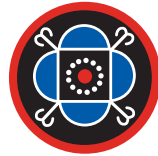




Mohegan



Mohegan
Tribe

ENVIRONMENTAL, SOCIAL & GOVERNANCE • 2023



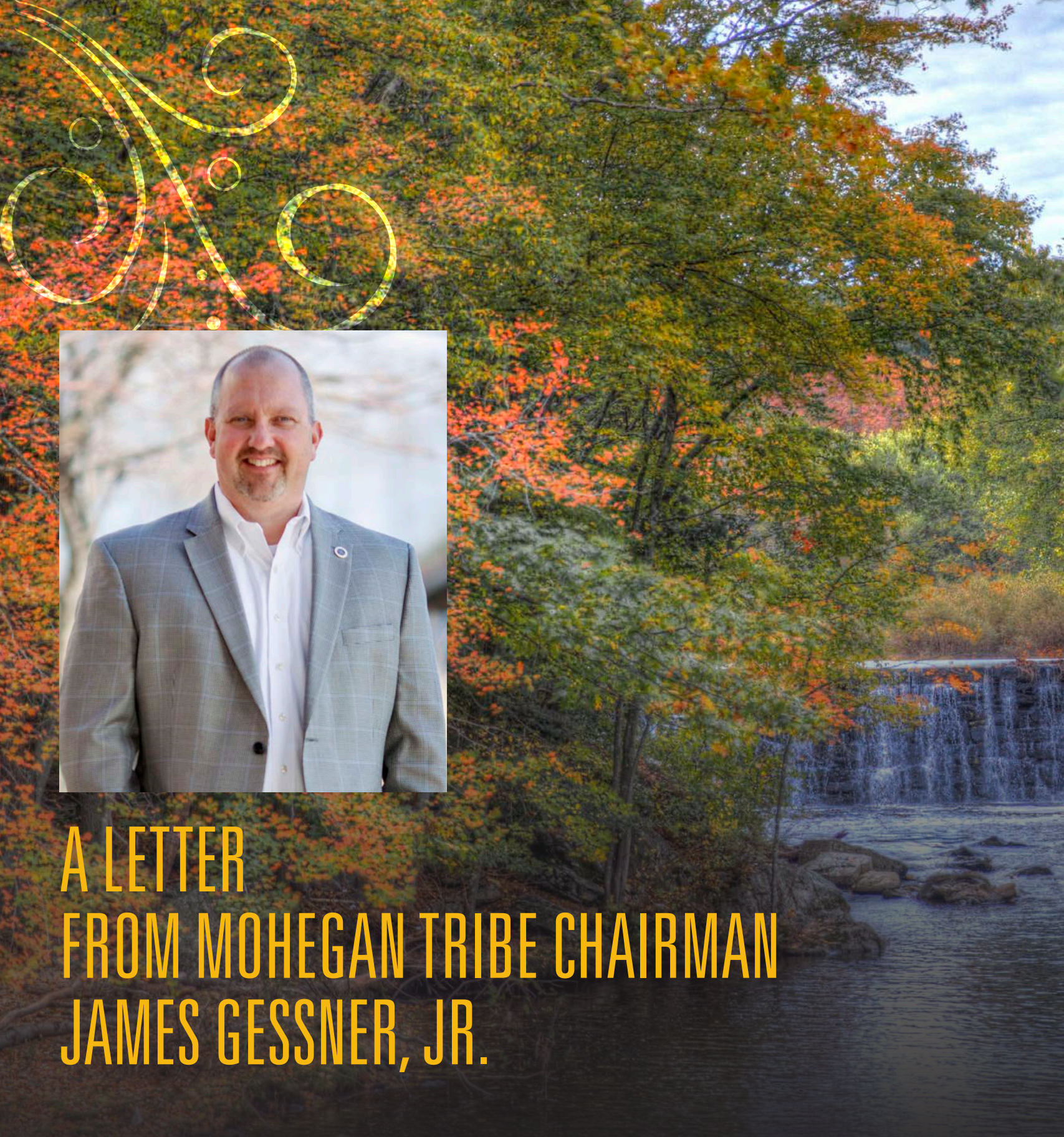


“WE ARE NO LONGER THE LITTLE OLD TRIBE
THAT LIVES UPON THE HILL. WE ARE NOW
THE NATION THAT LIVES UPON THE HILL.”

—Chief Ralph Sturges (1918-2007)

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A LETTER FROM MOHEGAN TRIBE CHAIRMAN JAMES GESSNER, JR.

Throughout the history of the Mohegan Tribe, we have been grounded and united in our care for Mother Earth, and for one another. While these values stretch back throughout our history, they have perhaps never been as timely and relevant as they are right now, as the entire world grapples anew with how to best care for our natural environment, how to be culturally inclusive and sensitive, and how to lead with transparency and integrity.

As we undertake that work, the Mohegan Tribe will remain true to its history and to our belief in a cooperative approach that lifts all people up, allowing for the prosperity of our Tribe as well as those around us. We will be guided by an unwavering commitment to the Spirit of Aquai, a founding philosophy that infuses our everyday lives and ethos with four key principles: creating a warm and welcoming atmosphere, mutual respect, outstanding service, and building long-term relationships.

The actions we take today are informed by our past and predicated by our potential impact on the future. In this way, our commitment to environmental, social, and governance values will continue to be measured not in years, but in centuries.

James Gessner, Jr.
Chairman, Mohegan Tribe



A LETTER FROM ESG COMMITTEE CHAIRPERSON CAROL ANDERSON

It started in Connecticut. Mohegan Sun opened in 1996 and quickly became one of the world's largest casino resorts. But more than size sets it apart. Here, gaming is just one part of a far richer experience — one that offers a new kind of entertainment destination.

In every community, state, and country in which we operate, we are stewards of the environment, a community advocate, a trusted business partner, and an employer of choice. Our operations span the United States, extend into Canada, and will soon extend to Asia with our entertainment resort in South Korea. We intend to remain a respectful and respected partner wherever we operate.

Each Mohegan destination is unique, but what they all have in common is the shared vision of Mohegan: to transcend gaming while transforming entertainment into a more immersive, exhilarating experience, while living by the Mohegan Tribe's principles and our core values. We have created a unique culture at Mohegan — one that provides a strong, secure, solid foundation for today's success and tomorrow's growth.

We are proud of the way we approach our business, and prouder still that we continue to build on how we think about and support environmental, social, and governance principles. You can follow our commitments by visiting mohegangaming.com/esg/. We remain steadfast in our ESG efforts and look forward to sharing our progress with you.

Carol Anderson
Chief Financial Officer, Mohegan ESG Committee Chairperson



ESG FRAMEWORK

Mohegan's ESG Steering Committee (ESG Committee) is the formalized structure for the company's environmental, social, and governance initiatives, and consists of representatives across the Mohegan enterprise and the Mohegan Tribal Government Office. The ESG Committee reports directly to Mohegan President and Chief Executive Officer, Raymond Pineault, and the Mohegan Management Board. The Management Board is comprised of elected members of the sovereign Native American Mohegan Tribe of Indians of Connecticut.

THE ESG COMMITTEE FORMALLY ASSISTS THE CEO AND MANAGEMENT BOARD WITH:

- Setting general ESG strategy
- Developing, implementing, and monitoring initiatives and policies based on our ESG strategy
- Overseeing ESG communications with employees, investors, and stakeholders
- Monitoring and assessing developments and improving our understanding of ESG matters
- Establishing and executing ESG reporting commitments
- Aligning ESG activities and objectives with those of the Management Board and the Tribe



“YOU SHALL ALWAYS REMAIN IN THE LAND WHERE YOUR CREATOR IS.”

—Fidelia Fielding (1827-1908)

Mohegan’s ESG framework encompasses:

- Environmental sustainability initiatives, with a specific focus on energy conservation and management of resources
- Social efforts that invest in and support Team Members; Diversity, Equity, and Inclusion (DE&I); responsible gaming; and community support
- Governance and business ethics that guide our leaders, employees, and network operators

ESG STEERING COMMITTEE
Chair, Carol Anderson (Corporate)

EXECUTIVE COUNCIL:
Charles Bunnell (Tribal Office)
Larry Roberts (Tribal Office)
Patricia Smith (Corporate)
Raymond Lin (Corporate)
Jeffrey Hamilton (Connecticut)
Kara Fox-LaRose (ilani)
Mark Giannantonio (Resorts Casino Hotel)

SUB-COMMITTEE CO-CHAIRS

ENVIRONMENTAL:
Glen Almeida (CT)
Frank Palmieri (PA)
Steve Stone (Niagara)

SOCIAL:
Nicholas Gilham (Corp)
Kelly Sullivan
(Inspire Korea/Corp)

GOVERNANCE:
Grant Houle (Tribal Office)
Joseph Lobe (Corp)

COMMUNICATIONS:
Jennifer Ballester (Corp)
Cathy Soper (Tribal Office)



ENVIRONMENTAL PRACTICES

Mohegan is a steward of our planet and acknowledges a responsibility to operate in a manner that provides a healthy, safe, and enriching environment for present and future generations.

Mohegan places great importance on environmental preservation, and its facilities across the portfolio are known for their eco-friendly designs and operation. Sustainability efforts include extensive recycling initiatives, a scrap-food-to-farm program, water savings and reuse, and energy-efficient lighting, heat, and power systems.

Mohegan Sun is certified by the Connecticut Department of Energy & Environmental Protection (CTDEEP) Green lodging council; 40 percent of the power sourced for Mohegan Sun is supplied in a carbon-neutral manner, while 50 percent of the site is open space.

Niagara Casinos' convention spaces have achieved a 4 Green Key rating from Green Key Global, a leading international environmental certification body that offers standardized programs and resources designed specifically for the hotel and meetings industries, and the Canada Region's Corporate Energy Management Award from the Association of Energy Engineers (AEE).

Mohegan Pennsylvania utilizes a combined heat and power system (CHP) to reduce energy consumption by 22 percent and carbon footprint by 14 percent.



SUSTAINABILITY SPOTLIGHT — NIAGARA CASINOS

Niagara Casinos devote considerable time and resources to ensure they conduct business responsibly and sustainably, including:

- Tracking carbon footprint via the Canadian government's Compliance Instrument Tracking System Service (CITSS)
- Utilizing monitoring software and hardware packages to drive energy conservation and investment programs
- Discontinuing the use of disposable products wherever possible
- Utilizing eco-friendly cleaning practices and products, including eliminating 95 percent of all nonylphenols
- Replacing organic waste systems that diverted 2.3 million pounds of organic waste from landfills annually
- Reducing mechanical systems power usage by 15 percent
- Upgrading lighting to LED, reducing power throughout the space, resulting in rebates issued to date of over 275,000 Canadian dollars from the utility provider
- In-house waste reduction and recycling
- Supporting the City of Niagara Falls' Clean Sweep, Links for Green Learning and Heartland Forest through community outreach programs
- Offering property tours to provide sustainability best practices for interested businesses, organizations, and groups



“OBSERVE, CONCENTRATE, AND REMEMBER.”

—Chief Harold Tantaquidgeon (1904-1989)



SOCIAL —
COMMUNITY-DRIVEN

Our culture is what makes us unique. The Mohegan Way is at the heart of our business and represents the high standards by which the company treats its team members, conducts business, and partners with communities. Over the past 20 years, Mohegan has:

- Supported hundreds of schools, non-profits, and parks and recreation organizations throughout the communities where Mohegan operates, providing donations, sponsorships, and support for initiatives.
- Our partners include American Red Cross, Connecticut Special Olympics, Girl Scouts of Connecticut, Make-A-Wish Foundation, Northeast Regional Cancer Institute, Scranton Chamber of Commerce, Big Brothers Big Sisters, Wilkes-Barre Chamber of Commerce, Arc of Atlantic City, Community Food Bank, Boys and Girls Club Atlantic City, Salvation Army, and more.
- Funded \$35 million for an access road to allow Mohegan Sun’s nine million annual visitors access to the destination; provided upfront funding for an \$11 million water project to ensure that safe, clean drinking water is available for the entire region; and partnered with the Community Economic Development Fund.
- Received the United Way Chairman Award for Excellence and the United Way Leadership Giving Award.



- Generated a total of \$5.2 billion in local economic activity in 2019, according to the company's first-ever Economic Impact Report, commissioned by Mohegan and conducted by Oxford Economics.
- Mohegan delivered a significant, positive impact on employment, household income, and direct visitor spending, as well as state and local tax support. The analysis examined all Mohegan properties in operation in 2019: Mohegan Sun in Uncasville, Connecticut; Mohegan Pennsylvania in Wilkes-Barre; ilani in Ridgefield, Washington; Resorts Casino Hotel in Atlantic City, New Jersey; and Niagara Casinos in Niagara Falls, Ontario.



Spirit of Aquai



**SOCIAL —
EMPLOYEE-DRIVEN**

Mohegan enjoys one of the highest retention rates in the hospitality industry, a testament to the support of and appreciation for its more than 8,000 Team Members worldwide. Mohegan’s workplace culture and environment is second to none. By embedding the Spirit of Aquai into our Team Member culture, we encourage mutual respect and value for each other while building a bridge from Mohegan history to Mohegan hospitality – something we call “The Mohegan Way.”



In 2022, Mohegan was named to Forbes Best-in-State Employers list and recognized in *Newsweek’s* Top 100 U.S. Most Loved Workplaces® conducted in collaboration with the Best Practice Institute (BPI). This year, Mohegan ranked 85 among the 2023 Global Top 100 Most Loved Workplaces® recognized for team member sentiment and satisfaction.



SOCIAL —
DE&I-DRIVEN

Mohegan is committed to a diverse workforce and creating an environment that is inclusive and equitable for Team Members.


In 2020, the company's flagship property, Mohegan Sun in Connecticut, was ranked in the Top 10 by *Fortune Magazine* in its "100 Best Workplaces for Diversity." In 2022, Niagara Casinos was recognized by Human Resources Director Canada with its HR Innovation Award, honoring the company's focus on talent management, diversity and inclusion, health and wellness, and HR technology.



DE&I SPOTLIGHT — SUN DISABILITY INCLUSION PROGRAMS

MOHEGAN SUN IN CONNECTICUT HAS EMERGED AS AN INDUSTRY LEADER BY CREATING CUSTOM DISABILITY INCLUSION PROGRAMS SERVING A LARGE POPULATION OF PEOPLE. THERE ARE THREE CORE PROGRAMS THAT PROVIDE ACCESS AND TRAINING TO MANY OF THE 80 MOHEGAN SUN DEPARTMENTS:

- **The Viability program**, an embedded agency in our employee center that receives referrals from the Connecticut Bureau of Rehabilitative Services (BRS) with the goal of achieving employment. The Viability program has achieved a placement rate of nearly 80 percent.
- **The Mohegan Sun Student Vocational Inclusion Program (MSSVIP)** for 18-21-year-olds. Mohegan Sun has partnered with many of the local transitional academies, where students spend a traditional school year calendar and rotate to our property periodically. Students gain exposure to a wide range of our services, including Culinary, Environmental Services, Grounds Keeping, Arena, and Retail Outlets. Graduating students receive assistance when transitioning to the workforce.
- **Project Search**, a unique, business-led, nine-month internship program for students with developmental disabilities. Interns in the program complete three rotations at Mohegan Sun with the main goal of gaining the necessary skills to obtain competitive employment. The program provides real-life work experience combined with training in employability and independent living skills to help youth with significant disabilities make successful transitions from school to productive adult life.



“WE WANT PEOPLE TO FEEL THAT THE MOHEGANS ARE ABOUT THE FUTURE AND NOT ABOUT A DYING PAST ANY LONGER.”

—Tribal Historian Melissa Tantaquidgeon Zobel

CORPORATE GOVERNANCE

Our policy, strategy, procedures, and compliance are developed and managed by a broad representation of our company.

- Mohegan’s Management Board, which provides oversight of the ESG Committee, is comprised entirely of elected members of the Mohegan Tribe of Indians of Connecticut with a 13 generations perspective, focusing on sustainability and preservation of the resources that support this long-term view.
- The ESG Committee is comprised of key leadership across geographies, functional disciplines, and areas of expertise. The ESG Committee is chartered to assist the Management Board and the Mohegan Tribal Gaming Authority. The ESG Committee is overseen by the Management Board and Mohegan’s President and CEO, with regular reporting on initiatives and metrics.
- The Compliance Committee is independently chaired and includes Management Board and executive representatives. The Audit Committee includes independent and Management Board level seats and meets with independent auditors. Property-level Compliance and Audit Committees with independent membership operate in certain domestic and international jurisdictions.



GOVERNANCE — BUSINESS ETHICS

Mohegan has established Management Board level seats on our Compliance and Audit Committees to ensure an open communication channel with the Management Board and supports a culture of compliance throughout the organization.

- **Whistleblower Program:** Mohegan operates a formal whistleblower program for anonymous, independently proctored, reporting at all properties under the oversight of our Audit and Compliance Committees.
- **Anti-Money Laundering (AML):** U.S. properties follow American Gaming Association (AGA) guidelines for best practices and training for team members. Niagara Casinos collaborate with provincial police on-site for investigations. Mohegan also annually conducts company-wide training and independent auditing of AML compliance.
- **Harassment and Discrimination:** Mohegan has an enterprise-wide policy regarding harassment and discrimination and requires regular (annual or bi-annual based on the property) training for supervisors and above.
- **Code of Ethics/Conduct:** Mohegan requires regular (annual or bi-annual based on the property) training for supervisors and above, with certain compensation tied to the completion of all training.
- **Internal Audit:** Mohegan has ongoing internal auditing capabilities at all operational properties with direct reporting to the Audit and Compliance Committees.



CORPORATE GOVERNANCE — RESPONSIBLE GAMING

The Mohegan Tribe is a major supporter of the National Council on Problem Gambling (NCPG) and a founding member of the NCPG’s President and Director’s Circle. Mohegan is a “Chairman Level” donor with the NCPG, and CEO Raymond Pineault is a member of the Advisory Board. Mohegan is also a member of the International Betting Integrity Association (IBIA).

At Niagara Casinos in Ontario, Canada, the Responsible Gambling Council’s (RGC) RG Check Accreditation represents the most comprehensive responsible gaming accreditation program in the world. The RGC is an independent non-profit organization that has led in the prevention of problem gambling in Canada and globally for more than 40 years.

In the United States, property-level responsible gaming partners include the Council on Compulsive Gambling of Pennsylvania (CCPG) and the Connecticut Council on Problem Gambling.

Mohegan also partnered with Yale University to develop cognitive behavioral therapy digital-based intervention tools to combat problem gambling. The Mohegan Tribe will contribute over \$2 million to the Yale School of Medicine for development of the tool, which will include clinical trials and peer-reviewed data to ensure any eventual treatment options are safe and effective for public use. The resulting products will be made broadly available to the public, helping ensure greater access for under served populations who may have faced barriers to such treatment.

“THIS IS OUR DAY, OUR CHILDREN’S DAY.
TAKE IT, LIVE IT TO ITS BEST ADVANTAGE,
ENJOY IT, IMPROVE IT, AND GIVE IT TO YOUR
CHILDREN FOR A BETTER TOMORROW.”

– Chief Harold Tantaquidgeon (1904-1989)

ADDITIONAL RESOURCES



mohegaming.com/esg/

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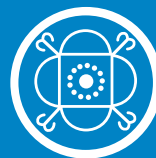
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