

2021 SUSTAINABILITY REPORT



From Our Chairman and Chief Executive Officer



To Our Shareholders,

I am pleased to submit the Ryman Hospitality Properties, Inc. 2021 Sustainability Report, which outlines our four-pronged commitment to sustainability through conservation, preservation, personification and innovation. The report provides social and environmental performance data and information from 2021 and 2022. Our Environmental, Social and Governance (ESG) disclosure extends to our hospitality segments only which equates to roughly 84% of our total revenue.

Despite the impact of the Delta and Omicron coronavirus variants during 2021, in 2022, our hospitality business has returned to, and often exceeded, our performance levels in 2019 prior to the start of the pandemic. As I stated in our 2021 Annual Report, I truly believe we are a stronger company than ever before, I am very proud of our company's continued focus on sustainability, diversity, equity, and inclusion (DEI), which is collectively gathered under the umbrella of ESG. We have made ESG, and by extension, DEI, a top priority throughout our organization and the communities we operate in through focusing our efforts on recruiting and developing more candidates and impacting youth education and underserved populations through many partnerships reviewed in this report.

New in this 2021 report, we have disclosed an assessment of climate risks and opportunities in alignment with the Task Force on Climate-related Financial Disclosures (TCFD). We continue to disclose our performance in accordance with the Sustainability Accounting Standards Board (SASB) Real Estate Infrastructure Segment Standard and the Global Reporting Initiative (GRI) Index which has been updated based on the revised GRI Universal Standards, released in October 2021. This report illustrates the alignment between the Company's four sustainability commitments and the Gaylord Hotels' SERVE 360¹ initiatives to Nurture Our World, Sustain Responsible Operations, Empower Through Opportunity and Welcome All and Advance Human Rights.

Our ESG Committee now meets on a quarterly basis and has been working diligently to solidify our stance on environmental sustainability, business ethics, human rights and supplier conduct. All policies in these areas have been updated and shared publicly on our corporate website.

I am pleased with our overall environmental performance. Not including the disrupted year of 2020, 2021 values for total energy and carbon are the lowest on record, even with the addition of Gaylord Rockies to the portfolio at the end of 2019. Total water consumption is also showing a decline since the 2016 baseline year. As we continue to better understand our own impact on the macro climate and communities we operate in, we are continuously looking for ways to innovate and reduce our footprint.

Together with its properties, RHP has set 2022 ESG goals for each of its hotels. These are not RHP corporate goals, but rather individual property goals that are consistent across the portfolio. For environmental goals, properties are striving to reduce water consumption, electricity, and carbon emissions. Though Marriott has corporate level goals that their entire portfolio works towards, our goals for the properties are more granular and actionable. In support of these goals, our Asset Management team engages with General Managers, Directors of Engineering, and Directors of Human Resources to discuss monthly and year-to-date results for key metrics in environmental sustainability, diversity and inclusion, and employee health and safety.

Thank you for joining us on our sustainability journey. We look forward to the impact we can make in these important areas.

Sincerely,

Colin V. Reed
CHAIRMAN OF THE BOARD
AND CHIEF EXECUTIVE OFFICER.

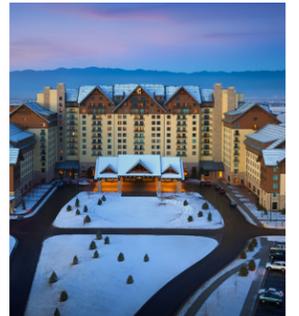
As we continue to better understand our own impact on the macro climate and communities we operate in, we are continuously looking for ways to innovate and reduce our footprint.

¹SERVE 360 is Marriott's Sustainability & Social Impact platform.

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About This Report

This Sustainability Report is our third annual report, allowing us to showcase the recent environmental and social efforts and performance of Ryman Hospitality Properties, Inc. (“we”, “us”, or the “Company”), during the periods from 2021 to 2022, unless otherwise noted. In addition, this report also discloses our most recent four-pronged promise to directly impact diversity, equity and inclusion within the organization and in our communities.

The boundaries of this report are limited to our hospitality portfolio which, with respect to ESG, includes Gaylord Opryland Resort & Convention Center in Nashville, Tennessee (“Gaylord Opryland”), Gaylord Palms Resort & Convention Center in Kissimmee, Florida (“Gaylord Palms”), Gaylord Texan Resort & Convention Center in Grapevine, Texas (“Gaylord Texan”), Gaylord National Resort & Convention Center near Washington D.C. (“Gaylord National”) and Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”). Our other owned hotel assets consist of the Inn at Opryland, an overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel near Gaylord National. These hospitality properties are managed by Marriott International, Inc. (“Marriott”). Pertaining to our environmental data, metrics are based on 2021 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”). (Please note that our environmental performance data has not been verified or certified.)

We have not yet incorporated our entertainment segment into our ESG data disclosures. Our media and entertainment assets include the Grand Ole Opry, Ryman Auditorium, WSM-AM, Ole Red, Wildhorse Saloon, the General Jackson Showboat and the Block 21 property which was acquired on May 31, 2022.



This report may contain “forward-looking statements” that are subject to risks and uncertainties that could cause actual results to differ materially from the statements made. These statements are identifiable by the fact that they do not relate strictly to historical or current facts. These forward-looking statements include information about possible or assumed future results of our overall business, financial condition, liquidity, results of operations, plans and objectives, including, but not limited to, statements regarding the anticipated performance of our hospitality segment, development and acquisition plans, including those related to any joint ventures and other business or operational issues.

This report is current as of August 31, 2022.

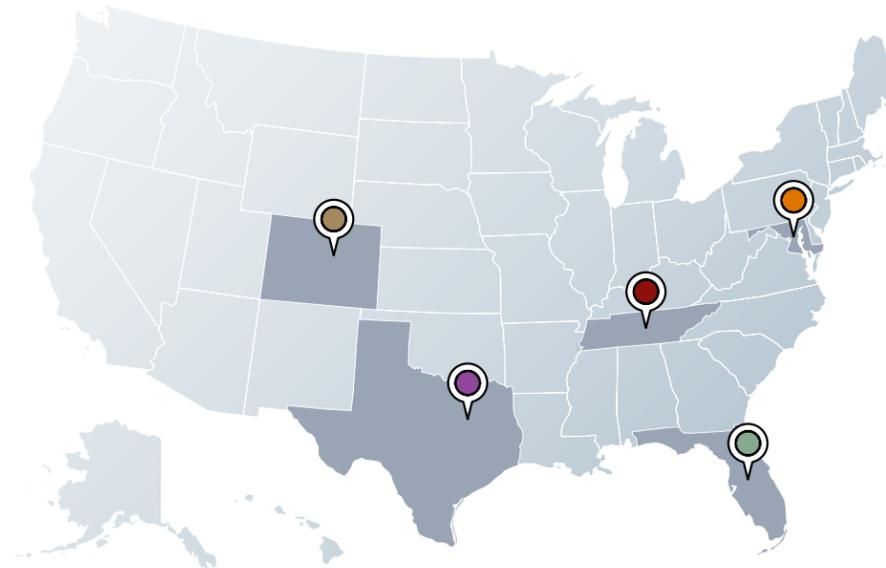
We assume no obligation to update or revise any of the information in this document or any of the assumptions or estimates used herein. We welcome feedback on any aspect of this report. Please direct your questions and/or comments to ESG@rymanhp.com.

Our Hospitality Portfolio / Who We Are

As an asset owner, our hospitality portfolio is purpose built to serve the group meetings market. With over half of our customers identifying as corporate or association groups, our hospitality portfolio has emerged as a category leader in this market. Each of our award-winning Gaylord Hotel-branded properties incorporates not only high-quality lodging, but also at least 400,000 square feet of meeting, convention and exhibition space, superb food and beverage options and retail and spa facilities within a single, self-contained property. As a result, our Gaylord Hotels properties provide a convenient and entertaining environment for guests with a primary focus on the large group meetings market in the United States.

Portfolio Composition

As of December 31, 2021, our hospitality portfolio of assets included a network of five upscale, meetings-focused resorts totaling 9,917 rooms managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott include a 303-room overflow hotel adjacent to Gaylord Opryland and a 192-room overflow hotel near Gaylord National. In addition, effective as of May 2021, we became the sole owner of the Gaylord Rockies.



2021 CUSTOMER MIX

Corporate Group:	20%
Transient: ²	54%
Association Group:	16%
Other Group:	10%

HOTEL	CITY	STATE	ROOMS	TOTAL MEETING & EXHIBIT SPACE (SQ.FT)
● Gaylord Opryland	Nashville	TN	2,888	640,000
● Gaylord National	National Harbor	MD	1,996	500,000
● Gaylord Texan	Grapevine	TX	1,814	488,000
● Gaylord Rockies	Aurora	CO	1,501	409,000
● Gaylord Palms	Kissimmee	FL	1,718	400,000
● Inn at Opryland	Nashville	TN	303	14,000
● AC Hotel	National Harbor	MD	192	3,700
			10,412	2,454,700

² As a result of the COVID-19 pandemic and the resulting concerns related to group travel, our group business has declined relative to historical periods, which in turn increased the rate of transient travel.

Our goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets.

Our Goal

Our goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets. Our strategic plan, as it pertains to our hospitality segment, takes two approaches: (1) enhancing hotel property design; and (2) expanding our hospitality portfolio through selective acquisitions of assets meeting our investment criteria.

Reaching our goal begins with enhancing guest experiences by designing meeting and exhibition space, signature guestrooms, food and beverage offerings, fitness and spa facilities and other attractions to satisfy all guest needs in one location. This approach not only focuses on the guest experience, but also on meeting planners through the



Gaylord Palms rooms and meeting space expansion

Enhancing Hotel Property Design

The Company derives unique value through our strong connection to the communities in which our assets are located. We incorporate elements into the design and entertainment offerings to provide an authentic, local experience for guests. Developing destination hotels requires extensive collaboration with

our hotel operators and the communities in which we operate. In all our resorts, we actively showcase the local communities through the interior design. For example, our Gaylord National hotel recently completed an extensive rooms renovation in which all guest rooms feature luxurious and modern designs inspired by the Capital Region.

convenience of "all under one roof" planning and outstanding customer service. We also intend to pursue attractive investment opportunities that meet our acquisition parameters: group-oriented large hotels and overflow hotels with existing or potential leisure appeal. We consider assets that are located in desirable meeting markets/locations that possess a repositioning opportunity and/or would significantly benefit from capital investment in additional rooms or meeting space.



Gaylord National re-conceptualization of its food and beverage offerings

Guests can spend time in our lush atrium and watch the sunset over the Potomac River or dine at one of five restaurants. At the Gaylord Rockies property, stationed at the edge of the Front Range of the Rocky Mountains in Aurora, Colorado, rooms feature a rustic, alpine charm. Guests can enjoy the picture-perfect views of the nearby Rocky Mountains. At our Gaylord Texan property in Grapevine, Texas, 4.5 acres of atriums are filled with rich, Lone Star State-themed attractions. Finally, at our Gaylord Palms property in Kissimmee, Florida, we have successfully completed our rooms and meeting space expansion, while retaining the Everglades-inspired atrium; which acts as the centerpiece of the hotel and transports guests to the Everglades National Park. We also thoroughly engage with Marriott to review operator decisions to optimize roles and responsibilities of each party's relative strengths, which allows us to more closely monitor our goal of creating an "all under one roof" experience for our customers.

Expanding Our Portfolio

We believe that holding assets over the long-term is necessary to enhance the quality of our portfolio and the experiences of our guests. Given that our strategy involves being a long-term holder of high-quality convention hotel properties, our strategic focus has been primarily concentrated on asset enhancement. Our unique strategy allows for building long-term relationships and maximizing bookings, revenue and profitability through strategic asset management (with a specific focus on

groups booking meetings at multiple properties over several years), and by leveraging the supply and demand imbalance in group-oriented hotels to further differentiate us from our peers. Recently, geographic diversification has emerged as a priority in our strategic planning with the opening and maturing of the Gaylord Rockies (see the graphic below on how our portfolio has been enhanced since our inception). We recently became the sole owner of the Gaylord Rockies and acquired 130 acres of its surrounding land, giving us full control of the hotel's destiny. In addition, we also recently expanded the size and quality of our standing investments outside of Nashville, including a rooms and meeting space expansion at Gaylord Texan, a rooms renovation at Gaylord National, and a rooms and meeting space expansion and new resort pool complex at the Gaylord Palms.

HOTEL ACQUISITION TIMELINE

1925	Incorporated as Oklahoma Publishing Company
1977	Gaylord Opryland
1987	Inn at Opryland
1991	Creation of Gaylord Entertainment Company (GET) October 24, 1991
2002	Gaylord Palms February 2002
2004	Gaylord Texan March 2004
2008	Gaylord National April 2008
2012	GET becomes Ryman Hospitality Properties when Marriott takes over management in October 2012
2015	AC Hotel April 2015
2018	Gaylord Texan Expansion Opened May 2018
2018	The Company becomes majority owner of Gaylord Rockies December 2018
2021	Gaylord Palms Expansion 2021
2021	The Company becomes sole owner of Gaylord Rockies and acquires 130 acres of surrounding land May 2021



Our Commitment to Sustainability

With deep Nashville roots dating back over 100 years through our entertainment segment, we have a history of focusing on quality, built on longevity and long-term holding. Over time, the principles of sustainability emerged as closely aligned to our philosophy and core values, which became the natural next step in our company's journey. We intend to leverage sustainability to help in the planning, innovation, and growth of our company. We have identified four key commitments, outlined below, that align our company goals and our dedication to sustainability efforts. To carry out our commitments, governance mechanisms like our ESG Committee have been formed. Matched with our continuous monitoring at the property level, we hope to thread sustainability practices throughout each existing and future property.

Ryman Hospitality Properties is committed to achieving high standards of business. We understand that operating in an environmentally conscious manner and considering the social implications of our business is imperative to be a holistic leader among our peers.

“We have made ESG, and by extension, DEI, a top priority throughout our organization and our communities we operate in and serve.”

COLIN V. REED,
CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Our Four Commitments



Corporate Governance

Ryman Hospitality Properties' four commitments to sustainability could not be possible without its strong corporate governance platform. The Company is committed to the highest standards of ethical behavior and corporate conduct. All of our directors, officers and employees have a responsibility to serve the shareholders in all aspects of their jobs with honesty, fairness, and integrity. A critical component of our corporate governance is oversight of matters related to ESG and DEI. In 2019, we formed an ESG Committee to hold the highest level of responsibility for addressing ESG



risks and developing relevant solutions to further connect our company with the community while staying aligned to our strategic goals. In 2020, the committee expanded its focus to include oversight of our DEI efforts. Our ESG committee identifies ESG- and DEI-related issues, risks and opportunities within our company and carries out our commitments by establishing and monitoring objectives, targets, policies and programs. In the future, our committee will also oversee the monitoring and measuring of progress towards ESG and DEI goals once established.

ESG GOVERNANCE BEST PRACTICES AT OUR PROPERTIES

All seven of our hotels have a sustainability taskforce (or Green Team) that meets at least on a quarterly basis.

All seven of our hotels have a sustainability coordinator or green champion.

All seven of our hotels' Green Teams meet at least quarterly.

All seven of our hotels have an environmental management system in place at the property.

ESG Committee

The purpose of the Environmental, Social and Governance Steering Committee (the "ESG Committee") of Ryman Hospitality Properties, Inc. (the "Company") is to support the Company's ongoing commitment to the environmental and sustainability, employee safety, engagement and diversity, corporate social responsibility and other public policy matters relevant to the Company (the "ESG Program Components").

The ESG Committee is a cross-functional senior management committee of the Company that meets quarterly. It is subject to the oversight of the Nominating and Corporate Governance Committee of

the Board of Directors and will assist the committee in setting the Company's general strategy relating to its ESG and DEI program components. The ESG Committee also assists the CEO and executive management of the Company to develop, implement and monitor initiatives and policies based on that strategy. In addition, the ESG Committee oversees communications with employees, investors and other stakeholders with respect to the ESG and DEI program components, and monitors developments relating to, and improving upon, the Company's understanding of the ESG and DEI program components. For more information see the [ESG Committee Charter](#).

ESG Committee	Role	Department	Position
Scott Lynn	Chairperson	Legal	Executive Vice President & General Counsel
Todd Siefert	Member	Finance	Senior Vice President, Corporate Finance and Treasurer
Shannon Sullivan	Member	Communications	Vice President of Corporate & Brand Communications
Patrick Chaffin	Member	Asset Management	Executive Vice President and Chief Operating Officer - Hotels
Chris Bavis	Member	Asset Management	Director, Asset Management
Brian Abrahamson	Member	Human Resources	Senior Vice President and Chief Human Resources Officer
Pete Weien	Member	Operations	Senior Vice President & Chief Operating Officer - Opry Entertainment Group
James Chamblin	Member	Design & Construction	Senior Vice President, Design & Construction
Julien Gutierrez	Member	Finance	Treasury Analyst

Business Ethics and Human Rights

We expect our valued partners and vendors to work together with us in upholding high ESG performance, which is evident in our [Vendor Code of Conduct](#). In 2019, we committed to the principles set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. These principles are threaded throughout our ESG procedures and policies. Going forward, we also intend to champion these ethical standards to our external partners. Our Vendor Code of Conduct presently covers our suppliers related to our hospitality portfolio. It is in place to ensure all current and future vendors align themselves with our core values. Notably, we expect our suppliers to (1) comply with all relevant laws; (2) conduct themselves with the spirit of environmental protection at the forefront; (3) employ a zero-tolerance approach to forced labor, modern slavery

and human trafficking, and other good practices related to Human Rights and inclusiveness; (4) provide a safe working environment for workers; and (5) conduct themselves in alignment with high business integrity.

FOR FURTHER INFORMATION

- [ESG Committee Charter](#)
- [ESG Procedures & Policies](#)
- [Code of Business Conduct & Ethics](#)
- [Environmental Management System](#)

GLOBAL COMMITMENTS



The Company and its suppliers shall strive to meet the principles set out in the [UN Universal Declaration of Human Rights](#) and the [UN Guiding Principles on Business and Human Rights](#).



Glass Cactus, Gaylord Texan

Sustainability Management in Acquisitions and Enhancements

As our hospitality portfolio evolves over time, sustainability will continue to increase in significance as we adapt and develop existing assets. We seek to ensure that all future changes to our portfolio are done in a socially and environmentally responsible manner. We take a “Plan-Do-Check-Act” approach to addressing critical issues or risks and tap into emerging opportunities that arise in the enhancement of our hospitality portfolio. Training and resources are readily available for our internal and external partners to ensure proper awareness of various ESG topics. To address key issues, risks and opportunities, a comprehensive set of policies and procedures were developed to guide our processes, including: [Environmental Sustainability Policy](#), [Human Rights and Inclusiveness Policy](#) and [Vendor and Supplier Code of Conduct](#).

Our Asset Management team also engages with our operators on a routine basis to discuss and evaluate progress on property-level ESG goals that are not necessarily shown through financial statements and consumption metrics. These goals include items such as hiring and retention initiatives, employee health and safety concerns and community engagement opportunities. Meeting ESG goals very frequently goes hand-in-hand with thoughtful capital deployment, but improvement to the community around and within the asset is just as important.

Risks & Opportunities

The critical ESG-linked issues we face are related to climate change, environmental degradation and biodiversity, energy and carbon emissions, water scarcity and security, waste management, public health, sustainable procurement, supply chain management and socioeconomic challenges. The COVID-19 pandemic is a public health risk that has caused unprecedented restrictions on travel, group gatherings and non-essential activities, in addition to the obvious adverse impact to employee and customer health and safety. In 2020 and 2021, the pandemic caused a major disruption to the travel and hospitality industry, adversely affecting company financial conditions. During this time, we took the opportunity to improve our assets through renovations and expansions at several of our properties. We continue to monitor the risks associated with COVID and other public health risks that could affect the hospitality industry. Additionally, climate change, which includes the warming of global temperatures and rising of sea levels, could potentially impact our new developments and asset enhancement projects in worker safety, weather-related delays, availability of manufacturing and construction materials and increasing insurance costs. In addition, water scarcity may impact our assets based on specific locations of development and operations. There are various ESG risks that need to be addressed to mitigate the effects on our properties. It is our view that the flooding of the Gaylord Opryland in May 2010, which we believe was caused by a combination of a historical rainfall event and human error, serves as a reminder of the potential impact of climate change. Since that event, we have actively monitored the commissioning of our properties and continuously enhanced our assets over time to better withstand climate-related events. For more information on our ESG-linked issues and opportunities, please see our [ESG Policies & Procedures](#).

Every month we work with executive leadership at the properties to understand upcoming legislation in local municipalities to make sure we are aware of policies that may impact future developments. Asset Management takes a front seat role in this process and, in-conjunction with the property leadership, works to maintain healthy government relationships so our assets can grow as part of the surrounding community. For example, the City of Aurora, Colorado (home of the Gaylord Rockies) has various restrictions in place that limit developments from installing grass or water features that are purely aesthetic (in order to reduce the potential for wildfires and to reduce the consumption of water). These types of restrictions will impact future expansions and near-term renovations of the hotel, so we make sure to work directly with the city to align with their expectations – we understand the impact each of our assets has on the surrounding community. Any changes to an asset and its impact on the community are top of mind.



Gaylord Palms expansion

Risk Assessments

Presently, our risk assessments focus on the development and enhancement of our hospitality portfolio to mitigate environmental and social risks. In doing so, we conduct assessments during various stages of the project lifecycle, each with its corresponding checklists for documentation. Assessments are performed during the following instances:

- ✓ Site evaluation for new development or existing property renovation or enhancement
- ✓ Building valuation for budgeting in renovations or enhancement
- ✓ Key supplier selection for direct vendors and contractors
- ✓ Technical design and purchasing for projects overseen directly by design & construction
- ✓ Construction including impact monitoring
- ✓ Operator/Tenant Fit-out and refurbishment, including technical design and purchasing when handled by the operator
- ✓ Ongoing performance monitoring for asset management



Our risk assessments cover the following topics, the depth of which will vary depending on the nature of the instance:

- ✓ Water
- ✓ Climate Change Adaptation and Resilience
- ✓ Biodiversity and Habitat
- ✓ Socio-economic Impact
- ✓ Utilities Management
- ✓ Health and Wellbeing
- ✓ Safety



RHP Employees volunteering at Second Harvest Food Bank

In 2021, we conducted a portfolio-wide assessment of water risk, climate risk, biodiversity proximity, socio-economic indicators and transition risk of regulation and policy via research of relevant local policies for the hospitality portfolio. Through this study, we identified several areas of risks. Fortunately, our resorts already have programs underway that address these risks and more will be developed going forward.

waste in the Denver area by recovering quality, unused food and delivering it to food pantries, soup kitchens, shelters, schools and day care programs.

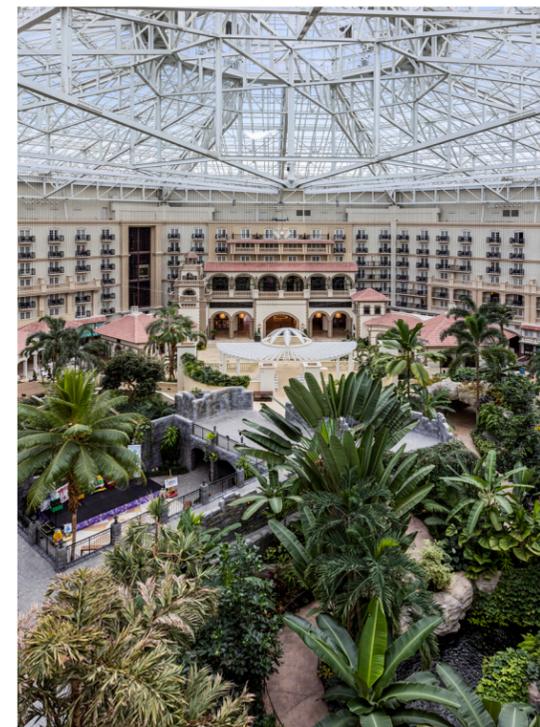
Gaylord National and AC Hotel Harbor are located in proximity to 32 threatened species, where over 40% are considered critically endangered. To support a declining population of bees, Gaylord National acquired several beehives for a rooftop bee program to harvest its own honey on the resort's rooftop. In support of food insecurity, In 2021, Gaylord National donated approximately \$15,000 worth of food to Capitol area food banks.

Beehives at Gaylord National



Beehives at Gaylord Rockies

Gaylord Rockies has very high baseline water stress due to reliance on the Colorado Water Basin and shortfall of precipitation. It is also located within 5 miles of the Rocky Mountain Arsenal, which is a protected area. This new property was built with low flow showerheads, sink aerators and toilets. There are also automatic water conservation faucets and toilets in public space restrooms. In the future, Gaylord Rockies plans to implement a cooling tower water softener which will save more than 8 million gallons of water per year. In April 2021, Gaylord Rockies produced 400 pounds of honey with its on-site beehive. To address food waste and food insecurity, Gaylord Rockies has partnered with "We Don't Waste," a non-profit organization that works to reduce hunger and food



Gaylord Palms atrium

Gaylord Texan also has very high baseline water stress. The hotel already has low flow fixtures throughout guestrooms and public restrooms. In the future, the hotel plans to upgrade its laundry machines with the intent of achieving a 2% year over year reduction in water usage.



Gaylord Texan

Gaylord Opryland is the site with the highest risk to overall climate. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House to protect the 100-plus-acre site from another monumental flood. Gaylord Opryland and the Inn at Opryland also reside in an area with high food insecurity. As part of its efforts to address this risk, in 2020, Gaylord Opryland lit up the resort in symbolic orange for Hunger Action Day to raise awareness of its neighbors struggling with hunger, and also raised \$5,000 in donations to The Store, a free referral based grocery store for those living with food insecurity.



Gaylord Opryland lit up orange for Hunger Action Day

Gaylord Palms has very high baseline water stress. It is also located within 5 miles of protected area along the Florida Mitigations Bank. This hotel continues to move forward with water saving initiatives such as low flow showerheads, faucets, aerators and toilets. They are also installing drought tolerant plants throughout the exterior of the resort and a reclaimed water irrigation system. To address biodiversity, Gaylord Palms partnered with Bottled Ocean and Florida Fish and Wildlife Conservation Commission to create a 161,000 gallon home to native Florida fish, including mangrove snappers, redfish, snook and tarpon.

Sustainability and Engagement at our Properties

At Ryman Hospitality Properties, we are deeply involved with and value the relationship between our Asset Management team and the property general managers. Given the number of properties in our portfolio, we are in a unique position to have strong relationships with our executive teams at each of the properties. Every month, asset management engages with the general manager and executives at each property to discuss sustainability-specific concerns as part of the overall performance of the hotel the previous month. We hold each of our hotels accountable for not only the hotel's financial performance, but also the overall health of the business, whether that be employee or guest satisfaction, sustainability performance, mechanical infrastructure or community engagement.

In 2021, and more directly in 2022, we have added more robust ESG performance metrics to the monthly operating reviews between RHP's Asset Management team and property management. During these reviews we engage with General Managers, Directors of Engineering and Directors of Human Resources to discuss monthly and year-to-date results for key metrics in sustainability (items like carbon emissions, water and electricity consumption or waste diversion), diversity and inclusion and employee health and safety. We work with our operators during these reviews to identify opportunities or deficiencies and talk through emerging technologies that may help the business.

Driving the property-level strategy is the hotel's "STARS First" culture guarantee and Marriott's "SERVE 360" program, designed to Nurture, Empower, Welcome and Sustain the world around and within the property.



ALIGNMENT OF COMMITMENT

Our commitment to **Conservation** is closely aligned to Gaylord's commitment to **Sustain Responsible Operations**. These parallel commitments contain policies, goals and programs to support environmental sustainability and the reduction of the energy, water and waste footprint.

Our commitment to **Preservation** is aligned with Gaylord's commitment to **Nurture Our World**. These platforms both include community investment and engagement via volunteer hours and donations.

Our commitment to **Personification** is aligned with Gaylord's commitment to **Empower Through Opportunity** and **Welcome All & Advance Human Rights**. These categories address all topics related to human and social capital including diversity, equity and inclusion, human rights, employee health and wellness, talent development and more.

Gaylord Brand SERVE 360



- Nurture Our World
- Sustain Responsible Operations
- Empower Through Opportunity
- Welcome All and Advance Human Rights

SERVE 360 is Marriott's commitment to create positive and sustainable impact wherever they do business, guided by their 2025 Sustainability and Social Impact Goals, as well as the UN Sustainable Development Goals. SERVE 360 is Marriott's platform for "doing good in every direction". The platform is divided into four directional quadrants of a compass: N, S, E, W.

As a leading luxury brand of Marriott, Gaylord Hotels develops programs and goals in line with the SERVE 360 2025 Sustainability & Social Impact Goals. Throughout this report, we will illustrate the alignment between Ryman Hospitality Properties' sustainability commitments to conservation, preservation, personification and innovation and the hotels' SERVE 360 initiatives.

Portfolio Wide 2022 Environmental, Social and Governance Goals (ESG)

RHP's Asset Management team has worked with our operators to develop specific, actionable and measurable goals that each hotel is held accountable to. These goals include every aspect of E (water and electricity usage, landfill diversion rates, carbon intensity, recycling programs), S (D&I metrics, volunteering, community outreach) and G (appropriate trainings, employee engagement, salary & wage analysis). Though Marriott has corporate level goals that their entire portfolio works towards, our (Asset Management's) goals for the properties are more granular and actionable. Various members of senior leadership at each of the hotels are subject matter experts for each of the goals and metrics and are held accountable daily to reach these goals.

2022 GOVERNANCE GOALS

With an eye to the STARS, guests and local community, we have established Governance Goals, including:

- ✓ All current and new hire STARS complete human trafficking training, active shooter training and ADA training as appropriate.
- ✓ Each hotel completes a Bi-Annual Employee Engagement report, including planned events/activities/initiatives to improve engagement as well as results from the engagement survey with corresponding action items.
- ✓ Complete a market-wide wage analysis of all key departments to determine all STARS are fairly compensated with any deficiencies addressed.
- ✓ Have at least one member of the ELC hold a senior position for a non-profit or educational organization that focuses on people from traditionally underrepresented groups and report out on key happenings at least once a year.
- ✓ Ensure the hotel has a working and accessible ethics hotline with all calls tracked and resolved timely.

2022 SOCIAL GOALS

Though the hotels are operated by Marriott and Marriott STARS, we have worked together to establish Social Goals, including:

- ✓ Interview goals for female and minority candidates for open management positions.
- ✓ An increase in STAR completed community service hours vs a 2019 baseline.
- ✓ Establish DEI Council with regular meetings and report out on key happenings at least once a year.
- ✓ Establish a partnership with local culinary schools with the intent to hire students.

2022 ENVIRONMENTAL GOALS

Ryman and the properties have worked to establish specific, actionable Environmental Goals, including:

- ✓ A reduction in total hotel water consumption per square foot vs a 2019 baseline.
- ✓ A reduction in total hotel electricity consumption per square foot vs a 2019 baseline.
- ✓ An increase in total hotel landfill diversion rates vs a 2019 baseline.
- ✓ A reduction in total hotel carbon emission intensity by 2025.
- ✓ Establish a more robust recycling program at each property.
- ✓ Establish a Sustainability Council with regular meetings and report out on key findings and initiatives at least once a year.

Conservation: Sustainable and Efficient Resource Use

Ryman Hospitality Properties places a high value on protecting the environment where we own properties, live and work. As a hospitality REIT owner of destination hotel assets in urban and resort markets, we understand that the environmental impact of operations occurs primarily during new development, major renovation and on-going operation of existing assets. We have learned from our sustainability management system that it is important to focus our conservation and sustainability efforts around particular risks and opportunities of our operations. As such, our environmental sustainability practices and policies are focused on the following key areas:

- ✓ Energy efficiency & renewable energy
- ✓ Water efficiency & management
- ✓ Waste management & recycling
- ✓ Sustainable sourcing
- ✓ Climate change adaptation & building resilience
- ✓ Biodiversity & ecosystem management

Energy Efficiency and Renewable Energy

Our efforts to reduce utility consumption begin with the design and construction phase, which includes sub-metering wherever possible. Our Asset Management team and on-property engineering team can use this specific data from sub-metering to proactively identify efficiencies (and potential problems, i.e., leaks).

In the recent Gaylord Palms expansion, public spaces were designed to maximize natural light to reduce energy consumption and all installed windows are energy efficient. This property also operates a reclaimed water irrigation system. We seek to reuse construction and waste debris and all our waste partners sort and recycle packaging and construction debris. Efforts then extend into asset management, who try to enhance sustainability efforts with best practices and a focus on opportunities missed during development and new and emerging trends and technologies. As part of our “Plan-Do-Check-Act” approach, our Asset Management team regularly monitors utility consumption and building commissioning by working with hotel operators to track energy, water and waste. While the monitor-

ing of usage is directly focused on improving the efficiency of our buildings, the latter also enhances the quality of guest experiences. To that end, we constantly communicate with our customers and operators to identify both small procedural changes and larger capital commitments to address efficiency opportunities. We remain committed to deploying capital with both our assets and customer in mind.

Building commissioning, the ongoing process of tuning and calibrating systems to make sure a building’s HVAC is operating as efficiently as possible, ensures that our all-inclusive, quality assurance approach is threaded throughout our entire portfolio. Our operators monitor the temperature and air flows throughout our properties to ensure the HVAC system is commissioned effectively. This improves building efficiency while enhancing the customer experience, given the large common areas and meeting spaces at each Gaylord hotel. Furthermore, this continuous monitoring of our building commissioning also informs routine renovations and enhancements to each building.



Gaylord Palms

Water Efficiency and Management

RHP is committed to reducing water consumption through efficiency measures and water recycling opportunities. Wherever possible, our properties utilize low flow showerheads, faucets and toilets. As renovations continue in the hotels’ public spaces, all bathrooms are being fitted with automatic water faucets and toilets. Water conservation efforts extend into monitoring of utilities and tracking for internal leaks. Moving forward in 2022, we have planned for installation of additional water sub meter or flow sensors on domestic water, pools and waterways, irrigation and cooling tower water lines to monitor and report usage for internal leak detection and company-wide benchmarking. These meters enable expedient leak detection and continued data collection for receipt of sewer credits.

Either on an ad-hoc basis or during major renovations or expansions, we install sub-meters on everything from irrigation systems, cooling towers, pools and water features, as well as our recently completed expansions. Our hotels are outfitted with low-flow showerheads, faucets and toilets that save both on costs and environmental impacts. Given our expansive glass atriums, pool products and extensive horticulture programs at many of our hotels, water efficiencies are a high impact item for both the guest experience and bottom-line.

GAYLORD TEXAN WASTE INITIATIVE – RECYCLING AND COMPOSTING

A local waste management vendor was engaged as an active partner for the Gaylord Texan’s recycling and composting program to help with cost neutral waste diversion practices. The following practices are in process of being integrated into the new program:

- ★ Single stream recycling receptacles were implemented throughout the hotel (hotel guestrooms, conference center, restaurants, bars, common areas and back of house spaces)
- ★ Composting- Diverted liquid/food waste is at 4,000 lbs. per month
- ★ Waste diversion rate is 6% YTD 2022, which is a significant increase over the 2019 baseline
- ★ Staff training and passionate staff (chef and employees)
- ★ Pool furniture recycling
- ★ Guestroom soap donations
- ★ Next Steps: Looking to align purchased supplies with waste initiatives

Waste Management and Recycling

We are committed to reduce waste, increase recycling and encourage reuse across all areas of company operations. Our operator has moved to a bulk amenity offering in each hotel room rather than single-use plastic products. In addition, all Gaylord hotel properties are working to establish a more robust recycling program that includes:

- ✓ Single stream
- ✓ Kitchen cooking oil
- ✓ Cardboard
- ✓ Soap donation
- ✓ Pallets
- ✓ Plant material to compost



Gaylord Palms expansion

Sustainable Sourcing

We aim to implement responsible sourcing practices that consider sustainability, fair trade and local sourcing. We source building materials and furniture, fixtures and equipment (FF&E) from local suppliers that showcase authenticity and incorporate green building attributes. For example, reclaimed barn wood was utilized at Ole Red Orlando and landscaping is locally sourced. The majority of packaged items in our hotels are sourced from Marriott’s Procurement group, which has a strong policy to minimize packaging.

Climate Change Risk Adaption & Resilience

The challenges of climate change are present, real and everchanging. We are committed to protecting the natural and built environment with measures that adapt to the physical impacts of climate change. The Company proactively mitigates risks associated with disruptive weather patterns in its key markets. Our Building Resilience Strategy is a priority-based approach based on due diligence, preventive maintenance and infrastructure enhancements. We expect our assets to stand resiliently during challenges through a cycle of planning and monitoring via numerous on-site inspections and maintaining strong relationships with our third-party operator, Marriott. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry

House to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; and the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates.

As we continue to better understand our own impact on the macro climate and communities we operate in, we are continuously looking for ways to innovate and reduce our footprint. As an example, we are developing a tool at the property level to track carbon emission impact on a meeting-by-meeting basis allowing guests and meeting planners will have the ability to understand their specific carbon impact during their stay.



Gaylord National Atrium

CAPEX EFFICIENCY PROJECTS

In 2021, \$3,950,700 was invested in conservation measures at the Gaylord Hotels properties, which has already begun to “payback” in terms of cost, energy, water and carbon emissions savings. The 2021 projects included re-commissioning of cooling towers, upgrading recycling receptacles and other mechanical projects. Coming out of the COVID-19 pandemic, we have ramped up our investment with over \$10-15 million of planned investment already in 2022, including projects such as irrigation controllers, parking garage LED lighting upgrade, UV screens, upgraded air handling units, chillers, cooling tower, VAV units and freezers.

Biodiversity & Ecosystem Management

We are committed to maintaining the biodiversity of our local communities. Lying on the Cumberland River, Nashville is surrounded by rich biodiversity with ecosystems flourishing in flora and fauna. As of July 2016, Tennessee had 75 endangered species and 18 threatened species listed under the Federal Endangered Species Act. Our Marriott-managed golf course, Gaylord Springs, is certified by Audubon International as a Certified Audubon Cooperative Sanctuary, having met a rigorous framework of environmental standards in Site Assessment and Environmental Planning, Wildlife and Habitat Management and Outreach and Education. For more information on Audubon Cooperative Sanctuary Program, [click here](#). Going forward, we will commit to continued respect of local biodiversity in Nashville and our other geographic locations.



The Gaylord Palms, situated in Kissimmee, Florida, offers lush, tropical atriums that recreate three environments that immerse you in the sights and sounds of local Florida ecosystems including the Everglades, Key West and St. Augustine. The resort has partnered with Bottled Ocean and Florida Fish and Wildlife Conservation Commission to create a 161,000 gallon home to native Florida fish, including mangrove snappers, redfish, snook, and tarpon. The lagoon also provides a safe place for injured fish to heal. For example, Stamos the Tarpon stayed safe in the resort’s Key West lagoon holding tank because he could not be released into the wild until he was conditioned to the natural environment. The resort is also experimenting with growing native mangroves to further create a natural habitat for its inhabiting species.

WASTE

- ★ Recycling is practiced in common areas in all our hotels.
- ★ All seven of our hotels have implemented a waste management measure over the last three years.
- ★ Plastic straws have been eliminated, or reduced to an absolute minimum, in all our hotels.
- ★ All seven of our hotels have implemented food waste prevention strategies.

GAYLORD BRAND PROPERTY LEVEL SUSTAINABILITY RESPONSIBLE OPERATIONS

ENERGY

- ★ All seven of our hotels have a preventive maintenance plan that checks building energy and water equipment at least on a quarterly basis.
- ★ Five of our hotels have high-efficiency boilers and chillers.
- ★ All seven of our hotels have digital thermostats in over 90% of guestrooms.
- ★ Four of our hotels have sub-metered their energy consumption.
- ★ All seven of our hotels have implemented energy efficiency measures in the past three years.
- ★ Six of our hotels have LED lighting on at least 80% of their interior space.
- ★ All seven of our hotels have variable frequency/speed drives and/or Electronically Commutated Motors installed in any HVAC systems.

WATER

- ★ All seven of our hotels have faucets with low-flow aerators in at least 90% of guestrooms.
- ★ All seven of our hotels have water-conserving, low-flow showerheads.
- ★ All seven of our hotels have water-conserving, low-flow or dual flush toilets.
- ★ All seven of our hotels have implemented water efficiency measures in the past three years.
- ★ All seven of our hotels have a smart irrigation system and/or automatic sprinkler systems equipped with moisture sensors to prevent watering during or after rain.
- ★ Five of our hotels have native or drought-tolerant landscaping.





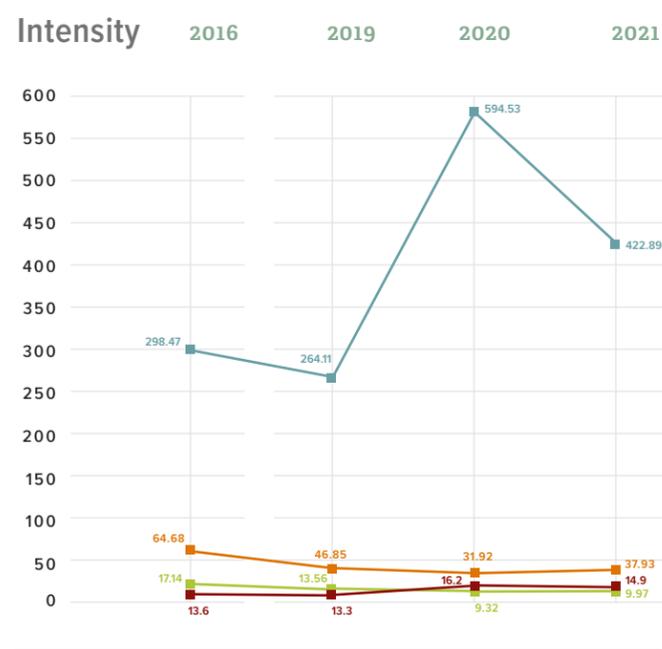
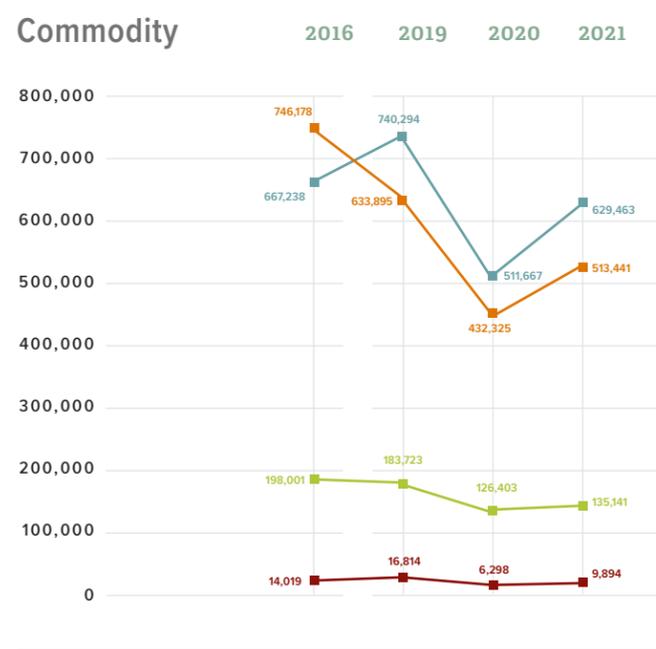
Three-Year Trend in Environmental Performance

As expected, due to the gradual return to normal operations after the COVID-19 pandemic, energy, carbon and water increased from 2020 to 2021. Not including the disrupted year of 2020, 2021 values for total energy and carbon are the lowest on record, even with the addition of Gaylord Rockies to the portfolio at the end of 2018. Total water consumption is also showing a decline since the 2016 baseline year.

The intensity metrics normalize performance based on square footage or occupied rooms. As expected, the 2021 energy and carbon per square foot increased over 2020 values but remain lower than 2019 values, which is a positive trend.

Water usage per occupied room steadily decreased from 2016-2019, with a sharp increase in 2020 due to the reduced occupancy. In 2021, the water usage per occupied room began to decline due to the uptick in occupancy over 2020. Despite significant investment in water attractions at the hotels, overall water consumption for 2021 is down from 2019 values.

Waste consumption and diversion rates have not yet returned to pre-covid levels.



- Total Energy Consumption (megawatt hours)
- Total Carbon Emissions (metric tons CO2e)
- Total Water Consumption (kilogallons)
- Total Waste Disposal (metric tons actual)

- Energy per square foot (kWh)
- Carbon Emissions per square foot (kWh)
- Water per occupied room (gallons)
- Waste generated per occupied room (lb)

Preservation: Preserving the Value of our Heritage

Our deep roots in Nashville and Nashville's music history serves as an inspiration for celebrating the regional flair of the communities in which we operate. This helped formulate our destination-alignment business approach of our company. Positioning our assets as local tourism products both honors cultural heritage and creates an authentic local experience for our convention and meeting guests while improving our financial performance by increasing occupancy rates.

The collective success of our Nashville assets using a destination approach helped to create our strategy, which has been extended to the remainder of our properties. The Gaylord Texan in Grapevine, Texas is aligned with the destination by restaurant cuisine featuring an authentic Texan fare and a replica of the Alamo, adding a historical element to the guest experience. In addition, we recently completed a major expansion of the Gaylord Palms in Kissimmee, Florida, which has also been aligned to the destination by featuring local, live fish on a full-size floating restaurant boat in one atrium, while the other atrium is themed on the everglades with baby alligators, turtles and other local biodiversity.



The Gaylord Palms rooms expansion features photos of local birds indigenous to Florida that were taken by the hotel General Manager who does this as a hobby. Two of his bird photos are the main art element of the new 300-room hotel expansion.

As we follow the path of creating unique, destination hotel assets in our portfolio's expansion, we recognize that preserving and celebrating the regional flavor of each of the communities where our properties are located is central to our business. Therefore, our assets need to be resilient over the long term within those communities since a halt in operations is also a closure to a destination attraction, as we learned from the flooding of the Gaylord Opryland in 2010 and the COVID-19 pandemic in 2020.

We preserve our assets' heritage through many channels. First, the interior design of our assets reflects the local aesthetic. In addition, where possible, we aim to source building materials and furniture, fixtures and equipment (FF&E) from local suppliers that showcase authenticity. We believe that engaging local suppliers and vendors is integral to the preservation of cultural heritage at our properties. For over 40 years, we have worked with Barge Design Solutions, a Nashville-based engineering and architecture services firm, which has grown into a national corporation that ranked 165th on Engineering News-Record's 2019 Top 500 Design Firms list.

Resilience as Preservation

On May 3, 2010, Nashville experienced an unprecedented rainfall event amounting to 19 inches of rain over a two-day period. This rain event led to a thousand-year flood event that inundated the Grand Ole Opry House and Gaylord Opryland, both located along the bank of the Cumberland River, with more than 8 feet of water. This devastating flood event led to the emergency evacuation of more than 1,500 guests and a six-month closure of Gaylord Opryland, along with a five-month closure of the Grand Ole Opry House. During the restoration event, we took the opportunity to add elements of resilience, including approximately \$17 million in flood protection walls and flood mitigation design elements. Unfortunately, the increase in disruptive weather patterns due to climate change is a tangible risk that properties will need to prepare for. Our priority-based approach to asset enhancement leverages building assets. We expect our assets to stand resiliently through a regular cycle of planning and monitoring via numerous on-site inspections and strong relationships with our third-party operator, Marriott.



As COVID-19 took hold across the nation in early 2020, we temporarily closed our five Gaylord Hotel properties. During the closure, we continued to invest in our assets so that when we reopened four of the five properties in mid-summer of 2020, with Gaylord National reopening the next year, our customers were able to enjoy our safe and entertaining destinations once again. Just like in previous crises, since the COVID-19 global pandemic we have emerged as a stronger and more resilient company. In addition to the investments made during the closure, we are now prepared for unprecedented health and safety events. Ryman Hospitality Properties and Marriott prioritized the safety and wellbeing of our guests and employees during the COVID-19 pandemic. We have made large investments in personal protective equipment and the latest cleaning technology and procedures so that every person who enters our hotels is safe and comfortable in the environment that surrounds them.

We have made large investments... so that every person who enters our hotels is safe and comfortable in the environment that surrounds them.

Supporting Local Businesses as Preservation of Heritage

As part of our destination-alignment approach, our company engages local businesses in the communities we operate in. In all geographic areas of operations, local businesses have become invaluable partners. Our properties invest in local services including food and beverage products, hardware suppliers and maintenance services.

Community Preservation

With a portfolio of destination hotel assets, we want to support resilient destinations while helping preserve and enhance local heritage. As such, we made firm commitments to strengthen the local communities of our hotel operations, particularly in Nashville, the location of our corporate headquarters. We are highly committed to our communities' youth, arts and education. Building on a longstanding tradition of community engagement, the Ryman Hospitality Properties Foundation ("RHP Foundation") was established in 2005 to formalize and help elevate our charitable commitments and impact on local communities.



LOCAL VENDOR HIGHLIGHT: RECYCLE REVOLUTION

In 2021, the Gaylord Texan engaged Recycle Revolution (RR) which is an independent, non-landfill recycling and compost



Recycle Revolution

collection service in Dallas, Texas. RR is an involved and passionate vendor partner. Their hands-on, solution-oriented attitude has been crucial to the on-going success of the Gaylord Texan's waste diversion program.



ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

In our future, we anticipate the UN SDGs will play an integral role in the enhancement of our ESG-linked policies, programs and procedures. Presently, we contribute to several goals; however, our mindset of continuous improvement aims to maximize our orientation with these goals and expand into other areas of the global agenda. Our community preservation efforts are aligned to SDGs 1 and 4.

Goal 1 (No Poverty): Through our foundation, we support several charities that seek to eliminate poverty in the Greater Nashville Area.

Goal 4 (Quality Education): One of our Foundation's focus areas is Youth. Prospective recipients who seek to provide quality education to underprivileged youth are highly prioritized by the RHP Foundation.



Corporate Giving and Community Engagement

The RHP Foundation manages giving at the corporate level and focuses on making a difference in the communities directly impacted by our assets. Most of our grants are made to Nashville-area organizations that help to enrich the lives of people living in our home city. The RHP Foundation proactively engages with local community organizations to understand specific needs and opportunities to maximize impact. In addition, the RHP Foundation evaluates grant requests on an ongoing basis and primarily provides unrestricted funds to organizations that focus on the following areas:

Youth: Enrichment programs with an emphasis on providing opportunities to disadvantaged children in the local area.

Arts: Arts and cultural education programs that directly impact the community and elevate awareness in the preservation of our history.

Education: Primary, secondary, undergraduate and post-graduate institutions with special interest in schools located near our holdings.

In 2021, we made nearly \$319,000 in unrestricted cash donations to many organizations through the RHP Foundation and other non-foundation charitable giving efforts in addition to in-kind support and board leadership support. Since 2005, nearly \$6,720,000 has been donated to local charities.



Foundation Spotlight: Nashville Public Library

The mission of the Nashville Public Library (NPL) is to inspire reading, advance learning and connect our community. The library does this through a broad range of programs, services and collections. Through culturally diverse programs and centers, and an openness and hospitality that welcomes everyone, NPL takes special care to meet the needs of people who are marginalized, struggling, new to the community or our country. The Nashville Public Library offers a variety of programs that offer education to every type of person in the Nashville community. One of its most impressive efforts is the adult literacy program. The NPL Adult Literacy program helps organizations that serve adult reading, writing and speaking learners by giving them access to educational technologies and tools, professional development and information. The library also offers computer classes, job labs, library tours, outreach visits to schools and community groups and a Pathway for New Americans program (a community-wide approach to promote citizenship education and awareness in Davidson County). In 2019, the library had 3.3 million visitors, 6.9 million items borrowed and more than 357,500 people in attendance at its events.



Gifts from partners like Ryman Hospitality Properties Foundation allow the library to encourage young minds to read, give teens a safe space to explore state-of-the-art technologies and provide training and resources to adults and new Americans in need of support. Support of the Nashville Public Library directly aligns with the Foundation's education efforts as well as serving disadvantaged members of our community.

Notable Beneficiaries of RHP Foundation



Foundation Spotlight: Nashville Public Education Foundation

The Nashville Public Education Foundation is a non-profit organization that raises private funding to support teachers and leaders, champions successes and advocates for change for Metro Nashville Public Schools. The Nashville Public Education Foundation works to support teachers and leaders to build schools where all kids thrive. The Nashville Public Education Foundation believes that teachers and leaders are the backbone to students getting a good education. An amazing teacher can change the path for a student who is struggling in other areas of their life. The Nashville Public Education Foundation works with teachers and leaders of schools to make the education system a more rewarding, welcoming, and inclusive place to be. Children spend at least half of their days at school, and school settings are a crucial part of a child's development – that is why it is imperative to have a healthy place of education. The Nashville Public Education Foundation supports educators to grow professionally, create meaningful relationships with students and their families and build schools where children thrive. By helping faculty, the organization helps students succeed.



The Nashville Public Education Foundation is an important partner for the RHP Foundation because of its unique focus on education through the lens of educators. This foundation works to ensure that every child in Nashville thrives in our schools every day. By supporting the Nashville Public Education Foundation, Ryman Hospitality Properties Foundation supports the future of Nashville.

Ryman Hospitality Properties Paid Volunteer Time Off Program

A paid Volunteer Time Off (VTO) program was implemented in 2021 based on a recommendation from our 2020-2021 employee Diversity and Inclusion Council. The VTO policy encourages and enables our full-time Ryman Hospitality Properties employees to give back to our communities through eight hours of paid service time each year. This service time can be used to support charities and organizations that address youth enrichment and education or provide disaster relief or crisis aid.



Gaylord Hotel Properties in the Community

In partnership with the RHP Foundation, our hotels have engaged charities and supported invaluable initiatives that actively promote youth, arts and education.

Our hotel operators have been active in their charitable giving through cash donations and donated room nights. In 2019, our Gaylord Hotels properties gave over \$1,000,000 in both cash and in-kind donations to various charitable organizations. Gaylord Hotel properties gave a total of \$455,798 in cash and in-kind donations in 2020, and gave a total of \$248,461 in cash and in-kind donations in 2021, in each case despite limited operations due to the COVID-19 pandemic.

MARRIOTT INTERNATIONAL NURTURE OUR WORLD

Marriott has set portfolio level goals to impact the community through volunteering and service.

- **By 2025** contribute 15M hours of volunteer service to support our company priorities and community engagement strategy. 50% of hours will serve children and youth, including those at risk and disadvantaged, by developing their skills employability and supporting their vitality.
- **By 2025**, 80% of our managed hotels will have participated in community service activities.
- **By 2025**, 50% of all reported volunteer activities will be skills based.

In support of Marriott's Serve 360 goals in the Nurture our World quadrant, the Gaylord Brand properties have set property level goals and developed programs.

SKILL BASED VOLUNTEER ACTIVITIES

- ✓ **Gaylord Opryland** – Supports horticulture themed learning and provides teacher externship to learn about hospitality business/horticulture discipline at Donelson Middle School.
- ✓ **Gaylord Palms** – Sponsors the Poinciana High School aspiring culinarian program.
- ✓ **Gaylord Texan** – Participates in the Junior Achievement culinary demonstrations and job shadow opportunities.
- ✓ **Gaylord Rockies** – Participates with Back on My Feet, nonprofit organization that combats homelessness through essential employment.
- ✓ **Gaylord National** – Assists with development of virtual hospitality programs in 2021 for parents/teachers/students.
- ✓ Program to offer non-college bound students a career training/development path in the hospitality industry (at their hotels)
- ✓ They also provide job opportunities to formerly incarcerated people (within set guidelines/vetting process)

COMMUNITY SERVICE

- ✓ **Gaylord Opryland** – Supports students in weekly reading/mentorship program at Two Rivers Middle School and in redesigning school entrance. Also gives student support in digital design at Dupont Tyler Middle School.
- ✓ **Gaylord Palms** – Repurposed older but usable hotel amenities to the local community, including Clean the World, local animal shelter, Transition House of Osceola (Veterans) and Homeless Coalition of Osceola County.
- ✓ **Gaylord Texan** – Participates in the Goodwill Industries of Fort Worth Apprenticeship program.
- ✓ **Gaylord Rockies** – Partners with Family HomeStead to adopt homeless families for the holiday season.
- ✓ **Gaylord National** – Partners with local county public schools annually with backpacks and school supply drives.

VOLUNTEER SERVICE

- ✓ **Gaylord Opryland** – Volunteers teach Junior Achievement curriculum for students K-12.
- ✓ **Gaylord Palms** – Employees volunteer at events supporting Community Hope Center, serving the homeless population of Osceola.
- ✓ **Gaylord Texan** – Hosts multiple local schools on tours of facilities where property leaders were invited to teach modules to the students.
- ✓ **Gaylord Rockies** – Hosts local school tours and presents hospitality as a preferred employer and career pathway for youth.
- ✓ **Gaylord National** – Classroom volunteers teach JA curriculum for students K-12.

Personification: Our People-Centric Culture

Ryman Hospitality Properties' employees consist of corporate and Opry Entertainment Group (OEG) employees. The scope of this section includes Ryman Hospitality Properties employees, but does not include hotel employees. To achieve world-class customer service experiences in our entertainment businesses, we created a people-centric culture rooted in the Service Profit Chain operating philosophy. We believe that if we care for the people who work in our businesses and treat them with respect, they will in turn take care of our guests. This operating philosophy has helped to drive and maintain our competitive advantage in our businesses.

Human Capital

The Company focuses on creating fun, fair, safe and inspiring environments for our corporate and OEG employees. Our human capital practices are concentrated on supporting the total well-being of our employees—from benefits and pay to long-term career development and mental health. Investing in our employees is mission-critical to our Company's success. We provide a full list of benefits for both full time and part-time employees, encompassing a wide range of areas from wellness and nutrition to paid vacation and volunteer time, concert tickets, tuition reimbursement and more. For more details, please see our [corporate website](#).



Ryman Hospitality Properties' Employee Promise

We promise to provide you with the support and resources you need to deliver exceptional service in a fun environment where you feel respected, valued, and inspired.

We have a formal Employee Promise that encapsulates our commitment to their satisfaction and growth within our company. We invest in our corporate employees with a host of benefits and resources that support them both in and out of the office. Engaged employees work with passion and feel a profound connection to our company. They drive innovation and move the organization forward. To ensure employees are living our values as active members of our workplace, we provide regular opportunities for enrichment, dialogue and recognition across the enterprise. A series of regular employee communications spotlights the good work happening across the company and reminds employees of available resources and opportunities, including the monthly "RHP Culture Chronicle" newsletter, with a culture-centered approach to sharing our news; "The RHP Weekly" newsletter, designed to provide employees with information they need to do their jobs effectively; regular memos and updates from executives; and dedicated quarterly leadership communications. Regular Employee Update meetings are also designed for full-time employees to hear directly from leadership about our business performance, growth and vision for the future. The meetings also provide opportunities for employee celebration and recognition.

GUIDING PRINCIPLES



Passion
We are genuine, authentic and passionate in everything we do.



Respect
We value differences and respect one another, our guests and our history.



Winning Attitude
A winning attitude equals a willing attitude—positive, upbeat and helpful.



Integrity
We do the right thing and encourage others to do the same. We are honest, reliable and ethical.



Service
We strive to deliver exceptional service to our guests and each other every day.



Teamwork
We work as a team to create the best experience for our guests, as well as each other.



Pride
We eagerly tell our story and share the legacy.



Creativity
We encourage and celebrate innovative thinking.



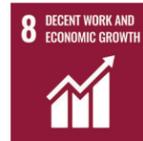
Fun
We are fun and have fun.



Aligning with the United Nations Sustainable Development Goals (UN SDGs)

As noted earlier, we anticipate the UN SDGs will play an integral role in the enhancement of our ESG-linked policies, programs and procedures. Our human capital management efforts are aligned to SDGs 8 and 17:

Goal 8 (Good Jobs and Economic Growth): Our extensive benefits packages for both full- and part-time employees creates a sustainable livelihood that supports our employees and dependents while also providing opportunities for professional development, improved health and wellbeing, and an appropriate work-life balance.



Goal 17 (Partnerships for the Goals): We contribute to global partnerships by committing to several voluntary UN declarations and actively encourage our countless suppliers and vendors to commit to them as well.



Career Development

All corporate employees receive regular performance and career development reviews. This annual process includes a self-evaluation and a leader-led review including opportunities throughout the year for employee mentoring on core competencies. SMART goal setting is also utilized to measure how each employee is contributing to the organization's objectives. The Company offers an annual performance bonus at all levels, tied to individual goals and our financial targets. At our hotels and managed attractions, we also work closely with Marriott to ensure operations staff within Gaylord Hotels properties have the necessary tools and resources to be successful and live our values.



Training and Education

We want our employees to be positioned for success with the knowledge, training and guidance to equip them to thrive and grow—from their very first day joining our company to their tenth anniversary and beyond. We created our on-site training center, Ryman Hospitality University, to ensure employees are fully immersed in all aspects of our company through branded training programs in a new, dedicated training center. Our company orientation, which takes place in RHU for all Nashville employees, ensures all employees are armed with consistent messaging and expectations surrounding our vision of providing unforgettable experiences and exceptional service. We also implement various development strategies to ensure we are investing in our employees and retaining talent within our organization. We offer elective opportunities to all employees to encourage their career advancement. We also offer our full-time employees tuition reimbursement for upgrading skills and continuing their educations.

Employee Volunteer Opportunities

Employees are encouraged to regularly engage with the community through company-organized volunteer opportunities with partners including Junior Achievement of Middle Tennessee, PENCIL Partners and the YMCA of Middle Tennessee. In 2021, we developed plans to increase volunteerism efforts through more senior leadership participation and implementing other tactics designed to promote community engagement across the enterprise, including our paid VTO policy discussed above.

Associate Focus Groups

Although employee satisfaction surveys were suspended during 2020 and 2021, focus groups continued with representatives across the organization providing an opportunity for employees to provide feedback in 2021. The information from the focus group is then reviewed with department heads and Senior Leadership. Opportunities for improvement are noted and action plans are developed within 60 days of the focus group. Employee satisfaction surveys have resumed for 2022.

Work/Life Balance

Our compensation and benefits programs – designed to attract, motivate, and retain employees – are supported by competitive pay practices, competitive benefit offerings and a focused approach to wellbeing. Our extensive benefits packages for full- and part-time employees create a sustainable livelihood, supporting employees and their families and providing opportunities for professional development, improved health and wellbeing and work-life balance.

Other Compensation and Benefits Programs

Our compensation and benefits programs is designed to attract, motivate, and retain employees. This is supported by competitive pay practices, competitive benefit offerings and a focused approach to wellbeing. Our extensive benefits packages for full- and parttime employees create a sustainable livelihood, supporting employees and their families and providing opportunities for professional development, improved health and wellbeing and work-life balance. Benefit packages encompass a wide range of areas, from wellness and nutrition to paid vacation for full-time employees, paid sick leave for full-time employees, 401(k) matching, robust medical insurance plans with generous employer cost sharing, concert tickets, tuition reimbursement and more. Additional benefits include income protection such as disability and life insurance and an employee assistance program. Reinforcing our commitment to DEI, benefits also extend for same-sex couples and domestic partners.



Health & Wellness

The Company's Total Rewards Strategy is a wellness-driven, proactive approach to rewarding employees and is specific to our organization's mission, business and culture. It is built around a Total Wellbeing Philosophy, considering the physical, financial, career, social and emotional wellbeing of our employees and providing resources to support happier, healthier, more productive lives. Health and wellness offerings include an employee assistance program offering a range of free resources, such as financial planning and counseling; on-site nutrition workshops; nutrition challenges; on-site wellness and biometric screenings; weight management program; tobacco cessation programs; a 24-hour nurse hotline; virtual doctor visits; and on-site fitness classes for full-time employees at our corporate headquarters. In early 2021, we committed to educating employees about COVID-19 vaccine safety and have instituted vaccine incentives and guidelines to encourage all employees to become vaccinated. In addition to the recent corporate office renovations that occurred in 2020, we opened an in-house Café with a variety of meal options including a salad bar for healthy options.

Diversity, Equity & Inclusion (DEI)

The Company has committed to transforming its approach to DEI by building upon past successes and focusing on key areas for improvement. While our company has a strong track record of fair employment practices, we acknowledge there is more work to be done to create an inclusive experience for all employees and recruit more minority candidates to the business. In 2020, we carried out a deep examination of our diversity and inclusion practices and began instituting new initiatives to be a stronger community partner and agent for change. That work continued in 2021 and included a commitment from our Chairman and CEO Colin Reed to directly impact DEI within the organization and in our communities.

Workforce Composition and Minority Representation

RHP's four-pronged promise to directly impact DEI within the organization and in our communities:

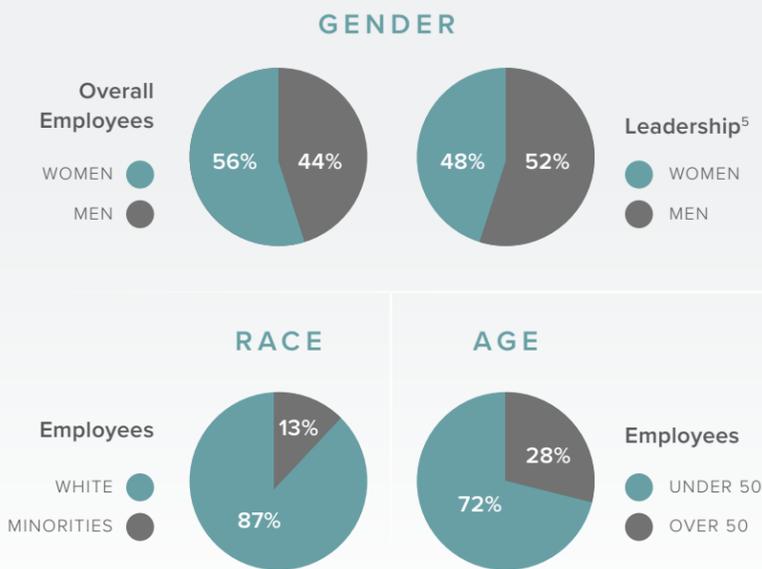
A commitment to educational partnerships that encourage black and minority candidates to pursue careers in the hospitality and entertainment industries while also creating direct paths to leadership roles.

A commitment to increasing efforts to identify and showcase diverse talent on our Ryman Auditorium, Grand Ole Opry and Ole Red stages, as well as using our marketing platforms to amplify diverse artists' contributions to country music.

A commitment to holding all levels of leadership accountable for efforts to foster an inclusive environment through specific annual performance goals related to training, leadership development and talent review processes.

A commitment to increasing our advocacy efforts for inclusive policies at the state, local and federal levels, actively lobbying against discriminatory legislation.

2021 WORKFORCE COMPOSITION AND MINORITY REPRESENTATION FOR RYMAN HOSPITALITY PROPERTIES⁴



⁴Ryman Hotel Properties includes corporate REIT and Opry Entertainment Group (OEG) employees. The social performance data at the end of the report includes corporate REIT employees only.

⁵We define leadership positions as employees falling in the Exempt employment category.



The Company and its affiliated organizations are committed to Equal Employment Opportunity (EEO), and it is our policy to provide EEO to all persons regardless of race, color, religion, sex (i.e., pregnancy, gender identity, or sexual orientation), national origin, age, mental and/or physical disability, genetic information or military status. The Company has also enhanced recruitment initiatives to attract, employ and develop more minority candidates. The Company has increased its presence and partnerships with local schools and universities to hire more diverse graduates at its venues and engage them in career development programs. The table to the left illustrates the workforce composition for Ryman Hospitality Properties (corporate and OEG) employees for 2021.

Pay Equity

Identifying and addressing pay gaps, particularly among female and minority employees, is a critical priority for us. We ensure compliance with federally regulated laws and legislation and take a proactive approach to demonstrating our commitment to pay equity for all employees. The Company commissions a regular Pay Equity Analysis performed by third-party consultants, which looks for patterns of pay disparity favoring a certain group over another, including by gender, age or race and across pay grades, job levels and job titles. The most recent audit conducted in 2019 found no significant pay disparities.



Other Key Initiatives

In 2020, we developed and launched the Diversity Council, an advisory board of employee representatives who advocate for and monitor the Company's commitment to DEI efforts. The Diversity Council charter includes creating a diverse and welcoming company that prioritizes inclusion and belonging for underrepresented groups in our workplace, customer base and communities. The 2020-2021 group provided ideas and feedback on new initiatives, policies, procedures and campaigns related to DEI. Several of the group's suggestions were implemented in 2021, including the new VTO policy, additional parameters related to supporting underrepresented groups for all non-profits that receive support from our Foundation, and the development of a special diversity and inclusion [employee microsite](#) designed to provide employees and other stakeholders real-time updates into our DEI efforts.

In 2021, the Company implemented a series of unconscious bias and workplace harassment training initiatives for select leaders in addition to its annual workplace harassment training for employees at all levels. The Company also launched a Spotlight Program providing employees who show high potential additional development and mentorship opportunities to prepare for the next steps in their careers.



Board Diversity

The makeup of a company's board is critical to guiding policies that will result in a more diverse and inclusive workplace. As such, our Board of Directors carefully considers age, gender, ethnicity and other factors when selecting new members. As of December 31, 2021, the Company's Board of Directors was comprised of six men and two women, three of whom identify as racially diverse. Four board members were under 50 years old and four board members were over 50 years old.



GAYLORD BRAND PROPERTY LEVEL EMPOWER THROUGH OPPORTUNITY AND WELCOME ALL AND ADVANCE HUMAN RIGHTS

Marriott, our hotel operator, has set the following company level goals to empower through opportunity by 2025:

- ✓ Invest at least \$5M to increase and deepen programs and partnerships that develop hospitality skills and opportunity among youth, diverse populations, women, people with disabilities, veterans, and refugees.
- ✓ Achieve gender representation parity for global company leadership.

Marriott has set company level goals to welcome all and advance human rights by 2025:

- ✓ 100% of associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices.

In support of Marriott's Serve 360 goals, our Gaylord Brand properties have set annual property level goals and developed programs.

EMPOWER THROUGH OPPORTUNITY

Gaylord Opryland	Gaylord Palms	Gaylord National	Gaylord Texan	Gaylord Rockies
<ul style="list-style-type: none"> ✓ Created DEI Council with monthly meetings in 2021. ✓ Diversity Equity Inclusion (DEI) Leadership Council at Gaylord Opryland networks within local community organizations that support minority, gender equality, LBGTQ communities to identify talent. 	<ul style="list-style-type: none"> ✓ Provided tours and speaking events to local college students to support future career planning in hospitality. ✓ Gaylord Palms has a customized program established to identify and develop emerging leadership talent at different career stages with a specific focus on building diverse leadership pipeline. 	<ul style="list-style-type: none"> ✓ In 2022 Gaylord National will enter into a partnership with Howard University's Marriott Sorenson School of Hospitality. Management STARS assist professors with guest speaking and QA about a career in hospitality. ✓ Provided guidance and support to furloughed and laid off STARS during the pandemic. ✓ Provided Marriott task force opportunities for our STARS. 	<ul style="list-style-type: none"> ✓ Hosted PIE (Performance, Image, Exposure) workshop focused on career development for hourly STARS. ✓ Certified 25 new STAR Trainers as champions of our service culture. ✓ Brought back Voyage program to include 5 new Voyagers in food & beverage and finance. ✓ Continued International J1 Work & Travel and Internship program for students. ✓ Secured partnership to bring ESL and adult education in 2022. 	<ul style="list-style-type: none"> ✓ Hosted local school tours and presented hospitality as a preferred employer and career pathway for youth; outreach at local high schools. ✓ J-1 Internship Program in place with robust training plans and development. ✓ "Hiring Our Heroes" Military Fellowship Program (U.S. Chamber of Commerce Foundation). ✓ Back on My Feet, Denver hiring homeless.

Advance Human Rights

All hotels require and complete Human Trafficking and ADA training for all new and current STARS. The hotels also participate in a variety of different organizations that have a direct impact on the community around them:

- ✓ Marriott ONE chapter participation
- ✓ Refugee programs to provide jobs
- ✓ Partnerships advocating for the employment of people experiencing homelessness

more positive experience for our guests giving us a competitive advantage in our industries. Our goal is to employ a highly engaged, high performing and satisfied workforce that is happy and empowered.

The underlying concept of the STARS First Culture is that a satisfied and fulfilled employee turns into a satisfied and happy guest who is more likely to return to our hotels. The vision is for STARS to deliver flawless service to customers seeking meeting, convention and leisure experiences. The STARS First Culture Guarantee is a promise to Gaylord employees that the Company will provide the support and resources necessary to provide impeccable service to its guests.

At our hotels, we work closely with Marriott to carry out the vision of our company set forth over two decades ago. To ensure STARS within our Gaylord Hotels properties have the tools and resources they need to be successful and live our values, we incorporate periodic reviews to ensure that our hotel operator has policies in line with our people-first approach. We also make investments in relevant projects to improve the work conditions of Marriott employees who work at our properties. For example, STARS workout facilities are maintained at Gaylord Opryland, which offers employees the opportunity to stay active. Furthermore, we invest in physical safety and security measures to reduce hazards to an absolute minimum, provide the appropriate personal, protective equipment and eliminate workplace-related injuries and death. Most notably, the Vanderbilt Health Gaylord Opryland Clinic has been created in partnership with Vanderbilt University to provide immediate service for STARS at Gaylord Opryland, their family members and guests.

Health, Wellbeing & Satisfaction for Hotel Employees

Together with our operator, Ryman Asset Management promotes a number of initiatives for employees and guests alike. Each of our hotels has large employee gyms and cafeterias, and we work with our operator to ensure employees are provided with (at least) quarterly events celebrating successes, volunteer opportunities in the local community. We remain diligent on biannual employee satisfaction / engagement

Hotel Operations - STARS First Culture Guarantee

We support our third-party operator, Marriott, in their efforts to instill our core values with their associates at our hotel properties. "STARS" is an acronym for Gaylord Hotel associates. Gaylord Hotels STARS bring a warm smile, genuine excitement and a "consider it done" spirit to work. In return, STARS experience the rewards of growing their career among a team of professionals with a passion for excellence. The STARS First Culture is aligned with our people-centric culture – which also is based on the belief that caring for the people who work in our business and communities leads to a

more positive experience for our guests giving us a competitive advantage in our industries. Our goal is to employ a highly engaged, high performing and satisfied workforce that is happy and empowered.

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scores and daily / weekly / monthly guest satisfaction scores. Our operator offers several different career growth opportunities for the employees as well, including an Emerging Leader Program, Executive Pathways Program, the Woman's Leadership and Learning Program, as well as Gaylord University – something each hotel offers to provide access to the catalogue of unique trainings specific to our hotels.

GAYLORD HOTELS STAR GUARANTEE

At Gaylord Hotels, we provide our STARS with the Support and Resources necessary to provide flawless service in an environment that fosters, fun, encourages open communication and development and upholds our Values.

- STARS
- Smiles
- Teamwork
- Attitude
- Reliability
- Service with a passion



GAYLORD OPRYLAND CLINIC

The Vanderbilt Health Gaylord Opryland Clinic provides immediate service in a convenient location for STARS and their family members and guests. Almost any urgent care need can be treated without an appointment, even on most holidays. For more information, please follow [this link](#).

Innovation: Sustainable Growth

Being a unique and innovative lodging REIT, the Company takes an organic, sustainable approach to growth. We focus on growing our hospitality portfolio primarily through asset enhancement. Furthermore, we invest in strategic expansions, such as SoundWaves at Gaylord Opryland, to increase the value of our assets while improving guest experiences. Our recent ESG and DEI commitments add an additional pillar to our investment strategy by incorporating elements of environmental sustainability and social responsibility.



In 2018, we added an innovative resort water attraction, SoundWaves at Gaylord Opryland Resort in Nashville, as an aquatic attraction for hotel guests that unites extraordinary environments, exclusive upscale amenities and relaxing water features with energetic rides, immersive music and an extraordinary oasis for people of all ages to enjoy year-round.

Every month we work with executive leadership at the properties to understand upcoming legislation in local municipalities to make sure we are aware of policies that may impact future developments. Asset Management takes a front seat role in this process and works in-conjunction with the property leadership, to maintain healthy government relationships so our assets can grow as part of the surrounding community. For example, the City of Aurora, Colorado (home of the Gaylord Rockies) has various restrictions in place that limit developments from installing grass or water features that are purely aesthetic (in order to reduce the potential for wildfires and to reduce the consumption of water). These types of restrictions will impact future expansions and near-term renovations of the hotel, so we make sure to work directly with the City to align with their expectations. We understand the impact each of our assets has on the surrounding community therefore any change to the asset and its impact on the community is top of mind.

Asset Enhancement

By holding assets long-term, our corporate strategy focuses on asset enhancement in several ways including energy efficient programs. In 2018, we implemented a cogeneration system at Gaylord National where the steam from water heat was used to generate electricity. This project has reduced gas and electricity costs by \$493,000 from 2017. We anticipate this project to directly reduce carbon emissions over the long-term. Given the success we've seen, we have since added a similar system to the Gaylord Rockies and continue to explore additional options at other hotels.



COGENERATION AT GAYLORD ROCKIES

At the Gaylord Rockies, we recently installed a Combined Heat and Power (“CHP”) system through our partners at Unison Energy. At no cost to the hotel, these generators are installed on-site and provide thermal and electric services, which in the long term provide savings to the hotel. More importantly, the system provides power redundancy to the hotel as the generators dispatch in parallel with the grid to ensure that power is always on. If the single power source of electricity were to fail at the hotel, the system could handle the load. Current estimates have this system saving roughly \$6M-\$7M in utility costs over the twenty-year lifespan of this system.



GAYLORD PALMS HORTICULTURE/GARDENS

The Gaylord Palms property in Kissimmee offers an Everglades-inspired atrium that acts as the centerpiece of the hotel and transports guest to the Everglades National Park. The 4.5 acre atrium houses 500 different plant genus and species and over 40 palm varieties. In addition, the atrium has 300 orchids that bloom every 90-120 days and over 7,000 piece Caladiums showcasing Florida’s “hometown” flower. Additionally, Everglades atrium has 500,000 gallons of waterways.

Geographic Diversification

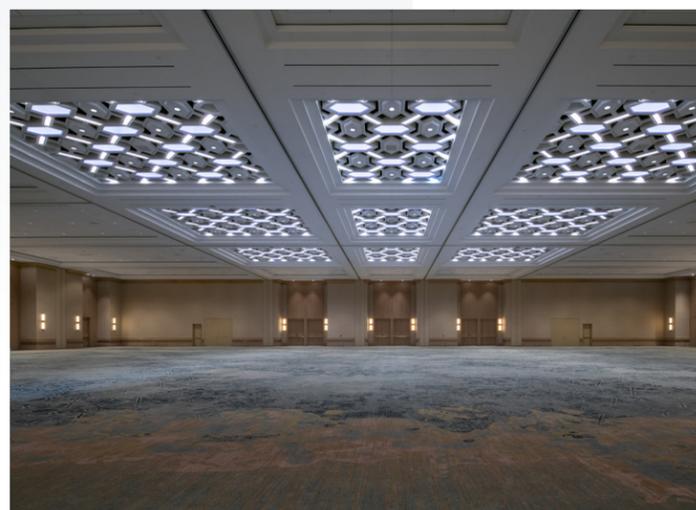
At the end of 2019, we further diversified our hotel portfolio geographically by expanding into Colorado by acquiring a majority interest in the Gaylord Rockies project. In early 2021, we became the sole owner of the Gaylord Rockies project. The Gaylord Rockies is a 1,501-room resort hotel with over 485,000 square feet of exhibition, meeting, pre-function and outdoor space. The hotel managed by Marriott International, opened in December 2018 pursuant to a long-term management contract. The total project cost was approximately \$800 million.

We also diversified our portfolio through large-scale asset enhancements. In May 2018, we completed a \$110 million expansion project at Gaylord Texan that included an additional 303 guestrooms and 88,000 square feet of meeting space. In early 2021 we completed construction of another expansion project, at Gaylord Palms in Florida costing nearly \$158 million, which included an additional 302 guest rooms and 90,000 square feet of meeting space, an expanded resort pool and events lawn and a new multi-level parking structure. Through acquisitions and asset enhancements, we seek opportunities to innovate sustainably. Through sourcing local suppliers, ecofriendly building materials and studying clean energy options, we ensure that all our innovation remains aligned with the objective to provide best-in-class customer service and experiences to our guests. As we grow, our approach to sustainability management is to leverage our ESG commitments to maintain social and environmental sustainability while continuing the deep-rooted service excellence that built our company.



PORTFOLIO DIVERSIFICATION WITH GAYLORD ROCKIES

We continued the geographic diversification of our portfolio with the Gaylord Rockies. Not only does this property add a western entry point to the Gaylord hotel system but the local market is also quite limited with only two other hotels with over 1,000 rooms, and none with equivalent meeting space. In addition, this introduces new customers as 40% of group bookings are new to the Gaylord brand and 80% of bookings are new to the State of Colorado. Finally, there are opportunities for further strategic investment on adjacent land with a similar economic incentive structure. The Company began reporting the Gaylord Rockies on a fully consolidated basis as of January 1, 2019.



DOMINATING THE MEETING MARKET

Our assets are strategically located in many of the country’s top meeting destinations. With the Gaylord Rockies acquisition, we now own 5 of the top 10 (and 4 of the largest) non-gaming hotels in the U.S. Gaylord Palms was recently recognized with a Cvent award of Excellence in 2022.

We have made countless investments on hotel amenities throughout our portfolio. Outside-the-room spending at our hotels, coupled with extensive meeting facilities, F&B outlets, spas, resort pools and other amenities help drive significant outside-the-room spend yielding a total RevPAR twice peer averages.

Corporate (REIT employees only)

Economic, Social and Environmental Historical Performance

(Baseline and 2019-2021)

ECONOMIC PERFORMANCE TABLE

COMPANY PROFILE	Baseline (2016)	2019	2020	2021
Total Number of Properties ¹	6	7	7	7
Total Number of Available Rooms Nights	3,037,800	3,690,150	3,700,260	3,757,434
ECONOMIC PERFORMANCE ²				
Consolidated Revenue (In thousands)	\$1,149,207	\$1,604,566	\$524,475	\$939,373
Consolidated Adjusted EBITDA (millions)	\$350.1	\$510.5	(\$40.3)	\$177.3
Revenue Per Available Room (RevPAR)	\$138.27	\$151.09	\$46.41	\$87.53
Occupied Rooms	2,278,197	2,798,169	858,497	1,485,881
Occupancy Rate	75.0%	75.8%	23.2%	39.5%

¹2019 Number of Properties has been restated to correct a previously reported error. Gaylord Rockies was added to the portfolio in December 2018 with performance reported as of 2019.

²2020 Revenue, Adjusted EBITDA and Occupied Rooms have been restated to correctly align with 10-K figures.

SOCIAL PERFORMANCE TABLE

EMPLOYEE METRICS ³	Baseline (2016)	2019	2020	2021
Total Employees (#)	58	98	78	84
GENDER				
Percent of Employees Men (%)	45%	51%	47%	50%
Percent of Employees Women (%)	55%	49%	53%	50%
RACE				
Percent of Employees Asian (%)	1.7%	3.1%	3.9%	7.1%
Percent of Employees Black or African American (%)	5.2%	4.1%	1.3%	0.0%
Percent of Employees Hispanic/Latino (%)	0.0%	0.0%	0.0%	1.2%
Percent of Employees White (%)	93.1%	91.8%	93.6%	87%
Percent of Employees Other (%)	0.0%	1.0%	1.3%	4.7%
AGE				
Percent of Employees under 30 years old (%)	2%	13%	13%	15%
Percent of Employees 30 – 50 years old (%)	62%	57%	63%	58%
Percent of Employees over 50 years old (%)	36%	30%	24%	27%
OTHER				
Total Employee Turnover (%) ⁴	11%	16%	15%	13%

BOARD METRICS

Total Board Members (#)	9	8	8	8
Total Independent Board Members (#)	8	7	7	7
GENDER				
Board Members Men (#)	7	6	6	6
Board Members Women (#)	2	2	2	2
BOARD AGE				
Percent of Board Members under 30 years old (%)	0%	0%	0%	0%
Percent of Board Members 30 – 50 years old (%)	22.2%	37.5%	37.5%	50%
Percent of Board Members over 50 years old (%)	77.8%	62.5%	62.5%	50%
BOARD RACE				
Percent of Board Members Asian (%)	0%	25%	25%	25%
Percent of Board Members Black or African American (%)	11.1%	12.5%	12.5%	12.5%
Percent of Board Members Hispanic or Latino (%)	0%	0%	0%	0%
Percent of Board Members White (%)	77.8%	62.5%	62.5%	62.5%
Percent of Board Members Other (%)	11.1%	0%	0%	0%

DONATIONS AND COMMUNITY SERVICE ⁵	2016	2019	2020	2021
RHP Foundation Charitable Giving	\$335,461	\$456,000	\$332,000	\$319,000
Property Level Cash Donations (USD)	N/A	\$335,774	\$72,915	\$76,714
Property Level In-kind Donations (USD)	N/A	\$600,945	\$126,297	\$202,195
Total Value of All Property Level Donations (USD)	N/A	\$936,719	\$199,212	\$278,909

³The employee demographics for corporate REIT employees is provided in the Personification section of this report.

⁴Metrics are inclusive of voluntary and involuntary turnover and reflects corporate REIT employees only.

⁵2019 and 2020 property level cash and in-kind donations have been restated based on more accurate source data.

ENVIRONMENTAL PERFORMANCE TABLE

INTENSITY PARAMETERS	Baseline (2016)	2019	2020	2021
Floor Area Coverage	11,473,163	13,467,607	13,467,607	13,467,607
Occupied Rooms ⁶	2,278,197	2,798,169	858,497	1,485,881
ENERGY ⁷				
Total Energy Consumption (megawatt hours)	746,178	633,895	432,325	513,441
Total Direct Energy Consumption (megawatt hours)	547,232	375,853	270,003	308,195
Total Indirect Energy Consumption (megawatt hours)	198,946	258,041	162,321	205,246
Energy Consumption per square foot (kilowatt-hours)	64.68	46.85	31.92	37.93
% Energy from Renewables	1.95%	3.6%	3.7%	4.2%
CARBON ⁸				
Total Greenhouse Gas Emissions (metric tons CO2e)	198,001	183,723	126,403	135,141
Total Scope 1 Emissions (metric tons CO2e)	99,034	68,090	48,978	55,867
Total Scope 2 Emissions (metric tons CO2e)	98,967	115,633	77,425	79,274
Greenhouse Gas Emissions per square foot (kgCO2e)	17.14	13.56	9.32	9.97
WATER ⁹				
Total Water Consumption (kilo-gallons)	667,238	740,294	511,667	629,463
Water Consumption per occupied room (gallons)	298.47	264.11	594.53	422.89
WASTE ¹⁰				
Total Waste (metric tons, actual)	14,019	16,814	6,298	9,894
Waste Landfilled (metric tons)	13,358	15,519	5,881	9,326
Waste Diverted (metric tons)	661	1,294	418	568
Waste diversion rate (percentage)	4.7%	7.7%	6.6%	5.7%
Total Waste Generated per occupied room (lb)	13.6	13.3	16.2	14.9

⁶ 2019 and 2020 occupancy data have been restated to correct a previously reported error. Occupancy data is consistent with the 2021 10-K.

⁷ 2019 and 2020 total and direct energy and energy intensity have been restated due to increased source data accuracy for the Gaylord National cogeneration system. 2020 percent of energy from renewables has been restated to reflect an update to the grid renewable percentages.

⁸ 2019 and 2020 carbon figures have been restated to due to increased source data accuracy for the Gaylord National cogeneration system.

⁹ 2020 water figures have been restated to correct a previously reported error.

¹⁰ 2016 waste figures have been restated due to increased source data accuracy across the portfolio. Waste figures do not include the AC Hotel. 2019 and 2020 waste figures for the Inn at Opryland have been estimated.

Ryman Hospitality Properties (RHP) Task Force on Climate-Related Financial Disclosures Report

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
Board’s oversight of climate related risks and opportunities	<p>The Board has oversight of climate risks and opportunities through its Nominating and Corporate Governance Committee (NCG) of the Board of Directors. These oversight committees assist the Environmental, Social and Governance Steering Committee (ESG Committee) in setting the general strategy relating to environmental and sustainability, employee safety, engagement and diversity, corporate social responsibility and other public policy matters relevant to the Company (the “ESG Program Components”).</p> <p>The ESG Committee meets as often as necessary, but no less than quarterly.</p>	<p>2021 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p> <p>Corporate Governance Guidelines</p>
Management’s role in assessing and managing climate related risks and opportunities	<p>Management’s role in assessing climate related risks and opportunities occurs via the ESG Committee, which is a cross-functional senior management committee of the company. The Company’s Chief Executive Officer (the “CEO”) will appoint the members of the ESG Committee from time to time. The ESG Committee will include officers and employees of the Company that the CEO deems appropriate, taking into account the expertise of such officers and employees in the areas of environmental, health and safety, operations, design and construction, legal, investor relations, government affairs, corporate governance, finance, human resources and communications.</p> <p>The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company’s understanding of the ESG Program Components.</p> <p>Ryman’s Asset Management team further supports the management of climate risk through its close working relationship with property general managers. Given the number of properties in our portfolio, we are in a unique position to have strong relationships with our executive teams at each of the properties. Every month, asset management engages with the general manager and executives at each property to discuss sustainability-specific concerns as part of the overall performance of the hotel the previous month. Our asset management team is working directly with our operator to develop a short and long term ESG and DEI strategy.</p>	<p>2021 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p>

STRATEGY

At the asset level, the time-period for investment currently varies between 1-10 years based on the investment horizon and opportunities for each property. At the corporate level, sustainability objectives are established annually. For the purposes of assessing climate risk and opportunities we use the following time horizons: Short-term (<3 years), Medium-term (3-6 years), and Long-term (>6-10 years or longer).

DISCLOSURE	RESPONSE			REFERENCE
Climate-related risks and opportunities identified over the short, medium and long-term	TIME FRAME	PHYSICAL CLIMATE RISK	CLIMATE OPPORTUNITIES	2021 Sustainability Report Ryman Hospitality Properties Sustainability Risk Assessment, August 2021
	Short and Medium Term:	<ul style="list-style-type: none"> High baseline water stress Disruptive weather patterns Decline of critically endangered species Fire damage from wildfires Unprecedented rainfall Flood from rainfall Warming of global temperatures 	<ul style="list-style-type: none"> Increased building and operating efficiencies Reduced water consumption investments Increased waste efficiency programs Building resilience investment measures Preference by and access to event planners/customers prioritizing sustainable meetings and hotel operations 	
		TRANSITION CLIMATE RISK	<ul style="list-style-type: none"> Low emission goods and services Financial savings resulting from investments in energy and water efficiency 	
	TIME FRAME	PHYSICAL CLIMATE RISK		
Long Term or Unknown:	<ul style="list-style-type: none"> Unknown 			
	TRANSITION CLIMATE RISK	<ul style="list-style-type: none"> Existing governmental laws and regulations may be revised or new laws and regulations relating to climate change, air quality or other environmental and health concerns may be adopted or become applicable to us, which could affect the operations of our hotels and/or result in significant additional expense and operating restrictions. 		

DISCLOSURE	RESPONSE	REFERENCE
Impact on Business, Strategy and Financial Planning	<p>The risks and opportunities associated with climate change have a direct and indirect impact on our business, strategy, and financial planning.</p> <p>IMPACT ON BUSINESS: Climate risk is embedded throughout the life cycle stages of RHP's real estate investments from due diligence to renovation, ongoing asset management, and ultimately disposition. The company performs asset level risk assessments as a standard part of its due diligence process for new acquisitions and for existing assets. Some of the risks that Ryman monitors include water, climate change adaptation and resilience, biodiversity and habitat, socio-economic impact, utilities management, health and wellbeing and safety. Our portfolio includes assets located in states that are prone to water stress and hurricanes. We manage these impacts by investing in protective and precautionary systems, detailed operational protocols, and comprehensive evaluations of asset infrastructure.</p> <p>Many factors influence our reputation including the perception held by our customers and other key stakeholders and the communities in which we do business, and the perception held by customers of Marriott or any future third-party hotel manager. The lodging and entertainment industries in which we operate face increasing scrutiny related to environmental, social and governance activities and risk of damage to our reputation if we fail to act responsibly or comply with regulatory requirements in a number of areas, such as safety and security, environmental stewardship and sustainability, climate change, diversity, human rights, philanthropy and support for local communities. The continuing evolution of social media presents new challenges and requires us to keep pace with new developments and trends. Negative posts or comments about us, the properties we own and Marriott or any future third-party hotel manager on any social networking or user-generated review website, including travel and vacation property websites, could affect consumer opinions of us, and we cannot guarantee that we will timely or adequately redress such instances.</p> <p>IMPACT ON STRATEGY AND FINANCIAL PLANNING: RHP's goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets. Sustainability and management of climate risk supports our overall strategic plan to 1) enhance hotel property design, and 2) expand our hospitality portfolio through selective acquisitions of assets meeting our investment criteria. The consideration of climate risk compels us to ensure that our resort expansion activities incorporate a strong connection to the local environment. We also prioritize biodiversity concerns and baseline water stress. In addition, laws and regulations have been enacted to regulate or limit carbon emissions. Changes in legislation relating to climate change, and complying with such laws and regulations, may require us to make significant investments in our hotels and could result in increased energy costs at our properties which could have a material adverse effect on our results of operations and our ability to make distributions to our stockholders.</p> <p>The challenges of climate change are present, real, and everchanging. On May 3, 2010, Nashville experienced an unprecedented rainfall event amounting to 19 inches of rain over a two-day period. This rain event led to a thousand-year flood event that inundated the Grand Ole Opry House and Gaylord Opryland, both located along the bank of the Cumberland River, with more than 8 feet of water. This devastating flood event led to the emergency evacuation of more than approximately 1,500 guests and led to a six-month closure of Gaylord Opryland and a five-month closure of the Grand Ole Opry House. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House, to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates.</p> <p>Unfortunately, the increase in disruptive weather patterns due to climate change is a tangible risk that properties will need to prepare for. Our priority-based approach to asset enhancement leverages building assets. Occurring on a regular basis, a cycle of planning and monitoring through numerous on-site inspections and strong relationships with our third-party operator, Marriott, is how we expect our assets to stand resiliently during challenges.</p> <p>Overall, addressing climate-related risks and opportunities requires partnerships with our stakeholders (stockholders, third-party operators and their employees, suppliers, corporate employees, Marriott International, local communities of our properties, and industry associations). We value the relationship between our asset management team and the property general managers. Every month, asset management engages with the general manager and executives at each property to discuss sustainability specific concerns as part of the overall performance of the hotel from the previous month. Our asset management team works directly with our operator to develop a short and long term ESG strategy.</p>	2021 Sustainability Report 2021 Annual Report

STRATEGY (CONTINUED)

DISCLOSURE	RESPONSE	REFERENCE
Organizational Resilience and Impact of Different Scenarios, Including 2 degrees or lower	<p>Moving forward, we are inspired by BlackRock’s CEO Larry Fink’s call to action for companies to plan for the physical risks of climate change and prepare for a net-zero economy. Ryman recognizes the important shift that will occur as the global economy strives toward decarbonization and a net-zero future. In a scenario in which global temperatures are limited to 1.5 degrees above pre-industrial levels by the end of the century, the hospitality and tourism sector must have a stronger focus on low material growth and reduced resource and energy intensity. Hospitality companies that do not act swiftly will not reap the benefits of climate transition opportunities. In any future scenario, there will be climate impacts that require mitigation and adaption to physical infrastructure, which are especially applicable to REITs.</p> <p>As a first step, we conducted a portfolio wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for our hospitality portfolio. We will build on this assessment to, in future years, set targets to hold ourselves accountable and improve performance in the key areas of energy, carbon emissions, water, and waste.</p>	2021 Sustainability Report

RISK MANAGEMENT

DISCLOSURE	RESPONSE	REFERENCE
Process for identifying and assessing climate related risks	<p>Ryman’s identification and assessment of climate related risks is guided by its Environmental Management System (EMS). Presently, our risk assessments focus on the development and enhancement of our hospitality portfolio to mitigate environmental and social risks. In doing so, we conduct assessments during various stages of the project lifecycle, each with its corresponding checklists for documentation. Assessments are performed during the following instances:</p> <ul style="list-style-type: none"> ▪ Site evaluation for new development or existing property renovation or enhancement ▪ Building valuation for budgeting in renovations or enhancement ▪ Key supplier selection for direct vendors and contractors ▪ Technical design and purchasing for projects overseen directly by design & construction ▪ Construction including impact monitoring ▪ Operator/Tenant Fit-out and refurbishment, including technical design and purchasing when handled by the operator ▪ Ongoing performance monitoring for asset management <p>Our risk assessments cover the following topics, the depth of which will vary depending on the nature of the instance:</p> <ul style="list-style-type: none"> ▪ Water ▪ Climate Change Adaptation and Resilience ▪ Biodiversity and Habitat ▪ Socio-economic Impact ▪ Utilities Management ▪ Health and Wellbeing ▪ Safety 	2021 Sustainability Report Environmental Management System

RISK MANAGEMENT (CONTINUED)

DISCLOSURE	RESPONSE	REFERENCE
Processes for managing climate related risks	<p>At Ryman Hospitality Properties, we have several key processes in place for managing climate related risks.</p> <ol style="list-style-type: none"> We are deeply involved with and value the relationship between our asset management team and the property general managers. Given the number of properties in our portfolio, we are in a unique position to have strong relationships with our executive teams at each of the properties. Every month, asset management engages with the general manager and executives at each property to discuss sustainability-specific concerns as part of the overall performance of the hotel the previous month. Our asset management team is working directly with our operator to develop a short and long term climate strategy. This strategy will elevate not only the physical asset of each hotel, but also the wellbeing of the employees and guests. The general manager at each property provides updates on their property's progress in meeting ESG, energy usage, and ROI opportunities. We hold each of our hotels accountable for not only the hotel's financial performance, but also the overall health of the business, whether that be employee or guest satisfaction, sustainability performance, mechanical infrastructure, or community engagement. The challenges of climate change are present, real, and everchanging. The Company proactively mitigates risks associated with disruptive weather patterns in its key markets. Our building resilience strategy is a priority-based approach based on due diligence, preventive maintenance, and infrastructure enhancements. Occurring on a regular basis, a cycle of planning and monitoring through numerous on-site inspections and strong relationships with our third-party operator, Marriott, is how we expect our assets to stand resiliently during challenges. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House, to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates. Ryman has an Environmental Sustainability Policy. This policy serves as a guiding framework to minimize the environmental impacts associated with all aspects of our business with specific focus in the following six priority areas. We encourage all our stakeholders, including suppliers, vendors, business partners and hotel operators to hold similar commitments and policies. We strive to actively engage our hotel operators to achieve these goals. <ul style="list-style-type: none"> Energy Efficiency & Renewable Energy Water Efficiency & Management Waste Management & Recycling Sustainable Sourcing Climate Change Risk, Adaptation & Resilience Local Communities & Ecosystems 	<p>2021 Sustainability Report</p> <p>Environmental Sustainability Policy</p>

DISCLOSURE	RESPONSE	REFERENCE
Integration into overall risk management	<p>The Board has responsibility for oversight of the company's enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. The oversight responsibility of the Board and its committees is made possible by a management report process that is designed to provide both visibility and transparency to the Board about the identification, assessment and management of critical risks and management's risk mitigation strategies. In this regard, each committee meets in executive session with key management personnel and representatives of outside advisors (for example, our director of internal audit meets in executive session with the Audit Committee).</p> <p>The areas of enterprise risk that are managed include competitive, economic, operational, financial (accounting, credit, liquidity and tax), legal, compliance, information technology security programs (including cybersecurity), political and reputational risks.</p> <p>The Board and its committees oversee risks associated with their respective principal areas of focus, as outlined below:</p> <p>Audit Committee: Risks and exposures associated with financial matters, including financial reporting, tax, accounting, disclosure, internal control over financial reporting, financial policies, investment guidelines and credit and liquidity.</p> <p>Nominating and Corporate Governance Committee: Risks and exposures relating to corporate governance, director succession planning and ESG/corporate social responsibility issues.</p> <p>Human Resources Committee: Risks and exposures associated with leadership assessment, management succession planning and compensation programs.</p> <p>We believe that the Board's role in risk oversight is facilitated by the leadership structure of the Board. In this regard, we believe that, by combining the positions of Chairman of the Board and CEO, the Board gains a valuable perspective that combines the operational experience of a member of management with the oversight focus of a member of the Board. We also believe that the division of risk management-related roles among the company's full Board, Audit Committee, Nominating and Corporate Governance Committee and Human Resource Committee as noted above fosters an atmosphere of significant involvement in the oversight of risk at the Board level and complements our risk management policies.</p> <p>The Board, in executive sessions of non-management directors (which are presided over by the company's Independent Lead Director), also considers and discusses risk-related matters. This provides a forum for risk-related matters to be discussed without management or the Chairman of the Board and CEO present. The company's Independent Lead Director acts as a liaison between the company's Chairman of the Board and CEO and the company's independent directors to the extent that any risk-related matters discussed at these executive sessions require additional feedback or action. In setting compensation, the Human Resources Committee also considers the risks to our stockholders that may be inherent in our compensation programs.</p>	<p>2021 Annual Report</p>

METRICS AND TARGETS

Metrics used by the organization to assess climate related risks and opportunities.

Ryman collects and discloses annual performance data for the following key metrics:

CATEGORY	METRIC	DISCLOSURE LOCATION
GHG Emissions	Scope 1 GHG Emissions	Annual ESG Performance Tables
GHG Emissions	Scope 2 GHG Emissions	Annual ESG Performance Tables
GHG Emissions	Combined Scope 1 & 2 GHG Emissions	Annual ESG Performance Tables
GHG Emissions	GHG Emissions Intensity	Annual ESG Performance Tables
Energy	Direct and Indirect Energy Consumption	Annual ESG Performance Tables
Energy	Total Energy	Annual ESG Performance Tables
Energy	Energy Intensity	Annual ESG Performance Tables
Energy	% of Energy from Renewables	Annual ESG Performance Tables
Water	Total Water	Annual ESG Performance Tables
Water	Water Intensity	Annual ESG Performance Tables
Waste	Total Waste Generated	Annual ESG Performance Tables
Waste	Waste Landfilled	Annual ESG Performance Tables
Waste	Waste Recycled	Annual ESG Performance Tables

Additional metrics monitored in the Sustainability Risk and Opportunity Assessment

- Climate Risk Indicators
 - Drought risk
 - Flood risk
 - Cyclone risk
 - Precipitation change
 - Temperature change
 - Sea level rise
- Water Risk Indicators
 - Baseline water stress
 - Seasonal variability
 - Future water stress 2030
 - Future water demand 2030
 - Water risk premium
 - Future water supply 2030
 - Water intensity (Gallons/Sq. Ft.)
 - Relative market water intensity
- Biodiversity Risk Indicators
 - Proximity to IUCN protected areas
 - Proximity to species recognized by the IUCN as critically endangered
- Socio-economic Risk Indicators
 - Obesity
 - Food insecurity
 - Air pollution
 - Unemployment
 - Crime
 - Healthcare

Scope 1, 2 and 3 Greenhouse Gas Emissions

GREENHOUSE GAS EMISSIONS	2021 PERFORMANCE
Scope 1 (metric tons CO2e)	55,867
Scope 2 (metric tons CO2e)	79,274
Total Scope 1 + Scope 2 (metric tons CO2e)	135,141
Intensity per Square Foot	9.97
Scope 3	Currently we do not track Scope 3 emissions

Targets and Performance Against Targets

Together with its properties, RHP has set 2022 ESG goals for each of its hotels. These are not RHP corporate goals, but rather individual property goals that are consistent across the portfolio. For environmental goals, properties are striving to reduce water consumption, electricity, and carbon emissions. These goals are listed on Page 15 of the 2021 Sustainability Report.

SASB Disclosures

ACTIVITY METRICS

CODE	METRIC DESCRIPTION	RESPONSE
IF-RE-000.A	Number of assets	7 hotels; 1 golf course
IF-RE-000.B	Leasable floor area	13,467,607 SQ FT
IF-RE-000.C	Percentage of indirectly managed assets	100%
IF-RE-000.D	Average occupancy rate	39.5%

Sustainability Disclosure Topics & Accounting Metrics

ENERGY MANAGEMENT

CODE	METRIC DESCRIPTION	2021 VALUE
IF-RE-000.130a.1	Energy consumption data coverage as a percentage of total floor area	100%
IF-RE-000.130a.2	Total energy consumed by portfolio area with data coverage	513,441,311 kWh
	Percentage grid electricity	32.55%
	Percentage renewable energy	4.2%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	19%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	14.8%
	Percentage of eligible portfolio that is certified to ENERGY STAR	14.8%
IF-RE-000.130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<p>Ryman places a high value on protecting the environment where we own properties, live and work. As a hospitality REIT owner of destination hotel assets in urban and resort markets, we understand environmental impact of operations occurs primarily during new development, major renovation, and on-going operation of existing assets. We have learned from our sustainability management system, that it is important to focus our conservation and sustainability efforts around particular aspects of our operations.</p> <p>At Ryman, we submeter our electricity use for efficiency and usage reduction. Key decision-making done during the early stages of development and renovation sets the precedent for future sustainability alignment. Efforts then extend into asset management, which enhances sustainability with best practices and a focus on new opportunities, those missed during development, and new and emerging trends and technologies.</p>

WATER MANAGEMENT

CODE	METRIC DESCRIPTION	2021 VALUE
IF-RE-000.140a.1	Water withdrawal data coverage as a percentage of total floor area	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	25%
IF-RE-000.140a.2	Total water withdrawn by portfolio area with data coverage	629,463 kilo-gallons
	Percentage in regions with High or Extremely High Baseline Water Stress	38% or 43%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	23%
IF-RE-000.140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>Water related risks are of importance to our portfolio considering that 38%-43% of properties are located in areas of high or extremely high-water stress.</p> <p>We seek to manage and mitigate water risk through our due diligence and project management processes. We also now integrate a comprehensive water risk assessment that allows us to judge the water risk at our properties' location, including water stress, flood zone, and usage as it relates to price.</p>

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS

CODE	METRIC DESCRIPTION	2021 VALUE
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area, by property subsector	0%
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity and water withdrawals by property subsector	5% ¹
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	<p>A changing climate, extreme weather events, increasing temperatures, and rising sea levels pose an emerging risk for the built environment. Climate-resilient actions are incorporated into the design phase of construction.</p> <p>We design flood-resistant buildings while also conducting flood hazard and risks assessments for proposed projects; assessing the durability and performance of building materials in a changing climate; and protecting the natural environment by implementing sustainable stormwater management, which will eliminate disruption of stormwater flow.</p>

¹Estimated based on the sub-metered laundry facilities at Gaylord Texan, Gaylord Rockies and Gaylord National

CLIMATE CHANGE ADAPTATION

CODE	METRIC DESCRIPTION	2021 VALUE
IF-RE-450a.1	Area of properties located in 100-year flood zones	0 Square Feet
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<p>The importance of an Environmental Management System is vital to Ryman as our portfolio of hospitality assets will evolve as we adapt, develop, and acquire assets. The ESG committee governs the system, liaises with the Board of Directors on its policies and performance, and oversees approval and publication of this document.</p> <p>The system follows a “Plan-Do-Check-Act” approach. Key issues, risks and opportunities that arise in the development and renovation of the hospitality portfolio have been identified, where the assets are under Ryman ownership but operated separately by Marriott International. Assessments are performed in the appropriate stages of the project lifecycle with key stakeholders. Technical specifications are evaluated via checklists in appropriate instances for documentation and screening processes. Performance is monitored during construction and then subsequently in operations, and relevant information is communicated externally to stakeholders via ESG disclosures. Lessons learned are used to continuously improve this overall process, policies, procedures, and checklists. In the event of nonconformity, the ESG committee will investigate the situation, which may include an analysis of the events that occurred, the impacts on the Company and its stakeholders, and the steps needed to ensure nonconformity does not happen again.</p>

GRI Disclosures

ORGANIZATIONAL PROFILE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-1	Organizational details	RYMAN HOSPITALITY PROPERTIES, INC. (“Ryman Hospitality”) Ryman Hospitality Properties, Inc. (NYSE: RHP) is a leading lodging and hospitality real estate investment trust, or REIT, for federal income tax purposes, that specializes in upscale convention center resorts and country music entertainment experiences. The Company’s core holdings include a network of five of the top 10 largest non-gaming convention center hotels in the United States based on total indoor meeting space. Our corporate headquarters are located at One Gaylord Drive, Nashville, Tennessee 37214.	2021 10-K p. 2 Contact Us
2-2	Entities included in the organization’s sustainability reporting	The entities included in our Sustainability Report are limited to our hospitality portfolio which, with respect to ESG, includes Gaylord Opryland Resort & Convention Center in Nashville, Tennessee (“Gaylord Opryland”), Gaylord Palms Resort & Convention Center in Kissimmee, Florida (“Gaylord Palms”), Gaylord Texan Resort & Convention Center in Grapevine, Texas (“Gaylord Texan”) Gaylord National Resort & Convention Center near Washington D.C. (“Gaylord National”), and Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”). Our other owned hotel assets consist of the Inn at Opryland, a 303- room overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel near Gaylord National. These hospitality properties are managed by Marriott International, Inc. (“Marriott”). Pertaining to our environmental data, metrics are based on 2021 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”). (Please note that our environmental performance data has not been verified or certified.) The sustainability report excludes the company’s entertainment segment, which is included in our Annual Report.	2021 10-K p. 2, 66 (F-58)
2-3	Reporting period, frequency and contact point	Our reporting period is the calendar year 2021 (January 1 - December 31, 2021). Our sustainability report will be updated on an annual basis. Address: One Gaylord Drive Nashville, TN 37214; Phone: +1 615 316 6000; E-mail: ESG@rymanhp.com	2021 10-K Contact Us
2-4	Restatements of information	Historical environmental and occupancy data has been restated. The footnotes below the performance table in the Sustainability Report list the specific restatements.	2021 Sustainability Report
2-5	External assurance	Our sustainability reporting has not been externally assured.	2022 Proxy Statement p. 72

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-6	Activities, value chain, and other business relationships	<p>Ryman is a Delaware corporation that began operating as a self-advised and self-administered REIT for federal income tax purposes on January 1, 2013. We specialize in group-oriented, destination hotel assets in urban and resort markets. We are generally interested in highly accessible upper-upscale assets with over 400 hotel rooms in urban and resort group destination markets. Presently, our lodging properties (“hospitality segment”) are spread throughout five states, which include: Colorado, Florida, Maryland, Tennessee, and Texas. Our owned assets include a network of five upscale, meetings-focused resorts totaling 9,917 rooms that are managed by Marriott International, Inc. (“Marriott”) under the Gaylord Hotels brand. Our other owned hotel assets managed by Marriott include the Inn at Opryland, an overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel adjacent to Gaylord National. Our operations are organized into three principal business segments: (i) Hospitality, which includes our Gaylord Hotels properties, the Inn at Opryland and the AC Hotel; (ii) Entertainment, which includes the Grand Ole Opry, the Ryman Auditorium, WSM-AM, Ole Red, our equity investment in Circle, and our other Nashville-based attractions; and (iii) Corporate and Other, which includes corporate expenses. These three business segments — Hospitality, Entertainment, and Corporate and Other — represented approximately 84%, 16%, and 0%, respectively, of our total revenues for the fiscal year ended December 31, 2021. Our 2021 Total Hospitality Revenue for 2021 was \$786,583,000. As a self-administered REIT, our properties are managed by our third-party operator, Marriott International, who oversees the full spectrum of operations. Through Marriott, our properties benefit by leveraging the brand’s purchasing power as a complete global supply chain solutions provider. Each year, Ryman Hospitality engages suppliers for various products and services. Many of our suppliers and vendors are local to the markets we serve and have been long-term partners. On May 7, 2021, we purchased the remaining 35% interest in the Gaylord Rockies joint venture.</p> <p>Ryman Hospitality Properties, Inc. (NYSE: RHP) is a leading lodging and hospitality real estate investment trust that specializes in upscale convention center resorts and country music entertainment experiences. The Company’s core holdings include a network of five of the top 10 largest non-gaming convention center hotels in the United States based on total indoor meeting space. These convention center resorts operate under the Gaylord Hotels brand and are managed by Marriott International. The Company also owns two adjacent ancillary hotels and a small number of attractions managed by Marriott International for a combined total of 10,412 rooms and more than 2.8 million square feet of total indoor and outdoor meeting space in top convention and leisure destinations across the country. The Company’s Entertainment segment includes a growing collection of iconic and emerging country music brands, including the Grand Ole Opry; Ryman Auditorium; WSM 650 AM; Ole Red and Circle, a country lifestyle media network the Company owns in a joint venture with Gray Television. The Company operates its Entertainment segment as part of a taxable REIT subsidiary.</p>	<p>2021 10-K p. 9 (F-1), p. 15 (F-7), p. 16 (F-8)</p> <p>About Us</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-7	Employees	In 2021, Ryman had a total of 84 employees in the US region. These employees were permanent, full-time employees — of which, 42 were men and 42 were women.	GRI Content Index
2-9	Governance structure and composition	<p>The committees of the Board will be the Executive Committee, the Audit Committee, the Human Resources Committee, and the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee has oversight on Risks and exposures relating to corporate governance, director succession planning and ESG issues. ESG issues overseen by the committee include sustainability, corporate social responsibility and DE&I considerations. For more details on the Board Committees, see our Corporate Governance Guidelines. A table of the corporate governance committee composition can be found on our Corporate Governance - Committee Composition section of our website and page 3 of our 2022 Proxy Statement. A full profile on our Board Members’ skills, independence, tenure, gender, etc. can be found on the Board of Directors section of our website.</p> <p>The Board as a whole has responsibility for oversight of the company’s enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. The oversight responsibility of the Board and its committees is made possible by a management report process that is designed to provide both visibility and transparency to the Board about the identification, assessment and management of critical risks and management’s risk mitigation strategies. In this regard, each committee meets in executive session with key management personnel and representatives of outside advisors (for example, our director of internal audit meets in executive session with the Audit Committee). The areas of focus of the Board and its committees include competitive, economic, operational, financial (accounting, credit, liquidity and tax), legal, compliance, information technology security programs (including cybersecurity), ESG/corporate social responsibility, political and reputational risks. The ESG Committee is a cross-functional senior management committee of the company. It is subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company’s general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company’s understanding of the ESG Program Components.</p>	<p>GRI Content Index</p> <p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>2022 Proxy Statement p. 3, 28, 29</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-10	Nomination and selection of the highest governance body	The Nominating and Corporate Governance Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Ryman Hospitality Properties, Inc. (the "Company") to assist the Board, on an annual basis, by identifying individuals qualified to become Board members (consistent with criteria approved by the Board), and to recommend to the Board the director nominees for the next annual meeting of stockholders. The Board normally shall consist of not less than 7 nor more than 11 Directors. No more than three of them may be employees of the Company ("management directors"). The Nominating and Corporate Governance Committee annually reviews with the Board the company's "Statement of Expectations of Directors." This review includes an assessment of independence, diversity, age, skills, experience and industry backgrounds in the context of the needs of the Board and the company, as well as the ability of current and prospective directors to devote sufficient time to performing their duties in an effective manner. Directors are expected to actively participate in Board discussions and exemplify the highest standards of personal and professional integrity. In particular, the committee seeks directors with established strong professional reputations and expertise in areas relevant to the strategy and operations of our businesses. While our Corporate Governance Guidelines do not prescribe specific diversity criteria for selection of directors, as a matter of practice, the committee considers diversity in the context of the Board as a whole and takes into account diversity, including the personal characteristics (such as gender, ethnicity or age) and experience (such as industry, professional or public service) of current and prospective directors, when selecting new directors to facilitate Board deliberations that reflect a broad range of viewpoints. The committee's charter gives it responsibility to develop and recommend criteria for the selection of new directors to the Board, including but not limited to diversity, age, skills, experience, time availability and such other criteria as the committee shall determine to be relevant at the time. Currently, the Board has three directors who are racially and ethnically diverse, and two directors who are female.	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter 2022 Proxy Statement p. 24

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-11	Chair of the highest governance body	<p>Colin Reed has been the chairman of our Board since May 2005; our Chief Executive Officer since April 2001; our President from November 2012 to March 2015 and from April 2001 to November 2008.</p> <p>The Board believes that Mr. Reed's service as both Chairman of the Board and CEO is in the best interests of the company and its stockholders. Mr. Reed possesses a detailed knowledge of our industry as well as an understanding of both the opportunities and challenges we face. The Board thus believes that Mr. Reed is best positioned to develop agendas that ensure that the Board's time and attention are focused on the most important matters facing the company. The Board also believes that Mr. Reed's combined role ensures clear accountability, enhances our ability to articulate our strategy and message to our employees, stockholders and business partners and enables decisive overall leadership.</p> <p>In order to prevent and mitigate conflicts of interest, the Board has determined that it is also important to have an Independent Lead Director who will play an active role and oversee many of the functions that an independent chair would otherwise perform. The Board has adopted a description of the duties of the Independent Lead Director, which is posted on our website at www.rymanhp.com (under "Corporate Governance" on the Investor Relations page). Pursuant to this description, the Chairman of the Nominating and Corporate Governance Committee serves as the company's Independent Lead Director, and that individual is currently Robert Prather.</p> <p>If the alleged violation of the Code of Business Conduct and Ethics under consideration concerns an Executive Officer or Director, the determination of the existence of any violation shall be made by the Nominating and Corporate Governance Committee in consultation with the General Counsel and/or such external legal counsel as the Nominating and Corporate Governance Committee deems appropriate.</p>	2022 Proxy Statement p. 17, 21 Code of Business Conduct and Ethics

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The ESG Committee is a cross-functional senior management committee of the company. It is subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p> <p>The Board as a whole has responsibility for oversight of the company's enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. ESG/corporate social responsibility risks are one of the areas of focus of the Board and its committees.</p> <p>Ryman Hospitality aims to support the United Nations Sustainable Development Goals through operations of our hotels and resorts. In addition, we are an advocate for the American Hotel & Lodging Association's 5-star promise on sexual harassment.</p>	<p>2022 Proxy Statement p. 28</p> <p>ESG Committee Charter</p> <p>2021 Sustainability Report</p>
2-13	Delegation of responsibility for managing impacts	<p>We formed an ESG Committee to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions to further connect our company with the community while staying aligned to our strategic goals. The committee then reports directly to the Nominating and Corporate Governance Committee who then shares pertinent findings with the Board of Directors.</p> <p>General oversight of environmental, social, and economic impacts, risks, and opportunities fall under the responsibility of our ESG committee, chaired by the Executive Vice President & General Counsel, who reports to our Nominating and Corporate Governance Committee.</p> <p>The ESG Committee reports at least annually to the Board of Directors.</p>	<p>ESG Committee Charter</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The ESG Committee is a cross-functional senior management committee of the company. It is subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p>	<p>ESG Committee Charter</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-15	Conflicts of interest	<p>Ryman Hospitality must have the confidence of its customers and the public. Directors and employees must avoid conflicts or the appearance of conflicts. Specifically, employees should avoid any outside financial interests that might conflict with the company's interests. Such outside interests could include, among other things: personal or family financial interests in or indebtedness to enterprises that have business relations with the company; and acquiring any interest in outside entities, properties, etc., in which the company has an interest or potential interest. This would include stock in businesses being considered for acquisition, or real estate or possible new or expanded company operations, and the conduct of any business not on behalf of the company with any vendor, supplier, customer, or agency or any of their officers or employees. Employees and directors should report any material transaction or relationship that could result in a conflict of interest to Ryman Hospitality's General Counsel. Conflicts of Interest in regards to cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholders, and related parties, their relationships, transactions, and outstanding balances are then disclosed to stakeholders in the Proxy Statement.</p>	<p>Code of Business Conduct and Ethics</p>
2-16	Communication of critical concerns	<p>General questions regarding this Code or the application of this Code to particular situations may be directed to Ryman Hospitality's General Counsel. Questions from Directors and Executive Officers may also be discussed with the Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee. The General Counsel did not receive any critical concerns in 2021.</p>	<p>Code of Business Conduct and Ethics</p>
2-17	Collective knowledge of the highest governance body	<p>In 2021, Ryman's NCGC did not take measures to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	<p>2022 Proxy Statement p. 3</p>
2-18	Evaluation of the performance of the highest governance body	<p>In 2021, there were no processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people.</p>	<p>GRI Content Index</p>
2-19	Remuneration policies	<p>Our Human Resources Committee (which functions as our compensation committee) annually reviews our executive compensation program to determine how well actual compensation targets and levels meet our overall compensation philosophy and to compare our compensation programs to our peers. The committee also oversees our compensation programs. We Pay for Performance— We tie pay to performance in a manner that we believe advances our stockholders' interests by paying a significant portion of our NEOs' total compensation opportunities in the form of variable compensation. In 2021, 69% of our CEO's total target compensation and 61% of our other NEOs' target total compensation (on average) was performance-based.</p>	<p>2022 Proxy Statement p. 41-71</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-20	Process to determine remuneration	<p>The committee annually determines whether our overall executive compensation program is consistent with our business strategy and promotes our compensation philosophy. In determining target total annual compensation for each NEO, the committee relies on its general experience and subjective considerations of various factors, including our strategic business goals, information with respect to the peer group set forth above, proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by Aon, and each executive officer's position, experience, level of responsibility, individual job performance, contributions to our corporate performance, job tenure and future potential.</p> <p>The committee does not set specific targets or utilize any formulaic benchmarks for overall compensation or for allocations between fixed and performance-based compensation, cash and non-cash compensation or short-term and long-term compensation. In addition, the committee uses proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by our compensation consultant, Aon, to obtain a general understanding of current compensation practices, including to confirm that the base salary and other elements of target total compensation opportunity for our executive officers is at a market-competitive level.</p> <p>The Human Resources Committee (which functions as our compensation committee) is comprised entirely of independent directors. In addition, there are no relationships among our executive officers, members of the committee or entities whose executives serve on the Board or the committee that require disclosure under applicable regulations of the SEC.</p> <p>We Hold an Annual Say on Pay Vote—Consistent with the views of our stockholders, initially expressed in 2011 and reaffirmed in 2017, we continue to conduct an annual “say-on-pay” advisory vote to solicit our stockholders’ views on our compensation programs. We Solicit Independent Compensation Advice—Our Human Resources Committee retains Aon, a leading independent compensation consultant.</p>	2022 Proxy Statement p. 6-7

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-21	Annual total compensation ratio	<p>The annual total compensation ratio of our CEO and Chairman to our median employee's total compensation (based on corporate REIT employees only) was 132 to 1 for 2021.</p> <p>The percentage change in annual total compensation ratio was 222%. The ratio was 41:1 in 2020 and increased to 132:1 in 2021.</p> <p>The 2021 total compensation amount for our CEO, as calculated in accordance with SEC rules and as disclosed in our proxy statement, includes the grant date fair value of a performance-based RSU award granted to the CEO and to all director-level and above employees of the company, designed to incentivize management's efforts to return the company's financial performance to pre-COVID levels and to encourage retention in a challenging labor market. This award will vest at the end of a three-year performance period to the extent that the company's common stock trades above designated levels, which represent a significant premium to both the company's closing stock price on the date of the award and the company's all-time high closing stock price. The grant date fair value of such award to the CEO was \$3,295,070. Excluding such amount, our CEO's total compensation would have been \$7,881,536, which represents a 77.38% increase from our CEO's total compensation in 2020. Total compensation for our CEO in 2020 was impacted by the effect of the COVID pandemic, as our CEO voluntarily elected to forego 50% of his base salary from March to December of 2020.</p>	<p>2022 Proxy Statement p. 27</p> <p>GRI Content Index</p>
2-22	Statement on Sustainable development strategy	A letter from our Chairman of the Board and Chief Executive Officer is included in our annual sustainability report.	2021 Sustainability Report

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-23	Policy commitments	<p>Ryman's policy commitments for responsible business conduct include conflicts of interest; corporate opportunities; confidentiality and preservation of records; business conduct and fair dealing; protection and proper use of Ryman Hospitality property; and compliance with laws, rules, and regulations (which covers respecting human rights).</p> <p>The human rights policy is as follows: Race, Ethnicity, Color, Religion, National Origin, Gender, Sexual Orientation, Age and Disability. Employees at the Company are recruited, selected and hired on the basis of individual merit and ability with respect to the position filled. As a business comprised of and strengthened by talented and diverse employees, the Company is committed to the fair and effective utilization of all employees without regard to race, ethnicity, color, religion, national origin, gender, sexual orientation, age or disability unrelated to ability to do the job. Employees must all keep in mind that equal employment opportunity is indispensable in every aspect of the employment relationship. The relationship covers origin, training, working conditions, benefits, compensation practices, employment functions (including promotion, demotion, discipline, transfer, termination and reduction in force) and Company sponsored educational, social and recreational programs. The Company will protect minority and women's rights and will move affirmatively and aggressively toward full and equal participation for each and every one of its employees as a matter of sound moral, legal and business policy. The Company steadfastly requires all of its employees to treat each other, regardless of title or position, with fairness and respect.</p> <p>Labor and Human Rights. The Company recognizes the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The Company will comply with all applicable human rights and labor laws, and the Company will not employ forced, bonded, compulsory or child labor, or employ those below the minimum legal age for their respective jurisdiction. The Company complies with all applicable safety, health, legal, wage and compensation requirements, and employees of the Company are not required to exceed the maximum number of working hours as defined by applicable laws. The Company will ensure that overtime is compensated in accordance with applicable laws at each of the Company's locations, including its headquarters. Human Trafficking. The Company recognizes the importance of human rights and the need for the hospitality industry to fight the presence of human trafficking. The Company provides or supports human trafficking awareness and prevention, and the Company fully supports and endorses the American Hotel & Lodging Association's No Room for Trafficking campaign. Occupational Health and Safety. The Company is committed to creating an environment that promotes the health and safety of our employees and our guests. We will ensure appropriate training is conducted to best protect our employees and our guests.</p>	<p>Code of Business Conduct and Ethics</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-24	Embedding policy commitments	<p>Ryman Hospitality is committed to achieving high standards of business, personal and ethical conduct for itself, its directors, and all personnel. Through performance in accordance with these standards, the company, its directors and all its employees will merit and enjoy the respect of one another, the business community, our stockholders, our customers and suppliers, and the public.</p> <p>Each employee and director must endeavor to deal fairly with Ryman Hospitality's customers, suppliers, competitors, and other employees. No employee or director shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of a material fact, or any other unfair dealing practice.</p> <p>All employees are required to read, understand, and conduct business according to our Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in our Code of Business Conduct is required of all employees and enforcement is the direct responsibility of every supervisor. (Human Trafficking)</p> <p>In 2021, the Company implemented a series of unconscious bias and workplace harassment training initiatives for select leaders in addition to its annual workplace harassment training for employees at all levels. The Company will also launch a Spotlight Program providing employees who show high potential additional development and mentorship opportunities to prepare for the next steps in their careers.</p>	<p>Code of Business Conduct and Ethics</p> <p>2021 Sustainability Report</p>
2-25	Processes to remediate negative impacts	<p>For processes to remediate negative impacts, refer to our Code of Business Conduct and Ethics, Human Rights and Inclusiveness Policy, and Environmental reporting</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights and Inclusiveness Policy</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>General questions regarding our Code of Business Conduct or the application of our Code of Business Conduct to situations may be directed to Ryman Hospitality's General Counsel. Questions from Directors and Executive Officers may also be discussed with the Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>Good faith reports of wrongdoing should be submitted, in writing, to the Senior or Executive Vice President to whom an employee ultimately reports, the Vice President of Human Resources or the General Counsel, or by a phone call to the company's ethics hotline at 888-736-9830.</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights and Inclusiveness Policy</p> <p>2021 Sustainability Report</p>
2-28	Membership associations	<p>Ryman Hospitality is a member of NAREIT and the American Hotel & Lodging Association.</p>	<p>GRI Content Index</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-29	Approach to stakeholder engagement	<p>Our direct stakeholders, pertaining only to our hospitality segment, are our stockholders, third-party operator, suppliers, and corporate employees. Other stakeholder groups include employees of our third-party operator, Marriott International, the local communities of our properties and industry associations. Stakeholders are determined by their impact on our company and its business activities. Our approach to stakeholder engagement within our hospitality portfolio focuses primarily on our employees, community, and third-party operator, Marriott International.</p> <p>We leverage our third-party operator, Marriott International, to provide us with insight on guest satisfaction. In addition, we engage our operator during feedback sessions on the relationship with our suppliers and vendors as well.</p> <p>Finally, we engage our community stakeholders by participating through membership in various industry associations, and through our foundation – Ryman Hospitality Properties Foundation. Our stockholder and investor outreach generally includes investor road shows, analyst meetings, investor days and investor conferences and meetings. We also communicate with our stockholders through our SEC filings (including our annual report and proxy statement), press releases and our website. In addition, our conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2021 we also reached out to 37 of our 40 largest stockholders who have a policy of engaging with portfolio companies, representing approximately 74% of our outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>For more details, see our Environmental Management System.</p>	<p>GRI Content Index</p> <p>2022 Proxy Statement p. 31</p> <p>Environmental Management System</p>
2-30	Collective bargaining agreements	Collective bargaining agreements are negotiated between the third-party hotel managers and labor unions. We do not have the ability to control the outcome of these negotiations. In addition, none (0%) of our corporate employees are covered by collective bargaining agreements.	2021 10-K p.46 (F-38)

MATERIAL TOPICS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-1	Process to determine material topics	<p>The boundaries of this report are limited to our hospitality portfolio which, with respect to ESG, includes Gaylord Opryland Resort & Convention Center in Nashville, Tennessee (“Gaylord Opryland”), Gaylord Palms Resort & Convention Center in Kissimmee, Florida (“Gaylord Palms”), Gaylord Texan Resort & Convention Center in Grapevine, Texas (“Gaylord Texan”) Gaylord National Resort & Convention Center near Washington D.C. (“Gaylord National”), and Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”). Our other owned hotel assets consist of the Inn at Opryland, a 303- room overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel near Gaylord National. Pertaining to our environmental data, metrics are based on 2021 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”). (Please note that our environmental performance data has not been verified or certified.)</p> <p>Our report content and topic boundaries are structured around four themes we deem essential to our company, which includes:</p> <ol style="list-style-type: none"> 1. Environmental and Resource Conservation 2. Preservation of our heritage, assets and local communities 3. Personification of our employees, operations, and partnerships 4. Innovation through creativity and intertwining growth with sustainability <p>Ryman engages with an external ESG consultant to support the determination of material topics.</p>	<p>2021 Sustainability Report</p> <p>GRI Content Index</p>
3-2	List of material topics	<p>The list of material topics covered currently aligns with our portfolio of hotels and resorts in this second year of reporting.</p> <p>The material topics covered include: Economic Performance, Indirect Economic Impacts, Anti-Corruption, Energy, Water and Effluents, Emissions, Effluents and Waste, Employment, Occupational Health & Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy.</p> <p>Our material topics are addressed through the following GRI Economic, Environmental, and Social standards.</p> <ul style="list-style-type: none"> ▪ Economic standards: Direct Economic Value, Indirect Economic Impacts, Anti-corruption. ▪ Environmental standards: Energy, Water and Effluents, Emissions, Waste, and Environmental Compliance. ▪ Social standards: Employment, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy. 	GRI Content Index

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-3	Management of material topics	<p>We formed an Environmental, Social, Governance (ESG) Committee to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions to further connect our company with the community while staying aligned to our strategic goals.</p> <p>Our approach to mitigating risks at our company includes supporting our third-party operators to identify sustainability-linked risks and design and implement relevant solutions and track progress of our initiatives.</p> <p>Our risk assessments focus on the development and enhancement of our hospitality portfolio to mitigate environmental and social risks. In doing so, we conduct assessments during various stages of the project lifecycle, each with its corresponding checklists for documentation. Assessments are performed during the following instances:</p> <ul style="list-style-type: none"> Site evaluation for new development or existing property renovation or enhancement Building valuation for budgeting in renovations or enhancement Key supplier selection for direct vendors and contractors Technical design and purchasing for projects overseen directly by design & construction Construction including impact monitoring Operator/Tenant fit-out and refurbishment, including technical design and purchasing when handled by the operator Ongoing performance monitoring for asset management <p>Our risk assessments cover the following topics, the depth of which will vary depending on the nature of the instance:</p> <ul style="list-style-type: none"> Water Climate Change Adaptation and Resilience Biodiversity and Habitat Socio-economic Impact Utilities Management Health and Wellbeing Safety <p>The critical ESG-linked issues we face are related to climate change, environmental degradation and biodiversity, energy and carbon emissions, water scarcity and security, waste management, public health, sustainable procurement, supply chain management, and socioeconomic challenges. In 2021, we conducted a portfolio wide assessment of water risk, climate risk, biodiversity proximity, socio-economic indicators, and transition risk of regulation and policy via research of relevant local policies for the hospitality portfolio. Through this study, we identified several areas of risks. Our resorts already have programs underway that address these risks, and more will be developed going forward. For more details on how we track progress, see our Environmental Management System.</p>	<p>GRI Content Index</p> <p>2022 Proxy Statement p. 31</p> <p>Environmental Management System</p>

ECONOMIC PERFORMANCE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Direct Economic Value			
201-1	Direct economic value generated and distributed	<p>Hospitality Segment Total Segment Results. The following presents the financial results of our Hospitality segment for the years ended December 31, 2021: Total Hospitality Revenue: \$786,583,000</p> <p>For further details regarding economic value distributed, refer to the 2021 10-K Report.</p>	2021 10-K p. 16 (F-8)
201-2	Financial implications and other risks and opportunities due to climate change	<p>Climate change, which includes the warming of global temperatures and rising sea levels, could potentially impact our new developments and major renovation projects in worker safety, weather-related delays, construction materials design and manufacturing and increasing insurance costs. Climate change will continue to drive physical, regulatory, and business risks over time, requiring resilience planning and continuous assessment.</p> <p>Further details on the financial implications and other risks and opportunities due to climate change are outlined in our TCFD and Environmental Policy.</p>	<p>TCFD</p> <p>Environmental Policy</p> <p>Environmental Management System</p>
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	<p>We strive to be a good corporate citizen in the markets in which we operate through financial and volunteer support of worthy causes, as well as through direct community engagement. Our charitable foundation, which has a primary focus on youth, education and the arts, supports many organizations in our community, including the PENCIL Foundation and YMCA of Middle Tennessee's Camp Widjiwagan. We also believe it is important to ensure the safety of our employees and guests, to uphold labor rights and take steps to prevent sexual harassment of our employees. Finally, we think it is important to respect and uphold fundamental human rights, and to work to eradicate modern slavery from the industries in which we operate and the supply chains of those industries.</p>	<p>2022 Proxy Statement p. 30</p> <p>2021 Sustainability Report</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Anti-Corruption			
205	Management approach disclosure	<p>Ryman has many controls specifically designed within our control framework to mitigate fraud risks. Many of these controls also mitigate corruption risk via appropriate segregation of duties, although we have limited international exposure related to corruption risk (FCPA relates to international bribery), where corruption can be more prevalent.</p> <p>Ryman has the following specific controls and processes in place to mitigate “corruption” risks:</p> <ul style="list-style-type: none"> ▪ Signature Authorization Policy – <ul style="list-style-type: none"> • who can approve purchases • bidding process • Contract approval processes ▪ Budgets established and monitored ▪ Fraud Questionnaires ▪ Risk Assessments – Internal Audit and Management ▪ Whistle blower hotline ▪ Related Party Reviews ▪ Global Anti-Corruption annual trainings by our third-party hotel manager 	GRI Content Index
205-1	Operations assessed for risks related to corruption	<p>All segments of our organization are covered in our annual risk assessment (via in-person meetings and risk surveys) and annual fraud risk assessment (via surveys).</p> <p>Procurement and Financial Reporting risks are the significant risks related to corruption identified through the risk assessment.</p>	GRI Content Index
205-2	Communication and training about anti-corruption policies and procedures	<p>All employees are required to read, understand, and conduct business according to our Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in the Code is required of all employees.</p> <p>Employees may not solicit any kind of gift or personal benefit from present or potential suppliers or customers. Employees are prohibited from accepting gifts of money (or monetary equivalents), whether solicited or unsolicited. For a list of transactions that are permitted and shall be considered an exception to the general prohibition against accepting things of value and all other Codes of conduct of this nature, see our Code of Business Conduct and Ethics.</p> <p>Ryman provides Global Anti Corruption annual trainings as a specific control and process to mitigate corruption risks.</p>	Code of Business Conduct and Ethics
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during the reporting period.	GRI Content Index

ENVIRONMENTAL

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Energy			
302-1	Energy consumption within the organization	Total fuel consumption from non-renewable sources was 1.7707553208e+15 joules from natural gas and diesel during the 2021 reporting period. Total fuel consumption from renewable sources was 7.76322792e+13 joules from the grid during the 2021 reporting period. Total energy consumption was 1.8483876e+15 joules during the 2021 reporting period. Total purchased electricity consumption for 2021 was 185,186,666.33 kwh. Total heating consumption from natural gas was 308,078,570.53 kwh in 2021. Total steam consumption was 20,059,395.93 kwh for 2021.	2021 Sustainability Report and ESG Performance Table (Environment)
302-3	Energy intensity	The 2021 energy intensity was 37.93 kilowatt-hours per square foot (ratio calculated by gross floor area).	2021 Sustainability Report and ESG Performance Table (Environment)
302-4	Reduction of energy consumption	<p>From our 2016 baseline, we reduced our energy by 31.2% in 2021. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies.</p> <p>Presently, we track Purchased Electricity and Natural Gas at our hotel properties. Commodities such as district chilled water and steam are not applicable to our hotel properties.</p>	2021 Sustainability Report and ESG Performance Table (Environment)
Water & Effluents			
303-5	Water consumption	<p>Total water consumption was 2382.78 megaliters during the 2021 reporting period.</p> <p>Our Sustainability Risk Assessment identified three properties located in areas of High to Very High Water Stress: Gaylord Rockies, Gaylord Texan, and Gaylord Palms. Total water consumption from all areas with water stress was 1,260.29 megaliters during the 2021 reporting period.</p>	<p>2021 Sustainability Report and ESG Performance Table (Environment)</p> <p>RHP Sustainability Risk Assessment 2021</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Emissions			
305-1	Direct (Scope 1) GHG emissions	Total Scope 1 emissions were 55,867 metric tons of CO2e during the 2021 reporting period.	2021 Sustainability Report and ESG Performance Table (Environment)
305-2	Energy Indirect (Scope 2) GHG emissions	Total Scope 2 emissions were 79,274 metric tons of CO2e during the 2021 reporting period.	2021 Sustainability Report and ESG Performance Table (Environment)
305-4	GHG Emissions Intensity	Our total Scope 1 and 2 greenhouse gas intensity was 9.97 kilograms per square foot (kgCO2e) in 2021. Presently, we track CO2, CH4, and N2O gases at our hotel properties.	2021 Sustainability Report and ESG Performance Table (Environment)
305-5	Reduction of GHG Emissions	From our 2016 baseline, we reduced our total Scope 1 and 2 emissions intensity by 41.8% in 2021. This is primarily the result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Presently, we track CO2, CH4, and N2O gases at our hotel properties.	2021 Sustainability Report and ESG Performance Table (Environment)
Waste			
306-3	Management approach disclosure	Total waste generated in 2021 was 9,894 metric tons. Waste to landfill was 9,326 metric tons. Waste diverted was 568 metric tons.	2021 Sustainability Report and ESG Performance Table (Environment)
Environmental Compliance			
307	Management approach disclosure	The Company will comply fully with all applicable local, state, and federal environmental laws, rules, and regulations always.	Environmental Policy
307-1	Non-compliance with environmental laws and regulations	In 2021, Ryman did not identify any known instances of non-compliance with environmental laws and/or regulations.	GRI Content Index

SOCIAL

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Employment			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We invest in our employees with a host of benefits and resources that support them both in and out of the office. We provide a full list of benefits for both full time and part-time employees encompassing a wide range of areas, from wellness and nutrition to paid vacation, concert tickets, tuition reimbursement and more. For more details, please see our corporate website.	Our Benefits
Occupational Health & Safety			
403-6	Promotion of worker health	We offer comprehensive medical, prescription drug, dental and vision coverage to our full-time employees. Furthermore, we promote health and wellbeing through wellness nutrition workshops discounted on-site CrossFit and yoga classes, employee assistance programs, and other health-linked programs. We also promote the health of Marriott associates at our hotel properties by investing in physical safety and security measures to reduce hazards to an absolute minimum; provide the appropriate personal, proactive equipment; and eliminate workplace-related injuries and death. Most notably, the Vanderbilt Health Gaylord Opryland Clinic has been created, in partnership with Vanderbilt University, to provide immediate service for STARS/Marriott associates and their family members, and guests.	Our Benefits Vanderbilt Health Gaylord Opryland Clinic
403-9	Work-related injuries	In 2021, there was only one incident of work-related injuries within the corporate segment. There were no deaths at Ryman Hospitality Properties during the reporting period.	GRI Content Index
Training & Education			
404-2	Programs for upgrading employee skills and transition assistance programs	We presently offer our full-time employees tuition reimbursement for upgrading skills and furthering their education. Furthermore, we offer an employee assistance program to both full-time and part-time employees.	Our Benefits
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our corporate employees receive regular performance and career development reviews. All corporate employees receive regular performance and career development reviews. This annual process includes a self-evaluation and a leader-led review including opportunities throughout the year for employee mentoring on core competencies. SMART goal setting is also utilized to measure how each employee is contributing to the organization's objectives. The Company offers an annual performance bonus at all levels, tied to individual goals and our financial targets. At our hotels and managed attractions, we also work closely with Marriott to ensure operations staff within Gaylord Hotels properties have the necessary tools and resources to be successful and live our values.	Sustainability Report

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Diversity & Equal Opportunity			
405-1	Diversity of governance bodies and employees	<p>Among our Board of Directors in 2021, 75% were men and 25% were women. 0% were under 30 years old, 50% were 30-50 years old, and 50% were over 50 years old. Additionally, 37.5% of our Board was racially diverse.</p> <p>Among our employees in 2021, 50% of our employees were women while 50% were men. 15% were under 30 years old, 58% were 30-50 years old, and 27% were over 50 years old. Additionally, 13% of our employees were racially diverse.</p>	2021 Sustainability Report and ESG Performance Table (Social)
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>The Ryman Hospitality Properties Foundation manages giving at the corporate level and focuses on making a difference in communities that are directly impacted by our assets through supporting arts, education, and youth. The Foundation has developed guidelines to help us evaluate the requests we receive each year.</p> <p>In addition, we sponsor and administer the Opry Trust Fund, which partners with other organizations to provide, on a confidential basis, direct financial assistance to music industry participants facing medical or other personal emergencies.</p>	<p>RHP Foundation</p> <p>2021 Sustainability Report</p>
Customer Health & Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Our Asset Management team engages with our operator on a routine basis to discuss and evaluate progress on property-level ESG goals that are not necessarily shown through financial statements and consumption metrics. These goals could include employee health and safety concern. Our risk assessments cover the Health, Wellbeing, and Safety, the depth of which will vary depending on the nature of the instance. Health and safety elements have been included in our Ongoing Performance Monitoring and Site Evaluation checklists. Further details on the Health & safety-linked risks of our business on our employees, suppliers, and partners are outlined in our Environmental Sustainability Policy.	<p>Environmental Policy</p> <p>Environmental Management System</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
Customer Privacy			
418	Management approach disclosure	<p>The areas of focus of the Board and its committees includes information technology security programs (including cybersecurity). Given the importance of information security to our company, the Audit Committee receives regular reports from our chief financial officer, our chief information officer and our vice-president of internal audit regarding our program for managing our information security risks, including data privacy and protection risks faced by the company. Our information security risk mitigation efforts, which are overseen by the Audit Committee, include a regular information security training program for employees, the introduction of information security concepts as part of our new employee onboarding process and regular third-party assessments of our information security program. We also maintain an insurance policy that provides coverage for security breaches.</p> <p>Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. Safeguarding confidential information is essential to the conduct of the Company. Caution and discretion must be exercised in the use of such information, which should be shared only with those who have a clear and legitimate need and right to know. No employee may disclose confidential information of any type to anyone except persons within the Company who need to know. Information regarding a customer may not be released to third parties, government, or other organizations, without the consent of the customer unless required by law. Any requests for information arising through a legal process (e.g., subpoena or court order) must first be referred to the Company's General Counsel before the release of the information.</p>	<p>Code of Business Conduct and Ethics</p> <p>2022 Proxy Statement (Information Security, p. 29)</p> <p>Human Rights and Inclusiveness Policy</p>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding violations of customer privacy and losses of customer data during the reporting period.	GRI Content Index