



# 2024

## Corporate Responsibility Factbook

SASB | GRI | Performance Metrics

published December 2025

MGM RESORTS INTERNATIONAL®

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## About this Report

### Forward-Looking Statements

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

MGM Resorts International (the “Company”) has based these forward-looking statements on management’s current expectations and assumptions, not historical facts. Examples of these statements include, but are not limited to, the Company’s expectations regarding its Corporate Responsibility initiatives and the Company’s ability to achieve its Corporate Responsibility 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, 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 2024 (January 1 - December 31, 2024).

## Our Approach to Stakeholder Engagement

As part of MGM Resorts' program *Focused on What Matters*, 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:

### 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, development, health and well-being of our people. We have 25 employee network groups across 13 affinities which are open to all employees. MGM Resorts proctors a survey to determine and measure the level of satisfaction among our employees.

### Customers

The satisfaction of our customers – from leisure travelers to large event planners – 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.

### 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 Corporate Responsibility performance is reported in our annual Corporate Responsibility Report and supplementary data disclosures, Form 10-K filings, Proxy statements, corporate governance presentations, and the dedicated Corporate Responsibility section of 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 Supply Chain Center of Excellence, we continually engage with our suppliers, assess their practices and performance, and invest in their growth and development through our mentorship program. The MGM Resorts Supplier Mentorship Program is an eight-month focused program where small business leaders are provided the opportunity and tools to enhance operational efficiencies, harness financial management, elevate leadership acumen and glean leading best practices.

## 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](http://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	2024	2023	2022	Comments
Energy Management	SV-CA-130a.1 (1)	Total energy consumed (enterprise total), gigajoules	8,296,872	8,338,504	8,521,092	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	7,935,752	7,903,663	7,982,360	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	361,120	434,840	538,733	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	280,373	277,332	262,279	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	61.5 %	60.0%	58.5 %	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	15.7 %	12.7 %	6.9 %	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	25.5 %	22.1%	22.4 %	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	2024	2023	2022	Comments
Responsible Gaming	SV-CA-260a.1 (2)	Percentage of Responsible Gambling Index criteria achieved by each facility, weighted by gaming revenue (US), %	80.4 %	73.4%	71.4 %	MGM's US facilities use GameSense ( <a href="https://www.gamesense.com/">https://www.gamesense.com/</a> ) 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.
Smoke-free Casinos	SV-CA-320a.1 (1)	Percentage of gaming floor where smoking is allowed, %	51.7 %	51.7 %	53.1 %	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: 67.8% Macau SAR: 0%	US: 69.0% Macau SAR: 0%	US: 68.1% 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			<a href="#">MGM Resorts Compliance Charter</a>
Casino Activity Metrics	SV-CA-000.A	Number of (gaming) tables, #	2,018	2,117	1,986	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, #	27,079	27,352	28,794	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	233,372	232,629	237,832	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	8,706,107	8,706,107	8,614,939	Reference metric for SV-CA-130a.1 (1).
	MGM metric	Area (casino), % of total area	2.7 %	2.7 %	2.7 %	Reference metric for SV-CA-130a.1 (1).

## SASB Hotels & Lodging

Topic	SASB Code	Metric, unit	2024	2023	2022	Comments
Energy Management	SV-HL-130a.1 (1)	Total energy consumed (enterprise total), gigajoules	8,296,872	8,338,504	8,521,092	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.
	SV-HL-130a.1 (2)	Total energy consumed (hotel allocation), gigajoules	2,362,006	2,352,455	2,289,345	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	61.5 %	60.0 %	58.5 %	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	15.7 %	12.7 %	6.9 %	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	25.5 %	22.2 %	22.0 %	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.
Water Management	SV-HL-140a.1 (1)	Total water withdrawn (enterprise total), thousand cubic meters	18,500	18,274	17,965	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	5,506	5,439	5,152	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.
	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 %	

Topic	SASB Code	Metric, unit	2024	2023	2022	Comments
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	21	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.			<a href="#">MGM Resorts Environmental Policy</a>
Labor Practices	MGM metric	Voluntary turnover rate for all employees, by country, %	US: 13.4% Macau SAR: 9.9%	US: 18.7% Macau SAR: 10.3%	US: 17.7% Macau SAR: 7.8%	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: 14.2% Macau SAR: 8.5%	US: 21.1% Macau SAR: 16.8%	US: 21.1% Macau SAR: 11.5%	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: 10.3% Macau SAR: 1.6%	US: 12.1% Macau SAR: 1.5%	US: 7.0% Macau SAR: 1.5%	Excludes temporary positions, divestitures, conversions and employees of LeoVegas.
	SV-HL-310a.1(2)	Involuntary turnover rate for lodging facility employees, by country, %	US: 13.4% Macau SAR: 1.5%	US: 17.5% Macau SAR: 2.1%	US: 16.6% Macau SAR: 1.4%	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: \$31.42 US Regional: \$27.45 Macau SAR: \$16.27	Las Vegas: \$28.73 US Regional: \$26.70 Macau SAR: \$15.60	Las Vegas: \$26.94 US Regional: \$24.54	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: \$27.97 US Regional: \$24.32 Macau SAR: \$8.91	Las Vegas: \$23.77 US Regional: \$22.60 Macau SAR: \$8.62	Las Vegas: \$22.91 US Regional: \$20.85	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.			<a href="#">MGM Resorts Code of Conduct</a>



Topic	SASB Code	Metric, unit	2024	2023	2022	Comments
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones, #	2	2	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.
Hotel Activity Metrics	SV-HL-000.A	Number of available room-nights	15,817,268	15,746,336	16,730,901	
	SV-HL-000.B	Average occupancy rate, %	93 %	91 %	89 %	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	2,591,295	2,470,769	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	21	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	8,706,107	8,706,107	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 %	29.8 %	28.7 %	Reference metric for SV-HL-130a.1(1) and SV-HL-140a.1(1).

# GRI Content Index

Statement of use	MGM Resorts International has reported the information cited in this index for the period January 1, 2024 - December 31, 2024 with reference to the GRI standards.	
GRI used	GRI 1: Foundation 2021	
Standard	Disclosure	Remarks/References
GRI 2: General Disclosures 2021 <i>The organization and its reporting practices</i>	2-1 Organization details	<a href="#">Form 10-K</a> (p. 1)
	2-2 Entities included in the organization's sustainability reporting	<a href="#">About this Report</a>
	2-3 Reporting period, frequency and contact point	<a href="#">About this Report</a>
	2-4 Restatements of information	None during the reporting period.
	2-5 External assurance	<a href="#">Verification Statement</a>
GRI 2: General Disclosures 2021 <i>Activities and workers</i>	2-6 Activities, value chain, and other business relationships	<a href="#">Form 10-K</a> (p. 1, 62) <a href="#">MGM Resorts Global Procurement Sustainable Supply Chain</a>
	2-7 Employees	<a href="#">Form 10-K</a> (p. 8) <a href="#">Performance Tables</a>
GRI 2: General Disclosures 2021 <i>Governance</i>	2-9 Governance structure and composition	<a href="#">Proxy Statement</a> (p. 6-14)
	2-10 Nomination and selection of the highest governance body	<a href="#">Corporate Governance Guidelines</a> (p. 4-6) <a href="#">Proxy Statement</a> (p. 11-12)
	2-11 Chair of the highest governance body	<a href="#">Proxy Statement</a> (p. 13)
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Governance and Corporate Responsibility Committee Charter</a> (p. 3-4) <i>In May of 2025, the responsibilities of the CSR&amp;S committee were delegated to the current Governance and Corporate Responsibility Committee.</i>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Proxy Statement</a> (p. 17-18)
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Governance and Corporate Responsibility Committee Charter</a> (p. 4)
	2-15 Conflicts of interest	<a href="#">Corporate Governance Guidelines</a> (p. 14-15)
	2-17 Collective knowledge of the highest governance body	<a href="#">Proxy Statement</a> (p. 11-12)
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a> (p. 15)
	2-19 Remuneration policies	<a href="#">Corporate Governance Guidelines</a> (p. 11-12) <a href="#">Proxy Statement</a> (p. 19-20; 40-65)
	2-20 Process to determine remuneration	<a href="#">Corporate Governance Guidelines</a> (p. 11-12) <a href="#">Proxy Statement</a> (p. 19-20; 40-65)
	2-21 Annual total compensation ratio	<a href="#">Proxy Statement</a> (p. 65)

Standard	Disclosure	Remarks/References
GRI 2: General Disclosures 2021 <i>Strategy, policies and practices</i>	2-22 Statement on sustainable development strategy	<a href="#">2024 Corporate Responsibility Report</a> (p. 2)
	2-23 Policy commitments	<a href="#">Corporate Responsibility Policies</a>
	2-24 Embedding policy commitments	<a href="#">Form 10-K</a> (p. 6-8) <a href="#">Code of Conduct</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a> (p. 9-11)
	2-27 Compliance with laws and regulations	<a href="#">Code of Conduct</a> (p. 20)
GRI 2: General Disclosures 2021 <i>Stakeholder engagement</i>	2-29 Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
	2-30 Collective bargaining agreements	<a href="#">Form 10-K</a> (p. 8)
GRI 3: Material Topics 2021 <i>Disclosures on material topics</i>	3-1 Process to determine material topics	<a href="#">Material Corporate Responsibility Issues</a>
	3-2 List of material topics	<a href="#">Material Corporate Responsibility Issues</a> (p. 8)
GRI 201: Economic Performance 2016	3-3 Management of material topics	<a href="#">Form 10-K</a> <a href="#">Proxy Statement</a>
	201-1 Direct economic value generated and distributed	<a href="#">Form 10-K</a> (p. 38)
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Form 10-K</a> (p. 25)
GRI 205: Anticorruption 2016	3-3 Management of material topics	<a href="#">Code of Conduct</a> (p. 32)
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Code of Conduct</a> (p. 32)
GRI 302: Energy 2016	3-3 Management of material topics	<a href="#">Our Approach to Energy</a> <a href="#">Environmental Policy</a> <a href="#">2024 TCFD Report</a> <a href="#">Better Buildings Alliance: MGMRI</a>
	302-1 Energy consumption within the organization	<a href="#">Performance Tables</a>
	302-3 Energy Intensity	<a href="#">Performance Tables</a>
	302-4 Reduction of energy consumption	<a href="#">Performance Tables</a> <a href="#">2024 TCFD Report</a>

Standard	Disclosure	Remarks/References
GRI 303: Water and Effluents 2018	3-3 Management of material topics	<a href="#">Our Approach to Water Stewardship Environmental Policy</a> <a href="#">Global Water Policy</a> <a href="#">2024 CDP Water Security</a> (p. 1-2) <a href="#">MGM Resorts Water Whitepaper</a> (p. 13-14) <a href="#">CEO Water Mandate: Endorsing Companies</a>
	303-1 Interactions with water as a shared resource	<a href="#">Our Approach to Water Stewardship</a> <a href="#">2023 CDP Water Security</a> (p. 1-2) <a href="#">MGM Resorts Water Whitepaper</a> (p. 13-14)
	303-2 Management of water discharge-related impacts	<a href="#">Our Approach to Water Stewardship</a> <a href="#">2023 CDP Water Security</a> (p. 1-2) <a href="#">MGM Resorts Water Whitepaper</a> (p. 13-14)
	303-3 Water withdrawal	<a href="#">Performance Tables</a>
	303-4 Water discharge	<a href="#">Performance Tables</a>
	303-5 Water consumption	<a href="#">Performance Tables</a>
GRI 305: Emissions 2016	3-3 Management of material topics	<a href="#">Our Approach to Climate Change Environmental Policy</a> <a href="#">2024 TCFD Report</a> <a href="#">2024 CDP Climate Change</a> <a href="#">SBTi – Companies Taking Action</a> <a href="#">Las Vegas Strip Goes Solar (press release)</a> <a href="#">Better Buildings Alliance: MGMR</a>
	305-1 Direct (Scope 1) GHG emissions	<a href="#">Performance Tables</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Performance Tables</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Performance Tables</a>
	305-4 GHG emissions intensity	<a href="#">Performance Tables</a>
GRI 306: Waste 2020	3-3 Management of material topics	<a href="#">Our Approach to Materials &amp; Waste Environmental Policy</a> <a href="#">America Recycles Day (video)</a>
	Waste generation and significant waste-related impacts	<a href="#">Our Approach to Materials &amp; Waste</a>
	Management of significant waste-related impacts	<a href="#">Our Approach to Materials &amp; Waste</a>
	Waste generated	<a href="#">Performance Tables</a>
	Waste diverted from disposal	<a href="#">Performance Tables</a>
	Waste directed to disposal	<a href="#">Performance Tables</a>

Standard	Disclosure	Remarks/References
GRI 401: Employment 2016	3-3 Management of material topics	<a href="#">Form 10-K</a> (p. 8) <a href="#">MGM Careers</a> <a href="#">Investing in Our Communities</a> <a href="#">Fostering a Culture of Respect</a> <a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
	401-1 New employee hires and employee turnover	<a href="#">Performance Tables</a> <a href="#">SASB</a> (Labor Practices)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part- time employees	<a href="#">MGM Careers</a>
	401-3 Parental leave	<a href="#">MGM Careers</a>
GRI 402: Labor 2016	3-3 Management of Labor	<a href="#">Form 10-K</a> (p. 8) <a href="#">MGM Careers</a> <a href="#">Investing in Our Communities</a> <a href="#">Fostering a Culture of Respect</a> <a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
GRI 404: Training and Education 2016	3-3 Management of material topics	<a href="#">MGM Careers</a> <a href="#">Form 10-K</a> (p. 7-8)
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">MGM Resorts College Opportunity Program</a> <a href="#">Performance Tables</a>
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	<a href="#">Fostering a Culture of Respect</a> <a href="#">Code of Conduct</a>
	405-1 Diversity of governance bodies and employees	<a href="#">Proxy Statement</a> (p. 12-14) <a href="#">Performance Tables</a>
GRI 406: Non-discrimination 2016	3-3 Management of material topics	<a href="#">Code of Conduct</a> (p. 13) <a href="#">Policy Against Discrimination, Harassment, and Retaliation</a> <a href="#">Supplier Code of Conduct</a>
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	<a href="#">Form 10-K</a> (p. 22) <a href="#">Global Human Rights Statement/Policy</a> <a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
GRI 408: Child Labor 2016	3-3 Management of material topics	<a href="#">Global Human Rights Statement/Policy</a> <a href="#">Supplier Code of Conduct</a> <a href="#">UNGC</a>
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	<a href="#">Global Human Rights Statement/Policy</a> <a href="#">Supplier Code of Conduct</a> <a href="#">UNGC</a>
GRI 413: Local Communities 2016	3-3 Management of material topics	<a href="#">Our Approach to Local Communities</a> <a href="#">Our Approach to Protecting the Planet</a> <a href="#">Form 10-K</a> (p. 8)
GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">Performance Tables</a>

## Performance Tables

<b>WORKFORCE<sup>1</sup></b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Total workforce (global)	74,505	73,072	72,552
Women in workforce (global), %	49.2 %	49.3 %	49.3 %
<b>EMPLOYEE ENGAGEMENT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Number of Employee Network Groups (U.S.)	25	22	19
Number of Employee Network Group members (U.S.)	12,712	13,236	7,576
<b>WORKFORCE DEVELOPMENT</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Corporate giving to workforce development and education programs (U.S.), \$ <sup>2</sup>	\$4,190,526	\$4,398,520	\$2,294,028
Corporate giving to workforce and education programs (U.S.), % of total U.S. corporate giving	41 %	47 %	30 %
Employee higher education tuition reimbursed by MGM (partially or fully funded) (U.S.), \$	\$1,241,277	\$1,221,677	\$1,111,053
Employees participating in tuition reimbursement programs (partially or fully funded) (U.S.)	414	409	418
Scholarships awarded to children of employees (U.S.), cumulative scholarships	537	428	319
Value of scholarships awarded to children of employees, \$	\$1,000,000	\$1,055,000	\$1,080,000

<sup>1</sup> Workforce metrics do not include employees of LeoVegas or Gold Strike Tunica (divested in early 2023).

<sup>2</sup> Corporate giving represents cash gifts from corporate entities only. Excludes in-kind gifts and giving from individual properties.

<b>GIVING</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Foundation Employee Direct Designations, (U.S.), \$	\$997,757	\$525,925	\$1,146,987
Community donations through the MGM Resorts Foundation (U.S.), \$ <sup>3</sup>	\$4,191,271	\$3,889,212	\$3,116,844
Community donations through the MGM Resorts Foundation (U.S.), cumulative \$	\$116,252,353	\$112,061,082	\$108,171,870
Company cash giving (global), \$ <sup>4</sup>	\$13,470,400	\$13,633,864	\$11,908,461
Company in-kind giving (global), \$ equivalent <sup>5</sup>	\$13,354,198	\$8,872,952	\$10,446,507
Total company cash and in-kind giving (global), \$ equivalent	\$26,824,598	\$22,506,816	\$22,354,968

<b>VOLUNTEERISM</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Employee volunteer hours logged (U.S.)	104,788	81,844	71,789
Employee volunteer hours logged (U.S.), cumulative	1,252,378	1,147,590	1,065,746

<b>FOOD DONATIONS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Funded meals donated <sup>6</sup>	813,400	1,070,815	620,279
Rescued meals donated <sup>7</sup>	174,377	165,625	128,810
Total meals donated to charitable organizations <sup>8</sup>	987,777	1,236,440	749,089
Meals donated to charitable organizations, cumulative total	5,981,397	4,993,620	3,757,180

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> 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.

<sup>6</sup> 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.

<sup>7</sup> 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.

<sup>8</sup> Total meals donated = funded meals + rescued meals.

<b>ENERGY</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Energy from electricity (global), megawatt hours	1,416,316	1,389,938	1,383,802
Energy from natural gas (or equivalent) (global), megawatt hours	788,060	805,524	833,520
Energy use, electricity and natural gas (or equivalent) (global), megawatt hours	2,204,376	2,195,462	2,217,322
Energy use, other (diesel, propane, gasoline, jet fuel), megawatt hours	100,311	120,789	149,648
Total energy use, all sources (global), megawatt hours	2,304,687	2,316,251	2,366,970
Installed base of renewable electricity (global), megawatts <sup>9</sup>	110	110	110
Renewable electricity purchased or generated & retired (global), megawatt hours	345,021	293,493	296,428
Renewable electricity as share of purchased electricity (U.S.), % <sup>10</sup>	29.8 %	24.5 %	24.4 %
Renewable electricity as share of purchased electricity (global), %	25.5 %	22.1 %	22.4 %
Energy use intensity (global), kilowatt hours per square foot <sup>11</sup>	23.5	23.4	23.9
Energy per square foot change from 2007 baseline (global), %	(24.5)%	(24.8)%	(23.3)%

<b>EMISSIONS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Scope 1 carbon emissions (global), metric tons CO <sub>2</sub> equivalent	224,425	232,707	242,877
Scope 2 carbon emissions, market-based (global), metric tons CO <sub>2</sub> equivalent	388,786	407,884	405,589
Scope 2 carbon emissions, location-based (global), metric tons CO <sub>2</sub> equivalent	482,604	521,184	531,176
Absolute carbon emissions, market-based (global), metric tons CO <sub>2</sub> equivalent (Scope 1 and 2)	613,211	640,591	648,466
Carbon emissions intensity (global), pounds CO <sub>2</sub> equivalent (Scope 1 and 2) per square foot	14.4	15.1	15.4
Carbon emissions per square foot change from 2007 baseline (global), %	(52.7)%	(50.6)%	(49.5)%
Scope 3 carbon emissions from significant categories (global), metric tons CO <sub>2</sub> equivalent <sup>12</sup>	1,463,663	1,404,201	1,453,899

<b>WATER</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Utility water withdrawal (global), thousand gallons	4,513,770	4,373,245	4,230,182
Well water withdrawal (U.S.), thousand gallons	373,406	352,261	515,723
Water withdrawal, combined utility and well water (global), thousand gallons	4,887,176	4,725,506	4,745,905
Water withdrawal intensity (global), gallons per square foot	52.2	50.4	51.2
Water withdrawal per square foot change from 2007 baseline (global), %	(31.7)%	(34.0)%	(33.0)%

<sup>9</sup> 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.

<sup>10</sup> Renewable electricity share includes grid-provided electricity in proportion to each State's annual Renewable Portfolio Standard (RPS) requirement.

<sup>11</sup> Energy includes electricity, natural gas and propane at MGM Macau.

<sup>12</sup> Significant categories include purchased goods and services, fuel and energy-related activities, waste generated in operations, and employee commuting.



<b>MATERIALS AND WASTE</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Materials disposal (global), metric tons <sup>13</sup>	79,842	80,408	71,829
Materials disposal rate (global), pounds per square foot	1.9	1.9	1.7
Materials disposal per square foot change from baseline (global), %	(43.1)%	(43.1)%	(49.1)%
Materials diversion (global), metric tons <sup>14</sup>	49,867	49,950	43,075
Materials diversion rate (global), percent of materials recycled, composted, etc.	38.4 %	38.3 %	37.5 %

  

<b>CAGE-FREE EGGS</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Cage-free eggs, % of category spend (U.S.) <sup>15</sup>	83.8 %	86.9 %	23.3 %
Cage-free eggs, % of category spend (China)	51.1 %	16.5 %	<i>not collected</i>
Cage-free eggs, % of category spend (global)	79.8 %	79.3 %	<i>not collected</i>

<sup>13</sup> Materials disposal includes: landfill, waste-to-energy, incineration, food-to-waste-water.

<sup>14</sup> 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.

<sup>15</sup> 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. 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.