



CLIMATE TRANSITION PLAN

2024



TABLE OF CONTENTS

OVERVIEW

FOUNDATIONS

- Our Ambition
- Our Emissions Baseline
- Our Climate Risks and Opportunities

ACTION

- Our Emissions Reduction Plan
- Direct Operations
- Value Chain
- Financing our Transition
- Engagement

ACCOUNTABILITY

- Governance



OUR 2030 TRANSITION PLAN OVERVIEW

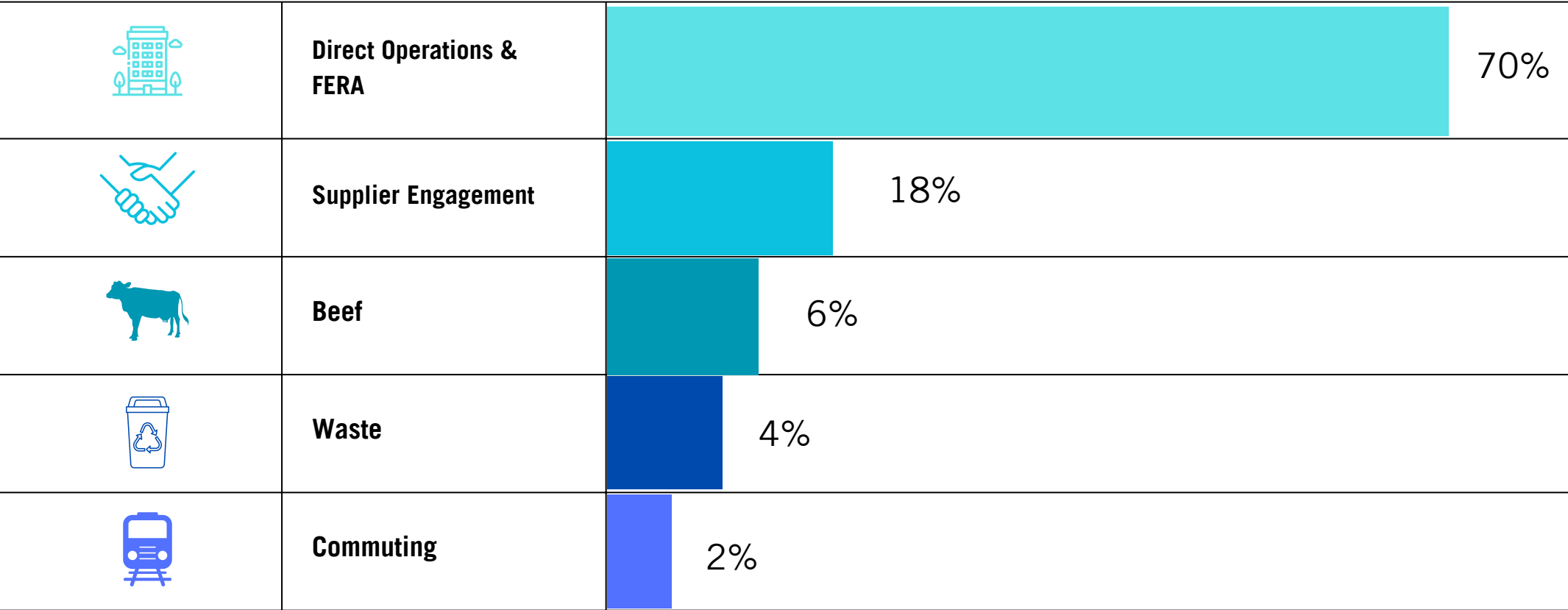
At MGM Resorts, we strive to lead our industry in responding to climate change with bold action and clear advocacy for a clean energy future.

Since 2010, MGM Resorts has been committed to climate action – integrating climate throughout everything we do, from our day-to-day operations, to our guest experience, to integrating climate risk into our overall risk management systems to align our business strategy to both reduce and respond to the impacts of climate change.

We’ve made big strides in reducing our carbon emissions, including installation of over 110 megawatts of renewable energy projects and implementing hundreds of energy efficiency projects throughout our portfolio. We have also been recognized by the U.S. Department of Energy as a Better Buildings Challenge Goal Achiever in 2023. Our achievements underscore our ongoing commitment to sustainability within the hospitality industry and creating more sustainable experiences for our customers.

However, we know there is still a long way to go for us and the industry, and we remain dedicated to finding new ways to reduce our carbon footprint, conserve resources, and both inspire and partner with others to build a more sustainable world for generations to come. As such, we have committed to the Science Based Targets initiative (SBTi) and have validated near-term targets, aligned with the 1.5°C temperature goal of the Paris Agreement. We are now embarking on a transition plan to plot our steps, responsibilities, partners, and key actions to meet those targets.

Our transition plan focuses on five key priority action areas, shown below, where we see our greatest ability and potential for impact, integrating them throughout our business strategy and governance to ensure a holistic approach. These action areas all require engagement with our employees, suppliers, partners, as well as ensuring we are doing our part to advocate for climate-friendly policies. Given the global, interdependent nature of business, we acknowledge the success of our plan relies on multi-disciplinary, cross- and inter-industry, and technological collaboration and thus welcome others to view our plan as an invitation for discussion, innovations, and partnership. This transition plan sets our roadmap for achieving our 2030 goals and building a more sustainable world for generations to come.



FORWARD-LOOKING STATEMENTS

Statements in this Climate Transition Plan 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 climate related initiatives and the Company’s ability to achieve its climate related ambitions and goals. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include effects of economic conditions and market conditions in the markets in which the Company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions, risks relating to cybersecurity, risks related to changing regulations 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.



FOUNDATIONS

OUR AMBITION

MGM Resorts has long been a leader in climate action in the hospitality industry. One of our key strategic pillars is “Protecting the Planet”, highlighting our commitment to creating a more environmentally sustainable future while striving to make a difference in the lives of our employees, guests, stakeholders, and the communities in which we operate. We focus on energy, water, and materials management.

Our climate journey began in 2010 with measuring and reporting our greenhouse gas emissions. Since then, we have integrated climate throughout our business strategy, committing early to emissions reduction targets, integrating climate into our risk management practices and governance structures. Further, we have strengthened our commitment to addressing climate change by participating in collective engagements around climate-related risks by committing to:

- **U.S. Department of Energy (Better Climate Challenge):** Reduce scope 1 and 2 GHG emissions by at least 50% within 10 years (2019 baseline)
- **World Resources Institute (The Coolfood Pledge):** Reduce emissions associated with the food we serve by 25% by 2030 (2019 baseline)
- **U.N. Global Compact (CEO Water Mandate):** Commit to continual progress along six areas of water stewardship: Direct Operations, Supply Chain & Watershed Management, Collective Action, Public Policy, Community Engagement and Transparency

A key milestone in our approach to climate change is the approval of our climate targets through the Science Based Targets initiative (SBTi).

In 2021, we established two climate targets, both aligned with the 1.5°C pathway. In 2022, we developed a climate target for our value chain emissions aligned with a 2.0°C pathway. The approval of our science-based targets codifies our commitment to reducing our emissions in line with the latest climate science.

This transition plan lays out our pathway to achieving our 2030 targets and provides a framework for the future of our business as the world transitions to a low-carbon economy.

Science-Based Targets

Reduce absolute scope 1 and 2 greenhouse gas emissions by

50%

By 2030 from a 2019 baseline.

Reduce absolute scope 3 greenhouse gas emissions from key categories* by

30%

By 2030 from a 2019 baseline.

Renewable Energy Goal

100%

Renewable electricity in the U.S.

80%

Renewable electricity globally

By 2030

OUR BASELINE GHG EMISSIONS

Since 2010, we have monitored and reported on our global GHG emissions across scopes 1, 2, and 3. Our emissions are calculated in accordance with the methodology set out by the Greenhouse Gas Protocol (GHG Protocol) standards and are third-party assured in accordance with ISAE 3000. Our science-based targets include the following emissions:

Scope 1 & 2 Emissions

Scope 1 and 2 emissions account for 30% of our total global GHG emissions.

Emissions associated with our direct operations, including electricity, natural gas and propane used for buildings and kitchens, fuel used for front and back of house vehicles, refrigerants used in buildings, and jet fuel for our aviation fleet.

We calculate our scope 1 emissions using primary data from utility invoices, maintenance logs, and our internal procurement system. Where volumetric data is not available, a spend-based calculation is used to estimate fuel volumes and subsequently emissions.

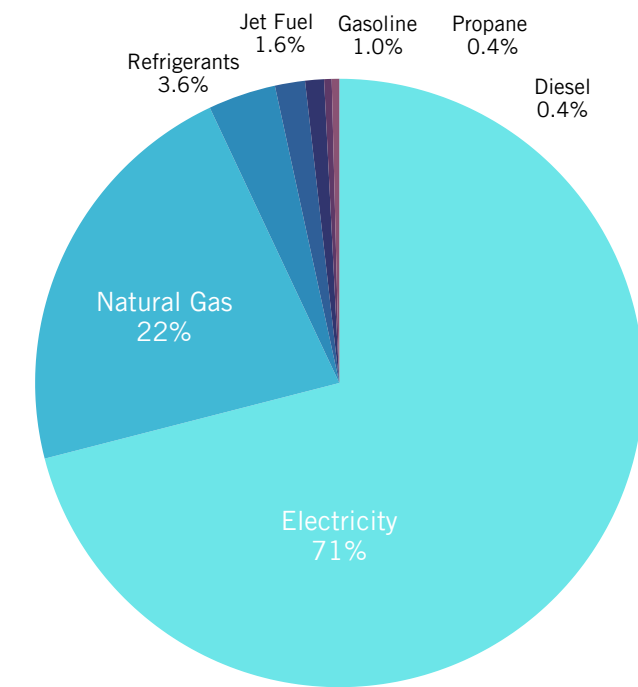
Our market-based scope 2 emissions included in our target are calculated using primary consumption data. The bulk of our electricity in Las Vegas is purchased through a third-party wholesale provider, which also incorporates our 100-Megawatt solar array. They provide the total energy purchased from each eGRID region and the associated emissions factor.

Scope 3 Emissions

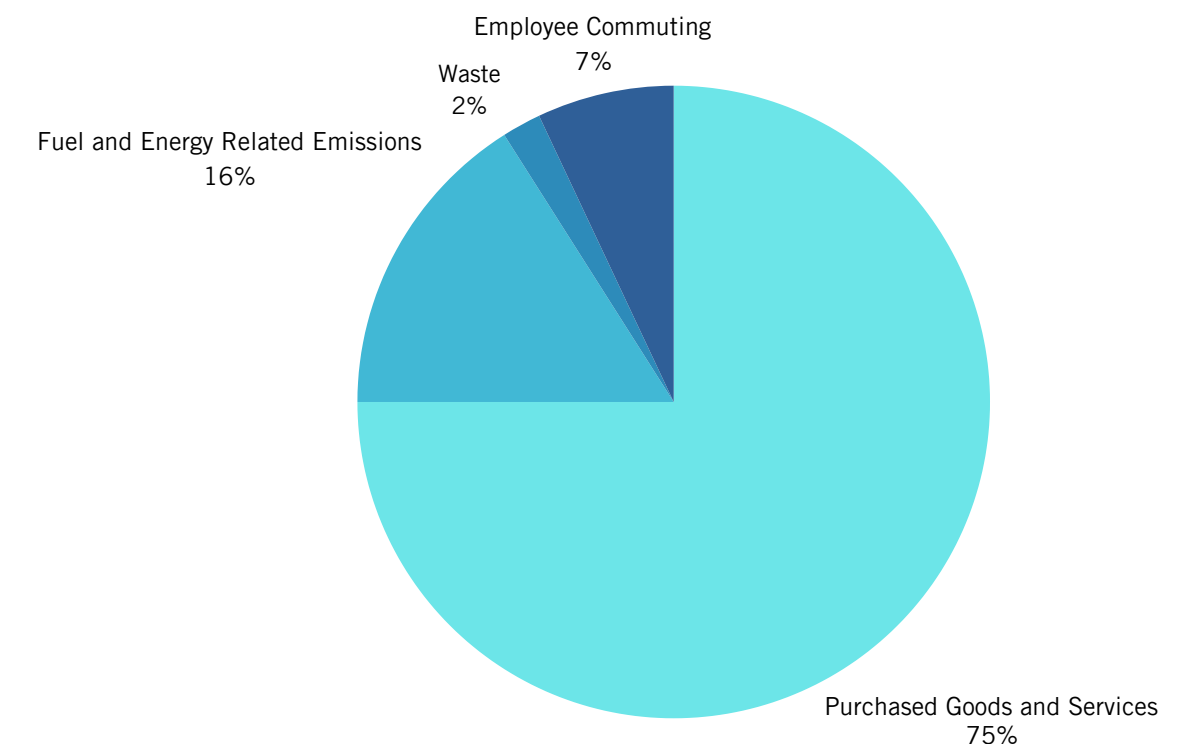
Scope 3 emissions account for 70% of our total GHG emissions.

We monitor all relevant scope 3 emissions categories annually within our GHG inventory process; however, our near-term science-based target includes four specific categories: purchased goods and services, fuel and energy related activities (FERA), waste, and employee commuting. Purchased goods and services are calculated using a spend-based methodology and constitute the bulk of our scope 3 emissions.

MGM Resorts 2019 base Year Scope 1 & 2 Emissions 968,071 MT CO₂e



MGM Resorts 2019 base Year Scope 3 Emissions* 1,594,575 MT CO₂e



*Base year emissions shown only include categories within our science-based target: purchased goods and services, fuel-and-energy related activities, waste, and employee commuting.

OUR CLIMATE RISKS

We recognize that the impacts of climate change are already occurring, presenting challenges to our business. We aim to adapt our business strategy in response to these challenges, to increase the resilience of our business and our value chain. 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. This assessment is aligned with the main recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Our climate targets enhance our resilience to these risks by reducing our energy costs, guide our transition to renewable energy supply, supporting energy legislation to reduce GHG emissions, and decarbonizing our value chain.

When determining the impact of climate-related risks and opportunities on our company, we consider the impact on business activities, long-term strategic business objectives and financial planning. Regarding time horizons, we assume short-term risks along the same time scale as our operational and financial planning, generally zero to three years. Medium-term risks are assessed along the same time scale as our capital planning, typically three to five years. We consider long-term risks along the same scale as our Social Impact & Sustainability planning, generally five to ten years. Our public goals in these areas are established for 2025 and 2030, the latter to align with United Nations Sustainable Development Goals.

Our assessment considered low, moderate and high carbon price scenarios for transition risk and a low, moderate, and high temperature scenario for physical risks. Based on a moderate scenario, we assessed 25 of our resorts and entertainment venues for their exposure to climate-related hazards by 2050. We identified two properties with high overall risk exposure, 22 properties with moderate overall risk exposure and one with low overall risk exposure. We have integrated climate risk into our overall formal enterprise risk management process. This section provides a partial view of our risks and opportunities. For more information, please see our latest CDP disclosure.

Risk Category	Risk Factor	Description	Impact
Transition	Carbon risk (carbon pricing)	Risk of policy action stemming from the transition to a lower carbon economy with business implications on direct operations or upstream supply chain.	Low
Physical	Wildfires	Increased probability of wildfire conditions causing damage to facilities, disrupting communities, and interrupting critical services.	Low
	Drought	Increased frequency of drought conditions contributing to a period of abnormally dry weather long enough to cause a hydrological imbalance.	Low, but most significant
	Temperature extremes	Changes in the frequency or occurrence of temperature extremes, including cold and heat waves.	Low
	Water stress	Changes in the future ratio of water withdrawals to renewable water supply in a given area.	Low
	Coastal & fluvial living	Increased frequency of coastal flooding due to rising sea level, tides, regional weather systems, and floods exceeding historical 100-year flood level.	Low, but most significant
	Hurricanes	Increased intensity and frequency of hurricanes, cyclones, and tropical storms.	Low



ACTION

OUR EMISSIONS REDUCTION ROADMAP

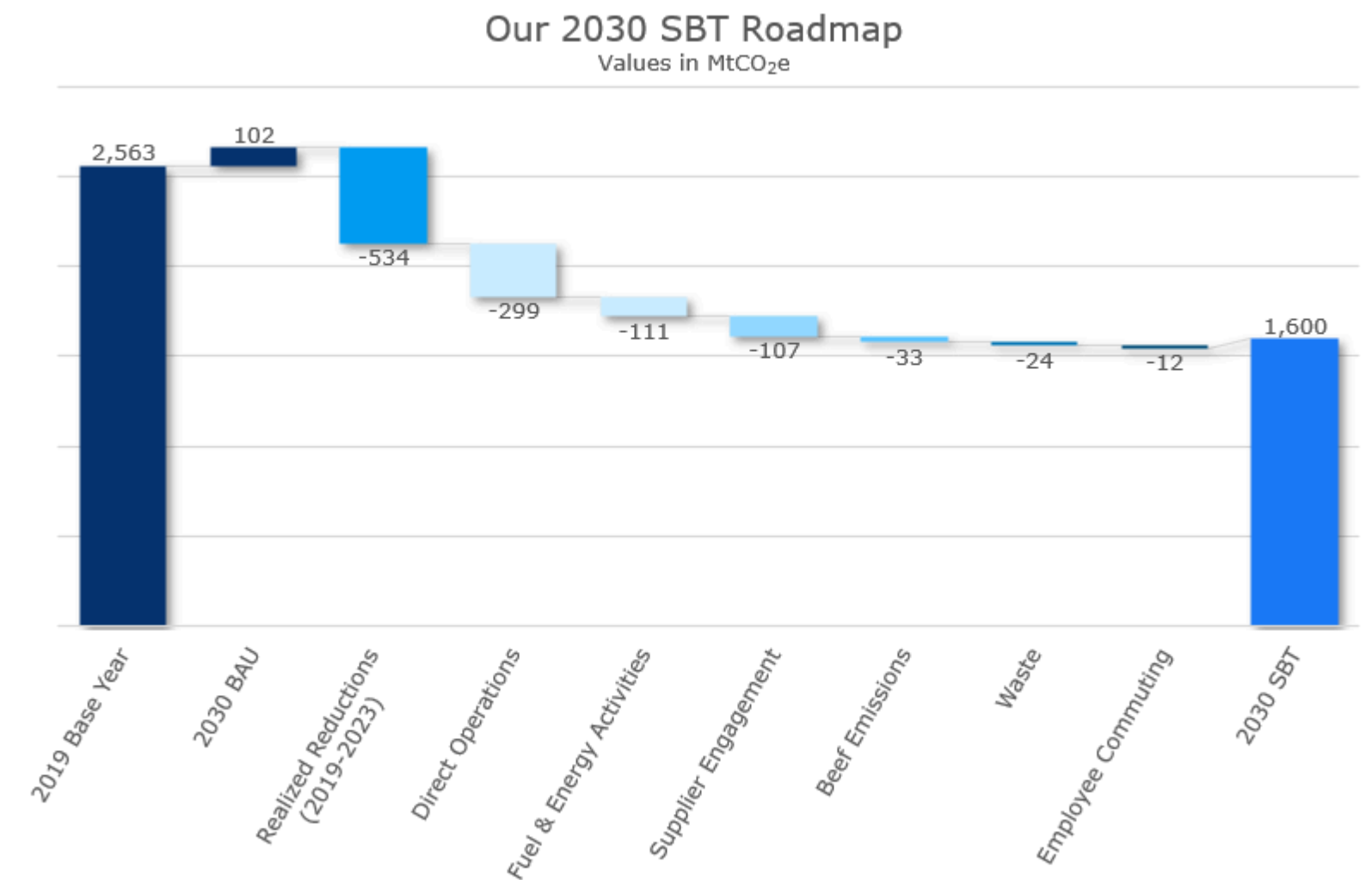
Our near-term science-based targets will reduce our global near-term scope 1 and 2 emissions by 50% and our scope 3 emissions in key categories by 30% by 2030, a total reduction of 900,000 tons of CO₂e. Our proposed pathway will enable us to achieve this target while still considering business growth, as represented by our projected business-as-usual (BAU) forecast. Although this forecast is theoretical, it incorporates global growth considerations in Asia and the Middle East and considers historical changes in energy and fuel consumption, as well as our scope 3 categories.

We've already made progress toward our targets, having reduced our scope 1 & 2 emissions by 35% from 2019 to 2023 and scope 3 emissions by 12% in the same timeframe. However, we still have further to go to achieve our goals.

Our decarbonization pathway's key levers are focused on our direct operations – including the hotels and casinos, vehicles, and jets that we own and operate – as well as our supply chain, particularly related to beef suppliers, waste generated by our operations, and our employees commuting. More details on these strategies are provided in the following sections.

The strategies identified and their associated impact rely on external factors, such as grid decarbonization aligned with currently stated commitments, continued adoption of vehicle electrification and fuel efficiency improvements, and availability of alternative fuels, such as sustainable aviation fuel and renewable electricity certificates. These key factors affect both our direct operations as well as our suppliers and are critical to ensure an economy-wide low carbon transition. Currently our roadmap does not include the use of carbon credits to achieve our near-term goals, per SBTi requirements. In the future, as we re-assess our goals, we will consider the potential role of carbon credits and beyond value chain mitigation strategies.







We are committed to continuously reassessing our decarbonization roadmap to ensure we are on track with our plan, incorporate new methodologies and actions, and understand how outside market influences may need to change our roadmap.



OUR KEY ACTIONS-DIRECT OPERATIONS (SCOPE 1 & 2)



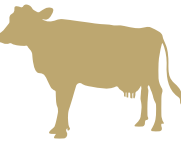




Our actions to reduce emissions from our direct operations are expected to see increased renewable energy procurement and energy efficiency projects, while implementing electric options in our kitchens, our fleet, and replacing high-GWP refrigerants.

	D01: Renewable Electricity	Implement second large renewable energy procurement strategy with solar+storage.	GHG Impact: 282 MtCO2e
	D02: Upgrade Boilers & Refrigerants	Replace boilers at the end of their life with new, high-efficiency boilers and replace high global warming potential (GWP) refrigerants with low GWP drop-in alternatives.	GHG Impact: 8.1 MtCO2e
	D03: Kitchen Upgrades & Electricication	Replace kitchen equipment with high efficiency or electric options where feasible	GHG Impact: 2.1 MtCO2e
	D04: Sustainable Aviation Fuel	Purchase environmental attribute certificates (EACs) associated with SAF.	GHG Impact: 1.6 MtCO2e
	D05: Electrify Front and Back of House Vehicle Fleets	Transition front and back-of-house vehicle fleets to electric options	GHG Impact: 1.5 MtCO2e
	D06: Phase Out LPG at MGM China Faciliites	Transition LPG use to natural gas or electricity use	GHG Impact: 0.43 MtCO2e

OUR KEY ACTIONS-VALUE CHAIN (SCOPE 3)

Our actions to reduce our value chain emissions rely on engagement with our suppliers, with a special emphasis on beef suppliers, as they make up the largest portion of our purchased goods and services emissions. We are also committed to reducing waste in our operations and reducing emissions from employee commuting.

	<p>VC1: Upstream Fuel Reductions and Renewable Energy Procurement</p>	<p>Reduce upstream emissions from our energy sources through transition to renewable electricity and reducing natural gas and other fuel use. See Direct Operations section for more details.</p>	<p>GHG Impact: 111 MtCO₂e</p>
	<p>VC2: Fully integrate climate into supplier engagement program</p>	<p>Incorporate emissions reductions and other climate considerations into our existing supplier engagement programs with an emphasis on encouraging suppliers to both track and reduce emissions on a science-aligned trajectory. This strategy includes direct engagement with suppliers through a variety of avenues and updating internal policies and systems.</p>	<p>GHG Impact: 107 MtCO₂e</p>
	<p>VC3: Reduce emissions from beef suppliers</p>	<p>Collaborate with our beef suppliers, partners, and others in the supply chain to introduce emissions reduction methods, such as beef feed additives, anaerobic digestion, and integrated field management practices, throughout the supply chain. Explore menu options for further address beef emissions.</p>	<p>GHG Impact: 30 MtCO₂e</p>
	<p>VC4: Reduce food, landfill, and construction waste</p>	<p>Reduce food and landfill waste through food loss prevention, diversion, and food donation to meet our existing goal of 75% reduction of landfill waste. Incorporate innovative technologies to further reduce landfill waste and reduce waste from construction and demolition projects by incorporating requirements into design standards.</p>	<p>GHG Impact: 24 MtCO₂e</p>
	<p>VC5: Provide employee commuting incentives</p>	<p>Improve our employee commuting data and account for improved vehicle efficiency and electric vehicle adoption expected to occur. Evaluate potential incentives for employee commuting by partnering with RTC Las Vegas and other partners nationwide.</p>	<p>GHG Impact: 12 MtCO₂e</p>

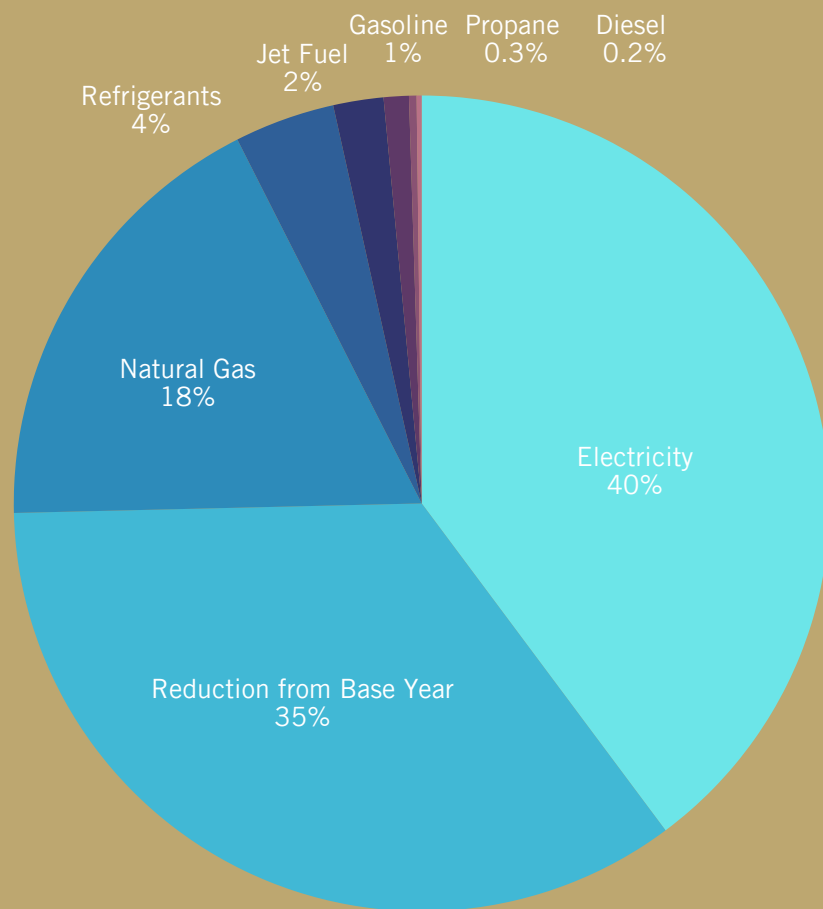
DIRECT OPERATIONS

Target: 50%

Progress to date: 35%

Remaining reduction: 15%

MGM Resorts 2023 Scope 1 & 2 Emissions 640,591 MTCO₂e



PROGRESS TO DATE

Since 2019, MGM Resorts has reduced emissions from our direct operations by 35%. This reduction was accomplished by implementing energy efficiency improvement projects and by procuring renewable electricity. Energy efficiency has been a top priority as we have worked towards our 2025 energy intensity reduction target of 25% from a 2007 baseline. Energy efficiency projects have included lighting retrofits, building management system (BMS) upgrades, and upgrading equipment. Our chilled water setback program launched in 2021 and resulted in significant energy and water savings. At our properties in Asia, we have integrated BMSs that enable real-time tracking of heating and cooling demand and the ability to adjust climate control systems. In Cotai, we have transitioned to using a heat pump as the primary source of heating, reducing our natural gas use.

In addition to our science-based target, MGM Resorts also has a goal to source 100% renewable energy at US properties by 2030. The completion of the mega solar array in 2021 was a significant step towards achieving this goal. Since opening, the solar array has reduced approximately 41% of MGM Resorts' annual electricity emissions. Beyond the array project, we have worked with our energy provider to source renewable energy on the wholesale market.

NEAR TERM ACTIONS

Achieving our 2030 science-based target will require continued action to reduce emissions another 15%. Our 2023 emissions are shown in the figure to the left, showing key sources of emissions that we will focus on to achieve our target.

Going forward, MGM Resorts will focus on five key action areas to further reduce emissions from direct operations. The largest emissions reduction is expected to come from procuring renewable electricity. We have already made significant strides in this area, but expect to continue to invest in on-site renewables, power purchase agreements (PPAs), and other market-based instruments. The next action area is upgrading boilers and refrigerants to reduce natural gas use and refrigerant emissions. Another way we're targeting natural gas use is by upgrading and electrifying kitchen equipment. These strategies will primarily focus on end-of-life and opportunistic equipment replacements. To target transportation emissions, MGM Resorts expects to electrify a portion of our vehicle fleet. Finally, MGM Resorts expects to support the growing SAF industry by purchasing environmental attribute certificates (EACs) associated with SAF.

EXTERNAL FACTORS

In addition to the initiatives described above, there are external factors that will influence the implementation of our plan. MGM Resorts' government affairs team tracks relevant federal and state policy and programs related to decarbonization. We plan to leverage government incentives where possible to help fund our transition. As jurisdictions implement regulations around natural gas use, electric vehicle adoption, or other climate initiatives, our actions to comply with these laws are expected to result in emissions reductions. The decarbonization of regional energy grids to meet state renewable portfolio standards and other climate targets will also support our strategy. As utilities across the country install and procure renewable energy projects, the grid electricity used at our regional properties will become greener. We believe MGM Resorts can achieve its scope 1 and 2 target using technology that exists today, but we continue to look for new innovations that offer more advantageous economics or that target hard-to-abate emissions sources such as heavy-duty vehicles and aviation.



MEGA SOLAR ARRAY

In 2021, MGM Resorts launched a 100-megawatt solar array, the hospitality industry's largest directly sourced renewable electricity project worldwide. The array produces up to 90% of MGM Resorts' Las Vegas daytime power needs for 13 properties and over 65 million square feet of buildings and reduced our emissions by an estimated 40% between 2019 and 2022. Located in the desert north of Las Vegas, it features 323,000 panels arranged across 640 acres.

The Mega Solar Array was developed in partnership with Invenergy, a leading renewable energy developer, and was made possible by our transition to a distribution-only service arrangement with our local utility grid. This has allowed us to take control of our energy future and implement large-scale projects like this one to directly contribute to our climate transition.

The Mega Solar Array is the first phase of our broader renewable procurement strategy. In September 2024, we announced the second phase of our strategy – a solar plus storage power purchase agreement that will cover 100% of our daytime electricity needs for all our Las Vegas properties.

DIRECT OPERATIONS-SUMMARY OF ACTIONS



	Action	Description	2030 Metric	GHG Impact (MtCO2e)	Progress to SBT ¹	Cost Impact ²	Responsible Department
	Renewable Procurement Tranche 2	Implement second large renewable energy procurement strategy with solar plus storage.	Renewable electricity percentage	282	29%	\$	Facilities
	Renewable Procurement Tranche 3	Implement third large renewable energy procurement strategy with solar plus storage.	Renewable electricity percentage			\$	Facilities
	Upgrade Boilers	Replace boilers at the end of their life with new, high-efficiency boilers	Replaced boiler count	4.2	1.5%	\$\$\$	Facilities
	Optimize Refrigerants	Replace high global warming potential (GWP) refrigerants with low GWP drop-in alternatives.	Quantity of refrigerant replaced	3.9	0.4%	\$\$	Facilities/Food & Beverage
	Replace Kitchen Equipment	Replace kitchen equipment with high efficiency or electric options where feasible	Replaced equipment count	2.1	0.18%	\$\$	Facilities/Food & Beverage
	SAF Certificates	Purchase environmental attribute certificates (EACs) associated with SAF.	Quantity of SAF certificates	1.6	0.16%	\$	Aviation
	Electrify Vehicle Fleet	Transition front and back-of-house vehicle fleets to electric options	Replaced vehicle count	1.5	0.16%	\$\$\$	Corporate & Operational Transportation
	Phaseout LPG	Switch from LPG to natural gas or electric options at MGM China locations	Quantity LPG	0.43	0.04%	\$	MGM Macau

1. From 2019 to 2023, MGM Resorts reduced emissions by 35%, requiring an additional 15% reduction at a minimum from these strategies.

2. Based on incremental capital expenditure - the added cost of implementing the strategy compared to the standard practice (i.e., Added cost of efficient equipment compared to standard equipment)

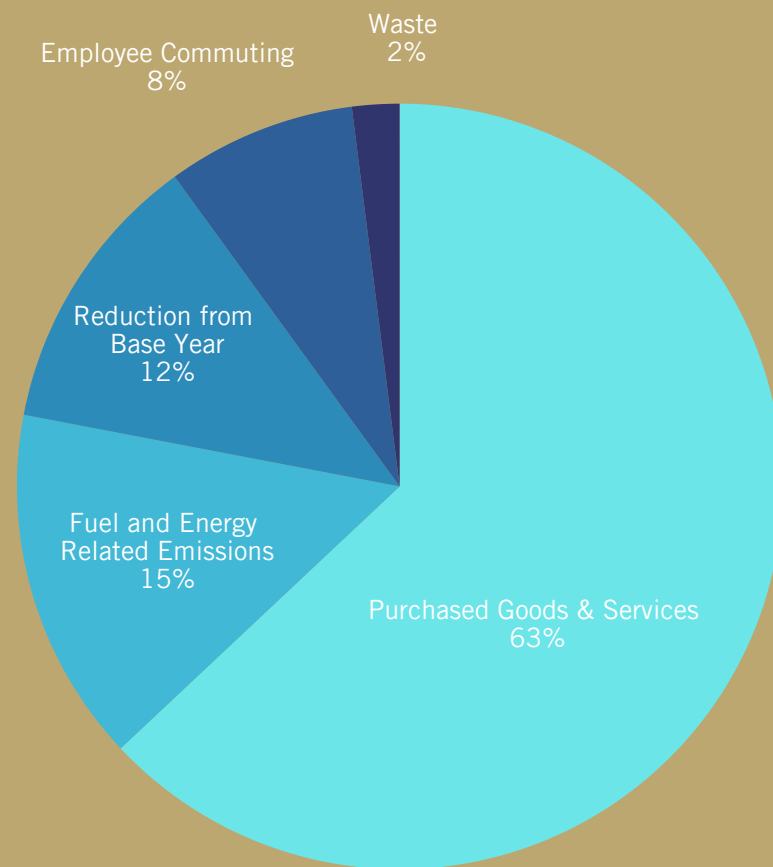
VALUE CHAIN

Target: 30%

Progress to date: 12%

Remaining reduction: 18%

MGM Resorts 2019 Base Year Scope 3 Emissions
1,404,201 MTCO₂e



Since 2019, MGM Resorts has made significant progress in reducing emissions in purchased goods and services, fuel- and energy-related emissions, and business travel. We understand that tackling value chain emissions is key to minimizing our impact on the climate and to ensure that this is a priority going forward, we have set a science-based target to reduce scope 3 emissions from significant categories by 30% by 2030, including purchased goods and services, fuel-and-energy related activities, waste in operations, and employee commuting. We have already reduced fuel-and-energy related emissions by nearly 10% through improvements in our direct operations, such as energy efficiency and renewable energy projects.

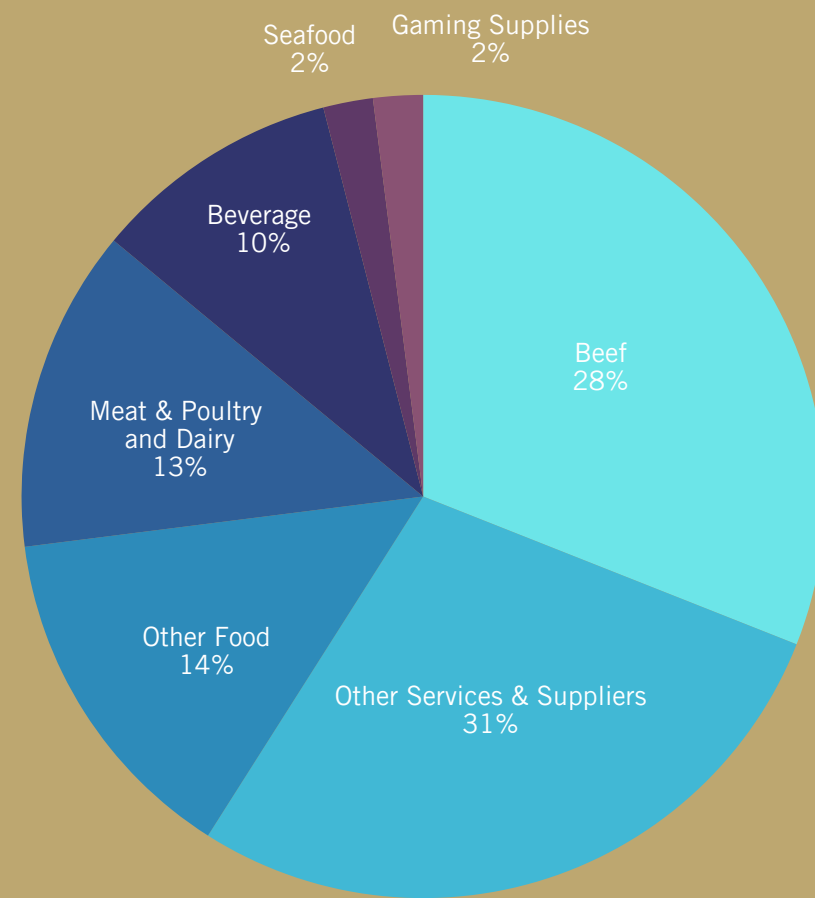
A key strategy to reducing our value chain emissions will be engaging with our suppliers, as working with them to reduce their direct and indirect emissions will be imperative to us reaching our goals. We aim to meet our suppliers where they are on their sustainability journey, whether that is measuring emissions, reporting supplier specific data, or setting science-based targets and encourage them to continuously make progress, year over year. Food and Beverage represents 70% of our purchased goods & services emissions, with beef as a significant contributor. To address these emissions, we aim to partner with our beef suppliers to pilot programs that will reduce emissions throughout the beef lifecycle.

Additionally, MGM Resorts has set a goal to reduce waste disposed by 75% by 2030 from a 2007 baseline. Given the volume and importance of food to our business, we see prevention of food loss, recovery of food for donation, and diversion of food waste from landfills as a great opportunity to both reduce emissions and create community benefits.

In addition to efforts initiated by MGM Resorts to reduce value chain emissions, external factors and market drivers will play a vital role in reaching our goals including grid decarbonization, the availability of electric vehicles in transportation and distribution, and pressure from stakeholders on suppliers to set climate targets.

OUR PURCHASED GOODS AND SERVICES

MGM Resorts 2023 PG&S Emissions
1,015,395 MTCO₂e



Purchased Goods & Services (PGS) make up the largest portion of our Scope 3 GHG emissions, representing over 50% of our 2023 scope 3 emissions.

Categories of spend, as illustrated by the pie chart on the left, are based on MGM Resorts Procurement categorization with the exception of beef, which typically falls within Meat & Poultry. Beef emissions have been identified as a high priority within our supply chain because it is a significant portion of MGM Resorts' overall emissions. We aim to address those emissions with targeted engagement with our beef suppliers to implement emission reduction initiatives such as feed additives to reduce enteric methane, manure management through anaerobic digestion, and integrated field management practices.

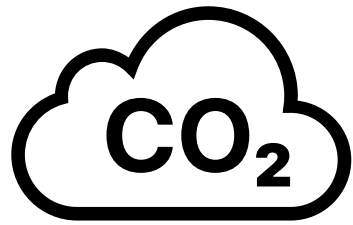
The remaining PGS categories will be addressed through supplier engagement to encourage and support our top 400 suppliers to measure their carbon footprint, set science-based targets, and reduce their emissions.

VALUE CHAIN-SCOPE 3 SUMMARY OF ACTIONS

No.	Action	Description	2030 Metric	Scope 3 GHG Impact (tCo2e)	Progress to SBT ¹	Estimated Cost Impact	Responsible Department
VC1	Category 3: Upstream Fuel Reductions and RE Procurement	Scope 1 & 2 reductions will result in upstream fuel emissions reductions	See scope 1 strategies 100% renewable electricity in US	111	7.0%	Low	Facilities
VC2	Category 1: Fully integrate climate into supplier engagement program	Engage with suppliers to reduce emissions and set science-aligned targets. Suppliers will be engaged in the following key categories: Meat, Poultry & Dairy; Beverage; Other Food (grocery, produce, bakery); Seafood; Gaming Supplies; Other Supplies & Services	Suppliers with SBTs	107	6.7%	High	Procurement
VC3	Category 1: Reduce emissions from beef suppliers	Collaborate with beef supply chain to reduce emissions using new technologies such as feed additives, anaerobic digestion, and integrated land management practices Explore menu options to address beef emissions.	% suppliers using feed additives, anaerobic digestion, and integrated field management practices % alternative meat used	33.1	2.1%	High	Procurement
VC4	Category 5: Reduce food, landfill, and construction waste	Reduce food and landfill waste through food loss prevention, diversion, and donations. Incorporate alternative technologies for waste reduction Reduce waste from C&D projects	% reduction in landfill waste # of properties with alternative tech installed % of C&D waste reduced	26.3	1.5%	Medium	Sustainability, Facilities, Development
VC5	Category 7: Provide employee commuting incentives	Improve emissions tracking and provide incentives to reduce emissions	% emissions reduced from employee commuting	12.2	0.77%	Medium	Sustainability/HR

1. From 2019 to 2023, MGM Resorts reduced emissions by 12%, requiring an additional 18% reduction at a minimum from these strategies.

SUPPLIER ENGAGEMENT



107 MtCO₂e

Emissions from our non-beef suppliers make up 19% of our emissions and are a significant contributor to our Scope 3 GHG emissions. Engaging with these suppliers to measure, report, and reduce their emissions will be important for reducing supply chain impacts on climate change and accelerating the climate transition globally. We recognize that as a climate leader in our industry, it is important for us to lead the way in engaging our suppliers to reduce their emissions.

This action focuses on enhancing our existing supplier engagement program to have a more holistic approach to sustainability. As a part of this, we aim to work with our top 60% of suppliers by emissions on their sustainability journey and encourage suppliers to measure, report, and reduce their emissions.

Our engagement will be led by our procurement category managers and focus on our largest supplier segments, including:

- Meat, Poultry & Dairy
- Other Food (grocery, produce, bakery)
- Seafood
- Beverages
- Gaming supplies

Supplier engagement will also be integrated with our remaining suppliers, including other supplies and service providers.

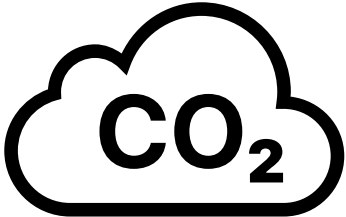
KEY ACTIONS

- Track progress of suppliers with existing science-based targets (SBTs)
- Encourage or require other suppliers to set SBTs
- Update supplier code of conduct, supplier prioritization, and supplier assessments to include climate requirements and considerations
- Provide education & training resources related to climate
- Actively engage with partners, such as other Las Vegas Hotels and the World Sustainable Hospitality Alliance to increase standardization, collaborate with common suppliers, and scale solutions for climate action

EXTERNAL FACTORS

- Increasing number of suppliers are being asked to set science-based targets, demonstrating progress and collaboration within the supply chain is already occurring
- Grid decarbonization to reduce emissions from electricity is well underway and will positively influence our supplier's scope 1 and 2 emissions
- Similarly, electric vehicle and alternative fuels are becoming increasingly available, also positively influencing our supplier's scope 1 and 2 emissions

SUPPLIER ENGAGEMENT



107 MtCO₂e

Meat, Poultry & Dairy

16 MtCO₂e

Includes our meat, poultry and dairy suppliers (exclusive of beef – see beef emissions strategies). Areas of emissions reduction focus will include operational, land use management, animal feed, and methane reduction strategies.

Other Food

19 MtCO₂e

Includes produce, grocery, and bakery suppliers. Areas of emissions reduction focus include land use and agriculture, transportation and refrigeration, packaging, and operational emissions.

Seafood

3.7 MtCO₂e

Includes major seafood suppliers. Areas of emissions reduction focus include fuel use from fishing vessels, refrigeration, feed production for aquaculture, and operational emissions.

Beverages

14 MtCO₂e

Includes controlled beverages (alcohol) and other beverages. Areas of emissions reduction focus include operational emissions, packaging, fermentation, transportation, and production of ingredients.

Gaming Supplies

1.6 MtCO₂e

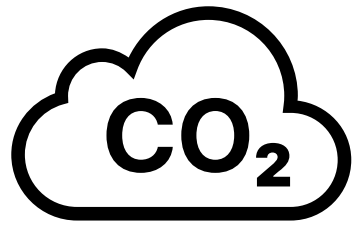
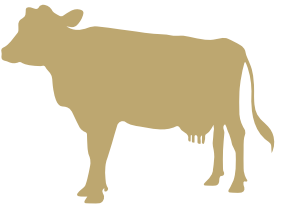
Includes slot machines and gaming supplies. Areas of emissions reduction focus include operational emissions and raw materials for production of equipment

Other Supplies & Services

52 MtCO₂e

Other supplies and services includes many of our contracted services, including cleaning & janitorial, marketing, IT, laundry, among others. Areas of emissions reduction focus include operational emissions, transportation, and raw materials.

BEEF EMISSIONS



33 MtCO₂e

Within Purchased Goods & Services, beef is the primary contributor to emissions, representing more than a quarter of emissions and approximately 7% of emissions across all scopes and 10% of scope 3 emissions. As such, reducing beef emissions is a key initiative to reducing MGM's scope 3 emissions. We are exploring the availability of alternative beef options that have a smaller product carbon footprint to add to our restaurant and dining menus. Additionally, we plan to work with our beef suppliers to provide the resources that they need to accurately measure their carbon footprint and to collaborate on emission reduction initiatives. We recognize that achieving reductions from our beef supply depends on action throughout the value chain, much of which is outside of our control, as well as technological advances that also balance impacts on water, animal health, and human health. We are committed to working with our beef suppliers to implement best practices for emissions reductions while balancing other demands. Additionally, we will continue to work with Food and Beverage to explore menu options to further address our beef emissions.

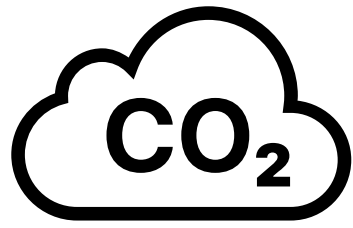
KEY ACTIONS

- Update procurement process to prioritize suppliers with sustainability commitments.
- Provide resources to beef suppliers to help measure and reduce emissions
- Collaborate with third-party organizations and our suppliers to implement pilot programs to reduce emissions in the beef value chain including:
 - Introducing feed additives to reduce enteric methane
 - Install anaerobic digestors for manure management
 - Implement integrated field management practices
- Explore menu options to address emissions from beef and potential business impacts

EXTERNAL FACTORS

- Rising consumer awareness of environmental and ethical issues in beef production have led to some suppliers offering sustainable beef product lines
- Government funding to address negative environmental effects of beef production and to address natural resource conservation in agricultural operations
- Innovations to reduce emissions throughout the beef value chain including:
 - Feed additives to reduce methane from enteric fermentation
 - Manure management and anaerobic digestors
 - Sustainable grazing practices such as rotational grazing and silvopasture

WASTE IN OPERATIONS



24 MtCO₂e



Although waste has a fairly small impact on MGM's carbon footprint, representing just 1% of scope 3 emissions, we recognize that reducing waste in operations is imperative to reaching our larger environmental goals. As such, materials and waste management is a key environmental initiative for us. One of the most significant impacts of waste is the associated emissions from the transportation, processing, and decomposition. By reducing our waste overall, we can reduce these indirect emissions. To support this, MGM has a goal to reduce waste disposed by 75% by 2030 from a 2007 baseline. For waste that is unable to be reduced, we will continue to divert waste to be repurposed or to lower-emissions disposal methods.

KEY ACTIONS

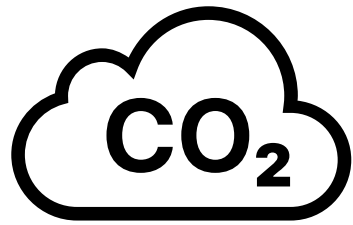
- Continue to divert food waste from landfills to food banks, livestock, and composting
- Continue to integrate circular economy practices to reduce construction & demolition waste
- Install an OMPECO waste converter to reduce the weight and volume of waste and convert it into flock
- Explore food waste to energy pathways
- Encourage suppliers to reduce packaging where possible

EXTERNAL FACTORS

The rise in circular economy practices market-wide increases pressure to reduce waste in creative ways such as:

- Reduce material use
- Substitute high impact materials with lower impact materials
- Recirculate products or materials
- Waste-to-fuel opportunities offer alternatives to landfilling waste
- Suppliers are seeing increased pressure to reduce packaging materials that end up in landfill

EMPLOYEE COMMUTING



12 MtCO₂e

Employee commuting is a moderate source of emissions for MGM, representing approximately 6% of scope 3 emissions. Reducing these emissions will require collaboration between MGM, local governments, and employees. We plan to engage with employees to better understand current commuting patterns and what incentives would be most utilized, therefore driving the greatest emission reductions. Additionally, we have the opportunity partner with organizations like the Regional Transportation Commission of Southern Nevada (RTS) to advocate for infrastructure that supports alternative commuting modes that would allow alternative transportation options for employees.

KEY ACTIONS

Engage with employees about commuting options by conducting a survey to better understand current commuting patterns

Promote existing commuting incentives to MGM employees, including:

- Enrollment in a Commuter Spending Account where pre-tax dollars can be used for transit or parking
- RTC's Club Ride that provides carpooling resources
- Explore other potential commuting programs such as:
 - MGM commuter buses
 - Subsidized e-bike or e-scooter rentals
 - On-site EV charging for employees
 - Stipends for public transportation

EXTERNAL FACTORS

- RTC offers a program called Club Ride that helps employers, like MGM, create commuter programs.
- As vehicle efficiency standards continue to increase, the vehicles for sale in the US will become more efficient, therefore reducing employee commuting emissions over time.
- Electric vehicles have become increasingly available while the cost to purchase has reduced over time. As employees begin to transition to electric vehicles, MGM will see a decrease in employee commuting emissions.

FINANCING OUR TRANSITION

Our transition plan will help us meet our targets, enhance our business resilience, and foster collaboration within our supply chain, however it will also require significant investment – both capital expense, operating expense, and time from staff. We’ve identified key mechanisms for financing our approach and will continue to evaluate these investments and actions in more detail within the context of our business and the overall market as our plan evolves and progresses.

INTERNAL	Evaluation Criteria	Shift internal evaluation criteria, such as ROI and integrating non-financial criteria
	Distribute Costs	Distribute costs over time through leasing or leveraging ‘as a service’ models
	Capital Reallocation	Earmark internal funds for sustainability projects through green funds or internal carbon pricing
EXTERNAL	Direct Capital Funding	Incentives, grants & subsidies
	Borrowing	Traditional financing or sustainability-focused financing (green bonds, guarantees, sustainability loans)
	Partnerships	Partnerships or joint ventures

ENGAGEMENT

OUR COMMUNITIES & SOCIETY

At MGM Resorts, partnerships with nonprofit organizations are a critical component to living up to our sustainability commitment. They exist through strategic partnerships with the Social Impact & Sustainability Center of Excellence as well as through activities with the Planet Protectors.

Planet Protectors is a Business Resource Group with a vision to create a network of environmental champions through education, sustainability immersion and volunteerism. Employee members have the opportunity partner with environmental nonprofit organizations to champion conservation efforts in their communities. The Planet Protectors have forged impactful collaborations with a range of esteemed environmental NGOs, both locally and globally. In the Las Vegas area, employees have joined forces with organizations such as the Las Vegas Valley Water District (Springs Preserve), Get Outdoors NV and Friends of Red Rock Canyon, enabling them to contribute to local conservation projects, from trail maintenance to water conservation initiatives.

Additionally, MGM Resorts is a founding member of Impact NV, with company executives serving on both the board of directors as well as the working group of the nonprofit organization. The mission of Impact NV is consistent with the objective of MGM Resorts to be a positive influence in each of the communities in which we do business. MGM Resorts uses this position to promote energy efficiency, renewable energy infrastructure, and community awareness for organizations who help meet these ends within the community. MGM Resorts supports ImpactNV in its mission to facilitate collaboration between the public and private sectors to promote sustainability in Nevada.



Employee volunteers remove mullein, an invasive species, from Spring Mountains National Recreation Area.



Employees removed twenty five bags of mullein from Spring Mountains National Recreation Area.

ENGAGEMENT

POLICY ADVOCACY

To achieve our climate goals, collective action will be essential and navigating the evolving regulatory landscape and influencing policy development at the local, state and federal levels of government will be crucial. As a leader in the travel and tourism industry, we will continue to inform and advocate for meaningful, responsible, science-based climate change policies through active engagement with government agencies and public officials.

Priority areas for policy engagement include:

- Improving electrical infrastructure to enable further integration of renewable energy and enhance grid capacity, resilience, and efficiency
- Sustainable aviation fuel incentives and funding to increase SAF capacity at Harry Reid Airport
- Expanding sustainable waste management infrastructure to increase local composting and recycling
- Encouraging responsible resource investment by public authorities to further support meaningful climate initiatives.

We are committed to monitoring policies affecting climate transition in our operations and supply chain, and engaging with policymakers when appropriate, and being a leader within our operations.

INDUSTRY

MGM Resorts strives to be a leader in sustainability. As a testament to this, we have been recognized by several organizations for our leadership within the industry.

The U.S. Department of Energy as a 2023 Better Buildings Challenge Goal Achiever. This achievement underscores our ongoing commitment to sustainability and sets a new standard for environmental stewardship in the hospitality industry. We remain committed to engaging with the Better Buildings Challenge to find new solutions to reducing emissions in buildings and supporting others in their journey.

We have completed voluntary reporting on our climate impacts through CDP since 2018 and have increased our score from a B to achieving A-List status in 2023, marking us as a global leader for our performance in climate change. We continue to engage with CDP to ensure progress on our climate change strategy as well as report our progress on our science-based targets.

We are also a member of the World Resource Institute's Coolfood pledge, where we have committed to a target of reducing greenhouse gas emissions associated with the food we serve by 25% by 2030. To do this, we've identified several partners within our food, and specifically our beef, supply chain to consider partnerships with. Programs like Cargill's Beef Up Sustainability program are working to reduce emissions within the beef industry and we intend to explore collaboration opportunities to help our suppliers implement these initiatives within their supply chains. There are a number of industry groups exploring these options that we will continue to explore and engage with.

MGM Resorts also participates in the Sustainable Leadership Purchasing Council (SPLC), that works to advance global sustainable purchasing policies and practices, including those that drive long term supply chain emissions reductions. Our Vice President of Corporate Sustainability was the Founding Chair of SPLC and has influenced the organization's focus on prioritizing sustainable purchasing activities in produce categories with the highest embedded environmental impacts. We support the SPLC in its mission to advance sustainable purchasing practices. MGM aims to expand our industry involvement by seeking future partnerships with other Las Vegas hotels to influence local sustainable supply chain practices and join the World Sustainable Hospitality Alliance.



ACCOUNTABILITY

GOVERNANCE

MGM BOARD OF DIRECTORS AND BOARD COMMITTEES

MGM Resorts has had a Corporate Social Responsibility & Sustainability (CSRS) Committee that governs environmental and social responsibility at the Company for over a decade. Rose McKinney James, a leading clean energy expert, chairs this committee while Bill Hornbuckle, Chief Executive Officer & President and Jyoti Chopra, Chief People, Inclusion & Sustainability Officer, are actively engaged in strategy development and leading these matters for the company. Jyoti serves as liaison between the CSRS Committee and management.

The CSRS Committee oversees MGM's policies, strategies and programs related to matters of corporate social responsibility and sustainability, including the development and implementation of long-term goals and oversight of the Climate Transition Plan, which is integrated into the committee's charter. For the latest version, visit the MGM Resorts Investor Relations site [here](#). Additionally, the CSRS Committee reviews and advises, in close consultation with management, with respect to shareholder proposals relating to these matters at the request of the Corporate Governance Committee.

Other Board committees will review and provide input on climate-related matters on a provisional basis. The **Audit Committee** has supported the review of the proposed SEC Climate Disclosure Rule and associated risks. The **Human Capital and Compensation Committee** determines the provision of incentives related to Social Impact & Sustainability (SI&S) Strategy Implementation for efforts undertaken to achieve our publicly disclosed goals.

RENUMERATION

Our SI&S initiatives are increasingly important to shareholders. To appropriately incentivize management to focus on SI&S issues, implementation of SI&S strategy and progress against long-term goals, have a weighting in the Management Incentive Program for the Chief Executive Officer and other Named Executive Officers (NEOs). Progress is determined on an annual basis, evaluated key SI&S goals and targets, including for climate and water.

INTEGRATING CLIMATE TRANSITION INTO ALL LEVELS OF THE ORGANIZATION

In alignment with the CSRS Committee, two divisions collaborate to lead our overall approach to climate: Social Impact & Sustainability and MGM Resorts Design & Development. Our Chief People, Inclusion & Sustainability Officer and Design & Development teams collaborate to champion progress toward interim and longer-term goals. They are supported by goal champions and an SI&S Taskforce comprised of executives from Finance, Investor Relations, Legal, Risk, Facilities, Global Procurement, and other key functions.

In addition, the Supply Chain function collaborates on sustainable procurement and has provided valuable input on the Climate Transition Plan, as value chain emissions are a key lever in achieving reduction goals. The recently formed **Sustainable Procurement Governance Committee**, comprised of executive directors across the organization, along with the Sustainability Team and other key stakeholders, will integrate the transition plan into annual planning processes and hold regular meetings to advise and advance program initiatives and report on progress.

Management leverages the CSRS Committee meetings to enhance Board member education on various topics by inviting third-party experts and critical stakeholders to speak on specific SI&S themes. The company's dedicated SI&S Reporting team tracks progress toward climate targets and leverages these meetings to provide regular updates to the Board on goals performance.

Through this process, these groups will lead an annual evaluation of the Climate Transition Plan and relevant policies and will update as necessary.