

2023 SUSTAINABILITY REPORT



FROM OUR EXECUTIVE CHAIRMAN AND FROM OUR CHIEF EXECUTIVE OFFICER

To Our Shareholders,

We are pleased to submit the Ryman Hospitality Properties, Inc. 2023 Sustainability Report, which provides social and environmental performance data and information from 2023. This year's Environmental, Social and Governance ("ESG") disclosure features first-time inclusion of data from our entertainment segment, Opry Entertainment Group ("OEG"), which will serve as a baseline for the years to come.

We continue to disclose our performance in alignment with the Sustainability Accounting Standards Board (SASB) Real Estate Infrastructure Segment Standard and the Global Reporting Initiative (GRI) Index. In addition, we continue to disclose our assessment of climate risks and opportunities in alignment with the Task Force on Climate-related Financial Disclosures (TCFD).

In 2023 we continued to make progress in all areas of our ESG program:

- In 2023, we invested over \$4 million in conservation measures at our hospitality segment properties, including the installation of more efficient HVAC and other mechanical equipment at several of our properties, we also continued to work on a rooftop solar project at Gaylord National, which we expect to complete in 2025. You can find more information about the activities and accomplishments in our hospitality segment properties beginning on page 14.
- In our hospitality segment, same-store¹ greenhouse gas ("GHG") emission totals in 2023 remained lower than 2019 as a result of our energy efficiency initiatives. While same-store water consumption remained relatively flat despite increased levels of business activity, our waste diversion rate more than doubled compared to our 2019 baseline. Usage information for our hospitality segment can be found beginning on page 20.

- In our entertainment segment, we established baseline levels of energy and GHG, which will allow us to measure and assess the effectiveness of our conservation measures over time, with the intent in future years to establish property-level conservation goals. Usage information for our entertainment segment can be found beginning on page 44.
- From a people perspective, we continued to enhance our efforts to attract, retain and promote a diverse employee base. In our corporate and entertainment segments we are pleased to report that, as of the end of 2023, the overall racial diversity of our workforce was 19% (an increase from 17% as of the end of 2022) on a combined basis.

As in previous years, in 2023 we set ESG goals for each of our hotels in partnership with the manager of our hotels, Marriott International ("Marriott"). These were not corporate-level goals for our company, but rather individual property-level energy, water and waste goals. In addition, on an ongoing basis during 2023, we met with hotel leadership to discuss monthly and year-to-date results for key metrics in the areas of diversity and employee health and safety. This goal-setting and review process is described in more detail on page 18.

We recognize the importance of developing long-term, portfolio-level conservation goals for our company. We have been working in partnership with Marriott (and in alignment with Marriott's previously stated commitment to reach net-zero value chain GHG emissions by no later than 2050) to develop these goals for our hospitality segment, with a primary focus on reducing energy, carbon and water intensity, while increasing waste diversion and energy from renewable sources. We look forward to sharing our continued progress with you next year.

Thank you for your interest in our sustainability journey. We look forward to building on our efforts to date and furthering our progress in future years.

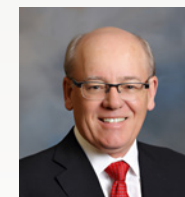
Sincerely,



A handwritten signature in black ink that reads "Mark Fioravanti".

Mark Fioravanti

President and
Chief Executive Officer
Ryman Hospitality Properties, Inc.



A handwritten signature in black ink that reads "Colin V. Reed".

Colin V. Reed

Executive Chairman,
Ryman Hospitality
Properties, Inc.

¹The same-store hospitality portfolio excludes the JW Marriott San Antonio Hill Country Resort & Spa, which was acquired on June 30, 2023.

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ABOUT THIS REPORT



This 2023 Sustainability Report is our fifth annual report highlighting the environmental performance and corporate responsibility efforts of Ryman Hospitality Properties, Inc. (“we”, “us”, “RHP” or the “Company”), spanning the period from January 1, 2023, to December 31, 2023, unless otherwise noted. The Company is a publicly traded real estate investment trust (REIT) that specializes in upscale convention center resorts and entertainment experiences.

This report describes the 2023 social and environmental performance of both our hospitality and entertainment segments, as well as corporate-level initiatives in the areas of employee engagement and diversity. Our efforts are focused around our four-part commitment to directly impact our organization and the communities in which we are located—more information can be found beginning on page 8.

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 our possible or assumed future results of operations, financial condition, liquidity, plans and objectives, including but not limited to statements regarding the anticipated performance of our hospitality segment or our entertainment segment or our development or acquisition plans, including those related to any joint ventures or any other business or operational needs.



Please note that our environmental performance to date has not been independently verified or audited. Please also note that as a result of additional data verification procedures performed during the year, certain historical hospitality segment data may have been updated from the corresponding data provided in prior years’ reports. We have added footnotes to identify any such updates. In addition, the hospitality segment data provided in this report does not include data with respect to the JW Marriott San Antonio Hill Country Resort & Spa, which we acquired in June 2023.

**THIS REPORT IS CURRENT
AS OF OCTOBER 16, 2024.**

We expressly disclaim any obligation to update or revise any of the information in this 2023 Sustainability Report, or any of the assumptions or estimates used herein.

We welcome any feedback on this report. Please direct your questions and/or comments to ESG@rymanhp.com.

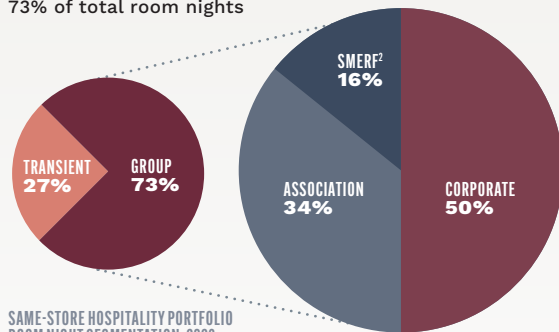
COMPANY PROFILE

HOSPITALITY SEGMENT

Our hospitality portfolio is purpose built to serve the group meetings segment, which accounted for approximately 73% of annual same-store total room nights in 2023.¹ Our portfolio features industry-leading meeting space capacity per room and extensive resort amenities that create unique destinations for meeting planners and guests. Our business model encourages high customer retention and rotation within the portfolio: in 2023, more than half of the new group room nights booked for future years were part of multiyear agreements. During seasonally low periods for group business, our resort amenities together with proprietary holiday programming induce complementary leisure demand.

CUSTOMER MIX

Group business accounts for approximately 73% of total room nights

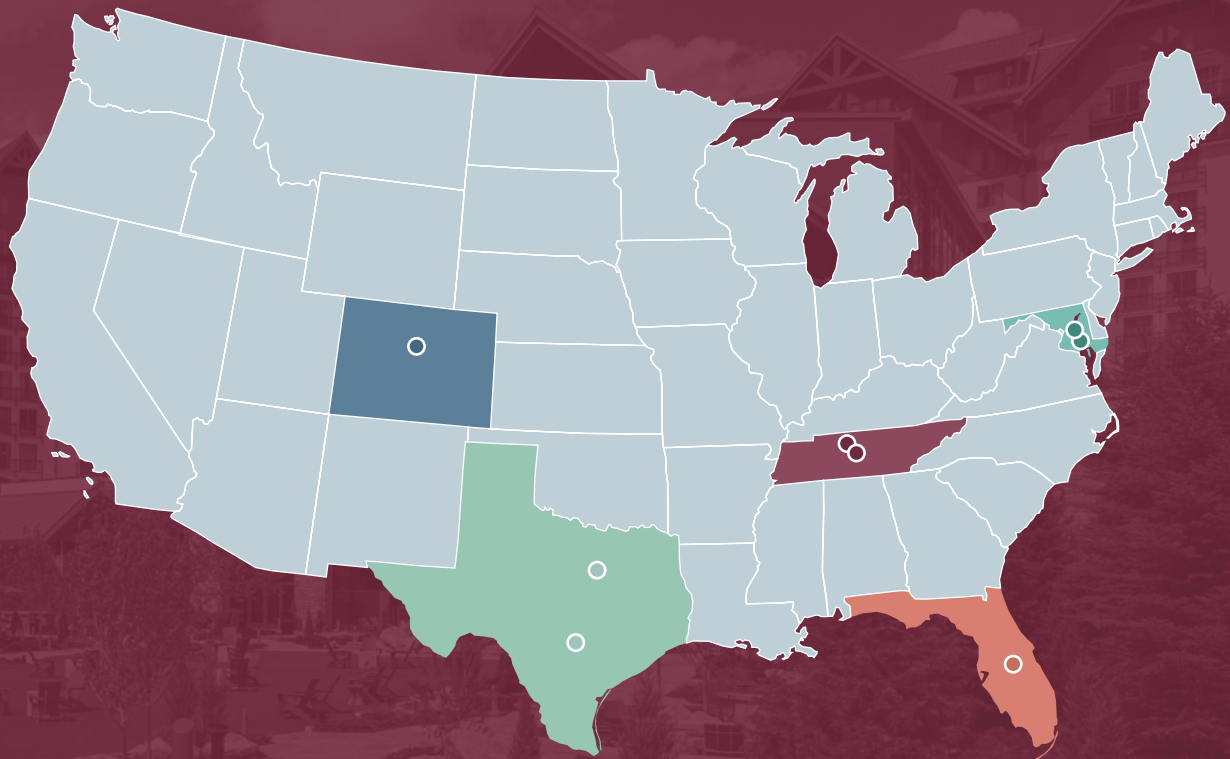


¹ The same-store hospitality portfolio excludes the JW Marriott San Antonio Hill Country Resort & Spa, which was acquired on June 30, 2023.

² SMERF refers to social, military, educational, religious and fraternal groups.

As of December 31, 2023, our hospitality portfolio of assets included a network of five upscale, meetings-focused resorts managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott include the recently acquired JW Marriott Hill Country, as well as a 303-room overflow hotel adjacent to Gaylord Opryland and a 192-room overflow hotel near Gaylord National, totaling 11,414 rooms across our hospitality portfolio.

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	496,000
○ INN AT OPRYLAND	NASHVILLE	TN	303	14,000
● AC HOTEL	NATIONAL HARBOR	MD	192	3,700
● JW MARRIOTT HILL COUNTRY	SAN ANTONIO	TX	1,002	268,000
			11,414	2,818,700



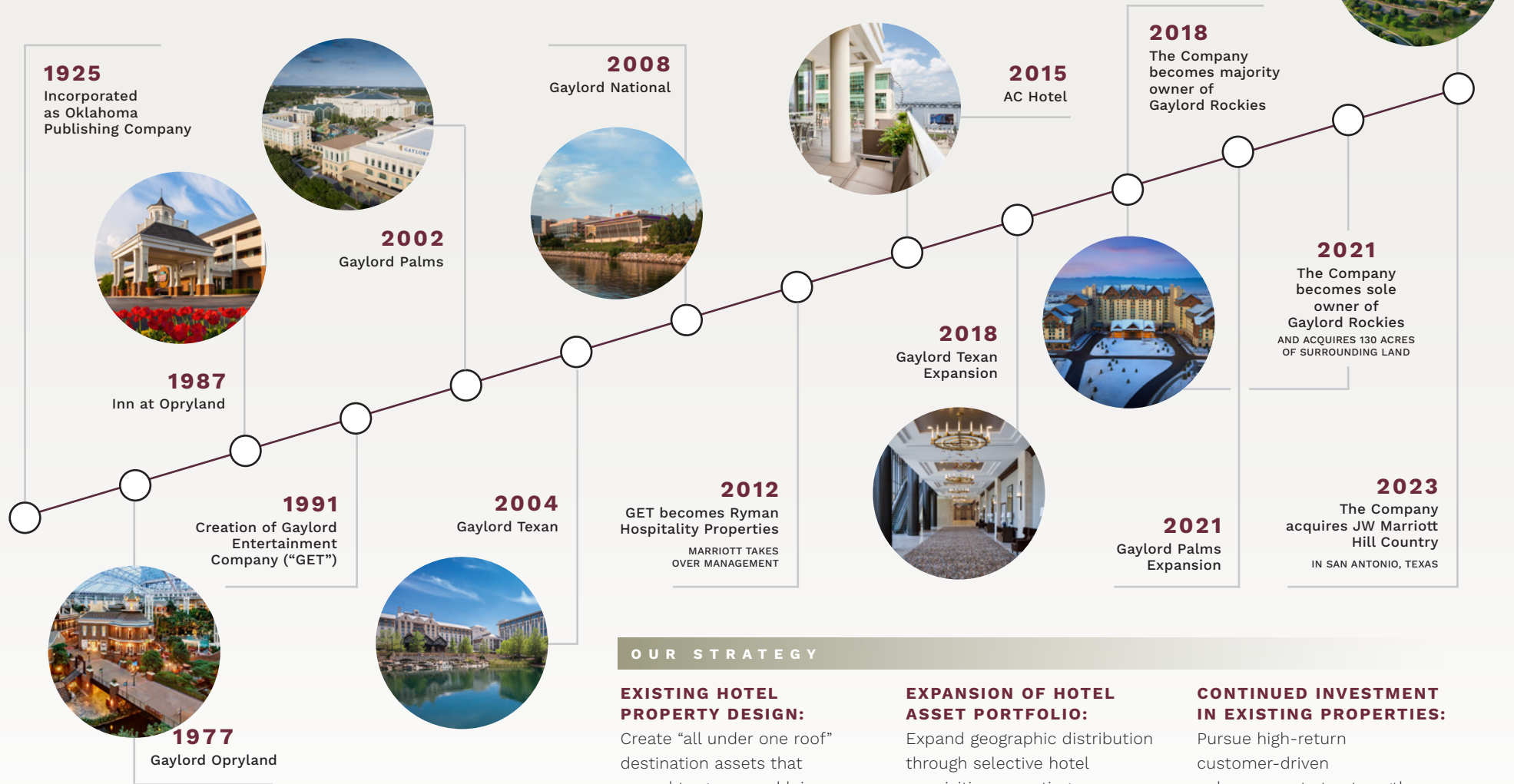
In June 2023, we acquired the 1,002-room JW Marriott San Antonio Hill Country Resort & Spa (“JW Marriott Hill Country”). Located in an attractive and growing market with no emerging competitive supply, the JW Marriott Hill Country is a natural complement to our existing hotel portfolio and offers significant opportunities to serve the group and leisure customer segments: the resort boasts 268,000 total square feet of indoor and outdoor meeting and event space; a 26,000-square-foot spa; eight food and beverage outlets; a 9-acre water experience; and TPC San Antonio featuring two 18-hole golf courses.

For the purposes of this report, the JW Marriott Hill Country is not included in our environmental data unless otherwise mentioned.

COMPANY PROFILE

HOSPITALITY SEGMENT GROWTH TIMELINE

Our business model is based on acquiring or developing and holding hotel assets over time, which we believe is critical to driving high customer retention and loyalty. Our geographic footprint allows us to benefit from the tendency of many large groups to rotate their meeting locations, and our premium offerings attract those groups to return to our properties year after year. We leverage our longstanding relationships and deep knowledge of our customers to deliver high-return asset enhancements, improving the value proposition for our customers and strengthening our competitive advantage. Our most recent portfolio addition, the JW Marriott Hill Country, added distribution in a new market.



OUR STRATEGY

EXISTING HOTEL PROPERTY DESIGN:

Create "all under one roof" destination assets that appeal to group and leisure customers alike

EXPANSION OF HOTEL ASSET PORTFOLIO:

Expand geographic distribution through selective hotel acquisitions meeting our investment criteria

CONTINUED INVESTMENT IN EXISTING PROPERTIES:

Pursue high-return customer-driven enhancements to strengthen our competitive position

COMPANY PROFILE

ENTERTAINMENT SEGMENT

Our entertainment segment is comprised of a 70% controlling ownership interest in Opry Entertainment Group ("OEG"). OEG owns and operates a growing collection of iconic and emerging entertainment brands, including the Grand Ole Opry, Ryman Auditorium, WSM 650 AM, Ole Red, Category 10 (formerly known as the Wildhorse Saloon) and the General Jackson Showboat. OEG also owns Block 21, a mixed-use entertainment, lodging, office and retail complex in downtown Austin, Texas, which includes the W Austin hotel and the ACL Live at Moody Theater concert venue. We operate OEG in a taxable REIT subsidiary, and its results are consolidated in our financial results. The remaining 30% ownership interest in OEG is a strategic investment by Atairos Group and NBCUniversal.

OUR STRATEGY

VENUES AND LIVE EXPERIENCES

Iconic venues and brands in top music markets with a dual focus on stewardship and operational excellence

ARTIST PARTNERSHIPS AND VENTURES

Investment in collaborations beyond performance offers a unique value proposition for the artist community

DIRECT-TO-CONSUMER & CONTENT OPPORTUNITIES

Asset-light customer acquisition and engagement



Las Vegas, NV

OLE RED

- Opened in 2024
- ~27,000 SF venue on the Strip
- 686-seat capacity



Nashville, TN

RYMAN AUDITORIUM

- The Mother Church of Country Music
- 265 shows and concerts in 2023
- 2,362-seat venue

OLE RED

- Downtown opened in 2018, BNA opened in 2022
- Multi-level ~26,000 SF venue in the heart of Music City's famed Lower Broadway
- 697-seat capacity



Tishomingo, OK

OLE RED

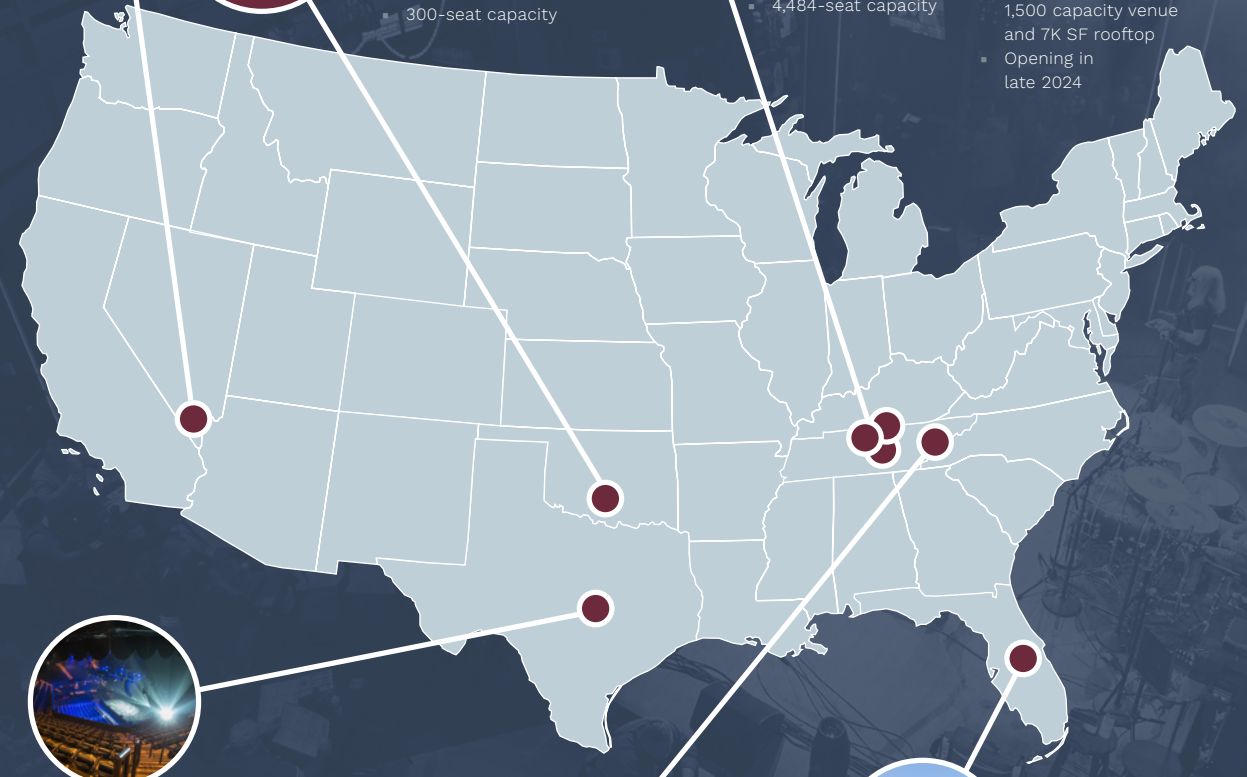
- Opened in 2017
- ~3,400 SF venue in Blake Shelton's hometown
- 300-seat capacity

GRAND OLE OPRY

- Home of the Grand Ole Opry: The Show That Made Country Music Famous
- 4,484-seat capacity

CATEGORY 10

- Multi-level versatile entertainment complex off Lower Broadway featuring a 1,500 capacity venue and 7K SF rooftop
- Opening in late 2024



Austin, TX

ACL LIVE AT MOODY THEATER

- Home of Austin City Limits, the longest-running music TV program
- 136 concerts in 2023
- 2,750-seat venue

W AUSTIN HOTEL

- 251 Rooms & 10K+ s.q. ft meeting space



Gatlinburg, TN

OLE RED

- Opened in 2019
- ~16,000 SF venue
- 360-seat capacity



Orlando, FL

OLE RED

- Opened in 2020
- ~17,000 SF venue
- 500-seat capacity

OUR SUSTAINABILITY PROGRAM

OUR FOUR SUSTAINABILITY COMMITMENTS

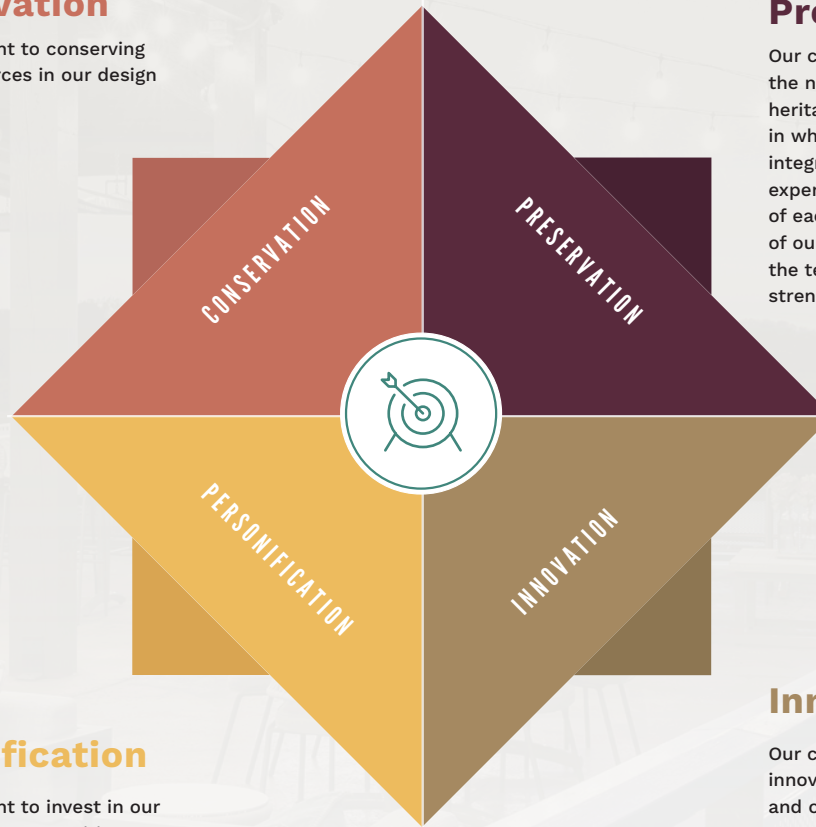
We are committed to operating in an ethical and environmentally conscious manner, and we consider the social implications that our businesses have on our employees, our customers, the communities in which we operate and society as a whole. We have identified four key sustainability commitments, outlined below, that align our company goals and our dedication to sustainability efforts. To carry out our commitments, we have implemented governance mechanisms like our ESG Committee. As more fully described below, we seek to incorporate sustainability practices in each of our businesses.

Conservation

Our commitment to conserving precious resources in our design and operations.

Preservation

Our commitment to preserving the natural and cultural heritage of each destination in which we invest. This is integral to the unique customer experience and long-term value of each asset, to the resiliency of our buildings to withstand the test of time and to the strength of our communities.



Personification

Our commitment to invest in our people and our communities to develop a people-centric culture.





Innovation

Our commitment to constantly innovating and enhancing our brand and our assets, intertwined with the tenets and innovative opportunities in technology and best practices that sustainability offers.

OUR SUSTAINABILITY PROGRAM

UN SDG ALIGNMENT

Our sustainability and corporate responsibility efforts are aligned with the United Nations Sustainable Development Goals (“UN SDGs”), a blueprint to achieve a better and more sustainable future for all.

SDG GOAL	PROJECT NAME	DESCRIPTION
	<p>Goal 1 (No Poverty)</p>	<p>Community Preservation Efforts</p>
	<p>Goal 4 (Quality Education)</p>	<p>Community Preservation Efforts</p>
	<p>Goal 5 (Gender Equality)</p>	<p>Personification Efforts</p>
	<p>Goal 7 (Affordable and Clean Energy)</p>	<p>Conservation Efforts</p>

OUR SUSTAINABILITY PROGRAM

UN SDG ALIGNMENT

Our sustainability and corporate responsibility efforts are aligned with the United Nations Sustainable Development Goals (“UN SDGs”), a blueprint to achieve a better and more sustainable future for all.

SDG GOAL	PROJECT NAME	DESCRIPTION
	Goal 8 (Good Jobs and Economic Growth)	Human Capital Management Efforts Our extensive benefits packages for both full-time and part-time employees create 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. See page 33.
	Goal 10 (Reduced Inequalities)	Personification Efforts We aim to eliminate discrimination based on 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. We have policies and procedures in place to provide equal opportunities for all our employees. See page 34.
	Goal 12 (Responsible Consumption and Production)	Conservation Efforts We are redesigning many of our processes and systems to use resources more efficiently and to reduce waste. See pages 16-18.
	Goal 17 (Partnerships for the Goals)	Human Capital Management Efforts We contribute to global partnerships by committing to several voluntary UN declarations and actively encouraging our suppliers and vendors to commit to them as well. See page 11.

OUR SUSTAINABILITY PROGRAM

BUSINESS ETHICS

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, which are reflected in our ESG procedures and policies, including our Supplier Code of Conduct. We expect our suppliers to (1) comply with all relevant laws; (2) employ a zero-tolerance approach to forced labor, modern slavery and human trafficking, and other good practices; (3) provide a safe working environment for workers; and (4) conduct themselves in alignment with high business integrity.

FOR FURTHER INFORMATION

[Environmental Sustainability Policy](#)

[Ryman Environmental Management System Policy](#)

[Human Rights Inclusiveness Policy](#)

[Supplier Code of Conduct](#)

[ESG Committee Charter](#)

[ESG Policies Procedures](#)

ADVANCE HUMAN RIGHTS

All of our hotels require and complete human trafficking and ADA training for all new and current employees. The hotels also participate in a variety of organizations that have a direct impact on the community around them, including:

- Refugee programs to provide jobs
- Partnerships advocating for the employment of people experiencing homelessness

In addition, Marriott's ethics and compliance policies prohibit commercial bribery and the bribery of government officials. Marriott employees must adhere to all relevant anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, the PRC Anti-Unfair Competition Law in China, and the laws of other countries and regions where the company operates. Marriott's policies also prohibit the making or receiving of improper payments or gifts, as well as offering anything of value to foreign officials with the intent of improperly influencing a decision to benefit the company or to promote illegal activities. Ethics and compliance training is provided to Marriott employees.



GLOBAL COMMITMENTS

RHP 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](#).



OUR SUSTAINABILITY PROGRAM

CORPORATE GOVERNANCE

A critical component of our corporate governance activities is oversight of matters related to ESG. In 2019, we formed an Environmental, Social and Governance Steering Committee (the “ESG Committee”) to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions in these areas. In 2020, the ESG Committee expanded its focus to include oversight of our employee engagement and diversity efforts.

The ESG Committee supports the Company’s ongoing commitment to 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 committee, comprised of Company management, that meets on a quarterly basis. It is subject to the oversight of the Risk Committee of the Board of Directors.

Our ESG Committee identifies ESG-related issues, risks and opportunities within the Company and establishes and monitors objectives, targets, policies and programs. The ESG Committee assists the CEO and executive management of the Company in developing, implementing and monitoring ESG Program Components. In addition, the ESG Committee oversees management’s communications with employees, investors and other stakeholders with respect to the Company’s ESG program.

For more information see the [ESG Committee Charter](#).

ESG COMMITTEE MEMBER	ROLE	DEPARTMENT	POSITION
Scott Lynn	Chairperson	Legal	Executive Vice President & General Counsel
Sidney Cherry	Member	Accounting & Finance	Senior Vice President, Tax and Treasury Operations
Shannon Sullivan	Member	Communications	Vice President of Corporate & Brand Communications
Patrick Chaffin	Member	Asset Management, Design & Construction	Executive Vice President & Chief Operating Officer – Hotels and Development
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	Executive Vice President & Chief Operating Officer - OEG
Julien Gutierrez	Member	Accounting & Finance	Senior Treasury Analyst
Sarah Martin	Member	Accounting & Finance	Vice President, Investor Relations
Daniel Schneider	Member	Accounting & Finance	Senior Investor Relations Analyst

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

HOSPITALITY SEGMENT STRATEGY

We incorporate sustainability practices in our hospitality segment in alignment with our four commitments:

- **Conservation** – Strong partnership with our hotel operator, Marriott, ensures owner-operator alignment toward annual resource savings goals
- **Preservation** – With inspiration from our deep roots in and connection to Nashville, our destination-alignment business approach seeks to preserve the natural and cultural heritage of each destination in which we operate
- **Personification** – Our people-centric culture, and Marriott's, fosters a meaningful connection for our corporate employees, hotel employees, guests and communities
- **Innovation** – High-return capital investment opportunities advance ESG risk mitigation efforts

WE IMPLEMENT THESE PRACTICES THROUGH THREE MECHANISMS:

Capital Deployment - Our multiyear capital investment plans incorporate sustainability assessments, and we pursue sustainability projects with strategic and financial benefits. The result of our capital deployment planning process includes a cost benefit assessment, including quantifying environmental costs where possible, and a return on investment analysis. Recent ESG-focused capital projects include the co-generation systems at Gaylord National and Gaylord Rockies, which supply a significant amount of each hotel's electricity and have delivered a mid-teens IRR on our investment.

Partnership with Marriott - We conduct monthly operator reviews with the General Managers and other executives of our properties. These monthly touchpoints include progress against sustainability goals, as well as financial performance, physical asset condition, employee and guest satisfaction scores and community engagement.

Marriott's SERVE 360 program, designed to Nurture, Empower, Welcome and Sustain the world around and within each Marriott-managed hotel, includes annual property-level resource savings goals, as well as key personnel initiatives to further employee and guest health, safety and satisfaction. Our partnership and alignment are critical to our success as an owner: as the operator of our hotels, Marriott employees are directly responsible for operating metrics and provide a direct impact on guest health, safety and satisfaction. Key priorities addressed through the SERVE 360 program include environmental resilience and human rights. For more information on Marriott's SERVE 360 program, please visit the company's [website](#).

As part of Marriott, Gaylord Hotels has preserved its people-centric STARS First culture guarantee, which was first implemented by our predecessor company, Gaylord Entertainment Company. A cornerstone of the Gaylord Hotels brand, STARS First prioritizes employee satisfaction, which in turn drives high guest satisfaction and customer loyalty.

Communities - Our hotels provide critical business and tourism infrastructure for the communities in which we operate. Taking inspiration from our deep roots in Nashville and Nashville's rich music history, we employ a destination-alignment business approach. We strive to create an authentic local experience for our guests by preserving cultural heritage, including, where possible, sourcing building materials and furniture, fixtures and equipment ("FF&E") locally. As an example, in 2023 we made enhancements to the exterior elements of Gaylord Rockies, including the entry and western lawns, to better reflect the natural landscapes of Colorado with all native plants.

HOSPITALITY SEGMENT STRATEGY

PORTFOLIO ASSESSMENTS

As our hospitality portfolio evolves over time, sustainability will continue to increase in significance during the adaptation and development of new and existing assets. We seek to ensure that all future changes to our portfolio are made 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 was developed to guide our processes, including: [Environmental Sustainability Policy](#), [Human Rights and Inclusiveness Policy](#) and [Supplier Code of Conduct](#).

Our Asset Management team engages with our operators on a monthly basis to discuss and evaluate progress against 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 investment in the communities surrounding and within our assets is of equal importance.

As ESG initiatives gain importance, our Asset Management team collaborates with operators to identify and implement sustainability opportunities. This involves meeting with property leadership to assess costs and benefits, conducting return on investment (“ROI”) analyses for larger projects and piloting smaller projects at single properties before broader implementation.



HOSPITALITY SEGMENT STRATEGY

We continuously evaluate the evolving risk landscape of our business by conducting periodic risk assessments.

RISK ASSESSMENTS

The critical ESG-linked issues facing our hospitality segment include:

- Climate change
- Environmental degradation and biodiversity
- Energy and carbon emissions
- Water scarcity and security
- Socioeconomic challenges
- Waste management
- Public health
- Sustainable procurement
- Supply chain management



Gaylord Opryland Flood Wall



The flooding of 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. Climate change has implications for our existing asset base and potential new developments and enhancements in employee, guest and worker safety, weather-related delays, availability of manufacturing and construction materials and increasing insurance costs. We use risk assessments to identify and mitigate ESG-linked risks that arise with new development, enhancements to our hospitality portfolio and acquisitions.

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

- Water
- Climate change adaptation and resilience
- Biodiversity and habitat
- Socioeconomic impact
- Utilities management
- Health and wellbeing
- Safety

We conducted a portfolio-wide risk assessment in 2021. We plan to conduct another portfolio-wide risk assessment, inclusive of the JW Marriott Hill Country, by 2026, and thereafter every three to five years.

PROJECT ASSESSMENTS

We continually conduct risk assessments during various stages of a project's or acquisition's lifecycle, including during the following instances:

- Site evaluation
- Building valuation for budgeting
- Key supplier selection for direct vendors and contractors
- Technical design and procurement
- Construction, including impact monitoring
- Post-completion performance monitoring
- Acquisition due diligence

HOSPITALITY SEGMENT STRATEGY

ENERGY EFFICIENCY AND RENEWABLE ENERGY

APPROACH & PRACTICES

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 efficiency opportunities and potential problems (e.g., leaks). As part of our “Plan-Do-Check-Act” approach, our Asset Management team monitors utility consumption and building commissioning by working with hotel operators to track energy, water and waste. Since 2022, Asset Management’s monthly ESG operating reviews with Hotel Managers, Directors of Engineering and Directors of Human Resources have been focused on tracking usage against more robust ESG performance metrics and exploring new efficiency opportunities. While the monitoring of usage is directly focused on improving the efficiency of our buildings, this also enhances the quality of guest experiences. To this end, we constantly communicate with our customers and operators to identify both small procedural changes and larger capital commitments to address efficiency opportunities.

Building commissioning, the ongoing process of tuning and calibrating systems to make sure a building’s HVAC and other mechanical, electrical and plumbing (“MEP”) systems are operating as efficiently as possible, ensures that our all-inclusive, quality assurance approach is threaded throughout our entire portfolio. This continuous monitoring of our building commissioning also informs routine renovations and enhancements to each building.

TARGET SETTING

As a REIT, our environmental performance is strongly influenced by the management company that operates our hotels – Marriott. Historically, we have shared our general goal to reduce our same-store² hospitality portfolio’s water consumption per square foot, energy and carbon consumption per square foot, and improve our landfill diversion rates – all versus a 2019 baseline. In 2024, we received long-term targets from Marriott, and we are currently in the process of evaluating these targets and understanding the necessary operational and capital changes to meet or exceed those targets.

² Same-store hospitality portfolio excludes JW Marriott Hill Country, which was acquired on June 30, 2023.

METERING & ANALYTICS

Our efforts are guided by a strategy that emphasizes new, automated monitoring systems for all key areas of the hotels. This includes live Energy Use Intensity (“EUI”) by area, which provides real-time data on energy consumption or water use. Water monitoring technology combined with alarm monitoring systems help detect anomalies early, ensuring efficient water use and immediate responses to detected leaks. HVAC systems will have newly improved KPIs that can be monitored continuously, and results can be shared across sister hotels within the portfolio. Finally, newly automated commissioning processes will only help improve efficiencies and reduce long-term maintenance costs.



HEAT RECOVERY IN THE CENTRAL PLANTS

Another significant opportunity at our hotels involves the central plant and recovering heat through reduced heat rejection. By replacing legacy equipment with high-efficiency, newer technologies, the central plant will be able to capture reject heat and reuse that heat for other uses, including heating domestic hot water. This new equipment with additional storage capacity will reduce water use and scope 1 emissions, and improve the plant’s reliability.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

2023 ACTIVITIES AND ACHIEVEMENTS

ENERGY EFFICIENCY AND RENEWABLE ENERGY

Upgrading the current aging fleet of chillers is another area of focus across our hospitality segment. Through substantial investment, these new chillers will help reduce water use and our overall carbon footprint. These chillers utilize newer, more environmentally friendly refrigerants, which are more reliable. These variable-driven chillers will help reduce costs, improve efficiencies and lower our overall environmental impact.

Of course, each hotel within the portfolio has different needs based on its historical renovation and expansion schedules, as well as its age and location. At Gaylord Opryland, the oldest property in our portfolio, upgrading equipment for increased efficiency and exploring opportunities for new heat reclamation systems are of particular focus. At Gaylord Palms, the aforementioned chiller upgrades are a big priority, especially given the location of the hotel. At Gaylord Texan, metering and operations-based commissioning is a continued area of focus along with heat recovery in the central plant. At Gaylord National, the hotel continues the planning process of its rooftop solar program to ensure that the system works as efficiently as possible with the utility provider and current co-generation systems. Finally, at Gaylord Rockies, water consumption reduction is the highest priority, with chiller plant commissioning, new water softener equipment and processes, and improved metering all top of mind. Additionally, Gaylord Rockies is exploring piloting a water reclamation system within the laundry facilities, which if successful may be implemented portfolio wide.

CAPEX EFFICIENCY PROJECTS

In 2023, we invested over \$4 million in conservation measures at our Gaylord Hotels properties, including the replacement of building automation system (“BAS”) controls on boilers, LED lighting, motion sensors, frequency drive replacement and a cardboard baler for recycling. These investments have already started to yield returns in the form of savings on costs, energy, water and carbon emissions. This excludes the ongoing costs related to the Gaylord National solar project.



CASE STUDY

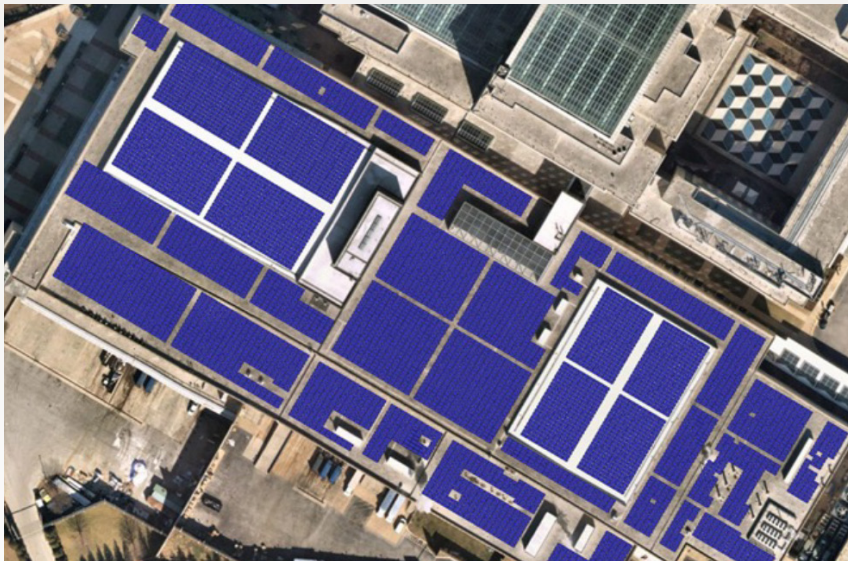
GAYLORD PALMS CHILLER UPGRADES

At Gaylord Palms, we recently upgraded to new variable air and water flow cooling towers in our chiller system, converted to a variable primary chilled water (“CHW”) pumping strategy and installed a new variable frequency driven chiller. These enhancements have dramatically reduced our energy consumption at the facility, from approximately 1.35 Kw/Ton to 0.65Kw/Ton on average, with part load seasons such as winter resulting in usage as low as 0.60 Kw/Ton.

This improvement marks the beginning of a broader initiative within our portfolio aimed at enhancing operational efficiencies and minimizing our environmental impact. Furthermore, these upgrades involve transitioning to lower global warming potential (“GWP”) refrigerants, reducing water consumption, and enhancing overall system reliability. We are committed to cutting-edge sustainable technologies, including an asset management program that incorporates these key objectives in the planning process.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

ENERGY EFFICIENCY AND RENEWABLE ENERGY



CASE STUDY

GAYLORD NATIONAL ROOFTOP SOLAR

Our corporate strategy emphasizes the long-term development of our properties through asset improvements and energy efficiency initiatives. We introduced a cogeneration system at Gaylord National that generates electricity on-site and captures waste heat to provide domestic hot water and heating for the building. In addition to helping decrease our carbon footprint compared to our 2019 baseline, the system produced approximately \$272,000 in energy savings from baseline expectations in 2023. Encouraged by this success, we installed a similar system at Gaylord Rockies in 2022, which we anticipate will lead to substantial savings in utility expenses over the twenty-year system lifespan.

RHP and Marriott are dedicated to finding responsible and innovative ways to improve our properties while prioritizing sustainability. In 2022, we conducted a feasibility analysis for a rooftop solar program at Gaylord National. The project, which is slated to be completed in 2025, involves installing a ~2.9 MW solar array on the roof of the hotel's convention center. Leveraging benefits from the Inflation Reduction Act, this initiative aims to generate significant financial savings while substantially reducing carbon emissions, as the solar array will cover a large portion of the hotel's remaining electrical load. At the time of project approval, this was the largest hotel rooftop solar project in the country, outside of Las Vegas.

Due to the complex nature of this initiative, RHP and Marriott are actively collaborating with consultants, designers, and contractors to create an optimized system that maximizes the financial and environmental benefits of both the cogeneration system and solar array, aiming for a mid-2025 completion.

2023 HOSPITALITY SEGMENT GOALS

In partnership with Marriott, we set property-level environmental, social and governance goals that align with our Four Sustainability Commitments and Marriott's SERVE 360 program. Due to our REIT structure, we primarily influence progress against the environmental goals; as our operator, Marriott is accountable for progress against the social and governance goals.

In 2023, our property-level environmental goals continued to focus on reducing water consumption and carbon emission intensity and diverting waste. Capital improvements such as improved building automation systems, cardboard balers and significant kitchen upgrades, and operating improvements such as process efficiencies, hotel employee training and technology upgrades, facilitated progress against our quantitative environmental goals. In addition, we engaged a commissioning consultant to evaluate our MEP systems, which has identified long-term redundancy and efficiency opportunities, especially in the main power plants. These opportunities have since been added to our long-term capital plan and will drive both financial and environmental savings in the future.



2023 ENVIRONMENTAL GOALS:

- A reduction in total hotel water consumption per square foot versus the 2019 baseline.
- An increase in total hotel landfill diversion rates versus the 2019 baseline.
- A reduction in total hotel carbon emission intensity per square foot versus the 2019 baseline.
- Engagement with a consultant to identify improvements to overall MEP systems.

2023 SOCIAL GOALS:

- An increase in the total of employee completed community service hours.
- Property-specific councils will provide an annual report describing key social initiatives and progress against targets.
- Interview goals for female and minority candidates for open management positions.

2023 GOVERNANCE GOALS:

- 100% completion rates for human trafficking training, active shooter training and ADA training, as appropriate, among employees.
- Internal distribution of the results of the annual Marriott employee engagement study with detailed action plans to address key areas of concern.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

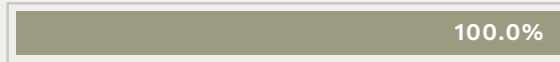
ENERGY AND CARBON BEST PRACTICES

With the opening of Gaylord Rockies at the end of 2018, we adopted 2019 as our portfolio's baseline to ensure that all our properties were included in year-to-year comparisons. As the last full year of normal operations prior to the COVID-19 pandemic, 2019 is an ideal benchmark for measuring post-pandemic progress. We are pleased to report that, despite rising occupancy rates in 2023, energy consumption and carbon emissions remained in line with 2022 intensity levels, indicating that our efficiency efforts are on the right track. Compared to the 2019 baseline, energy and carbon intensities in 2023 were lower than pre-pandemic levels, reflecting improved energy efficiency.

In order to reduce energy and carbon intensity per square foot compared to our 2019 baseline, and improve energy efficiency, we engage in several best practices, including the following:

BEST PRACTICES & SPECIFICATIONS³

Percentage of properties at which air filters of HVAC systems are regularly checked, and cleaned or changed when necessary



Percentage of properties that have an effective preventive maintenance program and verify, at least quarterly, that their equipment and MEP systems are operating properly



Percentage of property's lightbulbs that are LEDs

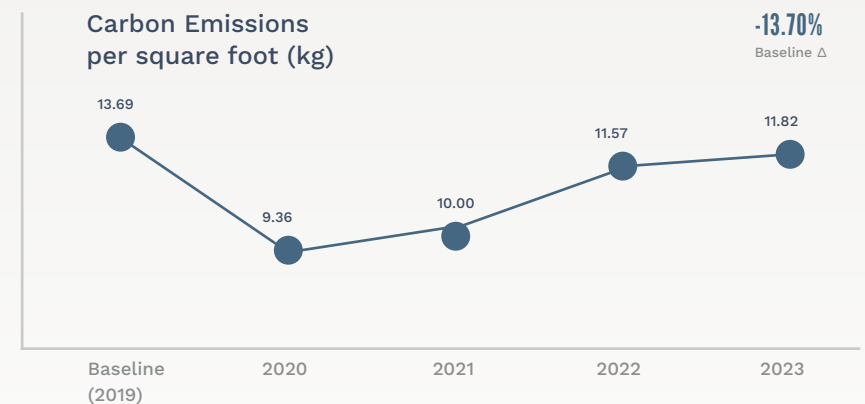
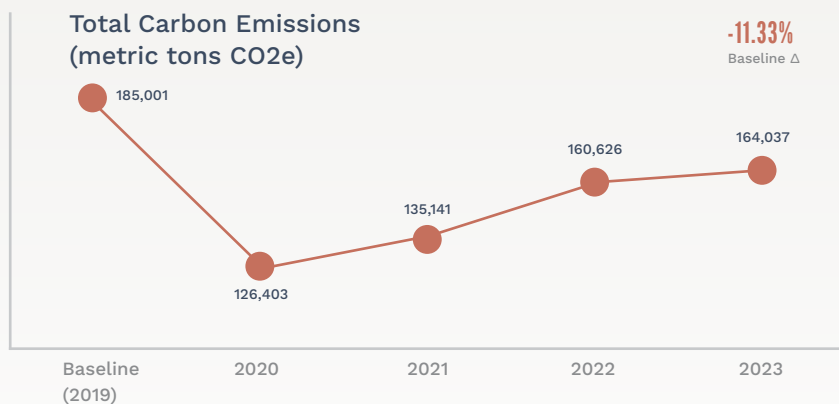
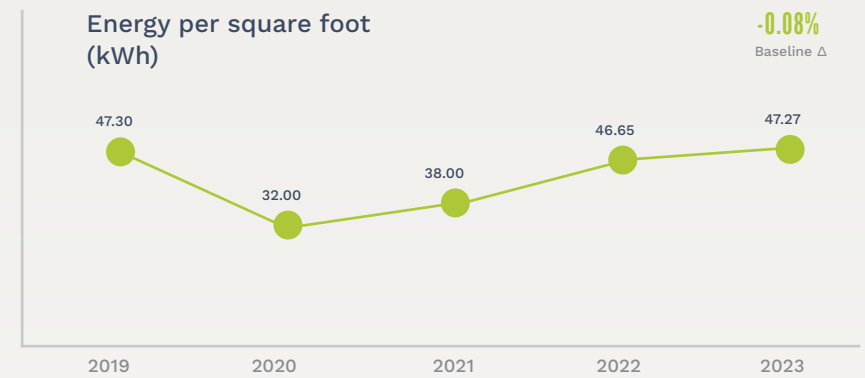
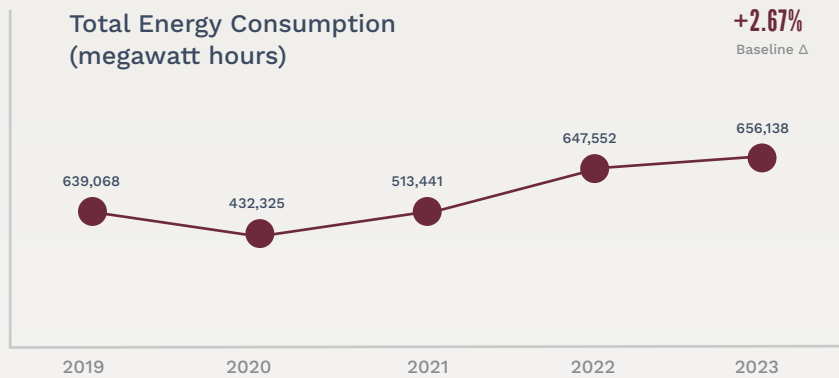


³ The percentages for the best practices on this table are based on properties within the hospitality segment's same-store portfolio, which includes Gaylord Springs Golf Course.

FIVE-YEAR TREND IN ENVIRONMENTAL PERFORMANCE: ENERGY AND CARBON

Hospitality segment energy and carbon usage information is shown below on a total basis and on an intensity basis. The intensity metrics normalize performance based on square footage or occupied rooms. Though energy and carbon intensities increased from 2022 to 2023 (reflecting increased levels of activity), they still remain lower than 2019 values, which is a positive trend.

FIVE-YEAR TREND OF ENERGY AND CARBON CONSUMPTION AND INTENSITY



HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

FIVE-YEAR TREND IN ENVIRONMENTAL PERFORMANCE: WATER EFFICIENCY AND MANAGEMENT

APPROACH & PRACTICES

Water intensity metrics, which normalize water usage based on occupied rooms, spiked in 2020 due to reduced occupancy during the COVID-19 pandemic. However, from 2021 to 2023, the water usage per occupied room declined as occupancy rebounded. Occupancy increased almost 9 points between 2022 and 2023, which is on par with the 8.9% year-over-year increase in water consumption. Overall water consumption in 2023 was only up by 1.5% from 2019, despite significant investments in water amenities at several hotels. While water consumption has risen with occupancy since 2019, water intensity has remained generally stable, with only a 3.9% increase between 2019 and 2023.

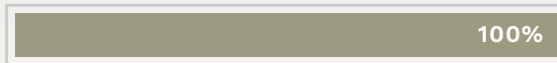
As we embark on a significant capital deployment journey within our portfolio, water conservation efforts in new and existing facilities continue to be a high priority in our growth.

BEST PRACTICES & SPECIFICATIONS⁴

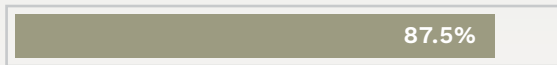
Percentage of properties that use toilets that conserve water by consuming no more than 1.6 gallons per flush (6 liters per flush)



Percentage of properties that use guestroom faucets that conserve water by consuming no more than 1.5 gallons per minute (5.7 liters per minute)

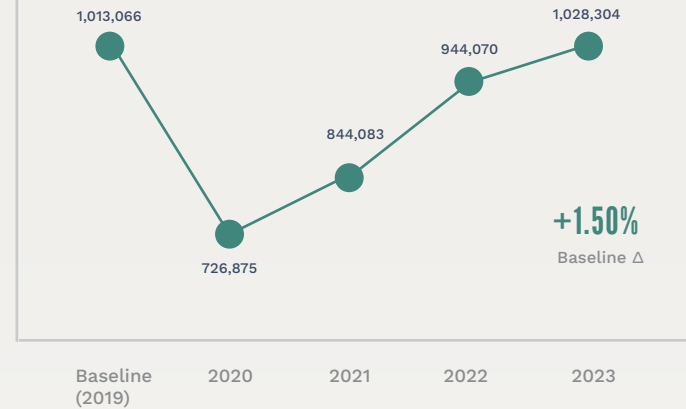


Percentage of properties that use showers that conserve water by consuming no more than 2 gallons per minute (7.6 liters per minute)

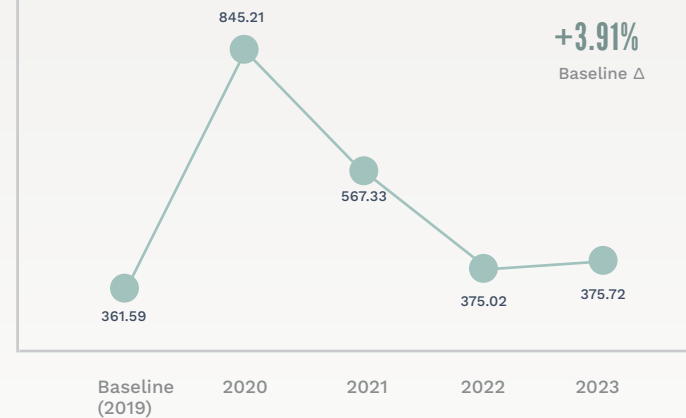


This year, we restated historical water consumption and intensities to include previously untracked water data from our underground well at Gaylord Opryland, which is used as a source of non-potable water. Though this inclusion uniformly increased water consumption across all years, much of the water from this on-site source is recycled back to the aquifer or used for irrigation.

Total Water Consumption (kilogallons)



Water per occupied room (gallons)



⁴ The percentages for the best practices on this table are based on properties within the hospitality segment's same-store portfolio.

WASTE MANAGEMENT AND RECYCLING BEST PRACTICES

APPROACH & PRACTICES

We are committed to reducing waste, increasing recycling and encouraging reuse across all areas of company operations. As one example, Marriott has moved to a bulk amenity offering in each hotel room rather than single-use plastic products. In 2022, Gaylord Hotels piloted an all-inclusive Resort App at Gaylord Opryland, with a brand-wide rollout in 2023, which has significantly reduced the need for paper materials and improved guest communications. The app serves as a comprehensive resort guide, offering information on a guest's stay, ticketing, dining reservations and navigation, while also allowing guests to share their location for easy tracking on the property. In addition, all Gaylord hotel properties are working to establish a more robust recycling program that includes:

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

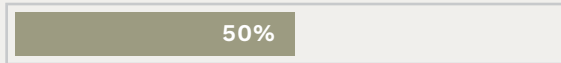
In order to increase landfill diversion rates compared to our 2019 baseline, we engage in a variety of best practices, including:

BEST PRACTICES & SPECIFICATIONS⁵

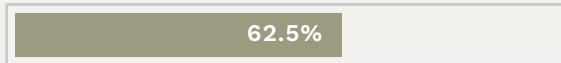
Percentage of properties that have implemented measures to improve waste management in the past 3 years



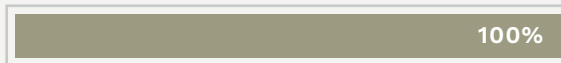
Percentage of properties that compost food waste and/or landscaping waste



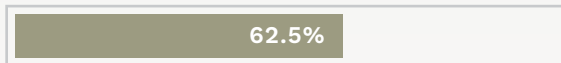
Percentage of properties that have ongoing waste performance monitoring



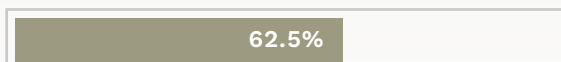
Percentage of properties that have a recycling program



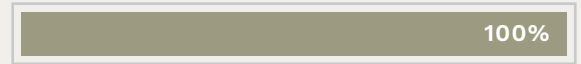
Percentage of properties that have implemented alternatives to eliminate single-use plastic water bottles



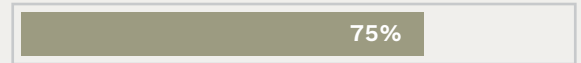
Percentage of properties that divert its food waste



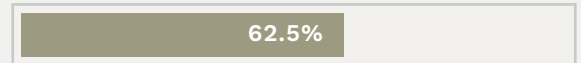
Percentage of properties that have implemented any of the following food waste prevention strategies



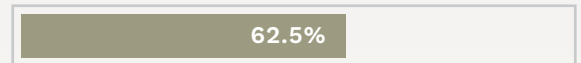
Adjust portion sizes to minimize plate waste



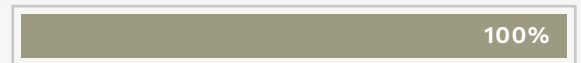
Design the menu to maximize the utilization of food ingredients



Optimize the size of buffet serving dishes, serving utensils, and/or plates to reduce food waste



Train F&B staff on food waste awareness and prevention



⁵ The percentages for the best practices on this table are based on properties within the hospitality segment's same-store portfolio, which includes Gaylord Springs Golf Course.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

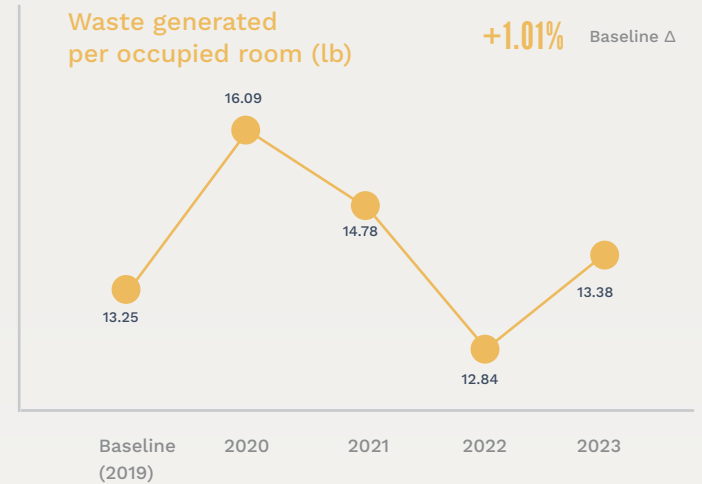
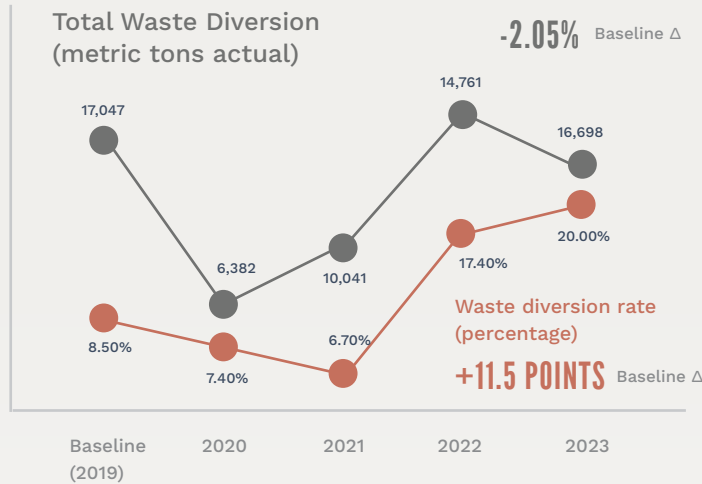
FIVE-YEAR TREND IN ENVIRONMENTAL PERFORMANCE: WASTE MANAGEMENT AND RECYCLING

FIVE-YEAR TREND IN ENVIRONMENTAL PERFORMANCE:

WASTE

Since the start of the pandemic, total waste has generally increased while remaining below our pre-pandemic baseline levels. Despite this, we have achieved our highest waste diversion rate thus far for the second year in a row. Our 2023 waste diversion rate of 20% is an impressive 11.5 points above our baseline diversion rate and sits at the highest levels in our history, as a result of increased recycling and composting efforts.

DIVERSION



ORCA FOOD WASTE SYSTEM

The Gaylord Rockies continues to use the waste management system that was implemented in 2022. ORCA diverts food waste from landfills by breaking it down into an environmentally safe liquid using microorganisms and oxygen. This liquid can then be disposed of using the existing sanitary sewer infrastructure, reducing the emissions resulting from waste transport as well as decomposing processes of organic matter in landfills.

SUSTAINABLE SOURCING

We also aim to implement responsible sourcing practices that consider sustainability, fair trade and local sourcing. We source building materials, FF&E from local suppliers that showcase authenticity and incorporate green building attributes. The majority of packaged items in our hotels are sourced from Marriott's Procurement group, which has a strong policy to minimize packaging.

HOSPITALITY SEGMENT

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

DESTINATION-ALIGNMENT BUSINESS APPROACH

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



Creating Authentic Local Experiences



Celebrating Cultural Heritage

Local Economic Benefits

The success of our Nashville properties using a destination approach influenced our strategy for all our locations. Gaylord Texan, in Grapevine, Texas, features authentic Texan cuisine and a replica of the Alamo to enhance the guest experience. Gaylord Palms, in Kissimmee, Florida, includes local wildlife and a floating restaurant to reflect its surroundings. Recently, we updated the exterior of Gaylord Rockies to better mirror Colorado's natural landscapes. We preserve our assets' heritage by incorporating local design aesthetics and sourcing materials from local suppliers, partnering with firms like Barge Design Solutions for over 40 years, to maintain authenticity.

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 Gaylord Opryland in 2010 and the COVID-19 pandemic in 2020. Supporting and building the resilience of our communities is paramount to the long-term sustainability of the environments in which we operate.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

SUPPORTING LOCAL BUSINESSES AS PRESERVATION OF HERITAGE



As part of our destination-alignment approach, the Company engages local businesses in the communities in which we operate. 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

RHP is dedicated to supporting resilient destinations and preserving local heritage through its portfolio of destination hotel assets. Established in 2005, the RHP Foundation formalizes and enhances the Company's charitable commitments, particularly in Nashville, focusing on youth, arts and education by partnering with organizations like Junior Achievement, Youth Villages and the Nashville Public Library

LOCAL VENDOR HIGHLIGHT: RECYCLING PARTNERSHIP

In 2023, Gaylord Texan partnered with Recycle Revolution, a locally owned business, to recycle cardboard, glass and food scraps. In 2023, 187 tons of cardboard, 44 tons of glass and 228 tons of waste were recycled.



Recycle
Revolution

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

SOCIAL RESPONSIBILITY

In 2023, our hotel properties participated in SERVE 360 initiatives in order to better serve our communities. Every property has a variety of social management and governance groups that work to promote inclusion, diversity and community engagement unique to their property.

SERVE 360 also encourages youth development, so all of our hotel properties are involved with local schools and universities in order to expose younger people to potential career paths in hospitality. This motivation to educate youth extends into talent development opportunities across properties. Talent development is offered across all levels of employees and also to unique affinity groups.

Finally, SERVE 360 encourages community involvement so each property partners with brands and organizations unique to their community. For example, Gaylord National partners with George Washington University,

the University of Maryland, Children's Inn at NIH, United Communities Against Poverty, and Maryland Hotel and Lodging Association.

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, with 50% of our volunteer hours serving children and youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality.
- ✓ By 2025, 80% of its managed hotels will have participated in community service activities.
- ✓ By 2025, 50% of all reported volunteer activities will be skills-based.



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

Marriott International, our hotel operator, has set the following company-level goals:

- ✓ By 2025, invest at least \$35M to increase and deepen programs and partnerships that develop hospitality skills and opportunity among youth, diverse populations, women, people with disabilities, veterans and refugees.
- ✓ By 2023, achieve gender representation parity for global Marriott leadership.

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

- ✓ 100% of Marriott associates will have completed human rights training, including 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 to make progress towards those goals.



SOCIAL RESPONSIBILITY: 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 2023, our Gaylord Hotel properties gave a total of \$572,886 in cash and in-kind donations.

VOLUNTEER SERVICE

Gaylord Opryland – 2,999 volunteer hours – surpassing the goal of 1,000 hours.

Gaylord Palms – 8,644 volunteer hours – the highest in Gaylord Palms history.

Gaylord Texan – Partnered with Rescue Her to collect care packages for refugee women in need.

Gaylord Rockies – 2,288 volunteer hours – the highest since resort opening.

Gaylord National – Partnered with the Mission of Love charity to serve those in need by volunteering and donating toys and diapers.

SKILL-BASED VOLUNTEER ACTIVITIES

Gaylord Opryland – Hired six culinary interns from local culinary schools.

Gaylord Palms – Supported Project Search, helping young adults with disabilities experience the workforce through internships and sponsorship of graduation.

Gaylord Texan – Hosted Arlington ISD Hospitality & Tourism Career Awareness Expo to build career awareness for senior high school students about opportunities in hospitality.

Gaylord Rockies – Worked closely with University Relations team to host a variety of Marriott International Voyage Manager Trainees. These Voyagers work in a leadership capacity and will also complete a curriculum geared toward advancing their skills and preparing them for future leadership opportunities.

Gaylord National – Supported teachers on student education in hospitality through guest speaking engagements at Oxon Hill High School.

COMMUNITY ENGAGEMENT

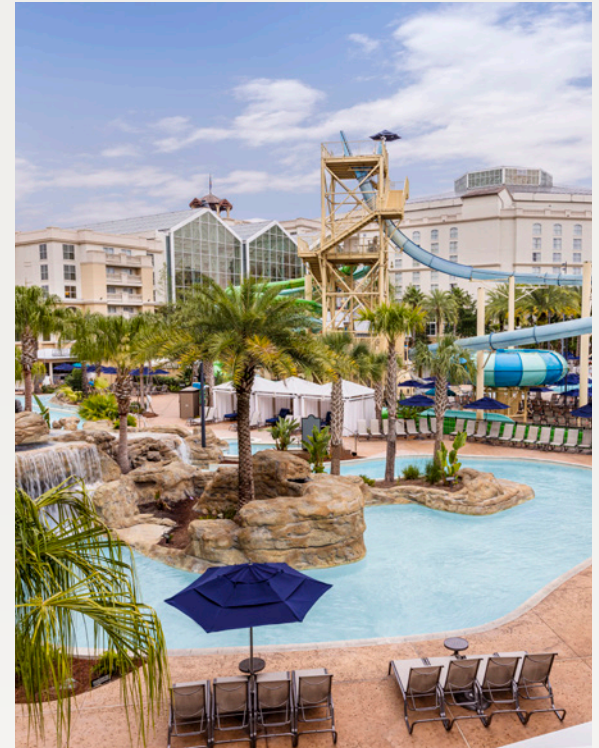
Gaylord Opryland – Partnered with Tennessee College of Applied Technology to speak with students about careers with Opryland.

Gaylord Palms – Held four blood drives and continued partnerships with schools and universities to support job fairs and recruiting efforts.

Gaylord Texan – Hosted school supply drive to provide back-to-school necessities for 80 children.

Gaylord Rockies – Attended refugee career fairs at City of Aurora and Village Exchange Center teacher facility.

Gaylord National – Supported the Prince George's ARC Foundation in their mission to provide services for severely disabled members of our community and provided consultation on their fundraising efforts.



HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

SOCIAL RESPONSIBILITY: STARS FIRST CULTURE GUARANTEE



GAYLORD HOTELS STARS GUARANTEE

At Gaylord Hotels, we commit to providing support and resources to do your best work, creating opportunities to grow, celebrating extraordinary moments and fostering meaningful connections in an inclusive environment.

SMILES

TEAMWORK

ATTITUDE

RELIABILITY

SERVICE WITH A PASSION

STARS VALUES

- ✓ Be Inviting
- ✓ Be Empowered
- ✓ Be Adaptable
- ✓ Be Accountable
- ✓ Be Extraordinary

Gaylord Hotels refers to its associates as “STARS,” an acronym that captures the brand’s service values. 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 and within a company that invests in their growth and development. 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. For more information on the Gaylord Hotels STARS First Culture, see the [Gaylord Hotels](#) brand website.

ENTERTAINMENT SEGMENT

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

ENTERTAINMENT SEGMENT STRATEGY

OUR FOUR COMMITMENTS

Conservation: Our commitment to conserving precious resources in our design and operations.

Preservation: Our commitment to preserving the natural and cultural heritage of each destination in which we invest. This is integral to the unique customer experience and long-term value of each asset, to the resiliency of our buildings to withstand the test of time and help the strength of our communities.

Personification: Our commitment to invest in our people and our communities to develop a people-centric culture.

Innovation: Our commitment to constantly innovating and enhancing our brand and our assets, intertwined with the tenets and innovative opportunities in technology and best practices that sustainability offers.

SUSTAINABILITY AND ENGAGEMENT IN OUR ENTERTAINMENT SEGMENT

Opry Entertainment Group (“OEG”), the media and entertainment segment and a subsidiary of RHP, has begun taking action towards developing a formal ESG program. Considering RHP has an established ESG program and a longstanding history of corporate responsibility efforts, OEG has created a 3-year roadmap (“Roadmap”) that seeks to strike a consistent approach for addressing sustainability between OEG assets and RHP hotel properties. As of year-end 2023, OEG has made progress on its ESG efforts through invoice data collection, site assessments, interviews with key personnel and other efforts.

The Roadmap identifies the key focus areas and steps needed to incorporate ESG factors into OEG’s sustainability strategy on both a segment level and a property level. The Roadmap also integrates our existing ESG initiatives to leverage internal knowledge and bridge gaps that would open up opportunities for collaboration between OEG and our hotels.

ETHICS

RHP’s Code of Business Conduct and Ethics as well as the aforementioned ESG policies are adhered to by all OEG properties and employees.

SUSTAINABILITY MANAGEMENT

In 2023, OEG completed several projects, including renovations and updates of the Ryman Auditorium, WSM Broadcast Tower, Grand Ole Opry House and Wendell Corporate Building. OEG also finished new construction on Ole Red Las Vegas. Each project met all local code regulations as it related to life safety, water quality and conservation, energy code, waste management and indoor air quality. In addition to all projects also complying with governing OSHA standards to ensure safety, OEG has a Corporate Safety Director on staff who promotes safety training and best practices.

RISKS AND OPPORTUNITIES

As we build our formal ESG program, we are actively identifying the key risks within our entertainment segment and anticipating future challenges. Similarly, we are dedicated to exploring innovative opportunities to improve the sustainability of our operations by investing in the people and markets that support our businesses. We look forward to sharing our progress in upcoming reports as OEG’s ESG program develops.

FOR MORE INFORMATION

on our ESG-linked issues
and opportunities,
please see our
[ESG Policies](#)
& [Procedures](#).

ENVIRONMENTAL STEWARDSHIP AT OPRY ENTERTAINMENT GROUP

GENERAL OBJECTIVES

DATA COLLECTION

OEG practices regular data collection from its venues since data collection and analysis are integral to the successful implementation and management of ESG programs. Information collected from 2023 utility data provided a foundational understanding of energy and water consumption patterns.

Through the data collection process, OEG was able to identify the following environmental factors as key areas of focus for OEG's ESG program:

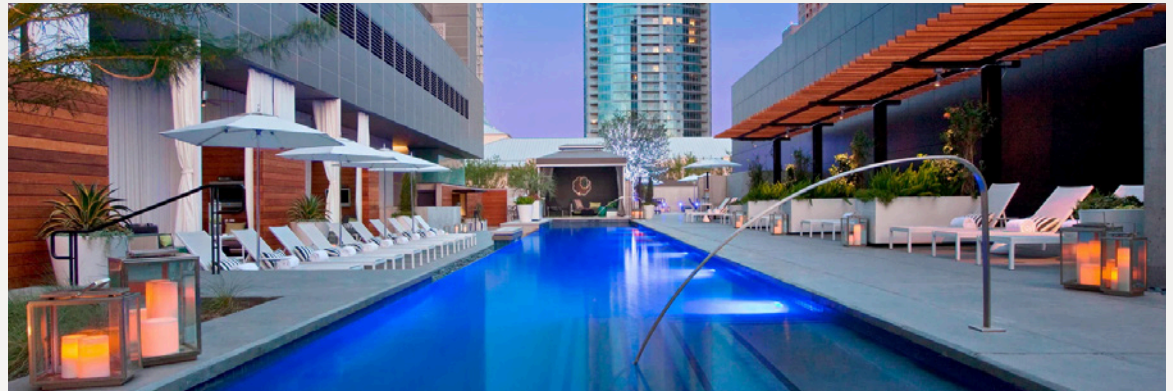
- Energy efficiency
- Water conservation
- Waste minimization

ENVIRONMENTAL PRACTICES

OEG supports sustainability initiatives and best practices throughout its venues. Recently, OEG has focused on improving the sustainability of its food and beverage operations across venues. There are periodic calls with all chefs at OEG venues where sustainability initiatives are discussed. OEG chefs have been making a conscious effort to minimize water consumption in their kitchen operations. In addition, they have been working on minimizing food waste by ensuring appropriate portion size and accurate food purchasing. Twice a year, menus are evaluated for seasonality to ensure fresh food for consumers. Additionally, the city of Nashville is planning to implement a composting program over the next year, which is anticipated to positively impact all Nashville-based OEG properties.

OEG's venues consistently support the implementation of sustainability initiatives for their clients and private events by bringing in requested items and completing desired tasks. For example, during a recent corporate event at Ole Red Nashville, several sustainable practices were implemented. A total of 180 cases of canned water were used instead of plastic water bottles, and compostable paper products were substituted for traditional products. Additionally, an external company placed four bins in the property's alley for aluminum and compostable recycling, with pickups occurring twice daily over the three-day event.

In addition, when working on new projects, our MEP engineers design to meet the local codes and standards in place for the location of the project as it relates to water conservation.



WATER EFFICIENCY MEASURES AT THE W AUSTIN:

As a LEED Silver Certified property, the W Austin invests in water efficiency throughout the property:

- ✓ The W Austin uses drip and smart irrigation in order to make its landscaping more sustainable and also composts landscaping waste.
- ✓ In order to monitor water usage, the W Austin has automatic water meter readings for all water meters, including the sub-meters that monitor food and beverage facilities and guestroom blocks.
- ✓ The W Austin ensures that at least fifty percent of toilets and showers conserve water, while at least seventy-five percent of guestroom faucets conserve water.
- ✓ The W Austin also works to increase water access to its guests by having water refill stations. These stations help minimize single-use plastic waste.

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

INTRODUCTION

The scope of this section includes RHP corporate-level employees and all OEG employees but does not include hotel employees, all of whom are employed by our operator, Marriott.

We deliver world-class experiences at our entertainment venues, and we rely on our passionate employees to bring those experiences to life for our guests. Our people-first company culture is centered around taking care of our employees first, ensuring they have the support and resources needed to be able to deliver exceptional service.

HUMAN CAPITAL

Our human capital practices are concentrated on investing in the total well-being of our employees. Along with competitive pay and benefits, we provide a variety of resources to support the physical, mental and financial health of our people. These investments are critical to our company's success.

A key pillar of our culture is the Employee Promise: We promise to provide an environment where employees feel “valued, respected and inspired.” Our internal communications strategy is built around employee-centered storytelling to recognize the people that drive the success of our business. Our monthly newsletter, the Culture Chronicle, highlights employees across the company for promotions, birthdays and service anniversaries celebrated each month. The RHP Weekly is a short-form email communication focused on providing important information and resources to employees while



reinforcing company culture standards. In 2022, the company introduced a mobile employee application, RymanConnect, to better communicate with our frontline, deskless workforce.

TRAINING & EDUCATION

We are committed to providing employees with the knowledge they need to be successful in their careers at RHP. All employees attend company orientation to learn our service standards and gain greater understanding of our vision statement. For Nashville employees, this orientation takes place at our dedicated training facility, Ryman Hospitality University. We are also proud to offer orientation in Spanish through our online portal.

Along with orientation, all employees are required to complete compliance training including Workplace Safety and Harassment & Discrimination modules upon hire and each subsequent year of employment. In addition, our onboarding includes a Diversity & Inclusion in the Workplace course, which outlines our standards of behavior and addresses unconscious bias. Our training modules take place on RHU Online, our online and mobile platform for on-the-job training. This platform is easily accessible from mobile devices.

We are dedicated to fostering career growth for our employees and we offer several training programs to support leadership development.

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

Our leadership training programs include a mixture of online tools and in-person training sessions with a facilitator.

- **Conflict Management:** Training for all operational leaders and security employees.
- **Certified Trainer Program:** Ensures all our new operational hires have on-site training. This program develops the trainer themselves as they participate in continuous development courses.
- **Leadership 101:** Launched in 2022, this program is tailored to entry-level leaders to enhance their skills and prepare them for the next phase of their career.
- **6 Critical Practices for Leading a Team:** This training is geared towards leaders with direct reports to equip them with the necessary skills to get work done with and through their team to deliver the best results.
- **Perspectives:** Launched in 2022, this ongoing training opportunity is open to all employees, highlighting specific areas of the business by allowing leaders to share their perspectives on growth and development-related topics.
- **Spotlight Program:** Launched in 2023, this comprehensive training program is offered yearly to select high-potential employees identified by senior leadership. Participants selected attend in-person and online training seminars, while also performing against individualized development plans to provide growth in areas specific to each employee. At the end of the program, participants are assigned teams to complete a group presentation to senior leadership.










CAREER DEVELOPMENT

Our performance management platform tracks career growth and performance to goals for all salaried employees. In addition, our annual performance bonus is awarded based on The Company's overall financial performance and the individual employee's performance to these set goals. Employees receive a mid-year check-in with their leader to assess their progress and receive feedback for improvement to meet the expectations of their role.

EMPLOYEE ENGAGEMENT

We have several recognition programs in place to make our people feel valued. The Standing Ovation award recognizes nine employees each quarter based on our Guiding Principles. All employees are encouraged to submit nominations for their peers for this award. We also celebrate with an annual Chairman's Award, the highest recognition awarded to an employee at our company. All winners of this award are selected by our Executive Chairman based on nominations submitted by employees. In addition, we recognize milestone anniversaries for our employees every five years of tenure and provide them with a gift to recognize their service.

GUIDING PRINCIPLES

 Passion We are genuine, authentic and passionate in everything we do.	 Winning Attitude A winning attitude equals a willing attitude—positive, upbeat and helpful.	 Service We strive to deliver exceptional service to our guests and each other every day.	 Pride We eagerly tell our story and share the legacy.	 Fun We are fun and have fun.
 Respect We value differences and respect one another, our guests and our history.	 Integrity We do the right thing and encourage others to do the same. We are honest, reliable and ethical.	 Teamwork We work as a team to create the best experience for our guests, as well as each other.	 Creativity We encourage and celebrate innovative thinking.	

OTHER COMPENSATION & BENEFITS PROGRAMS

Our employees are our most valuable asset and the key to our competitive advantage. In order to attract and retain top talent, our approach to compensation and benefits is focused on supporting total wellbeing. We regularly evaluate our pay and benefits offerings, and we are proud to offer extensive part- and full-time benefits to support employees and their immediate family members, including same-sex and domestic partners. Our comprehensive medical, prescription drug, dental and vision coverage for full-time employees includes access to Teladoc 24/7 health services, affordable surgical care through SurgeryPlus and opportunities to earn incentives for healthy habits through the Live Well Rewards program. We are also proud to partner with Vanderbilt Health for our Nashville-based employees to offer various MyHealth bundles that provide employees with affordable access to enhanced care through Vanderbilt.

Along with our health and wellness benefits which support employees' physical health, we also offer a variety of benefits to support financial, emotional and social wellbeing. All employees have access to our 401(k) plan with company matching and our Employee Assistance Program through Resources for Living, which offers a variety of important resources such as

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

Talkspace online therapy. For our full-time employees, we also offer generous paid vacation time, sick leave, identity protection coverage, tuition reimbursement, life insurance and more.

A full list of our current benefits can be found on our corporate website.

HEALTH & WELLNESS

Our Total Rewards strategy considers the physical, financial, social and emotional wellbeing of our employees. Along with our extensive benefits, we offer specific resources to support our people under

each of these pillars. The Employee Assistance Program includes resources to support each of these areas, including free webinars on related topics, mental health services and support for caregivers. Throughout the year, we also offer access to free biometric screenings and flu shots, live webinar learning opportunities centered around wellness and access to benefits resources. In addition, we have a 24/7 on-site fitness center available at our corporate office and an employee café open for breakfast and lunch during the week. The cafe offers healthy options including a premium salad bar, fruit cups and vegetarian meat substitutions.

EMPLOYEE FOCUS GROUPS

In addition to our Employee Engagement and check-in survey opportunities, focus groups are an important way for us to collect feedback to enhance the employee experience. At these focus group meetings, opportunities for improvement are noted and our Human Resources team works with operational leaders to develop and execute action plans as needed. Our bi-annual Employee Engagement survey was conducted in 2022, and 55% of employees responded to this third-party survey. In 2023, we conducted a pulse survey to check our progress as we look ahead to the 2024 Engagement survey and we saw an overall improvement in our engagement score from 4.99 out of 6.00 in 2022 to 5.14 in 2023. We are encouraged by these results and continue to collect feedback to improve our scores and the employee experience.



WORKFORCE COMPOSITION & MINORITY REPRESENTATION

The Company is committed to Equal Employment Opportunity practices, and it is our policy to provide equitable opportunities to all candidates regardless of age, race or national origin, color, religion, sex or gender identity, sexual orientation, pregnancy, mental and/or physical disability, genetic information or military status.

We are proud of the advances we have made to widen our potential applicant pool and attract more underrepresented candidates to the organization. These enhanced recruiting efforts have included creating partnerships with local schools and programs that allow us to make connections with underrepresented communities. In 2023, 19% of our total workforce identified as diverse (up from 17% in 2022).

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

BOARD DIVERSITY

A company's board has the opportunity to drive change and dictate the direction of policies that can impact an inclusive work environment. Knowing this, our Board of Directors carefully considers age, gender, race and ethnicity, among other factors, when selecting new members. At year-end 2023, our Board was comprised of nine total members, including two women and seven men, and three of our board members were considered racially diverse.

DIVERSITY COUNCIL

The 2023 Diversity Council cohort once again proposed a number of ideas to help our organization provide a more inclusive environment for all employees. This cohort recommended enhanced translation services and support for our Spanish-speaking employees. Following this recommendation, our Leadership & Training team worked to identify solutions for many of our training materials and continues to expand the portfolio of training courses offered in Spanish. We also extended our Tuition Reimbursement benefit to include funding for English language courses for those with the desire to learn English through an accredited program.

PAY EQUITY

Ensuring equitable compensation for our employees is critical to our people-first strategy. We comply with all federally regulated laws and legislation and take a proactive approach to pay equity through a

regular Pay Equity Analysis. This analysis looks for any patterns of pay disparity among certain groups, including gender, age or race and across pay grades, job levels and titles. We are proud that our most recent analysis had no significant disparity findings.

POLICY UPDATES

Each year we evaluate the company policies in our handbook to ensure our policies reflect our values and foster inclusivity. From the results of our benefits survey conducted in 2023, we learned that family planning support is a top priority for our employees. In response, we implemented two new policies to better support parents across our organization. Our Parental Leave policy offers up to four weeks of company-paid leave to both birthing and non-birthing parents who require time away from work as a result of birth, surrogacy or adoption. In addition, we implemented an Adoption & Surrogacy Assistance policy which offers eligible employees up to \$5,000 reimbursement for qualified expenses related to adoption or surrogacy. Both policies apply to all full-time employees who have been with the organization for a minimum of 90 days.

OUR BUSINESS EMPLOYEE RESOURCE GROUPS

We introduced Business Employee Resource Groups (BERGs) at the company in 2022. These groups are employee-led and include a Pride + Allies and a Women in Leadership group. Our BERGs meet regularly to discuss topics such as career development and how we as an organization can better support the underrepresented populations within our workforce. Both BERGs have served as an important resource for feedback on the employee experience and how we can create a more inclusive environment. We look forward to expanding our reach through these groups and continuing to create connections across the organization.



SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

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 postgraduate institutions with special interest in schools located near our holdings.

In 2023, we made approximately \$413,000 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, over \$7 million has been donated to local charities.



RHP CORPORATE & OEG INITIATIVES



OPRY TRUST FUND

Since its beginning in 1925, the Grand Ole Opry has not only been a popular radio show featuring an incredible mix of country music performances, but it has also truly been a family. Often referred to as the home of country music, the Grand Ole Opry provides artists with the opportunity to perform with their mentors, to sit down with a fellow artist and share stories that only artists can relate to, and to walk backstage and feel like they're at home.

This feeling of family is why on the Opry's 40th Birthday, Opry management decided to start the Opry Trust Fund. Started in 1965, the Opry Trust Fund's mission is to help those in the country music industry when they need it the most, by offering financial assistance during times of need.

Since its inception as an independent 501(c)(3), the Opry Trust Fund has distributed more than \$4.8 million to industry professionals in need.

NONPROFIT PARTNER SPOTLIGHT

Thistle Farms is a nonprofit social enterprise dedicated to helping women survivors recover and heal from prostitution, trafficking and addiction. For over 26 years, Thistle Farms has worked to change the way people see, understand and support systems that exploit women - including addiction, incarceration, poverty, and trafficking. The organization helps survivors by providing a safe place to live, employment, and healthcare and trauma support. Through our foundation, RHP awards an annual unrestricted cash donation in addition to providing board leadership at the executive level.

During the 2022-2023 fiscal year, Thistle Farms:

- Provided 9,947 nights of safe housing
- Employed 69 graduates and current residents in their justice enterprise in Nashville
- Held 470 psychoeducational classes for survivors in their two-year residential program
- Celebrated 21 women graduating from its Job Readiness program



THISTLE FARMS
LOVE HEALS

THE PATH FORWARD TO A SUSTAINABLE FUTURE



In 2023 we continued to dedicate additional resources to improving the mechanical efficiencies within our hotels. This has continued in 2024 and will continue in 2025. There are three main categories of projects for our hotels that we have identified as the largest areas of opportunity:

METERING & ANALYTICS

Automated, continuous monitoring systems for key areas, including live Energy Use Intensity (“EUI”) by area, will provide timely data on resource consumption and anomalies, and facilitate prompt response to detected leaks. In addition, automated commissioning processes will improve efficiencies and reduce long-term maintenance costs.

HEAT RECOVERY IN THE CENTRAL PLANTS

High-efficiency central plant technology will capture and reuse reject heat, including for heating domestic hot water, and reduce water use and Scope 1 emissions.

UPGRADING THE CURRENT CHILLER FLEET

Variable-driven chillers, which utilize more environmentally friendly refrigerants, will reduce water and energy use.



WHAT'S NEXT?

We are proud of the progress we have made to date in our journey to reduce our water consumption, improve our carbon footprint and reduce waste to landfill. Though our sustainability efforts are an ongoing process, we are working to set long-term sustainability targets for both OEG and RHP that the portfolio can work towards and be accountable against. We recognize that meeting long-term sustainability targets takes incremental annual progress, but we look forward to sharing more in the future.

HISTORICAL PERFORMANCE

ECONOMIC PERFORMANCE TABLE: HOSPITALITY SEGMENT ONLY

COMPANY PROFILE	Baseline (2019)	2020	2021	2022	2023
Total Number of Properties ¹	7	7	7	7	7
Total Number of Available Room Nights	3,690,150	3,700,260	3,757,434	3,800,380	3,800,380
ECONOMIC PERFORMANCE					
Hospitality Segment (Same-Store) Revenue (In thousands) ²	\$1,421,446	\$466,045	\$786,583	\$1,573,974	\$1,740,665
Hospitality Segment (Same-Store) Adjusted EBITDAre (In thousands)	\$482,033	\$6,701	\$175,648	\$512,745	\$595,259
Revenue Per Available Room (RevPAR) (Same-Store)	\$151.09	\$46.41	\$87.53	\$156.71	\$174.92
Occupied Rooms (Same-Store)	2,798,169	858,497	1,485,881	2,514,280	2,733,533
Occupancy Rate (Same-Store)	75.8%	23.2%	39.5%	66.2%	71.9%

¹ There are 7 hotel properties and 1 golf course property included in RHP's hospitality portfolio.

² The same-store hospitality portfolio excludes the JW Marriott San Antonio Hill Country Resort & Spa, which was acquired on June 30, 2023.

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: CORPORATE EMPLOYEES ONLY

EMPLOYEE METRICS ¹	Baseline (2019)	2020	2021	2022	2023
Total Employees (#)	98	78	84	89	97
GENDER					
Percent of Employees Men (%)	51%	47%	50%	48%	42%
Percent of Employees Women (%)	49%	53%	50%	52%	58%
RACE					
Percent of Employees Asian (%)	3.1%	3.9%	7.1%	4.5%	3.1%
Percent of Employees Black or African American (%)	4.1%	1.3%	0.0%	0.0%	1.0%
Percent of Employees Hispanic/Latino (%)	0.0%	0.0%	1.2%	2.2%	2.1%
Percent of Employees White (%)	91.8%	93.6%	90.5%	92.1%	93.8%
Percent of Employees Other (%)	1.0%	1.3%	1.2%	1.1%	0.0%
AGE					
Percent of Employees under 30 years old (%)	13%	13%	16%	12%	11%
Percent of Employees 30 – 50 years old (%)	57%	63%	58%	63%	59%
Percent of Employees over 50 years old (%)	30%	24%	26%	25%	30%
OTHER					
Total Employee Turnover (%) ²	16%	15%	14%	8%	7%

¹ All metrics are as of year-end of the reporting year

² Metrics are inclusive of voluntary and involuntary turnover and reflects corporate REIT employees only.

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: ENTERTAINMENT SEGMENT ONLY

EMPLOYEE METRICS ¹	2023 (BASELINE)
Total Employees (#)	1374
GENDER	
Percent of Employees Men (%)	46%
Percent of Employees Women (%)	54%
RACE	
Percent of Employees Asian (%)	1.3%
Percent of Employees Black or African American (%)	7.2%
Percent of Employees Hispanic/Latino (%)	9.0%
Percent of Employees White (%)	80.6%
Percent of Employees Other (%)	2.0%
AGE	
Percent of Employees under 30 years old (%)	32%
Percent of Employees 30 – 50 years old (%)	41.6%
Percent of Employees over 50 years old (%)	26.4%
OTHER	
Total Employee Turnover (%) ²	52%

¹ All metrics are as of year-end of the reporting year

² Metrics are inclusive of voluntary and involuntary turnover and reflects entertainment segment employees only.

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: CORPORATE EMPLOYEES ONLY

BOARD METRICS	Baseline (2019)	2020	2021	2022	2023
Total Board Members (#)	8	8	8	9	9
Total Independent Board Members (#)	7	7	7	7	7
GENDER					
Board Members Men (#)	6	6	6	7	7
Board Members Women (#)	2	2	2	2	2
BOARD AGE					
Percent of Board Members under 30 years old (%)	0%	0%	0%	0%	0%
Percent of Board Members 30 – 50 years old (%)	37.5%	37.5%	50%	33.3%	22.2%
Percent of Board Members over 50 years old (%)	62.5%	62.5%	50%	66.7%	77.8%
BOARD RACE					
Percent of Board Members Asian (%)	25%	25%	25%	11.1%	22.2%
Percent of Board Members Black or African American (%)	12.5%	12.5%	12.5%	22.2%	11.1%
Percent of Board Members Hispanic or Latino (%)	0%	0%	0%	0%	0%
Percent of Board Members White (%)	62.5%	62.5%	62.5%	66.7%	66.7%
Percent of Board Members Other (%)	0%	0%	0%	0%	0%
DONATIONS AND COMMUNITY SERVICE					
	2019	2020	2021	2022	2023
RHP Foundation Charitable Giving ¹	\$456,000	\$332,000	\$319,000	\$329,000	\$412,894
Property Level Cash Donations (USD)	\$335,774	\$72,915	\$76,714	\$260,853	\$278,667
Property Level In-kind Donations (USD)	\$600,945	\$126,297	\$202,195	\$263,279	\$294,219
Total Value of All Property Level Donations (USD)	\$936,719	\$199,212	\$278,909	\$524,132	\$572,886

¹ All metrics are as-of year-end of the reporting year

HISTORICAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE TABLE: HOSPITALITY SEGMENT ONLY

INTENSITY PARAMETERS	Baseline (2019)	2020	2021	2022	2023
Floor Area Coverage	13,510,607	13,510,607	13,510,607	13,882,053	13,882,053
Occupied Rooms	2,798,169	858,497	1,485,881	2,514,280	2,733,533
ENERGY					
Total Energy Consumption (megawatt hours)	639,068	432,325	513,441	647,552	656,138
Total Direct Energy Consumption (megawatt hours)	380,450	270,003	308,195	398,765	402,987
Total Indirect Energy Consumption (megawatt hours)	258,618	162,321	205,246	248,787	253,150
Energy Consumption per square foot (kilowatt-hours)	47.30	32.00	38.00	46.65	47.27
% Energy from Renewables ¹	0.0%	0.0%	0.0%	0.0%	0.0%
CARBON					
Total Greenhouse Gas Emissions (metric tons CO ₂ e)	185,001	126,403	135,141	160,626	164,038
Total Scope 1 Emissions (metric tons CO ₂ e)	68,960	48,978	55,867	72,268	73,047
Total Scope 2 Emissions (metric tons CO ₂ e)	116,041	77,425	79,274	88,358	90,991
Greenhouse Gas Emissions per square foot (kgCO ₂ e)	13.69	9.36	10.00	11.57	11.82
WATER^{2 3}					
Total Water Consumption (kilo-gallons) ⁴	1,013,066	726,875	844,083	944,070	1,028,304
Water Consumption per occupied room (gallons) ⁵	361.59	845.21	567.33	375.02	375.72
WASTE⁷					
Total Waste (metric tons)	17,047	6,382	10,041	14,761	16,698
Waste Landfilled (metric tons)	15,595	5,908	9,374	12,198	13,361
Waste Diverted (metric tons) ⁶	1,453	474	668	2,564	3,338
Waste Diversion Rate (percentage)	8.5%	7.4%	6.7%	17.4%	20.0%
Total Waste Generated per occupied room (lbs) ⁸	13.2	16.1	14.8	12.8	13.4

¹ This metric has been updated for all years to account for on-site renewables or RECs and excluding grid-mix renewables, aligning with SASB guidance. Using the original calculation methodology, values would be as follows: 2019: 3.0%; 2020: 3.7%; 2021: 4.2%; 2022: 4.6%; and 2023: 4.3%

² 2019-2022 water consumption was restated because water withdrawal from the aquifer at Gaylord Opryland is now metered and included in the data for all years. An annualized total was estimated based on 2023 consumption and added to each year.

³ 2019-2022 Water Intensities were restated due to the inclusion of the Gaylord Opryland aquifer data.

⁴ 2019, 2022, and 2023 water consumption includes irrigation.

⁵ All water intensity figures exclude the Gaylord Springs.

⁶ Diverted waste includes compost data

⁷ Waste for the AC Hotel was estimated.

⁸ All waste intensity figures exclude the Gaylord Springs.

HISTORICAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE TABLE: ENTERTAINMENT SEGMENT ONLY

INTENSITY PARAMETERS	2023
Floor Area (square foot)	682,488
Occupied Rooms ¹	58,399
Tickets Sold ²	1,351,347
Restaurant Covers ³	1,897,272
ENERGY	
Total Energy Consumption (megawatt hours)	68,290
Total Direct Energy Consumption (megawatt hours)	17,043
Total Indirect Energy Consumption (megawatt hours)	51,247
Energy Consumption per square foot (kilowatt-hours)	100.06
% Energy from Renewables	0%
CARBON	
Total Greenhouse Gas Emissions (metric tons CO ₂ e)	18,845
Total Scope 1 Emissions (metric tons CO ₂ e)	3,291
Total Scope 2 Emissions (metric tons CO ₂ e)	15,554
Greenhouse Gas Emissions per square foot (kgCO ₂ e)	27.61
WATER	
Total Water Consumption (kilo-gallons)	55,274
Water Consumption per occupied room (gallons)	116.91
Water Consumption per ticket sold (gallons) ³	25.27
Water consumption per restaurant cover (gallons) ³	7.09
WASTE⁴	
Total Waste (metric tons, actual)	830
Waste Landfilled (metric tons)	761
Waste Diverted (metric tons)	69
Waste diversion rate (percentage)	8.3%
Total Waste Generated per occupied room (lb)	10.72
Total Waste generated per ticket sold (lb)	0.32

¹ All intensity metrics with occupied rooms apply to the W Austin.

² All intensity metrics with tickets sold apply to the Ryman Auditorium and the Grand Ole Opry House.

³ All intensity metrics with restaurant covers apply to all Ole Red properties, the General Jackson Showboat, and Category 10 (unless stated otherwise).

⁴ All Waste figures exclude waste from Ole Red BNA Airport, Ole Red Gatlinburg, Ole Red Nashville, Ole Red Orlando, and Ole Red Tishomingo.

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
<p>Board’s oversight of climate-related risks and opportunities</p>	<p>The Board of Directors (the “Board”) of Ryman Hospitality Properties, Inc. (“Ryman” or the “Company”) has oversight of climate risks and opportunities through its Risk Committee of the Board of Directors. This oversight committee assists the management-level 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. The ESG Committee receives a quarterly update on the current status of each individual ESG initiative being managed by an individual member of the ESG committee.</p>	<p>2023 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p> <p>Corporate Governance Guidelines</p>
<p>Management’s role in assessing and managing climate-related risks and opportunities</p>	<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>With respect to the Hospitality segment, Ryman’s Asset Management team further supports the management of climate risk through its close working relationship with property general managers, including ongoing operating reviews with executive teams at each property to discuss sustainability-specific concerns as part of overall property performance of the hotel. The Company’s asset management team is working directly with its hotel operator to develop a short and long term ESG strategy.</p>	<p>2023 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p>

GOVERNANCE

DISCLOSURE	RESPONSE			REFERENCE
Climate-related risks and opportunities identified over the short, medium and long term	TIME FRAME	RISKS	OPPORTUNITIES	2023 Sustainability Report Ryman Hospitality Properties Sustainability Risk Assessment, August 2021
	Short and Medium Term:	Physical Risks <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 ■ High winds and tornados ■ Droughts ■ Poor air quality Transition Risks <ul style="list-style-type: none"> ■ Increasing insurance costs ■ Weather-related construction delays ■ Ryman's properties are subject to environmental regulations that could impose significant financial liability on it. Environmental laws, ordinances and regulations of various federal, state, local and foreign governments regulate certain of the Company's properties and could make it liable for the costs of removing or cleaning up hazardous or toxic substances on, under or in the properties currently owned or operated or those previously owned or operated. ■ Reduced demand for conventions, meetings and other events due to clients' sustainability initiatives ■ Increased requirements for ESG disclosures from investors ■ Increased requirements and costs to change or upgrade equipment 	<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 events ■ Low emission goods and services ■ Financial savings resulting from investments in energy and water efficiency ■ Increased investment in renewable energy projects 	
	Long Term	Physical Risks <ul style="list-style-type: none"> ■ Higher temperatures ■ Sea level rise Transition Risks <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, which could affect the operations of the Company's properties and/or result in significant additional expense and operating restrictions. 		

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning</p>	<p>The risks and opportunities associated with climate change have a direct and indirect impact on Ryman's business, strategy and financial planning.</p> <p>Impact on Business: Climate risk is embedded throughout the life cycle stages of Ryman's real estate investments from due diligence to renovation, ongoing asset management, and ultimately disposition. Ryman 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. Ryman's portfolio includes assets located in states that are prone to water stress and hurricanes. Ryman manages these impacts by investing in protective and precautionary systems, detailed operational protocols, and comprehensive evaluations of asset infrastructure.</p> <p>Many factors influence the Company's reputation, including the perception held by its customers and other key stakeholders and the communities in which it does business, and the perception held by customers of the manager of Ryman's Hospitality segment properties, Marriott International, Inc. ("Marriott"), or any future third-party hotel manager. The lodging and entertainment industries in which the Company operates face increasing scrutiny related to environmental, social and governance activities and risk of damage to the Company's reputation if it fails to act responsibly or comply with regulatory requirements in a number of areas, such as safety and security, environmental stewardship and sustainability, climate change, engagement, opportunity and diversity, human rights, philanthropy and support for local communities. The continuing evolution of social media presents new challenges and requires the Company to keep pace with new developments and trends. Negative posts or comments about the Company or the properties it owns (and Marriott or any future third-party hotel manager) on any social networking or user-generated review website, including travel websites, could affect consumer opinions of the Company's properties, and the Company cannot guarantee that such instances can be timely or adequately redressed.</p>	<p>2023 Sustainability Report</p> <p>2023 Annual Report</p>

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning</p>	<p>Impact on Strategy and Financial Planning:</p> <p>Ryman’s Hospitality segment 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 Ryman’s overall strategic plan to (1) enhance hotel property design, and (2) expand its Hospitality segment portfolio through selective acquisitions of assets meeting its investment criteria. The consideration of climate risk compels Ryman to ensure that its resort expansion activities incorporate a strong connection to the local environment and prioritize biodiversity concerns and baseline water stress.</p> <p>Ryman’s Entertainment segment goal is to be a leading provider of music and live entertainment experiences. Sustainability and management of climate risk supports Ryman’s overall strategic plan to (1) enhance the design of its Entertainment segment properties, and (2) expand its Entertainment segment portfolio through selective acquisitions of assets meeting its investment criteria. The consideration of climate risk compels Ryman to ensure that its Entertainment segment venue enhancement activities incorporate a strong connection to the local environment and prioritize biodiversity concerns and baseline water stress.</p> <p>In addition, laws and regulations have been enacted to regulate or limit carbon emissions, which impact both the Company’s Hospitality segment and Entertainment segment. Changes in legislation relating to climate change, and complying with such laws and regulations, may require the Company to make significant investments in its properties and could result in increased energy costs at the properties, which could have a material adverse effect on the Company’s results of operations and its ability to make distributions to 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 completed construction on a combined \$17 million perimeter flood protection system around Gaylord Opryland 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>2023 Sustainability Report</p> <p>2023 Annual Report</p>

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning</p>	<p>Unfortunately, the increase in disruptive weather patterns due to climate change is a tangible risk that properties will need to prepare for. Ryman's 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, in the case of the Hospitality segment, strong relationships with the Company's third-party hotel operator, Marriott is how the Company expects its assets to stand resiliently during challenges.</p> <p>Overall, addressing climate-related risks and opportunities requires partnerships with Ryman's stakeholders (stockholders, customers, suppliers, employees, third party operators such as Marriott [and their employees], local communities and industry associations). With respect to the Hospitality segment, Ryman values the relationship between its 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. Ryman's asset management team works directly with Marriott to develop a short- and long-term ESG strategy.</p>	<p>2023 Sustainability Report</p> <p>2023 Annual Report</p>

GOVERNANCE

DISCLOSURE	RESPONSE	REFERENCE
<p>Organizational Resilience and Impact of Different Scenarios, Including 2 Degrees or Lower</p>	<p>Ryman recognizes the important shift that will occur as companies plan for the physical risks of climate change and prepare for 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, Ryman’s hospitality and entertainment segments must have a stronger focus on low material growth and reduced resource and energy intensity. 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 adaptation to physical infrastructure, which are especially applicable to owners of real estate such as Ryman.</p> <p>With respect to the Hospitality segment, in 2021 Ryman conducted a portfolio wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for its Hospitality segment portfolio. Ryman intends to build on this assessment to, in future years, set targets to improve performance in the key areas of energy, carbon emissions, water, and waste.</p> <p>With respect to the Entertainment segment, in future years Ryman intends to conduct a portfolio wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for its Entertainment segment portfolio. Ryman intends to use this assessment, once completed, to set targets to improve performance in the key areas of energy, carbon emissions, water, and waste.</p>	<p>2023 Sustainability Report</p>
<p>Investments in Low Carbon Opportunities</p>	<p>In 2022, approximately \$14 million was invested in conservation measures at the Gaylord Hotels properties, and in 2023 approximately \$4.4 million was invested in conservation measures at the Gaylord Hotels properties. The 2023 projects included the installation of LED lights powered by motion sensors, the replacement of outdated equipment with efficient equipment, the purchase of electrical carts to replace full-size trucks, and other mechanical projects.</p> <p>In Q3 2022, Ryman completed a feasibility-analysis for a rooftop solar program at Gaylord National and began the project, which consists of a ~2.9 MW solar array to be installed on the roof of the convention center at Gaylord National. This project takes advantage of the recent Inflation Reduction Act, which provides for certain tax credits/benefits resulting from this project. Not only does Ryman expect to see financial savings from this project, but it also anticipates substantial carbon emission reductions at the property, as the solar project is expected to provide a significant amount of the electrical load need at the hotel. Ryman is currently engaged with consultants, designers, and contractors and continues to make progress towards project completion in 2025. Not only is this project a sizeable financial investment, but it is also an indication of Ryman’s commitment to finding fiscally responsible ways to improve the environment in which it owns and operates businesses.</p>	<p>2023 Sustainability Report</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-1	Organizational details	<p>Ryman Hospitality Properties, Inc. (NYSE: RHP) (“Ryman” or the “Company”) is a Delaware corporation that operates in the United States as a self-advised and self-administered REIT for federal income tax purposes. Ryman’s corporate headquarters are located at One Gaylord Drive, Nashville, Tennessee 37214.</p>	<p>2023 10-K p. 2, 5</p> <p>Contact Us</p>
2-2	Entities included in the organization’s sustainability reporting	<p>The entities included in the Sustainability Report with respect to ESG include:</p> <p>HOSPITALITY SEGMENT:</p> <ul style="list-style-type: none"> ■ 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”) ■ Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”) ■ Inn at Opryland, adjacent to Gaylord Opryland ■ AC Hotel at National Harbor, Washington D.C. (“AC Hotel”) near Gaylord National ■ Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”) ■ JW Marriott San Antonio Hill Country Resort & Spa in San Antonio, Texas (“JW Marriott Hill Country”) <p>Hospitality segment properties are managed by Marriott International, Inc. (“Marriott”). Pertaining to Hospitality segment environmental data, metrics are based on 2023 data from wholly-owned hotel properties (excluding the JW Marriott Hill Country, which was acquired in June 2023), as well as the Gaylord Springs.</p> <p>ENTERTAINMENT SEGMENT:</p> <ul style="list-style-type: none"> ■ ACL Live at the Moody Theater ■ Category 10 (formerly Wildhorse Saloon) ■ General Jackson Showboat ■ Grand Ole Opry House ■ Ole Red BNA Airport ■ Ole Red Gatlinburg ■ Ole Red Nashville ■ Ole Red Orlando ■ Ole Red Tishomingo ■ Ryman Auditorium ■ Wendell Building (corporate office building) ■ WSM Radio Tower ■ W Austin Hotel <p>Ryman directly manages its Entertainment segment properties. Pertaining to Entertainment segment environmental data, metrics are based on 2023 data from owned and operated properties and Ryman’s corporate office. The Ole Red Las Vegas venue opened in January 2024 and is not included in this report.</p>	<p>2023 10-K p. 2, 7-9</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-3	Reporting period, frequency and contact point	<p>The reporting period is the calendar year 2023 (January 1 - December 31, 2023). The Sustainability Report will be updated on an annual basis.</p> <p>Address: One Gaylord Drive Nashville, TN 37214; Phone: +1 615 316 6000; E-mail: ESG@rymanhp.com</p>	<p>2023 10-K</p> <p>Contact Us</p>
2-4	Restatements of information	<p>Hospitality segment historical environmental data has been restated. The footnotes below the Hospitality segment performance table in the Sustainability Report list the specific restatements with a description of the basis of the restatement.</p> <p>Specifically, 2019-2022 Hospitality segment water consumption and intensities were restated because water withdrawal from the aquifer at Gaylord Opryland is now metered and included in the data for all years. An annualized total was estimated based on 2023 consumption and added to each year.</p>	<p>2023 Sustainability Report (Environmental Performance Table, p. 42)</p>
2-5	External assurance	<p>The Company’s sustainability reporting has not been externally assured.</p>	<p>GRI Content Index</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

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.</p> <p>Ryman is a leading lodging and hospitality real estate investment trust that specializes in upscale convention center resorts and country music entertainment experiences. Ryman focuses on group-oriented, destination hotel assets in urban and resort markets. Ryman is generally interested in highly accessible upper-upscale assets with over 400 hotel rooms in urban and resort group destination markets. Presently, Ryman’s Hospitality segment properties are spread throughout five states: Colorado, Florida, Maryland, Tennessee, and Texas. Ryman’s Hospitality segment properties include a network of five upscale, meetings-focused resorts totaling 10,412 rooms that are managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott include the Inn at Opryland, the AC Hotel, and effective June 30, 2023, the JW Marriott Hill Country.</p> <p>Ryman’s Entertainment segment is comprised of a controlling 70% equity interest in a business comprised of a number of entertainment and media assets known as the Opry Entertainment Group (“OEG”). These assets include the Grand Ole Opry, the legendary weekly showcase of country music’s finest performers for 98 years; the Ryman Auditorium, the storied live music venue and former home of the Grand Ole Opry located in downtown Nashville; WSM-AM, the Grand Ole Opry’s radio home; Ole Red, a brand of Blake Shelton-themed bar, music venue and event spaces; two Nashville-based assets – Category 10 (fka the Wildhorse Saloon) and the General Jackson Showboat; and Block 21, a mixed-use entertainment, lodging, office, and retail complex located in Austin, Texas (“Block 21”), which includes the W Austin Hotel, managed by Marriott, and ACL Live at the Moody Theater.</p> <p>Prior to June 16, 2022, the Company owned 100% of OEG. The Company operates its Entertainment segment as part of a taxable REIT subsidiary.</p> <p>Ryman’s operations are organized into three principal business segments: (i) Hospitality, which includes the Gaylord Hotels properties, JW Marriott Hill Country (effective June 30, 2023), the Inn at Opryland and the AC Hotel; (ii) Entertainment, which includes the entertainment and media assets comprising OEG; and (iii) Corporate and Other, which includes corporate expenses. These three business segments — Hospitality, Entertainment, and Corporate and Other — represented approximately 85%, 15%, and 0%, respectively, of total revenues for the fiscal year ended December 31, 2023.</p> <p>As a self-administered REIT, the Company’s Hospitality segment properties are managed by a third-party operator, Marriott. Through Marriott, Hospitality segment properties benefit by leveraging the brand’s global supply chain purchasing power. In addition, each year, Ryman directly engages suppliers for various products and services. Many of Ryman’s suppliers and vendors are local to the markets its properties serve and have been long-term partners. Ryman’s supply chain extends to suppliers engaged in design and construction services; construction materials and equipment; furniture, fixtures and equipment (“FF&E”); food and beverage supplies; office supplies, including computer equipment; laundry facility supplies and equipment; and related supplies and equipment.</p>	<p>2023 10-K p. 5, p. 13-15</p> <p>About Us</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES																																																																																																																																		
2-7	Employees	<p>HOSPITALITY SEGMENT:</p> <p>In 2023, Ryman's Hospitality segment had a total of 97 employees in the US region — of which, 41 were men and 56 were women.</p> <p>2023</p> <table border="1"> <thead> <tr> <th>FEMALE</th> <th>MALE</th> <th>OTHER*</th> <th>NOT DISCLOSED</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td colspan="5">Number of Employees</td> </tr> <tr> <td>56</td> <td>41</td> <td>0</td> <td>0</td> <td>97</td> </tr> <tr> <td colspan="5">Number of Permanent Employees</td> </tr> <tr> <td>56</td> <td>41</td> <td>0</td> <td>0</td> <td>97</td> </tr> <tr> <td colspan="5">Number of Temporary Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="5">Number of Non-guaranteed hours Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="5">Number of Full-time Employees</td> </tr> <tr> <td>55</td> <td>41</td> <td>0</td> <td>0</td> <td>96</td> </tr> <tr> <td colspan="5">Number of Part-time Employees</td> </tr> <tr> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> </tr> </tbody> </table> <p>ENTERTAINMENT SEGMENT:</p> <p>In 2023, Ryman's Entertainment segment had a total of 1,374 employees in the US region — of which, 632 were men and 742 were women.</p> <p>2023</p> <table border="1"> <thead> <tr> <th>FEMALE</th> <th>MALE</th> <th>OTHER*</th> <th>NOT DISCLOSED</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td colspan="5">Number of Employees</td> </tr> <tr> <td>742</td> <td>632</td> <td>0</td> <td>0</td> <td>1,374</td> </tr> <tr> <td colspan="5">Number of Permanent Employees</td> </tr> <tr> <td>742</td> <td>632</td> <td>0</td> <td>0</td> <td>1,374</td> </tr> <tr> <td colspan="5">Number of Temporary Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="5">Number of Non-guaranteed hours Employees</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="5">Number of Full-time Employees</td> </tr> <tr> <td>393</td> <td>335</td> <td>0</td> <td>0</td> <td>728</td> </tr> <tr> <td colspan="5">Number of Part-time Employees</td> </tr> <tr> <td>388</td> <td>258</td> <td>0</td> <td>0</td> <td>646</td> </tr> </tbody> </table>	FEMALE	MALE	OTHER*	NOT DISCLOSED	TOTAL	Number of Employees					56	41	0	0	97	Number of Permanent Employees					56	41	0	0	97	Number of Temporary Employees					0	0	0	0	0	Number of Non-guaranteed hours Employees					0	0	0	0	0	Number of Full-time Employees					55	41	0	0	96	Number of Part-time Employees					1	0	0	0	1	FEMALE	MALE	OTHER*	NOT DISCLOSED	TOTAL	Number of Employees					742	632	0	0	1,374	Number of Permanent Employees					742	632	0	0	1,374	Number of Temporary Employees					0	0	0	0	0	Number of Non-guaranteed hours Employees					0	0	0	0	0	Number of Full-time Employees					393	335	0	0	728	Number of Part-time Employees					388	258	0	0	646	GRI Content Index
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GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-8	Workers who are not employees	<p>Ryman's Hospitality segment portfolio is managed and operated by the third-party company, Marriott. Marriott independently employs thousands of people in service and operational hospitality roles. Ryman's Entertainment and Corporate segments do not regularly employ workers who are not employees. External consultants may be engaged on an ad-hoc basis.</p>	GRI Content Index

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-9	Governance structure and composition	<p>Ryman's business is managed under the direction of its Board of Directors. The Board is collectively responsible 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 Board delegates the conduct of the business to the senior management team. Ryman's Board of Directors is the highest governance body within the Company, comprised of four committees to facilitate and assist the Board in the execution of its responsibilities: the Audit Committee, the Human Resources Committee, the Nominating and Corporate Governance Committee, and the Risk Committee.</p> <p>The Board of Directors is the representative of the stockholders with a fiduciary obligation to see that the affairs of the Company are conducted in a manner coincident with the best interest of, and fulfilling its responsibility to, stockholders, customers, employees and communities. Ryman has adopted Corporate Governance Guidelines governing the conduct of the Board. The charters of the Audit Committee, Human Resources Committee, Nominating and Corporate Governance Committee and Risk Committee, as well as the Company's Corporate Governance Guidelines, are all posted on the Company's web site at www.rymanhp.com (under "Corporate Governance" on the Investor Relations page).</p> <p>The Audit Committee is responsible for overseeing and making decisions on the management of the organization's impacts on the economy by overseeing compliance with legal and regulatory requirements relating to preparation of Ryman's financial information.</p> <p>The Human Resources Committee is responsible for overseeing the Company's human capital management program, including the review and approval of all compensation policies and programs that benefit employees, including employment and severance agreements, incentive programs, employee benefits and retirement programs.</p> <p>The Nominating and Corporate Governance Committee is responsible for selecting nominees for director, and compliance with the Company's corporate governance guidelines and certain provisions of its code of conduct and other policies.</p> <p>The Risk Committee is responsible for oversight of the assessment and management of key risks facing the Company, including the oversight of management's enterprise risk management program and the oversight of the Company's ESG programs. ESG issues overseen by the committee include sustainability, corporate social responsibility and engagement and diversity considerations. For more details on the Board Committees, see the Company's Corporate Governance Guidelines.</p>	<p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>Audit Committee Charter</p> <p>Human Resources Committee Charter</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Risk Committee Charter</p> <p>2024 Proxy Statement p. 1-3, 22-25, 30, 31</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-9	<p>Governance structure and composition</p> <p>(CONTINUED)</p>	<p>The ESG Committee is a cross-functional senior management committee of the Company. It is subject to the oversight of the Risk 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>As of December 31, 2023, 7 of Ryman’s 9 Board members were independent. Ryman’s four active standing Board committees are comprised solely of independent directors. A table on Board members’ competencies, independence, tenure, gender, and diversity can be found on page 3 of the 2024 Proxy Statement. A list of Ryman’s Board committee members and responsibilities can be found on Ryman’s web site at www.rymanhp.com (under “Corporate Governance” on the Investor Relations page).</p>	<p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>Audit Committee Charter</p> <p>Human Resources Committee Charter</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Risk Committee Charter</p> <p>2024 Proxy Statement p. 1-3, 22-25, 30, 31</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-10	Nomination and selection of the highest governance body	<p>The nomination and selection process for the highest governance body is as follows:</p> <p>On at least an annual basis, the Nominating and Corporate Governance Committee of the Board evaluates the Board's composition to ensure that the Board maintains complementary and diverse skill sets, perspectives, backgrounds and experiences for its continued effectiveness, with the goal of having a mix of years of tenure of Board members between those who have served longer term, medium term, or shorter term.</p> <p>The Nominating and Corporate Governance Committee is appointed by the Board of 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.</p> <p>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 Nominating and Corporate Governance Committee seeks directors with established strong professional reputations and expertise in areas relevant to the strategy and operations of the Company's businesses. While the Company's Corporate Governance Guidelines do not prescribe specific diversity criteria for selection of directors, as a matter of practice, the Nominating and Corporate Governance 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 Nominating and Corporate Governance 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.</p> <p>The Company's Corporate Governance Guidelines and Bylaws provide for a majority voting standard in uncontested director elections. Under these provisions, any director nominee in an uncontested election will be elected to the Board if the votes cast for such nominee's election exceed the votes cast against such nominee's election at any meeting for the election of directors at which a quorum is present.</p> <p>Board of Directors are then elected by stockholder majority voting during the Annual Meeting.</p>	<p>Corporate Governance Guidelines</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>2024 Proxy Statement p. 8, 26-27</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-11	Chair of the highest governance body	<p>Colin V. Reed, the chair of the highest governance body serves as Executive Chairman of the Board of the Company.</p> <p>Prior to January 1, 2023, Mr. Reed served as Chief Executive Officer and Chairman of the Board. Upon Mark Fioravanti's appointment as Chief Executive Officer effective on January 1, 2023, Mr. Reed no longer served in the combined role of Chief Executive Officer and Chairman of the Board. In connection with these management changes, the Board determined that it was in the best interests of the Company and its stockholders to have the positions of Chairman of the Board and Chief Executive Officer filled by different individuals. This leadership structure allows the Chief Executive Officer to focus on the Company's day-to-day operations, while allowing the Executive Chairman to lead the Board in providing advice and oversight to management.</p>	<p>2024 Proxy Statement p. 22</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-12	<p>Role of the highest governance body in overseeing the management of impacts</p>	<p>The ESG Committee is a cross-functional senior management committee of the Company. It is subject to the oversight of the Risk Committee of the Board 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>The Company aims to support the United Nations Sustainable Development Goals through the operation of its hotel properties and its entertainment venues. In addition, the Company is an advocate for the American Hotel & Lodging Association’s 5-star promise on sexual harassment.</p> <p>The Company’s stockholder and investor outreach generally includes investor road shows, analyst meetings, investor days and investor conferences and meetings. The Company also communicates with its stockholders through its SEC filings (including its annual report and proxy statement), press releases and website. In addition, the Company’s conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2023 the Company reached out to 26 of its largest stockholders, representing approximately 66% of its outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>The primary corporate governance issue raised by the Company’s stockholders during 2023 was a continued focus on ESG efforts, including a request for additional information on its engagement and diversity efforts. Several investors also asked that the Company consider setting longer-term carbon reduction and other ESG specific goals for its Hospitality business segment, as well as including ESG goals as a component of its annual incentive compensation programs. The Company will be mindful of these requests as it designs its ESG and compensation programs for future years.</p>	<p>2024 Proxy Statement p. 30, 33</p> <p>ESG Committee Charter</p> <p>2023 Sustainability Report</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-13	Delegation of responsibility for managing impacts	<p>The Company formed a management-level ESG Committee to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions to further connect the Company with the community while staying aligned to its strategic goals. The ESG Committee then reports directly to the Risk Committee who then shares pertinent findings with the Board.</p> <p>General oversight of environmental, social, and economic impacts, risks, and opportunities fall under the responsibility of the Company's ESG Committee, chaired by the Executive Vice President & General Counsel, which reports to the Risk Committee.</p> <p>The ESG Committee reports at least annually to the Board of Directors.</p>	ESG Committee Charter
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 Risk Committee of the Board 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>	ESG Committee Charter
2-15	Conflicts of interest	<p>The Company 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 the Company'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, and their relationships, transactions, and outstanding balances are then disclosed to stakeholders in the Proxy Statement.</p>	Code of Business Conduct and Ethics

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-16	Communication of critical concerns	<p>General questions regarding the Company's Code of Business Conduct and Ethics or the application of such Code to particular situations may be directed to the Company's General Counsel. Questions from directors and executive officers may also be discussed with the Executive Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>The General Counsel did not receive any critical concerns in 2023.</p>	ESG Committee Charter
2-17	Collective knowledge of the highest governance body	<p>In 2023, Ryman did not take measures to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development. However, Ryman encourages each director to participate in continuing educational programs that are important to maintaining a director's level of expertise to perform his or her responsibilities as a Board member.</p>	ESG Committee Charter
2-18	Evaluation of the performance of the highest governance body	<p>In 2023, 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>	GRI Content Index
2-19	Remuneration policies	<p>The Company's Human Resources Committee (which functions as the Company's compensation committee) annually reviews the Company's executive compensation program to determine how well actual compensation targets and levels meet its overall compensation philosophy and to compare its compensation programs to our peers. The Human Resources Committee also oversees the Company's compensation programs.</p>	2024 Proxy Statement p. 7, 8, 40-71

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-20	Process to determine remuneration	<p>The Company's Human Resources Committee annually determines whether the Company's overall executive compensation program is consistent with its business strategy and promotes its compensation philosophy. In determining target total annual compensation for each named executive officer, the Human Resources Committee relies on its general experience and subjective considerations of various factors, including the Company's strategic business goals, information with respect to the peer groups established by the Human Resources Committee, proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by its compensation advisor, and each executive officer's position, experience, level of responsibility, individual job performance, contributions to corporate performance, job tenure and future potential.</p> <p>The Human Resources 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 Human Resources Committee uses proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by its compensation advisor 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 executive officers is at a market-competitive level.</p> <p>The Human Resources Committee (which functions as the Company's compensation committee) is comprised entirely of independent directors. In addition, there are no relationships among the Company's 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>Consistent with the views of its stockholders, initially expressed in 2011 and reaffirmed in 2017 and 2023, the Company continues to conduct an annual "say-on-pay" advisory vote to solicit its stockholders' views on the Company's compensation programs.</p> <p>The Human Resources Committee of the Board retains Aon, a leading independent compensation consultant, as its independent compensation advisor.</p>	<p>2024 Proxy Statement p. 6-8</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-21	Annual total compensation ratio	<p>The annual total compensation ratio of the Company's CEO to the median employee's total compensation (based on Hospitality segment employees only) was 49 to 1 for 2023.</p> <p>The percentage change in annual total compensation ratio was (33)%. The ratio was 73:1 in 2022 and decreased to 49:1 in 2023.</p> <p>For purposes of calculating the total compensation for the median employee in the Company's Hospitality business segment, only full-time employees employed by the Company's REIT entity were included in the determination of the median employee. For 2022, a total of 87 employees were included in this determination, and for 2023 a total of 94 employees were included in this determination.</p>	<p>2024 Proxy Statement p. 29, 41, 42, 70</p> <p>GRI Content Index</p>
2-22	Statement on Sustainable development strategy	<p>A letter from the Company's Executive Chairman and the Company's Chief Executive Officer is included in the Sustainability Report.</p>	<p>2023 Sustainability Report</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

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 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>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.</p> <p>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.</p> <p>The Company is committed to creating an environment that promotes the health and safety of its employees and its guests. The Company will ensure appropriate training is conducted to best protect its employees and its guests.</p>	<p>Code of Business Conduct and Ethics</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-24	Embedding policy commitments	<p>Ryman 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, Ryman, its directors and all of its employees will merit and enjoy the respect of one another, the business community, its stockholders, its customers and suppliers, and the public.</p> <p>Each employee and director must endeavor to deal fairly with Ryman'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 Ryman's Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in the Code of Business Conduct and Ethics is required of all employees and enforcement is the direct responsibility of every supervisor.</p>	<p>Code of Business Conduct and Ethics</p> <p>2023 Sustainability Report</p>
2-25	Processes to remediate negative impacts	<p>For processes to remediate negative impacts, refer to the Company's Code of Business Conduct and Ethics 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 the Company's Code of Business Conduct and Ethics or the application of the Code of Business Conduct and Ethics to situations may be directed to Ryman's General Counsel. Questions from directors and executive officers may also be discussed with the Executive Chairman, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>Good faith¹ reports of wrongdoing² should be submitted, in writing, to the Senior or Executive Vice President to whom an employee ultimately reports, 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>2022 Sustainability Report</p>

¹ "Good faith report" shall mean a report of conduct defined as wrongdoing, which the person making the report has reasonable cause to believe is true and which is made without malice or consideration of personal benefit.

² "Wrongdoing" shall mean a violation which is not of a merely technical or minimal nature of a federal or state statute or regulation or of the Code of Business Conduct and Ethics designed to protect the interest of the Company.

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-28	Membership associations	Ryman is a member of NAREIT and the American Hotel & Lodging Association.	GRI Content Index
2-29	Approach to stakeholder engagement	<p>The Company's direct stakeholders are its stockholders, third-party operator (in the case of its Hospitality segment), suppliers, and corporate employees. Other stakeholder groups include employees of the third-party operator of the Company's hotel properties, the local communities of each property and industry associations. Stakeholders are determined by their impact on the Company and its business activities. The Company's approach to stakeholder engagement within its Hospitality segment focuses primarily on its employees, the local community, and its third-party operator, Marriott (and its employees). The Company's approach to stakeholder engagement within its Entertainment segment focuses primarily on the Company's employees and the local community.</p> <p>The Company engages its community stakeholders by participating through membership in various industry associations, and through its Ryman Hospitality Properties Foundation. The Company engages its stockholders through investor road shows, analyst meetings, investor days and investor conferences and meetings. The Company also communicates with its stockholders through SEC filings (including an annual report and proxy statement), press releases and website. In addition, conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2023 the Company reached out to 26 of its largest stockholders, representing approximately 66% of its outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>For more details, see the Company's Environmental Management System.</p>	<p>GRI Content Index</p> <p>2024 Proxy Statement p. 31</p> <p>Environmental Management System</p>
2-30	Collective bargaining agreements	<p>With respect to the Company's Hospitality segment, collective bargaining agreements are negotiated between the third-party hotel managers and labor unions. The Company does not have the ability to control the outcome of these negotiations.</p> <p>With respect to the Company's Entertainment segment and Corporate segment, the Company does not employ any employees (0%) represented by collective bargaining agreements.</p>	2023 10-K p. 11, 25

GRI DISCLOSURES

MATERIAL TOPICS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-1	<p>Process to determine material topics</p>	<p>This report discusses the environmental performance of the Company’s Hospitality and Entertainment segments and the social performance of the Company’s Hospitality, Entertainment and Corporate segments. Please note that the Company’s environmental performance data has not been verified or certified.</p> <p>This report is structured around four themes the Company deems essential, which include:</p> <ol style="list-style-type: none"> 1. Environmental and Resource Conservation; 2. Preservation of the Company’s heritage, assets and local communities; 3. Personification of the Company’s employees, operations, and partnerships; and 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>2022 Sustainability Report</p> <p>GRI Content Index</p>
3-2	<p>List of material topics</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>These 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. 	<p>GRI Content Index</p>

GRI DISCLOSURES

MATERIAL TOPICS (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-3	Management of material topics	<p>The Company formed an ESG Committee to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions to further connect the Company with the community while staying aligned to its strategic goals.</p> <p>HOSPITALITY SEGMENT APPROACH:</p> <p>The Company’s approach to mitigating risks includes supporting its third-party operators to identify sustainability-linked risks and design and implement relevant solutions and track progress of initiatives.</p> <p>Hospitality segment risk assessments focus on the development and enhancement of our Hospitality segment portfolio to mitigate environmental and social risks. In doing so, the Company conducts 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>Hospitality segment 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>2023 Sustainability Report</p> <p>Environmental Policy</p> <p>Environmental Management System</p> <p>ESG Committee Charter</p>

GRI DISCLOSURES

MATERIAL TOPICS (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-3	<p>Management of material topics (CONTINUED)</p>	<p>The critical ESG-linked issues the Company faces 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, the Company conducted a Hospitality segment-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, several areas of risks were identified, and programs are underway to address certain of these risks (with more to be developed going forward).</p> <p>For more details on how the Company tracks progress, see the Company’s Environmental Management System.</p> <p>ENTERTAINMENT SEGMENT APPROACH:</p> <p>The Company’s approach to mitigating risks includes identifying sustainability-linked risks and designing and implementing relevant solutions and track progress of initiatives.</p> <p>The Company intends to conduct risk assessments within its Entertainment segment in future years, which will focus on the development and enhancement of the Entertainment segment portfolio to mitigate environmental and social risks.</p>	<p>2022 Sustainability Report</p> <p>GRI Content Index</p> <p>Environmental Management System</p>

GRI DISCLOSURES

ECONOMIC PERFORMANCE

DIRECT ECONOMIC VALUE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
201-1	Direct economic value generated and distributed	<p>Hospitality Segment Total Segment Results. The following presents the financial results of the Hospitality segment for the year ended December 31, 2023: Total Hospitality Revenue: \$1,833,478,000 Same-Store Hospitality Revenue (excluding JWMHC): \$1,740,665,000</p> <p>Entertainment Segment Total Segment Results. The following presents the financial results of the Entertainment segment for the year ended December 31, 2023: Total Hospitality Revenue: \$324,658,000</p> <p>For further details regarding economic value distributed, refer to the 2023 10-K Report.</p>	2023 10-K p. 116
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 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 the Company's TCFD reporting and Environmental Sustainability Policy.</p>	<p>TCFD</p> <p>Environmental Sustainability Policy</p> <p>Environmental Management System</p>

INDIRECT ECONOMIC IMPACTS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
203-1	Infrastructure investments and services supported	<p>The Company strives to be a good corporate citizen in the markets in which it operates through financial and volunteer support of worthy causes, as well as through direct community engagement. The Company's charitable foundation, which has a primary focus on youth, education and the arts, supports many organizations in the community, including the PENCIL Foundation and YMCA of Middle Tennessee's Camp Widjiwagan.</p> <p>The Company believes it is important to ensure the safety of its employees and customers, to uphold labor rights and take steps to prevent sexual harassment of its employees. Finally, the Company believes it is important to respect and uphold fundamental human rights, and to work to eradicate modern slavery from the industries in which it operates and the supply chains of those industries.</p>	<p>2024 Proxy Statement p. 32</p> <p>2023 Sustainability Report</p>

GRI DISCLOSURES

ANTI-CORRUPTION

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
205	Management approach disclosure	<p>Ryman has many controls specifically designed within its control framework to mitigate fraud risks. Many of these controls also mitigate corruption risk via appropriate segregation of duties, although Ryman has 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 ■ Whistleblower hotline ■ Related party reviews ■ Global anti-corruption annual trainings by Ryman’s third-party hotel manager 	GRI Content Index
205-1	Operations assessed for risks related to corruption	<p>All segments of the Company’s organization are covered in the 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 Company employees are required to read, understand, and conduct business according to the Company’s 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, see the Code of Business Conduct and Ethics.</p>	<u>Code of Business Conduct and Ethics</u>
205-3	Confirmed incidents of corruption and actions taken	<p>There were no confirmed incidents of corruption during the reporting period.</p>	GRI Content Index

GRI DISCLOSURES

ENVIRONMENTAL ENERGY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES	
302-1	Energy consumption within the organization	<p>HOSPITALITY:</p> <p>2023 Energy Consumption: Total fuel from non-renewable sources: 1,450,754 GJ from natural gas and diesel Total fuel from renewable sources: 102,477 GJ from the grid Total energy: 2,362,096 GJ</p> <p>Total purchased electricity: 209,256,863 kwh Total heating from natural gas and diesel: 402,987,317 kwh Total steam consumption: 43,893,504 kwh</p>	<p>ENTERTAINMENT:</p> <p>Total fuel from non-renewable sources: 61,354 GJ from natural gas and diesel Total fuel from renewable sources: 18,703 GJ from the grid Total energy: 245,844 GJ</p> <p>Total purchased electricity: 28,034,909 kwh Total heating from natural gas and diesel: 17,042,854 kwh Total steam consumption: 2,513,451 kwh</p>	2023 Sustainability Report and ESG Performance Table (Environment)
302-3	Energy intensity	<p>HOSPITALITY:</p> <p>The 2023 energy intensity was 47.27 kilowatt-hours per square foot (ratio calculated by gross floor area).</p>	<p>ENTERTAINMENT:</p> <p>The 2023 energy intensity was 100.06 kilowatt-hours per square foot (ratio calculated by gross floor area).</p>	2023 Sustainability Report and ESG Performance Table (Environment)
302-4	Reduction of energy consumption	<p>HOSPITALITY:</p> <p>From the 2019 baseline, energy intensity was reduced by 0.076% in 2023. 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, the Company tracks Purchased Electricity, Diesel, Natural Gas, district chilled water and steam at its hotel properties.</p>	<p>ENTERTAINMENT:</p> <p>The 2023 reporting period represents the baseline data collection year for the Entertainment segment, and thus no energy consumption reduction information can be reported.</p>	2023 Sustainability Report and ESG Performance Table (Environment)

GRI DISCLOSURES

ENVIRONMENTAL

WATER & EFFLUENTS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
303-5	Water consumption	<p>HOSPITALITY:</p> <p>Total water consumption was 3,892.55 megaliters during the 2023 reporting period.</p> <p>The 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 1,772.52 megaliters during the 2023 reporting period.</p>	<p>ENTERTAINMENT:</p> <p>Total water consumption was 105.589 megaliters during the 2023 reporting period.</p>	<p>2023 Sustainability Report and ESG Performance Table (Environment)</p> <p>RHP Sustainability Risk Assessment 2021</p>

GRI DISCLOSURES

ENVIRONMENTAL EMISSIONS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
305-1	Direct (Scope 1) GHG emissions	HOSPITALITY: Total Scope 1 emissions were 73,046.70 metric tons of CO2e during the 2023 reporting period.	ENTERTAINMENT: Total Scope 1 emissions were 3,291.1 metric tons of CO2e during the 2023 reporting period.	2023 Sustainability Report and ESG Performance Table (Environment)
305-2	Energy Indirect (Scope 2) GHG emissions	HOSPITALITY: Total Scope 2 emissions were 90,991.22 metric tons of CO2e during the 2023 reporting period.	ENTERTAINMENT: Total Scope 2 emissions were 15,554.24 metric tons of CO2e during the 2023 reporting period.	2023 Sustainability Report and ESG Performance Table (Environment)
305-4	GHG Emissions Intensity	HOSPITALITY: The total Scope 1 and 2 greenhouse gas intensity was 11.82 kilograms per square foot (kgCO2e) in 2023. Presently, the Company tracks CO2, CH4, and N2O gases at its hotel properties.	ENTERTAINMENT: The total Scope 1 and 2 greenhouse gas intensity was 27.6 kilograms per square foot (kgCO2e) in 2023.	2023 Sustainability Report and ESG Performance Table (Environment)
305-5	Reduction of GHG Emissions	HOSPITALITY: From the 2019 baseline, the Company reduced its total Scope 1 and 2 emissions by 20,962.87 metric tons of CO2e in 2023. This is primarily the result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Presently, the Company tracks CO2, CH4, and N2O gases at its hotel properties.	ENTERTAINMENT: The 2023 reporting period represents the baseline data collection year for the Entertainment segment, and thus no GHG emission reduction information can be reported.	2023 Sustainability Report and ESG Performance Table (Environment)

GRI DISCLOSURES

ENVIRONMENTAL

WASTE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
306-3	Waste generated	HOSPITALITY: Total waste generated in 2023 was 16,698.30 metric tons. Waste to landfill was 13,360.60 metric tons. Waste diverted was 3,337.71 metric tons.	ENTERTAINMENT: Total waste generated in 2023 was 830 metric tons. Waste to landfill was 761 metric tons. Waste diverted was 69 metric tons. ³	2023 Sustainability Report and ESG Performance Table (Environment)

ENVIRONMENTAL COMPLIANCE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
307	Management approach disclosure	The Company will comply fully with all applicable local, state, and federal environmental laws, rules, and regulations always.	Environmental Sustainability Policy
307-1	Non-compliance with environmental laws and regulations	In 2023, the Company did not identify any known instances of non-compliance with environmental laws and/or regulations.	GRI Content Index

³ These numbers exclude waste from Ole Red BNA Airport, Ole Red Gatlinburg, Ole Red Nashville, Ole Red Orlando, and Ole Red Tishomingo. The statistics include partial waste data from Ryman Auditorium and WSM Radio Tower.

GRI DISCLOSURES

SOCIAL

EMPLOYMENT

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The Company's full-time employees receive the following standard benefits:</p> <ul style="list-style-type: none"> Comprehensive medical, prescription drug, dental & vision coverage Family planning and adoption assistance benefits, including paid parental leave Company-paid basic life & AD&D insurance Optional additional life & AD&D insurance for employee, spouse and children Company-paid long-term disability Company-paid short-term disability after six months 401(k) retirement plan – company matches 100% of the first 4% contributed Tuition reimbursement <p>The Company invests in its employees with a host of benefits and resources that support them both in and out of the office. It provides 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.</p> <p>For a full list of benefits offered to the Company's full and part-time employees, please see the corporate website.</p>	Our Benefits

OCCUPATIONAL HEALTH & SAFETY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
403-6	Promotion of worker health	<p>The Company offers comprehensive medical, prescription drug, dental and vision coverage to its full-time employees. Furthermore, the Company promotes health and wellbeing through employee assistance programs and other health-linked programs.</p> <p>The Company also promotes the health of Marriott associates at its hotel properties by investing in physical safety and security measures designed to reduce hazards to an absolute minimum, to provide the appropriate personal, proactive equipment, and to eliminate workplace-related injuries and death.</p>	Our Benefits
403-9	Work-related injuries	<p>In 2023, there were no incidents of work-related injuries (as evidenced by worker compensation claims) within the Corporate segment. In 2023 there were 23 incidents of work-related injuries (as evidenced by workers compensation claims) within the Entertainment segment in 2023. There were no deaths at the Company during the reporting period.</p>	GRI Content Index

GRI DISCLOSURES

SOCIAL

TRAINING & EDUCATION

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
404-1	Programs for upgrading employee skills and transition assistance programs	Ryman currently offers full-time employees tuition reimbursement for upgrading skills and furthering their education, which may be used for English language classes. Furthermore, Ryman offers an employee assistance program to both full-time and part-time employees.	Our Benefits 2023 Sustainability Report (p. 28)
404-2	Percentage of employees receiving regular performance and career development reviews	100% of Ryman’s corporate employees received regular performance and career development reviews in 2023. Full-time Entertainment segment employees, meeting certain criteria based on job description, receive an annual performance review. This extends to all genders and employee categories.	2023 Sustainability Report

DIVERSITY & EQUAL OPPORTUNITY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
405-1	Diversity of governance bodies and employees	<p>Among the Company’s Board of Directors in 2023, 78% were men and 22% were women. 0% were under 30 years old, 22% were 30-50 years old, and 78% were over 50 years old. Additionally, 33% of the Board was racially diverse.</p> <p>Corporate Segment Employees: Among the Company’s Corporate segment employees in 2023, 58% of employees were women while 42% were men. 11% were under 30 years old, 59% were 30-50 years old, and 30% were over 50 years old. Additionally, 6.2% of the Company’s Corporate segment employees were ethnically diverse.</p> <p>Entertainment Segment Employees: Among the Company’s Entertainment segment employees in 2023, 54% of employees were women while 46% were men. 32% were under 30 years old, 42% were 30-50 years old, and 26% were over 50 years old. Additionally, 19.3% of the Company’s Entertainment segment employees were ethnically diverse.</p>	2023 Sustainability Report and ESG Performance Table (Social)

GRI DISCLOSURES

SOCIAL

LOCAL COMMUNITIES

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
413-1	Operations with local community engagement, impact assessments, and development programs	<p>The Ryman Hospitality Properties Foundation (the “RHP Foundation”) manages giving at the corporate level and focuses on making a difference in local communities through supporting arts, education, and youth. The RHP Foundation has developed guidelines to help us evaluate the requests we receive each year.</p> <p>In addition, the Company’s Entertainment segment sponsors and administers 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>2023 Sustainability Report</p>

CUSTOMER HEALTH & SAFETY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
416-1	Assessment of the health and safety impacts of product and service categories	<p>With respect to the Hospitality segment, the Company’s Asset Management team engages with Marriott 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 guest and employee health and safety concerns. Hospitality segment risk assessments cover areas such as 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 the Hospitality segment Ongoing Performance Monitoring and Site Evaluation checklists. Further details on the health and safety-linked risks of the Company’s Hospitality segment business on its employees, suppliers, and partners are outlined in the Company’s Environmental Management System.</p> <p>With respect to the Entertainment segment, the Company intends in future years to develop procedures to discuss and evaluate progress of venue-level ESG goals and the implement a periodic risk assessment process.</p>	<p>Environmental Sustainability Policy</p> <p>Environmental Management System</p>

GRI DISCLOSURES

SOCIAL

CUSTOMER PRIVACY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
413-1	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 the Company, the Risk Committee receives regular reports from the Chief Information Officer (“CIO”) and the vice-president of internal audit regarding the Company’s program for managing its information security risks, including data privacy and protection risks. In addition, the CIO and vice-president of internal audit meet quarterly with the Risk Committee to inform them of current cybersecurity risks and threats, as well as cybersecurity enhancement projects.</p> <p>The Company’s information security risk mitigation efforts, which are overseen by the Risk Committee, include required monthly cybersecurity training for all employees with Company accounts and annual training for service-related employees on cybersecurity topics including social engineering (e.g., phishing), ransomware, denial of service or information, and other security breach tactics. Additionally, on a quarterly basis, the Company’s Enterprise Risk Management Committee, which includes several members of senior management, including the Chief Financial Officer, the CIO and a Certified Information Systems Auditor, presents all of the Company’s top organizational and operational risks, including information security-related risks, focus areas and accomplishments throughout the Company’s various businesses to the Risk Committee, which in turn is reported to the Board by the Risk Committee.</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>2024 Proxy Statement (Information Technology, p. 44)</p> <p>Human Rights and Inclusiveness Policy</p>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>There were no substantiated complaints regarding violations of customer privacy and losses of customer data during the reporting period.</p>	<p>GRI Content Index</p>

SASB DISCLOSURES (HOSPITALITY SEGMENT ONLY)

ACTIVITY METRICS

CODE	METRIC DESCRIPTION	RESPONSE
IF-RE-000.A	Number of assets	7 hotels ¹ ; 1 golf course
IF-RE-000.B	Leasable floor area	13,882,053 SQ FT
IF-RE-000.C	Percentage of indirectly managed assets	100%
IF-RE-000.D	Average occupancy rate	71.9%

¹The data boundary only includes properties from the Company's Hospitality segment that were owned for the entire reporting period. The JW Marriott Hill Country is not included as it was acquired in 2023, and the Company's Entertainment segment is not included in the data boundary for 2023.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

ENERGY MANAGEMENT

CODE	METRIC DESCRIPTION	2023 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	2,362,095.66 GJ
	Percentage grid electricity	31.9%
	Percentage renewable energy	0%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	1.33%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	0%
	Percentage of eligible portfolio that is certified to ENERGY STAR	0%
IF-RE-000.130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<p>Ryman Hospitality Properties, Inc. (the “Company”) places a high value on protecting the environment where it owns properties and its employees live and work. As a hospitality REIT owner of destination hotel assets in urban and resort markets, the Company understands the environmental impact of operations occurs primarily during new development, major renovation, and on-going operation of existing assets. The Company has learned from its sustainability management system that it is important to focus its conservation and sustainability efforts around particular aspects of its operations.</p> <p>The Company submeters electricity use for efficiency and usage reduction. Key decision-making is 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>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

WATER MANAGEMENT

CODE	METRIC DESCRIPTION	2023 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	100%
IF-RE-000.140a.2	Total water withdrawn by portfolio area with data coverage	1,028,304 kilo-gallons
	Percentage in regions with High or Extremely High Baseline Water Stress	45.5%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	8.9%
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 the Company's portfolio considering that 48% of properties are located in areas of high or extremely high-water stress.</p> <p>The Company seeks to manage and mitigate water risk through its due diligence and project management processes. The Company also now integrates a comprehensive water risk assessment that allows it to judge the water risk at each property's location, including water stress, flood zone, and usage as it relates to price.</p>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS

CODE	METRIC DESCRIPTION	2023 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% ²
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>The Company designs flood-resistant buildings while also conduct flood hazard and risks assessments for proposed projects; assess the durability and performance of building materials in a changing climate; and protect the natural environment by implementing sustainable stormwater management, which will eliminate disruption of stormwater flow.</p>

² Estimated based on the sub-metered laundry facilities at Gaylord Texan, Gaylord Rockies and Gaylord National

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

CLIMATE CHANGE ADAPTATION

CODE	METRIC DESCRIPTION	2023 VALUE
IF-RE-450a.1	Area of properties located in 100-year flood zones	43,000 Square Feet
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<p>As part of the Company’s environmental management system, sustainability opportunities and climate change risks are assessed on an ongoing basis. 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 Company ownership but operated separately by Marriott International, Inc. 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 Company’s management-level Environmental, Social and Governance Steering 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>