



2018

CORPORATE SOCIAL
RESPONSIBILITY REPORT



TO OUR VALUED STAKEHOLDERS

MAKING A DIFFERENCE, TOGETHER

This was **a year of transformation** — for our company, for our associates, and for our communities. Indeed, 2018 marked one of the most transformative years in our company’s more than 30-year history with the acquisition of ILG, Inc. in September, bringing together two of the most well-regarded global providers of premier vacation experiences and ushering in a new era of possibilities.

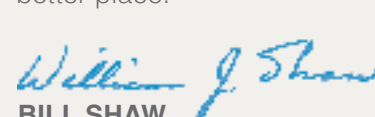
Together, we combine uniquely innovative histories in the vacation industry and share high standards of excellence and performance, along with a desire to **create positive impacts** in the many communities where we live and work. The power and passion of our people, which is reflected in our Corporate Social Responsibility Report, begins with the care we have for our associates.


In 2018, Marriott Vacations Worldwide received a coveted Gold Stevie Award as Company of the Year in Hospitality & Leisure, and was also once again recognized by Aon as a **Best Employer** in the U.S. and seven other countries in which we do business. Even more telling, we achieved a remarkable 86 percent overall engagement score, nine points above the Aon Global Best Employer benchmark.

Our associates, Owners, Members and guests continued the fight to end hunger, donating over 110,000 pounds of food to **Harvest for Hunger** to benefit our local communities. And as the first timeshare partner of **Clean the World Foundation**, the company’s contributions helped distribute 59,685 bars of soap in their hygiene kits and divert 21,460 pounds of waste from landfills. Associates also continued to drive change in creative ways, such as through our ongoing support of the **On Course Foundation**, helping 1,213 sick and injured veterans as of 2018.

Since our company’s beginnings in 1984, **Children’s Miracle Network Hospitals** has been a cause very near to our hearts. Our passionate associates, Owners, Members and guests raise funds throughout each year, and in 2018, our combined efforts totaled over \$1.9 million for local CMN Hospitals.

Together, the more than 22,000 associates of Marriott Vacations Worldwide are working to make their communities — and the world we all share — a better place.


BILL SHAW
Chairman of the Board


STEVE WEISZ
President & CEO

2018 *by the numbers*

COMMITMENT TO ASSOCIATES



22,457

ASSOCIATES
WORLDWIDE*

* Combined Company

86%

ASSOCIATE
ENGAGEMENT SCORE

35%

OF PLACEMENTS
WERE INTERNAL
PROMOTIONS

141

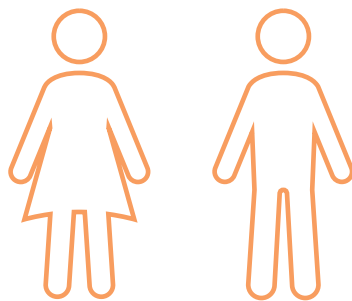
ASSOCIATE
WELLNESS EVENTS

55%

WOMEN*

44%

MEN*



* Combined Company



90.5%

GUEST SATISFACTION
SCORE

COMMITMENT TO EXCELLENCE



**2018 Aon
Hewitt
Best
Employer**

IN AUSTRALIA, FRANCE,
INDONESIA, IRELAND, SPAIN,
THAILAND, UNITED KINGDOM
AND UNITED STATES

**2018
FLORIDA
TREND
MAGAZINE
Best
Companies
to Work for
in Florida**



**Gold Stevie
Award
Winner**

FOR COMPANY
OF THE YEAR

2018 ORLANDO
SENTINEL

**TOP 100
Companies
in Central
Florida**

COMMITMENT TO COMMUNITY



\$305,000

CORPORATE
DONATIONS

\$306,476

IN-KIND DONATIONS

**Over \$1.9
million raised**

FOR CHILDREN'S
MIRACLE
NETWORK HOSPITALS



10,650

COMMUNITY SERVICE HOURS



59,685

SOAP BARS DONATED
TO CLEAN THE WORLD



**Over 110,000
pounds**

OF FOOD DONATED*

* Combined Company



More than 100 resorts and over 660,000 Owners and Members in a diverse portfolio that includes seven vacation ownership brands.

Exchange networks and membership programs comprised of more than **3,200 resorts in over 80 nations and nearly 2 million Members**, as well as management of more than 180 other resorts and lodging properties.

About us

Marriott Vacations Worldwide Corporation is a leading global vacation company that offers vacation ownership, exchange, rental, and resort and property management, along with related businesses, products and services.

As a leader and innovator in the vacation industry, the company upholds the highest standards of excellence in serving its customers, investors and associates, while maintaining exclusive, long-term relationships with Marriott International and Hyatt Hotels Corporation for the development, sales and marketing of vacation ownership products and services.

Our Brands

VACATION OWNERSHIP

Marriott Vacation Club® is a collection of upper-upscale vacation ownership programs with a diverse portfolio of 60 resorts, and more than 13,000 timeshare villas and other accommodations throughout the U.S., Caribbean, Europe, Asia and Australia. Marriott Vacation Club provides Owners and their families with the flexibility to enjoy a wide variety of vacation experiences that are characterized by the consistent high quality and warm hospitality for which the Marriott® name has become known. **Marriott Vacation Club Pulse®**, a brand extension of Marriott Vacation Club, offers properties in the heart of vibrant cities.

Sheraton Vacation Club provides enriching and unexpected vacation experiences in fun family destinations like Florida, South Carolina and Colorado. This collection of nine Sheraton-branded upper-upscale vacation ownership resorts, with over 3,000 units, allows Owners and guests to relax, play and experience what the world has to offer. Sheraton Vacation Club resorts are part of the Vistana Signature Network™.

Westin Vacation Club is a collection of 12 Westin-branded upper-upscale vacation ownership resorts, with over 2,000 units, located in some of the most sought-after destinations and designed with well-being in mind. From the world-renowned Westin Heavenly® Bed to an energizing WestinWORKOUT and revitalizing Heavenly Spa treatments, every element of a vacation stay is created to leave Owners and guests feeling better than when they arrived. Westin Vacation Club resorts are part of the Vistana Signature Network.

Grand Residences by Marriott® provides vacation ownership through fractional real estate and whole ownership offerings. Grand Residences by Marriott is dedicated to providing carefree property ownership.

The Ritz-Carlton Destination Club® is a vacation ownership program that provides luxurious vacation experiences for Members and their families commensurate with the legacy of The Ritz-Carlton® brand. The Ritz-Carlton Destination Club resorts include luxury villas and resort amenities that offer inspirational vacation lifestyles tailored to every Member's needs and expectations.

For connoisseurs who desire the finest in luxury living, the **St. Regis® Residence Club** offers distinctive privileges to Members who embrace the art of living in unforgettable destinations. Magnificent residences exude the timeless grandeur and glamour synonymous with the illustrious past of the St. Regis® brand.

As part of **Hyatt Vacation Ownership**, **Hyatt Residence Club** provides flexible access to global travel experiences through a diverse portfolio of boutique residential-style retreats. Set in unique destinations from Maui, Carmel and Aspen to Sedona, San Antonio and Key West, Hyatt Residence Club resorts deliver genuine Hyatt® care.



THE RITZ-CARLTON
DESTINATION CLUB



ST. REGIS
RESIDENCE CLUB



interval
INTERNATIONAL

EXCHANGE AND THIRD-PARTY MANAGEMENT

Interval International® operates membership programs for vacationers and provides value-added services to its developer clients and homeowners' associations. The exchange network is comprised of more than 3,200 resorts in over 80 nations. Through offices in 15 countries, Interval International offers high-quality products and benefits to resort clients and approximately 2 million families who are enrolled in various membership programs.

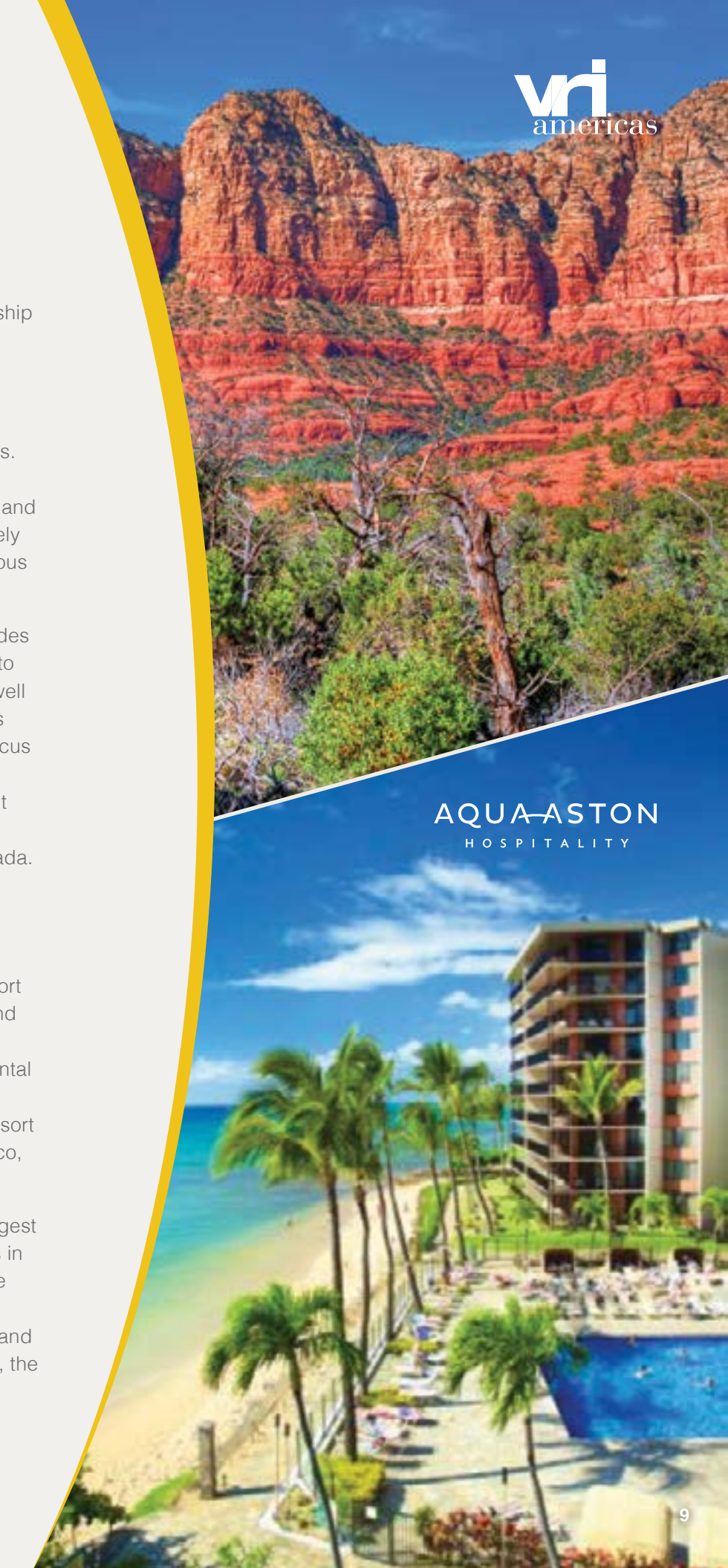
Trading Places® International (TPI) provides timeshare exchange and rental services to more than 300,000 vacation owners, as well as resort management services to resorts and homeowners' associations. With a focus on quality and value, the company offers a personal touch to the vacation owners it serves at resort and club locations in the mainland U.S., Hawai'i, Mexico and Canada.

Vacation Resorts International (VRI) provides resort and homeowners' association management services to the shared ownership industry, including resort operations and administration, finance and accounting, and reservations and owner services. VRI also operates a vacation rental program for resorts and clubs in North America, and manages more than 120 resort and club locations in 27 states and Mexico, representing about 250,000 intervals.

Aqua-Aston Hospitality® is one of the largest hotel and resort management companies in Hawai'i. Its nearly 40 resorts offer a range of options from full-service resorts and stylish boutique hotels to condominiums and comfortable budget properties in Hawai'i, the continental U.S. and Central America.



TRADING PLACES®
INTERNATIONAL



vri
americas

AQUA-ASTON
HOSPITALITY

Do the right thing

One of our core values is to always do the right thing and serve others. We feel it is our responsibility to better the communities where we do business and to enrich the lives of those around us.

Our social responsibility commitment blends corporate financial contributions with in-kind donations and the volunteer service of our associates around the world. We embrace the Marriott Spirit to Serve, The Ritz-Carlton Community Footprints and Advocate with Aqua-Aston philosophies to promote partnerships and initiatives that contribute to strengthening the communities in which we live and work.

CHARITABLE CONTRIBUTIONS

At **Marriott Vacations Worldwide**, we are passionate about giving to our communities. This is only made possible because of the dedication of the many associates and organizations that come together to make miracles happen. For us to make a tremendous and direct impact, we choose to give to causes and charities that align with our culture and our business.

We are proud to support the following organizations:

CHILDREN'S MIRACLE NETWORK HOSPITALS

CLEAN THE WORLD

ON COURSE FOUNDATION

FEEDING AMERICA

AUDUBON INTERNATIONAL

STEP UP FOR STUDENTS



THE SOURCE OF OUR GREATNESS

Our culture is the source of our greatness. We think of ourselves as a global family with unique values: caring relationships, empowerment, courage, a profound devotion to our mission, and a commitment to achieving success. These strengths — and more — are echoed in the values that define Marriott Vacations Worldwide.

Together, we can accomplish extraordinary things, and **#theMVWay** is a commitment to make a positive difference in each other's lives and the communities where we live and work.

There is nothing more important than the well-being of our associates. At Marriott Vacations Worldwide, well-being means more than physical wellness: professional fulfillment, financial comfort, positive social interaction and community engagement are all equally essential to wellness at work and in life. Marriott Vacations Worldwide is committed to the promotion of all aspects of associate well-being. It's **#theMVWay**.

GROW

We recognize the value of our associates and honor them as the most important asset to the company by promoting personal and professional growth at all levels. We foster a culture of innovation by providing associates with an opportunity to respectfully exchange ideas related to the business.

THRIVE

We contribute to the greater well-being of our associates through education and fun programs while celebrating our company's spirit, pride and unity.

CARE

We continuously strengthen our commitment to the community and the sustainability of our planet by inspiring our associates to give their time and talents to serve those in need.

#theMVWay



Our Culture of Fun. Our Spirit to Serve. Our Way.



Grow

Our company's most fundamental value is J. Willard Marriott's belief that to be a truly successful business, you must first take care of your associates. Over the past 30+ years, we have achieved many significant milestones, but none as important as the growth of our community of associates. Our business is unique, and each associate has an opportunity to make a difference in the lives of colleagues, Owners, Members and guests every day. Know this: We are committed to the development, empowerment and well-being of all our associates globally. Our company's diverse culture provides an environment where associates are respected, valued and encouraged to reach their full potential.



ASSOCIATE ENGAGEMENT

90.5%

GUEST SATISFACTION SCORE

From our work/life balance to our ongoing associate-focused events, our company is dedicated to helping our associates live healthy, happy and fulfilling lives. At Marriott Vacations Worldwide, we understand that our associates are truly the foundation of our company, and that our culture drives guest satisfaction. Amazing locations and impressive vacation accommodations aside, it all comes down to an associate — where training, experience and enthusiasm come together. Our philosophy that associates come first has led to impressive satisfaction scores from Owners, Members and guests.

ENGAGEMENT SURVEY

91%

PARTICIPATION RATE

86%

OVERALL ENGAGEMENT SCORE

Our annual Engagement Survey is a critical piece of our retention strategy. We are proud to report that the results are exceptional and provide a platform for our associates to be heard. The results are used to help each of our resort sites, call centers, corporate offices and other locations improve the associate experience. They are also a key metric for our leaders.

Unless noted, all numbers reflect legacy Marriott Vacations Worldwide only, and do not include legacy ILG.



ASSOCIATE APPRECIATION WEEK

The tireless commitment of our associates worldwide who provide the best vacation experiences to our Owners, Members and guests is a testament to our culture. To show our gratitude, Marriott Vacations Worldwide celebrates a full week each year dedicated to the appreciation of our associates.

Associate Appreciation Week is full of fun and collaborative team-building activities that celebrate milestones and hard work throughout the year. It is an event our associates look forward to, as it focuses on celebrating one another, having fun and serving the communities where we live and work.

ASSOCIATE DEVELOPMENT

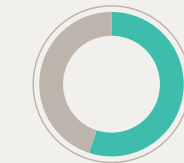
We cultivate a learning-rich environment where associates are prepared to succeed and are motivated to serve our Owners, Members and guests. In 2013, Marriott Vacations Worldwide made a determined and decisive commitment to learning with the creation of the Global Learning and Performance team. This team is dedicated to well-conceived and consistent development programs and resources for all our associates. These programs help to ensure our company is a wonderful place to start and maintain a fulfilling career, with faster track opportunities for growth.

In 2018, the Leadership Development program offered over 70 courses in North America, Europe and Asia Pacific.

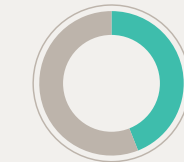
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GENDER DIVERSITY



55%
FEMALE*



44%
MALE*

* Combined Company



LEADERSHIP DEVELOPMENT PROGRAM

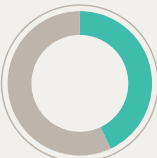
The Global Learning and Performance team is committed to providing leaders at Marriott Vacations Worldwide with the opportunity to develop their leadership skills. With a curriculum of 14 courses, the Leadership Development program provides associates the tools, resources and practice necessary to be successful leaders. In 2018, the team introduced two new courses. Building Accountability is a one-day course based on The New York Times bestselling leadership books, "The Oz Principle" and "How Did That Happen?" The Building Accountability workshop provides managers and senior leaders a proven methodology to follow that provides a positive, principled way of holding others accountable. Behavioral Coaching was also introduced in 2018. In this course, participants explore behavioral styles through the Everything DiSC assessment. It also provides an overview of the GROW for Coaching model of Marriott Vacations Worldwide.



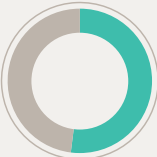
GLOBAL DIVERSITY AND INCLUSION

Marriott Vacations Worldwide firmly believes that a diverse and inclusive workforce strengthens our culture and gives the company a competitive advantage. We protect the rights of our associates and support the elimination of discriminatory practices with respect to employment and occupation. Our company celebrates individual differences and strives to create an inclusive environment that fosters mutual respect, diversity and equal opportunity for workplace advancement. We are committed to providing equal opportunities in all aspects of employment, regardless of national origin, age, religion, gender, gender identity, gender expression, sexual orientation, genetic information, disability or veteran status.

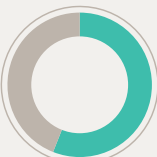
RACIAL AND GENDER DIVERSITY (US ONLY)



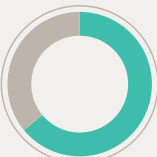
43%
MANAGEMENT PLACEMENTS:
MINORITIES



52%
MANAGEMENT PLACEMENTS:
WOMEN



56%
HOURLY PLACEMENTS:
MINORITIES



64%
HOURLY PLACEMENTS:
WOMEN

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OUR COMMITMENT TO INTEGRITY

Marriott Vacations Worldwide is committed to exemplary ethical behavior by all associates in every aspect of our business. Our policies require that all business is conducted with honesty and integrity, and in full compliance with all applicable laws. Our associates are required to comply with specific standards relating to legal obligations, ethics and business conduct. We require upper-level management to participate in an Annual Ethical Conduct Survey, and we also have in place a Legal and Ethical Steering Committee to oversee our legal and ethical compliance program and a Business Integrity Line to report ethical and legal concerns.

Marriott Vacations Worldwide supports human rights around the world and protects human rights within our sphere of influence. Adhering to these principles — and doing business with those who do the same — helps us maintain the respect and confidence of our associates, Owners, Members and guests.

Our Human Rights Policy aligns with government, business and public concerns about issues such as human trafficking and the exploitation of children. We do not recruit child labor, and we support laws to prevent and punish the crimes related to child labor and sexual exploitation of children. Additionally, we support programs and partnerships that help at-risk young people and their families prepare for and find meaningful employment.

TALENT ACQUISITION

Marriott Vacations Worldwide realizes that talent drives our future, and our robust college recruiting program helps us find top talent from some of the best schools around the country and offers the opportunity to join our company through our internships and Management Development program.

Internships offer a combination of on-the-job training and an introduction to our company's culture and values. Our Management Development program offers an immersion into the operations of one of our resorts for 6 to 12 months. It includes an extensive training program and opportunities to network with senior leaders. Upon completion of the program, successful participants are placed in management positions with Marriott Vacations Worldwide.

We also continue to look for talent internally, and the tenure of many of our top leaders and executives is a testament to the company's strategy of promoting from within.



141

WELLNESS EVENTS
HOSTED IN 2018 (US ONLY)

BENEFITS ASSOCIATES MAY ENJOY:

- Flu prevention
- Wellness Champions
- Free gym and fitness classes
- Employee Assistance Program
- On-site mammogram screening
- Finance educational series

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Thrive

Marriott Vacations Worldwide is dedicated to the well-being of our associates, and that includes encouraging them to live a balanced and healthy lifestyle. Our company's philosophy is that overall wellness encompasses mind, body and spirit, with each being equally important. As a result, several wellness events are hosted throughout the year.

Wellness events, led by Wellness Champions, range from yoga classes and treadmill challenges to charity walks — all to help associates have fun and improve their overall health.

Through the clubTHRIVE® program, associates are also involved with wellness for Owners, Members and guests — many of whom are active, health-conscious individuals who see their vacations as a way to break the cycle of their often stress-filled lives. Regardless of age or position in life, their desire to be and stay healthy is paramount. As a result, they want vacations that are wholesome and uplifting — benefiting both their physical and mental well-being. In support of this, Marriott Vacation Club created the clubTHRIVE activity program.

What makes clubTHRIVE unique is that it is completely customizable to the wants and needs of Owners, Members and guests and blends self-directed experiences with instructor-led classes based on the four elements:

Refuel: Providing well-balanced food and beverage choices and education on nutritional values.

Renew: Helping Owners, Members and guests achieve a “vacation mindset” through physical and sensory experiences.

Move: Offering cardio, strength and toning programs designed to be fun and as an alternative to a typical gym workout.

Explore: Providing opportunities to experience the resorts' locales in ways that are healthy, educational and fun.

Care

Marriott Vacations Worldwide believes in caring for the communities where our associates live and work. Our associates give back to their communities and support numerous organizations through our Spirit to Serve efforts. We are also committed to social responsibility through financial contributions, fundraising efforts and in-kind donations. Additionally, Marriott Vacations Worldwide strives to take responsibility for the environmental impact of business, both at and beyond our resorts.

THE SPIRIT TO SERVE

Every May, teams around the world celebrate Spirit to Serve Day by supporting these signature issues in their local communities:

Shelter and food

Environment

Readiness for hospitality careers

Vitality for children

Embracing global diversity and inclusion

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10,650

COMMUNITY SERVICE HOURS BY ASSOCIATES COMPLETED IN 2018

TOP PERFORMING SITES BY SERVICE HOURS

Marriott's Ocean Pointe

Marriott Vacations Worldwide Owner Services, Salt Lake City Call Center

Marriott Vacation Club Pulse® at Custom House, Boston

Marriott's Ko Olina Beach Club

Marriott's Newport Coast® Villas



Children's
Miracle Network
Hospitals

MAKING MIRACLES HAPPEN

In 1983, as part of Marriott International, we began our relationship with Children's Miracle Network Hospitals. And today, we remain a long-standing corporate partner. Since the inception of this relationship, Marriott International has raised over \$130 million for Children's Miracle Network Hospitals throughout North America. Our brands have continued this legacy and support of Children's Miracle Network Hospitals since Marriott Vacations Worldwide became an independent public company in 2011. Our associates, Owners, Members and guests raise funds through hosting large-scale events like the Caring Classic golf tournament, conducting unique fundraising opportunities at our resorts and participating in The Torch Relay for Children's Miracle Network Hospitals.

MORE THAN

\$1.9 million

DONATED TO CHILDREN'S MIRACLE
NETWORK HOSPITALS IN 2018

2018 TOP FUNDRAISING RESORTS

Marriott's Ko Olina Beach Club
Marriott's Grand Chateau®
Marriott's Newport Coast® Villas
Marriott's Maui Ocean Club
Marriott's Grande Vista

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CARING CLASSIC GOLF TOURNAMENT: CARING FOR THE CHILDREN OF CENTRAL FLORIDA

Since 1997, Marriott Vacations Worldwide has hosted the Caring Classic golf tournament which raises funds to ensure that the youngest, most fragile patients continue to receive the most advanced care possible. This is only made possible because of the passion and dedication of so many valued partners and associates who come together to make miracles happen for so many sick children in our community.

Proceeds from the Caring Classic directly benefit pediatric and neonatal programs at Arnold Palmer Hospital for Children. The hospital uses these funds to invest in life-saving medical equipment and advance critical research projects. They also pay for uncompensated care and provide a wide range of services that might not otherwise be possible.

As an extension of the Caring Classic, we hosted our second annual Bands for Babies raffle benefiting Children's Miracle Network Hospitals at our Orlando corporate headquarters. Through the support of our amazing associates, we raised more than \$10,000 to support the everyday miracles that take place at Arnold Palmer Hospital through this event.

MORE THAN

\$2.7 million

HAS BEEN RAISED OVER THE PAST 21 YEARS
TO HELP THOUSANDS OF SICK CHILDREN

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TORCH RELAY

Marriott Vacations Worldwide has been a major partner for the Torch Relay for Children's Miracle Network Hospitals since the event's inception. Participants can walk or run in one of several different Torch Relay events throughout the United States to raise money for their local Children's Miracle Network Hospital. The Torch Relay began in Florida in 2002 as a continuous relay, starting in Miami and ending in Orlando.

In 2003, the event expanded to include north Florida and Georgia. The first coast-to-coast relay was held in 2005 and has continued to grow. Since 2002, the Torch Relay has raised nearly \$1.03 million for Children's Miracle Network Hospitals nationwide.

Each year, Marriott Vacations Worldwide is a corporate sponsor of the Torch Relay, and our associates make significant contributions through fundraising dollars, volunteer efforts and leadership of the event.

THE TREADMILL CHALLENGE

For the second consecutive year, associates took the initiative to get a head start on raising funds for the Torch Relay with a Treadmill Challenge. It started with associates at Marriott's Oceana Palms challenging associates at other properties and the corporate offices to sweat it out on a treadmill for a 24-hour relay. For every treadmill continuously occupied for 24 hours, funds were raised to benefit Children's Miracle Network Hospitals.

NEARLY
\$1.03 MILLION
RAISED FOR CHILDREN'S MIRACLE NETWORK
HOSPITALS THROUGH THE 2018 TORCH RELAY

2018 TOP FUNDRAISING RESORTS

Marriott's Grand Chateau®
Marriott's Desert Springs Villas
Marriott's SurfWatch®
Marriott's Barony Beach Club
Marriott's OceanWatch at Grande Dunes®

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HELPING PRESERVE HAWAI'I'S CORAL REEFS

Aqua-Aston Hospitality®, our wholly-owned subsidiary, prides itself on environmental stewardship. With hotels and resort-condos throughout the Hawaiian Islands, Aqua-Aston Hospitality is dedicated to preserving coral reefs and marine life by raising public awareness about the environmental benefits of using mineral-based sunscreen.

Hawai'i's coral reefs account for 85 percent of all coral reefs in the U.S. According to a 2015 study by the Archives of Environmental Contamination and Toxicology, oxybenzone — a chemical commonly used in sunscreen — was directly linked to the declining health of Hawai'i's coral reefs. This finding was supported by the National Oceanic and Atmospheric Administration (NOAA), which called for immediate action, citing global warming and water pollution from agriculture and sunblock as the top reasons of the coral bleaching crisis. Research also showed that reef-safe sunscreens were often difficult to find in stores in Hawai'i.

In 2017, Aqua-Aston Hospitality created a reef preservation initiative to raise public awareness about the harmful effects that sunscreens containing oxybenzone can have on coral. As part of the initiative, Aqua-Aston Hospitality offered reef-safe sunscreen samples to guests at check-in, installed complimentary reef-safe sunscreen dispensers in public spaces and offered full-sized reef-safe sunscreen at community events in Hawai'i. They also ran extensive public service announcements on TV and radio in Hawai'i and persuaded major players in the tourism industry to join the cause.

After a year, producers of reef-safe sunscreens reported that sales grew in Hawai'i by a record 8 percent, in addition to a 30 percent increase in the number of stores where reef-safe products were available. In 2018, Aqua-Aston Hospitality was recognized by the State of Hawai'i for its reef preservation efforts. Hawai'i also passed the first bill in the world to ban the sale of sunscreen products containing oxybenzone.

MORE THAN
80,000
SAMPLES OF REEF-SAFE
SUNSCREEN DISTRIBUTED





CLAYS FOR KIDS TOURNAMENT

Since 2000, our corporate office in Lakeland, Florida, has raised \$665,000 from numerous fundraising events. One of their most successful events is a sporting clays tournament to benefit Children's Miracle Network Hospitals. Clays for Kids is an all-day outdoor event with our corporate sponsors and partners participating in fundraising activities, all to benefit the John Hopkins All Children's Hospital in St. Petersburg, Florida.

OVER
\$50,000
RAISED DURING THE 2018 EVENT



STEP UP FOR STUDENTS

Marriott Vacations Worldwide supports Step Up for Students, a program that provides scholarships so low-income children can find the best school for their learning needs.

Step Up for Students helps Florida parents who lack financial resources with scholarships that give them the ability to send their child to a school that provides the best learning environment for their unique needs. To date, Marriott Vacations Worldwide has donated \$1,050,000, which has created 173 scholarships for Florida students.

\$200,000
DONATED FOR THE 2018 – 2019
SCHOOL YEAR

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ON COURSE FOUNDATION

On Course Foundation provides long-term rehabilitation and vocational benefits for injured, wounded and sick service members and veterans through golf instruction, work experience and jobs in the golf industry. By using the game of golf, this charity provides injured service members and veterans with the opportunity to play in the only game with a level playing field due to the golf handicap system.

With our experience in the golf industry and our existing golf programs, supporting the On Course Foundation was a natural fit for Marriott Vacations Worldwide. We became proud supporters when the United States Foundation launched in 2013, and have assisted through corporate financial contributions, employment guidance and in-kind donations, such as the use of our golf facilities and stays at our resorts.

1,213
SICK AND INJURED VETERANS
HAVE BENEFITED FROM THE FOUNDATION

338
HAVE EXPERIENCED EMPLOYMENT
SUCCESS THROUGH WORK EXPERIENCE
OR EMPLOYMENT IN THE GOLF INDUSTRY





HARVEST FOR HUNGER GLOBAL FOOD DRIVE

In 2018, Marriott Vacations Worldwide continued the fight to end hunger by donating over 110,000 pounds of food as a result of our annual global food drive. Throughout November, nonperishable food items were donated by associates, Owners, Members and guests at participating Marriott Vacation Club resorts and Marriott Vacations Worldwide offices around the globe. All donations benefited local food banks.

In its inaugural year (2015), Harvest for Hunger collected over 50,000 pounds of food with the support of company sites and offices worldwide. In 2016, Marriott Vacations Worldwide and Marriott Vacation Club properties surpassed the previous year's donation by 17 percent, exceeding our goal of 30 tons of food. In 2017, we topped our goal of 40 tons of food, improving 2016 donations by 62 percent. And in 2018, we met our goal of 55 tons of food, once again improving over the previous years' results.

MORE THAN
110,000 pounds
OF FOOD DONATED IN 2018*



FIGHTING TO END HUNGER IN OUR COMMUNITIES

The Lobby Food Basket program — introduced to all Marriott Vacation Club resorts in 2010 — provides an opportunity for Owners, Members and guests to donate nonperishable food items during their stay or at check-out to support a local food bank. This donation program establishes a connection between Owners, Members, guests and the community where they vacation.

8,311 pounds
OF FOOD COLLECTED IN 2018*



Unless noted, all numbers reflect legacy Marriott Vacations Worldwide only, and do not include legacy ILG.

* Combined Company



GIVING HOPE WITH SOAP

In 2012, Marriott Vacation Club became the first timeshare partner of Clean the World Foundation. The foundation recycles partially used bars of soap and bottled amenities from resorts in the United States and distributes the reconstructed soap and hygiene kits to communities that lack access to the essential items.

Every day, 5,500 children around the world die from diseases, such as acute respiratory illness and intestinal disease, that can be prevented by washing with soap. Clean the World has a mission to put soap in the hands of people who need it most to improve hygiene and sanitation conditions, reduce the impact of disease, and promote better hygiene and living conditions worldwide.

21,460 pounds

OF WASTE DIVERTED FROM LANDFILLS

59,685 bars

OF SOAP DISTRIBUTED

20,538 plastic bottles

USED IN HYGIENE KITS

7,702 pounds

OF PLASTIC RECYCLED

Unless noted, all numbers reflect legacy Marriott Vacations Worldwide only, and do not include legacy ILG.



GREEN INITIATIVE

The Marriott Vacations Worldwide Green Initiative began at our corporate headquarters and has continued to roll out to resorts worldwide. Each Marriott Vacation Club resort has established its own Green Team to manage its environmental efforts. Green Teams include volunteer associates from a variety of departments who meet monthly to determine an environmental action plan and monitor the daily conservation efforts on-site.

Through the efforts of these Green Teams, many resorts have adopted more environmentally conscious practices, and associates are able to make a positive impact on their local communities. The majority of our resorts have transitioned to LED light bulbs and ENERGY STAR® appliances. Our resorts also purchase environmentally friendly products and provide Owners, Members and guests with recycling options. Additionally, Marriott Vacations Worldwide encourages associates to use environmentally conscious commuting options when possible. Carpooling is encouraged, and many associates walk, bike or take public transportation to work. Several resorts participate in Bike to Work week, and some have implemented a shuttle service for associates on peak days.

CONSERVATION INITIATIVES AT MARRIOTT VACATION CLUB RESORTS

- Lighting timer/sensors
- LED light bulbs
- Low-flow faucets and showerheads
- ENERGY STAR appliances
- Environmentally friendly products
- Charge stations for electric vehicles
- Resort Green Teams



AUDUBON INTERNATIONAL

In 2011, our Marriott Vacation Club brand committed to enroll all its properties in Audubon International's Green Lodging program. Audubon International is an international conservation and environmental education organization. The Green Lodging program provides third-party verification that hotels and lodging facilities have met environmental best-practice standards and demonstrate a strong commitment to water quality, water conservation, waste minimization, resource conservation and energy efficiency.

In addition, Marriott Vacation Club participates in the Audubon Cooperative Sanctuary Program for Golf, which is an award-winning education and certification program that helps golf courses protect our environment and preserve the natural heritage of the game of golf. By helping people enhance the valuable natural areas and wildlife habitats that golf courses provide — which improves efficiency and minimizes potentially harmful impacts of golf course operations — the program serves as a vital resource for golf courses. Marriott's Grande Vista and Marriott's Shadow Ridge were the first two resorts to be designated as Green Resorts by Audubon International. The same resorts also achieved certification in the Audubon Cooperative Sanctuary Program for Golf.

AUDUBON PLATINUM CERTIFIED RESORTS

- Marriott Grand Residence Club®, Lake Tahoe
- Marriott's Ko Olina Beach Club
- Marriott's Maui Ocean Club
- Marriott's Cypress Harbour



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Grow Thrive Care

Our Culture of Fun. Our Spirit to Serve. Our Way.

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