It is with great pleasure to present Legacy Vacation Resorts’ first Sustainability and Purpose report. I have enjoyed this journey towards creating a more sustainable and purposeful company. As we continuously transform into a better company, I would like to take a moment and realize the great achievements that have taken place this past year.

Earlier this year, Legacy Vacation Resorts became the first multi-state hospitality company in the United States to achieve B-Corp certification. During my career, this has been my proudest milestone, as this achievement represents the transformation of businesses acting as a force for good.

I appreciate all the dedicated teams and partnerships we have worked with this past year in becoming a more resilient company. I look forward to the accomplishments that 2020 will bring!
ABOUT LEGACY VACATION RESORTS

Who We Are
Legacy Vacation Resorts is a certified B-Corp hospitality management company headquartered in Orlando, FL. Our corporate team leads the future of the hospitality industry in 8 of our sister properties. We give customers the opportunity to rent or own at one or more of our 8 locations. Together, we bring an exceptional work-force dedicated to giving our guests and owners a perfect vacation experience.

Mission
Providing vacation experiences for families and friends to create their unique moments and lasting memories in a manner that respects our environment, employees and community. While using our business as a force for good, we will educate the hospitality industry on how to attain sustainable economic development.

Values
At Legacy Vacation Resorts, we envision a world where all travel industry leaders never have to sacrifice the environment or the comfort of their guests to fulfill long-term sustainable economic growth. We are proud members of Conscious Capitalism and 1% For the Planet.

Our Journey began in 2018 when owner Jared Meyers decided that he wanted to do better business. That is when he came across the B-Corp certification. B-Corp certification ensures that companies whom are certified are meeting the highest environmental and social standards while keeping their workers, customers, suppliers, community, and the environment in mind. One year later, in March of 2019 Legacy Vacation Resorts became the first multi-state hospitality company in the country to fulfill a B-Corp certification. This certification not only represents our commitment to doing better business but also stands as our promise to our customers, workers, and our planet that we will always do our best to ensure their well-being and satisfaction. We will continue to implement new programs and policies to drive Legacy Vacation Resorts to become the most sustainable version of itself. In doing so, we realize we have a lot more to do but thankfully, we have strong team of change-agents to do so. We believe in 100% transparency and although our numbers may not be the best in the world we are trying our best to be better for the world.

WE ARE A B-CORP CERTIFIED BUSINESS.
LVR’s Business For Good Journey (1/2)

**PRE 2019**

- Recycling program
- Diversity/Inclusion: 63% of workforce, 50% of board
- Mission Statement adds social impact: e.g., "educate hospitality industry on sustainable economic development"
- Employee Alignment: Job descriptions contain a responsibility to Mission
- Governance: Legal Obligation for "material positive impact"
- Electric Vehicle Charging all resorts
- Local Practices: >50% of Significant Suppliers, Local & Independent Bank, Ownership Local, Buy Local Policies
- Energy Efficiency Upgrades: LED lighting, Programmable Thermostats, Occupancy Sensors, etc. to All Corporate areas
- Carbon Offset: 100% of guests that booked directly
- Employee Satisfaction: 80-90%
- Employee Benefits: Coinsurance 80%+, Insurance (Dental, Short-term/Long-term, Life, LGBTQ+ inclusive)
- Transparency: Financial (Internally), Ownership, Impact Reporting (Externally)
- Community: Launched Florida For Good
- Employee Benefits: Coinsurance 80%+, Insurance (Dental, Short-term/Long-term, Life, LGBTQ+ inclusive)

**2019**

- Conscious Capitalism: Official partner
- Guest Education program creating advocates: 300,000 travelers annually
- Income Advance Program rolled out
- 1% for the Planet member: 1% gross rental revenue committed to Environmental NGO’s
- Employee Training: Now incorporates Climate Change, Time to Vote & other Social Initiatives
- 100% Renewable electricity in Brigantine Resort: (16% of total)
- Indian Shores project completed as a blueprint property for the future

**2020**

- 1st certified B Corp multi-state hospitality company in the U.S!!
- Income Advance Program rolled out
- Guest Education program creating advocates: 300,000 travelers annually
- 1% for the Planet member: 1% gross rental revenue committed to Environmental NGO’s
- Employee Training: Now incorporates Climate Change, Time to Vote & other Social Initiatives
- 100% Renewable electricity in Brigantine Resort: (16% of total)
- Indian Shores project completed as a blueprint property for the future
- Pledge: Zero greenhouse gas emission by 2030 (UN COP25) & Business Ambition for 1.5C

**We Are Here**

LEGACY VACATION RESORTS
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LVR’s Business For Good Journey (2/2)

**2020**
- **Carbon Positive**
  - Scope 1, 2 & 3 emissions tracked & offset
- **We Are Here**
- **Publicly report sustainability targets**
- **Carbon Positive**
- **Opt-in Environmental Fee**
- **3 Palm minimum FGL designation is achieved for all FL resorts**
- **Shampoo/Soap Dispensers installed in all resorts**

**2025**
- **All renters to receive a reusable water bottle at check in**
- **Regenerative Travel Network**
  - Partner with inclusive & regenerative travel companies
- **100% sustainable room keys**
- **Paid professional development days all employees**
- **Regenerative Travel Network**
  - Partner with inclusive & regenerative travel companies
- **Shampoo/Soap Dispensers installed in all resorts**

**2030**
- **100% sustainable room keys**
- **3 Palm minimum FGL designation is achieved for all FL resorts**
- **Paid professional development days all employees**
- **Shampoo/Soap Dispensers installed in all resorts**