

美高梅 MGM
2021
REJUVENATE
CULTURE IN UNITY

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REJUVENATE CULTURE IN UNITY

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主席的話

Chairpersons' Message

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，團隊成員上下一心踴躍接種，目前員工接種率已超逾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，美高梅永不停步，繼續以「原創+創新」的精神，開拓多元化體驗，締造多個新的里程碑。本著金獅匠心，去年推出「美獅IP」品牌系列項目，鑄造多個以嶺南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》、《甦醒》藝術展等，充份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法修訂工作，讓行業朝著更健康及可持續方向發展，促進經濟適度多元。我們初心不變，用創意及科技賦能文旅融合，從澳門濃厚文化底蘊中提煉出更多「旅遊+」標杆品牌盛事，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 Macau'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.

洪博斌

William J. Hornbuckle

董事長及執行董事
Chairperson and Executive Director
美高梅中國控股有限公司
MGM China Holdings Limited

何超瓊

Pansy Ho

聯席董事長及執行董事
Co-Chairperson and Executive Director
美高梅中國控股有限公司
MGM China Holdings Limited

2021 工作亮點 HIGHLIGHTS

92% 以上的管理層
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

每名成員平均接受超過

58.3 小時培訓
為業內首屈一指
Leading the industry by providing over
590,000 training hours to team members, with
over **58.3** training hours per team member on average.

收穫 **31** 個人力資源獎項，表彰美高梅於人
力資源發展與管理方面的卓越表現

Harvested **31** Human Resources Awards,
in recognition of MGM's efforts in
Human Resources Management and Development.

10,113 位團隊成員完成了
職業安全健康培訓

91,336 總培訓時數
10,113 team members have received
workplace health and safety trainings,
which totaled **91,336** training hours.

超過 **95%** 團隊成員已完成接種新冠疫苗
Over **95%** of team members are fully vaccinated.

5,200+

位金獅義工隊員共獻出

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.

舉辦了 **308** 個社區活動惠及超過

27,500 位市民

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

金獅團隊中現有

40 位傷健人士，
受聘於六個不同的部門

40 individuals with disabilities working at
six various departments.

負責任博彩推廣活動共服務

9,800+ 位團隊成員

總培訓時數達 **3,500** 小時

Responsible gaming activities served
9,800+ team members, accumulative
training hours on responsible gaming
reached **3,500** hours.

84%

本地企業採購額佔美高梅的總採購額，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.

30%

中小企佔總採購總金額更超過，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.

85

年內與 間本地中小企達成新的商業合作關係

Established **NEW business partnerships** with **85** local SMEs.

2.6%

美高梅旗下兩家酒店之總溫室氣體排放量較2019年減少

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

13.9% 和 **16%**

澳門美高梅和美獅美高梅較2019年分別減少了 耗水量

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

6.7% 和 **2.8%**

澳門美高梅和美獅美高梅之耗電量則分別較2019年減少了

MGM MACAU and MGM COTAI reduced electricity consumption
by **6.7%** and **2.8%** respectively compared to 2019.

335

廢物回收量逾 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，務求將最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，堅守崗位深耕細作，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.

至臻完美

酒店獎項

Hospitality Awards

榮獲三項《福布斯旅遊指南》五星評級

Triple Forbes Five Star Awards

澳門美高梅連續六年獲《福布斯旅遊指南》五星評級，而澳門美高梅及美獅美高梅的兩間禪瀉亦連續兩年評為五星。

MGM MACAU in 2021 was again named a Five-Star Hotel by Forbes Travel Guide for the 6th consecutive year, whilst Tria at both MGM MACAU and MGM COTAI also received a Five-Star rating for the second year in a row.



金殿堂及盛焰當選為年度最佳餐廳

Imperial Court and Grill 58 Named Best Restaurants

美高梅旗下的「金殿堂」及「盛焰」兩間餐廳，於中國權威年度餐廳評選的活動之一的《TARGET TASTE目標之選餐廳指南2021》中分別勇奪「年度最佳中餐廳」及「年度最佳扒房」的美譽。「金殿堂」主打精緻粵菜，而「盛焰」則揉合扒房及鐵板燒元素，兩者皆以精湛工藝著稱，此兩項殊榮證明兩間餐廳均得到國內資深美食家的肯定。

Imperial Court was named the “Best Chinese Restaurant Award of the Year”, whilst Grill 58 was crowned the “Best Steak House Award of the Year” at the TARGET TASTE Award 2021, one of the most reputable annual restaurant awards in the Mainland. The two accolades provide evidence of the supreme craftsmanship of the two restaurants of MGM —Imperial Court that specializes in exquisite Cantonese cuisine and Grill 58 that impeccably melds the concepts of steak house and Japanese Teppanyaki.



MICE China《BEST MARKETING》獎項 “Best Marketing” Award from MICE China

亞太區會議行業領先媒體 MICE China 雜誌向美高梅頒發《BEST MARKETING》獎項，嘉許公司的創意出色營銷策略，進一步鞏固澳門作為亞太區理想會議目的地的地位。

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

美獅美高梅在第十四屆TTG中國旅遊大獎中，連續兩年榮獲「最佳會議接待酒店——澳門」，再次印證美高梅於籌辦會議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

美高梅旗下的四間餐廳，包括「寶雅座」與「盛焰」餐廳，以及主打精緻粵菜的「金殿堂」和「淳」，於2021年合共摘得美國《葡萄酒觀察家》、《中國年度酒單》大獎及英國《美酒世界》所頒發多達12項國際權威酒評的最高榮譽。美高梅共窖藏了超過2,300款來自世界各地近25,000瓶的經典佳釀，是澳門優質葡萄酒典藏量最豐富的地方之一。

MGM’s four restaurants including Aux Beaux Arts and Grill 58 with Western dining concepts, as well as Imperial Court and Chún with refined Cantonese delicacies, 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

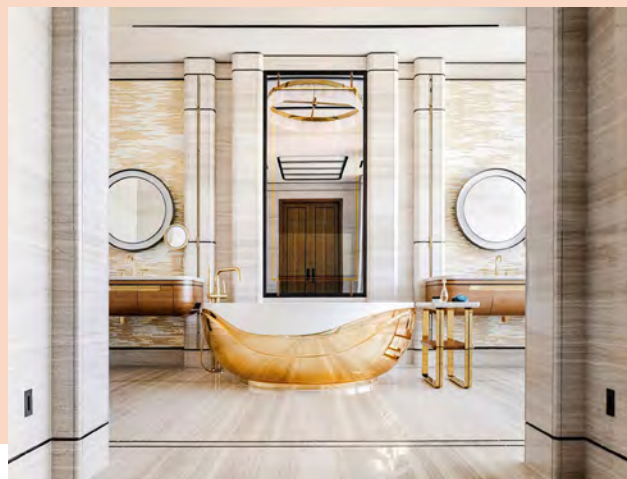


御獅別墅摘下兩項國際室內設計大獎

Emerald Villa Clinched Two International Interior Design Accolades

美獅美高梅嶄新奢華住宿力作—御獅別墅，推出後隨即榮獲由「英國SBID國際設計大獎2021」（SBID International Design Awards 2021）頒發「酒店臥室、套房設計」類別大獎，以及由「2021美國繆斯設計大獎」（Muse Design Awards）頒授之「室內設計（酒店及度假村）」類別鉑金大獎，成為澳門首個贏得此兩項國際室內設計大獎的得主，完美體現美高梅的「原創+創新」精神。

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 double 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

美高梅向來致力推進本地青年發展，為了進一步發揮社區的協同效應，公司與不同政府部門，社會團體及灣區機構合作，為本地青年提供多元學習機會，旨在培養高質量本地青年專才。去年在全球知名的「2021亞太旅遊協會金獎」中，美高梅勇奪「青年培育項目」金獎，表彰其「美高梅青年人才培育及發展」計劃在青年發展方面的貢獻。此獎項是繼2018年之「企業社會責任」金獎和2020年之「人力資源發展」大獎後，第三度獲亞太旅遊協會嘉許。



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 PATA 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「蟬聯傑出企業社會責任獎」，這次是公司第四度獲《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.



人力資源獎項 Human Resources Awards

勇奪31項國際及區域人力資源大獎
Harvested 31 International and Regional HR Awards



美高梅堅持推行創新的人才培育計劃及政策，致力建立友善僱主品牌，於人力資源方面的傑出表現屢獲各界認可。公司於2021年內摘下31項具影響力的人力資源大獎，包括：於年度「史蒂夫獎」中囊括六項獎項、於「全國人力資源管理（服務）創新大賽」中榮膺四項大獎、榮獲六項有關數字化學習大獎等等。美高梅的卓越人力資源成就，有賴領導層敢於創新的精神，早前美高梅人力資源執行副總裁余婉瑩女士憑著其出色的領導能力，獲得國內「2021極職獎」頒發「最佳人力資源高管」殊榮。

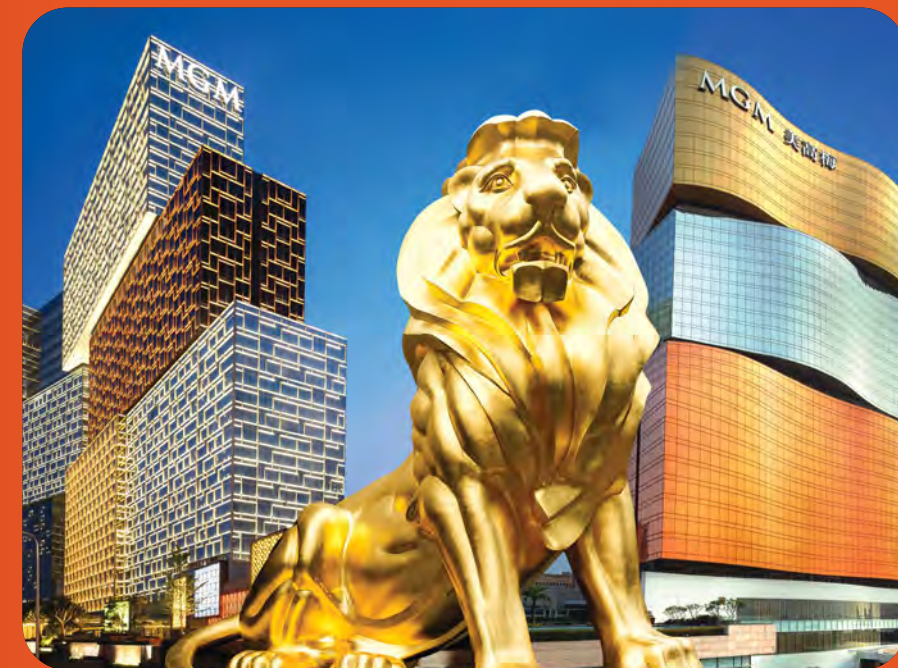
此外，美高梅於年內成為澳門唯一企業獲頒兩個大中華地區知名人力資源獎項，分別為最佳東方所頒發之「2021第八屆旅遊服務業卓越僱主」獎項，為公司第三度獲此嘉許；以及於第一屆全國人力資源創新大賽中贏得「大灣區融合發展推廣大使」的榮譽。

MGM is always committed to providing innovative talent development programs to its team members and doing its best to be a brand of friendly employer. The Company's endeavors on Human Resources are widely recognized – in the Year 2021, MGM has harvested a total of 31 major HR awards, including six accolades at the annual Stevie Awards, four awards at China's National Human Resource Management (Service) Innovation Competition and six various awards regarding digital learning, to name a few. MGM's standout HR accomplishments have been made possible by leaders who champion innovation – Wendy Yu, Executive Vice President of Human Resources, was named Best HR Leader at Flag Awards 2021, an HR award in China.

In addition, MGM has also become the only enterprise in Macau to attain two significant HR awards in Greater China – the Company was named the "Best Employer of the Year" by VeryEast for the third consecutive year, and recognized as "Promotional Ambassador for the Integrated Development of the Greater Bay Area" at the First National Human Resource Management (Service) Innovation Competition.

可持續發展獎項 Sustainability Awards

「大中華區酒店可持續發展指數」十強企業
Top 10 Performer in the Greater China Hotel Business Sustainability Index



美高梅在香港中文大學（中大）商學院上年公佈的2020年「企業可持續發展指數」中，美高梅獲評為「大中華區酒店可持續發展指數」10強企業，以及在「大灣區企業可持續發展指數」20強企業。兩項佳績均彰顯美高梅堅持以負責任及可持續的方式營運業務，成為大灣區以至大中華區企業的典範。

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800家粵港澳大灣區從事製造業及服務業的企業參與，美高梅能在當中脫穎而出，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 800 enterprises in the GBA.

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



2021年11月美高梅獲南方都市報舉辦之「2021美好灣區幸福人居獎項」頒發年度綠色先鋒企業獎，表揚公司在中國綠色之路的先行者地位，為業界在綠色建築、綠色施工、綠色節能、綠色社區、綠色技術及綠色採購多方面，提供了寶貴及可借鑒經驗，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.

綠水青山就是金山銀山

Lucid Waters and Lush Mountains are Invaluable Assets

環保
節能



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，致力成為大灣區以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。鑒於全球及澳門環境挑戰日益增加，美高梅訂下中長期目標，於2023年底全面使用電動穿梭巴士響應綠色出行，以及於2025年底實現與2019年相比的13%標準化節能。通過應用創新廚餘管理策略，美高梅訂下於2030年前達到100%廚餘轉化率的目標。

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.

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」規劃中的氣候戰略及目標，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，打通綠色旅遊、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環境經濟研究所簽署首個戰略合作框架協議，同場更舉行「國家雙碳目標講座」，由中國綠色建築與節能專業委員會王有為主任及清華大學低碳經濟研究院周劍副院長擔任主講嘉賓。

With the aim to align with climate strategies stipulated in the National 14th Five-Year Plan, the Low Carbon Green Hotel Development Alliance was jointly founded by Macau's hotel and tourism industries, industry partners and professional alliances of the Mainland and Macau. With the GBA as its starting point and the tourism industry as the lead driving force, the alliance strives to rally the forces of the hotel industry, in a bid to expedite the industry's transition into a low-carbon operation toward a greener economy, and to maximize the interplay between eco-tourism, green communities and green economies.



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 Youwei, 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.



區內綠色企業典範

Paragon of Green Enterprises in the Region

為推動灣區的綠色建築發展，美高梅舉辦「中國及澳門綠色建築的技術應用與發展講座」，並以大灣區首家及大中華區第二家囊括兩項三星級綠色建築標識的巨型綜合建築及酒店—美獅美高梅為案例進行分析，最後以酒店綠色設施和技術考察行程作結。活動共吸引近180名本地建築、機電工程、物業設施管理和環境保護範疇之專業人士出席。

To promote the development of green buildings in the Greater Bay Area, MGM held the “Seminar on Technology Application and Development of Green Buildings in China and Macau” citing the first mega complex and hotel in the Greater Bay Area (GBA) and the second in Greater China to earn two three-star Green Building labels— MGM COTAI as a role model. With the participation of nearly 180 local professionals in architecture, electrical and mechanical engineering, property management and environmental protection, the seminar was concluded with green tour of the hotel, enabling the participants to view the green facilities and technologies of MGM COTAI.



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，落實展開天然氣能源轉型建設工程，並預計於2022年內落成。屆時，澳門美高梅將成為澳門半島首家酒店轉型使用天然氣，繼位於路氹城的美獅美高梅自開業以來一直採用天然氣後，美高梅將會成為澳門首家綜合度假酒店營運商，全面轉用清潔低碳的天然氣。項目完成後，預計為公司的全年碳排放量減少約11%，相等於種植14,000棵樹。

To support the government's call for a wider adoption of natural gas, MGM MACAU has inked an agreement with Nam Kwong Natural Gas Company Ltd on its natural gas changeover. The overhaul is slated to be completed by 2022, when MGM MACAU will be the first integrated resort on Macau Peninsula to switch to natural gas. Together with MGM COTAI which has been utilizing natural gas since its opening, MGM will become Macau's first integrated resort operator to have all its properties fully converted to clean and low-carbon natural gas. The project will result in a reduction of 11% on MGM's annual carbon emissions, which is equivalent to planting 14,000 trees.



邁向淨零排放目標

Towards Net-zero Emission Goal

美高梅積極探索創新綠色技術，以更具能源效益的方式管理樓宇及營運，並每年進行碳審計並制定相應目標。澳門美高梅的樓頂安裝了全新的太陽能加熱系統，用於加熱酒店廚房的用水，其總容量為33.8千瓦，全年太陽能加熱系統共生產了25,200千瓦時的可再生能源。公司更於營運中應用熱泵技術以減少對化石燃料的依賴，當中美獅美高梅的熱泵達致100%使用率。美高梅通過落實各項重點項目，在2021年的總溫室氣體排放量較2019年減少2.6%。



MGM actively explores green technological innovations and manages its buildings and operations in a more energy-efficient way and reviews carbon emissions regularly for continuous improvements. A brand-new solar heating system has been installed on the rooftop of MGM MACAU to harness solar energy for its building operations. The new system supports the water heating in the hotel kitchen and has a total capacity of 33.8kW, that a total of 25,200 kWh renewable energy was generated from the solar heating system during the year. To lessen its dependence on fossil-based energy, the Company began utilizing heat pumps in its operations and reached a 100% utilization of the installed heat pumps at MGM COTAI. Through the implementation of various decarbonization projects, the total greenhouse gas emissions of both properties decreased by 2.6% in 2021, compared to 2019.

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

美高梅一直使用合資格的回收商來處理廢棄的電子及電器設備，以保證仍有價值的組件能重新利用，同時避免處理不當時對環境及公眾健康構成的危害。為了讓美高梅團隊成員更深入地了解可回收的電子及電器設備的種類及其回收過程，公司組織參觀澳門環境保護局的回收設施，讓他們能夠有一個生動有趣且增廣見聞的環保之行。

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. To gain a better understanding on the types of recyclable electronic and electrical equipment and their recycling processes, MGM organized an informative and fun tour for its team members to visit the recycling facility of Environmental Protection Bureau.



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」小測驗考考團隊成員的環保減碳常識，亦向他們收集了「低碳夏日」的創意想法和建議。活動共收集了700多條環保小貼士，涵蓋衣、食、住、行等日常生活。此外，亦在辦公室舉行了便服夏活動，鼓勵團隊成員減少依賴冷氣下保持涼爽。

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 “Causal Wear Summer” campaign in the office to encourage team members to dress light and stay cool without relying on air conditioning.



深化「旅遊+」跨界融合 —為澳門提供多元旅遊產品

Deepening Tourism+ with Cross-Sectorial Ties
—Enriching Macau with Diverse Tourism Products



美高梅以獅為本，運用澳門自身特色和文化底蘊，以及大灣區城市文化同源的特性，倡導以嶺南文化為根基的「旅遊+」發展模式，煥活傳統文化，同時展現文旅高質量可能。2021年，美高梅推出專屬「美獅IP」品牌活動，打造系列原創盛事，為澳門帶來跨界多元娛樂體驗及獨一無二的文旅產品。美高梅堅定不移的獅子初心，發放多元文旅異彩，更同時孕育出一個可讓各方人才盡展才能、長遠而持續發展的生態圈，彰顯美高梅銳意深化大灣區文旅共融的雄心。

With its lion persona as the core, MGM utilizes Macau's own unique characteristics and cultural context, as well as the cultural root shared by the cities of the GBA, to initiate the new "Tourism+" development trend with Lingnan culture as its root – one that rejuvenates traditional culture and unveils the possibilities of high quality cultural tourism development. In 2021, MGM initiated the Lion IP series presenting a line-up of original MGM-brand events, which offered cross-sectorial, diverse entertainment experiences and unparalleled cultural-tourism products for the Macau market. With its determined lion spirit, MGM continues to bring out the splendor of diverse cultural tourism, and at the same time contributes to creating a sustainable ecology in which talents can thrive and shine, demonstrating the Company's strong dedication in deepening the exchanges of cultural tourism in the GBA.

旅遊
跨界

主席寄語
Chairpersons'
Message

2021
工作亮點
2021 HIGHLIGHTS

再度飛躍
璀璨的一年
Another Year with
Flying Colors

綠水青山就是
金山銀山
Lucid Waters and
Lush Mountains are
Invaluable Assets

深化「旅遊+」跨界融合—
為澳門提供多元旅遊產品
Deepening Tourism+ with Cross-
Sectorial Ties—Enriching Macau with
Diverse Tourism Products

與祖國同榮—
慶祝建黨百年
Share the Glory of the Nation—
Celebrating the 100th
Anniversary of the founding of
the Communist Party of China

擁抱多元
創建美好
Embracing Diversity for a
Better Community

創新思維為
中小企拓商機
Extended SME Business
Opportunities with
Innovative Mindset

提升團隊軟實力
迎接高質量發展
Equip Team Members for
High-quality Development

以嶺南文化為根基的「旅遊+」 Tourism+ — with Lingnan Culture as its Foundation

以獅為根彰顯文化自信 —《醒獅美高梅》 Express Cultural Confidence with Lion as its Root— “MGM Awakening Lion”

美高梅與廣州歌舞劇院攜手打造的大型科技民族舞劇《醒獅美高梅》是「美獅IP」的重點項目。舞劇選址美高梅劇院駐場公演，充分運用劇院的頂尖科技以及其全球最大的永久室內LED屏幕，並融入醒獅、南拳、舞蹈的非遺傳統元素，大膽創新地展現嶺南文化精髓，實現民族舞劇創新，讓舞劇走向國際，傳承中華優秀文化，講好中國故事。

《醒獅美高梅》以中國舞蹈最高榮譽「荷花獎」舞劇獎得主—大型舞劇《醒·獅》為藍本，特意為劇院量身定製專屬精裝版。劇目以民族覺醒為立意，以傳統文化為表達，反映了南粵兒女不屈不撓的精神。

Techno-cultural dance drama “MGM Awakening Lion”, jointly presented by MGM and Guangzhou Song and Dance Theatre, was the signature event of MGM's Lion IP Program. Empowered by cutting-edge technologies and the world's largest permanent indoor LED screen in the MGM Theater, this residency show has integrated theatrical technologies with intangible cultural elements including the lion dance, Southern Fist (Nanquan) and dance performance to achieve bold innovations in showcasing the essence of Lingnan culture. The show showcased traditional dance drama with innovation, telling the great stories of the Chinese people with an internationalized and contemporary backdrop.

Made to be an exclusive and tailor-made version for MGM Theater, based on the award-winning Chinese ethnic dance drama “Awakening Lion”, “MGM Awakening Lion” depicted the perseverance of the Cantonese people based on the awakening of a nation.



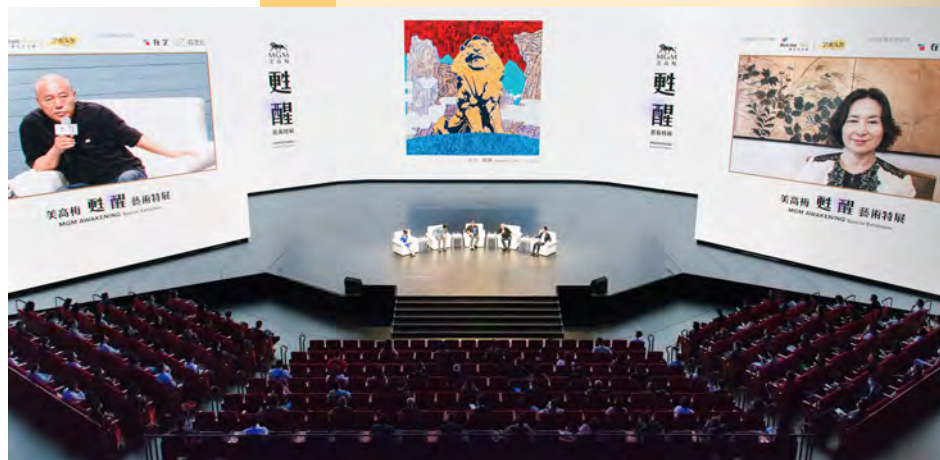
以獅為神 宏揚中華傳統文化 —《甦醒》藝術特展

Embrace Chinese Traditional Culture with
the Lion Icon – Special Exhibition “Awakening”

為鼎力支持澳門大型國際綜合性文化藝術盛會「藝文薈澳：澳門國際藝術雙年展2021」，美高梅策劃《甦醒》藝術特展，以當代藝術喚起文化甦醒，振奮人心。

作為「美獅IP」另一重點項目，《甦醒》藝術特展以獅為神，在傳統基礎上融入當代活力與創意，為澳門帶來具獨特性及前瞻性的中國當代藝術展。多位知名藝術家以獅的意象進行創作，並揉合傳統嶺南「醒獅」文化，與美高梅形象結合。展覽同時首次呈獻「美高梅主席典藏」多件東方根性與前瞻性共備的當代作品。

特展開幕當日並於美高梅劇院舉行「大灣區當代藝術論壇——中國文化覺醒的當代話語」，邀請藝術界重量級人物，包括何超瓊、許劍龍、王璜生、劉國夫及薛松擔任主講嘉賓，一同與近300位現場嘉賓共同探索中華藝術文化創新和振興之路。論壇並結合線上線下形式舉行，吸引超過130萬人在線觀看。



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 longstanding 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 Lingnan 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 Pansy Ho, Calvin Hui, Wang Huangsheng, Liu Guofu and Xue Song, came together to discuss on 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.

「獅」承嶺南傳統體藝

Passing on Lingnan Culture with Junior Lion Dance

美高梅年度暑期活動「幼獅訓練計劃」今年舉辦至第七屆，共有82位小朋友完成為期七個星期的訓練。計劃讓小朋友了解舞獅運動和嶺南文化，強健體魄並透過具趣味性的訓練培養紀律和團體合作精神。計劃至今經已培育了超過460名幼獅新力軍，當中更有85位精英繼續深造，參與「幼獅持續訓練計劃」。

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 Continuous Training Program".



「旅遊+」文娛 Tourism+ Art & Entertainment

連續八年支持澳門藝術節

Supporting Macau Arts Festival for Eight Consecutive Years

美高梅自2014年起連續八年支持年度藝術盛事澳門藝術節。第31屆澳門藝術節視覺藝術展覽《意象與空間——任冬生舞台美學展》於美高梅劇院舉行，展出國家一級舞美設計師任冬生的多套作品之模型、圖片及影像，在劇院革命性技術的呈現下，衝破現實與想象的界限。任冬生並於展覽開幕禮上主持「舞台上流動空間的形塑」線上講座，與觀眾大談舞台美學的魔力世界。

For eight consecutive years, MGM has been dedicating its support to the annual art event Macao Arts Festival. The visual art exhibition "Imagery and Space: Ren Dongsheng Scenography Exhibition" was held at MGM Theater as part of the 31st Macao 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.



天幕下的「美學說」 "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——生活中無處不在的美」講座假美獅美高梅視博廣場舉行。澳門樂團亦受邀在天幕下即席演奏，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.



獨家呈獻《蕭聲震美獅》音樂會

Exclusive “JAM IS HERE” Music Show by Jam Hsiao

美高梅與金曲歌王蕭敬騰聯手打造《蕭聲震美獅》音樂會，為了這次重臨美高梅劇院，雙方花了兩年時間籌備。蕭敬騰除精心編排他最新的流行曲目外，更將他的音樂創作融合嶄新科技與藝術元素，透過美高梅劇院的高科技舞台效果，為一眾歌迷打造美高梅專有的震撼演出。

MGM's exclusive music show, “JAM IS HERE”, by renowned singer Jam Hsiao, was held at MGM Theater, returning after two years of solid preparation by Jam, his team and MGM. In addition to his latest hits, Jam also immersed his musical prowess onstage in MGM's revolutionary technologies and artistic elements that brought his fans a captivating performance that all enjoyed.



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享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，為灣區內車手提供競技及交流機會，致力協助提升區內賽車運動水平。為令「美高梅大灣區GT盃」更有聲有色，美高梅再次贊助引領中國賽車運動的冠軍車隊Phantom Pro Racing魅影賽車出戰賽事。



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.



金獅龍舟隊再創佳績

MGM Dragon Boat Team Achieved New Heights

美高梅金獅龍舟隊連續第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，分別挑戰四項男子標準龍及小龍賽事。憑著團隊的一貫實力和拼勁，成功囊括「澳門龍舟賽標準龍－女子組－500米」和「澳門龍舟賽小龍賽－女子組－200米」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 greatness – 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).



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

美高梅全力支持並參與了慶祝澳門回歸祖國廿二周年獻禮、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**盛焰**、**金殿堂**和**蜀道**三家餐廳更獲節目的專題報導，展現澳門多元的美食文化。

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.



金殿堂總廚徐偉豪
Chef de Cuisine Homan Tsui of Imperial Court



蜀道總廚楊登全
Chef de Cuisine Yang Dengquan of Five Foot Road

守護傳承本土飲食文化

Embracing Local Macanese Food Culture

適逢澳門獲評為聯合國教科文組織「創意城市美食之都」四週年，美高梅與澳門旅遊學院攜手舉辦「美高梅土生葡菜廚藝比賽」，以推廣及傳承澳門獨有、並獲國務院選為「國家級非物質文化遺產代表性項目名錄」的土生葡菜烹飪技藝和美食文化。公司分別舉辦了公開比賽和內部員工比賽，讓他們親身感受這份屬於澳門人的美食文化。

Coinciding 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.



促大灣區廚藝交流 弘揚嶺南文化

GBA Culinary Exchange to Promote Lingnan Culture

為進一步傳承及弘揚嶺南美食文化，提升餐飲業界水平，美高梅與澳門旅遊學院和順德職業技術學院合辦「創意城市美食之都－澳門·順德飲食文化交流」工作坊，邀請譽滿廣東的順德名廚與本地業界和學生分享嶺南餐飲文化，促進兩地廚師人才專業交流。

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 Macao 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.



攜澳葡美食登陸「上海澳門周」

Offering the Taste of Macanese Cuisine to “Macao Week” in Shanghai

美高梅於「上海澳門周」舉行期間，連同旅遊局及其姊妹集團釣魚臺美高梅在上海蘇寧寶麗嘉酒店推出「黃浦江邊的澳葡韻味」美食推廣活動，從澳門千里迢迢帶來自己的金牌主廚團隊，為滬上居民及旅客呈獻多款經典澳葡菜式，以地道美食文化展示澳門創意城市美食之都的魅力。

During the “Macao Week” Mega Roadshow in Shanghai, MGM joined hands with the Macau Government Tourism Office and its sister group Diaoyutai MGM Hospitality to launch the “Taste of Macao Promotion” at Bellagio Shanghai. Bringing 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.



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」系列大型路展 “Macao Week” Mega Roadshow Series

美高梅與澳門特區政府一同宣傳澳門為健康安全宜遊的城市，全力支持旅遊局在國內不同城市舉辦的「澳門周」系列大型路展。公司於2021年分別參與了杭州、南京、上海和重慶之「澳門周」活動，作為領航澳門文化旅遊的休閒企業，美高梅結合線上、線下多項推廣渠道，介紹旗下兩家綜合度假酒店的五星級服務及設施、藝術收藏、多元餐飲，以及富有特色的藝文盛事等，推動內地居民赴澳門旅遊。

Working closely with the Macau SAR government to promote Macau as a healthy and safe tourist destination, MGM lends its undivided support to the “Macao Week” Mega Roadshow series in mainland cities organized by the Macau Government Tourism Office. In 2021, MGM participated in “Macao 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育副總裁陳來源代表公司分享其多個屢獲殊榮的人才發展項目，以及如何幫助團隊成員融入大灣區發展。

MGM joined hands with Macau Hotel Association to host the “Talent Development of Hotel Industry in Greater Bay Area” symposium at the 9th Macao 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.



金獅團隊走進灣區 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（旅院）之邀到訪順德職業技術學院及旅院橫琴培訓基地進行分享交流。酒店營運部房務助理副總裁廖麗萍和房務行政總監伍凱東分別獲邀主講，為酒店從業人員及師生們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.



與旅院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，並設網上直播為來自本澳及其他大灣區城市的應屆畢業生提供機會，與行業領導者和社會大眾分享其研究成果，同時探討澳門以至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 participations, 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.



與澳大合辦「中國消費者行為及趨勢」專題研討會

Co-organized Chinese Consumer Behavior Seminar with University of Macau

美高梅再與澳門大學合辦「美高梅人才發展系列——中國消費者行為及趨勢」專題研討會，由中央人民政府駐澳門特別行政區聯絡辦公室經濟部擔任指導單位。活動豐富了團隊成員對內地消費者行為的瞭解，有助本地旅遊業抓緊內地旅客重臨本澳所帶來的機遇。

MGM collaborated with University of Macau again to host the “MGM Talent Development Series Seminar – Chinese Consumer Behavior: Challenges and Trends”. Advised by the Economic Affairs Department of Liaison Office of the Central People's Government in the Macau SAR, the event proved a worthy occasion for participating team members to enrich their understanding of consumer behavior in China. It also provided illuminating details for the city's tourism industry to capture emerging opportunities as mainland residents resume visiting Macau.



與澳科大簽署「旅遊+」人才培育合作備忘錄

Established "Tourism+" Talent Development Partnership with M.U.S.T.

美高梅與澳門科技大學合辦「旅遊+」人才發展及培育合作啟動禮暨「酒店服務待客之道」專題講座，全力配合大灣區「旅遊+」跨界融合的發展策略。活動請來美高梅酒店業務高級副總裁狄艾文博士作演講嘉賓，分享其近30年的國際頂級酒店管理經驗，並啟發參與者思考如何以高質素服務為澳門的多元化發展做出貢獻。

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. Iwan Dietschi, 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.



與澳科大再度合辦廚藝示範工作坊

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

為進一步培育本地廚藝人才，讓學生更好掌握廚藝技巧，美高梅和澳門科技大學連續第四年合辦「廚藝示範工作坊」。活動由美獅美高梅總餅師吳永謀為該校近30名餐飲管理專業學生示範廚藝技巧，並分享其工作經驗和心得。

With an aim to nurture local culinary talents and equip students with professional culinary techniques, MGM once again joined hands with the Macau University of Science and Technology (M.U.S.T.) to co-host culinary demonstration workshop for the fourth consecutive year. Neo 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.



攜手業界建設無障礙旅遊環境

Joined Hands with Industry Peers to Build an Accessible Tourism Environment

為共建無障礙旅遊環境、工作空間以及人文灣區貢獻力量，美高梅和澳門旅遊局及澳門聾人協會再度合作，邀請廣東省聾人協會一同為業界推出「心手相連·無障礙溝通－大灣區手語公益網上學習課程」。課程圍繞大灣區的文旅資訊，提供國家通用手語及澳門手語的基礎知識，提升大灣區公眾及文旅從業員對「無障礙旅遊」及「手語文化」的關注。

With the aim to contribute to the development of accessible tourism environment, workplace and a Cultured Bay Area, MGM once again partnered with MGTO and Macau Deaf Association, as well as Guangdong Association of The Deaf, to launch the “Power in Our Hands – The Greater Bay Area 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.



與旅遊局、澳門口述歷史協會合推文旅網上課程 Partnered with MGTO and Oral History Association to Launch Cultural Tourism eLearning Program

美高梅夥拍旅遊局和澳門口述歷史協會推出「文化旅遊網上學習課程－澳門歷史與文化簡介」網上學習課程，豐富居民及旅遊從業員的本地歷史知識，說好澳門故事，從而能協助提升旅客的綜合旅遊度假體驗。

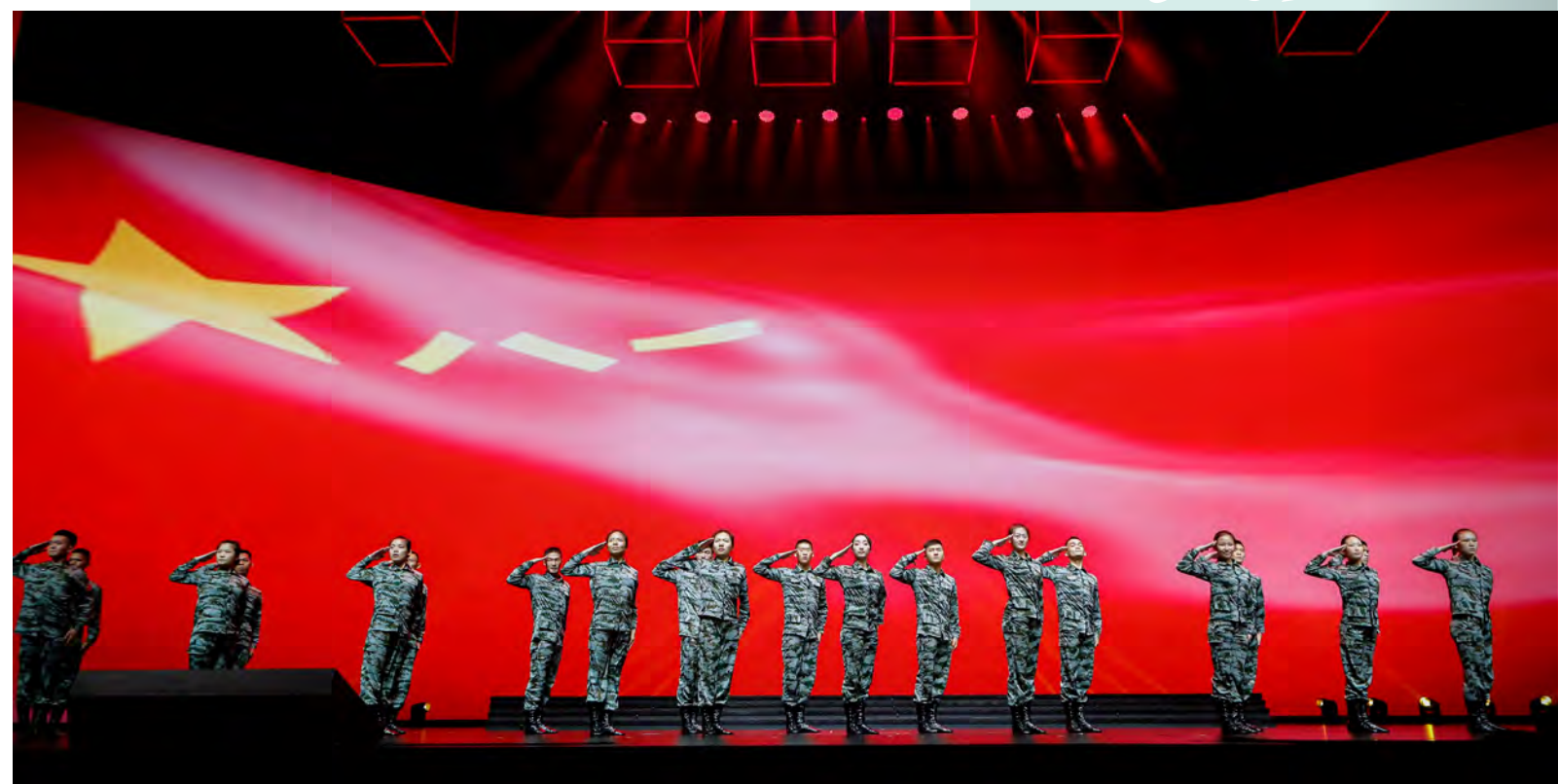
MGM has co-launched a new eLearning program, “Community Outreach eLearning Program – Introductory Series of Macao History and Culture” with MGTO and Oral History Association of Macao. The Program was designed to enhance the promotion and sharing of Macao stories among residents and tourism industry professionals, so that they can later share them with tourists and help elevate the overall visitor experience.



與祖國同榮— 慶祝建黨百年

Share the Glory of the Nation –
Celebrating the 100th Anniversary of
the Founding of the Communist Party
of China

建
黨



2021年為中國共產黨建黨一百周年。在這一年間，美高梅與全體團隊成員和澳門社會各界共享祖國繁榮富強的偉大榮光，旗下兩家酒店更榮幸成為多個重大慶祝活動的場地，見證此個意義重大的時刻，繼續講好一個個屬於我們這片土地의自豪故事。

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.

百
年

以藝文講好中國故事 Embracing National Spirit with Art

建黨百年文藝晚會

CPC 100th Anniversary Celebratory
Performance

2021年本澳最大型的建黨百年慶祝活動之一「百年光輝—澳門社會各界慶祝中國共產黨成立一百周年文藝晚會」於美高梅劇院舉行。作為場地贊助商，美高梅與全澳各界一同向建黨百年獻上摯誠祝福，在亞洲首個動感劇院內多元展示近百年來黨和國家的輝煌成就，弘揚愛國愛澳精神。



MGM Theater has been chosen to be the event venue for the Celebratory Performance of the 100th anniversary of the Founding of the CPC in Macau. As a venue sponsor, MGM presented its sincere wishes to the grand occasion with the local community. At Asia's first dynamic theater, the performance diversely showcased the glorious achievements of CPC and the nation throughout the past century, truly embracing the spirit of "Love the country, Love Macau".



《中國醫生》澳門首映禮

Chinese Doctors Movie Premiere in Macau

美高梅攜手博納影視娛樂有限公司及双喜電影發行（香港）有限公司，於美高梅劇院舉行災難抗疫醫療片《中國醫生》的澳門首映禮。電影改編自武漢封城時，當地醫護人員和全國各地白衣逆行者對抗疫情的真實事件，向他們的無私奉獻精神致敬。當日，美高梅邀請了本澳前線醫護人員代表觀賞電影，答謝他們守護澳門。

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, when 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.



《奮鬥百年路·啟航新征程》展覽

“Fight for a Hundred Years and Set Sail on a New Journey” Exhibitions

中央人民政府駐澳門特別行政區聯絡辦公室宣傳文化部與澳門正能量協進會邀請愛國電影海報收藏家高偉，將《奮鬥百年路·啟航新征程》電影海報展帶進澳門美高梅展藝空間。展覽展出過百幅電影海報典藏，回首百年輝煌黨史。

MGM joined hands with the Department of Publicity and Culture of the Liaison Office of the Central People's Government in the Macau SAR and the Macau Positive Energy Association to host the movie poster exhibition themed “Fight for a Hundred Years and Set Sail on a New Journey”. With the courtesy of Mr. Gao Wei, a collector of patriotic movie posters, the exhibition showcased an extensive collection of authentic movie posters glorifying the splendid 100 years' history of the CPC.



此外，美高梅支持由澳門工會聯合總會與廣西壯族自治區總工會合辦的《奮鬥百年路，啟航新征程》——慶祝建黨百年桂澳兩地職工書畫攝影聯展，並贊助提供澳門美高梅展藝空間舉辦展覽，展出出自桂澳兩地公益人士手筆的200多件書畫及攝影作品，均以中國共產黨成立百年的歷程與成就為主題。

On the other hand, MGM also supported the "100th Anniversary of the Founding of Communist Party of China" – Guangxi-Macao Labor Union Calligraph and Photograph Exhibition, jointly organized by Macau Labor Union and Guangxi General Labor Union at Art Space of MGM MACAU, a venue sponsored by MGM. The exhibition mesmerized the glorious years and eulogized the achievements through showcasing over 200 artworks by members of both organizers, including photography, calligraphy and ink painting.

培養團隊家國情懷 Cultivate Sense of National Pride among Team Members

本地管理層成員觀展學習黨史 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，美高梅組織逾50位本地管理層團隊成員，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「『築夢』榮光—見證百年中國鐵路發展主題展覽」共兩個國家歷史主題展覽，以助他們學好史實，更能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

美高梅為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」，邀請澳區全國人大代表兼澳門工會聯合總會會長何雪卿、澳區全國人大代表兼澳門立法會議員崔世平，以及全國政協港澳台僑委員會副主任、全國婦聯常務委員兼澳門婦女聯合總會會長賀定一，向300名本地團隊成員講述兩會的重點，深入剖析國家時事發展。

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 had the honor of inviting three Macau delegates, including Ho Sut Heng, member of NPC and President of Macau Federation of Trade Unions; Chui Sai Peng Jose, member of NPC and member of the Legislative Council of Macau S.A.R.; and Ho Teng lat, 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認識總體國家安全觀，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赴新開幕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教育展」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 one of the firsts 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.

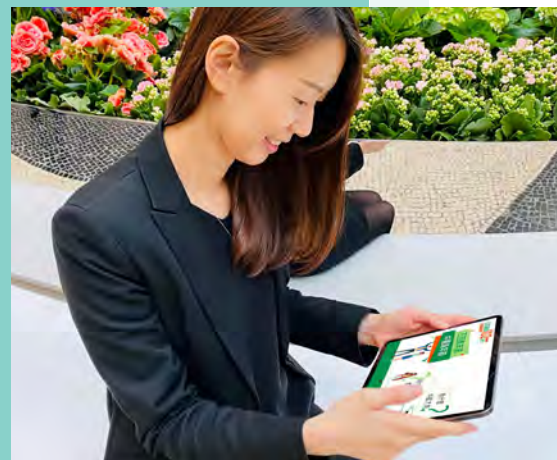
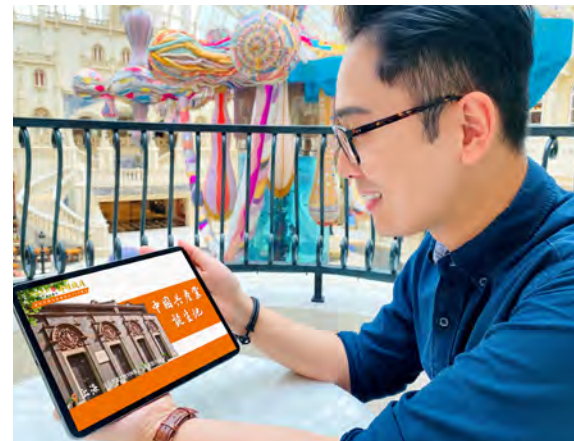


網上學習厚植國情

Cultivating Patriotism via eLearning

美高梅攜手澳門青年聯合會，推出網上學習課程「百年足跡」，讓團隊成員以及青年加深對中國共產黨百年歷史的認識。適逢「五四運動」102周年，美高梅網上學院聯同主辦方—紀念「五·四」青年節系列活動籌委會，推出公益網上學習課程，以故事短片及有獎問答遊戲，傳承弘揚「五四精神」。

MGM partnered with Macao Youth Federation to jointly launch an eLearning community program titled "Footprints in 100 Years" to enable members and the public to know about and get inspired by the CPC's history. 2021 also marks the 102nd anniversary of the May Fourth Movement. As such, MGM eAcademy collaborated with the Preparation Committee of Series of Activities to Commemorate the May Fourth Movement and National Youth Day of China to co-organize an e-learning community program, allowing local youth to learn more about the history of the May Fourth Movement via videos and prize quizzes.



工匠精神嶺南廚藝交流合作系列培訓

Craftsmanship Training Series in Lingnan Cuisine

早於2020年，美高梅與廣東省總工會和澳門工會聯合總會攜手，推出嶄新的職業培訓項目「粵港澳大灣區工匠精神傳承與培育計劃（澳門）」，將工匠精神教學注入本澳及公司的人才培訓。三方將計劃延伸至「嶺南廚藝交流合作系列」，舉辦連串以嶺南美食文化為主軸的專題講座、廚藝交流和親子廚藝工作坊等活動，讓團隊成員以及參與其中的澳門市民進一步領略嶺南文化所蘊含的工匠精神，以美食講好嶺南文化故事。

Since 2020, MGM joined hands with the Guangdong Federation of Trade Union and Macau Federation of Trade Unions to launch a brand-new vocational training program, the "Fostering & Nurturing of Great Craftsmanship in Greater Bay Area (Macao)", which was set to distill the craftsmanship spirit into the training of local residents and its team members. The three organizers extended the training to the "Best of Lingnan Culinary Series" this year, which featured an array of events that focus on the culture of Lingnan cuisine, including sharing sessions and family-friendly cooking workshops. The series enabled team members and Macau locals to appreciate the craftsmanship spirit that is intrinsic to Lingnan culture and to leverage gastronomy as a way to tell great stories of the culture.



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



美高梅全力支持由中聯辦宣傳文化部指導、澳門互聯網文化協會和澳門新媒體聯盟聯合主辦的「澳門新媒體大講堂」。此系列活動以「新媒體 新思想 新發展」為主題，邀請17位內地新媒體營銷、內容製作、平台運營等領域的知名人士親臨澳門，透過主題分享及互動沙龍等形式，分享新媒體時代下發展機遇，讓本地青年加深認識國內的新媒體市場趨勢。

一連七場的活動於全網共收穫逾1.3億曝光量，全平台觀看人數更超過5,000萬。活動旨在培育澳門自媒體人利用新媒體傳播提升澳門城市文化形象，賦能數字文創產業，強化互聯網營銷能力，助力澳青年創新創業發展。

MGM lent its full support to the “Macau + Talk”, a seminar series advised by the Department of Publicity and Culture of the Liaison Office of the Central People's Government in the Macao SAR, organized by Macau Association of Internet Culture and Macau New Media Alliance. Themed “New Media, New Idea, New Development”, the series invited 17 established individuals from the fields of new media marketing, content creating, social media operations and many others to speak to the local youth, exposing them to the opportunities of new media in Mainland China.

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.



心繫祖國

Our Ties with Motherland

捐澳門幣1,000萬元支持鄭州市抗洪救災

MOP 10 million Donation to Aid Zhengzhou Flood Relief Efforts

內地河南省鄭州市於7月發生罕見洪災，美高梅中國控股有限公司隨即透過中央人民政府駐澳門特別行政區聯絡辦公室，向河南省鄭州市捐出澳門幣1,000萬元，用於救災緊急舉措和災後恢復工作。

The rarely seen, calamitous flooding has caused severe damage to Zhengzhou at 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.



擁抱多元 創建美好

Embracing Diversity for a
Better Community



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。抱持“獅展關懷，同心同行，讓愛流動”的信念，美高梅希望擴闊社會服務層面，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.

同心
同行

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，美高梅開展「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患者，從而對患者及照顧者付出更多關愛與支持。公司與澳門明愛攜手舉辦失智症長者本地旅行團，讓失智症患者在家屬、院舍職員和金獅義工隊成員的陪伴下遊覽美高梅旗下酒店及各澳門著名景點，為患者和照顧者創造幸福美好回憶。這項創新計劃共舉辦了33團，逾500人參加。此外，亦贊助澳門鏡湖護理學院編製3,000本《降低失智症風險》宣傳教育小冊子，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 senior 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 Kiang 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.



「Ü CARE共享巴」到處送暖 “Ü CARE” Bus Spread Care Everywhere



美高梅向聖公會澳門社會服務處捐贈的「Ü CARE共享巴社區流動服務車」，投入服務逾一年，進行了40多次社區活動，服務近8,000人次，為有需要兒童提供語言篩檢，更為有關家長提供轉介服務。美高梅與聖公會於年底假科學館海傍前地舉行「Stand By Ü - Ü CARE共享巴親子嘉年華」，邀請職業治療師駐場為兒童提供書寫能力篩檢及諮詢服務，為家長提供建議，及早發現兒童的潛在需要。同時亦透過各類具有兒童發展訊息的遊戲攤位、親子工作坊等，促進兒童的自我管理能力，讓有特殊教育需要的兒童能更融入社會。



The “Ü CARE Moving Care and Service Shuttle” — donated by MGM to Sheng Kung Hui Macau Social Services Coordination Office (SKH) — has been in service for over a year offering speech screenings for children and referral services for parents with a total of over 40 outreach activities benefitting nearly 8,000 people. At the end of the year, MGM joined hands with SKH to launch a carnival at the open space of Macau Science Center, where therapists were invited to provide children with writing ability screening and consultation services to discover their potential needs. Through game booths, workshops and more, the carnival aimed to promote children’s self-management skills, helping children with special education needs to better integrate into the community.

澳門輔具資源中心成立兩周年 2nd Anniversary of Macau Assistive Technology Resources Center

美高梅於2019年贊助澳門街坊總會設立首間輔具資源中心，兩年多來一直支援中心的營運，並舉辦各種推廣輔具的活動，包括為公司義工隊提供相關培訓、協助輔具介紹及社區宣傳等，以及組織學生參觀活動等。在中心慶祝成立兩周年之際，美高梅安排義工隊參與和協助其開放日活動，一同推動普及輔具的使用，藉此提升有需要人士的生活素質。

作為贊助單位，美高梅已有超過100名金獅義工參與「輔具實務操作培訓課程」系列，學習各種輔具的正確操作、扶抱技巧及輪椅的清洗消毒方法，為服務對象提供更貼心的服務。

MGM sponsored The General Union of Neighbor Association of Macao in opening Macau’s first Assistive Technology Resources Center in 2019. On top of funding the Center’s operation, MGM has also been organizing various activities to promote the use of assistive tools, including related training courses for MGM Volunteer Team, promoting the use of assistive tools and inviting local students to visit the center. At the Center’s 2nd anniversary celebration open-house event, MGM also sent its volunteer team to assist in promoting assistive tools invented to enhance the quality of life for those in need.

As the sponsoring unit of the Center, MGM has arranged for over 100 Golden Lion Volunteers to participate in the “Practical Skills in Using Assistive Devices” training program, to learn the proper use of assistive tools and the procedures of wheelchair cleaning and disinfection for the sake of providing more caring services for target groups.



延續愛心傳統 Perpetuating the Love with Philanthropic Traditions

歲晚送暖關愛長者 Caring for the Elderly at CNY

金獅義工隊延續愛心傳統，連續10年於新春期間為長者進行大掃除。公司與中小企清潔公司合作，前往多間長者中心，為其場所進行專業消毒和清潔。金獅義剪隊更到四間社服機構為逾百位長者理髮，讓他們煥然一新迎接新年。連串活動總共惠及470名長者。

At Chinese New Year, MGM Volunteer Team passed on its charity tradition for the 10th consecutive year and carried out Spring Clean for the elderly. MGM partnered with a local SME to sanitize and clean several elderly care centers. On the other hand, MGM volunteers gave haircuts to more than 100 elderly at four local community centers under its “Haircut for Love” program. A total of 470 elderly benefited from the activities.



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

美高梅舉辦第11屆的年度「長者健康日暨千歲剪」活動，惠及300多名長者。自活動成立以來，至今共服務逾2,100位長者。一如既往，公司邀請澳門中醫藥學會的中醫師到場，教授長者簡單經絡穴位按摩，以及為他們提供健康諮詢服務，更有金獅義工隊與澳門明愛學校學生為長者表演歌舞。在「千歲剪」環節中，金獅義剪隊成員為100名長者記理髮，義剪隊自2015年成立以來，已為逾3,200名澳門長者提供理髮服務。

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 2,100 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 School 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名師生到訪美獅美高梅，參加企業社會責任專題講座及藝術導賞。講座由美高梅人力資源副總裁趙翠華分享公司的企業文化與其社會責任理念，及為澳門社區締造璀璨時刻所作出的努力。

30 teaching staff and students from the Faculty of Social Work of the Macao 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.



為冬奧小記者徵選活動提供實習培訓

Training for Student Reporters of Winter Olympics and Paralympics 2022

適逢北京舉辦冬季奧林匹克運動會，美高梅於7月舉行以冬奧為主題的公益課堂活動「美高梅採訪實習培訓」，由美高梅公共關係團隊為晉身澳門分站總決賽的150多位本地中小學生提供實戰採訪經驗，全力支持「『我的冬奧夢』冬奧小記者徵選活動—澳門分站」。同學被邀以不同報導方式，向觀眾介紹美獅美高梅，表現優異者更可踏上美高梅劇院的舞台演示各自採訪成果，從中提升採訪技能、應對技巧和公開演講能力。

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.



連續十年舉行「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。去年的「美高梅學習體驗」合共100位本澳中學生參加，他們獲分派到公司多個部門，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關愛文化，學員獲安排與金獅義工隊一同走進社區，到多個社福機構進行義工活動。

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.



展示非凡藝術家天賦，促進包容社會

Foster Social Inclusion Through Showcasing Autistic Artists' Talent

新春佳節，美高梅邀請澳門扶康會轄下兩位自閉症展能藝術家梁英偉和葉智堅，為公司創作賀年設計。兩位分別為公司創作了《金獅獻瑞點叁捌》和《金獅進門喜洋洋》，以各自獨特畫風將美高梅的標誌、吉祥瑞獸獅子繪畫得栩栩如生。作品展示於公司的年糕禮盒包裝、利是封、揮春和電子賀年卡等，讓大眾有機會欣賞這倆非凡藝術家的創作才華，展示自閉症人士的天賦。

In the push for social inclusion and equity, MGM invited Leong Ieng Wai and Ip Chi Kin, two autistic artists of Fuhong 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 0.38” 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.



以環保藝術推廣精神健康

Promote Mental Health through Upcycled Art

為推廣精神健康意識及響應世界精神衛生日，美高梅聯同澳門扶康會推出「美高梅X澳門扶康會：世界精神衛生日系列活動之『褲』予新生命—『獅』展抱負·愛傳承」活動。活動揉合復康、環保及藝術概念，邀請精神康復者和社會各界共同製作多幅環保牛仔布拼貼畫作，過程中金獅義工隊從旁協助。活動約有200多人參與，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。

To promote mental health and celebrate World Mental Health Day, MGM and the Fuhong Society of Macau jointly organized the “MGM x Fuhong: World Mental Health Day Series – Embracing Rehabilitation with Upcycled Denim Artwork” — an event that intermixed rehabilitation with green and art concepts, designed to inject positiveness into the community through upcycled denim collages handcrafted by ex-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.



護己護人，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

為響應特區政府呼籲，與澳門各界攜手築起抗疫屏障，美高梅一直鼓勵團隊成員接種新冠疫苗。上年公司為團隊成員舉辦多次的「外展疫苗接種計劃」、詳盡資訊講座，以及持續對內對外的宣傳，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 jabs. 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%.



金獅義工隊協助全民核酸檢測 Golden Lion Volunteer Team Stepping Forward at City-wide NAT Scheme

為配合澳門特區政府三次全民核酸檢測工作，金獅義工隊於工人體育場核酸檢測站搭建太陽傘，為輪候市民遮風擋雨，更到關愛核檢站協助指引檢測人士，提示及協助他們準備健康碼，分流關愛對象至關愛區等，令他們可快速完成核酸檢測。

The Golden Lion Volunteer Team has supported the three Macau SAR government's city-wide NAT schemes. The Team has prepared patio umbrellas for the NAT Station at Macao Federation of Trade Unions Workers Stadium for residents queuing for the test. They also assisted in providing guidance and reminded residents to prepare health code at NAT station and helped divert people with needs to priority zone.



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

為進一步普及推廣急救教育，美高梅為首家綜合旅遊休閒企業，與澳門急重症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」，合辦一共10場急救培訓課程，分別向團隊成員、教育及青年發展局轄下的教職員、以及來自不同社福機構的服務人員，教授應急救護的知識技能，讓社會更多民眾擁有扶危救困的能力。

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 Macau 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 DSEDJ, and service team members from various social service associations.



創新思維為中小企拓商機

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30%，全賴公司積極加強與本地不同行業的中小企合作，通過創新方案及計劃，為他們開拓內地及本地商機。美高梅一直致力為本澳中小微企賦智賦能，藉著深化跨行業協同效應，帶動中小微企共同邁向更專業化，更產業化的發展，力求令澳門商業生態鏈健康可持續發展，生生不息、百業同興。

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 SME 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.

生生不息

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年是美高梅和澳門工商聯會合辦「攜手灣區共發展」系列活動第三年，多年扶助中小企進軍灣區市場，為澳門經濟適度多元發展做出貢獻。雙方年內合辦「賞受澳門」智能售賣機項目，為本澳中小企提供低成本、低風險、靈活的銷售平台進軍灣區市場。一共五部智能售賣機率先落戶廣州黃埔，出售來自17家通過甄選的中小企，逾150款的澳門特色產品，務求將澳門品牌推廣至大灣區。在項目簽約儀式當天，雙方並舉辦兩場分享會，邀請專家剖析粵澳合作新機遇。

2021 marks the third year for the "Work Hand-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.



與青創夥伴同行 共同成長 Growing Hand in Hand with Young Entrepreneurs

「美高梅創孵育成計劃」孕育青年創業家 “MYEIC x MGM Young Entrepreneur Nurturing Program” Cultivate Young Talents

為持續加深本地青年創業者對大型企業營運的了解，美高梅與澳中致遠投資發展有限公司、澳門青年創業孵化中心為2020-2021之第一屆「美高梅創孵育成計劃」舉行總結分享會，以及2022-2023第二屆的啟動儀式。過去兩年，計劃成效顯著，八場培訓有85間青創企業共600人參與。當中，10家青創在優化自身方案後，與美高梅達成商業配對，生意總額超過澳門幣200萬。新一期計劃將有更多青年社團參與，亦新增外展指導環節，由專家親身到訪青創企業出謀獻策，加快創孵育成。

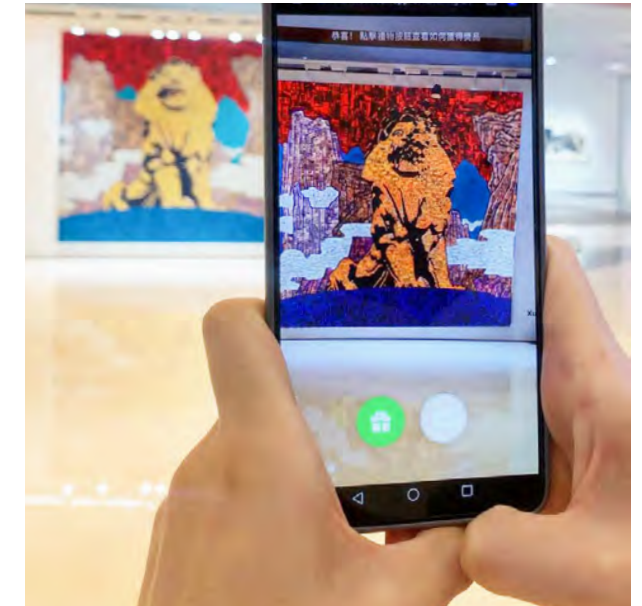
To help local young entrepreneurs enrich their business knowledge and identify high potential projects, MGM, Parafuturo de Macau and Macao Young Entrepreneur Incubation Centre (MYEIC) held the concluding session for the first edition of “MYEIC x MGM Young Entrepreneur Nurturing Program” (Program) 2020-2021 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 mil 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.



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

為傳承弘揚嶺南文化，美高梅加強與文創中小企合作，大力推進文創產業鏈之發展。當中在籌備大型科技民族舞劇《醒獅美高梅》期間，公司邀請1220電影製作有限公司與舞劇主演於澳門世遺景點拍攝宣傳片，亦與中葡文化吉祥物「加路雞」合作，打造劇目中用於迎賓的雞公攬人形公雞。此外，公司與亦與本地多媒體製作公司極思合作，為《甦醒》藝術作品增設AR互動體驗，更與主打國粹醒獅的內地國潮品牌HEA合作推出「HEA獅」潮流服飾，再聯同本地智慧零售設備供應商MBOX合作，推出專題售賣機售賣「HEA獅」及其他文創產品，促進灣區創意產業交流。

MGM partnered with local SMEs in the creative industries to promote Lingnan culture. Prior to the debut of the innovative ethnic dance drama “MGM Awakening Lion”, MGM and 1220 Film Production Co., Ltd. collaborated to produce a promotional video on local world heritage sites. Besides, MGM joined hands with Macau’s IP cartoon character “Galo Chicken” to co-create a rooster olive-version of “Galo Chicken” that greeted and interacted with guests. In addition, the collaboration with HEA, a Mainland fashion brand focusing on lion dance culture, brought about “MGM X HEA” clothes — on sale at themed vending machines provided by a local retail equipment supplier MBOX. MGM also worked with Craxh Productions, a local multimedia production house, to invent AR interactive experience for art pieces showcased at “Awakening” exhibition. These partnerships manifest MGM’s endeavors to foster exchange between creative industries in the GBA.



科創中小企合作建設智慧城市 Fostering Smart City Development through Partnerships with Tech SMEs

為了配合特區政府建設智慧城市，美高梅與普強（國際）科技有限公司簽訂戰略合作框架協議，為公司實現一系列智能升級服務，包括語音智能預定房間、智能呼入與外呼系統等。同日亦與一家青創中小微企數字灣區有限公司敲定合作，將其微信私域營銷SaaS產品「互動雲」和美高梅的「MGM客房服務小程序」結合，為公司營銷系統引流，達至營銷增長。公司將與更多科創中小企共同會探索創新「旅遊＋科技」跨界合作方案，共同構建澳門成為宜居宜遊的現代旅遊城市。

To align with the Macau government's policy to develop a smart city, MGM and Pachira Enterprises Limited inked a strategic cooperation framework agreement to usher in various tech upgrades at MGM like automated room reservation service, smart dial-in & dial-out system, etc. On the same day, MGM and DigitalBay, an emerging digital marketing SME founded by a local young entrepreneur, also entered a partnership which will see the "MGM Room Service Mini Program" integrated with DigitalBay's WeChat community marketing SaaS product "Interactive Marketing Cloud" to enhance MGM's digital marketing regime. The Company will press on more collaborations with Tech SMEs on "Tourism + Tech" endeavors to help develop Macau into a modern tourist city.



提升本地中小企競爭力 Enhance Competitiveness of Local SMEs

推出「齊撐中小企系列」促企業電商化 Support SMEs to Go E-commerce

美高梅推出「齊撐中小企系列」，為澳門中小企製作宣傳短片介紹澳門必嚐味道，如逾百年歷史的同益百花魁醬園，超過80年的品方餅家、60年歷史的時香花生、龍天燒臘，以及龍昌行。短片上載至如飛豬等不同內地電商平台和社交網站，讓這些別具特色的中小企透過電子宣傳進入國內市場。

MGM launched the "Let's Support SME" short video series to promote authentic flavors of Macau including the centennial Tong Iec Pak Fa Fui Cheong Un, over 80-year-old Pan Fong Cake Shop, 60-year-old Si Heung Nuts & Confectionery, Long Tin Group and Long Cheong Hong. The videos were uploaded onto multiple social media platforms and e-commerce channels like Fliggy, to help increase exposure of local SMEs in the Mainland market.



與中總合辦中小企食品安全講座 Organized Food Safety Seminar with Macao Chamber of Commerce

美高梅與澳門中華總商會合辦第三屆「美高梅中小企業合作計劃－食品安全講解專場」，邀請專家為逾140位從事相關行業的人士作講解，讓他們更了解最新的冷鏈食品防疫規範，以及美高梅的食安準則，旨在維護澳門食品安全，提升中小企的競爭力。

MGM and Macao Chamber of Commerce co-organized the third edition of "MGM SME Seminar – Food Safety", during which experts expounded on anti-pandemic measures of imported frozen goods and MGM's respective food safety criteria to over 140 participants from SMEs from the related industries with the aim to safeguard the food safety in Macau and increase the competitiveness of local SMEs.



多元人才

提升團隊軟實力 迎接高質量發展 Equip Team Members for High-quality Development



美高梅致力為澳門孕育國際一流的複合型人才，持續開展多元化的本地人才培育工作。2021年公司為團隊成員提供590,000小時培訓，較去年上升27%，目的是為了讓大家不斷進步，於職業發展路上砥礪前行，更是為澳門、以至大灣區培育屬於本地的多元人才和領袖，帶動澳門旅遊業及經濟的高質量發展。公司亦高度重視培養團隊成員的團結精神與身心健康，因為只有每位成員同心協力，才能成就美高梅一個又一個的璀璨時刻。

Striving to nurture a pool of world-class interdisciplinary talents for Macau, MGM continues to initiate diverse training for local talent development. In 2021, the Company has provided a total of 590,000 training hours to its team members, a 27% increase compared to the previous year. All of these are to help the Golden Lion Team in reaching new heights in each of their own career path, making them nurture the industry leaders in Macau and even in the Greater Bay Area to bring forth the high-quality development for the tourism industry and economy in whole. At the same time, MGM also values the team spirit and wellbeing of its team members, as great moments are only made possible with the endeavors devoted by each one of them.

自強不息 奮勇向前 Continuous Learning for Accelerated Progress

與勞工局合辦專業培訓課程

Join Hands with DSAL in Launching Professional Workforce Development Series

美高梅與勞工事務局再度合辦專業人才培訓系列課程，涵蓋「職業素養培訓」、「專業證書課程」以及「事業發展計劃」三個不同領域的恆常培訓計劃，預計超過7,000人完成此系列培訓。公司期望透過讓團隊成員參與培訓，積極裝備自己，並有助提升行業人才質素，助力澳門發展成為粵港澳大灣區旅遊教育培訓基地。

MGM collaborated with the Macau Labour Affairs Bureau (DSAL) again 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 offered 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

美高梅為團隊成員推出一系列多元化持續進修課程，拓闊團隊成員向上及橫向流動的機會。公司與多個學術團體及社團合辦不同專業資格認證及證書課程，包括專業技能，高中文憑及專業文憑課程等。去年展開了第二屆「中學回歸教育課程」，共有65位團隊成員報讀。自該課程於2016年成立以來，見證了41位學員取得初中及高中畢業文憑，更有七位繼續升讀大學。此外，美高梅聯同理工大學去年再度合辦「博彩管理文憑課程」，為期一年半，為成員提供精準到位的博彩管理培訓，增加晉升機會。

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」培育本澳未來領袖

MGM PRIDE Program Nurturing Local Leaders of the Future



美高梅自2014年推出專為培育本地專才而設的「美高梅管理專才發展計劃」，針對不同級別同事的職業生涯發展需要，至今已吸引274名學員參加。公司更與本地各大學合辦資格認證課證供學員參加，如與澳門大學持續進修中心及工商管理學院合辦的「未來智慧紀元－領導技巧」證書課程；及與澳門理工大學攜手推出的「實務管理證書課程」課程，旨在助學員提升技能及競爭力。

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

首屆美高梅「員工才藝挑戰賽」 First MGM Employee Talent Competition

為提供一個平台予團隊成員發光發亮，美高梅舉辦首屆「員工才藝挑戰賽」推廣工作與生活平衡，以及提升團隊精神和歸屬感。而作為家庭友善僱主，比賽中亦特別加設「親友才藝組」，鼓勵成員與親朋好友組隊參賽。

總決賽特別選址美高梅劇院舉行，利用其900平方米的特大4K LED顯示屏，帶來震撼視覺效果和一系列舞台特效，打造專業級的表演節目，令現場氣氛熱烈高昂。

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 enliven 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.



年度職安健活動「健康職場生活話你知」 Annual Work Safety and Well-Being Campaign

作為負責任僱主，美高梅一直致力推廣職安健和關注團隊成員的身心健康，因而舉辦了「健康職場生活話你知」年度推廣活動，獲勞工事務局、澳門婦女聯合總會和澳門扶康會支持，共吸引近4,000人次參與。透過一系列知識與趣味兼備的戶內及戶外活動，包括講座、比賽、路演和家庭行山樂等，提醒團隊成員在工作中注意身心健康和職業安全，以宣揚「安全工作、健康常樂」的宗旨。

As a responsible employer, MGM strives to promote occupational health and safety, putting the wellbeing of its team members as the Company's priority. With the support of Labour Affairs Bureau, Women's General Association of Macau and Fuhong Society of Macau, MGM organized its annual “Work Safety and Well-Being Campaign”, which attracted nearly 4,000 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”.



「壓力不倒翁」抗壓活動 “Beat the Stress” Roadshow

美高梅與聖公會澳門社會服務處（聖公會）共同於澳門美高梅和美獅美高梅員工後勤區舉辦「壓力不倒翁」推廣活動，關注團隊成員的身心健康。透過攤位遊戲和聖公會的駐場諮詢傾談服務，幫助團隊成員找到適合自己的減壓方法，學習與壓力共處，並將其轉化成為動力。

MGM joined hands with Sheng Kung Hui Macau Social Services Coordination Office (SKH) to organize roadshows of “Beat the Stress” at the Back of House of MGM MACAU and MGM COTAI. Through fun games and instant counseling sessions hosted by SKH, team members were able to find ways to relieve pressure and turn them into motivations in life.



全方位推廣負責任博彩

Overarching Approach to Promote Responsible Gaming

美高梅推出以「一『瘋』家『輸』」為主題的負責任博彩系列活動，加大力度與本地社福機構的合作，舉辦多場路演活動，讓更多團隊成員及公眾全方位認識負責任博彩的重要性。

為了讓每位團隊成員吸引負責任博彩的知識，美高梅去年創新把有關教育活動延伸至課室以外，首度與聖公會舉辦「負責任博彩主題日－輔導員『話你知』」，邀請聖公會輔導員造訪公司，講解負責任博彩的資訊。公司亦推出突擊有獎遊戲活動，走訪各個部門測試成員對負責任博彩的知識。至於負責任博彩培訓課程方面，公司持續每年舉辦多個有關課程，並加入新知識，更讓成員溫故知新，如「Let's Roll RG」課程去年加入有關防治賭博失調的教學內容。公司亦積極配合由特區政府主辦的「澳門負責任博彩指導員證書課程」，協助多位成員取得專業資格。

MGM rolled out a Responsible Gaming (RG) initiative themed “Lost 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, enabling 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 Kung Hui Macau Social Services Coordination Office (SKH) co-organized the first “RG Talk in Homebase” event at MGM’s back office, where SKH counselors expounded on 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.



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