

Destination— A Better World.

MARRIOTT
VACATIONS
WORLDWIDE™

2025 Corporate Responsibility Report



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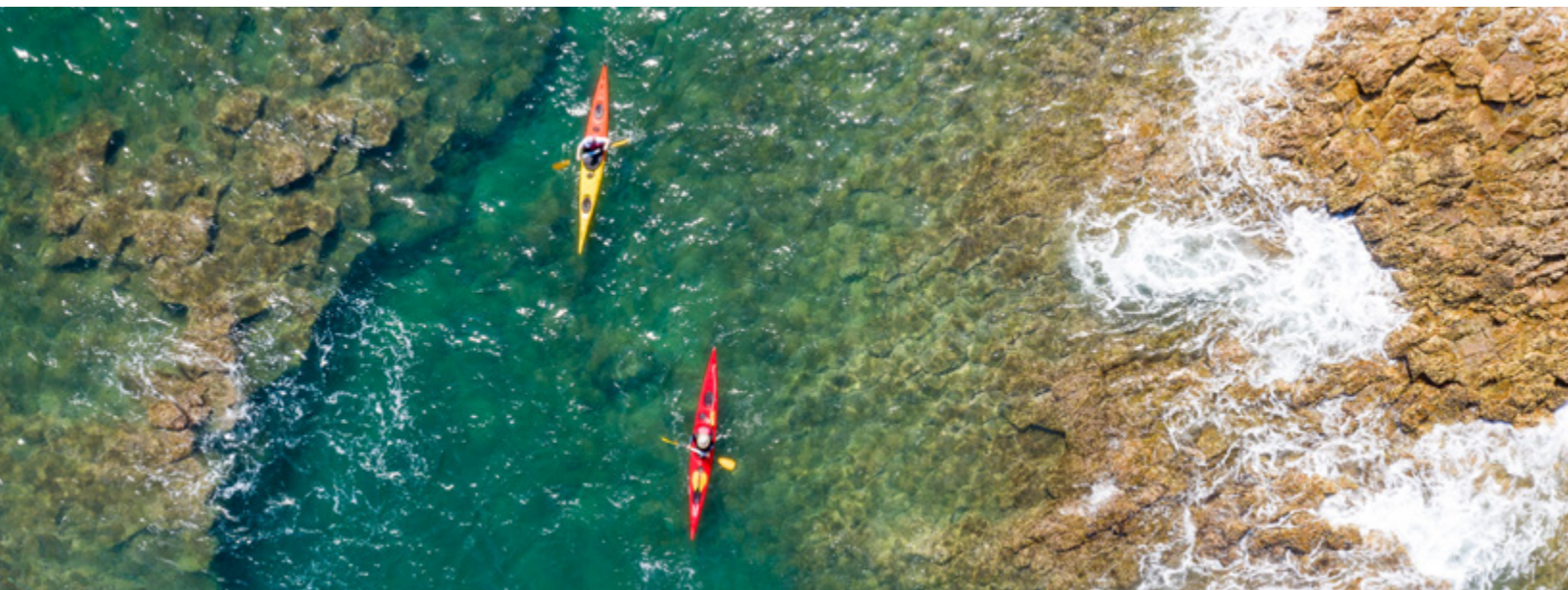
About This Report

Information and data in this 2025 Corporate Responsibility (“CR”) Report (“this Report”) represent the global operations of Marriott Vacations Worldwide Corporation (“Marriott Vacations Worldwide,” “MVW,” the “Company,” “we,” or “our”), unless otherwise stated. Associate data presented in this Report includes our global workforce of employees, unless otherwise specified.

This Report reflects performance data for the year ended December 31, 2025, unless otherwise indicated. Data in this Report may be rounded, represent estimations or approximations, and be based on assumptions. Financial metrics are reported in U.S. dollars. Specific highlights, projects, programs, metrics, or initiatives in this Report may apply only to select regions, resorts, or associates. Please refer to the specific descriptions within this Report for further details on the scope of these highlights, projects, programs, metrics, or initiatives. Programs described in this Report may represent multiyear initiatives and may not only have occurred or been completed in the reporting year (2025).

The greenhouse gas (“GHG”) emissions, energy, and water data presented within this Report pertain to the vacation ownership resorts that were managed by MVW during 2025 (“managed properties” or “managed resorts”), plus our corporate offices and sales galleries. The GHG emissions, energy, and water data excludes vacation ownership resorts that were managed by third parties and certain third-party vacation properties at which our Aqua-Aston Hospitality® business provides management services. GHG emissions, energy, and water intensity metrics may include estimates or extrapolations based on the actual data available.

The environmental data in this Report pertains to the vacation ownership properties that we managed during 2025 to give a more fulsome view of our operations and sustainability performance. As the manager of a property, we typically do not have control over all aspects of a property—for example, control can be limited by the terms of the applicable management agreement. In order to achieve some of our intended corporate responsibility goals and objectives at certain resorts and properties, we rely on the cooperation, support (including financial support), and action of the property owners and other stakeholders.



The terms “resorts” and “properties” are used interchangeably, and references to “units” and “villas” are also used interchangeably. A “key” is the lowest increment for reporting occupancy statistics, based on the mix of non-lock-off and lock-off villas. Lock-off villas represent two keys and non-lock-off villas represent one key. Throughout this Report, we use keys for metrics that are expected to be reported on a per-room-night basis under the Sustainability Accounting Standards Board (“SASB”) framework. “Owners” refer to those who have purchased a vacation ownership interest at a resort that we manage that is either a real estate ownership interest or a contractual right-to-use interest in a single resort or a collection of resort properties.

We refer to those who belong to our exchange segment membership programs as “members.” “Guests” are non-Owners and non-members who choose to vacation at our resort properties. Standards of measurement, methods of estimating data, and performance that refers to our corporate responsibility plans may be based on protocols, processes, and assumptions that continue to evolve and are subject to change in the future, including due to the impact of future rulemaking, changes in interpretations, or better information that may be available in the future.

This Report is prepared with consideration of the Global Reporting Initiative (“GRI”) Standards, the SASB Standards, and the Task Force on Climate-Related Financial Disclosures (“TCFD”) framework. Please note that information contained in this Report does not constitute a guarantee, commitment, or promise with regard to business activities, performance, or future results, and is not intended to create legal rights or obligations.

We’ve streamlined this year’s report to focus on the key corporate responsibility developments for the year ended December 31, 2025, with references to previously published materials where additional context is helpful. This Report is not a comprehensive description or representation of all of MVW’s corporate responsibility activities during that time.

We welcome feedback on our corporate responsibility performance and the contents covered in this Report. Feedback can be directed to MVW’s Investor Relations Department through the contact form at ir.marriottvacationsworldwide.com/contact-us.



Forward-Looking Statements and Website References

This Report contains certain forward-looking statements based on MVW management's current assumptions and expectations, including statements regarding our corporate responsibility goals, commitments, and programs, and other business plans, initiatives, and objectives.

These statements are typically accompanied by the words "aim," "hope," "believe," "estimate," "plan," "expect," "goal," "commit," "intend," "strive," "target," "will," "may," "can," "potential," "continue," "future," "endeavor," or similar expressions; and similar statements concerning anticipated future events and expectations that are not historical facts. We undertake no obligation to publicly update or revise these statements, whether as a result of new information, future events, or otherwise.

The forward-looking statements speak only as of the publication date of this Report, and undue reliance should not be placed on these statements. Goals, intentions, ambitions, or expectations described in this Report are aspirational and subject to change and are not guarantees or promises that any or all goals, intentions, ambitions, or expectations will be met or maintained. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended.

Our actual future results, including the level of achievement of our goals, intentions, ambitions, or commitments, could differ materially from these statements as the result of changes in circumstances, assumptions not being realized, or other risks, expectations, trends, uncertainties, and factors that we may not be able to accurately predict or assess, such as: uncertainty in the current global macroeconomic environment created by governmental policy and regulatory changes; price inflation; difficulties associated with implementing new or maintaining existing technologies; competitive conditions; and

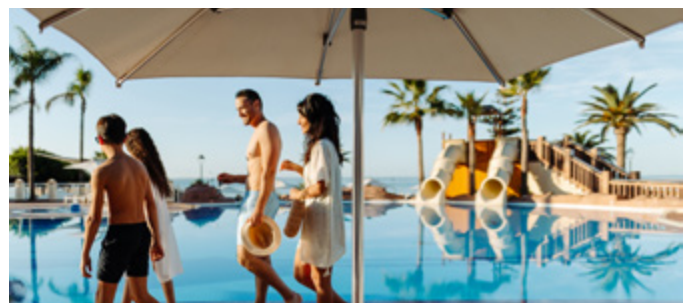
impacts from natural or man-made disasters and wildfires. Such risks, uncertainties, and factors also include the risk factors discussed in our U.S. Securities and Exchange Commission ("SEC") filings, including in our most recent Annual Report on Form 10-K and in our subsequent Quarterly Reports on Form 10-Q.

We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this Report. MVW cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects.

Including information or issues in this Report is not an indication that such matters are material to MVW, its business, its stakeholders, or its impacts to other parties or corporate responsibility matters, in each case, for SEC reporting or other mandatory reporting purposes. In the context of this Report, the term "material" is distinct from, and should not be confused with, such term as defined for SEC or other mandatory reporting purposes.

References to our own or third-party websites and links to such websites are provided for informational purposes and the reader's convenience and are intended to be inactive, textual references only. The information or data included on these websites or accessible at these links is not incorporated into, and will not be deemed to be a part of, this Report.

Report Date: June 30, 2026



A Message From Our Executive Team

To our valued stakeholders,

On behalf of our Executive Leadership team and our base of global associates, I am proud to share Marriott Vacations Worldwide's 2025 Corporate Responsibility Report.

Our approach to responsibility begins with people. We are committed to fostering an inclusive and supportive workplace where our associates feel valued, empowered, and heard. That commitment extends beyond our organization to the destination communities in which we operate, where we strive to make a meaningful, positive impact through responsible business practices, community engagement, and support for philanthropic causes aligned with our values.

We are proud of the strides we've made in 2025 across the organization in support of Destination: A Better World, a platform which has been designed to capture our impact on people, places, and the planet through the dedication of our associates and the care from our Owners, members, and guests who vacation with us time and time again.

Championing children's well-being is a cause close to our hearts, and we're proud of our reinvigorated efforts to support the health and well-being of children in our communities this year. To date, we have raised over \$25 million for Children's Miracle Network, helping provide life-saving care for children nationwide.

What's more, we remain committed to bettering our destination communities through our sustainability practices. In 2025, we opened Marriott Vacation Club®, Khao Lak Beach Resort, where sustainability is thoughtfully woven into the guest experience. Initiatives designed to reduce environmental impact, including the introduction of reusable glass water bottles in each guest room and the adoption of bamboo key cards as a natural, biodegradable alternative to plastic, underscore our ongoing commitment to environmental stewardship.

In my role as Executive Sponsor of Marriott Vacations Worldwide's corporate responsibility efforts, I've had the privilege of seeing firsthand the impact of our work and am proud of the measurable progress we've made. Our Leadership team and I remain energized by what lies ahead as we continue to pursue Destination: A Better World for all.

Thank you for your partnership and support,

ANDREW T MARCUS

General Counsel



2025 at a Glance



\$5.032 billion
in total revenue



Over
3,200
affiliated resorts available via Interval
International's exchange network



Approximately
21,100
associates in the global workforce



Approximately
700,000
Owner families



Approximately
1.5 million
Interval International® members



Approximately **77%**
of associates are based in the U.S.

Approximately **12%**
of associates are based in
Latin America and the Caribbean



120
vacation ownership resorts in the U.S. and
13 other countries and territories

Approximately **5%**
of associates are based in Asia-Pacific

Approximately **6%**
of associates are based in Europe
and the Middle East



MVW's Approach to Corporate Responsibility

Guided by our corporate responsibility strategy—Destination: A Better World—we remain committed to responsible and sustainable practices that create opportunities for our people, support the well-being of our communities, and take thoughtful steps toward long-term environmental stewardship.

Stakeholder Engagement

As a global, multifaceted vacation ownership company, we have several stakeholder groups whose views and priorities we consider as our corporate responsibility strategy and programs evolve, including:

Our dedicated associates. We regularly gather feedback through both formal and informal channels, including our periodic engagement survey.

Approximately 700,000 Owner families worldwide. We conduct regular surveys to understand Owner priorities and perceptions, while Owner associations partner with our resort management teams to address their needs.

The local communities where we live and work. We encourage resort teams to stay actively engaged in their communities—building local connections, supporting organizations, and staying attuned to emerging issues.



Industry associations such as ARDA (American Resort Development Association), AMDETUR (Asociación Mexicana de Desarrolladores Turísticos), RDO (Resort Development Organisation) and APRDO (Asia Pacific Resort Development Organisation).

Our valued investors and stakeholders, whom we work to keep informed on our business matters and progress toward our Destination: A Better World initiatives.



People.

Creating a Workplace Where Excellence Thrives

At MVW, we are committed to fostering a workplace where every associate feels supported, energized, and inspired by their work. We strive to cultivate an environment that is respectful, inclusive, and development-oriented—one where individuals are empowered to perform at their best and deliver exceptional experiences for our Owners, members, and guests. Our associates are the heartbeat of our organization, each contributing uniquely to our collective success. We believe in embracing life fully, which includes building careers that are meaningful, fulfilling, and aligned with personal and professional aspirations. Through continued investment in our people and culture, we strive to create a workplace where excellence not only exists—but thrives.

Recognized for Excellence in 2025

In 2025, MVW received several prestigious recognitions that reflect our values and impact:

- Named one of **Fortune's listing of World's Most Admired Companies**
- Recognized on **Newsweek's America's Greatest Workplaces for Inclusion and Diversity**
- Ranked #3 on **Orlando Business Journal's Most Philanthropic Companies**, up two positions from 2024
- Ranked #20 on **Orlando Business Journal's** list of **Central Florida's 400 Largest Employers**



Talent Attraction

Attracting new talent is essential to keeping our teams dynamic and forward-thinking. In 2025, MVW made significant progress in strengthening our workforce. We improved our average annual U.S. percent staffed metric from 95% in 2024 to 96% in 2025—our highest staffing level as a company.

Our talent attraction initiatives continue to elevate the unique value of careers across our organization, reinforcing our commitment to creating meaningful employment opportunities. In 2025, our associate referral program remained a critical contributor to our workforce strategy, accounting for 35% of all U.S. hires.

We also welcomed 4,460 external candidates into U.S.-based roles, broadening the perspectives, experiences, and range of skills that strengthen our organization.

To build a resilient and future-ready talent pipeline, we deployed targeted sourcing and recruitment strategies guided by organizational priorities and responsible budget stewardship.

These efforts supported an efficient and equitable hiring framework while advancing our progress in associate retention and long-term workforce stability.

Our top hiring channels included:

- Employee referrals, demonstrating the trust and engagement of our current associates.
- Internal mobility, including transfers and promotions that foster career growth and development.
- Online job boards, expanding our reach to a diverse talent pool.
- Hiring events and college recruiting, strengthening early-career pathways.
- Social media and digital outreach, increasing visibility and candidate engagement.

Together, these channels connected us with high-quality talent and supported our broader responsibility commitments by promoting strong employment pathways, internal advancement, and inclusive sourcing practices.



Expanding Pathways for Associate Growth

Our college internship program provides students from institutions nationwide with meaningful, hands-on experience across our operations, sales and marketing, and corporate departments. In 2025, we welcomed over 350 interns into the program, providing them with real-world exposure to the hospitality industry and to MVW's culture of service excellence. College graduates also benefit from our Management Development Program, which equips emerging professionals with the tools, mentorship, and experiences needed to grow into future leaders.

Supporting the growth and advancement of our MVW associates remains central to our culture. We actively promote internal mobility by sharing job opportunities with associates across the business, empowering them to pursue roles that align with their career goals and long-term aspirations.

To enhance visibility into career opportunities, we also leverage our internal social media platform to share regular recruitment updates and job openings. Additionally, biweekly regional communications highlight available roles—including U.S.-based management positions—providing associates with broad and timely access to opportunities for advancement.



Associate Development and Career Growth

Our commitment to associate development and long-term career growth helps drive engagement, retention, and improvement.

MVW's LEAD is a professional development Program offering a robust portfolio of instructor-led and virtual development courses designed to enhance associates' capabilities at every stage of their career. In 2025, the program delivered exceptional results, delivering more than 150 high-impact courses to over 3,000 participants, totaling more than 20,500 hours of training. LEAD continued to uphold its strong reputation for quality, earning an overall participant satisfaction score of 5.77 out of 6. Our facilitators also demonstrated outstanding expertise, achieving an impressive facilitation score of 5.91 out of 6.

In 2025, we further expanded our innovative learning opportunities by introducing 10 new one-hour courses, including Navigating Conflict and Sharpen Your Skills—an offering designed specifically for a new audience of non-management individual contributors supporting corporate functions. The LEAD Mentoring Program also continued to grow, completing three cohorts and engaging over 175 participants throughout the year.

Culture and Recognition

At MVW, our culture is grounded in five core values and a shared purpose—to create a *Life Fulfilled*. This guiding principle plays a central role in fostering associate engagement, connection, and retention. In 2025, we continued to bring our culture to life by delivering signature Moments That Matter, global celebrations designed to honor, appreciate, and unite associates around the world.

Associate Appreciation Month celebrated our team members through site-specific events, many of which incorporated community service projects, bringing associates together around a shared purpose while giving back to the communities they call home. These service initiatives reflect our *Better Together* mindset and commitment to a strong, *Caring Culture*.

Global Wellness Day was commemorated across our resorts with the theme #ReconnectMagenta, encouraging associates to pause, reflect, and prioritize well-being through nature, connection, and self-care.

Take a Child to Work Day invited children to experience interactive, on-site activities that offered a glimpse into their parents' work and helped spark ideas for future career paths.

International Housekeeping Appreciation Week celebrated the dedication, hard work, and essential contributions of our Housekeeping teams across global locations. From thoughtful gestures from leadership to team-building activities and small celebrations across our resorts, the week highlighted the pride we have in our incredible Housekeeping teams and the vital role they play in creating exceptional guest experiences.

The Veterans Associate Network is MVW's first associate-led network and serves as a supportive, empowering community for associates who currently serve or have previously served in the U.S. Armed Forces. Veterans Day honored U.S. veterans within MVW and throughout our extended communities, celebrating their service and lasting impact.

Celebrating Our People: Companywide Recognition at MVW

The MVW Service Anniversary Program celebrates associates for their dedication and tenure with the Company. The program is designed to elevate the associate experience and strengthen early-career retention by celebrating both early and long-term career milestones.

RISE is a corporate platform for rewards and recognition, designed to honor exceptional associates within our Sales and Marketing teams. The program recognizes individuals who consistently demonstrate outstanding performance and leadership while exemplifying and living the company's core values. Each year, five individuals are selected for their meaningful contributions, impact, and commitment to excellence.

We also proudly recognized the outstanding achievements of our 2025 global ROAR (Resort Operations Achievement Recognition) Award winners. These innovators and high performers delivered measurable impacts in guest satisfaction, financial results, operational excellence, and innovation—demonstrating what it means to lead with purpose and passion.

At MVW, our associates' commitment is what truly sets us apart. Our annual executive recognition program, Way to Go!, celebrates customer-facing associates who consistently go above and beyond in service to our Owners, members, and guests across all MVW brands and businesses. In 2025, our 68 Way to Go! honorees exemplified that dedication, consistently delivering exceptional service and earning praise from Owners, members, and guests across our resorts.



Investing in People: Putting People First with Benefits That Matter and Pay That Reflects It

Attracting and retaining world-class talent is essential to our long-term success. To support this need, we offer a thoughtfully designed compensation and benefits program designed to promote the holistic well-being of our associates—including their physical, mental, and financial health. In the U.S., U.S. Virgin

Islands, and Puerto Rico, qualifying full-time associates have access to comprehensive health coverage, including medical, dental, and vision insurance, along with company-paid short-term disability insurance, 401(k) enrollment, an associate stock purchase program, tuition reimbursement, paid time off, and more.

Globally, our total rewards approach is tailored to meet the needs of each market, honoring local requirements and cultural expectations. Across all regions, we remain focused on providing

meaningful support to our associates. In 2025, we continued our efforts to prioritize helping associates balance life and work. To stay competitive across the global markets in which we operate, we regularly benchmark our compensation and benefits programs. As we look ahead, we will continue to evaluate how our offerings can best support the well-being of our associates.

Listening to Our People: Associate Feedback and Engagement

We strive to build a culture where every associate has a voice and feels truly heard. In 2025, results from our Associate Engagement Survey showed meaningful progress in how our teams experience our culture—from feeling included and supported by leadership to seeing the positive impact we make in our communities.

Participation in the survey remained strong at 92% with an impressive engagement score of 81%. Associates expressed confidence that their voices in

previous years' surveys survey led to action and improved their workplace.

The Inclusive Culture Index emerged as the highest-rated dimension on the survey, earning an impressive 88%. This reflects a strong environment where diverse perspectives are valued and inclusivity is embedded in the experience of both associates and guests. The Supervisor dimension followed closely with a score of 87%, highlighting the confidence and satisfaction associates feel in the support and leadership provided by their direct leaders.

Together, these results reinforce our commitment to building a workplace where individuals

feel respected, supported, and empowered through inclusive practices and effective leadership.

Our Sustainability metrics also remained strong, achieving an overall score of 86%. The majority of MVW associates agree that the organization positively impacts the communities it serves and operates in a socially and environmentally responsible manner.

Collectively, these results demonstrate our continued dedication to fostering a culture of inclusion, engagement, and responsibility across the organization.

Supplier Sourcing*

Guided by the belief that our partnership can have a tremendous impact on the businesses we work with and the communities they serve, and to maintain a deep bench of sources to support the continuity of our operations, MVW's inclusive sourcing strategy intentionally provides opportunities to all types of vendor organizations. This includes inviting diverse suppliers to participate in our largest requests for proposals ("RFP") where suppliers are ultimately selected through a rigorous process.

Two of the suppliers we are affiliated with are profiled below.



Une Femme, a small, women-owned sparkling wine company driven by their mission of empowering and uplifting women, has quickly grown into one of the fastest-rising canned wine brands in the U.S. For every bottle and can sold, Une Femme donates to charitable organizations dedicated to improving the lives of women, so that each sip helps support a brighter, more equitable future. Additionally, the brand delivers consistent quality and accessibility, allowing it to perform well across our diverse Food & Beverage outlets. Their fresh, modern wines are currently served at over 40 The Marriott Vacation Clubs® properties in the U.S., including locations under the Marriott Vacation Club®, Sheraton® Vacation Club, and Westin® Vacation Club brands.

Crown Linen is a commercial linen and laundry services provider supporting corporate and hospitality operations. In addition to servicing nine of our Marriott Vacation Club and Sheraton Vacation Club resorts in Florida, they are a certified Minority Business Enterprise ("MBE") with sustainable laundry operations that incorporate water reclamation and reuse practices, energy-efficient equipment, lower-impact wash formulas developed with chemical vendors, and waste reduction and recycling efforts.

These suppliers have consistently demonstrated strong performance, operational reliability, and the ability to scale effectively across our portfolio. Additionally, they demonstrated strong price competitiveness during the sourcing events in which they participated.

Moving forward, we continue to look for opportunities to enrich our Owners', members', and guests' vacation experiences, support a variety of business types, and diversify our supplier base to strengthen the resilience of our supply chain.

* Includes small and minority-, women-, veteran-, disabled-, and LGBTQ-owned businesses.



Places.

Activating Associates to Serve

Our caring associates show compassion in their work by volunteering, fundraising, and giving back to their communities in various ways. From our resorts to our corporate offices, associates across our organization took part in local opportunities to support their communities in 2025. Some examples include:

Associates from Marriott Vacation Club® at Custom House, Boston, transformed their compassion into creativity by volunteering with the Magic Yarn Project—a nonprofit that creates soft yarn wigs inspired by beloved characters for children battling cancer.

Aqua-Aston Hospitality® associates participated in the Hawai'i Lodging and Tourism Association's 46th annual Charity Walk, raising over \$33,000 to support local nonprofit organizations.

Interval International® associates based in Miami volunteered at the Farm Share food bank in Homestead, packing more than 3,800 bags of food and sorting hundreds of boxes of donated items to be distributed to local families in need.

Associates from Hyatt Vacation Club® at Hacienda del Mar in Puerto Rico donated clothing, personal items, and 383 pounds of food to seniors in Vega Baja.

Inventory & Revenue Management corporate associates organized a Lasagna Love activity where they made warm meals for families facing financial insecurity, medical challenges, and other hardships.

We encourage associates to get involved with giving back by providing resources on the Company intranet site where resort and corporate leadership can request in-kind support as well as find event toolkits and information on community engagement.



Bettering Our Destination Communities

2025 brought a continued focus on the member hospitals within the Children's Miracle Network ("CMN") that operate within our destination communities. In December 2025, our resort teams supported a tree farm event at MUSC Shawn Jenkins Children's Hospital in Charleston, South Carolina, where children and their families were able to take part in the holiday tradition of picking out a tree to decorate, bringing light and joy into their lives during a difficult health journey.

With a presence in many destinations around the world, we understand that it's a privilege to be a part of the local communities in which we operate. That's why we go to great lengths to engage and enrich our destination communities.



Guided by our core philanthropic areas of focus and the shared cultures of the philanthropic organizations we support, our Company, associates, Owners, members, and guests around the world work together to support missions that aim to preserve our destination environments and improve the quality of life for those around us. Whether through participating in local initiatives or supporting our long-standing corporate partnerships, they represent what it means to be good community members.



Environmental Stewardship in Action

Across our global portfolio, associates, Owners, members, and guests actively participate in conservation activities to help protect the ecosystems surrounding our destination communities.

On Earth Day 2025, associates from The Westin Los Cabos Resort Villas hosted a creative planter contest, focused on upcycling, among resort departments. In June 2025, associates at Marriott's Frenchman's Cove celebrated World Ocean Day by offering ocean-themed crafts for Owners, members, and guests to participate in. On Hilton Head Island, the incoming intern class received Fill It Forward stickers for reusable water bottles to encourage the reduction of single-use plastics. At Marriott's Grande Ocean, the resort introduced designated bins for Owners, members, and guests to drop off pool toys and beach equipment at the end of their stay, allowing items to be reused by future Owners, members, and guests, helping to reduce waste.

Education about coastal ecosystems continues to be an important aspect of our environmental mission. At Marriott's SurfWatch®, educational placards were placed throughout the resort grounds and walking paths. These placards, designed by *Tideland Treasure* author and artist Todd Ballantine, provided information to educate guests about local flora and fauna.



Addressing Food Insecurity

Food insecurity continues to impact the communities across our global portfolio. Through companywide efforts and local initiatives, we're helping families have access to the food they need to thrive.

Each November, our Harvest for Hunger ("H4H") campaign mobilizes Owners, members, guests, and associates to donate food and funds to local food banks. From early November through Thanksgiving 2025, we reached a significant fundraising milestone—surpassing 1 million pounds of food donated to families in need since Harvest for Hunger began in 2015.

Beyond H4H, Owners, members, guests, and associates around the world go the extra mile to help fight food insecurity in their local communities. In 2025, Marriott's Waikoloa Ocean Club resort teams introduced intentional efforts to collect food for their community. They introduced a new initiative, Fill a Bag, Share a Meal, encouraging Owners, members, guests, and associates to donate Thanksgiving brown-bag meals with items such as mashed potatoes, gravy mix,

stuffing, canned yams, cranberry sauce, and canned vegetables. In our Asia-Pacific region, in addition to food collection efforts, our Singapore office associates volunteered at Krsna's Free Meals, a soup kitchen that offers free meals to migrant workers and vulnerable communities in Singapore.

These efforts are part of our broader commitment to building stronger, more resilient communities. While our primary focus areas include children's well-being, conservation, and food insecurity, we also support meaningful initiatives across disciplines from empowering future hospitality leaders through scholarship programs within our resort destination communities to helping disabled veterans rebuild confidence through the On Course Foundation and the game of golf.

Championing Children's Well-being

Supporting the Health and Happiness of Children

Supporting children's wellness remains a key philanthropic pillar at MVW, and we're proud to have CMN as our longest standing philanthropic partner, a relationship originally established by Marriott International more than 40 years ago. CMN unites communities to raise critical funds that drive transformative advances in pediatric healthcare, helping ensure every child has access to the care they deserve.

In 2025, we achieved a significant milestone in our support of CMN: exceeding \$25 million in funds raised since 2008, when resort-level fundraising milestones were first established. This support reflects contributions from property fundraising, signature events, and in-kind donations. Also in 2025, the Orlando region surpassed \$8 million in lifetime fundraising across MVW resorts and the corporate office, demonstrating the market's continued commitment to fundraising for CMN and making a lasting difference in the lives of children and their families. Through the CMN network of 170 member hospitals, the funds raised provide life-changing treatments, research, important pediatric equipment, and more.

Our corporate associates and resort teams across the country continue to participate, volunteer,

and fundraise for The Torch Relay for Children's Miracle Network. In its 24th year, this event includes a series of walking, running, and cycling events connected by a single torch that travels to over 25 cities in the U.S. In 2025, MVW's participation in Torch Relay raised more than \$219,000. Many of the Torch Relay locations included our resort destinations such as Marriott's SurfWatch® in Hilton Head Island, South Carolina, and Marriott's OceanWatch® in Myrtle Beach, South Carolina.

Additionally, each year, MVW hosts the Caring Classic golf tournament to fundraise for CMN in Orlando. The 2025 Caring Classic marked the 26th anniversary of this signature Central Florida fundraiser, bringing together Owners, members, associates, and local partners in an incredible show of support. Together, they raised more than \$300,000 for our local member hospital, Orlando Health Arnold Palmer Hospital for Children, helping provide life-saving care, critical programs, and hope to children and families in the Orlando community.

Property-led fundraising for CMN continues to drive meaningful impact. Miracle Bands, waterproof wristbands enabled with MIFARE Ultralight C technology, continue to be offered for purchase to Owners, members, and guests at check-in, providing convenient access

to resort facilities and villas. A portion of each Miracle Band purchase is donated directly to CMN.

\$2.4 million raised

by MVW for CMN in 2025

\$51,000 donated

of in-kind contributions from MVW in 2025

78 MVW resorts and offices fundraised

for CMN in 2025

"Helping make a big change for all kids is a collective effort, and we are incredibly grateful for the unwavering commitment Marriott Vacations Worldwide has shown to children's health. Their generosity funds the life-changing care, advanced equipment, and essential resources that elevate what is possible for kids receiving care throughout our network of children's hospitals"

Aimee J. Daily, Ph.D.,
PRESIDENT & CEO
CHILDREN'S MIRACLE NETWORK
HOSPITALS

Making Vacation Wishes Come True for Children with Health Challenges

Since 2022, MVW has proudly served as an Official Wish Partner of the Make-A-Wish Foundation, welcoming Wish Kids and their families to our resorts around the world. In 2025, we contributed more than \$273,000 in room nights, and hit a milestone of 195 wishes granted since the start of our partnership.

Among the year's most meaningful moments was hosting Trinity, an 18-year-old living with an autoimmune disease, whose wish to travel from California to New York City to see the Macy's Thanksgiving Day Parade came true thanks to our associates at our City Collection property in Midtown Manhattan and the 1010 Avenue of the Americas Sales Gallery.

We also celebrated a major milestone at Marriott's Ko Olina Beach Club, where the resort team fulfilled their 100th wish,

underscoring the sustained commitment of our associates. At The Westin Lagunamar Ocean Resort, our associates welcomed 16-year-old Zahara, who lives with a blood disorder, and helped make her wish to swim with whale sharks a reality.

Together, these moments reflect our ongoing dedication to creating extraordinary vacation experiences that extend beyond hospitality—inspiring hope, joy, and meaningful impact for Wish Kids, their families, and our associates.

"Since 2022, MVW has proudly supported the mission of Make-A-Wish by donating wish stays at its resorts, helping to fulfill life-changing wishes for children and their families. These donated stays provide families with the opportunity to experience meaningful moments together in some of the world's most beautiful destinations. The impact of this partnership extends across the MVW organization, with associates from the Inventory Revenue team coordinating reservations to on-property Activities teams creating memorable experiences—playing a vital role in bringing each wish to life. A wish restores hope and provides Wish Kids strength as they navigate their critical illness. Thank you, MVW, for believing in the power of a wish and for being a remarkable partner in making these moments possible."

Jared Perry,

**CHIEF REVENUE OFFICER
MAKE-A-WISH AMERICA**





Planet.

Protecting Our Planet

We are privileged to operate resorts in some of the world's most remarkable destinations, and we remain committed to protecting the communities and ecosystems where we operate. Throughout 2025, we continued to strengthen environmental stewardship across our operations—from resort design and development to responsible sourcing and services. Through ongoing evaluation of climate-related risks and opportunities, we work to reduce our environmental footprint and preserve these destinations for future generations. Our approach is guided by five core pillars of sustainability and responsible tourism.

- Reducing Our Impact on Climate Change
- Using Water Wisely
- Reducing Waste
- Protecting Biodiversity
- Sourcing Sustainable Products and Materials

Engaging our resort teams around the world in these pillars helps inform our environmental initiatives and make progress on our commitments. We continue to build on the program we established in 2022 as part of our Destination: A Better World strategy to focus our environmental data collection efforts across key topics and setting baselines.

We have continued our relationship with Schneider Electric, a global leader in energy solutions, to better assess the impact of our initiatives, monitor energy consumption, and set strategic goals for the future.

MVW 2025 Sustainability Survey* Snapshot: Sustainability Engagement



100%

of surveyed properties noted that there is a designated Sustainability Champion or Community Champion at their site who is responsible for spearheading sustainability initiatives. This role includes attending quarterly Sustainability Webinars to discuss current initiatives and share best practices. In addition, the champion is expected to support sustainability efforts at each resort.



85%

of these properties take it further by actively involving Owners, members, and guests in impactful community giveback programs.



58%

of respondents have a Green Team at their site.

* In early 2026, we surveyed leaders of MVW-managed vacation ownership resorts about their sustainability practices. Data referenced throughout this report reflects their responses. Properties managed by third parties, and certain third-party vacation properties at which our Aqua-Aston Hospitality® business provides management services, were excluded.

Climate Change

With many of our resorts located in regions more prone to climate-driven events, we regularly seek out opportunities to increase the resilience of our resorts, both through regular updates to existing properties and through intentional design and construction of new properties.

Reducing our overall emissions and MVW's impacts on climate change also remains a priority.

Climate-Related Risks and Resilience

We routinely assess climate-related risks across our property portfolio to identify opportunities for cost-effective improvements. Each year, we disclose our climate-related risks and opportunities—and our approach to managing them—in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”), in collaboration with each association.

FORTIFIED Properties

The Insurance Institute for Business & Home Safety utilizes a FORTIFIED building program, which offers various opportunities to enhance structural design and strengthen the overall envelope. For the last few years, where possible and cost effective, MVW has integrated this program in design recommendations to help minimize damage from severe weather impacts.

In addition to Marriott's Oceana Palms resort in Singer Island, Florida, and Marriott's Crystal Shores resort on Marco Island, Florida, the internationally planned Marriott® project in Puerto Vallarta, Mexico, will be built to meet many of the constructability requirements of the FORTIFIED Silver program upon its completion.



Resort Development and Design

As we continue to grow, we regularly develop new resort properties and renovate existing ones. With each renovation, we seek to incorporate design changes based upon annual reviews of new efficiency features.

New builds and renovations are expected to prioritize durable, low-impact materials—such as luxury vinyl tile—to reduce landfill waste. Across our resorts, we use low-volatile organic compound products and incorporate furnishings and finishes with recycled content where feasible, helping to lower construction related emissions. Refurbishment cycles enable us to install energy efficient upgrades, including LED lighting, ENERGY STAR-rated appliances, high-performance HVAC systems, and low-emissivity glass.

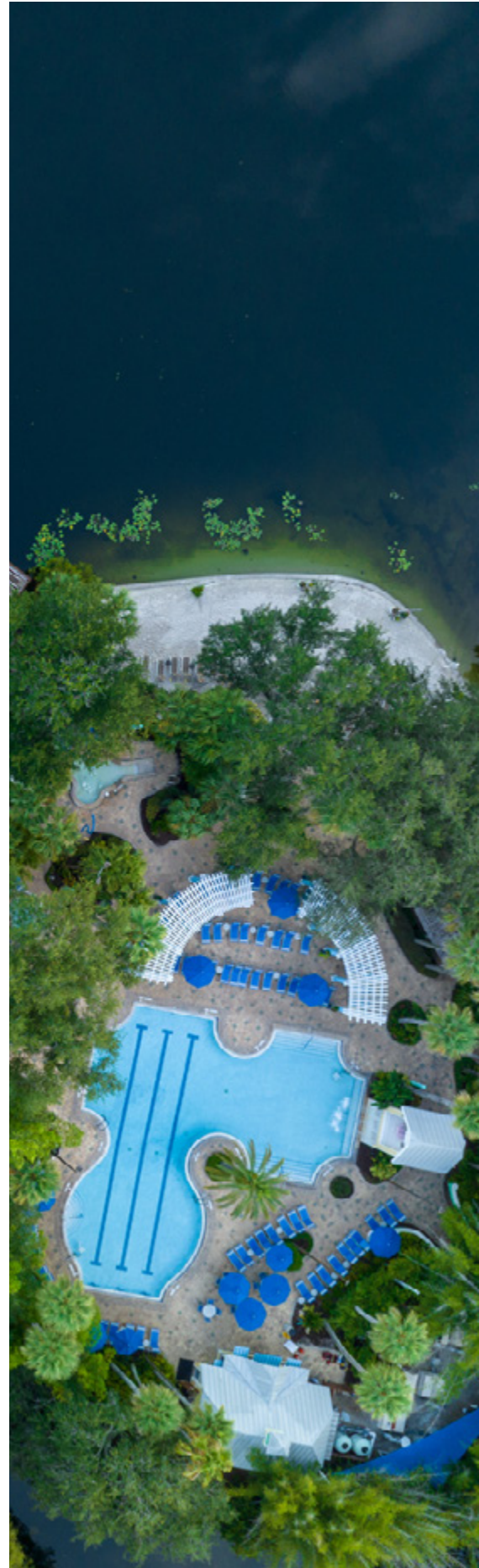
In 2025, MVW implemented a program to assess opportunities for extending the life of our resort roofing systems. Through aerial drone analysis, thermal imaging, and on-roof consultant inspections, we identified multiple properties where roof performance and warranties could be responsibly extended. These extensions are able to generate savings of nearly \$2 million annually and delay discarded roof materials from being sent to landfills.

At MVW, sustainable design brings more than an environmental benefit. Our pillars of sustainable design lead to reduced operating costs, increased asset values, less maintenance and repairs, enhanced productivity and health, and a better connection to the local environment.

During the due diligence phase, new development projects consider which sustainability certifications might make sense to pursue to benefit the asset. Property refurbishment projects generally include a property narrative study to incorporate local resources into the design of the project. Useful life replacement projects include energy and water efficiency reviews. These planning phases allow all projects to focus on consistent sustainability pillars:

- Waste
- Water
- Energy reduction
- Site engagement

Building on the four pillars of sustainability, MVW has introduced a new “built to last” initiative that prioritizes durable materials and furnishings. By investing in products with longer useful lives, we seek to reduce waste, limit landfill contributions, and deliver significant cost savings to our resort’s Owners’ associations through fewer replacements and lower lifecycle costs.



Investing in Renewable Energy Systems

In locations identified as suitable for renewable energy production, MVW continues to evaluate opportunities to install renewable energy systems, such as solar arrays, where they are economically viable and physically/design feasible (e.g., solar panels are not recommended by many insurance carriers in windstorm-prone regions).

Across our portfolio, we are assessing opportunities to expand photovoltaic ("PV") systems where conditions allow. At Marriott's Newport Coast® Villas, efforts are underway to install PV panels in coordination with local government agencies, and the project is approved to proceed. While electric vehicle ("EV") charging stations exist at select properties, we are currently evaluating standards, feasibility, and broader portfolio considerations relevant to expanding this initiative.

Incorporating Sustainability Attributes into MVW's Corporate Headquarters

In addition to our existing LEED certified buildings, The Westin Nanea Ocean Villas, and our MVW corporate headquarters, the planned Marriott Vacation Club® City Collection property in Nashville has been designed to achieve LEED certification upon its anticipated completion in the fall 2027.

LEED is a points-based green building certification system, serving as a widely recognizable symbol of sustainability. Building projects are reviewed by Green Business Certification Inc. and earn points by meeting prerequisites and credits across categories such as energy efficiency, water conservation, sustainable materials, indoor environmental quality, waste management, and site development. Receiving LEED certification indicates above-average environmental

performance and a commitment to enhanced sustainable building practices.

Resort Operations

Through our resort operations, we continue to incorporate operational enhancements and new technologies aimed at reducing overall energy consumption.

Refurbishments and associate training support more efficient use of energy and water across our resorts. Additional smart thermostat installations are planned, with 2025 activity currently being evaluated.

LED lighting upgrades remain a priority, and LED installation has been standardized in new builds and refurbishments. Based on associate survey data, approximately 94.7% of indoor areas and 88.4% of outdoor spaces report LED lighting coverage of 75% or greater, subject to final data validation.

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MVW 2025 Sustainability Survey Snapshot: Energy Efficiency

Improvements Over the Last Three Years

Percentage of sustainability survey respondents reporting energy efficiency improvements at their properties:



82%

installed some type of
high-efficiency equipment
and appliances



19%

added window tints
to reduce heat transfer



31%

upgraded walls and roofs



35%

invested in
automation upgrades
or replacements



12%

incorporated smart grid/
building technologies



19%

replaced windows



3%

installed on-site
renewable electricity

* Includes only electricity generated from on-site renewable systems.

2024–2025 Energy Use and Energy Intensity & GHG Emissions and GHG Emissions Intensity

From 2024 to 2025, total energy use across our managed vacation ownership properties decreased by 4%, with energy intensity decreasing, defined as energy per square foot, by 4%. During the same period, Scope 1 GHG emissions decreased by 11% and Scope 2 GHG emissions were increased by 3%, contributing to an overall GHG emissions intensity decrease of 2%. We believe these reductions stem from our ongoing efforts, and we continue to pursue greater efficiency through advanced technologies and sustainable strategies. For additional details, refer to the [Appendix](#).

2024-2025 Water Use and Water Intensity

Between 2024 and 2025, water use and water intensity, defined as gallons per square foot, increased by 11% and 11%, respectively.

MVW 2025 Sustainability Survey Snapshot: Water Efficiency

Percentage of sustainability survey respondents reporting water efficiency improvements at their properties:



Low-Flow Fixtures

85%

have low-flow aerators on faucets
in at least 75% of villas

82%

have low-flow shower heads
in at least 75% of villas

84%

have low-flow or dual-flush toilets
in at least 75% of villas



Water-Smart Landscaping

71%

use some form of drought tolerant
or native vegetation

88%

irrigate plants at certain time
to save water

Waste

MVW seeks to reduce landfill impact through recycling, thoughtful sourcing, and smarter operations. As of late 2025, most resorts use at least some biodegradable materials, have refill stations, use bulk toiletries, and offer streamlined menus to cut food waste. Refurbishments are meant to prioritize reuse and resale of furnishings, with donations supporting local communities.

Extending the Life of Soap and Toiletries

Since 2012, MVW has partnered with Clean the World to recycle soap and amenities to divert waste from landfills and support communities in need. In 2025, our U.S. associates expanded this effort by assembling hygiene kits for local nonprofits and Children's Miracle Network.

Growing our impact in 2025, in partnership with Clean the World, we:

- Saw a 19,000 pound increase in total waste collected year over year.
- Diverted over 20,000 additional pounds of plastic from landfills year over year.
- Distributed over 30,000 bars of soap to communities in need.

MVW 2025 Sustainability Survey Snapshot: Waste Management

Percentage of survey respondents reporting improved waste management practices at their properties:

Waste Management



89% have improved their recycling programs in the last three years



87% have signage indicating what can be recycled



46% have recycling in offices



87% reported that recycling bins were placed in all villas

Composting



22% have implemented composting of food or landscaping waste in the last three years

Food Waste Prevention



52% have implemented food waste prevention strategies

Biodiversity

We value protecting the planet, including the wildlife and habitats near our resorts. Many of our properties that border conservation areas integrate biodiversity preservation into resort design, development, and operations.

Environmental studies guide construction to protect ecosystems, air and water quality, and soil stability. Where we determine it is feasible, we also manage stormwater, conserve wetlands, and preserve historic structures.

We have initiated discussions to partner with 4Ocean, a public benefit corporation founded to combat the ocean plastic crisis on a sustainability program that supports global ocean and coastal cleanup efforts. Through this initiative, keycards purchased across our resorts will contribute directly to the 4Ocean's removal of plastic from marine environments, reinforcing our commitment to environmental stewardship. The program officially launched in 2026.

At four of our Hilton Head Island properties, we are taking steps to support a safe environment for the local nesting sea turtle population. These properties are designated as sea turtle friendly by the Sea Turtle Patrol of Hilton Head Island. Initiatives that these properties have in place include sea turtle friendly-lighting, informational signage, and educational programming, including "sea turtle talks" offered to Owners, members, and guests. With these initiatives in place, we are able to help minimize harmful impacts to sea turtle nests and hatchlings.



MVW 2025 Sustainability Survey Snapshot: Biodiversity

64%

of properties provide information to Owners and guests regarding local wildlife and fauna

70

properties are Audubon International-certified

96%

of sites that have a food and beverage outlet have local, vegetarian, or vegan items available

Audubon International's Green Lodging Program

MVW supports sustainable operations through third-party certifications. As of 2025, 70 properties were Audubon International-certified under the Green Lodging Program for excellence in water, energy, and resource conversation. In 2025, Marriott's Desert Springs Villas was awarded the highest-level Platinum certification for its environmental stewardship.

This is in addition to five other resorts that have Platinum certification:

Marriott Grand Residence Club®, Lake Tahoe, Lake Tahoe, California

Marriott's Ko Olina Beach Club, Kapolei, O'ahu, Hawai'i

Marriott's Maui Ocean Club, Lāhainā, Maui, Hawai'i

Marriott's Cypress Harbour, Orlando, Florida

Marriott's Grand Chateau®, Las Vegas, Nevada

Sustainable Products and Materials

To support our global resort operations, MVW sources a wide range of materials and supplies—from furnishings to food and personal care products. We are thoughtful of the potential impact of these choices and aim to prioritize relationships with suppliers who share our values and uphold ethical standards across their supply chains.

In 2025, we extended our partnership with Magic Laundry Operations, a commercial laundry services provider based in California. Sustainability is deeply embedded in how they operate their laundry facility, with advanced systems designed to optimize water, energy, and chemical use. Their operations include a closed-loop wastewater recycling system that reuses treated greywater, wastewater heat recovery technology that captures and repurposes thermal energy, and a geothermal water supply that reduces heating demand and detergent use. In addition, Magic Laundry reports using biodegradable detergent formulations compatible with water recycling.

Together, these measures can enable significant reductions in freshwater consumption, energy use, and chemical discharge, associated with

our laundry practices demonstrating a strong commitment to long-term resource conservation and environmental stewardship.

We're refining our sourcing criteria to prioritize products with stronger environmental attributes. Our efforts are expected to center on high-impact areas including cleaning chemicals, textiles, and the conservation of water, energy, and waste.

Working Hand-in-Hand with Ecolab to Improve Environmental Performance

Ecolab, one of our biggest suppliers, has been a key partner in our efforts to boost efficiency and minimize impact—saving water, cutting energy use, and driving productivity.

In 2025, with Ecolab products and services, we saved 25.3 million gallons of water, 142,460 therms of energy, 1,408 metric tons of CO₂e, and 219,650 pounds of reduced waste.*

* Data based on [Ecolab](#) estimates.





Practices.

Governance and Ethics

Governance*

Our governance framework supports performance monitoring, accountability, and progress toward our Destination: A Better World strategy. Our Board of Directors, Executive Leadership team, and Corporate Responsibility Task Force each play distinct roles in managing enterprise risk. Together, they oversee, implement, and evaluate our corporate responsibility initiatives.

* More information on the governance structure can be found in the 2023 MVW Corporate Responsibility Report, page 69.

Ethics

At MVW, we strive for ethical, responsible, and lawful conduct in every aspect of our business. Our Business Conduct Guide outlines the standards we expect from all directors, officers, associates, and majority-owned subsidiaries as they serve our Owners, members, guests, and partners.

Associates in relevant roles also complete specialized training on key compliance topics, including anti-harassment, anti-corruption ("FCPA"), the USA PATRIOT Act, FCC regulations, fair lending, and anti-money laundering laws.



Human Rights

MVW is committed to upholding human rights and fostering a culture rooted in integrity, respect, and care. Guided by our core values, we promote responsible workplace practices and expect our associates, suppliers, and partners to act ethically and as responsible global citizens.

Our Human Rights Policy and practices are informed by the United Nations Universal Declaration of Human Rights, the U.N. Guiding Principles on Business and Human Rights, and the Sustainable Hospitality Alliance's Principles on Forced Labour. Our associates in the U.S., U.S. Virgin Islands, and Puerto Rico receive training to identify and report suspected human trafficking, following guidance from federal and local authorities. We also expect our suppliers and their partners to uphold responsible business practices, including the prevention of forced labor and human trafficking, and to report any concerns to our Internal Audit or Business Ethics Departments. For more information, please refer to our full Human Rights Policy available on our website.

Responsible and Ethical Sourcing



Our Supplier Code of Conduct speaks to specific expectations with regards to sourcing relationships on a global basis:

- Health and safety
- Human rights, including the rights of children, forced labor and human trafficking prevention, and fair treatment
- Overall ethical business practices
- Environmental stewardship

MVW aims to prioritize doing business with suppliers that align with our Supplier Code of

Conduct, and we continue to collect acknowledgments through our RFP and supplier onboarding processes. In 2025, 221 of our suppliers acknowledge our Supplier Code of Conduct—a 44% increase from 2024. These suppliers accounted for about 34% of our total supplier spend. In addition, many of our contracts and engagement letters now include a clause that references the Supplier Code of Conduct. Further, MVW reserves the right where possible to audit suppliers to verify compliance with the Supplier Code of Conduct at any time.

Responsible Sales and Marketing

Selling and Contracting

Our Sales team is committed to a transparent, low-pressure sales experience. Our associates are trained to provide clear, accurate, and consistent information. We routinely survey prospective buyers to determine whether the sales associate provided a professional, accurate, and low pressure experience.

Once buyers advance to reviewing an ownership or membership agreement, a non-sales associate reviews the contract with the buyer and helps the buyer understand the commitments involved in ownership or membership.

Purchasing vacation ownership is a meaningful commitment, and it's essential that buyers fully understand both the responsibilities and benefits involved. At MVW, we're guided by policies across our sales, contracting, and financing processes that are designed to be clear, transparent, and informative from the start.

This process is consistent across the business, except within the Hyatt Vacation Club® sales galleries, where the quality assurance checklist is managed by the sales executive rather than a separate team. We are actively working to integrate the aforementioned process into the Hyatt Vacation Club portfolio to drive alignment. In many jurisdictions where we operate, we offer a “cooling-off” period, allowing buyers time to reconsider without penalty.

Financing

We offer financing to Owners and members, similar to other vacation ownership companies, with options presented during the sales process. Associates involved in financing are trained in fair lending practices.

Exiting

We want our Owners and members to enjoy meaningful vacation experiences for years to come, but we recognize that circumstances can change. When ownership or membership is no longer the right fit, MVW provides guidance and support to help individuals evaluate their options for a responsible exit.

We offer tailored programs based on product type and personal circumstances, and we actively participate in the Coalition for Responsible Exit—an initiative led by our industry association, ARDA. Through this coalition, we work to promote safe, informed exit pathways and help Owners and members avoid scams and missteps.

Appendix.

Aligning with the U.N. Sustainable Development Goals (“SDGs”).

The U.N. SDGs are part of the 2030 Agenda for Sustainable Development, which was adopted by the U.N. in 2015 as a global guide to encourage societal and environmental progress. The 17 goals articulate key focus areas, targets, and indicators across a range of pressing global issues. MVW seeks to support the U.N. SDGs through our corporate responsibility strategy, goals, and related initiatives. In particular, we look to align with the following SDGs:



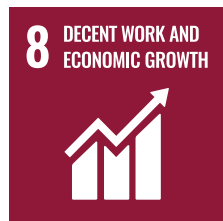
SDG 3 – Good Health and Well-Being

Healthy lifestyles and the well-being of our Owners, members, guests, and associates is key to our Company’s success. We also support children’s well-being through many of our community efforts.



SDG 5 – Gender Equality

The Company is an equal opportunity employer and seeks to be an employer of choice that attracts, retains, and develops the best talent regardless of background.



SDG 8 – Decent Work and Economic Growth

We provide work opportunities to approximately 21,100 associates who live in the communities that surround our properties and Company offices.



SDG 12 – Responsible Consumption and Production

We are implementing initiatives across our resorts to reduce energy and water consumption and to better manage waste. We have a growing sustainable supply chain program to procure items that support sustainable consumption and production.



SDG 13 – Climate Action

We have undertaken a considerable effort to calculate our Scope 1, 2, and 3 carbon footprint and intend to establish a roadmap to reduce our emissions going forward.



SDG 17 – Partnerships for the Goals

We partner with many different national and local organizations to drive sustainable development, including our industry associations, such as ARDA, and our philanthropic partners, such as CMN and MAW, as well as Clean the World and Audubon International.

SASB Index:

Hotels & Lodging Standard¹

Topic	Code	Accounting Metric	Response
Energy Management	SV-HL-130a.1	(1) Total energy consumed	(1) Energy Use and Energy Intensity, page 27 and page 56
Water Management	SV-HL-140a.1	(1) Total water with drawn (2) Total water consumed	(1) Water, page 28 and page 56 (2) MVW currently does not collect this data.
Ecological Impacts	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Climate Change, page 24 Water, page 28 and page 56 Biodiversity, page 30 See Appendix for more details
Labor Practices	SV-HL-310a.1	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	(1) Voluntary turnover for resort associates: 19% (2) Involuntary turnover for resort associates: 9%
	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	MVW does not disclose this information.
	SV-HL-310a.3	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	MVW considers this information confidential and does not report it.
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	Governance and Ethics, page 33 Human Rights, page 33 See Appendix for more details.

¹ Includes our vacation ownership-managed properties, except for labor practices, which reflect global data.

SASB Index:

Hotels & Lodging Standard²

Topic	Code	Accounting Metric	Response
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	16 resorts are located in 100-year flood zones. Climate-Related Risks and Resilience, page 24

Activity Metric	Code	Response
Number of available room nights	SV-HL-000-A	10,336,089
Average occupancy rate	SV-HL-000-B	82.9%
Total area of lodging facilities	SV-HL-000-C	40,453,034 sq. ft.
Number of lodging facilities that are (1) managed, (2) owned and leased, and (3) franchised	SV-HL-000-D	Of the 120 resorts in our vacation ownership portfolio, we directly manage 98. The environmental data provided in this Report is only for the 98 vacation ownership properties directly managed by MVW.

² Includes our vacation ownership-managed properties, except for labor practices, which reflect global data.

GRI Index

Statement of Use	MVW has reported with consideration of the GRI standards for the period January 1, 2025, through December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently, there are no applicable Sector Standards for MVW's industry.

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
The Organization and Its Reporting Practices	2-1 Organizational details	<p>MVW is a leading global vacation company that offers vacation ownership, exchange, rental, and resort and property management, along with related businesses, products, and services. MVW is a publicly listed company, and its common stock trades on the New York Stock Exchange under the symbol VAC.</p> <p>MVW operates in the U.S. and 13 other countries and territories. MVW's headquarters are located in Orlando, Florida.</p>
	2-2 Entities included in the organization's sustainability reporting	<p>This Report covers MVW's corporate facilities, properties that we own or lease, and vacation ownership properties that we manage. This includes our wholly-owned subsidiaries that operate our Aqua-Aston Hospitality® and Interval International® businesses. In some instances, this includes resorts and properties that are managed by MVW, but whose operating results are not part of our audited financial statements that are filed with the SEC. See About This Report, page 3.</p>
	2-3 Reporting period, frequency, and contact point	<p>MVW intends to issue a Corporate Responsibility Report on an annual basis. The reporting period is the calendar year, which aligns with our financial reporting period. This Report covers activities that occurred in 2025 and early 2026 and was published on June 30, 2026. Any questions or feedback can be directed to our Investor Relations Department through the contract form.</p>

GRI Index

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
The Organization and Its Reporting Practices	2-4 Restatements of information	N/A
	2-5 External assurance	This Report was not externally assured, and currently there are no plans to seek external assurance.
Activities and Workers		<p>About MVW:</p> <p>MVW offers vacation ownership, exchange, rental, and resort and property management, along with related businesses, products, and services. We develop, market, sell, and manage vacation ownership and related products.</p> <p>MVW's business operates in two reportable segments: Vacation Ownership and Exchange & Third-Party Management.</p> <p>For our vacation ownership business, we enter into a management agreement with the Owners' association or other governing bodies at our resorts and, when a trust holds interests in the resorts, with the trust's governing body. In exchange for a management fee, we typically provide Owner account management (reservations and usage selection), housekeeping, check-in, maintenance, and billing and collections services. The management fee is typically based on either a percentage of the budgeted costs to operate such resorts or a fixed fee arrangement.</p> <p>We earn these fees regardless of usage or occupancy. We also receive revenues that represent reimbursement for certain costs we incur under our management agreements, which are principally payroll-related costs at the locations where we employ the associates providing on-site services and costs associated with property refurbishments.</p> <p>For more on our supply chain, see Responsible and Ethical Sourcing, page 34, and Sustainable Products and Materials, page 31.</p>
	2-6 Activities, value chain, and other business relationships	

GRI Index

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
Activities and Workers	2-7 Employees	Data presented in this Report represents head count as of December 31, 2025. MVW's HR and Operations departments collect and record workforce data on an ongoing basis.
	2-8 Workers who are not employees	None
Governance	2-9 Governance structure and composition	MVW's 2026 Proxy Statement, pages 10–18
	2-10 Nomination and selection of the highest governance body	MVW's 2026 Proxy Statement, pages 10–15
	2-11 Chair of the highest governance body	MVW's Board Chairman and CEO continued to be separate in 2026. See MVW's 2026 Proxy Statement, page 19, on our approach to these two roles.
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Board of Directors, through the Nominating and Corporate Governance Committee, is the leading sponsor of MVW's corporate responsibility program. See Governance and Ethics, page 33 . For more on how we integrate stakeholder feedback, see MVW's Approach to Corporate Responsibility, page 8 .
	2-13 Delegation of responsibility for managing impacts	Governance and Ethics, page 33
	2-14 Role of the highest governance body in sustainability reporting	The Board's Audit Committee oversees corporate responsibility reporting and disclosures. See Governance and Ethics, page 33 .

GRI Index

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
Governance	2-15 Conflicts of interest	<p>MVW's Business Conduct Guide addresses conflicts of interest and applies to all MVW associates and Board members.</p> <p>The Nominating and Corporate Governance Committee is responsible for reviewing transactions and arrangements that are subject to our policy on transactions with related persons and reviewing them for potential conflicts of interest. If necessary, the Committee would also determine if a transaction or arrangement should be prohibited.</p>
	2-16 Communication of critical concerns	<p>MVW's Business Conduct Guide provides information on the Company's Business Integrity Line, which is a mechanism for anyone, including our associates, to raise concerns and ask questions. It is our policy to review reports made through the Integrity Line and investigate them where appropriate. Similarly, associates are encouraged to bring concerns forward to their managers. More serious allegations that are made by an associate are to be reported to senior leadership, which in turn elevates concerns to the Audit Committee. MVW does not disclose the number of concerns brought to the Board.</p>
	2-17 Collective knowledge of the highest governance body	<p>MVW's 2026 Proxy Statement, pages 16–17, shows the diversity of Directors' experience and skills, many of which overlap with topics related to corporate responsibility. Our Board is engaged on corporate responsibility and is regularly updated on our strategy and related topics, such as human capital management, community investment, and cybersecurity. See Governance and Ethics, page 33.</p>
	2-18 Evaluation of the performance of the highest governance body	<p>MVW's 2026 Proxy Statement, page 35. The Board and its committees evaluate their own performance on a periodic basis. The evaluation process is overseen by the Nominating and Corporate Governance Committee, which recommends enhancements to Board and committee effectiveness as appropriate.</p>

GRI Index

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
Governance	2-19 Remuneration policies	MVW's 2026 Proxy Statement, page 42
	2-20 Process to determine remuneration	MVW's 2026 Proxy Statement, page 26
	2-21 Annual total compensation ratio	Our median associate compensation was \$49,290 in 2025 and CEO compensation was \$4,879,032—resulting in a CEO-to-median-associate pay ratio of 99:1. In 2025, two individuals served as the Company's CEO, Mr. John Geller served from January 1 to November 10, and Mr. Matt Avril served from November 10 to December 31. For this pay-ratio disclosure, the Company annualized the compensation of Mr. Matt Avril, the CEO as of the fiscal year-end, consistent with SEC guidance. His base salary was annualized, while non-annualized elements—such as equity awards and other compensation—were not.
Strategies, policies and practices	2-22 Statement on sustainable development strategy	A Message from Our Executive Team, page 6
	2-23 Policy commitments	MVW's Business Conduct Guide establishes our standards of conduct around ethical behavior, integrity, and due diligence. All levels of our organization are expected to meet these standards, including our Board of Directors. MVW has endorsed several commitments regarding human rights, including the U.N. Universal Declaration of Human Rights, the U.N. Guiding Principles on Business and Human Rights see page 33 , and the U.N. SDGs, see page 36 . MVW has not formally adopted the precautionary principle.
	2-24 Embedding policy commitments	Governance and Ethics, page 33 Human Rights, page 33 MVW's Business Conduct Guide

GRI Index

GRI Standard	Disclosure	Response
GRI 2: General Disclosures		
Strategies, Policies, and Practices	2-25 Processes to remediate negative impacts	Stakeholder Engagement, page 8 Governance and Ethics, page 33 MVW's Business Conduct Guide
	2-26 Mechanisms for seeking advice and raising concerns	MVW's Business Conduct Guide
	2-27 Compliance with laws and regulations	Information regarding instances of non-compliance with laws and regulations may be found in the Company's SEC filings.
	2-28 Membership associations	MVW's most significant and active relationship is with our industry association, ARDA. See more on page 8 .
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page 8
	2-30 Collective bargaining agreements	We are party to collective bargaining agreements in the U.S., Spain, and Mexico, primarily with regard to associates working in food service, laundry, hospitality, and tourism. MVW does not report the percentage of associates covered by collective bargaining agreements.
GRI 3: Material Topics		
3 Material Topics	3-1 Process to determine material topics	The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
	3-2 List of material topics	Our Destination: A Better World Strategy and 2025 highlights, page 7 .

GRI Index

People

GRI Standard

Disclosure

Response

Culture and Career Growth

3 Material Topics

3-3 Management of material topics

Fostering a Culture of Career Growth, [page 12](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

Inclusion and Diversity

405 Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

More information on the governance structure can be found in the 2023 MVW Corporate Responsibility Report, page 69.

405-2 Ratio of basic salary and remuneration of women to men

MVW considers this information confidential. However, we conduct a pay equity analysis related to gender and race from time to time and make adjustments based on those results.

Associate Experience

3 Material Topics

3-3 Management of material topics

Being a Great Place to Work, [page 13](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

401 Employment

401-1 New employee hires and employee turnover

Average global associate turnover was 27% (voluntary and involuntary) and MVW hired approximately 8,410 associates in 2025. Breakdown of new associates who joined MVW in 2025: 51% women (global); 49% men (global); 63% people of color (U.S.only). Breakdown of associates who left MVW voluntarily in 2025: 19% total (global) 19% women (global); 20% men (global); 17% people of color (U.S.only).

GRI Index

GRI Standard	Disclosure	Response
Associate Experience		
401 Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits, page 14
404 Training and Education	404-1 Average hours of training per year per employee	MVW provided over 20,500 hours of LEAD training in 2025 to over 3,000 associates. MVW does not monitor training hours by gender or employee category.
	404-2 Programs for upgrading employee skills and transition assistance programs	Associate Development and Career Growth, page 12
Supplier Diversity		
3 Material Topics	3-3 Management of material topics	Supplier Sourcing, page 15 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
Owner, Member, and Guest Experience		
3 Material Topics	3-3 Management of material topics	The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

Places

GRI Standard

Disclosure

Response

Local Giving and Community Engagement, Associate Participation, and Resort Engagement

3 Material Topics

3-3 Management of material topics

Activating Associates to Serve, [page 17](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

413 Local Communities

413-1 Operations with local community engagement, impact assessments, and development programs

85% of respondents to the MVW 2025 Sustainability Survey have on-site programs to support their local environment or community-oriented work and engage their Owners, members, and guests in these activities.

Planet

GRI Standard

Disclosure

Response

Climate Change

3 Material Topics

3-3 Management of material topics

Climate Change, [page 24](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

302 Energy

302-1 Energy consumption within the organization

Energy Use and Energy Intensity, [page 27](#) and [page 56](#)

302-3 Energy intensity

Energy Use and Energy Intensity, [page 27](#) and [page 56](#)

302-4 Reduction of energy consumption

Energy Use and Energy Intensity, [page 27](#) and [page 56](#)

GRI Index

GRI Standard	Disclosure	Response
Climate Change		
201 Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Climate-Related Risks and Resilience, page 24 TCFD Report, page 52
305 Emissions	305-1 Direct (Scope 1) GHG emissions	GHG Emissions and GHG Emissions Intensity, page 27 and page 56
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and GHG Emissions Intensity, page 27 and page 56
	305-4 GHG emissions intensity	GHG Emissions and GHG Emissions Intensity, page 27 and page 56
	305-5 Reduction of GHG emissions	GHG Emissions and GHG Emissions Intensity, page 27 and page 56
Water and Effluents		
3 Material Topics	3-3 Management of material topics	Water, page 28 and page 56 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
	303-5 Water consumption	Water Use, page 28 and page 56 Water Intensity, page 28 and page 56
Waste		
3 Material Topics	3-3 Management of material topics	Waste, page 29 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

GRI Standard	Disclosure	Response
Waste		
306 Waste	306-2 Management of significant waste related impacts	Waste, page 29
	306-3 Waste generated	MVW does not currently track this information but plans to develop a baseline and a waste inventory in the future.
	306-4 Waste diverted from disposal	MVW does not currently track this information but plans to develop a baseline and a waste inventory in the future.
	306-5 Waste directed to disposal	MVW does not currently track this information but plans to develop a baseline and a waste inventory in the future.
Biodiversity		
3 Material Topics	3-3 Management of material topics	Biodiversity, page 30 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
	304-1 Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity, page 30
304 Biodiversity	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity, page 30
Sustainable Products and Materials		
3 Material Topics	3-3 Management of material topics	Sustainable Products and Materials, page 31 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
	308-1 New suppliers that were screened using environmental criteria	MVW plans to develop screening criteria for our biggest purchase categories by volume.
308 Supplier Environmental Assessment		

Practices

GRI Standard

Disclosure

Response

Corporate Responsibility Governance

3 Material Topics

3-3 Management of material topics

Governance and Ethics, [page 33](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

405 Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

More information on the governance structure can be found in the 2023 MVW Corporate Responsibility Report, page 69.

Ethical Business Conduct

3 Material Topics

3-3 Management of material topics

Governance and Ethics, [page 33](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

205 Anti-Corruption

205-1 Operations assessed for risks related to corruption

MVW assesses risks related to corruption and strives to comply with relevant regulations in each of our markets.

205-2 Communication and training about anti-corruption policies and procedures

Governance and Ethics, [page 33](#)

Corrupt behavior is specifically covered in MVW's Business Conduct Guide, including what constitutes corruption in relation to MVW associates and external partners. We also provide examples of how to deal with corrupt behavior.

205-3 Confirmed incidents of corruption and actions taken

MVW discloses instances of non-compliance with laws and regulations as required by the SEC. Any disclosures can be found in the Company's SEC filings.

Human Rights

3 Material Topics

3-3 Management of material topics

Human Rights, [page 33](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

GRI Index

GRI Standard	Disclosure	Response
Cybersecurity		
3 Material Topics	3-3 Management of material topics	The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	MVW discloses cybersecurity risks and material security incidents as required by the SEC. Any disclosure can be found in the Company's SEC filings.
Responsible and Ethical Sourcing		
3 Material Topics	3-3 Management of material topics	Responsible and Ethical Sourcing, page 34 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.
414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	MVW is currently engaging its major suppliers to confirm attestation to MVW's Supplier Code of Conduct. MVW prioritizes alignment with the Supplier Code of Conduct with whom we have our strongest relationships and the most opportunity for impact. 221 of our suppliers (44% increase from 2024) which represented approximately 34% of total supplier spend for 2025 have acknowledged the Supplier Code of Conduct. Additionally, nearly all contracts and engagement letters include a dedicated clause referencing our Supplier Code of Conduct.
Responsible Sales and Marketing		
3 Material Topics	3-3 Management of material topics	Responsible Sales and Marketing, page 34 The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 69.

TCFD Report

MVW seeks to make our business resilient to the potential impacts of climate change, as well as to reduce our own carbon emissions. We continue to take steps to refine our understanding of the climate-related risks MVW faces and proactively communicate both those risks and how we propose to mitigate them to stakeholders. This is our fifth report aligned with the TCFD framework. Details of our progress to date follow.

Governance

Disclose the organization's governance around climate-related risks and opportunities.

The Board, both directly and through its committees, oversees the Company's corporate responsibility efforts, including those related to climate risk. Under the Company's Corporate Governance Principles and respective committee charters, the Board and its committees have specific responsibilities relating to corporate responsibility:

Board of Directors

- Leading sponsor of the Company's corporate responsibility program.

Nominating and Corporate Governance Committee

- Oversee the Company's corporate responsibility priorities, objectives, strategy, and performance;
- Make recommendations to the Board regarding corporate responsibility matters and their integration into the Company's business and long-term value creation for the Company and its stockholders;

- Review corporate responsibility risks and opportunities with management; and
- Oversee climate and other environmental risks and opportunities.

Compensation Policy Committee

- Oversee corporate responsibility initiatives related to Inclusion & Diversity, Human Resources strategies, and other social responsibility policies, matters, and programs; and
- Oversee executive officer compensation programs, including the CEO, related to corporate responsibility matters.

Audit Committee

- Oversee reporting, internal control, and disclosure concerning corporate responsibility matters; and
- Oversee reporting, financial, and cybersecurity practices.

The Corporate Responsibility Steering Committee

has overall responsibility for managing corporate responsibility-related risks and opportunities within the business. The Corporate Responsibility Steering Committee is a cross-functional management committee of the Company comprised of C-suite executives that is responsible for:

- Setting general strategy relating to corporate responsibility matters;
- Developing, implementing, and monitoring initiatives and policies based on that strategy;
- Overseeing communications with associates, investors, and other stakeholders with respect to corporate responsibility matters; and
- Monitoring and assessing developments relating to, and improving our understanding of, corporate responsibility matters.

The Corporate Responsibility Steering Committee through the Corporate Responsibility Task Force periodically reports to the Board and its committees. The Corporate Responsibility Steering Committee established and oversees the Corporate Responsibility Task Force, which is responsible for the day-

to-day progress of the Company's corporate responsibility activities. The Corporate Responsibility Task Force is a cross-functional team of senior leaders that is responsible for delivery of specific corporate responsibility programs.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Through the processes described in the Risk Management section, we have undertaken several different types of periodic qualitative analyses and reviews to understand the climate-related risks facing our property portfolio and where we can make improvements.

Our periodic qualitative assessments identified the following climate risks and opportunities. These may change or expand in the future.

Physical Risks

- Our success depends in part upon the health of the worldwide vacation ownership and leisure travel industry, which can be adversely affected by fear of exposure to contagious illnesses, such as COVID-19 or other health crises, or natural or man-made disasters, and the physical effects of climate change, such as more frequent or severe storms, droughts, hurricanes, wildfires, erosion, and flooding. Events such as these have caused and may continue to cause travelers

to delay or cancel travel plans, including sales tours at our resorts, with greater frequency.

- Other factors—such as weakened consumer confidence, limited availability or increased costs of consumer credit, and damage to infrastructure caused by natural or man-made disasters or other causes that impede travel—have caused, and may in the future cause, travelers to delay or cancel plans to tour or visit our resorts. For example, hurricanes and wildfires have caused a number of Interval International® exchange network resorts and our managed vacation ownership resorts to close for prolonged periods and, at times, beach access at our resorts and our managed resorts has been impeded by weather conditions or due to the effects of erosion.

Transition Risks

- Our business is susceptible to the effects of natural or man-made disasters, including earthquakes, windstorms, tornadoes, hurricanes, typhoons, tsunamis, volcanic eruptions, floods, drought, fires, oil spills, erosion, and nuclear incidents, in the areas where some of our resorts, sales centers, and exchange destinations are concentrated, such as Florida, California, South Carolina, and Hawai'i. Properties in these markets have had to close in the past, including for extended periods, in order to repair or assess damage caused by disasters. Depending on the severity of future disasters, the resulting damage could require

closure of all or substantially all of our properties in one or more of these markets while we complete repairs and restoration. Our insurance may not cover all damages caused by any such event, including the loss of sales of vacation ownership at sales centers that are not fully operational. Our insurance costs may rise in the future and coverage levels may decrease for properties in these areas as a result of the number and magnitude of recent natural disasters in these areas.

- Demand for our products and services may decrease if, among other things: the cost of travel, including the cost of transportation and fuel, increases, airlift to vacation destinations decreases, airline or airport disruptions, flight cancellations or unreliability of various modes of transportation increases, or if general economic conditions decline.
- Increasing scrutiny and evolving expectations from customers, regulators, investors, and other stakeholders with respect to our corporate responsibility practices may impose additional costs on us or expose us to new or additional risks. Companies are facing increasing and frequently evolving scrutiny globally from customers, regulators, investors, associates, and other stakeholders related to their corporate responsibility practices and disclosure, particularly as they relate to the environment, health and safety, board and workforce

diversity, labor conditions, human rights, and cybersecurity and data privacy, and as a result of divergent views between those stakeholders, who may oppose or support such initiatives.

- New government regulations could also result in new or more stringent forms of corporate responsibility and environmental oversight and expanding mandatory and voluntary reporting, diligence, and disclosure. Our corporate responsibility initiatives and goals are based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. As we report on our corporate responsibility initiatives or goals, we may be subject to heightened reputational and operational risk and compliance costs related to these matters.

Opportunities

- We may have an opportunity to make our products more sustainable in the future to appeal to eco-conscious customers.

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

Our Board is responsible for overseeing our processes for assessing and managing risk. The Board considers our risk profile when reviewing our annual business plan and incorporates risk assessment into its decisions.

In performing its responsibilities, our Internal Audit department conducts an annual enterprise risk assessment and our CFO reports the results to the Board and discusses with the Board the most significant risks facing us. The process is designed to identify the top business and emerging risks facing the Company, including climate-related risks and opportunities.

Risks are reviewed annually by top executives across the Company and the Board. Risks are ranked according to significance and likelihood of occurrence, and information is gathered about risk indicators and mitigation efforts. The results of this process are then reported to the Board, and each of the Board's committees addresses risks that fall within that committee's area of responsibility. Relevant risks are also reviewed annually by key executives.

MVW's processes for identifying and assessing climate-related risks are integrated into our multidisciplinary, company-wide risk management process. As we have more information about the implications of climate-related risks to our business, we expect to look to further mitigate them through our business strategy, financial planning, and risk management processes.

Acute physical climate-related risks, such as severe weather events, are to be updated annually through our company-wide approach to business continuity planning, including risk identification, readiness, response, and recovery relative to operational disruptions.

This includes consideration of the climate-related risks facing our corporate infrastructure, such as IT infrastructure and services, as well as the impacts on our corporate offices and at the resort level.

Resort Operations is responsible for actively engaging with MVW's Insurance Risk Management team and insurance companies to evaluate and address climate-related risks for vacation ownership properties under MVW's management.

Those groups, along with construction and disaster readiness partners, work to develop strategies, programs, and training to promote climate resilience across our global portfolio of properties. Our business model is generally designed such that MVW's direct climate-related risk to physical assets is reduced since the risks and rewards of vacation ownership interests are transferred to the customer at time of sale and the Owners' Associations. Our exposure is generally limited to the unsold portion of vacation ownership inventory, company-owned ancillary businesses, and business interruption, in the event there is property damage or circumstances that disrupt or deter travel.

Potential risks associated with products and services, our supply chain, and resorts are to be integrated into our business strategy, operational initiatives, and planning process through our Business Continuity programs and associated disaster response plans. In addition, we intend to engage third-party loss control partners and insurers to conduct a specified number of annual inspections at our vacation ownership resorts, which identify potential action plans for property and site improvements.



Metrics

Disclose the metrics used to assess and manage relevant climate-related risks and opportunities where such information is material.

- Energy and GHG Emissions: Climate Change, [page 24](#)

Metrics

- Energy and GHG Emissions: Energy Use and Energy Intensity and GHG Emissions and GHG Emissions Intensity, [page 27](#) and [page 56](#)
- Water: Water Use and Water Intensity, [page 28](#) and [page 56](#)

2024-2025 Energy Use and Energy Intensity³

	2024	2025	Change
Total Energy (kWh)	770,389,955	741,452,942	(4%)
Direct Energy (kWh)	357,401,402	319,170,531	(11%)
Indirect Energy (kWh)	412,988,554	422,282,411	2%
Energy Intensity (kWh/sq. ft.)	18.71	17.93	(4%)

Floor area coverage (sq. ft.): 41,164,799 (2024), 41,351,511 (2025)

2024-2025 GHG Emissions & GHG Emissions Intensity³

	2024	2025	Change
Total Scope 1 & 2 GHG Emissions (kg CO ₂ e) ⁴	210,555,647	207,136,802	(2%)
Scope 1 GHG Emissions	68,212,262	60,734,645	(11%)
Scope 2 GHG Emissions (location-based)	142,343,385	146,402,157	3%
GHG Emissions Intensity (kg CO ₂ e ⁴ /sq. ft.)	5.11	5.01	(2%)

2024-2025 Water Use³

	2024	2025	Change
Total Water (cubic meters)	6,808,658	7,569,858	11%
Keys Occupied	8,730,359	8,569,300	(2%)

2024-2025 Water Intensity⁵

	2024	2025	Change
Water Intensity (gallons/sq. ft.)	43.69	48.36	11%
Water Intensity per Occupied Key (gallons)	206.02	233.36	13%

³ Data includes our managed vacation ownership properties, sales galleries, and corporate offices, and excludes vacation ownership properties managed by third parties and certain third-party vacation properties at which our Aqua-Aston business provides management services.

⁴ CO₂e stands for carbon dioxide equivalent.

⁵ Water intensity per square foot includes our managed vacation ownership properties, sales galleries, and corporate offices, and excludes vacation ownership properties managed by third parties and certain third-party vacation properties at which our Aqua-Aston Hospitality® business provides management services. Water used by our vacation ownership, sales galleries and corporate offices is excluded to calculate water intensity per occupied key, as these locations do not have occupancy.

Owner, Member, and Guest Experience

To create memorable vacation experiences for our Owners, members, and guests, we strive to stay Customer-Obsessed and singularly focused on consistently delivering industry-leading guest experiences.

Listening to our customers is key to our approach, and we do so through surveys distributed after guests stay at our properties, among other means. Our guest surveys collect insights on what satisfies our customers and help us to identify opportunities at specific properties. Much of the feedback underscores the importance of hospitality fundamentals, including cleanliness, friendliness, and safety, as well as on-site programming and experiences, such as kids' activities and food quality. We also collect on-site feedback at the property level, which allows for Owners' associations to provide valuable feedback, communicate concerns, and identify opportunities for improvement.

We utilize the feedback from our surveys to narrow our focus on high priority items and guest experience enhancements. Survey data is collected and organized into a single dashboard, which our Resort Operations team uses to track information in real time and adjust practices as needed. For example, if concerns arise about cleanliness at a particular property, our head of housekeeping can promptly attend to the issue. We also leverage this data to refine our Art of Hospitality training program curriculum, which focuses on hospitality basics, and identify areas for new training needs.



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