

# Destination – A Better World.●

MARRIOTT  
VACATIONS  
WORLDWIDE™

2024 Corporate Responsibility Report





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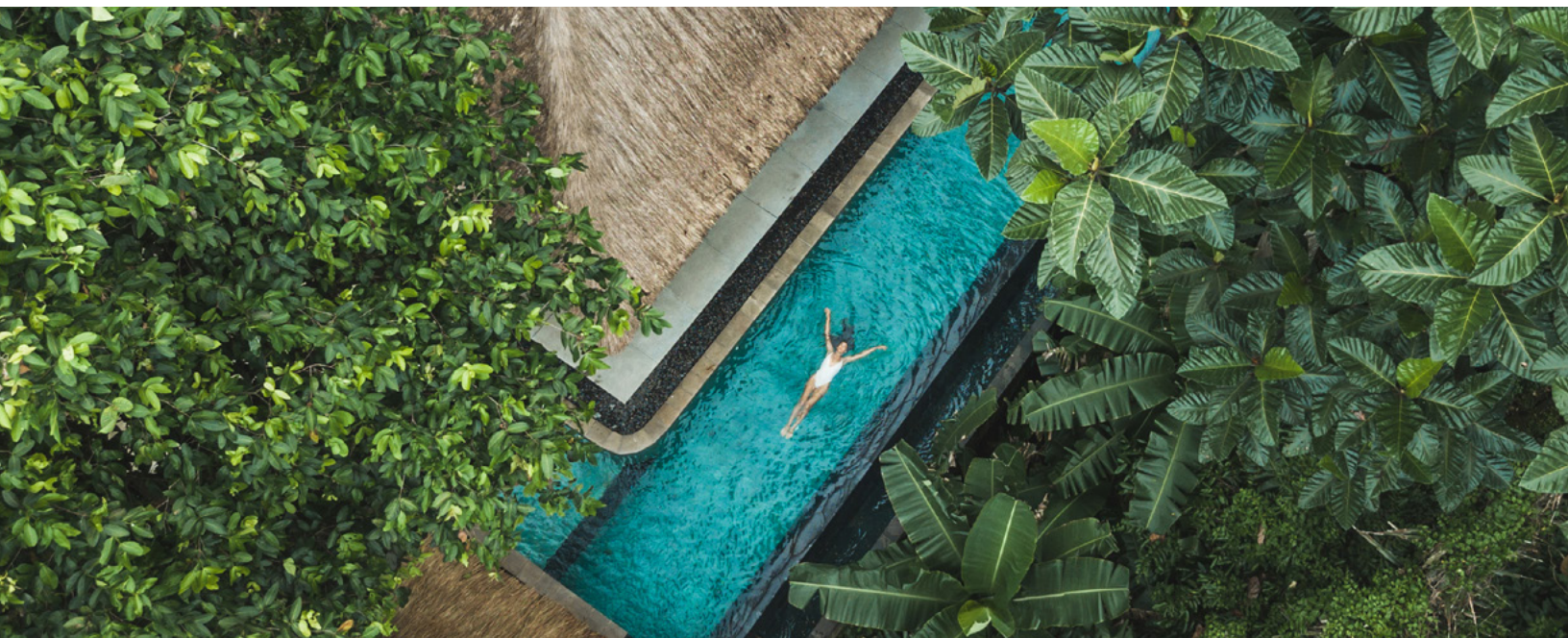
# About This Report

Information and data in this 2024 Corporate Responsibility (“CR”) Report (the “Report” or the “2024 CR 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, 2024, 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 multi-year initiatives and may not only have occurred or been completed in the reporting year (2024).

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 2024 (“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 other third-party vacation properties at which our Aqua-Aston business provides management services. GHG emissions, energy, and water intensity metrics may include extrapolations based on the actual data available.

The environmental data in this Report pertains to the vacation ownership properties that we managed during 2024 to give a view of our vacation ownership 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 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 uses 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.

In an effort to refine our reporting process and better meet the needs of our stakeholders, we have streamlined this year’s report to highlight some of the key corporate responsibility developments during the year ended December 31, 2024, with references to previously published materials that provide additional context where relevant. 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](https://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. 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 intentions, ambitions, goals, 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 rapid 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 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, or 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: November 24, 2025



# 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 2024 Corporate Responsibility Report.

At our core, we are in the business of bringing people together to live their most fulfilling lives. We do this by nurturing a Caring Culture for our associates where we strive to make everyone feel welcome, valued, and truly heard. We also understand the positive effect that our brands and businesses can have for our destination communities and for philanthropic causes close to our hearts.

We are proud of our efforts in 2024 across the organization in support of Destination: A Better World, a platform which has been designed to capture our impact on people, places and planet through the passion of our associates and the care from our Owners, members and guests who vacation with us time and time again.

To date, we have raised \$20 million for Children's Miracle Network Hospitals, helping provide life-saving care for children nationwide. In addition, as we grew our footprint in Hawai'i with the opening of our Marriott Vacation Club, Waikiki resort, it was an honor for our Company to donate \$50,000 to local missions focused on children's well-being, conservation, and fighting food insecurity.

What's more, we continued to stay committed to bettering our destination communities through our sustainability practices. In 2024, we appointed a Sustainability Champion at every managed property to lead local initiatives and help protect our planet for future generations to come, and I know we'll see our passion in this area only continue to grow with our own associates taking the lead.

As Executive Sponsor of Marriott Vacations Worldwide's corporate responsibility efforts, I personally take great pride in what we've achieved. Our entire leadership team and I are energized by what we will accomplish together as we continue to pursue Destination: A Better World for all.

Thank you for your partnership and support,

**JAMES H HUNTER, IV**  
Executive Vice President  
and General Counsel

A stylized, handwritten signature in black ink, appearing to read 'James H. Hunter, IV'.



# 2024 at a Glance



**\$4.967 billion**

in total revenue



Approximately

**22,300**

associates in the global workforce



Approximately

**1.5 million**

Interval International members



Approximately

**120**

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



Over

**3,200**

affiliated resorts available via Interval International's exchange network



Approximately

**700,000**

Owner families



Approximately **79%**

of associates are based in the U.S.

Approximately **11%**

of associates are based in Latin America/the Caribbean

Approximately **4%**

of associates are based in Asia-Pacific

Approximately **6%**

of associates are based in Europe and the Middle East



Approximately

**54%**

of our global workforce are women



Approximately

**51%**

of global management-level positions are held by women



Approximately

**49%**

of global management-level positions are held by men



Approximately

**47%**

of U.S. management-level positions are held by people of color<sup>1</sup>

<sup>1</sup> People of Color and Associates by Race/Ethnicity represent individuals aligned with U.S. self-reported ethnicities



# 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 Annual Engagement Survey.

**Approximately 700,000 Owner families worldwide.** We conduct regular surveys to understand Owner priorities and perceptions, while dedicated Owner associations partner with our resorts 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), 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 strive to cultivate a workplace where every team member feels energized and inspired by their role. By fostering a respectful, inclusive, and thriving environment, we empower associates to deliver exceptional experiences for our Owners, members, and guests. Associates are the heartbeat of our Company, each playing a vital role in our collective success. We believe in embracing life to the fullest, including building careers that are both meaningful and rewarding.

## Recognized for Excellence in 2024

In 2024, MVW received several prestigious recognitions that reflect our values and impact:

- Named one of **Fortune's World's Most Admired Companies**
- Ranked #16 on **Newsweek's America's Most Responsible Companies in Hotel, Dining and Leisure**
- Recognized as one of **Orlando Business Journal's Best Places to Work**
- Ranked #5 on **Orlando Business Journal's Most Philanthropic Companies**



## Talent Attraction

Attracting new talent is essential to keeping our teams dynamic and forward-thinking. Despite ongoing staffing challenges across the industry, MVW made significant progress in 2024. We improved our average annual U.S. percent staffed metric from 94% in 2023 to 95% in 2024 — our most stable level since the end of the pandemic in 2022.

Our talent attraction initiatives promote the unique benefits of working in our distinctive office and resort work environments. In 2024, our associate referral program was especially valuable, accounting for 34% of U.S. hires.

We also filled 6,128 U.S.-based positions with external candidates. To strengthen our talent pipeline, we executed targeted sourcing and recruitment strategies across the business, guided by organizational priorities and budgetary goals. These efforts sustained an efficient hiring framework and continued progress in associate retention. Turnover declined to 28% — a 4.4% decrease from 2023 — nearing pre-pandemic norms.

### Our top hiring channels included:

- Employee referrals, reinforcing the power of peer networks
- Internal mobility through transfers and promotions
- Online job boards
- Hiring events and college recruiting
- Social media and expanding our digital reach

These sources connected us with high-quality candidates, strengthened engagement, and advanced our talent goals across the business.



## Cultivating Growth Through New Opportunities

Our college internship program provides hands-on hospitality experience to students from schools across the country, primarily those with hospitality programs. In 2024, we welcomed approximately 250 interns across our business. College graduates also have the opportunity to join our Management Development Program designed to prepare future leaders.

Supporting the growth of our MVW associates remains a cornerstone of our culture. To promote internal mobility, we actively share job opportunities with associates across the business, empowering them to pursue roles that align with their career aspirations.

We also leverage our internal social media platform to post regular recruitment updates and job openings. Additionally, bi-weekly regional communications highlight internal openings, including U.S.-based management positions, giving associates visibility into growth opportunities.



## Associate Development and Career Growth

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

MVW's LEAD Program offers a variety of instructor-led and virtual development courses designed to expand our associates' knowledge based on where they are in their career. The program achieved outstanding results in 2024, delivering 140 high-impact courses to approximately 3,600 participants, totaling over 20,000 hours of training. The program upheld its standard of excellence with an overall satisfaction score of 5.78 out of 6. Notably, participation from departments outside of Resort Operations increased by an extraordinary 409% compared to 2023, reflecting a significant expansion in reach and influence. We continue to add new innovative offerings, including an Effective Presentation Skills course, and Elevate, a transformative development experience designed for leaders of leaders.

In 2024, we also piloted the LEAD Mentor Program — a six-month initiative designed to foster regular, impactful connections between mentors and mentees.



## Culture and Recognition

Our culture at MVW is anchored in five core values and a shared purpose to create a Life Fulfilled, which plays a vital role in associate engagement and retention. In 2024, we continued to deliver signature global Moments That Matter — celebrations designed to honor and connect our associates worldwide.

**Associate Appreciation Month** celebrated team members with site-specific events, many incorporating community service projects. Associates partnered in initiatives reflecting our Better Together mindset and Caring Culture.

**Global Wellness Day** was celebrated across our properties with this year's theme, #MagentaNature, which focused on pausing, reflecting, and prioritizing well-being through nature, connection, and self-care.

**Take Our Daughters and Sons to Work Day** gave children a glimpse into their parents' work lives through interactive, on-site experiences to inspire future career ideas.

**International Housekeeping Appreciation Week** recognized the dedication and valuable contributions of housekeeping teams across our global resorts.

**Veterans Appreciation Day** honored the service of U.S. veterans within MVW and in our extended communities, celebrating their lasting impact.

Additionally in 2024, associates came together to establish the Veterans Associate Network (VAN) — the first associate-led network at MVW. VAN is a supportive and empowering community for associates who currently serve or have served in the U.S. Armed Forces.

## Celebrating Our People: Company-Wide Recognition at MVW

The MVW Service Anniversary Program honors associates for their time and service to the Company. In 2024, we launched new program elements to enhance the associate experience and support early career retention levels, including a new milestone recognizing second-year anniversaries.

The RISE Awards recognize outstanding associates within our Sales and Marketing teams. Each year, five individuals are selected for exemplifying and living our core values.

We also celebrated the incredible achievements of our 2024 global ROAR (Resort Operations Achievement Recognition) Award winners. These trailblazers made measurable impacts in guest satisfaction, financial success, innovation, and beyond — demonstrating what it means to lead with purpose and passion.

At MVW, it's our associates' dedication that truly makes the difference. Our 2024 Way to Go! honorees exemplify that commitment, consistently delivering exceptional service and earning praise from Owners, members, and guests alike.

Way to Go! is an annual executive recognition program for customer-facing associates across MVW's brands and businesses who go above and beyond in providing service to our Owners, members, and guests. This year, 57 associates earned the honor.





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

Attracting and retaining world-class talent is core to our success. That's why we offer a thoughtfully designed compensation and benefits program that supports the holistic well-being of our associates across physical, mental, and financial health.

In the U.S., U.S. Virgin Islands, and Puerto Rico, our full-time associates are offered 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, respecting local requirements and cultural expectations.

Across all regions, we remain focused on providing meaningful support to our associates. 2024 continued to be focused on enabling a balance of life and work. To remain competitive across the global markets in which we operate, we regularly benchmark our compensation and benefits programs. We plan to continue to evaluate how best our compensation and benefits offerings can support the well-being of our associates as we move forward.

## Listening to Our People: Associate Feedback and Engagement

We aim to create a culture where every associate has a voice and feels heard. In 2024, feedback from our annual Associate Engagement Survey reflected meaningful progress in how our associates experience our culture — from feeling included and supported by leadership to recognizing our positive impact in the community.

Participation in the survey remained strong at 93%, and engagement increased to 83% (+2) compared to the prior year, with associates expressing growing confidence that their voices in

last year's survey led to action and improved their workplace.

Inclusion and Diversity (I&D) was our highest rated dimension on the survey, receiving a score of 89%, indicating strength in an environment that embraces diverse perspectives and fosters inclusivity for associates and guests. The Supervisor dimension also received a strong score of 87%, reflecting the satisfaction and confidence that associates have in our strong leadership team. These results underscore our ongoing commitment to cultivating a workplace culture where individuals feel respected, supported, and empowered — both through inclusive practices and effective leadership.

Sustainability metrics improved, earning an overall score of 87% (+1), with a majority of MVW associates agreeing that the organization has a positive impact on the communities it serves and is socially and environmentally responsible.

Collectively, these results reflect a continued commitment to fostering a culture of inclusion, engagement, and responsibility across the organization.

## Supplier Sourcing<sup>2</sup>

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 partner organizations. This includes inviting diverse suppliers to participate in our largest requests for proposals ("RFP"), where suppliers are ultimately selected through a rigorous process, and learning from the experiences of new suppliers who participate in our procurement process.



### A few examples of the suppliers we partner with:

**Valley Isle Produce**, a small family-owned business in Maui, exemplifies commitment to local sustainability and community support. Over 50% of their produce is sourced from Hawai'i and they partner with more than 40 local manufacturers. In 2024, we purchased \$5.8 million worth of products from them, supporting their energy-efficient operations and charitable contributions to Maui-based organizations.

**Kellex**, a small business rooted in American craftsmanship, has grown from a garage in Ohio to a multi-state furniture manufacturer. Their "Make it Here, Make it Happen" initiative champions U.S. manufacturing and community employment, delivering high-quality, locally made furniture with personalized service and a deep commitment to supporting domestic industry.

Moving forward, we will 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.

<sup>2</sup> Includes small and minority-, women-, veteran-, disabled-, and LGBTQ-owned businesses.





# Places.

# Activating Associates to Serve

Our passionate associates bring our Caring Culture to life by volunteering, fundraising, and giving back to their communities in various ways. From our resorts to our corporate offices, associates across our portfolio in 2024 took part in local opportunities to support their communities. Some examples include:

Associates at Marriott's Grande Ocean, Marriott's SurfWatch, and Marriott's Harbour Point and Sunset Pointe at Shelter Cove on Hilton Head Island showed support for local purveyors and farmers by offering a farm-to-resort experience for Owners, members and guests.

Interval International associates based in Miami held their second annual clothing and shoe drive for a local homeless shelter. Associates donated nearly 1,000 pounds of clothing and shoes. Interval International matched the donation amount to help fund the shelter's food bank and kitchen, where they serve meals daily to those experiencing homelessness in downtown Miami.

Associates from our Asia-Pacific regional headquarters office in Singapore volunteered to take children — many of whom may not otherwise have the chance — on an educational journey through Gardens by the Bay, one of Singapore's most famous attractions. The experience inspired them to explore their role in protecting the environment through interacting with the gardens and their innovative design.

Associates from The Westin Resort & Spa, Cancún completed a cleanup of the mangrove area in front of their resort, positively contributing to coastal protection and the preservation of an important ecosystem that supports local biodiversity.

Volunteers from Marriott's Ko Olina Beach Club fundraised and supported families participating in Make-A-Wish (MAW) Hawai'i's Jingle Rock Run held in December.

We encourage associates to get involved with initiatives of their choice by providing a resource hub on the Company intranet site where resort and corporate leadership can find information on community engagement, access resources, and request in-kind support.





# Bettering Our Destination Communities

2024 brought the opening of our new resort in Honolulu — Marriott Vacation Club, Waikiki. In honor of becoming a part of the Waikīkī community, MVW donated \$50,000 to regional charities, including Kapi'olani Medical Center for Women & Children, Maui Food Bank, and Treecovery Hawai'i, to support key missions including children's well-being, fighting food insecurity, and conservation.

With a presence in approximately 120 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 our philanthropic partners, 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 longstanding corporate partnerships, they represent what it means to be good community members.





## Environmental Stewardship in Action

Across our global portfolio, associates actively participate in beach cleanups and other preservation activities to help protect and restore surrounding marine ecosystems.

For example, associates from Aqua-Aston's corporate office partnered with local nonprofit Mālama Maunalua at Kuli'ou'ou Beach Park on O'ahu to remove invasive algae that was later repurposed as compost for local farmers, promoting sustainable practices. On the East Coast, associates at Marriott's Oceana Palms in Riviera Beach, Florida, responded to a large tide after Hurricane Milton by conducting a beach sweep to remove accumulated debris.

Education is also a key part of our environmental mission. For example, Marriott's Grande Ocean on Hilton Head Island partners with organizations like the Port Royal Sound Foundation Maritime Center and LowcountryRaptors to bring in specialists who teach guests about the local environment and inspire stewardship.

## Addressing Food Insecurity

Food insecurity impacts communities around the world, including our destination communities. Through company-wide efforts and local initiatives, we're helping families have access to the food they need.

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 2024, we reached a fundraising milestone, donating over 160,000 pounds of food for families in need. Over the past decade, MVW has contributed approximately 950,000 pounds of food through creative initiatives like resort competitions and the Farm to Food Bank program at Marriott's Ko Olina Beach Club in Hawai'i.

Beyond H4H, associates, Owners, members, and guests around the world go the extra mile to help fight food insecurity in their local communities. In 2024, Palm Desert resort teams volunteered and donated to help FIND Food Bank distribute food across a 10,000-square-mile radius. In Hawai'i, Aqua-

Aston corporate associates volunteered to salvage more than 50 boxes of fresh produce for local food pantries. And on Hilton Head, associates from four different local properties came together to hand-deliver meals to families the Saturday before Thanksgiving, expanding their impact beyond the more-than-1,300 pounds of food the resort donated that month.

These efforts are part of our broader commitment to building stronger, more resilient communities. While our primary focus areas include preservation, food security, and children's well-being, we also support meaningful initiatives across disciplines — from empowering future hospitality leaders through scholarship programs to helping disabled veterans rebuild confidence through the On Course Foundation. Just as we work to strengthen the communities we serve, we also support the health and well-being of the next generation.



# Championing Children's Well-being

## Supporting the Health and Happiness of Children

Supporting children's well-being is a key philanthropic pillar at MVW, and we're proud to have partnered with Children's Miracle Network Hospitals (CMN) for more than 40 years to support children's health and wellness, a relationship originally established by Marriott International.

In 2024, we surpassed a significant milestone in our support of CMN: raising approximately \$20 million in funds since 2008 through property fundraising, signature events, and in-kind donations. Funds raised help provide critical treatments, healthcare services, medical equipment, and charitable care for children at 170 member hospitals nationwide.

Our corporate associates and resort teams across the country continued to participate, volunteer, and fundraise for The Torch Relay for Children's Miracle Network Hospitals — a series of walking, running, and

cycling events connected by a single torch that travels to over 25 cities in the U.S. In 2024, MVW's participation in Torch Relay raised more than \$232,000.

Additionally, MVW hosts its annual Caring Classic golf tournament to fundraise for CMN in Orlando. The 2024 Caring Classic marked the 25th anniversary of this signature Central Florida fundraiser. Owners, associates, members, and local partners came together in an incredible show of support, raising more than \$270,000 for CMN.

Owners, members, and guests are also offered Miracle Bands at check-in to engage them in our fundraising efforts. A Miracle Band is a waterproof wristband enabled with radio frequency identification (RFID) technology that provides easy access to resort facilities and villas, with a portion of key sales donated to CMN.

**\$2.3 million raised**

by MVW for CMN in 2024.

**\$150,000 donated**

of in-kind contributions from MVW in 2024.

**72 MVW properties fundraised**

for CMN in 2024.

*"We are incredibly grateful to Marriott Vacations Worldwide for their unwavering commitment to children's health. Their generosity helps fund critical treatments, life-saving equipment, and essential hospital programs that transform the future of pediatric healthcare. Together, we are changing kids' health to change the future."*

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

## Making Vacation Wishes Come True for Children with Health Challenges

MVW has been honored to serve as a national sponsor of the Make-A-Wish Foundation since 2022, welcoming Wish Kids to our properties around the world. In 2024, we celebrated a major milestone — granting our 100th wish — and closed the year having helped fulfill the wishes of more than 130 children with critical illnesses.

Our associates go above and beyond to create memorable Wish Stays for the families we host — adding special touches, offering warm welcomes, and curating one-of-a-kind experiences that bring each child's wish to life.



# Planet.



# Protecting Our Planet

We're privileged to manage resorts in some of the world's most beautiful destinations and are focused on protecting the communities and ecosystems we call home. In 2024, we continued to embed environmental stewardship into our operations — from resort design and development to sourcing and services. Through ongoing efforts, we assess our environmental impact through the lens of climate-related risks and opportunities, aiming to reduce our footprint and preserve these destinations for future generations. Our efforts are guided by five key 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 across key topics and setting baselines.

Lastly, we have engaged with third party vendor Schneider Electric, a global leader in energy solutions, to better understand the impact of our current initiatives, monitor energy consumption, and create goals for where we want to be in the future.

## MVW 2024 Sustainability Survey<sup>3</sup> 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.



# 81%

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



# 48%

of respondents have a Green Team at their site.

<sup>3</sup> In early 2024, 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, including those under Aqua-Aston Hospitality®, 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 impact on climate change also remains a priority.

## Climate-Related Risks and Resilience

We regularly survey climate-related risks facing our property portfolio to identify where we can economically make improvements. Annually, we report on our climate-related risks and opportunities — and our approach to addressing them — in alignment with the recommendations of the TCFD and in partnership with each Owners' association.

## FORTIFIED Properties

The Insurance Institute for Business & Home Safety (IBHS) 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 Riviera Beach, Florida, Marriott's Crystal Shores resort on Marco Island, Florida, and Marriott Vacation Club, Waikiki, two additional MVW properties are expected to align with the FORTIFIED program. The planned Westin Vacation Club in Charleston, South Carolina, and Hyatt Vacation Club in Orlando, Florida, are designed to align with FORTIFIED Silver upon their 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.

For example, Marriott Vacation Club, Waikiki, which opened in October 2024, was designed to expand upon an existing building, rather than building a new structure from the ground up. Doing so reduced concrete waste from the existing building, which can be a significant source of GHG emissions<sup>4</sup>. During development, three upflow treatment systems were installed to filter sediment and debris from surface runoff. A motion sensor lighting system also helped to reduce energy use by powering down vacant villas.

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 (VOC) 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.

<sup>4</sup> Source: Cement and Concrete: The Environmental Impact — Princeton Student Climate Initiative (psci.princeton.edu)

## Investing in Renewable Energy Systems

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

We're working to expand photovoltaic (PV) panels and electric vehicle (EV) chargers across our portfolio. Marriott's Newport Coast Villas initiated efforts to install PV panels in coordination with the local government and is currently awaiting approval to proceed with the installation. At the same time, we're working to significantly expand the availability of EV charging stations across our properties to better serve our Owners, members, and guests.

## Incorporating Sustainability Attributes into MVW's Corporate Headquarters

Our MVW corporate headquarters is LEED Gold certified. The building achieved a landfill diversion rate of 71% for construction debris, successfully passed an indoor air quality assessment, has an efficient HVAC central plant shared across the mixed-use development in which our headquarters is located, and includes LED fixtures with daylight sensors. These design choices were intentional to help reduce our environmental impact and create a better work environment for our associates.

## Resort Operations

Through our resort operations, we seek to incorporate changes and new technologies to reduce overall energy consumption. Refurbishments and associate training have contributed to reduced energy and water use across resorts.

In 2024, five properties installed smart thermostats that enhance energy management by adjusting usage based on occupancy and enable remote troubleshooting without entering guest rooms. We plan to install smart thermostats at four additional properties in 2025.

LED lighting upgrades remain a priority, and we've standardized installation in new builds and refurbishments. Associate survey data shows that 90% of indoor areas and 85% of outdoor spaces report 75% or greater LED lighting coverage.

NEWPORT COAST® is a registered trademark of The Irvine Company and is used herein with permission. Marriott's Newport Coast® Villas is not affiliated or associated with The Irvine Company.

## MVW 2024 Sustainability Survey Snapshot: Energy Efficiency

### Improvements Over the Last Three Years

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



**79%**

installed some type of  
high-efficiency equipment  
and appliances



**28%**

added window tints  
to reduce heat transfer



**31%**

upgraded or replaced energy  
management systems



**31%**

invested in  
automation upgrades  
or replacements



**8%**

incorporated smart  
grid/building  
technologies



**12%**

replaced windows



**3%**

installed on-site  
renewable electricity

## Energy Use and Energy Intensity (2023–2024) & GHG Emissions and GHG Emissions Intensity (2023–2024)

From 2023 to 2024, total energy use across our managed vacation ownership properties increased by 3%, with energy intensity increasing by 2%. During the same period, Scope 1 GHG emissions increased by 7%, while Scope 2 GHG emissions were reduced by 11%, contributing to an overall GHG emissions intensity reduction of 7%. These changes reflect our ongoing efforts, and we continue to pursue greater efficiency through advanced technologies and sustainable strategies. For additional details, refer to the [Appendix](#).



## Water Use and Water Intensity (2023–2024)

Between 2023 and 2024, Water Use and Water Intensity experienced reduction of 11% and 12%, respectively. See [Appendix](#) for more details.

### MVW 2024 Sustainability Survey Snapshot: Water Efficiency

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



#### Low-Flow Fixtures

**82%**

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

**76%**

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

**83%**

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



#### Water-Smart Landscaping

**67%**

use drought-tolerant  
or native vegetation

**42%**

have smart irrigation or automatic  
sprinkler systems with moisture sensors

# Waste

MVW reduces landfill impact through recycling, thoughtful sourcing, and smarter operations. As of late 2024, most resorts use biodegradable materials, refill stations, recyclable packaging, bulk toiletries, and 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, diverting waste from landfills and supporting communities in need. In 2024, our U.S. associates expanded this effort by assembling hygiene kits for local nonprofits and Children's Miracle Network Hospitals.

### Growing our impact in 2024 and in partnership with Clean the World, we:

- Saw a 56% increase in total waste collected year-over-year.
- Diverted 70% more plastic from landfills.
- Distributed nearly 42,000 bars of soap to communities in need.

## MVW 2024 Sustainability Survey Snapshot: Waste Management

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

### Waste Management



**87%** have improved their recycling programs in the last three years



**61%** have recycling in associate break rooms



**70%** have recycling in offices



**85%** reported that recycling bins were placed in all villas

### Composting



**16%** have implemented composting of food or landscaping waste in the last three years

### Single-Use Plastic Reduction



**68%** have eliminated or reduced single-use plastics



# Biodiversity

We value protecting the planet, including the wildlife and habitats near our resorts. Many of our properties that border conservation areas incorporate biodiversity preservation into their 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.

Once operational, our resorts support biodiversity through measures like seabird-safe lighting, dark sky initiatives to protect sea turtles, and native, drought tolerant plantings that conserve water and provide habitats for local wildlife. In coastal areas, our Ridge to Reef program uses native vegetation to help control erosion and support ecosystem health.

At Hilton Head Island properties, wildlife experts lead regular educational sessions for Owners and

guests on local wildlife and marine habitats — especially sea turtles.

At Marriott's Ko Olina Beach Club, Owners and guests help make Genki balls to clean the Ala Wai Canal, contributing to improved water quality and the return of aquatic life. The property is very proud to be part of this effort to improve the local waterway.



## MVW 2024 Sustainability Survey Snapshot: Biodiversity

**67%**

of properties use native or drought-tolerant vegetation in landscaping

**66**

properties are Audubon International-certified

**61%**

of properties with food and beverage services offer vegan, vegetarian, or locally sourced menu options

## Audubon International's Green Lodging Program

MVW supports sustainable operations through third-party certifications. As of 2024, 66 properties were Audubon International certified under the Green Lodging Program for excellence in water, energy, and resource conservation. Five resorts achieved the highest Platinum level of certification

### Five resorts achieved the highest Platinum level of certification:

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

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

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

---

Marriott's Cypress Harbour, Orlando, Florida

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Marriott's Grand Chateau, Las Vegas, Nevada

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# 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 partnerships with suppliers who share our values and uphold ethical standards across their supply chains.

In 2024, MVW began partnering with a new tea provider for our preferred in-room tea offerings at U.S. properties. The provider is Green-e® certified, organic product certified, and upholds a zero-waste-to-landfill pledge.

Additionally, MVW launched its first preferred life jacket program in partnership with a small business that prioritizes an eco-friendly manufacturing process and follows best practices for responsible recycling.

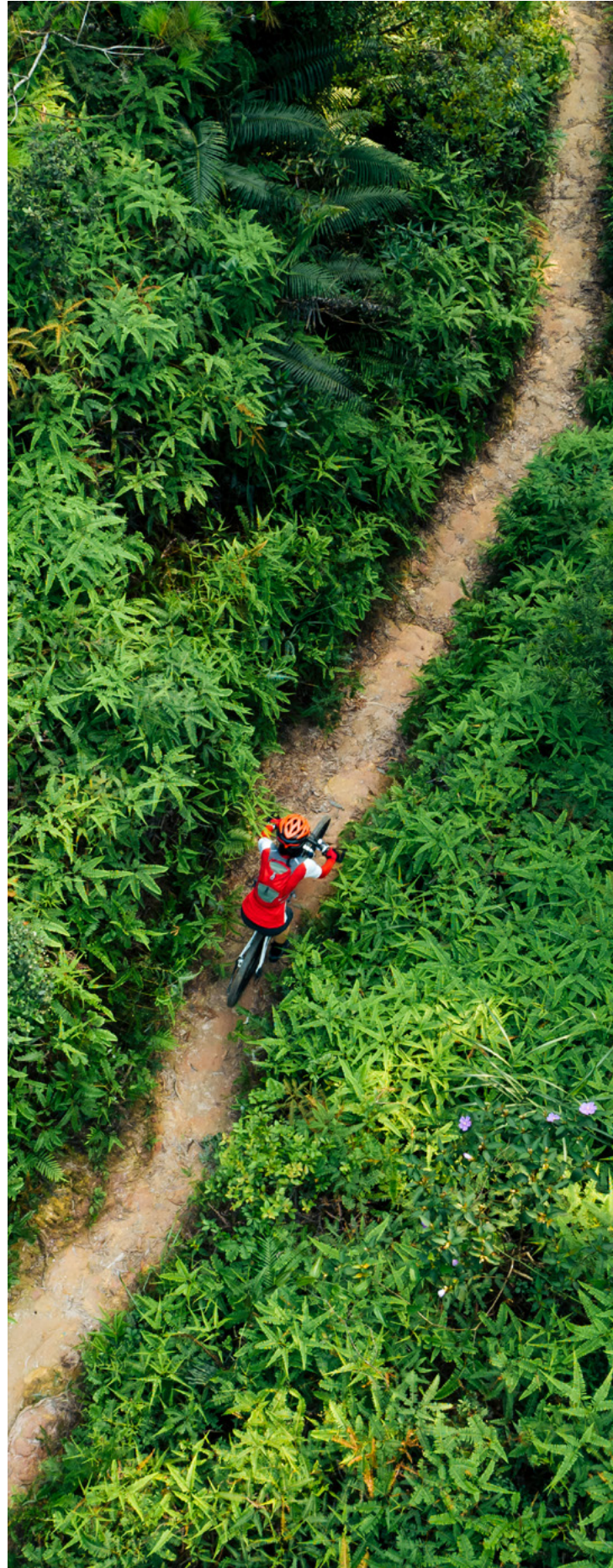
We're refining our sourcing criteria to prioritize products with stronger environmental attributes. Our efforts are expected to center on high-impact areas, including cleaning chemicals, textiles, and the conservation of water, energy, and waste.

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

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

In 2024, by deploying Ecolab products and services, we were able to reduce our impact by 26.5 million gallons of water, 160,360 therms, 1,557 metric tons of CO<sub>2</sub>e, and 193,100 pounds of waste.<sup>5</sup>

<sup>5</sup> Data based on [Ecolab](#) estimates.







# Practices.

# Governance and Ethics

## Governance<sup>6</sup>

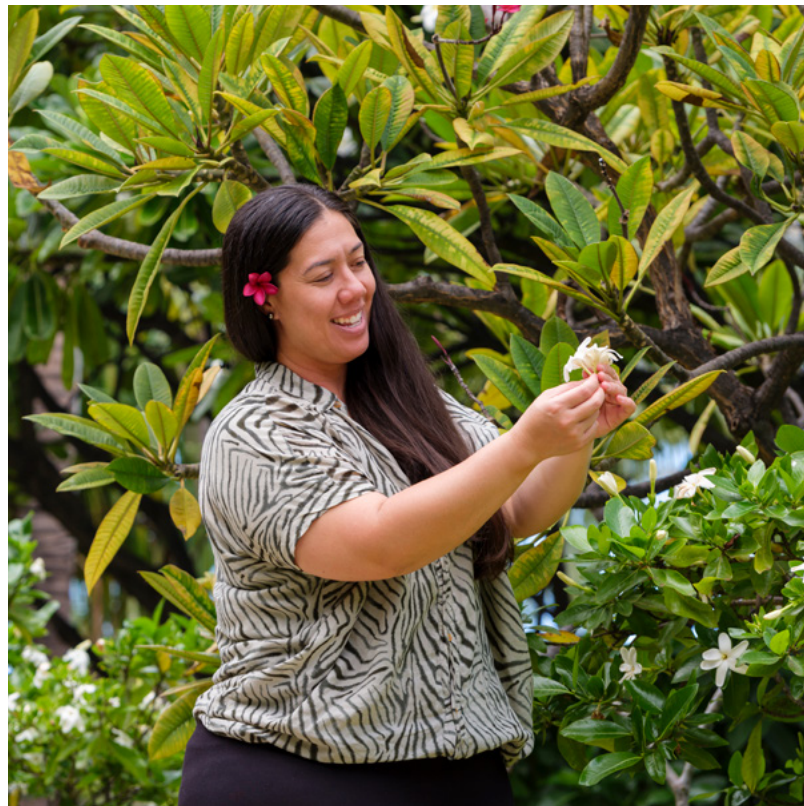
Our governance framework supports performance monitoring, accountability, and progress toward our *Destination: A Better World* strategy. Our Board of Directors, Corporate Responsibility Steering Committee, and Corporate Responsibility Task Force each play distinct roles in managing enterprise risk.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

<sup>6</sup> 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 (Foreign Corrupt Practices Act [FCPA]), the USA PATRIOT Act, Federal Communications Commission (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 regarding 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

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. Further, MVW reserves the right 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 ensure 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 and plan 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

The United Nations' Sustainable Development Goals (SDGs) are part of the 2030 Agenda for Sustainable Development, which was adopted 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:



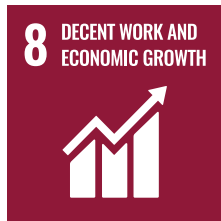
## SDG 3 – Good Health and Well-Being

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 [22,300 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 road map to reduce our emissions going forward.



## SDG 17 – Partnerships for the Goals

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



# SASB Index:

## Hotels & Lodging Standard<sup>7</sup>

Topic	Code	Accounting Metric	Response
<b>Energy Management</b>	SV-HL-130a.1	(1) Total energy consumed	(1) Energy Use and Energy Intensity, <a href="#">page 24</a>
<b>Water Management</b>	SV-HL-140a.1	(1) Total water with drawn (2) Total water consumed	(1) Water, <a href="#">page 25</a> (2) MVW currently does not collect this data.
<b>Ecological Impacts</b>	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Climate Change, <a href="#">page 22</a> Water, <a href="#">page 25</a> Biodiversity, <a href="#">page 27</a>
<b>Labor Practices</b>	SV-HL-310a.1	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	(1) Voluntary turnover for resort associates: 20% (2) Involuntary turnover for resort associates: 7%
	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, <a href="#">page 30</a> Human Rights, <a href="#">page 30</a>

<sup>7</sup> Includes our vacation ownership-managed properties, except for labor practices, which reflect global data.

# SASB Index:

## Hotels & Lodging Standard<sup>7</sup>

Topic	Code	Accounting Metric	Response
<b>Climate Change Adaptation</b>	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	Climate-Related Risks and Resilience, <a href="#">page 22</a>

Activity Metric	Code	Response
Number of available room nights	SV-HL-000-A	10,292,274
Average occupancy rate	SV-HL-000-B	84.8%
Total area of lodging facilities	SV-HL-000-C	40,230,865 sq. ft.
Number of lodging facilities that are (1) managed, (2) owned and leased, and (3) franchised	SV-HL-000-D	Of the approximately 120 resorts in our vacation ownership portfolio, we directly manage 97. The environmental data provided in this Report is only for the 97 vacation ownership properties directly managed by MVW.

<sup>7</sup> Includes our vacation ownership-managed properties, except for labor practices, which reflect global data.

# GRI Index

Statement of Use	MVW has reported with reference to the GRI standards for the period January 1, 2024, through December 31, 2024.
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 as 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 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, <a href="#">page 3</a>.</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 2024 and early 2025 and was published on November 24, 2025. Any questions or feedback can be directed to our Investor Relations Department.</p>



# GRI Index

GRI Standard	Disclosure	Response
<b>GRI 2: General Disclosures</b>		
<b>The Organization and Its Reporting Practices</b>	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.
<b>Activities and Workers</b>	2-6 Activities, value chain, and other business relationships	<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 &amp; 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. Cost reimbursements consist of actual expenses with no added margin.</p> <p>For more on our supply chain, see Responsible and Ethical Sourcing, <a href="#">page 31</a>, and Sustainable Products and Materials, <a href="#">page 28</a>.</p>

# GRI Index

GRI Standard	Disclosure	Response
<b>GRI 2: General Disclosures</b>		
<b>Activities and Workers</b>	2-7 Employees	Data presented in this Report represents head count as of December 31, 2024. MVW's HR and Operations departments collect and record workforce data on an ongoing basis.
	2-8 Workers who are not employees	None
<b>Governance</b>	2-9 Governance structure and composition	MVW's 2025 Proxy Statement, pages 10-18
	2-10 Nomination and selection of the highest governance body	MVW's 2025 Proxy Statement, pages 10-15
	2-11 Chair of the highest governance body	MVW's Board Chairman and CEO continued to be separate in 2025. See MVW's 2025 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, <a href="#">page 30</a> . For more on how we integrate stakeholder feedback, see MVW's Approach to Corporate Responsibility, <a href="#">page 8</a> .
	2-13 Delegation of responsibility for managing impacts	Governance and Ethics, <a href="#">page 30</a>
	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, <a href="#">page 30</a> .

# GRI Index

GRI Standard	Disclosure	Response
<b>GRI 2: General Disclosures</b>		
<b>Governance</b>	2-15 Conflicts of interest	<p><a href="#">MVW's Business Conduct Guide</a> 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><a href="#">MVW's Business Conduct Guide</a> 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. 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 2025 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, <a href="#">page 30</a>.</p>
	2-18 Evaluation of the performance of the highest governance body	<p>MVW's 2025 Proxy Statement, page 19. 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
<b>GRI 2: General Disclosures</b>		
<b>Governance</b>	2-19 Remuneration policies	MVW's 2025 Proxy Statement, page 26
	2-20 Process to determine remuneration	MVW's 2025 Proxy Statement, page 26
	2-21 Annual total compensation ratio	<p>Our median associate compensation was \$47,537 in 2024 and CEO compensation was \$7,437,761 — resulting in a CEO-to-median-associate pay ratio of 156:1. Our median associate compensation went up 6.7% from 2023–2024; CEO compensation went up by 39% in the same time period. CEO compensation previously declined by 45% from 2022–2023.</p> <p>For more on the methodology we used to calculate this figure, please see MVW's 2025 Proxy Statement, page 46.</p>
<b>Strategies, policies and practices</b>	2-22 Statement on sustainable development strategy	Aligning with the U.N. Sustainable Development Goals, <a href="#">page 6</a>
	2-23 Policy commitments	<p><a href="#">MVW's Business Conduct Guide</a> 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 <a href="#">page 30</a>, and the U.N. SDGs, see <a href="#">page 33</a>. MVW has not formally adopted the precautionary principle.</p>
	2-24 Embedding policy commitments	<p>Governance and Ethics, <a href="#">page 25</a></p> <p>Human Rights, <a href="#">page 30</a></p> <p><a href="#">MVW's Business Conduct Guide</a></p>

# GRI Index

GRI Standard	Disclosure	Response
<b>GRI 2: General Disclosures</b>		
<b>Strategies, Policies, and Practices</b>	2-25 Processes to remediate negative impacts	Stakeholder Engagement, <a href="#">page 8</a> Governance and Ethics, <a href="#">page 30</a> <a href="#">MVW's Business Conduct Guide</a>
	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 <a href="#">page 8</a> .
<b>Stakeholder Engagement</b>	2-29 Approach to stakeholder engagement	Stakeholder Engagement, <a href="#">page 8</a>
	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.
<b>GRI 3: Material Topics</b>		
<b>3 Material Topics</b>	3-1 Process to determine material topics	Areas of ESG Focus and Stakeholder Engagement, <a href="#">page 8</a> .
	3-2 List of material topics	Areas of ESG Focus and Stakeholder Engagement, <a href="#">page 8</a> .

# GRI Index

## People

### GRI Standard

### Disclosure

### Response

## Culture and Career Growth

### 3 Material Topics

3-3 Management of material topics

Associate Development and Career Growth, [page 11](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

## Inclusion and Diversity

### 405 Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

Diversity at MVW in 2024, [page 7](#). 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 10](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

### 401 Employment

401-1 New employee hires and employee turnover

Average global associate turnover was 29% (voluntary and involuntary). MVW hired approximately 10,700 associates in 2024. Breakdown of new associates who joined MVW in 2024: 50% women (global); 50% men (global); 62% people of color (U.S.-only). Breakdown of associates who left MVW voluntarily in 2024: 21% total (global) 20% women (global); 23% men (global); 12% people of color (U.S.-only).



# GRI Index

GRI Standard	Disclosure	Response
<b>Associate Experience</b>		
<b>401 Employment</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits, <a href="#">page 13</a>
<b>404 Training and Education</b>	404-1 Average hours of training per year per employee	MVW provided over 20,000 hours of LEAD training in 2024 to approximately 3,600 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, <a href="#">page 11</a>
<b>Supplier Diversity</b>		
<b>3 Material Topics</b>	3-3 Management of material topics	Supplier Sourcing, <a href="#">page 14</a>  The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.
<b>Owner, Member, and Guest Experience</b>		
<b>3 Material Topics</b>	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 15.

## 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 16](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

### 413 Local Communities

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

81% of respondents to the MVW 2024 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 22](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

### 302 Energy

302-1 Energy consumption within the organization

Energy Use and Energy Intensity, [page 24](#)

302-3 Energy intensity

Energy Use and Energy Intensity, [page 24](#)

302-4 Reduction of energy consumption

Energy Use and Energy Intensity, [page 24](#)

# GRI Index

GRI Standard	Disclosure	Response
<b>Climate Change</b>		
<b>201 Economic Performance</b>	201-2 Financial implications and other risks and opportunities due to climate change	Climate-Related Risks and Resilience, <a href="#">page 22</a> TCFD Report, <a href="#">page 49</a>
<b>305 Emissions</b>	305-1 Direct (Scope 1) GHG emissions	GHG Emissions and GHG Emissions Intensity, <a href="#">page 24</a>
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and GHG Emissions Intensity, <a href="#">page 24</a>
	305-4 GHG emissions intensity	GHG Emissions and GHG Emissions Intensity, <a href="#">page 24</a>
	305-5 Reduction of GHG emissions	GHG Emissions and GHG Emissions Intensity, <a href="#">page 24</a>
<b>Water and Effluents</b>		
<b>3 Material Topics</b>		Water, <a href="#">page 25</a>
	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 15.
	303-5 Water consumption	Water Use, <a href="#">page 25</a> Water Intensity, <a href="#">page 25</a>
<b>Waste</b>		
<b>3 Material Topics</b>		Waste, <a href="#">page 26</a>
	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 15.



GRI Standard	Disclosure	Response
<b>Waste</b>		
<b>306 Waste</b>	306-2 Management of significant waste related impacts	Waste, <a href="#">page 26</a>
	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.
<b>Biodiversity</b>		
<b>3 Material Topics</b>	3-3 Management of material topics	<a href="#">Biodiversity</a> , page 27  The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.
	304-1 Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Biodiversity</a> , page 27
<b>304 Biodiversity</b>	304-2 Significant impacts of activities, products, and services on biodiversity	<a href="#">Biodiversity</a> , page 27
<b>Sustainable Products and Materials</b>		
<b>3 Material Topics</b>	3-3 Management of material topics	Sustainable Products and Materials, <a href="#">page 28</a>  The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.
	308-1 New suppliers that were screened using environmental criteria	MVW plans to develop screening criteria for our biggest purchase categories by volume.
<b>308 Supplier Environmental Assessment</b>		

# Practices

## GRI Standard

## Disclosure

## Response

### Corporate Responsibility Governance

#### 3 Material Topics

3-3 Management of material topics

Governance and Ethics, [page 30](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

#### 405 Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

Diversity at MVW in 2024, [page 7](#). 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 30](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

#### 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 30](#)

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 30](#)

The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.

# GRI Index

GRI Standard	Disclosure	Response
<b>Cybersecurity</b>		
<b>3 Material Topics</b>	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 15.
<b>418 Customer Privacy</b>	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 <a href="#">Company's SEC filings</a> .
<b>Responsible and Ethical Sourcing</b>		
<b>3 Material Topics</b>	3-3 Management of material topics	Responsible and Ethical Sourcing, <a href="#">page 21</a>  The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.
<b>414 Supplier Social Assessment</b>	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. Over 150 of our significant suppliers which represented approximately a third of total supplier spend for 2024 had acknowledged the Supplier Code of Conduct.
<b>Responsible Sales and Marketing</b>		
<b>3 Material Topics</b>	3-3 Management of material topics	Responsible Sales and Marketing, <a href="#">page 21</a>  The approach to Topic Determination and Management remains consistent with that used in the 2023 Corporate Responsibility Report, page 15.



# 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 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 fourth 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 governance 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 I&D, 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 reports at least quarterly 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 responsible for the 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.*

We undertake several different types of periodic analyses and reviews to understand the climate-related risks facing our property portfolio and where we can make improvements. We also rely on analyses to inform which of our properties face increased risks from climate change, the most recent of which was conducted in early 2023.

We have performed a portfolio sustainability risk assessment intended to allow us to better understand our exposure to climate, water, biodiversity, and socioeconomic risks. The assessment identified a range of physical and transition risks and opportunities that may impact our business over the next 10 to 30 years. It also considered a number of assumptions that could impact future development and investment, such as the clean, renewable energy transition; net-zero carbon buildings and infrastructure; consumer trends; and potential future environmental protection and legislation.

Our initial assessment identified the following 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, droughts, 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 damage caused by any such event, including the loss of sales of vacation ownership at sales centers that are not fully operational. In 2024, our cost to insure our properties in these areas increased significantly. Our insurance costs may rise again 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 increase; 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 among 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 CEO 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 and considers 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. For example, we plan to incorporate the results of our 2023 individual property assessment into these efforts to improve climate resiliency.

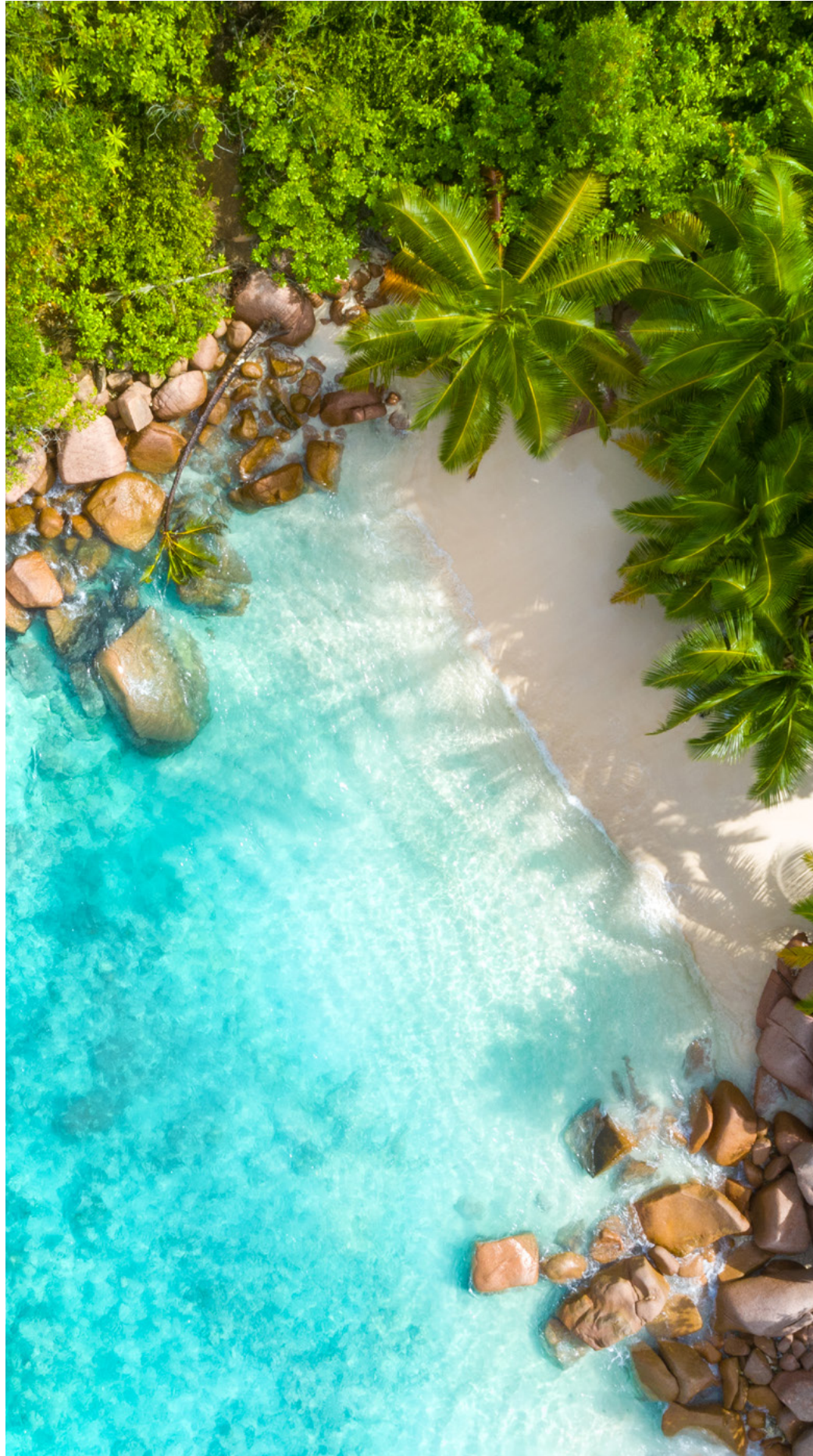
Acute physical climate-related risks, such as severe weather events, are to be updated annually through our Company-wide approach to business continuity planning, including risk identification, readiness, response, and recovery relative to operational disruptions. This includes consideration of the climate-related 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 to 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 our products and services, supply chain, and resorts are to be incorporated 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 will identify potential action plans for property and site improvements.





## Metrics and Targets

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

In 2023, we launched *Destination: A Better World*,<sup>8</sup> our corporate responsibility strategy, which details the Company's approach to managing focus areas such as energy use, GHG emissions, and water use. We are in the process of developing baselines.

### Targets

- Energy and GHG Emissions: Climate Change, page 22
- Water: Water, page 25

### Metrics

- Energy and GHG Emissions: Energy Use and Energy Intensity and GHG Emissions and GHG Emissions Intensity, page 24 & page 53
- Water: Water Use and Water Intensity, page 25

<sup>8</sup> More information on *Destination: A Better World* can be found in the MVW's Approach to Corporate Responsibility section of this report.

## Energy Use and Energy Intensity<sup>9</sup>

	2023	2024	Change
Total Energy (kWh)	749,842,531	770,389,955	3%
Direct Energy (kWh)	333,117,701	357,401,402	7%
Indirect Energy (kWh)	416,724,830	412,988,554	(1%)
Energy Intensity (kWh/sq. ft.)	18.32	18.71	2%

Floor area coverage (sq. ft.): 41,187,931 (2023), and 41,164,799 (2024)

## GHG Emissions & GHG Emissions Intensity<sup>9</sup>

	2023	2024	Change
Total Scope 1 & 2 GHG Emissions (kg CO <sub>2</sub> e) <sup>10</sup>	223,749,895	210,555,647	(6%)
Scope 1 GHG Emissions	63,857,044	68,212,262	7%
Scope 2 GHG Emissions (location-based)	159,892,851	142,343,385	(11%)
GHG Emissions Intensity (kg CO <sub>2</sub> e <sup>10</sup> /sq. ft.)	5.47	5.11	(7%)

## Water Use

	2023	2024	Change
Total Water (cubic meters)	7,654,466	6,808,658	(11%)
Keys Occupied	8,328,006	8,730,359	5%

## Water Intensity<sup>11</sup>

	2023	2024	Change
Water Intensity (gallons/sq. ft.)	49.83	43.69	(12%)
Water Intensity per Occupied Key (gallons)	242.48	206.02	(15%)

<sup>9</sup> Data includes our managed vacation ownership properties, sales galleries, and corporate offices, and excludes vacation ownership properties managed by third parties and third-party vacation properties at which our Aqua-Aston business provides management services.

<sup>10</sup> CO<sub>2</sub>e stands for carbon dioxide equivalent.

<sup>11</sup> 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 third-party vacation properties at which our Aqua-Aston 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 teams use 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.



# Destination – A Better World.

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2024 Corporate Responsibility Report