



Global Reporting Initiative Index

Our Social Responsibility report has been prepared in accordance with the GRI Standards: Core option, which include an internationally-recognized set of indicators to reporting on economic, environmental and social aspects of business performance. For additional information on the GRI Standards, please visit [globalreporting.org](https://www.globalreporting.org).

To assist readers, this GRI Index includes references to content in this report in addition to external sources on our corporate website.

I. General Disclosures

Disclosure	Description	References
Organizational Profile		
102-1	Name of the organization	Travel + Leisure Co.
102-2	Activities, brands, products, and services	Our Company, page 8 Company Overview
102-3	Location of headquarters	Our corporate headquarters is located at 6277 Sea Harbor Drive in Orlando, Florida 32821 Company Overview
102-4	Location of operations	Our Company, page 8
102-5	Ownership and legal form	Travel + Leisure Co. (“TNL”) is a publicly traded corporation on the New York Stock Exchange
102-6	Markets served	Our Company, page 8 Company Overview Investor Presentation (May 2021)
102-7	Scale of the organization	Our Company, page 8 2020 10-K Filing, page 3 Company Overview Investor Presentation (May 2021)

<p>102-8</p>	<p>Information on employees and other workers</p> <p>**reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</p>	<p>Performance and Metrics, page 98</p> <p>All figures are based on contracted at will active associates identified as full-time and part-time in our HR information system as of December 31, 2020. Part-time associates comprise 7% of our workforce. Temporary workers, which include contractors and/or seasonal associates, are not a significant amount of the workforce. The data extracted and compiled from our HR information system.</p> <table border="0"> <tr> <td>Female</td> <td>8,390</td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>6,772</td> <td></td> <td></td> </tr> <tr> <td>Not Declared</td> <td>378</td> <td></td> <td></td> </tr> <tr> <td>Grand Total</td> <td>15,540</td> <td></td> <td></td> </tr> </table> <table border="1"> <thead> <tr> <th>Country</th> <th>Associates</th> <th>Country</th> <th>Associates</th> </tr> </thead> <tbody> <tr><td>Argentina</td><td>3</td><td>Mexico</td><td>564</td></tr> <tr><td>Australia</td><td>917</td><td>New Zealand</td><td>45</td></tr> <tr><td>Brazil</td><td>15</td><td>Philippines</td><td>364</td></tr> <tr><td>Canada</td><td>197</td><td>Portugal</td><td>17</td></tr> <tr><td>China</td><td>21</td><td>Singapore</td><td>84</td></tr> <tr><td>Colombia</td><td>2</td><td>South Africa</td><td>77</td></tr> <tr><td>Egypt</td><td>8</td><td>Spain</td><td>5</td></tr> <tr><td>Fiji</td><td>242</td><td>Thailand</td><td>50</td></tr> <tr><td>Finland</td><td>9</td><td>Turkey</td><td>2</td></tr> <tr><td>Greece</td><td>7</td><td>United Kingdom</td><td>150</td></tr> <tr><td>India</td><td>114</td><td>United States of America</td><td>12,062</td></tr> <tr><td>Indonesia</td><td>23</td><td>Uruguay</td><td>307</td></tr> <tr><td>Ireland</td><td>89</td><td></td><td></td></tr> <tr><td>Italy</td><td>1</td><td></td><td></td></tr> <tr><td>Japan</td><td>166</td><td>Grand Total</td><td>15,540</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Row Labels</th> <th>Full Time</th> <th>Part Time</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>7,785</td> <td>605</td> </tr> <tr> <td>Male</td> <td>6,485</td> <td>287</td> </tr> <tr> <td>Not declared</td> <td>176</td> <td>202</td> </tr> </tbody> </table>	Female	8,390			Male	6,772			Not Declared	378			Grand Total	15,540			Country	Associates	Country	Associates	Argentina	3	Mexico	564	Australia	917	New Zealand	45	Brazil	15	Philippines	364	Canada	197	Portugal	17	China	21	Singapore	84	Colombia	2	South Africa	77	Egypt	8	Spain	5	Fiji	242	Thailand	50	Finland	9	Turkey	2	Greece	7	United Kingdom	150	India	114	United States of America	12,062	Indonesia	23	Uruguay	307	Ireland	89			Italy	1			Japan	166	Grand Total	15,540	Row Labels	Full Time	Part Time	Female	7,785	605	Male	6,485	287	Not declared	176	202
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<p>102-9</p>	<p>Supply chain</p>	<p>Supporting Diverse Suppliers Across Markets, pages 28-31 Supply Chain, page 45 Supply Chain Responsibility, page 68</p> <p>In 2020, we had over 17,000 suppliers with \$1.1B spend (North America)</p>																																																																																												
<p>102-10</p>	<p>Significant changes to the organization and its supply chain</p>	<p><u>2020 10-K Filing</u>, pages 5-8 and 19-22</p>																																																																																												
<p>102-11</p>	<p>Precautionary Principle or approach</p>	<p>Goals and Targets, page 11 Environmental Sustainability, page 34</p>																																																																																												
<p>102-12</p>	<p>External initiatives</p>	<p>Materiality and UN Sustainable Development Goals, pages 12-14 Working to Protect Human Rights, page 71 <u>Human Rights Policy Statement</u></p>																																																																																												
<p>102-13</p>	<p>Membership of associations</p>	<p>Marketplace Presence, page 26</p>																																																																																												

Strategy		
102-14	Statement from the most senior decision-maker	Message From Our President and CEO, page 7
102-15	Key impacts, risks, and opportunities	Materiality and UN Sustainable Development Goals, pages 12-14 <u>2020 10-K Filing</u> , pages 4-6 and 25-39 <u>Investor Presentation (May 2021)</u>
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Ethics and Human Rights, pages 64-70 <u>Code of Conduct</u> <u>Mission and Values</u> <u>Human Rights Policy Statement</u>
102-17	Mechanisms for advice and concerns about ethics	Training, Awareness, and Enforcement, page 69 <u>Code of Conduct</u> , pages 5-6
Governance		
102-18	Governance structure of the organization	Board Oversight Over Economic, Social, and Environmental Risks, page 76 <u>Committee Charters and Governance Documents</u> <u>2020 Proxy Statement</u>
102-22	Composition of the highest governance body and its committees	<u>Committee Composition</u>
102-23	Chair of the highest governance body	<u>2020 Proxy Statement</u> , pages 5-10
102-24	Nominating and selecting the highest governance body	<u>Corporate Governance Guidelines</u> , pages 1-4 <u>Corporate Governance Committee Charter</u> , pages 1-2 <u>2020 Proxy Statement</u> , pages 10-12
102-25	Conflicts of interest	<u>Code of Business Conduct and Ethics for Directors</u>
102-28	Evaluating the highest governance body's performance	<u>Corporate Governance Guidelines</u> , page 5
102-36	Process for determining remuneration	<u>2020 Proxy Statement</u> , pages 22-561

Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement, page 16
102-41	Collective bargaining agreements	<u>2020 10-K Filing</u> , page 19 <i>Approximately 1% of our associates are subject to collective bargaining agreements governing their employment with our company.</i>
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, page 16
102-43	Approach to stakeholder engagement	Stakeholder Engagement, page 16 Customer Relationship Management, pages 85-87
102-44	Key topics and concerns raised	Stakeholder Engagement, page 16
Reporting Practice		
102-45	Entities included in the consolidated financial statements	<u>2020 10-K Filing</u> , page 53
102-46	Defining report content and topic boundaries	Materiality and UN Sustainable Development Goals, pages 12-14
102-47	List of material topics	Materiality and UN Sustainable Development Goals, pages 12-14
102-48	Restatements of information	Performance and Metrics, page 94
102-49	Changes in reporting	About This Report, page 3
102-50	Reporting period	Our reporting period is calendar year 2020.
102-51	Date of most recent report	About This Report, page 3
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<u>wyndfullcircle@wyn.com</u>
102-56	External assurance	Deloitte & Touche LLP reviewed specified indicators as denoted by an asterisk (*) in the GRI Index in accordance with the attestation standards established by the American Institute of Certified Public Accountants. The Independent Accountants' Review Report can be found on Pages 115-116 of this report.

II. Material Topics

Material Topics	GRI Disclosures	References																			
Economic																					
Economic Performance	103 Management approach	2020 10-K Filing , all pages Investor Presentation (May 2021)																			
	201-1 Direct economic value generated and distributed	Performance and Metrics, pages 95-97 2020 10-K Filing , page 39																			
	201-2 Financial implications and other risks and opportunities for the organization's activities due to climate change	Environmental Sustainability, page 34 Our Business Continuity Plan, page 78 CDP Climate Change Response , Question C2																			
	201-3 Coverage of the organization's defined benefit plan obligations	2020 10-K Filing , pages 119-120																			
Indirect Economic Impacts	103 Management approach	Philanthropy, pages 54-62																			
	203-1 Infrastructure investments and services supported	Philanthropy, pages 54-62																			
Anti-Corruption	103 Management approach	A Strict Stance Against Bribery and Corruption, page 70																			
	205-2 Communication and training on anti-corruption policies and procedures	A Strict Stance Against Bribery and Corruption, page 70																			
Environmental																					
Energy	103 Management approach	Environmental Sustainability, pages 38-40																			
	302-1 Energy consumption within the organization (in Gigajoules) <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	<table border="1"> <thead> <tr> <th colspan="2">Energy Metric Data</th> </tr> <tr> <th>Metric</th> <th>Data</th> </tr> </thead> <tbody> <tr> <td>Total Energy Consumption</td> <td>1,724,735 Gj</td> </tr> <tr> <td>Non-renewable Source Consumption</td> <td>697,647.23 Gj</td> </tr> <tr> <td>Non-Renewable Electricity Consumed</td> <td>999,199.96 Gj</td> </tr> <tr> <td>Renewable Fuel Consumption</td> <td>n/a</td> </tr> <tr> <td>Self-Generated Renewable Electricity Consumed</td> <td>27,887.92 Gj</td> </tr> <tr> <td>Renewable Electricity Sold</td> <td>3,871.65 Gj</td> </tr> <tr> <td>Heating, Cooling, and Steam</td> <td>n/a</td> </tr> <tr> <td>Self-generated electricity, heating, cooling, and steam, which are not consumed</td> <td>3,871.65 Gj</td> </tr> </tbody> </table> <p>Please refer to page 102 for Standards, estimation methodology, assumptions, tools used.</p>	Energy Metric Data		Metric	Data	Total Energy Consumption	1,724,735 Gj	Non-renewable Source Consumption	697,647.23 Gj	Non-Renewable Electricity Consumed	999,199.96 Gj	Renewable Fuel Consumption	n/a	Self-Generated Renewable Electricity Consumed	27,887.92 Gj	Renewable Electricity Sold	3,871.65 Gj	Heating, Cooling, and Steam	n/a	Self-generated electricity, heating, cooling, and steam, which are not consumed
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Energy (con'td)	302-3 Energy intensity <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	<ul style="list-style-type: none"> • Total energy consumption within the organization: 1,724,735 GJ • Square footage denominator: 36,121,223 • Energy Intensity (Gj/sqft): 0.04775
Water	103 Management approach	Environmental Sustainability, page 41
	303-1 Interactions with water as a shared resource	See Water on page 41
	303-2 Management of water discharge-related impacts	See Water on page 41
	303-3 Water withdrawal by source <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	<ul style="list-style-type: none"> • Total Fresh Water Withdrawal: 5,236.32 megaliters • Only material source of water is third-party; Travel + Leisure Co. doesn't withdraw water from surface, ground, sea, or produced sources in a material way. Currently data regarding the origin source of third-party water is not available. • Total Fresh Water Withdrawal in areas with High or Extremely High Baseline Water Stress: 1,812.70 megaliters • Non-Fresh water usage is not material to Travel + Leisure Co., we only withdraw fresh water at our locations. • Water stress was determined by utilizing the World Resource Institute Aqueduct tool. • When there were gaps in data, water withdrawal was estimated by using intensities based on identified building types material to our business model.
Biodiversity	103 Management approach	Biodiversity, page 44
	304-3 Habitats protected or restored	Biodiversity, page 44
Emissions	103 Management approach	Environmental Sustainability, pages 38-40
	305-1 Direct greenhouse gas (GHG) emissions (Scope 1) <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	<ul style="list-style-type: none"> • Gross Scope 1 emissions: 37,174 Metric Tons CO₂e • Gases included in the calculation: CO₂, CH₄, N₂O, HFCs • Remaining gases (PFCs, SF₆, NF₃) have been omitted from reporting as they are not a material source of greenhouse gases for the business • Baseline year for goal calculation: 2010 (Please see Environmental Section on page 100 for baseline year selection explanation) • Emissions in 2010: 240,573 Metric Tons CO₂e (Scope 1 and 2) • GWP Source: see footnote in Environmental section.

Emissions (con'td)	305-1 con'td	Emission Source Type	Emission Factor Employed
		Natural gas, diesel, propane, gasoline (mobile)	US EPA MRR Final Rule (40 CFR 98) - Commercial Sector 2013 The Climate Registry - 2020 General Reporting Protocol - USA Transport
		Refrigerants	HFC-Estimated - Manual Factor - ICF Methodology: ICF GWP for Unknown Refrigerants, Average Pounds of Refrigerant Charge per Square Foot, Average Commercial Chiller Annual Refrigerant Loss Rate
	305-2	<ul style="list-style-type: none"> • Consolidation Approach: Operational Control • Biogenic Emissions are not applicable 	
	<p>Energy indirect greenhouse gas (GHG) emissions (Scope 2) * reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</p>	<ul style="list-style-type: none"> • Gross location-based Scope 2 emissions: 110,932 Metric tons CO2e • Gases included in the calculation: CO2, CH4, N2O, HFCs • Remaining gases (PFCs, SF6, NF3) have been omitted from reporting as they are not a material source of greenhouse gases for the business • Baseline year for goal calculation: 2010 (Please see Environmental Section on page 38-40 for baseline year selection explanation) • Emissions in 2010: 240,573 Metric Tons CO2e (Scope 1 and 2) • GWP Source: see footnote in Environmental section 	
		Emission Source Type	Emission Factor Employed
		Electricity	US Energy Information Administration Form EIA - 1605. Voluntary Reporting of Greenhouse Gases - Appendix N. Emission Factors for Steam and Chilled/Hot Water US EPA eGRID - 2021 (w/ 2019 Data) Utility Emission Factors (Research Year)_USE - Researched in 2020 - General Approved
		Electricity	Environment Canada - 2020 national Inventory Report (2018 data) <i>NOTE: Canadian National Inventory (2008) was used for the base year.</i>
		Electricity	International Energy Agency (IEA), CO2 Emission Factors from Fuel Combustion: CO2 Emissions from Fuel Combustion 2020 <i>NOTE: International Energy Agency (IEA), International Electricity Emission Factors, 2006 and 2009 were used for the base year.</i> Department for Environment Food and Rural Affairs - 2020 Guidelines <i>NOTE: Department for Environment Food and Rural Affairs 2013 were used for the base year.</i>
		<ul style="list-style-type: none"> • Consolidation Approach: Operational Control • Biogenic Emissions are not applicable 	

Emissions (con'td)	305-3	Other indirect greenhouse gas (GHG) emissions (Scope3) <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on PPages 115-116</i>	<ul style="list-style-type: none"> Gross Scope 3 emissions: 498 Metric Tons CO2e Gases included in the calculation: CO2, CH4, N2O, HFCs Remaining gases (PFCs, SF6, NF3) have been omitted from reporting as they are not a material source of greenhouse gases for the business for Scope 3 Scope 3 emissions categories and activities included: Business Car Rental and Business Air Travel. Other Scope 3 emissions categories is not currently available. <table border="1"> <thead> <tr> <th>Emission Source Type</th> <th>Emission Factor Employed</th> </tr> </thead> <tbody> <tr> <td>Airline Travel</td> <td>US EPA Climate Leaders - Commuting, Business Travel and Product Transport</td> </tr> <tr> <td>Rental Vehicle</td> <td>CO2 emission factors from the US EPA, Intergovernmental Panel on Climate Change (IPCC)</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Baseline Year: 2018 (Please see Environmental Section on page 100 for baseline year selection explanation) Biogenic Emissions are not applicable 	Emission Source Type	Emission Factor Employed	Airline Travel	US EPA Climate Leaders - Commuting, Business Travel and Product Transport	Rental Vehicle	CO2 emission factors from the US EPA, Intergovernmental Panel on Climate Change (IPCC)
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Airline Travel	US EPA Climate Leaders - Commuting, Business Travel and Product Transport								
Rental Vehicle	CO2 emission factors from the US EPA, Intergovernmental Panel on Climate Change (IPCC)								
305-4	Greenhouse gas (GHG) emissions intensity <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	<ul style="list-style-type: none"> GHG Emissions Intensity (Metric Tons CO2e/ sqft): 0.004083 Organization specific metric (denominator) for ratio: floor area in sqft (36,121,223) Emissions included in calculation: Scope 1 and Scope 2 Gasses included: CO2, CH4, N2O, HFCs Remaining gases (PFCs, SF6, NF3) have been omitted from reporting as they are not a material source of greenhouse gases for the business. 							
Effluents and Waste	103	Management approach	Waste, pages 42-43						
	306-2	Waste by type and disposal method	Waste, page 42						
Supplier Environmental Assessment	103	Management approach	Supply Chain, page 45						
	308-1	New suppliers that were screened using environmental criteria	Supply Chain, page 45						
Social									
Employment	103	Management approach	Stakeholder Engagement, page 16 Human Capital Development, pages 82-84 Careers						
	401-1	New hires and employee turnover	In 2020, we had 3,134 active hires and our turnover rate was 75%.						
Training and Education	103	Management approach	Human Capital Development, pages 82-84						
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital Development, pages 82-84						
	404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital Development, pages 82-84						

Diversity and Equal Opportunity	103	Management approach	Global Inclusion & Diversity, pages 18-24																																																																																																																																		
	405-1	Diversity of governance bodies and employees <i>* reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116</i>	Global Inclusion & Diversity, page 18-24 Performance and Metrics, page 99 <table border="1"> <thead> <tr> <th colspan="4">Associates By Band</th> </tr> <tr> <th>Level</th> <th><30 years</th> <th>30-50 years</th> <th>> 50 years</th> </tr> </thead> <tbody> <tr> <td>Associates</td> <td>26%</td> <td>44%</td> <td>30%</td> </tr> <tr> <td>Professional</td> <td>15%</td> <td>66%</td> <td>19%</td> </tr> <tr> <td>Manager</td> <td>7%</td> <td>68%</td> <td>25%</td> </tr> <tr> <td>Director</td> <td>0%</td> <td>66%</td> <td>34%</td> </tr> <tr> <td>VP</td> <td>0%</td> <td>59%</td> <td>41%</td> </tr> <tr> <td>Sr. Leadership</td> <td>0%</td> <td>43%</td> <td>57%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Board</th> </tr> <tr> <th>Gender</th> <th colspan="2">Diversity</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>25%</td> <td>White</td> <td>88%</td> </tr> <tr> <td>Male</td> <td>75%</td> <td>Hispanic/Latinx</td> <td>12%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Board</th> </tr> <tr> <th>Age of Board</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>< 30 years</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>30-50 years</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>> 50 years</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="7">US Ethnicity</th> </tr> <tr> <th>% by Job Level</th> <th>Assoc.</th> <th>Prof.</th> <th>Man.</th> <th>Dir.</th> <th>VP</th> <th>SL</th> </tr> </thead> <tbody> <tr> <td>American Indian or Alaska Native</td> <td>1%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>1%</td> <td>0%</td> </tr> <tr> <td>Asian</td> <td>7%</td> <td>11%</td> <td>7%</td> <td>6%</td> <td>4%</td> <td>0%</td> </tr> <tr> <td>Black or African American</td> <td>13%</td> <td>12%</td> <td>6%</td> <td>4%</td> <td>5%</td> <td>0%</td> </tr> <tr> <td>Declined to Answer</td> <td>1%</td> <td>0%</td> <td>0%</td> <td>1%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>Hispanic/Latinx</td> <td>25%</td> <td>15%</td> <td>15%</td> <td>8%</td> <td>9%</td> <td>2%</td> </tr> <tr> <td>Native Hawaiian or Other Pacific Islander</td> <td>2%</td> <td>1%</td> <td>2%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>Two or More Races</td> <td>4%</td> <td>2%</td> <td>3%</td> <td>3%</td> <td>2%</td> <td>0%</td> </tr> <tr> <td>White</td> <td>47%</td> <td>59%</td> <td>67%</td> <td>78%</td> <td>79%</td> <td>98%</td> </tr> </tbody> </table> <p><i>Associates/Assoc. is a defined job level in the above two tables. All employees are referred as associates.</i></p>	Associates By Band				Level	<30 years	30-50 years	> 50 years	Associates	26%	44%	30%	Professional	15%	66%	19%	Manager	7%	68%	25%	Director	0%	66%	34%	VP	0%	59%	41%	Sr. Leadership	0%	43%	57%	Board			Gender	Diversity		Female	25%	White	88%	Male	75%	Hispanic/Latinx	12%	Board			Age of Board	Female	Male	< 30 years	0%	0%	30-50 years	0%	0%	> 50 years	100%	100%	US Ethnicity							% by Job Level	Assoc.	Prof.	Man.	Dir.	VP	SL	American Indian or Alaska Native	1%	0%	0%	0%	1%	0%	Asian	7%	11%	7%	6%	4%	0%	Black or African American	13%	12%	6%	4%	5%	0%	Declined to Answer	1%	0%	0%	1%	0%	0%	Hispanic/Latinx	25%	15%	15%	8%	9%	2%	Native Hawaiian or Other Pacific Islander	2%	1%	2%	0%	0%	0%	Two or More Races	4%	2%	3%	3%	2%	0%	White	47%	59%	67%	78%	79%
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Manager	7%	68%	25%																																																																																																																																		
Director	0%	66%	34%																																																																																																																																		
VP	0%	59%	41%																																																																																																																																		
Sr. Leadership	0%	43%	57%																																																																																																																																		
Board																																																																																																																																					
Gender	Diversity																																																																																																																																				
Female	25%	White	88%																																																																																																																																		
Male	75%	Hispanic/Latinx	12%																																																																																																																																		
Board																																																																																																																																					
Age of Board	Female	Male																																																																																																																																			
< 30 years	0%	0%																																																																																																																																			
30-50 years	0%	0%																																																																																																																																			
> 50 years	100%	100%																																																																																																																																			
US Ethnicity																																																																																																																																					
% by Job Level	Assoc.	Prof.	Man.	Dir.	VP	SL																																																																																																																															
American Indian or Alaska Native	1%	0%	0%	0%	1%	0%																																																																																																																															
Asian	7%	11%	7%	6%	4%	0%																																																																																																																															
Black or African American	13%	12%	6%	4%	5%	0%																																																																																																																															
Declined to Answer	1%	0%	0%	1%	0%	0%																																																																																																																															
Hispanic/Latinx	25%	15%	15%	8%	9%	2%																																																																																																																															
Native Hawaiian or Other Pacific Islander	2%	1%	2%	0%	0%	0%																																																																																																																															
Two or More Races	4%	2%	3%	3%	2%	0%																																																																																																																															
White	47%	59%	67%	78%	79%	98%																																																																																																																															
Human Rights Assessment	103	Management approach	Ethics and Human Rights, pages 64-70																																																																																																																																		
	412-2	Employee training on human rights policies or procedures	Ethics and Human Rights, pages 64-70																																																																																																																																		
Local Communities	103	Management approach	Philanthropy, pages 54-62																																																																																																																																		
	413-1	Operations with local community engagement, impact assessments, and development programs	Philanthropy, pages 54-62																																																																																																																																		

Supplier Social Assessment	103	Management approach	Global Inclusion & Diversity, pages 18-24 Supply Chain Responsibility, page 68
	414-1	New suppliers that were screened using labor practices criteria	Supply Chain Responsibility, page 68
Public Policy	103	Management approach	<u>Political Contribution Statement</u>
	415-1	Political contributions	<u>Federal Election Commission Disclosures</u>
Customer Health and Safety	103	Management approach	Safety for Associates, Owners and Customers, page 80
	416-1	Assessment of the health and safety impacts of product and service categories	Safety for Associates, Owners and Customers, page 80
Marketing and Labelling	103	Management approach	Responsible Marketing & Information Protection, page 88
	417-2	Requirements for product and service information	Responsible Marketing & Information Protection, pages 88-91
Customer Privacy	103	Management approach	Protecting Data Privacy, page 89 <u>Privacy Notice</u>
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period



SASB Index

The Sustainable Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors. (For additional information on SASB, please visit www.sasb.org.)

Travel + Leisure Co. has used the SASB Hotels & Lodging Sustainability Accounting Standard as a basis for reporting disclosures in the SASB Index for activity and accounting metrics.

We have modified the boundary for reporting the SASB metrics to be based on operational control which includes all of our operating assets that we own, manage or lease, rather than financial control. This reporting does not include entities that are part of travel and membership (i.e. Panorama and Travel + Leisure Group). These entities operate a variety of travel businesses, including three vacation exchange brands, a home exchange network, travel technology platforms, travel memberships, and direct-to-consumer rentals. Our vacation exchange business is the world's largest and has 3.7 million members and relationships with 4,200 vacation ownership resorts located in approximately 110 countries and territories. These businesses are primarily Fee-for-Service, selling third-party inventory, hence are not part of our data collected under operational control.

Activity Metrics

Metrics	Code	Report References
Number of available room nights	SV-HL-000.A	26,304 (as listed in our 10-k)
Total area of lodging facilities	SV-HL-000.C	Performance and Metrics, page 94 In 2020, the total area of lodging facilities was 36,121,223 square footage.
Number of facilities (including % managed, % owned and leased, and % franchised)	SV-HL-000.D	Our Company, page 8 In 2020, 100% of facilities were owned and managed. No facilities were leased or franchised.

Accounting Metrics

Topics	Accounting Metrics	Code	Report References and Disclosures
Energy Management	Total energy consumed, (including % grid electricity and % renewable)* * This SASB metric was reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116. See note above regarding modification to the boundary.	SV-HL-130a.1	Accelerating Renewable Energy, page 39 <i>In 2020, energy consumption was 1,724,735 GJ. 57.93% of energy consumption was grid electricity. 1.6% of energy consumption was from renewable sources including solar. The remaining energy consumption is associated with natural gas, propane, diesel, gasoline and other fuels.</i>
Water Management	Total water withdrawn (including % of each in regions with High or Extremely High Baseline Water Stress)* * This SASB metric was reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Pages 115-116. See note above regarding modification to the boundary.	SV-HL-140a.1	Performance and Metrics, page 94 <ul style="list-style-type: none"> Total Fresh Water Withdrawal: 5,236.31 1000*m³ Only material source of water is Third-party; Travel + Leisure Co. doesn't withdraw water from surface, ground, sea, or produced sources in a material way. Currently data regarding the origin source of Third-party water is not available. Total Fresh Water Withdrawal in areas with High or Extremely High Baseline Water Stress: 1,812.70 1000*m³. Non-Fresh water usage is not material to Travel + Leisure Co., we only withdraw fresh water at our locations. In 2020, 35% of total water withdrawn was in regions identified as having high or extremely high baseline water stress.

Topics	Accounting Metrics	Code	Report References and Disclosures
Water Management (con't)			<p>Please note that, based on limited water discharges, water consumption information is currently not available.</p> <p>In Travel + Leisure Co. our primary activities that withdraw water in high and extremely high water stress areas are: landscaping, plumbing, guest activities (such as cooking), HVAC, facilities cleaning and upkeep.</p>
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	Among our vacation club resorts, we have not identified any properties that are located near areas classified under the World Conservation Union (IUCN) designation I-IV, UNESCO Natural World Heritage Sites, UNESCO Man and the Biosphere Reserves, Key Biodiversity Areas; and having potential impact to wetlands designated under the Convention on Wetlands of International Importance, also known as the Ramsar Convention.
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	Biodiversity, page 44
Labor Practices	Voluntary and involuntary turnover rate for lodging facility employees	SV-HL-310a.1	In 2020, our voluntary turnover rate was 35%. Our involuntary turnover rate was 75%.
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	<u>Human Rights Policy Statement</u>
Climate Change Adaptation	Number of lodging facilities located in 100 year flood zones	SV-HL-450a.1	Among our vacation club resorts, we have identified 43 properties that are located in 100-year flood zones. These properties are located in South Carolina, Florida, Texas, Hawaii, Virgin Islands, Puerto Rico, California, Rhode Island, Tennessee, Idaho, Washington, and Missouri.