



INSPIRING EXCELLENCE

2024 CORPORATE RESPONSIBILITY REPORT



**FOCUSED
ON WHAT
MATTERS**





Bill Hornbuckle
CEO & President

A LETTER FROM BILL HORNBUCKLE AND ROSE MCKINNEY-JAMES

At MGM Resorts we are committed to inspiring excellence and achieving high standards in all that we do—driving us to do right by our guests, employees and neighbors. This report is a demonstration of that commitment, showing that we aim high with our corporate responsibility goals and work hard to achieve them. We believe these efforts are rewarded with increased guest loyalty, stronger community bonds and a more sustainable environment in which to operate and thrive.

In the pages to follow, you will learn about the ways in which MGM Resorts uplifts the people that live, work and play in and around our properties. Several pages are dedicated to our partnership with the University of Nevada, Las Vegas (UNLV), highlighting the work of our leaders who serve as classroom instructors at UNLV, as well as numerous hands-on internship programs, workshops and mentorship opportunities. It's a true demonstration of collaboration to benefit the industry, our community and individual career pathing. This year's report also includes details about our commitment to ethical business practices—from responsible gaming to regulatory compliance and more.

Another topic of great importance is environmental sustainability, and we are proud of MGM Resorts' efforts, particularly our focus on water. Nowhere is the need for water conservation more important than in Southern Nevada, where MGM Resorts is the state's largest private employer. In 2024, we partnered with the Southern Nevada Water Authority to increase incentives for residential water savings by MGM Resorts employees. And, recognizing that water conservation is a global responsibility, we expanded our water stewardship efforts beyond Las Vegas and into the communities that surround our regional properties east of the Mississippi River.

We made strides in waste reduction and clean energy. In 2024, we achieved an eight-year goal of donating more than 5 million meals to those in need in our local communities through our Feeding Forward program. We were also awarded the 2024 Better Practice Award from the Department of Energy for our efforts to transition to renewables with our Mega Solar Array in North Las Vegas. The array powers up to 90% of daytime power for our Las Vegas Strip properties.

MGM Resorts strives to be the world's premier gaming entertainment company. Central to achieving this vision is our work to maintain and continually refine our role as an industry leader of corporate responsibility and as a promoter of responsible gaming and other ethical business practices. The following report is an earnest record of our achievements on this front in 2024 and an annual benchmark against which we hope to improve in 2025 and for years to come. We hope it inspires and instills confidence in that vision and in our ability to achieve it.



Rose McKinney-James
Chair, Corporate Responsibility
Committee, Board of Directors



Jyoti Chopra
Chief People Officer

A LETTER FROM JYOTI CHOPRA

At MGM Resorts, our people are critical to our success. It's their hard work, their passion for guest service and their Say Yes! mindset that drive us closer to our vision of being the world's premier gaming entertainment company. Over the past few years, we've worked to identify and reinforce the values that underly our culture of guest service excellence and that are so critical to our success. Ours is a culture centered around caring for the well-being of our guests and employees, as well as our neighbors and friends within the communities where we operate.

We integrate employee well-being into our workplace culture by offering comprehensive resources that aim to improve each individual's physical, financial and mental health outcomes. The scope of our World of Wellbeing (WOW) team is broad and facilitates benefits like on-property gym access and nutritious meals in our employee dining rooms to counseling on major life events and building healthier eating habits.

As another example, in 2024, WOW partnered with our 12 Employee Network Groups (ENGs) to offer a series of financial literacy events that were open to all team members nationwide and helped attendees navigate various financial matters like buying a home and caring for aging relatives. More than one-fifth of our employees are members of an ENG because they offer opportunities to network with colleagues and learn new skills that promote professional growth and personal well-being.

Another important component of employee success and well-being is career growth and development. We want our people to experience fulfillment in their day-to-day work and in pursuit of their career goals. In 2024, our Talent Development team facilitated our SHOWTIME onboarding program for almost 12,000 new employees and held 171 training sessions for over 4,000 participants on topics that help develop leadership capabilities. These and other trainings help drive employee engagement and provide a framework for developing the skills needed for individual success and advancement.

Externally, our focus on well-being extends into our communities through our philanthropic work. In 2024, MGM Resorts employees volunteered more than 104,000 hours with local nonprofit organizations, surpassing the company's 2025 goal. Within that same year, the MGM Resorts Foundation, which is primarily funded by employee contributions, provided over 100 financial grants to employee-selected charities in need across the United States.

Our employees, along with our external partners and neighbors, are at the core of who we are and how we maintain our position as industry leaders in guest service. In this report you will read about the above and many other examples of MGM Resorts' commitment to helping people thrive at work, at home and in the communities where we operate. We're Focused on What Matters, and nothing matters more than doing right by our people. That is and always will be a core principle by which we stand.



John McManus
Chief Legal and
Administrative Officer and Secretary

A LETTER FROM JOHN MCMANUS

In our industry, reputations matter. We pride ourselves on being the world's premier gaming entertainment company, known for our immersive experiences and world-class hospitality. We also pride ourselves on leading with integrity and demonstrating responsible citizenship and stewardship. We understand that our business operates under privileged licenses in our local communities, and it's therefore critical that we safeguard the integrity of those licenses by acting ethically at all times. We strive to ensure that every employee understands this commitment to high ethical standards through annual code of conduct trainings and extensive efforts to foster a workplace culture that celebrates integrity, accountability and transparency.

A company that is transparent in its dealings provides clear and honest information about its offerings, services and business operations, and embeds legal and ethical compliance into the fabric of its culture. This openness and commitment to high standards helps to build trust with those who visit our properties, work for our company and partner with us in the communities we serve. Additionally, transparency in financial reporting and corporate governance ensures that we are held accountable for our actions and decision making.

One of the business practices that is paramount to operational success is our investment in responsible gaming programs. In collaboration with GameSense and BetMGM, we provide our employees with the training and resources needed to promote a safe, positive and enjoyable gaming experience. In 2024, more than 1,000 of our employees completed an advanced-level course, on top of the standard trainings that every employee receives, to learn more about how to proactively interact with our guests to help keep gambling fun and entertaining.

Another important aspect of our approach to ethical business practices is our treatment of employees. We value and respect our team members, creating a positive and safe work environment for them that fosters loyalty and productivity while also providing opportunities for meaningful professional development.

By fostering a culture of ethical behavior, we ensure that our actions align with our values and the expectations of our stakeholders. This not only enhances our reputation but also contributes to long-term success and sustainability. You will read more about our commitment to ethics and compliance further on in the 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.

EXTRA-FINANCIAL INFORMATION

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

REPORTING SCOPE

Unless noted, the program descriptions and data in this report represent our primary market in the USA. Some of our metrics are consolidated globally. Where that is the case, they are indicated as such. We intend to increase the global consolidation of metrics as systems and capabilities allow. Unless indicated, data is provided for calendar year 2024 (January 1 – December 31, 2024).

NOTES ON MATERIALITY

The Company recognizes that, in general, assessing materiality requires consideration not only of any applicable materiality standard, but also of our purpose in assessing materiality and in communicating to our stakeholders. Our public disclosures, including voluntary disclosures, contains a range of topics that we believe are relevant to our business and may be of interest to our investors and other stakeholders. We use the definition of materiality established under U.S. federal securities laws for the purposes of complying with the mandatory disclosure rules and regulations enforced by the U.S. Securities and Exchange Commission (SEC) and applicable stock exchange listing standards. However, in our voluntary disclosures, including those within this report, we have adapted an approach to materiality based on the specific subject matter and purpose of said disclosures. Our approach to voluntary disclosures often considers broader definitions of materiality promulgated by certain external frameworks and reporting guidelines, and, as a result, many of our other

voluntary disclosures contained herein are not required to be incorporated into our mandatory disclosures. Relatedly, our approach to materiality in this report and other voluntary disclosures means that statements made use a greater number and level of assumptions and estimates than many of our mandatory disclosures. These assumptions and estimates are highly likely to change over time, and, when coupled with the longer time frames used in these voluntary disclosures, make any assessment of materiality inherently uncertain. As a result, we expect that certain disclosures made in this report and our other voluntary disclosures are likely to be amended, updated or restated in future as the quality and completeness of our data, tools, and methodologies continue to improve.

GOVERNANCE

Our CEO and President, as well as our Board of Directors’ Corporate Responsibility Committee, is responsible for governing our corporate responsibility policies and programs. Our governance-related policies, including our Company’s Code of Business Conduct and Ethics and Conflict of Interest Policy, support these policies and programs.

Additional resources on our governance can be accessed at investors.mgmresorts.com.

STRATEGIC FRAMEWORK





SUPPORTING OUR COMMUNITIES Q&A

MARIA JOSE GATTI

Vice President of Philanthropy and Community Engagement

Tell us about your role with MGM Resorts and how it aligns with our company's broader commitments.

I oversee the company's corporate giving and volunteerism programs. I also serve as the president of the MGM Resorts Foundation, managing the Foundation's grant programs, including the Employee Emergency Grant and the Community Grant Fund. In short, I am responsible for upholding MGM Resorts' commitment to supporting the communities in which we operate. And I think it is the best job in the company.

At MGM Resorts, we are committed to uplifting our communities, and by extension, our employees. We are the largest private employer in the state of Nevada, so our dedication to investing in programs and initiatives that give back is also a way of supporting our people who are active members of our communities. As a company, we're committed to leaving a longstanding legacy, with special focus on workforce development, education and hunger relief.

How does MGM Resorts' culture and its employees contribute to our efforts in community engagement?

At MGM Resorts, we foster a culture of giving, of taking care of each other and of knowing that we are all in this together. One of our core values is 'win together,' and our community engagement program perfectly exemplifies this value. Whether it is through giving of time or dollars, our employees consistently show up to create positive social impact in our communities. And we support their efforts.

This culture of giving comes from people who believe in our work from the very top levels of the organization, including our board and executive committee. But at the end of the day, it is our employees who are responsible for the impact we have on our communities. A fitting example is Danielle Lawson, uniform manager at Mandalay Bay. Danielle serves on the Community Grant Council, a voluntary committee of employees who help to decide where MGM Resorts Foundation dollars will be distributed. She also serves on her property corporate responsibility council and helped lead an extremely successful rubber duck race fundraiser in the resort's lazy river in 2024. In all, the team sold 3,500 ducks and raised more than \$11,000 for the Foundation—money that will be distributed to local nonprofit organizations doing critical work in our community. Ahead of the event, Danielle's entire office was covered in ducks, visual evidence of her drive and commitment, as well as the grassroots effort that this event was. She has even consulted other councils on how to produce similar events at their properties. This is the culture of selfless giving that you will find all around our company.

Looking back on the past year, what achievement are you most proud of and why?

In 2024, our employees volunteered more than 104,000 hours! We haven't seen numbers like this since before the pandemic, and I am so incredibly proud of our people for showing up, cleaning beaches and parks, reading to children, teaching students about healthy eating and building more than 80,000 hygiene kits for some of the most vulnerable people in our communities across the country. Put simply, these numbers are a testament to the incredible quality of people we have at this company.

We also surpassed our goal of donating 5 million meals into the community through our Feeding Forward program, a significant achievement relative to our commitment to hunger relief. This program is such a great combination of our commitment to feeding our neighbors and diverting waste from the landfill. I am just as proud of this achievement because it is a story of dedication from our people. They are the heart of the Feeding Forward program, and without them, we would have never been able to donate so many meals to hungry people in our communities.

“We are the largest private employer in the state of Nevada, so our dedication to investing in programs and initiatives that give back is also a way of supporting our people who are active members of our communities.”



Volunteer hours:
104,784

VolunteerREWARDS
redeemed:
\$261,600



Meals donated
964,294

Funds distributed by the
MGM Resorts Foundation:
\$3.2 million

Community Support
\$38,657,371

Grants distributed by
the MGM Resorts
Foundation:
133



Company cash
donations:
\$11,937,333

The Power of Compassion

"I'm proud to be part of a team that continues to elevate the spirit of giving and community impact."

Ryan Morgan, Director of Meeting and Event Operations, Mandalay Bay.

Volunteerism is a fundamental part of the culture at MGM Resorts. It is a way that employees give back to causes that matter to them while deepening connections with coworkers and improving communities. In 2024, MGM Resorts employees volunteered 104,784 hours with local nonprofit organizations.

In 2024, success was the result of consistent company-sponsored events throughout the year. Some events brought together hundreds of employee volunteers, including April's "Pack to Give Back," where employees packed 200,000 shelf-stable meals. Other events were hosted on property, engaging employees on a break or before their shifts. Among many other onsite volunteer activities, properties hosted 24 blood drives and built more than 80,000 hygiene kits. Still others were the result of the passion and drive of employees, such as the preparation and service of breakfast to children in Title 1 schools, 1,000 trees planted in Nevada's Amargosa Valley and Thanksgiving brunch served to clients of an emergency shelter for women and children.

Beyond time served, volunteer hours also benefit the community through VolunteerREWARDS. For each 20 hours volunteered, an employee earns \$100 for their charity of choice. In 2024, employees redeemed \$261,600 in VolunteerREWARDS, all of which was distributed to community causes.

And recognition of employees doesn't stop there. Each quarter, the Volunteer Service Award recognizes three employees who go above and beyond in their communities with a \$2,500 check to their nonprofit of choice. Each quarter, employees and the community at large hear stories of the phenomenal team members who truly drive MGM Resorts' commitment to growing and strengthening communities. Meet some of our winners.

Volunteer Service Award winner-Roxana Adan, Senior Communications Manager, MGM Grand

Roxana's nomination came from A Path 4 Paws Dog Rescue, an organization that rescues homeless dogs and places them with families. Her relationship with the organization began with a simple question: would they be interested in old hotel linens from the housekeeping team? A short year later, she became a critical part of their operation, helping with social media marketing, creating simple ways for people to donate and most importantly, spending time with the dogs. On one occasion, she asked how MGM Resorts could help, and they mentioned how their adoption center needed a new paint job. Days later, more than 30 employees were onsite, painting and cleaning the center.

"I have no doubt she will be an important part of our rescue for years to come. Her leadership skills and compassion took our rescue to a higher level."

Marleen Szalay, A Path 4 Paws Dog Rescue

Volunteer Service Award winner-Ben Craig, Sales Manager, MGM Springfield

Since 2021, Ben has been a coach for Holyoke Youth Baseball. At 50 games each year, that's a big commitment. Coaches like Ben work off the field with prep, scheduling, fundraising, events and other needs to ensure their team can have a successful season. But he's not only a coach. He's a counselor, cheerleader, caregiver, teacher, life coach and tutor to the kids he leads. He is also a big believer in inclusion. All children are welcome. Every child is a winner. And if a family has trouble paying fees, there is a plan to ensure that the team absorbs the costs so the child can continue to play.

"My goal as a coach is not only to teach skills, but to help kids grow as people — learning teamwork, resilience, focus and the joy that comes from working hard toward a goal. Whether it's getting up after a fall on the ski hill, bouncing back from a strikeout, or staying calm on the golf course, these are lessons they'll carry for life, and above all, I want to create a positive and fun environment where kids feel supported to take risks, learn and grow."

Ben Craig



Nearly 100 MGM Resorts employees build beds for local children.



First quarter Volunteer Service Award winner Roxana Adan.



Second quarter Volunteer Service Award winner Benjamin Craig.

Feeding our Neighbors

“I’m happy to support the MGM Resorts Foundation because it helps create a lasting impact by funding programs, causes and projects that help make a difference in the livelihoods of those who need it.”

Aleida Soto,
Guest Experience Specialist,
MGM National Harbor

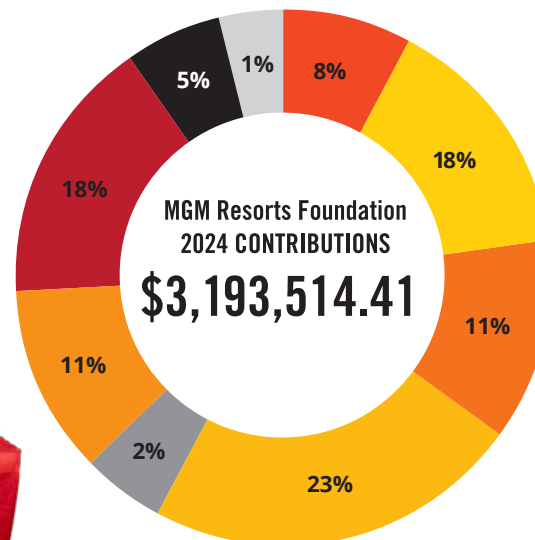
Since 2002, The MGM Resorts Foundation has distributed employee dollars into the community through grants to nonprofit organizations. In 2024, the Foundation distributed nearly \$3.2 million to charities around the country in the form of 133 grants. At MGM National Harbor specifically, guests and employees raised an impressive \$275,000 for community causes

in the Washington D.C. metropolitan area, including education, family services, food insecurity, economic opportunity and workforce development, homelessness, affordable housing, services for seniors, health and wellness and services for veterans and their families.

Two organizations received funding directed at feeding hungry people. The AfriThrive Mobile Food Market program is dedicated to procuring culturally appropriate foods to support food insecure families in Prince George’s County, with the ultimate goal of enhancing the health and well-being of African immigrant and refugee families. By sourcing from local farmers, the program also supports local agriculture and stimulates the local economy. To date, the Mobile Food Market reaches over 200 families weekly.

Similarly, Brighter Bites distributes fresh fruits and vegetables and implements nutrition education programs across elementary schools in Washington D.C. and Prince George’s County. The goal for the grant from the MGM Resorts Foundation is to distribute at least 485,000 pounds of fresh fruits and vegetables (equivalent to more

than 400,000 meals) to the more than 4,200 families enrolled in the program. A secondary goal is to train teachers on implementing nutrition education lessons, which can lead to improved eating, cooking and shopping habits. With a large family to support, Brighter Bites client Vashti began attending the distributions. “When you don’t have much, Brighter Bites helps a lot,” she said. The produce from Brighter Bites not only feeds her family but also inspires creativity in the kitchen. After a life-changing surgery that required a restricted diet provided by Brighter Bites, Vashti decided to give back to the organization through volunteerism, inspired and thankful for the support she received. “Just knowing that I am doing something positive for families because we were once a family that had nothing. I appreciate it a lot.”



MGM Resorts Foundation grant recipient Brighter Bites brings healthy foods and nutrition education to children in the Washington D.C. area.

Giving Food a Second Life in the Community

Feed people, not landfills. This is the simple mission of MGM Resorts' Feeding Forward program, an innovative initiative designed to combat food waste and hunger at scale. More than 47 million Americans experience food insecurity annually, according to national nonprofit Feeding America. In Southern Nevada, more than 274,000 residents—one in eight people—are unsure of where their next meal will come from, including more than 100,000 children.

The mission is simple, but the execution is more complex. Safely donating food into the community requires standardization, processes and commitment from employees. With more than 400 restaurants and 4.4 million square feet of event space, food waste at MGM Resorts has the potential to be a considerable threat. Marrying its commitment to serving the community with a focus on materials and waste diversion, the company has come together to make feeding hungry people a priority, reducing food waste to landfill in the process.

And in 2024, MGM Resorts announced the milestone achievement of 5 million meals donated into the community since 2016 through the Feeding Forward program. With hunger relief one of the focus areas in the company's community engagement efforts, many of the donations were the result of grants to organizations that focus on food insecurity, as well purchased and prepared meals donated to nonprofit organizations such as a Thanksgiving meal at a women and children's shelter or healthy breakfasts for children in Title 1 schools. In 2024, MGM Resorts gave the equivalent of 809,788 meals in grants to hunger relief agencies.

The Feeding Forward Program is made possible by several factors, but it starts from a dedicated team and company that values sustainability and the importance of positive social impact. Taking a couple more steps is all it takes to divert food into the hands that need it.

***Chef Joseph Flores,**
Executive Chef-Catering and Banquets,
Mandalay Bay and Luxor*



During Hunger Action Month, nearly 500 Southern Nevada employees packed 200,000 shelf-stable meals for local nonprofit organizations.

Other meal donations involved rescuing unserved food from multiple points along MGM Resorts' food and beverage operations and safely delivering donations to the food insecure in the community. The most innovative part of the program is the donation of prepared food from buffets and events, which addresses the major environmental concern of food waste alongside the societal challenge of food insecurity. Trays of food are cooled, packaged and frozen in on-property blast chillers, ensuring safe storage temperatures before the meals are redistributed into the community. They are then donated to Three Square Food Bank, where items are added to the inventory and distributed to food insecure people. More than 130 hunger relief agencies have selected prepared frozen meals from Three Square's online ordering system. Of the 5 million meals donated, 2.2 million were rescued in this innovative manner. In 2024 alone, nearly 99,000 meals were rescued and donated to Three Square. 51,000 more meals were rescued and donated to the Just One Project and Zion Safe Haven for Children, two more Southern Nevada charities addressing food insecurity. Behind this program are the employees who bring it to life, ensuring that unused and unserved food makes it into the hands of hungry people in the community.

Finding a Future with MGM Resorts

In May 2024, MGM Resorts and the Clark County School District (CCSD) hosted the Culinary Senior Event, aimed at strengthening workforce connections in Nevada by aligning culinary career and technical education (CTE) programs with MGM Resorts' hiring needs and improving student employment and educational outcomes. The three-day event included an information session for students and educators to explore career opportunities at MGM Resorts, a culinary skills assessment, interviews with MGM Resorts chefs and a signing event celebrating the successful hiring of 25 aspiring cooks and chefs. Christopher Wilson and Mia Ortiz were hired as a result of this event and work as banquet cooks at Mandalay Bay.

Tell us a little about your experience at last year's skills assessment and interview session.

Chris: I remember meeting my current manager and the executive chef. I realized that I not only had the unique opportunity to meet who I would be working for, but that I also had the chance to become friends with them a bit. It was a special experience spending time with and meeting the people I would be working with.

Mia: For me, it was my very first time doing something like this. I had never cooked for head chefs before, and I was very intimidated. But I told myself to be confident. I said, 'You're here for a reason. Try your best and give it your all.' And I'm here. I did it.

Why do you think partnerships like the one between MGM Resorts and CCSD are important?

Chris: I believe it's important to have a relationship with up-and-coming chefs. Not only for MGM Resorts to give them a source of reliable employees, but it's a great opportunity for students who have worked really hard to get somewhere and prove themselves. Of all of the jobs I've had in the cooking industry, this is by far the best one.

Mia: This is an amazing experience for kids right out of high school. It gives those of us who want to go into the casino industry a great shot to just jump into it. I'm just really grateful to be here.

How has your work experience at MGM Resorts been so far?

Chris: I've loved every day of this. My coworkers are really nice. They make me smile. I hope I make them smile too. We have stressful jobs, sometimes cooking for up to 15,000 people a day. Having a good relationship with your coworkers is important in an environment like this.

Mia: My experience has been incredibly fun. In banquets, there is something new happening every day. Seeing the events and how everything is set up behind the scenes—it's all really cool. And the people I work with have had an enormous impact on me. They are all extremely helpful. They take the time to teach the correct way of doing things. I'm so appreciative of that.

Do you have any standout moments or memories to share of your work experience so far?

Chris: For one event, we prepared a whole roasted pig. The garde manger chef asked me if I had ever seen one. When I told him I hadn't, he took some time to teach me what each part of the pig tastes like and how the flavor can be different. Turns out a pig's ear is delicious—crispy and flavorful! I will never forget this experience.

Mia: The room service kitchen can get crazy. One time I was working at the salad station and I ran out of all my items. My station was messy and the tickets just kept coming. I thought, 'What do I do? This is crazy.' But I made it through.

What has surprised you about your role?

Chris: The volume of food we prepare. We make 1,000 pounds of something. Or cook for 5,000 people. We have a banquet going on right now and I was in the kitchen cutting tray after tray of quesadillas. It's a lot.

Mia: I was caught off guard by how much food is needed for any given event. And the amount of work and level of detail that goes into producing these incredible events.

Where do you see yourself in your career five years from now?

Chris: When it opens, I would love to go to Japan and work at MGM Osaka. That would be a huge opportunity.

Mia: I see myself getting as much experience as I can. I would like to jump to different properties and restaurants, learn and grow. I have also thought about transitioning to being a private chef once I have a solid understanding of the industry.



Christopher Wilson



Mia Ortiz

Collaborating to Impact the Future of Hospitality

Many regard Las Vegas as the global hub of hospitality. A partnership between a leading college hospitality program and a premier hospitality company supports this reputation. Since 2006, MGM Resorts and the University of Nevada, Las Vegas (UNLV), have collaboratively advanced innovation, talent development and community engagement in Southern Nevada and beyond.

“The partnership is essential because it builds a strong talent pipeline across hospitality, gaming, business, engineering and public policy,” said Wanda Gispert, Vice President of Human Resources Global Development at MGM Resorts. “By investing in education and training, we help students and employees grow their careers while driving industry innovation.”

Over the past year, both organizations have celebrated several accomplishments, including:

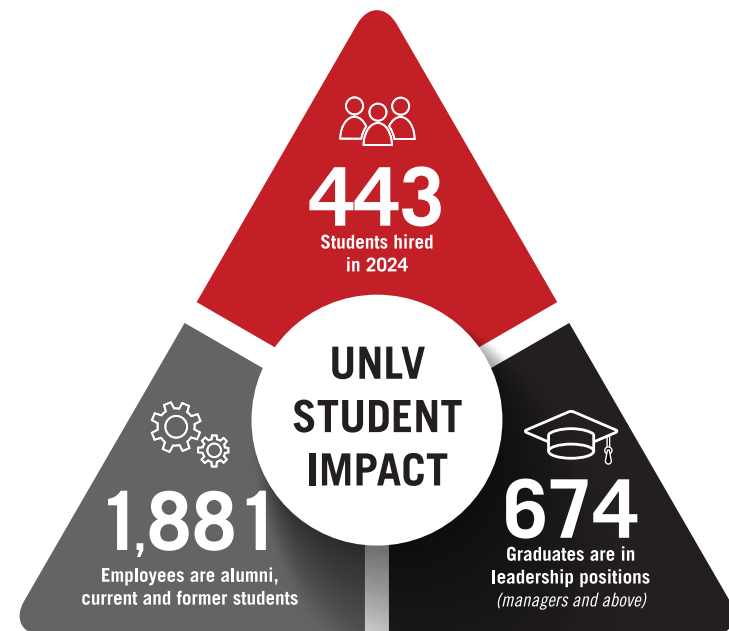
- **Financial Contributions:** MGM Resorts donated over \$120,000 in cash and over \$250,000 in in-kind donations for various UNLV programs and events, such as athletic sponsorships and the History Department endowment.
- **Employment Impact:** In 2024, MGM Resorts hired 443 UNLV students and graduates and employs over 1,800 alumni, many of whom hold leadership roles within the company.
- **Employee Development:** The UNLV Alumni Business Resource Group, which serves as a connection to continue strengthening relations between MGM Resorts and UNLV, gained over 400 members in 2024.

The MGM Resorts-UNLV partnership brings synergy between academia and business, significantly impacting the hospitality industry in multiple ways:

- **Talent Pipeline Development:** Through programs like the Hospitality Internship Program (HIP), Management Associate Program (MAP) and mentorship opportunities, the collaboration prepares highly skilled graduates to lead in various hospitality sectors, addressing the industry's need for innovative and well-trained professionals.
- **Hands-On Learning:** Initiatives such as MGM Shadow Day, the SHOW Starters program and educational tours offer students practical experience and exposure to real-world hospitality operations, bridging the gap between academic knowledge and industry demands.

- **Workforce Innovation:** By aligning academic initiatives with industry needs, the partnership fosters workforce development and introduces cutting-edge practices into hospitality operations, driving growth and modernization.
- **Leadership Training:** Programs like the Honors College course (MGM 360) and the Rebel Roundtable provide future leaders with deep insights into hospitality strategy, digital transformation and customer service excellence.
- **Global Collaboration:** International partnerships with institutions like Institut Lyfe in France and Kansai University in Japan create a globally informed workforce, contributing to the hospitality industry's evolution on an international scale.

Overall, this partnership ensures continued growth and adaptability. It is anchored by the MGM Resorts and UNLV Joint Committee which brings leaders from both organizations together to align initiative and needs. The committee drives the projects that benefit students, faculty and MGM Resorts' global operations.



Building Stronger Communities

MGM Resorts has a longstanding commitment to fostering local economic development by partnering with and investing in the small businesses across the communities where it operates. By empowering entrepreneurs through education, mentorship and connection opportunities, the company helps create lasting impact and economic resilience.

Taking a proactive approach, MGM Resorts ensures small businesses understand how to work with the company. Each regional property hosts webinars, in-person events and workshops that equip entrepreneurs with essential information on how to do business with MGM Resorts, including supplier registration, procurement processes and local licensing requirements. By demystifying these systems, small businesses are better positioned to navigate the corporate supply chain and pursue new opportunities.

Recent event highlights include:

- MGM National Harbor near Washington D.C., hosted several webinars and an in-person events in partnership with Prince George's County and the State of Maryland.
- Empire City in Yonkers, New York, held multiple webinars in collaboration with their local minority business council and chambers of commerce.
- MGM Springfield in Massachusetts organized in-person workshops on business engagement.

These events bring together entrepreneurs, community stakeholders and procurement professionals to foster meaningful relationships. Suppliers introduce themselves, network with peers and explore collaborative opportunities – encouraging businesses to see one another as potential business partners, not just competitors.



Rhoda Hassad and Thomas Warthen from the responsible supply chain team join Jason Rosewell, VP of Facilities at Mandalay Bay and Luxor, at a community engagement event hosted at Park MGM in Las Vegas.

This peer-to-peer model strengthens the local business ecosystem beyond traditional supplier relationships.

In addition to education and networking, MGM Resorts' efforts have economic impact. By partnering with small and local businesses, the company helps fuel job opportunities, boost tax revenue and support broader economic health.

MGM Resorts remains committed to uplifting small businesses and expanding economic opportunities. The company continues to evolve its programs to ensure local businesses have access to the resources, mentorship and pathways to succeed.

Through mentorship, connection and opportunity, MGM Resorts is demonstrating that business success and community growth go hand in hand. The company's commitment to building strong relationships with small businesses remains a core part of its mission to strengthen the communities it serves.



FOSTERING A CULTURE OF RESPECT Q&A

TONY GLADNEY

Vice President of the Center for Purpose, Engagement & Respect

Tell us about your role with MGM Resorts and how it aligns with our company's broader commitments.

As Vice President of the Center for Purpose, Engagement & Respect, my focus is fostering an environment where employees feel valued, supported and empowered to thrive. We champion employee engagement through our Employee Network Groups, volunteerism and professional development opportunities, ensuring all team members have access to meaningful ways to grow and connect.

We collaborate with internal partners across the organization, including Talent Acquisition, Benefits and Global Sales, to align with our company's priorities. These partnerships help us leverage our programs to support business goals and maintain our commitment to a people-first culture.

Externally, we cultivate relationships with community partners and stakeholders, from local chambers of commerce to business development groups and nonprofit organizations, aligning our efforts to create lasting benefits for both our company and the communities we serve.

How does the culture at MGM Resorts empower employees to champion inclusion?

At MGM Resorts, fostering a culture of respect and belonging is a shared responsibility. Across our destinations and in the communities where we operate, our employees play a key role in creating an environment where colleagues and guests feel valued.

Through our programs and initiatives, team members contribute their perspectives and talents to a workplace that thrives on innovation and collaboration. Their involvement strengthens our teams, enhances guest experiences and reinforces our belief that inclusion is a key to our continued success.

Looking back on the past year, what achievement are you most proud of and why?

One of our standout moments was hosting multiple landmark conventions within days of each other: NAACP, Unidos, Disability: IN and Ascend. Each of these organizations represents a distinct but vital part of our community and their decision to host their events at MGM Resorts reflects the trust they place in us.

This achievement highlights our ability to provide a one-of-a-kind, world-class guest experience, while fostering an environment where meaningful conversations, ideas and opportunities for growth can thrive. It's a powerful reminder that when we expand access to opportunities, we strengthen our teams, our communities and our business. That's a win-win-win.

“When we expand access to opportunities, we strengthen our teams, our communities and our business. That's a win-win-win.”

Breaking Barriers in Aviation: Patricia “Pat” Pica’s Leadership Journey

In the high-stakes world of aviation, where precision and expertise are non-negotiable, Patricia “Pat” Pica has built a career that defies the odds. As Executive Director of Aviation Maintenance at MGM Resorts, she is thriving in an industry where only 2.6% of the workforce are women. Her journey is fueled by perseverance, adaptability and a commitment to excellence.

Pat first caught the aviation bug in the early 1980s while working in customer service for a helicopter operation in Houston. “Just being on the ramp, watching the movement of aircraft—it was like an orchestration,” she recalls.

After years in the industry, her knowledge of logistics and supplier relationships led to an opportunity at MGM Resorts. “The company was going through a fleet transition in 2016, and I had the connections and experience to facilitate that,” she explains.

Today, Pat oversees the maintenance of seven aircraft. This role requires strategic planning, from tracking maintenance schedules and navigating global supply chains, to making split-second decisions that prioritize safety. “Each of our aircraft has its own personality, so it takes a deep understanding of our fleet to successfully plan ahead,” she says.

Leading in a historically male-dominated industry has never fazed Pat. “I’ve never walked into a room thinking, ‘I’m a woman in aviation.’ I just do the job,” she says. Still, she recognizes the hurdles many women face. “There’s often a sense that we need to work twice as hard to prove we belong.”

Her leadership style is grounded in accountability, transparency and trust. “In this field, safety is everything,” she says. “When I communicate, it has to be clear, concise and sometimes a little terse. It’s not about ego—it’s about getting it right.”

Pat’s impact extends industry wide and she is active with groups like the National Business Aviation Association and Association for Women in Aviation Maintenance. She also participates in events like “Girls in Aviation” to show young women the diverse opportunities in the field. “Aviation isn’t just about flying. It’s engineering, logistics, finance, design—it’s a business,” she says.

Looking back, one of her proudest moments was overseeing the acquisition of the Gulfstream 650ER. “I was involved every step of the way, from design to delivery. I even signed the closing paperwork,” she says.

Her advice to women looking to break in the field: “You don’t have to know everything. Just never be afraid to ask questions.”

For Pat, leadership isn’t about being the loudest voice in the room—it’s about being the most prepared. And when every detail matters, expertise and a desire for excellence is what propels you.



Pat Pica aboard one of the aircraft she oversees.

Investing in Employee Well-Being

MGM Resorts takes a holistic approach to supporting its team members, with employee health and well-being as a top priority. The company goes beyond traditional benefits by offering access to onsite employee gyms, healthy meals in the dining rooms and programs to support individuals during major life events—all free of charge.

Patrice Johnson, Executive Director of Benefits, expanded the company's financial wellness offerings by partnering with its Employee Network Groups (ENGs). Under her leadership, the World of Wellbeing (WOW) team launched a series of financial literacy events open to all employees, reinforcing ENGs as a platform for personal and professional development.

"Our goal is to help employees see that well-being is more than just benefits—it's about the culture where you work and feeling like you belong," Patrice said. "By working with the ENGs, we're ensuring that our offerings are inclusive to all employees."

After a workforce survey identified financial wellness and mental health as top priorities, Patrice and her team introduced MGM Resorts' first financial health programming, offering hands-on workshops, webinars and practical tools.

WOW partnered with each of the 12 Las Vegas ENG chapters to host events on topics ranging from buying a home to preparing for retirement. Sessions were held both virtually and in-person and featured guest speakers from leading financial firms, giving employees direct access to industry experts.

For Patrice, some of the most impactful sessions came from collaborations with the ENGs on preparing for an aging parent. "Multi-generational living is common, so these sessions provided guidance in a way that wasn't always readily available." Another session, led by the Working Parents & Caregivers ENG, focused on how to introduce financial literacy to children. "By equipping parents with these strategies, they can set their children on the path to financial health," she added.

Over 20% of team members are engaged with the Employee Network and Business Resource Groups. Learn more about this program by viewing our ENG White Paper.



Patrice Johnson, Executive Director of Benefits



Leaders at the Mental Health Awareness Month event. (From left to right) Tony Gladney, VP of the Center for Purpose, Engagement & Respect; Patrice Johnson; Jyoti Chopra, Chief People Officer; Franz Kallao, SVP Hospitality; Lee Nakahara, Executive Director, Conference & Events; Laura Ishum, VP Entertainment Booking & Development.

The series drew hundreds of participants, and drove a record number of new ENG signups, more than doubling average monthly registrations. "When employees feel supported and secure, they are better equipped to excel at work, contribute to their families and engage in their communities," Patrice says. "As the largest private employer in Nevada, investing in employee well-being affects the broader community."

Building on that momentum, WOW and the ENGs co-hosted a dual event recognizing Asian American Pacific Islander Heritage Month and Mental Health Awareness Month. The gathering featured a fireside chat with MGM Resorts' Chief People Officer Jyoti Chopra and Senior Vice President of Hospitality at Bellagio Franz Kallao where they explored mental health through a cultural lens.

Looking ahead, Patrice aims to more deeply integrate the ENGs into benefits planning. "In addition to helping share resources, these groups provide valuable feedback and insights we need to better meet our employees' evolving needs."

MGM Resorts' ENGs remain a powerful platform for connection, growth and well-being, reinforcing MGM Resorts' commitment to a workplace culture where every employee has access to opportunities to thrive.



James McBride, Vice President of Food & Beverage

“

I was betting on MGM for an opportunity to grow.

”

From Milkshakes to the Executive Suite

James McBride's career shows what's possible when ambition meets opportunity. Over the past 14 years, he has risen from “dropping fries and making milkshakes” to Vice President of Food & Beverage. His story reflects how MGM Resorts invests in talent and creates access to opportunities for growth at every level.

James began his career at the former MGM Resorts property Gold Strike Casino as a supervisor in the food court while attending college. His days were grueling, working the graveyard shift from 10 p.m. to 7 a.m., then straight to the University of Memphis for class. His commitment paid off, and after graduation he began to rise through the ranks, overseeing many of the outlets at that property.

A pivotal moment came when he saw an opportunity to further his career at MGM Grand Detroit. “It was risky,” he said. “I was stepping into the unknown, challenging myself and uprooting my life. I was betting on MGM for an opportunity to grow.” That bet paid off, and over the next four years, he held roles that include Director of Beverage, Executive Director of Food & Beverage and Vice President of Hospitality. His time in Detroit allowed him to be part of major company initiatives, including the opening of MGM Springfield and the acquisition of Empire City Casino.

His willingness to take on new challenges led him to National Harbor, where he served as Vice President of Hospitality before arriving in Las Vegas where he now oversees Food & Beverage, Retail and Spa Operations across New York-New York, MGM Grand, The Signature, Excalibur and Shadow Creek. He leads a team of 3,700 employees and manages over half a billion dollars in revenue.

Mentorship has played a crucial role in his journey. “I have four or five mentors that I use in different capacities,” he shares. One piece of advice that stuck with him: “It's okay to fail. It's the first attempt in learning.”

James recently became the executive sponsor for the African American Employee Network Group. His goal is to foster internal growth and career development among members. “I want to focus in on the people and learn how we can best help them grow,” he explains.

His advice to others: “Be intentional—network, follow up and put yourself in the right rooms. People are willing to help if you ask.”

He also advocates the importance of lateral moves; a strategy he's used to build his career. He believes growth isn't always about moving up but expanding your toolkit to be ready to take on bigger challenges and opportunities in the future.

James' story is one of perseverance, strategic thinking and a pursuit of growth. His journey serves as an inspiration for employees at every level, proving that at MGM Resorts, the possibilities are limitless.



INVESTING IN ENVIRONMENTAL STEWARDSHIP

Q&A

MICHAEL GULICH

Vice President of Environmental Sustainability

Tell us about your role with MGM Resorts and how it aligns with our company's broader commitments.

I lead the development and execution of strategies to reduce the environmental impacts of our buildings, operations and events globally. My specific operational focus is on environmental sustainability programs, ensuring that we meet our goals related to energy, climate, water and materials. I also lead our disclosure and reporting efforts, driving transparency and improving scores across a range of external ratings and frameworks.

How does MGM Resorts' culture and employees contribute to our efforts in environmental sustainability?

At MGM Resorts, our employees are passionate, they care and they have a 'Say Yes' attitude in everything they do, including our environmental sustainability efforts. One great example of employee involvement is with our materials and waste strategy. Of all focus

areas in environmental sustainability, reducing waste to landfills is different because it relies on people. Yes, there is an infrastructure component, but the behavioral component is even larger. In 2024, we took steps to scale our waste diversion efforts, focusing on standardizing operating procedures and building the infrastructure to be successful. We looked at data and financials around waste, then held workshops where we identified challenges and collaboratively established solutions. And we saw a lot of success in 2024 because of these efforts. One great example is the work of the ARIA team, driven by the passion and commitment of Executive Chef Carlos Guía. Catalyzed by our first training, the ARIA team reduced waste to landfill by more than 17% in the second half of the year. They even won our first annual Circularity Award to celebrate their accomplishments. Success like this requires buy-in, awareness and commitment from so many employees who feel empowered to create change and move the needle for the good of both the business and the planet.

Looking back on the past year, what achievement are you most proud of and why?

Our Mega Solar Array, which began operations in 2021, is the largest directly sourced renewable project in our industry, powering up to 90% of daytime power at our Las Vegas Strip resorts. In 2024, we announced we are building a new utility-scale array that will more than double our current renewable electricity capacity. It will include battery storage, which gives us flexibility and added resilience in terms of when we discharge the

batteries. This initiative is at the heart of our strategy to source 100% renewable energy domestically by 2030, in addition to meeting our carbon reduction goals. This new array will benefit our business, our state and the environment at large. It truly cements our company as a leader in the industry and I'm very proud of it.

I am also proud of our evolving water stewardship strategy, which moves beyond a primary focus on conservation and efficiency in direct operations and expands to collective action and broadens engagement with our key stakeholders, including guests, employees, partners and our supply chain. In 2024, we began scaling this ambition across Las Vegas and to our regional properties. Getting people together to talk about water, sometimes for the first time, has yielded incredible results, with lessons shared, collaboration and synergy. Our employees are planting trees to sustain groundwater reserves, putting oyster shells back into the bay to regenerate oyster populations and saving water in their homes. I look forward to seeing the transformational impact and an enduring legacy of water stewardship through our collective action.

Mobilizing Employees to Save Water at Home

“In addition to the conservation measures we undertake across our properties, one of the most proactive things we can do, as the largest employer in the state, is to encourage you, our people, to conserve water at home.

Bill Hornbuckle
MGM Resorts CEO & President

In its Global Water Policy, MGM Resorts commits to encouraging stakeholders to save water, understanding that mobilizing our workforce to conserve water would lead to measurable results. The Southern Nevada Water Authority (SNWA) is a leader in water conservation on a citywide scale, helping make Southern Nevada one of the most well-prepared communities to adapt to the Colorado

River's declining conditions. A creative partnership with this innovative agency was a natural fit for a company that strives to be a corporate leader in water stewardship.

On World Water Day 2024, MGM Resorts announced a \$500,000 grant to the SNWA Water Efficiency Improvement Fund, which provides employees with additional rebates when they take advantage of existing SNWA water savings programs that target residential water conservation.

“As the largest employer in Southern Nevada, MGM Resorts is taking meaningful action to encourage more of its employees to participate in effective water conservation programs that enhance the long-term sustainability of our community,” said John Entsminger, SNWA General Manager.

The program provides enhanced incentives around the Water Smart Landscapes Rebate, making additional rebates available to employees who

replace their grass with turf or desert-friendly landscaping, decreasing water usage and chance of water waste. There are additional incentives such as the Smart Irrigation Controller Rebate and the Smart Leak Detector Rebate, which in most cases covers the entire cost of these devices. It also provides employees who are homeowners or renters the option to request water conservation retrofit kits.

In addition to saving money, the goal is for employees to feel educated and empowered to save water at home.

“It seemed like the right thing to do at the right time,” said Dawn Kimball, table games dealer at ARIA who took advantage of the program. “Everyone is trying to conserve and costs are going up, so it was a whole big package deal. A win-win.”

The SNWA projected a savings of 3.4 million gallons annually from employees who applied for these rebates in 2024.

107
applications
received



61,800+
square feet
converted to turf or
desert landscaping



**Projected annual
water savings:
3.4 million
gallons**



Workday Rising: A Best Practice In Sustainable Events

MGM Resorts hosts thousands of meetings and conventions annually. Partnering with sustainably-minded customers serves as a catalyst for positive impact in the meetings and events industry.

In 2024, Workday, the AI platform for managing people, money and agents, hosted its annual conference, Workday Rising, at Mandalay Bay. Over 17,000 attendees gathered to learn about the latest product innovations, explore emerging trends and gain insights into best practices that drive business success. The conference also provided attendees with experiences and activities designed to promote their own personal wellness, as well as the health of the planet. The event was a best practice in collaboration between Workday and MGM Resorts, even resulting in the [EIC \(Event Industry Council\)](#) platinum certification.

The team from Workday had a vision and ideas to enhance their attendee experience, which ranged from conference bags made from recycled fabric from past events to red meat-free menus.



Compostable bowls were used to serve the healthy options at Workday Rising.



Eco Park offered attendees an area to rest, recharge and listen in on a session on MGM Resorts' water, energy and waste initiatives.

“For our company, sustainability isn’t just about the environment. It’s also about the well-being of people. Sustainable practices can promote both individual and planetary health and wellness and this is a key aspect of Workday Rising,” said Missy Castro, Senior Experience Marketing Manager for Workday. “For example, we encouraged our attendees to hydrate using aluminum refillable water bottles and tracked the water they drank through Fill it Forward, which raised money for the One Drop Foundation in Nevada.”

Meeting organizers are proud to share that 90% of the waste from the event was diverted from landfills through recycling, reuse and composting. In addition, Workday Rising purchased carbon credits to offset 8,473 metric tons of carbon emissions generated by over 14,000 customers and partners traveling to the event.

Additional highlights include:

- 43 wellness sessions
- 500 participants in the largest Fun Run held
- 33% of the food served was locally sourced or organic

Attendees also had the opportunity to learn more about how MGM Resorts works to reduce waste and conserve energy and water through sessions hosted by the company's environmental sustainability team and behind-the-scenes tours at Mandalay Bay.

“Workday has played a key role in strengthening Mandalay Bay's collective commitment to sustainable event production. Together, we have achieved measurable progress in reducing carbon emissions and implemented core initiatives that are driving meaningful change in the convention industry,” said Aleena Voeller, Senior Manager of Events, Mandalay Bay Resort & Casino.

Restoring Oyster Populations in Coastal Communities

In September 2024, Beau Rivage became the latest property to pilot the collection of oyster shells, continuing a longstanding oyster shell recycling program across multiple MGM Resorts properties. Since 2010, MGM Resorts has collected and recycled over 340,000 bushels of oyster shells, helping to regenerate oyster populations that rely on the shells of their ancestors to grow. The Beau Rivage pilot kicked off with shell collection from two oyster cookoff festivals. From there, the team began collecting shells from Coraline's Seafood Restaurant and BR Prime Steakhouse. Instead of going to landfill, the shells are collected by The Nature Conservancy, sun cured and returned to the Bay of St. Louis. The pilot has resulted in an average of 1,000 pounds of shell collected per week. Because each half shell can support up to a dozen baby oysters and a single oyster can filter up to 50 gallons of water a day, this recycling process has a large impact and plays a vital role in maintaining a healthy marine ecosystem.

Employees are at the heart of this program, not only contributing to the collection of shells, but in some cases volunteering with local organizations to return the shells to local waterways. For example, at Borgata, Executive Chef Deb Pellegrino and other staff from the food and beverage and stewarding teams, collected and returned over 19 tons of shell to the Mullica River.



Borgata Executive Chef Deb Pellegrino helps return recycled oyster shells to New Jersey's Mullica River.



This program wouldn't be possible without MGM Resorts' partners, who are critical to expanding efforts to drive greater impact. The MGM National Harbor team collaborated with seven unique groups as part of the Oyster Recovery Partnership, which was able to collect a total of 27,281 bushels in 2024. This initiative contributes to the larger Chesapeake Oyster Alliance goal of placing 10 billion oysters back into Chesapeake Bay by 2025. The oyster shell recycling program keeps these shells out of landfills, supports biodiversity, improves water quality and focuses on food stewardship.

“

We respect food and know where it comes from. It's really important to give back not just to the community, but to the sea as well.

Chef Deb Pellegrino

”

Responsible Gaming Awareness and Education

At MGM Resorts, responsible gaming is an integral part of our daily operations. We comply with the American Gaming Association's (AGA) Code of Conduct for Responsible Gaming, consisting of industry-wide responsible gaming best practices. Included are tools to mitigate harm (self-limit and self-exclusion), employee training and prevention of underage gambling.

Furthermore, we are dedicated to responsible gaming through compliance with jurisdictional regulations, cross-industry collaboration, partnerships, research and a unified approach with BetMGM, our iGaming and sports betting joint venture.

MGM Resorts employs GameSense, a player-focused program that encourages players to adopt behaviors that can reduce the risk of gambling disorders. We see GameSense as an instrumental part of our guest service model in which employees promote responsible gaming as they would any other element of the business. Raising awareness, providing transparent information and actively promoting responsible gaming behaviors creates stronger guest relationships and enhances our reputation as a global leader in responsible gaming.

Our multifaceted commitment to responsible gaming includes financial support for quality scientific research, cross-stakeholder collaboration, public outreach, internal efforts in guest education and employee training.





RESPONSIBLE GAMING Q&A

GARRETT FARNES

Director of Responsible Gaming

Tell us about your role with MGM Resorts and how it aligns with our company's broader commitments.

My role includes managing the company's GameSense program as well as serving as a conduit between MGM Resorts and advocacy groups, responsible gaming researchers and problem gambling advocates. My background is not in gaming. I actually have a master's degree in social work, and I was trained as a therapist. I've found great value in bringing this perspective to the gaming industry, enabling us to help build a strong responsible gaming training program and to further MGM Resorts' commitment to responsibility and sustainability.

How does the culture at MGM Resorts empower employees to champion responsible gaming?

Our leadership is deeply committed to investing in responsible gaming initiatives at every level. We have a culture of responsibility that our employees embrace. As a result, we were able to train over 60,000 team members last year, equipping them with the knowledge and tools necessary to engage in meaningful conversations. I believe our company's continued investment in important initiatives, such as responsible gaming, sustainability and anti-human trafficking contribute to employees feeling proud to work for MGM Resorts.

Looking back on the past year, what achievement are you most proud of and why?

Last year we achieved a major milestone by certifying more than 1,000 employees as GameSense advisors, an achievement that is unparalleled in the industry. These team members received comprehensive and research-based responsible gaming training designed to empower them to proactively promote responsible play and address problem gambling concerns through GameSense. What we appreciate most is when an employee leaves a session proclaiming that this was one of the best training courses they've attended, that it was entertaining and that they now feel empowered to promote responsible gaming for the company. We've also enjoyed seeing the growth in brand recognition for GameSense. People now know the name and are familiar with it throughout our industry.

60,000+

employees trained on
Responsible Gaming

Training Outcomes

1,000+

employees certified as
GameSense advisors

RECENT AWARDS & RECOGNITION

MGM Resorts is honored to be recognized for our commitments to people, community, the environment and responsible business practices.

- 10 Best Companies of the Year – The Chief’s Digest
- 50 Most Community-Minded Companies in the US – The Civic 50
- Above and Beyond Award – U.S. Department of Defense
- America’s Top Corporations for Women’s Business Enterprises – Women’s Business Enterprise National Council
- Apex Award – Black Travel and Tourism Magazine
- Battle Born Legacy Award – Travel Nevada
- Best Career Development Programme – Human Resources Online
- Best Company for Diversity, Equity & Inclusion – Black Enterprise
- Best Digital Learning Transformation – Human Resources Online
- Best for Vets: Employers – Military Times
- Best Learning and Development Programme – Human Resources Online
- Best Management Training Programme – Human Resources Online
- Best of Best: Top Supplier Diversity Program for Women Business Enterprises – ConnectComm Media
- Best Talent Development Strategy – Human Resources Online
- Best Virtual Learning Initiative – Human Resources Online
- Better Buildings Challenge Goal – U.S. Department of Energy
- Better Practice Award – U.S. Department of Energy Best of the Betters
- Bloomberg Gender – Equality Index
- Campus Forward Award – Ripple Match
- Community Heroes Award – National Action Network
- Community Service Corporation of the Year – Las Vegas Asian Chamber of Commerce
- Corporate Sustainability Benchmark – Hang Seng
- Corporate Volunteer Program: Gold – Governor’s Point of Light
- Corporation of the Year – Urban Chamber of Commerce
- Corporation of the Year – Women’s Business Enterprise Council
- Double A Rating – CDP Climate Change and Water Security A-List
- Employee Experience Award – Human Resources Online
- Excellence in Supplier Diversity – Western Regional Minority Supplier Development Council
- Executive of the Year – Western Regional Minority Supplier Development Council
- Exemplar Award – Western Regional Minority Supplier Development Council
- Extraordinary Employer Support Award – Department of Defense
- Forbes Travel Guide – 12 Five-Star Designations for Hotels, Spas and Restaurants
- Global Gaming Awards – Customer Loyalty Program of the Year
- LEED Gold for Building Design & Construction
- LEED Gold for Commercial Interior
- LEED Gold for Neighborhood Development: MGM Springfield Overall Site
- LEED Platinum for Commercial Interior
- LEED Platinum for New Construction
- Nevada Business Hall of Fame – University of Nevada Las Vegas
- Online Casino of the Year – American Gaming Association
- Outstanding Community Partner – Las Vegas Asian Chamber of Commerce
- Outstanding Employer – China Finance Summit
- Patriot Award – U.S. Department of the Defense
- Pinnacle Inclusion Index Company – Seramount Inclusion Index
- R.I.S.E. Award – Western Regional Minority Supplier Development Council
- Renewable Energy Best Practices – U.S. Department of Energy
- Role Model of Sustainability – China Finance Summit
- Science-Based Target Initiative: Scope 1, 2 & 3 Targets Validated
- Shorty Awards – Audience Honor
- Smart Women in Meetings Award – Smart Meetings
- Time Magazine – Top Gaming Company in the World
- Top 100 Women in Sustainability: Jyoti Chopra, Chief People Officer – Sustainability Magazine
- Top 25 Outstanding Leadership and Diversity Impact – Diversity MBA Magazine
- Top Meeting Hotels in North America – CVENT
- Top Women Impacting Diversity – Diversity Plus Magazine
- Top Women in Travel & Hospitality – Women Leading
- Top Women Leaders in Hospitality – Women We Admire
- Volunteer Manager: Gold – Governor’s Point of Light



2024 CORPORATE RESPONSIBILITY REPORT