

MGM RESORTS INTERNATIONAL



FOCUSED
ON WHAT
MATTERS

SOCIAL IMPACT AND SUSTAINABILITY PLAN

2018



WE LIVE in an age of transformative change, one where engagement and leadership from corporations can have a greater impact on society than perhaps ever before. With this in mind, in 2018 MGM Resorts underwent an analysis of our social impact and sustainability strategy – testing the assumptions that propelled our previous accomplishments and asking ourselves how we can do even more.

The result is a bold vision and evolving plan for how our Company will lead in the years to come. Grounded in our values of integrity, inclusion, teamwork and excellence, *Focused on What Matters: Embracing Humanity and Protecting the Planet* articulates our purpose and our commitment to a set of priorities and goals we hope will generate actions that can have an enduring impact on the world. Our evolving efforts also align with a growing interest from investors to define a set of Environmental, Social and Governance (ESG) criteria that assists in identifying companies with values that match their own.

Using this criteria of standards to drive MGM Resorts' strategies, the program builds upon our Company's previous commitments and long-standing efforts to care for our people, invest in our communities, and protect our planet. Guided by this foundational work, we drove a range of key social impact and environmental sustainability initiatives in 2018.

We championed diversity and inclusion, expanding participation in our Employee Network Groups (ENGs), broadening our diverse supply chain, and launching Learning Experiences Accelerate Development (LEAD), a self-directed leadership program for

employees. We advanced sustainability, investing millions in energy optimization, announcing a partnership to build a 100-megawatt solar array, and achieving multiple LEED and green building certifications. We strengthened our communities, generating billions in economic impact and investing in education, reskilling and career readiness programs. This commitment is shared across our Company, as our people contributed nearly 125,000 volunteer hours to service efforts, and more than 71 percent of our US employees donated to The MGM Resorts Foundation – supporting millions of dollars in corporate giving.

As we applaud these accomplishments, we continue to challenge ourselves to focus on what matters and achieve greater impact in the years ahead.

Thank you for your trust in our Company as we continue to evolve and enact an ambitious agenda for change – in our own business and the communities in which we work, play and live. We owe a debt of gratitude to our people, our guests, our community partners and all who support us as we dream big and attempt to accomplish more.

Jim Murren,
CHAIRMAN & CEO

Rose McKinney-James,
CHAIR, CORPORATE SOCIAL RESPONSIBILITY
COMMITTEE, BOARD OF DIRECTORS

ABOUT OUR EFFORTS

GOAL DEVELOPMENT & REPORTING

Throughout 2018, the leadership of MGM Resorts worked to refine and evolve our approach to achieving impact. The result is our 2018 Social Impact and Sustainability Plan, *Focused on What Matters: Embracing Humanity and Protecting the Planet*. It presents our vision for MGM Resorts' role in creating positive environmental and societal impact by highlighting the work we do today and the goals we aim to achieve across four areas of disciplined focus: Fostering Diversity and Inclusion, Investing in Community, Caring for One Another and Protecting the Planet. We are guided by the United Nations Sustainable Development Goals (UNSDGs) as a framework for our environmental sustainability and social impact efforts.

At MGM Resorts, we strive to operate with honesty, integrity and in compliance with the law, guided by our robust corporate governance guidelines which include our Code of Business Conduct and Ethics and our Conflict of Interest Policy. These policies can be found on our website at mgmresorts.investorroom.com/corporate-governance.

While our commitments are global, the data

reported is primarily focused on, but not exclusive to, our activities in the United States. We track key performance indicators against our program goals and seek third-party validation from relevant partners, such as Applied Analysis.¹

FORWARD-LOOKING STATEMENTS

Statements in this 2018 Social Impact and Sustainability Plan that are not historical facts are forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995 and involve risks and/or uncertainties, including those described in the MGM Resorts International ("MGM Resorts") public filings with the Securities and Exchange Commission. The Company has based forward-looking statements on management's current expectations and assumptions and not on historical facts. Examples of these statements include, but are not limited to, the Company's expectations regarding future initiatives related to corporate social responsibility (CSR) and the Company's ability to achieve its CSR goals. These forward-looking statements involve a number of risks and uncertainties. Among the important factors that could cause actual results to differ materially from those indicated in such

forward-looking statements include effects of economic and market conditions in the markets in which the Company operates, and competition 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 and additional risks and uncertainties described in the Company's Form 10-K, Form 10-Q and 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.

1. <http://www.appliedanalysis.com/>

FOCUSED ON WHAT MATTERS: EMBRACING HUMANITY AND PROTECTING THE PLANET

FOR NEARLY TWO DECADES, we have led our industry in social impact investments that benefit our employees, our shareholders and our communities.

We have done so because we have long believed that modern corporations have the opportunity and the responsibility to affect the world's most pressing economic, environmental and social issues. Employees, customers, partners and shareholders rightly demand that leading companies take action to promote equality, improve the status quo, stimulate economic growth and protect the planet, wherever they operate.

For MGM Resorts, a rigorous approach to acting responsibly is in our DNA; it is a driver of strategy and a mechanism of lasting change. The growth and resiliency of our Company depends upon the business decisions we make and the ways in which we harness our influence for good.

We are immensely proud of what we have achieved to improve economic opportunity for our employees, advance equality, boost quality of life in our communities and reduce our environmental footprint. In 2018, inspired by our values and past accomplishments, we embarked on a company-wide process to hone

our social responsibility strategy. Our intent: to begin 2019 with a bold vision, ambitious goals and expanded, data-driven methods to measure our progress.

“Focused on What Matters: Embracing Humanity and Protecting the Planet” reasserts who we are as a Company and our commitment as a community partner. It defines our environmental sustainability and social impact strategy in four critical areas: Fostering Diversity and Inclusion, Investing in Community, Caring for One Another and Protecting the Planet. In each of these areas we have adopted goals against which we will chart our progress, from today to 2025 and beyond. In 2018, we joined the world's leading companies and aligned our CSR priorities to the United Nations Sustainable Development Goals (UNSDGs). We have selected 10 UNSDGs in which we can, and do, have the greatest impact – from striving to end poverty and hunger to promoting gender equality and stimulating economic growth.

“Focused on What Matters: Embracing Humanity and Protecting the Planet” also reaffirms our commitments to our guests, employees and partners; to the communities we call home;

and to the planet we must protect for future generations. MGM Resorts will always strive to create vibrant environments that welcome everyone and represent our values locally and in the national conversation. We will support the growth and sustainability of our communities and give generously to our neighbors through volunteering, leadership and philanthropy. We will continue to take seriously our role in reducing our carbon footprint and preserving the natural environment.

As we look toward 2025 and beyond, “Focused on What Matters: Embracing Humanity and Protecting the Planet” is the north star for our Company, our leadership, our social responsibility teams and our employees. Our 2018 accomplishments and our plans for the future can be found on the pages that follow.

In 2015, the Member States of the United Nations adopted “Agenda 2030,” a 15-year plan for achieving a better future for society and our planet, and 17 global Sustainable Development Goals (SDGs). To guide us in making a deeply positive impact on each of our communities, MGM Resorts has selected 10 SDGs to inspire our environmental sustainability and social impact strategy.



End poverty in all its forms everywhere



Ensure access to affordable, reliable, sustainable and modern energy



End hunger, achieve food security and promote sustainable agriculture



Promote inclusive and sustainable economic growth, full and productive employment and decent work



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Ensure sustainable consumption and production patterns



Achieve gender equality and empower all women and girls



Promote peace and build effective, accountable and inclusive institutions at all levels



Ensure availability and sustainable management of water and sanitation



Revitalize the global partnership for sustainable development

FOCUSED ON WHAT MATTERS:

EMBRACING HUMANITY AND PROTECTING THE PLANET

We operate today with a view toward tomorrow. As a values-driven company, what matters most is the impact we have on people, our communities and our planet.

FOSTERING DIVERSITY & INCLUSION

6

We constantly seek new ways to harness the power of differences to expand diversity in our Company, broaden our supply chain and create welcoming environments for all people.

INVESTING IN COMMUNITY

10

We strengthen the economic livelihood of our communities, supporting good jobs and wages, lasting skills and critical tax revenues while contributing to longstanding institutions and support systems that improve the quality of life for our neighbors.

CARING FOR ONE ANOTHER

14

We are passionately committed to volunteerism and philanthropy, from meeting local area needs to working for the global good.

PROTECTING THE PLANET

18

We preserve the environment through climate leadership, sustainable design and construction and responsible operating practices including energy, water and materials management.

FOSTERING DIVERSITY & INCLUSION

WE RECOGNIZE diversity as a wellspring of innovation and cutting-edge competitiveness. We strive to create respectful and welcoming environments for all people, especially our employees, guests, neighbors and partners. We are at our best when we lead diverse teams toward excellence, exceed the expectations of our increasingly diverse customer base, partner with an increasingly broader chain of diverse suppliers and take strong and principled stands on issues of equality.

DEVELOPING A DIVERSE WORKFORCE

MGM Resorts actively recruits, develops and retains a diverse workforce. From our non-discriminatory hiring, promotion and performance management practices to our pay equity and leadership development initiatives, we seek to promote career mobility for our employees and ensure that everyone feels safe in their authentic identities.

In our Employee Network Groups (ENGs), for example, employees make meaningful connections with their peers, participate in professional development programs,

receive group mentoring and perform community service. From 2017 to 2018, we've seen a 43 percent increase in ENG participation.

In 2018, we launched Learning Experiences Accelerate Development (LEAD), a self-directed leadership program for employees. The program offers online learning development opportunities to employees of all schedules and positions. Employees also gather in person for discussion, networking and volunteering to turn their new knowledge into actionable skills.

BUILDING AN INCLUSIVE SUPPLY CHAIN

We cultivate partnerships with various community partners and suppliers to support the development of local and diverse businesses. Since 2000, we have required diversity participation in all construction bids, and since 2003, we have required minority and women participation in all biddable commodity purchases exceeding \$3,000. In 2018, we expanded our innovative Supplier Diversity Mentorship Program beyond Southern Nevada to include MGM

National Harbor. The program offers diverse-owned and -operated businesses six months of one-on-one mentorship from our executives and classroom sessions focused on leadership and business strategy.

A longtime supplier to MGM Resorts, Oscar Aliaga, president and CEO at CESS, Inc., is a graduate of the 2018 program. Oscar participated in MGM Resorts' three-year LED retrofit, which installed more than 1.5 million LED bulbs at our domestic properties. The growth of Oscar's business meant that he could buy out his partner organization, becoming 100 percent minority owned.

“As small business owners, we think we know it all after a few years, but there’s so much more that we can learn,” says Oscar. “The tools and guidance I received from my mentors, MGM facilitators and the diversity team were instrumental in the success of my business.”²

In 2018, 9.3 percent of our biddable spending with domestic business suppliers went to diverse enterprises, totaling nearly \$183 million to fuel businesses that strengthen our Company and our communities.

LOVE IS UNIVERSAL

We welcome all guests, regardless of race, age, ability, gender, gender expression, or sexual orientation. We are especially proud of our inclusive wedding offerings, featuring gender-neutral imagery, floral packages and dressing room titles.

In 2018, we released UNIVERSAL LOVE, an album of reimagined love songs that recognizes love as a transcendent human experience and features pronouns that reflect diverse celebrations of love. For example, Bob Dylan re-recorded his classic “She’s Funny That Way” as “He’s Funny That Way.” We’re proud that the album has sparked an important conversation about evolving classic love songs, ensuring that every couple’s first dance celebrates the universal power of love.





ANN HOFF, PORTFOLIO PRESIDENT

A PROFILE IN LEADERSHIP

Ann Hoff has always taken a bold approach to growth, a mindset she credits for helping to achieve a senior leadership role at MGM Resorts. Now the Portfolio President for four of MGM Resorts' Southern Nevada properties, Ann advocates for others, serving as the executive sponsor for the Company's Management Associate Program (MAP) and the Emerging Leaders Employee Network Group. She points to mentor support and leadership programs as influences, as well as to MGM Resorts' Women's Leadership Conference as a hallmark of a culture that develops women in leadership.

"Stepping out of your comfort zone can be scary," says Ann, "but we cannot realize our full potential until we are willing to be vulnerable and fearless enough to risk failure. I have been fortunate to acquire many mentors and advocates who have supported my development and endorsed me for new operating roles at pivotal times in my career."

"As a female executive and mother, I feel fortunate to work for an organization that maintains an unwavering commitment to diversity. We know we must persistently champion women by providing effective mentorship, consistent encouragement and meaningful celebration of success. We must also lead by example, confidently speaking up, contributing and providing the support required for women to take on additional responsibility."

– Ann Hoff



FOSTERING DIVERSITY & INCLUSION 2025 ASPIRATIONS

DIVERSE ENGAGEMENT

Spend with diverse suppliers at least 10% of our domestic biddable procurement

DIVERSE & INCLUSIVE WORK CULTURE

Ensure that all employees – including women, the LGBTQ+ community, people of color and people with disabilities – have equal access to leadership opportunities throughout MGM Resorts and that our policies of inclusion are embedded into our culture

TALENT MANAGEMENT

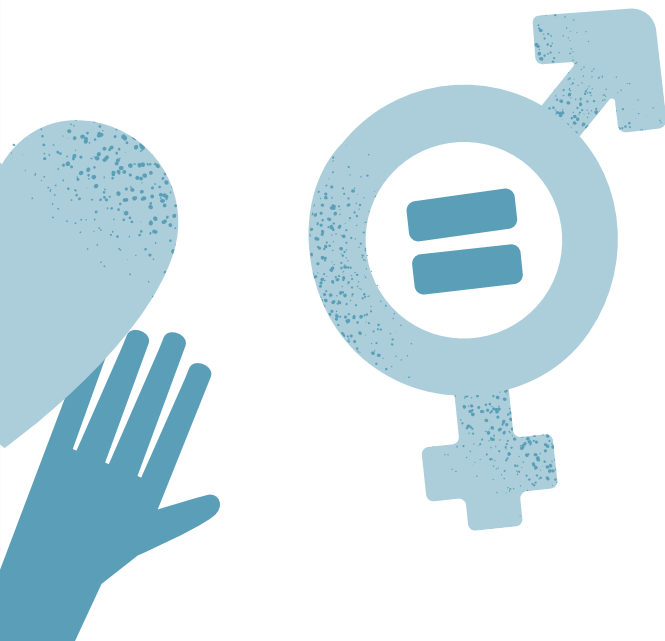
Train 100% of management employees on corporate social responsibility policies and goals

DIVERSE ENGAGEMENT

Expand our individualized Supplier Diversity Mentorship Program to achieve a cumulative milestone of 50 graduates of diverse suppliers among our host communities

Companies with diverse and inclusive workforces, suppliers, and customers outperform their non-diverse peers.

MGM Resorts is committed to developing and enhancing talent management systems that ensure equal access to employment and career growth opportunities for all. Through education and training, we will continue to create welcoming, inclusive environments where diverse ideas and perspectives lead to innovative and creative solutions to drive business growth and expand Company goodwill around the world.



INVESTING IN COMMUNITY



IN 2018, we operated in six states and two countries, creating jobs, stimulating economic growth and generating crucial tax revenue that spurs progress and funds important social services. In 2018, we generated more than \$20.9 billion in economic impact, paying \$4.6 billion in wages and contributing \$2.29 billion in local, state and federal taxes.³

We work with the private sector, civic leaders and nonprofit partners to provide economic opportunity and enhance the social and cultural fabric of the communities where we operate.

ADVANCING EDUCATION

Our contributions to economic mobility begin at home, with the Pathways Educational Opportunities Program for our employees. In 2018, we announced a 90 percent increase in our existing tuition reimbursements to \$4,000 per employee each year, and our new College Opportunity Program, a landmark partnership with the Nevada System of Higher Education to provide online education at no cost to all eligible MGM Resorts employees in the United States.

The program will empower employees throughout our Company to seek higher education degrees and achieve entry and promotion into the middle-class workforce.

We also launched a new Student Loan Debt Assistance Program, which launches in 2020, will match a portion of monthly student loan debt payments for qualifying employees.

Because we believe in the power of education to create opportunity for future generations, we have re-established the MGM Resorts Scholarship Program for Children of Employees with an initial gift of \$1 million.

Beginning in 2019, the fund will award scholarships of up to \$2,500 to selected children of MGM Resorts' full-time domestic employees (excluding executives), based on their financial need and academic performance. The program will be administered by The Public Education Foundation, which will educate all applicants about other

scholarship opportunities to help fund their post-secondary education, including universities, community colleges and recognized certification programs.

COLLEGE AND CAREER READINESS FOR OUR COMMUNITIES

We fund and contribute to programs that build resilient skills and create economic mobility everywhere we operate. For example, one of many community investments we made in 2018 was the commitment of \$500,000 to the Boys & Girls Club of Atlantic City to support the development of the MGM Resorts International Teen Center for Economic Youth Development & College Readiness.

The Center will help youth members of the Boys & Girls Club – 93 percent of whom live in poverty – develop the necessary skills to graduate high school, attend college or begin a career in the health, hospitality and technology industries. With a teaching kitchen, a fabrication lab, STEM classes, tutoring and more, the Center will help Atlantic City teens break the cycle of poverty and lay the groundwork for a better tomorrow.

3. Applied Analysis. (2019) MGM Resorts International Economic Impact Analysis: United States Operations





“As a single teen mother who once struggled with childcare, transportation and reliable housing, I still cannot believe how far I have come...”

– Keishla Morales

KEISHLA MORALES

PATHWAYS TO THE WORKFORCE

MGM Resorts invests considerable resources in community career training – including the Massachusetts Casino Career Training Institute (MCCTI) Gaming School in downtown Springfield, Massachusetts. We provided instructors, curriculum and gaming equipment, guaranteed interviews to students and tuition reimbursement to graduates who join our team because we have seen firsthand how gaming careers can change lives.

For western Massachusetts residents like Keishla Morales, the MCCTI has been a pathway to economic mobility. After earning her high school diploma as a young parent, Keishla joined the MCCTI to train as a games table dealer. Now a dealer at MGM Springfield, Keishla is flourishing in her career and looking to the future.

“As a single teen mother who once struggled with childcare, transportation and reliable housing, I still cannot believe how far I have come,” says Keishla, who was awarded an Honorable Citation from the Massachusetts State House and an award from the commissioner of the Massachusetts Department of Transitional Assistance for her indomitable spirit. “After graduating from the MCCTI Gaming School, I have a job as a Table Games Dealer, where I work for one of the biggest companies in the world.”

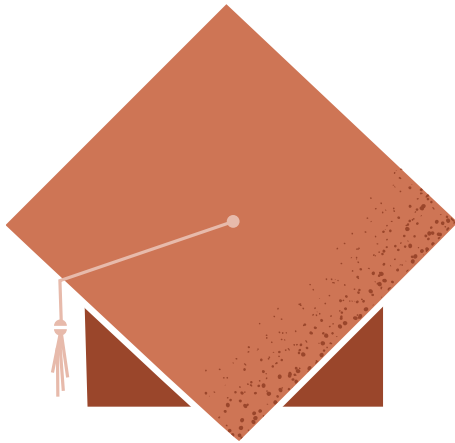
INVESTING IN COMMUNITY 2025 ASPIRATIONS

WORKFORCE DEVELOPMENT

Expand our support of nonprofit workforce development and education programs from 25% to 40% of our annual Company giving

COMMUNITY DEVELOPMENT

Award 600 post-secondary scholarships to children of employees⁴



Strengthening our local communities socially and economically is critical to the growth and resiliency of our Company.

In collaboration with the public sector, policy makers, educators and nonprofit organizations, we strive to expand pathways to economic security for our workforce. By enhancing the social and cultural fabric in the communities where we operate, we're working to elevate the quality of life for everyone in our communities.



4. Scholarships for children of employees goal is based on a 2019 start date

CARING FOR ONE ANOTHER

WE LIVE our commitment to the communities that have welcomed us by giving generously to our neighbors. MGM Resorts partners with organizations that strengthen our neighborhoods, teach job skills, feed the hungry and sustain our planet.

Volunteerism and philanthropy are core to our culture and a source of pride for our employees and our leadership. Through The MGM Resorts Foundation, CSR Councils, and ENGs, our employees champion causes, donate time and fund organizations that share our values and commitments.

CORPORATE GIVING

In 2018, we awarded \$15,584,430 in corporate giving to deserving organizations, including The Community Foundation of Prince George's County (Maryland), the Nevada Partnership for Homeless Youth, and Three Square.

Among these contributions, we provided \$150,000 to the National Civil Rights Museum in Memphis, Tennessee, in honor

of Dr. Martin Luther King, Jr. and his pursuit of equality and civil rights, which continues to this day. This grant furthers Dr. King's legacy – the foundation for our modern-day inclusion values – by supporting the museum's programming for the anniversary of his tragic assassination entitled, "MLK50 – Where Do We Go From Here?"

THE MGM RESORTS FOUNDATION

In 2018, 71 percent of our employees made a contribution to The MGM Resorts Foundation, raising nearly \$5.3 million. The Foundation awarded 85 grants to nonprofit partners in Southern Nevada, Maryland, Mississippi and Michigan.

For instance, The Adoption Exchange, one of the Foundation's 2018 awardees, received a grant to produce professional photographs of adoptable children in foster care for its website and a travelling exhibit, the Nevada Heart Gallery, that gives children their best chance to find their forever family. And in Mississippi, the BREAKTHROUGH! – Housing

Homeless Youth Program was awarded a grant to fund workforce training and improve access to affordable housing for homeless young adults 18-24, the fastest-growing homeless population in the Gulf Coast.⁵

VOLUNTEERISM

Our employees also give their time generously, spending nearly 124,000 hours in service to their communities in 2018. More than 8,700 employees participated in activities ranging from onsite volunteering to service with organizations dedicated to youth mentorship, feeding the hungry, protecting our environment and other causes aligned with our Company values.

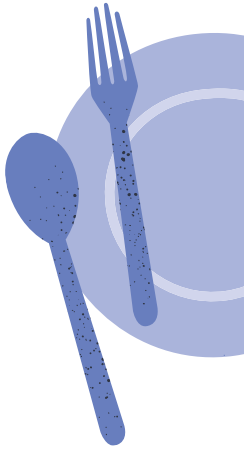
In Michigan, the MGM Grand Detroit team participated in its 9th Count Day in 2018. School attendance on Count Day determines 90 percent of the funding that Detroit's public schools will receive in the coming year. In a school takeover, 77 MGM Grand Detroit employees distributed backpacks, winter coats and

5. "Programs" Community Care Network. Retrieved from <http://www.ccns.org/programs>

school supplies to students and organized a day of storytelling, games, crafts and a meal prepared by the resort's culinary team to encourage attendance. Count Day has a lasting impact, helping students stay warm for winter and ensuring their school will maximize its federal funding opportunity.



CARING FOR ONE ANOTHER 2025 ASPIRATIONS



VOLUNTEERISM

Surpass 1 million cumulative volunteer hours through the Employee Volunteer Program⁶

CORPORATE PHILANTHROPY

Exceed \$100 million in cumulative employee community support donations through The MGM Resorts Foundation⁷

EMPLOYEE GIVING

Achieve 75% domestic employee donations to The MGM Resorts Foundation

CORPORATE PHILANTHROPY

Donate 5 million meals through our Feeding Forward program⁸



Stronger communities create better places to live and work, leading to long-term customers and employees.

Through volunteerism, employee giving and Company philanthropy, MGM Resorts instills philanthropic commitment and pride in employees that drives positive social impact in their communities. With a focus on core initiatives of hunger relief, public education, workforce development, diversity, environmental sustainability, and health & wellness MGM Resorts supports our host communities' unique challenges.

6. Volunteer Hours Aspiration is based on 2012 program start

7. Employee Foundation Donations Aspiration is based on 2002 program start

8. Feeding Forward Aspiration is based on 2016 program start

FEEDING FORWARD

One in eight Nevadans is affected by hunger⁹, a crisis with devastating consequences for society and our economy.

In 2007, MGM Resorts was instrumental in founding Three Square Food Bank in Southern Nevada. Since then, our employees have donated more than 2.7 million meals through food drives and volunteered 54,193 hours to help Three Square build programs, such as the Summer Backpack for Kids Program, which has provided 127,000 meals to children in the community since 2016.

In 2016, we expanded our partnership by announcing a two-year grant of \$768,000 to Three Square, with an initial grant in 2018 of \$286,000 to help build the core infrastructure to expand our Feeding Forward program to include an innovative food donation process that combats food waste and food insecurity at scale by collecting and preserving unserved, untouched event food from MGM Resorts. Three Square freezes the collected food using blast-chilling technology and stores it in their warehouse freezer until a community need arises. More than 120 hunger relief agencies – serving food-insecure people in Southern Nevada¹⁰ – have selected prepared, frozen meals from Three Square's online ordering system. Since its launch, Feeding Forward has expanded to include unprepared kitchen ingredients and unused minibar and warehouse items.



In 2018, our five major convention resorts participated in Feeding Forward, rescuing over 279,000 meals, bringing our total number of meals donated through the new process to 562,000 meals since the program's inception in 2016. We have ambitious aspirations for Feeding Forward, with a goal of donating 5 million meals by 2025.

9. Hunger in Nevada. Feeding America. Retrieved from: <https://www.feedingamerica.org/hunger-in-america/nevada>

10. <https://www.threesquare.org/>

PROTECTING THE PLANET

WE ENDEAVOR TO LEAD our industry in environmental sustainability, putting the needs of our planet and our global community at the center of our operations. Sustainable design and construction, and responsible operating practices including effective energy, water and materials management, are hallmarks of how we conduct our business and serve our guests. Beyond the boundaries of our destinations, we help protect the environment by pursuing climate leadership, sharing best practices with peers and customers, seeking innovations that mitigate climate risk and partnering with organizations that share our vision for a greener future.

When our guests stay, play, dine and attend a meeting at an MGM Resorts destination, they benefit from a comprehensive Environmental Management System through which we actively conserve water and energy, divert recyclables and food scraps away from landfills and support the local economy.

POWERED BY RENEWABLE ENERGY

In 2018, we substantially completed our LED retrofit, surpassing our initial commitment and installing more than 1.5 million LED bulbs.

We also announced a game-changing partnership with Invenergy, the country's largest independent renewable energy company, to create a 640-acre, 100-megawatt solar array in the United States Bureau of Land Management's Dry Lake Solar Energy Zone. When operational in 2020, the 100MW array will generate clean, renewable energy, providing up to 90 percent of the daytime power needed at MGM Resorts' 13 Las Vegas Strip destinations – more than 70 million square feet of real estate.

The project will also have a lasting economic impact, supporting 350 jobs during construction and generating \$20 million in sales and property tax revenue over the lifetime of the project.

A GREENER BUSINESS IS A BETTER BUSINESS

We strive to integrate environmental benefits into every MGM Resorts experience, whether our guests are enjoying a getaway or attending a convention. When our guests stay, play, dine and attend a meeting at an MGM Resorts destination, they benefit from a comprehensive Environmental Management System through which we actively conserve water and energy, divert recyclables and food scraps away from landfills and support the local economy.

By the end of 2018, nine of our properties had achieved LEED Gold certification, 16 had received Four or Five Green Keys and our new property, MGM Cotai in Macau, earned a prestigious Three-Star certification under the China Green Building Design Label by the China Green Building and Energy Saving (Macau) Association. In July, we committed to reduce our use of single plastics by



providing paper straws upon request. Meeting clients at our five major Las Vegas convention resorts can take comfort in the fact that most unserved and unprepared food from major events will be donated to charity through our Feeding Forward program (see page 17). In addition to the standard environmental practices at our resorts, we offer our convention clients a unique Sustainable Event Program with a full menu of options to help them enhance the social and environmental benefits of the events they host at our resorts – from venue, space, décor and signage to food and beverage and community engagement. Moreover, we often collaborate with our clients to customize innovative offerings, like the 100 percent compostable lunch box (including packaging and cutlery) we designed with Amazon Web Services for their 2018 re:Invent global customer conference, which attracted more than 50,000 attendees.



Since 2007, we have invested over \$47 million in energy optimization, ensuring that our properties use less power per square foot and that our energy comes from greener, cleaner sources.



RESTORING THE CHESAPEAKE BAY'S OYSTER REEFS

Oysters purify the Chesapeake Bay as they filter the water for their food. An adult oyster can filter as much as 50 gallons of water a day. Once, the oysters in the Chesapeake Bay – home to MGM National Harbor – could filter a volume of water equal to the entire Bay in just a week.¹¹

After the oystering decline in the mid-1980s, sediment and nitrogen levels began to cause problems in the Bay waters. Today, it would take the remaining Bay oysters more than a year to accomplish the same.¹²

Our oyster shell recycling program, founded at MGM National Harbor in 2016, collects oyster half-shells from five of our resorts across the country as a means of restoring this critical habitat. At the Hooper's Island Oyster Company hatchery in the Chesapeake Bay, each half-shell becomes home to an average of ten baby oysters, or "spat." As the spat mature, the shells are transplanted into sanctuary oyster beds in the Bay reserved for restoration of the ecosystem, not consumption. All told, each shell's journey from restaurant to reef takes more than a year of hard work and collaboration.

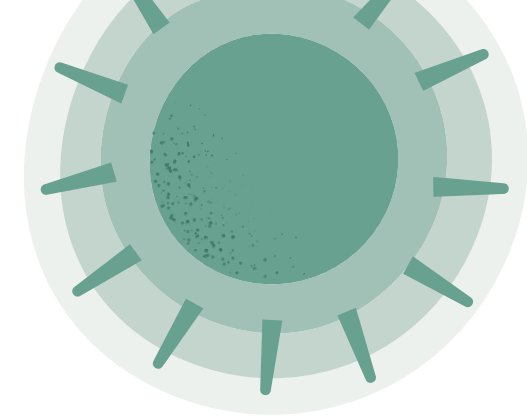
We are proud to say that this project has diverted enough oyster shells from landfill to grow over 16 million baby oysters, more than 10 times the number we serve at our restaurants annually. These oysters will not only contribute to the recovery of the Bay but will also secure a sustainable future for the local economy, which depends on healthy waterways.

MGM Resorts began purchasing oysters from the Hooper's Island Oyster Company that are farmed, not fished, in the Chesapeake Bay in late 2018. Their shells will be returned to grow new oysters in the same ecosystem – a circular economy that will ensure the continued health of the Chesapeake Bay.

11. <https://www.cbf.org/about-the-bay/more-than-just-the-bay/chesapeake-wildlife/eastern-oysters/oyster-fact-sheet.html>

12. <https://www.cbf.org/about-the-bay/more-than-just-the-bay/chesapeake-wildlife/eastern-oysters/oyster-fact-sheet.html>

PROTECTING THE PLANET 2025 ASPIRATIONS



RESPONSIBLE OPERATIONS

Achieve 60% materials diversion rate

RESPONSIBLE OPERATIONS

Reduce energy per square foot by 25%

CLIMATE LEADERSHIP

Reduce carbon emissions per square foot by 45%

RESPONSIBLE OPERATIONS

Reduce water per square foot by 30%

A greener business is a better business, and environmental leadership is critical to 21st century corporate leadership.

At MGM Resorts, we believe that environmental leadership is critical to ensuring the long-term viability of corporations – and our planet. We are committed to being a global advocate in accelerating the fight against climate change. Through sustainable design and construction, we will build with tomorrow in mind and through our responsible operations we aim to reduce our negative environmental impacts.¹³

13. "Protecting the Planet" Aspirations are based on 2007 baseline



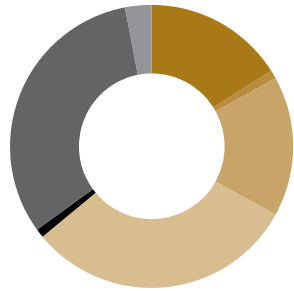
TABLE SUMMARY OF ACCOMPLISHMENTS

MGM RESORTS INTERNATIONAL US EMPLOYEE PROFILE

TOTAL WORKFORCE
71,106

MINORITY WORKFORCE
48,884 (68.75%)

CAUCASIAN WORKFORCE
22,021 (30.97%)



- African American 11,208 (15.76%)
- American Indian 305 (0.43%)
- Asian 11,106 (15.62%)
- Caucasian 22,021 (30.97%)
- Hawaiian or Pacific Islander 1,089 (1.53%)
- Hispanic or Latino 23,066 (32.44%)
- Two or More Races 2,110 (2.97%)



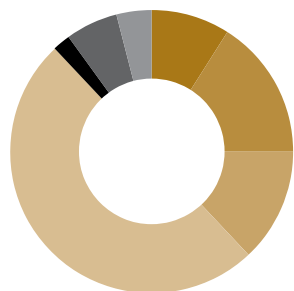
- Female: 36,148 (50.84%)
- Male: 34,919 (49.11%)

MGM RESORTS INTERNATIONAL MANAGER & ABOVE PROFILE

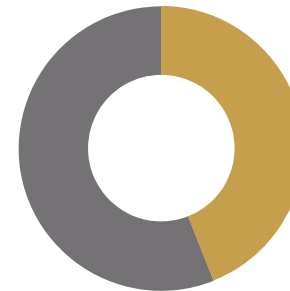
TOTAL WORKFORCE
6,206

MINORITY WORKFORCE
2,762 (44.51%)

CAUCASIAN WORKFORCE
3,424 (55.17%)



- African American 684 (11.02%)
- American Indian 20 (0.32%)
- Asian 689 (11.10%)
- Caucasian 3,424 (55.17%)
- Hawaiian or Pacific Islander 94 (1.51%)
- Hispanic or Latino 1,032 (16.63%)
- Two or More Races 243 (3.92%)



- Female: 2,721 (43.84%)
- Male: 3,481 (56.09%)

FOSTERING DIVERSITY & INCLUSION

DIVERSE CONSTRUCTION & CONSULTING EXPENDITURES¹⁴

Diversity Expenditures by Category
(MGM Resorts International)

TOTAL EXPENDITURES
\$691,663,451

TOTAL DIVERSE EXPENDITURES
\$200,387,341

DISADVANTAGED BUSINESS ENTERPRISE
\$10,749,154

MINORITY BUSINESS ENTERPRISE
\$84,223,710

VETERAN-OWNED BUSINESS
\$16,671,518

WOMEN BUSINESS ENTERPRISE
\$88,497,374

DIVERSE PROCUREMENT

Diversity Expenditures with Tier I Suppliers¹⁵
Biddable Goods & Services by Category
(MGM Resorts International)

TOTAL PROCUREMENT
\$1,995,843,656

TOTAL DIVERSE PROCUREMENT
\$182,772,421

LGBTQ+ BUSINESS ENTERPRISE
\$473,370

DISADVANTAGED BUSINESS ENTERPRISE
\$4,254,848

MINORITY BUSINESS ENTERPRISE
\$96,906,088

VETERAN-OWNED BUSINESS
\$2,187,470

WOMEN BUSINESS ENTERPRISE
\$88,479,374

TIER I DIVERSITY EXPENDITURES^{16,17}

Biddable Goods & Services by Ethnicity
(MGM Resorts International)

AFRICAN AMERICAN
15.78%

ASIAN AMERICAN
19.71%

CAUCASIAN
45.45%

HISPANIC
16.55%

NATIVE AMERICAN
2.52%

CARING FOR ONE ANOTHER

MGM RESORTS INTERNATIONAL DONATIONS BY SOURCE FUNDING

TOTAL DONATIONS
(CORPORATE AND FOUNDATION GIVING)
\$20,179,240

CORPORATE CASH CONTRIBUTIONS
\$9,244,054

CORPORATE IN-KIND CONTRIBUTIONS
\$6,340,376

FOUNDATION GRANTS
\$2,894,124

FOUNDATION DIRECT DESIGNATIONS
\$1,700,686

MGM RESORTS INTERNATIONAL EMPLOYEE VOLUNTEER HOURS

TOTAL HOURS
124,000

MGM RESORTS INTERNATIONAL FOOD DONATIONS

TOTAL MEALS
279,000

DOMESTIC EMPLOYEE PARTICIPATION IN THE MGM RESORTS FOUNDATION GIVING

TOTAL PARTICIPATION
71%

14.15. Does not include China or Borgata 16. Totals may be off by \$1 or .1% due to rounding
17. Diverse spend represents 9.34% of biddable spending with domestic businesses

INVESTING IN COMMUNITY

US ECONOMIC OUTPUT

\$20.9B

TAXES TO US FEDERAL, STATE AND LOCAL GOVERNMENT

\$2.29B

DOMESTIC CAPITAL INVESTMENT

\$1.1B

SPENDING WITH DOMESTIC BUSINESS PARTNERS

\$1.8B

SUPPORTED US WAGES

\$4.6B

PROTECTING THE PLANET

ENERGY PER SQUARE FOOT¹⁸

16.4% REDUCTION

CARBON EMISSIONS PER SQUARE FOOT¹⁸

33.8% REDUCTION

WATER PER SQUARE FOOT¹⁸

24.5% REDUCTION

MATERIALS DIVERSION RATE¹⁹

45.8%

GAMESENSE

DEMONSTRATION:

lengthier, one-way communication centered around a demonstration of GameSense tools or a game

275

EXCHANGE:

two-way interaction about responsible gambling or problem gambling

554

INSTRUCTIVE:

lengthier, one-way communication regarding a substantive issue (e.g. the purpose of GameSense)

17,884

SIMPLE / NEW M LIFE ENROLLMENT:

brief introduction to the GameSense program

633,529

The above statistics summarize the types and quantities of conversations that our Company had in 2018 as part of our responsible gaming program, GameSense, to educate guests and keep gambling safe and fun.

18. Global data. 2018 progress against a 2007 baseline. See page 21 for progress against aspirations. Full historical, environmental performance data available at www.mgmresorts.com/csr

19. 2018 diversion from landfill during ongoing operations. Excludes construction and demolition materials diverted from landfills during new development projects.

REGIONAL PROPERTIES

MGM SPRINGFIELD

- \$202.8M paid to WBE/VBE/MBE owned companies
- \$552.3M paid to both diverse and non-diverse companies
- Over \$5M in philanthropic funding and community investments committed to Western Massachusetts
- 73.5% of hires are Western MA residents
- 56.3% of hires are minorities
- 45.3% of hires are women

BORGATA

- 217 employees volunteered 6,469 hours in the community
- \$620,434 in charitable commitments to the community
- \$207,163,208 in taxes paid to the state of New Jersey

BEAU RIVAGE

- 5,320 volunteer hours logged by 518 employees
- \$203,647 raised by 2,162 employees for the Grant Fund

GOLD STRIKE

- 2,624 volunteer hours logged by 253 employees
- \$128,921 raised by 922 employees for the Grant Fund

COMBINED MS INFORMATION

- \$217,113 disbursed to the community in foundation grants
- \$159,857 in charitable contributions disbursed to the community
- \$123,357,842 in total taxes paid

MGM NATIONAL HARBOR

- \$204,418,804 paid in taxes for the educational trust fund
- \$273,690,447 paid in gaming taxes
- Over 750 employees logged 7,732 volunteer hours with local organizations in the metropolitan DC region
- \$1,289,785 charitable dollars dispersed in DC, Maryland and Virginia
- 49% of employees are Prince George's County residents and/or veterans
- More than \$31M paid to MBEs
- Over 60 Prince George's County companies have been awarded contracts

MGM GRAND DETROIT

- \$177M paid in taxes
- \$1,304,320 charitable contributions dispersed to the community
- '99-2018 \$950M paid to Detroit-based businesses
- '99-2018 \$214M paid to MBEs and \$175M paid to WBEs
- 52% of employees are Detroit residents
- 70% of employees are minorities
- 45% minorities in leadership positions
- 53% of employees are women

AWARDS

GENERAL

- America's Best Employers (No. 76 of 500) – Forbes
- America's Best Employers for New Graduates (No. 147 of 250) – Forbes
- America's Best Employers for Women (No. 199 of 300) – Forbes
- Global 2000: World's Best Employers (No. 13 of 500) – Forbes

FOSTERING DIVERSITY & INCLUSION

- Top 10 Regional Companies (No. 3) – DiversityInc [NOTE: 13th consecutive year of MGM Resorts ranking as a top company on a DiversityInc list]
- Best Places to Work for LGBTQ Equality – Human Rights Campaign [NOTE: 7th consecutive year of MGM Resorts ranking with a perfect score on this corporate equality index]
- Best Companies for Diversity – Black Enterprise Magazine
- America's Best Employers for Diversity (No. 126 of 250) – Forbes
- BEQ Pride LGBTQ Business Equality Excellence Award – Business Equality Network
- America's Top Corporations for Women's Business Enterprises – Women's Business Enterprise National Council [NOTE: 5th consecutive year of MGM Resorts ranking as a top company on this list]

- Million Dollar Club – U.S. Hispanic Chamber of Commerce Million Dollar Club [Expenditure of \$25 million - \$50 million with Hispanic-owned businesses] [NOTE: MGM Resorts has been named to this list since the award's inception in 2009]
- Department of Defense Employer Support of the Guard and Reserve – Extraordinary Employer Support Award
- America's Top Corporation for Women's Business Enterprises – Women's Business Enterprise National Council-Bronze Distinction

INVESTING IN COMMUNITY

- U.S. Chamber of Commerce Foundation – Revitalize America Honoree (MGM Springfield)
- Western Mass Employment Collaborative – Outstanding Employer (MGM Springfield)
- Retail, Hospitality and Tourism Talent Network – Industry Champion of the Year Award for workforce solutions in the community (Borgata Hotel Casino & Spa)
- American Association for Community Colleges – Outstanding College/Corporate Partnership Award (MGM National Harbor and Prince George's Community College)
- Prince George's Community College Foundation, Inc. – Partners for Success Gala award (MGM National Harbor)
- University of South Alabama Department of Hospitality & Tourism Management – Industry Partner of the Year (Becky Smith, Director of Human Resources, Beau Rivage)

- National Designations – AARP and Military Friendly

CARING FOR ONE ANOTHER

- The Civic 50 – America's Most Community-Minded Companies – Points of Light (the 3rd year of this recognition)
- AACC (American Association for Community Colleges) Outstanding College/Corporate Partnership Award – for MGM National Harbor and Prince George's County Community College Partnership
- Corporate Partner for the Year – Grant A Gift Autism Foundation
- National Operation School Bell Award – Assistance League Las Vegas

PROTECTING THE PLANET

- Leading Company in Sustainability – Nevada Hotel & Lodging Association
- Interior Lighting Campaign: Greatest Annual Energy Savings for Lighting Retrofits (Large Project) – Better Buildings / U.S. Department of Energy (recognition of Mandalay Bay)
- Interior Lighting Campaign: Best Use of Lighting Controls in a Single Building – Better Buildings / U.S. Department of Energy (recognition of MGM Resorts Call Center)
- Food Recovery Award for Highest Percentage Increase in Food Waste Diversion from Previous Year: Bellagio





T-Mobile ARENA

PARTNERS/ACKNOWLEDGEMENTS

100 Black Men of America, Inc.	Hispanic Association of Colleges and Universities (HACU)	National Association for the Advancement of Colored People (NAACP) - Las Vegas	Native American Journalists Association	US Pan Asian American Chamber of Commerce (USPAACC)
100 Black Men of Las Vegas, Inc.	Hispanic Association on Corporate Responsibility (HACR)	National Association of Black Journalists	Organization of Chinese Americans (OCA)	USO Inc.
American Indian College Fund	Hispanic Scholarship Fund	National Association of Hispanic Journalists	Organization of Chinese Americans (OCA) - Las Vegas	USO Las Vegas
ASCEND National Association of Asian MBAs	Human Rights Campaign Las Vegas	National Association of Minority Contractors (NAMC)	Out & Equal Workplace Advocates	Veterans Action Group
Asian & Pacific Islander American Scholars (APIAS)	Human Rights Campaign National	National Association of Minority Contractors (NAMC) - Nevada	Prospanica (formerly known as National Society of Hispanic MBAs)	Western Regional Minority Supplier Development Council (WRMSDC)
Asian American Group (AAG) Las Vegas	International Gay & Lesbian Travel Association Foundation Inc. (IGLTA)	National Association of Women Business Owners (NAWBO) - Las Vegas	Rainbow Dreams Educational Foundation	Women's Business Enterprise Council – West (WBEC – West)
Asian American Journalists Association (AAJA)	International Gay and Lesbian Travel Association (IGLTA)	National Association of Women in Construction (NAWIC) - Las Vegas Chapter #74	SER National	Women's Business Enterprise National Council (WBENC)
Asian Community Development Council (ACDC)	Las Vegas Asian Chamber of Commerce (ACC)	National Black MBA Association, Inc. (NBMBAA)	Southern Nevada Association of Pride Inc. (SNAPI)	Women's Chamber of Commerce of Nevada
City Impact Foundation	Las Vegas Clark County Urban League (LVUL)	National Coalition of 100 Black Women - Las Vegas Chapter	The Dr. Martin Luther King Jr. Committee of Las Vegas	
College of Southern Nevada (CSN)	Las Vegas Urban Chamber of Commerce	National Coalition of Black Meeting Planners	The Gay and Lesbian Community Center of Southern Nevada	
Congressional Black Caucus Foundation	Latin Chamber of Commerce Community Foundation	National Gay & Lesbian Chamber of Commerce	The Links, Incorporated - Las Vegas Chapter	
Congressional Hispanic Caucus Institute	Latin Chamber of Commerce Nevada Inc. (LCC)	National Lesbian & Gay Journalists Association	The National Center for American Indian Enterprise Development (NCAIED)	
Cultural Diversity Foundation	League of United Latin American Citizens (LULAC)	National Minority Supplier Development Council (NMSDC)	U.S. Black Chambers, Inc.	
Disability:IN	National Association for the Advancement of Colored People (NAACP)	National Society of Minorities in Hospitality	Unidos US (formerly NCLR)	
Diversity Best Practices (Bonnie Working Mother Media)		National Urban League	United States Hispanic Chamber of Commerce	
Dress for Success of Southern Nevada (DFSSN)			United States Veterans Initiative (U.S. VETS)	
Gay and Lesbian Chamber of Commerce of Nevada				
Henderson Chamber of Commerce of NV				

