



2023 Consolidated SI&S Factbook

Social Impact & Sustainability Goals | GRI | SASB

published May 2024

MGM RESORTS INTERNATIONAL®

Forward-Looking Statements

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

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

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

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 include a range of topics that we believe are relevant to our business and may be of interest to our investors and other stakeholders. We use the definition of materiality established under U.S. federal securities laws for the purposes of complying with the mandatory disclosure rules and regulations enforced by the U.S. Securities and Exchange Commission (SEC) and applicable stock exchange listing standards. However, in our voluntary 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.

Extra-Financial Information

This 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 2023 (January 1 - December 31, 2023).

Commitment to Transparency

We are committed to transparently informing our stakeholders about our SI&S policies, goals, programs and performance. We are also committed to increasing the level of assurance of performance data.

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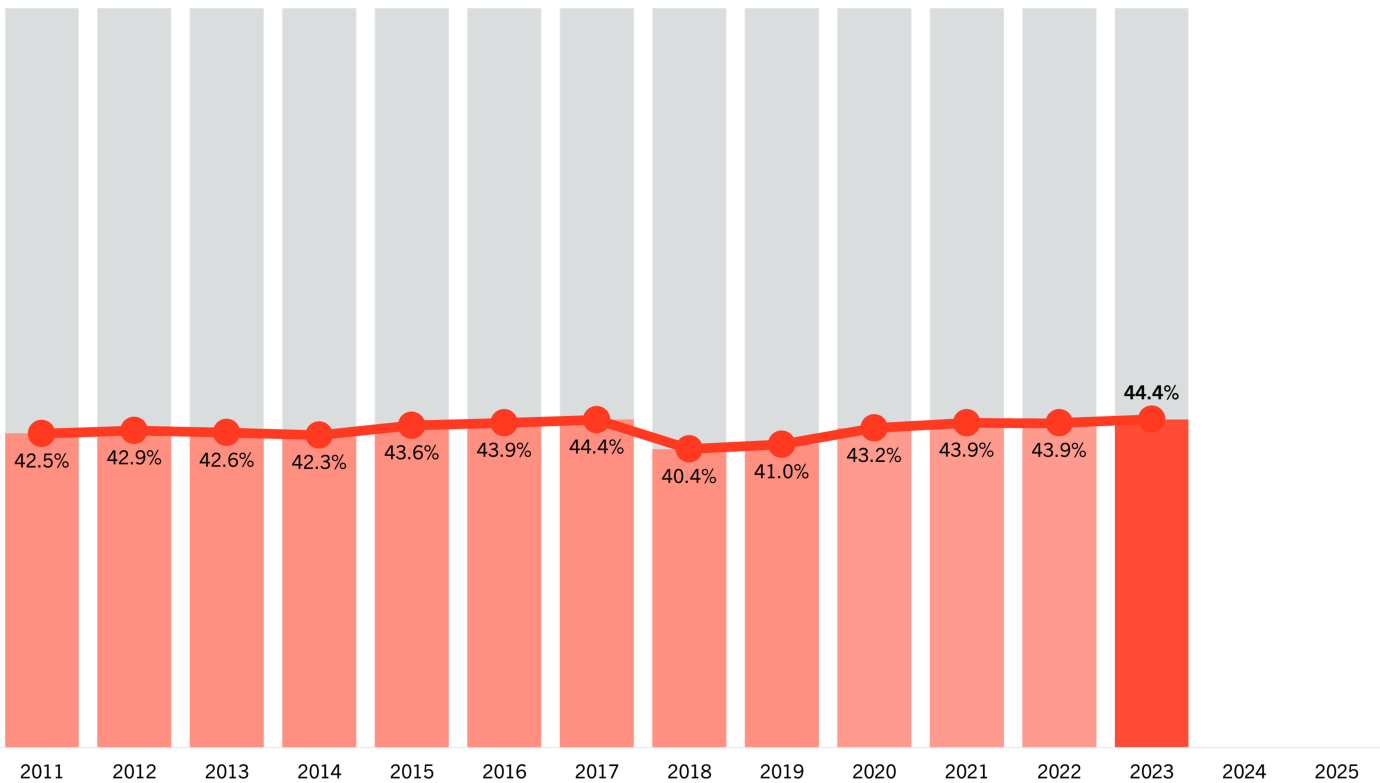
Social Impact & Sustainability Goals Performance

In 2017 and 2018 we established a primary set of formal forward-looking goals in our three strategic pillars of Fostering Diversity & Inclusion, Investing in our Communities, and Protecting the Planet. We have already met and reset some of these 2025 goals, and in 2021 established two 2030 climate goals: reduce our scope 1 and 2 greenhouse gas emissions by 50% by 2030 (2019 baseline) and to source 100% renewable electricity by 2030 (80% globally). In 2023, our 2030 scope 1, 2, and 3 climate targets were approved by the Science Based Targets Initiative (SBTi).

2025 GOALS	STATUS
Train 100% of management employees on Social Impact & Sustainability policies and goals	<i>on track</i>
FOSTERING DIVERSITY & INCLUSION	
Ensure all employees have equal access to leadership opportunities	<i>on track</i>
- Women in management (global)	<i>enhancing efforts</i>
- Racial diversity in management (U.S.)	<i>on track</i>
Spend with diverse suppliers at least 15% of domestic biddable procurement (U.S.)	<i>achieved</i>
Expand Supplier Diversity Mentorship Program to achieve a milestone of 150 graduates (U.S.)	<i>on track</i>
INVESTING IN OUR COMMUNITIES	
Expand support of nonprofit workforce development and education programs to 40% of Company giving (U.S.)	<i>achieved</i>
Award 600 post-secondary scholarships to children of employees (U.S.)	<i>on track</i>
Surpass 1.12 million cumulative volunteer hours through the Employee Volunteer Program (U.S.)	<i>achieved</i>
Exceed \$120 million in cumulative employee donations through the MGM Foundation (U.S.)	<i>on track</i>
Achieve \$5 million in annual donations to the MGM Resorts Foundation	<i>enhancing efforts</i>
Donate 5 million meals through our Feeding Forward program (U.S.)	<i>on track</i>
PROTECTING THE PLANET (all global, 2007 baseline)	
Reduce carbon emissions per square foot by 45%	<i>achieved</i>
Reduce energy per square foot by 25%	<i>on track</i>
Reduce water per square foot by 33%	<i>achieved</i>
Reduce materials disposed per square foot by 60%	<i>enhancing efforts</i>
2030 GOALS	STATUS
PROTECTING THE PLANET	
Reduce absolute Scope 1 and 2 carbon emissions by 50% (2019 baseline, global)	<i>on track</i>
Reduce absolute Scope 3 carbon emissions in key categories by 30% (2019 baseline, global)	<i>enhancing efforts</i>
Source 100% renewable electricity (U.S.)	<i>on track</i>
Source 80% renewable electricity (global)	<i>on track</i>
Source 100% cage-free eggs (U.S. currently, global in future)	<i>on track</i>

2025 Goal Charts

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



2023 Highlights

- As of December 31, 2023, management represented approximately 9% of our global employee base
- From 2018 to 2023, the percent of women in management across the U.S. and China trended upwards to 44.4%
- In the U.S., women represent 45.0% of management

Progress

- 2018 global baseline: 40.4% women in management
- 2023: 44.4% women in management
- Percent point change from baseline: +4.0

2025 Goal

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



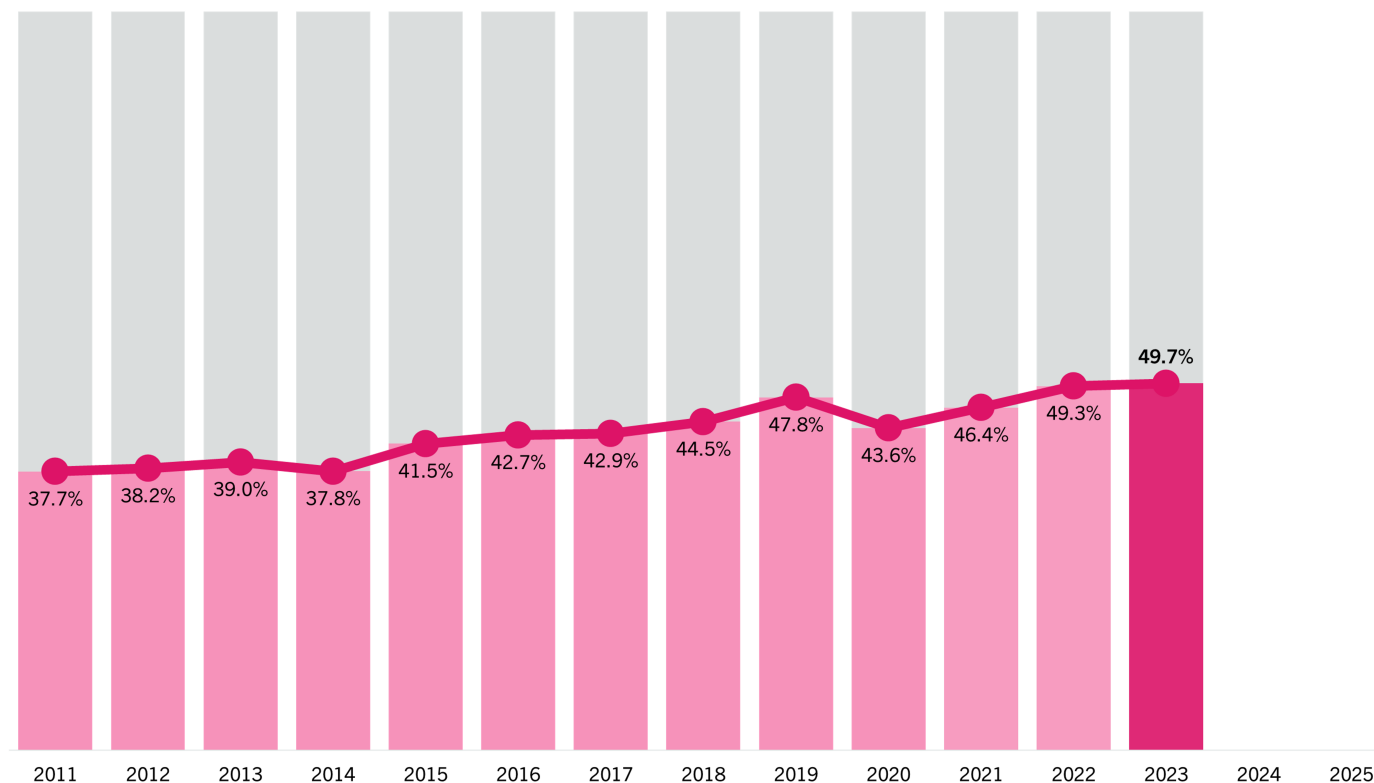
2023 Highlights

- As of December 31, 2023, management represented approximately 9% of our U.S. employee base
- To further drive performance towards our goal, we continued the programs we began in 2020 including data-driven diversity dashboards for properties and business units and our Accelerated Leadership Program, which included a high proportion of diverse talent
- Beginning 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
- The "Courageous Conversations" series helped us to better understand and improve the experience of diverse employees within our company resulting in a companywide Mentorship Program, support with the rebuild of our ENGs, and the development of a digital platform for leaders to review and understand their people data, specifically women and diversity in management

Progress

- 2011 baseline: 37.7% racially and ethnically diverse talent in management
- 2023: 49.7% racially and ethnically diverse talent in management
- Percent point change from baseline: +12.0

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



Management includes employees graded in MGM HR systems as 'IC2' and above.

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

NEW: Spend 15% of domestic biddable procurement with diverse suppliers



2025 Goal

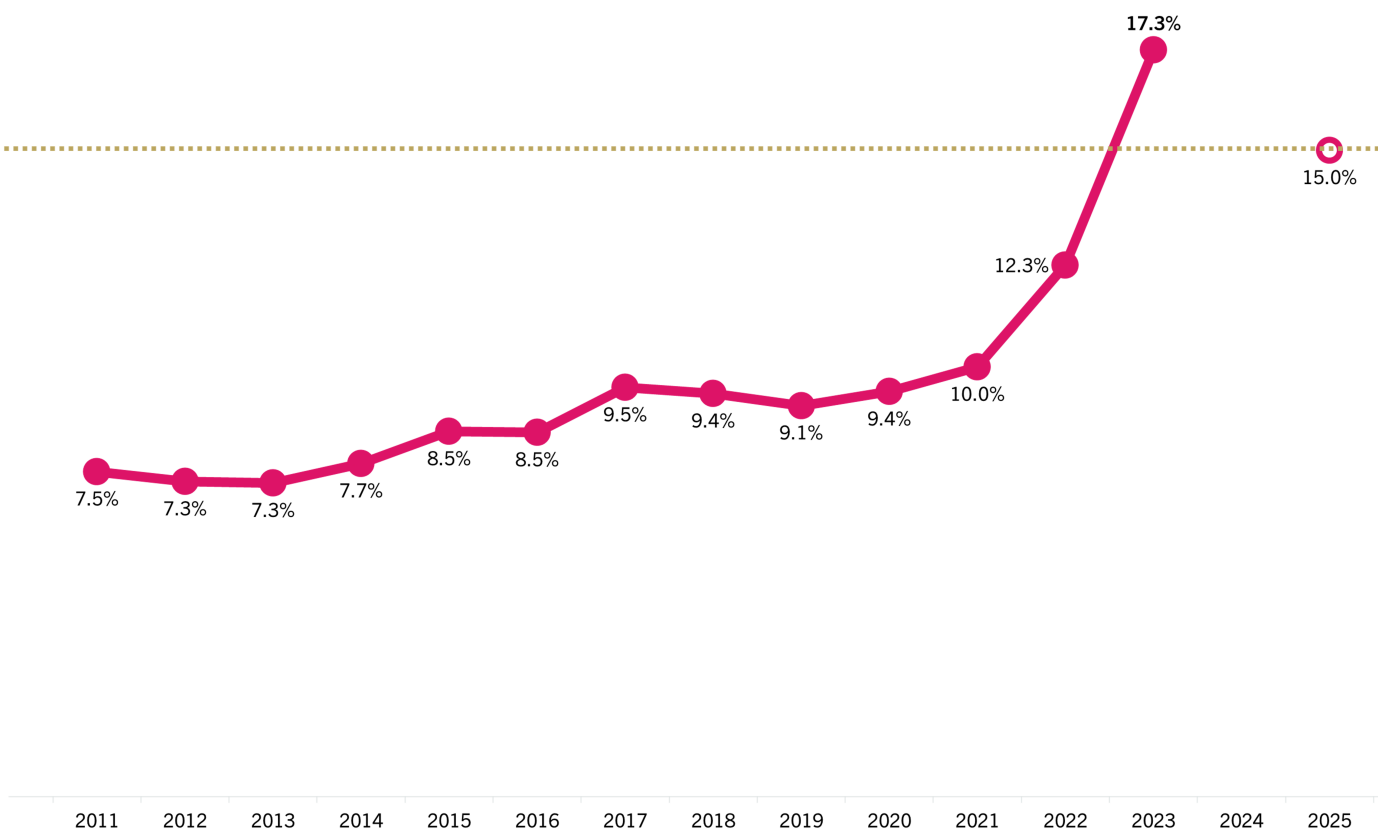
2023 Highlights

- Global Procurement has made significant strides toward increased goal of 15% and is expected to exceed goal by year end
- Global Procurement and the Supplier Inclusion Taskforce are intentional and focused with their supplier engagement
- Sourcing leaders are expanding into historically underutilized categories to drive inclusion and results
- Significant focus on conversion of diverse suppliers in network that are not certified

Progress

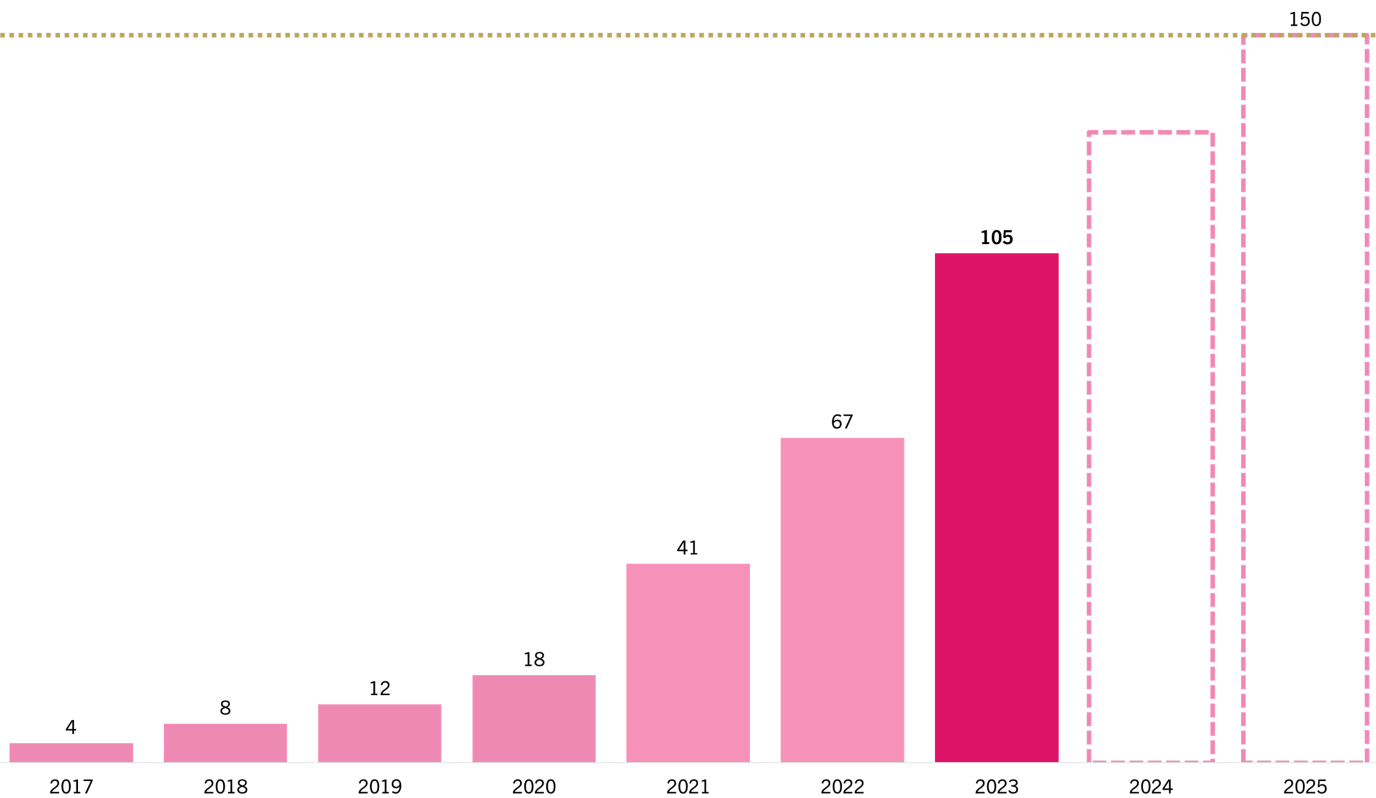
- 2011 baseline: 7.5% of biddable spend
- 2023: 17.3% of biddable spend
- Progress to target: ACHIEVED (115% of goal)

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



Tier 1 biddable spend: non sole-source procurement (excluding design & construction) on which diverse suppliers can bid.
Tier 1 diverse supplier spend: spend with certified diverse suppliers (minority, women, veteran, disabled, LGBTQ+ owned suppliers).

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



2025 Goal

Expand Supplier Diversity
Mentorship Program to
achieve 150 graduates



2025 Goal

2023 Highlights

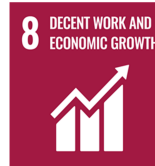
- 38 new diverse supplier graduates in January 2024, marking our largest cohort to date
- The program offers a select number of diverse suppliers valuable guidance and resources to help enhance their business operations and position them to effectively compete in corporate supply chains, including MGM's supply chain
- Graduates of this robust program are leveraging the tools and resources gleaned to enhance their acquisition of clients and contracting opportunities.
- With our deeper focus on engaging diverse suppliers, our original goal of 50 cumulative graduates was achieved in 2022; the goal was reset to a more ambitious 150 cumulative graduates by the end of 2025

Progress

- 2017 program start: 4 graduates
- 2023: 105 cumulative graduates
- Progress to target: 70%

2025 Goal

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



2023 Highlights

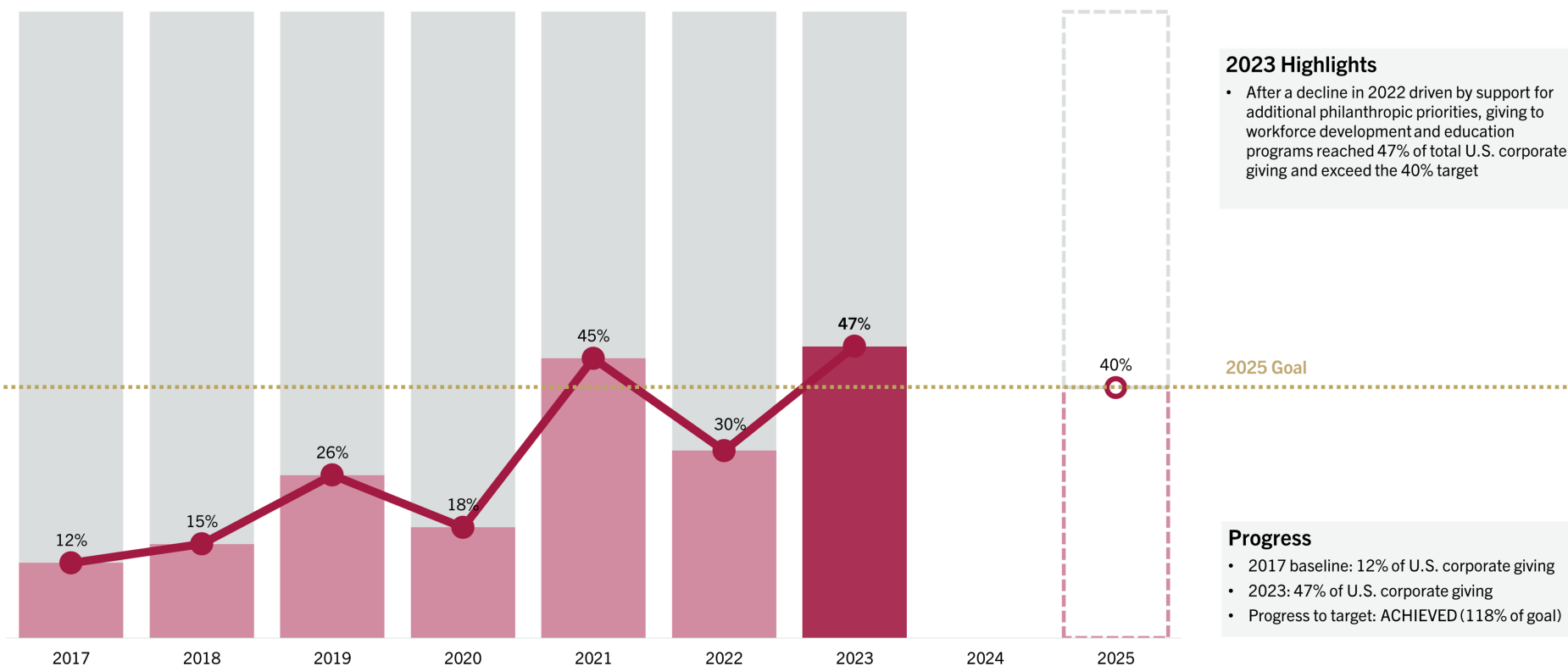
- After a decline in 2022 driven by support for additional philanthropic priorities, giving to workforce development and education programs reached 47% of total U.S. corporate giving and exceed the 40% target

2025 Goal

Progress

- 2017 baseline: 12% of U.S. corporate giving
- 2023: 47% of U.S. corporate giving
- Progress to target: ACHIEVED (118% of goal)

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.

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

2025 Goal

Award 600 post-secondary scholarships to children of employees



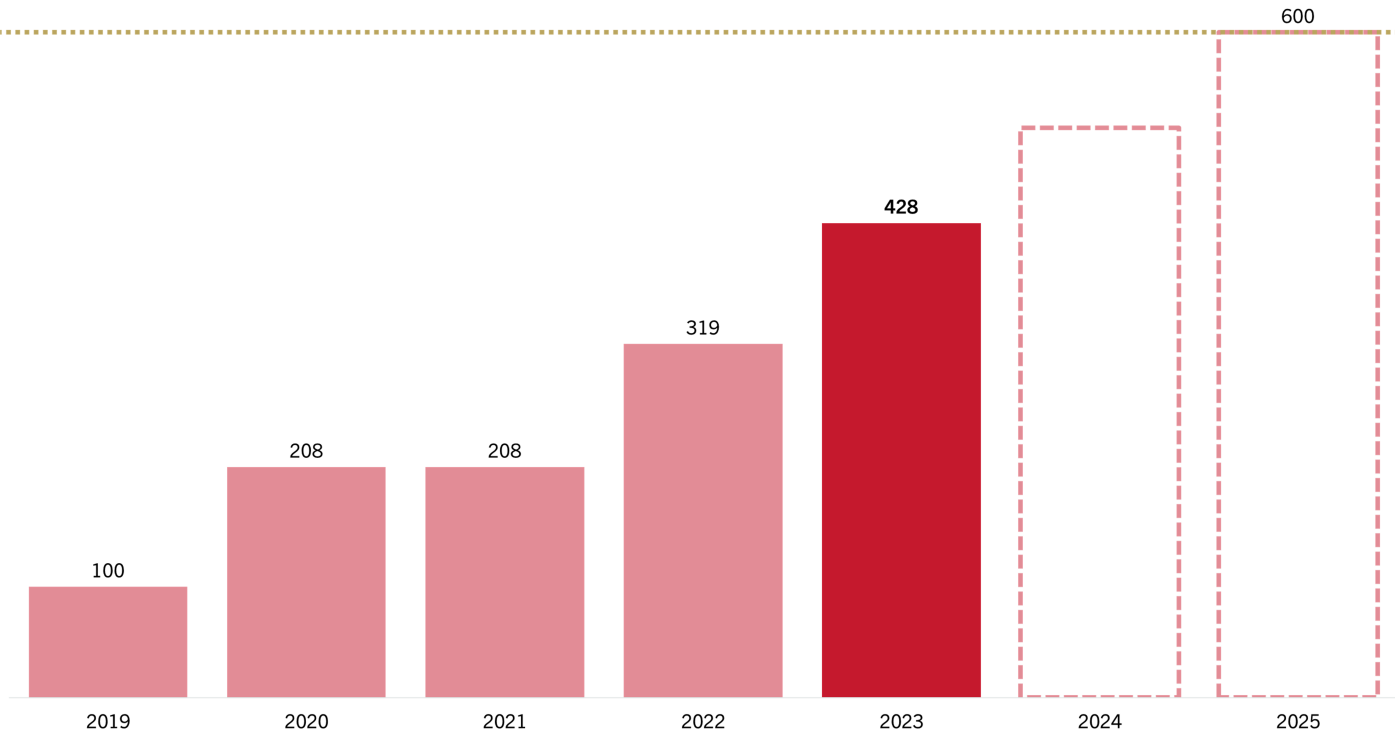
2025 Goal

2023 Highlights

- 109 scholarships were awarded for two-year and four-year programs

Progress

- 2019 program start: 100 scholarships
- 2023: 428 cumulative scholarships
- Progress to target: 71%



2025 Goal
Surpass 1.12 million
cumulative employee
volunteer hours



2025 Goal

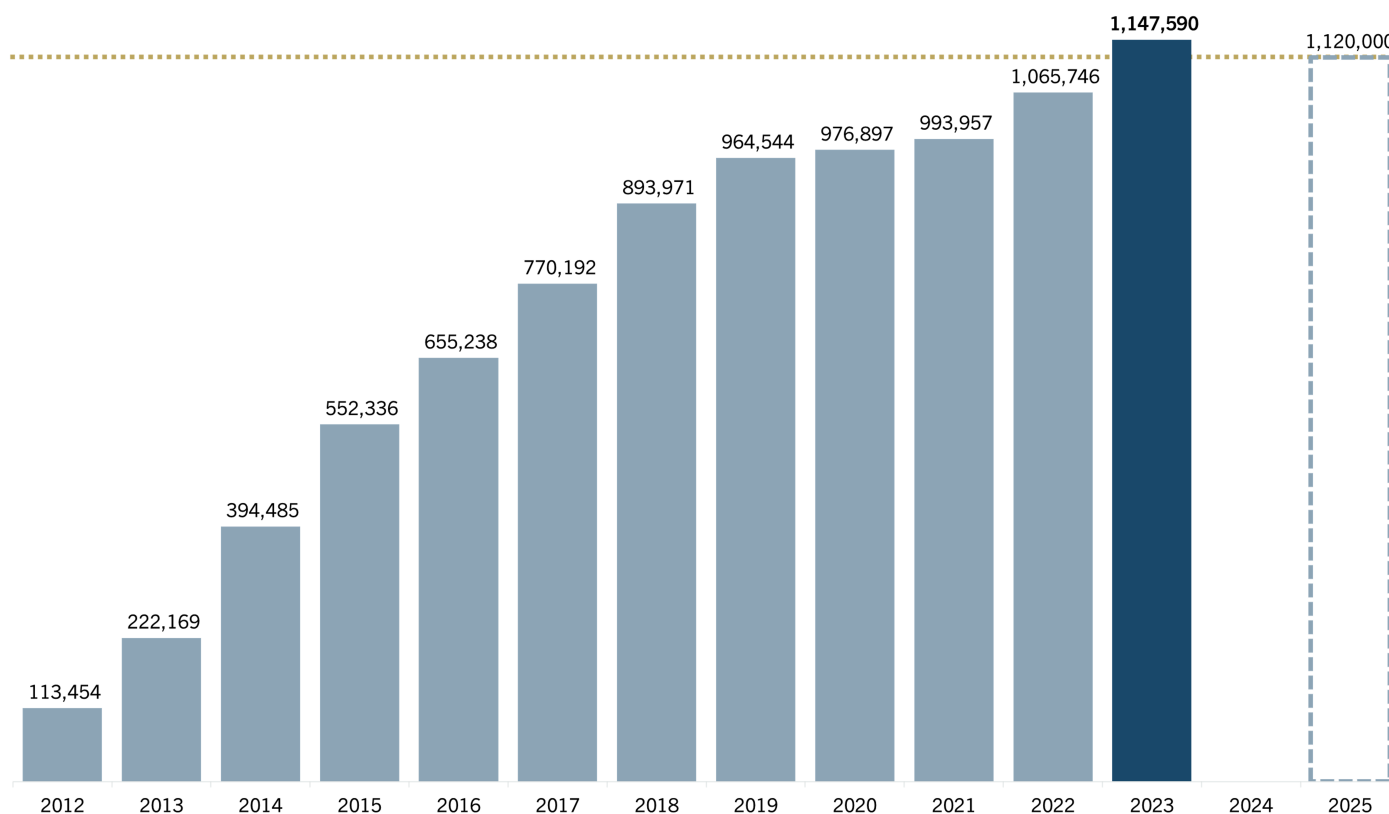
2023 Highlights

- Employee volunteerism continued its upward trend toward pre-pandemic engagement levels
- Continued efforts to diversify volunteer opportunities to engage more employees
- Evaluation in progress to increase target threshold

Progress

- 2012 baseline: 113,454 logged hours
- 2023: 1,147,590 logged hours
- Progress to target: **ACHIEVED** (102% of goal)

Employee volunteering (U.S.) cumulative hours logged



2025 Goal

Exceed \$120 million in cumulative donations through the MGM Resorts Foundation



2025 Goal

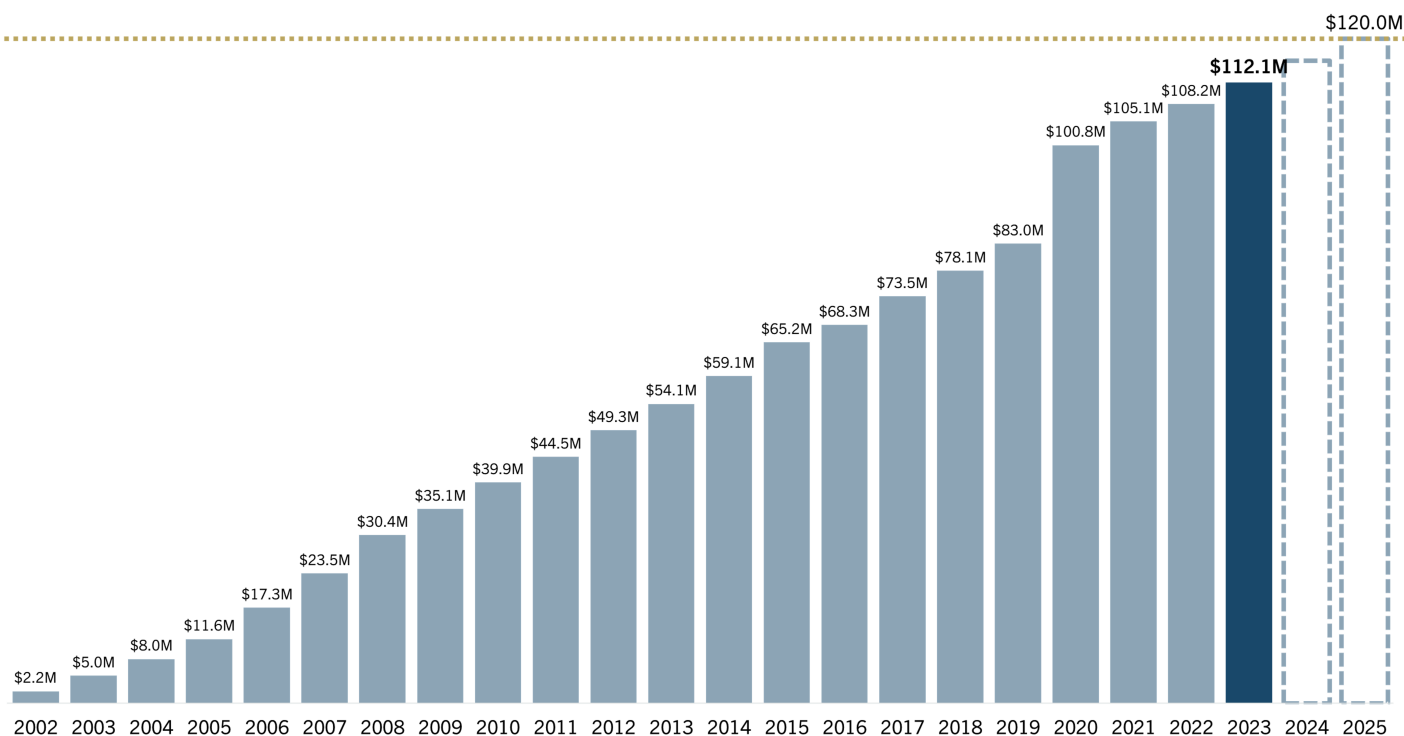
2023 Highlights

- In 2023, the MGM Resorts Foundation provided over \$3.8 million in community donations (+6% YOY)

Progress

- 2002 program start: \$2.2M
- 2023: \$112.1M cumulative donations
- Progress to target: 93%

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



Annual Funds Raised for the MGM Resorts Foundation

NEW 2025 Goal

Achieve \$5 million in annual donations to the MGM Resorts Foundation



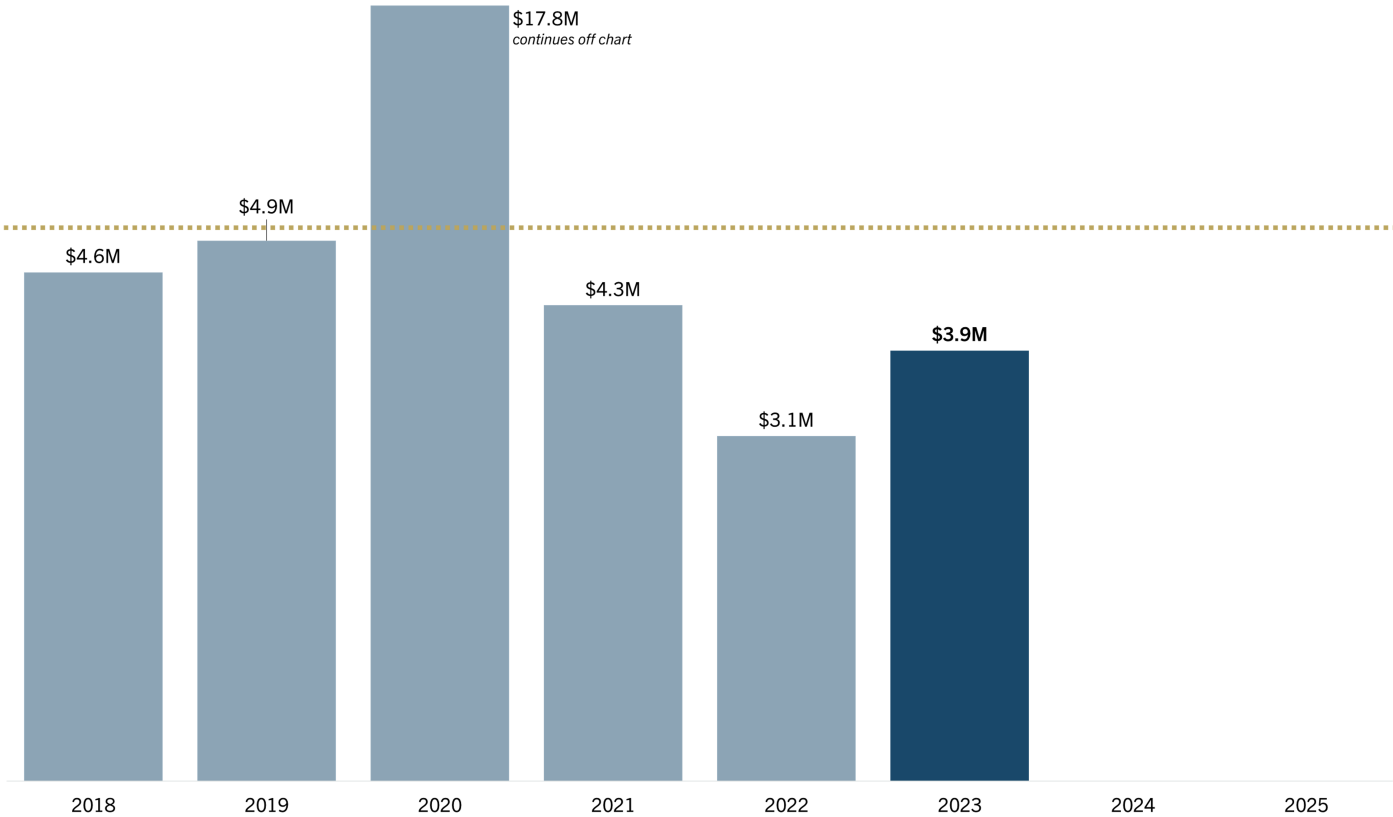
2023 Highlights

- Employee participation declined slightly, but funds raised increased to \$3.9 million in 2023.

2025 Goal

Progress

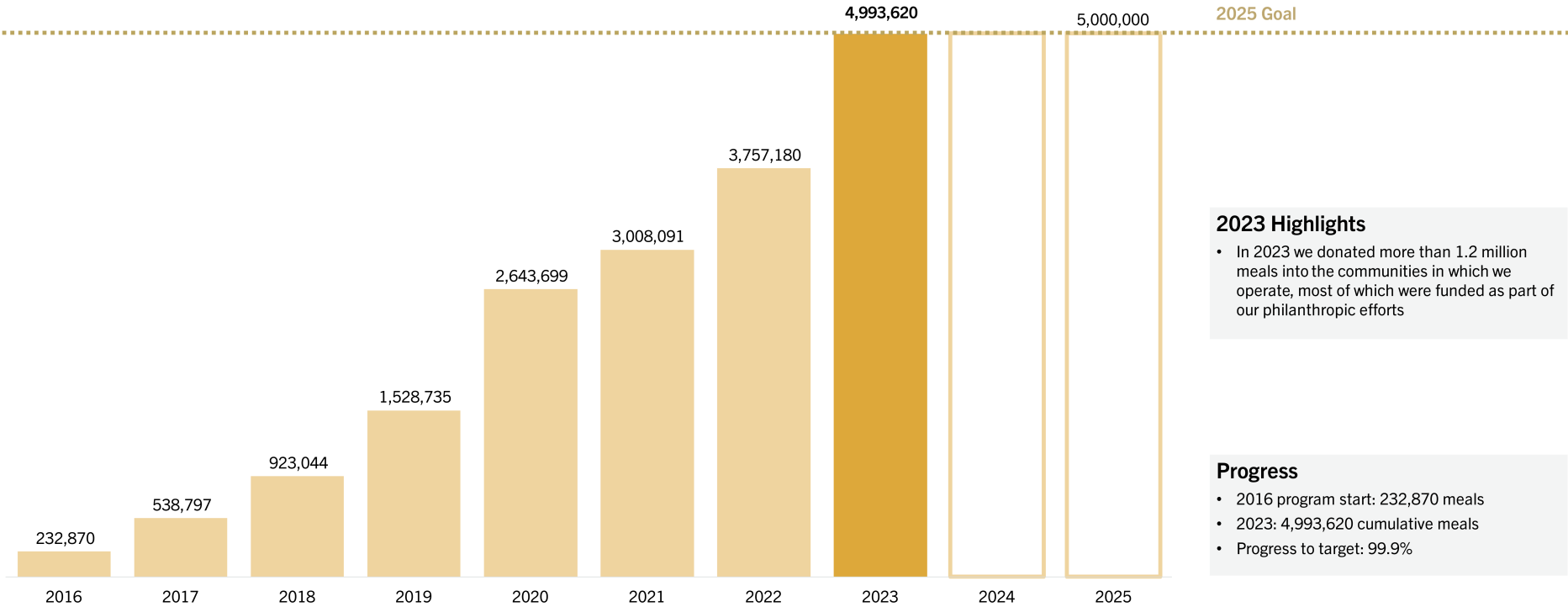
- 2022: \$3.1 million
- 2023: \$3.9 million (+26%)
- Distance to target: \$1.1 million



Meals donated cumulative total

2025 Goal

Donate 5 million cumulative meals through our Feeding Forward program



2023 Highlights

- In 2023 we donated more than 1.2 million meals into the communities in which we operate, most of which were funded as part of our philanthropic efforts

Progress

- 2016 program start: 232,870 meals
- 2023: 4,993,620 cumulative meals
- Progress to target: 99.9%

2025 Goal

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



2023 Highlights

- In 2023, we exceeded both our 2025 and 2030 carbon reduction goals
- Performance driven in part by changes in portfolio (acquisition of more energy-efficient TCOLV and divestiture of older resorts –The Mirage and Gold Strike Tunica)
- Reductions also driven by energy efficiency projects

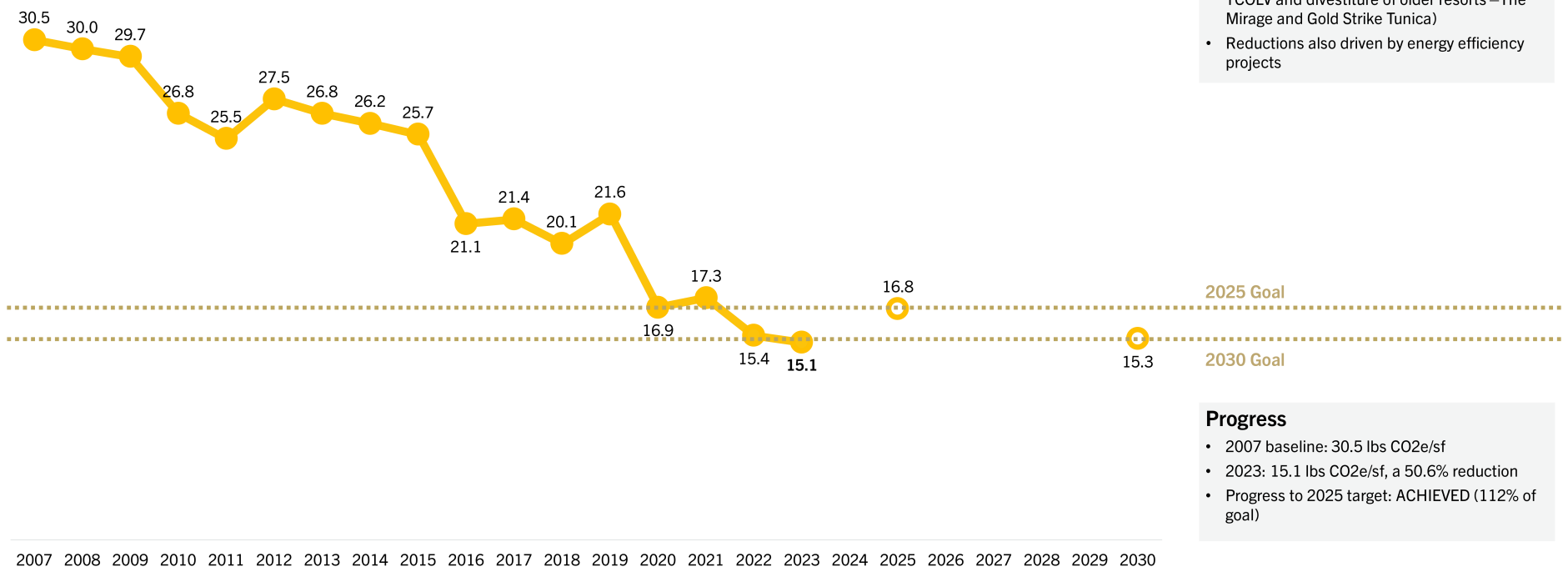
2025 Goal

2030 Goal

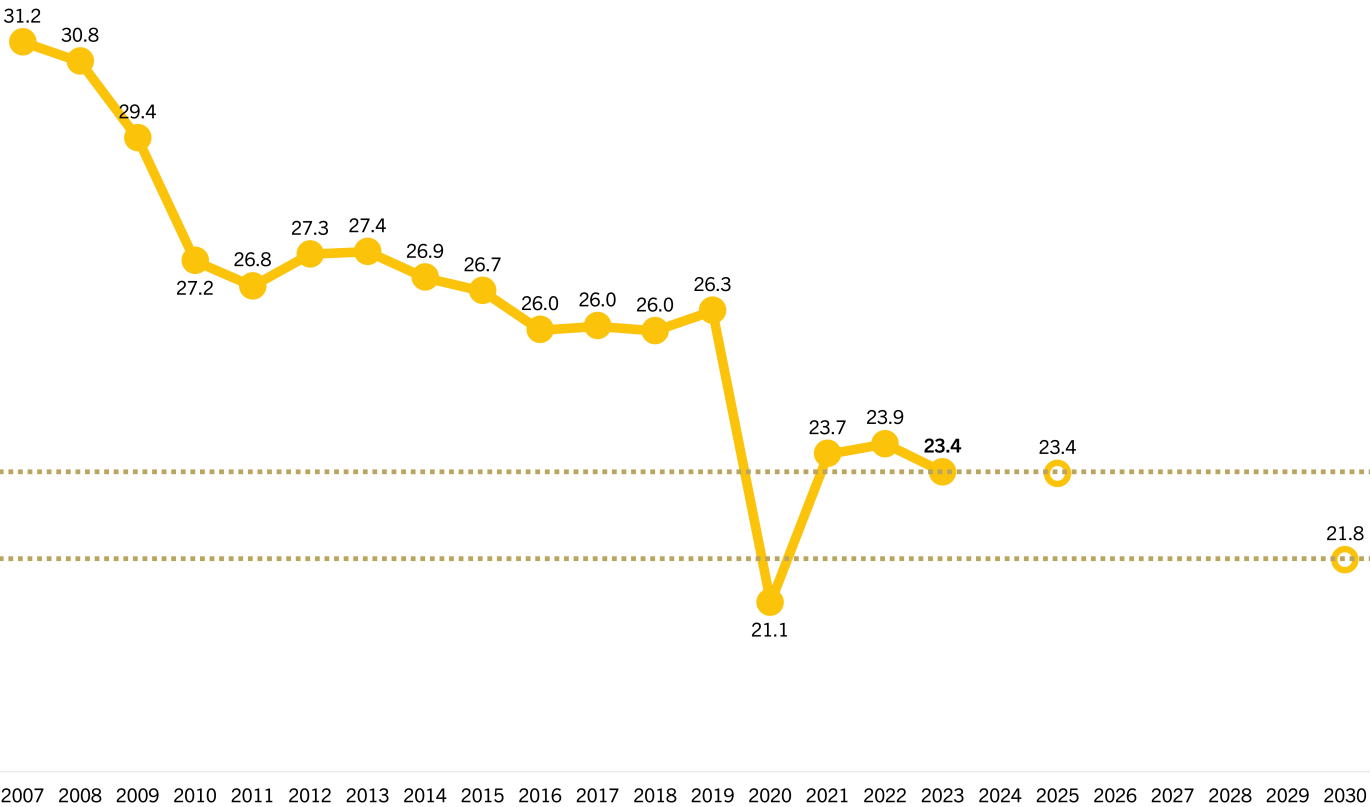
Progress

- 2007 baseline: 30.5 lbs CO2e/sf
- 2023: 15.1 lbs CO2e/sf, a 50.6% reduction
- Progress to 2025 target: ACHIEVED (112% of goal)

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



Energy use intensity (global) kilowatt hours per square foot



Energy includes electricity and natural gas (or equivalent).

2025 Goal

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



2023 Highlights

- In 2023, we very nearly achieved our 2025 energy reduction goal
- Performance driven in part by changes in portfolio (acquisition of more energy-efficient TCOLV and divestiture of older resorts –The Mirage and Gold Strike Tunica)
- Reductions also driven by energy efficiency projects

Progress

- 2007 baseline: 31.2 kWh/sf
- 2023: 23.4 kWh/sf, a 24.8% reduction
- Progress to target: on track (99.2% of goal)

2025 Goal

Reduce water per square foot by 33% (2007 baseline)



2023 Highlights

- In 2023, we continued our emphasis on corporate water stewardship and clarified our strategy with five water principles: Measurement, Efficiency, Quality, Culture and Citizenship
- Consumptive water use (water that does not return to the source) remains an important focus area and we have implemented projects to help reduce consumptive water use, particularly in cooling towers and landscaped areas
- In 2023 we participated in an innovative pilot project with the Las Vegas Grand Prix, SNWA, and Water Start to harvest water from cooling tower plumes that would be lost to evaporation

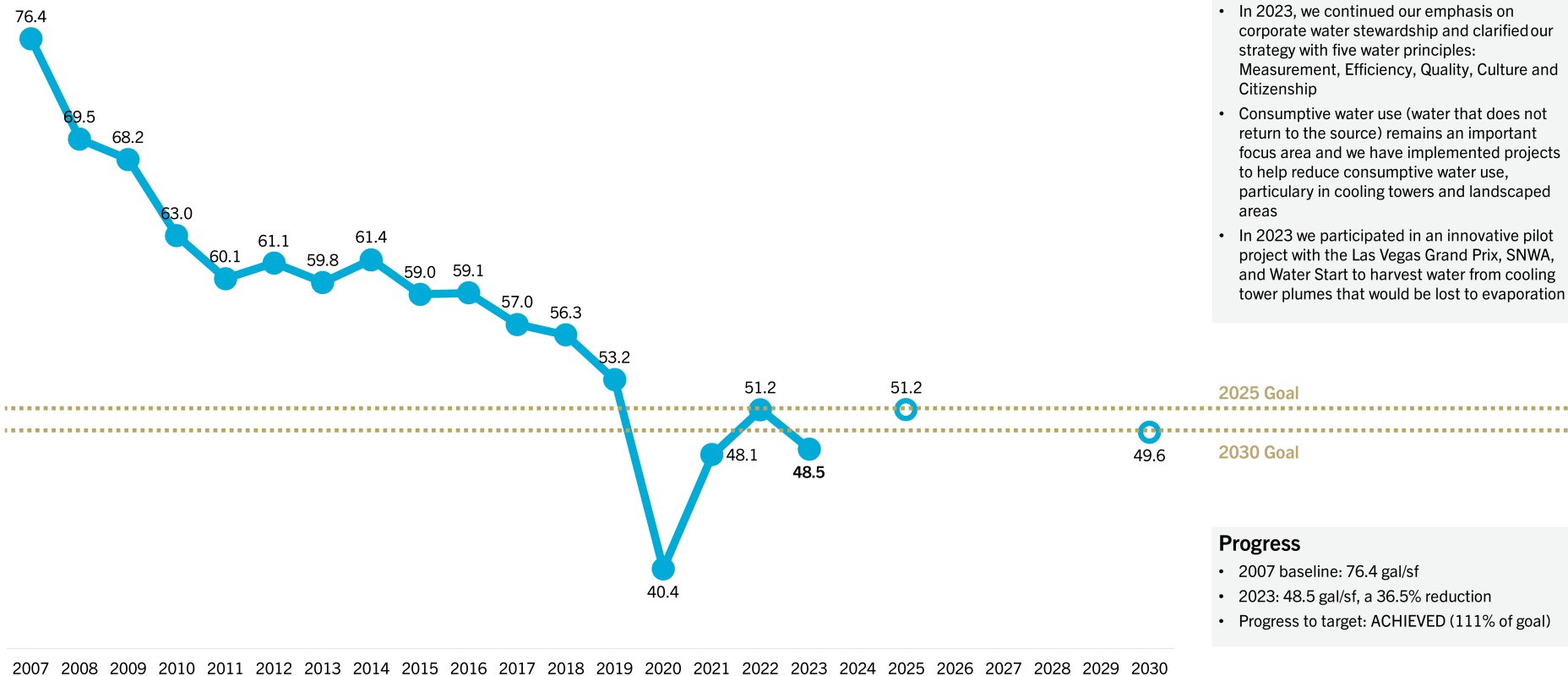
2025 Goal

2030 Goal

Progress

- 2007 baseline: 76.4 gal/sf
- 2023: 48.5 gal/sf, a 36.5% reduction
- Progress to target: ACHIEVED (111% of goal)

Water withdrawal intensity (global) gallons per square foot



Water withdrawal includes utility water and well water.

2025 Goal
 Reduce disposal per square foot by 60% (2007 baseline)



2023 Highlights

- In 2021, we chose to revise our materials and waste related goal from one focused on increasing our material diversion rate to one focused on reducing materials disposed to landfill
- This revised goal addresses the material impact of waste on our business and the communities in which we operate and is better aligned with our overall climate strategy
- A focus on materials disposed allows us to include source reduction efforts as well as continued materials diversion and increases data reliability
- Going forward, we endeavor to invest in waste technologies that will help us meet our goal

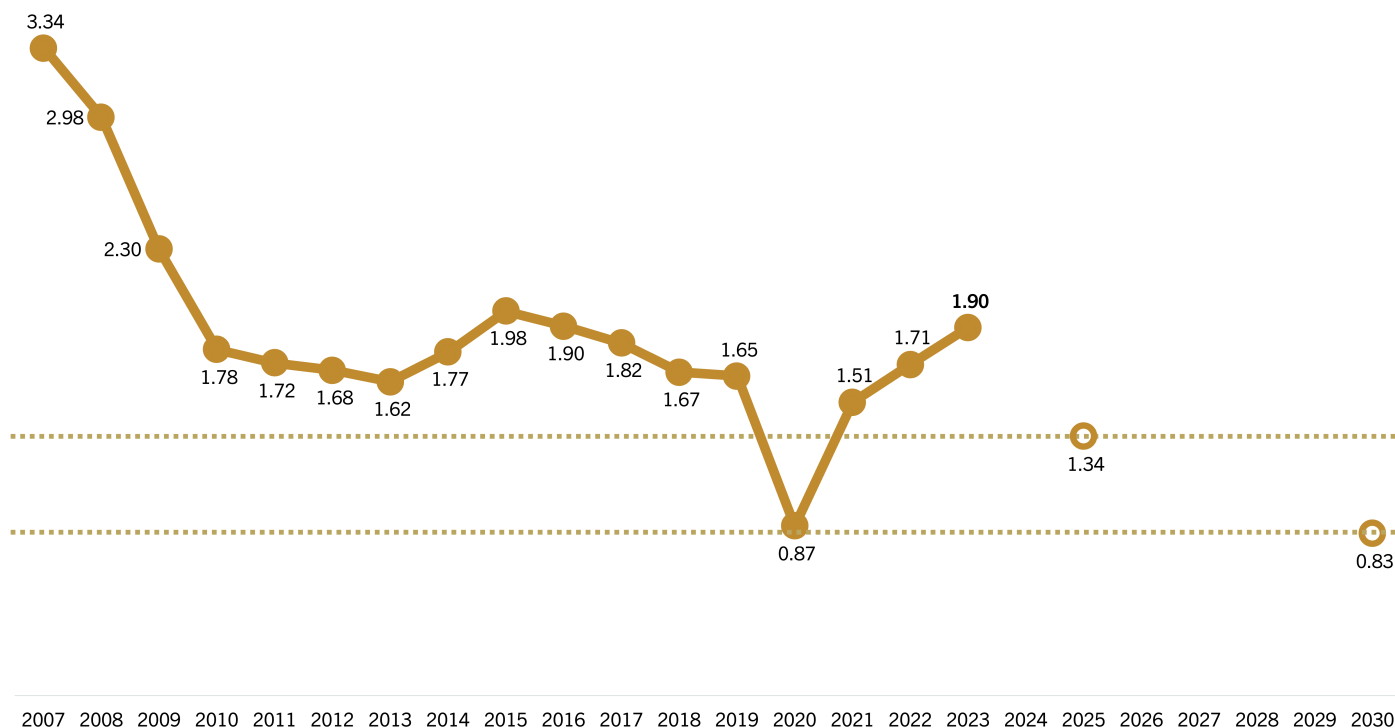
2025 Goal

2030 Goal

Progress

- 2007 baseline: 3.34 lbs disposed/sf
- 2023: 1.90 lbs disposed/sf, a 43.1% reduction
- Progress to target: 72%

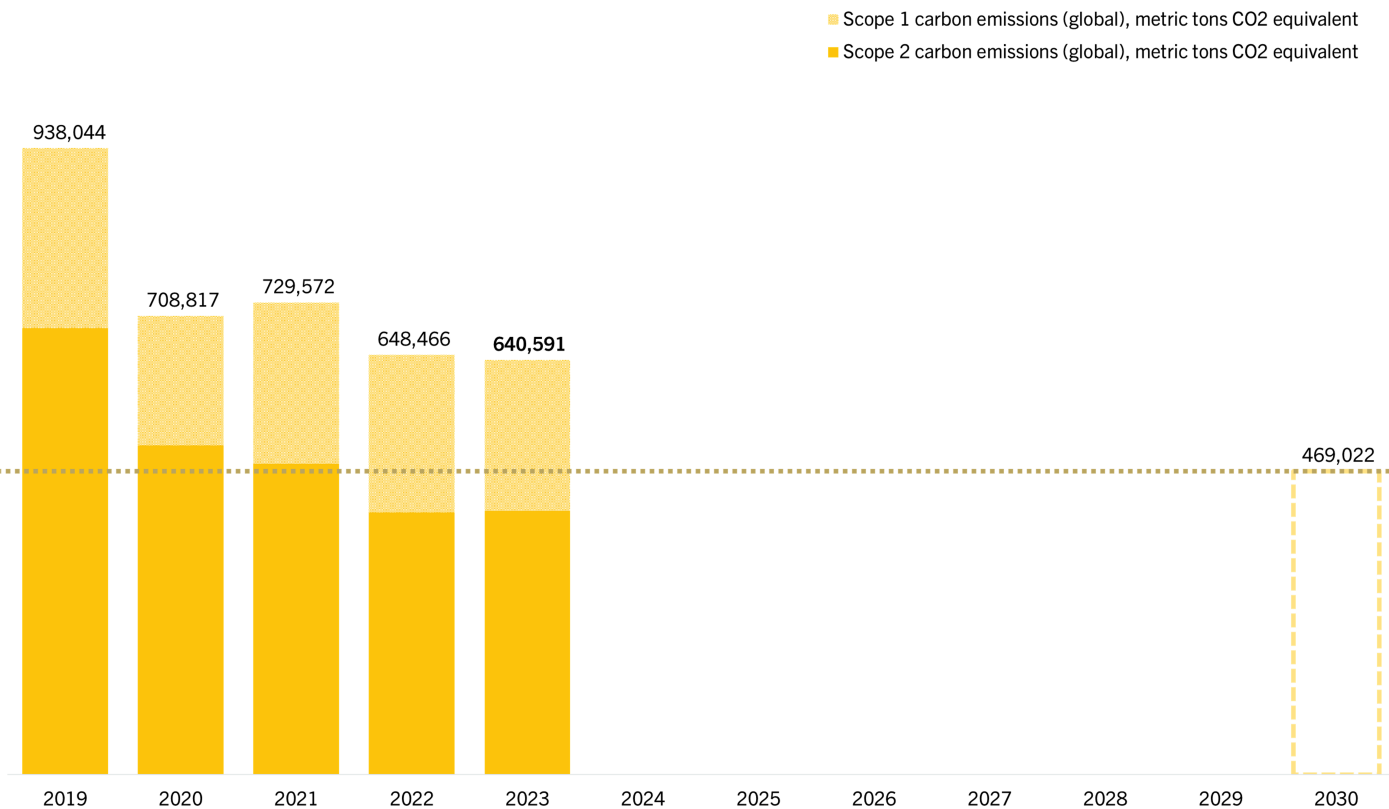
Materials disposal intensity (global) pounds per square foot



Materials disposed includes: landfill, waste -to-energy, incineration, food -to-waste-water.

2030 Goal Charts

Absolute carbon emissions (global)
metric tons CO2 equivalent (scope 1 and 2)



Absolute carbon emissions, adjusted reflects an adjustment of -30,027 MTCO2e to remove emissions associated with Circus Circus Las Vegas, which was divested in December 2019. The unadjusted quantity of 968,011 MTCO2e is still disclosed in other reporting as our actual 2019 inventory. The adjusted metric is used for goal-setting and tracking purposes.

2030 Goal

Reduce absolute scope 1 & 2 carbon emissions by 50% (2019 baseline)



2023 Highlights

- Absolute Scope 1 and 2 emissions decreased since 2021, driven primarily by Mega Solar Array production and infrastructure corrections that avoided fugitive emissions
- We expect further emissions reductions from continued sourcing of renewable electricity and investments in energy conservation (electricity and natural gas)
- This goal was validated by the Science Based Targets initiative (SBTi) in early 2023 and aligns with the Paris Agreement's 1.5-degree scenario, currently the most ambitious designation available through the SBTi process

Progress

- 2019 baseline: 938,044 MTCO2e
- 2023: 640,591 MTCO2e, a 31.7% reduction
- Progress to target: 63%

2030 Goal

Reduce absolute scope 3 carbon emissions in significant categories by 30% (2019 baseline)



2023 Highlights

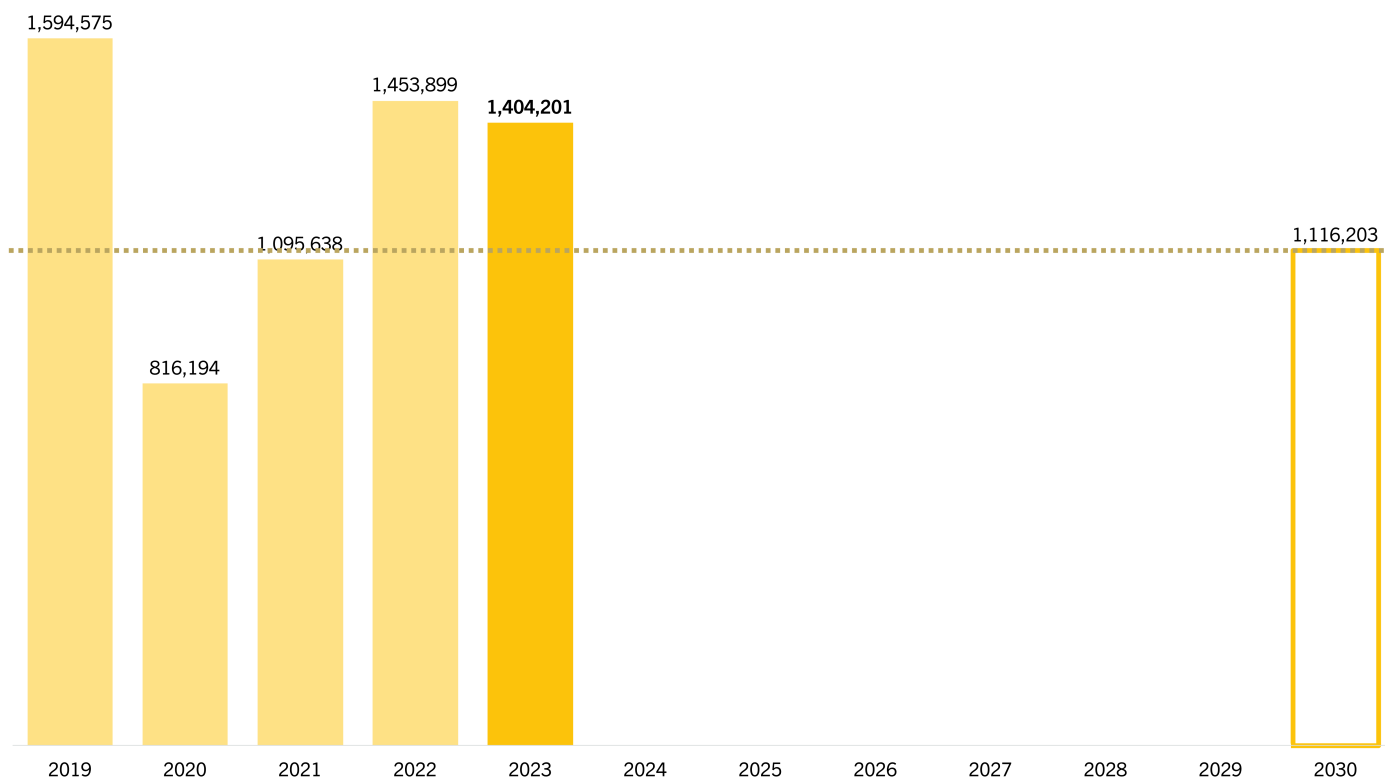
- Significant categories include Purchased Goods & Services, Fuel- and Energy-Related Activities, Waste Generated in Operations, and Employee Commuting
- We are working to enhancing our calculation methodologies and data controls to ensure alignment with the recommendations of the Green House Gas Protocol

2030 Goal

Progress

- 2019 scope 3 emissions: 1,594,575 MTCO2e
- 2023 scope 3 emissions: 1,404,201 MTCO2e, a 11.9% reduction
- Progress to target: 39.8%

**Absolute carbon emissions (global)
metric tons CO2 equivalent (scope 3, significant categories)**



2030 Goal

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



2030 Goal

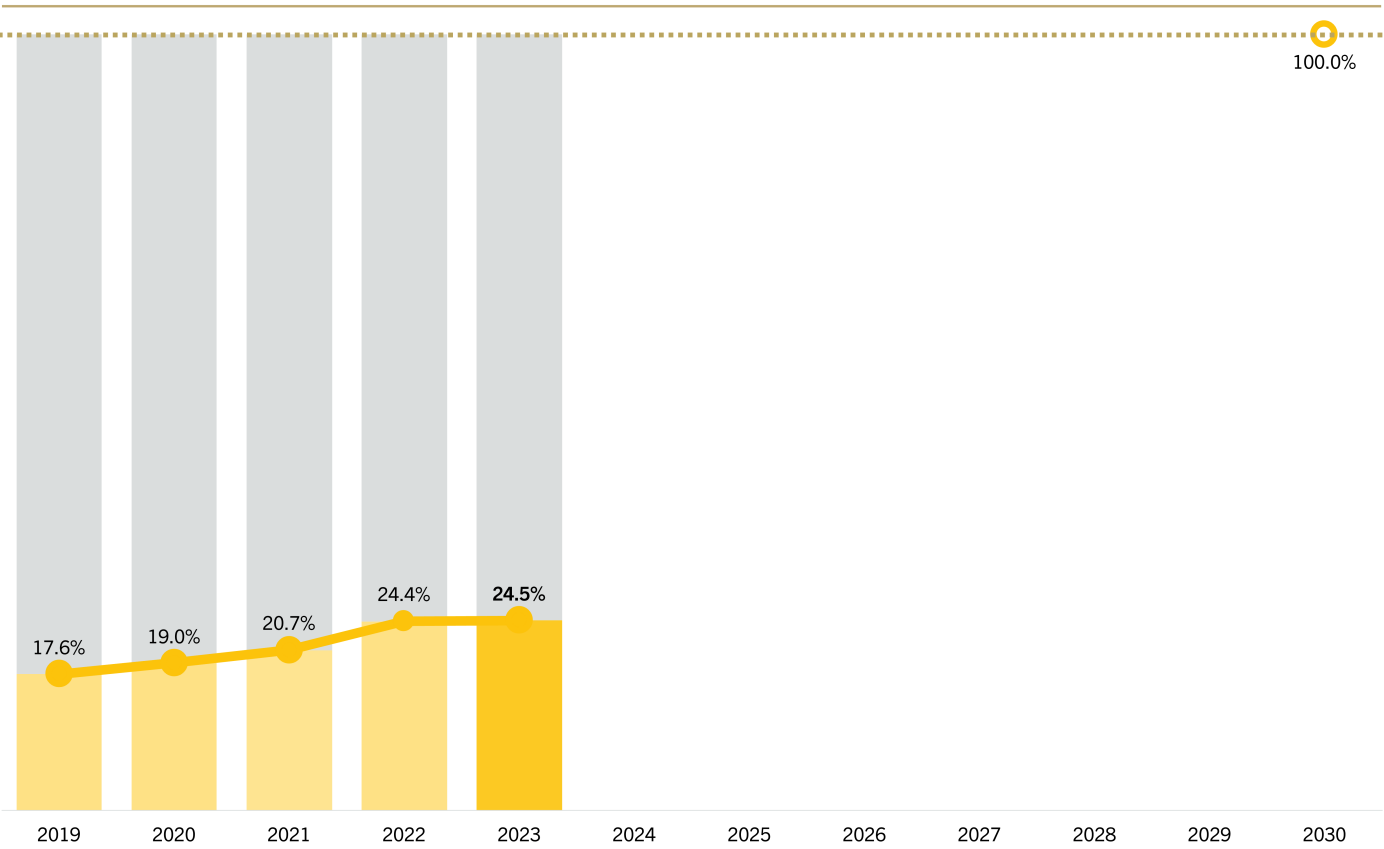
2023 Highlights

- Renewable Electricity as a percentage of total electricity used by MGM Resorts in the U.S. held steady relative to 2022
- The Renewable Electricity percentage is calculated based upon the volume of Renewable Energy Credits (RECs) formally retired on behalf of MGM Resorts in compliance with the Nevada Renewable Portfolio Standard (RPS). For regional properties, where applicable, each local jurisdiction's RPS is applied to MGM Resorts' operations in that jurisdiction
- The Nevada RPS required a 29% renewable share for all electricity sold in the state in 2022 and 2023. In 2024, this requirement will rise to 34% and progresses to a maximum of 50% by 2030

Progress

- 2019 renewable electricity (U.S.): 17.6%
- 2023 renewable electricity (U.S.): 24.5%
- 2023 renewable electricity (global): 22.1%

**Renewable electricity (U.S.)
percent of total U.S. electricity**

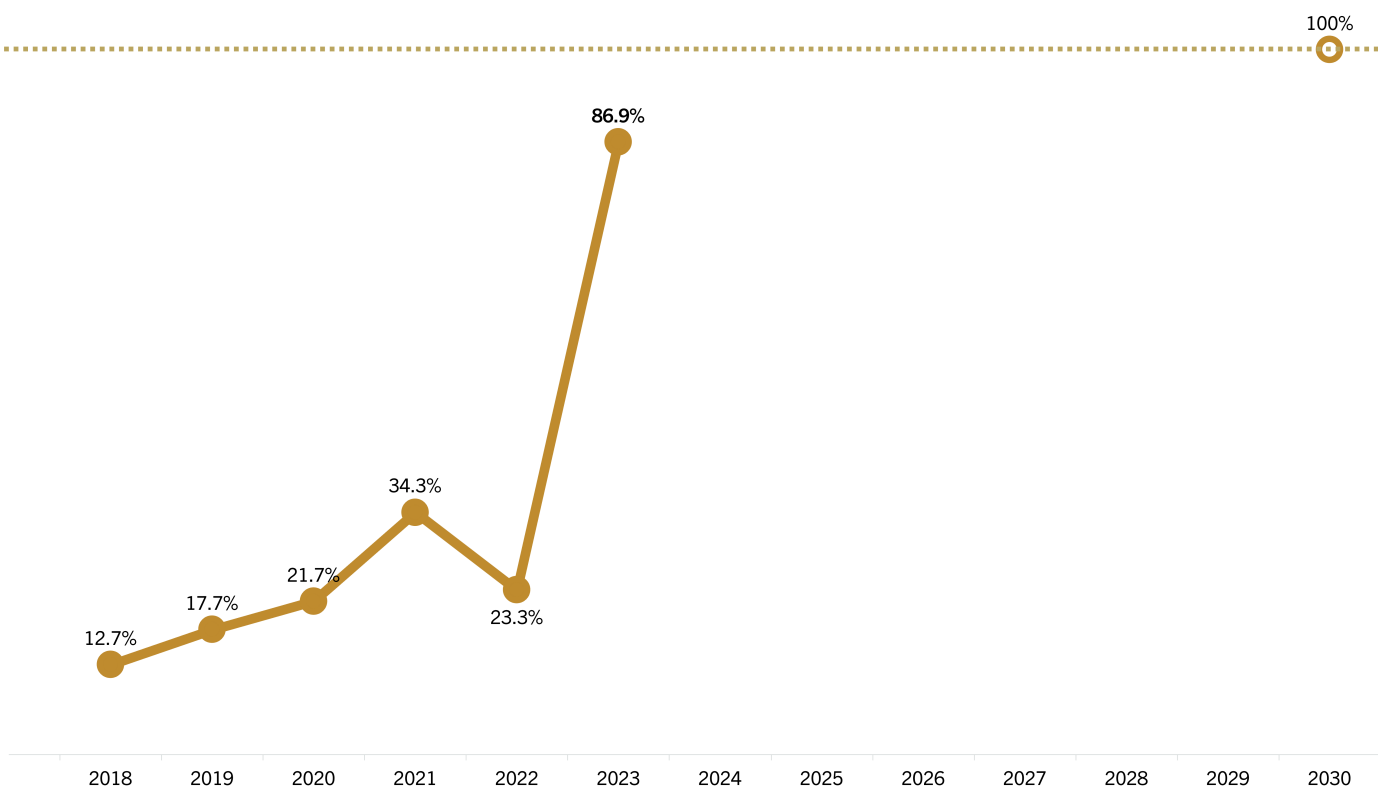


2030 Goal

Source 100% cage-free eggs globally



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



2030 Goal

2023 Highlights

- Data collection began in 2018
- Significant increase in cage-free egg spend driven in part by mandatory cage-free egg regulations in effect in Nevada and Massachusetts. MGM confirmed suppliers' compliance with required regulations to determine cage-free egg spend
- Drop in 2022 due in part to rising egg prices and supply issues throughout 2022. Egg purchases for The Cosmopolitan of Las Vegas which took place after MGM Resorts assumed operational control (mid-2022) are included in the 2022 figure

Progress

- 2018 baseline: 12.7%
- 2023: 86.9%

Fostering Diversity, Equity, and Inclusion

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

DIVERSE AND INCLUSIVE WORKPLACE ¹	2023	2022	2021
Total workforce (global)	73,072	72,552	67,867
Total management (global) ²	6,376	6,456	5,518
Total new hires (global)	19,297	19,124	16,473
Women in workforce (global), %	49.3 %	49.3 %	49.5 %
Women in management (global), %	44.4 %	43.9 %	43.9 %
Women new hires (global), %	51.1 %	50.9 %	51.0 %
Racially and ethnically diverse talent in workforce (U.S.), % ³	72.6 %	72.1 %	71.3 %
Racially and ethnically diverse talent in management (U.S.), %	49.7 %	49.3 %	46.4 %
Racially/ethnically diverse new hires (U.S.), %	77.3 %	76.9 %	72.6 %
EMPLOYEE ENGAGEMENT AND DEVELOPMENT	2023	2022	2021
Total number of employees in voluntary development programs (U.S.) ⁴	4,425	4,431	346
Number of Employee Network Groups (U.S.) ⁵	22	19	16
Number of Employee Network Group members (U.S.)	13,236	7,576	1,400
SUPPLIER DIVERSITY	2023	2022	2021
Tier 1 biddable spend (U.S.), \$ ⁶	\$2,382,091,172	\$2,515,394,518	\$1,709,106,896
Tier 1 diverse supplier spend (U.S.), \$ ⁷	\$412,661,425	\$310,190,778	\$170,434,202
Tier 1 diverse supplier spend (U.S.), percent of biddable spend	17.3 %	12.3 %	10.0 %
Diverse supplier mentorship program (U.S.), cumulative graduates	105	67	41

All metrics in **bold** have been verified by MGM Resorts Internal Audit.

¹ Employee metrics do not include employees of LeoVegas or Gold Strike Tunica (divested in early 2023).

² Management includes employees graded in MGM HR systems as 'IC2' and above in the U.S. and level 16 and above for MGM China.

³ 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.

⁴ 2022 and later figures include Employee Mentorship Program, Management Associate Program, Jump Start, LinkedIn Learning, Accelerated Leadership Program, Executive Development, Individual Development Plan, Bersin, and Hospitality Internship Program; prior year figures include Jump Start and Mentorship Program only.

⁵ Examples of Employee Network Groups (ENGs) include African American, Veterans, Women's, Young Professionals, LGBTQ+ etc.

⁶ Tier 1 biddable spend is non sole-source procurement (excluding design & construction procurement) on which diverse suppliers can bid.

⁷ Tier 1 diverse supplier spend is spend with certified diverse suppliers (minority, women, veteran, disabled, LGBTQ+ owned suppliers).

Investing in Our Communities

As a member of the communities in which we operate, we understand our responsibility to contribute to the social and economic progress of where we live. Our strategies aim to reflect, sustain, and build on the best of a community; creating good jobs, strong wages, resilient skills and workforce development opportunities for our neighbors.

WORKFORCE DEVELOPMENT	2023	2022	2021
Corporate giving to workforce development and education programs (U.S.), \$ ⁸	\$4,398,520	\$2,294,028	\$3,042,045
Corporate giving to workforce and education programs (U.S.), % of total U.S. corporate giving	47 %	30 %	45 %
Employee higher education tuition reimbursed by MGM (partially or fully funded) (U.S.), \$	\$1,221,677	\$1,111,053	\$960,017
Employees participating in tuition reimbursement programs (partially or fully funded) (U.S.)	409	418	316
Scholarships awarded to children of employees (U.S.), cumulative scholarships	428	319	208
Value of scholarships awarded to children of employees, cumulative \$	\$4,135,000	\$3,080,000	\$2,000,000
COMMUNITY DEVELOPMENT	2023	2022	2021
Approximate wages paid (U.S.), \$ ⁹	\$4.0B	\$3.6B	\$2.7B
GIVING	2023	2022	2021
Foundation Employee Direct Designations, (U.S.), \$	\$525,925	\$1,146,987	\$1,284,021
Community donations through the MGM Resorts Foundation (U.S.), \$ ¹⁰	\$3,889,212	\$3,116,844	\$4,295,949
Community donations through the MGM Resorts Foundation (U.S.), cumulative \$	\$112,061,082	\$108,171,870	\$105,055,026
Employees giving to MGM Resorts Foundation (U.S.), percent of payroll-eligible employees ¹¹	43.2 %	47.5 %	30.1 %
Company cash giving (global), \$ ¹²	\$13,633,864	\$11,908,461	\$15,817,205
Company in-kind giving (global), \$ equivalent ¹³	\$8,872,952	\$10,446,507	\$3,279,364
Total company cash and in-kind giving (global), \$ equivalent	\$22,506,816	\$22,354,968	\$19,096,569
VOLUNTEERISM	2023	2022	2021
Employee volunteer hours logged (U.S.)	81,844	71,789	17,060
Employee volunteer hours logged (U.S.), cumulative	1,147,590	1,065,746	993,957

All metrics in **bold** have been verified by MGM Resorts Internal Audit.

⁸ Corporate giving represents cash gifts from corporate entities only. Excludes in-kind gifts and giving from individual properties.

⁹ MGM Resorts direct payroll to employees in the U.S.

¹⁰ Through 2019, the MGM Resorts Foundation was funded primarily by employee contributions. In 2020, significant funding was provided from other sources, including MGM Resorts International. As of 2023, the Foundation remains largely funded by employee donations.

¹¹ Employees on furlough or epidemic/unforeseen leave as of December 31 of reporting year are not included in the number of payroll-eligible employees.

¹² Company giving represents cash gifts from corporate entities and individual properties. Includes cash giving by MGM China, using currency conversion as of December 31 of reporting year.

¹³ 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 of reporting year.

FOOD DONATIONS	2023	2022	2021
Funded meals donated ¹⁴	1,070,815	620,279	285,980
Rescued meals donated ¹⁵	165,625	128,810	78,412
Total meals donated to charitable organizations ¹⁶	1,236,440	749,089	364,392
Meals donated to charitable organizations, cumulative total	4,993,620	3,757,180	3,008,091

¹⁴ 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 three meals for \$1 to one meal for \$10.

¹⁵ Rescued meals donated 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.

¹⁶ Total meals donated = funded meals + rescued meals.

Protecting the Planet

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

DESIGN AND DEVELOPMENT ¹⁷	2023	2022	2021
Total square feet (global)	93,711,503	92,730,468	92,730,468
Environmental certifications earned for new developments (global) ¹⁸	16	16	16
Environmental certifications for existing operations (global) ¹⁹	29	33	33
Buildings certified to third-party environmental standards (global), % of square feet	85.2 %	87.8 %	87.8 %
ENERGY AND EMISSIONS ¹⁸	2023	2022	2021
Energy from electricity (global), megawatt hours	1,389,938	1,383,802	1,363,329
Energy from natural gas (or equivalent) (global), megawatt hours	805,524	833,520	837,473
Energy use, electricity and natural gas (or equivalent) (global), megawatt hours	2,195,462	2,217,322	2,200,803
Energy use, other (diesel, propane, gasoline, jet fuel), megawatt hours	120,789	149,648	143,781
Total energy use, all sources (global), megawatt hours	2,316,251	2,366,970	2,344,583
Installed base of renewable electricity (global), megawatts ²⁰	110	110	110
Renewable electricity purchased or generated & retired (global), megawatt hours	293,493	296,428	243,647
Renewable electricity as share of purchased electricity (U.S.), % ²¹	24.5 %	24.4 %	20.7 %
Renewable electricity as share of purchased electricity (global), %	22.1 %	22.4 %	18.7 %
Energy use intensity (global), kilowatt hours per square foot ²²	23.4	23.9	23.7
Energy per square foot change from 2007 baseline (global), %	(24.8)%	(23.3)%	(23.8)%
Scope 1 carbon emissions (global), metric tons CO ₂ equivalent	232,707	242,877	249,387
Scope 2 carbon emissions, market-based (global), metric tons CO ₂ equivalent	407,884	405,589	480,185
Scope 2 carbon emissions, location-based (global), metric tons CO ₂ equivalent	521,184	531,176	569,208
Absolute carbon emissions, market-based (global), metric tons CO ₂ equivalent (Scope 1 and 2)	640,591	648,466	729,572
Carbon emissions intensity (global), pounds CO ₂ equivalent (Scope 1 and 2) per square foot	15.1	15.4	17.3
Carbon emissions per square foot change from 2007 baseline (global), %	(50.6)%	(49.5)%	(43.1)%
Scope 3 carbon emissions from significant categories (global), metric tons CO ₂ equivalent ²³	1,404,201	1,453,899	1,095,638

Metrics in **bold** have been verified by MGM Resorts Internal Audit. Metrics in **blue** have received limited external assurance.

¹⁷ Only includes buildings owned or operated for the full year reporting period.

¹⁸ 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).

¹⁹ Includes Green Globes for Existing Buildings, Green Key, Green Key Meetings, ISO14001, ISO50001. Some buildings have multiple certifications.

²⁰ Includes the 100MW MGM Resorts Mega Solar Array in North Las Vegas, and onsite solar arrays at Mandalay Bay, T-Mobile Arena, and MGM Springfield.

²¹ Renewable electricity share includes grid-provided electricity in proportion to each State's annual Renewable Portfolio Standard (RPS) requirement.

²² Energy includes electricity, natural gas and propane at MGM Macau.

²³ Significant categories include purchased goods and services, fuel and energy-related activities, waste generated in operations, and employee commuting.

WATER²⁴	2023	2022	2021
Utility water withdrawal (global), thousand gallons	4,194,988	4,230,182	4,013,694
Well water withdrawal (U.S.), thousand gallons	352,261	515,723	449,944
Water withdrawal, combined utility and well water (global), thousand gallons	4,547,249	4,745,905	4,463,639
Water withdrawal intensity (global), gallons per square foot	48.5	51.2	48.1
Water withdrawal per square foot change from 2007 baseline (global), %	(36.5)%	(33.0)%	(37.0)%
MATERIALS AND WASTE	2023	2022	2021
Sustainable Supply Chain: Cage-free eggs, % of category spend (U.S.) ²⁵	86.9 %	23.3 %	34.3 %
Sustainable Supply Chain: Cage-free eggs, % of category spend (global)	79.3 %	global data collection began in 2023	
Materials disposal (global), metric tons ²⁶	80,408	71,829	63,656
Materials disposal rate (global), pounds per square foot	1.9	1.7	1.5
Materials disposal per square foot change from baseline (global), %	(43.1)%	(49.1)%	(54.7)%
Materials diversion (global), metric tons ²⁷	49,950	43,075	39,463
Materials diversion rate (global), percent of materials recycled, composted, etc.	38.3 %	37.5 %	38.3 %
SUSTAINABLE EVENTS	2023	2022	2021
Revenue from client events with sustainable events plans/reports (U.S.), \$ ²⁸	\$161,908,531	\$126,521,617	\$14,873,161

²⁴ Only includes buildings owned or operated for the full year reporting period.

²⁵ Significant increase in cage-free egg spend driven in part by mandatory cage-free egg regulations in effect in Nevada and Massachusetts. MGM confirmed suppliers' compliance with required regulations to determine cage-free egg spend. Drop in 2022 due in part to rising egg prices and supply issues throughout 2022. Egg purchases for The Cosmopolitan of Las Vegas which took place after MGM Resorts assumed operational control (mid-2022) are included in the 2022 figure.

²⁶ In 2021, we chose to revise our originally announced materials and waste related goal from one focused on increasing our material diversion rate to one focused on reducing materials disposed. This revised goal addresses the impact of waste on our business and the communities in which we operate and is better-aligned with our overall climate strategy. Materials disposal includes: landfill, waste-to-energy, incineration, food-to-waste-water.

²⁷ Materials diversion includes: Recycled: e.g., metal, plastic, paper, cardboard; Donated/liquidated: e.g., furniture, assets, food to charity; Organics: e.g., food to farms, compost, organics, horticulture to farms/compost; yellow and brown grease to biofuel. Brown grease tonnage includes wastewater, and fats, oils and greases extracted from grease taps.

²⁸ Includes revenue from client meetings, trade shows, or conventions where a formal Sustainable Event Plan or quantitative Sustainable Event report was developed. This includes client meetings, trade shows, or conventions where climate was a focus in the event design and/or an estimated event carbon footprint report was provided.

Global Reporting Initiative

The Global Reporting Initiative (GRI) is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption (for additional information visit www.globalreporting.org). To support investors and stakeholders, MGM Resorts International has provided the following disclosures in line with selected GRI Standards.

Universal Standards

GRI 2: General Disclosures			
Standard		Disclosure	References
<i>The organization and its reporting practices</i>			
2-1	Organizational details	Name of the organization: MGM Resorts International (NYSE: MGM) Nature of ownership and legal form: Publicly traded Delaware corporation Location of headquarters: 3600 Las Vegas Boulevard South, Las Vegas, Nevada 89109 Location of operations: refer to Form 10-K for complete list	Form 10-K (p. 1)
2-2	Entities included in the organization's sustainability reporting	Unless noted, the program descriptions and data in this report represent our primary market in the USA. Some of our metrics are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of ESG metrics as systems and capabilities allow.	
2-3	Reporting period, frequency and contact point	Sustainability reporting period: Calendar year Sustainability reporting frequency: Annually Financial reporting period: Calendar year Sustainability report publication date: May 2024 Contact point: sustainability@mgmresorts.com	
2-4	Restatements of information	None during the reporting period.	
2-5	External assurance	MGM Resorts has received external assurance on energy consumption, and Scope 1, Scope 2 (Location-based), and select Scope 3 carbon emissions data since 2019. Since 2022, MGM Resorts has expanded its external assurance of environmental metrics to include Scope 2 (market-based) emissions, water consumption, and select categories of Scope 3 emissions.	
<i>Activities and workers</i>			
2-6	Activities, value chain, and other business relationships	Sectors: Casinos & Gaming; Hotels & Lodging; Restaurants Value chain: MGM Resorts has an extensive value chain and robust Global Procurement program. Our primary procurement categories include food & beverage, operating supplies and equipment, and corporate services. For additional information on our sourcing initiatives and policies, refer to our website. Other business relationships: We also have international online gaming operations through our consolidated subsidiary LeoVegas AB and domestic online gaming operations through our unconsolidated 50% owned venture, BetMGM, LLC.	MGM Resorts Global Procurement
2-7	Employees	Total employees: 73,072 Female employees: 36,053 Male (and declined to state) employees: 36,991 Employee figures are provided as a headcount as of December 31 of reporting year. Excludes approximately 1,000 employees of LeoVegas.	SI&S Data - Diverse and Inclusive Workplace

Governance			
2-9	Governance structure and composition	<p>MGM Resorts governance structure consists of a Board of Directors, an Executive Management team, and functional departments.</p> <p>The Board of Directors is the highest governance body and has the following committees: Audit, Human Capital and Compensation, Nominating/Corporate Governance, Corporate Social Responsibility & Sustainability, and Finance.</p> <p>As of December 31, 2023, the Board of Directors had 11 members, 10 of which are independent. 4 Directors are women and 2 Directors are racially and ethnically diverse. For additional information refer to our Proxy Statement.</p>	Proxy Statement (p. 6-14)
2-10	Nomination and selection of the highest governance body	<p>The Board, upon recommendation of the Nominating/Corporate Governance Committee, selects candidates for nomination to the Board. The Board welcomes recommendations for Board candidates from stockholders. The Nominating/Corporate Governance Committee identifies individuals qualified to become Board members (consistent with criteria that it recommends to the Board) and recommends nominees to the Board. The Nominating/Corporate Governance Committee reviews the qualifications of any person submitted to be considered as a Board member by any stockholder or otherwise. The Nominating/Corporate Governance Committee may engage an independent executive search firm to assist in identifying qualified candidates. Our Corporate Governance Guidelines and the Nominating/Corporate Governance Committee's charter provide that any search firm engaged to identify potential Board nominees include persons who bring diversity with respect to self-identified characteristics such as race, ethnicity, gender, and sexual orientation in the initial list of qualified candidates from which the Nominating/Corporate Governance Committee selects director candidates in connection with any search for a new director. The Nominating/Corporate Governance Committee reviews all recommended candidates in the same manner regardless of the source of the recommendation.</p>	Corporate Governance Guidelines (p. 4-6) Proxy Statement (p. 11-12)
2-11	Chair of the highest governance body	<p>The Board of Directors is chaired by Paul J. Salem, an independent director.</p>	Proxy Statement (p. 13)
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Corporate Social Responsibility and Sustainability Committee is appointed by the Board of Directors to assist the Board in:</p> <ol style="list-style-type: none"> 1. Reviewing significant policies and performance and providing guidance on matters relating to corporate social responsibility and sustainability; 2. Overseeing and monitoring the Company's vision and values related to corporate social responsibility and sustainability; 3. Advising the Board and management on significant public issues that are pertinent to the Company and its stakeholders related to corporate social responsibility and sustainability; and 4. Assisting management in setting strategy, establishing goals and integrating corporate social responsibility and sustainability into strategic and tactical business activities across the Company to create long-term stockholder value. 	Corporate Social Responsibility and Sustainability Committee Charter

2-13	Delegation of responsibility for managing impacts	Bill Hornbuckle, our Chief Executive Officer & President, oversees environmental and social matters on behalf of management and serves as a liaison between the Corporate Social Responsibility & Sustainability Committee and management. In 2020, we brought the previously separate environmental sustainability, corporate responsibility and human resource divisions under Jyoti Chopra, Chief People, Inclusion & Sustainability Officer, reporting directly to Bill Hornbuckle. With this consolidated approach, we are integrating a cultural prioritization of diversity, equity & inclusion, community engagement and environmental sustainability within our broader human capital strategy. A team of subject matter experts provides technical expertise and execution support for social impact and sustainability, and specific programs are implemented through functional Centers of Excellence and properties, some of which have dedicated social impact & sustainability experts on their staff.	ESG Governance
2-14	Role of the highest governance body in sustainability reporting	The Corporate Social Responsibility and Sustainability Committee of the Board of Directors of MGM Resorts shall Review the Company's annual Social Impact and Sustainability Report and other public disclosures and reporting, such as public policies and position statements, or advocacy related to sustainability, environment and corporate social responsibility.	Corporate Social Responsibility and Sustainability Committee Charter
2-15	Conflicts of interest	<p>Each Director is expected to act with integrity and to adhere to the policies in the Company's Code of Business Conduct and Ethics and Conflict of Interest Policy (the "Code of Conduct") applicable to all of the Directors, officers, employees, contractors and agents of the Company or its affiliates.</p> <p>A Director's business, charitable or personal relationships may occasionally give rise to a material interest on a particular issue that conflicts, or appears to conflict, with the interests of the Company. It is the responsibility of each Director to identify potential conflict situations and bring them to the attention of the Board or the Audit Committee, to whom the Board has delegated responsibilities with respect to the handling of certain conflicts. The Board or the Audit Committee, after consultation with counsel, will determine on a case-by-case basis whether an actual or apparent conflict of interest exists. The Board or the Audit Committee will take appropriate steps to handle conflicts when they arise, including by recusing a Director having a conflict from voting or from participating in Board or committee discussions on an issue so as to ensure that all Directors voting or participating in discussions on an issue involving a conflict are disinterested with respect to that issue.</p>	Corporate Governance Guidelines (p. 14-15)
2-16	Communication of critical concerns	Per the MGM Resorts Code of Conduct, all employees are obliged to report any known violations or suspected violations of the Code, our policies, rules, regulations, or the law. MGM Resorts has engaged with an independent company, Ethics Point, to operate an ethics and compliance hotline and website where employees may anonymously voice concerns and help identify issues or violations. All employees must acknowledge their adherence to the Code upon hire and annually thereafter.	Code of Conduct (p. 9-11)
2-17	Collective knowledge of the highest governance body	The Board recognizes that economic, social and geo-political factors affecting our global business are continually changing and the skills of our Board members need to keep pace. A summary of experience and skills possessed by Directors includes leadership experience, financial experience, industry experience, public company directorship experience, and government experience.	Proxy Statement (p. 11)
2-18	Evaluation of the performance of the highest governance body	The Board, through procedures developed and recommended by the Nominating/Corporate Governance Committee, conducts an annual self-evaluation of its performance and effectiveness. Each committee also conducts an annual self-evaluation using procedures developed with the Nominating/Corporate Governance Committee. Each committee discusses the results of its self-evaluation with the Board.	Corporate Governance Guidelines (p. 15)

2-19	Remuneration policies	<p>The Company believes that Director compensation should be reasonable in light of what is customary for companies of similar size, scope and complexity and should reflect the time, effort and expertise required of Directors to adequately perform their duties. The Nominating/Corporate Governance Committee recommends to the Board for approval general principles for determining the form and amount of Director compensation and, subject to such principles, evaluates annually the status of Board compensation, reporting its findings and recommendations to the Board for approval.</p> <p>Director compensation is currently comprised of a cash component as well as an opportunity to participate in the Company's future growth prospects through equity incentive awards. Currently, Board members who are employees of the Company do not receive compensation for their service on the Board.</p>	Corporate Governance Guidelines (p. 11-13) Proxy Statement (p. 23-24)
2-20	Process to determine remuneration	<p>The Board evaluates annually the status of Board compensation with the Company's compensation consultant, Frederic W. Cook & Co., Inc. ("F.W. Cook").</p> <p>The Human Capital and Compensation Committee assists the Board in establishing, implementing and reviewing the compensation program for the Company's Chief Executive Officer and other executive officers, and such other members of senior management as the Committee may designate from time to time. Part of executive compensation is linked to ESG performance. The Implementation of ESG Strategy (weighted 10%) is a strategic goal in the Annual Incentive Program for our chief executive officer and named executive officers. Progress is determined using a selection of Social Impact & Sustainability goals and targets.</p>	Proxy Statement (p. 23-24) Human Capital and Compensation Committee Charter
2-21	Annual total compensation ratio	<p>CEO total annual compensation: \$17,003,794 Median employee total annual compensation: \$45,502 CEO pay ratio: 374:1</p>	Proxy Statement (p. 72)
<i>Strategy, policies and practices</i>			
2-22	Statement on sustainable development strategy	Letter from CEO and President Bill Hornbuckle and Corporate Social Responsibility & Sustainability Chair Rose McKinney-James	Social Impact & Sustainability Report (p. 2)
2-23	Policy commitments	<p>MGM Resorts is committed to conducting our business fairly and responsibly. As a signatory of the UN Global Compact, we support the Ten Principles centered on Human Rights, Labor, Anti-Corruption, and a precautionary approach to Environmental issues. MGM Resorts is also a proud signatory of ECPAT-USA's Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism. These commitments, and the policies that support them, rise to the highest levels of the Company, and highlight their importance for how we run our business. Details on our risk management approaches are detailed in our proxy statement. Our values, principles, expectations, and responsibilities are outlined in our Code of Conduct. Information on human rights policy commitments can be found in the Global Human Rights Policy.</p>	UNGC Proxy Statement (p. 13-15) Code of Conduct Global Human Rights Policy
2-24	Embedding policy commitments	It is the responsibility of every MGM Resorts employee, contractor, officer, and director to support and comply with Company policies, including those related to responsible business conduct. Education and training play a critical role in embedding our policy commitments into our everyday operations, and we have a goal to train 100% of management employees on Social Impact & Sustainability policies.	Social Impact & Sustainability 2025 Goals
2-25	Processes to remediate negative impacts	Processes to remediate negative impacts are outlined in the "Speaking Up, Reporting Concerns, and Getting Help" section of the Code of Conduct.	Code of Conduct (p. 11)

2-26	Mechanisms for seeking advice and raising concerns	MGM Resorts is committed to maintaining a workplace that promotes open, honest communications. We have engaged an independent company, Ethics Point, to operate an ethics and compliance hotline where concerns about ethics or violations of the Code of Conduct or other policies can be anonymously reported. The services are available 24 hours a day, 7 days a week.	Code of Conduct (p. 10)
2-27	Compliance with laws and regulations	MGM Resorts complies with all applicable laws per our Code of Conduct.	Code of Conduct (p. 20)
2-28	Membership associations	MGM Resorts maintains membership in the following associations: American Gaming Association, Boston College Center for Corporate Citizenship, Chief Executive for Corporate Purpose (CECP), ERM ESG Working Group, Events Industry Council, Events Industry Council Committee for Sustainability and Social and Impact, GreenBiz Executive Network, Impact NV, Nevada Giving Council, Nevada Hotels & Lodging Association, Nevada Resort Association, Nevada Resort Association Working Group on Environmental Sustainability, Sustainable Brands Corporate Member Network, Sustainable Purchasing Leadership Council, U.S. Green Building Council, World Resources Institute (Cool Foods); Additional memberships and partners are listed in our Social Impact & Sustainability Report.	

Stakeholder engagement			
2-29	Approach to stakeholder engagement	<p>As part of MGM Resorts' program <i>Focused on What Matters</i>, we engage with stakeholders including employees, customers, communities, shareholders, and suppliers. We recognize that the interests of these groups may not always be complimentary, but that by focusing on collective gain, we can achieve the objectives of our stakeholders, to the health and longevity of our communities and environment, and, ultimately, to the success and profitability of our company. Examples of stakeholder engagement include:</p> <ul style="list-style-type: none"> • Employees: Employees are the cornerstone of MGM Resorts and critical to our success. Through our talent development function, we have a plethora of engagement programs dedicated to the learning and development and health and well-being of our people. We have a network of 22 employee network groups across 13 affinities. MGM Resorts proctors an annual survey to determine and measure the level of satisfaction among our employees. • Customers: The satisfaction of our customers is critical to the success of our company. We measure customer satisfaction using an array of metrics, including net promoter scores via customer satisfaction surveys. MGM Resorts also has a dedicated Sustainable Events team to work directly with corporate convention clients to facilitate sustainable practices in their events at MGM Resorts properties. • Communities: As a member of the communities in which we operate, we understand our responsibility to contribute to the social and economic progress of where we live. We engage with our communities in several ways, including the MGM Resorts Foundation, charitable giving, and employee engagement and volunteering. The MGM Resorts Foundation has raised more than \$100 million and supported more than 1,500 charitable organizations in U.S. communities and locations in which MGM Resorts conducts business. • Shareholders: Our outreach to investors and shareholders is through reporting, and regular engagement via our Investor Relations Center of Excellence and members of our executive team. Our Social Impact & Sustainability and ESG performance is reported in our annual Social Impact & Sustainability Report and supplementary data disclosures, Form 10-K filings, Proxy statements, corporate governance presentations, and the dedicated section to ESG on our corporate website. Our executive team (CEO, CFO, COO), supported by our Corporate Finance and Investor Relations leaders, regularly engages with current and prospective investors and investment analysts via our earnings calls and other meetings. • Suppliers: Led by our Global Procurement Center of Excellence, we invest in the growth and development of our suppliers through our mentorship program. The MGM Resorts Supplier Diversity Mentorship Program is an eight-month focused strategy where certified diverse-owned business leaders are provided the opportunity and tools to enhance operational efficiencies, harness financial management, elevate leadership acumen and glean leading best practices. 	
2-30	Collective bargaining agreements	A significant portion of our labor force is covered by collective bargaining agreements. As of December 31, 2023, approximately 37,000 of our employees are covered by collective bargaining agreements (approximately 50%).	Form 10-K (p. 8)

GRI 3: Material Topics			
Standard		Disclosure	References
<i>Disclosures on material topics</i>			
3-1	Process to determine material topics	<p>At MGMRI, we recognize 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 environmental, social and governance (ESG) disclosures (particularly those related to climate) include a range of topics that we believe are relevant to our business and may be of interest to our investors and other stakeholders. We use the definition of materiality established under U.S. federal securities laws for the purposes of complying with the mandatory disclosure rules and regulations enforced by the U.S. Securities and Exchange Commission (SEC) and applicable stock exchange listing standards. However, in our voluntary disclosures, including those that relate to climate change, 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 ESG frameworks and reporting guidelines.</p> <p>In 2019, MGM Resorts formed a Social Impact & Sustainability Task Force comprised of executives from various functions, with the goal of enhancing disclosures and expanding the social impact and sustainability strategy. The task force's initial priority was conducting a materiality assessment, gathering input from internal and external stakeholders on key SI&S issues. The assessment, completed in 2020, led to an expanded social impact and sustainability strategy and increased metrics.</p> <p>In 2023, MGM Resorts' Social Impact & Sustainability Center of Excellence conducted a second assessment to update the list of material SI&S issues. This assessment shifted from an inward focused assessment to a more holistic view of SI&S issues by utilizing the emerging concept of double materiality: considering both how SI&S issues affect the organization's enterprise value and how the organization impacts the environment and society (inward and outward impacts). The project involved three phases: 1) SI&S Research & Analysis, 2) Stakeholder Engagement, and 3) Issue Prioritization. For detailed information on our process and findings, please refer to the <i>Double Materiality Assessment</i> on our website.</p>	Material ESG Issues

3-2	List of material topics	<p>MGM Resorts' broad material topics (in alphabetical order) include:</p> <ul style="list-style-type: none"> • Biodiversity • Business Conduct & Ethics • Changing Demographics & Preferences • Climate Change • Community Relations • Data Privacy & Cybersecurity • Diversity, Equity & Inclusion • Emerging Technology & Innovation • Energy Security • Geopolitical Issues & Civil Unrest • Human & Labor Rights • Marketing Practices • Materials & Waste • Money Laundering • Problem Gambling • Public Policy • Safety & Security • Supply Chain Impacts & Disruptions • Talent Attraction & Retention • Water Scarcity 	Material ESG Issues
3-3	Management of material topics	Refer to discussion provided with applicable material topics.	

Economic Standards

GRI 201: Economic Performance			
Standard		Disclosure	References
Management Approach			
3-3	Management of Economic Performance	<p>MGM Resorts' strategic plan centers on five pillars including strong people and culture, customer-centric model, operational excellence, disciplined capital allocation to maximize shareholder value, and gaming entertainment.</p> <p>In allocating resources, our financial strategy is focused on maintaining and enhancing our existing properties, strategic growth opportunities via mergers and acquisitions and development, debt repayment and shareholder returns. We believe there are reasonable investments for us to make in new initiatives and at our current properties that will provide profitable returns. We regularly evaluate targeted opportunities that provide an attractive return on investment in domestic and international markets, including the ownership, management and operation of gaming and non-gaming facilities and accessing new markets for iGaming and online sports betting. We also leverage our management expertise and well-recognized brands through strategic partnerships and international expansion opportunities. We continue to maximize the benefits of our operating model by driving optimization of our Centers of Excellence and enabling best in class operations through adjustments within corporate and property business units. In addition, we have implemented several improvement and cost cutting initiatives comprised of labor, sourcing, and revenue programs that have further improved our operating model and have positioned us as a stronger company.</p>	Form 10-K (p. 4)
Metrics & Disclosures			
201-1	Direct economic value generated and distributed	<p><i>In thousands</i></p> <ul style="list-style-type: none"> Revenues: \$16,164,210 Net income attributable to MGM Resorts: \$1,142,180 Company cash giving: \$13,634 	Form 10-K (p. 36) SI&S Data - Giving
201-2	Financial implications and other risks and opportunities due to climate change	<p>We are subject to risks and costs related to climate change. Extreme weather conditions, potentially exacerbated by climate change, may cause property damage or interrupt business, which could harm our business and results of operations. Certain of our properties are located in areas that may be subject to extreme weather conditions, including, but not limited to, hurricanes, floods, tornados, wildfires, and winter storms in the United States and severe typhoons in Macau. Such extreme weather conditions may interrupt our operations or the operations of critical suppliers, damage our properties, and reduce the number of customers who visit our facilities in such areas. In addition, our operations, or the operations of critical suppliers, could be adversely impacted by a drought or other cause of water stress or shortage. A severe drought of extensive duration experienced in Las Vegas or in the other regions in which we operate or source critical supplies could adversely affect our business. Although we maintain both property and business interruption insurance coverage for certain extreme weather conditions, such coverage is subject to deductibles and limits on maximum benefits, including limitation on the coverage period for business interruption, and we cannot assure you that we will be able to fully insure such losses or fully collect, if at all, on claims resulting from such extreme weather conditions. Additional details on the potential financial implications of climate related risks and opportunities at MGM Resorts can be found in our 2023 TCFD Report.</p>	Form 10-K (p. 23)

GRI 204: Procurement Practices			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Procurement Practices	<p>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.</p> <p>At MGM Resorts, we uphold the highest standards of environmental sustainability, social responsibility, and business ethics in our supply chain. Our Supplier Code of Conduct is a cornerstone, integrated into all supplier contracts, and it is the responsibility of all employees managing supplier relationships to annually ensure its acknowledgement and representation on the supplier profile in our procurement systems, fostering a culture of compliance and accountability.</p>	Sustainable Supply Chain
<i>Metrics & Disclosures</i>			
204-1	Proportion of spending on local suppliers	MGM Resorts measures spending with diverse suppliers, regardless of their location. In 2023, MGM Resorts spent 17.3% of domestic biddable spend with diverse suppliers.	SI&S Data - Supplier Diversity

GRI 205: Anti-corruption			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Anti-corruption	<p>MGM Resorts is committed to conducting its business in accordance with the highest standards of integrity and ethics as described in the Code of Conduct, which applies to all Company personnel. The Company's policy as it relates to anti-corruption is to comply fully with any and all applicable anti-corruption laws, including the Foreign Corrupt Practices Act of the United States ("FCPA").</p> <p>If personnel are unsure about whether a planned course of action may constitute a violation of the anti-corruption policy and/or the Code of Conduct, they may seek advice from the Office of the General Counsel. Suspected violations may also be reported anonymously to our anti-corruption hotline.</p>	Code of Conduct (p. 32)
<i>Metrics & Disclosures</i>			
205-2	Communication and training about anti-corruption policies and procedures	<p>All MGM Resorts employees receive communication on our Code of Conduct, which includes anti-corruption policies and procedures.</p> <p>All MGM Resorts employees receive training on our Code of Conduct, which includes anti-corruption policies and procedures.</p>	Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	Confirmed incidents of corruption: 0	

Environmental Standards

GRI 302: Energy			
Standard		Disclosure	References
Management Approach			
3-3	Management of Energy	<p>MGM Resorts has developed a best-in-class energy program focused on driving efficiency and pursuing a clean energy future. We have bold energy goals and use a data-driven approach to drive progress. We codify our commitment to energy efficiency and renewable energy sourcing in our enterprise environmental policy, which aligns with the United Nations Sustainable Development Goals, particularly SDG 7: Affordable and Clean Energy. MGM Resorts' formal energy conservation goal is to reduce combined energy intensity by 25% per square foot by 2025 and 30% by 2030, using 2007 as a baseline year. Additionally, we have a commitment to source 100% renewable electricity in the United States and 80% globally by 2030. We also participate in the Better Buildings Challenge, a program of the United States Department of Energy, which includes a commitment to improving energy efficiency by reducing energy intensity by 20% within ten years from a 2010 base year. Our Facilities Center of Excellence (COE) manages annual capital and operating budgets dedicated to the deployment of energy efficiency measures. For example, in 2021, we completed approximately 1.5 million lighting retrofits with LEDs and other efficient alternatives across our portfolio. By piloting a wide array of energy efficiency technologies and scaling the most effective ones, we deliver significant long-term cost benefits while advancing our progress toward energy efficiency and decarbonization. Critical stakeholder groups in energy conservation include property facilities management teams and policymakers. The Facilities COE hosts quarterly meetings with property-level directors and above, where facilities-specific sustainability topics are discussed at every meeting. These topics primarily cover energy efficiency and water conservation. Additionally, our Senior Vice President of Facilities facilitates a monthly meeting with the property president, CFO, and head of facilities of each of our properties. These meetings also include facility-related sustainability topics as a regular agenda item. We directly engage with members of the Nevada Legislature and interested parties to refine and craft the details of energy legislation that advances the cause of renewable energy in Nevada and compliments the State's objective to achieve net-zero statewide greenhouse gas emissions by 2050.</p>	<p>Our Approach to Energy</p> <p>Environmental Policy</p> <p>2023 CDP Climate Change (p. 48-52)</p> <p>2023 TCFD Report (p. 15-16)</p> <p>Better Buildings Alliance: MGMRI</p>
Metrics & Disclosures			
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> Energy use, electricity, natural gas, and other sources: 2,336,414 MWh Energy use, electricity: 1,389,938 MWh Energy use, natural gas (or equivalent): 805,524 MWh Energy use, other sources: 120,789 MWh 	2022 Consolidated ESG Factbook - Protecting the Planet Data Tables
302-2	Energy consumption outside of the organization	MGM Resorts recognizes that energy is consumed in its upstream value chain. Examples include the production of purchased and capital goods and their distribution and transportation; the generation, transmission, and distribution of electricity; and fuel combustion associated with business travel and employee commuting. We aim to reduce energy use outside the organization by fulfilling our commitment to reducing emissions from significant Scope 3 categories by 30% by 2030 (2019 baseline).	GRI 305 (Emissions)
302-3	Energy Intensity	<ul style="list-style-type: none"> Energy use intensity (electricity and natural gas or equivalent): 23.4 kWh/sf 	SI&S Data - Energy and Emissions

302-4	Reduction of energy consumption	From 2007 through 2023, there were a total of 231 individual projects dedicated, in whole or substantially, to energy conservation (electricity and natural gas). The total investment in energy conservation was \$112 million by year-end 2022, resulting in cumulative reductions of 3.6 million MWh of combined electricity and natural gas usage. By year-end 2023, we had reduced our energy intensity by (24.8)%, relative to our 2007 baseline.	2023 TCFD Report (p. 15)
302-5	Reductions in energy requirements of products and services	MGM Resorts has improved the energy performance of our buildings by integrating efficiencies into our core offerings. For example, in 2021, we completed approximately 1.5 million lighting retrofits with LEDs and other efficient alternatives across our portfolio, including in gaming areas, guestrooms, and food and beverage outlets.	Our Approach to Energy Our Approach to Sustainable Events

GRI 303: Water and Effluents			
Standard		Disclosure	References
Management Approach			
3-3	Management of Water and Effluents	<p>As a major operator of resorts, many of which are in the water-stressed destination of Las Vegas, we understand the importance of water as a critical resource for our business (including cooling, irrigation, pools and water features, guest rooms, food and dining services, and water, sanitation and hygiene services (WASH) for guests and employees) and across the supply chain. In addition to our environmental policy, which aligns with UN SDG 6: Clean Water and Sanitation, we developed a Global Water Policy to guide our behavior and improve practices around water and codify and communicate our ambition around water stewardship. In early 2023, 11,000 supervisors and above were required to complete a water policy training and acknowledgment. Our water goals drive our ambition around water stewardship to reduce water withdrawal intensity by 33% by 2025 and 35% by 2030. We reset our initial 2025 goal of 30%, having met it in 2019. By year-end 2023, MGM Resorts achieved a (36.5)% reduction in water from our 2007 baseline. With a focus on target setting and monitoring, we utilize several tracking mechanisms, including a centrally managed database that captures utility invoice data and readily shows cost and volumetric trends. We also continuously seek to understand our risk exposure in our basins by utilizing assessment tools such as the WRI Aqueduct Water Risk Atlas and WWF Water Risk Filter annually. In partnership with a third-party expert, we conducted a climate risk assessment and financial impact analysis, including water-related hazards such as water stress and drought. Finally, we participate in third-party water-related benchmarking initiatives and other assessments to measure our water impact, risk exposure, and policies, programs and performance against other companies. As part of our effort to achieve a leadership position in this area, in 2022, we delivered a robust water white paper and a strategic framework for water stewardship that included staff contributions from sustainability, facilities, government affairs, legal, and others. Additionally, we became the first gaming and Las Vegas-based company to endorse the CEO Water Mandate – a UN Global Compact initiative that mobilizes business leaders on water, sanitation, and the United Nations Sustainable Development Goals.</p>	Our Approach to Water Stewardship Environmental Policy Global Water Policy 2023 CDP Water Security (p.1-2) MGM Resorts Water Whitepaper (p.13-14) CEO Water Mandate: Endorsing Companies
Metrics & Disclosures			
303-1	Interactions with water as a shared resource	<p>Water is a critical resource for MGM Resorts and is used in our direct operations and across the supply chain. In 2023, approximately 92% of water withdrawals were from municipal sources, while the remainder was via our well water rights. We have a very small amount, less than 1% of total withdrawals, of harvested rainwater at four of our properties: MGM Springfield, MGM National Harbor, MGM Macau, and MGM Cotai.</p> <p>At our Las Vegas resorts, where our business is most highly concentrated, 76% of water use is non-consumptive (recycled and returned to its source for future use). This is made possible by a regional-level water treatment and recycling system that captures virtually every drop of water that goes down the drain and sends it back to the source at Lake Mead. The remainder - 24% - is used consumptively. Evaporative cooling systems, horticulture irrigation, and surface water evaporation are the primary sources of consumptive water use. While we have installed indoor water efficiency measures to reduce our non-consumptive water use, we are highly focused on reducing our consumptive water use, given that it leaves the permanent local supply. For example, we have replaced over 250,000 square feet of grass with artificial turf or desert friendly alternatives at our Las Vegas Strip Resorts.</p>	Our Approach to Water Stewardship 2023 CDP Water Security (p.1-2) MGM Resorts Water Whitepaper (p.13-14)

303-2	Management of water discharge-related impacts	Measurement and monitoring of water discharge quality are not relevant for MGM Resorts because all wastewater is discharged into municipal sewer systems across our global operations. Those municipalities manage the treatment and testing of our water discharge. Separate from wastewater treatment, we monitor all potable systems and test quarterly for pathogen organisms and disinfection by-products (DBPs). We annually test all other contaminants required by the primacy agencies, such as lead and copper. Additionally, MGM Resorts engages with a third-party consultant for oversight and laboratory analysis.	Our Approach to Water Stewardship 2023 CDP Water Security (p.1-2) MGM Resorts Water Whitepaper (p.13-14)
303-3	Water withdrawal	<ul style="list-style-type: none"> Water withdrawal, combined utility and well water: 4,547,249 kgal Utility water withdrawal: 4,194,988 kgal Well water withdrawal: 352,261 kgal 	SI&S Data - Water
303-4	Water discharge	In 2023, total estimated annual discharge was 3,117,614 kgal.	GRI 303-4
303-5	Water consumption	In 2023, total estimated annual water consumption was 868,495 kgal.	GRI 303-5

GRI 304: Biodiversity			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Biodiversity	<p>As outlined by the Convention on Biological Diversity and referenced in The Post-2020 Global Biodiversity Framework, MGM Resorts recognizes the fundamental role biodiversity plays in human well-being and a healthy planet. As a global gaming entertainment company with properties in Las Vegas and other urban destinations, we recognize that impacts on biodiversity primarily exist in our supply chain and that biodiversity loss may present business impacts in the form of physical risks (e.g., agricultural product supply volatility), transition risks (e.g., rising compliance costs), and impact risks (e.g., supply chain disruptions). We also recognize water as a form of natural capital and the potential impacts on biodiversity associated with our renewable energy development.</p> <p>In 2023, MGM Resorts conducted a double materiality assessment to identify the most material social impact and sustainability issues facing the company. Among the top issues are biodiversity and supply chain impacts and disruptions. In turn, MGM Resorts conducted a biodiversity risk assessment to better understand the potential risks, impacts and dependencies associated with nature for the company. The company partnered with a third-party expert to conduct the assessment who employed a location-specific approach for direct operations and a spend-based analysis for value chain activities. Two nature-related frameworks guided the overall approach to the biodiversity risk assessment: TNFD and CDP Forests. There were three phases of the risk assessment, including: a scoping, priority assessment and risk screening.</p> <ul style="list-style-type: none"> For the scoping, the GICS Industry Classification Standard was used to identify the appropriate industries for direct operations. Key value chain industries were selected through analysis of procurement data. For the priority assessment, ENCORE was utilized to explore exposure to potential nature-related risks, potential material impacts and key dependencies. This included identifying high risk locations with valuable / sensitive nature. For the risk screening, the WWF Biodiversity risk filter for direct operational sites and three selected commodities – beef, cotton-based products, and paper-based products - was applied. Risk was calculated for 33 indicators, based on risk categories and risk types. These indicators focus on direct impacts on biodiversity, as well as the potential risk of ecosystem service loss or reduction. <p>For direct operations, potential risks identified included availability of water, water condition (quality) and extreme heat across a variety of sites. For value chain, potential risks identified for three selected commodities included habitat conversion, climate change, regulations and increased prices.</p>	Governance of Environmental & Social Responsibility 2023 CDP Climate Change (p.63-64) 2023 TCFD Report (p. 18-19)

3-3	Management of Biodiversity	<p>Potential nature-related risks are overseen by the board-level Corporate Social Responsibility & Sustainability Committee. Our CEO and President, Bill Hornbuckle, oversees matters related to nature risk for management as part of the overall oversight of social impact and sustainability risks. Recognizing the connection between biodiversity loss and food, MGM Resorts aims in part to reduce its impact on biodiversity by fulfilling its Cool Food Pledge – a collective commitment to reduce food-related emissions by 25% by 2030. Included in this goal are greenhouse gas (GHG) emissions from activities in our agricultural supply chain, such as soil fertilization from the production of food. This goal also covers the carbon opportunity costs of agricultural land use, including the total historical carbon losses from plants and soils on lands used to produce the sourced food. MGM Resorts engages in off-site renewable energy development to achieve our combined Scope 1 and 2 emissions reduction goal. The MGM Resorts Mega Solar Array ("Array") is the primary mechanism we expect to achieve this goal. The Array was developed in a Bureau of Land Management (BLM) designated solar energy zone and special care was taken to minimize habitat disruption to local wildlife. We have a robust program to manage our water impacts and risks. See GRI 303. Looking ahead, MGM Resorts is committed to developing a formal biodiversity strategy.</p>	
<i>Metrics & Disclosures</i>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No MGM lodging facilities are in or near areas of protected conservation status, according to the World Database of Protected Areas (WDPA).	SASB Hotels & Lodging - Ecological Impacts
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Given that our properties are located in a handful of urban cities in the United States and two properties in Macau, we recognize that the primary impacts of our business on biodiversity are through our upstream supply chain activities. These impacts manifest primarily through the environmental impact of our purchased goods and services. Our construction activities are largely in the form of major renovation projects at our existing properties. For example, in 2022, several of our Las Vegas Strip Resorts underwent guestroom remodels where finishes, fixtures, and furniture were updated.</p> <p>Our sustainable procurement strategy, which covers the environmental impact of our supply chain activities, will include assessments of our suppliers' impacts on biodiversity. Insights from these assessments conducted in 2023 will be used to inform supplier engagement to address biodiversity loss and habitat disruption.</p>	GRI 304-2
304-3	Habitats protected or restored	One instance of MGM Resorts supporting habitat restoration is through the PrintReleaf Exchange program to achieve a 'tree neutral' impact from our copy paper consumption. PrintReleaf issues future biomass credits for paper measured where trees are planted in forests that will eventually mature to the equivalent amount of paper measured in terms of future fiber created. In 2023, the consumption of approximately 46 million standard pages resulted in reforesting 5,503 standard trees (primarily in California). This contributes to a cumulative total of 45,082 planted trees between 2017 and 2023. PrintReleaf administers an 8-year audit process to track the progress and survivability of the trees. SGS International provides independent inspection, verification, testing, and certification, including field audits to verify compliance with the PrintReleaf Standard.	GRI 304-3
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	All MGM Resorts properties are located in or near areas of endangered species habitat. Species include but are not limited to: Mojave Desert Tortoise, Little Brown Bat, and Chinese Bahaba.	SASB Hotels & Lodging - Ecological Impacts

GRI 305: Emissions			
Standard		Disclosure	References
Management Approach			
3-3	Management of Emissions	<p>At MGM Resorts, we strive to lead our industry in responding to climate change with bold action and clear advocacy for a clean energy future. Our approach, developed in collaboration with the Board and management, is informed by an understanding of climate science and based on a detailed climate impact, risk, and opportunity assessment.</p> <p>Governance of climate-related risks and opportunities is embedded into our overall corporate governance, and as of 2020, climate-related risks are assessed as part of our formal enterprise risk management process. To manage these risks and opportunities, our Board of Directors has well-defined oversight, and our management team helps to implement strategies to enable progress toward our climate goals. We implement specific measures to foster management-level governance of climate-related risks and opportunities, including a Social Impact & Sustainability (SI&S) Task Force, executive goal sponsorship, SI&S-linked executive compensation, and climate-related policies.</p> <p>We codify our commitment to climate action and emissions reduction in our enterprise environmental policy, which aligns with the United Nations Sustainable Development Goals, particularly UN SDG 7 (Affordable and Clean Energy) and UN SDG 13 (Climate Action).</p> <p>Our ambition around climate change is driven by a set of science-based targets. In 2021, we established two climate targets, both aligned with the 1.5°C pathway: (i) a commitment to reducing absolute Scope 1 and 2 GHG emissions by 50% by 2030 (2019 base year); and (ii) a commitment to sourcing 100% renewable electricity in the United States and 80% globally by 2030. In 2022, we developed a climate target for our value chain emissions aligned with the well below 2.0°C pathway: a commitment to reducing absolute emissions across significant Scope 3 categories by 30% by 2030 (2019 base year). These goals were informed by guidance from the Science-based Targets Initiative ("SBTi") and were validated in April 2023, codifying our commitment to reducing our emissions in line with climate science.</p> <p>In 2016, our company transitioned to distribution-only service with the local utility in Southern Nevada to control our energy future and increase our use of renewable electricity. In mid-2021, production from the MGM Mega Solar Array began, providing up to 90% of daytime electricity use of our Las Vegas Strip Resorts (>65M square feet) and approximately 30% of total Las Vegas resort electricity use (day and night). We expect the Array to be a key enabler of our carbon reduction and renewable electricity sourcing goals.</p>	Our Approach to Climate Change Environmental Policy 2023 TCFD Report 2023 CDP Climate Change (p. 37) SBTi – Companies Taking Action TCFD Supporters Las Vegas Strip Goes Solar (press release) The MGM Resorts Mega Solar Array (YouTube video) Better Buildings Alliance: MGMRI
Metrics & Disclosures			
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Scope 1 carbon emissions: 232,707 MTCO₂e 	SI&S Data - Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Scope 2 carbon emissions (Location based): 521,184 MTCO₂e Scope 2 carbon emissions (Market-based): 407,884 MTCO₂e 	SI&S Data - Energy and Emissions

305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> • Scope 3 carbon emissions (Purchased Goods and Services): 1,015,395 MTCO₂e • Scope 3 carbon emissions (Capital Goods): 595,432 MTCO₂e • Scope 3 carbon emissions (Fuel- and Energy-Related Activities): 237,147 MTCO₂e • Scope 3 carbon emissions (Transportation and Distribution): 1,403 MTCO₂e • Scope 3 carbon emissions (Waste Generated in Operations): 27,523 MTCO₂e • Scope 3 carbon emissions (Business Travel): 1,812 MTCO₂e • Scope 3 carbon emissions (Employee Commuting): 124,136 MTCO₂e 	2023 TCFD Report (p. 22)
305-4	GHG emissions intensity	<ul style="list-style-type: none"> • Scope 1 and 2 carbon emissions intensity: 15.1 pounds CO₂e per square foot 	SI&S Data - Energy and Emissions

GRI 306: Waste			
Standard		Disclosure	References
Management Approach			
3-3	Management of Waste	<p>At MGM Resorts, we recognize the materials we choose and products we buy drive much of our lifecycle environmental impact. This also affects our ability to manage waste as some materials are more durable, recyclable, or reusable than others. We have a robust program to manage materials and waste across our Design & Development activities and operations. We codify our commitment to Materials & Waste management in our enterprise Environmental Policy, which aligns with the United Nations Sustainable Development Goals, particularly SDG 12: Responsible Consumption and Production. MGM Resorts has bold commitments to reduce materials disposed to landfill by 60% by 2025 and 75% by 2030 (2007 base year), and as part of our science-based Scope 3 emissions reduction target, we aim to reduce waste-related emissions by 45% by 2030 (2019 base year).</p> <p>We are committed to increasing environmentally preferable purchasing in priority categories, accelerating materials recycling, and further exploring the use of circular economy principles. Food Loss & Waste is an important area in our program, given that it is the largest single stream we divert at our company. Our approach to food waste management is aligned with the United States Environmental Protection Agency ("EPA") Food Recovery Hierarchy. Led by MGM Resorts' Social Impact & Sustainability COE, key internal stakeholders such as partners from facilities, food and beverage, and purchasing are actively engaged in materials disposal and diversion through in-person training and orientation with standard operating procedures. We also engage local nonprofit organizations to develop partnerships to enhance diversion. For example, chefs at Aria Resort & Casino, Bellagio Hotel & Casino, Mandalay Bay Resort & Casino and MGM Grand, Las Vegas, donate meals to Three Square Food Bank, Southern Nevada's primary food bank, reducing food waste disposed to landfill and supporting food security in the community.</p>	Our Approach to Materials & Waste Environmental Policy America Recycles Day (video)
Metrics & Disclosures			
306-1	Waste generation and significant waste-related impacts	<p>As a major developer and operator of resorts and entertainment venues, we require large volumes of materials and can generate significant levels of waste. Our Design & Development activities can produce related waste from renovation projects, such as construction and demolition debris. Our operations, including gaming activities, hotel and restaurant operations, and entertainment experiences, generate a broad array of waste. As part of our ongoing monitoring of materials and waste, we track the following single streams: Materials disposed (including landfilled waste, waste-to-energy, incineration, and food-to-wastewater), Recycled waste (including metal, plastic, paper, and cardboard), Donated and liquidated materials (including furniture, assets, food to charity), Organic waste (including food waste, horticulture and green waste and yellow and brown grease).</p>	Our Approach to Materials & Waste
306-2	Management of significant waste-related impacts	<p>A major environmental initiative at MGM Resorts is managing Materials & Waste inside our resorts, using a unique approach to sorting materials for our guests. In Las Vegas, to maximize the volume of materials we divert from landfills, most materials disposed in event and convention spaces, guestrooms, kitchens, dining areas, casino floors, and other areas are hand-sorted in our sorting facilities. For our most significant waste stream, food waste, we have several partnerships with external organizations on food waste diversion, including a food-to-pigs partnership with several farms near Las Vegas. Property teams and functional teams within functional COEs are responsible for the execution of waste reduction plans (including food waste reduction).</p>	Our Approach to Materials & Waste

306-3	Waste generated	<ul style="list-style-type: none"> Materials generated: 130,358 metric tons 	SI&S Data - Materials and Waste
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> Materials diversion: 49,950 metric tons Materials diversion (Organics): 30,101 metric tons Materials diversion (Recycling): 17,792 metric tons Materials diversion (Donated Materials): 1,249 metric tons 	SI&S Data - Materials and Waste
306-5	Waste directed to disposal	<ul style="list-style-type: none"> Materials disposal, metric tons: 80,408 	SI&S Data - Materials and Waste

GRI 308: Supplier Environmental Assessment			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Supplier Environmental Assessment	<p>As a global gaming entertainment company, we recognize that many of our environmental impacts occur in our supply chain, primarily through the purchase of materials. We codify our commitment to materials management in our enterprise Environmental Policy, which aligns with the United Nations Sustainable Development Goals, particularly SDG 12: Responsible Consumption and Production. In 2021, we released a formal Supplier Code of Conduct in which we strongly encourage suppliers to measure and set goals to manage their environmental and social impacts. Additionally, we have published a Supplier Code of Conduct Guide to support our suppliers in activating our recommended actions. We endeavor to mitigate supply chain risks through multiple strategies, including supplier and commodity risk assessment, on-shoring, supplier diversity, and supply contingency planning. In 2022, MGM Resorts Global Procurement led a supplier risk assessment where questionnaires were distributed to 200+ critical suppliers, determined by spend, to conduct a supply chain segmentation and understand supply chain risk. This was conducted in partnership with a third-party expert. Performance data and qualitative information on policies, commitments, and programs were included in these questionnaires.</p>	Sustainable Supply Chain Environmental Policy Supplier Code of Conduct Supplier Code of Conduct: Guide

Metrics & Disclosures			
308-1	New suppliers that were screened using environmental criteria	We are committed to promoting environmental responsibility among our suppliers. We developed a Supplier Code of Conduct and included it in 100% of new (and renewed) supplier contracts since its publication in 2021.	Supplier Code of Conduct Supplier Code of Conduct: Guide
308-2	Negative environmental impacts in the supply chain and actions	<p>At MGM Resorts, we recognize environmental impacts in our supply chain, which could manifest as rising GHG emissions, depletion of water sources, and impact on nature. We leverage policies, a Scope 3 emissions reduction target, and commodity-specific programs to manage and reduce the environmental impact in our supply chain.</p> <p>As outlined in our Supplier Code of Conduct, we require compliance with all applicable environmental laws and regulations among our suppliers. The following language is specified in the code:</p> <p><i>Supplier must comply with all applicable environmental related legal and regulatory requirements. Additionally, Suppliers should adopt an environmental policy outlining a commitment to reduce the adverse impacts of its business activities on the environment, such as greenhouse gas emissions and energy consumption, water withdrawals, resource use, and deforestation and land conversion. Supplier is encouraged to disclose applicable environmental data and information in accordance with recognized sustainability reporting standards. Supplier is expected to develop company programs to address environmental risks relevant to its business activities.</i></p> <p>In 2022, we developed a science-based climate target – approved by SBTi in April 2023 – for our value chain emissions aligned with the well below 2.0°C pathway: a commitment to reducing absolute emissions across significant Scope 3 categories by 30% by 2030 (2019 base year). Through our sustainable procurement strategy, we apply multiple levers to reduce embodied emissions in our purchased goods and services to fulfill this goal. An example includes the endorsement of the Cool Foods Pledge to reduce food-related emissions by 25% by 2030. This includes engagement with the World Resources Institute and internal partners from Food and Beverage, Global Procurement, and Social Impact & Sustainability.</p> <p>One instance of MGM Resorts supporting habitat restoration is through the PrintReleaf Exchange program to achieve a 'tree neutral' impact from our copy paper consumption. PrintReleaf issues future biomass credits for paper measured where trees are planted in forests that will eventually mature to the equivalent amount of paper measured in terms of future fiber created. In 2023, the consumption of approximately 46 million standard pages resulted in reforesting 5,503 standard trees (primarily in California). This contributes to a cumulative total of 45,082 planted trees between 2017 and 2023. PrintReleaf administers an 8-year audit process to track the progress and survivability of the trees. SGS International provides independent inspection, verification, testing, and certification, including field audits to verify compliance with the PrintReleaf Standard.</p>	

Social Standards

GRI 401: Employment		
Standard	Disclosure	References
<i>Management Approach</i>		
3-3 Management of Employment	<p>At MGM Resorts, we recognize our employees are the cornerstone of our business. Our people deliver a leading level of service to our guests, helping drive the company to achieve of vision of being the world's premier gaming entertainment company. We use best hiring, recruitment, retention, and related practices to foster a strong workforce that delivers exceptional results. As of December 31, 2023, we had approximately 45,000 full-time and 18,000 part-time employees domestically. In addition, we had approximately 12,000 and 1,000 employees at MGM China and LeoVegas, respectively.</p> <p>MGM Resorts actively recruits, develops, engages, and retains a diverse workforce. From our non-discriminatory hiring, promotion, and performance management practices to our leadership development initiatives, we seek to promote opportunity for our employees and ensure that everyone feels safe and valued for being their authentic self. Led by our Executive Director of HR Analytics, we leverage people analytics in our strategic workforce planning and use the insights to drive retention and foster diversity, equity and inclusion.</p> <p>We cultivate relationships with educational institutions, communities, professional organizations, and network groups to attract diverse talent pools. We aim to develop and enhance transparent talent systems that ensure equal access to employment and career growth opportunities for all. We promote diverse representation in our Board of Directors and throughout all management levels, including middle and senior leadership. We are dedicated to driving employment of military veterans and spouses through our Boots to Business program. We aim to ensure equitable pay for all employees considering education, experience, and job expectations.</p> <p>MGM Resorts maintains an Ethics and Compliance Program which drives the values of our business. The cornerstone of that program is the Code of Conduct. The Code of Conduct and the Conflict of Interest Policy and their underlying principles apply to the members of our Board of Directors, employees, officers, contractors, and other agents of MGM Resorts or any of its affiliates. Employees are required to adhere to the Code of Conduct and participate in regular trainings on Company policies and expectations, including the Policy Against Discrimination, Harassment, and Retaliation and the Equal Employment Opportunity Policy.</p> <p>MGM Resorts also expects our suppliers to provide fair and safe working conditions for all workers and to treat their employees with dignity and respect. We expect each supplier to work diligently to conduct its business in full compliance with applicable laws and the requirements of the Supplier Code of Conduct, which has been informed by industry practices and internationally agreed upon standards, including the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.</p>	<p>Form 10-K (p. 8)</p> <p>MGM Careers</p> <p>Investing in Our Communities</p> <p>Supplier Code of Conduct</p> <p>Fostering Diversity, Equity, and Inclusion</p> <p>Code of Conduct</p>

Metrics & Disclosures			
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> Total new hires (U.S.): 15,899 Women new hires (U.S.): 51.0% Racially/ethnically diverse new hires (U.S., %): 77.3% Voluntary turnover rate for all employees (U.S.): 18.7% Involuntary turnover rate for all employees (U.S.): 12.1% 	SI&S Data - Diverse and Inclusive Workplace SASB Hotels & Lodging - Labor Practices
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>MGM Resorts is committed to the well-being of our employees and offers a wide range of benefits including medical, dental, and vision coverage, as well as voluntary benefits like accident and critical illness insurance, supplemental life insurance, and more.</p> <p>We also offer additional benefits such as wellness, childcare, adoption assistance, student loan debt assistance, 401(k) savings plans and more. Examples include:</p> <p>Caregiving MGM Resorts offers all team members a free membership to Care.com. Through a Care Membership, participants have unlimited access to the world's largest platform for finding and managing care for children, seniors, pets and the home. Membership also allows participants to explore detailed caregiver profiles in their area, post a job for caregivers to apply to, access the Care Safety Center and background check options and send real-time payments to caregivers.</p> <p>Fertility Ovia Health is available to all Nevada employees and provides support for reproductive health, fertility, and menopause. Ovia Health provides access to online tools, learning and real time chatting with a care team member.</p> <p>Lactation Rooms MGM Resorts Lactation Break Policy ensures that all eligible team members are ensured reasonable breaks for the purpose of expressing breast milk as needed for one (1) year after the birth of the child (referred to herein as a "lactation break"). Nursing mothers will be provided with a place that is in reasonably close proximity to the employee's work area, which is reasonably free from dirt or pollution, which is protected from the view of others and free from intrusion by others, and where the employee may express breast milk (referred to herein as the "designated lactation break area"). The designated lactation break area should also have a chair and flat surface, as well as nearby access to clean running water and a cool place to store milk (e.g., refrigerator, insulated food container, personal cooler, etc.). Each property has an identified Mother's Room that is set up to support nursing mothers during their lactation breaks.</p> <p>Eligibility varies depending on position, location, and whether employees are covered by a collective bargaining agreement. MGM Resorts does not offer part-time benefits.</p>	MGM Careers
401-3	Parental leave	MGM Resorts provides employees up to 12 consecutive workweeks of unpaid leave in a backward-rolling 12-month period for the birth of a newborn child or the placement of a child in an employee's home for adoption or foster care.	

GRI 402: Labor			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Labor	<p>MGM Resorts is committed to actively working to uphold basic human rights in the workplace. This commitment extends to fundamental labor principles which include freedom of association and the right to make free decisions regarding collective bargaining.</p> <p>A significant portion of our labor force – approximately 37,000 employees as of December 31, 2023– is covered by collective bargaining agreements (CBAs).</p> <p>MGM Resorts has an Employee and Labor Relations Center of Excellence to provide subject matter expertise and guidance to leaders on interpretation and implementation of CBAs. They offer grievance and dispute resolution for represented employee populations, interpret CBAs, provide guidance on operational issues including realignments, new venue openings, and cross utilization, and oversee arbitration, mediation, and Alternate Dispute Resolution.</p> <p>In addition, as required by the MGM Resorts Supplier Code of Conduct, suppliers must respect workers’ right to associate, organize and bargain collectively in a lawful and peaceful manner without penalty, retaliation, or interference. Where workers are represented by a union, Suppliers are required to establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.</p> <p>MGM Resorts maintains open lines of communication with our employees to provide regular updates and ensure awareness of relevant labor and operational information. For example, our CEO hosts a quarterly townhall with leaders (directors and above) to share relevant updates and information.</p>	2023 Annual Report Form 10-K (p. 8) Global Human rights Supplier Code of Conduct Code of Conduct

GRI 403: Occupational Health and Safety		
Standard	Disclosure	References
<i>Management Approach</i>		
3-3	<p>Management of Occupational Health and Safety</p> <p>MGM Resorts is committed to providing a safe and secure workplace which includes complying with applicable local, state, and federal safety and health laws and regulations, as well as internal requirements. We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. Employees are required to participate in regular trainings on our Employee Code of Conduct, our Workplace Violence Policy, Workplace Relationships Policy and Workplace Safety Policy to support this commitment.</p> <p>The Workplace Safety Policy provides safety guidelines to promote a safe and healthy environment. This includes assuring compliance with all applicable safety and health standards established by the Occupational Safety and Health Act (OSHA). Managers and supervisors are responsible for ensuring that all policies and procedures are carried out. Employees also share in the responsibility to perform their duties in a safe manner and to bring any hazardous condition to the attention of their supervisor. MGM Resorts provides standardized enterprise-wide OSHA-mandated safety training as an employee's initial introduction to the workplace as well as during their continuous employment with the Company.</p> <p>Safety standards are in place to ensure that during an emergency, danger to our employees and guests is minimized. These standards are designed to promote a safe and secure environment and to encourage employees to remain and react in a calm and professional manner during an emergency.</p> <p>MGM Resorts has a Health and Safety Center of Excellence, a Seven Point Health & Safety Plan, and initiatives to help convention clients 'Convene with Confidence.' MGM Resorts continues its emphasis on our employees' ongoing health, safety, and wellness, including employee training programs centered on health and safety protocols. We continue to offer in-room testing services, enhanced sanitation throughout the properties, and HVAC controls to support indoor air quality.</p> <p>To promote our culture of overall employee health and wellness, we also provide benefits, tools and resources to help maintain or improve physical, emotional, and financial health, including the World of Wellbeing (WOW), our holistic approach that focuses on the whole person.</p>	<p>2023 Annual Report</p> <p>Form 10-K (p. 9)</p> <p>MGM Resorts – Health and Safety</p> <p>Our Health and Safety Commitment</p> <p>Global Human Rights Statement/ Policy</p>

Metrics & Disclosures			
403-5	Worker training on occupational health and safety	<p>MGM Resorts provides standardized, enterprise-wide, OSHA-mandated safety training as an employee's initial introduction to the workplace as well as during their continuous employment with the company. Employees are equipped with the appropriate Company workplace safety training required to work in their designated areas based on their specified job positions and roles.</p> <p>All OSHA-mandated Safety Training derives from a Corporate Primary Safety Compendium of 22 safety training modules along with nine separate modules for advanced training.</p> <p>Life Safety Evacuation training is a mandatory new hire and annual safety training and is provided to all company employees to include all hybrid employees.</p> <p>A significant part of MGM Resorts commitment to the safety of our employees is to ensure that they are educated on any environmental exposures and that policies and procedures are in place for our employees to communicate any accidents/incidents that may occur.</p> <p>Safety incentive programs are also provided for engaging and empowering our employees to work together in building a strong safety culture.</p>	

403-6	Promotion of worker health	<p>To promote our culture of overall employee health and wellness, we also provide benefits, tools and resources to help maintain or improve physical, emotional, and financial health, including the World of Wellbeing (WOW), our holistic approach that focuses on the whole person.</p> <p>Health coaches are available onsite or by phone to provide health and wellness support and assist with any coaching-based wellness incentives offered to employees, including quitting smoking. All employees are eligible to meet with a health coach and are able to meet with the health coach as frequently as needed as there is no requirement to be on the health plan.</p> <p>Grokker is an online, on-demand platform that provides thousands of expert-led videos on fitness, mental health, nutrition, sleep, and financial well-being to help employees and their families live healthier lives. In addition to the on-demand videos, Grokker guides are targeted 30-day modules that incorporate live sessions with an expert and daily check ins. These guides focus on mental well-being, weight loss, relationships, and more.</p> <p>MGM Resorts operates an Employee Assistance Program (EAP): a free and confidential resource to support employees and family members. The EAP provides access to three free visits per year for each problem or concern. Common concerns that the EAP covers include Marriage & Family, Emotional Stress, Substance Abuse, Legal/Financial Difficulties, Grief & Loss, Work Pressures, Gambling, and Anger Management. Through the EAP, members have access to therapists both virtually and in-person as well a digital cognitive behavioral therapy which studies have proven to be successful in decreasing anxiety and depression.</p> <p>MGM Resorts also promotes financial wellness offering a financial wellness assessment that offers employees personalized tips to optimize management of day-to-day finances and preparing for emergencies.</p> <p>MGM Resorts is proud to partner with Included Health, a dedicated care concierge focused on making the healthcare system work better for the LGBTQ+ community and their loved ones. Included Health is the first comprehensive care navigation platform for this community, specializing in connecting LGBTQ+ people and their loved ones with quality, affirming care.</p>	
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GRI 404: Training and Education

Standard	Disclosure	References
<i>Management Approach</i>		
<p>3-3 Management of training and education</p>	<p>We are committed to a culture of continuous learning where employees, at all levels, are engaged in developing their knowledge, skills, and abilities and we support the long-term career aspirations of our employees through education, and professional and personal development. Our premise is that human capital is on par with financial capital and that investment in and development of our people is vital.</p> <p>We offer talent management and development initiatives focused on a broad range of employee segments and career growth objectives.</p> <ul style="list-style-type: none"> • During new hire orientation we introduce company values and provide Operations Playbooks and job-specific onboarding plans. • We provide culture-focused training, including instructor-led Live and Lead Culture workshops for leaders across the enterprise. • We focus on the development of frontline leaders with Essentials of Leadership courses centered around our values and leadership expectations that provide leaders with actionable behaviors to demonstrate our values. • We offer tuition reimbursement, contribute toward student loan debt repayment, and have partnered with the Nevada System of Higher Education to allow employees to earn a degree online free of charge for all credit. • We offer employee recognition through the Years of Service program, which honors milestone anniversaries through letters, pins and celebrations. • We offer a Cross Functional Learning program allowing employees the opportunity to grow skills and gain hands-on experience in other departments without changing positions or divisions. This individually-tailored and self-facilitated experience provides 40 hours of cross-department learning, helping to create new paths for career development. • We offer Jump Start, an opt-in online career development program that provides employees with the chance to develop personal and professional skills. • We offer the MGM Resorts' Mentorship program, a formalized approach to enhancing employee knowledge, skills and abilities that fosters development, collaboration, leadership courage and business acumen. • We offer our sabbatical program, which provides employees at the director level and above with five or more years of tenure with the opportunity to take an extended leave from work to rest and rejuvenate. In addition to promoting employee well-being, the sabbatical program allows the company to develop leaders by providing an opportunity to take on greater responsibility and expanded scope. <p>MGM Resorts also provides ongoing employee training through required courses covering a range of topics, from the Employee Code of Conduct to Cyber Security Awareness. Courses are delivered both online via Workday Learning as well as in-person. We also offer the Accelerated Leadership Program, executive development programs, individual development plans, among other avenues.</p> <p>By growing, developing and putting our most talented people into roles where they can thrive, excel, unlock imagination, creativity, and innovation, our Company can maximize value creation for our shareholders. Our people strategy enhances talent attraction and ongoing development to support the achievement of key business drivers including guest experience, community engagement and financial goals.</p>	<p>MGM Careers</p> <p>Form 10-K (p. 7)</p>

Metrics & Disclosures			
404-1	Average hours of training per year per employee	Average hours of training and development per FTE: 2.0 Managers trained on Social Impact & Sustainability goals and policies (U.S., %): 95.1%	
404-2	Programs for upgrading employee skills and transition assistance programs	<p>MGM Resorts is committed to assisting employees to achieve their full career potential and excellence in job performance. The Company provides educational expense reimbursement for courses associated with degree programs, certifications, and continuing education units to eligible employees through the educational assistance and tuition reimbursement program. In addition, MGM Resorts has partnered with the Nevada System of Higher Education (NSHE) to create the College Opportunity Program, which provides eligible employees the opportunity to enroll in designated online degree or certificate programs at any NSHE college or university with costs covered by MGM Resorts.</p> <p>Another example of an employee skills development opportunity is the Jump Start online career development program, which provides employees with the chance to develop personal and professional skills. All hourly (full-time and part-time) and salaried employees (through Grade 9) can choose to participate in Jump Start.</p> <p>Another example is our Leader Playbooks which serve as a valuable reference guide that empowers leaders to grow in their role and build confidence. The Leadership Playbook provides universal content, and the specialized playbooks provide deep insights into relevant functions.</p> <p>For our US employees:</p> <ul style="list-style-type: none"> • Higher education tuition reimbursed by MGM (Partially or fully funded): \$1,221,677 • Employees participating in tuition reimbursement programs (Partially or fully funded): 409 	<p>MGM Resorts College Opportunity Program</p> <p>SI&S Data - Workforce Development</p>

GRI 405: Diversity and Equal Opportunity			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of diversity and equal opportunity	<p>Our commitment to diversity, equity and inclusion (DEI) is formally implemented through three strategic priorities: People, Culture and Suppliers & Customers. Our People strategy begins with attracting, developing and retaining diverse talent and ensuring that talent has equitable access to leadership opportunities. We do that by continuously working to embed DEI across our human resources practices, from onboarding, to mentoring, to succession planning and promotion. We believe that harnessing the power of diversity leads to breakthrough thinking and innovation in our company.</p> <p>We have established robust key performance indicators, which are tracked and published alongside our annual Social Impact and Sustainability Report and reviewed internally with management and our Corporate Social Responsibility (CSR) & Sustainability Committee of the Board of Directors. In addition, we have detailed internal human capital workforce reports, which includes demographic and diversity data. These reports are reviewed with the CSR & Sustainability Committee of the Board of Directors, executive management and leadership teams on a regular basis.</p> <p>Diversity, equity and inclusion is advanced through a range of programs and initiatives which include employee education and training, community partnerships, recruitment and talent development, advocacy, community engagement and outreach and through internal groups like our Supplier Inclusion and Social Impact & Sustainability task forces. Responsibility is driven and led by our Chief People, Inclusion and Sustainability Officer, who reports directly to the Chief Executive Officer and President and is supported by a centralized Diversity, Equity & Inclusion team and the Human Resources department.</p> <p>Internally, we use multiple channels to facilitate communication and to continuously advance one of our core values: Champion Inclusion. These channels include but are not limited to open forums with executives, employee engagement surveys with detailed action planning, and Employee Network and Business Resource Groups. Our work to champion inclusion has made us a more diverse and inclusive company where ideas and innovation are fostered. For example, the Company offers 22 employee network groups ("ENGs") and two business resource groups ("BRGs") throughout the enterprise. With a focus on 13 affinities, our ENGs/BRGs continually provide access to opportunities for all employees. Our ENGs help advance our efforts around diversity, equity and inclusion, serving as hubs for leadership and professional development, networking opportunities and community engagement. BRGs are strategic teams of employees who are passionate and committed to furthering company goals and objectives. These groups empower employees to take ownership of our strategic priorities and take part in achieving the vision of MGM Resorts. The BRGs advance an inclusive culture and workplace that promotes tolerance, mutual respect, equality and belonging while harnessing diverse views and ideas as levers for innovation.</p>	Our Approach to Fostering Diversity, Equity and Inclusion 2023 Annual Report Form 10-K (p. 7) Supplier Code of Conduct SI&S Data - Diverse and Inclusive Workplace

3-3	Management of diversity and equal opportunity (continued)	<p>We have the following affinities across all our regions:</p> <ul style="list-style-type: none"> • African American • Asian American Pacific Islander • Emerging Leaders • Health & Wellbeing • Hispanic & Latino • Inspired Leaders • Interfaith • Lions Pride – LGBTQ+ • Professional Women • Working Parents • Veterans • Planet Protectors (BRG) • UNLV Alumni (BRG) <p>MGM Resorts is an innovative leader in supplier diversity with transforming economic impact in local and diverse communities. Through our Supplier Diversity Program, we identify, advocate and connect certified, diverse-owned suppliers to opportunities within our supply chain. By actively seeking to buy from and offer mentorship to diverse suppliers, we not only ensure a more resilient supply chain but also support the economic development of the very communities in which we operate. Our program enabled us to achieve goal of spending at least 15% of domestic biddable spend with diverse owned suppliers in 2023, and we aim to continue this positive trend.</p> <p>By embedding DEI into our business strategies, we are more directly able to attract diverse segments of society to our resorts and entertainment offerings while showcasing MGM Resorts as the employer of choice in our local communities.</p>	
Metrics & Disclosures			
405-1	Diversity of governance bodies and employees	<p>Board of Directors</p> <ul style="list-style-type: none"> • Gender: 4 female, 7 male • Race/ethnicity: 18.2% Black, 72.7% White, 9.1% did not disclose <p>Management (U.S.)</p> <ul style="list-style-type: none"> • Gender: 45.0% female, 55.0% male • Race/ethnicity: 17.1% Asian, 10.3% Black, 16.2% Hispanic, 49.0% White, 6.2% Other, 1.4% did not disclose <p>Workforce (U.S.)</p> <ul style="list-style-type: none"> • Gender: 49.4% female, 50.6% male • Race/ethnicity: 16.4% Asian, 16.3% Black, 34.4% Hispanic, 26.6% White, 5.5% Other, 1.0% did not disclose 	<p>Proxy Statement (p. 12)</p> <p>SI&S Data - Diverse and Inclusive Workplace</p>

GRI 406: Non-discrimination		
Standard	Disclosure	References
<i>Management Approach</i>		
3-3	<p>Management of Non-discrimination</p> <p>At MGM, we are committed to maintaining a workplace and public space free from discrimination or harassment. All MGM employees, contractors, officers, and directors are required to review and abide by the Code of Conduct as well as the Policy Against Discrimination, Harassment, And Retaliation. This policy and procedure provides information to ensure that employees are aware that discrimination, harassment, or retaliation are not allowed — regardless of title or position at MGM Resorts.</p> <p>Our suppliers are also required to adhere to the MGM Resorts Supplier Code of Conduct, which states that Suppliers must not discriminate against workers and other stakeholders, including customers and business partners, on the basis of race, color, national origin, ancestry, sex, gender identity or expression, transgender status, age, sexual orientation, religion, veteran status, disability, perceived disability, union affiliation, genetic information, marital status, pregnancy, lawful migrant status, or other similar factors in hiring, terms and conditions of work, or other employment practices. Suppliers must recognize the right of all workers to equal opportunities in all aspects of employment, including benefits, remuneration, training, evaluation of the quality of their work, and access to professional development and advancement.</p>	<p>Code of Conduct (p. 13)</p> <p>Policy Against Discrimination, Harassment, and Retaliation</p> <p>Supplier Code of Conduct</p>

GRI 407: Freedom of Association and Collective Bargaining		
Standard	Disclosure	References
<i>Management Approach</i>		
3-3	<p>Management of Freedom of Association and Collective Bargaining</p> <p>MGM Resorts is committed to actively working to uphold basic human rights in the workplace. This commitment extends to fundamental labor principles which include freedom of association and the right to make free decisions regarding collective bargaining.</p> <p>A significant portion of our labor force – approximately 37,000 employees as of December 31, 2023– is covered by collective bargaining agreements (CBAs).</p> <p>In addition, as required by the MGM Resorts Supplier Code of Conduct, suppliers must respect workers’ right to associate, organize and bargain collectively in a lawful and peaceful manner without penalty, retaliation, or interference. Where workers are represented by a union, Suppliers are required to establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.</p> <p>MGM Resorts maintains open lines of communication with our employees to provide regular updates and ensure awareness of relevant labor and operational information. For example, our Chief Executive Officer and President hosts a quarterly townhall with leaders to share relevant updates and information.</p>	<p>2023 Annual Report (p. 21)</p> <p>Global Human Rights Statement/ Policy</p> <p>Code of Conduct</p> <p>Supplier Code of Conduct</p>

GRI 408: Child Labor			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Child Labor	<p>Our Global Human Rights Policy emphasizes MGM Resorts' commitment to basic human rights as a core component of the way we do business and engage our employees. This commitment and policy contains overarching principles that we embed into our policies and systems, including the prohibition of child labor in all forms.</p> <p>Our suppliers are also required to adhere to the MGM Resorts Supplier Code of Conduct. This code emphasizes that suppliers must not employ any persons under the age of 15, the applicable minimum age for employment, or the applicable age for completing compulsory education, whichever is highest. Suppliers must observe all applicable legal requirements as well as conditions as set out in the ILO Minimum Age Convention (No. 138) for all workers under 18 years of age. Suppliers must have verification processes in place to ensure no recruitment of child labor.</p> <p>MGM Resorts is a signatory of the Principles of the United Nations Global Compact and supports the effective abolition of child labor (Principle 5). A communication on progress is provided annually to demonstrate performance across the ten principles.</p>	Global Human Rights Statement/Policy Supplier Code of Conduct UNGC

GRI 409: Forced or Compulsory Labor			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Forced or Compulsory Labor	<p>Our Global Human Rights Policy emphasizes MGM Resorts' commitment to basic human rights as a core component of the way we do business and engage our employees. This commitment and policy contains overarching principles that we embed into our policies and systems, including the prohibition of forced labor in all forms.</p> <p>Our suppliers are also required to adhere to the MGM Resorts Supplier Code of Conduct. This Code emphasizes that suppliers must ensure that no forced labor, including bonded, indentured, involuntary prison labor or slave labor is used, as defined in the ILO Forced Labor Convention (No. 29) and the Abolition of Forced Labor Convention (No. 105). Suppliers are expected to not charge recruitment fees as part of the application process or use fraudulent recruitment practices.</p> <p>MGM Resorts is a signatory of the Principles of the United Nations Global Compact and elimination of all forms of forced and compulsory labor (Principle 4). A communication on progress is provided annually to demonstrate performance across the ten principles.</p>	Global Human Rights Statement/Policy Supplier Code of Conduct UNGC

GRI 410: Security Practices			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Security Practices	<p>MGM Resorts is committed to creating a safe work environment free of any actions or threats of violence. The employee Code of Conduct includes guidance on how to lead a safe workplace and take incidents or threats of violence seriously. We have both a Workplace Violence Policy and Workplace Safety Policy in place that are required learning for all employees.</p> <p>MGM Resorts maintains a Security Center of Excellence whose mission is to protect the company's global interests by providing enterprise-wide strategic guidance and standards to advance the delivery of the highest quality security related services. This function develops and provides training to security personnel and drives excellence and consistency in security standards and service delivery for property operations. The security operations function oversees security leadership development and guidance, aligns industry practices, and manages quality assurance, among other responsibilities. The Security CoE takes a proactive role through prevention and deferment strategies, enabling MGM Resorts to identify safety concerns and take steps to mitigate known threats. This strategy involves the CoE using analytics, providing role-specific training, and working closely with internal and external partners through ongoing communications and using a consistent process to collaborate on matters of shared interests.</p> <p>All MGM Resorts employees, including security personnel, are required to review and uphold the MGM Resorts Global Human Rights Statement/Policy as well as our Anti-Human Trafficking Policy and accompanying training. The policy and training articulate the company's unwavering commitment to combating human trafficking and protecting the dignity, equality, and fair treatment of all human beings while providing awareness and responsive training to employees about the indicators of human trafficking, as well as the appropriate response to suspected human trafficking situations. MGM Resorts expects any parties who do business with or on our behalf to conduct business in ways that uphold the principles of these policies.</p> <p>In addition, suppliers are required to adhere to the MGM Resorts Supplier Code of Conduct, which covers Human Rights, including sections on forced labor and child labor as well as human trafficking.</p>	Global Human Rights Statement/Policy Supplier Code of Conduct Initiatives Against Human Trafficking

GRI 413: Local Communities			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Local Communities	<p>As a member of the communities in which we operate, we understand our responsibility to contribute to the social and economic progress of where we live. We collaborate closely with the public sector, policy makers, educators, and nonprofit organizations to promote the social and economic advancement of those in our community.</p> <p>We focus on building our communities through charitable giving, employee engagement, volunteering, and through the MGM Resorts Foundation. We have established a set of strategic priorities focused on workforce development, education, and food security. Our goals include expanding our support of nonprofit workforce development and education programs from 25% to 40% by 2025. We are working to donate 5 million meals through our Feeding Forward program as well as raise \$120 million from employee donations.</p> <p>This year, MGM Resorts employees surpassed the company's 2025 goal of donating 1.12M volunteer hours into the community. In 2023 alone, employees donated 82,000 volunteer hours, equating to \$2,394,509 saved by nonprofit organizations in our regions thanks to employee efforts. Three large scale volunteer events brought hundreds of employees together to work together toward a common good. Two "Feed the Funnel parties" in Las Vegas and one at Borgata saw employees work together in an assembly line-style effort to pack shelf stable meals. In all, more than 1,100 employees participated in a Feed the Funnel party in 2023, packing more than 450,000 meals. In Las Vegas, meals were then immediately distributed into the community through Catholic Charities, the Just One Project and Lutheran Social Services. At Borgata, meals were donated to the Community Foodbank of New Jersey. In 2023, MGM Resorts was recognized for its corporate volunteer program, winning the gold award at the 2023 Stars of Nevada: Governor's Points of Light, the highest honor bestowed by the governor of Nevada for volunteerism. In addition, three company-nominated employees received individual Governor's Points of Light Awards, honored for their commitment to the values of service, responsibility, cooperation and compassion and for making Nevada a better place to live.</p> <p>In 2023, the MGM Resorts Foundation distributed \$2.7M into the community through 109 grants. Two nonprofits to receive funding focus on children in foster care. There are approximately 3,400 children in the Clark County foster care system. Of these, 200 are estimated to be at risk of aging out of the system without a connection to a caring adult. And of those, 20% will be homeless, half will be unemployed, and 71% of young women will become pregnant within the first two years of emancipation. In their own unique ways, grant recipients Raise the Future and Foster Kinship work to reduce these negative outcomes in Southern Nevada.</p> <p>Our Employee Network Groups (ENGs) are a cornerstone of our culture and one of the ways we engage with our communities. They are designed to develop and strengthen relationships among employees with common identities, interests and issues, share valuable knowledge and information about career paths and development at our Company, provide mentoring, and support various company initiatives, including community engagement. For example, one group, the Planet Protectors, is dedicated to environmental sustainability and has collaborated with a variety of local nonprofit organizations, including The Nature Conservancy, Desert Research Institute, the Plastic Bank, Springs Preserve, Solidarity Fridge, and Clark County Wetlands Park to create a network of environmental champions across the company and in our communities.</p>	<p>Our Approach to Local Communities</p> <p>Our Approach to Protecting the Planet</p> <p>Proxy Statement (p. 18)</p>

GRI 414: Supplier Social Assessment		
Standard	Disclosure	References
<i>Management Approach</i>		
3-3	<p>Management of Supplier Social Assessment</p> <p>MGM Resorts expects all businesses in the value chain, including, but not limited to suppliers of goods and services, vendors, contractors, service providers, and each of their respective subcontractors, to commit to the MGM Resorts Supplier Code of Conduct and the expectations it sets forth. This Code of Conduct is informed by industry practices and internationally agreed upon standards, including the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. It also supports the commitment MGM Resorts has made to the Principles of the United Nations Global Compact, to which we are a signatory. MGM Resorts expects each supplier to work diligently to conduct business in full compliance with applicable laws and the requirements of this Code of Conduct. To help us understand risks in our supply chain, MGM Resorts Global Procurement initiated a supplier risk assessment in partnership with a third-party expert.</p> <p>In addition, MGM Resorts provides the Supplier Code of Conduct Guide as a supplemental document that outlines the steps and actions suppliers can take to ensure alignment with, and go above and beyond, the requirements of the Code of Conduct. MGM Resorts requires its business partners to ensure compliance with all applicable laws and regulations as mandated by national laws. While some of the guidance in this Guide might align with applicable regulations, this Guide does not intend to provide a comprehensive overview of steps required for compliance with local laws and regulations. The Guide provides guidance on how suppliers can build and maintain operations, policies, and procedures in alignment with MGM Resorts' expectations at two levels, Fundamental and Encouraged.</p> <ul style="list-style-type: none"> • Fundamental — Refers to performance in line with internationally agreed standards and applicable UN and ILO Conventions, to support alignment with the expectations set forth in the Supplier Code of Conduct. • Encouraged— Refers to performance that goes above and beyond minimum expectations at Fundamental level and provides guidance for suppliers to advance their sustainable business practices and align with MGM Resorts Sustainability Strategy. <p>MGM Resorts also includes supplier relations in our employee Code of Conduct and has required learning for all employees on Global Procurement Policies as well as Conflict of Interest Policies.</p>	<p>Supplier Code of Conduct</p> <p>Supplier Code of Conduct Guide</p> <p>Global Procurement</p> <p>Sustainable Supply Chain</p> <p>Supplier Diversity</p>

3-3	Management of Supplier Social Assessment (continued)	<p>More broadly, MGM Resorts is a major buyer of goods and services, and a large proportion of our overall spend is concentrated in our home city of Las Vegas. We have significant market power in many purchasing categories and have used this power to advance our commitment to investing in our communities, fostering diversity equity, and inclusion, and protecting the planet while delivering economic benefits to our stakeholders. Recognizing this as a complex area of program development, in 2019 and 2020 we engaged the Sustainable Purchasing Leadership Council (SPLC: 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.</p> <p>One example of this strategy in action is our work on supplier diversity: a proactive business process that seeks to provide diverse suppliers equal access to purchasing opportunities. It promotes supplier participation reflective of the diverse business community and encourages economic development. We have established a goal that by 2025 we will spend at least 15% of our annual, domestic, biddable procurement dollars with diverse suppliers. To support this commitment, we have a full-time team of ambassadors dedicated to ensuring local and diverse business owners gain awareness and access to contracting opportunities at MGM Resorts. Our Global Procurement Center of Excellence seeks qualified, competitive and diverse businesses to provide goods and services and connects these suppliers to opportunities within our supply chain.</p>	
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Metrics & Disclosures			
414-1	New suppliers that were screened using social criteria	<p>We engage more than 300-400 diverse-owned suppliers annually.</p> <p>We are committed to promoting social responsibility among our suppliers. We developed the MGM Resorts Supplier Code of Conduct and included it in 100% of new (and renewed) supplier contracts since its publication in 2021.</p> <p>Participation in the MGM Resorts Supplier Diversity program requires eligible suppliers who identify as diverse owned to obtain certification through a recognized U.S. certifying agency.</p>	Supplier Diversity By the Numbers
414-2	Negative social impacts in the supply chain and actions taken	<p>MGM Resorts expects each supplier to work diligently to conduct its business in full compliance with applicable laws and the requirements of the MGM Resorts Supplier Code of Conduct. In addition, MGM Resorts provides a Supplier Code of Conduct Guide as a supplemental document that outlines the steps and actions suppliers can take to ensure alignment with, and go above and beyond, the requirements of the Code of Conduct. MGM Resorts requires its business partners to ensure compliance with all applicable laws and regulations as mandated by national laws.</p> <p>MGM Resorts will continue to 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.</p>	

GRI 415: Public Policy			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Public Policy	<p>MGM Resorts' Public Affairs Center of Excellence includes internal and external corporate communications, media relations, issues management and government affairs. The objective of this COE is to align the company's business strategy to its public affairs and advocacy priorities.</p> <p>MGM Resorts Chief Executive Officer and President Bill Hornbuckle serves as chair of the U.S. Travel and Tourism Advisory Board (TTAB). TTAB serves as an advisory body to the U.S. Secretary of Commerce on matters related to travel and tourism in the United States. TTAB continues to provide critical recommendations to the Secretary to support a more resilient and sustainable travel and tourism industry.</p> <p>MGM Resorts directly engaged with state and local governments and agency staff in Nevada and interested parties to refine and craft the details of Omnibus energy legislation that advances the cause of renewable energy in Nevada and compliments the State's objective to achieve net-zero by 2050. Further, in 2023, MGM Resorts supported the passage of legislation to streamline the regulatory process in Nevada to allow for a more reliable and affordable electricity supply for consumers while emphasizing the state's interest in reducing greenhouse gases.</p> <p>MGM Resorts supports the SNWA's water conservation goal, revised in 2021, of 86 Gallons Per Capita Per Day (GPCPD) by 2035 to meet the region's water resource challenges. Currently, Southern Nevada's use 112 GPCPD and reducing demand to 86 GPCPD through innovative conservation measures will help ensure a sustainable regional water supply. In 2023, MGM Resorts, through its membership in the Nevada Resort Association, supported legislation put forward by the SNWA to implement additional water conservation provisions, including authorization for local public authorities to enact certain irrigation water efficiency monitoring programs and to compensate property owners using a septic system to convert to a municipal water system. Moreover, MGM Resorts in 2023 coordinated with the SNWA to inform an enhanced agency incentive ultimately adopted by the SNWA Board of Directors for non-residential customers to convert existing evaporative cooling systems to high efficiency hybrid cooling systems, a priority conservation initiative to reduce the region's consumptive water use.</p> <p>MGM Resorts continues to actively engage with the federal government and members of Congress to address critical sustainability challenges, including water scarcity and the ongoing drought conditions in the western United States. Discussions extend to issues related to renewable energy adoption and sustainability practices.</p>	
<i>Metrics & Disclosures</i>			
415-1	Political contributions	<p>Contributions for lobbying, interest representation or similar: \$3,520,289</p> <p>Contributions to/for local/regional/national political campaigns/organizations: \$417,750</p> <p>Contributions to/for trade associations or tax-exempt group (e.g., think tanks): \$1,644,502</p> <p>Other contributions: \$356,901</p> <p>Total contributions and other spending: \$5,939,442</p>	

GRI 416: Customer Health and Safety			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Customer Health and Safety	<p>MGM Resorts is continually focused on the health and safety of our guests. We are committed to promoting responsible gaming, leveraging technologies and capabilities designed to make the guest experience healthy, safe, and stress-free as well as combatting human-trafficking.</p> <p>Responsible Gaming MGM Resorts has woven responsible gaming and gambling education into the fabric of our Company's world-class gaming experience and premier guest service. We offer a variety of resources all around our properties, with the MGM Rewards Desk at the center housing our innovative responsible gaming program, GameSense. GameSense is an industry-leading, enterprise-wide program that aligns responsible gambling policies with enhanced guest service and education. It's designed to promote positive play experiences and help guests and employees make informed gaming decisions. Our focus areas for responsible gaming include the following:</p> <ul style="list-style-type: none"> • Responsible Gaming Communications: GameSense touchscreen displayed at all times in high-traffic guest and employee areas (e.g., MGM Rewards Desk, Employee Dining Room); Responsible gaming and problem gambling brochures displayed at main cage, change/satellite booths, MGM Rewards Desk, and cash access devices; Toll-free help line number included in brochures; Maintain a self-limit policy allowing patrons to request in writing the revocation of privileges; A variety of slot machines feature Responsible Gaming messages and QR codes that offer educational materials; GameSense signage is featured throughout properties and on Las Vegas marquees; Well trained GameSense Advisors are staffed at Casino Cages and MGM Rewards Desks • Underage Gambling and Unattended Minors in Casinos: Prohibit gaming floor loitering and access among underage individuals; Post notices stating the legal age to gamble at all casino entrances; Conduct annual training to relevant employees related to underage gambling, minor identification, and unattended minors, and the purchase and consumption of alcohol and tobacco by minors • Responsible Service of Alcoholic Beverages: Maintains a responsible beverage service policy; Prohibits serving alcoholic beverages to minors and visibly intoxicated patrons; Prohibits visibly intoxicated patrons to gamble; Conduct responsible beverage service policy training at time of hire and an annual refresher • Responsible Advertising: comply with all state and federal standards, as well as the American Gaming Association's Code of Responsible Gaming Conduct, to make no false or misleading claims about probabilities of winning or losing at various games; Prohibit the use of advertising that appeals to children and minors or the use of current collegiate athletes and anyone appearing to be below the legal age in casino gambling advertisement and market materials. 	<p>Our Health and Safety Commitment</p> <p>Our Health and Safety Commitment (document)</p> <p>GameSense</p>

3-3	Management of Customer Health and Safety (continued)	<p>MGM Resorts’ commitment to responsible gaming is multi-faceted. The Company provides financial support for quality scientific research, drives cross-stakeholder collaboration, engages in public outreach and internal efforts in the areas of guest education, the development of best-practice operational policies and procedures, and employee training.</p> <p>All MGM Resorts employees receive training to reinforce the company’s commitment and approach to responsible gaming.</p> <ul style="list-style-type: none"> • These trainings occur at the point of hire and reoccur on an annual basis. • Customer-facing employees receive advanced level trainings to increase responsible gaming awareness and build confidence within their customer interactions. • Certain gaming employees receive additional department specific responsible gaming training, based on the employee’s position and level of customer interaction. <p><u>Technologies and Capabilities</u> We are committed to ongoing engagement with medical experts as well as federal, state, and local officials for the health and safety of our guests. In addition to partnering with world-class experts in epidemiology, public health and occupational health and safety, we have made it a priority to identify technologies and capabilities designed to make the guest experience healthy, safe, and stress-free. We have taken the important lessons learned during the pandemic and embedded them into many parts of our operations. For example, our HVAC systems currently have the capability to circulate up to 100% outside fresh air and to supply up to 12 air exchanges per hour throughout our properties. We routinely review and adjust the operation of our HVAC systems, fully recognizing the important role they have in keeping employees and guests healthy and safe.</p> <p><u>Anti-Human Trafficking</u> All forms of human trafficking, slavery, and child labor are crimes against humanity and our global society. We play an influential role in the entertainment and hospitality industry, and with that influence comes the responsibility to take a stand against human trafficking to protect the dignity, equality, and fair treatment of all human beings. At MGM Resorts, it is our policy to ensure that we safeguard human rights in everything we do by:</p> <ul style="list-style-type: none"> • Refusing to look the other way if we see or suspect human rights violations • Alerting MGM Security if we see or suspect evidence of human trafficking • Advising our suppliers and business partners that we expect them to comply with laws and governmental regulations that protect the health and well-being of workers and communities <p>Our Global Human Rights Policy applies to all employees of MGM Resorts. MGM Resorts expects any parties who do business with or on behalf of MGM Resorts to conduct business in ways that uphold the principles of this policy. This includes combating human trafficking, as well as the use of forced labor or child labor.</p> <p>Our suppliers are also required to adhere to the MGM Resorts Supplier Code of Conduct. This Code includes Forced Labor and Human Trafficking, and requires all suppliers to ensure that no forced labor, including bonded, indentured, involuntary prison labor or slave labor is used, as defined in the ILO Forced Labor Convention (No. 29) and the Abolition of Forced Labor Convention (No. 105).</p>	
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Metrics & Disclosures			
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> Percentage of Responsible Gambling Index criteria achieved by each facility, weighted by gaming revenue (US): 73.4% Percentage of Responsible Gambling Index criteria achieved by each facility, weighted by gaming revenue (global): 45.1% 	SASB Casinos & Gaming - Responsible Gaming

GRI 417: Marketing and Labeling			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Marketing and Labeling	<p>MGM Resorts succeeds by competing fairly and dealing truthfully with customers and suppliers, without manipulation or concealment.</p> <p>Responsible gambling education is part of our world-class guest service. At each property's MGM Rewards desk, GameSense Advisors are available to educate guests and answer questions about casino games and responsible gambling, dispel myths, provide resources and referrals, and much more.</p> <p>We maintain responsible gaming communications, including: GameSense touchscreen displayed at all times in high-traffic guest and employee areas (e.g., MGM Rewards Desk, Employee Dining Room); Responsible gaming and problem gambling brochures are displayed at main cage, change/satellite booths, MGM Rewards desk, and cash access devices; we also offer Toll-free help line number which is included in brochures; we maintain a self-limit policy allowing patrons to request in writing the revocation of privileges; and we also include responsible gaming included in New Hire Orientation.</p> <p>MGM Resorts is committed to responsible advertising. We comply with all state and federal standards to make no false or misleading claims about probabilities of winning or losing at various games; We prohibit the use of advertising that appeals to children and minors or the use of current collegiate athletes and anyone appearing to be below the legal age in casino gambling advertisement and market materials.</p> <p>In addition, as part of the Supplier Code of Conduct, Suppliers must uphold fair business standards in advertising, sales, and competition. Suppliers are required to comply with applicable antitrust and competition laws that prohibit agreements between competitors that affect prices, costs, terms, or conditions of sale.</p>	<p>Supplier Code of Conduct</p> <p>GameSense</p>

GRI 418: Customer Privacy			
Standard		Disclosure	References
<i>Management Approach</i>			
3-3	Management of Customer Privacy	<p>Confidentiality is an essential part of our business at MGM. We respect the privacy of our colleagues, guests, and business partners. In addition, we take reasonable steps designed to protect personal and other information through various physical and network security measures.</p> <p>We use proprietary and commercially available systems, software, and tools designed to provide security for processing of customer information, such as payment card and other confidential or proprietary information. Our data security measures are reviewed and evaluated regularly.</p> <p>We have a consumer-facing Privacy Policy, and various internal privacy-related policies. We have also appointed a Privacy Officer to oversee privacy matters.</p>	

Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors (for additional information please visit www.sasb.org). To support investors and stakeholders, MGM Resorts International has provided the following disclosures based on the SASB Standards for Casinos & Gaming and Hotels & Lodging.

SASB Casinos & Gaming Standard

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Energy Management	SV-CA-130a.1 (1)	Total energy consumed (enterprise total), gigajoules	8,338,504	8,521,092	8,440,500	Total energy consumed includes purchased/self-generated electricity, natural gas, propane, diesel, gasoline, and jet fuel. Performance driven in part by changes in portfolio (e.g., acquisition of more energy efficient The Cosmopolitan of Las Vegas and divestiture of older resorts The Mirage and Gold Strike Tunica) in addition to energy efficiency projects.
	MGM metric	Energy consumed (electricity and natural gas (or equivalent)) (enterprise total), gigajoules	7,903,663	7,982,360	7,922,890	Includes purchased/self-generated electricity and natural gas at all properties as well as propane/LPG at MGM Macau (where natural gas service is unavailable). Performance driven in part by changes in portfolio (e.g., acquisition of more energy efficient The Cosmopolitan of Las Vegas and divestiture of older resorts The Mirage and Gold Strike Tunica) in addition to energy efficiency projects.
	MGM metric	Energy consumed (other sources) (enterprise total), gigajoules	434,840	538,733	517,610	Other sources include diesel, jet fuel, gasoline, and propane at all properties other than MGM Macau.
	SV-CA-130a.1 (2)	Total energy consumed (casino allocation), gigajoules	211,188	234,230	270,307	Energy consumption by casinos is allocated based on percentage of total resort area classified as casino (including gaming floor, race and sports books, high limit areas and casino-specific walkways).
	SV-CA-130a.1 (3)	Percentage grid electricity, % of total energy	60.0 %	58.5 %	58.1 %	Percentage grid electricity is based on total electricity (including utility-provided and renewable electricity procured under power purchase agreements), divided by total energy consumed (combined electricity, natural gas (or equivalent) and other sources as defined above).
	SV-CA-130a.1 (4)	Percentage renewable energy, % of total energy	12.7 %	6.9 %	10.4 %	Percentage renewable energy is based on total renewable electricity (including utility-provided and procured under power purchase agreements), divided by total energy consumed (combined electricity, natural gas (or equivalent) and other sources as defined above). MGM does not currently procure renewable natural gas.
	MGM metric	Percentage renewable electricity, % of purchased electricity	22.1 %	22.4 %	18.7 %	Percentage renewable electricity is primarily based on grid-provided electricity in proportion to each State's annual Renewable Portfolio Standard (RPS) requirement. Excludes self-generated renewable energy if Renewable Energy Credits (RECs) have not been retired on behalf of MGM.

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Responsible Gaming	SV-CA-260a.1 (2)	Percentage of Responsible Gambling Index criteria achieved by each facility, weighted by gaming revenue (US), %	73.4 %	71.4 %	67.7 %	MGM's US facilities use GameSense (https://www.gamesense.com/) as their responsible gaming program. While no facility is certified under the Responsible Gambling Index (RGI), GameSense satisfies many of RGI's criteria. Percentage estimate based on MGM Resorts' assessment of GameSense program attributes and their alignment with RGI criteria.
	SV-CA-260a.1 (2)	Percentage of Responsible Gambling Index criteria achieved by each facility, weighted by gaming revenue (global), %	45.1 %	64.1 %	57.6 %	Percentage depicts combined U.S. and Macau SAR (Special Administrative Region) gaming revenue. MGM China facilities are 100% compliant with the requirements of the Macau Gaming Inspection and Coordination Bureau. Macau requirements have not been assessed against RGI criteria.
Smoke-free Casinos	SV-CA-320a.1 (1)	Percentage of gaming floor where smoking is allowed, %	51.7 %	53.1 %	54.0 %	Park MGM re-opened in September 2020 as the Las Vegas Strip's first smoke-free casino. Most regional properties (e.g., MGM National Harbor, MGM Northfield Park, MGM Springfield, and Empire City) and all MGM China gaming areas are also smoke-free.
	SV-CA-320a.2 (2)	Percentage of gaming staff who work in areas where smoking is allowed, by country, % of man-hours	US: 69.0% Macau SAR: 0%	US: 68.1% Macau SAR: 0%	US: 68.7% Macau SAR: 0%	Gaming staff include, but are not limited to, dealers; change and counting room personnel; cashiers; floormen; cage personnel; slot machine repairmen or mechanics; persons who accept or transport revenue from a slot, blackjack, or poker-table drop or dropbox; security personnel; shift or pit bosses; floor managers; supervisors; slot machine and slot booth personnel; and any other employees whose main work station is located in a gaming facility.
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	Our policies and practices related to anti-money laundering are provided in the MGM Resorts Compliance Charter			MGM Resorts Compliance Charter
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	\$0	\$0	\$0	
Casino Activity Metrics	SV-CA-000.A	Number of (gaming) tables, #	2,117	1,986	1,936	Includes blackjack ("21"), baccarat, craps, roulette, and other table games in service; does not include poker; includes dealer-assisted electronic gaming devices at MGM National Harbor.
	SV-CA-000.B	Number of slots, #	27,352	28,794	29,382	Includes slot machines, video poker machines and, except for MGM National Harbor, all other electronic gaming devices in service.
	SV-CA-000.D	Total area of gaming floor, square meters	232,629	237,832	275,893	Casino square footage is approximate and includes the gaming floor, race and sports, high limit areas and casino specific walkways, and excludes casino cage and other non-gaming space within the casino area, such as lounges.
MGM Activity Metrics	MGM metric	Area (enterprise total), square meters	8,706,080	8,614,939	8,614,939	Reference metric for SV-CA-130a.1 (1).
	MGM metric	Area (casino), % of total area	2.7 %	2.7 %	3.2 %	Reference metric for SV-CA-130a.1 (1).

SASB Hotels & Lodging

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Energy Management	SV-HL-130a.1 (1)	Total energy consumed (enterprise total), gigajoules	8,338,504	8,521,092	8,440,500	Total energy consumed includes purchased/self-generated electricity, natural gas, propane, diesel, gasoline, and jet fuel. Performance driven in part by changes in portfolio (e.g., acquisition of more energy efficient The Cosmopolitan of Las Vegas and divestiture of older resorts The Mirage and Gold Strike Tunica) in addition to energy efficiency projects.
	MGM metric	Energy consumed (electricity and natural gas (or equivalent)) (enterprise total), gigajoules	7,903,663	7,982,360	7,922,890	Includes purchased/self-generated electricity and natural gas at all properties as well as propane/LPG at MGM Macau (where natural gas service is unavailable). Performance driven in part by changes in portfolio (e.g., acquisition of more energy efficient The Cosmopolitan of Las Vegas and divestiture of older resorts The Mirage and Gold Strike Tunica) in addition to energy efficiency projects.
	MGM metric	Energy consumed (other sources) (enterprise total), gigajoules	434,840	538,733	517,610	Other sources include diesel, jet fuel, gasoline, and propane at all properties other than MGM Macau.
	SV-HL-130a.1 (2)	Total energy consumed (hotel allocation), gigajoules	2,352,462	2,289,345	2,100,597	Energy consumption by hotels is allocated based on percentage of total resort area that is hotel rooms and corridors. Excludes convention venues, restaurants and lobbies.
	SV-HL-130a.1 (3)	Percentage grid electricity, % of total energy	60.0 %	58.5 %	58.1 %	Percentage grid electricity is based on total electricity (including utility-provided and renewable electricity procured under power purchase agreements), divided by total energy consumed (combined electricity, natural gas (or equivalent) and other sources as defined above).
	SV-HL-130a.1 (4)	Percentage renewable energy, % of total energy	12.7 %	6.9 %	10.4 %	Percentage renewable energy is based on total renewable electricity (including utility-provided and procured under power purchase agreements), divided by total energy consumed (combined electricity, natural gas (or equivalent) and other sources as defined above). MGM does not currently procure renewable natural gas.
	MGM metric	Percentage renewable electricity, % of purchased electricity	22.1 %	22.4 %	18.7 %	Percentage renewable electricity is primarily based on grid-provided electricity in proportion to each State's annual Renewable Portfolio Standard (RPS) requirement. Excludes self-generated renewable energy if Renewable Energy Credits (RECs) have not been retired on behalf of MGM.

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Water Management	SV-HL-140a.1 (1)	Total water withdrawn (enterprise total), thousand cubic meters	17,213	17,965	16,897	Total water withdrawn includes utility water and well water. Performance driven in part by changes in portfolio (e.g., acquisition of more water efficient The Cosmopolitan of Las Vegas and divestiture of older resorts The Mirage and Gold Strike Tunica) in addition to water efficiency projects.
	SV-HL-140a.1 (1)	Total water withdrawn (hotel allocation), thousand cubic meters	5,123	5,152	4,484	Water withdrawal by hotels is allocated based on percentage of total resort area that is hotel rooms and corridors. Excludes convention venues, restaurants and lobbies.
	MGM metric	MGM Las Vegas Strip resorts water withdrawn, thousand cubic meters	12,308	12,704	11,678	MGM Las Vegas Strip resorts water withdrawal provided as an additional MGM-defined metric to help clarify water volumes in our key market.
	MGM metric	MGM Las Vegas Strip resorts estimated water consumed, thousand cubic meters	2,918	2,996	2,754	MGM Las Vegas Strip resort water consumption estimate is based on third-party analysis of the percentage of water withdrawn in Las Vegas that does not get returned to its source (Colorado River/Lake Mead). Estimate based on meters, assumptions, and extrapolation totaling an consumptive proportion of approximately 24%. Generally, all interior water use in Las Vegas is "non-consumptive" as it is returned the source; exterior water use is generally consumptive.
	SV-HL-140a.1(2)	Water withdrawn in regions with High or Extremely High Baseline Water Stress, % of total water withdrawn	0 %	0 %	0 %	Following SASB guidance, the definition of regions with High or Extremely High Baseline Water Stress is based on the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. Using this definition and available dataset, no MGM properties are in regions of high or extremely high baseline water stress.
	SV-HL-140a.1(2)	Water consumed in regions with High or Extremely High Baseline Water Stress, % of total water consumed	0 %	0 %	0 %	
Ecological Impacts	SV-HL-160a.1(1)	Number of lodging facilities located in or near areas of protected conservation status, #	0	0	0	No MGM lodging facilities are located in or near areas of protected conservation status according to the World Database of Protected Areas (WDPA).
	SV-HL-160a.1(2)	Number of lodging facilities located in or near areas of endangered species habitat, #	21	22	22	All MGM lodging facilities are located in or near areas of endangered species habitat. Species include but are not limited to: Mojave Desert Tortoise; Little Brown Bat; Chinese Bahaba. Increase in 2019 due to addition of MGM Springfield and MGM Cotai. Decrease in 2020 due to Circus Circus divestiture.
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Our environmental policies and practices are described in our Environmental Policy and in the Protecting the Planet section of our Social Impact & Sustainability site.			MGM Resorts Environmental Policy

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Labor Practices	MGM metric	Voluntary turnover rate for all employees, by country, %	US: 18.7% China: 10.3%	US: 17.7% China: 7.8%	US: 20.0% China: 8.8%	Includes all active employees in the U.S. and China, except employees of LeoVegas.
	SV-HL-310a.1(1)	Voluntary turnover rate for lodging facility employees, by country, %	US: 21.1% China: 16.8%	US: 21.1% China: 11.5%	US: 20.8% China: 15.7%	Lodging facility employees includes employees in the following job families: Hotel, Facility Maintenance, Recreation and Transportation; excludes standard corporate functions.
	MGM metric	Involuntary turnover rate for all employees, by country, %	US: 12.1% China: 1.5%	US: 7.0% China: 1.5%	US: 7.5% China: 1.8%	Excludes temporary positions, divestitures, conversions and employees of LeoVegas.
	SV-HL-310a.1(2)	Involuntary turnover rate for lodging facility employees, by country, %	US: 17.5% China: 2.1%	US: 16.6% China: 1.4%	US: 10.4% China: 2.7%	Lodging facility employees includes employees in the following job families: Hotel, Facility Maintenance, Recreation and Transportation; excludes standard corporate functions. Involuntary turnover excludes temporary positions, divestitures and conversions.
	MGM metric	Average hourly wage for all employees, by region, \$	Las Vegas: \$28.73 US Regional: \$26.70 China: \$15.60	Las Vegas: \$26.94 US Regional: \$24.54 Total US: \$26.25	Las Vegas: \$24.57 US Regional: \$22.75	Includes all active, hourly employees except those at LeoVegas. Wages include tips, commissions, incentives and bonuses.
	SV-HL-310a.3(1)	Average hourly wage for lodging facility employees, by region, \$	Las Vegas: \$23.77 US Regional: \$22.60 China: \$8.62	Las Vegas: \$22.91 US Regional: \$20.85	Las Vegas: \$22.17 US Regional: \$19.59	Includes all active, hourly, non-corporate employees (except those at LeoVegas) in the following job families: Hotel, Facility Maintenance, Recreation and Transportation. Wages include tips, commissions, incentives and bonuses.
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment, n/a	Our policies and programs to prevent worker harassment are described in the MGM Resorts Code of Conduct.			MGM Resorts Code of Conduct
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones, #	2	3	3	Properties include Beau Rivage and Borgata. MGM Macau and MGM Cotai are not listed in the Federal Energy Management Administration (FEMA) flood maps, but are located in areas of increased flood risk, potentially bringing our total count to 4.

Topic	SASB Code	Metric, unit	2023	2022	2021	Comments
Hotel Activity Metrics	SV-HL-000.A	Number of available room-nights	15,746,336	16,730,901	15,726,212	
	SV-HL-000.B	Average occupancy rate, %	91 %	89 %	74 %	Rooms that were out of service are excluded from the available room count when calculating hotel occupancy.
	SV-HL-000.C	Total area of lodging facilities, square meters	2,591,295	2,470,769	2,285,993	Includes total area that is hotel rooms & corridors; excludes convention area, restaurants & lobbies.
	SV-HL-000.D	Number of lodging facilities that are managed, #	21	22	22	
	SV-HL-000.D	Percentage of lodging facilities that are managed, %	100 %	100 %	100 %	
MGM Activity Metrics	MGM metric	Area (enterprise total), square meters	8,706,080	8,614,939	8,614,939	Reference metric for SV-HL-130a.1(1) and SV-HL-140a.1(1).
	MGM metric	Area (hotel), % of total area	29.8 %	28.7 %	26.5 %	Reference metric for SV-HL-130a.1(1) and SV-HL-140a.1(1).