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ENERGIZING AND MOTIVATING
TEAM MEMBERS
作為植根澳門的企業，過去一年，美高梅積極履行社會責任，堅定不移地配合政府推動經濟及社會全面復甦。為提高澳門疫苗接種率，團隊成員上下一心踐踐接種，目前員工接種率已超過95%。同時，我們亦為團隊成員推出多項創新培訓課程，協助他們適應當前環境，提升行業競爭力，為旅遊業復甦做好準備。

「旅遊＋」象徵著無限可能，美高梅永不止步，繼續以「創新」的精神，開拓多元化體驗，締造多個新的里程碑。本書金碧匠心，去年推出「美高梅IP」品牌系列項目，締造多個以澳門文化為根基的原創旅遊產品，包括大型科技民族舞劇《醒獅美高梅》、《醒獅》藝術展等，充分體現科技及傳統文藝的完美結合，為澳門的文化旅遊注入新動力。

在推動經濟高質量發展的同時，我們著重保護生態環境，致力成為大灣區的綠色企業典範。在邁向2030年前碳排放量達峰及2060年前實現碳中和的雙碳目標下，美高梅凝聚大灣區酒店業界力量，成立「低碳綠色酒店發展聯盟」，推動行業加快綠色低碳轉型步伐，我們亦落實多個減排項目，包括成為澳門首家綜合度假酒店營運商全面轉用天然氣，以實際行動，保護澳門的美麗家園。

踏入2022年，美高梅會繼續配合及支持澳門特區政府的博彩業改整工作，讓行業朝着更健康及可持續方向發展，促進經濟穩定多元。我們堅信不變，用創意及科技賦能文旅融合，從澳門濃厚文化底蘊中提取出更多「旅遊＋」標杆品牌種子，助力澳門豐富其「世界旅遊休閒中心」的內涵。
With deep roots in Macau, MGM has been proactively fulfilling our corporate social responsibilities by working closely with the Macau SAR government to invigorate the city’s economic and social recovery. Sharing the goal of achieving a highly vaccinated community for Macau, our Golden Lion Team have reached a vaccination rate of over 95%. On the other hand, we have been equipping our team members with innovative training programs to cope with the current times, which also help enhance the overall competitiveness of the industry and get prepared for tourism recovery.

The “Tourism” development strategy symbolizes infinite possibilities. Standing firm in the spirit of “Original Innovation”, MGM never ceases to create new milestones by introducing new and diversified tourism experiences. With our Golden Lion ethos, we have launched the “Lion IP” Program – a lineup of tourism products with Lingnan culture at its root, including the techno-cultural Dance Drama “MGM Awakening Lion” and the art exhibition “Awakening”. The “Lion IP” Program truly embodies the seamless integration of advanced technologies with traditional arts and culture, which energizes Macau’s cultural tourism landscape.

While forging ahead for the high-quality economic development, we also devote ourselves in protecting the environment – that we are committed to be an exemplar of green enterprise in the Greater Bay Area (GBA). Working towards the dual goal to peak carbon emissions by 2030 and achieve carbon neutrality by 2060, MGM has joined hands with hotels in the GBA for the establishment of the Low Carbon Green Hotel Alliance to expedite the industry’s transition into a low-carbon operation toward a greener economy. Through the implementation of a lineup of emission reduction projects, such as being MGM’s first integrated resort operator to fully convert to natural gas, MGM goes greener on our operations for a better tomorrow in the GBA.

In 2022, MGM will continue to offer our unwavering support to the Macau SAR government in the amendment of gaming law that will lead to a healthier and more sustainable development for the industry, with the aim to promote the city’s economic diversification. Through our unyielding aspiration, we will continue to fuel cultural tourism with creativity and technologies, creating more signature events that utterly portray Macau’s cultural context to reinforce the city’s position as a World Center of Tourism and Leisure.

洪博培
William J. Hornbuckle
董事长及执行董事
Chairperson and Executive Director
美高梅中国控股有限公司
MGM China Holdings Limited

何超瓊
Pansy Ho
联席董事长及执行董事
Co-Chairperson and Executive Director
美高梅中国控股有限公司
MGM China Holdings Limited
2021工作亮點

**HIGHLIGHTS**

92%

以上的主要管理層

由澳門人出任

Over 92% of MGM's management team are Macau locals.

為團隊成員提供了超過

590,000

小時培訓

Each employee received over 590,000 training hours.

本地企業採購額佔美高梅的總採購額

84%

，較2020年高出3%

84% of MGM's total procurement spending goes to local Macau enterprises, a 3% increase compared to the year 2020.

中小企佔總採購金額更超過

30%

，較2020年上升多達7%

More than 30% of the our total procurement spending goes to local SMEs, which records a 7% increase compared to the year 2020.

舉辦了308個社區活動及超過

27,500

位市民

308 community events organized benefiting more than 27,500 citizens.

社會責任

總計

5,200+

位義工成員共獻出

30,500

小時的義務工作時間

Over 5,200 Golden Lion Volunteer Team members dedicated 30,500 hours to volunteering.

年內與

85

間本地中小企達成新商業合作關係

Established NEW business partnerships with 85 local SMEs.

美高梅旗下兩家酒店之總溫室氣體排放量較2019年減少

2.6%

Total Greenhouse Gas emissions of MGM MACAU and MGM COTAI decreased by 2.6% compared to 2019.

澳門美高梅和美獅美高梅之耗電量及耗水量

MGM MACAU and MGM COTAI reduced water consumption by 13.9% and 16% respectively compared to 2019.

廢物回收量達

335

噸

Diverted over 335 tons of recyclables from landfills.
再度飛躍璀璨的一年
Another Year with Flying Colors

2021年儘管面對種種挑戰，美高梅毅然逆流而上，投入更大力度，務求將至臻完美的旅遊體驗、服務呈獻給賓客及澳門社區。過去一年，美高梅團隊上下一心，堅守崗位嚴謹細作，開創一個又一個飛躍璀璨的光輝成就，在可持續發展、人力資源、企業社會責任、酒店服務等多個範疇取得了豐碩成果。

Even in times of challenges in 2021, MGM has gone above and beyond to offer top-rated experiences and services to our guests and the local community. The hard work, perseverance and professionalism of MGM team has been recognized by a long list of hard-won accolades acknowledging the Company’s standout achievements across multiple aspects of Sustainability, Human Resources, Corporate Social Responsibilities, Hotel and Hospitality.
MICE China《BEST MARKETING》獎項
"Best Marketing" Award from MICE China

亞太區會議展覽領導媒體 MICE China 雜誌向萬豪嘉廈頒發《BEST MARKETING》獎項，表彰公司的卓越出色 营銷策略。進一步鞏固澳門作為亞太區領導會議目的地 的地位。

MGM received the "Best Marketing" award from MICE China magazine — one of the leading MICE publications in the Asia Pacific region. Such prestigious accolade recognized MGM's outstanding and innovative marketing strategies, as part of the Company's efforts to help consolidate Macau's status as a premier MICE destination within the region.

TTG中國「澳門最佳會議接待酒店」獎
"Best Meeting & Conventions Hotel in Macau" at TTG China Travel Awards

萬豪嘉廈在第十四屆TTG中國旅遊大獎中，連續兩年榮獲「最佳 會議接待酒店——澳門」，再次印證萬豪在籌辦會展及接待商務 客戶的高水平。

MGM COTAI was named the “Best Meeting & Conventions Hotel in Macau” for the second consecutive year at the 14th TTG China Travel Awards. The accolade is a testament to MGM COTAI’s world-class meeting and convention facilities and service.

榮獲全球三大頂尖葡萄酒機構頒發十二項殊榮
Attained 12 Wine Awards from Three Esteemed Global Entities

萬豪旗下四間酒店 — 包括「寶麗軒」與「盛世」酒店，以及主打膠囊 葡萄酒的「殼牌」和「澤」，於2021年分別獲得全球三大頂尖葡萄酒機構 — 《產銷值酒評》大獎以及英國《產銷值世界》所頒發多達12項國際權威酒評 的最高榮譽。萬豪酒店管理了超過2,300款來自世界各地近25,000瓶的 經典佳釀，是澳門優質葡萄酒與飲食業豐富的地方之一。

MGM’s four restaurants including Aux Beaux Arts and Grill 58 with Western dining concepts, as well as Imperial Court and Chinn with refined Cantonese cellarmates, received a total of 12 wine awards from three esteemed global entities in Year 2021, including U.S. based Wine Spectator, China's Wine List of The Year Awards, and The World of Fine Wine from the U.K. With over 2,300 labels and nearly 25,000 bottles of vintages and appellations from around the world, MGM takes pride in having one of the most extensive wine collections in Macau.
酒店獎項
Hospitality Awards

御麗別墅榮獲兩項國際室內設計大獎
Emerald Villa Clinched Two International Interior Design Accolades

御麗寶華酒店新開幕住宿區——御麗別墅，榮獲酒店業界頗具盛名的「2021年SBID國際設計大獎—室內設計類」二項殊榮。這也是酒店自開業以來獲得的首個設計大獎，是其室內設計的又一重要里程碑。

The all-new Emerald Villa of MGM Cotai, a tangible exemplar capturing MGM’s enduring spirit of “Originality + Innovation” and proud addition to MGM’s luxurious accommodation portfolio, has clinched accolades for its interior design, namely the Winner for the SBID International Design Awards 2021 in the Hotel Bedroom & Suites Design category as well as the Platinum Winner at the 2021 MUSE Design Awards in the Interior Design (Hotels & Resorts) category, making it by far Macau’s first to receive these two esteemed recognitions that honor exceptional interior designs worldwide.

社會責任獎項
Corporate Social Responsibility Awards

三度榮膺亞太旅遊協會獎項
Third Time PATA Awards Winner

美高梅向來致力於本地青年發展，為進一步發揮社區的協同效益，公司與不同政府部門、社會團體及業界機構合作，為本地青年提供多元學習機會，旨在培養具備本地青年專才，去年在全球知名的「2021亞太旅遊協會獎」中，美高梅勇奪「青年培育項目」金獎，表彰其「青年人才培育及發展」計劃在青年發展方面的貢獻，該獲獎項目2018年曾獲「社會責任」金獎，為2020年之「人力資源發展」大獎後，成為三度獲亞太旅遊協會獎項。

MGM has been committed to nurturing local young talents. The Company has collaborated with various government departments and community organizations to offer a wealth of training programs to nurture young professionals in various spheres. In 2021, MGM once again shined at the PATA Gold Awards. The long-term efforts earned MGM the Gold Award in the Youth Empowerment Initiative Category, which recognizes its impactful youth project namely “The MGM Youth Empowerment & Engagement Initiative.” This is the third time MGM had been recognized by PAITA following Grand Award in the Human Capital Development Category in 2020 and Gold Award in the Corporate Social Responsibility Category in 2018.

第四度獲《鏡報》頒發企業社會責任殊榮
Awarded CSR Award by Mirror Post for the 4th Time

美高梅於香港《鏡報》舉辦的「第九屆傑出企業社會責任獎」中榮獲「傑出企業社會責任獎」，是公司第四度獲《鏡報》頒發企業社會責任相關的獎項，彰顯美高梅多年來積極回饋社會。

MGM attained the Outstanding Corporate Social Responsibility Award at the 9th Outstanding Corporate Social Responsibility (CSR) Award Ceremony hosted by Mirror Post of Hong Kong. This is the fourth CSR prize the organizer awarded MGM, which has always given its utmost to give back to society.
人力资源奖项

Harvested 31 International and Regional HR Awards

可持續發展獎項

Top 10 Performer in the Greater China Hotel Business Sustainability Index

「大中華區酒店可持續發展指數」十強企業

MGM is honored to be named among the top 10 performers in the Greater China Hotel Business Sustainability Index (Hotel BSi) and among the top 20 in the Greater Bay Area Business Sustainability Index (GBABSi) at the Chinese University of Hong Kong (CUHK) Business School’s “2020 Business Sustainability Indices” program. The two titles attest to the outstanding efforts of sustainable development and corporate social responsibilities carried out by the Company and further cement MGM’s position as a pioneer of eco-friendly and responsible corporate in Macau and the Greater Bay Area (GBA).
可持續發展獎項
Sustainability Awards

中銀香港企業環保領先大獎2020銅獎
BOCHK Corporate Environmental Leadership Awards 2020 - Bronze Award

2021年8月，美高梅榮獲中銀香港企業環保領先大獎2020”銅獎及“環保優秀企業”兩大獎項。今屆賽事有超過550家香港企業參與，從事製造及服務業的企業參與，美高梅在當中脫穎而出，足證公司在可持續發展和創新方面的顯赫成就。

In August 2021, MGM won two titles, namely BOCHK Corporate Environmental Leadership Awards 2020 - Bronze Award and Eco Challenger, at the BOCHK Corporate Environmental Leadership Awards. Albeit a first-time contestant, MGM was singled out for its concept-advancing sustainability endeavors among over 550 enterprises in the GBA.

灣區綠色先鋒企業獎
GBA Green Pioneer Enterprise Award

2021年11月，美高梅榮獲灣區優秀企業---「2021美好灣區幸福村民獎項」綠色先鋒企業獎。美高梅在灣區綠色之路的先行者地位，為業界在綠色樓宇、綠色運營、綠色社區、綠色技術及綠色措施多方面，提供了寶貴及借鑑經驗，助力促進灣區城市高質量的可持續發展。

In November 2021, MGM earned the title of the "Green Pioneer Enterprise" at the "2021 Beautiful Greater Bay Area Happy Livelihood Award" held by Southern Metropolis Daily. The accolade is a manifestation of MGM’s pioneering green development, honoring its continuous efforts to exchange green insights with the industry to jointly propel the sustainable development of the GBA.
绿水青山就是金山银山
Lucid Waters and Lush Mountains are Invaluable Assets

為大灣區構建綠色低碳未來
Paving a Greener Future for the GBA

低碳綠色酒店發展聯盟
Low Carbon Green Hotel Development Alliance

為配合國家“十四五”規劃中的氣候變化及目標，澳門酒店及旅遊業界、行業合作夥伴，內地及澳門相關專業團體共同成立「低碳綠色酒店發展聯盟」。聯盟將凝聚酒店業界的力量，從粵港澳大灣區出發，以旅遊業為起點，目標推動行業加快轉型綠色低碳經濟的步伐，打造綠色旅遊、綠色社區及綠色經濟的生態鏈。

成立典禮上，聯盟與清華大學能源經濟研究所簽署戰略合作框架協議，並舉行「國家雙碳目標講座」，由中國綠色建築與節能建築委員會王有為主任及清華大學低碳經濟研究所周朝副所長擔任主講嘉賓。

At the inauguration ceremony, the alliance inked the first strategic cooperation framework agreement with the Institute of Energy, Environment and Economy of Tsinghua University. A seminar on the Nation’s Two Carbon Goals took place subsequently, where Wang Yuwei, Director of the China Green Building Council and Zhou Jian, Deputy Director of the Institute for Low Carbon Economy Studies of Tsinghua University, were invited as speakers.

MGM has been adhering to its sustainable development strategies of environmental protection and low carbon strategy through its steadfast green operations, with the aim to be the paragon of green enterprises in the Greater Bay Area (GBA) and the Greater China region. To fully support the Nation’s climate goals of peaking carbon dioxide emissions by 2030 and achieving carbon neutrality by 2060, MGM has identified short-term and long-term goals to spearhead the industry’s eco-conscious efforts toward a net zero carbon economy. In view of the rising global and local environmental challenges, MGM’s mid-term and long-term approaches include achieving green transport through fully switched to electric shuttle buses by 2023 and a target of achieving normalized energy saving of 13% by the end of 2025 as compared to 2019. Through the implementation of innovative food waste management strategies, MGM targets to achieve 100% food waste diversion rate by 2030.

美高梅一直秉持環保減碳的可持續發展策略，不斷實踐綠色營運，致力成為大灣區乃至大中華區的綠色企業典範。透過短期及長期目標，引領淨零碳經濟的轉型，全力支持國家在2030年達到二氧化碳排放峰值，在2060年實現碳中和的國家目標。面對全球及澳門環保挑戰日益增加，美高梅訂下中期目標，於2023年底全面使用電動穿梭巴士為應綠色出行，以及於2025年底實現與2019年相比的13%標準化節能。透過應用創新廢物管理策略，美高梅訂下於2030年前達到100%廢物轉化率的目標。
實踐綠色營運
Greener Operations into Practice

率先全面使用天然氣
Full Adoption of Natural Gas

為支持澳門特區政府全力推動使用天然氣，澳門美高梅與南光天然氣有限公司達成協議，於2022年度內將澳門美高梅成為澳門首家綜合性度假酒店全面使用天然氣。澳門美高梅從2019年起已全面使用天然氣，並於2022年全面完成。澳門美高梅並計劃每年減少約11%的平均碳排放量，相當於種植14,000棵樹。

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培養綠色團隊  
Nurturing a Green Team

參觀環保局電子及電器設備回收設施  
Visit Environmental Protection Bureau's  
Electronic & Electrical Equipment Recycling Facility

MGM has always been using qualified recyclers to properly handle our  
electronic waste. This not only ensures the useful parts and materials are  
recycled and reused, but also avoids damage to the environment and human  
health caused by improper disposal.

低「碳」好生活  
Low Carbon and Healthy Life

為響應環保局的「世界環境日」活動，美高梅以「碳知識」  
小遊戲考核團隊成員的環保減碳意識，亦向他們宣傳了  
「低碳夏日」的節能減碳和理想，活動共收集了700多張  
環保小貼士，涉及衣、食、住、行等日常生活。此外，亦在  
辦公室推行了節服夏活動，鼓勵團隊成員減少使用冷氣下  
保持清潔。

To echo with Environmental Protection Bureau’s World  
Environment Day activities, MGM challenged its team  
members with a Carbon Knowledge Quiz and collected  
their suggestions on leading a "Low Carbon Summer".  
Through these initiatives, a total of over 700 green tips  
were received in terms of clothing, eating, living and  
commuting. In addition, the Company also organized  
the "Casual Wear Summer" campaign in the office to  
encourage team members to dress light and stay cool  
without relying on an air conditioning.
Deepening Tourism+ with Cross-Sectorial Ties — Enriching Macau with Diverse Tourism Products
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Supporting the proud return of the large-scale international cultural and arts event, “Art Macao: Macao International Art Biennale 2021”, MGM has launched the Special Exhibition “Awakening” — an exhibition to inspire cultural awakening through contemporary art and bring forth positive energy and confidence.

Conveying the spirit of the lion, the MGM Special Exhibition “Awakening”, as a significant part of the MGM Lion IP Program, was a unique and forward-looking exhibition fusing long-standing history and culture with dynamic contemporary art to create new branches in artistic tradition. Established artists have taken the imagery of MGM and the lion motif as the theme, while combining the cultural significance of the Lion man tradition, lion dance, in their artworks. A selection of internationally recognized artworks from “MGM Chairman’s Collection”, were also unveiled.

The “Greater Bay Area Art Symposium - Contemporary Dialogues of Chinese Culture Awakening”, was also held in the MGM Theater with an attendance of around 300 guests. Top speakers including Pan Shao, Calvin Hul, Wang Huangsheng, Liu Guofu and Xue Song, came together to discuss an how to awaken the Chinese art and culture, and explore on its innovation and creative transformation. The symposium has also attracted over 1,300,000 viewers during its livestreams.
Passing on Lingnan Culture with Junior Lion Dance

美高梅年度暑期活动「幼狮训练计划」
今年暑假至第九届，共有82位小朋友完成为期七星期的训练计划，让小朋友们了解舞狮文化及与岭南文化相关的精神。参与活动的小朋友在为期七星期的训练计划中，将学习到舞狮的基本技巧和文化背景，以及舞狮背后的历史和传统。

MGM’s signature annual summer program for children, “Junior Lion Dance Training Program”, has come to its seventh edition. The seven-week program has trained a group of 82 young lion dance enthusiasts. An ideal occasion for children to learn about lion dance, a significant part of Lingnan culture, the program trains the children to be good team players with self-discipline and get physically fit through a series of fun packed activities. To date, MGM has trained more than 460 future lion dance masters, and 85 of them joined the “Junior Lion Dance Continues Training Program”.

Supporting Macau Arts Festival for Eight Consecutive Years

美高梅自2014年起连续八年支持年度艺术盛事澳门艺术节。第八届“澳门艺术节”于2022年举行，展示歌剧、舞蹈、戏剧、音乐和视觉艺术等多种艺术形式。这届艺术节将为观众带来一系列精彩纷呈的表演和活动，为澳门文化生活注入生机。

For eight consecutive years, MGM has been dedicating its support to the annual art event Macau Arts Festival. The visual art exhibition “Imagery and Space: Ren Dongsheng Scenography Exhibition” was held at MGM Theater as part of the 31st Macau Arts Festival. Showcasing a collection of models, photos and videos of works by Ren Dongsheng, a National First-Class Stage Designer, the exhibition led the audience to go beyond the boundaries of reality and imagination. Ren also hosted a lecture “The Creation of a Flowing Space on Stage” during the exhibition opening to share about the magic world of scenography.

"Beauty in Life" Under the Spectacle Roof

文化局的“文化傳播月”其中一大亮點項目“美學說—the life of beauty”講座假美高梅視聽廣場舉行。澳門樂團亦受邀在樓下放映廳，讓現場觀眾在悠揚樂韻中以新視角探索生活中無處不在的美。

“Dialogue on Aesthetics - ‘Beauty in Life’”, one of the highlight events of Cultural Promotion Month, took place at the Spectacle of MGM COTAI. Macao Orchestra was also invited to perform under the stunning roof of the Spectacle, enabling audiences to discover the aesthetics in life with new perspectives.
旅遊+體育  
Tourism + Sports

冠名贊助「美高梅大灣區GT盃」
Title Sponsor of the MGM Greater Bay Area GT Cup

美高梅自2008年起全力支持澳門格蘭披治大賽車，每年均贊助星級車隊參戰這個澳門最大型及最負盛名的年度體育盛事。公司於第68屆大賽車更是再下一城，冠名贊助「美高梅大灣區GT盃」，旨在進一步推動大灣區的體育發展，為澳門及內地車手提供競技及交流機會，努力協助提升區內賽車運動水平。為此「美高梅大灣區GT盃」更顯聲名遠播，美高梅再次贊助引領中國賽車運動的冠軍車隊Phantom Pro Racing在賽事。

Since 2008, MGM has been sponsoring world-renowned motorcycle racing teams to race in the Macau Grand Prix, as a gesture of support to the largest annual sports event in town. Going into the 68th edition of the race, MGM’s involvement took a great step further by becoming the title sponsor of the MGM Greater Bay Area GT Cup. The race is set to promote the development of the sports industry within GBA by creating a platform for racers from GBA to compete and exchange with each other, hence elevating the competitiveness of motorsports in the area. Aimed to fuel the MGM Greater Bay Area GT Cup with more sparks, MGM once again sponsored China’s motorsports champion team Phantom Pro Racing to race on the Guia Circuit.
旅遊+美食
Tourism + Gastronomy

參與央視紀錄片《澳門之味》以美食說好澳門故事
Featured in CCTV’s Documentary “The Taste of Macau” and Promote Macau through Gastronomy

澳門美高梅全力支持並參與了慶祝澳門回歸祖國廿周年獻禮，由中央廣播電視總台與澳門特區聯合製作的大型紀錄片《澳門之味》。美高梅除了為紀錄片開播儀式提供場地贊助及拍攝支援，旗下的金殿、金殿壹和靚點三家餐廳更獲節目的專欄報導，展現澳門多樣的美食文化。

MGM lent its full support towards and took part in the large-scale documentary “The Taste of Macau”, produced by CCTV and the Macau SAR, which was also a celebration project for the 22nd anniversary of Macau’s return to its motherland. MGM sponsored the venue for the documentary’s premiere as well as filming support. Three of MGM’s restaurants, Grill 58, Imperial Court and Five Foot Road, were also featured in the documentary to showcase the diverse gastronomy culture Macau has to offer.

金殿龍舟隊再創佳績
MGM Dragon Boat Team Achieved New Heights

美高梅金殿龍舟隊連續13年組隊出戰「澳門國際龍舟賽」，於2021年共派出52位成員出賽，分別獲四項男女子標準龍舟小艦賽事，憑著團隊的「寶貴實力和拼搏」成功囊括「澳門龍舟賽標準龍舟—女子組」及「澳門龍舟賽小艦賽—女子組」兩項賽事亞軍、成績斐然。

MGM’s Dragon Boat Team participated in Macao International Dragon Boat Races for 13 consecutive years. In 2021, a total of 52 team members formed the Dragon Boat Team to compete across four categories. With its exceptional capability and perseverance, the MGM Team has once again achieved great success – taking home two first runners-up in the Macao Standard Dragon Boat Race – Women Category (500m) and Macau Small Dragon Boat Race – Women Category (200m).
**Embracing Local Macanese Food Culture**

Cociniling with the 4th anniversary of attaining the honored title of "Creative City of Gastronomy" from UNESCO, MGM partnered with Macao Institute for Tourism Studies (IFTM) to organize the "MGM Macanese Cuisine Culinary Contest". The contest aimed to promote and pass on the Macanese culinary culture, exclusively found in Macau which has been classified as a piece of Intangible Cultural Heritage in China. The Company has organized two themed culinary contests, one for the public and another for its team members, promoting Macanese cuisine extensively by enabling them to experience the cuisine.

**Offering the Taste of Macanese Cuisine to "Macao Week" in Shanghai**

During the "Macao Week" Mega Roadshow in Shanghai, MGM joined hands with the Macau Government Tourism Office and its sister group D:typeal MGM Hospitality to launch the "Taste of Macau Promotion" at Beligio Shanghai. Brining a team of established chefs all the way from Macau, MGM presented a selection of classic Macanese dishes, delivering the unique taste of Macau as a UNESCO Creative City of Gastronomy to the citizens and tourists in Shanghai.

**Promoting Culinary Arts To Promote Lingnan Culture**

To further inherit and promote Lingnan Gastronomy culture and elevate industry professionalism to the next level, MGM joined hands with Macao Institute for Tourism Studies (IFTM) and Shunde Polytechnic to organize the "Cities of Gastronomy – Best of Macau and Shunde Culinary Arts Exchange". Master chefs from Shunde were invited to share their insights on Lingnan gastronomy culture to reinforce the skills exchange between chefs in Shunde and Macau.
與政府合作宣傳 吸引旅客赴澳旅遊
Partner with the Macau Government to Enticing Tourists

全力參與「澳門周」系列大型展會
“Macau Week” Mega Roadshow Series

美高梅與澳門特別行政區政府一同宣傳澳門為健康安全旅遊的城市，全力支持在澳門舉辦的「澳門周」。

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Working closely with the Macau SAR government to promote Macau as a healthy and safe tourist destination, MGM lends its undivided support to the “Macau Week” Mega Roadshow series in mainland cities organized by the Macau Government Tourism Office. In 2021, MGM participated in “Macau Week” roadshows took place in Hangzhou, Nanjing, Shanghai and Chongqing. As Macau’s leading enterprise in cultural tourism, MGM set up an individual booth at each of the Roadshows to showcase the five-star facilities and service of its two integrated resort hotels as well as its art collection, diversified dining options, and unique art and entertainment offerings.

共建灣區人才高地
Join Hands to Build a Talent Cultivation Hub in the GBA

與澳門酒店協會合辦「大灣區酒店業人才發展」座談會
Co-organized “Talent Development of Hotel Industry in Greater Bay Area” Symposium with Macau Hotel Association

美高梅與澳門酒店協會於第九屆澳門國際旅遊（產業）博覽會上，合辦「大灣區酒店業人才發展」座談會，邀請來自本地和灣區的學者和業界領袖，多角度探討和分析區內酒店業人才發展的現狀及趨勢，吸引超過120名與會者。會上，美高梅人力資源發展及培訓部總裁陳偉明女士代表公司分享其多個層級職業的人才發展項目。2021年，MGM joined hands with Macau Hotel Association to host the “Talent Development of Hotel Industry in Greater Bay Area” symposium at the 9th Macau International Travel Expo (MITE). Scholars and industry leaders from Macau and the GBA were invited to share their insights on the talent development situations and trends of the hotel industry in the region with over 120 participants. Francis Tan, Vice President of Learning & Talent Management of MGM, was invited as one of the speakers. He shared on MGM's achievements in several talent development projects, and how these initiatives help team members integrate into the development of GBA.
金狮團隊走進灣區 分享酒店管理經驗
MGM Team Members Shared Insights on Hotel Management

美高梅受澳門旅遊學院（港葡）之邀到訪澳門職業技術學院及旅遊學員培訓基地進行分享交流，酒店管理部粵語助理副總裁易麗萍和房務行政總監冼潤玲分別譯主講，為酒店業人員及學生分享澳門綜合度假村的房務管理模式。

MGM was invited by the Macao Institute for Tourism Studies to visit the Shunde Polytechnic and Hengqin Training Base of the Macao Institute for Tourism Studies for sharing and exchanges. Christine Liu, Assistant Vice President of Housekeeping, and Jovi Ng, Executive Director of Rooms, were invited to share insights on the quality management of guest rooms of integrated resorts in Macau.

與旅遊業合辦區域旅遊教育學生峰會
Co-hosted Regional Tourism Education Student Summit with IFTM

美高梅與澳門旅遊學院合辦第六屆旅遊教育學生峰會，並設網上直播為來港掛載及其他大灣區城市的院校團體提供機會，與業界領導者和社會大眾分享其研究成果，同時探討澳門以及整個大灣區內旅遊及酒店業的未來發展。

MGM and Macao Institute for Tourism Studies (IFTM) together hosted the 6th annual Tourism Education Student Summit. Opened for both online and offline participants, the event offered opportunities for final year undergraduate students from Macau and other GBA cities to share their research findings with tourism industry leaders and the community at large, as well as to engage with industry peers in a discussion about the future development of tourism and hospitality within Macau and the GBA.
吴澳大签署「旅遊+」人才培养合作备忘录

Established “Tourism” Talent Development Partnership with M.U.S.T.

美高梅与澳门科技大学合办「旅遊+」人才发展及培养合作备忘录，签署双方协定，全力配合大湾区「旅遊+」跨界融合的发展策略，活动邀请美高梅酒店管理高层及行业嘉宾出席交流，分享其近30年的酒店管理经验，以及展望参与者的多元化发展做出贡献。

In line with the "Tourism" integration strategy initiated in the GBA, MGM and Macau University of Science and Technology (M.U.S.T.) co-organized the "Talent Development Partnership for Tourism" Launch Ceremony & Seminar on Mastering Hospitality. Dr. Ivano Dietz, MGM Senior Vice President of Hospitality, shared his nearly 30 years of experience in luxury hotel management with the students and encouraged them to explore ways to contribute to Macau’s diversified development through high-quality hospitality services.

吴澳大再度合辦廚藝示範工作坊

Collaborated with M.U.S.T. Again to Organize Culinary Demonstration Workshop

为推进本地厨艺人才，让学员掌握不同厨艺

Parisian Macao and Macau Science and Technology University (M.U.S.T.) to co-host culinary demonstration workshops for the fourth consecutive year. Nino Ng, Pastry Chef of MGM Cotai, was invited to showcase his expertise to the students of M.U.S.T. majoring in Food & Beverage Management.
Hand in Hand: Building an Accessible Tourism Environment

With the aim to contribute to the development of accessible tourism environment, workplace and a Cultured Bay Area, MGM once again partners with MGTO and Macau Deaf Association, as well as Guangdong Association of The Deaf to launch the "Power in Our Hands – The Greater Bay Areas Sign Language Community Outreach eLearning Program" for the industry peers. The program provides basic knowledge of Standard Chinese Sign Language and Macao Sign Language. The objective is to raise awareness of Accessible Tourism and Sign Language Culture among the Greater Bay Area communities as well as cultural and tourism industry practitioners.

With the support of the Tourism Bureau and Jointed Hands with Industry Peers to Build an Accessible Tourism Environment, MGM has co-launched a new eLearning program, "Community Outreach eLearning Program – Introductory Series of Macao History and Culture" with MGTO and Oral History Association of Macao. The Program was designed to enhance the promotion and sharing of Macao stories among residents and tourism industry professionals, so that they can later share them with tourists and help elevate the overall visitor experience.

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2021 marked the 100th anniversary of the founding of the Communist Party of China. Standing at this significant point in history, MGM proudly celebrated the pride of a strong and prosperous nation, and was honored to have become the venue for a number of key celebratory events. Together with its team members and the local community, MGM continues to tell the great stories of our nation.
Chinese Doctors Movie Premiere in Macau

The premiere of "Chinese Doctors" was held at the MGM Theater in Macau. The movie is based on true stories about the pandemic outbreak in Wuhan, where the frontline medical workers and the citizens joined hands and fought against the pandemic. MGM invited local medical staff to the premiere as a token of appreciation to their efforts in safeguarding the city.

Together with Bona Film Group and A Really Happy Film (HK) Ltd, MGM hosted the Macau gala premiere of anti-pandemic movie "Chinese Doctors" at the MGM Theater. The film is based on true stories about the pandemic outbreak in Wuhan, where the frontline medical workers and the citizens joined hands and fought against the pandemic. MGM invited local medical staff to the premiere as a token of appreciation to their efforts in safeguarding the city.
Cultivate Sense of National Pride among Team Members

本地管理層成員親身學習黨史
Management Team Members Visit Exhibitions of CPC History

為了讓團隊成員在中國共產黨成立百年之際加深對國家發展歷史的認識，萬達梅組織

次本地區多位管理層成員，參觀“中國共產黨的一百年—慶祝中國共產黨成立一百周年

大型主題圖片展”及“光榮—典藏百年中國共產黨發展主題展”共兩個國家歷史

主題展覽，以助他們學習黨史，更為透徹地融入國家發展大局。

A group of over 50 local management team members visited two exhibitions about history of the CPC and the nation—the photo exhibition celebrating the 100th anniversary of the founding of the Communist Party of China, and the “Glorious Dream – China’s Railway Development in the Past Century” exhibition. Capturing the century of CPC’s history, these two exhibitions deepened the history knowledge of the group, which eventually helped them better integrate themselves into national development.

全國兩會精神專題研討會
Sharing Session on NPC & CPPCC

萬達梅於引領團隊成員與公司一起緊貼國家發展步伐，舉辦「全國

兩會精神專題研討會」，邀請出席全國人大代表兼澳門工會聯合總會

會長何君堯、澳門全國人大代表顧問黃健華博士，以及全國

政協澳門委員會副主任、全國政協常委、澳門婦女聯合總會

會長黃月閎，約300名本地團隊成員出席研討會，深入了解國家

時事發展。

To help team members keep abreast of our nation’s development, MGM held the “Sharing Session on National People’s Conference (NPC) & Chinese People’s Political Consultative Conference (CPPCC)” for over 300 team members. MGM invited three Macau delegates, including He Sui Heng, member of NPC and President of Macau Federation of Trade Unions; Chiu Sai Ping Jase, member of NPC and member of the Legislative Council of Macau S.A.R.; and Ho Teng Iat, Deputy Director of the Committee for Liaison with Hong Kong, Macao, Taiwan and Overseas Chinese under CPPCC. Member of the Standing Committee of the All-China Women’s Federation and President of The Women’s General Association of Macau, to share the highlights and insights of the annual NPC and CPPCC.
參觀「全民國家安全教育展」
Team Members Visit "National Security Education Exhibition"

公司組織團隊成員參觀由澳門特別行政區政府與中央人民政府駐澳門特別行政區聯絡辦公室聯合主辦的「全民國家安全教育展」，期望讓團隊成員加深理解總體國家安全觀，承擔維護國家安全的公民責任。

MGM arranged for team members to visit the "National Security Education Exhibition", an exhibition co-organized by the Macau SAR Government and the Liaison Office of the Central People's Government in the Macao SAR. The objective of the visit was to help team members to pursue a holistic approach to national security, as well as acknowledging the civil duty of safeguarding it to team members.

參觀青少年愛國愛澳教育基地
Visit to "Loving the Country, Loving Macau Education Base for Young People"

近300位本地團隊成員於年初率先參觀之青少年愛國愛澳教育基地，參觀「根繫中華——青少年愛國愛澳教育基地常設展館」及館內其他設施。公司並持續安排不同部門及職級的成員前往參觀，推動成員，尤其是年輕一輩加深認識國家和澳門發展進程，提升對國家的文化認同。

Nearly 300 MGM local team members became the first to visit the permanent "Roots in China" exhibition at the newly opened "Loving the Country, Loving Macau Education Base for Young People". By arranging regular tours for team members of different levels and various departments, MGM hopes to help team members, particularly the younger generation, to gain a deeper understanding of China and Macau's developments and to cultivate a stronger sense of cultural identity.
網上學習葡萄酒悅
Cultivating Patriotism via eLearning

為慶祝中國共産黨百年華誕，慶祝五四運動102周年，美高梅與澳門青年發展協會共同推出“網上學習葡萄酒”活動，讓廣大粵澳居民了解葡萄酒知識，感悟中西文化的交織，感受中西文化的悠久歷史。

美高梅與澳門青年發展協會共同推出“網上學習葡萄酒”活動，讓廣大粵澳居民了解葡萄酒知識，感悟中西文化的交織，感受中西文化的悠久歷史。

MGMTM partnered with Macao Youth Federation to jointly launch an eLearning program titled “Footprints in 100 Years” to enable members and the public to know about and get inspired by the CPC’s history. The program will feature a series of activities to commemorate the May Fourth Movement and National Youth Day of China, as well as an e-learning community program, allowing local youth to learn more about the history of the May Fourth Movement via videos and prize quizzes.

五一運動102周年
May Day 102 Anniversary

自1921年，中國共産黨成立至今，已經走過了102年的輝煌歷史。為紀念五一運動的誕生，美高梅與澳門青年發展協會共同推出了“五一運動102周年”活動，讓廣大粵澳居民了解五一運動的歷史，感悟中西文化的交織，感受中西文化的悠久歷史。

Since 1921, the Chinese Communist Party has been in existence for 102 years. To commemorate the birth of May Day, MGM and the Macau Federation of Trade Unions have jointly launched the “May Day 102th Anniversary” program, allowing local residents to learn more about the history of the May Day Movement and the rich history of Chinese culture.

工匠精神與南亞文化交會合作系列講座
Craftsmanship Training Series in Lingnan Cuisine

2020年初，美高梅與廣東省僑商會和澳門僑商聯合會共同舉辦“工匠精神與南亞文化交會合作系列講座”，推出9場全新的工匠精神培訓項目。（澳門）將工匠精神注入本地人的日常生活中，以不同領域的工匠精神為主題，展示南亞文化的交會合作。
<table>
<thead>
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<th>Activity Count</th>
<th>Platform Views</th>
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<td>3,100,000</td>
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**乘上國家發展快車**
Boarding onto the Highspeed Train of National Development

**抓緊新媒體無限機遇—「澳門新媒體大講堂」**
Grasping the Opportunity of China’s New Media Market—“Macau-Talk” Series

使用17位內地新媒體營營、內容製作、
活動全網共收集
內容製作、觀看人次
平臺運營等領域的知名人士
共收穫
1.3億
全平台觀看數
超5,000萬

The recently seen calamitous flooding has caused severe damage to Zhengzhou in Henan Province in Mainland China in July. MGM China Holdings Limited has made a MOP 10 million donation, in coordination with the Liaison Office of the Central People’s Government in Macau, to aid the city of Zhengzhou’s flood relief efforts and to support its post-disaster restoration.

The seven sessions have harvested over 130 million times of online exposure and 50 million views on all online platforms. The series aimed to nurture local content creators to elevate Macau’s cultural image with new media, as well as strengthen the digital marketing abilities of the cultural industries and the young entrepreneurs.
擁抱多元 創建美好
Embracing Diversity for a Better Community

不停為社區注入創新服務
Non-stop Innovative Community Services for the Community

全新失智症關愛項目
All-New "MGM Dementia Care Program"

為加強大眾對失智症的認識和關注，美高梅夥同「智」得其樂、「獅」展愛心的失智症關愛項目，讓社會進一步接納和理解病者，從而對患者及照顧者付出更多關懷與支持。為與澳門中原慈善基金會合作，於2021年首度舉辦失智症關愛日活動，讓失智症患者在家屬、義工及護理人員的陪伴下，遊覽美高梅旗下酒店及各酒店品牌設施，為患者和照顧者創造幸福美好時光。該項創新計劃共舉辦了33場，逾500人參加。此外，亦贊助澳門慶澤園護理學校編寫《3,000本《降低失智症風險》宣導教育小冊子，用於教育大眾預防失智症。

To develop a more caring and inclusive society, MGM rolled out the "MGM Dementia Care Program" with the aim to raise public awareness of dementia faced by some younger citizens. During the program, MGM partnered with Caritas Macau on the launch of tailor-made local tours for the elderly with dementia, their family members and caregivers to MGM hotels and other heritage sites in Macau, helping them create pleasant memories. This innovative program has brought about 33 tours with 500 people participating. Besides, MGM sponsored Xiang Wu Nursing College of Macau to compile a guidebook on dementia prevention with 3,000 copies for distribution to increase the understanding of the syndrome among the public.

美高梅一直緊貼本澳社會的發展步伐，與各社會服務機構緊密溝通，了解不同社群需要，為他們引入創新的服務資源，令本澳的社會服務更多元化。秉持“獅展關懷 同心同行”的信念，美高梅希望擴展社會服務層面，惠及更多有需要人士，共同構建更美好的澳門。

MGM keeps abreast of the development of the Macau community and has been in close communication with social service organizations, for the sake of understanding the needs of different community sectors and providing innovative services in accordance. Adhering to the philosophy of spreading love and care with lion heart, MGM hopes to extend its services to benefit more people in need, and ultimately building a better Macau together with the community.
澳門輔助資源中心成立兩周年

2nd Anniversary of Macau Assistive Technology Resources Center

澳門輔助資源中心成立兩周年，提供各種輔助工具和培訓課程，幫助有需要人士提升生活素質。

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延續愛心傳統
Perpetuating the Love with Philanthropic Traditions

年長者健康日
第11屆 "Health Day for Senior Buddies"

第11年舉辦「長者健康日」
11th "Health Day for Senior Buddies"

MGM hosted the 11th edition of "Haircut and Health Day for Senior Buddies", offering free health consultation services and haircuts for over 300 elderly. The annual charity event has served over 2,300 senior citizens by far. This year, MGM carried on with the tradition, inviting medical practitioners from the Chinese Medicine Association of Macau to teach the elderly basic techniques of Chinese massage, while MGM volunteers and students of Caritas de Macau Schoel jazzed up the event with music and dance performances. MGM Golden Lion Hairdressing Team also offered complimentary haircuts for around 100 elderly. Since its establishment in 2015, the team has provided haircuts for over 3,200 senior citizens.
啟發本地青年綻放潛能
Unleash the Potential of Local Youth

與理工大學師生分享社會責任理念
Enlightening MPU students with MGM’s CSR Strategies

澳門理工大學社會工作學系共30名師生到訪美高梅美高梅，參加企業
社會責任講座及藝術考察。講座由美高梅人力資源副總裁鮑慧華
分享公司的企業文化與其社會責任理念，及為澳門社會創建積極
所作出的努力。

30 teaching staff and students from the Faculty of Social Work of the
Macau Polytechnic University (MPU) visited MGM Cotai to attend a talk
on Corporate Social Responsibility (CSR) and an art tour. During
the event, Michelle Chiu, Vice President of Human Resources shared
insights into MGM’s culture and CSR strategies as well as the Company’s
efforts in making great moments for the local community.

為冬奧小記者徵稿活動提供實習培訓
Training for Student Reporters of
Winter Olympics and Paralympics 2022

為達北京舉辦冬季奧林匹克運動會，美高梅於2月舉行以冬奧主題
的公益活動“美高梅小記者徵稿活動”，由美高梅人力資源團隊為
澳門冬奧分站總決賽的150名本地中小學生提供實習培訓機會，
全力支持「我的冬奧夢」冬奧小記者徵稿活動—澳門分站。同時
鲭冧系以不同報導形式，向觀眾介紹美高梅美高梅，表現優異者更可
踏上美高梅劇院的舞台展示各自的採訪成果。從中提升採訪技能，應對
技巧和公共演講能力。

As the Winter Olympics and Paralympics 2022 were held in Beijing,
MGM hosted a themed training “MGM Interview Training Session” for
the finalists of the “Selection of Student Reporters for Olympic and
Paralympic Winter Games – Macau Station”. Under the guidance of
MGM’s Public Relations team, the session offered 150 students from
local elementary and secondary schools hands-on experiences on
interviewing and news reporting. The students were invited to release
their news reports of various forms on the introduction of MGM Cotai.
The outstanding students were singled out to make presentations on
the stage of MGM Theater, as part of the ways to strengthen their skills
in interviewing, communication and public speaking.

連繫十年舉行「美高梅學習體驗」
Tenth Edition of “The MGM Experience”

美高梅連續十年舉辦年度暑期活動「美高梅學習體驗」，讓本地中學生走進大型
綜合度假酒店，體驗幕前幕後的工作以及參與義工活動。「美高梅學習
體驗」合共100位本地中學生參加，他們被派到公司多個部門，在資深團隊
成員專業指引下，親身嘗試不同崗位的工作。此外，為了讓青少年體驗美高梅
的企業文化，學員獲安排與多名職員一同走進社區，到多個社區機構進行
義工活動。

MGM organized its annual summer program “The MGM Experience” for the 10th
consecutive year. The Program offered teenagers hands-on work experience at an
integrated resort and volunteering work at various community associations. Last
year, a total of 100 local teenagers took part in the Program. Under the supervision
of MGM’s veteran team members, the students got to experience the day-to-
day operations first-hand at various departments of MGM. The Program also led
the students to experience MGM’s caring culture by offering them volunteering
opportunities with the Golden Lion Volunteer Team at various community centers.
Foster Social Inclusion Through Showcasing Autistic Artists’ Talent

In the push for social inclusion and equity, MGM invited Leong Leng Wai and Ip Chi Kin, two autistic artists of Fuhang Society of Macau, to create festive designs for the Company’s Chinese New Year campaign. The two artists created two separate paintings titled “Prosperous Golden Lion 038” and “Jubilant Golden Lion in the House” — both featuring spirited lions in vivid hues, yet each characterized by the artists’ distinctive painterly trademarks — for the Company. Their drawings were showcased on pudding gift box packaging, red packets, and more. Through unveiling the artistic knack of the two artists, the collaboration verified the capability and unlimited potential of autistic individuals.

Promote Mental Health through Upcycled Art

To promote mental health and celebrate World Mental Health Day, MGM and the Fuhang Society of Macau jointly organized the “MGM x Fuhang: World Mental Health Day Series – Embracing Rehabilitation with Upcycled Denim Artwork” — an event that interfused rehabilitation with green and art concepts, designed to inject positivity into the community through upcycled denim collages handcrafted by mentally ill persons and others in the community. A total of 200 people participated in the event, with Golden Lion Volunteer Team offering assistance. Through collective art creation, the event enabled the public to better understand survivors of mental illness, fostering a harmonious and inclusive society.

以環保藝術推廣精神健康

為推廣精神健康意識及慶祝世界精神健康日，美高梅與澳門扶康會推出“美高梅x扶康會：世界精神健康日系列活動之「織」予生命—「織」見良 uncommon1”活動，活動將融合康復、環保及藝術概念，透過精神康復者和社會各界共同創作多幅環保牛仔布拼貼畫作，過程中金獅義工隊鼎力協助。活動約有200人參與，透過環保藝術創作，讓社會重新認識精神康復者，增加彼此互動，共同邁向共融和諧社會。

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護已護人，守護澳門
Safeguard Macau to Protect Loved Ones

超過九成半團隊成員接種新冠疫苗
Over 95% of MGM Team Members Vaccinated

為遵守特區政府守護，與澳門各級政府單位協力抗疫，美高梅一直鼓勵團隊成員接種新冠疫苗。公司為團隊成員舉辦多次的「外展疫苗接種計劃」，並邀請醫護講座，以及持續對外內的宣傳，這些項目均得到團隊成員正面及積極響應，現時美高梅已有超過九成半團隊成員接種疫苗。

In response to the government’s call and to achieve herd immunity guarding against the pandemic, MGM adopted a holistic approach to encourage team members to take the jab. The initiatives include a string of Outreach Vaccination Programs, explanatory seminars, and promotional campaigns held internally and externally—All were widely supported by team members and with their collective efforts, MGM has reached a distinctively high vaccination rate of over 95%.

開創緊急救援課程，普及急救教育
“Emergency Care Program” to Popularize First-aid Education

为进一步普及及推廣急救教育，美高梅為支持聯合旅業教育公司及旅遊企業，與澳門及當地醫學會聯手向社區提供專業全面的「美高梅人才發展系列—緊急救援課程」，合辦一場場為期四至五日的急救人員訓練課程，包括急救人員及救護員的訓練。此次課程旨在提升救護員的知識技能，讓更多腦癱患者及緊急救援人員。急救人員。

To popularize first aid education in the community and to equip more people in the community with life-saving abilities to assist injured or ill persons in emergencies, MGM became Macau’s first integrated resort hotel to partner with the Maccan Society of Emergency and Critical Care Medicine (MSECCM) and co-organized the community-based first aid course “MGM Talent Development Series – Emergency Care Program”. The Program offered a total of 10 first-aid training courses, benefitting MGM team members, teaching staff of DSEU, and service team members from various social service associations.
Extended SME Business Opportunities with Innovative Mindset

2021年美高梅的中小企業採購金額攀升至公司總採購金額的35%，令公司積極放眼與本地不同業的中小企合作，透過創新方法及計劃，為他們開拓內地及本地商機。美高梅一直致力為澳門中小企業賦能，藉著深化產業協同效應，帶動中小企業共同邁向更專業化、更產業化的發展，力求令澳門商業生態健康可持續發展，生生不息，百業興隆。

MGM’s SME Procurement Spending rose to 30% of its total procurement spending in 2021, an encouraging outcome as a result the Company has taken the initiative to deepen partnerships with SMEs from various industries in Macau as well as a proactive leadership to help local SMEs extend business opportunities in Macau and the Mainland with innovative solutions and programs. Riding on a strengthened cross-sector synergy, MGM pledged to lead local SMEs towards a more professional and industrialized development, pitching in to make Macau’s business environment flourish in a sustainable manner.

帶中小企落地灣區
Taking SMEs to Enter the GBA Market

與工商聯會合辦“賞受澳門”智能售賣機
Co-launched "Enjoy & Rewards from Macau" Vending Machine Program with ICAMO

2021年美高梅和澳門工商總會合辦“攜手灣區共發展”系列活動第二年，多項協助中小企進軍灣區的活動，為澳門經濟適度多元發展注入新活力，雙方年內合辦“賞受澳門”智能售賣機項目，為本澳中小企業提供低成本、低風險、靈活的銷售平台進軍灣區市場。一共有17家智能售賣機率先落戶廣州黃埔，出售來自17家中小企業的特色產品，推廣將澳門品牌推廣至大灣區。在項目簽約儀式當天，雙方並舉辦聯席分享會，邀請專家剖析粵澳合作新機遇。

2021 marks the third year for the "Work Hard-in-hand to Explore Greater Bay Area Opportunities" series, co-organized by MGM and the Industry and Commerce Association of Macau (ICAMO), which assisted SMEs in entering and growing in the GBA, as well as contributing to Macau’s economic diversification. MGM and ICAMO co-launched the "Enjoy & Rewards from Macau" Vending Machine Program, which offers a low-cost, low-risk, flexible channel for local SMEs to enter the GBA market. The scheme started with five vending machines set up in Huangpu District, Guangzhou. A total of 17 SMEs were selected, putting 150 Macau specialty products for sale in the vending machines, promoting Macau brands to GBA patrons. At the signing ceremony, both parties co-hosted two sharing sessions where experts provided insights into novel GBA opportunities.
Growing Hand in Hand with Young Entrepreneurs

"MYEIC x MGM Young Entrepreneur Nurturing Program" Cultivate Young Talents

To help local young entrepreneurs enrich their business knowledge and identify high potential projects, MGM, Parafutura de Macau and Macau Young Entrepreneur Incubation Centre (MYEIC) held the concluding session for the first edition of "MYEIC x MGM Young Entrepreneur Nurturing Program" (Program) 2020-2021 together with the inauguration of the second edition for 2022-2023. In the past two years, the scheme has a total of 600 participants from 85 emerging SMEs participating in the eight sharing sessions, with 10 of them securing a partnership with MGM generating over MOP 2 million businesses. The new edition will cover an extended scope to include more youth associations and a new outreach scheme during which business experts will visit the premises of young entrepreneurs in person to offer professional guidance to them.

發展本地文創產業鍊
Establishing an Industry Chain for the Local Creative Industries

為促進弘揚福南文化，美高梅加大與文創中小企合作，大力推進文創產業鍊之發展。當中臺澳大型科技民族舞劇《棲林美高梅》期間，公司邀請1220電影製作有限公司與舞劇主演出澳門進行舞劇排練，並與本地文化產物「加高雅」合作，打造劇目中用於載具的數位導人形似。此外，公司亦與本地多媒體製作公司聯手合作，為《棲林》製作作品製作AR互動體驗，與數位保護國家級文化資產的工作。
提升本地中小企競爭力

Enhance Competitiveness of Local SMEs

推出「齊搭中小企系列」促企業電商化

Support SMEs to Go E-commerce

為了配合特區政府發展智慧城市及培育中小企發展，美高梅與麥當勞（澳門）簽訂合約發展智慧城市及培育中小企發展，美高梅與麥當勞（澳門）發展智慧城市及培育中小企發展，並與中小企合作發展智慧城市及培育中小企發展，並與中小企合作發展智慧城市及培育中小企發展，並與中小企合作發展智慧城市及培育中小企發展。
提升团队软实力
迎接高质量发展
Equip Team Members for High-quality Development

自强不息 奋勇向前
Continuous Learning for Accelerated Progress

与劳动力局合办专业培训课程
Join Hands with DSAL in Launching Professional Workforce Development Series

美高梅与劳工局合办专业人才培训系列课程，涵盖「职业素养培训」、「专业认证课程」以及「事业发展计划」三个不同领域的发展培训计划，预计超过7,000人完成此系列培训。公司期望透过培养成员参与培训，积极发展自己，亦有助提升行业人才素质，助力澳门发展成为粤港澳大湾区旅游教育培训基地。

MGM collaborates with the Macau Labour Affairs Bureau (DSAL) to launch the "Professional Workforce Development Series" for its team members. Categorized into three divisions, namely "Occupational Quality Training", "Professional Certification" and "Career Development Program", these series offer professional trainings for an estimate of over 7,000 MGM team members. Through this training series, MGM hopes to equip its team members, enhancing the overall quality of local talent and as a result, supporting Macau's development into the tourism education and training hub for the Greater Bay Area.
「學無止境」多元持續進修課程
Promoting Continuing Education with Diversified Programs

MGM has launched a wealth of diversified lifelong education courses to help increase upward and horizontal mobilities for the Golden Lion Team. All along, MGM has collaborated with local institutions and associations to co-organize an array of accredited courses, including professional skills certification programs, high-school diploma programs, professional diploma programs, etc. In 2021, MGM launched the second edition of the “MGM High School Diploma Program” with an enrollment of 65 applicants. Since its launch in 2016, the Program has helped 41 team members attain their middle and high school diplomas, with seven of them currently continuing their studies in universities. Besides, MGM and the Macao Polytechnic University joined hands last year to jointly organize the “Diploma in Gaming Management” — a 1.5-year program offering specialized management training for team members to help extend their promotion opportunities.

「美高梅管理專才發展計劃」培育本土未來領袖
MGM PRIDE Program Nurturing Local Leaders of the Future

MGM has launched the "PRIDE Program" since 2014 — a key career development program specially designed to nurture local talents catering needs of different career growth, which has nurtured 274 PRIDERS by far. Throughout the Program, MGM collaborated with local universities to co-host various certification programs to help PRIDERS advance their professional skills and knowledge, including the "Certificate in Future Leadership Skills in a Smart Era" co-organized by MGM and the University of Macau; and the "Certificate in Essentials of Management" co-organized with the Macao Polytechnic University.
為團隊成員增添活力與動力
Energizing and Motivating Team Members

首届美高梅「员工才艺挑战赛」
First MGM Employee Talent Competition

为了提供一个平台予团队成员展示自我，美高梅举办首届「员工才艺挑战赛」，透过工作与生活平衡，以及提升团队精神和拉近，而作为家庭友善雇主，比赛亦特别鼓励「亲友推荐」，鼓励员工与亲朋好友组队参赛。

比赛特别选址美高梅剧院举行，利用其900平方米的特大4K LED显示幕，带来震撼视觉效果和一系列舞台特效，打造专业级的表演节目，令现场气氛热烈高扬。

Aiming to build a platform for team members to shine and showcase their talents, MGM hosted its very first "Employee Talent Competition", which was also to promote work-life balance and unify team spirit in a fun and casual way. As a family-friendly employer, MGM has specially set up the "Family and Friends Talents" category to encourage team members to perform with their family and friends.

The MGM Theater was specially selected as the venue of the competition. Utilizing the Theater's giant 900-square-metre 4K LED screen to project dazzling visuals and other remarkable stage effects, the show was produced with MGM's professional entertainment standard.

年度职安健活动「健康职场生活话你知」
Annual Work Safety and Well-Being Campaign

作为负责任雇主，美高梅一直致力推广职安健和关怀团队成员的身心健康，因而举办「健康职场生活话你知」年度职安健活动，获得工务局、澳門貿易業聯合總會和澳門旅遊局支持，共吸引近6,000人次参与。经过一系列知识及趣味兼备的室内及户外活动，包括讲座、比赛、路跑和家庭烧烤等，提醒员工在工作中注意身心健康和職業安全，以宣扬“安全生产、健康常乐”的宗旨。

As a responsible employer, MGM strives to promote occupational health and safety, putting the wellbeing of its team members at the Company's priority. With the support of Labour Affairs Bureau, Women's General Association of Macau and Fu Heng Society of Macau, MGM organized its annual "Work Safety and Well-Being Campaign", which attracted nearly 6,000 team members to participate. Comprised of a series of fun outdoor and indoor happenings, including seminars, competitions, roadshows and family hiking day, the campaign aims to remind team members of work safety and personal wellness, echoing with the theme of "Healthy Workplace, Happy Life".
全方位推廣負責任博彩

Overarching Approach to Promote Responsible Gaming

美高梅推出以「一「義」卒」為主軸的負責任博彩系列活動，加大力度與本地社福機構的合作，舉辦多場宣揚活動，促進團隊成員及公眾全方位認識負責任博彩的重要性。

為了讓更多團隊成員吸收到責任博彩的知識，美高梅除舉辦有關教育活動外，亦與社福機構合作，舉辦多場宣揚活動，促進團隊成員及公眾全方位認識負責任博彩的重要性。

MGM rolled out a Responsible Gaming (RG) initiative themed "Last Control, Lose Family" to align with the policies of the Macau Government. The initiative adopted a holistic approach, comprised of a wide range of activities, engaging team members and the public to better acquire RG knowledge. To ensure every team member acquires RG knowledge, MGM has extended the activities beyond classroom. Last year, MGM and Sheng Kong Hui Macau Social Services Coordination Office (SKH) co-organized the first "RG Talk in Homebase" event at MGM’s back office, where SKH counselors shared their experience in RG knowledge to team members. The company also launched the “Surprise Visit by RG Ambassador” for the first time to conduct surprise RG tests at various departments. Besides, MGM has strived to enrich its RG courses every year. The "Let’s Roll RG” training course has been incorporated with new content about preventive measures for problem gambling so that team members can better understand and tackle gambling disorder. Besides, MGM also assisted team members in completing the "Certificate in Macau Responsible Gaming Advisor” course organized by the government.