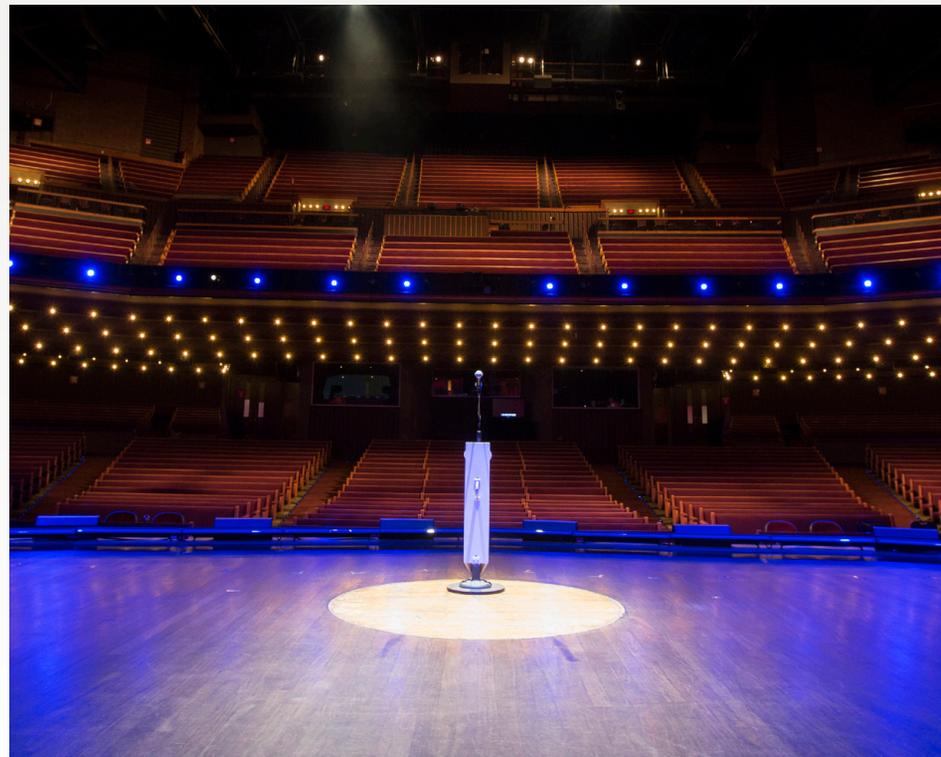


2024 SUSTAINABILITY REPORT



FROM OUR EXECUTIVE CHAIRMAN AND FROM OUR CHIEF EXECUTIVE OFFICER

To Our Shareholders,

We are pleased to submit the Ryman Hospitality Properties, Inc. 2024 Sustainability Report, which provides social and environmental performance data and information from 2024.

We continue to disclose our performance in alignment with the Sustainability Accounting Standards Board (SASB) Real Estate Infrastructure Segment Standard and the Global Reporting Initiative (GRI) Index. In addition, we continue to disclose our assessment of climate risks and opportunities in alignment with the Task Force on Climate-related Financial Disclosures (TCFD). As in 2023, this report includes data from our entertainment segment, Opry Entertainment Group (“OEG”).

In 2024 we continued to make progress in all areas of our sustainability program:

- In 2024 we invested over \$8 million in conservation measures at our hospitality segment properties, including the installation of more efficient HVAC and other mechanical equipment at several of our properties. We also finalized the design of our rooftop solar project at Gaylord National, which is now being installed and should be complete in early 2026. You can find more information about the activities and accomplishments in our hospitality segment properties beginning on page 13.
- In our hospitality segment, both full-portfolio and same-store¹ greenhouse gas (“GHG”) emission intensities in 2024 remained lower than 2019 as a result of our efficiency initiatives. While same-store water consumption has increased modestly since 2019, our waste diversion rate has increased significantly compared to our 2019 baseline. Usage information for our hospitality segment can be found beginning on page 20.

- In our entertainment segment, we continue to expand the scope of that segment’s reporting. Usage information for our entertainment segment can be found beginning on page 44.
- From a people perspective, we remain committed to achieving our business goals and objectives by rewarding performance, cultivating our people-first culture and focusing on employee well-being. You can find more details about our company culture and the resources available to our employees starting on page 32.

As in previous years, we have continued to work in partnership with the manager of our hotels, Marriott International (“Marriott”), to set individual property-level energy, water and waste goals. These efforts are described in more detail beginning on page 18.

We continue to recognize the importance of developing long-term, portfolio-level conservation goals for our company, and we continue to work in partnership with Marriott to consider long-term goals for our hospitality segment in alignment with Marriott’s SBTi-verified² long-term emissions reduction targets. We look forward to sharing more information on that process in future reports.

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

Sincerely,



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

Mark Fioravanti

President and
Chief Executive Officer
Ryman Hospitality Properties, Inc.



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

Colin V. Reed

Executive Chairman,
Ryman Hospitality
Properties, Inc.

¹ The same-store hospitality portfolio excludes the JW Marriott San Antonio Hill Country Resort & Spa, which was acquired on June 30, 2023, and the JW Marriott Phoenix Desert Ridge Resort & Spa, which was acquired on June 10, 2025.

² SBTi refers to the Science Based Targets initiative.

TABLE OF CONTENTS

About This Report	4
Company Profile	5
Hospitality Segment.....	5
Entertainment Segment.....	7
Our Sustainability Program	8
Our Four Sustainability Commitments.....	8
UN SDG Alignment.....	9
Business Ethics.....	11
Corporate Governance.....	12
Hospitality Segment Environmental Stewardship and Social Responsibility Efforts	13
Hospitality Segment Strategy	13
2024 Activities and Achievements.....	17
2024 Hospitality Segment Goals.....	19
Six-Year Trend in Environmental Performance	21
Environmental Stewardship and Social Responsibility Efforts	25
Entertainment Segment Environmental Stewardship and Social Responsibility Efforts	30
Entertainment Segment Strategy	30
Environmental Stewardship at Opry Entertainment Group.....	31
Social Responsibility and Human Capital	32
The Path Forward to a Sustainable Future	38
Historical Performance Tables	
Economic Performance - Hospitality Segment	39
Social Performance - Corporate Segment.....	40
Social Performance - Entertainment Segment.....	41
Social Performance - Board Composition and Donations/Community Service	42
Environmental Performance - Hospitality Segment	43
Environmental Performance - Entertainment Segment.....	44
TCFD Disclosures	45
GRI Disclosures	54
SASB Disclosures	84

ABOUT THIS REPORT

This 2024 Sustainability Report is our sixth annual report highlighting the environmental performance and corporate responsibility efforts of Ryman Hospitality Properties, Inc. (“we”, “us”, “RHP” or the “Company”), spanning the period from January 1, 2024 to December 31, 2024, unless otherwise noted. The Company is a publicly traded real estate investment trust (REIT) that specializes in upscale convention center resorts and entertainment experiences.

This report describes the 2024 social and environmental performance of both our hospitality and entertainment segments, as well as corporate-level employee engagement initiatives. Our efforts are focused around our four-part commitment to directly impact our organization and the communities in which we are located—more information can be found beginning on page 8.

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



Please note that our environmental performance to date has not been independently verified or audited. Please also note that as a result of additional data verification procedures performed during the year, certain historical hospitality segment data may have been updated from the corresponding data provided in prior years’ reports. We have added footnotes to identify any such updates. In addition, same-store hospitality segment data provided in this report does not include data with respect to the JW Marriott Hill Country, which we acquired in June 2023, and the JW Marriott Desert Ridge, which we acquired in June 2025.

**THIS REPORT IS CURRENT
AS OF OCTOBER 10, 2025.**

We expressly disclaim any obligation to update or revise any of the information in this 2024 Sustainability Report, or any of the assumptions or estimates used herein.

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

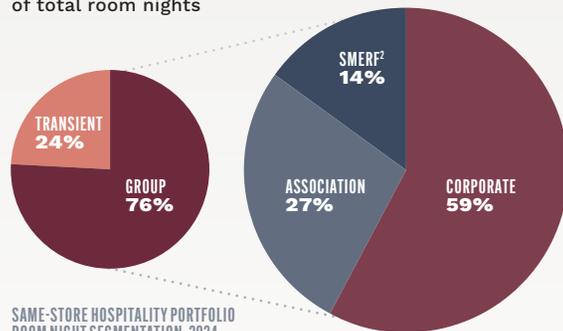
COMPANY PROFILE

HOSPITALITY SEGMENT

Our hospitality portfolio is purpose built to serve the group meetings segment, which accounted for approximately 76% of annual same-store total room nights in 2024.¹ Our portfolio features industry-leading meeting space capacity per room and extensive resort amenities that create unique destinations for meeting planners and guests. Our business model encourages high customer retention and rotation within the portfolio: in 2024, more than half of the new group room nights booked for future years were part of multiyear agreements. During seasonally low periods for group business, our resort amenities together with proprietary holiday programming induce complementary leisure demand.

CUSTOMER MIX

Group business accounts for approximately 76% of total room nights

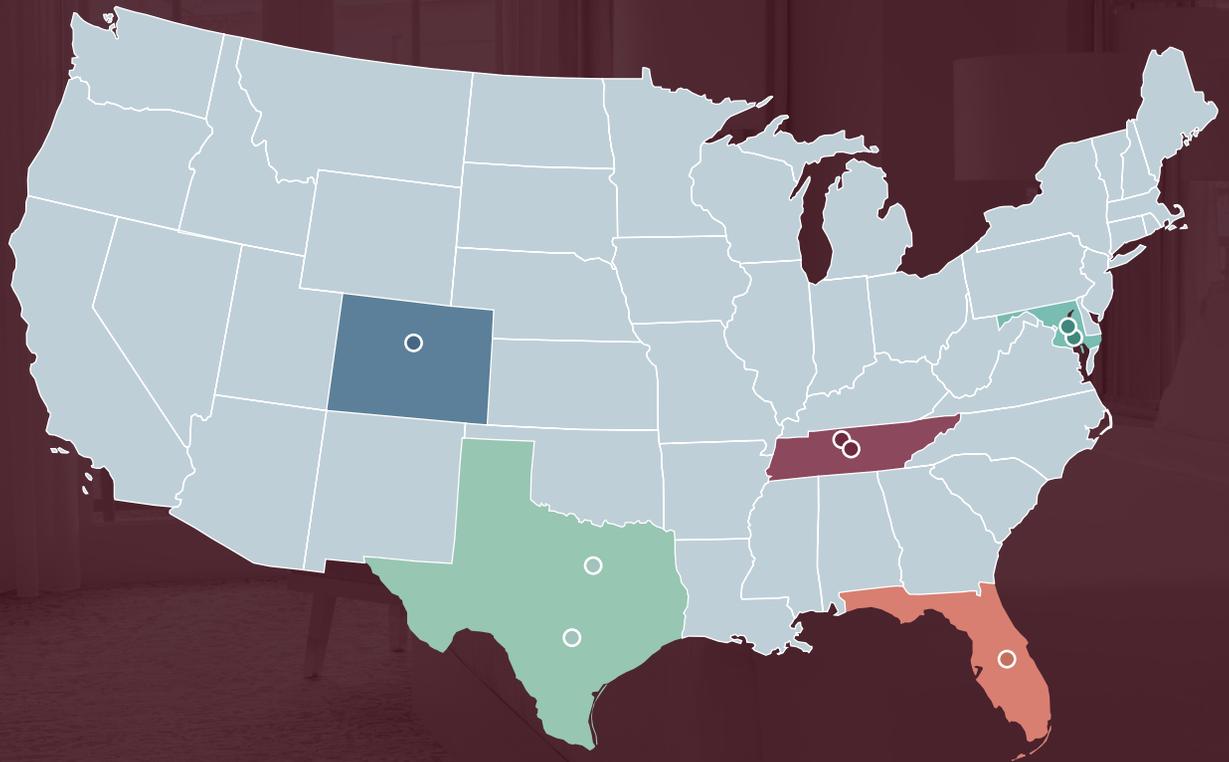


¹ The same-store hospitality portfolio excludes the JW Marriott San Antonio Hill Country Resort & Spa, which was acquired on June 30, 2023, and the JW Marriott Phoenix Desert Ridge Resort & Spa, which was acquired on June 10, 2025.

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

HOTEL	CITY	STATE	ROOMS	TOTAL MEETING & EXHIBIT SPACE (SQ.FT)
○ GAYLORD OPRYLAND	NASHVILLE	TN	2,888	647,000
● GAYLORD NATIONAL	NATIONAL HARBOR	MD	1,996	501,000
● GAYLORD TEXAN	GRAPEVINE	TX	1,814	488,000
● GAYLORD ROCKIES	AURORA	CO	1,501	409,000
● GAYLORD PALMS	KISSIMEE	FL	1,718	467,000
○ INN AT OPRYLAND	NASHVILLE	TN	303	14,000
● AC HOTEL	NATIONAL HARBOR	MD	192	3,700
● JW MARRIOTT HILL COUNTRY	SAN ANTONIO	TX	1,002	268,000
			11,414	2,797,700

As of December 31, 2024, our hospitality portfolio of assets included a network of five upscale, meetings-focused resorts managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott included the JW Marriott San Antonio Hill Country Resort & Spa (“JW Marriott Hill Country”), as well as a 303-room overflow hotel adjacent to Gaylord Opryland and a 192-room overflow hotel near Gaylord National, totaling 11,414 rooms across our hospitality portfolio.³



³ In June 2025, we acquired the 950-room JW Marriott Desert Ridge Resort & Spa (“JW Marriott Desert Ridge”). Located in a top 10 meetings market with limited competitive supply, the JW Marriott Desert Ridge naturally complements our existing hotel portfolio and offers significant opportunities to serve the group and leisure customer segments: the resort boasts 243,000 total square feet of indoor and outdoor meeting and event space; a 28,000-square-foot spa; seven food and beverage outlets; a 140,000-square-foot water experience; and two 18-hole golf courses. The JW Marriott Desert Ridge is not included in our environmental data in this report.

COMPANY PROFILE

HOSPITALITY SEGMENT GROWTH TIMELINE

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



OUR STRATEGY

EXISTING HOTEL PROPERTY DESIGN:

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

EXPANSION OF HOTEL ASSET PORTFOLIO:

Expand geographic distribution through selective hotel acquisitions meeting our investment criteria

CONTINUED INVESTMENT IN EXISTING PROPERTIES:

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

COMPANY PROFILE

ENTERTAINMENT SEGMENT

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

OUR STRATEGY

VENUES AND LIVE EXPERIENCES

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

ARTIST PARTNERSHIPS AND VENTURES

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

DIRECT-TO-CONSUMER & CONTENT OPPORTUNITIES

Asset-light customer acquisition and engagement



OUR SUSTAINABILITY PROGRAM

OUR FOUR SUSTAINABILITY COMMITMENTS

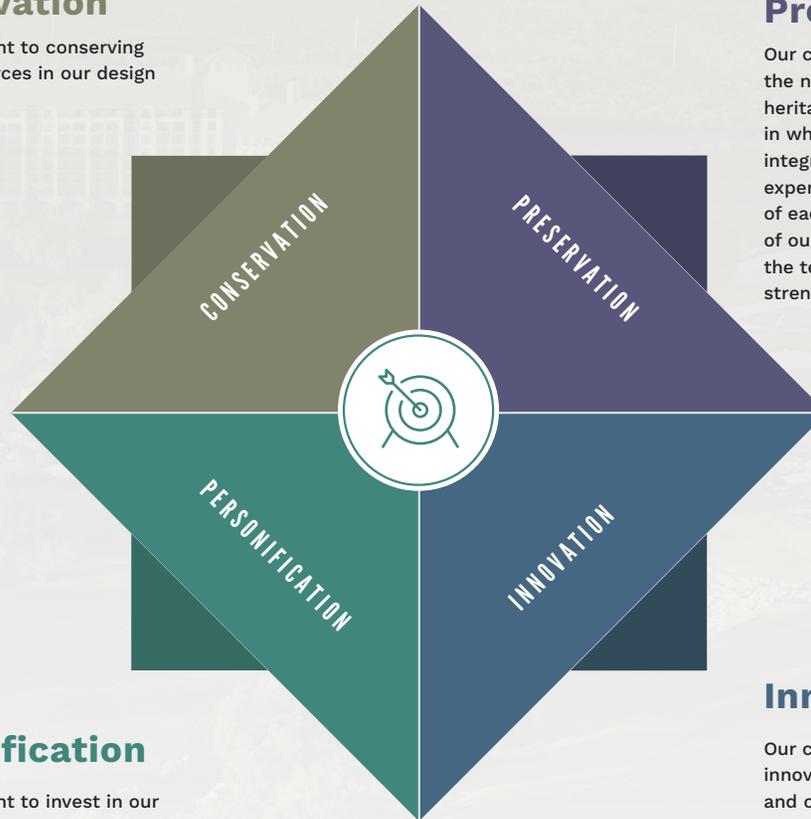
We are committed to operating in an ethical and environmentally conscious manner, and we consider the social implications that our businesses have on our employees, our customers, the communities in which we operate and society as a whole. We have identified four key sustainability commitments, outlined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

Conservation

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

Preservation

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



Personification

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

Innovation

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

OUR SUSTAINABILITY PROGRAM

UN SDG ALIGNMENT

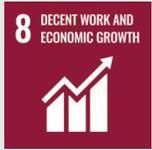
Our sustainability and corporate responsibility efforts are aligned with the United Nations Sustainable Development Goals (“UN SDGs”), a blueprint to achieve a better and more sustainable future for all.

SDG GOAL	PROJECT	DESCRIPTION
 <p>Goal 1 (No Poverty)</p>	Community Preservation Efforts	Through our Foundation, we support several charities that seek to eliminate poverty in the Greater Nashville Area. See page 36.
 <p>Goal 4 (Quality Education)</p>	Community Preservation Efforts	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 Foundation. See page 36.
 <p>Goal 5 (Gender Equality)</p>	Personification Efforts	We have put systems in place to support women and are continuously monitoring pay disparities and career development opportunities. See page 35.
 <p>Goal 7 (Affordable and Clean Energy)</p>	Conservation Efforts	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. See pages 16-18.

OUR SUSTAINABILITY PROGRAM

UN SDG ALIGNMENT

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

SDG GOAL	PROJECT	DESCRIPTION
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Goal 8 (Good Jobs and Economic Growth)</p>	<p>Human Capital Management Efforts</p> <p>Our extensive benefits packages for both full-time and part-time employees create a sustainable livelihood that supports our employees and their dependents while also providing opportunities for professional development, improved health and wellbeing, and an appropriate work-life balance. See page 34.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Goal 10 (Reduced Inequalities)</p>	<p>Personification Efforts</p> <p>We aim to eliminate discrimination based on race, color, religion, sex (i.e., pregnancy, gender identity, or sexual orientation), national origin, age, mental and/or physical disability, genetic information, or military status. We have policies and procedures in place to provide equal opportunities for all our employees. See page 34.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Goal 12 (Responsible Consumption and Production)</p>	<p>Conservation Efforts</p> <p>We are redesigning many of our processes and systems to use resources more efficiently and to reduce waste. See pages 16-18.</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Goal 17 (Partnerships for the Goals)</p>	<p>Human Capital Management Efforts</p> <p>We contribute to global partnerships by committing to several voluntary UN declarations and actively encouraging our suppliers and vendors to commit to them as well. See page 11.</p>

OUR SUSTAINABILITY PROGRAM

BUSINESS ETHICS

In 2019, we committed to the principles set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, which are reflected in our Sustainability Policies and Procedures, including our Supplier Code of Conduct. We expect our suppliers to (1) comply with all relevant laws; (2) employ a zero-tolerance approach to forced labor, modern slavery and human trafficking; (3) provide a safe working environment for workers; and (4) conduct themselves in alignment with high business integrity.

FOR FURTHER INFORMATION

[Environmental Sustainability Policy](#)

[Ryman Environmental Management System Policy](#)

[Human Rights Policies](#)

[Supplier Code of Conduct](#)

[Sustainability Committee Charter](#)

[Sustainability Policies & Procedures](#)

ADVANCE HUMAN RIGHTS

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

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

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



GLOBAL COMMITMENTS

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



OUR SUSTAINABILITY PROGRAM

CORPORATE GOVERNANCE

A critical component of our corporate governance activities is oversight of matters related to sustainability. In 2019, we formed a Sustainability Steering Committee (the “Sustainability Committee”) to hold the highest level of responsibility for addressing sustainability risks and developing relevant solutions in these areas.

The Sustainability Committee supports the Company’s ongoing commitment to sustainability, employee safety and engagement, corporate social responsibility and other public policy matters relevant to the Company (the “Sustainability Program Components”). The Sustainability Committee is a cross-functional committee, comprised of Company management, that meets on a quarterly basis. It is subject to the oversight of the Risk Committee of the Board of Directors.

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

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

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

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

HOSPITALITY SEGMENT STRATEGY

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

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

WE IMPLEMENT THESE PRACTICES THROUGH THREE MECHANISMS:

Capital Deployment - Our multi-year capital investment plans incorporate sustainability assessments, and we pursue sustainability projects with strategic and financial benefits. The result of our capital deployment planning process includes a cost benefit assessment, including quantifying environmental costs where possible, and a return on investment analysis. Recent sustainability-focused capital projects include the installation of more efficient HVAC systems, replacement of air handling units and the addition of variable frequency drives to all kitchen hoods.

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

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

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

Communities - Our hotels provide critical business and tourism infrastructure for the communities in which we operate. Taking inspiration from our deep roots in Nashville and Nashville's rich music history, we employ a destination-alignment business approach. We strive to create an authentic local experience for our guests by preserving cultural heritage, including, where possible, sourcing building materials and furniture, fixtures and equipment ("FF&E") locally. As an example, in 2024, we made enhancements to the lobbies, guest rooms, ballrooms and pre-function spaces in many of our Gaylord properties, including the Rockies and Palms locations, to include elements of the surrounding communities.

HOSPITALITY SEGMENT STRATEGY

PORTFOLIO ASSESSMENTS

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

Our Asset Management team engages with our operators monthly to discuss and evaluate progress against property-level goals that are not necessarily shown through financial statements and consumption metrics. Meeting these goals very frequently goes hand in hand with thoughtful capital deployment, but investment in the communities surrounding and within our assets is of equal importance.

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



HOSPITALITY SEGMENT STRATEGY



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

RISK ASSESSMENTS

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

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

The flooding of Gaylord Opryland in May 2010, which we believe was caused by a combination of a historical rainfall event and human error, serves as a reminder of the potential impact of climate change. Since that event, we have actively monitored the commissioning of our properties and continuously enhanced our assets over time to better withstand climate-related events. Climate change has implications for our existing asset base and potential new developments and enhancements in employee, guest and worker safety, weather-related delays, availability of manufacturing and construction materials and increasing insurance costs. We use risk assessments to identify and mitigate sustainability-linked risks that arise with new development, enhancements to our hospitality portfolio and acquisitions.

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

- Water
- Climate change adaptation and resilience
- Biodiversity and habitat
- Socioeconomic impact

We conducted our first portfolio-wide risk assessment in 2021 and conducted another portfolio-wide risk assessment in 2025, inclusive of the JW Marriott Hill Country.



PROJECT ASSESSMENTS

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

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

HOSPITALITY SEGMENT STRATEGY

ENERGY EFFICIENCY AND RENEWABLE ENERGY

APPROACH & PRACTICES

Our efforts to reduce utility consumption begin with the design and construction phase, which includes sub-metering wherever possible. Our Asset Management team and on-property engineering team can use this specific data from sub-metering to proactively identify efficiency opportunities and potential problems (e.g., leaks). As part of our “Plan-Do-Check-Act” approach, our Asset Management team monitors utility consumption and building commissioning by working with hotel operators to track energy, water and waste. Our Asset Management team is also directly involved with Hotel Managers, Directors of Engineering and Directors of Human Resources at our properties to remain focused on tracking usage against more robust sustainability performance metrics and exploring new efficiency opportunities. While the monitoring of usage is directly focused on improving the efficiency of our buildings, this also enhances the quality of guest experiences. To this end, we constantly communicate with our customers and operators to identify both small procedural changes and larger capital commitments to address efficiency opportunities.

Building commissioning, the ongoing process of tuning and calibrating systems to make sure a building’s HVAC and other mechanical, electrical and plumbing (“MEP”) systems are operating as efficiently as possible, ensures that our all-inclusive, quality assurance approach is threaded throughout our entire portfolio. This continuous monitoring of our building commissioning also informs routine renovations and enhancements to each building. Over the last 12-18 months, the Asset Management team has grown to include a Director of Facilities, who has provided subject matter expertise to the team in support of our properties’ commissioning needs. Combined with the rest of the Asset Management team, we believe that we have robust capabilities to drive both financial and environmental returns.

TARGET SETTING

As a REIT, our environmental performance is strongly influenced by the management company that operates our hotels – Marriott. Historically, we have shared with Marriott our general goal to reduce our same-store¹ hospitality portfolio’s water consumption per square foot, energy and carbon consumption per square foot, and improve our landfill diversion rates – all versus a 2019 baseline. In 2024, we received long-term targets from Marriott, which align with Marriott’s SBTi verified goals, and we are currently in the process of evaluating these targets and understanding the necessary operational and capital changes to meet or exceed those targets.

METERING & ANALYTICS

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

UPGRADING BUILDING MECHANICAL SYSTEMS

Upgrades to building mechanical systems—such as HVAC, boilers, and chillers—significantly reduce energy consumption by improving operational efficiency, optimizing temperature control, and integrating advanced automation. These enhancements lower scope 1 and 2 greenhouse gas emissions, support fossil fuel reduction, and contribute to overall building decarbonization efforts.

¹ Same-store hospitality portfolio excludes JW Marriott Hill Country Resort & Spa (“JW Hill Country”), which was acquired in June of 2023. In addition, 2024 and all prior year hospitality results exclude JW Marriott Phoenix Desert Ridge Resort & Spa Hill Country (“JW Desert Ridge”), which was acquired in June of 2025.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

2024 ACTIVITIES AND ACHIEVEMENTS

ENERGY EFFICIENCY AND RENEWABLE ENERGY

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

Of course, each hotel within the portfolio has different needs based on its historical renovation and expansion schedules, as well as its age and location. At Gaylord Opryland, the oldest property in our portfolio, replacing air handling units to increase performance and efficiency are of particular focus. At Gaylord Palms, converting all back of house lighting to LEDs is a priority. Gaylord Texan has prioritized replacing its trolley fleet with electric trams due to their age. At Gaylord National, the hotel continues to focus on its rooftop solar program to ensure that the system works as efficiently as possible with the utility provider and current co-generation systems. Finally, at Gaylord Rockies, increasing energy efficiency is a major priority, with upgrades being made to the HVAC system and kitchen hoods to increase efficiency.

CAPEX EFFICIENCY PROJECTS

In 2024, we invested over \$8 million in conservation measures at our hotel properties, including the installation of more efficient HVAC systems, replacement of air handling units and the addition of variable frequency kitchen hoods. We believe these investments will yield returns in the form of savings on costs, energy, water and carbon emissions. This amount excludes the ongoing costs related to the Gaylord National solar project.



CASE STUDY

GAYLORD OPRYLAND RESORT LAUNDRY RE-LAMP

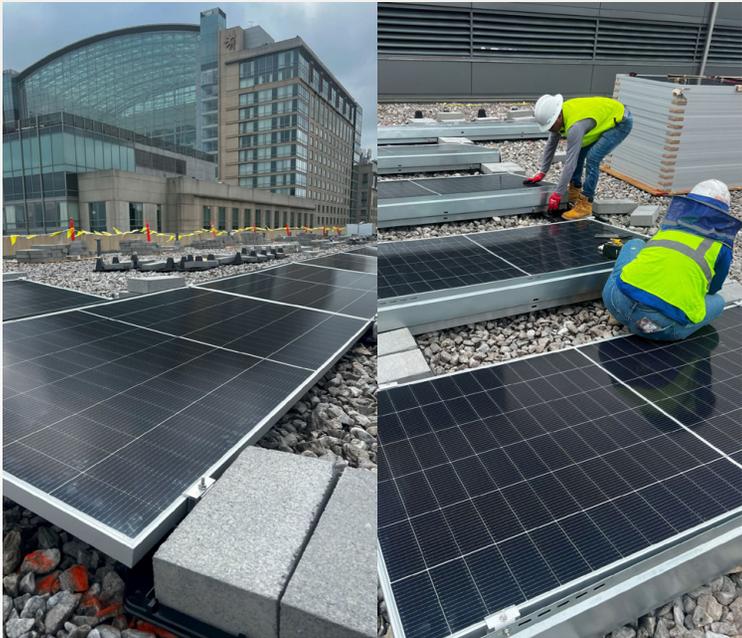
In 2024, Gaylord Opryland began their upgrade of lighting fixtures in the on-site laundry. The existing fluorescent tubes and metal halide fixtures that provided lighting were expensive to operate and maintain, compounded by the 24-hour a day, 7-day a week operational schedule of laundry facilities.

Gaylord Opryland took advantage of the LED lighting incentives to help reduce operating costs. Gaylord Opryland decided to replace existing fixtures with a mix of high bay and linear LED retrofits which will provide employees with a more adequately lit work environment. Additionally, the resort is estimated to save over 250,000 kwh annually from this project.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

ENERGY EFFICIENCY AND RENEWABLE ENERGY

Our corporate strategy emphasizes the long-term development of our properties through asset improvements and energy efficiency initiatives. As one example, we introduced a cogeneration system at Gaylord National that generates electricity on-site and captures waste heat to provide domestic hot water and heating for the building. In addition to helping decrease our carbon footprint compared to our 2019 baseline, the system annually produces a significant amount of energy savings from baseline expectations. Encouraged by this success, we installed a similar system at Gaylord Rockies in 2022, which we continue to anticipate will lead to similar annual savings in utility expenses over the system's twenty-year lifespan.



CASE STUDY **GAYLORD NATIONAL ROOFTOP SOLAR**

RHP and Marriott remain dedicated to finding responsible and innovative ways to improve our properties while prioritizing sustainability. In 2025, construction began on the Gaylord National's rooftop solar array, which will span 3.5 acres atop the resort's convention center building. The array will feature 4,696 solar panels, and once operational in early 2026 will generate approximately 3 MWh of clean electricity annually, enough to supply up to 20% of the resort's total energy needs.

This initiative aims to generate financial savings while reducing that property's carbon emissions. At the time of project approval, this was the largest hotel rooftop solar project in the country, outside of Las Vegas. This initiative supports Marriott's global sustainability goals and reflects Gaylord National's commitment to being a responsible and engaged member of the local community.

2024 HOSPITALITY SEGMENT GOALS



In partnership with Marriott, we set property-level goals that align with our Four Sustainability Commitments and Marriott's SERVE 360 program. Due to our REIT structure, we primarily influence progress against environmental goals.

In 2024, our property-level environmental goals continued to focus on reducing water consumption and carbon emission intensity and diverting waste. Capital improvements described above, along with operating improvements such as process efficiencies, hotel employee training and technology upgrades, have facilitated progress against our quantitative environmental goals. In addition, we engaged a commissioning consultant to evaluate our MEP systems, which has identified long-term redundancy and efficiency opportunities, especially in the main power plants. These opportunities have since been added to our long-term capital plan and will drive both financial and environmental savings in the future.



2024 ENVIRONMENTAL GOALS:

- A reduction in total same-store² hotel water consumption per square foot versus the 2019 baseline.
- An increase in total same-store² hotel landfill diversion rates versus the 2019 baseline.
- A reduction in total same-store² hotel carbon emission intensity per square foot versus the 2019 baseline.
- Engagement with a consultant to identify improvements to overall MEP systems.

² Same-store hospitality portfolio excludes JW Marriott Hill Country. In addition, 2024 and all prior year hospitality results exclude JW Marriott Desert Ridge.

ENERGY AND CARBON BEST PRACTICES

With the opening of Gaylord Rockies at the end of 2018, we adopted 2019 as our portfolio's baseline. As the last full year of normal operations prior to the COVID-19 pandemic, 2019 is an appropriate benchmark for measuring our progress. Although the addition of JW Marriott Hill Country in the 2024 data resulted in increases to our energy consumption and carbon emissions on an absolute basis (as compared to 2019), both our energy intensity and carbon emissions intensity in 2024 were lower than in 2019.

In order to achieve reductions in energy and carbon intensities at our hotel properties, and to improve our overall energy efficiency, we engage in several best practices, including the following:

BEST PRACTICES & SPECIFICATIONS³

100% of properties at which air filters of HVAC systems are regularly checked, and cleaned or changed when necessary



100% of properties that have an effective preventive maintenance program and verify, at least quarterly, that their equipment and MEP systems are operating properly



100% of properties that replaced 50% or more of their lightbulbs with LEDs

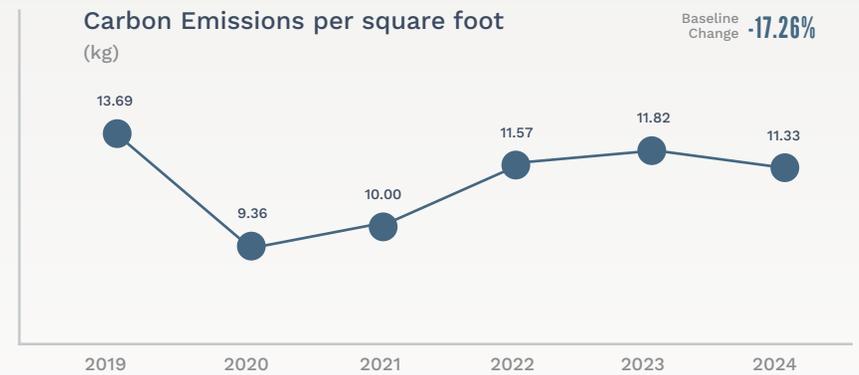
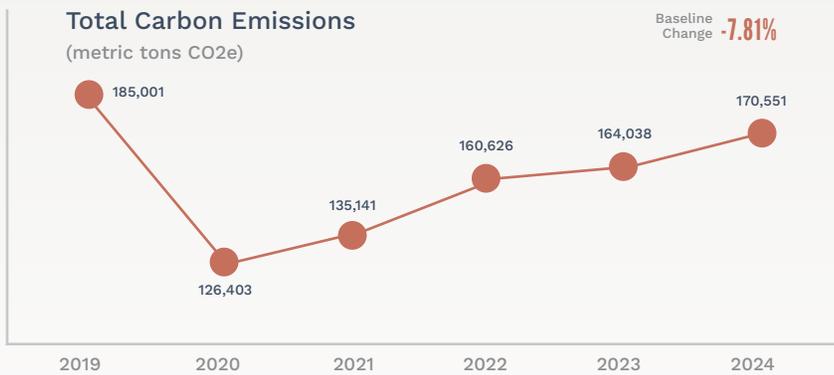
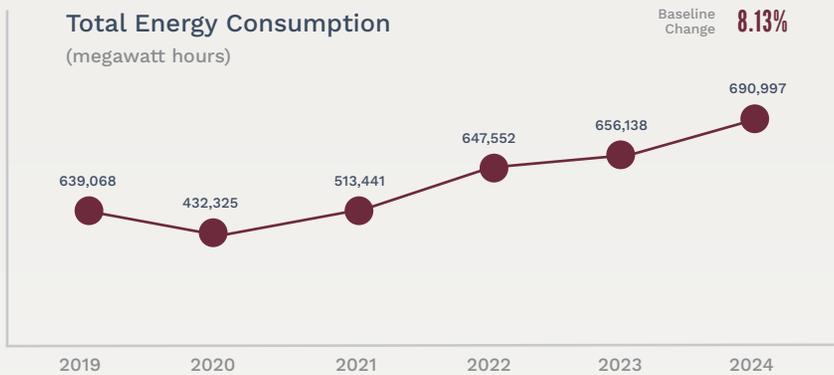


³ The percentages for the best practices in the tables on pages 20-23 are based on properties within the hospitality segment's same-store portfolio, which includes Gaylord Springs Golf Course.

SIX-YEAR TREND IN ENVIRONMENTAL PERFORMANCE: ENERGY AND CARBON

Hospitality segment energy and carbon usage information is shown below on a total basis and on an intensity basis, and 2024 results include the addition of the JW Marriott Hill Country. The intensity metrics normalize performance based on square footage or occupied rooms.

SIX-YEAR TREND OF ENERGY AND CARBON CONSUMPTION AND INTENSITY



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



Overall portfolio water consumption⁴ in 2024 increased, primarily due to the addition of the JW Marriott Hill Country, which includes water consumption data for the 2 golf courses associated with that property. Same-store⁵ hospitality portfolio water consumption increased approximately 5% on an absolute basis between 2019 and 2024. As we embark on a significant capital deployment journey within our portfolio, continued water conservation efforts in new and existing facilities (including upgrades to water treatment and pumping infrastructure) will continue to be a high priority in our growth.

BEST PRACTICES & SPECIFICATIONS

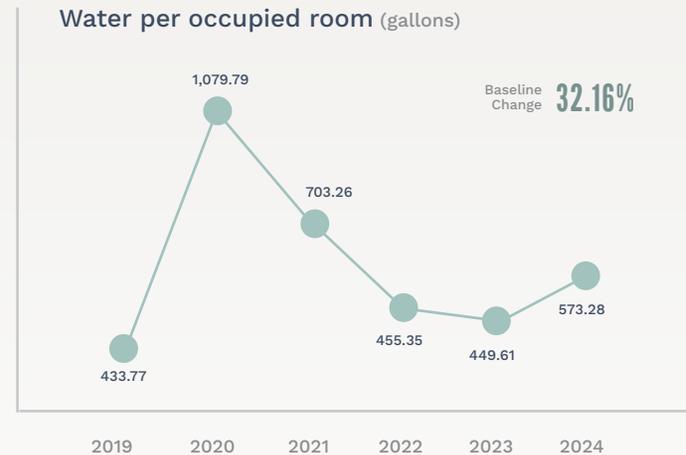
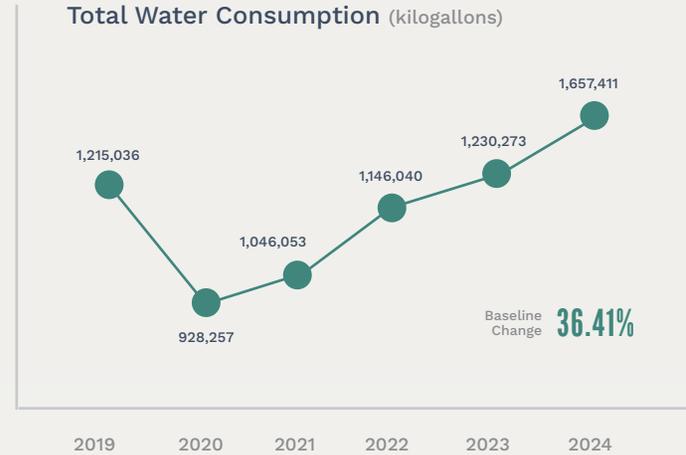
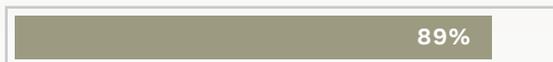
100% of properties that use toilets that conserve water by consuming no more than 1.6 gallons per flush (6 liters per flush)



78% of properties that use guestroom faucets that conserve water by consuming no more than 1.5 gallons per minute (5.7 liters per minute)



89% of properties that use showers that conserve water by consuming no more than 2 gallons per minute (7.6 liters per minute)



⁴ In this report, we have restated historical water consumption and intensities to account for metered water data from our underground well at Gaylord Opryland, which is used for irrigation and other non-potable water uses—much of this water is returned directly to the local aquifer.

⁵ Same-store hospitality portfolio excludes JW Marriott Hill Country. In addition, 2024 and all prior year hospitality results exclude JW Marriott Desert Ridge.

WASTE MANAGEMENT AND RECYCLING BEST PRACTICES

APPROACH & PRACTICES

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

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

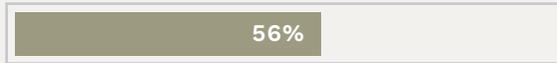
In order to improve our properties' landfill diversion rates, we engage in a variety of best practices, including:

BEST PRACTICES & SPECIFICATIONS

78% of properties have implemented measures to improve waste management in the past 3 years



56% of properties compost or divert more than 90% of their landscaping waste from their waste stream



100% of properties have eliminated and/or replaced plastic straws with non-plastic alternatives



89% of properties have implemented alternatives to eliminate single-use plastic water bottles



67% of properties divert food waste, including through the use of innovative food digesters



FOOD WASTE PREVENTION STRATEGIES

78% of properties adjust portion sizes to minimize plate waste



89% of properties design the menu to maximize the utilization of food ingredients



78% of properties optimize the size of buffet serving dishes, serving utensils, and/or plates to reduce food waste



100% of properties train F&B staff on food waste awareness and prevention



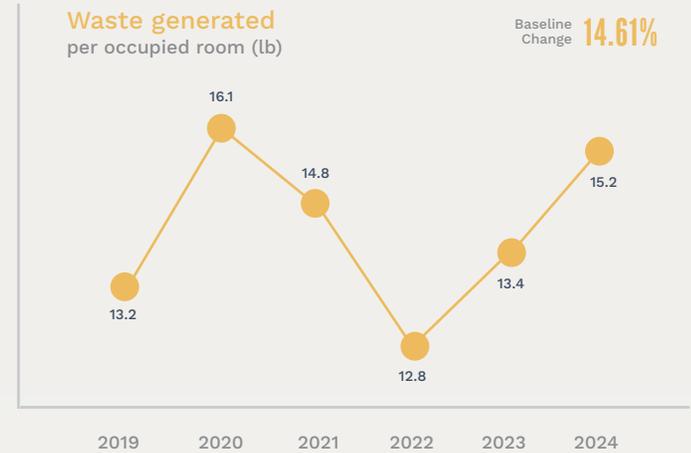
HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

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

SIX-YEAR TREND IN ENVIRONMENTAL PERFORMANCE

WASTE

In 2024, we achieved our highest waste diversion rate thus far for the third year in a row, as a result of increased recycling and composting efforts.



GAYLORD NATIONAL PARTNERSHIP WITH FOOD RECOVERY NETWORK

In 2024, Gaylord National proudly completed its first full year of partnership with the Food Recovery Network (FRN), a national nonprofit committed to reducing food waste and combating hunger. Founded in 2011 at the University of Maryland, College Park, FRN brings together over 6,000 college students, food suppliers, farmers, and businesses across the country to recover surplus food and redirect it to communities in need. Through this impactful collaboration, in 2024 Gaylord National donated 37,068 pounds of excess food—equivalent to 30,981 meals—to local nonprofit organizations serving individuals and families experiencing food insecurity. This initiative not only supports those in need but also contributes to broader environmental sustainability efforts by diverting food waste from landfills.

SUSTAINABLE SOURCING

We also aim to implement responsible sourcing practices that consider sustainability, fair trade and local sourcing. We source building materials and furniture, fixtures and equipment 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 implemented policies to minimize packaging waste.

HOSPITALITY SEGMENT

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS



DESTINATION-ALIGNMENT BUSINESS APPROACH

As we follow the path of creating unique destination hotel assets in our portfolio's expansion, we recognize that preserving and celebrating the regional flavor of each of the communities where our properties are located is central to our business. Our deep roots in Nashville and Nashville's music history serve as an inspiration for celebrating the regional flair of the communities in which we operate. This helped formulate our destination-alignment business approach. Positioning our assets as local tourism products honors cultural heritage and creates an authentic local experience for our convention and meeting guests while improving our financial performance by increasing occupancy rates.



Creating Authentic Local Experiences



Celebrating Cultural Heritage

Local Economic Benefits

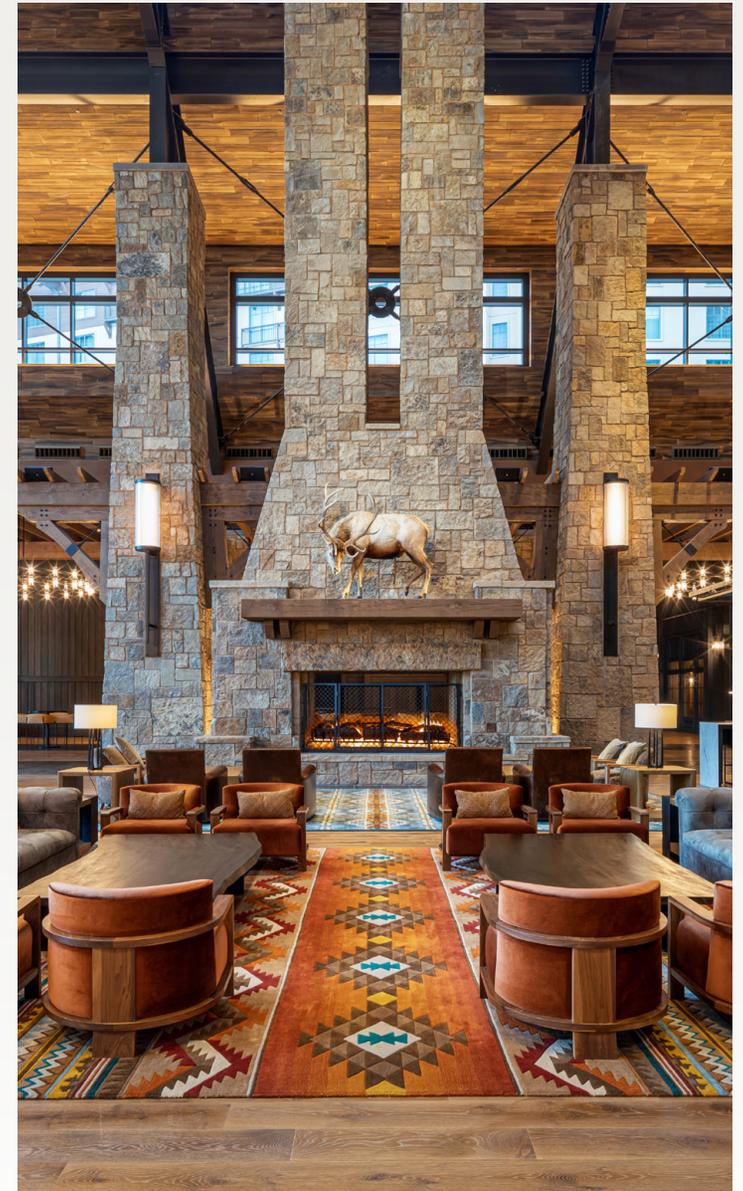
The success of our Nashville properties using a destination approach influenced our strategy for all our locations. Gaylord Texan, in Grapevine, Texas, features authentic Texan cuisine and a replica of the Alamo to enhance the guest experience. Gaylord Palms, in Kissimmee, Florida, includes local wildlife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

Our assets need to be resilient over the long term within those communities since a halt in operations is also a closure to a destination attraction, as we learned from the flooding of Gaylord Opryland in 2010 and the COVID-19 pandemic in 2020. Supporting and building the resilience of our communities is paramount to the long-term sustainability of the environments in which we operate.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

SUPPORTING LOCAL BUSINESSES AS PRESERVATION OF HERITAGE

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



COMMUNITY PRESERVATION

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

LOCAL VENDOR HIGHLIGHT:

Gaylord Rockies is proud to use Eldorado Natural Spring Water for its banquet functions. Eldorado is a highly sustainable, local Colorado partner that recycles 96% of its facility waste, while powering 50% of its manufacturing facility with a rooftop solar system.



SOCIAL RESPONSIBILITY

In 2024, our hotel properties participated in SERVE 360 initiatives to better serve our communities.

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

SERVE 360 also encourages community involvement, so each property partners with brands and organizations unique to their community. For example, Gaylord National partnered with Mission of Love Charities for a meaningful Back-to-School drive aimed at supporting underserved youth in the community. Mission of Love Charities is a vital nonprofit organization that provides essential services—including a food pantry, housing assistance, workforce development, and behavioral and mental health support—to low-income individuals and families in Prince George’s County, Maryland, and surrounding areas. The property successfully collected and donated over 150 backpacks filled with school supplies to help local students start the school year prepared.



MARRIOTT INTERNATIONAL NURTURE OUR WORLD

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

- ✓ By 2025, contribute 15M hours of volunteer service to support our company priorities and community engagement strategy, with 50% of our volunteer hours serving children and youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality.

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 opportunities.
- ✓ By 2025, 100% of Marriott associates will have completed human rights training, including human trafficking awareness, responsible sourcing and recruitment policies and practices.

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

SOCIAL RESPONSIBILITY: GAYLORD HOTEL PROPERTIES IN THE COMMUNITY

In partnership with the RHP Foundation, our hotels have engaged charities and supported invaluable initiatives that actively promote youth, arts and education. Our hotel operators have been active in their charitable giving through cash donations and donated room nights. In 2024, our Gaylord Hotel properties and the JW Marriott Hill Country gave a total of \$1,070,242 in cash and in-kind donations.

VOLUNTEER SERVICE

Gaylord Opryland – 6,667 volunteer hours.

Gaylord Palms – 11,524 volunteer hours – the highest in Gaylord Palms history.

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

Gaylord Rockies – Participated in Children’s Hospital of Colorado Radiothon and in conjunction, donated 33 blankets to Children’s Hospital of Colorado.

Gaylord National – 3,758 volunteer hours –almost doubling the number of hours volunteered in 2024.

JW Marriott San Antonio Hill Country Resort & Spa – Collaborated with Spurs Impact to volunteer at Elf Louise Christmas Project and wrap Christmas gifts for families in San Antonio and the surrounding communities.

SKILL-BASED VOLUNTEER ACTIVITIES

Gaylord Opryland – Hired two engineering apprentices through local trade schools.

Gaylord Palms – As a long-standing partner of Project Search, hosted 8 interns with Project Search for individuals with disabilities who together logged a total of 5,400 hours of daily job shadowing and mentoring from Gaylord Stars.

Gaylord Texan – Continued partnership with Grapevine-Colleyville Independent School District Practicum Program, which provides local students with the opportunity to explore careers and learn in a hands-on environment.

Gaylord Rockies – Hosted Aurora Public Schools high school students for a work-based learning event to showcase Hospitality & Culinary career pathways. In addition, the property reviewed high school scholarship applications, served at Educators Emporium’s School Supply Drive, and served as panel speakers for Hospitality & Culinary programs at the district high schools.

Gaylord National – Partnered with DC Covenant House for the 4th year to conduct resume writing and interview classes. Hired and trained youth in various roles and provided insight into careers within hospitality.

JW Marriott San Antonio Hill Country Resort & Spa – Interacted with over 150 business students from the University of Texas San Antonio Alvarez College of Business and discussed various topics about our company, role, and significance within today’s business climate. Additionally, participated in veterans job fairs including the Joint Base San Antonio Lackland Veterans Hiring Fair, Hiring Red, White & Blue, and GI Forum.

COMMUNITY ENGAGEMENT

Gaylord Opryland – Hosted an annual triathlon for children with disabilities in partnership with Monroe Carell Junior Children’s Hospital at Vanderbilt.

Gaylord Palms – Supported the Central Florida Hotel & Lodging Association’s “Adopt-a-School” program with school supply drives, a teacher breakfast, and a donation of headphones, for a total in-kind donation of almost \$3,000 to Thacker Elementary.

Gaylord Texan – Hosted an on-site food line to package food boxes for families with SOS International.

Gaylord Rockies – Hosted 4 Children’s Hospital Blood Drives.

Gaylord National – Partnered with UCAP (United Communities Against Poverty) to collect toiletries for women and children in homeless shelters.

JW Marriott San Antonio Hill Country Resort & Spa – Collaborated with the San Antonio Food Bank to donate 13,440 pounds of food left over from banquets.

HOSPITALITY SEGMENT: ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

SOCIAL RESPONSIBILITY: STARS FIRST CULTURE GUARANTEE



Gaylord Hotels refers to its associates as “STARS,” an acronym that captures the brand’s service values. Gaylord Hotels’ STARS bring a warm smile, genuine excitement and a “consider it done” spirit to work. In return, STARS experience the rewards of growing their career among a team of professionals with a passion for excellence and within a company that invests in their growth and development. The STARS First Culture is aligned with our people-centric culture – which also is based on the belief that caring for the people who work in our business and communities leads to a more positive experience for our guests, giving us a competitive advantage in our industries. For more information on the Gaylord Hotels STARS First Culture, see the [Gaylord Hotels](#) brand website.

GAYLORD HOTELS STARS GUARANTEE

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

S MILES

T EAMWORK

A TTITUDE

R ELIABILITY

S ERVICE WITH A PASSION

STARS VALUES

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

ENTERTAINMENT SEGMENT

ENVIRONMENTAL STEWARDSHIP AND SOCIAL RESPONSIBILITY EFFORTS

ENTERTAINMENT SEGMENT STRATEGY

OUR FOUR COMMITMENTS

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

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

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

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

SUSTAINABILITY AND ENGAGEMENT IN OUR ENTERTAINMENT SEGMENT

Opry Entertainment Group (“OEG”), the entertainment segment and a subsidiary of RHP, has begun taking action towards developing a formal sustainability program. Considering RHP has an established sustainability program and a longstanding history of corporate responsibility efforts, OEG has created a multi-year roadmap (“Roadmap”) that seeks to strike a consistent approach for addressing sustainability between OEG assets and RHP hotel properties. As of year-end 2024, OEG has made further progress on its efforts through invoice data collection, site assessments, interviews with key personnel and other efforts.

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

ETHICS

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

SUSTAINABILITY MANAGEMENT

In 2024, OEG completed several projects, including upgrades at Block 21 and the Grand Ole Opry House, as well as the full renovation of Category 10 Nashville. Each project met all local code regulations as it related to life safety, water quality and conservation, energy code, waste management and indoor air quality. In addition to all projects also complying with governing OSHA standards to ensure safety, OEG has a Corporate Safety Director on staff who promotes safety training and best practices.

RISKS AND OPPORTUNITIES

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

FOR MORE INFORMATION

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

ENVIRONMENTAL STEWARDSHIP AT OPRY ENTERTAINMENT GROUP

GENERAL OBJECTIVES

DATA COLLECTION

OEG utilizes Greenview Portal, a robust sustainability data management system, for regular data collection from its venues since data collection and analysis are integral to the successful implementation and management of its sustainability programs.

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

- Energy efficiency
- Water conservation
- Waste minimization

In 2024, OEG started using this environmental data to begin to formulate, and begin to track progress toward, property-level reduction targets for purchased electricity, natural gas, and purchased water consumption set for all Ole Red venues. In addition, in 2025, OEG implemented a waste sampling exercise at the Ole Red venues and Category 10, where waste data collection has been difficult due to waste facilities being shared with neighboring businesses. This exercise will not only improve waste data tracking efforts at each of these locations but also define resulting reduction opportunities.

ENVIRONMENTAL PRACTICES

OEG supports sustainability initiatives and best practices throughout its venues. Recently, OEG has focused on improving the sustainability of its food and beverage operations across venues. OEG chefs continue to make a conscious effort to minimize water consumption in their kitchen operations, as well as to minimize food waste by ensuring appropriate portion size and accurate food purchasing and utilizing food donation and composting programs as available.



OPERATIONAL EFFICIENCY ASSESSMENT AT THE W AUSTIN AND THE MOODY THEATER

In October 2024, OEG undertook a targeted sustainability initiative to enhance operational efficiency at two of its premier Austin venues: the W Austin and ACL Live at the Moody Theater. The initiative involved a comprehensive on-site sustainability assessment at each property, designed to uncover actionable opportunities for optimizing the use of resources and reducing environmental impact. By analyzing utility consumption data alongside real-time observations and measurements, the team identified both technical and operational opportunities for efficiency improvements. As a result of the assessment, a series of tailored recommendations were developed to guide operational enhancements across the two sites. These recommendations are now being considered for phased implementation to further OEG's broader sustainability goals and reduce its environmental footprint while preserving guest experience and operational excellence.

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

INTRODUCTION

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

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

HUMAN CAPITAL

We are committed to achieving our business goals and objectives by rewarding performance, cultivating our people-first culture and focusing on employee well-being. Along with competitive pay and benefits, we provide a variety of resources to support the physical, mental and financial health of our people. These investments are critical to our company's success.

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

focused on providing important information and resources to employees while reinforcing company culture standards. We also have mobile applications to communicate with our frontline, deskless workforce.

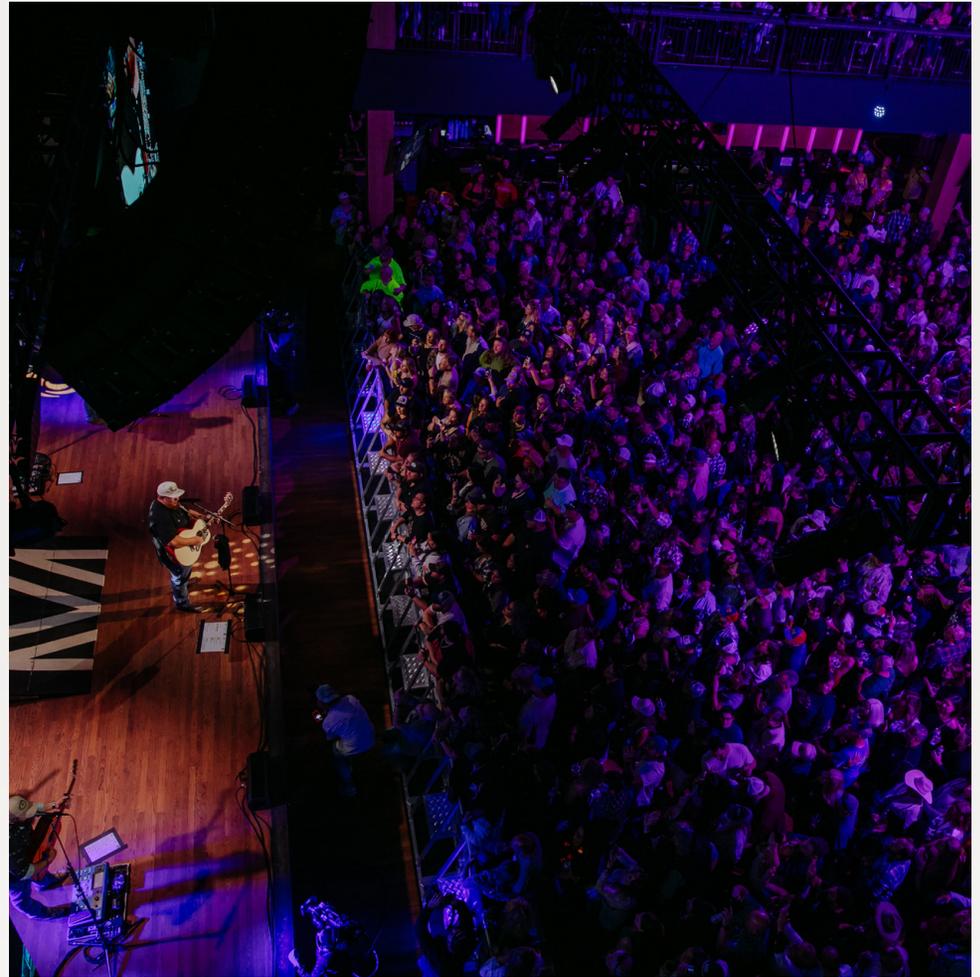
TRAINING & EDUCATION

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

Along with orientation, all employees are required to complete compliance training, including

Workplace Safety and Harassment & Discrimination modules upon hire and each subsequent year of employment. Our training modules take place on RHU Online, our online and mobile platform for on-the-job training. This platform is easily accessible from mobile devices.

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



SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

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

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

CAREER DEVELOPMENT

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



EMPLOYEE ENGAGEMENT

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

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

TOTAL REWARDS

We are committed to providing best-in-class total rewards programs to attract, motivate and retain our employees and by meeting the various needs of our employees and their families. Our employees are our most valuable asset and the key to our competitive advantage. To attract and retain top talent, our approach to compensation and benefits is focused on supporting total well-being. We encourage wellness and promote preventive care by offering comprehensive and competitive benefits and resources. We also provide short and long-term incentives designed to reward individual efforts and align with the company's financial goals and growth.

Our Total Rewards strategy considers the physical, financial, social and emotional wellbeing of our employees. This year's focus was financial well-being and our commitment to helping our employees make the most of their retirement savings with lower fees, enhanced resources, and improved support to help them plan for the future. We converted to Aon's Pooled Employer Plan 401k with Voya Financial as our new plan recordkeeper. With this change, we are opened up eligibility to full-time, part-time, and on-call employees who are at least 18 years old and have completed one month of service.

Our comprehensive medical, prescription drug, dental and vision coverage for full-time employees includes access to Teladoc 24/7 health services and opportunities to earn incentives for healthy habits through the Live

Well Rewards program. We are also proud to partner with Vanderbilt Health for our Nashville-based employees to offer various MyHealth bundles that provide employees with affordable access to enhanced care through Vanderbilt Health. In addition, all employees have access to our Employee Assistance Program through Resources for Living, which offers a variety of important resources such as Talkspace online therapy and which will have an expanded network of counselors starting in 2026. For our full-time employees, we also offer generous paid vacation time, sick leave, identity protection coverage, tuition reimbursement, paid parental leave, adoption assistance, life insurance and more.

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

EMPLOYEE FOCUS GROUPS

In addition to our Employee Engagement and check-in survey opportunities, focus groups are an important way for us to collect feedback to enhance the employee experience. At these focus group meetings, opportunities for improvement are noted and our Human Resources team works with operational leaders to develop and execute



action plans as needed. Our bi-annual Employee Engagement survey was conducted in 2024, and 75% of employees responded to this third-party survey. The results showed an overall improvement in our engagement score from 4.99 (out of 6.00) in 2022 to 5.1 in 2024. We are encouraged by these results and continue to collect feedback to improve our scores and the employee experience.

WORKFORCE COMPOSITION & MINORITY REPRESENTATION

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

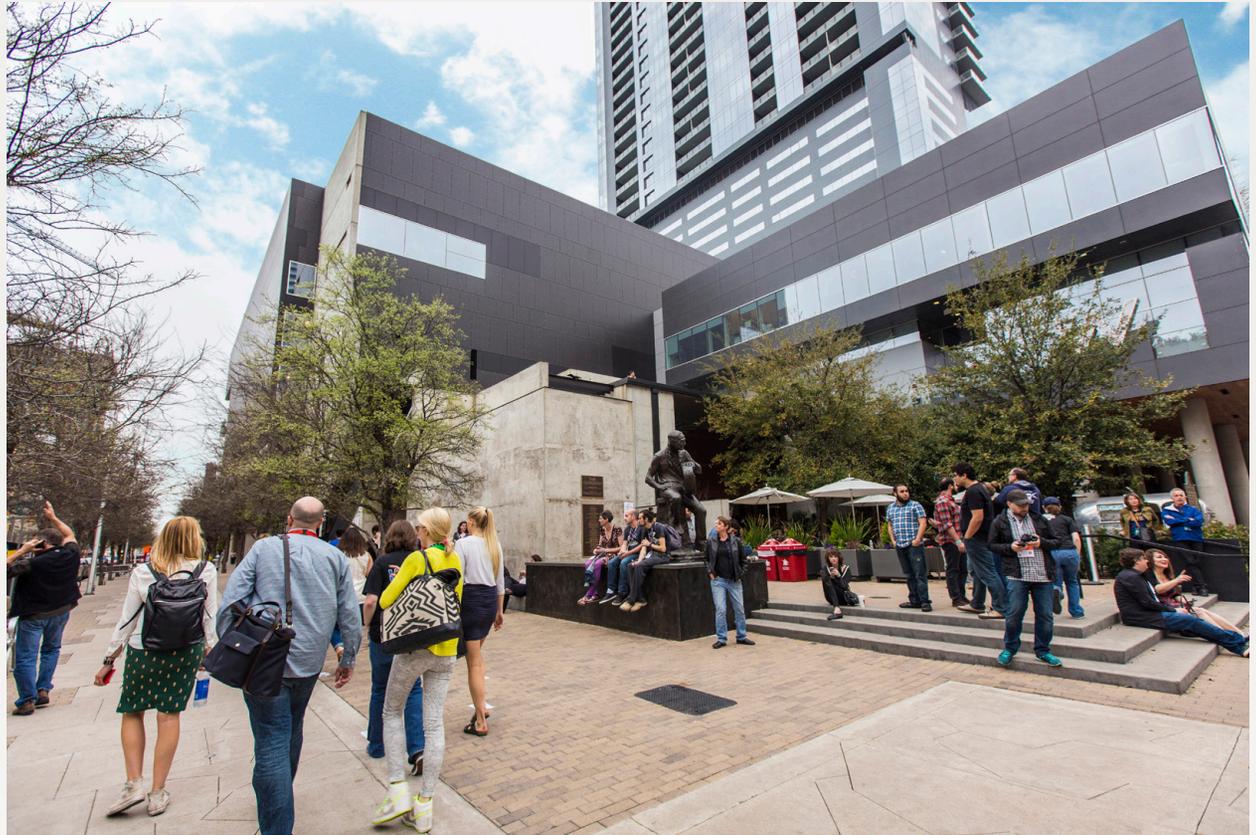
SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

PAY EQUITY

Ensuring equitable compensation for our employees is critical to our people-first strategy. We comply with all federally regulated laws and legislation and take a proactive approach to pay equity through a regular Pay Equity Analysis. This analysis looks for any patterns of pay disparity among certain groups, including gender, age or race and across pay grades, job levels and titles. We are proud that our most recent analysis had no significant disparity findings.

POLICY UPDATES

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



SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

CORPORATE GIVING AND COMMUNITY ENGAGEMENT



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



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



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



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



In 2024, we made approximately \$397,482 in unrestricted cash donations to many organizations through the RHP Foundation and other non-foundation charitable giving efforts in addition to in-kind support and board leadership support. Since 2005, over \$7 million has been donated to local charities.

SOCIAL RESPONSIBILITY AND HUMAN CAPITAL

RHP CORPORATE & OEG INITIATIVES

OPRY TRUST FUND

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

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

Since its inception as an independent 501(c)(3), the Opry Trust Fund has distributed more than \$5.7 million to industry professionals in need.



NONPROFIT PARTNER SPOTLIGHT:

Junior Achievement of Middle Tennessee

Ryman Hospitality Properties is pleased to support Junior Achievement of Middle Tennessee. Junior Achievement is the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices.

Junior Achievement's programs, in the core content areas of work readiness, entrepreneurship and financial literacy, ignite

the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century. Through our foundation, RHP awards the Middle Tennessee chapter an annual cash donation in addition to providing board leadership and sharing regular volunteer opportunities with our employees.



THE PATH FORWARD TO A SUSTAINABLE FUTURE

In 2024, we continued to dedicate additional resources to improving the mechanical efficiencies within our hotels. This has continued in 2025 and will continue in 2026. There are four main categories of projects for our hotels that we have identified as the largest areas of opportunity:

METERING & ANALYTICS

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

ENERGY EFFICIENCY UPGRADES

Energy efficiency upgrades, particularly LED lighting retrofits and lighting control systems, significantly reduce electricity usage by delivering the same or better illumination with lower energy input. These improvements decrease greenhouse gas emissions associated with purchased electricity, directly supporting Scope 2 emission reductions.

WATER RECLAMATION

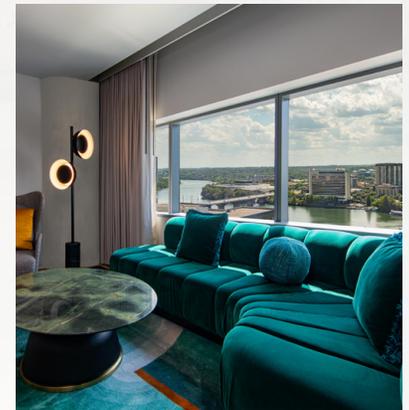
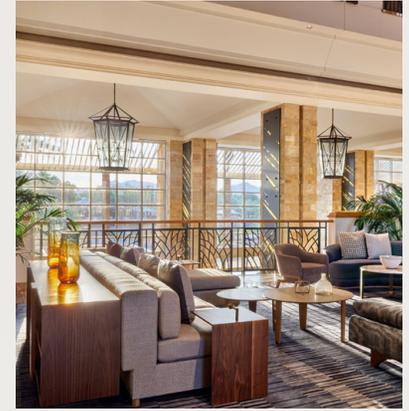
We continue to focus on water re-use opportunities in all our properties. In 2025, we have installed water reclamation equipment in the laundry facilities at one property, which has already provided meaningful water use reductions. These types of projects will be first focused on our more water-stressed locations, but could be used at all our hotel properties.

UPGRADING BUILDING MECHANICAL SYSTEMS

Upgrades to building mechanical systems—such as HVAC, boilers, and chillers—significantly reduce energy consumption by improving operational efficiency, optimizing temperature control, and integrating advanced automation. These enhancements lower scope 1 and 2 greenhouse gas emissions, support fossil fuel reduction, and contribute to overall building decarbonization efforts.

WHAT’S NEXT?

We are proud of the progress we have made to date in our journey to reduce our water consumption, improve our carbon footprint and reduce waste to landfill. Our sustainability efforts are an ongoing process, and we continue to consider the appropriate time to set long-term sustainability targets for our company. We look forward to sharing more in the future.



HISTORICAL PERFORMANCE

ECONOMIC PERFORMANCE TABLE: HOSPITALITY SEGMENT ONLY

COMPANY PROFILE	Baseline (2019)	2020	2021	2022	2023	2024
Total Number of Properties ¹	7	7	7	7	7	8
Total Number of Available Room Nights	3,690,150	3,700,260	3,757,434	3,800,380	3,800,380	4,177,524
ECONOMIC PERFORMANCE						
Hospitality Segment Revenue (In thousands)	\$1,421,446	\$466,045	\$786,583	\$1,573,974	\$1,833,478	\$1,997,050
Hospitality Segment Adjusted EBITDAre (In thousands)	\$482,033	\$6,701	\$175,648	\$512,745	\$623,160	\$684,049
Revenue Per Available Room (RevPAR)	\$151.09	\$46.41	\$87.53	\$156.71	\$175.96	\$178.24
Occupied Rooms	2,798,169	858,497	1,485,881	2,514,280	2,733,633	2,888,144
Occupancy Rate	75.8%	23.2%	39.5%	66.2%	71.9%	69.1%

¹ For 2019-2023, the hospitality segment consisted of 7 hotel properties and 1 golf course (Gaylord Springs). 2024 results also include the JW Marriott Hill Country property and the 2 golf courses associated with that property.

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: CORPORATE EMPLOYEES ONLY

EMPLOYEE METRICS ¹	Baseline (2019)	2020	2021	2022	2023	2024
Total Employees (#)	98	78	84	89	97	102
GENDER						
Percent of Employees Men (%)	51%	47%	50%	48%	42%	44%
Percent of Employees Women (%)	49%	53%	50%	53%	58%	56%
RACE						
Percent of Employees Asian (%)	3.1%	3.9%	7.1%	4.5%	3.1%	4.0%
Percent of Employees Black or African American (%)	4.1%	1.3%	0.0%	0.0%	1.0%	1.0%
Percent of Employees Hispanic/Latino (%)	0.0%	0.0%	1.2%	2.2%	2.1%	2.0%
Percent of Employees White (%)	91.8%	93.6%	90.5%	92.1%	93.8%	93.0%
Percent of Employees Other (%)	1.0%	1.3%	1.2%	1.1%	0.0%	0.0%
AGE						
Percent of Employees under 30 years old (%)	13%	13%	16%	12%	11%	15%
Percent of Employees 30 - 50 years old (%)	57%	63%	58%	63%	59%	51%
Percent of Employees over 50 years old (%)	30%	24%	26%	25%	30%	34%
OTHER						
Total Employee Turnover (%) ²	16%	15%	14%	8%	7%	13%

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

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

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: ENTERTAINMENT SEGMENT ONLY

EMPLOYEE METRICS ¹	Baseline (2023)	2024
Total Employees (#)	1,374	1,831
GENDER		
Percent of Employees Men (%)	46%	47%
Percent of Employees Women (%)	54%	53%
RACE		
Percent of Employees Asian (%)	1.3%	2.0%
Percent of Employees Black or African American (%)	7.2%	8.0%
Percent of Employees Hispanic/Latino (%)	9.0%	15.0%
Percent of Employees White (%)	80.6%	72.0%
Percent of Employees Other (%)	2.0%	3.0%
AGE		
Percent of Employees under 30 years old (%)	32%	32%
Percent of Employees 30 - 50 years old (%)	42%	44%
Percent of Employees over 50 years old (%)	26%	25%
OTHER		
Total Employee Turnover (%) ²	52%	49%

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

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

HISTORICAL PERFORMANCE

SOCIAL PERFORMANCE TABLE: BOARD COMPOSITION AND DONATIONS/COMMUNITY SERVICE

BOARD METRICS ¹	Baseline (2019)	2020	2021	2022	2023	2024
Total Board Members (#)	8	8	8	9	9	9
Total Independent Board Members (#)	7	7	7	7	7	7
GENDER						
Board Members Men (#)	6	6	6	7	7	6
Board Members Women (#)	2	2	2	2	2	3
BOARD AGE						
Percent of Board Members under 30 years old (%)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Board Members 30 - 50 years old (%)	37.5%	37.5%	50.0%	33.3%	22.2%	0.0%
Percent of Board Members over 50 years old (%)	62.5%	62.5%	50.0%	66.7%	77.8%	100.0%
BOARD RACE						
Percent of Board Members Asian (%)	25.0%	25.0%	25.0%	22.2%	22.2%	11.1%
Percent of Board Members Black or African American (%)	12.5%	12.5%	12.5%	11.1%	11.1%	11.1%
Percent of Board Members Hispanic or Latino (%)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Board Members White (%)	62.5%	62.5%	62.5%	66.7%	66.7%	77.8%
Percent of Board Members Other (%)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DONATIONS AND COMMUNITY SERVICE						
	2019	2020	2021	2022	2023	2024
RHP Foundation Charitable Giving (USD) ¹	\$456,000	\$332,000	\$319,000	\$329,000	\$412,894	\$397,482
Property Level Cash Donations (USD)	\$335,774	\$72,915	\$76,714	\$260,853	\$278,667	\$326,405
Property Level In-kind Donations (USD)	\$600,945	\$126,297	\$202,195	\$263,279	\$294,219	\$743,837
Total Value of All Property Level Donations (USD)	\$936,719	\$199,212	\$278,909	\$524,132	\$572,886	\$1,070,242

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

HISTORICAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE TABLE: HOSPITALITY SEGMENT ONLY

INTENSITY PARAMETERS	Baseline (2019)	2020	2021	2022	2023	2024
Floor Area Coverage	13,510,607	13,510,607	13,510,607	13,882,053	13,882,053	15,053,974
Occupied Rooms	2,798,169	858,497	1,485,881	2,514,280	2,733,633	2,888,144
ENERGY						
Total Energy Consumption (megawatt hours)	639,068	432,325	513,441	647,552	656,138	690,997
Total Direct Energy Consumption (megawatt hours)	380,450	270,003	308,195	398,765	402,987	397,139
Total Indirect Energy Consumption (megawatt hours)	258,618	162,321	205,246	248,787	253,150	293,859
Energy Consumption per square foot (kilowatt hours)	47.30	32.00	38.00	46.65	47.27	45.82
% Energy from Renewables ¹	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CARBON						
Total Greenhouse Gas Emissions (metric tons CO ₂ e)	185,001	126,403	135,141	160,626	164,038	170,551
Total Scope 1 Emissions (metric tons CO ₂ e)	68,960	48,978	55,867	72,268	73,047	71,807
Total Scope 2 Emissions (metric tons CO ₂ e)	116,041	77,425	79,274	88,358	90,991	98,744
Greenhouse Gas Emissions per square foot (kgCO ₂ e)	13.69	9.36	10.00	11.57	11.82	11.33
WATER^{2 3 4 5}						
Total Water Consumption (kilo-gallons)	1,215,036	928,257	1,046,053	1,146,040	1,230,273	1,657,411
Water Consumption per occupied room (gallons)	433.77	1,079.79	703.26	455.35	449.61	573.28
WASTE^{6 7 8}						
Total Waste (metric tons)	17,047	6,382	10,042	14,761	16,698	19,893
Waste Landfilled (metric tons)	15,595	5,908	9,374	12,198	13,361	15,685
Waste Diverted (metric tons)	1,453	474	668	2,564	3,338	4,207
Waste Diversion Rate (%)	8.5%	7.4%	6.7%	17.4%	20.0%	21.2%
Total Waste Generated per occupied room (lbs.)	13.3	16.1	14.8	12.8	13.4	15.2

¹ This metric has been updated for all years to account for on-site renewables or RECs and excluding grid-mix renewables aligning with SASB guidance. Using the original calculation methodology, values would be as follows: 2019: 3.0%, 2020: 3.7%, 2021: 4.2%, 2022: 4.6%, 2023: 4.3%, and 2024: 5.8%.

² 2019-2023 water consumption was restated because water withdrawal from the aquifer at Gaylord Opryland is now metered and included in the data for all years. 2024 had the first full year of metered data, and the full year of 2024 consumption data was added to each year.

³ 2019-2023 Water intensities were restated due to the inclusion of the Gaylord Opryland aquifer data.

⁴ 2019, 2022, 2023, and 2024 water consumption includes irrigation.

⁵ All water intensity figures exclude the Gaylord Springs, a golf course with no guest rooms.

⁶ Diverted waste includes compost data.

⁷ Waste for the AC Hotel was estimated.

⁸ All waste intensity figures exclude the Gaylord Springs, a golf course with no guest rooms.

HISTORICAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE TABLE: ENTERTAINMENT SEGMENT ONLY¹

INTENSITY PARAMETERS	Baseline (2023)	2024
Floor Area (square feet)	874,355	893,311
Tickets Sold ²	1,351,347	1,214,138
Restaurant Covers ³	1,897,272	2,252,362
ENERGY		
Total Energy Consumption (megawatt hours)	60,698	61,220
Total Direct Energy Consumption (megawatt hours)	17,047	17,883
Total Indirect Energy Consumption (megawatt hours)	43,651	43,337
Energy Consumption per square foot (kilowatt hours)	69.89	68.53
% Energy from Renewables	0.0%	0.0%
CARBON		
Total Greenhouse Gas Emissions (metric tons CO ₂ e)	16,616	16,679
Total Scope 1 Emissions (metric tons CO ₂ e)	3,292	3,467
Total Scope 2 Emissions (metric tons CO ₂ e)	13,324	13,212
Greenhouse Gas Emissions per square foot (kgCO ₂ e)	19.00	18.67
WATER		
Total Water Consumption (kilo-gallons)	60,305	56,113
Water Consumption per ticket sold (gallons) ²	25.27	27.98
Water Consumption per restaurant cover ³	8.66	7.76
WASTE⁴		
Total Waste (metric tons)	1,115	733
Waste Landfilled (metric tons)	742	583
Waste Diverted (metric tons)	373	151
Waste Diversion Rate (%)	33.5%	20.5%
Total Waste Generated per ticket sold (lbs.) ²	0.32	0.39
Total Waste Generated per restaurant cover (lbs.) ³	2.17	1.68

¹ 2023 data was updated for Block 21, Ole Red Nashville Airport and Ole Red Tishomingo. In addition, 2023 and 2024 floor area for Block 21 was updated to include all of that property's floor area except for certain areas dedicated for the use of residential condos above the W Austin Hotel, and associated common areas (including parking). A portion of Block 21's utilities usage has been allocated to these areas and excluded from the data reported, which has resulted in a restatement of 2023 intensity metric data based on floor area.

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

³ Intensity metrics with respect to restaurant covers apply to Ole Red venues, General Jackson and Category 10 (unless otherwise stated).

⁴ Waste data excludes waste from Ole Red venues and includes all waste from Block 21, including waste generated from the residential condo units.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

GOVERNANCE

As part of our commitment to sustainability and ongoing improvement, Ryman has expanded its climate disclosures this year to better align with the evolving reporting landscape. Specifically, we have enhanced our TCFD disclosures to now reference IFRS S2, with the aim of improved disclosure detail and transparency. This expansion is intended as a step in an ongoing process; we aim to continue building upon our disclosures with the eventual aim being full alignment with IFRS S1 and S2. This should not be interpreted as a statement of partial or full alignment at present, but rather as an indication of our direction and intentions for the years ahead.

DISCLOSURE	RESPONSE	REFERENCE
Board's oversight of climate-related risks and opportunities	<p>The Board of Directors (the "Board") of Ryman Hospitality Properties, Inc. ("Ryman" or the "Company") has oversight of climate risks and opportunities through its Risk Committee of the Board of Directors. This oversight committee assists the management-level Sustainability Steering Committee ("Sustainability Committee") in setting the general strategy relating to environmental and sustainability, employee safety, corporate social responsibility and other public policy matters relevant to the Company (the "Sustainability Program Components"). The Sustainability Committee meets as often as necessary, but no less than quarterly.</p> <p>The Sustainability Committee receives a quarterly update on the current status of each individual sustainability initiative being managed by an individual member of the Sustainability Committee. The skills and competencies of each Sustainability Committee member are individually assessed by the Sustainability Committee itself to determine if skills necessary to perform Sustainability Committee-related duties are sufficiently represented. For example, members of the Company's Design & Construction department are included as members of the Sustainability Committee as they have been assessed to have the relevant and sufficient skills to assist the Committee in assessing the feasibility of new technologies designed to reduce carbon emissions. In this way the Sustainability Committee draws upon internal expertise and ensures its competencies.</p>	<p>2024 Sustainability Report</p> <p>Charter of the Sustainability 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 Sustainability 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 Sustainability Committee from time to time. The Sustainability 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 Sustainability 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 Sustainability Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the Sustainability Program Components, which include target setting and monitoring processes.</p> <p>With respect to the Hospitality segment, Ryman's Asset Management team further supports the management of climate risk through its close working relationship with property general managers, including ongoing operating reviews with executive teams at each property to discuss sustainability-specific concerns as part of the overall property performance of the hotel. The Company's asset management team is working directly with its hotel operator to develop a short and long term sustainability strategy.</p>	<p>2024 Sustainability Report</p> <p>Charter of the Sustainability Steering Committee</p>

STRATEGY

TIME HORIZONS: Ryman applies defined time horizons to evaluate physical and transition risks and to guide planning across both the Hospitality and Entertainment segments. These horizons link to different business considerations and are integrated accordingly.

- **Short term** (within 1 year): This time span is anchored in our annual budgeting cycle and near-term operational priorities, risks and opportunities tied to this timeframe may have implications for operating costs, annual strategy, and capital allocation.
- **Medium term** (1–3 years): Reflects aspects of capital investment planning and many hotel and venue renovations projects.
- **Long term** (5+ years): Ties to strategic planning decisions, including major reinvestment and redevelopment projects, supported by ongoing risk assessments within this time frame. Expectations and regulatory requirements around climate resilience will continue to evolve across this range.

This structured approach allows us to balance immediate operational discipline with the foresight required to protect and enhance the long-term value of our portfolio.

VALUE CHAIN SEGMENTS: Additionally, Ryman has begun to define value chain segments, to promote clarity regarding how climate-related risks and opportunities interact with our business operations. Each segment represents a critical area of activity with distinct exposures to climate-related risks and opportunities. This approach is intended to align with IFRS S2 requirements and will enable enhanced insights surrounding strategy and planning as we build out disclosures in coming years. Our identified value chain segments are:

- **Due Diligence & Pre-Acquisition:** Evaluation of prospective assets, utilizing financial, operational, and strategic considerations, to drive returns.
- **Asset Management:** Oversight and integration with operational aspects of property-level performance, hotel level planning and revenues.
- **Renovations & Capital Deployment:** Execution of reinvestment strategies, property renovations, and capital expenditure projects designed to extend asset life and enhance value.
- **Entertainment Segment:** The distinct aspects of OEG live entertainment venues and programming, representing unique operational dynamics.
- **Operator & Brand Collaboration:** Alignment with brand partners to promote operational excellence, guest experience, and continuous improvement.
- **Disposition:** The final stage in the asset lifecycle, encompassing strategic decision making to realize value and recycle capital.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

DISCLOSURE	RESPONSE			REFERENCE
Climate-related risks and opportunities identified over the short, medium and long term	TIME FRAME	RISKS	OPPORTUNITIES	2024 Sustainability Report RHP Risk Assessment Report, August 2021 and September 2025
	Short and Medium Term:	<p>Physical Risks</p> <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 <p>Transition Risks</p> <ul style="list-style-type: none"> ▪ Increasing insurance costs ▪ Weather-related construction delays ▪ Ryman's properties are subject to environmental regulations that could impose significant financial liability on it. Environmental laws, ordinances and regulations of various federal, state, local and foreign governments regulate certain of the Company's properties and could make it liable for the costs of removing or cleaning up hazardous or toxic substances on, under or in the properties currently owned or operated or those previously owned or operated. ▪ Reduced demand for conventions, meetings and other events due to clients' sustainability initiatives ▪ Increased requirements for ESG disclosures from investors ▪ Increased requirements and costs to change or upgrade equipment 	<ul style="list-style-type: none"> ▪ Increased building and operating efficiencies ▪ Reduced water consumption investments ▪ Increased waste efficiency programs ▪ Building resilience investment measures ▪ Preference by and access to event planners/customers prioritizing sustainable meetings and events ▪ Low emission goods and services ▪ Financial savings resulting from investments in energy and water efficiency ▪ Increased investment in renewable energy projects 	
	Long Term:	<p>Physical Risks</p> <ul style="list-style-type: none"> ▪ Higher temperatures ▪ Sea levels rise <p>Transition Risks</p> <ul style="list-style-type: none"> ▪ Existing governmental laws and regulations may be revised or new laws and regulations relating to climate change, air quality or other environmental and health concerns may be adopted or become applicable, which could affect the operations of the Company's properties and/or result in significant additional expense and operating restrictions. 		

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning</p>	<p>The risks and opportunities associated with climate change have a direct and indirect impact on Ryman's business, strategy and financial planning.</p> <p>Impact on Value Chain: Climate-related risks and opportunities present themselves across the full span of Ryman's business activities. In due diligence and pre-acquisition, exposure to extreme weather events underscores the importance of resilience considerations at the outset of investment. Within asset management, rising insurance costs, regulatory requirements, and evolving customer expectations influence both operating costs and demand patterns, but also encourage opportunities related to efficiency initiatives and demand from sustainability-minded customers. Ryman's renovation- and capital-deployment-related activities face risks related to exposure to disruptive weather and cost pressures but also tie to opportunities for sustainable reinvestment that promotes long-term value. As for the Entertainment segment, evolving regulations and customer expectations shape operations, and present the opportunity for sustainable entertainment experiences. Lastly, through operator and brand collaboration, we benefit from shared platforms and initiative alignment opportunities. These dynamics highlight how climate considerations vary across our value chain segments and reinforce our multipronged approach to assessing identified risks and opportunities.</p> <p>Impact on Business: Climate risk is not only assessed but also embedded throughout the value chain stages of Ryman's real estate investments from due diligence to renovation, ongoing asset management, and ultimately disposition. Ryman performs asset-level risk assessments as a standard part of its due diligence process for new acquisitions and for existing assets. Some of the risks that Ryman monitors include water, climate change adaptation and resilience, biodiversity and habitat, socio-economic impact, utilities management, health and wellbeing and safety. Ryman's portfolio includes assets located in states that are prone to water stress and hurricanes. Since all of its properties have a level of transition risk exposure, Ryman has a portfolio-wide monitoring process. Ryman manages these impacts by investing in protective and precautionary systems, detailed operational protocols, and comprehensive evaluations of asset infrastructure.</p> <p>Many factors influence the Company's reputation, including the perception held by its customers and other key stakeholders and the communities in which it does business, and the perception held by customers of the manager of Ryman's Hospitality segment properties, Marriott International, Inc. ("Marriott"), or any future third-party hotel manager. The lodging and entertainment industries in which the Company operates face increasing scrutiny related to environmental, social and governance activities and risk of damage to the Company's reputation if it fails to act responsibly or comply with regulatory requirements in a number of areas, such as safety and security, environmental stewardship and sustainability, climate change, engagement, opportunity and diversity, human rights, philanthropy and support for local communities. The continuing evolution of social media presents new challenges and requires the Company to keep pace with new developments and trends. Negative posts or comments about the Company or the properties it owns (and Marriott or any future third-party hotel manager) on any social networking or user-generated review website, including travel websites, could affect consumer opinions of the Company's properties, and the Company cannot guarantee that such instances can be timely or adequately redressed.</p>	<p>2024 Sustainability Report</p> <p>2024 Annual Report</p>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning (continued)</p>	<p>Impact on Strategy and Financial Planning:</p> <p>Ryman's Hospitality segment goal is to be the nation's premier hospitality REIT for group-oriented, destination hotel assets in urban and resort markets. Sustainability and management of climate risk supports Ryman's overall strategic plan to (1) enhance hotel property design, and (2) expand its Hospitality segment portfolio through selective acquisitions of assets meeting its investment criteria. The consideration of climate risk compels Ryman to ensure that its resort expansion activities incorporate a strong connection to the local environment and prioritize biodiversity concerns and baseline water stress.</p> <p>Ryman's Entertainment segment goal is to be a leading provider of music and live entertainment experiences. Sustainability and management of climate risk supports Ryman's overall strategic plan to (1) enhance the design of its Entertainment segment properties, and (2) expand its Entertainment segment portfolio through selective acquisitions of assets meeting its investment criteria. The consideration of climate risk compels Ryman to ensure that its Entertainment segment venue enhancement activities incorporate a strong connection to the local environment and prioritize biodiversity concerns and baseline water stress.</p> <p>In addition, laws and regulations have been enacted to regulate or limit carbon emissions, which impact both the Company's Hospitality segment and Entertainment segment. Changes in legislation relating to climate change, and complying with such laws and regulations, may require the Company to make significant investments in its properties and could result in increased energy costs at the properties, which could have a material adverse effect on the Company's results of operations and its ability to make distributions to stockholders.</p> <p>The challenges of climate change are present, real, and ever-changing. On May 3, 2010, Nashville experienced an unprecedented rainfall event amounting to 19 inches of rain over a two-day period. This rain event led to a thousand-year flood event that inundated the Grand Ole Opry House and Gaylord Opryland, both located along the bank of the Cumberland River, with more than 8 feet of water. This devastating flood event led to the emergency evacuation of more than approximately 1,500 guests and led to a six-month closure of Gaylord Opryland and a five-month closure of the Grand Ole Opry House. In 2012, Ryman completed construction on a combined \$17 million perimeter flood protection system around Gaylord Opryland and the Grand Ole Opry House, to protect the 100-plus-acre site from another monumental flood. The large floodwall, which stands 10 feet tall in some places, is built of brick and concrete; the barrier system is completed with aluminum planks stored on the property that groundskeepers can install quickly to stop water from coming through pedestrian and vehicle gates.</p>	<p>2024 Sustainability Report</p> <p>2024 Annual Report</p>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

DISCLOSURE	RESPONSE	REFERENCE
<p>Impact on Business, Strategy and Financial Planning (continued)</p>	<p>Unfortunately, the increase in disruptive weather patterns due to climate change is a tangible risk that properties will need to prepare for. Ryman's priority-based approach to asset enhancement leverages building assets. Occurring on a regular basis, a cycle of planning and monitoring through numerous on-site inspections (and, in the case of the Hospitality segment, strong relationships with the Company's third-party hotel operator, Marriott) is how the Company expects its assets to stand resiliently during challenges.</p> <p>Overall, addressing climate-related risks and opportunities requires partnerships with Ryman's stakeholders (stockholders, customers, suppliers, employees, third party operators such as Marriott, and their employees, local communities and industry associations). With respect to the Hospitality segment, Ryman values the relationship between its asset management team and the property general managers. Every month, asset management engages with the general manager and executives at each property to discuss sustainability specific concerns as part of the overall performance of the hotel from the previous month. Ryman's asset management team works directly with Marriott to develop a short- and long-term sustainability strategy.</p>	<p>2024 Sustainability Report</p> <p>2024 Annual Report</p>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT, WITH IFRS S2 ALIGNED ENHANCEMENTS

DISCLOSURE	RESPONSE	REFERENCE
<p>Organizational Resilience and Impact of Different Scenarios, including 2 Degrees or Lower</p>	<p>Ryman recognizes the important shift that will occur as companies plan for the physical risks of climate change and prepare for decarbonization and a net-zero future. In a scenario in which global temperatures are limited to 1.5 degrees above pre-industrial levels by the end of the century, Ryman’s Hospitality and Entertainment segments must have a stronger focus on low material growth and reduced resource and energy intensity. Companies that do not act swiftly will not reap the benefits of climate transition opportunities. In any future scenario, there will be climate impacts that require mitigation and adaptation to physical infrastructure, which are especially applicable to owners of real estate such as Ryman.</p> <p>With respect to the Hospitality segment, in 2021 Ryman conducted a portfolio wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for its Hospitality segment portfolio. In 2025, Ryman conducted another portfolio wide assessment to reflect updated data for these risks. Ryman intends to build on this assessment to, in future years, set targets to improve performance in the key areas of energy, carbon emissions, water, and waste.</p> <p>With respect to the Entertainment segment, in future years Ryman intends to conduct a portfolio wide assessment of water risk, climate risk, biodiversity and protected areas, socioeconomic risk, and relevant local laws and policies for its Entertainment segment portfolio. Ryman intends to use this assessment, once completed, to set targets to improve performance in the key areas of energy, carbon emissions, water, and waste.</p>	<p>2024 Sustainability Report</p> <p>RHP Risk Assessment Report, August 2021 and September 2025</p>
<p>Investments in Low Carbon Opportunities</p>	<p>In 2024, Ryman invested approximately \$8 million in conservation measures at the Company’s hotel properties. The 2024 projects included the installation of more efficient HVAC systems, replacement of air handling units and the addition of variable frequency kitchen hoods.</p> <p>In 2025 Ryman began construction on a rooftop solar program at Gaylord National, which consists of a ~3 MW solar array to be installed on the roof of the convention center at Gaylord National. Not only does Ryman expect to see financial savings from this project, but it also anticipates substantial carbon emission reductions at the property, as the solar project is expected to provide a significant amount of the electrical load need at the hotel. Completion of the project is expected in the first quarter of 2026.</p>	<p>2024 Sustainability Report</p>

RISK MANAGEMENT

DISCLOSURE	RESPONSE	REFERENCE
<p>Process for identifying, managing, and integrating identified risks and opportunities</p>	<p>Identification process for Risks and Opportunities: Ryman identifies climate-related risks and opportunities through a structured Environmental Management System based on a Plan–Do–Check–Act cycle. Risks are screened across categories including climate change, energy and carbon, water security, biodiversity, waste, sustainable procurement, supply chain, and socio-economic impacts. At the portfolio level, a company-wide risk assessment was last completed in 2021, with an updated version completed in 2025 . The updated assessment identified high priority items include future water demand, rising temperatures, wildfires, daily particulate matter exposure, and building performance standards regulations. Risk assessments are an ongoing mechanism, planned every three-to-five years, enabling consistent monitoring of cross-category risks.</p> <p>At the project level, individual risk assessments are conducted throughout various project stages from due diligence and valuation through design, construction, supplier selection, and ongoing asset monitoring. Lastly, our Asset Management team engages with operators through monthly reviews to identify climate-related risks and opportunities across key priority areas outline including: (1) Energy Efficiency & Renewable Energy, (2) Water Efficiency & Management, (3) Waste Management & Recycling, (4) Sustainable Sourcing, (5) Climate Change Risk, Adaptation & Resilience, (6) Local communities & Ecosystems. These identification protocols work in conjunction to ensure that climate-related risks and opportunities are systematically identified.</p> <p>Management of Identified Risks and Opportunities: Risks and opportunities are managed through a multi-pathway approach. Monthly operator reviews support not only identification, but also management of risks and opportunities. At these reviews sustainability progress is considered alongside financial results, asset condition, and guest and employee experience. The reviews span Hotel managers, Directors of Engineering, and Directors of Human Resources. Expanded automated monitoring systems for key hotel areas provide a key source of data for these reviews and broader risk and opportunity management. Based on our identification and monitoring findings we manage high priority risks accordingly, often this looks like efficiency upgrades, investments to support renewable energy or climate resilience. Additionally, responsibility is assigned to the ESG Committee, which meets quarterly, and oversees corrective and preventive actions to ensure progress on both risks and opportunities.</p> <p>Integration of Identified Risks and Opportunities: Ryman integrates climate-related considerations into enterprise-wide planning and capital deployment. Multiyear capital plans are informed by sustainability assessments, building analytics, and ROI analysis. Property level aims are monitored ensuring sustainability considerations are managed alongside financial and operational imperatives.</p> <p>Identified risks and opportunities shape Ryman's broader strategic direction by influencing how resources are allocated, how assets are positioned and assessed over the long term, as well as to meet customer and stakeholder expectations across the Hospitality and Entertainment segments. By embedding climate considerations into routine decision-making, Ryman strengthens its ability to preserve long-term asset value, enhance guest experience, and sustain sustainability related progress. We do not currently assign a carbon price to conduct or inform the weighting of risks and opportunities or to guide overall strategies.</p>	<p>2024 Sustainability Report</p> <p>Environmental Sustainability Policy</p> <p>RHP Risk Assessment Report, August 2021 and September 2025</p>

METRICS AND TARGETS

DISCLOSURE	RESPONSE	REFERENCE								
<p>Scope 1, Scope 2, Scope 3 greenhouse gas (GHG) emissions</p>	<table border="1" data-bbox="386 347 1050 500"> <thead> <tr> <th data-bbox="386 347 709 402">Greenhouse Gas Emissions</th> <th data-bbox="709 347 1050 402">2024 Total Greenhouse Gas Emissions (metric tons of CO2e)</th> </tr> </thead> <tbody> <tr> <td data-bbox="386 402 709 435">Scope 1</td> <td data-bbox="709 402 1050 435">71,807</td> </tr> <tr> <td data-bbox="386 435 709 467">Scope 2 (location based)</td> <td data-bbox="709 435 1050 467">98,744</td> </tr> <tr> <td data-bbox="386 467 709 500">Scope 3</td> <td data-bbox="709 467 1050 500">N/A</td> </tr> </tbody> </table> <p data-bbox="359 558 1724 837">Ryman prepares its greenhouse gas inventory using a financial control boundary, quantifying CO₂, CH₄, and N₂O across owner operations. Scope 1 includes direct fuel use from natural gas, propane, diesel, gasoline, CNG, and, beginning this year, fleet vehicle fuel and refrigerants. Scope 2 covers purchased electricity, steam, heat, and chilled water, calculated on a market-based basis, although location-based results are equivalent as no contractual instruments/ RECs have been factored into calculations. All energy sources are converted into kWh, and greenhouse gas emission factors are expressed in kgCO₂e/kWh to ensure consistent measurement. The Company applies the most recently published emission factors and global warming potentials available at the time of inventory preparation, with methodology and sources detailed in its Inventory Management Plan. This approach was selected to provide consistency and comparability across energy types and reporting periods. Aside from updating emission factors to the latest published set and expanding Scope 1 to include fleet vehicles, no other significant changes were made to the methodology during the reporting period.</p>	Greenhouse Gas Emissions	2024 Total Greenhouse Gas Emissions (metric tons of CO2e)	Scope 1	71,807	Scope 2 (location based)	98,744	Scope 3	N/A	<p>2024 Sustainability Report</p>
Greenhouse Gas Emissions	2024 Total Greenhouse Gas Emissions (metric tons of CO2e)									
Scope 1	71,807									
Scope 2 (location based)	98,744									
Scope 3	N/A									
<p>Climate Targets</p>	<p data-bbox="359 911 1724 1027">Our property-level environmental goals focus on lowering water, energy, and carbon consumption, and increasing our landfill diversion rates, all relative to intensity figures. We established a 2019 baseline to assess progress and have implemented steps in partnership with our operating partner, Marriott. Associated data is disclosed in the Historical Performance section of this Sustainability Report. We also monitor and report upon the SASB Real Estate industry-based metrics.</p> <p data-bbox="359 1068 1724 1122">In 2024, Marriott shared long-term targets aligned with Marriott's SBTi verified goals, and we are evaluating operational and capital pathways to meet or exceed them.</p>	<p>2024 Sustainability Report</p>								

GRI DISCLOSURES

ORGANIZATIONAL PROFILE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-1	Organizational details	<p>Ryman Hospitality Properties, Inc. (NYSE: RHP) (“Ryman” or the “Company”) is a Delaware corporation that operates in the United States as a self-advised and self-administered REIT for federal income tax purposes. Ryman’s corporate headquarters are located at One Gaylord Drive, Nashville, Tennessee 37214.</p>	<p>2024 10-K p. 2, 5</p> <p>Contact Us</p>
2-2	Entities included in the organization’s sustainability reporting	<p>The entities included in the Sustainability Report with respect to ESG include:</p> <p>HOSPITALITY SEGMENT:</p> <ul style="list-style-type: none"> ■ Gaylord Opryland Resort & Convention Center in Nashville, Tennessee (“Gaylord Opryland”) ■ Gaylord Palms Resort & Convention Center in Kissimmee, Florida (“Gaylord Palms”) ■ Gaylord Texan Resort & Convention Center in Grapevine, Texas (“Gaylord Texan”) ■ Gaylord National Resort & Convention Center near Washington D.C. (“Gaylord National”) ■ Gaylord Rockies Resort & Convention Center in Aurora, Colorado (“Gaylord Rockies”) ■ Inn at Opryland, adjacent to Gaylord Opryland ■ AC Hotel at National Harbor, Washington D.C. (“AC Hotel”) near Gaylord National ■ Gaylord Springs Golf Links in Nashville, Tennessee (“Gaylord Springs”) ■ JW Marriott San Antonio Hill Country Resort & Spa in San Antonio, Texas (“JW Marriott Hill Country”) ■ JW Marriott Phoenix Desert Ridge Resort & Spa in Phoenix, Arizona (“JW Marriott Desert Ridge”) <p>Hospitality segment properties are managed by Marriott International, Inc. (“Marriott”). Pertaining to Hospitality segment environmental data, metrics are based on 2024 data from wholly-owned hotel properties (excluding the JW Marriott Desert Ridge, which was acquired in June 2025) as well as the Gaylord Springs.</p> <p>ENTERTAINMENT SEGMENT:</p> <ul style="list-style-type: none"> ■ ACL Live at the Moody Theater ■ Category 10 (formerly Wildhorse Saloon) ■ General Jackson Showboat ■ Grand Ole Opry House ■ Ole Red BNA Airport ■ Ole Red Gatlinburg ■ Ole Red Nashville ■ Ole Red Orlando ■ Ole Red Tishomingo ■ Ole Red Las Vegas ■ Ryman Auditorium ■ Wendell Building (corporate office building) ■ WSM Radio Tower ■ W Austin Hotel <p>Ryman directly manages its Entertainment segment properties. Pertaining to Entertainment segment environmental data, metrics are based on 2024 data from owned and operated properties and Ryman’s corporate office.</p>	<p>2024 10-K p. 2, 7-9,</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-3	Reporting period, frequency and contact point	<p>The reporting period is the calendar year 2024 (January 1 - December 31, 2024). The Sustainability Report will be updated on an annual basis.</p> <p>Address: One Gaylord Drive Nashville, TN 37214; Phone: +1 615 316 6000; E-mail: investorrelations@rymanhp.com</p>	<p>2024 10-K</p> <p>Contact Us</p>
2-4	Restatements of information	<p>Certain Hospitality segment historical environmental data has been restated. The footnotes below the Hospitality segment performance tables in the Sustainability Report list the specific restatements with a description of the basis of the restatement</p>	<p>2024 Sustainability Report (Environmental Performance Table, p. 43).</p>
2-5	External assurance	<p>The Company's sustainability reporting has not been externally assured.</p>	<p>GRI Content Index</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-6	Activities, value chain, and other business relationships	<p>Ryman is a Delaware corporation that began operating as a self-advised and self-administered REIT for federal income tax purposes on January 1, 2013.</p> <p>Ryman is a leading lodging and hospitality real estate investment trust that specializes in upscale convention center resorts and country music entertainment experiences. Ryman focuses on group-oriented, destination hotel assets in urban and resort markets. Ryman is generally interested in highly accessible upper-upscale assets with over 400 hotel rooms in urban and resort group destination markets. As of December 31, 2024 Ryman's Hospitality segment properties were spread throughout five states: Colorado, Florida, Maryland, Tennessee, and Texas. Ryman's Hospitality segment properties include a network of five upscale, meetings-focused resorts totaling 9,917 rooms that are managed by Marriott under the Gaylord Hotels brand. Other owned hotel assets managed by Marriott include the Inn at Opryland, the AC Hotel, the JW Marriott Hill Country, and effective June 10, 2025, the JW Marriott Desert Ridge.</p> <p>Ryman's Entertainment segment is comprised of a controlling approximately 70% equity interest in a business comprised of a number of entertainment and media assets known as the Opry Entertainment Group ("OEG"). These assets include the Grand Ole Opry, the legendary weekly showcase of country music's finest performers for 99 years; the Ryman Auditorium, the storied live music venue and former home of the Grand Ole Opry located in downtown Nashville; WSM-AM, the Opry's radio home; Ole Red, a brand of Blake Shelton-themed bar, music venue and event spaces; Category 10, a Luke Combs-themed bar, music venue and event space that opened in November 2024; Block 21, a mixed-use entertainment, lodging, office, and retail complex located in Austin, Texas ("Block 21"); and as of January 3, 2025, a majority equity interest in Southern Entertainment, a Charlotte, North Carolina-based national music festival and events production company.</p> <p>Prior to June 16, 2022, the Company owned 100% of OEG. The Company operates its Entertainment segment as part of a taxable REIT subsidiary.</p> <p>Ryman's operations are organized into three principal business segments: (i) Hospitality, which includes the Gaylord Hotels properties, JW Marriott Hill Country, JW Marriott Desert Ridge (effective June 10, 2025), the Inn at Opryland and the AC Hotel; (ii) Entertainment, which includes the entertainment and media assets comprising OEG; and (iii) Corporate and Other, which includes corporate expenses. These three business segments — Hospitality, Entertainment, Corporate and Other — represented approximately 85%, 15%, and 0%, respectively, of total revenues for the fiscal year ended December 31, 2024.</p> <p>As a self-administered REIT, the Company's Hospitality segment properties are managed by a third-party operator, Marriott. Through Marriott, Hospitality segment properties benefit by leveraging the brand's global supply chain purchasing power. In addition, each year, the Company directly engages suppliers for various products and services. Many of the Company's suppliers and vendors are local to the markets its properties serve and have been long-term partners. The Company's supply chain extends to suppliers engaged in design and construction services; construction materials and equipment; furniture, fixtures, and equipment ("FF&E"); food and beverage supplies; office supplies, including computer equipment; laundry facility supplies and equipment; and related supplies and equipment.</p>	<p>2024 10-K p. 5, p. 13-15</p> <p>About Us</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES																																																																																																																																		
2-7	Employees	<p>HOSPITALITY SEGMENT:</p> <p>In 2024, Ryman’s Hospitality segment had a total of 102 employees in the US region. These employees were permanent, full-time employees — of which, 45 were men and 57 were women.</p> <p>2024</p> <table border="1"> <thead> <tr> <th data-bbox="499 483 604 500">FEMALE</th> <th data-bbox="695 483 758 500">MALE</th> <th data-bbox="884 483 968 500">OTHERS</th> <th data-bbox="1073 483 1220 500">NOT DISCLOSED</th> <th data-bbox="1262 483 1325 500">TOTAL</th> </tr> </thead> <tbody> <tr> <td colspan="5" data-bbox="499 505 1325 521">Number of Employees</td> </tr> <tr> <td data-bbox="499 526 541 542">57</td> <td data-bbox="695 526 737 542">45</td> <td data-bbox="884 526 905 542">0</td> <td data-bbox="1073 526 1094 542">0</td> <td data-bbox="1262 526 1304 542">102</td> </tr> <tr> <td colspan="5" data-bbox="499 558 1325 574">Number of Permanent Employees</td> </tr> <tr> <td data-bbox="499 579 541 596">57</td> <td data-bbox="695 579 737 596">45</td> <td data-bbox="884 579 905 596">0</td> <td data-bbox="1073 579 1094 596">0</td> <td data-bbox="1262 579 1304 596">102</td> </tr> <tr> <td colspan="5" data-bbox="499 612 1325 628">Number of Temporary Employees</td> </tr> <tr> <td data-bbox="499 633 520 649">0</td> <td data-bbox="695 633 716 649">0</td> <td data-bbox="884 633 905 649">0</td> <td data-bbox="1073 633 1094 649">0</td> <td data-bbox="1262 633 1283 649">0</td> </tr> <tr> <td colspan="5" data-bbox="499 672 1325 688">Number of Non-guaranteed hours Employees</td> </tr> <tr> <td data-bbox="499 693 520 709">0</td> <td data-bbox="695 693 716 709">0</td> <td data-bbox="884 693 905 709">0</td> <td data-bbox="1073 693 1094 709">0</td> <td data-bbox="1262 693 1283 709">0</td> </tr> <tr> <td colspan="5" data-bbox="499 721 1325 737">Number of Full-time Employees</td> </tr> <tr> <td data-bbox="499 742 541 758">57</td> <td data-bbox="695 742 737 758">45</td> <td data-bbox="884 742 905 758">0</td> <td data-bbox="1073 742 1094 758">0</td> <td data-bbox="1262 742 1304 758">102</td> </tr> <tr> <td colspan="5" data-bbox="499 769 1325 786">Number of Part-time Employees</td> </tr> <tr> <td data-bbox="499 790 520 807">0</td> <td data-bbox="695 790 716 807">0</td> <td data-bbox="884 790 905 807">0</td> <td data-bbox="1073 790 1094 807">0</td> <td data-bbox="1262 790 1283 807">0</td> </tr> </tbody> </table> <p>ENTERTAINMENT SEGMENT:</p> <p>In 2024, Ryman’s Entertainment segment had a total of 1,831 employees in the US region. These employees were permanent, full-time employees — of which, 866 were men and 965 were women.</p> <p>2024</p> <table border="1"> <thead> <tr> <th data-bbox="499 1036 604 1052">FEMALE</th> <th data-bbox="695 1036 758 1052">MALE</th> <th data-bbox="884 1036 968 1052">OTHERS</th> <th data-bbox="1073 1036 1220 1052">NOT DISCLOSED</th> <th data-bbox="1262 1036 1325 1052">TOTAL</th> </tr> </thead> <tbody> <tr> <td colspan="5" data-bbox="499 1057 1325 1073">Number of Employees</td> </tr> <tr> <td data-bbox="499 1078 541 1094">965</td> <td data-bbox="695 1078 737 1094">866</td> <td data-bbox="884 1078 905 1094">0</td> <td data-bbox="1073 1078 1094 1094">0</td> <td data-bbox="1262 1078 1304 1094">1,831</td> </tr> <tr> <td colspan="5" data-bbox="499 1110 1325 1127">Number of Permanent Employees</td> </tr> <tr> <td data-bbox="499 1131 541 1148">963</td> <td data-bbox="695 1131 737 1148">864</td> <td data-bbox="884 1131 905 1148">0</td> <td data-bbox="1073 1131 1094 1148">0</td> <td data-bbox="1262 1131 1304 1148">1,827</td> </tr> <tr> <td colspan="5" data-bbox="499 1164 1325 1180">Number of Temporary Employees</td> </tr> <tr> <td data-bbox="499 1185 520 1201">2</td> <td data-bbox="695 1185 716 1201">2</td> <td data-bbox="884 1185 905 1201">0</td> <td data-bbox="1073 1185 1094 1201">0</td> <td data-bbox="1262 1185 1283 1201">4</td> </tr> <tr> <td colspan="5" data-bbox="499 1213 1325 1229">Number of Non-guaranteed hours Employees</td> </tr> <tr> <td data-bbox="499 1234 520 1250">0</td> <td data-bbox="695 1234 716 1250">0</td> <td data-bbox="884 1234 905 1250">0</td> <td data-bbox="1073 1234 1094 1250">0</td> <td data-bbox="1262 1234 1283 1250">0</td> </tr> <tr> <td colspan="5" data-bbox="499 1273 1325 1289">Number of Full-time Employees</td> </tr> <tr> <td data-bbox="499 1294 541 1310">452</td> <td data-bbox="695 1294 737 1310">493</td> <td data-bbox="884 1294 905 1310">0</td> <td data-bbox="1073 1294 1094 1310">0</td> <td data-bbox="1262 1294 1304 1310">945</td> </tr> <tr> <td colspan="5" data-bbox="499 1326 1325 1343">Number of Part-time Employees</td> </tr> <tr> <td data-bbox="499 1347 541 1364">513</td> <td data-bbox="695 1347 737 1364">373</td> <td data-bbox="884 1347 905 1364">0</td> <td data-bbox="1073 1347 1094 1364">0</td> <td data-bbox="1262 1347 1304 1364">886</td> </tr> </tbody> </table>	FEMALE	MALE	OTHERS	NOT DISCLOSED	TOTAL	Number of Employees					57	45	0	0	102	Number of Permanent Employees					57	45	0	0	102	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					57	45	0	0	102	Number of Part-time Employees					0	0	0	0	0	FEMALE	MALE	OTHERS	NOT DISCLOSED	TOTAL	Number of Employees					965	866	0	0	1,831	Number of Permanent Employees					963	864	0	0	1,827	Number of Temporary Employees					2	2	0	0	4	Number of Non-guaranteed hours Employees					0	0	0	0	0	Number of Full-time Employees					452	493	0	0	945	Number of Part-time Employees					513	373	0	0	886	GRI Content Index
FEMALE	MALE	OTHERS	NOT DISCLOSED	TOTAL																																																																																																																																	
Number of Employees																																																																																																																																					
57	45	0	0	102																																																																																																																																	
Number of Permanent Employees																																																																																																																																					
57	45	0	0	102																																																																																																																																	
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																																																																																																																																					
57	45	0	0	102																																																																																																																																	
Number of Part-time Employees																																																																																																																																					
0	0	0	0	0																																																																																																																																	
FEMALE	MALE	OTHERS	NOT DISCLOSED	TOTAL																																																																																																																																	
Number of Employees																																																																																																																																					
965	866	0	0	1,831																																																																																																																																	
Number of Permanent Employees																																																																																																																																					
963	864	0	0	1,827																																																																																																																																	
Number of Temporary Employees																																																																																																																																					
2	2	0	0	4																																																																																																																																	
Number of Non-guaranteed hours Employees																																																																																																																																					
0	0	0	0	0																																																																																																																																	
Number of Full-time Employees																																																																																																																																					
452	493	0	0	945																																																																																																																																	
Number of Part-time Employees																																																																																																																																					
513	373	0	0	886																																																																																																																																	

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

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

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-9	Governance structure and composition	<p>Ryman's business is managed under the direction of its Board of Directors. The Board is collectively responsible for oversight of the Company's enterprise risk management function, with reviews of certain areas being conducted by the relevant Board committees that report on their deliberations to the Board. The Board delegates the conduct of the business to the senior management team. Ryman's Board of Directors is the highest governance body within the Company, comprised of four committees to facilitate and assist the Board in the execution of its responsibilities: the Audit Committee, the Human Resources Committee, the Nominating and Corporate Governance Committee; and the Risk Committee.</p> <p>The Board of Directors is the representative of the stockholders with a fiduciary obligation to see that the affairs of the Company are conducted in a manner coincident with the best interest of, and fulfilling its responsibility to, stockholders, customers, employees, and communities. Ryman has adopted Corporate Governance Guidelines governing the conduct of the Board. The charters of the Audit Committee, Human Resources Committee, Nominating and Corporate Governance Committee and Risk Committee, as well as the Company's Corporate Governance Guidelines, are all posted on the Company's web site at www.rymanhp.com (under "Corporate Governance" on the Investor Relations page).</p> <p>The Audit Committee is responsible for overseeing and making decisions on the management of the organization's impacts on the economy by overseeing compliance with legal and regulatory requirements relating to preparation of Ryman's financial information.</p> <p>The Human Resources Committee is responsible for overseeing the Company's human capital management program, including the review and approval of all compensation policies and programs that benefit employees, including employment and severance agreements, incentive programs, employee benefits and retirement programs.</p> <p>The Nominating and Corporate Governance Committee is responsible for selecting nominees for director, and compliance with the Company's corporate governance guidelines and certain provisions of its code of conduct and other policies.</p> <p>The Risk Committee is responsible for oversight of the assessment and management of key risks facing the Company, including the oversight of management's enterprise risk management program and the oversight of the Company's sustainability programs. Issues overseen by the committee include sustainability and corporate social responsibility. For more details on the Board Committees, see the Company's Corporate Governance Guidelines.</p>	<p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>Audit Committee Charter</p> <p>Human Resources Committee Charter</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Risk Committee Charter</p> <p>2025 Proxy Statement p. 1-4, 22-27, 30-32</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-9	<p>Governance structure and composition</p> <p>(CONTINUED)</p>	<p>The Sustainability Committee is a cross-functional senior management committee of the Company. It is subject to the oversight of the Risk Committee of the Board of Directors and will assist such committee in setting the Company's general strategy relating to the Sustainability Program Components. The Sustainability Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on the Company's sustainability strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the Sustainability Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the Sustainability Program Components.</p> <p>As of December 31, 2024, 7 of Ryman's 9 Board members were independent. Ryman's four active standing Board committees are comprised solely of independent directors. A table on Board members' competencies, independence, tenure, gender, and diversity can be found on pages 3-4 of the 2025 Proxy Statement. A list of Ryman's Board committee members and responsibilities can be found on Ryman's web site at www.rymanhp.com (under "Corporate Governance" on the Investor Relations page).</p>	<p>Corporate Governance Guidelines</p> <p>Corporate Governance - Committee Composition</p> <p>Board of Directors</p> <p>Audit Committee Charter</p> <p>Human Resources Committee Charter</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Risk Committee Charter</p> <p>2025 Proxy Statement p. 1-4, 22-27, 30-32</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-10	Nomination and selection of the highest governance body	<p>The nomination and selection process for the highest governance body is as follows:</p> <p>On at least an annual basis, the Nominating and Corporate Governance Committee of the Board evaluates the Board's composition to ensure that the Board maintains complementary and diverse skill sets, perspectives, backgrounds and experiences for its continued effectiveness, with the goal of having a mix of years of tenure of Board members between those who have served longer term, medium term, or shorter term.</p> <p>The Nominating and Corporate Governance Committee is appointed by the Board of the Company to assist the Board, on an annual basis, by identifying individuals qualified to become Board members (consistent with criteria approved by the Board), and to recommend to the Board the director nominees for the next annual meeting of stockholders. The Nominating and Corporate Governance Committee annually reviews with the Board the Company's "Statement of Expectations of Directors." This review includes an assessment of independence, diversity, age, skills, experience, and industry backgrounds in the context of the needs of the Board and the Company, as well as the ability of current and prospective directors to devote sufficient time to performing their duties in an effective manner. Directors are expected to actively participate in Board discussions and exemplify the highest standards of personal and professional integrity. In particular, the Nominating and Corporate Governance Committee seeks directors with established strong professional reputations and expertise in areas relevant to the strategy and operations of the Company's businesses. While the Company's Corporate Governance Guidelines do not prescribe specific diversity criteria for selection of directors, as a matter of practice, the Nominating and Corporate Governance Committee considers diversity in the context of the Board as a whole and takes into account diversity, including the personal characteristics (such as gender, ethnicity or age) and experience (such as industry, professional or public service) of current and prospective directors, when selecting new directors to facilitate Board deliberations that reflect a broad range of viewpoints. The Nominating and Corporate Governance Committee's charter gives it responsibility to develop and recommend criteria for the selection of new directors to the Board, including but not limited to diversity, age, skills, experience, time availability and such other criteria as the committee shall determine to be relevant at the time.</p> <p>The Company's Corporate Governance Guidelines and Bylaws provide for a majority voting standard in uncontested director elections. Under these provisions, any director nominee in an uncontested election will be elected to the Board if the votes cast for such nominee's election exceed the votes cast against such nominee's election at any meeting for the election of directors at which a quorum is present.</p> <p>The 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>2025 Proxy Statement p. 9, 25-27</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-11	Chair of the highest governance body	Colin V. Reed, the chair of the highest governance body, serves as Executive Chairman of the Board of Directors.	2025 Proxy Statement p. 22

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-12	<p>Role of the highest governance body in overseeing the management of impacts</p>	<p>The Sustainability Committee is a cross-functional senior management committee of the Company. It is subject to the oversight of the Risk Committee of the Board and will assist the committee in setting the Company’s general strategy relating to the Sustainability 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 the Company’s sustainability strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the Sustainability Program Components, and (c) monitoring developments relating to, and improving upon, the Company’s understanding of the Sustainability 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. Sustainability and corporate social responsibility risks are one of the areas of focus of the Board and its committees.</p> <p>Ryman aims to support the United Nations Sustainable Development Goals through the operation of its hotel properties and its entertainment venues. In addition, Ryman is an advocate for the American Hotel & Lodging Association’s 5-star promise on sexual harassment.</p> <p>The Company’s stockholder and investor outreach generally includes investor road shows, analyst meetings, investor days and investor conferences and meetings. The Company also communicates with its stockholders through its SEC filings (including its annual report and proxy statement), press releases and website. In addition, the Company’s conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2024 the Company reached out to 30 of its largest stockholders, representing approximately 71% of its outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>The primary corporate governance issues discussed with the Company’s stockholders during 2024 were its board governance structure, its climate-related risks and opportunities and its executive compensation programs. The feedback received from this engagement effort is communicated to and considered by the Board.</p>	<p>2025 Proxy Statement p. 30-31, 33</p> <p>Charter of the Sustainability Steering Committee</p> <p>2024 Sustainability Report</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-13	Delegation of responsibility for managing impacts	<p>The Company formed a Sustainability Committee to hold the highest level of responsibility for addressing sustainability risks and developing relevant solutions to further connect the Company with the community while staying aligned to its strategic goals. The Sustainability Committee then reports directly to the Risk Committee who then shares pertinent findings with the Board.</p> <p>General oversight of environmental, social, and economic impacts, risks, and opportunities fall under the responsibility of the Company's Sustainability Committee, chaired by the Executive Vice President & General Counsel, which reports to the Risk Committee.</p> <p>The Sustainability Committee reports at least annually to the Board of Directors.</p>	Charter of the Sustainability Steering Committee
2-14	Role of the highest governance body in sustainability reporting	<p>The Sustainability Committee is a cross-functional senior management committee of the Company. It is subject to the oversight of the Risk Committee of the Board and will assist the committee in setting the Company's general strategy relating to the Sustainability Program Components. The Sustainability Committee will also assist the CEO and executive management of the Company in (a) developing, implementing and monitoring initiatives and policies based on the Company's sustainability strategy, (b) overseeing communications with employees, investors and other stakeholders with respect to the Sustainability Program Components, and (c) monitoring developments relating to, and improving upon, the Company's understanding of the Sustainability Program Components.</p>	Charter of the Sustainability Steering Committee
2-15	Conflicts of interest	<p>The Company must have the confidence of its customers and the public. Directors and employees must avoid conflicts or the appearance of conflicts. Specifically, employees should avoid any outside financial interests that might conflict with the Company's interests. Such outside interests could include, among other things: personal or family financial interests in or indebtedness to enterprises that have business relations with the Company; and acquiring any interest in outside entities, properties, etc., in which the Company has an interest or potential interest. This would include stock in businesses being considered for acquisition, or real estate or possible new or expanded company operations, and the conduct of any business not on behalf of the Company with any vendor, supplier, customer, or agency or any of their officers or employees. Employees and directors should report any material transaction or relationship that could result in a conflict of interest to the Company's General Counsel. Conflicts of interest in regard to cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholders, and related parties, and their relationships, transactions, and outstanding balances are then disclosed to stakeholders in the Proxy Statement.</p>	Code of Business Conduct and Ethics

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-16	Communication of critical concerns	<p>General questions regarding the Company's Code of Business Conduct and Ethics or the application of such Code to particular situations may be directed to the Company's General Counsel. Questions from directors and executive officers may also be discussed with the Executive Chairman of the Board, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>The General Counsel did not receive any critical concerns in 2024.</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 2024, 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>2025 Proxy Statement p. 25-27</p> <p>Corporate Governance Guidelines</p>
2-18	Evaluation of the performance of the highest governance body	<p>In 2024, there were no processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people.</p>	<p>GRI Content Index</p>
2-19	Remuneration policies	<p>The Company's Human Resources Committee (which functions as the Company's compensation committee) annually reviews the Company's executive compensation program to determine how well actual compensation targets and levels meet its overall compensation philosophy and to compare its compensation programs to its peers. The Human Resources Committee also oversees the Company's compensation programs.</p>	<p>2025 Proxy Statement p. 6-8, 36-52</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-20	Process to determine remuneration	<p>The Company's Human Resources Committee annually determines whether the Company's overall executive compensation program is consistent with its business strategy and promotes its compensation philosophy. In determining target total annual compensation for each NEO, the Human Resources Committee relies on its general experience and subjective considerations of various factors, including the Company's strategic business goals, information with respect to the peer groups established by the Human Resources Committee, proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by its independent compensation consultant, and each executive officer's position, experience, level of responsibility, individual job performance, contributions to corporate performance, job tenure and future potential.</p> <p>The Human Resources Committee does not set specific targets or utilize any formulaic benchmarks for overall compensation or for allocations between fixed and performance-based compensation, cash and non-cash compensation or short-term and long-term compensation. In addition, the Human Resources Committee uses proprietary and publicly available compensation surveys and data with respect to REITs and other public companies provided by its independent compensation consultant to obtain a general understanding of current compensation practices, including to confirm that the base salary and other elements of target total compensation opportunity for executive officers is at a market-competitive level.</p> <p>The Human Resources Committee (which functions as the Company's compensation committee) is comprised entirely of independent directors. In addition, there are no relationships among the Company's executive officers, members of the committee or entities whose executives serve on the Board or the committee that require disclosure under applicable regulations of the SEC.</p> <p>Consistent with the views of its stockholders, initially expressed in 2011 and reaffirmed in 2017 and 2023, the Company continues to conduct an annual "say-on-pay" advisory vote to solicit its stockholders' views on the Company's compensation programs.</p> <p>The Human Resources Committee of the Board retains Aon, a leading independent compensation consultant, as its independent compensation advisor.</p>	<p>2025 Proxy Statement p. 6-8, 25, 42, 49</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-21	Annual total compensation ratio	<p>The annual total compensation ratio of the Company's CEO to the median employee's total compensation (based on Hospitality segment employees only) was 46 to 1 for 2024.</p> <p>The percentage change in annual total compensation ratio was (6.52)%. The ratio was 49:1 in 2023 and decreased to 46:1 in 2024.</p> <p>For purposes of calculating the total compensation for the median employee in the Company's Hospitality business segment, only full-time employees employed by the Company's REIT entity were included in the determination of the median employee. For 2023, a total of 94 employees were included in this determination, and for 2024 a total of 100 employees were included in this determination.</p>	<p>2025 Proxy Statement p. 28-29</p> <p>GRI Content Index</p>
2-22	Statement on sustainable development strategy	<p>A letter from the Company's Executive Chairman and the Company's Chief Executive Officer is included in the Company's annual sustainability report.</p>	<p>2024 Sustainability Report</p>

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

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

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-24	Embedding policy commitments	<p>Ryman is committed to achieving high standards of business, personal and ethical conduct for itself, its directors, and all personnel. Through performance in accordance with these standards, Ryman, its directors, and all of its employees will merit and enjoy the respect of one another, the business community, its stockholders, its customers and suppliers, and the public.</p> <p>Each employee and director must endeavor to deal fairly with Ryman's customers, suppliers, competitors, and other employees. No employee or director shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of a material fact, or any other unfair dealing practice.</p> <p>All employees are required to read, understand, and conduct business according to Ryman's Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in the Code of Business Conduct and Ethics is required of all employees and enforcement is the direct responsibility of every supervisor.</p>	<p>Code of Business Conduct and Ethics</p> <p>2024 Sustainability Report</p>
2-25	Processes to remediate negative impacts	<p>For processes to remediate negative impacts, refer to the Company's Code of Business Conduct and Ethics, Human Rights and Inclusiveness Policy, and environmental reporting.</p>	<p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>General questions regarding the Company's Code of Business Conduct and Ethics or the application of the Code of Business Conduct and Ethics to situations may be directed to Ryman's General Counsel. Questions from directors and executive officers may also be discussed with the Executive Chairman, the Chief Executive Officer, or the Chairman of the Nominating and Corporate Governance Committee.</p> <p>Good faith¹ reports of wrongdoing² should be submitted, in writing, to the Senior or Executive Vice President to whom an employee ultimately reports, 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 Policy</p> <p>2024 Sustainability Report</p>

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

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

GRI DISCLOSURES

ORGANIZATIONAL PROFILE (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
2-28	Membership associations	Ryman is a member of NAREIT and the American Hotel & Lodging Association.	GRI Content Index
2-29	Approach to stakeholder engagement	<p>The Company's direct stakeholders are its stockholders, third-party operator (in the case of its Hospitality segment), suppliers, and employees. Other stakeholder groups include employees of the third-party operator of the Company's hotel properties, the local communities of each property and industry associations. Stakeholders are determined by their impact on the Company and its business activities. The Company's approach to stakeholder engagement within its Hospitality segment focuses primarily on its employees, the local community, and its third-party operator, Marriott (and its employees). The Company's approach to stakeholder engagement within its Entertainment segment focuses primarily on the Company's employees and community.</p> <p>The Company engages its community stakeholders by participating through membership in various industry associations, and through its Ryman Hospitality Properties Foundation. The Company engages its stockholders through investor road shows, analyst meetings, investor days and investor conferences and meetings. The Company also communicates with its stockholders through SEC filings (including an annual report and proxy statement), press releases and website. In addition, conference calls for quarterly earnings releases are available to anyone in real time and on an archived basis. During 2024 the Company reached out to 30 of its largest stockholders, representing approximately 71% of its outstanding shares, to engage in a dialogue regarding their areas of focus and concern.</p> <p>For more details, see the Company's Environmental Management System.</p>	<p>GRI Content Index</p> <p>2025 Proxy Statement p. 33</p> <p>Environmental Management System</p>
2-30	Collective bargaining agreements	<p>With respect to the Company's Hospitality segment, collective bargaining agreements are negotiated between the third-party hotel managers and labor unions. The Company does not have the ability to control the outcome of these negotiations.</p> <p>With respect to the Company's Entertainment segment and Corporate segment, the Company does not employ any employees (0%) represented by collective bargaining agreements.</p>	2024 10-K p. 11, 25

GRI DISCLOSURES

MATERIAL TOPICS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-1	<p>Process to determine material topics</p>	<p>This report discusses the environmental performance of the Company’s Hospitality and Entertainment segments and the social performance of the Company’s Hospitality, Entertainment and Corporate segments. Please note that the Company’s environmental performance data has not been verified or certified.</p> <p>This report is structured around four themes the Company deems essential, which include:</p> <ol style="list-style-type: none"> 1. Environmental and Resource Conservation; 2. Preservation of the Company’s heritage, assets, and local communities; 3. Personification of the Company’s employees, operations, and partnerships; and 4. Innovation through creativity and intertwining growth with sustainability. <p>Ryman engages with an external sustainability consultant to support the determination of material topics.</p>	<p>2024 Sustainability Report</p> <p>GRI Content Index</p>
3-2	<p>List of material topics</p>	<p>The material topics covered include: Economic Performance, Indirect Economic Impacts, Anti-Corruption, Energy, Water and Effluents, Emissions, Effluents and Waste, Employment, Occupational Health & Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy.</p> <p>These material topics are addressed through the following GRI Economic, Environmental, and Social standards:</p> <ul style="list-style-type: none"> ■ Economic standards: Direct Economic Value, Indirect Economic Impacts, Anti-corruption. ■ Environmental standards: Energy, Water and Effluents, Emissions, Waste, and Environmental Compliance. ■ Social standards: Employment, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Customer Health and Safety, and Customer Privacy. 	<p>GRI Content Index</p>

GRI DISCLOSURES

MATERIAL TOPICS (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-3	Management of material topics	<p>The Company formed a Sustainability Steering Committee to hold the highest level of responsibility for addressing sustainability risks and developing relevant solutions to further connect the Company with the community while staying aligned to its strategic goals.</p> <p>HOSPITALITY SEGMENT APPROACH:</p> <p>The Company’s approach to mitigating risks includes supporting its third-party operators to identify sustainability-linked risks and design and implement relevant solutions and track progress of initiatives.</p> <p>Hospitality segment risk assessments focus on the development and enhancement of the Company’s Hospitality segment portfolio to mitigate environmental and social risks. In doing so, the Company conducts assessments during various stages of the project lifecycle, each with its corresponding checklists for documentation. Assessments are performed during the following instances:</p> <ul style="list-style-type: none"> ▪ Site evaluation for new development or existing property renovation or enhancement ▪ Building valuation for budgeting in renovations or enhancement ▪ Key supplier selection for direct vendors and contractors ▪ Technical design and purchasing for projects overseen directly by design & construction ▪ Construction including impact monitoring ▪ Operator/Tenant fit-out and refurbishment, including technical design and purchasing when handled by the operator ▪ Ongoing performance monitoring for asset management <p>Hospitality segment risk assessments cover the following topics, the depth of which will vary depending on the nature of the instance:</p> <ul style="list-style-type: none"> ▪ Water ▪ Climate Change Adaptation and Resilience ▪ Biodiversity and Habitat ▪ Socio-economic Impact 	<p>2024 Sustainability Report</p> <p>Environmental Sustainability Policy</p> <p>Environmental Management System</p> <p>Charter of the Sustainability Steering Committee</p> <p>RHP Risk Assessment Report, August 2021 and September 2025</p>

GRI DISCLOSURES

MATERIAL TOPICS (CONTINUED)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
3-3	<p>Management of material topics (CONTINUED)</p>	<p>The critical sustainability-linked issues the Company faces are related to climate change, environmental degradation and biodiversity, energy and carbon emissions, water scarcity and security, waste management, public health, sustainable procurement, supply chain management, and socioeconomic challenges. In 2025, the Company conducted a Hospitality segment-wide assessment of water risk, climate risk, biodiversity proximity, socio-economic indicators, and transition risk of regulation and policy via research of relevant local policies for the hospitality portfolio. Through this study, several areas of risks were identified, and programs are underway to address certain of these risks (with more to be developed going forward). This builds upon and updates the risk assessment that the Company conducted in 2021.</p> <p>For more details on how the Company tracks progress, see the Company’s Environmental Management System.</p> <p>ENTERTAINMENT SEGMENT APPROACH:</p> <p>The Company’s approach to mitigating risks includes identifying sustainability-linked risks and designing and implementing relevant solutions and tracking progress of initiatives.</p> <p>The Company intends to conduct risk assessments within its Entertainment segment in future years, which will focus on the development and enhancement of the Entertainment segment portfolio to mitigate environmental and social risks.</p>	<p>2024 Sustainability Report</p> <p>GRI Content Index</p> <p>Environmental Management System</p> <p>RHP Risk Assessment Report, August 2021 and September 2025</p>

GRI DISCLOSURES

ECONOMIC PERFORMANCE

DIRECT ECONOMIC VALUE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
201-1	Direct economic value generated and distributed	<p>HOSPITALITY SEGMENT TOTAL SEGMENT RESULTS. The following presents the financial results of the Hospitality segment for the year ended December 31, 2024: Total Hospitality Revenue: \$1,997,050,000</p> <p>ENTERTAINMENT SEGMENT TOTAL SEGMENT RESULTS. The following presents the financial results of the Entertainment segment for the year ended December 31, 2024: Total Entertainment Revenue: \$342,176,000</p> <p>For further details regarding economic value distributed, refer to the 2024 10-K Report.</p>	<p>2024 10-K p. 117</p>
201-2	Financial implications and other risks and opportunities due to climate change	<p>Climate change, which includes the warming of global temperatures and rising sea levels, could potentially impact new developments and major renovation projects in worker safety, weather-related delays, construction materials design and manufacturing and increasing insurance costs. Climate change will continue to drive physical, regulatory, and business risks over time, requiring resilience planning and continuous assessment.</p> <p>Further details on the financial implications and other risks and opportunities due to climate change are outlined in the Company's TCFD and Environmental Sustainability Policy.</p>	<p>TCFD</p> <p>Environmental Sustainability Policy</p> <p>Environmental Management System</p>

INDIRECT ECONOMIC IMPACTS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
203-1	Infrastructure investments and services supported	<p>The Company strives to be a good corporate citizen in the markets in which it operates through financial and volunteer support of worthy causes, as well as through direct community engagement. The Company's charitable foundation, which has a primary focus on youth, education, and the arts, supports many organizations in the community, including the PENCIL Foundation and YMCA of Middle Tennessee's Camp Widjiwagan.</p> <p>The Company believes it is important to ensure the safety of its employees and customers, to uphold labor rights and take steps to prevent sexual harassment of its employees. Finally, the Company believes it is important to respect and uphold fundamental human rights, and to work to eradicate modern slavery from the industries in which it operates and the supply chains of those industries.</p>	<p>2025 Proxy Statement p. 32</p> <p>2024 Sustainability Report</p> <p>Human Rights Policy</p>

GRI DISCLOSURES

ANTI-CORRUPTION

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
205	Management approach disclosure	<p>Ryman has many controls specifically designed within its control framework to mitigate fraud risks. Many of these controls also mitigate corruption risk via appropriate segregation of duties, although the Company has limited international exposure related to corruption risk (FCPA relates to international bribery), where corruption can be more prevalent.</p> <p>Ryman has the following specific controls and processes in place to mitigate “corruption” risks:</p> <ul style="list-style-type: none"> ■ Signature Authorization Policy – <ul style="list-style-type: none"> □ who can approve purchases □ bidding process □ contract approval processes ■ Budgets established and monitored ■ Fraud Questionnaires ■ Risk Assessments – Internal Audit and Management ■ Whistleblower Hotline ■ Related Party Reviews ■ Global Anti-Corruption annual training by Ryman’s third-party hotel manager 	GRI Content Index
205-1	Operations assessed for risks related to corruption	<p>All segments of the Company’s organization are covered in the annual risk assessment (via in-person meetings and risk surveys) and annual fraud risk assessment (via surveys).</p> <p>Procurement and Financial Reporting risks are the significant risks related to corruption identified through the risk assessment.</p>	GRI Content Index
205-2	Communication and training about anti-corruption policies and procedures	<p>All Company employees are required to read, understand, and conduct business according to the Company’s Code of Business Conduct and Ethics. Compliance with the conduct policies set forth in the Code is required of all employees.</p> <p>Employees may not solicit any kind of gift or personal benefit from present or potential suppliers or customers. Employees are prohibited from accepting gifts of money (or monetary equivalents), whether solicited or unsolicited. For a list of transactions that are permitted and shall be considered an exception to the general prohibition against accepting things of value, see the Code of Business Conduct and Ethics.</p>	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

GRI DISCLOSURES

ENVIRONMENTAL ENERGY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES	
302-1	Energy consumption within the organization	<p>HOSPITALITY:</p> <p>2024 Energy Consumption:</p> <p>Total fuel from non-renewable sources: 1,429,699 GJ from natural gas, gasoline and diesel³</p> <p>Total fuel from renewable sources: 146,469 GJ from the grid</p> <p>Total energy: 2,487,591 GJ</p> <p>Total purchased electricity: 253,557,733 kwh</p> <p>Total steam consumption: 40,301,202 kwh</p>	<p>ENTERTAINMENT:</p> <p>2024 Energy Consumption:</p> <p>Total fuel from non-renewable sources: 64,380 GJ from natural gas, gasoline and diesel</p> <p>Total fuel from renewable sources: 15,391 GJ from the grid</p> <p>Total energy: 220,393 GJ</p> <p>Total purchased electricity: 24,124,932 kwh</p> <p>Total steam consumption: 2,647,680 kwh</p>	2024 Sustainability Report and Environmental Performance Table
302-3	Energy intensity	<p>HOSPITALITY:</p> <p>The 2024 energy intensity was 45.82 kilowatt-hours per square foot (ratio calculated by gross floor area).</p>	<p>ENTERTAINMENT:</p> <p>The 2024 energy intensity was 68.53 kilowatt-hours per square foot (ratio calculated by gross floor area).</p>	2024 Sustainability Report and Environmental Performance Table
302-4	Reduction of energy consumption	<p>HOSPITALITY:</p> <p>From the 2019 baseline, energy intensity decreased 3.07% in 2024, with increases due to the addition of JW Marriott Hill Country, partially offset by energy efficiency initiatives across the portfolio.</p> <p>Presently the Company tracks purchased electricity, diesel, natural gas, district chilled water and steam at its hotel properties.</p>	<p>ENTERTAINMENT:</p> <p>From the 2023 baseline, energy intensity decreased 1.95% in 2024.</p>	2024 Sustainability Report and Environmental Performance Table

³ Includes gasoline from vehicles, representing the first year of data collection.

GRI DISCLOSURES

ENVIRONMENTAL

WATER & EFFLUENTS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
303-5	Water withdrawal	<p>HOSPITALITY:</p> <p>Total water withdrawal was 6,273.98 megaliters during the 2024 reporting period.</p> <p>The Risk Assessment identified three properties located in areas of High to Very High Water Stress: Gaylord Rockies, Gaylord Texan, and JW Marriott San Antonio Hill Country. Total water consumption from all areas with water stress was 2,453.94 megaliters during the 2024 reporting period.</p>	<p>ENTERTAINMENT:</p> <p>Total water withdrawal was 212.41 megaliters during the 2024 reporting period.</p>	<p>2024 Sustainability Report and Environmental Performance Table</p> <p>RHP Risk Assessment Report, August 2021 and September 2025</p>

GRI DISCLOSURES

ENVIRONMENTAL EMISSIONS

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
305-1	Direct (Scope 1) GHG emissions	HOSPITALITY: Total Scope 1 emissions were 71,807.13 metric tons of CO2e during the 2024 reporting period.	ENTERTAINMENT: Total Scope 1 emissions were 3,467.19 metric tons of CO2e during the 2024 reporting period.	2024 Sustainability Report and Environmental Performance Table
305-2	Energy Indirect (Scope 2) GHG emissions	HOSPITALITY: Total Scope 2 emissions were 98,744.28 metric tons of CO2e during the 2024 reporting period.	ENTERTAINMENT: Total Scope 2 emissions were 13,212.09 metric tons of CO2e during the 2024 reporting period.	2024 Sustainability Report and Environmental Performance Table
305-4	GHG Emissions Intensity	HOSPITALITY: Total Scope 1 and Scope 2 greenhouse gas intensity was 11.33 kilograms per square foot (kgCO2e) in 2024.	ENTERTAINMENT: Total Scope 1 and Scope 2 greenhouse gas intensity was 18.67 kilograms per square foot (kgCO2e) in 2024.	2024 Sustainability Report and Environmental Performance Table
305-5	Reduction of GHG Emissions	HOSPITALITY: From the 2019 baseline, the Hospitality segment reduced its total Scope 1 and Scope 2 emissions by 14,449.39 metric tons of CO2e in 2024. This is primarily the result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Presently, the Company tracks CO2, CH4, and N2O gases at its Hospitality segment properties.	ENTERTAINMENT: From the 2023 baseline, the Entertainment segment total Scope 1 and Scope 2 emissions increased by 63.40 metric tons of CO2e in 2024.	2024 Sustainability Report and Environmental Performance Table

GRI DISCLOSURES

ENVIRONMENTAL WASTE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE		REFERENCES
306-3	Waste generated	HOSPITALITY: Total waste generated in 2024 was 19,892.58 metric tons. Waste to landfill was 15,685.29 metric tons. Waste diverted was 4,207.29 metric tons.	ENTERTAINMENT: Total waste generated in 2024 was 733.32 metric tons. Waste to landfill was 582.70 metric tons. Waste diverted was 150.62 metric tons. ³	2024 Sustainability Report and Environmental Performance Table

ENVIRONMENTAL COMPLIANCE

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
307	Management approach disclosure	The Company will comply fully with all applicable local, state, and federal environmental laws, rules, and regulations always.	Environmental Sustainability Policy
307-1	Non-compliance with environmental laws and regulations	In 2024, the Company did not identify any known instances of non-compliance with environmental laws and/or regulations.	GRI Content Index

³ These numbers exclude waste from Ole Red venues. The statistics include partial waste data from Ryman Auditorium and WSM Radio Tower.

GRI DISCLOSURES

SOCIAL EMPLOYMENT

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The Company’s full-time employees receive the following standard benefits:</p> <ul style="list-style-type: none"> ▪ Comprehensive medical, prescription drug, dental & vision coverage ▪ Healthcare & dependent care flexible spending accounts ▪ Company-paid basic life & AD&D insurance ▪ Optional additional life & AD&D insurance for employees, spouses, and children ▪ Company-paid long-term disability ▪ Company-paid short-term disability after six months ▪ 401(k) retirement plan – Company matches 100% of the first 4% contributed ▪ Tuition reimbursement <p>The Company invests in its employees with a host of benefits and resources that support them both in and out of the office. The Company provides a full list of benefits for both full-time and part-time employees, encompassing a wide range of areas, from wellness and nutrition to paid vacation, concert tickets, tuition reimbursement and more.</p> <p>For a full list of benefits offered to the Company’s full and part-time employees, please see the corporate website.</p>	Our Benefits

OCCUPATIONAL HEALTH & SAFETY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
403-6	Promotion of worker health	<p>The Company offers comprehensive medical, prescription drug, dental and vision coverage to its full-time employees. Furthermore, the Company promotes health and wellbeing through employee assistance programs and other health linked programs.</p> <p>The Company also promotes the health of Marriott associates at its hotel properties by investing in physical safety and security measures designed to reduce hazards to an absolute minimum, to provide the appropriate personal, proactive equipment, and to eliminate workplace-related injuries and death.</p>	Our Benefits
403-9	Work-related injuries	<p>In 2024, there were no incidents of work-related injuries within the Corporate segment. In 2024 there were 43 incidents of work-related injuries (as evidenced by workers compensation claims) within the Entertainment segment in 2024. There were no deaths at Ryman Hospitality Properties during the reporting period.</p>	GRI Content Index

GRI DISCLOSURES

SOCIAL

TRAINING & EDUCATION

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
404-2	Programs for upgrading employee skills and transition assistance program	Ryman currently offers full-time employees tuition reimbursement for upgrading skills and furthering their education. Furthermore, Ryman offers an employee assistance program to both full-time and part-time employees.	Our Benefits 2024 Sustainability Report
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Ryman’s corporate employees received regular performance and career development reviews in 2024. Full-time Entertainment segment employees, meeting certain criteria based on job description, receive an annual performance review. This extends to all genders and employee categories.	GRI Content Index

DIVERSITY & EQUAL OPPORTUNITY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
405-1	Diversity of governance bodies and employees	<p>Board of Directors: Among the Company’s Board of Directors in 2024, 66.6% were men and 33.3% were women. 0% were under 30 years old, 0% were 30-50 years old, and 100% were over 50 years old. Additionally, 22.2% of the Board was racially diverse.</p> <p>Corporate Segment Employees: Among the Company’s Corporate segment employees in 2024, 56% of employees were women while 44% were men. 15% were under 30 years old, 51% were 30-50 years old, and 34% were over 50 years old. Additionally, 7% of the Company’s Corporate segment employees were ethnically diverse.</p> <p>Entertainment Segment Employees: Among the Company’s Entertainment segment employees in 2024, 53% of employees were women while 47% were men. 32% were under 30 years old, 44% were 30-50 years old, and 25% were over 50 years old. Additionally, 28% of the Company’s Entertainment segment employees were ethnically diverse.</p>	<p>2025 Proxy Statement p. 14-18</p> <p>2024 Sustainability Report and Social Performance Table</p>

GRI DISCLOSURES

SOCIAL

LOCAL COMMUNITIES

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
413-1	Operations with local community engagement, impact assessments, and development programs	<p>The Ryman Hospitality Properties Foundation (the “RHP Foundation”) manages giving at the corporate level and focuses on making a difference in local communities through supporting arts, education, and youth. The RHP Foundation has developed guidelines to help us evaluate the requests the Company receives each year.</p> <p>In addition, the Company’s Entertainment segment sponsors and administers the Opry Trust Fund, which partners with other organizations to provide, on a confidential basis, direct financial assistance to music industry participants facing medical or other personal emergencies.</p>	<p>RHP Foundation</p> <p>2024 Sustainability Report</p>

CUSTOMER HEALTH & SAFETY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
416-1	Assessment of the health and safety impacts of product and service categories	<p>With respect to the Hospitality segment, the Company’s Asset Management team engages with Marriott on a routine basis to discuss and evaluate progress on property-level sustainability and other goals that are not necessarily shown through financial statements and consumption metrics. These goals could include guest and employee health and safety concerns. Hospitality segment risk assessments cover areas such as health, wellbeing, and safety, the depth of which will vary depending on the nature of the instance. Health and safety elements have been included in the Hospitality segment Ongoing Performance Monitoring and Site Evaluation checklists. Further details on the health and safety-linked risks of the Company’s Hospitality segment business on its employees, suppliers, and partners are outlined in the Company’s Environmental Management System.</p> <p>With respect to the Entertainment segment, the Company intends in future years to develop procedures to discuss and evaluate progress of venue-level sustainability and other goals and the implement a periodic risk assessment process.</p>	<p>Environmental Sustainability Policy</p> <p>Environmental Sustainability Policy</p>

GRI DISCLOSURES

SOCIAL

CUSTOMER PRIVACY

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
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 technology security to the Company, the Risk Committee receives regular reports from its chief information officer (“CIO”) and its vice-president of internal audit regarding our program for managing our information security risks, including data privacy and protection risks the Company faces. In addition, the Company’s CIO and vice-president of internal audit meet quarterly with the Risk Committee to inform them of current cybersecurity risks and threats, as well as cybersecurity enhancement projects.</p> <p>The Company’s information security risk mitigation efforts, which are overseen by the Risk Committee, include required monthly cybersecurity training for all employees with company accounts and annual training for service-related employees on cybersecurity topics including social engineering (e.g., phishing), ransomware, denial of service or information, and other security breach tactics. Additionally, on a quarterly basis, the Company’s management-level Enterprise Risk Management Committee, which includes its chief financial officer, its CIO and a Certified Information Systems Auditor, presents all of the Company’s top organizational and operational risks, including information security-related risks, focus areas and accomplishments throughout its various businesses to the Risk Committee. Finally, the Risk Committee provides a report to the full Board at least annually relating to matters relating to its areas of responsibility.</p> <p>Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. Safeguarding confidential information is essential to the conduct of the Company. Caution and discretion must be exercised in the use of such information, which should be shared only with those who have a clear and legitimate need and right to know. No employee may disclose confidential information of any type to anyone except persons within the Company who need to know. Information regarding a customer may not be released to third parties, government, or other organizations, without the consent of the customer unless required by law. Any requests for information arising through a legal process (e.g., subpoena or court order) must first be referred to the Company’s General Counsel before the release of the information.</p>	<p>Code of Business Conduct and Ethics</p> <p>2025 Proxy Statement (Information Security Risk Oversight, p. 31)</p> <p>Human Rights Policy</p>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>There were no substantiated complaints regarding violations of customer privacy and losses of customer data during the reporting period.</p>	<p>GRI Content Index</p>

SASB DISCLOSURES (HOSPITALITY SEGMENT ONLY)

ACTIVITY METRICS

CODE	METRIC DESCRIPTION	RESPONSE
IF-RE-000.A	Number of assets	8 hotels ¹ ; 1 golf course
IF-RE-000.B	Leasable floor area	15,053,974 SQ FT
IF-RE-000.C	Percentage of indirectly managed assets	100%
IF-RE-000.D	Average occupancy rate	69.1%

¹The data boundary only includes properties from Company's Hospitality segment that were owned for the entire reporting period. Gaylord Springs is listed as a stand-alone golf property in this inventory. However, the TPC San Antonio 36-hole golf course is located on the grounds of the JW Marriott Hill Country and is therefore included as part of that property in this inventory rather than as a separate entity. The JW Marriott Desert Ridge is not included in the data boundary for 2024 as it was acquired in June of 2025. In addition, the Company's Entertainment segment is not included in the data boundary for 2024.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

ENERGY MANAGEMENT

CODE	METRIC DESCRIPTION	2024 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	2,487,590.74 GJ
	Percentage grid electricity	36.7%
	Percentage renewable energy	0%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	5.31%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	13.33%
	Percentage of eligible portfolio that is certified to ENERGY STAR	0%
IF-RE-000.130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<p>Ryman Hospitality Properties, Inc. (the “Company”) places a high value on protecting the environment where it owns properties and its employees live and work. As a hospitality REIT owner of destination hotel assets in urban and resort markets, the Company understands the environmental impact of operations occurs primarily during new development, major renovation, and on-going operation of existing assets. The Company has learned from its sustainability management system that it is important to focus its conservation and sustainability efforts around particular aspects of its operations.</p> <p>The Company submeters electricity use for efficiency and usage reduction. Key decision-making is done during the early stages of development and renovation sets the precedent for future sustainability alignment. Efforts then extend into asset management, which enhances sustainability with best practices and a focus on new opportunities, those missed during development, and new and emerging trends and technologies.</p>

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

WATER MANAGEMENT

CODE	METRIC DESCRIPTION	2024 VALUE
IF-RE-000.140a.1	Water withdrawal data coverage as a percentage of total floor area	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	100%
IF-RE-000.140a.2	Total water withdrawn by portfolio area with data coverage	1,657,411.13 kilo-gallons
	Percentage in regions with High or Extremely High Baseline Water Stress	39.11%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	34.72% ⁴
IF-RE-000.140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>Water-related risks are of importance to the Company's portfolio considering that 33.3% of properties are located in areas of high or extremely high-water stress.</p> <p>The Company seeks to manage and mitigate water risk through its due diligence and project management processes. The Company also now integrates a comprehensive water risk assessment that allows it to judge the water risk at each property's location, including water stress, flood zone, and usage as it relates to price.</p>

⁴ Water consumption increased compared to 2023 due to the 2024 inclusion of the JW Marriott Hill Country and its on property golf courses.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS

CODE	METRIC DESCRIPTION	2024 VALUE
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area, by property subsector	0%
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity and water withdrawals by property subsector	5% ²
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	<p>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; assess the durability and performance of building materials in a changing climate; and protect the natural environment by implementing sustainable stormwater management, which will eliminate disruption of stormwater flow.</p>

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

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS (HOSPITALITY SEGMENT ONLY)

CLIMATE CHANGE ADAPTATION

CODE	METRIC DESCRIPTION	2024 VALUE
IF-RE-450a.1	Area of properties located in 100-year flood zones	43,000 square feet