



MGM RESORTS INTERNATIONAL
CORPORATE GOVERNANCE PRESENTATION

YEAR ENDED DECEMBER 31, 2021




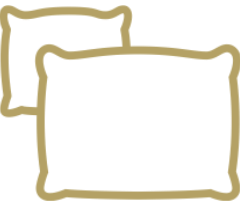

MGM RESORTS INTERNATIONAL

FORWARD-LOOKING STATEMENTS





Statements in this presentation 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 (the “Company”) 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 the closing of its strategic transactions and any benefits expected to be achieved from such transactions, and expectations regarding the achievement of the Company’s 2025 ESG 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 the continued impact of the COVID-19 pandemic, effects of economic and other conditions in the markets in which the Company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions 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.

MGM RESORTS IS A LEADING GLOBAL GAMING ENTERTAINMENT COMPANY

PHYSICAL PROPERTIES

-  **32**
Unique Hotel and Gaming Destinations¹
-  **34,500+**
Slot Machines
-  **2,000+**
Table Games
-  **45,000+**
Rooms & Suites
-  **460+**
Food, Beverage & Club Experiences

EVENTS

-  **Largest**
Convention/
Meetings Footprint
in Las Vegas
-  **6,700+**
Convention/
Meetings Held in
4.4 Million
SF of space
-  **9,000+**
Shows
-  **9+ Million**
Tickets Sold



MGM RESORTS
INTERNATIONAL®



S&P 500
Company



\$20 Billion
Market Cap



\$13 Billion
Net Revenues



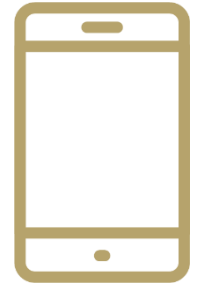



\$3 Billion
Adjusted EBITDAR

MARKET REACH

-  **37 Million**
Members in Loyalty
Database Across
165+ Countries
-  **10.6+ Million**
Visitors to MGM's
U.S. Destinations²
-  **Largest**
Multi-Concept,
Non-Chain F&B
Operator in the USA
-  **9**
Gaming
Jurisdictions /
Licenses Globally

DIGITAL

-  **\$800+ Million**
2021E net revenues
associated with
BetMGM operations³
-  **90 Million**
Average Website
Visitors in 2019/2020
-  **459+ Million**
Social Media
Impressions in 2020
-  **12+ Million**
Social Media
Followers in 2020

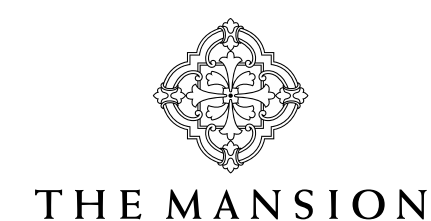
Note: Based on pre-COVID-19 data as of December 31, 2019 unless noted otherwise. Market capitalization and hotel and gaming destination count as of 12/6/2021. M life members as of 9/30/2021. Past results are not necessarily indicative of the results to be expected for any future period and historical trends may not continue.

¹ As of 12/1/2021; Includes Diaoyutai MGM Hospitality destinations (MGM Resorts owns 49% of Diaoyutai MGM Hospitality).

² Unique visitors obtained from M life and Non-M life transactions; Actual visitation expected to be higher.

³ For additional information, please refer to the Company's 3Q 2021 earnings presentation @ www.investors.mgmresorts.com/investors/events-and-presentations

DIVERSE PORTFOLIO OF AWARD-WINNING BRANDS



OUR STRATEGIC PILLARS



OUR VISION:
TO BE THE WORLD'S
PREMIER
GAMING ENTERTAINMENT
COMPANY



STRONG PEOPLE AND CULTURE

Recruit, develop and retain the best talent

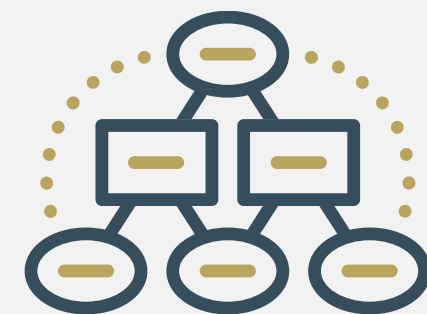
Foster a culture of diversity and inclusion

Invest in the employee experience



CUSTOMER-CENTRIC MODEL

Leverage a customer-centric model reinforced by a strong brand and deep customer insights to provide unmatched entertainment experiences for our guests and drive top-line growth



OPERATIONAL EXCELLENCE

Operating model refinement to maximize operating efficiencies and expand margins

Enhancement of digital capabilities to strengthen customer loyalty



DISCIPLINED CAPITAL ALLOCATION TO MAXIMIZE SHAREHOLDER VALUE

Pursuit of targeted, attractive ROI opportunities that align to the Company's strategic vision

Focus on shareholder returns

Fortify balance sheet

MGM HAS A LONGSTANDING COMMITMENT TO THE HIGHEST STANDARDS OF CORPORATE GOVERNANCE

Governance Highlights	MGM Shareholder-Friendly
Annually Elected Board	✓
Director Removal With or Without Cause	✓
Adoption of Proxy Access	✓
Shareholder Ability to Call Special Meeting (10%)	✓
Majority Voting Standard	✓
Allows Action by Written Consent	✓
No Poison Pill in Place	✓

Other

- Separate Chairman and CEO roles
 - Robust Director nominee selection process
 - Significant Board engagement on long-term growth
 - Annual Board and committee self-evaluations
 - Board orientation and continuing education program
- Codes of conduct for Directors and employees
 - Strong and effective Board oversight of risks, financial reporting, compliance programs and compensation practices
 - Award-winning commitment to sustainability
 - Anti-hedging, anti-pledging and clawback policies
 - Executive and director stock ownership guidelines

MGM'S CORPORATE GOVERNANCE BEST PRACTICES HAVE CONTINUED TO EVOLVE...

MGM RESORTS UNDERSTANDS THE IMPORTANCE OF REGULARLY ASSESSING AND ENHANCING ITS CORPORATE GOVERNANCE
AND COMPENSATION PRACTICES

2017

- **Long-Term Incentive Program**

Expanded the performance criteria under MGM's long-term incentive program by adding a relative total shareholder return ("TSR") component that compares MGM's performance over a three-year period to that of the other companies in the S&P 500 index

2018

- **Proxy Improvements**

Made enhancements ahead of MGM's 2018 annual meeting to ensure a more user-friendly experience, including:

- Incorporation of charts and tables to describe NEO compensation and long-term incentives
- Incorporation of Board photos to further showcase diversity

2019

- **Proxy Improvements**

Made additional proxy enhancements ahead of MGM's 2019 annual meeting to ensure a more user-friendly experience, including:

- Addition of more robust disclosure of Corporate Social Responsibility initiatives and achievements

- **Social Impact and Sustainability**

Launched new social impact & sustainability brand, set 2025 aspirations and metrics to track, and publicly disclosed such goals on MGM's website

2020

- **Separation of Chairman and CEO**

Jim Murren stepped down as Chairman & CEO in early 2020. The Board of Directors appointed:

- Paul Salem as Chairman, and
- Bill Hornbuckle as CEO and President of MGM Resorts

- **Political Contributions**

Adopted political expenditure policy to provide transparency into the Company's political giving and publicly released first contribution report for the period ended June 30, 2020 on the Company's website

... WITH FURTHER ENHANCEMENTS IN 2021



COMMITTEE LEADERSHIP

Reviewed and changed leadership of certain committees within the Board



COMMITTEE FRAMEWORK

Expanded Compensation Committee to include oversight of Human Capital

Re-aligned Corporate Social Responsibility Committee to specifically highlight oversight of sustainability efforts

Established a new Finance Committee



ESG DISCLOSURE COMMITMENTS

Publicly committed to enhance ESG disclosures to align with prevailing third-party ESG frameworks, including SASB, TCFD and GRI



EXECUTIVE OWNERSHIP GUIDELINES

Increased executive ownership guidelines in 2021 to 6x for the CEO and 3x for other Executive Officers

MGM STRATEGY DRIVEN BY BEST-IN-CLASS BOARD



Paul Salem
Age: 58
Chairman

- Chairman of the MGM Board since 2020 (1 year) and member since 2018 (3 years)
- Member of the Audit and Finance Committees
- Senior Managing Director Emeritus, Providence Equity Partners. Prior to joining Providence in 1992, served various positions at Morgan Stanley and Prudential
- Serves on the advisory board of the Carney Institute for Brain Science at Brown University



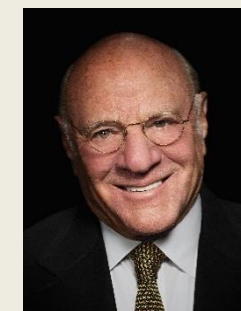
Mary Jammet
Age: 54

- Member of MGM Board since 2014 (7 years)
- Member of the Audit, Human Capital & Compensation, and CSR & Sustainability Committees
- Founder and principal of Bristol Partners, LLC
- Former Senior Vice President and portfolio manager responsible for \$20Bn in assets for clients in the United States and abroad, from 1998 until 2013, and equity research analyst focused on the gaming and lodging industry, from 1989 until 1998, at Legg Mason Global Asset Management



Gregory Spierkel
Age: 64

- Member of MGM Board since 2013 (8 years)
- Chair of the Audit Committee and member of the Nom/Gov Committee
- Consultant and advisor to private equity firms investing in the IT sector since 2012
- Director of Schneider Electric SE and PACCAR Inc.



Barry Diller
Age: 79

- Member of MGM Board since 2020 (1 year)
- Member of the Finance Committee
- Chairman and Senior Executive of Expedia, Inc.
- From 1995 to late 2010, served as the Chairman & CEO of IAC
- Served as Chairman and CEO of Fox, Inc. and Paramount Pictures Corporation, and an executive of QVC, as well as other entertainment and communications companies
- Director of The Coca Cola Company
- Member of The Business Council



Joey Levin
Age: 42

- Member of MGM Board since 2020 (1 year)
- Chair of the Finance Committee
- CEO of IAC and serves on IAC's Board of Directors
- Former CEO of Mindspark Interactive, a division of IAC, and has led various businesses for IAC until appointment to CEO and the Board of Directors in 2015
- Chairman of the board of Match Group, Inc. and ANGI Homeservices Inc., Director of Turo
- Served as Director of several publicly traded consumer technology companies incl. Groupon, Inc. and LendingTree, Inc.



Jan Swartz
Age: 51

- Member of MGM Board since 2018 (3 years)
- Member of the Nom/Gov and Finance Committees
- Carnival Corporation, Group President, Princess Cruises and Carnival Australia. Previously, President, Princess Cruises from 2013-2016 and Executive Vice President, Sales, Marketing and Customer Service, Princess Cruises from 2008-2013
- Served as CEO of MXG Media from 1999-2000
- During 1992-1999, served as an associate consultant, consultant and manager at Bain & Company, Inc.



Alexis Herman
Age: 74

- Member of MGM Board since 2002 (19 years)
- Chair of the Human Capital & Compensation Committee and member of the Nominating / Corporate Governance (Nom/Gov) and Corporate Social Responsibility (CSR) & Sustainability Committees
- Chair and CEO of New Ventures LLC, a corporate consulting company, since 2001
- Lead Director and member of several committees of Cummins Inc., Director of The Coca Cola Company and Entergy Corp.
- United States Secretary of Labor from 1997 to 2001



Rose McKinney-James
Age: 69

- Member of MGM Board since 2005 (16 years)
- Chair of the CSR & Sustainability Committee and member of the Human Capital & Compensation Committee
- Managing Principal of Energy Works Consulting LLC and McKinney James & Associates
- Formerly the President and CEO of the Corporation for Solar Technologies and Renewable Resources for five years



Daniel Taylor
Age: 65

- Member of MGM Board since 2007 (14 Years)
- Chair of the Nom/Gov Committee and member of the Human Capital and & Compensation Committee
- Director of MGM Growth Properties LLC and MGM China Holdings
- Non-Executive Chairman of the Board of Light Efficient Design
- Former executive of Tracinda Corporation
- President of Metro-Goldwyn-Mayer Inc. from April 2005 to January 2006 and Senior Executive Vice President and CFO of MGM Studios from June 1998 to April 2005



Bill Hornbuckle
Age: 64

- Chief Executive Officer of MGM Resorts since 2020 and President since 2012
- 40+ year veteran of the industry
- Chairman of the Board of Directors of MGM China Holdings
- Member of the Board of Directors for T-Mobile Arena, and the Las Vegas Stadium Authority



Keith Meister
Age: 48

- Member of MGM Board since 2019 (2 years)
- Member of the Audit and Finance Committees
- Founder, Managing Partner & Chief Investment Officer of Corvex Management LP since 2010
- Prior to 2010, served as Chief Executive Officer of general partner of Icahn Enterprises L.P., a diversified holding company
- Director of Yum! Brands, Inc. from October 2015 to February 2017 and Director of The Williams Companies, Inc. from November 2014 to June 2016



Denotes Independent Director

Recent Additions to the Board

THOUGHTFUL BOARD COMPOSITION

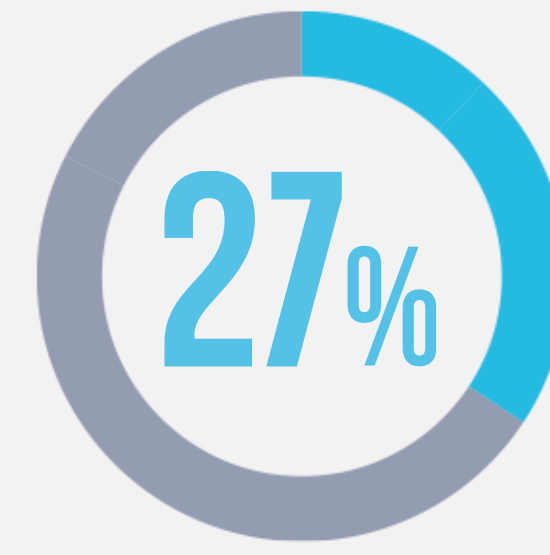
INDEPENDENT MINDSET AND FOCUS ON ACCOUNTABILITY TO SHAREHOLDERS



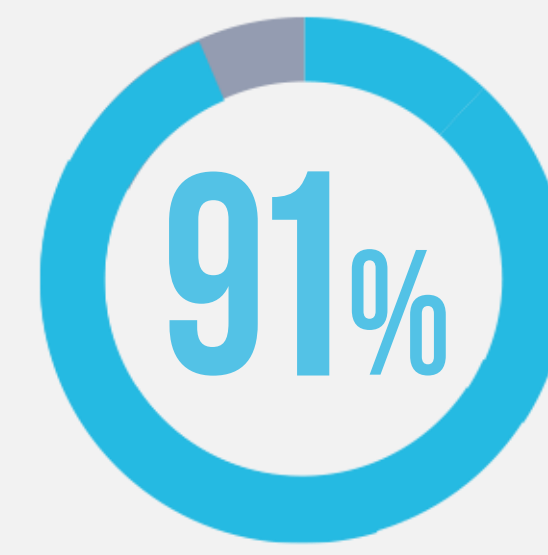
% of Board committees composed solely of Independent Directors



Committed to formal shareholder engagement program

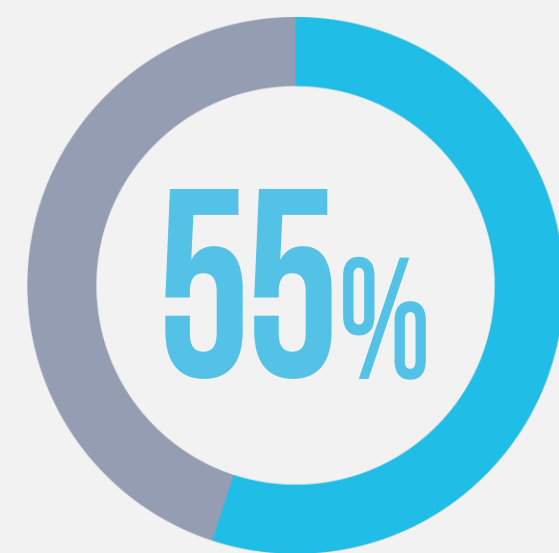


% Directors who represent a top 10 shareholder of the Company¹



% of Directors that are independent, compared to an S&P average of 86%²

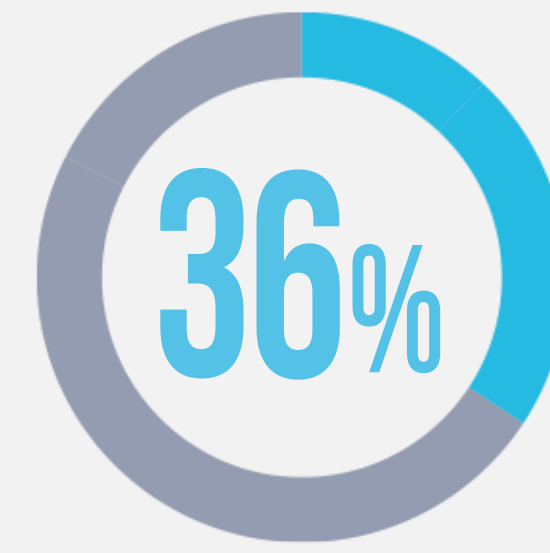
COMMITMENT TO CONTINUITY, FRESH PERSPECTIVES AND DIVERSITY



% of Directors who are new since 2018



Average independent Director tenure of 8.0 years¹, compared to an S&P 500 average of 7.7 years²

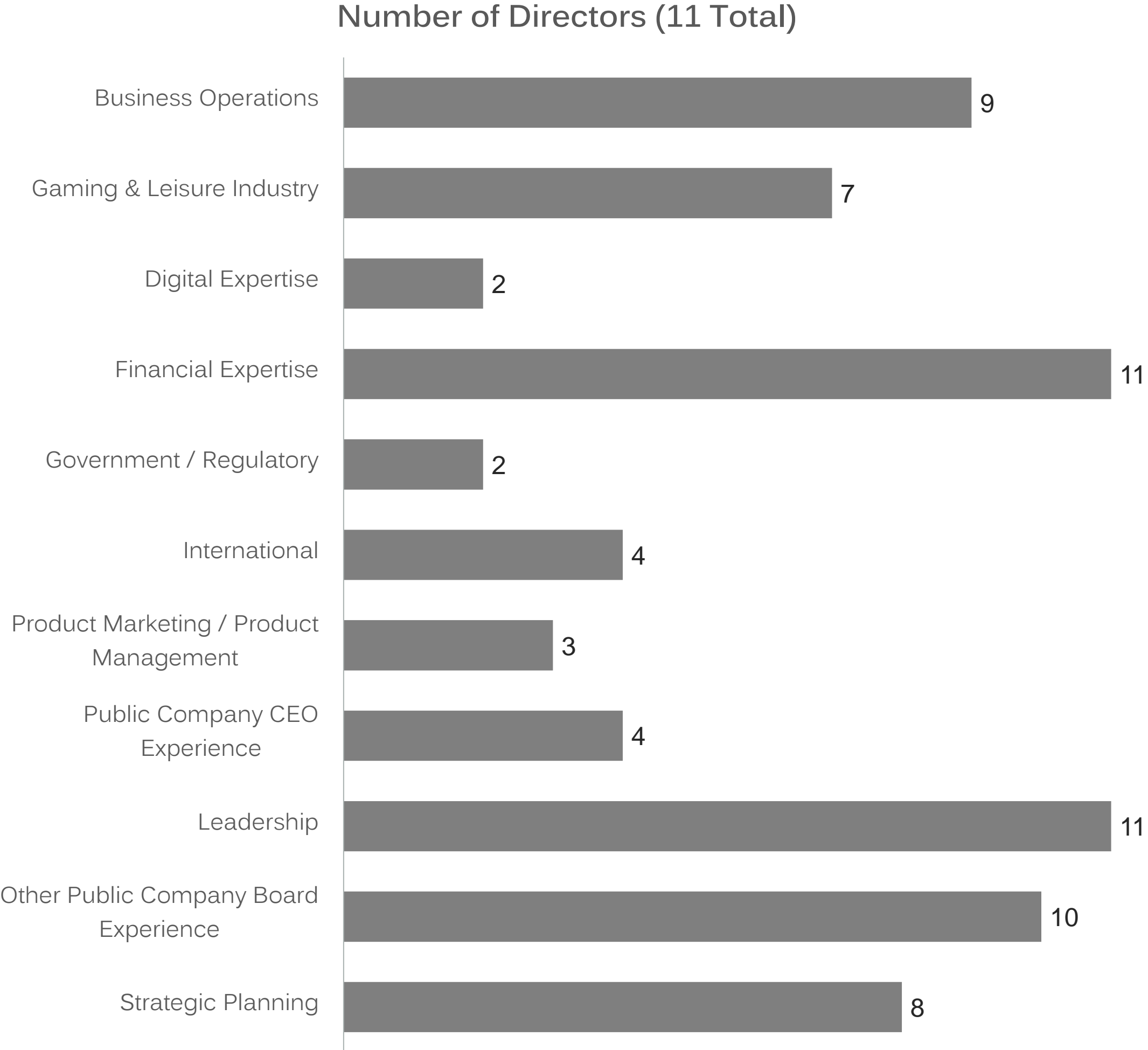


% of Directors who are female, compared to an S&P 500 average of 30%²



Average independent Director age¹, compared to an S&P 500 average of 63 years

BOARD SKILLSET ALIGNS AND EVOLVES WITH THE COMPANY'S CORPORATE STRATEGY



- **The right set of skills and experience to set and amplify MGM's corporate strategy**
 - 4 of 11 Directors (36%) are current or former CEOs, CFOs, or COOs of major public companies with significant business operations and financial expertise
 - Additions of Barry Diller and Joey Levin bring digital expertise to MGM's Board as sports betting and online have become key growth opportunities for the Company
- **Director succession planning**
 - Nominating/Corporate Governance Committee considers the appropriate range of skills, backgrounds and personal characteristics, including the following:
 - Leadership abilities; financial acumen; general and special business experience and expertise; industry knowledge; government experience; other public company directorships; high ethical standards; independence; sound judgment; interpersonal skills; overall effectiveness; and ability to contribute to the diversity of backgrounds represented on the Board

REINVIGORATED EXECUTIVE MANAGEMENT TEAM



**BILL
HORNBUCKLE**
CEO &
PRESIDENT

- 35 years with MGM. CEO since March 2020; President since 2012.
- 40+ year veteran of the industry.
- Prior to becoming CEO, served as COO in 2019. Additionally, held the roles of Chief Design and Construction Officer, Chief Customer Development Officer, and Chief Marketing Officer, as well as President & COO of Mandalay Bay, and President & COO of MGM Grand Las Vegas.
- Chairman of the Board of Directors of MGM China Holdings. Member of the Board of Directors for MGM Resorts, PLAYSTUDIOS, T-Mobile Arena, and the Las Vegas Stadium Authority.



**COREY
SANDERS**
COO

- 24 years with MGM. COO for an aggregate 10 years.
- Prior to being renamed COO, served as MGM's CFO and Treasurer.
- In his tenure with MGM, also served as CFO for MGM Grand Resorts, CFO for MGM Grand, AVP of Corporate Finance and Tax Director for MGM Grand.
- Member of the Board of Directors of MGM Growth Properties.



**JONATHAN
HALKYARD**
CFO &
TREASURER

- <1 year with MGM. CFO since January 2021.
- Most recently was President & CEO of Extended Stay America (ESA), where he also held roles as CFO and COO. Prior to ESA, was CFO of NV Energy from 2012 to 2013. Prior to that, he enjoyed a 13-year career with Caesars Entertainment, where he held numerous operations and corporate roles including CFO.
- Member of the Board of Directors of MGM China Holdings, the International Center for Responsible Gaming and Shift4 Payments Inc.



**TILAK
MANDADI**
CHIEF
STRATEGY,
INNOVATION &
TECHNOLOGY
OFFICER

- <1 year with MGM. Chief Strategy, Innovation & Technology Officer since July 2021.
- On the Board of Directors for BetMGM.
- Brings decades of experience, most recently serving as EVP of Digital and Global CTO for Disney Parks, Experiences and Products. Prior to Disney, was SVP of Digital at American Express. Also served in digital, data and technology leadership positions at FedEx Kinko's (now FedEx Office) and Dell Online.



**JOHN
MCMANUS**
GENERAL
COUNSEL &
SECRETARY

- 20 years with MGM. General Counsel & Secretary since July 2010
- Before joining the Company, held the position of EVP, General Counsel and Secretary for the Sahara Hotel & Casino and worked as an associate attorney with the Las Vegas law firm of Schreck, Jones, Bernhard, Woloson & Godfrey.
- Member of the Board of Directors of MGM China Holdings and MGM Growth Properties.



**JYOTI
CHOPRA**
CHIEF PEOPLE,
INCLUSION &
SUSTAINABILITY
OFFICER

- <2 years with MGM. Chief People, Inclusion, and Sustainability Officer since April 2020.
- Award-winning talent, diversity, inclusion and sustainability leader. Prior roles include SVP of Global Diversity & Inclusion and HR Operations and Transformation at Pearson Plc., and Chief Diversity Officer for BNY Mellon.
- Member of the Diversity Advisory Board for Toyota; Diversity and Inclusion Advisor to the Spencer Stuart Global Leadership Team.



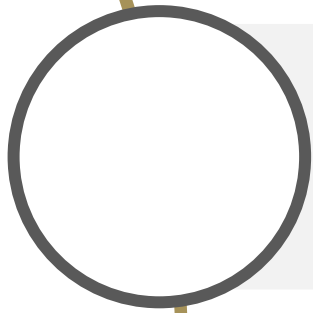
**STEVE
ZANELLA**
CHIEF
COMMERCIAL
OFFICER

- 30 years with MGM. Chief Commercial Officer since December 2020.
- Accomplished industry veteran who has held several leadership positions at MGM Resorts. Prior roles within MGM include President & COO of CityCenter, President & COO of MGM Grand Detroit, SVP of Marketing at MGM Grand Las Vegas, and VP of Slots at Beau Rivage.

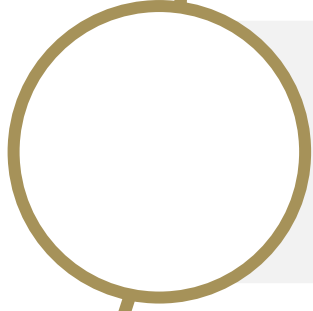
CURRENT EXECUTIVE TEAM BRINGS A BALANCED MIX OF:



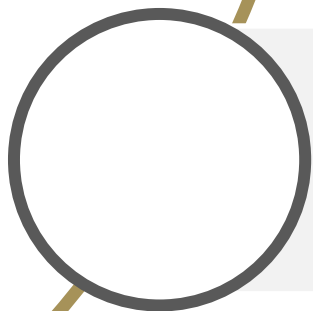
INSTITUTIONAL
KNOWLEDGE



OPERATIONAL
EXPERTISE



CONTINUITY OF
LEADERSHIP



NEW EXTERNAL
PERSPECTIVES

STRATEGIC MILESTONES IN 2021



VICI

CITYCENTER®



THE COSMOPOLITAN
of LAS VEGAS



OSAKA IR

- **BetMGM**, MGM's U.S. sports betting and iGaming joint venture, has established itself as a clear leader in the market
- Announced transaction with VICI for the redemption of the Company's MGM Growth Properties ("MGP") operating partnership units for **\$4.4 billion cash** as part of VICI's acquisition of MGP
- Purchased Infinity World's 50% interest in CityCenter and monetized the real estate of ARIA and Vdara for **\$265 million** of net cash proceeds
- Sold real estate assets associated with MGM Springfield to MGP for **\$400 million**
- Announced the acquisition of The Cosmopolitan of Las Vegas for **\$1.625 billion**
- Announced agreement to sell the operations of **The Mirage** in Las Vegas for **\$1.075 billion**
- Selected as **Osaka's** integrated resort partner in Japan

ALIGNS WITH COMPANY VISION
TO BE THE WORLD'S PREMIER
GAMING ENTERTAINMENT
COMPANY

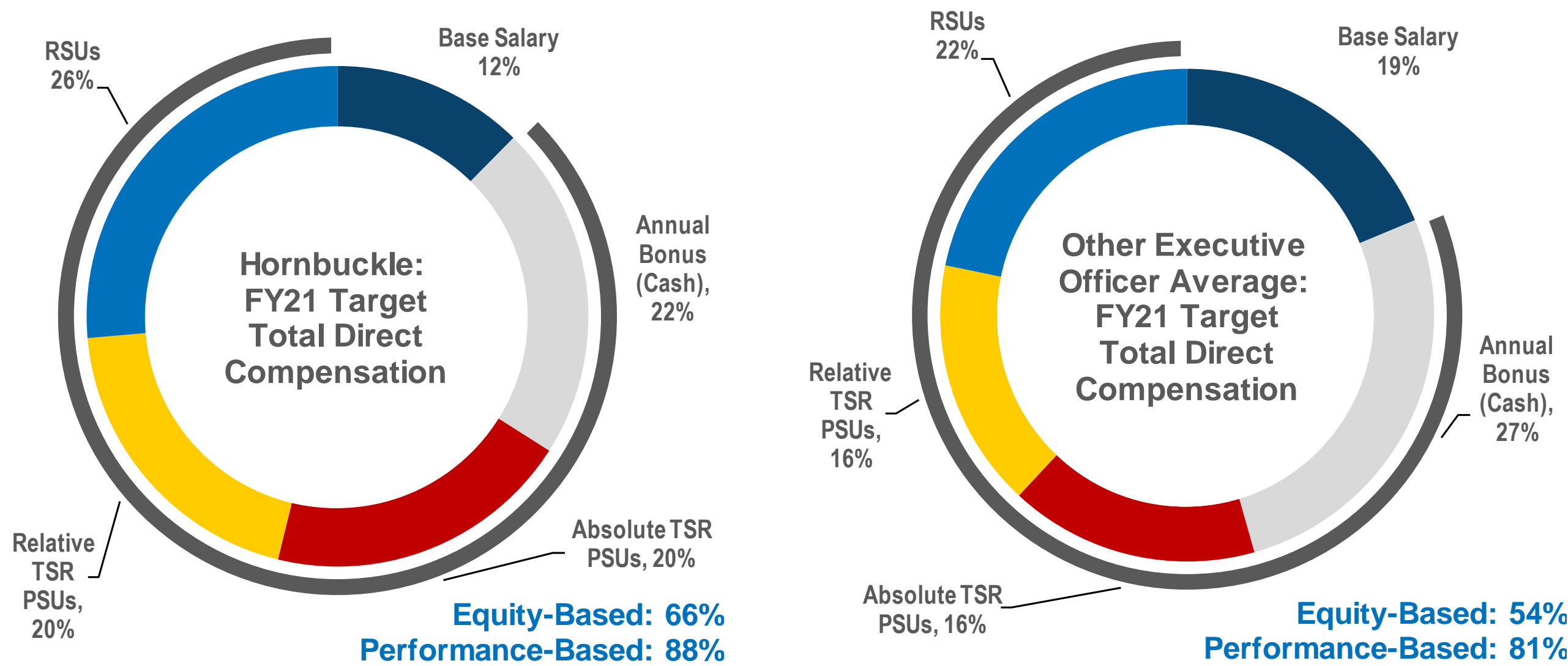
SIMPLIFIES MGM STRUCTURE
& INVESTMENT CASE

BUSINESS DIVERSIFICATION

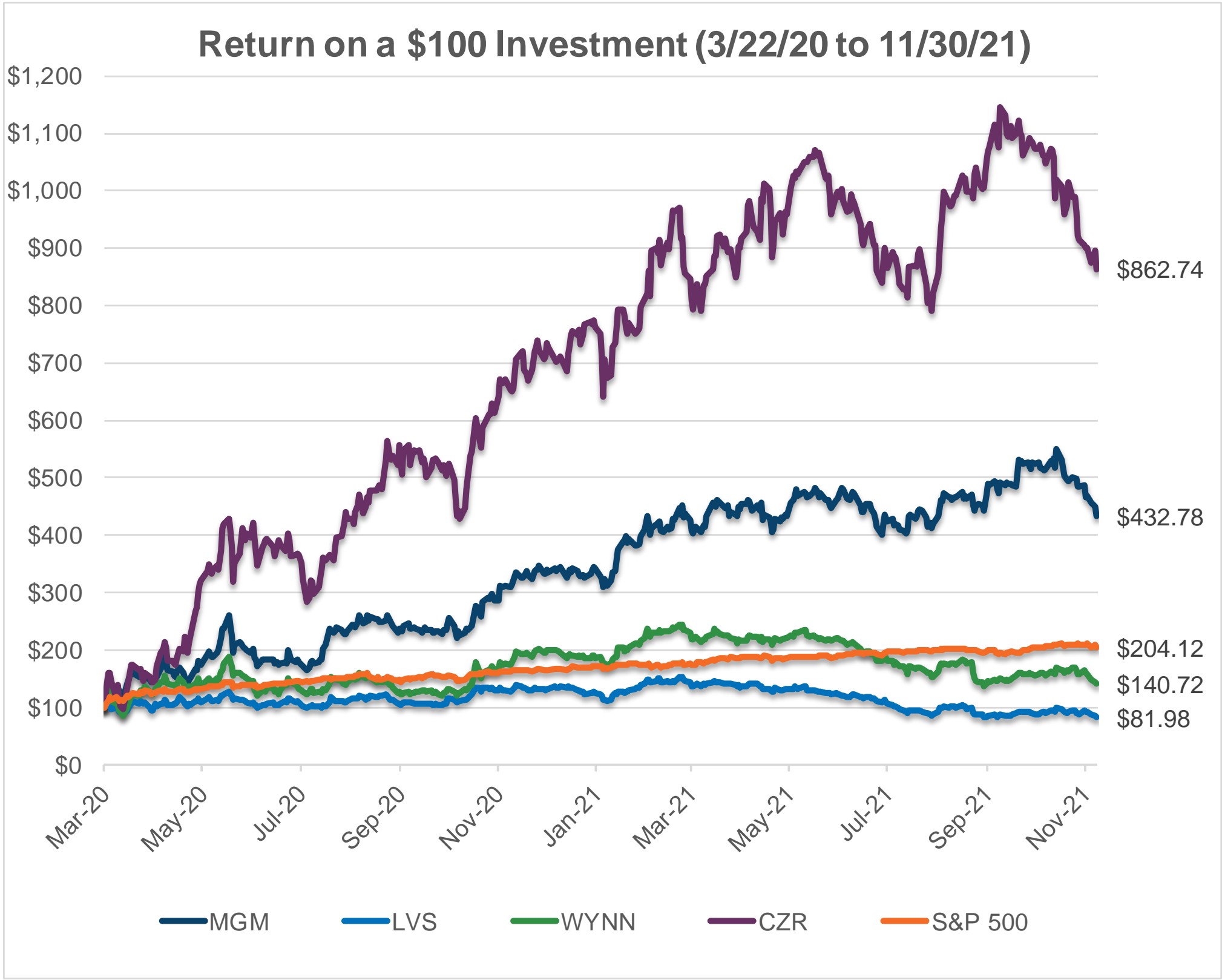
BOLSTERS LIQUIDITY POSITION
FOR DISCIPLINED CAPITAL
ALLOCATION TO MAXIMIZE
SHAREHOLDER VALUE

WORLD-CLASS LEADERSHIP TEAM THAT IS DELIVERING EXCEPTIONAL RESULTS

OVER 80% OF EXECUTIVE OFFICER PAY AT MGM IS PERFORMANCE-BASED, TYING PAY DELIVERY TO THE ACHIEVEMENT OF KEY STRATEGIC/OPERATING RESULTS AND SHAREHOLDER RETURNS



SINCE MR. HORNBUCKLE WAS NAMED CEO IN MARCH 2020, MGM HAS DELIVERED SHAREHOLDER RETURNS THAT HAVE GREATLY EXCEEDED BOTH THE BROADER MARKET AND ALL BUT ONE OF ITS DIRECT PEERS



MGM'S OFFICER PAY PROGRAM ALIGNS THE INTERESTS OF MANAGEMENT AND SHAREHOLDERS

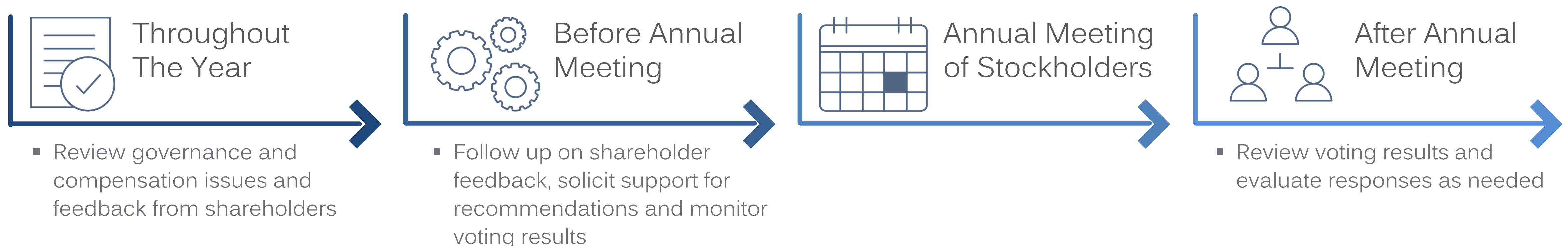
THE MAJORITY OF EXECUTIVE OFFICER PAY IS AT-RISK AND STRONG GOVERNANCE PROVISIONS PROTECT SHAREHOLDER INTERESTS

	Base Salary	Annual Incentive Plan	Absolute TSR PSUs	Relative TSR PSUs	Time-Vested RSUs
Purpose	Fairly compensate executive officers for performing the fundamental requirements of their positions	Motivate executive officers to achieve annual financial/operational goals that are critical for near- and long-term success	Tie pay delivery for executive officers to MGM's absolute TSR	Tie pay delivery for executive officers to MGM's TSR compared to other S&P 500 companies	Support long-term retention of executive officers and create directly alignment with long-term MGM shareholders
Key Design Details	Smallest component of target annual pay and positioned conservatively versus key gaming industry peers	Historically, bonuses earned based on EBITDAR, subject to adjustment for individual performance. 2021 bonus opportunities are limited in light of COVID, with earnouts based on successful navigation of the pandemic, execution of strategic plan, guest experience, and progress on ESG strategy	Earned from 0-160% based on MGM's three-year TSR	Earned from 0-150% based on MGM's three-year TSR versus S&P 500 companies; funding capped at 100% if absolute TSR is negative and relative TSR is below the 75 th percentile	Earned in four equal annual installments

What We Do		What We Do NOT Do	
Compensation Committee members are all independent	Conduct compensation risk assessments annually	No pledging of MGM stock by directors or Section 16 Officers	No hedging or derivative transactions permitted
Engage an independent compensation consultant	Maintain a clawback policy	No "single trigger" change in control payments	No golden parachute tax gross ups
Consider progress against ESG goals in the funding of annual bonuses	Have executive and director stock ownership guidelines	No re-pricing of options without shareholder approval	No minimum payout of long-term incentive compensation

ROBUST SHAREHOLDER ENGAGEMENT PROGRAM

- ✓ Regular outreach to shareholders to discuss governance and compensation matters
- ✓ Investor targeting via 10+ investor conferences and several non-deal roadshows per year
- ✓ Strategic communication of the Company's investment case and future path – Hosted BetMGM investor day in April 2021 to highlight U.S. sports betting & iGaming opportunity
- ✓ Frequent interaction and solicitation of input from sell-side analysts to understand their clients' viewpoints
- ✓ Board member involvement in investor meetings
 - In 2020, a member of the Compensation Committee met with eight of our shareholders and one third party stewardship provider, who in total represented ~29% of our shareholder base¹, to discuss the 2020 say-on-pay vote and executive compensation matters
- ✓ Strong shareholder representation at the Board level
 - In 2020, three of our largest shareholders, collectively holding 21% of our shares outstanding, held three board seats¹





SOCIAL IMPACT & SUSTAINABILITY STRATEGY

MGM RESORTS INTERNATIONAL

SOCIAL IMPACT & SUSTAINABILITY GOVERNANCE



FOCUSED ON WHAT MATTERS PLATFORM

The MGM Resorts Social Impact & Sustainability platform *Focused on What Matters: Embracing Humanity & Protecting the Planet* clearly articulates our purpose and establishes measurable goals that serve as our roadmap to making an enduring impact for our communities and our planet.

FOCUSED ON WHAT MATTERS

EMBRACING HUMANITY.
PROTECTING THE PLANET.


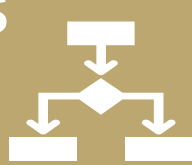
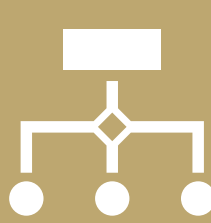


SOCIAL IMPACT & SUSTAINABILITY CENTER OF EXCELLENCE

MISSION

The Social Impact & Sustainability Center of Excellence (COE) stewards the company's commitment to *Focus on What Matters: Embracing Humanity & Protecting the Planet*.

The team serves as a bridge between external stakeholders and internal entities and drives accountability for social impact and sustainability goals.

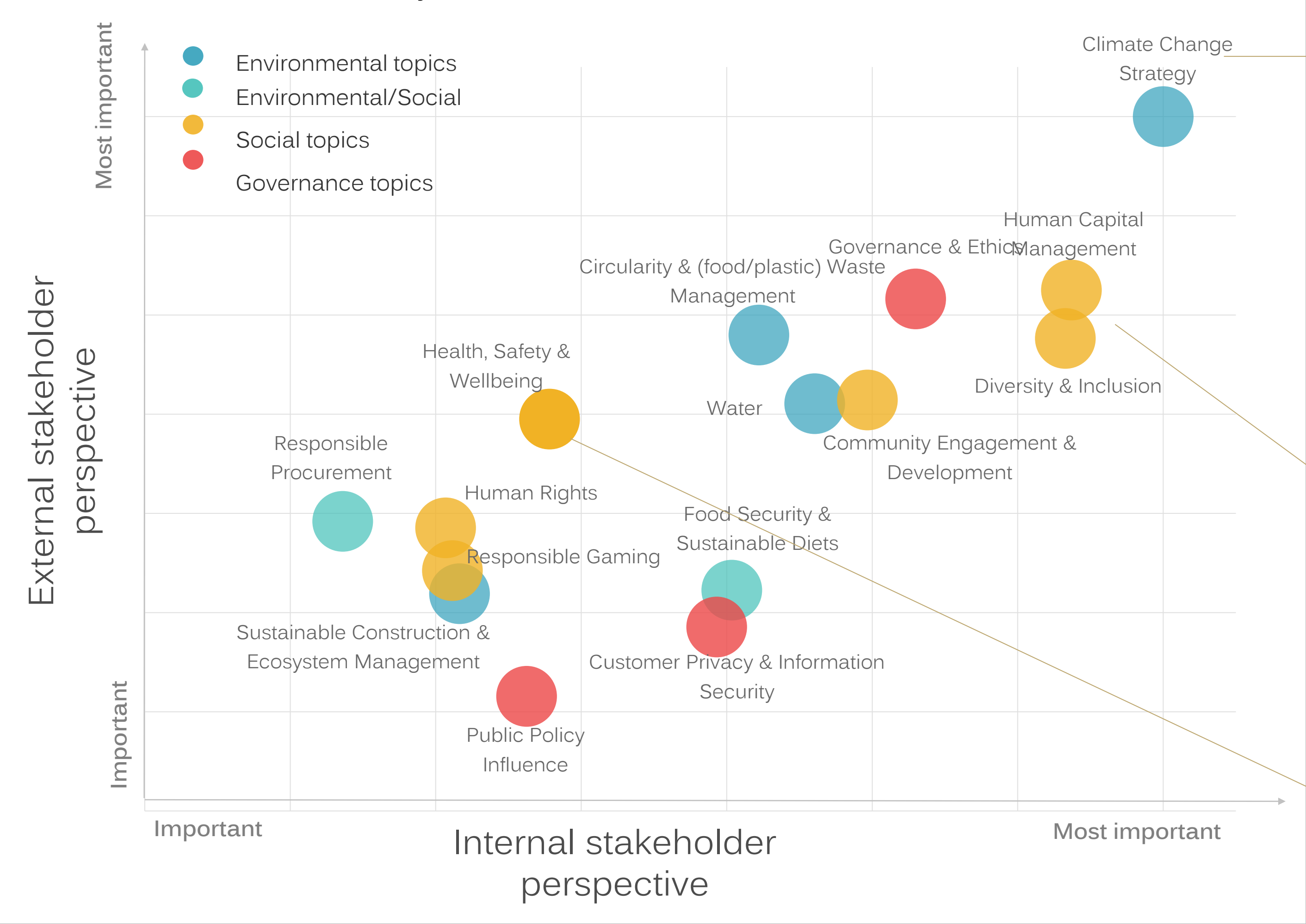
PURPOSE

Set strategy 	Prioritize focus areas 	Incubate new policies and programs 	Integrate ESG practices into the business 	Enhance MGM reputation & ratings 
<ul style="list-style-type: none">▪ Establish strategy to drive positive social impact in our communities▪ Maximize environmental footprint reduction	<ul style="list-style-type: none">▪ Keep a pulse on risks, opportunities and trends related to Environmental, Social, Governance (ESG)▪ Conduct research and analysis and develop insights to prioritize key focus areas	<ul style="list-style-type: none">▪ Help formulate policies, programs and practices to advance social impact & sustainability▪ Initiate new policies & programs with COEs and all properties▪ Incubate new policies & programs to garner support and buy-in	<ul style="list-style-type: none">▪ Help integrate positive social environmental practices to scale to all relevant regions and areas of MGM▪ Train staff so new policies and programs become 'business as usual' and leading practices for the company and clients	<ul style="list-style-type: none">▪ Partner with marketing communications, brand and social media to maximize reputational value▪ Partner with Investor Relations and others to increase disclosures & improve MGM ratings across major ESG ratings

ESG MATERIALITY ASSESSMENT

In 2020 and 2021 we undertook a formal Materiality Assessment with a third party to help prioritize the ESG issues most significant for our business.

MGM Resorts ESG Materiality Assessment 2020



Climate Change was deemed the highest priority ESG issue by internal and external stakeholders. The company has reported scope 1 and 2 emissions through CDP disclosures for over a decade and has made major investments in energy efficiency and renewable energy. We committed to setting a Science-based Target for scope 1, 2, 3 emissions by 2023. We are also in the process of completing our first disclosure in line with the recommendations of the Taskforce for Climate Related Financial Disclosures (TCFD).

Human Capital Management (HCM) and Diversity & Inclusion (D&I) were assessed as the most material social issues by stakeholders. We have refreshed our HCM and D&I strategies with new priorities and workforce diversity dashboards. These take a data-driven approach to assessing diverse talent, in support of our goal to ensure all employees have equal access to leadership opportunities. We continue to invest significant resources to develop talent and are committed to a culture of continuous learning.

The COVID-19 pandemic revealed health, safety and well-being as a highly material issue. We created a Health and Safety Center of Excellence, established a Seven Point Health & Safety Plan; and launched new initiatives to help our convention clients 'Convene with Confidence'.

UPDATED SOCIAL IMPACT & SUSTAINABILITY FRAMEWORK

As a result of our materiality assessment and review of peer and leader ESG programs we refined our 2021-2025 social impact & sustainability framework, simplified our priorities and created closer alignment between these priorities and specific U.N. Sustainable Development Goals.

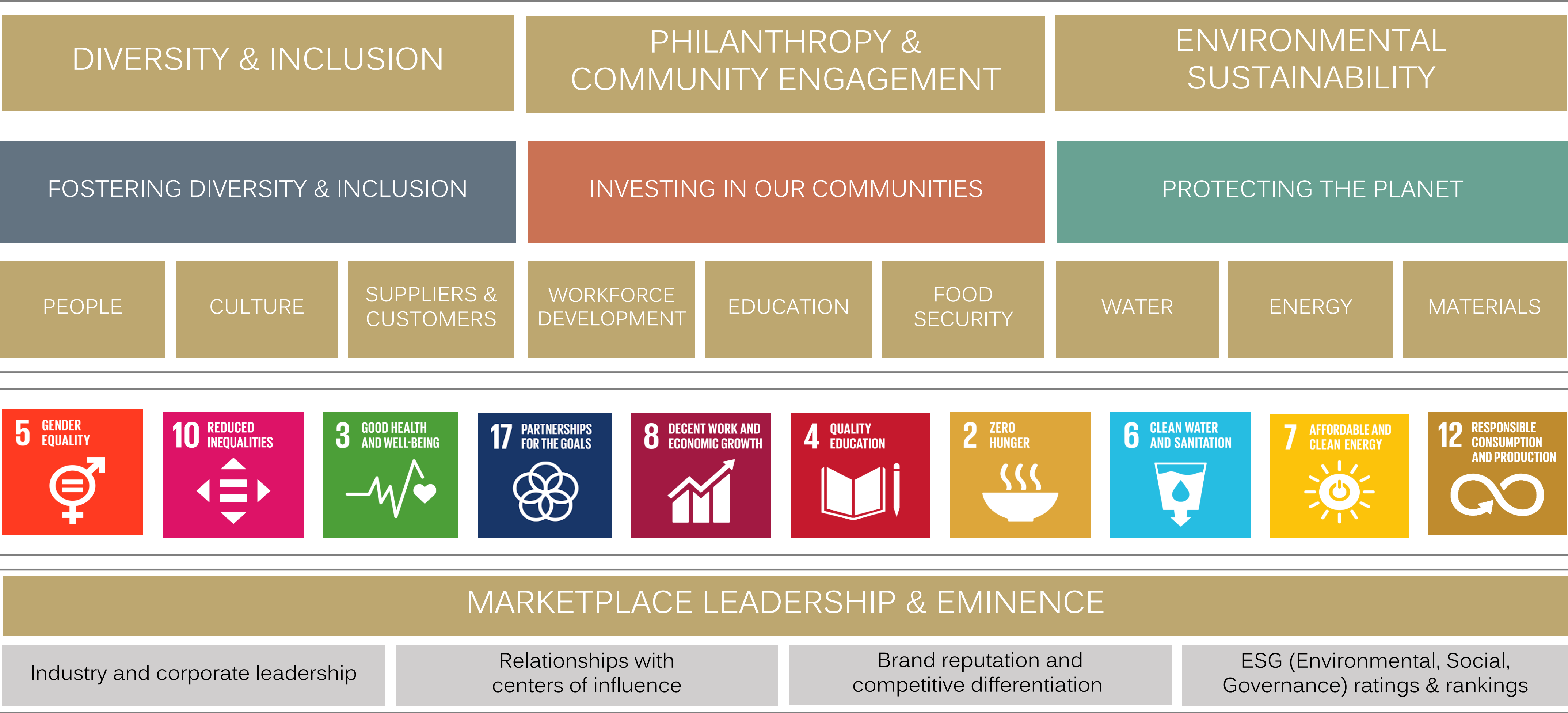
Social Impact & Sustainability Center of Excellence

Strategic Pillars

Strategic Priorities















In support of specific United Nations Sustainable Development Goals

Outcomes



LATEST PROGRESS ON PRIMARY SOCIAL IMPACT & SUSTAINABILITY GOALS (AS OF Q4 2021)

In 2018 and 2019 we announced 14 primary goals to serve as a roadmap to making a positive impact. We have made significant progress since.

ALL PILLARS – TARGET YEAR END 2025	Status as of Q4 2021
Train 100% of management employees on Social Impact & Sustainability policies and goals	 On track (planned 2022)
FOSTERING DIVERSITY & INCLUSION	
Ensure all employees have equal access to leadership opportunities	 On track
Spend with diverse suppliers at least 10% of domestic biddable procurement	 Enhancing efforts
Expand Supplier Diversity Mentorship Program to achieve a milestone of 50 graduates	 Ahead, new goal being set
INVESTING IN OUR COMMUNITIES	
Expand support of nonprofit workforce development and education programs to 40% of Company giving	 On track
Award 600 post-secondary scholarships to children of employees	 On track
Surpass 1 million volunteer hours through the Employee Volunteer Program	 Ahead, new goal set
Exceed \$100 million in cumulative employee donations through the MGM Foundation	 Achieved, new goal set
Achieve 75% participation in domestic employee donations to the MGM Foundation	 Enhancing efforts
Donate 5 million meals through our Feeding Forward program	 On track
PROTECTING THE PLANET	
Reduce carbon emissions per square foot by 45% (2007 baseline)	 On track
Reduce energy per square foot by 25% (2007 baseline)	 On track
Reduce water per square foot by 30% (2007 baseline)	 Achieved, new goal being set
Achieve 60% materials diversion rate	 Enhancing efforts

FOSTERING DIVERSITY & INCLUSION PILLAR

CORE BELIEF & STRATEGIC PRIORITIES



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



FOSTERING DIVERSITY & INCLUSION PILLAR: EXAMPLE INITIATIVE

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

MGM Resorts offers 21 Employee Network Groups (ENGs) throughout the enterprise. With a focus on 10 affinities, our ENG continually provides access to opportunities to all employees.



Expand Networks

Develop Professional Skills

Develop Leadership Skills

Volunteer

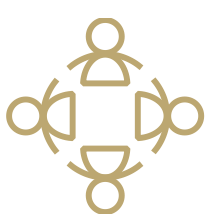
Celebrate Diversity

Advance an inclusive culture and workplace



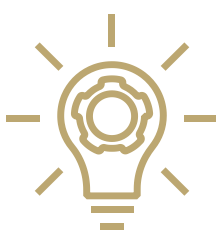
Advance an inclusive culture and workplace

Provide deeper level of workplace engagement and provide self-development programs for frontline employees



Promote tolerance, mutual respect, equality & belonging

Grow understanding of key terms within the D&I domain; *diversity, inclusion, belonging and equity*



Harness diverse views and ideas as levers for innovation

Leverage diversity of thought to enhance workplace culture and advance business goals

FOCUS ON WHAT MATTERS: INVESTING IN OUR COMMUNITIES CORE BELIEF & STRATEGIC PRIORITIES



MGM RESORTS INTERNATIONAL

INVESTING IN OUR COMMUNITIES

Core Belief: As a member of the communities in which we operate, we believe it is our responsibility to contribute to the social and economic progress of where we live. We aim to sustain and build on the best of a community, advancing workforce opportunities, education and food security in all our regions. We are passionately committed to philanthropy, volunteerism and community engagement.

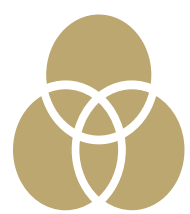


INVESTING IN OUR COMMUNITIES EXAMPLE INITIATIVE: 100 PLAN COMMUNITY FARMING FACILITY



Background

The City of Las Vegas is re-developing the Historic Westside, a predominantly African American community. MGM Resorts has agreed to become founding partner of the Community Farming Facility through Freight Farms. The Company has made a one-time donation of \$500,000.



The Project

Freight Farms will launch growing operations within James Gay Park utilizing two pre-built 40-foot shipping containers that can produce an output of nearly 3.5 acres of flat farming each.



Timeline

The Community Farming Facility will be fully operational by Q3 of 2022. The City of Las Vegas has started the feasibility study and the retrofit work required to build the Community Farming Facility.



Impact

The project will help address food insecurity by providing fresh food choices to the local community. MGM will have naming rights and F&B team members will collaborate on the project by consulting with the City.

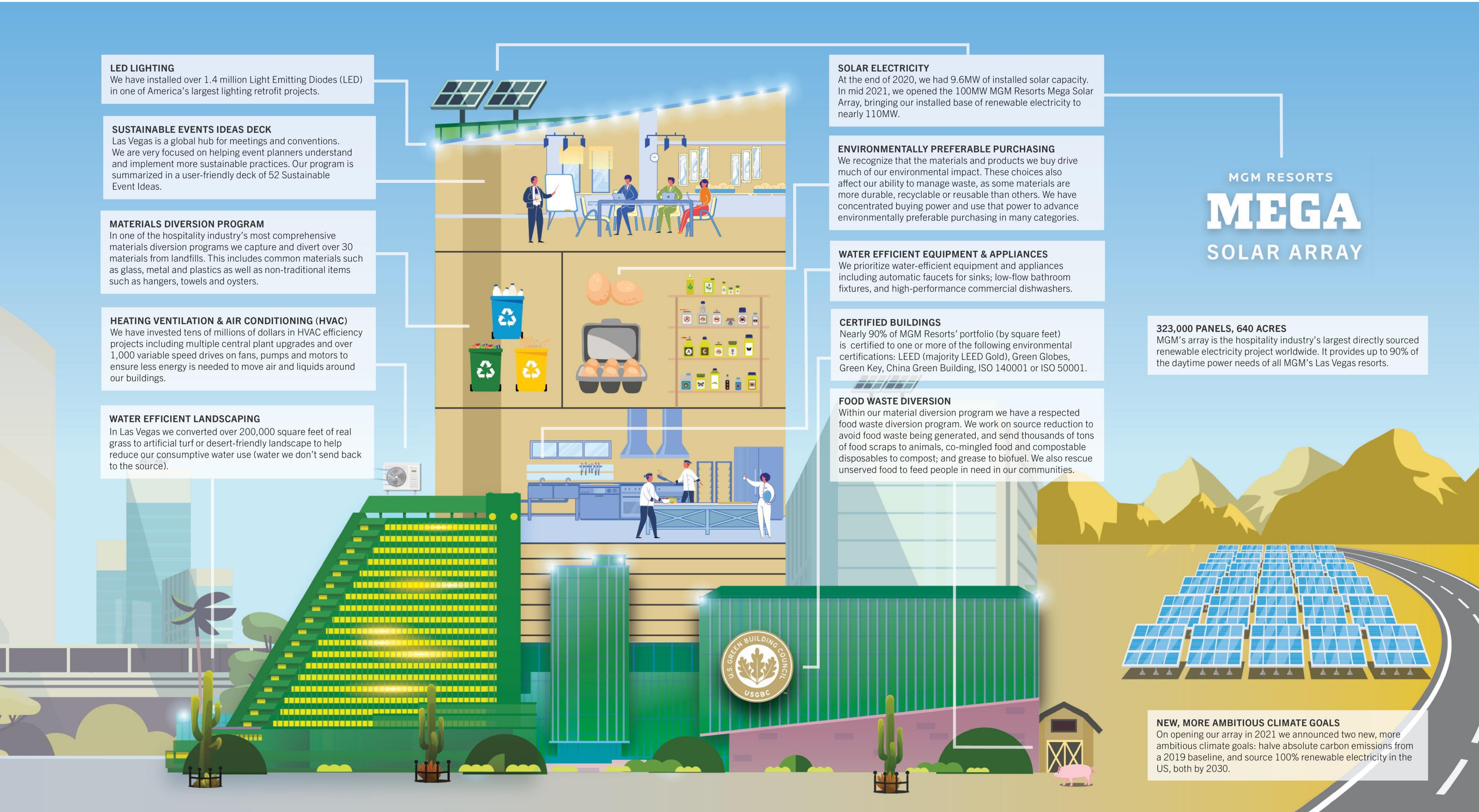
FOCUS ON WHAT MATTERS: PROTECTING THE PLANET CORE BELIEF & STRATEGIC PRIORITIES



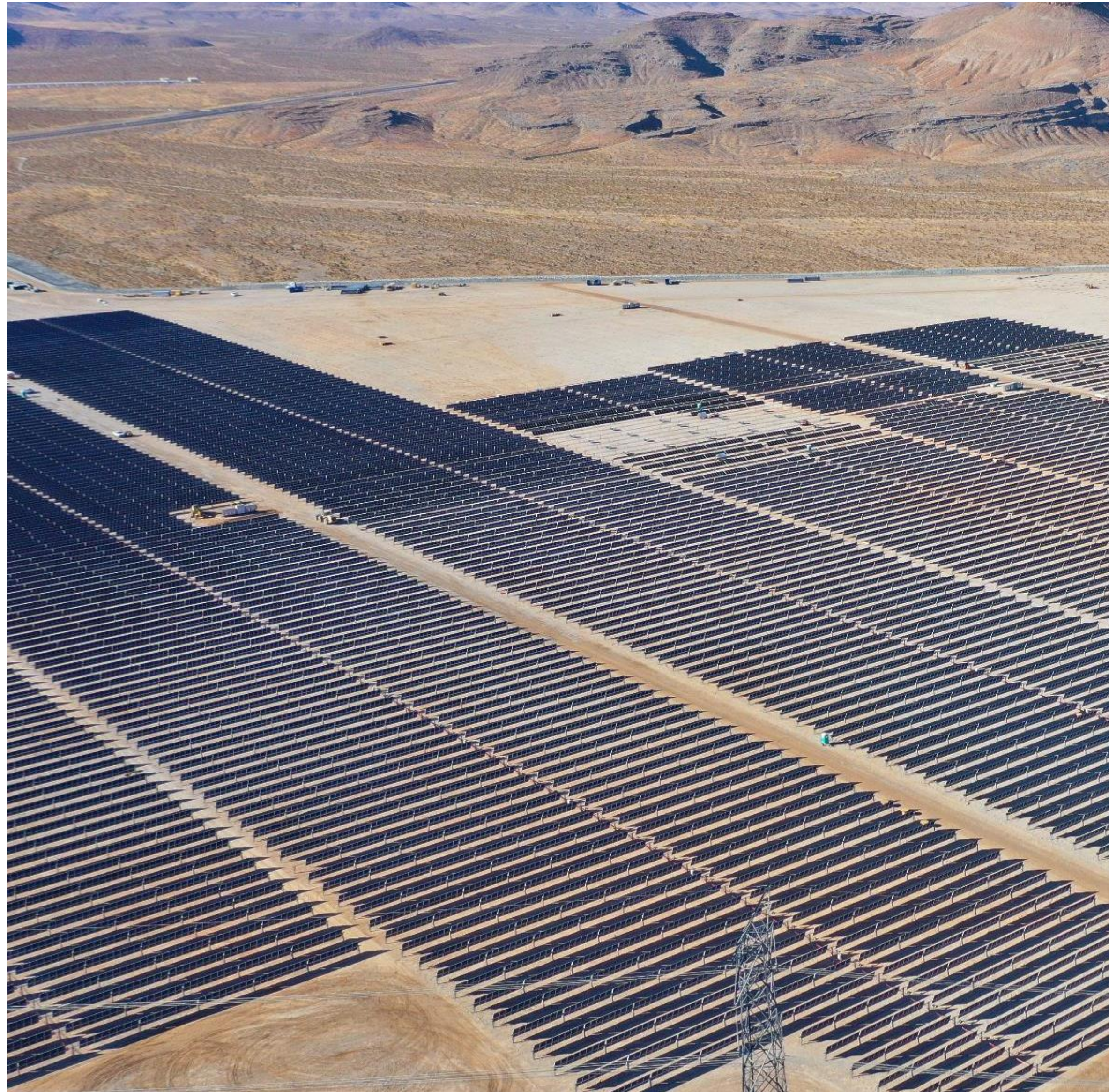
Core Belief: We believe a greener business is a better business and environmental leadership is critical to 21st century corporate leadership. We preserve the environment by reducing water, energy and waste, while increasingly purchasing environmentally preferable materials. We are committed to renewable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



PROTECTING THE PLANET OVERVIEW INFOGRAPHIC



PROTECTING THE PLANET EXAMPLE INITIATIVE: MGM RESORTS MEGA SOLAR ARRAY



- In 2016 MGM transitioned to distribution only service with the local utility in Southern Nevada in order control our energy future and to increase our use of renewable electricity.
- In 2018 we signed an agreement with Invenergy to build a utility-scale solar array (100MW) on behalf of MGM Resorts.
- In early 2021, Invenergy sold a 75% interest in the MGM Resorts Mega Solar Array to AEP Renewables, a subsidiary of American Electric Power (Nasdaq: AEP).
- In mid-2021 production from the array began
 - Provides up-to 90% of daytime electricity use of MGM Las Vegas properties (>65M square feet)
 - Forecast to provide 24% - 29% of total Las Vegas electricity use (day and night)
 - Equal to taking 27,000 average US homes off the grid
- The array will be a key enabler of our 2025 goal to **Reduce carbon emissions per square foot by 45%**

NEW GOALS / COMMITMENTS MADE IN 2021

NEW CLIMATE GOALS SET IN 2021

MGM Resorts commits to reducing absolute scope one and two Greenhouse Gas (GHG) emissions by 50% by 2030 (2019 base year)*

MGM Resorts commits to sourcing 100% renewable electricity in US and 80% globally by 2030

* Scope 1 emissions are direct emissions from owned or controlled sources such as natural gas used in onsite boilers, or diesel for vehicles. Scope 2 emissions are indirect emissions from the generation of purchased energy Note: Scope 3 (value chain) target not currently set but in development.

NEW ESG DISCLOSURES MADE IN 2021

MGM Resorts is committed to transparently informing our stakeholders on our Social Impact & Sustainability policies, programs and performance. In 2021 we expanded the scope of our disclosures in directional alignment with prevailing third-party ESG frameworks, including:

- Sustainability Accounting Standards Board (SASB): Casinos & Gaming Sector Standard
- Sustainability Accounting Standards Board (SASB): Hotels & Lodging Sector Standard
- Global Reporting Initiative (GRI)

We provided these new disclosures within calendar year 2021 on a new dedicated ESG Disclosures page:
<https://www.mgmresorts.com/en/company/csr/esg-disclosures.html>.

RECENT AWARDS / CURRENT CERTIFICATIONS

FOSTERING DIVERSITY & INCLUSION

- One of the Best Places to Work for LGBTQ Equality
- (9th consecutive year) — Human Rights Campaign
- One of America's Best Employers for Diversity — Forbes
- One of America's Top Corporations for Women's Business
- Enterprises (7th year) — Women's Business Enterprise National Council
- One of DiversityInc's Top Regional Companies (15th consecutive year)
- Diversity Best Practices' Inclusion Index
- One of the Top 50 Best Companies for Latinas to Work for LATINA Style, Inc.
- 2020 "Responsibility" H.E.R.O.E.S. by the Western Regional Minority Supplier Development Council
- US Pan Asian American Chamber of Commerce as a Top 35 Corporation

INVESTING IN COMMUNITIES

- Sports Travel Award for Employee Emergency Grant Fund Efforts
- 2020 Nevada Governor's Points of Light Awards for Corporate and Business Volunteer Program of the Year (first place in the Gold category)

GENERAL

- One of the World's Most Admired Companies (5th consecutive year as a top rank) — Forbes
- One of the World's Best Employers (Only company on Las Vegas Strip to make the list) — Forbes

PROTECTING THE PLANET: GREEN BUILDING CERTIFICATIONS

Leadership in Energy & Environmental Design (LEED)

- MGM Springfield: LEED Gold or Platinum (Four Certifications)
- MGM Springfield site: LEED Gold for Neighborhood Development
- MGM National Harbor: LEED Gold
- T-Mobile Arena: LEED Gold
- The Park: LEED Gold
- ARIA, ARIA Convention, Vdara, Veer: LEED Gold (Four Certifications)

Green Globes

- Park MGM: Three Green Globes
- Bellagio, Delano, Excalibur, Luxor, Mandalay Bay, MGM Grand Las Vegas, Mirage, New York-New York, Signature: Four Green Globes

Green Key

- ARIA, Bellagio, Delano, Mandalay Bay, MGM Grand Detroit, MGM Grand Las Vegas, Vdara: Five Keys
- Beau Rivage, Gold Strike Tunica, Excalibur, Luxor Mirage, Park MGM, New York-New York, Signature: Four Keys

China Green Building Design Label - Macau

- MGM Cotai: Three Star Certification

ADDITIONAL RESOURCES AT [MGMRESORTS.COM/FOCUSED](https://mgmresorts.com/focused)



[Social Impact & Sustainability Report](#)

Mega Solar Array



[Mega Solar Array Detailed Information](#)

APPENDIX

PROGRESS AGAINST 2025
SOCIAL IMPACT &
SUSTAINABILITY GOALS

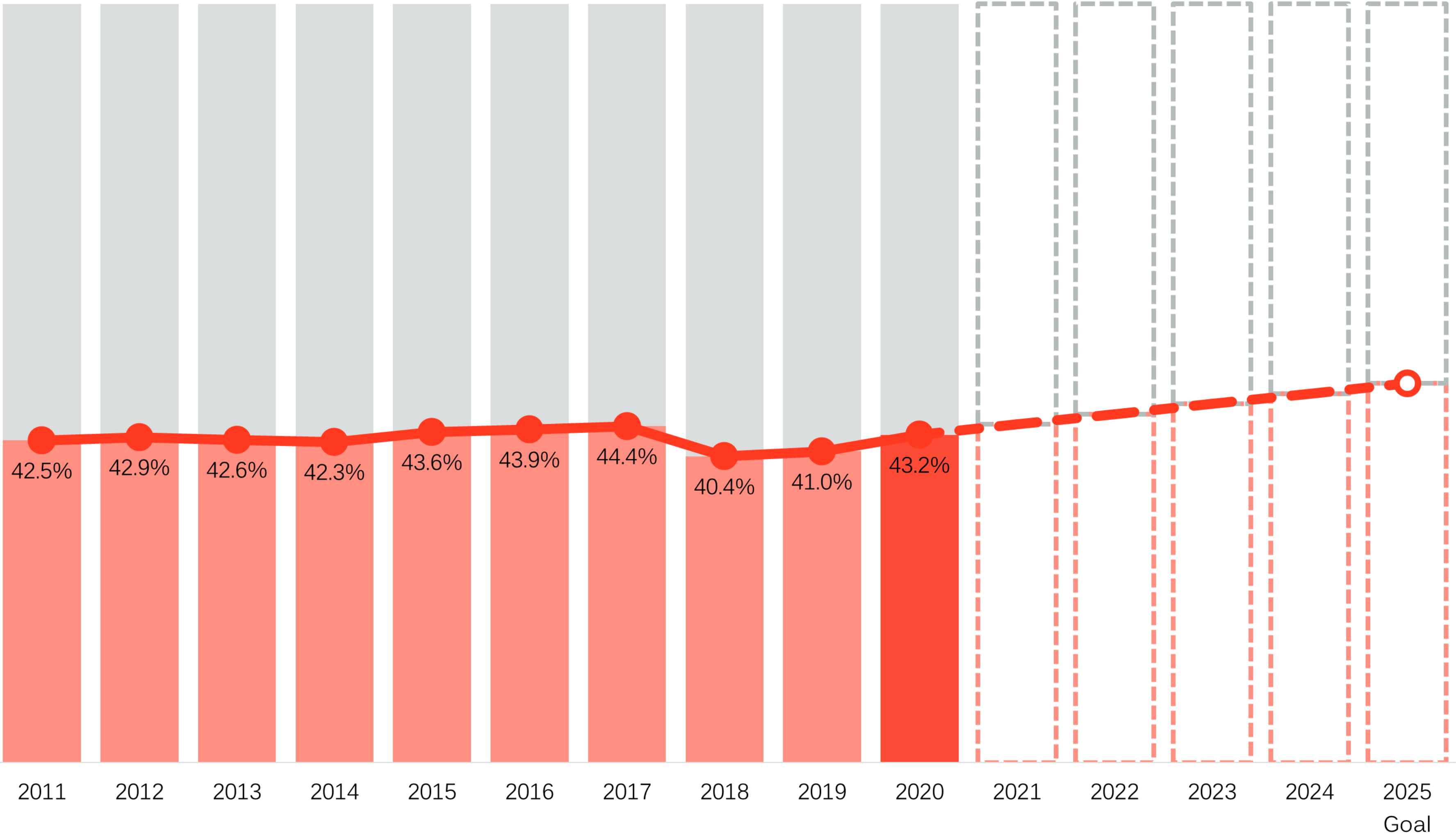
AS OF YEAR-END 2020

Women in management percent of management

2025 Goal
Ensure all employees have equal access to leadership opportunities

5

GENDER
EQUALITY



2020 Highlights

- As of December 31, 2020, management represented 7.7% of our global employee base (4,765 of 62,117)
- From 2018 to 2020 the percent of women in management across the U.S. and China trended upwards to 43.2%, in line with our goal to ensure equal access to leadership opportunities

Progress

- 2018 global baseline: 40.4% women in management
- 2020: 43.2% women in management
- Percent point change from 2018 baseline: +2.8%

Status: On track

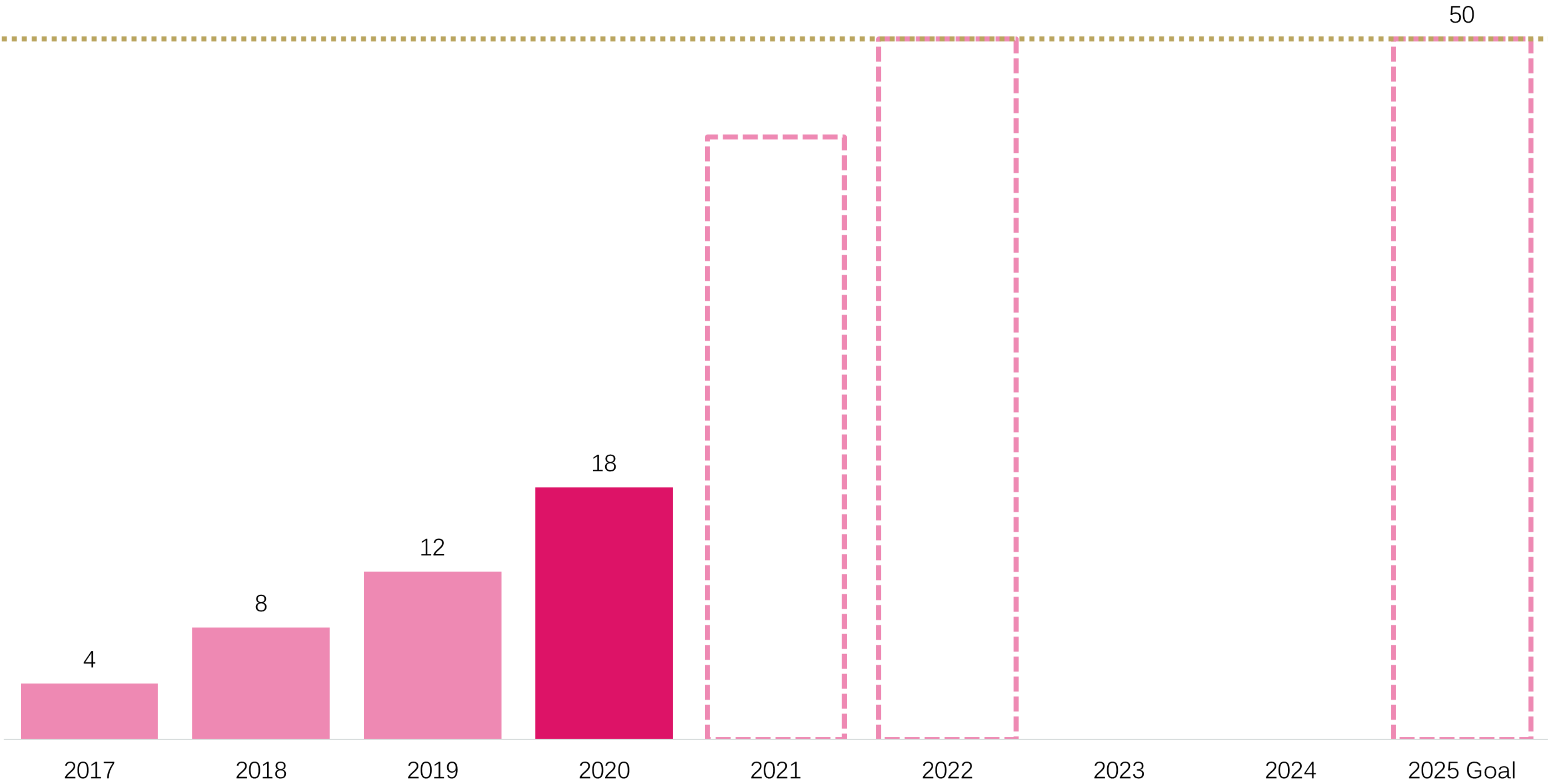
Management includes employees graded in MGM HR systems as 'IC2' and above in the U.S. and level 16 and above in China. The years 2011 to 2017 reflect U.S. data only.

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

2025 Goal

Expand Supplier Diversity Mentorship Program to achieve 50 graduates

10 REDUCED INEQUALITIES



2025 Goal

2020 Highlights

- In 2020 six new diverse suppliers graduated from our Diverse Supplier Mentorship Program, bringing our cumulative total to 18
- The program offers a select number of diverse suppliers valuable guidance and resources to help enhance their business operations and position them to effectively compete in corporate supply chains, including MGM's supply chain
- Based on our deeper focus on engaging diverse suppliers, in 2021 we decided to increase the number of mentees from our originally planned six up to 25; we now expect to meet our goal of 50 graduates by the end of 2022

Progress

- 2017 program start: 4 graduates
- 2020: 18 cumulative graduates
- Progress to goal: 36%

Status: On track

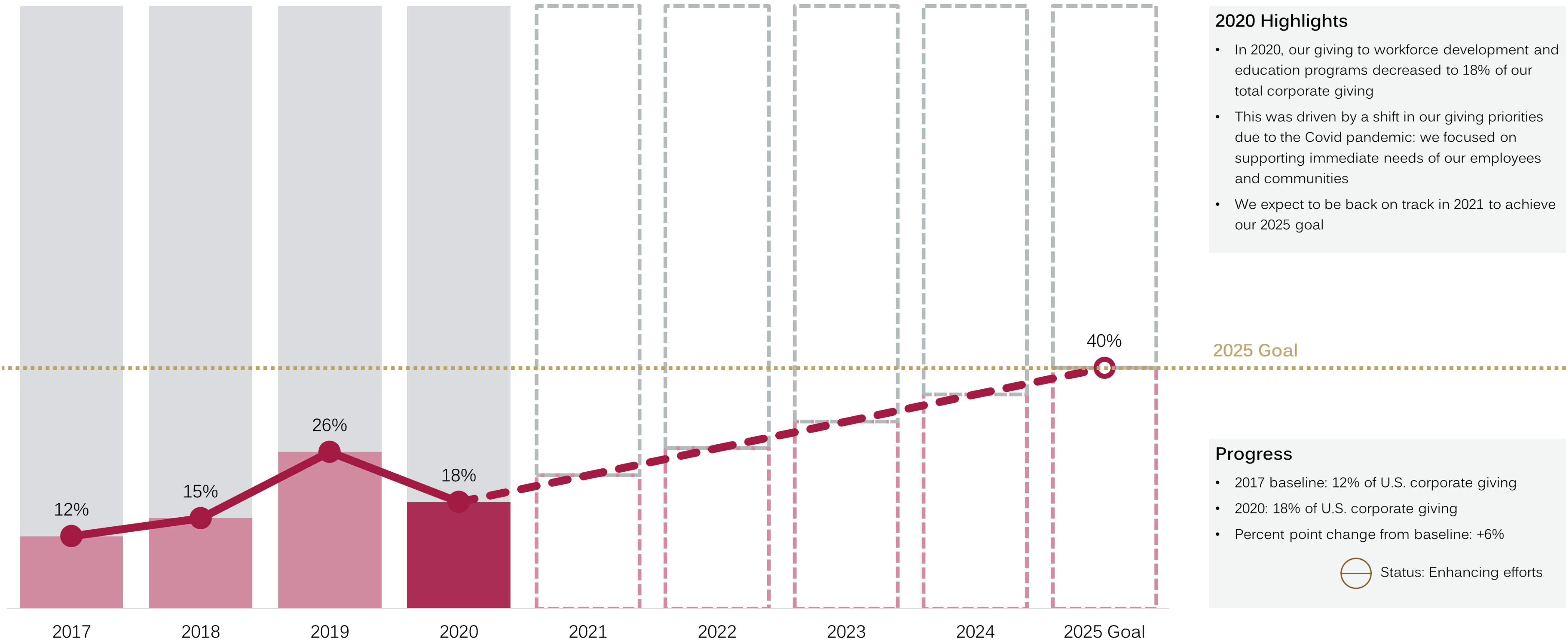
Corporate giving to workforce and education programs (U.S.) percent of total U.S. corporate giving

2025 Goal

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

8

DECENT WORK AND ECONOMIC GROWTH



2020 Highlights

- In 2020, our giving to workforce development and education programs decreased to 18% of our total corporate giving
- This was driven by a shift in our giving priorities due to the Covid pandemic: we focused on supporting immediate needs of our employees and communities
- We expect to be back on track in 2021 to achieve our 2025 goal

Progress

- 2017 baseline: 12% of U.S. corporate giving
- 2020: 18% of U.S. corporate giving
- Percent point change from baseline: +6%

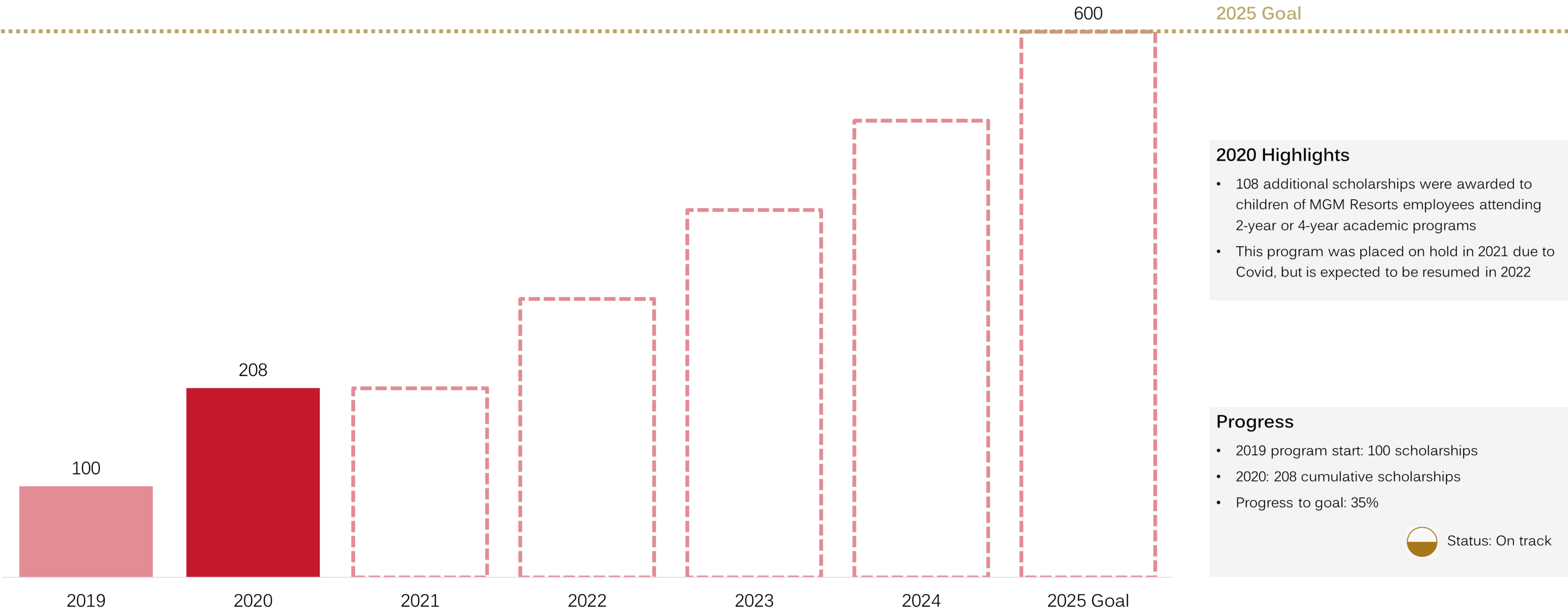
Status: Enhancing efforts

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

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

2025 Goal

Award 600 post-secondary scholarships to children of employees



2020 Highlights

- 108 additional scholarships were awarded to children of MGM Resorts employees attending 2-year or 4-year academic programs
- This program was placed on hold in 2021 due to Covid, but is expected to be resumed in 2022

Progress

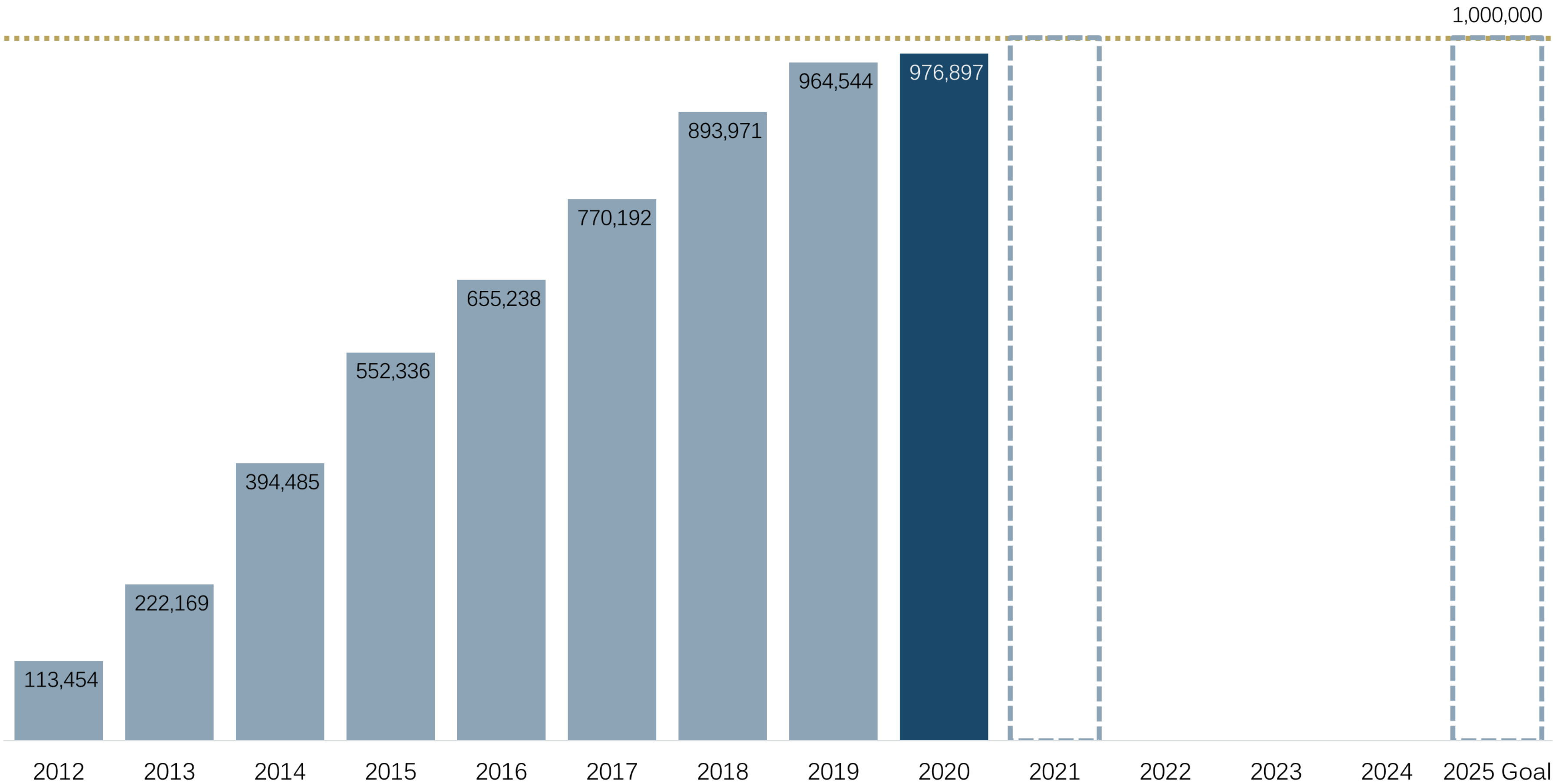
- 2019 program start: 100 scholarships
- 2020: 208 cumulative scholarships
- Progress to goal: 35%

Status: On track

Employee volunteering (U.S.) cumulative hours logged

2025 Goal

Surpass 1 million cumulative
employee volunteer hours



2025 Goal nearly met in 2020

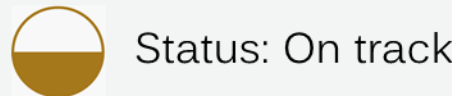
New goal-setting in progress

2020 Highlights

- Despite the Covid pandemic, employees still volunteered in 2020, albeit at a lower number of hours than in previous years
- We are on track to achieve the original goal ahead of schedule, and a new 2025 goal will be announced

Progress

- 2012 baseline: 113,454 logged hours
- 2020: 976,897 logged hours
- Progress to goal: 98%

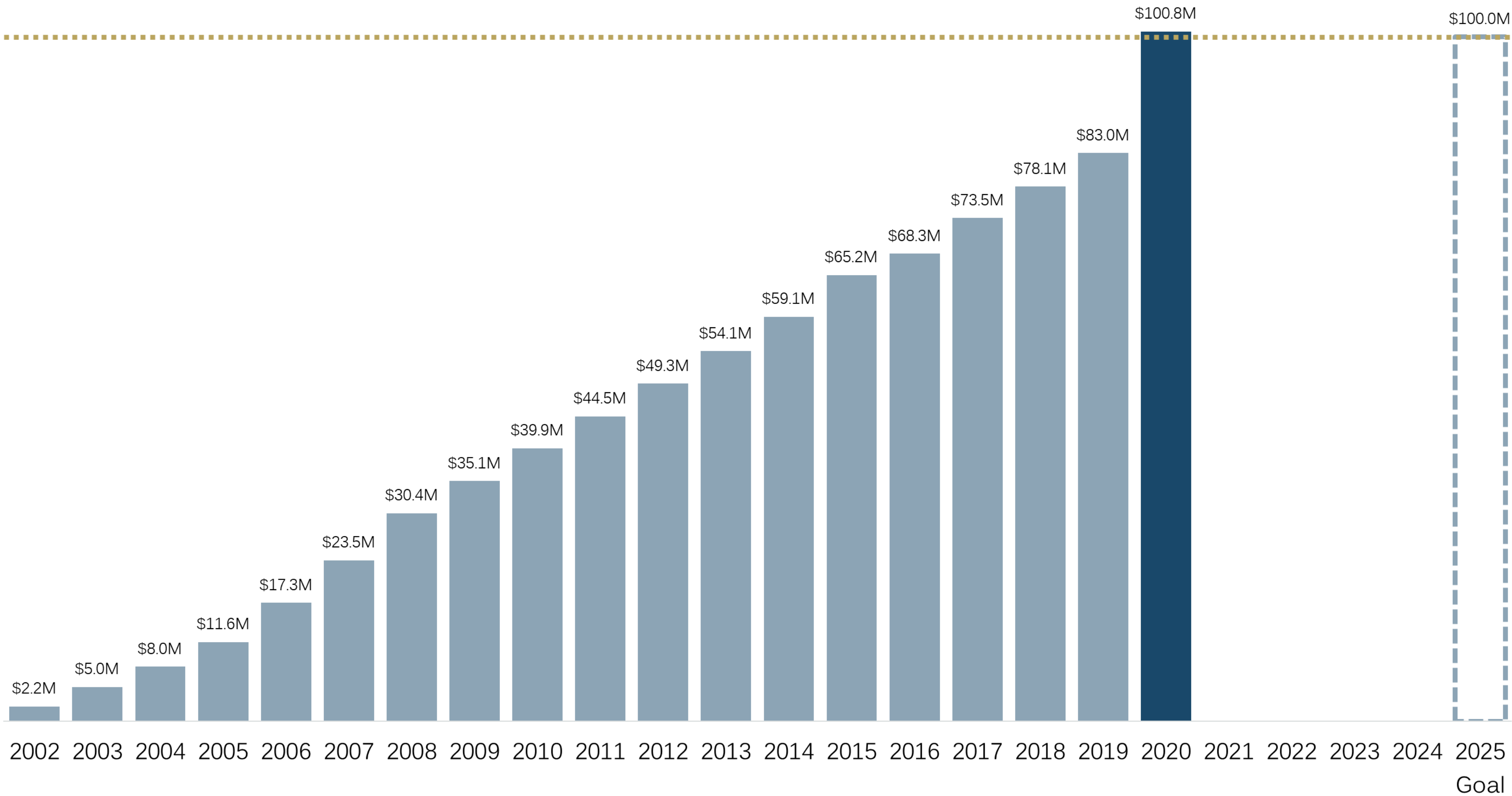


Community donations through the MGM Resorts Foundation (U.S.)

cumulative \$

2025 Goal

Exceed \$100 million in cumulative donations through MGM Resorts Foundation



2025 Goal met in 2020


New goal-setting in progress

2020 Highlights

- In 2020, the MGM Resorts Foundation provided over \$17 million in community donations
- This represented a significant increase from typical donations in prior years and was driven mainly by a large spike in Covid related donations focused on employee relief efforts
- This spike helped us achieve our 2025 goal far ahead of schedule, and a new goal will be announced in due course

Progress

- 2002 program start: \$2.2 million
- 2020: \$100.8 million cumulative donations
- Progress to goal: 100.8%

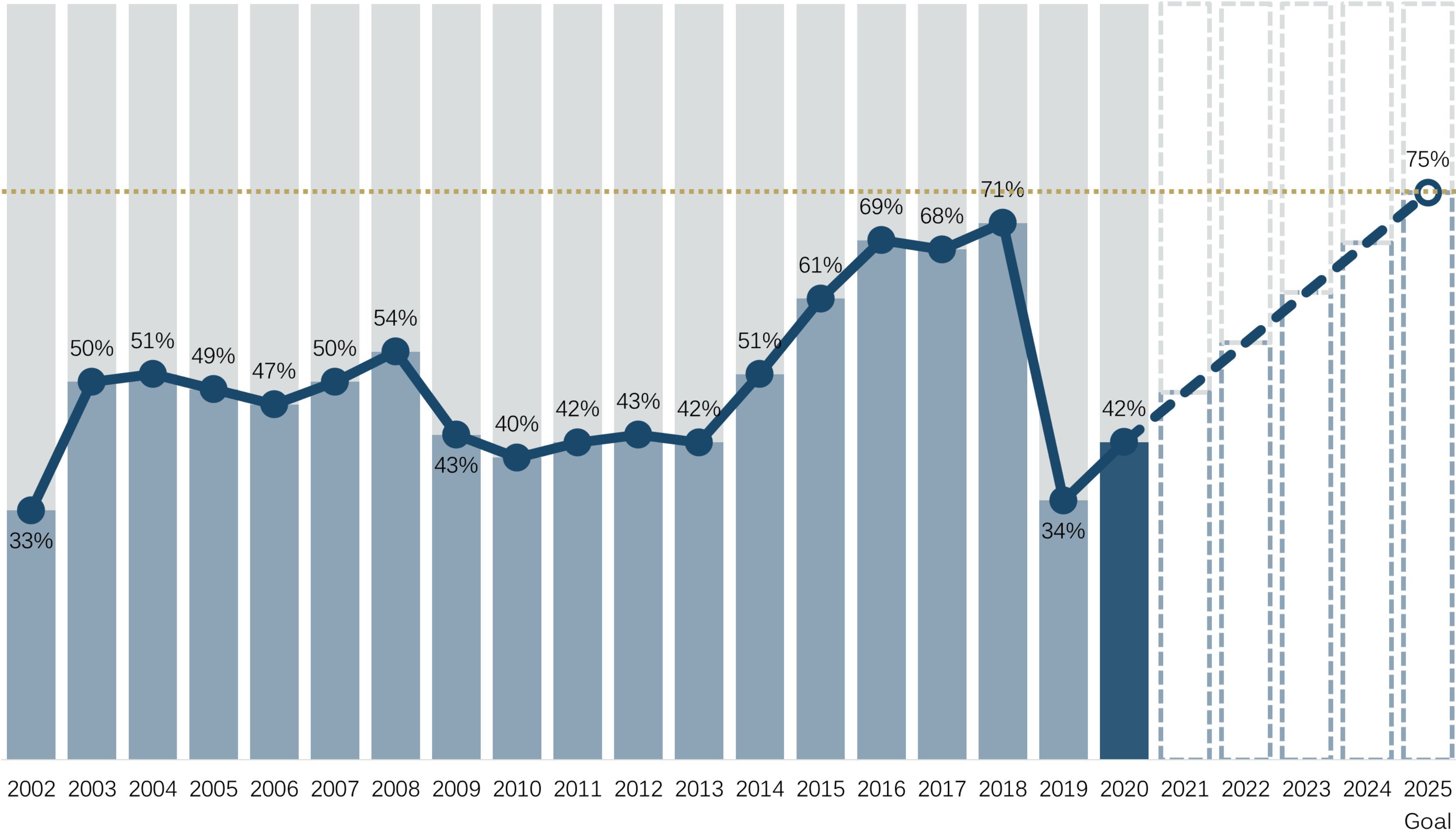
 Status: Achieved

Employees giving to MGM Resorts Foundation (U.S.)

percent of payroll-eligible employees

2025 Goal

Achieve 75% participation in domestic employee donations to the MGM Resorts Foundation



2025 Goal

2020 Highlights

- The percent of payroll-eligible employees giving to the MGM Resorts Foundation increased from 34% in 2019 to 42% in 2020; this was mainly driven by an increase in employee support of the Foundation's Employee Emergency Grant Fund
- To encourage participation growth to our 75% goal, we are developing a strategy for increased outreach and new engagement opportunities

Progress

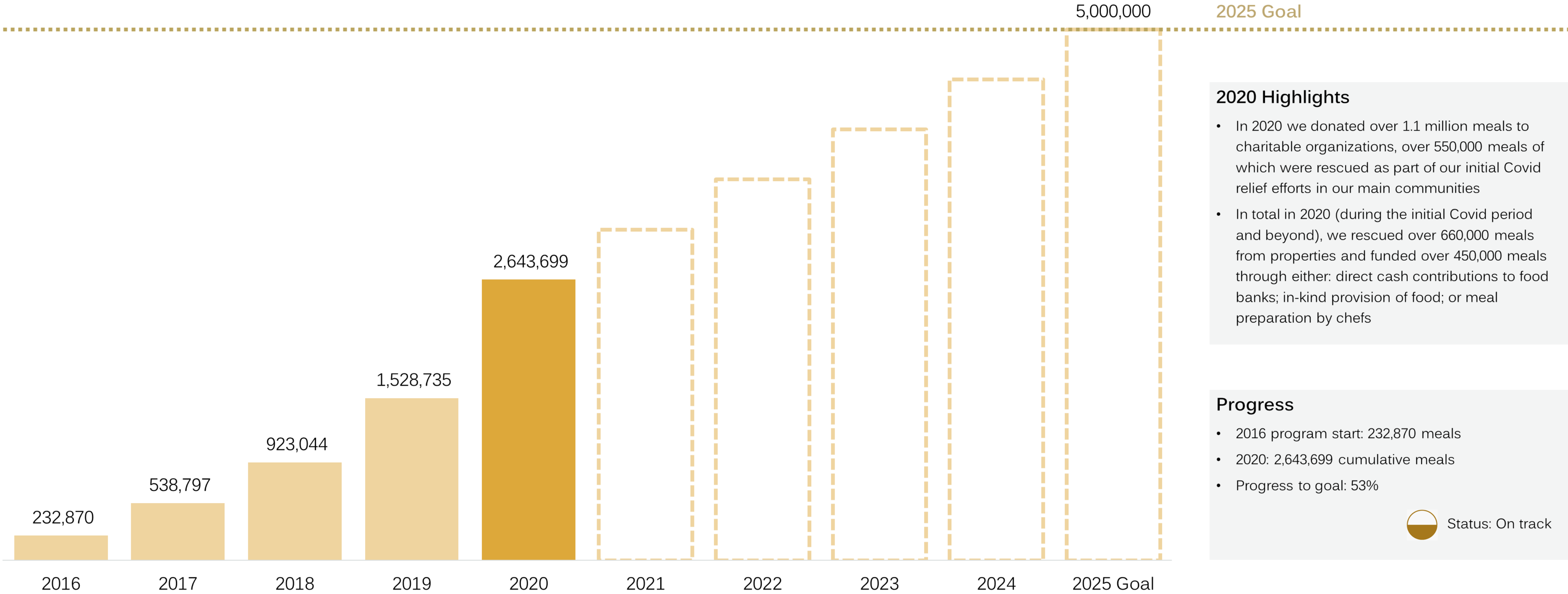
- 2002 baseline: 33% of U.S. employees
- 2020: 42% of U.S. employees
- Percent point change from baseline: +9%

⊕ Status: Enhancing efforts

Employees currently on furlough or epidemic/unforeseen leave are not included in the number of payroll-eligible employees.

Meals donated to charitable organizations cumulative total

2025 Goal
Donate 5 million cumulative meals through our Feeding Forward program



2020 Highlights

- In 2020 we donated over 1.1 million meals to charitable organizations, over 550,000 meals of which were rescued as part of our initial Covid relief efforts in our main communities
- In total in 2020 (during the initial Covid period and beyond), we rescued over 660,000 meals from properties and funded over 450,000 meals through either: direct cash contributions to food banks; in-kind provision of food; or meal preparation by chefs

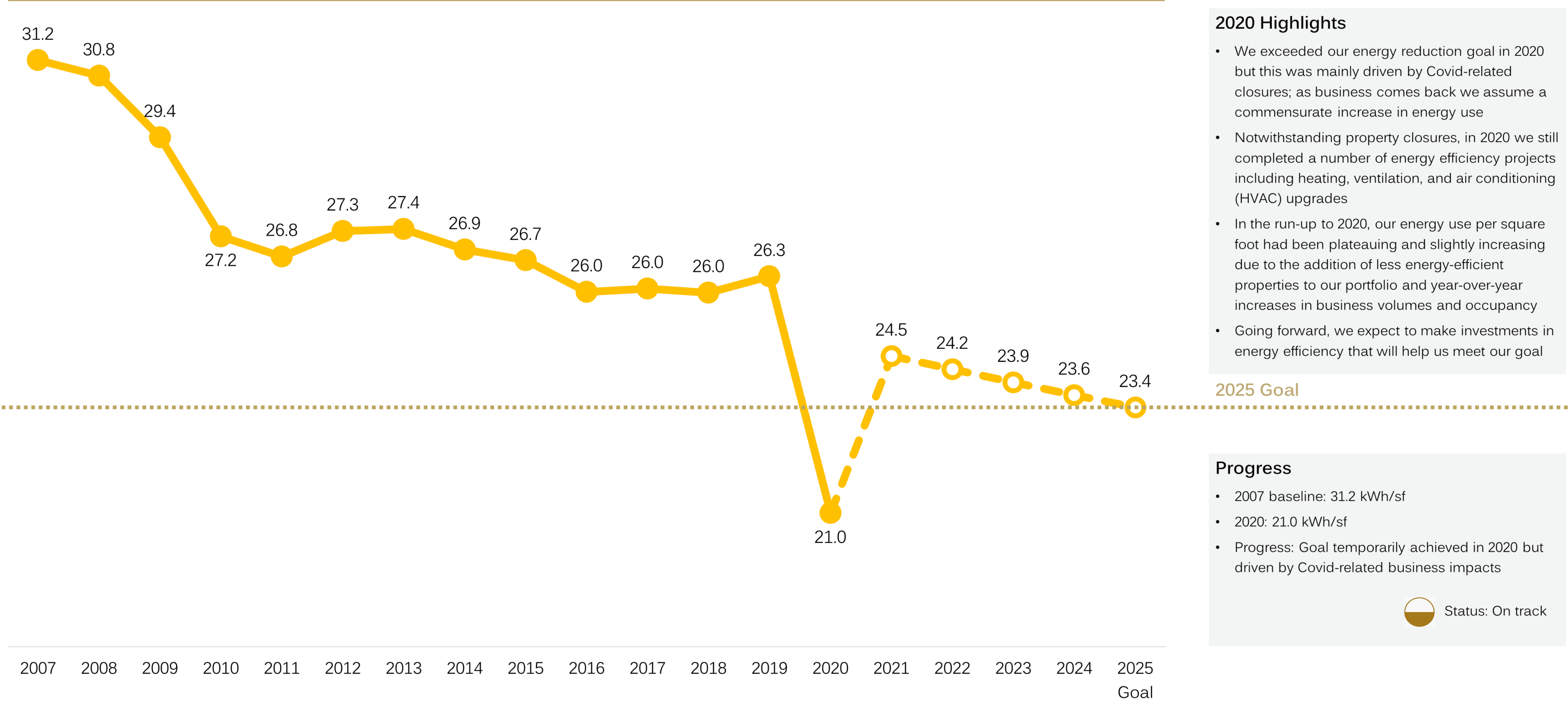
Progress

- 2016 program start: 232,870 meals
- 2020: 2,643,699 cumulative meals
- Progress to goal: 53%

Status: On track

Energy use (global)

kilowatt hours per square foot



2025 Goal

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




2020 Highlights

- We exceeded our energy reduction goal in 2020 but this was mainly driven by Covid-related closures; as business comes back we assume a commensurate increase in energy use
- Notwithstanding property closures, in 2020 we still completed a number of energy efficiency projects including heating, ventilation, and air conditioning (HVAC) upgrades
- In the run-up to 2020, our energy use per square foot had been plateauing and slightly increasing due to the addition of less energy-efficient properties to our portfolio and year-over-year increases in business volumes and occupancy
- Going forward, we expect to make investments in energy efficiency that will help us meet our goal

2025 Goal

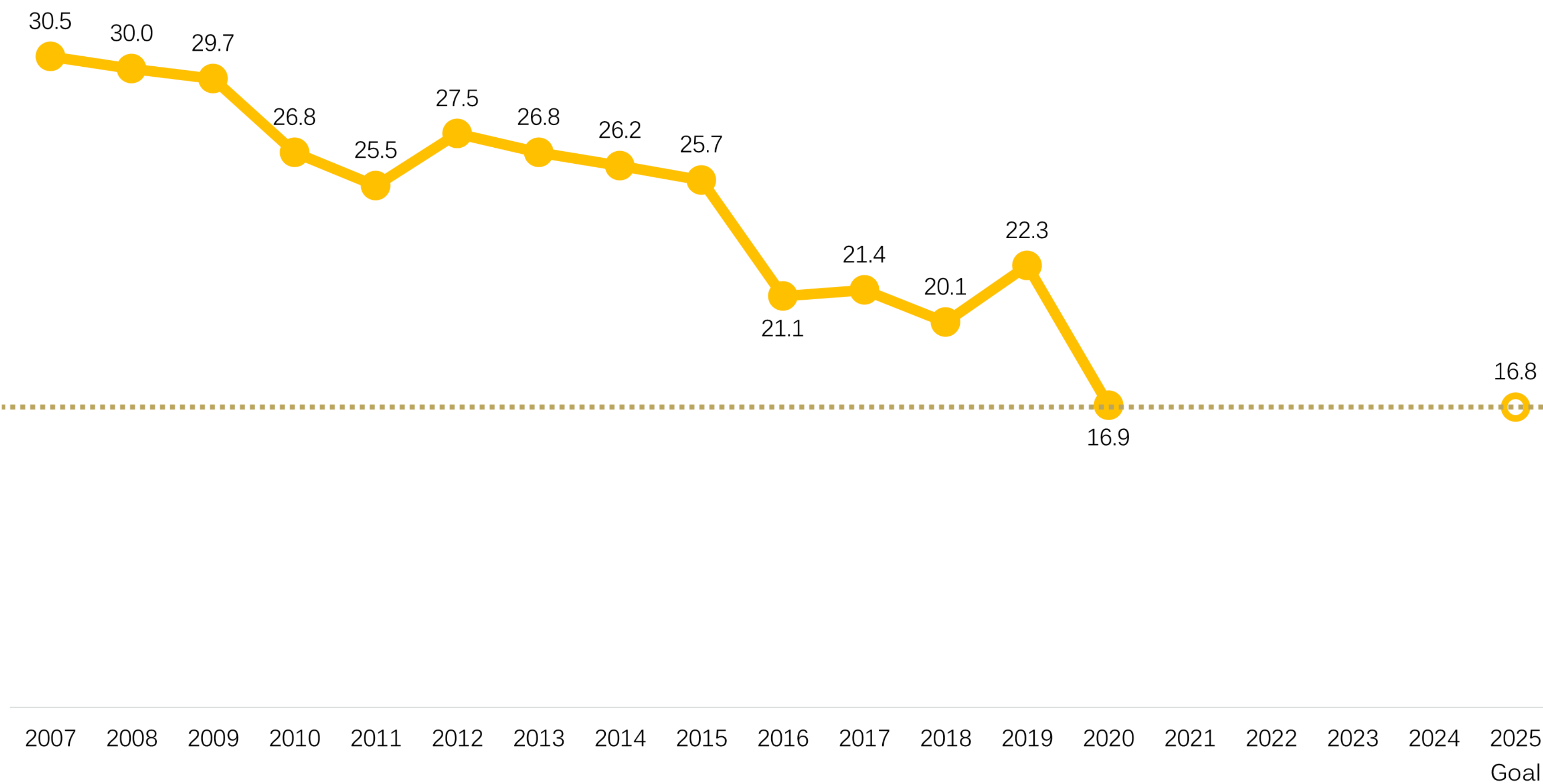
Progress

- 2007 baseline: 31.2 kWh/sf
- 2020: 21.0 kWh/sf
- Progress: Goal temporarily achieved in 2020 but driven by Covid-related business impacts

 Status: On track

Energy includes electricity and natural gas (or equivalent).
Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.

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



2025 Goal

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




2020 Highlights

- We came extremely close to our 2025 carbon reduction goal by the end of 2020, but this was mainly driven by Covid-related closures
- We expect to maintain the carbon emission reductions associated with the Covid closures by completing the MGM Resorts Mega Solar Array; this will allow us to meet our 2025 goal in 2021
- The 100MW MGM Resorts Mega Solar Array located in North Las Vegas is comprised of more than 330,000 solar panels; at peak production the array is expected to provide up to 90% of the electricity needs of our Las Vegas portfolio
- We expect to announce a new Science-based Target (SBT) for absolute carbon emissions reduction in due course

2025 Goal

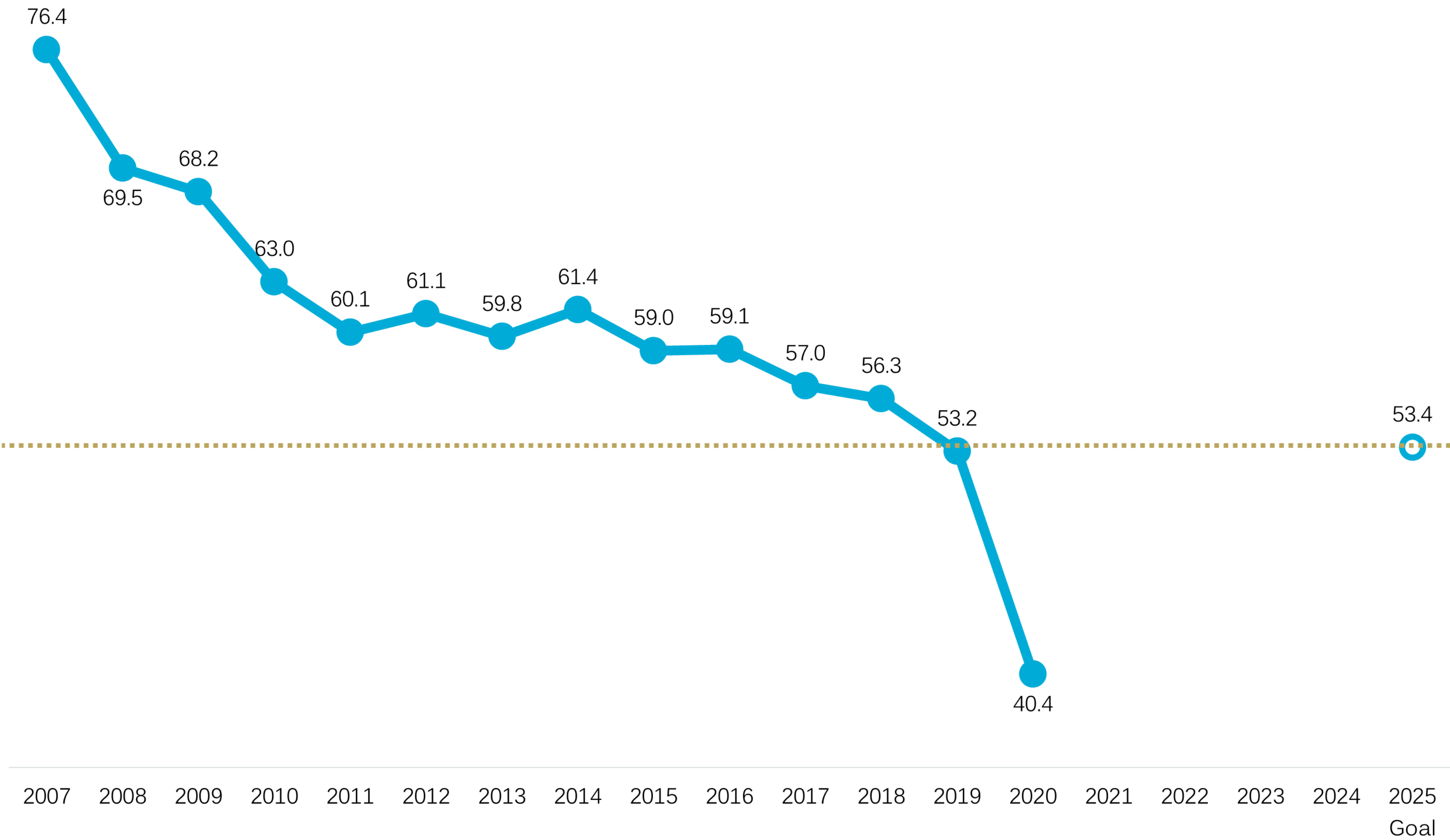
Progress

- 2007 baseline: 30.5 lbs CO2e/sf
- 2020: 16.9 lbs CO2e/sf
- Progress: Goal nearly achieved in 2020 but driven by Covid-related business impacts

 Status: On track

Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.

Water withdrawal (global) gallons per square foot



2025 Goal

Reduce water per square foot by 30% (2007 baseline)

6 CLEAN WATER AND SANITATION

- ### 2020 Highlights
- We achieved our 2025 water goal by the end of 2019 and significantly exceeded it in 2020, but 2020 reductions were mainly driven by Covid-related closures
 - Goal achievement in 2019 was partly based on water conservation efforts and also based on a restatement of previously reported data
 - Actual well water use data became available from regional water authorities in 2020; previously we used well water *allocation* as proxy for *withdrawal* as actual withdrawal was not available
 - We expect to announce a new 2025 goal for water reduction in due course

2025 Goal met in 2019

New goal-setting in progress

Progress

- 2007 baseline: 76.4 gal/sf
- 2020: 40.4 gal/sf
- Progress: Goal met in 2019

Status: Achieved

Water withdrawal includes utility water and well water.
Based on audits completed in May 2021, data for 2007 to 2020 updated from original postings on MGM Investor Relations and Social Impact & Sustainability sites on 4/28/21 and 5/6/21 respectively.

Materials diversion rate (global)

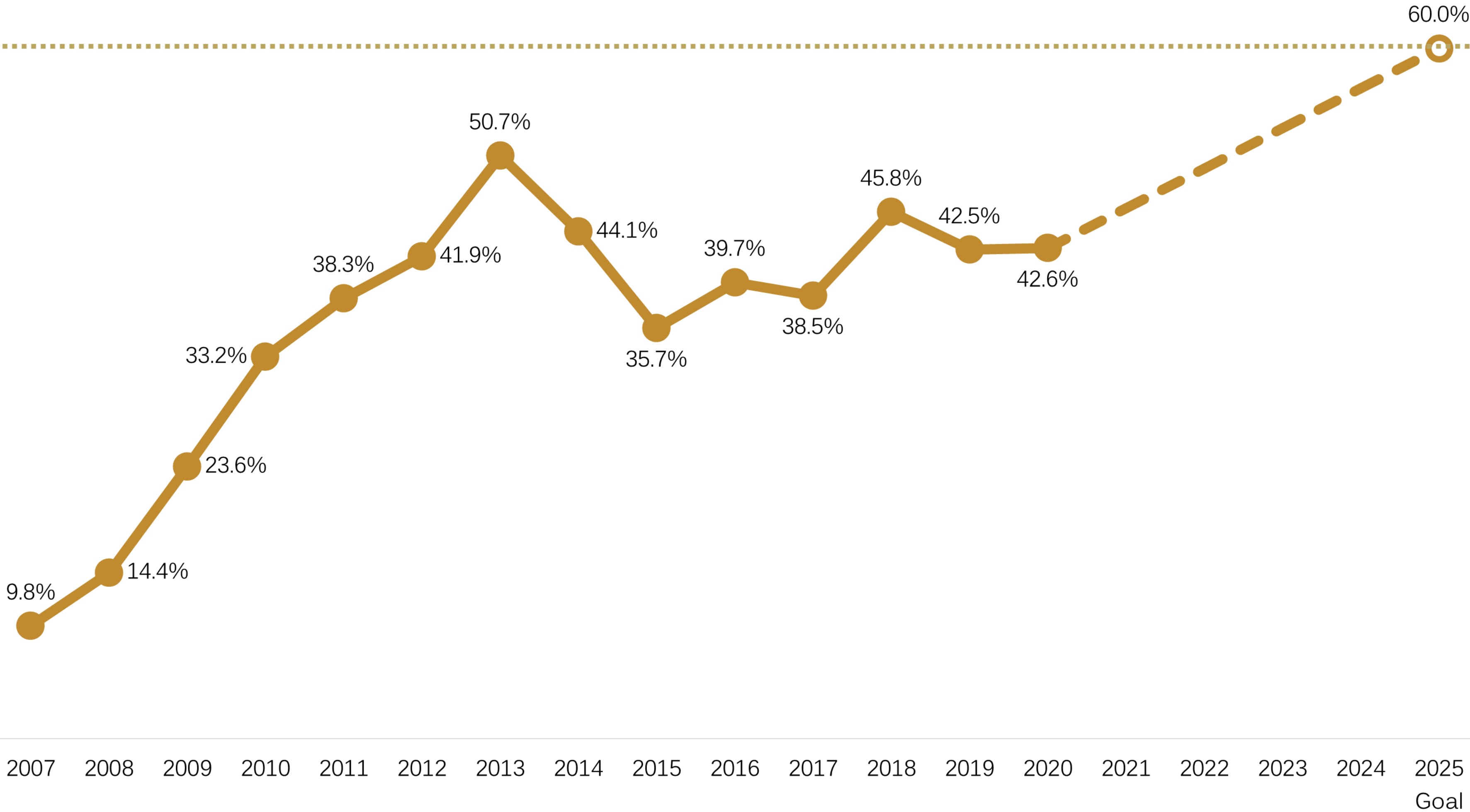
percent of materials recycled, composted, etc.

2025 Goal

Achieve 60% materials diversion rate

12

RESPONSIBLE CONSUMPTION AND PRODUCTION



2025 Goal

2020 Highlights

- While total material volumes fell significantly due to Covid-related business closures, our material diversion rate stayed relatively consistent between 2019 and 2020
- We divert over 30 materials from landfills and have a specific focus on food waste, supporting the U.S. Environmental Protection Agency's Food Recovery Hierarchy
- We rescued nearly 800,000 pounds of food and donated it to charities focused on hunger
- To standardize our materials diversion processes and improve reporting across the U.S., our regional properties are expected to shift to a national materials management contract in 2021

Progress

- 2007 baseline: 9.8% diversion
- 2020: 42.6% diversion
- Percent point change: +32.8%

Status: On track

Materials diverted includes: Organics: e.g., food to farms, compost, organics, yellow/brown grease to biofuel, horticulture to farms/compost; Recycled: e.g., metal, plastic, paper, cardboard; Donated/liquidated: e.g., furniture, assets, food to charity.
Materials disposed includes: landfill, waste-to-energy, incineration, food-to-waste-water.