



Sustainability Vision and Core Values

MGM China's Sustainability Vision "**Create a Better Tomorrow Today**" signifies the commitment we make to positively impact the community and the environment today and for the future. Aligning with our mission and core values, our implementation focuses on the pillars of **People, Community, Planet** forming the core of our sustainability strategies.

Highlight of Sustainability Effort in 2023

Team Development

- 11,700+** team members
- 1:1.046** female to male staff ratio
- Attained **47** HR Awards from international and regional renowned institutions
- 66,600+** hours on workplace health and safety trainings
- Over **18,200** eLearning courses available with **96%** of proactive users
- Near **80%** of local employees participated in Provident Fund Scheme

Environmental Performance

- ↓19%** energy consumption intensity compared to 2019
- ↓10%** water consumption intensity compared to 2019
- ↓34%** GHG emissions intensity compared to 2019
- MGM MACAU attained the **Gold Award** in the Macao Green Hotel Award
- Diverted **760+ tons** of non-hazardous waste from landfills
- Purchased over **MOP 101.3M** of green products and services

Community Investment

- Contributed over **MOP 37.5M** for a wide range of community programs
- 5,900** Community Engagements by Golden Lion Volunteers
- Contributed **33,000** community service hours
- 55,000** beneficiaries

Guest and Partnership

- 1,900+** suppliers engaged
- over **35%** of our overall procurement goes to SMEs
- 283** new local SMEs partnerships
- Awarded **One Michelin Star** at the MICHELIN Guide Hong Kong and Macau 2023
- Received **7** Forbes Travel Guide Five-Star Awards

For Building a Better Community

The principles of **"Developing the City and Building Our Community"** are deeply embedded in our culture at MGM China, we empower our team members to actively support the community and continuously seek innovative ways to improve the lives of those around us. From community investment to youth empowerment, caring for local seniors, volunteering with stakeholders. Together, we strive to create positive impacts for a thriving community and a brighter future.

I. Senior Citizens – Creating Great Moment for Elderlies

Providing care for local seniors is a central focus for MGM China. Over the past decade, we have organized numerous programs dedicated to the elderly for improving the quality of their life, such as a "Health Day for Senior Buddies", the "Mother's Day Tour" at our properties, an "MGM Care Hotline", typhoon safety support, haircut events, and cleaning services for elderly centers. We also launch new programs to encourage lifelong learning and support the seniors to return to the job market to continue unleashing their greatness.

Creating Bonds – Haircut for Love



More than 4,800 seniors were served to date since 2015
MGM China has established the hairdressing team

Embracing Lifelong Learning



In 2022, we launched the Silver Age Workshop for seniors to encourage lifelong learning, included interest classes of hairdressing, culinary, tea arts and etc

Dementia Care Program



We co-organized with a local Accessible Travel Agency since 2021 for offering customized tour for the elderly with dementia and their caregivers. Until now 64 tours were provided

Social Enterprise for Elderly



To support Macau government's initiative on the employability of seniors, we support a social enterprise of restaurant operated for seniors aged 65+, including to provide training on culinary skills

II. Youth – Cultivating the Next Generation

As the leaders and innovators of tomorrow, MGM China harbors a strong passion for implementing developmental programs that inspire and **empower young individuals to unlock their full potential and increase youth employment and inclusion.** As a prominent company in the hospitality industry, we prioritize nurturing local talent in tourism and hospitality, equipping them with skills that will serve as an invaluable tool in their future pursuits. Our focus is the whole person development and community engagement of teenagers, inspiring them by giving them the resources and opportunities to widen their horizon as well as to reach out the community by hands on experience.



We constantly provide various kind of hospitality related workshop for local students to enhance their knowledge of professional techniques and industry trends



Apart from internship program, MGM China has sponsored the “Macau Outstanding Teenagers Award”, organized by the YMCA for six consecutive years since 2010, recognizing and encouraging young individuals for their remarkable achievements and their positive impact on the community. Participants were offered a series of training and workshop, including public speaking, social etiquette, experimental camp and community service. We have always been proud as the supporter of our city's youth development and this program provides participants with the unique opportunity to shadow professionals in Shanghai.

Broaden Life Horizon – The MGM Experience



An annual youth experience program since 2011 at the summer, for local students a better understanding on how an integrated resort works via experiencing a two-day hands-on learning experience over 16 different departments guided by our veteran team members

Talent Development Craftmanship Program



In collaboration with Guangdong and Macau Federation of Trade Union of China, we have conducted 15 sessions since 2020, including woodworking, lion dance, Chinese Tea Ritual, Western Dining Table Set up, Guerdon Service, Mocktail Mixology, benefiting over 1,200 students

III. Disabled – Empowering Individuals with Disabilities

In pursuit of our sustainability mission, we go beyond community engagement and volunteering, aiming to create a self-driven and self-sufficient social cycle. By adopting a China optimizes social impact and contributes to a more diverse and inclusive local community. In 2019, MGM China sponsored General Union of Neighborhood Association of Macau to **set up the first ever one-stop Assistive Technology Resources Center in Macau in order to improve the quality of life for individuals with disabilities.**



First Mobile Speech Therapy Service in GBA



Ü CARE Moving Care and Service Shuttle, was launched in 2020 in collaboration with Sheng Kung Hui Macau Social Services Coordination Office, for the first mobile therapy vehicle in GBA which travels around the local community to provide speech therapy services, consultations, and language development supporting for children with special educational needs alongside their parents. The initiative has reached over 30,000 people through workshops, screenings, and games, promoting awareness, and equal opportunities for a fulfilling childhood

Raising Awareness of Mental Health



MGM China has collaborated with Fuhong Society of Macau since 2018, for hosting the “World Mental Health Day Series of Event” to raise the awareness for the increasing mental health problem in the society, through varied themes including sports, culture and art. Participants are invited from schools, all societal sectors as well as those in mental health recovery