

## Social and Environmental Performance Tables

December 21, 2021

Company Profile	2017	2018	2019	2020
Total Number of Resorts (at year end) <sup>1</sup>	67	109 <sup>2</sup>	110	110
Economic Performance	2017	2018	2019	2020
Revenue (USD millions)	\$2,183	\$2,968	\$4,259	\$2,886
Adjusted EBITDA (USD millions) <sup>3</sup>	\$294	\$419	\$758	\$235
Transient keys rented (millions) <sup>4</sup>	1.3	1.6	2.4	1.1
Average transient rate	\$216.29	\$222.10	\$228.38	\$219.82
Resort Occupancy rate	88.7%	88.5%	88.1%	57.2%
Social and Governance Performance	2017	2018	2019	2020
Total Number of Employees	11,344	11,860	22,076	18,151
- Percent Male Employees <sup>5</sup>	44%	43%	45%	46%
- Percent Female Employees	55%	55%	54%	53%
- Percent Asian (US) <sup>6</sup>	13%	16%	15%	15%
- Percent Black or African American (US) <sup>7</sup>	15%	13%	14%	14%
- Percent Hispanic or Latino (US) <sup>8</sup>	27%	26%	26%	27%

<sup>1</sup> Vacation Ownership segment only.

<sup>2</sup> Increase in resorts in 2018 is due to the acquisition of ILG. Note that ILG properties are not included in environmental performance data until 2019, in order to obtain a full year of data.

<sup>3</sup> Adjusted Earnings Before Interest Expense, Taxes, Depreciation and Amortization (Adjusted EBITDA). We define Adjusted EBITDA as earnings, or net income or loss attributable to common shareholders, before interest expense (excluding consumer financing interest expense associated with term loan securitization transactions), income taxes, depreciation and amortization. Adjusted EBITDA reflects additional adjustments for certain items, as itemized in the discussion of Adjusted EBITDA in the Company's most recent Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (the SEC) and in subsequent SEC filings, and excludes share-based compensation expense to address considerable variability among companies in recording compensation expense because companies use share-based payment awards differently, both in the type and quantity of awards granted. For purposes of our EBITDA and Adjusted EBITDA calculations, we do not adjust for consumer financing interest expense associated with term loan securitization transactions because we consider it to be an operating expense of our business. We consider Adjusted EBITDA to be an indicator of operating performance, which we use to measure our ability to service debt, fund capital expenditures and expand our business. We also use Adjusted EBITDA, as do analysts, lenders, investors and others, because this measure excludes certain items that can vary widely across different industries or among companies within the same industry. For example, interest expense can be dependent on a company's capital structure, debt levels and credit ratings. Accordingly, the impact of interest expense on earnings can vary significantly among companies. The tax positions of companies can also vary because of their differing abilities to take advantage of tax benefits and because of the tax policies of the jurisdictions in which they operate. As a result, effective tax rates and provision for income taxes can vary considerably among companies. EBITDA and Adjusted EBITDA also exclude depreciation and amortization because companies utilize productive assets of different ages and use different methods of both acquiring and depreciating productive assets. These differences can result in considerable variability in the relative costs of productive assets and the depreciation and amortization expense among companies. We believe Adjusted EBITDA is useful as an indicator of operating performance because it allows for period-over-period comparisons of our on-going core operations before the impact of the excluded items. Adjusted EBITDA also facilitates comparison by us, analysts, investors, and others, of results from our on-going core operations before the impact of these items with results from other vacation companies.

<sup>4</sup> Transient keys rented and Average transient rate refer to the company's rental operations of its Vacation Ownership business.

<sup>5</sup> Gender percentages do not total 100% as some associates choose not to identify.

<sup>6</sup> Diversity Metrics relate to US employees only.

<sup>7</sup> Diversity Metrics relate to US employees only.

<sup>8</sup> Diversity Metrics relate to US employees only.

## Social and Environmental Performance Tables

- Percent White (US) <sup>9</sup>	40%	37%	35%	35%
- Percent Other (US) <sup>10</sup>	6%	8%	9%	9%
- Percent under 30 years old	21%	21%	21%	18%
- Percent 30 – 50 years old	52%	52%	50%	50%
- Percent over 50 years old	27%	27%	29%	32%
- Percent Permanent Employees	93%	93%	93%	94%
<b>Total Number of Board Members</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>10</b>
- Percent Male	87.5%	80%	80%	80%
- Percent Female	12.5%	20%	20%	20%
- Percent Diverse <sup>11</sup>	25%	30%	30%	30%
<b>Environmental Performance<sup>12</sup></b>	<b>2017</b>	<b>2018</b>	<b>2019<sup>13</sup></b>	<b>2020</b>
<b>Floor Area Coverage for Intensity Metrics (square feet)</b>	<b>23,281,913</b>	<b>24,026,214</b>	<b>37,557,336</b>	<b>37,557,336</b>
<b>Keys Occupied for Intensity Metrics</b>	<b>4,845,376</b>	<b>5,195,172</b>	<b>7,936,021</b>	<b>5,020,780</b>
<b>Energy</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Energy Consumption (kilowatt hours)</b>	<b>352,594,412</b>	<b>373,360,141</b>	<b>626,739,900</b>	<b>543,526,031</b>
<b>Total Direct Energy Consumption (kilowatt hours)</b>	<b>123,378,320</b>	<b>135,425,686</b>	<b>254,610,397</b>	<b>243,446,906</b>
<b>Total Indirect Energy Consumption (kilowatt hours)</b>	<b>229,216,092</b>	<b>237,934,455</b>	<b>372,129,503</b>	<b>300,079,125</b>
<b>Energy Consumption per square foot (kilowatt hours)</b>	<b>15.14</b>	<b>15.54</b>	<b>16.69</b>	<b>14.47</b>
<b>% Energy from Renewables</b>	<b>9.0%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>8.6%</b>
<b>Greenhouse Gas Emissions</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Greenhouse Gas Emissions (kg CO<sub>2</sub>e)</b>	<b>121,321,220</b>	<b>130,127,042</b>	<b>217,615,348</b>	<b>177,631,056</b>
<b>Total Scope 1 Emissions (kg CO<sub>2</sub>e)</b>	<b>22,899,001</b>	<b>25,120,343</b>	<b>48,354,440</b>	<b>47,091,248</b>
<b>Total Scope 2 Emissions (kg CO<sub>2</sub>e)</b>	<b>98,422,219</b>	<b>105,006,700</b>	<b>169,260,907</b>	<b>130,539,808</b>
<b>Greenhouse Gas Emissions per square foot (kg CO<sub>2</sub>e)</b>	<b>5.21</b>	<b>5.42</b>	<b>5.79</b>	<b>4.73</b>
<b>Water</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Water Consumption (kilogallons)</b>	<b>3,257,289</b>	<b>3,257,399</b>	<b>4,234,840</b>	<b>3,031,227</b>
<b>Water Consumption per key occupied (gallons)</b>	<b>672</b>	<b>627</b>	<b>534</b>	<b>604</b>

<sup>9</sup> Diversity Metrics relate to US employees only.

<sup>10</sup> Diversity Metrics relate to US employees only.

<sup>11</sup> Percent diverse is calculated using gender and racial diversity as variables.

<sup>12</sup> US Vacation Ownership properties only. Excludes international properties and resorts for which property management is subcontracted to a third-party. Also excludes Welk Resorts, which the Company acquired in 2021.

<sup>13</sup> Note that for all Environmental performance, Energy, Greenhouse Gas and Water data, data from 2019 onwards includes properties added in 2018 as part of the acquisition of ILG.