

MARRIOTT
VACATIONS
WORLDWIDE
SM



2019

CORPORATE SOCIAL
RESPONSIBILITY REPORT



OUR ASSOCIATES, OUR COMMUNITIES: BETTER TOGETHER

This was a year of coming together — as a company, as associates, and as communities. In 2019, we saw perhaps the most significant collaboration in our company's 35-year history, bringing together two of the most well-regarded global providers of premier vacation experiences and exploring new shared possibilities.

Ours is now a united family of distinct brands and businesses. And while each brings its own uniquely innovative history in the vacation industry, all 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. We couldn't be prouder to once again earn the Kincentric Best Employer designation in the U.S. and seven other countries in which we do business. By our associates' own measure, we achieved an 80% overall engagement score, even during a year of great transition.

This recognized engagement carried over into our communities, where our associates embody a culture of caring through community service for a variety of organizations. Marriott Vacations Worldwide's commitment to social responsibility included raising \$2.1 million for Children's Miracle Network Hospitals. The organization, benefiting local children's hospitals in our respective communities, has been close to the hearts of our associates since the company's inception in 1984.

Our associates, Owners, Members and guests continued the fight to end hunger, donating more than 125,000 pounds of food to Harvest for Hunger, our annual food drive to benefit our local communities. And as the first timeshare partner of Clean the World

Foundation, the company's contributions helped distribute 26,832 bars of soap in their hygiene kits and divert 11,700 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 1,406 sick and injured veterans as of 2019.

Marriott Vacations Worldwide was honored with not one, but two coveted Gold Stevie Awards in Hospitality & Leisure for 2019: Company of the Year and Customer Service Department of the Year. An additional Bronze Stevie Award for Corporate Social Responsibility Program of the Year recognized our annual Caring Classic golf tournament, which has benefited Orlando Health Arnold Palmer Hospital for Children — the local Children's Miracle Network Hospital in Central Florida — for 22 years.

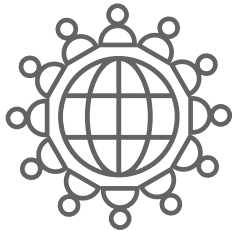
Today, the unprecedented impacts of a global pandemic continue to unfold. And the voices for greater social justice continue to grow. Amid these far-reaching events of 2020, we are working to build on our commitment to our associates, customers and communities with a dedicated, more holistic focus in 2021 on Environmental, Social and Governance issues. Because what we believe as a core tenet of our success as a company also holds true of our global citizenship: We are always better when we work together. And together, our associates around the globe 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

2019 *by the numbers*

COMMITMENT TO ASSOCIATES



21,891
ASSOCIATES WORLDWIDE

96
ASSOCIATE
WELLNESS
EVENTS

80%
ASSOCIATE
ENGAGEMENT
SCORE

31%*
INTERNAL
PROMOTIONS

* Percentage of placements filled by internal candidates.

 **55%**
WOMEN

 **45%**
MEN



87.5%**
VACATION
OWNERSHIP GUEST
SATISFACTION
SCORE

** Number representative of Marriott Vacation Club®, Sheraton® Vacation Club, Westin® Vacation Club, Harborside Resort at Atlantis, Vistana Beach Club, and Hyatt Residence Club.

COMMITMENT TO EXCELLENCE

2019 KINCENTRIC
BEST EMPLOYER
IN AUSTRALIA,
FRANCE,
INDONESIA,
IRELAND, SPAIN,
THAILAND, UNITED
KINGDOM, AND
UNITED STATES

GOLD STEVIE
AWARDS FOR
COMPANY AND
CUSTOMER
SERVICE
DEPARTMENT OF
THE YEAR

AQUA-ASTON
HOSPITALITY WAS
RECOGNIZED BY
HOSPITALITY SALES
AND MARKETING
ASSOCIATION
INTERNATIONAL
FOR ITS REEF-
SAFE SUNSCREEN
PROGRAM

ARDA CIRCLE
OF EXCELLENCE
(ACE) AWARD
FOR CUSTOMER
SERVICE

COMMITMENT TO COMMUNITY



\$270,000

CORPORATE
DONATIONS

\$326,700

IN-KIND
DONATIONS



3,765

COMMUNITY
SERVICE HOURS



26,832

SOAP BARS
DONATED
TO CLEAN THE
WORLD

MORE THAN
\$210,000
RAISED BY
EXCHANGE AND
THIRD-PARTY
MANAGEMENT
BUSINESSES

**Over \$2.1M
raised**

FOR CHILDREN'S
MIRACLE NETWORK
HOSPITALS

**Over
125,000
pounds**

OF FOOD DONATED

Marriott Vacations Worldwide encompasses more than 100 resorts and over 660,000 Owners and Members in a diverse portfolio that includes seven vacation ownership brands.

Our exchange networks and membership programs are comprised of more than **3,200 resorts in over 80 nations and nearly 2 million Members**, as well as management of more than 170 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 more than 60 resorts, and more than 13,000 vacation 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 villas, 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 Westin-branded upper-upscale vacation ownership resorts, with nearly 1,800 villas, 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.



GRAND
RESIDENCES
by Marriott



THE RITZ-CARLTON
DESTINATION CLUB



ST. REGIS
RESIDENCE CLUB



HRC
HYATT
RESIDENCE CLUB



interval
INTERNATIONAL



TRADING PLACES®
INTERNATIONAL

our businesses

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 almost 3,200 resorts in over 80 nations. Through offices in 14 countries, Interval International offers high-quality products and benefits to resort clients and nearly 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 24 states and Mexico, representing more than 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.



AQUA-ASTON
HOSPITALITY



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 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. Our core values provide the framework for a *life, fulfilled*.

OUR VISION

Build long-lasting relationships with our customers and associates to help them live their lives to the fullest.

OUR MISSION

Create the most successful, expansive, and immersive world of vacation and leisure experiences so our customers and associates can live more fulfilling lives, and in doing so continuously deliver value for our shareholders.

OUR CORE VALUES

CARING CULTURE

CUSTOMER-OBSESSED

INTEGRITY FIRST

EXCELLENCE ALWAYS

BETTER TOGETHER





LIVING OUR VALUES:

integrity first

One of our core values is Integrity First — 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.

We hold ourselves to the highest moral and ethical standards. We treat each other and our customers with the utmost respect and honor our company's commitment to transparency.

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 MANY ORGANIZATIONS INCLUDING THE FOLLOWING:

Children's Miracle Network Hospitals

Clean the World

On Course Foundation

Feeding America

Audubon International

United Way





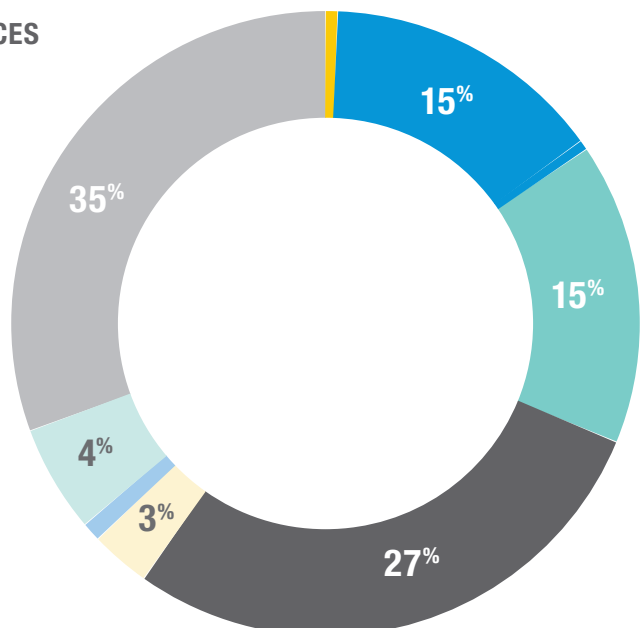
LIVING OUR VALUES:

better together

“We” always supersedes “me.” We believe in the power of collaboration and open communication. We challenge each other to learn and grow and celebrate our collective achievements while having fun and winning together as one team.

STRENGTH IN DIVERSITY

As a vacation company, ours is the business of bringing people together. Like our customers, our associates come from diverse backgrounds, offering invaluable distinct perspectives. Such consciously composed teams around the globe work in harmony together to deliver great vacations for every guest.



LIVING OUR VALUES:

customer obsessed

Our business is built on establishing long-lasting relationships with our customers. We put our customers at the center of every decision we make.



HOW WE MEASURE SUCCESS

CUSTOMER ENGAGEMENT

87.5%*

VACATION OWNERSHIP GUEST SATISFACTION SCORE

Happy, healthy, fulfilled associates create fulfilling vacation experiences for our customers. Our associates are the strong foundation of our company, embodying a culture that drives guest satisfaction. Prime vacation locations and premium vacation accommodations aside, it all comes down to an associate; training, experience and enthusiasm come together in a million moments of passionate service. This bedrock philosophy that associates come first has led to impressive satisfaction scores from our Owners, Members and guests.

* Number representative of Marriott Vacation Club®, Sheraton® Vacation Club, Westin® Vacation Club, Harborside Resort at Atlantis, Vistana Beach Club, and Hyatt Residence Club.

ASSOCIATE ENGAGEMENT SURVEY

92%

PARTICIPATION RATE

80%

OVERALL ENGAGEMENT SCORE

Our annual Engagement Survey is a critical piece of our retention strategy. It provides a platform for our associates to be heard, measuring employee engagement, agility, engaging leadership, and talent focus. We are proud of the exceptional results of our first survey with the newly combined company, in the top quartile of our global external benchmarks against Kincentric's robust database of nearly 15 million employees in leading organizations. 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.

LIVING OUR VALUES:

excellence always

We champion innovation. We support continuous growth delivering on brand promises and providing world-class products and services. We embrace continuous change and taking risks as we evolve our company.



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, in 2019 and years prior, Marriott Vacations Worldwide celebrated a full week 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

Marriott Vacations Worldwide seeks to cultivate a learning-rich environment where associates are prepared to succeed and are motivated to serve our Owners, Members, and guests. Our Global Learning and Performance team is dedicated to the development and deployment of programs and resources for all our associates. Marriott Vacations Worldwide's learning programs are designed to help ensure our company is a wonderful place to start and maintain a fulfilling career, with increased opportunities for growth.

In 2019, the Leadership Development Program offered 79 course sessions to 1,499 class participants in North America, Europe, and Asia-Pacific, with an overall satisfaction score of 98.5%.

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 distinct courses, the Leadership Development Program provides associates the tools, resources, and practice necessary to be successful leaders. In response to continued business growth and change in 2019, the team introduced a new Leading Change course for leaders. This one-day learning experience allows participants to identify their preferred change style and develop a plan to successfully lead their team through a change initiative using the company's GROW for Leading Change model.



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

INCLUSION AND DIVERSITY

Diverse backgrounds and perspectives have always made us Better Together, and they remain core to our success. That's why we continually build upon our strong culture of inclusion and diversity through our values and actions.

In 2019, our associates shared that they had positive perceptions of inclusion and diversity at Marriott Vacations Worldwide, indicating more positive perceptions than Kincentric's* Global Best Employer benchmark (85%). As a company, we continued to exceed the DiversityInc Top 50 organizations in the diversity of our overall workforce (representation of women and people of color) and within management positions (representation of women and people of color in management roles). We also continued to make progress with recruiting efforts related to the placement of women and people of color in management roles.

Consistent with our values, we are committed to continuing to promote a culture of inclusion and champion diversity both inside and outside of our organization.

** Kincentric is a third-party vendor and expert in employee engagement, people strategy, organizational culture, leadership assessment and development, and HR advisory services.*

ETHNIC BACKGROUND AND GENDER DIVERSITY IN HIRING (U.S. ONLY)



42%

**MANAGEMENT PLACEMENTS:
PEOPLE OF COLOR**



48%

**MANAGEMENT PLACEMENTS:
WOMEN**



65%

**HOURLY PLACEMENTS:
PEOPLE OF COLOR**



57%

**HOURLY PLACEMENTS:
WOMEN**





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. 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. 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 programs and partnerships that help at-risk young people and their families prepare for and find meaningful employment.

We have developed a comprehensive training and awareness program for our associates for indications of situations where human trafficking cases may be suspected. This training aligns with federal and local organizations and law enforcement agencies.

TALENT ACQUISITION

Marriott Vacations Worldwide realizes that talent drives our future. 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. The tenure of many of our top leaders and executives is a testament to the company's strategy of promoting from within. In 2019, nearly a third of our new position placements came from existing associates.



96

WELLNESS EVENTS
HOSTED IN 2019 (U.S. ONLY)

BENEFITS ASSOCIATES MAY ENJOY:

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





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 four key 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 a fun alternative to a typical gym workout.

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



LIVING OUR VALUES:

caring culture

We are devoted to the personal development of associates. We act with genuine concern for the well-being of others. We care deeply and respond quickly to the needs of each other, our customers, and our communities.

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





3,765

**COMMUNITY SERVICE HOURS BY
ASSOCIATES COMPLETED IN 2019**

TOP PERFORMING SITES BY SERVICE HOURS

- Marriott's Grand Chateau®
- Marriott's Ocean Pointe
- Marriott's Ko Olina Beach Club
- Marriott's Lakeshore Reserve
- Marriott's Playa Andaluza



**Children's
Miracle Network
Hospitals**

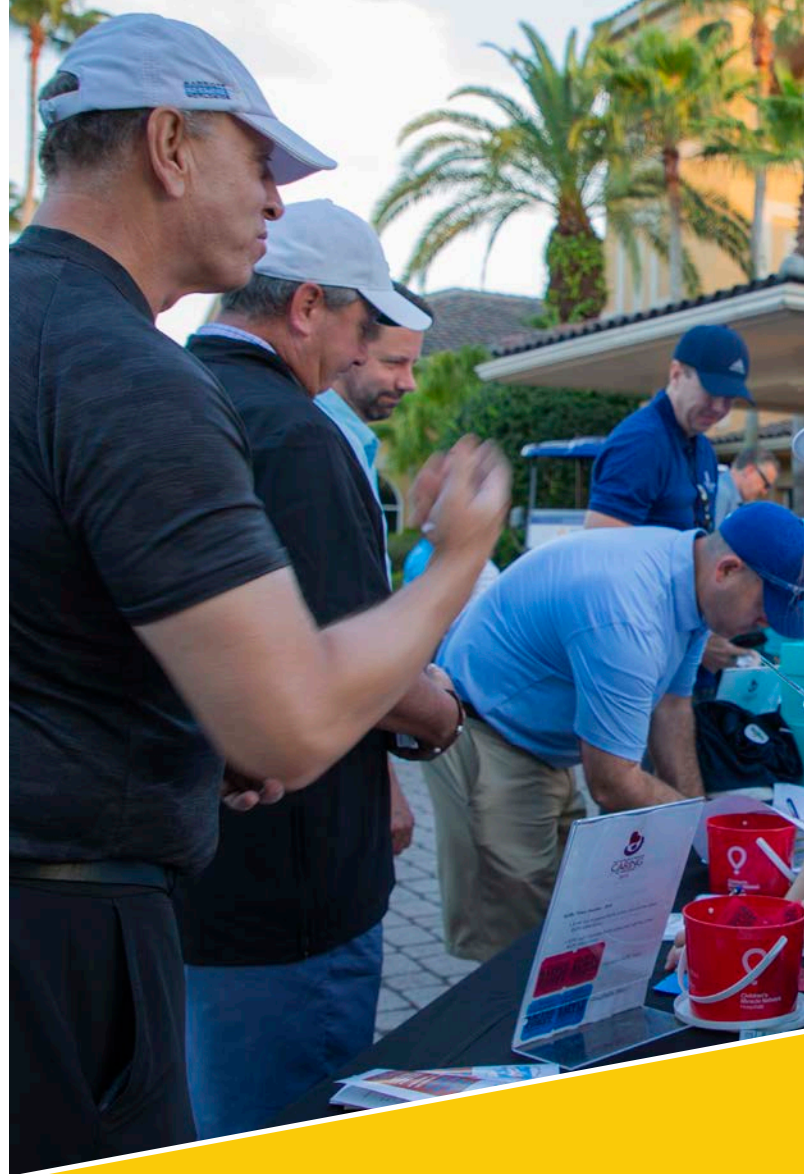
MAKING MIRACLES HAPPEN

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. 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.

BANDING TOGETHER

In partnership with Children's Miracle Network Hospitals, many of our vacation resorts offered special RFID chip-enabled Miracle Band Keys. The waterproof bands, available for purchase at check-in, gave Owners and guests easy access to their rooms and other resort facilities. Resorts raised more than \$230,000 in 2019 for local Children's Miracle Network Hospitals to help sick and injured kids in that community.

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.



MORE THAN

\$2.1M

**DONATED TO CHILDREN'S MIRACLE
NETWORK HOSPITALS IN 2019**

2019 TOP FUNDRAISING RESORTS

Marriott's Grande Vista

Marriott's Ko Olina Beach Club

Marriott's Maui Ocean Club

Marriott's Grand Chateau®

Marriott's Newport Coast® Villas



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 Orlando Health 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 annual associate raffle benefiting Children's Miracle Network Hospitals at our Orlando corporate headquarters. Through the support of our amazing associates, we raised more than \$18,000 in 2019 to support the everyday miracles that take place at Arnold Palmer Hospital.

NEARLY

\$3M

HAS BEEN RAISED THROUGH THE ANNUAL CARING CLASSIC GOLF TOURNAMENT OVER THE PAST 22 YEARS TO HELP THOUSANDS OF SICK AND INJURED CHILDREN





THE TORCH RELAY FOR CMN HOSPITALS

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 more than \$16 million for Children's Miracle Network Hospitals nationwide.

From the beginning, Marriott Vacations Worldwide has been a corporate sponsor of The Torch Relay, and our associates make significant contributions through participant fundraising, volunteer efforts, and leadership of the event.



THE TREADMILL CHALLENGE

For the third consecutive year, associates took the initiative to get a head start on raising funds for The Torch Relay with a multi-site Treadmill Challenge. This event 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.

MORE THAN

\$1.1M

RAISED FOR CHILDREN'S MIRACLE NETWORK HOSPITALS THROUGH THE 2019 TORCH RELAY

2019 TOP FUNDRAISING RESORTS

Marriott's SurfWatch®

Marriott's OceanWatch at Grande Dunes®

Marriott's Grand Chateau®

Marriott's Desert Springs Villas

Marriott's Barony Beach Club



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 since 1948, 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% 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 samples 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%, in addition to a 30% increase in the number of stores where reef-safe products were available. In 2019, Aqua-Aston Hospitality was recognized by the State of Hawai'i for its reef preservation efforts at the inaugural World Reef Day. Hawai'i also passed the first bill in the world to ban the sale of sunscreen products containing oxybenzone.

MORE THAN

130,000

**SAMPLES OF REEF-SAFE
SUNSCREEN DISTRIBUTED**





CLAYS FOR KIDS TOURNAMENT

Since 2000, our corporate office in Lakeland, Florida, has raised \$755,000 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 Johns Hopkins All Children's Hospital in St. Petersburg, Florida.

OVER

\$90,000

RAISED DURING THE 2019 EVENT



GREAT HEIGHTS ACADEMY

Since 2016, Interval International® has supported Great Heights Academy — a K–12 school for children with special needs in Miami, Florida — with financial assistance and associate volunteer hours. Projects have included improvements to the facility, including a surprise “makeover” of the school, sponsoring and helping to build a kitchen and life-skills area, and hosting a day-long outing at the Dolphin Research Center in Key Largo, Florida.

NEARLY

\$10,000

RAISED IN 2019





**Children's
Miracle Network
Hospitals**

ROOT BEER FLOAT DAY

Our associates are always looking for cool ways to help their communities. During the week of August 6, "National Root Beer Float Day," participating resorts and corporate offices across the U.S. and Canada host Root Beer Float Day events. Associates serve frosty floats to Owners, Members, guests, and fellow associates, with all proceeds going to their local Children's Miracle Network Hospital.

NEARLY

\$3,000

**RAISED TO HELP FUND CRITICAL TREATMENTS
AND HEALTHCARE SERVICES, PEDIATRIC
MEDICAL EQUIPMENT, AND CHARITABLE CARE**



ON COURSE FOUNDATION

The 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.

1,406

**SICK AND INJURED VETERANS
HAVE BENEFITED FROM THE FOUNDATION**

424

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







HARVEST FOR HUNGER GLOBAL FOOD DRIVE

In 2019, Marriott Vacations Worldwide continued the fight to end hunger by donating over 125,000 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 our participating vacation resorts and 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 the company sites and offices worldwide. This year's donations of more than 125,000 pounds provided the equivalent of more than 100,000 meals for people in need. Since its launch, Harvest for Hunger has collected and donated more than 212.5 tons — or 425,000 pounds — of nonperishable items for community food banks around the world.

MORE THAN

125,000 pounds

OF FOOD DONATED IN 2019

MORE THAN

425,000 pounds

OF FOOD DONATED SINCE 2015



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.

3,777 pounds

OF FOOD COLLECTED IN 2019



Clean the World®

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.

11,700 pounds

OF WASTE DIVERTED FROM LANDFILLS

26,832 bars

OF SOAP DISTRIBUTED

6,669 pounds

OF PLASTIC RECYCLED





GREEN INITIATIVE

The Marriott Vacations Worldwide Green Initiative began at our corporate headquarters and has continued to roll out to Marriott Vacation Club® resorts worldwide. Each 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

MARRIOTT
VACATIONS
WORLDWIDESM

VAC
LISTED
NYSE

VACATION
OWNERSHIP



EXCHANGE &
THIRD-PARTY
MANAGEMENT

