

Travel + Leisure Co. Environmental Sustainability Policy

Last Updated: January 2026

Purpose

Travel + Leisure Co. is committed to managing its operations responsibly to prevent, reduce, or mitigate adverse impacts on the environment and natural resources, while supporting the long-term resilience of the destinations and communities where we operate.

Governance

Environmental sustainability is championed by the Chief Operating Officer, with implementation coordinated by the Corporate Responsibility team in partnership with relevant internal functions. This policy is reviewed at least annually to ensure alignment with business priorities, environmental risks, regulatory requirements, and stakeholder expectations.

Environmental Commitments

Travel + Leisure Co. is committed to the following principles and actions:

- **Environmental protection:** Apply a precautionary and preventative approach to environmental management, focusing on avoiding and minimizing environmental harm.
- **Climate and air quality:** Reduce climate-related and air-quality impacts by improving operational efficiency across resorts, offices, and relevant value-chain activities.
- **Resource efficiency:** Use energy, water, and other natural resources efficiently through operational practices, efficiency initiatives, and renewable energy investments where appropriate.
- **Waste management:** Reduce and responsibly manage waste generated by our operations through reduction, donation, and recycling practices.
- **Nature and biodiversity:** Protect habitats and biodiversity through responsible practices and environmental initiatives, including conservation and restoration efforts where appropriate.
- **Responsible sourcing:** Partner with suppliers and service providers that support environmentally responsible practices, including sustainable sourcing of products, services, and food and beverage items where applicable.
- **Performance management and compliance:** Monitor environmental performance through internal management systems and processes, comply with applicable environmental laws and regulations, and meet voluntary commitments to which the Company subscribes.
- **Awareness, engagement, and transparency:** Promote environmental awareness through education and resources, engage stakeholders on environmental topics, and communicate priorities and progress through established reporting channels.

Review and Continuous Improvement

This policy is reviewed at least annually and updated as appropriate to reflect evolving environmental risks, regulatory requirements, business strategy, and stakeholder expectations.