

2022 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. 2022 Sustainability Report, which outlines our four-pronged commitment to sustainability through conservation, preservation, personification, and innovation. The report provides social and environmental performance data and information from 2022 and 2023. Our Environmental, Social and Governance (ESG) disclosure extends to our hospitality segment only, which equates to roughly 85% of our total revenue. This report

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

maintains the same level of disclosure as last year, with the addition of sharing our waste diversion rate. We continue to disclose our performance in accordance with the Sustainability Accounting Standards Board (SASB) Real Estate Infrastructure Segment Standard and the Global Reporting Initiative (GRI) Index, which has been updated based on the revised GRI Universal Standards, released in October 2021. 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). This report illustrates the alignment between the Company's four sustainability commitments and the Gaylord Hotels' SERVE 360¹ initiatives to Nurture Our World, Sustain Responsible Operations, Empower Through Opportunity and Welcome All and Advance Human Rights.

Despite the challenging Omicron-impacted first quarter of 2022, we ended the year with much to be proud of from an ESG perspective.

- In the area of community engagement, we continue to focus on youth, education, and arts with our charitable foundation. In 2022, we supported, among others, the PENCIL Foundation and YMCA of Middle Tennessee's Camp Widjwagan.
- From a people perspective, we are pleased with the strides we have made regarding our commitment to diversity and inclusion within our operating businesses. We continue to move the needle by attracting, retaining, and promoting diverse employees, and we are pleased to say that in 2022, 50 percent of our manager-level employees at RHP are female.
- To reflect our commitment to directly impact diversity, equity, and inclusion (DEI) within our organization, we launched OPEN, a website that will foster inclusivity, celebrate individuals and empower teammates. This past year we also introduced company-sponsored internal Business Employee Resource Groups (BERGs), which are employee-led with support from our Senior Leadership teams. Our current two BERGS include Women in Leadership and Pride + Allies. We hope to expand this program as we identify areas of need and employees to facilitate future opportunities.
- To maintain good corporate governance, our ESG Committee meets on a quarterly basis and has been working diligently to solidify our stance on environmental sustainability, business ethics, human rights, and supplier conduct.
- In 2022, we invested over \$14 million in conservation measures at the Gaylord Hotels properties, which have already begun to "payback" in terms of cost, energy, water and carbon emissions savings. The 2022 projects included a cooling tower replacement, food waste reduction initiatives, glass recycling, installation of more efficient hot water heat exchangers, and other mechanical projects.
- Though our energy consumption in 2022 was higher than that of the 2019 baseline year, GHG totals in 2022 were lower when compared to 2019 as a result of our energy efficiency initiatives. Total water consumption and total waste disposal also showed a decline since the 2019 baseline year. As we continue to better understand our own impact on the macro-climate and communities we operate in, we are continuously looking for ways to innovate and reduce our footprint. The rooftop solar program at the Gaylord National is one such example of how RHP is driving innovation with sustainability in mind. This project, currently projected to be completed in mid-2024, proposes a ~2.9 MW solar array to be installed on the roof of the convention center at Gaylord National. Not only do we expect to see financial savings from this project, but we also anticipate substantial carbon emission reductions at the property, as the solar project provides a significant amount of the electrical load needed at the hotel.
- Together with its properties, RHP has set 2023 ESG goals for each of its hotels. These are not RHP corporate goals, but rather individual property goals that are consistent across the portfolio. For environmental goals, properties are striving to reduce waste, water consumption, electricity and carbon emissions. Our Asset Management team engages with General Managers, Directors of Engineering and Directors of Human Resources to discuss monthly and year-to-date results for key metrics in environmental sustainability, diversity and inclusion, and employee health and safety.
- 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 support of this shift, we continue to evaluate the appropriate time to set portfolio-level environmental targets.

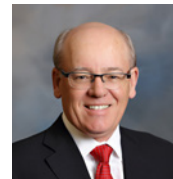
Thank you for joining us on our sustainability journey. We look forward to the impact we can make in these important areas.

Sincerely,



Mark Fioravanti
President and
Chief Executive Officer
Ryman Hospitality Properties, Inc.

A handwritten signature in black ink, appearing to read "Mark".



Colin V. Reed
Executive Chairman,
Ryman Hospitality
Properties, Inc.

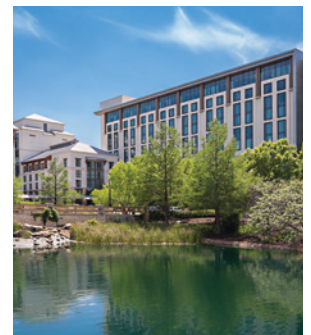
A handwritten signature in black ink, appearing to read "Colin".

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

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About This Report



as it was acquired in June of 2023. Please note that our environmental performance data has not been verified or certified.

We have not yet incorporated our media and entertainment segment (OEG) into our ESG data disclosures. However, we anticipate disclosing this data in our 2023 report. Despite OEG not being included in this year's ESG data, we have made great progress on conducting data collection efforts to do so moving forward and will develop an ESG program through site audits and interviews with key personnel. Our OEG assets include the Grand Ole Opry, Ryman Auditorium, WSM-AM, Ole Red, Wildhorse Saloon, the General Jackson Showboat and the Block 21 property, which was acquired on May 31, 2022.

This Sustainability Report is our fourth annual report, allowing us to showcase the recent environmental and social efforts and performance of Ryman Hospitality Properties, Inc. ("we", "us", or the "Company"), during the periods from January 1, 2022, to December 31, 2022, unless otherwise noted. In addition, this report also discloses our four-pronged promise to directly impact diversity, equity and inclusion within the organization and in our communities.

The boundaries of this report are limited to our hospitality portfolio which, with respect to ESG, includes Gaylord Opryland Resort & Convention Center in Nashville, Tennessee ("Gaylord Opryland"), Gaylord Palms Resort & Convention Center in Kissimmee, Florida ("Gaylord Palms"), Gaylord Texan Resort & Convention Center in Grapevine, Texas ("Gaylord Texan"), Gaylord National Resort & Convention Center near Washington D.C. ("Gaylord National") and Gaylord Rockies Resort & Convention Center in Aurora, Colorado ("Gaylord Rockies"). Our other owned hotel assets consist of the Inn at Opryland, an overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. ("AC Hotel"), an overflow hotel near Gaylord National. These hospitality properties are managed by Marriott International, Inc. ("Marriott"). Pertaining to our environmental data, metrics are based on 2022 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee ("Gaylord Springs"). The JW Marriott Hill Country Resort & Spa ("JW Marriott Hill Country") in San Antonio, Texas will not be included in our environmental data

This year, in collaboration with Marriott, we performed a data audit of previous years' environmental data. As a result, this report presents partially updated historical data. Footnotes have been added to ensure transparent communication about data changes.

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

**This report is current
as of September 29, 2023.**

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

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

Our Hospitality Portfolio/ Who We Are

Portfolio Composition

As of December 31, 2022, our hospitality portfolio of assets included a network of five upscale, meetings-focused resorts totaling 10,412 rooms managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott include a 303-room overflow hotel adjacent to Gaylord Opryland and a 192-room overflow hotel near Gaylord National.

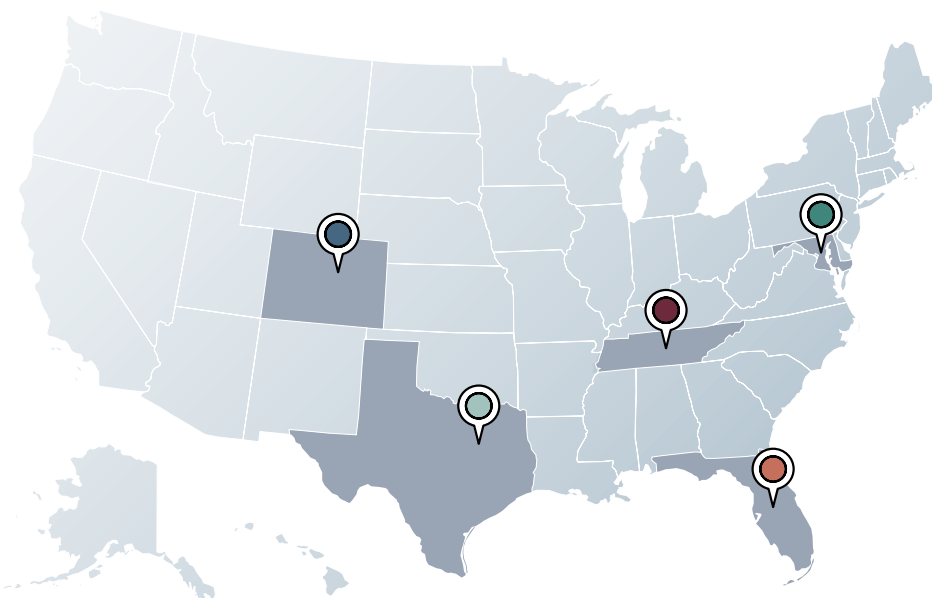
2022 CUSTOMER MIX

Corporate Group: **35%**

Transient:² **31%**

Association Group: **22%**

Other Group: **12%**



| 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 |
| | | | 10,412 | 2,550,700 |

² As a result of the ongoing COVID-19 pandemic during portions of 2022, and the resulting concerns related to group travel, our group business has declined relative to historical periods, which in turn increased the rate of transient travel.



Gaylord Palms rooms and meeting space expansion

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

Our Goal

Our goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets. Our strategic plan for our hospitality segment takes a three-pronged approach: (1) enhancing hotel property design, (2) continuously investing in our existing properties and (3) expanding our hospitality portfolio through selective acquisitions of assets meeting our investment criteria.

Reaching our goal begins with enhancing guest experiences by designing meeting and exhibition space, signature guestrooms, food and beverage offerings, fitness and spa facilities and other attractions to satisfy all guest needs in one location. This approach not only focuses on the guest experience, but also on meeting planners through the convenience of "all under one roof" planning and outstanding customer service. Continued investments for enhancement or expansion of our existing properties ensure that we can continue to meet guest needs as they evolve.

We also intend to pursue attractive investment opportunities that meet our acquisition parameters: upper-upscale or luxury group-oriented hotels and overflow hotels with existing or potential leisure appeal. We consider assets that are located in desirable urban or resort group-meeting markets/locations that possess a repositioning opportunity and/or would significantly benefit from capital investment in additional rooms or meeting space.

Gaylord National reconceptualization of its food and beverage offerings



Enhancing Hotel Property Design and Investing in Our Existing Properties



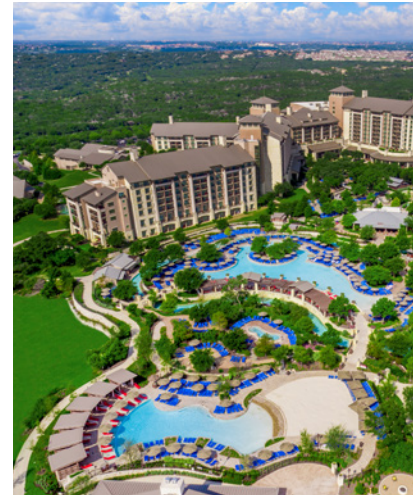
The Company derives unique value through our strong connection to the communities in which our assets are located. We incorporate elements into the design and entertainment offerings to provide an authentic, local experience for guests. Developing destination hotels requires extensive collaboration with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

and the communities in which we operate. In all our resorts, we actively showcase the local communities through interior design. For example, at the Gaylord Rockies property, stationed at the edge of the Front Range of the Rocky Mountains in Aurora, Colorado, rooms feature a rustic, alpine charm. Guests can enjoy the picture-perfect views of the nearby Rocky Mountains. We recently completed enhancements to the exterior elements of the hotel including the entry and western lawns to better reflect the natural landscapes of Colorado, and we just began a project to improve the grand lobby and other interior public areas of the hotel. At our Gaylord Texan property in Grapevine, Texas, 4.5 acres of atriums are filled with rich, Lone Star State-themed attractions. Finally, at our Gaylord Palms property in Kissimmee, Florida, we have successfully completed our rooms and meeting space expansion, while retaining the Everglades-inspired atrium, which acts as the centerpiece of the hotel and transports guests to the Everglades National Park.

Expanding Our Portfolio

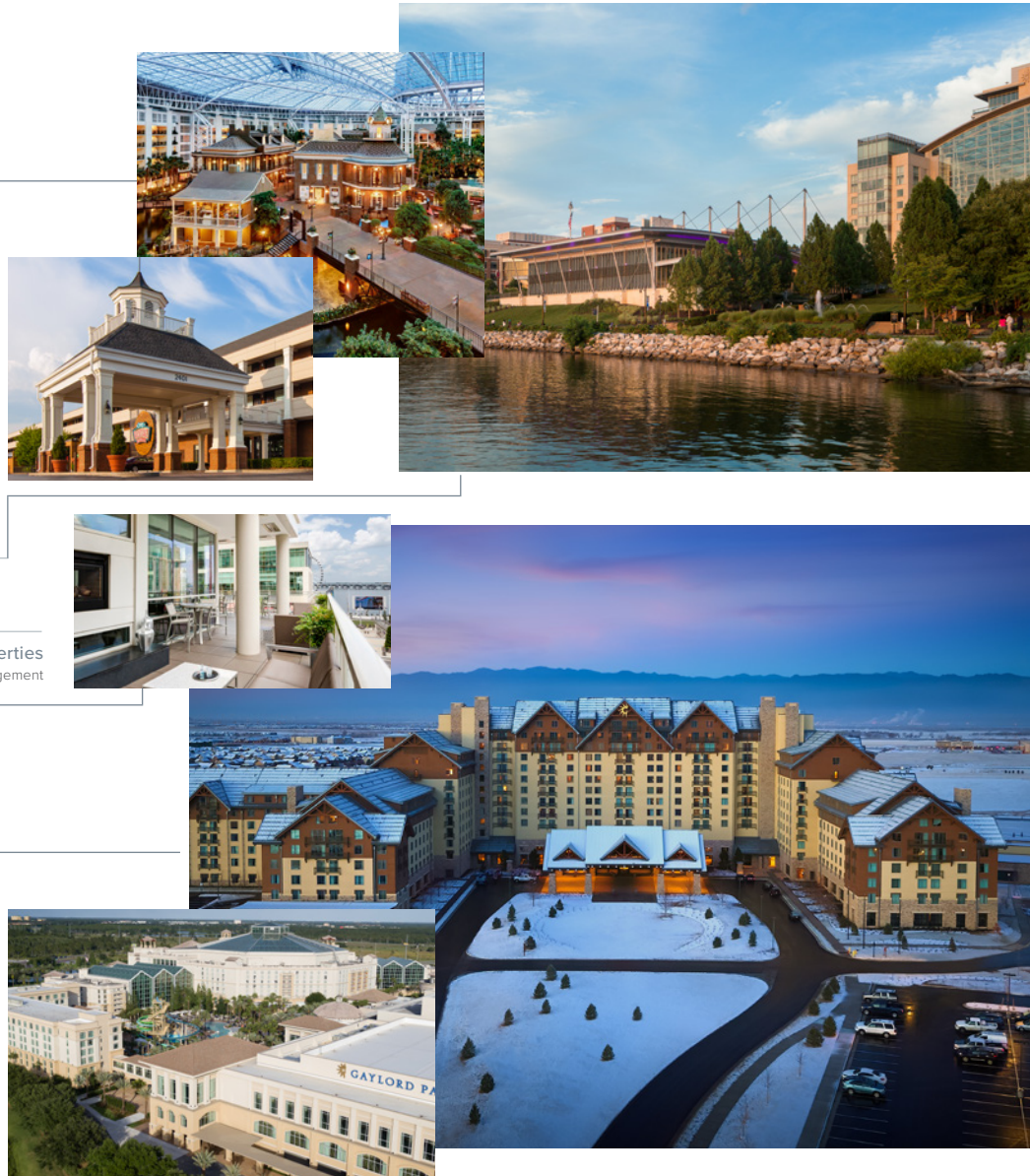
We believe that holding assets over the long-term is necessary to enhance the quality of our portfolio and the experiences of our guests. Given that our strategy involves being a long-term holder of high-quality convention hotel properties, our strategic focus has been primarily concentrated on asset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

on booking groups' meetings at multiple properties over several years). By leveraging the supply and demand imbalance in group-oriented hotels, we further differentiate ourselves from our peers. In recent years, we identified geographic diversification as a priority in our strategic planning. As a result, we focused on acquisition of assets in new and emerging markets. We fully acquired the remaining ownership of Gaylord Rockies and 130 acres of its surrounding land in 2021 as the market has demonstrated growth. Most recently, we acquired the JW Marriott Hill Country Resort & Spa in San Antonio, Texas, in June of 2023. The JW Marriott Hill Country property is a premier group-oriented resort with indoor and outdoor meeting and event space, water experiences, and TPC San Antonio, which comprises two on-property golf courses.



HOTEL ACQUISITION TIMELINE

| | |
|------|---|
| 1925 | Incorporated as Oklahoma Publishing Company |
| 1977 | Gaylord Opryland |
| 1987 | Inn at Opryland |
| 1991 | Creation of Gaylord Entertainment Company (GET) |
| 2002 | Gaylord Palms |
| 2004 | Gaylord Texan |
| 2008 | Gaylord National |
| 2012 | GET becomes Ryman Hospitality Properties Marriott takes over management |
| 2015 | AC Hotel |
| 2018 | Gaylord Texan Expansion |
| 2018 | The Company becomes majority owner of Gaylord Rockies |
| 2021 | Gaylord Palms Expansion |
| 2021 | The Company becomes sole owner of Gaylord Rockies AND ACQUIRES 130 ACRES OF SURROUNDING LAND |
| 2023 | The Company acquires JW Marriot Hill Country Resort & Spa IN SAN ANTONIO, TEXAS |



Our Commitment to Sustainability

Ryman Hospitality Properties is committed to achieving high standards of business. We understand that operating in an environmentally conscious manner and considering the social implications of our business is imperative in order to be a holistic leader among our peers. We leverage sustainability to help in the planning, innovation and growth of our company. We have identified four key commitments, outlined below, that align our company goals and our dedication to sustainability efforts. To carry out our commitments, governance mechanisms like our ESG Committee have been formed. Matched with our continuous monitoring at the property level, we hope to thread sustainability practices throughout each existing and future property.

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

MARK FIORAVANTI
President and CEO
COLIN V. REED,
Executive Chairman

Our Four Commitments

Conservation

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

CONSERVATION

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 help strengthen communities.

PRESERVATION

Personification

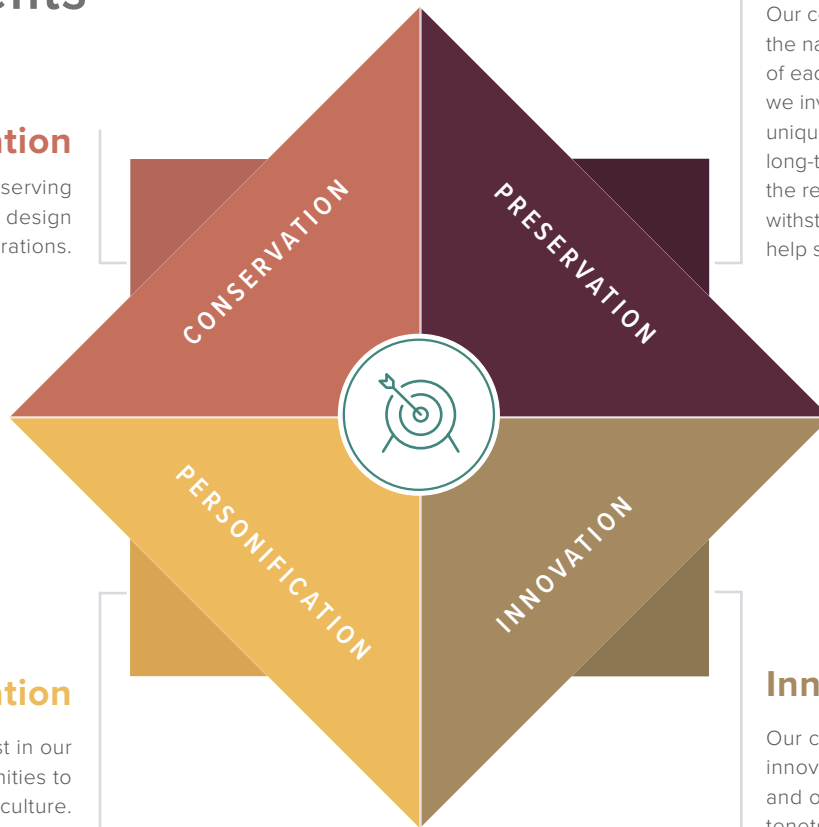
Our commitment to invest in our people and our communities to develop a people-centric culture.

PERSONIFICATION

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.

INNOVATION



Corporate Governance

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



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

ESG Committee

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

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

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

ESG GOVERNANCE BEST PRACTICES AT OUR PROPERTIES

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

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

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

All seven of our hotels have an emergency response plan in place.

| ESG Committee | 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 | EVP & 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 - Opry Entertainment Group |
| James Chamblin | Member | Design & Construction | Senior Vice President, Design & Construction |
| Julien Gutierrez | Member | Finance | Senior Treasury Analyst |
| Hannah Vincent | Member | HR & Corporate Communications | Corporate Communications Associate |
| Sarah Martin | Member | Finance | Vice President, Investor Relations |

Business Ethics and Human Rights

GLOBAL COMMITMENTS



Ryman Hospitality 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](#).

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

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

FOR FURTHER INFORMATION

- [ESG Committee Charter](#)
- [Environmental Sustainability Policy](#)
- [Code of Business Conduct & Ethics](#)
- [Supplier Code of Conduct](#)
- [Corporate Governance Guidelines](#)
- [Environmental Management System](#)
- [Human Rights & Inclusiveness Policy](#)
- [Diversity & Inclusion Statement](#)

Sustainability Management in Acquisitions and Enhancements

As our hospitality portfolio evolves, sustainability will continue to increase in significance as part of the adaption 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 were 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 on property-level ESG goals

that are not necessarily shown through financial statements and consumption metrics. These goals include items such as hiring and retention initiatives, employee health and safety concerns and community engagement opportunities. Meeting ESG goals very frequently goes hand-in-hand with thoughtful capital deployment, but investment in the communities surrounding and within our assets is of equal importance.

Since ESG initiatives have become increasingly more of a conversation between Asset Management and our operator, we collaborate with operators to identify and execute sustainability-related opportunities. Typically, a member of Asset Management will meet with property leadership with an idea and work together to determine the cost-benefit and process implications. For larger projects, we will work jointly on a ROI analysis prior to approval. For smaller projects that do not require significant capital outlay, one property may pilot the project to determine if it makes sense to roll out to the other properties.



Glass Cactus, Gaylord Texan

Risks & Opportunities

The critical ESG-linked issues we face are related to climate change, environmental degradation and biodiversity, energy and carbon emissions, water scarcity and security, waste management, public health, sustainable procurement, supply chain management and socioeconomic challenges. Climate change, which includes the warming of global temperatures and rising of sea levels, could potentially impact our new developments and asset enhancement projects in worker safety, weather-related delays, availability of manufacturing and construction materials and increasing insurance costs. In addition, water scarcity may impact our assets based on specific locations of development and operations. There are various ESG risks that need to be addressed to mitigate the effects on our properties. It is our view that the flooding of the Gaylord Opryland in May 2010, which we believe was caused by



the 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 continue to enhance our assets over time to better withstand climate-related events. For more information on our ESG-linked issues and opportunities, please see our [ESG Policies & Procedures](#).

Every month we work with executive leadership at the properties to understand upcoming legislation in local municipalities to make sure we are aware of local laws, regulations and governmental policies that may impact future developments. In addition, we also work with government relations firms in each market to analyze issues that may affect our properties. Asset Management takes a front seat role in this process and, in conjunction with the property leadership, works to maintain healthy government relationships so our assets can grow as part of the surrounding community. For example, the City of Aurora, Colorado (home of the Gaylord Rockies) has various restrictions that are intended to reduce the risk of wildfires and water consumption by limiting installation of purely aesthetic grass or water features in this extremely high baseline water stress area. These types of restrictions will impact future expansions and near-term renovations of the hotel, so we make sure to work directly with the city to align with their expectations.



Risk Assessments

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

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

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



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

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



RHP Employees volunteering at Second Harvest Food Bank



Beehives at Gaylord Rockies

Gaylord Rockies has very high baseline water stress due to reliance on the Colorado River Basin and shortfall of precipitation. It is also located within five miles of the Rocky Mountain Arsenal, which is a protected area. This new property was built with low-flow showerheads, sink aerators and toilets. There are also automatic water conservation faucets and toilets in public space restrooms. In 2022, Gaylord Rockies completed the implementation of a cooling tower water softener that will save more than eight million gallons of water per year. To address food waste and insecurity, Gaylord Rockies has partnered with “We Don’t Waste,” a non-profit organization that works to reduce hunger and food waste in the Denver area by recovering quality, unused food and delivering it to food pantries, soup kitchens, shelters, schools and day care programs.

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



Beehives at Gaylord National



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



Gaylord Palms atrium



Gaylord Texan also has very high baseline water stress. The hotel already has low-flow fixtures throughout guestrooms and public restrooms. In the future, the hotel is upgrading both chillers and boilers to more efficient machinery and processes.



Gaylord Texan

Sustainability and Engagement at our Properties

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

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

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



ALIGNMENT OF COMMITMENT

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

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

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

Gaylord Brand SERVE 360



SERVE360
DOING GOOD IN EVERY DIRECTION

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



Nurture Our World



Sustain Responsible Operations



Empower Through Opportunity



Welcome All and Advance Human Rights



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

RHP's Asset Management team has worked with our operators to develop specific, actionable and measurable goals to which each hotel is held accountable. These goals include every aspect of E (water and electricity usage, landfill diversion rates, carbon intensity, recycling programs), S (D&I metrics, volunteering, community outreach) and G (appropriate trainings, employee engagement, salary and wage analysis). Though Marriott has corporate level goals for its entire portfolio, our goals for

our properties are more granular and actionable. Various members of senior leadership at each of the hotels are subject matter experts for these goals and metrics and are held accountable to achieve their specific goals. As a reminder from last year's report, our 2022 goals were the following:

2022 ENVIRONMENTAL GOALS

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

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

2022 SOCIAL GOALS

Though the hotels are operated by Marriott and Marriott STARS, RHP and the hotels established Social Goals including:

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

2022 GOVERNANCE GOALS

With an eye to the STARS, guests and local community, RHP and the hotels established Governance

Goals including:

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

Conservation: Sustainable and Efficient Resource Use

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

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

Energy Efficiency and Renewable Energy

Our efforts to reduce utility consumption begin with the design and construction phase, which includes sub-metering wherever possible. Our Asset Management team and on-property engineering team can use this specific data from sub-metering to proactively identify efficiency opportunities and potential problems (i.e., 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. Starting in 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. These opportunities are implemented through best practices, as well as new and emerging trends and technologies. 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. We remain committed to deploying capital with both our assets and customers in mind.

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

In addition to these efficiency improvements, we completed a feasibility analysis for installing a rooftop solar program at Gaylord National and have been using cogeneration systems at two of our properties. More information about these projects can be found in the Innovation: Sustainable Growth section of this report.



Water Efficiency and Management

Given the extensive water and pool experiences at many of our properties, water usage and efficiencies are very important. We are committed to reducing water consumption through efficiency measures and water recycling opportunities which involves capturing waste water to be used in specific boilers and chillers. When guest rooms are renovated, our properties include low-flow showerheads, faucets and toilets as part of the room upgrades. As renovations continue in the hotels' public spaces, all bathrooms are being fitted with automatic water faucets and toilets. Water conservation efforts extend into monitoring of utilities and tracking for internal leaks. In 2022, we installed 34 additional water sub meter and flow sensors on domestic water, pools and waterways, irrigation and cooling tower water lines across our portfolio to monitor and report usage for internal leak detection and company-wide benchmarking. These meters enable expedient leak detection and continued data collection for receipt of sewer credits.

Waste Management and Recycling

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

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

Paper Reduction

In 2022, Gaylord Hotels piloted an all-inclusive Resort App at Gaylord Opryland, with a brand-wide rollout in 2023. The App has greatly reduced the need for paper maps and in-room collateral while also streamlining guest communications. It was developed as a "resort guide in your hand" and features information relating to a guest's stay, resort information, ticketing, mobile room service, dining reservations and blue dot step-by-step wayfinding technology to help address guest issues in navigating the properties. When using the App, guests can type in the name of a restaurant, their hotel room number or even the word "restroom" and instantly access walking directions to get them wherever they need to go. It also has a thoughtful feature where guests can share their location in the App, making it easy to track and find one another on property.

ORCA FOOD WASTE SYSTEM

A new waste management system was implemented at the Gaylord Rockies. 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 aim to implement responsible sourcing practices that consider sustainability, fair trade and local sourcing. We source building materials, furniture and fixtures and equipment (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.

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

In the future, we anticipate the UN SDGs will play an integral role in the enhancement of our ESG-linked policies, programs, and procedures. Presently, we contribute to several goals, however our mindset of continuous improvement aims to maximize our orientation with these goals and expand into other areas of the global agenda. Our conservation efforts are aligned with Goal 12.

Goal 12 (Responsible Consumption and Production): Redesigning many of our processes and systems to use resources more efficiently and to reduce waste.



CAPEX EFFICIENCY PROJECTS

In 2022, we invested \$14,021,565 in conservation measures at the Gaylord Hotels properties, which have already begun to “payback” in terms of cost, energy, water and carbon emissions savings. The 2022 projects included a cooling tower replacement, food waste reduction initiatives, glass recycling, installation of more efficient hot water heat exchangers and other mechanical projects. In addition, RHP has invested considerably in a rooftop solar program at the Gaylord National property. Our 2023 projects include laundry steam trap surveys, frequency drive replacement to improve the efficiency of the heating/cooling process and cardboard baler, which is expected to be completed in late 2023 to improve recycling efficiency.



Climate Change Risk Adaption & Resilience

The challenges of climate change are present, real and everchanging. We are committed to protecting the natural and built environment with measures that adapt to the physical impacts of climate change. We proactively mitigate risks associated with disruptive weather patterns in our key markets. Our Building Resilience Strategy is a priority-based approach based on due diligence, preventive maintenance and infrastructure enhancements. 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. We design flood-resistant buildings while also conducting flood hazard and risk assessments for proposed projects. We also 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.

We ensure the resiliency of our assets during challenges through a cycle of planning and monitoring

via numerous on-site inspections and by maintaining strong relationships with our third-party operator, Marriott. In 2012, we completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House to protect the 100-plus-acre site from another monumental flood, such as the one that occurred in 2010. 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.

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

Biodiversity & Ecosystem Management

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

The Gaylord Palms, situated in Kissimmee, Florida, offers lush, tropical atriums that immerse you in the sights and sounds of local Florida ecosystems including the Everglades, Key West and St. Augustine. The resort has partnered with Bottled Ocean and

Florida Fish and Wildlife Conservation Commission to create a 161,000 gallon home to native Florida fish, including mangrove snappers, redfish, snook and tarpon. The lagoon also provides a safe place for injured fish to heal, such as Stamos the Tarpon, who stayed safe in the resort’s Key West lagoon until he was conditioned to the natural environment and could be released back into the wild. The resort has also been experimenting with growing native mangroves to further create a natural habitat for its inhabiting species. The mangroves in our Key West lagoon were planted 13 year ago as sprouts from Marathon in the Florida Keys received from Florida Fish and Wildlife. In the wild, mangroves play a vital role in reducing shoreline erosion. At the property, the mangroves play a role in absorbing excess nitrogen from the water that the fish produce and also provide an extra layer of filtration for the lagoon, which keeps the algae at bay. The fish waste in turn feeds the mangroves as a fertilizer, creating a symbiotic relationship.



GAYLORD BRAND PROPERTY-LEVEL SUSTAINABILITY RESPONSIBLE OPERATIONS

ENERGY

- ★ All seven of our hotels have a preventive maintenance plan that checks building energy and water equipment on at least a quarterly basis.
- ★ Six of our hotels and the Gaylord Springs have high-efficiency boilers or chillers.
- ★ Six of our hotels have digital occupancy-controlled thermostats in over 90% of guestrooms, five of which are networked.
- ★ Five of our hotels have sub-metered their energy consumption.
- ★ Six of our hotels and the Gaylord Springs have implemented energy efficiency measures in the past three years.
- ★ All seven of our hotels have LED lighting on at least 80% of their interior space.
- ★ All seven of our hotels and the Gaylord Springs have variable frequency/speed drives and/or Electronically Commutated Motors installed in any HVAC systems.
- ★ One property's pool area was LEED Silver certified at the time of construction.

WATER

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

WASTE

- ★ Recycling is practiced in common areas in all our hotels.
- ★ All seven of our hotels and the Gaylord Springs have implemented a waste management measure over the last three years.
- ★ Plastic straws have been eliminated, or reduced to an absolute minimum, in all our hotels and the Gaylord Springs.
- ★ Four of our hotels have installed water refill stations to reduce plastic waste.
- ★ Six of our hotels and the Gaylord Springs have implemented food waste prevention strategies.
- ★ Four of our hotels and the Gaylord Springs have a composting program. Two of our hotels are working to establish composting programs.

Three-Year Trend in Environmental Performance

With the opening of the Gaylord Rockies at the end of 2018, we recently adopted 2019 as our portfolio's baseline to ensure that all of our properties were included in year-to-year comparisons. As it was the most recent full year of normal operations prior to the COVID-19 pandemic, 2019 is also an ideal year to measure our post-pandemic progress against. As expected, energy, carbon, water and waste increased from 2021 to 2022 due to the fact that 2022 was the first year in which operations and occupancy generally returned to pre-pandemic levels. However, compared to the 2019 baseline, carbon, water and waste in 2022 were still lower than pre-pandemic levels, while total energy usage

is still a bit higher. Despite higher overall energy consumption, our GHG emissions continue to decline as a result of improved energy efficiency.

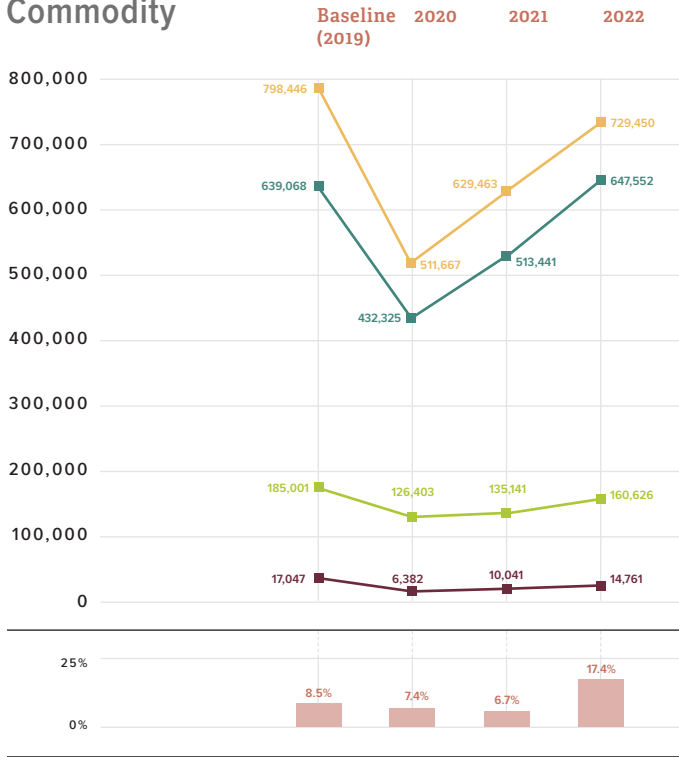
The intensity metrics normalize performance based on square footage or occupied rooms. Though energy and carbon per square foot increased from 2021 to 2022, they still remain lower than 2019 values, which is a positive trend.

Water usage per occupied room steadily decreased from 2016-2019, with a sharp increase in 2020 due to the reduced occupancy. In 2021, the water usage per

occupied room began to decline due to the uptick in occupancy over 2020. Despite significant investment in water attractions at the hotels, overall water consumption for 2022 is down from 2019 values. Although water usage per occupied room in 2022 is not below the 2019 baseline, it decreased by approximately 32 percent from 2021.

Waste consumption has not yet returned to pre-pandemic levels, which we believe is due to increased waste management efforts. Our waste diversion rates in 2022 have not only returned to pre-pandemic levels, but are also at the highest levels in our history as a result of increased recycling and composting efforts.

Commodity



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

Intensity



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

Preservation: Preserving the Value of Our Heritage

Our deep roots in Nashville and Nashville's music history 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.

The collective success of using a destination approach at our Nashville venues helped to create our strategy, which has been extended to the remainder of our properties. The Gaylord Texan in Grapevine, Texas, is representative of the destination through restaurant cuisine that features an authentic Texan flair and a replica of the Alamo, adding a historical element to the guest experience. In addition, the Gaylord Palms in Kissimmee, Florida, has also been aligned with the destination by featuring local, live fish next to a full-size floating restaurant boat in one atrium, while the other atrium is themed for the everglades with baby alligators, turtles and other local biodiversity. Additionally, we recently enhanced the exterior elements of the Gaylord Rockies including the entry and western lawns to better reflect the natural landscapes of Colorado.

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

**Creating
Authentic
Local
Experiences**



**Celebrating
Cultural
Heritage**

**Local
Economic
Benefits**

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



Resilience as Preservation

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

In February 2023, Texas experienced record-breaking ice storms that impacted our Gaylord Texan property. Ultimately, the property was able to remain open and minimize impacts as a result of their proactive storm response procedures. The hotel identified and secured rooms for critical employees who would remain at the hotel throughout the duration of the storm. In preparation for the storm, all vehicles and generators were fueled up and our food and beverage team made sure the hotel had sufficient food supply. To maintain operations, the Gaylord Texan ensured emergency power for guest comfort and life safety systems by securing 2,200 gallons of diesel fuel from local gas stations. The engineering team continuously refueled all our emergency generators for 48 hours, with boilers and pumps temporarily wired to emergency power to ensure a hot water supply.



Supporting Local Businesses as Preservation of Heritage

As part of our destination-alignment approach, our 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.

LOCAL VENDOR HIGHLIGHT: FOOD & BEVERAGE PARTNERSHIP

Texas Fungus partnered with the Gaylord Texan to supply mushrooms for our Old Hickory, Zeppole and the Banquet Kitchen restaurants.



What started in 2018 as a garage-sized project in Dallas Uptown, only producing 30-40lbs of gourmet mushrooms per week, quickly expanded into a full-scale operation growing over 1,000lbs of mushrooms weekly by February 2023, largely fueled by restaurant orders like those at the Gaylord Texan.

Community Preservation

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



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

Our community preservation efforts are aligned with SDGs 1 and 4:

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

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



Corporate Giving and Community Engagement



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

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

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

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

In 2022, we made nearly \$329,000 in unrestricted cash donations to many organizations through the RHP Foundation and other non-foundation charitable giving efforts in addition to in-kind support and board leadership support. Since 2005, nearly \$7,049,000 has been donated to local charities.

Ryman Hospitality Properties Paid Volunteer Time Off Program

A paid Volunteer Time Off (VTO) program was implemented in 2021 at RHP based on a recommendation from our 2020-2021 Employee Diversity and Inclusion Council. The VTO policy encourages and enables full-time RHP employees, including our media and entertainment segment employees, to give back to our communities through eight hours of paid service time each year. This service time can be used to support charities and organizations that address youth enrichment and education or provide disaster relief or crisis aid. In 2022, our employees supported the charities included here, as well as a local YMCA elementary after-school program and PENCIL, a non-profit organization that builds strategic partnerships between community groups and the needs of Metro Nashville Public Schools (MNPS).



Notable Beneficiaries of RHP Foundation

Foundation Spotlight: Nashville Public Education Foundation

The Nashville Public Education Foundation is a non-profit organization that raises private funding to support teachers and leaders, champions successes and advocates for change for Metro Nashville Public Schools. The Nashville Public Education Foundation works to support teachers and leaders to build school environments that are more rewarding, welcoming and inclusive place to be; places where all kids thrive. The Nashville Public Education Foundation is an important partner for the RHP Foundation because of its unique focus on education through the lens of educators. By supporting the Nashville Public Education Foundation, the RHP Foundation supports the future of Nashville.



Foundation Spotlight: Nashville Public Library

The mission of the Nashville Public Library (NPL) is to inspire reading, advance learning and connect the Nashville community. NPL takes special care to meet the needs of people who are marginalized, struggling, new to the community or our country by offering computer classes, job labs, library tours, outreach visits to schools and community groups and a Pathway for New Americans program (a community-wide approach to promote citizenship education and awareness in Davidson County). Support of the Nashville Public Library directly aligns with the RHP Foundation's education efforts as well as our commitment to serving disadvantaged members of our community.



Foundation Spotlight: Junior Achievement of Middle Tennessee



Ryman Hospitality Properties is pleased to support Junior Achievement of Middle Tennessee. Junior Achievement's focus on financial literacy, career readiness and entrepreneurship offers hands-on education in important areas tied to both scholastic achievement and career success. Their programs are run through donor support, along with help from community and corporate volunteers. RHP used its newly created VTO



policy to send employees to volunteer at its half-day Biz Town simulation, where elementary students run mock-businesses and learn financial responsibility in an immersive environment. In addition to offering volunteer support, RHP is a long-time financial contributor to Junior Achievement's Finance Park, a career readiness simulation for middle and high school students.



Foundation Spotlight: Second Harvest Food Bank

According to our partners at Second Harvest Food Bank, 1 in 8 people, including 1 in 7 children, struggles with hunger across Middle and West Tennessee. Second Harvest Food Bank of Middle Tennessee provides a central distribution center for companies, groups and individuals who wish to help provide food to people facing hunger in Middle Tennessee. The need for volunteers is ongoing as Second Harvest works to address food insecurity year-round. Using our newly implemented VTO policy, our teams regularly volunteer with Second Harvest as a team building and community service activity.

MARRIOTT INTERNATIONAL NURTURE OUR WORLD

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

- **By 2025** contribute 15 million 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 our managed hotels will have participated in community service activities.
- **By 2025**, 50% of all reported volunteer activities will be skills-based.

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

Gaylord Hotel Properties in the Community

In partnership with the RHP Foundation, our hotels have engaged charities and supported invaluable initiatives that actively promote youth, arts and education. Our hotel operators have been active in their charitable giving through cash donations and donated room nights. In 2019, our Gaylord Hotels properties gave over \$936,719 in both cash and in-kind donations to various charitable organizations. Gaylord Hotel properties gave a total of \$199,212 in cash and in-kind donations in 2020 and a total of \$278,909 in cash and in-kind donations in 2021, despite limited operations due to the COVID-19 pandemic. In 2022, our Gaylord Hotel properties gave a total of \$524,132 in cash and in-kind donations.

2022 VOLUNTEER SERVICE

- ✓ **Gaylord Opryland** – 80 classroom volunteer hours with Middle TN Junior Achievement (achieving goal of 80).
- ✓ **Gaylord Palms** – 1,209 volunteer hours – the highest in Gaylord Palms History.
- ✓ **Gaylord Texan** – Partnered with Chhaupadi to collect feminine hygiene products for women in need.
- ✓ **Gaylord Rockies** – Participated in Children's Hospital Colorado Radiothon Fundraiser and Blood Drives.
- ✓ **Gaylord National** – Partnered with the Mission of Love charity to serve those in need by volunteering and donating toys and diapers.

COMMUNITY ENGAGEMENT

- ✓ **Gaylord Opryland** – Sponsored yearly leadership lunch for student leaders at Two Rivers Middle School – culinary team worked with students on culinary arts.
- ✓ **Gaylord Palms** – Held 4 blood drives for Orlando's One Blood, CFHLA Homeless Donation Drive and donated meals to Osceola Ronald McDonald House.
- ✓ **Gaylord Texan** – Participated in Tarrant County Habitat for Humanity to build homes for families in need.
- ✓ **Gaylord Rockies** – Participated in Aurora Public Schools "Educator Emporium" School Supply Transfer from storage to 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.

SKILLS-BASED VOLUNTEER ACTIVITIES

- ✓ **Gaylord Opryland** – Started a culinary apprenticeship program for rising freshmen at McGavock High School; provided mentorship through their HS years.
- ✓ **Gaylord Palms** – Supported Project Search - Helping young adults with disabilities experience the work force through internships and sponsorship of graduation.
- ✓ **Gaylord Texan** – Conducted 11 school tours and leaders presented about hospitality as a career option for a total of 498 students in attendance.
- ✓ **Gaylord Rockies** – Worked closely with University Relations team to host a variety of Marriott International Voyage Manager Trainees. These Voyagers worked in a leadership capacity and also completed a curriculum geared toward advancing their skills and preparing them for future leadership opportunities.
- ✓ **Gaylord National** – Supported teachers with in-classroom or virtual learning and interdisciplinary culinary themed projects at Oxon Hill Middle School.

Personification: Our People-Centric Culture

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



Ryman Hospitality Properties' Employee Promise

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

Human Capital

We focus on creating fun, fair, safe and inspiring environments for our corporate and OEG employees. Our human capital practices are concentrated on supporting the total well-being of our employees—from benefits and pay to long-term career development and mental health. Investing in our employees is mission-critical to our company's success.

We have a formal Employee Promise that encapsulates our commitment to employee satisfaction and growth within our company. We invest in our employees with a host of benefits and resources that support them both in and out of the office. Engaged employees work with passion and drive innovation to move the organization forward. To ensure employees are living our values as active members of our workplace, we provide regular opportunities for enrichment, dialogue and recognition across the organization. A series of regular employee communications spotlights the good work happening across the company and reminds employees of available resources and opportunities, including: the monthly "RHP Culture Chronicle" newsletter, with a culture-centered approach to sharing our news; "The RHP Weekly" newsletter, designed to provide employees with information they need to do their jobs effectively; regular memos and updates from executives; and dedicated quarterly leadership communications. Regular Employee Update meetings are also designed for full-time employees to hear directly from leadership about our business performance, growth and vision for the future. The meetings also provide opportunities for employee celebration and recognition. At the end of 2022, RHP also added an employee application, RymanConnect, as a way to foster two-way communication and further recognize employees.

GUIDING PRINCIPLES



Passion

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



Respect

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



Winning Attitude

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



Integrity

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



Service

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



Teamwork

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



Pride

We eagerly tell our story and share the legacy.



Creativity

We encourage and celebrate innovative thinking.



Fun

We are fun and have fun.

Training and Education

We want our employees to be positioned for success with the knowledge, training and guidance to equip them to thrive and grow from their very first day joining our company to their tenth anniversary and beyond. We created our on-site training center, Ryman Hospitality University (RHU), to ensure employees are fully immersed in all aspects of our company through branded training programs in a new, dedicated training center. Our company orientation, which takes place in RHU for all Nashville employees, ensures all employees are armed with consistent messaging and expectations surrounding our vision of providing unforgettable experiences and exceptional service.

Our annual compliance training for all full-time and part-time employees includes workplace safety and harassment & discrimination training. In 2022, all employees were provided a training on Diversity and Inclusion in the workplace including unconscious bias and this content is now part of our ongoing new hire training. Our online training system also provides content on a variety of topics including environmental, social and governance for all employees to access. Key topics for leadership development offered by the company include:

Leadership 101: Launched in 2022 to provide department leads, supervisors and assistant managers the skills needed to step into a leadership role within the company. *(Classroom-based)*

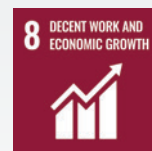
6 Critical Practices for Leading a Team: This training equips leaders with the essential skills and tools to get work done with and through other people. *(Classroom-based)*

Perspectives: Launched in 2022, these sessions provide an opportunity for employees to hear senior leaders discuss a variety of topics related to growth and development. *(In-person)*

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

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

Goal 8 (Good Jobs and Economic Growth): Our extensive benefits packages for both full-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.



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



Career Development

All corporate employees receive regular performance and career development reviews that are documented in individual development plans. This annual process includes a self-evaluation and a leader-led review, including opportunities throughout the year for employee mentoring on core competencies. SMART goal setting is also utilized to measure how each employee is contributing to the organization's objectives. We offer an annual performance bonus at all levels tied to individual goals and our financial targets. At our hotels and managed attractions, we also work closely with Marriott to ensure operations staff within Gaylord Hotels properties have the necessary tools and resources to be successful and live our values. We implement various development strategies to ensure we are investing in our employees and retaining talent within our organization. We offer elective opportunities to all employees to encourage their career advancement. We also offer our full-time employees tuition reimbursement for upgrading skills and continuing their education.

Employee Engagement

We have a variety of rewards and recognition programs to support employee appreciation including localized recognition, quarterly Standing Ovation awards and the annual Chairman's Award which was introduced in 2022. We also provide milestone anniversary gifts for all part-time and full-time employees for every 5 years of tenure.

Other Compensation and Benefits Programs

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



We offer comprehensive medical, prescription drug, dental and vision coverage to our full-time employees. Those enrolled in the medical plan can earn incentives through the Live Well Rewards program, access doctors 24/7 with Teladoc and receive access to affordable surgical care through SurgeryPlus. Most notably, our partnership with Vanderbilt Health, including the MyHealth Bundles, provides enhanced healthcare experience for maternity, cochlear implant surgery and osteoarthritis, hip & knee surgery.

See a full list of our current full-time and part-time benefits on our corporate website.

Health & Wellness

Our Total Rewards Strategy is a wellness-driven, proactive approach to rewarding employees and is specific to our organization’s mission, business and culture. It is built around a Total Well-being Philosophy, considering the physical, financial, career, social and emotional well-being of our employees and providing resources to support happier, healthier and more productive lives. We provide our employees access to health and general well-being information through our Employee Assistance Program, which offers a range of free resources, such as financial planning and counseling. We also offer on-site resources, including a 24/7 fitness center at our corporate office, wellness and biometric screenings; a 24-hour nurse hotline; virtual doctor visits; and on-site fitness center for employees at our corporate headquarters. In addition to the corporate office renovations that occurred in 2020, we opened an in-house Café with a variety of meal options including a salad bar for healthy options.

Associate Focus Groups

Although employee satisfaction surveys were suspended during 2020 and 2021, focus groups continued with representatives across the organization, providing an opportunity for employees to provide feedback in 2021. Opportunities for improvement are noted and action plans are developed within 60 days of the focus group. The HR team conducted a company-wide employee engagement survey in 2022. 79% of employees responded to the third-party employee satisfaction survey, which resulted in an overall satisfaction score of 4.84 out of 6. The company saw an increase in the overall engagement score, which we believe was higher than most of our peers over the same time period. The feedback received from employees was reviewed and used to create action plans and influence the goals for 2023. Additionally, employee engagement was part of topline goals that were disseminated throughout the organization to all leaders, as well as an employee engagement and DEI toolkit to address employee feedback. For 2023, we have conducted a pulse survey to see how engagement is trending between our bi-annual company engagement survey.

To improve employee satisfaction based on the outcome of the survey, our Human Resources department conducts annual focus groups across the organization. This information is then reviewed with department heads and senior leadership. Opportunities for improvement are noted and action plans are developed within 60 days of the focus groups. Employee feedback from 2022 was also used to influence the goal setting process for 2023. Additionally, we offer the opportunity for employees to provide feedback through exit interview surveys and new hire 90 day check-ins.

Work/Life Balance

To promote a healthy work-life balance, we have adopted flexible working hours and work from home arrangements. The renovation to our corporate offices also included the addition of a dedicated workout facility equipped with showers and lockers to enable corporate employees to balance their health while at the office. Our compensation and benefits programs – designed to attract, motivate and retain employees – are supported by competitive pay practices, competitive benefit offerings and a focused approach to well-being. Our extensive benefits packages for full-time and part-time employees create a sustainable livelihood, supporting employees and their families and providing opportunities for professional development, improved health and well-being and work-life balance.



Diversity, Equity & Inclusion (DEI)

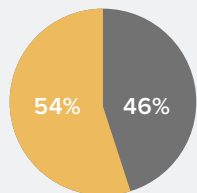
The Company has committed to transforming its approach to DEI by building upon past successes and focusing on key areas for improvement. While we believe we have a strong track record of fair employment practices, we acknowledge there is more work to be done to create an inclusive experience for all employees and recruit more minority candidates to the business. In 2020, we carried out a deep examination of our diversity and inclusion practices and began instituting new initiatives to be a stronger community partner and agent for change. That work continued in 2021 and included a commitment from our then CEO, now Executive Chairman, Colin Reed, to directly impact DEI within the organization and in our communities. In 2022, we continued to work to implement these commitments into action by strengthening our policies and implementing additional initiatives as highlighted below.

2022 WORKFORCE COMPOSITION AND MINORITY REPRESENTATION FOR RYMAN HOSPITALITY PROPERTIES³

GENDER

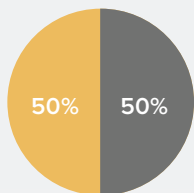
Overall Employees

WOMEN ●
MEN ●



Leadership⁴

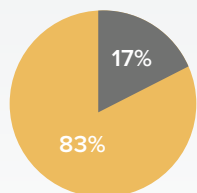
WOMEN ●
MEN ●



RACE

Employees

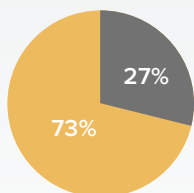
WHITE ●
MINORITIES ●



AGE

Employees

UNDER 50 ●
51 & OVER ●



³ RHP includes corporate REIT and Opry Entertainment Group (OEG) employees. The social performance data at the end of the report includes corporate REIT employees only.

⁴ We define leadership positions as employees falling in the Exempt employment category.

Workforce Composition and Minority Representation

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

The table below illustrates the workforce composition for RHP (corporate and OEG) employees for 2022. Within this total workforce composition, we currently hold a 17% minority population. Looking ahead to 2023, we will continue to promote our DEI mission more prominently across our career platforms.

Board Diversity

The makeup of a company's board is critical to guiding policies that will result in a more diverse and inclusive workplace. As such, our Board of Directors carefully considers age, gender, ethnicity and other factors when selecting new members. As of December 31, 2022, the Company's Board of Directors was comprised of seven men and two women, three of whom identify as racially diverse. Three board members were under 50 years old

Our Diversity Council

In 2020, we launched the Diversity Council, an advisory board of employee representatives who advocate for and monitor the Company's commitment to DEI efforts. The Diversity Council charter includes creating a diverse and welcoming company that prioritizes inclusion and belonging for underrepresented groups in our workplace, customer base and communities. Each year, a cohort of employees is selected from internal nominations throughout our family of brands. This group explores topics related to workplace inclusion and helps the company's senior leadership set annual and ongoing internal and external priorities for diversity and inclusion. Several of the group's suggestions were implemented in 2022 as highlighted below.



Policy Updates

In 2022, we added two updated policies to our employee handbook. The Diversity & Inclusion policy details our company wide commitment towards fostering a strong, people-centric culture that celebrates diversity, provides opportunities for growth and improves the communities we serve. It also stresses the importance of diversity and inclusion as individual differences, life experiences, knowledge, inventiveness, innovation, self-expression and other unique capabilities that our employees bring to the workplace ultimately help make us a stronger, more resilient company. This policy also outlines the requirement for all employees to complete the newly implemented annual training on Diversity & Inclusion in the workplace including unconscious bias. The Religious Accommodations policy, also added in 2022, highlights our commitment to granting requests for religious accommodation requests wherever possible.

Pay Equity



Identifying and addressing pay gaps, particularly among female and minority employees, is a critical priority for us. We ensure compliance with federally regulated laws and legislation and take a proactive approach to demonstrating our commitment to pay equity for all employees. We commission a regular Pay Equity Analysis performed by third-party consultants, which looks for

patterns of pay disparity favoring a certain group over another, including by gender, age or race and across pay grades, job levels and job titles. The most recent audit conducted in 2022 found no significant pay disparities.

Our Business Employee Resource Groups (BERGs)

In 2022, we introduced company-sponsored internal Business Employee Resource Groups (BERGs), which are employee-led with support from our Senior Leadership teams. Our current two BERGS include Women in Leadership and Pride + Allies. Both BERGS meet regularly to discuss career development, employee experience and how we can better support underrepresented populations within our workforce and our community. We hope to expand this program as we identify areas of need and employees to facilitate future opportunities.

Our OPEN website

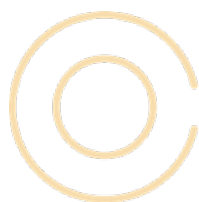
RHP's promise in 2021 to directly impact DEI within the organization and in our communities included the following commitments, which we continued to carry out in 2022:

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

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

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

In 2022, we launched our new website called OPEN to foster inclusiveness, celebrate individuality and empower teammates to grow together. This website serves as our hub for sharing our approach to diversity, which is rooted in four core company focus areas listed below, and the actions we are taking as an organization to honor our commitments. These four focus areas are an extension of the commitments we made in 2021:



OBSERVE

Listening and learning from the unique experiences of others, both within our organization and beyond.



PROGRESS

Pursuing more balanced recruiting and more representation on our stages.



EMPOWER

Using mentoring, training, education and more to elevate diverse teammate talent and ensure employee well-being.



NURTURE

Making an impact in our communities through volunteerism and charitable giving.



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

Our personification efforts are aligned with SDGs 5 and 10.



Goal 5 (Gender Equality)

We have put systems in place to support women and members of the LGBTQIA+ communi-

ty and are continuously monitoring pay disparities and career development opportunities.

Goal 10 (Reduced Inequalities)

Our policies 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 put systems in place to provide equal opportunities for all our employees.



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 company leadership.

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

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

In support of Marriott’s Serve 360 goals, our Gaylord properties have set annual property level goals and developed programs to make progress towards those goals.



EMPOWER THROUGH OPPORTUNITY

Gaylord Opryland

- ✓ Partnered with Tennessee College of Applied Technology to speak to students about careers with Opryland (hired 52 Engineering roles in 2022)
- ✓ Partnered with Tennessee College of Applied Technology to promote career opportunities that resulted in 52 engineering roles hired in 2022.
- ✓ Hired 29 Veterans in 2022.

Gaylord Palms

- ✓ Partnered with the President of CFHLA to begin a new affordable housing program for STARS and visiting International Visitor exchange interns.
- ✓ Continued its Train the Trainer program for high performing hourly STARS to get certified to train new STARS. The training includes comprehensive leadership training to advance career development to management positions and promote from within.

Gaylord National

- ✓ Provided Oxon Hill Middle School teachers externships to learn about hospitality business culinary discipline.
- ✓ Welcomed more STARS on layoff back as business returned.
- ✓ Joined ONE Marriott Chapter supporting LGBTQ + Allies in Q1, 2022.

Gaylord Texan

- ✓ Partnered with Refugee Services of North Texas to place refugees in jobs.
- ✓ Hosted PIE (Performance, Image, Exposure) workshop focused on career development for hourly STARS.
- ✓ Certified 45 new STAR Trainers as champions of our service culture.
- ✓ Voyage program included 5 new Voyagers in food & beverage and finance.
- ✓ Continued International J1 Work & Travel and Internship program for students.

- ✓ Secured partnership to bring ESL and adult education to the hotel. In 2022, the ESL Program had 8 participants with 4 completions.
- ✓ Conducted Services for Guests with Disabilities training.

Gaylord Rockies

- ✓ Hosted local school tours and presented hospitality as a preferred employer and career pathway for youth; outreach at local high schools.
- ✓ J-1 Internship Program in place with robust training plans and development – 60 hired.
- ✓ Back on My Feet, Denver hiring homeless.

Advance Human Rights

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

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

Health, Wellbeing & Satisfaction for Hotel Employees

Together with our operator, Ryman Asset Management promotes a number of initiatives for employees and guests alike. Each of our hotels has large employee gyms and cafeterias, and we work with our operator to ensure employees are provided with (at least) quarterly events celebrating successes, and offering volunteer opportunities in the local community. We remain diligent on biannual employee satisfaction/engagement scores and daily/weekly/monthly guest satisfaction scores. Our operator offers several different career growth opportunities for the employees as well, including an Emerging Leader Program, Executive Pathways Program, the Woman's Leadership and Learning Program, as well as Gaylord University – something each hotel offers to provide access to the catalogue of unique trainings specific to our hotels.

Hotel Operations - STARS First Culture Guarantee

We support our third-party operator, Marriott, in its efforts to instill our core values with their associates at our hotel properties. "STARS" is an acronym for Gaylord Hotel associates. Gaylord Hotels STARS bring a warm smile, genuine excitement and a "consider it done" spirit to work. In return, STARS experience the rewards of growing their career among a team of professionals with a passion for excellence. The STARS First Culture is aligned with our people-centric culture – which is also based on the belief that caring for the people who work in our business and communities leads to a more positive experience for our guests, giving us a competitive advantage in our industries. Our goal is to employ a highly engaged, high-performing and satisfied workforce that is happy and empowered.

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

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

The company offers a variety of training, development and engagement programs to its OEG property-level employees that include:

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 to provide department leads, supervisors and assistant managers with the skills needed to effectively lead and grow their career within the company.

GAYLORD HOTELS STAR GUARANTEE

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

STARS

SMITES

TEAMWORK

ATTITUDE

RELIABILITY

SERVICE WITH A PASSION

Innovation: Sustainable Growth

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

Asset Enhancement

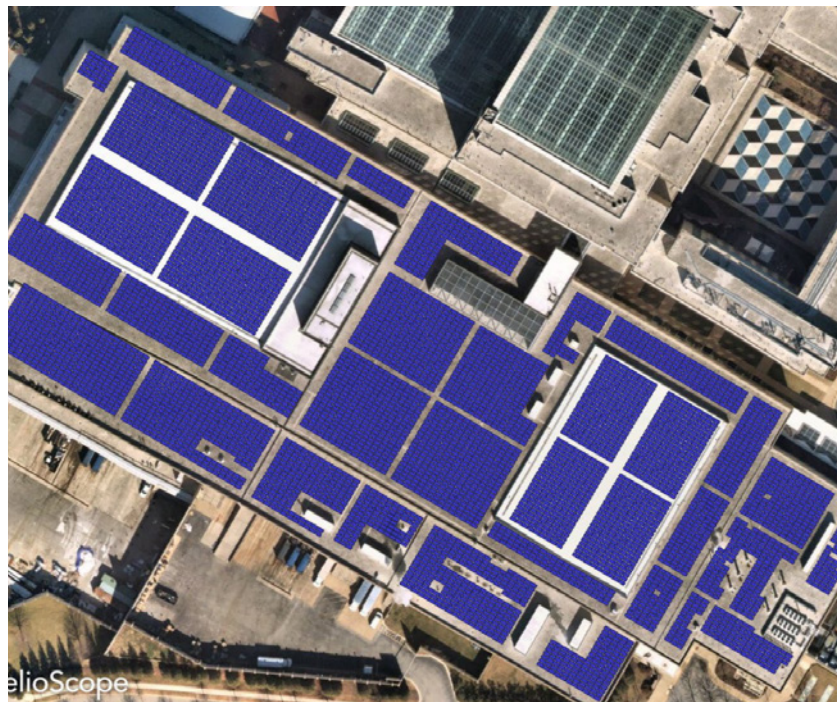
By holding assets long-term, our corporate strategy focuses on asset enhancement in several ways, including energy efficiency programs. In 2018, we implemented a cogeneration system at Gaylord National where the steam from water heat is used to generate electricity. This project has reduced gas and electricity costs by \$493,000 from 2017 and reduced GHG emissions at the Gaylord National by 13% measured against our 2019 baseline. Given the success we've seen, we added a similar system to the Gaylord Rockies, which has been fully operational since Q2 of 2022, and continue to explore additional options at other hotels.

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

Our innovation efforts are aligned with SDGs 7:

Goal 7 (Affordable and Clean Energy):

Through our innovative energy systems and programs, we are adding to the share of renewable energy in the global energy mix and accordingly reducing carbon emissions.



ROOFTOP SOLAR AT GAYLORD NATIONAL

In Q3 2022, RHP completed a feasibility-analysis for an RHP-owned rooftop solar program at Gaylord National. This project, currently projected to be completed in mid-2024, proposes 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 certain tax credits/benefits as a result of this project. Not only do we expect to see financial savings from this project, but we also anticipate 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. RHP is proud to announce that this project has been approved and is currently underway. RHP and Marriott are currently engaged with consultants, designers and contractors as we continue to make progress towards a mid-2024 completion. Not only is this project a sizeable financial investment, but it is also indication of RHP's commitment to finding fiscally responsible ways to improve the environment we own and operate in.



Geographic Diversification

In 2023, we also acquired another property in Texas, The JW Marriott Hill Country Resort & Spa (“JW Marriott Hill Country”) in San Antonio. The JW Marriott Hill Country, which opened in 2010, is a 1,002-room resort hotel with over 268,000 total square feet of indoor and outdoor meeting and event space.

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

COGENERATION AT GAYLORD ROCKIES

At the Gaylord Rockies, we launched a Combined Heat and Power (“CHP”) system in 2022 with our partners at Unison Energy. At no cost to the hotel, these generators are installed onsite and provide thermal and electric services, which in the long term provide savings to the hotel. More importantly, the system provides power redundancy to the hotel as the generators dispatch in parallel with the grid to ensure that power is always on. If the single power source of electricity were to fail at the hotel, the system could handle the load. We currently estimate this system will save approximately \$6 - \$7 million in utility costs over the twenty-year lifespan of this system.



LEADING THE MEETING MARKET

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

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

Corporate (REIT employees only)

Economic, Social and Environmental Historical Performance

(Baseline and 2020-2022)

ECONOMIC PERFORMANCE TABLE

| COMPANY PROFILE | Baseline (2019) | 2020 | 2021 | 2022 |
|---|-----------------|-----------|-----------|-------------|
| Total Number of Properties ¹ | 7 | 7 | 7 | 7 |
| Total Number of Available Rooms Nights | 3,690,150 | 3,700,260 | 3,757,434 | 3,800,380 |
| ECONOMIC PERFORMANCE ² | | | | |
| Consolidated Revenue (In thousands) | \$1,604,566 | \$524,475 | \$939,373 | \$1,805,969 |
| Consolidated Adjusted EBITDA (millions) | \$510.50 | (\$40.30) | \$177.30 | \$555.90 |
| Revenue Per Available Room (RevPAR) | \$151.09 | \$46.41 | \$87.53 | \$156.71 |
| Occupied Rooms | 2,798,169 | 858,497 | 1,485,881 | 2,514,280 |
| Occupancy Rate | 75.8% | 23.2% | 39.5% | 66.2% |

¹ 2019 Number of Properties has been restated to correct a previously reported error. Gaylord Rockies was added to the portfolio in December 2018 with performance reported as of 2019.

² 2020 Revenue, Adjusted EBITDA and Occupied Rooms have been restated to correctly align with 10-K figures.

SOCIAL PERFORMANCE TABLE

| EMPLOYEE METRICS ¹ | Baseline (2019) | 2020 | 2021 | 2022 |
|--|-----------------|-------|-------|-------|
| Total Employees (#) | 98 | 78 | 84 | 89 |
| GENDER | | | | |
| Percent of Employees Men (%) | 51% | 47% | 50% | 48% |
| Percent of Employees Women (%) | 49% | 53% | 50% | 52% |
| RACE | | | | |
| Percent of Employees Asian (%) | 3.1% | 3.9% | 7.1% | 4.5% |
| Percent of Employees Black or African American (%) | 4.1% | 1.3% | 0.0% | 0.0% |
| Percent of Employees Hispanic/Latino (%) | 0.0% | 0.0% | 1.2% | 2.2% |
| Percent of Employees White (%) | 91.8% | 93.6% | 87.0% | 92.1% |
| Percent of Employees Other (%) | 1.0% | 1.3% | 4.7% | 1.1% |
| AGE | | | | |
| Percent of Employees under 30 years old (%) | 13% | 13% | 15% | 12% |
| Percent of Employees 30 – 50 years old (%) | 57% | 63% | 58% | 63% |
| Percent of Employees over 50 years old (%) | 30% | 24% | 27% | 25% |
| OTHER | | | | |
| Total Employee Turnover (%) ² | 16% | 15% | 13% | 8% |

| BOARD METRICS | | | | |
|--|-------|-------|-------|-------|
| Total Board Members (#) | 8 | 8 | 8 | 9 |
| Total Independent Board Members (#) | 7 | 7 | 7 | 7 |
| GENDER | | | | |
| Board Members Men (#) | 6 | 6 | 6 | 7 |
| Board Members Women (#) | 2 | 2 | 2 | 2 |
| BOARD AGE | | | | |
| Percent of Board Members under 30 years old (%) | 0% | 0% | 0% | 0% |
| Percent of Board Members 30 – 50 years old (%) | 37.5% | 37.5% | 50% | 33.3% |
| Percent of Board Members over 50 years old (%) | 62.5% | 62.5% | 50% | 66.7% |
| BOARD RACE | | | | |
| Percent of Board Members Asian (%) | 25% | 25% | 25% | 11.1% |
| Percent of Board Members Black or African American (%) | 12.5% | 12.5% | 12.5% | 22.2% |
| Percent of Board Members Hispanic or Latino (%) | 0% | 0% | 0% | 0% |
| Percent of Board Members White (%) | 62.5% | 62.5% | 62.5% | 66.7% |
| Percent of Board Members Other (%) | 0% | 0% | 0% | 0% |

| DONATIONS AND COMMUNITY SERVICE ³ | 2019 | 2020 | 2021 | 2022 |
|---|-----------|-----------|-----------|-----------|
| RHP Foundation Charitable Giving | \$456,000 | \$332,000 | \$319,000 | \$329,000 |
| Property Level Cash Donations (USD) | \$335,774 | \$72,915 | \$76,714 | \$260,853 |
| Property Level In-kind Donations (USD) | \$600,945 | \$126,297 | \$202,195 | \$263,279 |
| Total Value of All Property Level Donations (USD) | \$936,719 | \$199,212 | \$278,909 | \$524,132 |

¹The employee demographics for corporate REIT and entertainment segment is provided in the Personification section of this report.

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

³ 2019 and 2020 property level cash and in-kind donations have been restated based on more accurate source data.

ENVIRONMENTAL PERFORMANCE TABLE

| INTENSITY PARAMETERS ² | Baseline (2019) | 2020 | 2021 | 2022 |
|--|-----------------|------------|------------|------------|
| Floor Area Coverage ¹ | 13,510,607 | 13,510,607 | 13,510,607 | 13,882,053 |
| Occupied Rooms | 2,798,169 | 858,497 | 1,485,881 | 2,514,280 |
| ENERGY | | | | |
| Total Energy Consumption (megawatt hours) | 639,068 | 432,325 | 513,441 | 647,552 |
| Total Direct Energy Consumption (megawatt hours) | 380,450 | 270,003 | 308,195 | 398,765 |
| Total Indirect Energy Consumption (megawatt hours) | 258,618 | 162,321 | 205,246 | 248,787 |
| Energy Consumption per square foot (kilowatt-hours) ³ | 47.30 | 32.00 | 38.00 | 46.65 |
| % Energy from Renewables | 3.0% | 3.7% | 4.2% | 4.6% |
| CARBON | | | | |
| Total Greenhouse Gas Emissions (metric tons CO2e) | 185,001 | 126,403 | 135,141 | 160,626 |
| Total Scope 1 Emissions (metric tons CO2e) | 68,960 | 48,978 | 55,867 | 72,268 |
| Total Scope 2 Emissions (metric tons CO2e) | 116,041 | 77,425 | 79,274 | 88,358 |
| Greenhouse Gas Emissions per square foot (kgCO2e) ⁴ | 13.69 | 9.36 | 10.00 | 11.57 |
| WATER⁵ | | | | |
| Total Water Consumption (kilo-gallons) ⁶ | 798,446 | 511,667 | 629,463 | 729,450 |
| Water Consumption per occupied room (gallons) ⁷ | 284.89 | 594.53 | 422.89 | 289.66 |
| WASTE⁸ | | | | |
| Total Waste (metric tons, actual) | 17,047 | 6,382 | 10,041 | 14,761 |
| Waste Landfilled (metric tons) | 15,595 | 5,908 | 9,374 | 12,198 |
| Waste Diverted (metric tons) | 1,453 | 474 | 668 | 2,564 |
| Waste diversion rate (percentage) ⁹ | 8.5% | 7.4% | 6.7% | 17.4% |
| Total Waste Generated per occupied room (lb) | 13.2 | 16.1 | 14.8 | 12.8 |

¹ Floor area coverage was restated for 2016-2021 to include the Gaylord Springs' floor area

² All 2019 data has been restated due to increased source data accuracy. The baseline has also been updated to 2019.

³ 2016-2022 Energy Intensities were restated due to the inclusion of the Gaylord Springs.

⁴ 2016-2022 GHG Intensities were restated due to the inclusion of the Gaylord Springs.

⁵ Total water does not include consumption from the groundwater aquifer associated with Gaylord Opryland.

⁶ 2019 and 2022 water consumption includes irrigation.

⁷ All water intensity figures exclude the Gaylord Springs.

⁸ All 2016-2021 waste figures were restated to include the AC Hotel waste extrapolations.

⁹ All waste intensity figures exclude the Gaylord Springs.

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Ryman Hospitality Properties (RHP)

Task Force on Climate-Related Financial Disclosures Report

GOVERNANCE

| DISCLOSURE | RESPONSE | REFERENCE |
|---|--|--|
| Board's oversight of climate related risks and opportunities | <p>The Board has oversight of climate risks and opportunities through its Nominating and Corporate Governance Committee ("NCG") of the Board of Directors. This oversight committee assists the Environmental, Social and Governance Steering Committee ("ESG Committee") in setting the general strategy relating to environmental and sustainability, employee safety, engagement and diversity, corporate social responsibility and other public policy matters relevant to the Company (the "ESG Program Components").</p> <p>The ESG Committee meets as often as necessary, but no less than quarterly. 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>2022 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p> <p>Corporate Governance Guidelines</p> |
| Management's role in assessing and managing climate related risks and opportunities | <p>Management's role in assessing climate related risks and opportunities occurs via the ESG Committee, which is a cross-functional senior management committee of the Company. The Company's Chief Executive Officer (the "CEO") will appoint the members of the ESG Committee from time to time. The ESG Committee will include officers and employees of the Company that the CEO deems appropriate, taking into account the expertise of such officers and employees in the areas of environmental, health and safety, operations, design and construction, legal, investor relations, government affairs, corporate governance, finance, human resources and communications.</p> <p>The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p> <p>Ryman's Asset Management team further supports the management of climate risk through its close working relationship with property general managers. Given the number of properties in our portfolio, we are in a unique position to have strong relationships with our executive teams at each of the properties. Every month, Asset Management engages with the general manager and executives at each property to discuss sustainability-specific concerns as part of the overall performance of the hotel the previous month. Our asset management team is working directly with our operator to develop a short and long term ESG and DEI strategy.</p> | <p>2022 Sustainability Report</p> <p>Charter of the Environmental, Social and Governance Steering Committee</p> |

STRATEGY

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

| DISCLOSURE | RESPONSE | | REFERENCE | |
|---|---|--|--|--|
| Climate-related risks and opportunities identified over the short, medium and long-term | TIME FRAME | PHYSICAL RISKS | 2022 Sustainability Report Ryman Hospitality Properties Sustainability Risk Assessment, August 2021 | |
| | Short and Medium Term: | <ul style="list-style-type: none"> High baseline water stress Disruptive weather patterns Decline of critically endangered species Fire damage from wildfires Unprecedented rainfall Flood from rainfall Warming of global temperatures High winds and tornados Droughts Poor Air Quality | | <ul style="list-style-type: none"> Increased building and operating efficiencies Reduced water consumption investments Increased waste efficiency programs Building resilience investment measures Preference by and access to event planners/customers prioritizing sustainable meetings and hotel operations Low emission goods and services Financial savings resulting from investments in energy and water efficiency Increased investment in renewable energy projects |
| | | TRANSITION RISKS | | |
| | TIME FRAME | PHYSICAL RISKS | | |
| Long Term | <ul style="list-style-type: none"> Higher temperatures Sea level rise | <ul style="list-style-type: none"> Existing governmental laws and regulations may be revised or new laws and regulations relating to climate change, air quality or other environmental and health concerns may be adopted or become applicable to us, which could affect the operations of our hotels and/or result in significant additional expense and operating restrictions | | |

| DISCLOSURE | RESPONSE | REFERENCE |
|--|--|---|
| <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 our business, strategy, and financial planning.</p> <p>IMPACT ON BUSINESS: Climate risk is embedded throughout the life cycle stages of RHP's real estate investments from due diligence to renovation, ongoing asset management, and ultimately disposition. The company performs asset level risk assessments as a standard part of its due diligence process for new acquisitions and for existing assets. Some of the risks that Ryman monitors include water, climate change adaptation and resilience, biodiversity and habitat, socio-economic impact, utilities management, health and wellbeing and safety. Our portfolio includes assets located in states that are prone to water stress and hurricanes. We manage these impacts by investing in protective and precautionary systems, detailed operational protocols, and comprehensive evaluations of asset infrastructure.</p> <p>Many factors influence our reputation including the perception held by our customers and other key stakeholders and the communities in which we do business, and the perception held by customers of Marriott or any future third-party hotel manager. The lodging and entertainment industries in which we operate face increasing scrutiny related to environmental, social and governance activities and risk of damage to our reputation if we fail to act responsibly or comply with regulatory requirements in a number of areas, such as safety and security, environmental stewardship and sustainability, climate change, diversity, human rights, philanthropy and support for local communities. The continuing evolution of social media presents new challenges and requires us to keep pace with new developments and trends. Negative posts or comments about us, the properties we own and Marriott or any future third-party hotel manager on any social networking or user-generated review website, including travel and vacation property websites, could affect consumer opinions of us, and we cannot guarantee that we will timely or adequately redress such instances.</p> <p>IMPACT ON STRATEGY AND FINANCIAL PLANNING: RHP's goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets. Sustainability and management of climate risk supports our overall strategic plan to 1) enhance hotel property design, and 2) expand our hospitality portfolio through selective acquisitions of assets meeting our investment criteria. The consideration of climate risk compels us to ensure that our resort expansion activities incorporate a strong connection to the local environment. We also prioritize biodiversity concerns and baseline water stress. In addition, laws and regulations have been enacted to regulate or limit carbon emissions. Changes in legislation relating to climate change, and complying with such laws and regulations, may require us to make significant investments in our hotels and could result in increased energy costs at our properties, which could have a material adverse effect on our results of operations and our ability to make distributions to our stockholders.</p> <p>The challenges of climate change are present, real, and everchanging. On May 3, 2010, Nashville experienced an unprecedented rainfall event amounting to 19 inches of rain over a two-day period. This rain event led to a thousand-year flood event that inundated the Grand Ole Opry House and Gaylord Opryland, both located along the bank of the Cumberland River, with more than eight feet of water. This devastating flood event led to the emergency evacuation of more than approximately 1,500 guests and led to a six-month closure of Gaylord Opryland and a five-month closure of the Grand Ole Opry House. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House, to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates.</p> <p>Unfortunately, the increase in disruptive weather patterns due to climate change is a tangible risk that properties will need to prepare for. Our priority-based approach to asset enhancement leverages building assets. Occurring on a regular basis, a cycle of planning and monitoring through numerous on-site inspections and strong relationships with our third-party operator, Marriott, is how we expect our assets to stand resiliently during challenges.</p> <p>Overall, addressing climate-related risks and opportunities requires partnerships with our stakeholders (stockholders, third-party operators and their employees, suppliers, corporate employees, Marriott International, local communities of our properties, and industry associations). We value the relationship between our Asset Management team and the property general managers. Every month, asset management engages with the general manager and executives at each property to discuss sustainability specific concerns as part of the overall performance of the hotel from the previous month. Our asset management team works directly with our operator to develop a short and long term ESG strategy.</p> | <p>2022 Sustainability Report</p> <p>2022 Annual Report</p> |

STRATEGY (CONTINUED)

| 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, the hospitality and tourism sector must have a stronger focus on low material growth and reduced resource and energy intensity. Hospitality companies that do not act swiftly will not reap the benefits of climate transition opportunities. In any future scenario, there will be climate impacts that require mitigation and adaptation to physical infrastructure, which are especially applicable to REITs.</p> <p>As a first step, we conducted a portfolio-wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for our hospitality portfolio. We will build on this assessment to, in future years, set targets to hold ourselves accountable and improve performance in the key areas of energy, carbon emissions, water, and waste.</p> | <p>2022 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, which have already begun to “payback” in terms of cost, energy, and carbon emissions savings. The 2022 projects included a cooling tower replacement, food waste reduction initiatives, glass recycling, installation of more efficient hot water heat exchangers, and other mechanical projects.</p> <p>In Q3 2022, RHP completed a feasibility analysis for an RHP-owned rooftop solar program at Gaylord National. This project, currently projected to be completed in mid-2024, proposes 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 do we expect to see financial savings from this project, but we also anticipate substantial carbon emission reductions at the property, as the solar project provides a significant amount of the electrical load need at the hotel. RHP is proud to announce that this project has been approved and is currently underway. RHP and Marriott are currently engaged with consultants, designers, and contractors as we continue to make progress towards a mid-2024 completion. Not only is this project a sizeable financial investment, but it is also an indication of RHP’s commitment to finding fiscally responsible ways to improving the environment in which we own and operate.</p> | <p>2022 Sustainability Report</p> |

RISK MANAGEMENT

| DISCLOSURE | RESPONSE | REFERENCE |
|---|---|--|
| Process for identifying and assessing climate related risks | <p>Ryman's identification and assessment of climate related risks is guided by its Environmental Management System (EMS). Presently, our risk assessments focus on the development and enhancement of our hospitality portfolio to mitigate environmental and social risks. In doing so, we conduct assessments during various stages of the project lifecycle, each with its corresponding checklists for documentation. Assessments are performed during the following instances:</p> <ul style="list-style-type: none"> ▪ Site evaluation for new development or existing property renovation or enhancement ▪ Building valuation for budgeting in renovations or enhancement ▪ Key supplier selection for direct vendors and contractors ▪ Technical design and purchasing for projects overseen directly by design & construction ▪ Construction including impact monitoring ▪ Operator/Tenant Fit-out and refurbishment, including technical design and purchasing when handled by the operator ▪ Ongoing performance monitoring for asset management <p>Our risk assessments cover the following topics, the depth of which will vary depending on the nature of the instance:</p> <ul style="list-style-type: none"> ▪ Water ▪ Climate Change Adaptation and Resilience ▪ Biodiversity and Habitat ▪ Socio-economic Impact ▪ Utilities Management ▪ Health and Wellbeing ▪ Safety | <p>2022 Sustainability Report</p> <p>Environmental Management System</p> |

RISK MANAGEMENT (CONTINUED)

| DISCLOSURE | RESPONSE | REFERENCE |
|--|---|--|
| Processes for managing climate related risks | <p>At Ryman Hospitality Properties, we have several key processes in place for managing climate related risks.</p> <ol style="list-style-type: none"> 1. We are deeply involved with and value the relationship between our Asset Management team and the property general managers. Given the number of properties in our portfolio, we are in a unique position to have strong relationships with our executive teams at each of the properties. Every month, asset management engages with the general manager and executives at each property to discuss sustainability-specific concerns as part of the overall performance of the hotel the previous month. Our asset management team is working directly with our operator to develop a short and long term climate strategy. This strategy will elevate not only the physical asset of each hotel, but also the wellbeing of the employees and guests. The general manager at each property provides updates on their property’s progress in meeting ESG, energy usage, and ROI opportunities. We hold each of our hotels accountable for not only the hotel’s financial performance, but also the overall health of the business, whether that be employee or guest satisfaction, sustainability performance, mechanical infrastructure, or community engagement. 2. The challenges of climate change are present, real, and ever-changing. The Company proactively mitigates risks associated with disruptive weather patterns in its key markets. Our building resilience strategy is a priority-based approach based on due diligence, preventive maintenance, and infrastructure enhancements. Occurring on a regular basis, a cycle of planning and monitoring through numerous on-site inspections and strong relationships with our third-party operator, Marriott, is how we expect our assets to stand resiliently during challenges. In 2012, Ryman Hospitality Properties completed construction on a combined \$17 million perimeter flood protection system around the Gaylord Opryland Hotel and the Grand Ole Opry House, to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates. Climate-resilient actions are incorporated into the design phase of construction. We design flood-resistant buildings while also conducting flood hazard and risk assessments for proposed projects. We also 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. 3. Our Environmental Sustainability Policy serves as a guiding framework to minimize the environmental impacts associated with all aspects of our business with specific focus in the following six priority areas. We encourage all our stakeholders, including suppliers, vendors, business partners and hotel operators to hold similar commitments and policies. We strive to actively engage our hotel operators to achieve these goals. <ul style="list-style-type: none"> ■ Energy Efficiency & Renewable Energy ■ Water Efficiency & Management ■ Waste Management & Recycling ■ Sustainable Sourcing ■ Climate Change Risk, Adaptation & Resilience ■ Local Communities & Ecosystems | <p>2022 Sustainability Report</p> <p>Environmental Sustainability Policy</p> |

| DISCLOSURE | RESPONSE | REFERENCE |
|--|---|--------------------|
| Integration into overall risk management | <p>The Board has responsibility for oversight of the company's enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. ESG/corporate social responsibility risks are one of the areas of focus of the Board and its committees.</p> <p>The oversight responsibility of the Board and its committees is made possible by a management report process that is designed to provide both visibility and transparency to the Board about the identification, assessment and management of critical risks and management's risk mitigation strategies. In this regard, each committee meets in executive session with key management personnel and representatives of outside advisors (for example, our director of internal audit meets in executive session with the Audit Committee).</p> <p>The areas of enterprise risk that are managed include competitive, economic, operational, financial (accounting, credit, liquidity and tax), legal, compliance, information technology security programs (including cybersecurity), political and reputational risks.</p> <p>The Board and its committees oversee risks associated with their respective principal areas of focus, as outlined below:</p> <p>Audit Committee: Risks and exposures associated with financial matters, including financial reporting, tax, accounting, disclosure, internal control over financial reporting, financial policies, investment guidelines and credit and liquidity.</p> <p>Nominating and Corporate Governance Committee: Risks and exposures relating to corporate governance, director succession planning and ESG/corporate social responsibility issues.</p> <p>Human Resources Committee: Risks and exposures associated with leadership assessment, management succession planning and compensation programs.</p> <p>ESG Committee: Risks associated with ESG issues and general oversight of environmental, social, and economic impacts, risks and opportunities</p> <p>We believe that the Board's role in risk oversight is facilitated by the leadership structure of the Board. In this regard, we believe that, by creating the position of Executive Chairman of the Board, while retaining a separate CEO, the Board gains a valuable perspective that combines the operational experience of a member of management with the oversight focus of a member of the Board. We also believe that the division of risk management-related roles among the company's full Board, Audit Committee, Nominating and Corporate Governance Committee, Human Resource Committee, and management's ESG Committee as noted above fosters an atmosphere of significant involvement in the oversight of risk at the Board level and complements our risk management policies.</p> <p>The Board, in executive sessions of non-management directors (which are presided over by the company's Independent Lead Director), also considers and discusses risk-related matters. This provides a forum for risk-related matters to be discussed without management or the Executive Chairman of the Board present. The Company's Independent Lead Director acts as a liaison between the Executive Chairman of the Board and the Company's independent directors to the extent that any risk-related matters discussed at these executive sessions require additional feedback or action. In setting compensation, the Human Resources Committee also considers the risks to our stockholders that may be inherent in our compensation programs.</p> | 2022 Annual Report |

METRICS AND TARGETS

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

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

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

Additional metrics monitored in the Sustainability Risk and Opportunity Assessment

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

Scope 1, 2 and 3 Greenhouse Gas Emissions

| GREENHOUSE GAS EMISSIONS | 2021 PERFORMANCE |
|--|--|
| Scope 1 (metric tons CO2e) | 72,268 |
| Scope 2 (metric tons CO2e) | 88,358 |
| Total Scope 1 + Scope 2 (metric tons CO2e) | 160,626 |
| Intensity per Square Foot | 11.57 |
| Scope 3 | <i>Currently we do not track Scope 3 emissions</i> |

Targets and Performance Against Targets

Together with its properties, RHP has set 2023 ESG goals for each of its hotels. These are not RHP corporate goals, but rather individual property goals that are consistent across the portfolio. For environmental goals, properties are striving to reduce water consumption, electricity, and carbon emissions. These goals are listed on Page 15 of the 2022 Sustainability Report.

SASB Disclosures

ACTIVITY METRICS

| CODE | METRIC DESCRIPTION | RESPONSE |
|-------------|---|-------------------------|
| IF-RE-000.A | Number of assets | 7 hotels; 1 golf course |
| IF-RE-000.B | Leasable floor area | 13,882,053 SQ FT |
| IF-RE-000.C | Percentage of indirectly managed assets | 100% |
| IF-RE-000.D | Average occupancy rate | 66.2% |

Sustainability Disclosure Topics & Accounting Metrics

ENERGY MANAGEMENT

| CODE | METRIC DESCRIPTION | 2022 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 | 2,331,187.73 GJ |
| | Percentage grid electricity | 33.2% |
| | Percentage renewable energy | 4.6% |
| IF-RE-000.130a.3 | Like-for-like percentage change in energy consumption for the portfolio area with data coverage | 26.1% |
| IF-RE-000.130a.4 | Percentage of eligible portfolio that has an energy rating | 14.4% |
| | Percentage of eligible portfolio that is certified to ENERGY STAR | 14.4% |
| IF-RE-000.130a.5 | Description of how building energy management considerations are integrated into property investment analysis and operational strategy | <p>Ryman places a high value on protecting the environment where we own properties, live and work. As a hospitality REIT owner of destination hotel assets in urban and resort markets, we understand environmental impact of operations occurs primarily during new development, major renovation, and ongoing operation of existing assets. We have learned from our sustainability management system that it is important to focus our conservation and sustainability efforts around particular aspects of our operations.</p> <p>We at Ryman submeter our electricity use for efficiency and usage reduction. Key decision making done during the early stages of development and renovation sets the precedent for future sustainability alignment. Efforts then extend into asset management, which enhances sustainability with best practices and a focus on new opportunities, those missed during development, and new and emerging trends and technologies.</p> |

WATER MANAGEMENT

| CODE | METRIC DESCRIPTION | 2022 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 | 729,450 kilo-gallons |
| | Percentage in regions with High or Extremely High Baseline Water Stress | 56% |
| IF-RE-000.140a.3 | Like-for-like percentage change in water withdrawn for portfolio area with data coverage | 16% |
| IF-RE-000.140a.4 | Description of water management risks and discussion of strategies and practices to mitigate those risks | <p>Water related risks are of importance to our portfolio considering that 48% of properties are located in areas of high or extremely high-water stress.</p> <p>We seek to manage and mitigate water risk through our due diligence and project management processes. We also now integrate a comprehensive water risk assessment that allows us to judge the water risk at our properties' locations, including water stress, flood zone, and usage as it relates to price.</p> |

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS

| CODE | METRIC DESCRIPTION | 2022 VALUE |
|--------------|---|---|
| IF-RE-410a.1 | Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area, by property subsector | 0% |
| IF-RE-410a.2 | Percentage of tenants that are separately metered or sub metered for grid electricity and water withdrawals by property subsector | 5% ¹ |
| IF-RE-410a.3 | Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants | <p>A changing climate, extreme weather events, increasing temperatures, and rising sea levels pose an emerging risk for the built environment. Climate-resilient actions are incorporated into the design phase of construction.</p> <p>We design flood-resistant buildings while also conducting flood hazard and risks assessments for proposed projects; assessing the durability and performance of building materials in a changing climate; and protecting the natural environment by implementing sustainable stormwater management, which will eliminate disruption of stormwater flow.</p> |

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

CLIMATE CHANGE ADAPTATION

| CODE | METRIC DESCRIPTION | 2022 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 | As part of Ryman'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 Ryman ownership but operated separately by Marriott International. Assessments are performed in the appropriate stages of the project lifecycle with key stakeholders. Technical specifications are evaluated via checklists in appropriate instances for documentation and screening processes. Performance is monitored during construction and then subsequently in operations, and relevant information is communicated externally to stakeholders via ESG disclosures. Lessons learned are used to continuously improve this overall process, policies, procedures, and checklists. In the event of nonconformity, the ESG committee will investigate the situation, which may include an analysis of the events that occurred, the impacts on the Company and its stakeholders, and the steps needed to ensure nonconformity does not happen again. |

GRI Disclosures

ORGANIZATIONAL PROFILE

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--|--|---|
| 2-1 | Organizational details | <p>RYMAN HOSPITALITY PROPERTIES, INC. (“Ryman”, the “Company”, “we” or “us”)</p> <p>Ryman (NYSE: RHP) is a leading lodging and hospitality real estate investment trust, or REIT, for federal income tax purposes, operating in the US. Our corporate headquarters are located at One Gaylord Drive, Nashville, Tennessee 37214.</p> | <p>2022 10-K p. 2</p> <p>Contact Us</p> |
| 2-2 | Entities included in the organization’s sustainability reporting | <p>The entities included in our Sustainability Report are limited to our hospitality portfolio which, with respect to ESG, includes:</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”) <p>These hospitality properties are managed by Marriott International, Inc. (“Marriott”). Pertaining to our environmental data, metrics are based on 2022 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”). The sustainability report excludes the Company’s entertainment segment, which is included in our Annual Report.</p> | <p>2022 10-K p. 2, 66 (F-58)</p> |
| 2-3 | Reporting period, frequency and contact point | <p>Our reporting period is the calendar year 2022 (January 1 - December 31, 2022). Our sustainability report will be updated on an annual basis.</p> <p>Publication date: September 29, 2023</p> <p>Address: One Gaylord Drive Nashville, TN 37214; Phone: +1 615 316 6000; E-mail: ESG@rymanhp.com</p> | <p>2022 10-K</p> <p>Contact Us</p> |
| 2-4 | Restatements of information | <p>Historical environmental and floor area data have been restated. The baseline has also been updated to 2019. The footnotes below the performance table in the Sustainability Report list the specific restatements with reasoning.</p> | <p>2022 Sustainability Report</p> |
| 2-5 | External assurance | <p>Our sustainability reporting has not been externally assured.</p> | <p>GRI Content Index</p> |

| 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>We are a leading lodging and hospitality real estate investment trust that specializes in upscale convention center resorts and country music entertainment experiences. We specialize in group-oriented, destination hotel assets in urban and resort markets. We are generally interested in highly accessible upper-upscale assets with over 400 hotel rooms in urban and resort group destination markets. Presently, our lodging properties (“hospitality segment”) are spread throughout five states, which include: Colorado, Florida, Maryland, Tennessee, and Texas. Our owned assets include a network of five upscale, meetings-focused resorts totaling 10,412 rooms that are managed by Marriott International, Inc. (“Marriott”) under the Gaylord Hotels brand. Our other owned hotel assets managed by Marriott include the Inn at Opryland, an overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel adjacent to Gaylord National.</p> <p>Our operations are organized into three principal business segments: (i) Hospitality, which includes our Gaylord Hotels properties, the Inn at Opryland and the AC Hotel; (ii) Entertainment, which includes the Grand Ole Opry, the Ryman Auditorium, WSM-AM, Ole Red, and our other Nashville-based attractions; and (iii) Corporate and Other, which includes corporate expenses. These three business segments — Hospitality, Entertainment, and Corporate and Other — represented approximately 85%, 15%, and 0%, respectively, of our total revenues for the fiscal year ended December 31, 2022. As a self-administered REIT, our hospitality segment properties are managed by our third-party operator, Marriott International, who oversees the full spectrum of operations. Through Marriott, our properties benefit by leveraging the brand’s purchasing power as a complete global supply chain solutions provider. Each year, Ryman engages suppliers for various products and services. Many of our suppliers and vendors are local to the markets we serve and have been long-term partners. Our 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 other lodging-related supplies and equipment.</p> <p>On May 7, 2021, we purchased the remaining 35% interest in the Gaylord Rockies joint venture.</p> <p>The Company’s Entertainment segment includes a growing collection of iconic and emerging country music brands, including the Grand Ole Opry; Ryman Auditorium; WSM 650 AM and Ole Red. The Company operates its Entertainment segment as part of a taxable REIT subsidiary.</p> | <p>2022 10-K p. 5, p. 13-15</p> <p>About Us</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 2-7 | Employees | <p>In 2022, Ryman had a total of 89 employees in the US region. These employees were permanent, full-time employees — of which, 43 were men and 46 were women.</p> <p>2022</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>46</td> <td>43</td> <td>0</td> <td>0</td> <td>89</td> </tr> <tr> <td colspan="5">NUMBER OF PERMANENT EMPLOYEES</td> </tr> <tr> <td>46</td> <td>43</td> <td>0</td> <td>0</td> <td>89</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>46</td> <td>43</td> <td>0</td> <td>0</td> <td>89</td> </tr> <tr> <td colspan="5">NUMBER OF PART-TIME EMPLOYEES</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> | FEMALE | MALE | OTHER* | NOT DISCLOSED | TOTAL | NUMBER OF EMPLOYEES | | | | | 46 | 43 | 0 | 0 | 89 | NUMBER OF PERMANENT EMPLOYEES | | | | | 46 | 43 | 0 | 0 | 89 | 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 | | | | | 46 | 43 | 0 | 0 | 89 | NUMBER OF PART-TIME EMPLOYEES | | | | | 0 | 0 | 0 | 0 | 0 | GRI Content Index |
| FEMALE | MALE | OTHER* | NOT DISCLOSED | TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 46 | 43 | 0 | 0 | 89 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| NUMBER OF FULL-TIME EMPLOYEES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 46 | 43 | 0 | 0 | 89 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NUMBER OF PART-TIME EMPLOYEES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 2-8 | Workers who are not employees | <p>Our hotel and resort portfolio is managed and operated by the third-party company, Marriott International (MI). MI independently employs thousands of people in service and operational hospitality roles. Ryman's corporate offices do not regularly employ workers who are not employees. External consultants may be engaged on an ad-hoc basis.</p> | GRI Content Index | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--------------------------------------|--|--|
| 2-9 | Governance structure and composition | <p>Our business is managed under the direction of our 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 our senior management team. Ryman’s Board of Directors is the highest governance body within the Company, comprised of three committees to facilitate and assist the Board in the execution of its responsibilities: the Audit Committee, the Human Resources Committee, and the Nominating and Corporate Governance 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 our responsibility to our stockholders, customers, employees, franchisees, and communities. We have adopted Corporate Governance Guidelines governing the conduct of our Board. The charters of our Audit Committee, Human Resources Committee and Nominating and Corporate Governance Committee, as well as our Corporate Governance Guidelines, are all posted on our 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 assessing our risk assessment and risk management policies and overseeing compliance with legal and regulatory requirements relating to preparation of financial information – which impacts the economy.</p> <p>The Human Resources Committee is responsible for overseeing and making decisions on the management of the organization’s impacts on our people by reviewing and approving all compensation policies and programs that benefit employees, including employment and severance agreements, incentive programs, benefits and retirement programs.</p> <p>The Nominating and Corporate Governance Committee is responsible for overseeing and making decisions on the management of the organization’s impacts on the economy, environment, and people by monitoring, overseeing, and enforcing our ESG program and compliance with our corporate governance guidelines and certain provisions of our code of conduct and other policies. ESG issues overseen by the committee include sustainability, corporate social responsibility, and DE&I considerations. For more details on the Board Committees, see our Corporate Governance Guidelines.</p> | <p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>2023 Proxy Statement p. 1-3, 22-25, 30, 31</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--------------------------------------|---|--|
| 2-9 | Governance structure and composition | <p>The ESG Committee is a cross-functional senior management committee of the company. It is subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p> <p>Seven of our 9 Board members are independent. Our three active standing Board committees are comprised solely of independent directors. A table of our Board Members' competencies, independence, tenure, gender, and diversity can be found on page 3 of our 2023 Proxy Statement. A list of the Nominating and Corporate Governance Committee members and responsibilities can be found on page 24-25 of our 2023 Proxy Statement.</p> | <p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>2023 Proxy Statement p. 1-3, 22-25, 30, 31</p> |

| 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 our Board of Directors 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 Directors 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. The Nominating and Corporate Governance Committee annually reviews with the Board the Company’s “Statement of Expectations of Directors.” This review includes an assessment of independence, diversity, age, skills, experience and industry backgrounds in the context of the needs of the Board and the Company, as well as the ability of current and prospective directors to devote sufficient time to performing their duties in an effective manner. Directors are expected to actively participate in Board discussions and exemplify the highest standards of personal and professional integrity. In particular, the committee seeks directors with established strong professional reputations and expertise in areas relevant to the strategy and operations of our businesses. While our Corporate Governance Guidelines do not prescribe specific diversity criteria for selection of directors, as a matter of practice, the committee considers diversity in the context of the Board as a whole and takes into account diversity, including the personal characteristics (such as gender, ethnicity or age) and experience (such as industry, professional or public service) of current and prospective directors, when selecting new directors to facilitate Board deliberations that reflect a broad range of viewpoints. The committee’s charter gives it responsibility to develop and recommend criteria for the selection of new directors to the Board, including but not limited to diversity, age, skills, experience, time availability and such other criteria as the committee shall determine to be relevant at the time.</p> <p>Our 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>2023 Proxy Statement p. 8, 26-27</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|---|---|--|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>The ESG Committee is a cross-functional senior management committee of the company. It is subject to the oversight of the Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p> <p>The Board as a whole has responsibility for oversight of the company's enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. ESG/corporate social responsibility risks are one of the areas of focus of the Board and its committees.</p> <p>Ryman Hospitality aims to support the United Nations Sustainable Development Goals through operations of our hotels and resorts. In addition, we are an advocate for the American Hotel & Lodging Association's 5-star promise on sexual harassment.</p> <p>Our stockholder and investor outreach generally includes investor road shows, analyst meetings, investor days and investor conferences and meetings. We also communicate with our stockholders through our SEC filings (including our annual report and proxy statement), press releases and our website. In addition, our conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2022 we also reached out to 37 of our 45 largest stockholders, representing approximately 71% of our outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>The primary corporate governance issue raised by our stockholders during 2022 was as follows:</p> <p>Several investors continue to ask that we provide an enhanced level of reporting regarding our ESG policies and procedures, as well as additional information regarding our diversity, equity and inclusion efforts. We incorporated this feedback into our 2021 year-end ESG report, and we intend to continue expanding this reporting in future ESG reports. Several investors also asked that we consider setting longer-term carbon reduction and other ESG specific goals for our hospitality business, as well as including additional ESG goals as a component of our annual incentive compensation programs. We will be mindful of these requests as we design our ESG and compensation programs for future years.</p> | <p>2023 Proxy Statement p. 30, 33</p> <p>ESG Committee Charter</p> <p>2022 Sustainability Report</p> |

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| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|---|---|---|
| 2-13 | Delegation of responsibility for managing impacts | <p>We formed an ESG Committee to hold the highest level of responsibility for addressing ESG risks and developing relevant solutions to further connect our company with the community while staying aligned to our strategic goals. The committee then reports directly to the Nominating and Corporate Governance Committee who then shares pertinent findings with the Board of Directors.</p> <p>General oversight of environmental, social, and economic impacts, risks, and opportunities fall under the responsibility of our ESG committee, chaired by the Executive Vice President & General Counsel, who reports to our Nominating and Corporate Governance Committee.</p> <p>The ESG Committee reports at least annually to the Board of Directors.</p> | 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 Nominating and Corporate Governance Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the ESG Program Components. The ESG Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on that strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the ESG Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the ESG Program Components.</p> | ESG Committee Charter |
| 2-15 | Conflicts of interest | <p>Ryman Hospitality must have the confidence of its customers and the public. Directors and employees must avoid conflicts or the appearance of conflicts. Specifically, employees should avoid any outside financial interests that might conflict with the Company's interests. Such outside interests could include, among other things: personal or family financial interests in or indebtedness to enterprises that have business relations with the Company; and acquiring any interest in outside entities, properties, etc., in which the company has an interest or potential interest. This would include stock in businesses being considered for acquisition, or real estate or possible new or expanded company operations, and the conduct of any business not on behalf of the Company with any vendor, supplier, customer, or agency or any of their officers or employees. Employees and directors should report any material transaction or relationship that could result in a conflict of interest to Ryman Hospitality's General Counsel. Conflicts of Interest in regards to cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholders, and related parties, their relationships, transactions, and outstanding balances are then disclosed to stakeholders in the Proxy Statement.</p> | Code of Business Conduct and Ethics |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--|--|---|
| 2-16 | Communication of critical concerns | <p>General questions regarding this Code or the application of this Code to particular situations may be directed to Ryman Hospitality's General Counsel. Questions from Directors and Executive Officers may also be discussed with the Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>The General Counsel did not receive any critical concerns in 2022.</p> | <p>Code of Business Conduct and Ethics</p> <p>GRI Content Index</p> |
| 2-17 | Collective knowledge of the highest governance body | <p>In 2022, 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> <p>The Company also provides new directors with a director orientation program to familiarize such directors with, among other things, the Company's environmental sustainability and social responsibility programs and performance, conflicts policies, code of business conduct and ethics, and corporate governance guidelines.</p> | 2022 Sustainability Report |
| 2-18 | Evaluation of the performance of the highest governance body | <p>In 2022s, 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 |

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| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|-----------------------------------|---|--|
| 2-20 | Process to determine remuneration | <p>The Human Resources Committee of the Board annually determines whether our overall executive compensation program is consistent with our business strategy and promotes our compensation philosophy. In determining target total annual compensation for each NEO, the committee relies on its general experience and subjective considerations of various factors, including our strategic business goals, information with respect to the peer group set forth above, proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by its external compensation consultant, Aon, and each executive officer's position, experience, level of responsibility, individual job performance, contributions to our corporate performance, job tenure and future potential.</p> <p>The committee does not set specific targets or utilize any formulaic benchmarks for overall compensation or for allocations between fixed and performance-based compensation, cash and non-cash compensation or short-term and long-term compensation. In addition, the committee uses proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by Aon to obtain a general understanding of current compensation practices, including to confirm that the base salary and other elements of target total compensation opportunity for our executive officers is at a market-competitive level.</p> <p>The committee (which functions as our compensation committee) is comprised entirely of independent directors. In addition, there are no relationships among our executive officers, members of the committee or entities whose executives serve on the Board or the committee that require disclosure under applicable regulations of the SEC.</p> <p>Consistent with the views of our stockholders, initially expressed in 2011 and reaffirmed in 2017, we continue to conduct an annual "say-on-pay" advisory vote to solicit our stockholders' views on our compensation programs.</p> | <p>2023 Proxy Statement p. 6-7</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|---|---|--|
| 2-21 | Annual total compensation ratio | <p>The annual total compensation ratio of our CEO and Chairman to our median employee's total compensation (based on corporate REIT employees only) was 73 to 1 for 2022.</p> <p>The percentage change in annual total compensation ratio was -270%. The ratio was 132:1 in 2021 and decreased to 73:1 in 2022.</p> <p>For purposes of calculating the total compensation for the median employee in our 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 2021 a total of 82 employees were included in this determination.</p> | <p>2023 Proxy Statement p. 29</p> <p>GRI Content Index</p> |
| 2-22 | Statement on Sustainable development strategy | A letter from our Executive Chairman and our Chief Executive Officer is included in our annual sustainability report. | 2022 Sustainability Report |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--------------------|--|--|
| 2-23 | Policy commitments | <p>Ryman's policy commitments for responsible business conduct include conflicts of interest; corporate opportunities; confidentiality and preservation of records; business conduct and fair dealing; protection and proper use of Ryman Hospitality property; and compliance with laws, rules, and regulations (which covers respecting human rights).</p> <p>The human rights policy is as follows: Race, Ethnicity, Color, Religion, National Origin, Gender, Sexual Orientation, Age and Disability. Employees at the Company are recruited, selected and hired on the basis of individual merit and ability with respect to the position filled. As a business comprised of and strengthened by talented and diverse employees, the Company is committed to the fair and effective utilization of all employees without regard to race, ethnicity, color, religion, national origin, gender, sexual orientation, age or disability unrelated to ability to do the job. Employees must all keep in mind that equal employment opportunity is indispensable in every aspect of the employment relationship. The relationship covers origin, training, working conditions, benefits, compensation practices, employment functions (including promotion, demotion, discipline, transfer, termination and reduction in force) and Company sponsored educational, social and recreational programs. The Company will protect minority and women's rights and will move affirmatively and aggressively toward full and equal participation for each and every one of its employees as a matter of sound moral, legal and business policy. The Company steadfastly requires all of its employees to treat each other, regardless of title or position, with fairness and respect.</p> <p>Labor and Human Rights</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>Human Trafficking</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>Occupational Health and Safety</p> <p>The Company is committed to creating an environment that promotes the health and safety of our employees and our guests. We will ensure appropriate training is conducted to best protect our employees and our guests.</p> | <p>Code of Business Conduct and Ethics</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--|--|---|
| 2-24 | Embedding policy commitments | <p>Ryman Hospitality is committed to achieving high standards of business, personal and ethical conduct for itself, its directors, and all personnel. Through performance in accordance with these standards, the Company, its directors and all its employees will merit and enjoy the respect of one another, the business community, our stockholders, our customers and suppliers, and the public.</p> <p>Each employee and director must endeavor to deal fairly with Ryman Hospitality's customers, suppliers, competitors, and other employees. No employee or director shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of a material fact, or any other unfair dealing practice.</p> <p>All employees are required to read, understand, and conduct business according to our Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in our Code of Business Conduct is required of all employees and enforcement is the direct responsibility of every supervisor. (Human Trafficking)</p> <p>In 2021, the Company implemented a series of unconscious bias and workplace harassment training initiatives for select leaders in addition to its annual workplace harassment training for employees at all levels. The Company will also launch a Spotlight Program providing employees who show high potential additional development and mentorship opportunities to prepare for the next steps in their careers.</p> | <p>Code of Business Conduct and Ethics</p> <p>2022 Sustainability Report</p> |
| 2-25 | Processes to remediate negative impacts | For processes to remediate negative impacts, refer to our Code of Business Conduct and Ethics, Human Rights and Inclusiveness Policy, and Environmental reporting | <p>Code of Business Conduct and Ethics</p> <p>Human Rights and Inclusiveness Policy</p> |
| 2-26 | Mechanisms for seeking advice and raising concerns | <p>General questions regarding our Code of Business Conduct or the application of our Code of Business Conduct to situations may be directed to Ryman Hospitality's General Counsel. Questions from Directors and Executive Officers may also be discussed with the Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>Good faith reports of wrongdoing should be submitted, in writing, to the Senior or Executive Vice President to whom an employee ultimately reports, the Vice President of Human Resources or the General Counsel, or by a phone call to the company's ethics hotline at 888-736-9830.</p> | <p>Code of Business Conduct and Ethics</p> <p>Human Rights and Inclusiveness Policy</p> <p>2022 Sustainability Report</p> |
| 2-28 | Membership associations | Ryman is a member of NAREIT and the American Hotel & Lodging Association. | GRI Content Index |

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| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|------------------------------------|--|---|
| 2-29 | Approach to stakeholder engagement | <p>Our direct stakeholders, pertaining only to our hospitality segment, are our stockholders, third-party operator, suppliers, and corporate employees. Other stakeholder groups include employees of our third-party operator, Marriott International, the local communities of our properties and industry associations. Stakeholders are determined by their impact on our company and its business activities. Our approach to stakeholder engagement within our hospitality portfolio focuses primarily on our employees, community, and third-party operator, Marriott International.</p> <p>We leverage our third-party operator, Marriott International, to provide us with insight on guest satisfaction. In addition, we engage our operator during feedback sessions on the relationship with our suppliers and vendors as well.</p> <p>Finally, we engage our community stakeholders by participating through membership in various industry associations, and through our foundation – Ryman Hospitality Properties Foundation. Our stockholder and investor outreach generally includes investor road shows, analyst meetings, investor days and investor conferences and meetings. We also communicate with our stockholders through our SEC filings (including our annual report and proxy statement), press releases and our website. In addition, our conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2022 we also reached out to 37 of our 45 largest stockholders who have a policy of engaging with portfolio companies, representing approximately 71% of our outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> | <p>GRI Content Index</p> <p>2023 Proxy Statement p. 31</p> <p>Environmental Management System</p> |
| 2-30 | Collective bargaining agreements | <p>Collective bargaining agreements are negotiated between the third-party hotel managers and labor unions. We do not have the ability to control the outcome of these negotiations. In addition, we do not have any employees in our direct employment (0%) represented by collective bargaining agreements.</p> | <p>2022 10-K p. 11, 25</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 this Code designed to protect the interest of the public or Ryman Hospitality.

MATERIAL TOPICS

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--------|--------------------------------------|---|--|
| 3-1 | Process to determine material topics | <p>The boundaries of this report are limited to our hospitality portfolio which, with respect to ESG, includes Gaylord Opryland Resort & Convention Center in Nashville, Tennessee (“Gaylord Opryland”), Gaylord Palms Resort & Convention Center in Kissimmee, Florida (“Gaylord Palms”), Gaylord Texan Resort & Convention Center in Grapevine, Texas (“Gaylord Texan”) Gaylord National Resort & Convention Center near Washington D.C. (“Gaylord National”), and Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”). Our other owned hotel assets consist of the Inn at Opryland, a 303- room overflow hotel adjacent to Gaylord Opryland, and the AC Hotel at National Harbor, Washington D.C. (“AC Hotel”), an overflow hotel near Gaylord National. Pertaining to our environmental data, metrics are based on 2022 data from our wholly-owned hotel properties, as well as the Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”). (Please note that our environmental performance data has not been verified or certified.)</p> <p>Our report content and topic boundaries are structured around four themes we deem essential to our company, which include:</p> <ol style="list-style-type: none"> 1. Environmental and resource conservation 2. Preservation of our heritage, assets and local communities 3. Personification of our employees, operations, and partnerships 4. Innovation through creativity and intertwining growth with sustainability <p>Ryman engages with an external ESG consultant to support the determination of material topics.</p> | <p>2022 Sustainability Report</p> <p>GRI Content Index</p> |
| 3-2 | List of material topics | <p>The list of material topics covered currently aligns with our portfolio of hotels and resorts in this year of reporting.</p> <p>The material topics covered include: Economic Performance, Indirect Economic Impacts, Anti-Corruption, Energy, Water and Effluents, Emissions, Effluents and Waste, Employment, Occupational Health & Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy.</p> <p>Our material topics are addressed through the following GRI Economic, Environmental, and Social standards:</p> <ul style="list-style-type: none"> ■ Economic standards: Direct Economic Value, Indirect Economic Impacts, Anti-corruption. ■ Environmental standards: Energy, Water and Effluents, Emissions, Waste, and Environmental Compliance. ■ Social standards: Employment, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy. | GRI Content Index |

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

ECONOMIC PERFORMANCE

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|----------------------------------|--|---|--|
| Direct Economic Value | | | |
| 201-1 | Direct economic value generated and distributed | <p>Hospitality Segment Total Segment Results</p> <p>The following presents the financial results of our Hospitality segment for the year ended December 31, 2022: Total Hospitality Revenue: \$1,537,974,000</p> <p>For further details regarding economic value distributed, refer to the 2022 10-K Report.</p> | 2022 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 our new developments and major renovation projects in worker safety, weather-related delays, construction materials design and manufacturing and increasing insurance costs. Climate change will continue to drive physical, regulatory, and business risks over time, requiring resilience planning and continuous assessment.</p> <p>Further details on the financial implications and other risks and opportunities due to climate change are outlined in our TCFD and Environmental Policy.</p> | <p>TCFD</p> <p>Environmental Policy</p> <p>Environmental Management System</p> |
| Indirect Economic Impacts | | | |
| 203-1 | Infrastructure investments and services supported | <p>We strive to be a good corporate citizen in the markets in which we operate through financial and volunteer support of worthy causes, as well as through direct community engagement. Our charitable foundation, which has a primary focus on youth, education and the arts, supports many organizations in our community, including the PENCIL Foundation and YMCA of Middle Tennessee's Camp Widjiwagan. We also believe it is important to ensure the safety of our employees and guests at our properties, to uphold labor rights and take steps to prevent sexual harassment of our employees. Finally, we think it is important to respect and uphold fundamental human rights, and to work to eradicate modern slavery from the industries in which we operate and the supply chains of those industries.</p> | <p>2023 Proxy Statement p. 32</p> <p>2022 Sustainability Report</p> |

GRI Disclosures

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

ENVIRONMENTAL

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|------------------------------|--|--|--|
| Energy | | | |
| 302-1 | Energy consumption within the organization | <p>2022 Energy Consumption:</p> <p>Total fuel from non-renewable sources: 1,435,554.15 GJ from natural gas and diesel</p> <p>Total fuel from renewable sources: 107,285.12 GJ from the grid</p> <p>Total energy: 2,331,187.73 GJ</p> <p>Total purchased electricity: 214,832,475.17 kwh</p> <p>Total heating from natural gas and diesel: 398,761,545.24 kwh</p> <p>Total steam consumption: 33,954,630.71 kwh</p> | 2022 Sustainability Report and ESG Performance Table (Environment) |
| 302-3 | Energy intensity | The 2022 energy intensity was 46.65 kilowatt-hours per square foot (ratio calculated by gross floor area). | 2022 Sustainability Report and ESG Performance Table (Environment) |
| 302-4 | Reduction of energy consumption | <p>From our 2019 baseline, we reduced our energy by 1.38% in 2022. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies.</p> <p>Presently, we track Purchased Electricity and Natural Gas at our hotel properties. Commodities such as district chilled water and steam are not applicable to our hotel properties.</p> | 2022 Sustainability Report and ESG Performance Table (Environment) |
| Water & Effluents | | | |
| 303-5 | Water consumption | <p>Total water consumption was 2,761.27 megaliters during the 2022 reporting period.</p> <p>Our Sustainability Risk Assessment identified three properties located in areas of High to Very High Water Stress: Gaylord Rockies, Gaylord Texan, and Gaylord Palms. Total water consumption from all areas with water stress was 1,558.34 megaliters during the 2022 reporting period.</p> | <p>2022 Sustainability Report and ESG Performance Table (Environment)</p> <p>RHP Sustainability Risk Assessment 2021</p> |

GRI Disclosures

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|---------------------------------|--|--|--|
| Emissions | | | |
| 305-1 | Direct (Scope 1) GHG emissions | Total Scope 1 emissions were 72,267.52 metric tons of CO2e during the 2022 reporting period. | 2022 Sustainability Report and ESG Performance Table (Environment) |
| 305-2 | Energy Indirect (Scope 2) GHG emissions | Total Scope 2 emissions were 88,358.25 metric tons of CO2e during the 2022 reporting period. | 2022 Sustainability Report and ESG Performance Table (Environment) |
| 305-4 | GHG Emissions Intensity | Our total Scope 1 and 2 greenhouse gas intensity was 11.57 kilograms per square foot (kgCO2e) in 2022. Presently, we track CO2, CH4, and N2O gases at our hotel properties. | 2022 Sustainability Report and ESG Performance Table (Environment) |
| 305-5 | Reduction of GHG Emissions | From our 2019 baseline, we reduced our total Scope 1 and 2 emissions by 24,375.02 metric tons of CO2e in 2022. This is primarily the result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Presently, we track CO2, CH4, and N2O gases at our hotel properties. | 2022 Sustainability Report and ESG Performance Table (Environment) |
| Waste | | | |
| 306-3 | Waste generated | Total waste generated in 2022 was 14,761.47 metric tons. Waste to landfill was 12,197.82 metric tons. Waste diverted was 2,563.64 metric tons. | 2022 Sustainability Report and ESG Performance Table (Environment) |
| Environmental Compliance | | | |
| 307 | Management approach disclosure | The Company will comply fully with all applicable local, state, and federal environmental laws, rules, and regulations always. | Environmental Policy |
| 307-1 | Non-compliance with environmental laws and regulations | In 2022, Ryman did not identify any known instances of non-compliance with environmental laws and/or regulations. | GRI Content Index |

SOCIAL

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|---|--|--|-----------------------------------|
| Employment | | | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <p>Our full-time employees receive the following standard benefits:</p> <ul style="list-style-type: none"> ■ Comprehensive medical, prescription drug, dental & vision coverage ■ Healthcare & dependent care flexible spending accounts ■ 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% you contribute ■ Tuition reimbursement <p>We invest in our employees with a host of benefits and resources that support them both in and out of the office. We provide a full list of benefits for both full time and part-time employees encompassing a wide range of areas, from wellness and nutrition to paid vacation, concert tickets, tuition reimbursement and more.</p> <p>For a full list of benefits offered to our full and part-time employees, please see our corporate website.</p> | Our Benefits |
| Occupational Health & Safety | | | |
| 403-6 | Promotion of worker health | <p>We offer comprehensive medical, prescription drug, dental and vision coverage to our full-time employees. Furthermore, we promote health and wellbeing through wellness nutrition workshops discounted on-site CrossFit and yoga classes, employee assistance programs, and other health-linked programs.</p> <p>We also promote the health of Marriott associates at our hotel properties by investing in physical safety and security measures to reduce hazards to an absolute minimum; provide the appropriate personal, proactive equipment; and eliminate workplace-related injuries and death.</p> | Our Benefits |
| 403-9 | Work-related injuries | In 2022, there were no incidents of work-related injuries within the corporate segment. There were no deaths at Ryman Hospitality Properties during the reporting period. | GRI Content Index |

GRI Disclosures

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|--|--|--|---|
| Training & Education | | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | <p>We presently offer our full-time employees tuition reimbursement for upgrading skills and furthering their education. Furthermore, we offer an employee assistance program to both full-time and part-time employees.</p> <p>For more information, see the Training and Education section of our ESG report.</p> | <p>Our Benefits</p> <p>2022 Sustainability Report (p. 28)</p> |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 100% of our corporate employees received regular performance and career development reviews in 2022. This extends to all genders and employee categories. | 2022 Sustainability Report |
| Diversity & Equal Opportunity | | | |
| 405-1 | Diversity of governance bodies and employees | <p>Among our Board of Directors in 2022, 78% were men and 22% were women. 0% were under 30 years old, 33% were 30-50 years old, and 67% were over 50 years old. Additionally, 33.3% of our Board was racially diverse.</p> <p>Among our employees in 2022, 52% of our employees were women while 48% were men. 12% were under 30 years old, 63% were 30-50 years old, and 25% were over 50 years old. Additionally, 7.9% of our employees were racially diverse.</p> | 2022 Sustainability Report and ESG Performance Table (Social) |
| Local Communities | | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <p>The Ryman Hospitality Properties Foundation manages giving at the corporate level and focuses on making a difference in communities that are directly impacted by our assets through supporting arts, education, and youth. The Foundation has developed guidelines to help us evaluate the requests we receive each year.</p> <p>In addition, we sponsor and administer the Opry Trust Fund, which partners with other organizations to provide, on a confidential basis, direct financial assistance to music industry participants facing medical or other personal emergencies.</p> | <p>RHP Foundation</p> <p>2022 Sustainability Report</p> |

| NUMBER | DESCRIPTION | RESPONSE/DISCLOSURE | REFERENCES |
|-------------------------------------|---|---|--|
| Customer Health & Safety | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Our Asset Management team engages with our operator on a routine basis to discuss and evaluate progress on property-level ESG goals that are not necessarily shown through financial statements and consumption metrics. These goals could include guest and employee health and safety concern. Our risk assessments cover the Health, Wellbeing, and Safety, the depth of which will vary depending on the nature of the instance. Health and safety elements have been included in our Ongoing Performance Monitoring and Site Evaluation checklists. Further details on the Health & safety-linked risks of our business on our employees, suppliers, and partners are outlined in our Environmental Sustainability Policy. | Environmental Policy Environmental Management System |
| Customer Privacy | | | |
| 418 | Management approach disclosure | <p>The areas of focus of the Board and its committees includes information technology security programs (including cybersecurity). Given the importance of information security to our company, the Audit Committee receives regular reports from our chief financial officer, our chief information officer and our vice-president of internal audit regarding our program for managing our information security risks, including data privacy and protection risks faced by the company. Our information security risk mitigation efforts, which are overseen by the Audit Committee, include a regular information security training program for employees, the introduction of information security concepts as part of our new employee onboarding process and regular third-party assessments of our information security program. We also maintain an insurance policy that provides coverage for security breaches.</p> <p>Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. Safeguarding confidential information is essential to the conduct of the Company. Caution and discretion must be exercised in the use of such information, which should be shared only with those who have a clear and legitimate need and right to know. No employee may disclose confidential information of any type to anyone except persons within the Company who need to know. Information regarding a customer may not be released to third parties, government, or other organizations, without the consent of the customer unless required by law. Any requests for information arising through a legal process (e.g., subpoena or court order) must first be referred to the Company's General Counsel before the release of the information.</p> | Code of Business Conduct and Ethics 2022 Proxy Statement (Information Security, p. 29) Human Rights and Inclusiveness Policy |
| 418-1 | Substantiated complaints regarding breaches of customer privacy and losses of customer data | There were no substantiated complaints regarding violations of customer privacy and losses of customer data during the reporting period. | GRI Content Index |