping reduce water use while maintaining the cooling capacity required to support large-scale resort operations. Evaporative cooling is the second-largest use of consumptive water in Southern Nevada, accounting for about 10% of the community's annual Colorado River water consumption. Hybrid cooling technology combines dry and evaporative cooling, significantly reducing water demand compared with traditional systems. Through projects like this, MGM Resorts is piloting innovative water conservation technologies that can save both water and operational costs. By working with strategic partners to test and refine these solutions, we aim to scale successful technologies across our portfolio that can meaningfully address regional water challenges.

Beyond the Las Vegas Strip, we are also working to empower employees to become water stewards at home. Through a partnership with the Southern Nevada Water Authority, which was launched on World Water Day 2024, the company enhanced conservation rebates available to employees, providing additional incentives for upgrades such as smart irrigation controllers, leak detection systems and desert landscaping. The program is already delivering measurable impact, with permanent water savings projected across employee homes throughout Southern Nevada. To date, 7 million gallons of water are being saved annually in employee homes.

7 MILLION

GALLONS SAVED ANNUALLY
IN EMPLOYEE HOMES

DESIGNING WASTE OUT OF THE SYSTEM

In 2025, MGM Resorts achieved its strongest landfill diversion performance in nearly two decades at Las Vegas properties. This progress reflects a company-wide effort, from leadership commitment and monthly performance scorecards to the work of property sustainability committees across the portfolio. Among the standout performers was MGM Grand, which led the company in waste diversion with a 30% year-over-year reduction in landfill waste.

Behind the success at MGM Grand is a simple idea: sustainability happens in the daily decisions made in the kitchen. By engaging chefs, culinary and stewarding teams, the resort turned waste reduction into a shared practice woven into everyday operations. Executive Chef Russ Hurry shares his perspective on how the team made it happen.

Q: Reducing kitchen waste often requires changing long-standing habits. How did you work with your culinary team to build a culture where waste reduction became part of everyday kitchen operations?

A: It really comes down to consistency. We started by making sure chefs and managers understood and supported the process, because leadership buy-in sets the tone in the kitchen. From there, it's about reinforcing the message every day; checking in with teams, answering questions and making sure everyone understands our recycling standards. Over time, that repetition helps waste reduction become part of the kitchen's daily routine.

Q: What are some specific changes your team made in the kitchen, from prep to service, that helped you reduce food waste and improve diversion?

A: One change that made a big difference was focusing on upstream recycling in areas like our bars, lounges and leased venues. By separating materials earlier in the process, we were able to prevent contamination of recyclables like glass, cardboard and plastic. Keeping those materials clean meant more of them could actually be recycled, which helped improve our overall diversion rate.

Q: How did you engage line cooks and kitchen staff in the effort, so it became something the whole team cared about, not just a sustainability goal from leadership?

A: We partnered with our third-party recycling provider and worked side-by-side with our kitchen teams, visiting each outlet to walk through what belongs in recycling and what should go in the trash. Just as important was explaining why it matters. When we reduce contamination upstream, more materials can be recycled and less waste ends up in the landfill. Once the team understood that impact, it became a shared responsibility across the kitchen.

Q: As a chef, how do you think about the relationship between great cooking and minimizing waste?

A: Great cooking and minimizing waste go hand in hand. As chefs, we have a responsibility to honor every ingredient that comes through our kitchens. That means thoughtful sourcing, using ingredients efficiently and finding creative ways to use products fully from preparation through presentation. When we approach cooking this way, we not only deliver a great experience to our guests, but we also reduce waste.



Executive Chef Russ Hurry



Hear more from Director of Sustainability Kristen Royal on company-wide waste diversion strategies.

TRANSFORMING EDUCATION WITH UNLV

At the heart of Las Vegas, where hospitality shapes identity and opportunity, MGM Resorts and the University of Nevada, Las Vegas have built a partnership that transforms classrooms into careers. For students standing on the edge of graduation, the connection begins not with a resume, but with a conversation.

Through initiatives like the UNLV–MGM Resorts MicroMentorship Program, students meet leaders who speak candidly about their own winding career paths including the missteps, the pivots and the confidence earned along the way. Mentors help demystify success and remind students that growth rarely follows a straight line. Those moments of honesty spark clarity and purpose, turning uncertainty into ambition.

Learning extends far beyond campus walls. Behind-the-scenes tours at Park MGM, ARIA and Bellagio reveal the complexity behind world-class guest experiences from food and beverage innovation to casino operations and global sporting events. Students don't just observe; they engage, ask questions and begin to see themselves as future leaders within these spaces.

Inside the classroom, MGM Resorts professionals bring the industry to life. From hospitality strategy and internal audit to digital gaming and sustainability, executives and alumni serve as instructors, guest lecturers and advisors. Their real-world perspectives bridge theory and practice, reinforcing that education is most powerful when paired with experience.

Jennifer Tidwell, a banquets employee at The Cosmopolitan of Las Vegas, is a powerful example of the College Opportunity Program's impact. Through the program, she became the first employee to earn both her bachelor's and master's degrees back-to-back while balancing full-time work and parenting. As a master's student in hospitality administration, she also served in multiple leadership roles at UNLV, advocating for student engagement and professional development. Reflecting on her journey, Jennifer says if she can do it, others can as well. Her hope is that other employees see what's possible through the program.

Together, MGM Resorts and UNLV are creating more than programs; we're building pathways. Pathways that connect education to industry, ambition to opportunity and students to a future where they belong. In every mentorship meeting, classroom lecture and campus tour, the partnership sends a clear message: the future of hospitality starts here, and it starts with people.



677

GRADUATES ARE IN LEADERSHIP POSITIONS (MANAGERS AND ABOVE)

103

MGM RESORTS ACADEMIC EXCELLENCE SCHOLARSHIP RECIPIENTS

1,876

EMPLOYEES ARE ALUMNI, CURRENT AND FORMER STUDENTS

97%

OF SCHOLARSHIP RECIPIENTS ARE NEVADA RESIDENTS



Global Business Impact Mentorship Program Class of 2025 graduates: Novell Bannister, Joi Bannister, Mary Salins, Tami Hurley and Pat Hurley.

10

YEARS

150

BUSINESSES
MENTORED

21

STATES
REPRESENTED

GROWING LOCAL ECONOMIES

For more than a decade, MGM Resorts has demonstrated that investing in small and local businesses is smart business, strengthening communities while building a more resilient and competitive global supply chain.

The Global Business Impact Mentorship Program, designed to help small and local businesses scale and compete globally, became a cornerstone of that strategy. Since 2016, 150 businesses across 21 states have completed the program, gaining the operational strength and strategic insight needed to succeed in a global supply chain.

Through an intensive 8-month mentorship, mentees were paired with MGM Resorts executives and guided through a targeted curriculum, created in collaboration with Blue Wave SDP Corporation. The program delivered measurable business value: 80% of participants reported growth in the business they do with MGM Resorts following completion of the program.

In 2025, 14 companies graduated, marking the program's final cohort and bringing its total reach to 150 businesses nationwide. Through the years, each graduation marked more than the completion of a curriculum. It signaled business readiness to compete at scale and create jobs within the community.

As the program concludes, its legacy continues through stronger suppliers, expanded economic opportunity and a more inclusive procurement ecosystem. By investing in the growth of its suppliers, MGM Resorts reinforced a simple truth: when local businesses grow stronger, so does the business itself.

EMPOWERING RESPONSIBLE PLAY THROUGH PEOPLE

MGM Resorts has reached a significant milestone in its commitment to responsible gaming, certifying more than 2,000 employees as GameSense advisors across its U.S. properties. The achievement follows a series of comprehensive, research-based training sessions designed to equip team members with the tools to proactively promote responsible play and identify potential problem gambling behaviors.

GameSense, an industry-leading responsible gaming program developed by the British Columbia Lottery Corporation and licensed to MGM Resorts in 2017, focuses on positive, transparent and proactive guest interactions. The program is embedded throughout MGM Resorts' properties and extends to BetMGM's digital platforms.

"GameSense training shows that MGM Resorts is leading when it comes to responsible gaming," said Executive Director of Responsible Gaming Garrett Farnes. "We put our guests first by ensuring team members across every department are trained to encourage positive and responsible experiences."

Vice President of Customer Development at The Cosmopolitan of Las Vegas Susan Savage has more than 30 years of experience on the Las Vegas Strip. As a GameSense Advisor, she has taken her training into action. When she noticed unusual changes in a longtime guest's behavior such as larger bets and concerning late-night calls, she recognized red flags reinforced by her training.

Working with Farnes and the responsible gaming team, Susan helped connect the guest with resources and support. He ultimately set limits, entered a professional program and stopped gambling. Though he no longer visits the casino, Susan and the guest remain close friends.

"As someone with decades in the industry, GameSense gave me new tools and perspective," Susan said. "It reinforced how important the right conversations are, not just to protect our guests, but to ensure we operate responsibly and with care."



Susan Savage has used her training to recognize problem gambling behaviors and provide support to guests.



Garrett Farnes leads a course to train GameSense advisors.

2025 IMPACT REPORT

FOCUSED
ON WHAT
MATTERS

