

PLAYA HOTELS & RESORTS

2022 SUSTAINABILITY REPORT



PLAYA

HOTELS & RESORTS®



ALL-INCLUSIVE
by MARRIOTT BONVIA



PLAYARESORTS.COM

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CEO LETTER

Dear Stakeholders,

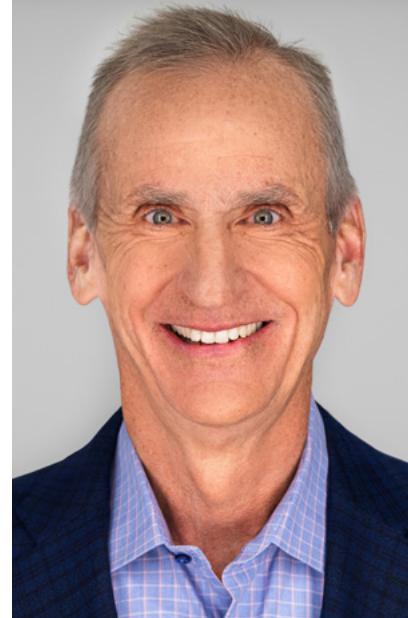
I am proud to share our inaugural Sustainability Report, which highlights Playa Hotels and Resorts' journey towards our goals of reducing our environmental impact and building sustainable relationships within, and beyond, the Playa community. This report discloses our environmental and social data for our owned and/or managed properties during the period of January 1, 2022 to December 31, 2022, unless otherwise noted. We have also included our Global Reporting Initiative (GRI) Index, Sustainability Accounting Standards Board (SASB), and Taskforce on Climate-Related Financial Disclosures (TCFD) disclosures to reflect 2022 operations and our current best practices. These disclosures are located in the Appendix of this report.

In 2022, we continued to focus on incorporating sustainability throughout our day-to-day operations. Our environmental sustainability program, Playa Green, guides our efforts to address risks related to climate change impacts and keeps us accountable to our stakeholders. Whether it was the on-going effects of the COVID-19 pandemic or disruption related to Hurricane Fiona in the Dominican Republic, the Playa team showed great perseverance and rose to the challenge of handling the adverse impacts of these events with care for all our stakeholders. We understand the importance of adapting to the challenges posed by climate change and actively incorporate capital expenditure projects into our planning to improve the climate resiliency of Playa properties. We recently initiated Playa's first tri-generation project to reduce the electrical energy consumption of our resorts through heat recovery. We are also pursuing clean energy projects at our properties.

In March 2022, we began the process of developing a sustainable management system called Playa Cares™, accelerating the momentum of our corporate social responsibility (CSR) journey. Launched in May 2023, Playa Cares™ is informed by the four strategic pillars of sustainable tourism established by the Global Sustainable Tourism Council (GSTC). This system helps translate our vision of being a leader in the all-inclusive hotel industry segment, while upholding sustainable tourism principles.

From a governance perspective, our Environmental, Social and Governance (ESG) Committee oversees Playa's commitment to incorporating environmental sustainability, social responsibility, and governance into our daily operations and updates the Board on its activities directly at least annually. In 2022, we established a shadow board comprised of associates from all areas of our business who meet with me quarterly to share innovative ideas and feedback to enhance everything from our resort offerings to marketing initiatives to employee benefit programs. The diverse perspectives from our shadow board provide exposure for our associates and up-and-coming talent, while also contributing to Playa's growth and evolution as a company.

On the community engagement side, social responsibility is a key component of Playa's culture, and this is reflected in many of the programs conducted by or for our employees. In 2022, we donated clothing, toiletries, and other necessities to communities in Florida, Mexico, Jamaica, and the Dominican Republic. We also partnered with community organizations to conduct cleanup efforts within ecosystems that require environmental



protection, such as waste collection on International Coastal Cleanup Day by Jewel Grande Montego Bay employees in September 2022. In addition, the Ernesto Oliver Lopez Memorial Fund, which was established in memory of one of our employees who passed away as a result of COVID-19, aids Playa employees in need of emergency financial aid. In 2022, the fund continued to accept donations from employees and community members directly benefiting Playa employees in need of financial assistance.

I firmly believe that prioritizing our employees is key to Playa's work culture. We place a strong emphasis on valuing the diverse backgrounds within our workforce. An event that comes to mind occurred in May 2022, at Hyatt Ziva Cancun, where employees came together to enhance their understanding of various cultural perspectives and specific issues surrounding diversity. In addition, on March 8, 2022, International Women's Day was celebrated at Wyndham Alltra Playa del Carmen and associates partook in a dynamic female empowerment workshop.

Fostering a culture of environmental consciousness and inclusive growth is integral to the success of our sustainability efforts at each of our properties. I sincerely appreciate all Playa employees' diligent efforts and dedication to continuous improvement. I also commend the hard work of our Playa Cares™ Leaders, who have implemented the programs and initiatives under Playa Cares™ at their respective properties. With the sustainability landscape in constant evolution, we will keep track of regulatory developments and engage with industry groups to ensure that Playa's current strategy reflects our stakeholders' needs in 2024 and beyond.

I appreciate your interest in our Sustainability Report, and we look forward to welcoming you to a Playa property in the future.


BRUCE D. WARDINSKI
Chairman and Chief Executive Officer



ABOUT THIS REPORT

This report is Playa Hotels and Resorts' ("Playa", "Company") inaugural sustainability report, showcasing our journey and progress on environmental, social, and governance efforts and performance during the periods from January 1, 2022 to December 31, 2022, unless otherwise noted.

The boundaries of this report, unless otherwise noted, include all owned and/or managed resorts in Playa's portfolio. Pertaining to environmental data, metrics are based on FY2022 data from all managed and owned resorts except: resorts that we did not manage for all of 2022 (Jewel Palm Beach, Jewel Punta Cana, Hyatt Zilara Riviera Maya, and Wyndham Alltra Vallarta) and resorts that were not operational in 2022 (Seadust Cancun Family Resort and Kimpton Hacienda Tres Rios Resort). Social data was limited to owned resorts. Any financial metrics are provided in U.S. Dollars.

Please note that our environmental and social data have not been third party verified.

This report includes ESG performance tables and disclosures in accordance with the SASB, the TCFD framework, and the GRI Index.

FORWARD-LOOKING STATEMENTS

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. Forward-looking statements reflect our current views with respect to, among other things, our capital resources, portfolio performance, results of operations, liquidity and financial condition, including, but not limited to, statements regarding the anticipated performance of our hospitality portfolio, development and acquisition plans, including those related to any joint ventures and other business or operational issues.

While forward-looking statements reflect our good faith beliefs, they are not guarantees of future performance. The Company disclaims any obligation to publicly update or revise any forward-looking statement to reflect changes in underlying assumptions or factors, new information, data or methods, future events or other changes after the date of this annual report, except as required by applicable law. You should not place undue reliance on any forward-looking statements, which are based only on information currently available to us (or to third parties making the forward-looking statements).

This report is current as of December 4, 2023.

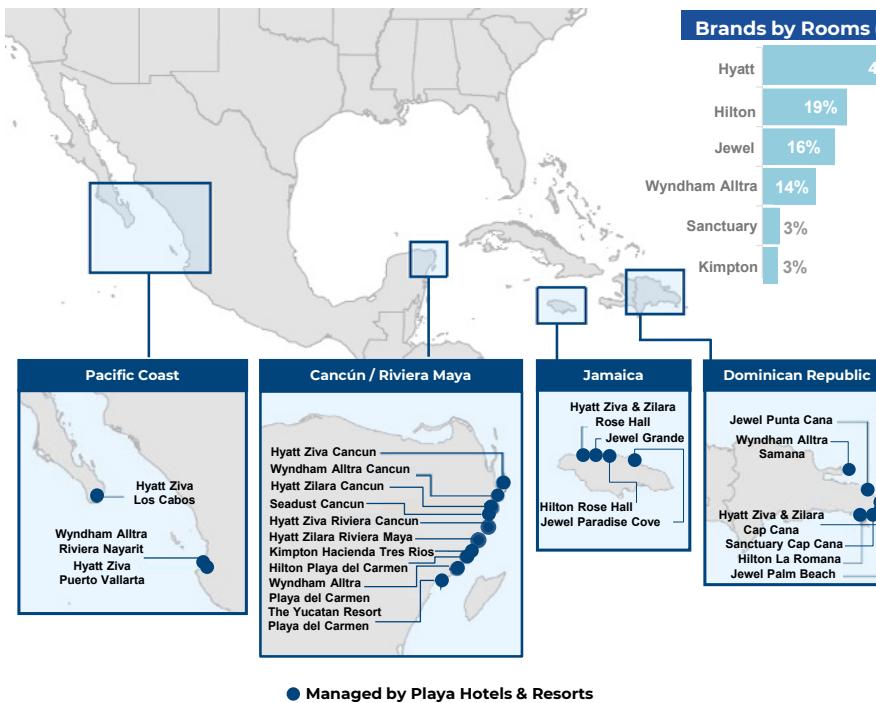
WHO WE ARE

Playa, through its subsidiaries, is a leading owner, operator, and developer of all-inclusive resorts in prime beachfront locations in popular vacation destinations in Mexico and the Caribbean. As of December 31, 2022, we owned and/or managed a total portfolio consisting of 25 resorts (9,352 rooms) located in Mexico, Jamaica and the Dominican Republic. Our 2022 guest mix consisted of approximately 90% leisure travelers.

We have strategic relationships with Hyatt, Hilton, and Wyndham, where we partner with these brands to develop and manage all-inclusive resorts. Other resorts in our portfolio are branded under Marriott, Jewel, and Seadust brands. Seadust Cancun Family Resort, Kimpton Hacienda Tres Rios Resort, and Wyndham Alltra Vallarta (formerly Wyndham Alltra Riviera Nayarit) joined Playa's portfolio of managed resorts in 2022. Playa's strategy is to leverage its globally recognized brand partnerships and proprietary in-house direct booking capabilities to capitalize on the growing popularity of the all-inclusive resort model and reach first-time all-inclusive resort consumers in a cost-effective manner.

CORPORATE SOCIAL RESPONSIBILITY JOURNEY

- **2017:** Hyatt Ziva Cancun property becomes the first Playa property to receive **Green Globe certification**, setting the stage for our sustainability commitment.
- **2018:** Launch of **Playa Green**, our environmental sustainability program, with a focus on reducing water and energy consumption, waste, and fostering employee responsibility.
- **2020:** **ESG Committee** established, integrating sustainability accountability into our governance structure.
- **2022:** Significant improvements to **data collection processes** to enhance the data coverage of environmental performance metrics.
- **January 2022:** A total of 4 Sustainability Managers, a Sustainability Analyst, and a Senior Sustainability Manager assigned to support the implementation of **Playa Cares™**.
- **May 2023:** Introduction of **Playa Cares™**, a sustainable management system, emphasizing social and environmental impact.
- **November 2023:** As of this date, 14 Playa resorts have achieved **Green Globe certification**, underscoring our dedication to environmental protection. Ongoing efforts aim for certification of all non-certified properties.



1) Room count as of EOP Oct 2023.
2) Denotes management contract

	Rooms
Cancún / Riviera Maya	
1. Hyatt Ziva Cancún	547
2. Hyatt Zilara Cancún	310
3. Hilton Playa del Carmen	524
4. Wyndham Alltra Cancún	458
5. Wyndham Alltra Playa del Carmen	287
6. Hyatt Zilara Riviera Maya ⁽²⁾	291
7. Hyatt Ziva Riviera Cancún ⁽²⁾	438
8. The Yucatán Resort Playa del Carmen ⁽²⁾	60
9. Seadust Cancun Family Resort ⁽²⁾	502
10. Kimpton Hacienda Tres Rios Resort, Spa & Nature Park ⁽²⁾	255
Total Cancún / Riviera Maya	3,672
Percentage by Region	38%
Pacific Coast	
1. Hyatt Ziva Los Cabos	591
2. Hyatt Ziva Puerto Vallarta	335
3. Wyndham Alltra Riviera Nayarit ⁽²⁾	229
Total Western Mexico	1,155
Percentage by Region	12%
Dominican Republic	
1. Hilton La Romana	774
2. Jewel Palm Beach	500
3. Jewel Punta Cana	620
4. Hyatt Ziva & Zilara Cap Cana	750
5. Sanctuary Cap Cana ⁽²⁾	324
6. Wyndham Alltra Samana ⁽²⁾	404
Total Dominican Republic	3,372
Percentage by Region	35%
Jamaica	
1. Hyatt Ziva Rose Hall	276
2. Hyatt Zilara Rose Hall	344
3. Hilton Rose Hall	495
4. Jewel Paradise Cove	225
5. Jewel Grande (Owned)	88
6. Jewel Grande ⁽²⁾	129
Total Jamaica	1,557
Percentage by Region	16%
Total Rooms: 9,756	

SUSTAINABILITY HIGHLIGHTS



We launched Playa Cares™, Playa's own sustainable management system, in May 2023.

Playa has 4 sustainability managers to oversee the Playa Cares™ program at a regional level.



We have 14 Green Globe certified properties, with 5 properties at the Gold Level.



We inaugurated the Playa Builds Your Home program in 2022.



GOVERNANCE AND OVERSIGHT

Establishing a robust ESG foundation commences with solid governance structures. In 2020, we formed our ESG Committee to enhance the centralization and coordination of our sustainability endeavors. As we progressed with our CSR initiatives, we identified the necessity for our own sustainable management system, initiating its development in 2022. The culmination of our dedicated efforts resulted in the launch of Playa Cares™ in 2023.

We uphold the utmost integrity and ethical standards in our business activities and transactions. Our Code of Business Conduct and Ethics

promotes honest and ethical conduct, ensuring transparent and accurate public communications, complying with governmental laws and regulations, promptly reporting code violations internally, and accountability for adherence to the code.

We also execute such policies and procedures around risk management, risk assessments, and stakeholder engagement to continually enhance the ESG program and manage climate-related risks and exposures across our portfolio.



ESG COMMITTEE

Our ESG Committee, which includes our Chief Operating Officer, General Counsel, Chief People Officer, Senior Vice President, Investor Relations & Strategy and Assistant Corporate Controller, is overseen by the Nominating and Governance Committee (NGC) of our Board. It is an organization-wide task force with representation from multiple areas of Playa dedicated to obtaining a broader reach for idea generation and effectively promoting best practices and cross-collaboration related to corporate social responsibility and sustainability. Our ESG Committee oversees Playa's commitment to incorporating environmental sustainability, social responsibility, and governance into our daily

operations at all levels with an emphasis on reducing our environmental impact, mitigating risks, improving our communities and driving value for all our stakeholders.

The ESG Committee reports directly to the NGC regarding Playa's activities over corporate social responsibility and sustainability matters and the external reporting thereof (including matters relating to diversity and inclusion). The NGC regularly updates the Board on the activities of the ESG Committee. The ESG Committee also updates the Board on its activities directly, at least annually.

PLAYA CARES™ - SUSTAINABLE MANAGEMENT SYSTEM

The United Nations Environment Program (UNEP) and the World Tourism Organization (WTO) define sustainable tourism as tourism that takes full account of its current and future economic, social and environmental repercussions, meeting the needs of visitors, industry, environment, and host communities.

In addition, they affirm that sustainable tourism refers to the environmental, economic and socio-cultural aspects of tourism development and an appropriate balance must be established among these three dimensions to guarantee its long-term sustainability.

In line with these definitions, Playa launched **Playa Cares™**, our own Sustainable Management System, in May 2023. Playa Cares™ is built on the four strategic pillars of Sustainable Tourism established by the GSTC, which allow us to align each of our programs and initiatives with global efforts to change the tourism industry into a driver of sustainable development.

SUSTAINABLE MANAGEMENT

- Decision Making Process: Policies – Procedures – Standards – Continuous Improvement

ENVIRONMENTAL IMPACTS

- Protection of our Ecosystems – Sustainable Use of Resources

SOCIO-ECONOMIC IMPACTS

- Positive Impacts in our Communities – Long Term Strategies

CULTURAL IMPACTS

- Promotion and Preservation of Cultural Heritage

Playa Cares™ seeks to comply with the following objectives in each of the destinations where we operate:

- To make optimal use of environmental resources, while maintaining essential ecological processes, helping to conserve the natural heritage and biodiversity, and effectively contributing to climate action.
- To respect, preserve, and promote local communities' sociocultural authenticity, cultural heritage, traditional values, and intellectual rights.
- To operate safely and prepare our operation to adequately respond to any type of risk, guaranteeing the well-being of our guests, visitors, associates, and contractors, within our resorts and offices.
- To guarantee viable long-term economic operations, by providing socio-economic benefits to all stakeholders, including stable employment opportunities, income generation, and social services to local communities.
- To maintain a high level of satisfaction for our guests and ensure a significant experience, by actively involving them in sustainability issues of the destinations they visit and promoting sustainable tourism practices among them.
- To comply with all applicable local, national, and international legislation and regulations related to our Industry and type of activities.

Playa Cares™ is organized into 12 Programs, which are key elements for the sustainable management of the company's resources, and their implementation is mandatory for all Playa resorts.

12 PROGRAMS: OUR SUSTAINABILITY APPROACH



Water & Energy Management



Waste Management



Sustainable Supply Chain



Climate Change



Building & Renovation



Health & Safety



HR & Training



Guest Involvement



Ecosystems:
Flora & Fauna



Legal
Compliance



Social
Development



Project
Management

Within each of these programs, Playa Cares™ provides the framework for the planning, organization, implementation, monitoring, evaluation, communication, updating and continuous improvement of all the initiatives focused on the efficient use of Playa's resources in each of the destinations where we operate.

As we continue to develop and implement Playa Cares™ in 2023 and beyond, we expect its programs to align with the following UN Sustainable Development Goals (SDGs):

- **SDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- **SDG 6:** Ensure availability and sustainable management of water and sanitation for all
- **SDG 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- **SDG 10:** Reduced inequality within and among countries
- **SDG 13:** Take urgent action to combat climate change and its impacts
- **SDG 14:** Conserve and sustainably use the oceans, seas and marine resources for sustainable development
- **SDG 15:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

The development of each of the Playa Cares™ elements was informed by:

- Global Sustainable Tourism Council Criteria
- United Nations Sustainable Development Goals
- Sustainability programs of each of the brands we operate
- International requirements and best practices for the tourism industry
- National and local requirements in each of the destinations where we operate

The process of alignment, development, and implementation of the Playa Cares™ elements is a highly participatory process, in which we constantly involve key groups and individuals from different departments of Playa to adjust our system to the context of local operations in each destination.

To communicate internally and externally on each of the programs and initiatives that are part of Playa Cares™, we have defined four lines of work: **Playa Green, Playa Community, Playa Health and Safety, and Playa Partners.**

PLAYA CARES™ COMMITTEE

The implementation of Playa Cares™ in each of our resorts and offices is the responsibility of the Playa Cares™ Committee. The Playa Cares™ Committee is responsible for planning, implementing, monitoring, and adapting the programs and initiatives defined within the Playa Cares™ Sustainable Management System in each of the Playa resorts. Each property has a Playa Cares™ Committee that meets on a monthly basis to review metrics and projects, and create and follow up on its action plans.

ETHICS AND HUMAN RIGHTS

Obeying the law both in letter and in spirit is the foundation on which the Company's ethical standards are built. Playa has adopted a Code of Business Conduct and Ethics ("Code") to operationalize these values. The Code covers a wide range of business practices and procedures. In addition, we take a zero-tolerance approach to bribery and corruption. Our Anti-Bribery and Anti-Corruption Policy establishes the obligations of Playa, and of those working for and on behalf of Playa, in observing and upholding our position against bribery and corruption, and to provide guidance on how to recognize and deal with bribery and corruption issues.

For further information, refer to:

- [**Code of Business Conduct and Ethics**](#)
- [**Anti-Bribery and Anti-Corruption Policy**](#)

RISK ASSESSMENTS AND MANAGEMENT

Our Enterprise Risk Management Program (ERMP) was established to oversee overall risk management across the Company. The program is managed by the Risk Management Committee (RMC), a cross-functional team comprising of executives from Finance, IT, and Development. In conjunction with the ESG Committee, the RMC completes a review and strategic planning session of climate-related risk and opportunities. The results of the ERMP Risk Assessment are reviewed with senior management and are presented to the Audit Committee and Board of Directors annually. Similar to the process to identify risks, the ESG Committee then works with various departments including Operations, Engineering, Legal, Finance, and Development to manage climate-related risks.

The ESG Committee conducts monthly meetings and engages functional departments according to our relevant programs such as Playa Green. ESG updates are provided by the ESG Committee to the CEO on a routine basis, to the NGC semi-annually, and to the Board annually. Additional meetings and other forms of engagement are conducted with management, where required, to advance our sustainability objectives. Needs, risks, and considerations are discussed and elevated from the property level to our area directors and top down in the sharing of best practices. Climate-related risks and considerations are factored into our

capital allocation and strategic planning on a regular basis as part of our annual budgeting and recurring risk assessments to proactively address these concerns. The ESG Committee also works in conjunction with the RMC to incorporate and capture climate-related risks in the Company's broader ERMP.

Our risk assessment process incorporates sustainability risks into company strategy and identifies and prioritizes sites that are high risk. Given our footprint across several countries and regions, we aim to incorporate best practices to anticipate regulatory changes and adjust our operations accordingly with emphasis on risks and changes that are estimated to be highly likely in the short-medium term, pose potentially serious consequences if left unaddressed, or provide favorable return on investment characteristics.

The most significant climate-related risk for our portfolio pertains to extreme weather events (particularly hurricanes) and local infrastructure as it relates to water and electricity. We adapt to these risks by investing in property and business interruption insurance policies. Refer to our TCFD disclosure (see 'TCFD' on page 42) to learn more about Playa's processes in identifying, assessing, and managing climate-related risks and opportunities.

STAKEHOLDER ENGAGEMENT

Guests: We have several initiatives that improve the guest's sustainability experience within our properties. Most of our resorts have obtained Green Globe certification, and we intend to pursue this certification for new properties entering our portfolio. We request guests at participating resorts to take part in several initiatives, such as the reduction of single use of plastics (i.e., straws, plastic bags), saving water by using water dispensers, and promoting local culture through food, festivities, and folklore.

Employees and communities: Refer to sections *Playa Health and Safety* and *Playa Community* for more information on how we build lasting relationships with and enhance the lives of our associates and the communities in which we operate.

Investors: We provide important disclosures to investors by posting them in the investor relations section of our website.

ENVIRONMENTAL STEWARDSHIP

At Playa, we have developed a strong control of metrics and data, which are uploaded monthly into our sustainable tourism management system and to each of our brand partner's sustainability platforms (Hyatt, Hilton, Marriott, Wyndham). This measurement process provides us with valuable information that is used to make decisions based on consumption by guest and establish objectives.

PLAYA GREEN

Launched in 2018, Playa Green brings together all the programs, initiatives and training focused on sustainable use, conservation of natural resources and climate action, both within and outside our properties, in each of the destinations where we operate. This program establishes sustainability management processes which help us monitor legal compliance, evaluate risks, inform strategy, and facilitate continuous improvement in our environmental performance across Playa's operations and throughout the life cycle of our assets.

Energy and Carbon Management are addressed by nine components: policies and standards; compliance matrix evaluation; communication and internal training programs; development and help to the community; environmental improvement projects; calibrations; records and evidence; document measurement and control; and progress reporting.

We have initiated or are currently planning the following projects as part of our strategy to achieve energy / water conservation and management:

- We started Playa's first tri-generation project to reduce the electrical energy consumption of resorts through heat recovery. The strategy also includes producing consumable water by extracting salty water from the underground, filtering and eliminating the salt through reverse osmosis, and returning it from the wastewater treatment plant.
- We are pursuing clean energy projects at our properties.
- We have a strategy to replace existing laundry equipment with new-generation machines, which are expected to reduce water consumption by 50%, and reduce the consumption of energy through the reduction of drying time.

ACQUISITIONS AND RENOVATIONS STRATEGY

Our commitment to sustainability is ingrained in our capital allocation decisions, recognizing the positive impact on asset valuation through cost savings and improved margins. Sustainability is a pivotal consideration in our approach to mergers and acquisitions, as well as property renovations. Throughout each property's regular refresh cycle, our development team collaborates with Operations and Sustainability to identify opportunities for capital investments that enhance sustainability.

During renovations, our focus extends to improving the sustainability attributes of our properties. Projects, including energy management considerations, that were not previously addressed are incorporated into the intermediate term refresh, aligning with our resorts' regular refresh cycle of 5 - 7 years.

In 2022, we implemented a series of water conservation measures during construction and renovation projects, including the use of pre-mixed concrete, strict water dosage supervision, and mandatory pressure testing of all hydraulic installations. Additional initiatives encompassed the elimination of multiple water hoses, mandatory use of native plants, and strategic irrigation practices to minimize evaporation. Timers and high-efficiency irrigation systems, coupled with the use of treated water for irrigation, further contributed to our sustainable water management efforts. Looking ahead to 2023, we are taking the initial step of establishing water metering at main water consumption areas to measure and control water waste.

Waste management practices in 2022 involved concentrated debris and construction waste areas from project commencement, designated eating areas for personnel with provided garbage containers, and cleaning crews ensuring proper disposal at authorized waste sites. Hazardous materials were carefully designated, and separate deposits for recyclable materials, such as PET, PVC, plastics, aluminum, copper, and steel, were established.

Addressing sustainability-related risks during construction or renovation projects remained a key focus in 2022, particularly in health and safety. Our comprehensive approach included hotel audits to identify fire, life, and safety issues, the incorporation of CO and CO₂ detectors, replacement or modification of railings to comply with safety requirements, and the use of impact-resistant glass in windows and doors. We eliminated light-gauge construction from resort facades and exterior areas, sanitized indoor air conditioning to prevent legionella risks, and enforced stringent safety policies and procedures during the construction process. Standard procedures were established for anti-vortex bottom suctions, automatic stop devices, and grounding measures in all swimming pools, ensuring a robust approach to safety across our properties.

BEST PRACTICES¹

Most of our properties have a sustainability champion, Playa Cares™ Leaders, and a Playa Cares™ Committee that meets on a monthly basis. This structure at the property-level allows quick implementation of ideas that are also unique to the circumstances of each local community.

ENERGY

- 96% of our properties have LED lighting on at least 80% of their interior space, excluding specialized bulbs for historic lighting fixtures
- 100% of our properties have implemented energy efficiency measures in the past three years
- 100% of our properties have a preventive maintenance plan that checks building energy and water equipment on at least a quarterly basis
- 46% of our properties have enhanced reflective or insulating characteristics to reduce heating and cooling loads
- 75% of our properties have conducted an energy efficiency assessment within the past 3 years
- 88% of our properties have digital thermostats installed in over 75% of guestrooms

WATER

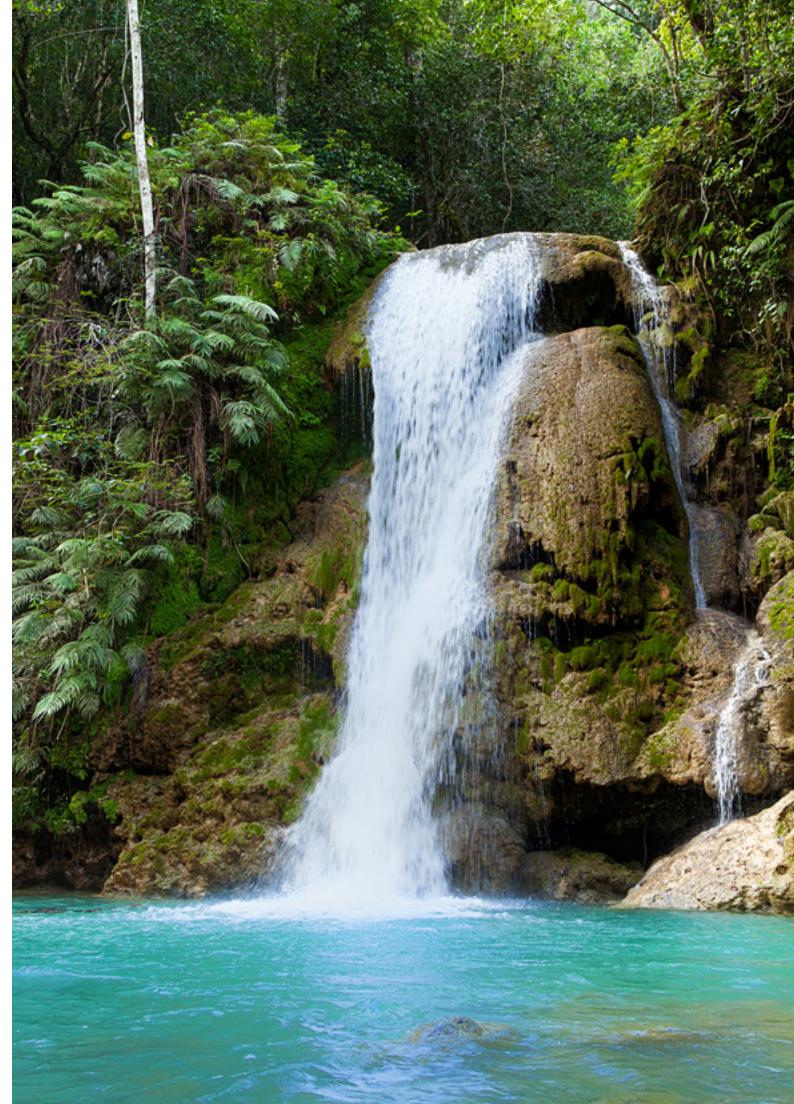
- 100% of our properties have implemented water efficiency measures within the past 3 years, ranging from drought tolerant or native landscaping to cooling tower water management
- 88% of our properties have more than 75% low-flow or dual flush toilets to conserve water
- 88% of our properties have more than 75% of faucets consuming no more than 1.5 gallons per minute or less to conserve water
- 58% of our properties have water consumption sub-metered in various areas of their properties

WASTE

- 100% of our properties have implemented a recycling program within the past 3 years
- 100% of our properties have eliminated or replaced plastic straws with non-plastic straws
- 100% of our properties have placed recycling bins in back-of-house
- 96% of our properties measure the amount of food waste generated and 83% of our properties divert their food waste to help reduce the amount of waste sent to the landfill

PROPERTY LEVEL RECOGNITION

In our commitment to environmental sustainability, we actively pursue certifications and align with leading verification firms and practices. This strategic approach strengthens our initiatives aimed at minimizing our carbon footprint and safeguarding the natural environments in which we operate.



Currently, 14 of our resorts proudly hold the Green Globe certification, a testament to our dedication to sustainable practices. Moreover, an additional six resorts are actively engaged in the certification process, underscoring our ongoing commitment to meeting and exceeding environmental standards. As of 2023, five of our properties have achieved Gold Level certification, marking a significant milestone in our pursuit of excellence. The Green Globe standard, developed almost 30 years ago through collaboration with stakeholders in the travel and tourism industry, serves as the foundation for these certifications. Notably, this standard is endorsed by the GSTC, manages global standards for sustainable travel and tourism, and acts as the international accreditation body for sustainable tourism certification.

In 2021, the Hilton La Romana Resort and Spa achieved the prestigious Blue Flag Beach certification, an internationally recognized certification promoting the sustainable development of the sea and freshwater areas. Accreditation as a Blue Flag Beach required adherence to specific criteria related to environmental education and information, water quality, environmental management, and safety and services.

¹ For the purpose of this report, we collected and analyzed best practices for all properties managed by Playa in 2022.

BIODIVERSITY

Acknowledging the critical global risks highlighted by the World Economic Forum (WEF), such as biodiversity loss and ecosystem collapse, Playa recognizes the urgency of conservation efforts in the face of climate change. With resorts surrounded by the ocean, lagoons, and lush mangroves, protecting these ecosystems is paramount for our guests, our communities, and the future of our business.

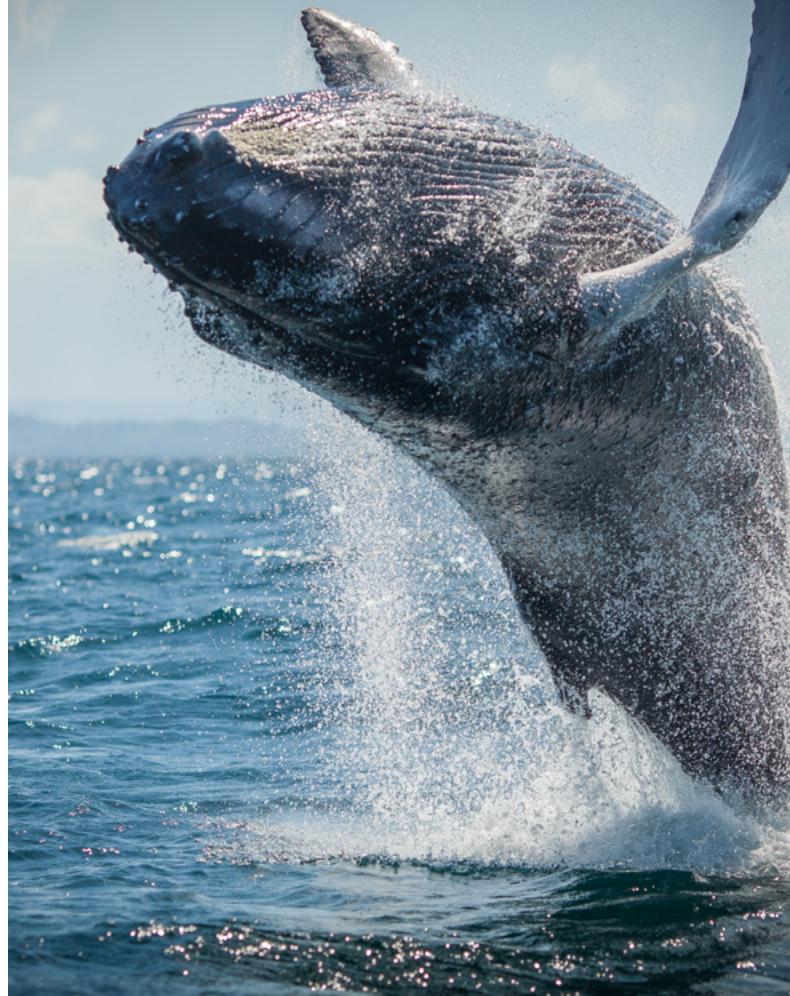
In our commitment to biodiversity conservation, we conduct assessments of biodiversity risks as part of the due diligence process before acquiring assets. Our efforts extend to enhancing our knowledge to avoid the procurement of endangered and non-renewable items. Monitoring and mitigation measures are in place to address activities that may disturb wildlife and their habitats.

Many of our beachfront properties face challenges from increased sargassum, a seaweed impacting shorelines in Mexico and the Dominican Republic. To address this, Playa properties promptly clean sargassum in alignment with local authorities and destination management organizations, mitigating risks such as beach erosion and tourist dissatisfaction.

Addressing marine and coastal pollution, some properties engage in beach cleanup activities. Notably, on World Oceans Day 2022, Hilton Rose Hall Resort & Spa partnered with Jewel Grande Montego Bay and Hyatt Ziva and Zilara Rose Hall to remove 193.5 lbs (88 kg) of plastic and 667 lbs (303 kg) of mixed waste from Fisherman Beach in Montego Bay. Similarly, associates from Jewel Grande Montego Bay collaborated with the Montego Bay Marine Park to clean up Old Hospital Beach, emphasizing collective action for ocean revitalization.

International Coastal Cleanup Day is an annual event coordinated by the International Coastal Cleanup Association (ICCA). Volunteers from around the world collect trash and debris from coastal and marine habitats. Our associates at Hilton Rose Hall Resort and Spa and Jewel Grande Montego Bay participated in this day by clearing trash from coastlines, turning this into a regular Playa Green agenda item.

As part of our commitment to sustainable tourism and animal welfare, we strictly adhere to all laws and regulations governing wildlife harvesting and trade. In addition, to support the conservation of sea turtles, some of our properties have implemented a Turtle Program which involves the protection of nesting sites and the release of sea turtle hatchlings.



Guests can also observe the safe release of sea turtles by our staff.

Acknowledging the growing risks to biodiversity throughout our value chain, Playa is dedicated to formulating and executing additional action plans that tackle the challenges faced by nature.

PLAYA PARTNERS

Playa Partners brings together programs and initiatives in which the positive impact of Playa Cares™ is multiplied through strategic alliances and joint project management with key organizations and individuals, not only for the tourism industry but for our destinations.



SOCIAL RESPONSIBILITY

Our associates and communities form the center of our Company. We strive to foster a culture of inclusive growth and provide a respectful and professional workplace to empower all our associates to express what is important to them and to their communities.

PLAYA HEALTH AND SAFETY

Our Playa Health and Safety line of work brings together all the programs and initiatives focused on guaranteeing the well-being of our stakeholders (associates, families, local communities, guests, visitors, contractors, and suppliers). We have established a company policy that ensures all associates are provided adequate health and safety conditions for the development of their activities, reduces the risk of accidents, increases the quality of life in their work areas, and protects hotel and offices facilities, the community, and environment. With the implementation of Playa Cares™ in 2023, properties will be required to develop and annually update a risk assessment to identify risks of the personnel and external suppliers that work in the resorts or offices. A plan must be documented and implemented to minimize these risks and protect the safety of our guests, associates, contractors, and the community at large.

We embrace and celebrate diversity. We recognize that a diverse workforce and a culture of inclusion helps us compete more effectively, drives productivity, and builds long-term sustainable value. We seek to understand the communities where we work, while developing culture, talent and strategies that cultivate a work environment of inclusiveness. Inclusiveness means that we value each employee's unique attributes, strengths, and backgrounds, and that we believe every employee should feel like they belong and are valued. We encourage our employees to form deeper relationships with those around them based on mutual respect, dignity and understanding. We expect everyone at Playa to live up to these values and support our mission.

PLAYA COMMUNITY

One of the pillars of our Playa Cares™ program is Playa Community. It brings together all programs and initiatives focused on promoting sustainable development among our stakeholder groups (associates, families, local communities, guests, visitors, contractors, and suppliers). We strongly believe that caring for our people is the first step in giving back to our communities. Our philosophy at Playa has always been and continues to be "We take care of our employees, and in turn, they take care of our guests." One key initiative that embodies this value is the Playa Builds Your Home program. As part of this program, Playa builds homes for associates who win a new home through the program. In April 2023, Hilton La Romana delivered a house that we began to construct in October 2022 in an exciting display of solidarity and commitment. The fortunate recipient has become the proud owner of a beautiful home. The house, constructed and furnished by Playa, was handed over in the community of Benerito, where the associate and his family can embark on a new chapter in their lives. The "Playa Builds Your Home" initiative has proven to be a transformative force, exemplified by the delivery of a home to this recipient. This inspiring program not only



provides tangible support to our associates but also fosters a profound sense of community and solidarity. Beyond the construction of physical structures, this initiative embodies the essence of care, demonstrating our commitment to the holistic well-being of our associates.

Additionally, we place significant emphasis on employee training and benefits to nurture a compassionate and productive workplace environment. We provide a competitive benefits package to all full-time employees which includes health and welfare benefits, such as medical, dental, disability insurance and life insurance benefits. The plans under which these benefits are provided are not expected to discriminate in scope, terms, or operation in favor of executive officers and are available to all full-time employees.

Onsite medical consultants are conveniently available for resort employees at no extra cost. Additionally, health insurance is offered to all employees in each of our locations, for both permanent and contract positions.

All associates are eligible for the following benefits: transportation provided by Playa, English lessons and scholarships for both individuals and their families, parental leave according to local laws, and hot meals for all associates at a resort level.

Furthermore, we provide ongoing training on safety, antibribery, harassment and discrimination to further nurture the workplace environment. We proactively use survey tools and regular performance reviews to engage with our associates and help them achieve their goals and to improve the workplace.



We offer continuous learning and development with courses on Playa's culture, vision and philosophy, guest satisfaction, performance management for leadership, mentoring and coaching, stress management, emotional intelligence, effective interviewing and talent development, high impact teams, conflict resolution and quality management. For example, one growth and development opportunity for our high potential employees is the Leaders Talent Development Plan. Specific individuals are prepared for future leadership positions within the organization through hands-on training, mentorship and education. All of our resort leadership teams participate in our talent program in order to allow identified employees to be promoted at their resort, at another resort within the country, or be relocated within the Playa organization. This program allows Playa to acquire the best talent, retain and motivate its employees.

Outside of the workplace, we do all we can to enrich our communities by partnering with local organizations, volunteering, and creating opportunities like internship programs and youth career initiatives. Collaborating with a diverse group of stakeholders in the tourism industry and surrounding local communities is vital to the success of sustainability initiatives and spreading awareness on environmental and social issues.

- **Hilton Rose Hall Resort & Spa:** This property's first community outreach activity in 2022 was in partnership with Jamaica Aids, Support For Life, was held on January 18, 2022. We provided HIV & Syphilis testing services as well as HIV/STI education to our Associates.

- **Hyatt Ziva Puerto Vallarta:** To underscore the significance of the women at Playa, this property organized a beachside relaxation and meditation session led by specialists to commemorate International Women's Day in March 2022. Through this initiative, we aim to accentuate their value and recognize the dedication they contribute to our esteemed company.

- **Hyatt Ziva Riviera Cancun:** On January 5, 2022, this property carried out donations of food for low-income communities in the town of Leona Vicario. In addition, this property made five different donations of various items collected from the Lost and Found areas, for the benefit of families with low resources in Puerto Morelos, throughout the year.

- **Wyndham Altra Cancun:** This property ensured that plastic caps were separated, cleaned and bagged to be donated to la Asociación Mexicana de Ayuda a Niños con Cáncer (AMANC). AMANC is the first institution in Mexico, and the only one with a national presence, to provide comprehensive support for the treatment of girls, boys, and adolescents with cancer.

2022 ESG PERFORMANCE TABLE

COMPANY PROFILE	2019	2020	2021	2022 (Baseline)
Total Number of Properties	23	21	22	19 ²
Total Number of Offices ³	3	3	3	3
Total Number of Rooms ⁴	8,690	8,172	8,366	6,955
ECONOMIC PERFORMANCE	2019	2020	2021	2022
Revenue (In thousands) ⁵	\$636,477	\$273,189	\$534,639	\$856,263
Occupied Rooms	2,451,840	804,566	1,268,158	1,747,087
Occupancy Rate	77%	27%	52%	69%
SOCIAL AND GOVERNANCE PERFORMANCE⁶	2019	2020	2021	2022
Total Number of Employees	9,233	6,808	11,026	11,576
Percent Male Employees	63%	61%	60%	61%
Percent Female Employees	37%	39%	40%	39%
Percent under 30 years old	37%	32%	36%	37%
Percent 30 – 50 years old	55%	58%	56%	55%
Percent over 50 years old	8%	10%	8%	8%
Total Number of Board Members	12	8	8	8
Percent Male	83%	75%	62%	50%
Percent Female	17%	25%	38%	50%
Percent Did Not Disclose	0%	0%	0%	0%
Total Value of In-Kind Donations	\$97,636	\$108,145	\$15,696	\$67,438
Total Volunteer Hours	12,214	9,460	6,022	9,269
Total Volunteers (Number of Events)	3,868 (67)	1,977 (99)	1,662 (93)	2,155 (242)
ENVIRONMENTAL PERFORMANCE	2019	2020	2021	2022⁵
Floor Area Coverage for Intensity Metrics (ft ²)	6,715,048	7,726,597	7,726,603	8,645,357
Occupied Rooms for Intensity Metrics	1,498,371	647,775	1,268,158	1,747,087

² Unless otherwise noted, environmental data accounts for the properties managed and/or owned by Playa for which 2022 operational data was available. The number of properties does not include corporate offices.

³ Stand-alone corporate offices only.

⁴ The values for Environmental Performance data represent room counts of 5,706 in 2019, 6,456 in 2020, 6,456 in 2021, and 6,955 in 2022.

⁵ Revenue is presented on a consolidated basis in accordance with U.S. GAAP, including Jewel Palm Beach and Jewel Punta Cana, which are not included in our environmental reporting.

⁶ 2022 Environmental Performance data includes office data for electricity and water consumption.



ENERGY	2019	2020	2021	2022
Total Energy Consumption (kWh)	182,166,136	142,682,983	217,682,687	298,186,111
Total Direct Energy Consumption (kWh)	62,724,802	52,821,379	93,571,795	154,193,573
Total Indirect Energy Consumption (kWh)	119,441,333	89,861,604	124,110,892	143,992,538
% Indirect Energy Consumption from Electric Power (kWh)	100%	100%	100%	100%
Energy Consumption per square foot (kWh)	27	18	28	34
% Energy from Renewables	14%	13%	8%	9%
GREENHOUSE GAS EMISSIONS	2019	2020	2021	2022
Total Greenhouse Gas Emissions (metric Tons CO2e)	77,846	49,512	86,162	103,775
Total Scope 1 Emissions (metric tons CO2e)	14,425	12,786	21,530	36,217
Total Scope 2 Emissions (metric tons CO2e)	63,421	36,726	64,633	67,558
Greenhouse Gas Emissions per square foot (kgCO2e / ft ²)	12	6	11	12
WATER	2019	2020	2021	2022
Total Water Consumption (Cubic Meters)	3,303,887	2,490,523	4,780,055	7,369,367
Water Consumption per occupied room (Cubic Meters)	2	4	4	4
WASTE	2019	2020	2021	2022
Total Waste Generated (Metric Tons)	12,691.07	6,889.2	10,036.22	13,168
Waste Generated per occupied room (pounds)	19	23	17	17
Waste Diversion Rate (%)	12%	5%	32%	42%

SASB

CODE	METRIC DESCRIPTION	RESPONSE
ACTIVITY METRICS		
SV-HL-000.A	Number of available room-nights	2,508,767
SV-HL-000.B	Average occupancy rate (%)	69%
SV-HL-000.C	Total area of lodging facilities (Square meters)	798,865
SV-HL-000.D	Number of lodging facilities	19
	Percentage of lodging facilities that are managed (%)	100%
	Percentage of lodging facilities that are owned and leased (%)	84%
	Percentage of lodging facilities that are franchised (%)	84%
ENERGY MANAGEMENT⁸		
SV-HL-130a.1	Total energy consumed (Gigajoules)	1,071,059
SV-HL-130a.2	Percentage grid electricity (%)	48%
SV-HL-130a.3	Percentage renewable (%)	9%
WATER MANAGEMENT		
SV-HL-140a.1	Total water withdrawn (Thousand cubic meters)	4,934
SV-HL-140a.1	Percentage withdrawn in regions with High or Extremely High Baseline Water Stress (%)	23%
SV-HL-140a.1	Total water consumed (Thousand cubic meters)	7,369

CODE	METRIC DESCRIPTION	RESPONSE
LABOR PRACTICES		
SV-HL-310a.4	Description of policies and programs to prevent worker harassment	Playa has policy commitments toward equal opportunity employment and prohibition of harassment. We work to create a positive, accepting and inclusive workplace where employees are able to do their jobs without fear of harassment or discrimination and we never tolerate retaliation against employees who report this activity in good faith. See also <u>Section R of Playa Hotels & Resorts Code of Business Conduct and Ethics</u> .
CLIMATE CHANGE ADAPTATION		
SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	N/A (no US properties for this designation)

⁸ Energy consumption data excludes the following properties that operated in 2022 - Jewel Palm Beach, Jewel Punta Cana, Hyatt Zilara Riviera Maya and Wyndham Alltra Vallarta. Jewel Palm Beach was owned by Playa and operated under the Dreams brand. Standalone offices were also excluded from SASB metrics.

CODE	METRIC DESCRIPTION	RESPONSE
	ECOLOGICAL IMPACTS	
SV-HL-160a.1	<p>Number of lodging facilities in or near areas of protected conservation status or endangered species habitat</p>	<p>13 properties are located within 5km of a recognized protected area.</p> <p>All properties are located within 50km of an endangered or critically endangered species.</p>
SV-HL-160a.2	<p>Description of environmental management policies and practices to preserve ecosystem services</p>	<p>Environmental stewardship is vital to the success of Playa's business, and we are committed to collaborating with our stakeholders to make a positive environmental impact. See also <u>Playa Hotels & Resorts Environmental Policy</u>.</p> <p>In addition, Playa has created Playa Cares™, its own Sustainable Management System, the implementation of which seeks to focus on optimal and efficient resource use, respect and promotion of local communities and cultures, safety and risk mitigation, and long term economic and socioeconomic benefit while complying with local and global regulations. This means that Playa Cares™ is fully aligned with the Company's strategic plan and its vision as a leading company in the global tourism industry.</p> <p>Furthermore, Playa Cares™ is built on the 4 strategic pillars of Sustainable Tourism established by the GSTC, which allow us to align each of our programs and initiatives with global efforts to change the tourism industry into a driver of sustainable development. For more information see <u>Playa Cares™</u>.</p>

GRI INDEX

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
2-1	Organizational details	<u>2022 10-K</u> (p. 1; Business, p. 6; Properties, p. 31)
2-2	Entities included in the organization's sustainability reporting	<p>2022 Sustainability Report (About This Report, p. 5) <u>2022 10-K</u> p. 6, 31</p> <p>The boundary of the Sustainability Report includes all properties managed by Playa for the entirety of 2022.</p> <p>The properties covered in the Sustainability Report excludes some properties listed in the 10-K, because the 10-K includes partial year properties. Partial year properties are defined as properties that were not managed by Playa for the entire year of 2022.</p>
2-3	Reporting period, frequency and contact point	<p>2022 Sustainability Report (About This Report, p. 5) <u>2022 10-K</u> p. 1 <u>Contact Us</u></p>
2-4	Restatements of information	N/A
2-5	External assurance	<p>Playa did not seek assurance during the reporting period for ESG performance data disclosed.</p> <p><u>Playa Resorts</u> <u>2022 10-K</u> p. 6, 9, 31 <u>About Us</u></p>
2-6	Activities, value chain, and other business relationships	<p>Playa Hotels & Resorts N.V. (NASDAQ: PLYA, "Playa"), through its subsidiaries, is a leading owner, operator and developer of all-inclusive resorts in prime beachfront locations in popular vacation destinations in Mexico and the Caribbean. Our brand partners include Hyatt, Hilton, Jewel, Seadust, Kimpton and Wyndham.</p> <p>Playa's strategy is to leverage its globally recognized brand partnerships and proprietary in-house direct booking capabilities to capitalize on the growing popularity of the all-inclusive resort model and reach first-time all-inclusive consumers in a cost effective manner. We believe that this strategy should position them to generate attractive returns for shareholders, build lasting relationships with guests, and enhance the lives of associates and the communities in which we operate. By also using new technologies and leveraging big data we aim to improve guest satisfaction and shareholder returns. We continuously monitor, review and optimize our portfolio to align with our strategic vision and maximize our return on invested capital. As part of this ongoing process, we may sell assets that no longer fit our criteria for capital investment.</p> <p>Playa owns and/or manages a total portfolio consisting of 25 resorts (9,352 rooms) located in Mexico, Jamaica, and the Dominican Republic. Playa leverages years of all-inclusive resort operating expertise and relationships with globally recognized hospitality brands to provide a best in-class experience and exceptional value to our guests, while building a direct relationship to improve customer acquisition cost and drive repeat business. During 2022, we entered into three new management agreements to manage all operations, sales and marketing of resorts operating under the Wyndham, Kimpton and Seadust brands.</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
2-7	Employees	ESG Performance Table (Social and Governance Performance) 2022 10-K (Human Capital Resources, p. 12)
2-8	Workers who are not employees	2022 10-K (Human Capital Resources, p. 12)
2-9	Governance structure and composition	2023 Proxy Statement (Corporate Governance Profile, Our Board, p. 25; Board Areas of Expertise Matrix, Board Diversity Matrix, Director Independence, p. 26; Our Board Designations, p. 27; Board Committees, p. 30-32; Social and Environmental Commitment, p. 36) Playa Committee Composition
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement (Our Board Designations, p. 27) Playa Documents and Charters Charter of the Nominating and Corporate Governance Committee of the Board of Directors
2-11	Chair of the highest governance body	2023 Proxy Statement (Director Independence, p. 26; Our Board Designations, p. 27; Our Board Conflicts of Interest, p. 28-29)
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement (Board Committees, p. 30-32; Risk Oversight, p. 35; Social and Environmental Commitment, p. 36-37) TCFD (Board's oversight of climate related risks and opportunities, p. 1-2) Playa Documents and Charters Charter of the Nominating and Corporate Governance Committee of the Board of Directors (Committee Powers, Duties and Responsibilities, p. 3-4)
2-13	Delegation of responsibility for managing impacts	2023 Proxy Statement (Social and Environmental Commitment, p. 36-37) TCFD (Management's role in assessing and managing climate related risks and opportunities, p. 2)
2-14	Role of the highest governance body in sustainability reporting	2023 Proxy Statement (Social and Environmental Commitment, p. 36) Playa Documents and Charters Charter of the Nominating and Corporate Governance Committee of the Board of Directors (Corporate Social Responsibility and Sustainability, p. 4)
2-15	Conflicts of interest	2023 Proxy Statement (Appointment of Directors, p. 7-10; Our Board Conflicts of Interest, p. 28-29; Service on Other Boards, p. 29-30; Certain Relationships and Related Transactions, p. 68-73; Review, Approval or Ratification of Transactions with Related Persons, p. 73) Playa Documents & Charters Code of Business Conduct and Ethics (Conflicts of Interest, p. 2-3); Board Rules (Conflicts of Interest and Related Party Transactions, p. 12); Vendor Code of conduct (Anti-Corruption and Business integrity, p. 3); Anti-Bribery and Anti-Corruption Policy
2-16	Communication of critical concerns	Playa Documents & Charters Code of Business Conduct and Ethics (Compliance Procedures; Reporting Violations, p. 4-6)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement (Our Board Designations, p. 27, 36)
2-18	Evaluation of the performance of the highest governance body	<p>Playa's Nominating and Governance Committee oversees the ESG Committee. The ESG Committee reports directly to the Nominating and Governance Committee regarding Playa's activities over corporate social responsibility and sustainability matters and the external reporting thereof (including matters relating to diversity and inclusion). The Nominating and Governance Committee regularly updates the Board on the activities of the ESG Committee. The ESG Committee also updates the Board on its activities directly, at least annually.</p> <p>2023 Proxy Statement (Compensation Committee, p. 31; Board and Committee Self-Evaluations, p. 33)</p> <p>Playa Documents & Charters; Board Rules (CEO Evaluation, p. 12-13); Charter of the Nominating and Corporate Governance Committee of the Board of Directors (Committee Powers, Duties and Responsibilities - Performance Evaluations, p. 4)</p>
2-19	Remuneration policies	<p>2023 Proxy Statement (Director Compensation and Summary on Non-Executive Director Compensation, p.38); Compensation Discussion and Analysis, p. 42-67)</p> <p>Playa Documents & Charters Charter of the Compensation Committee of the Board of Directors</p>
2-20	Process to determine remuneration	<p>2023 Proxy Statement (Our Board Conflicts of Interest, p. 28-29; Compensation Process, p. 47)</p> <p>Playa Documents & Charters Charter of the Compensation Committee of the Board of Directors</p>
2-21	Annual total compensation ratio	<p>2023 Proxy Statement (Pay Ratio, p. 67)</p> <p>For the year ended December 31, 2022, we estimate that the ratio of the annual total compensation of our CEO to the annual total compensation of our median employee was 882:1.</p>
2-22	Statement on sustainable development strategy	A statement from our CEO is available in our 2022 Sustainability Report.
2-23	Policy commitments	<p>2022 Sustainability Report (Playa Cares – Sustainable Management System, p. 8-9)</p> <p>Playa Documents & Charters Code of Business Conduct and Ethics; Human Rights Policy; Environmental Policy; Vendor Code of Conduct</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
2-24	Embedding policy commitments	<p>2023 Proxy Statement (Social and Environmental Commitment, p. 33, 36-37)</p> <p>Playa Documents & Charters Human Rights Policy; Code of Business Conduct and Ethics; Vendor Code of Conduct; Environmental Policy</p>
2-25	Processes to remediate negative impacts	<p>For processes to remediate negative impacts, refer to our Code of Business Conduct and Ethics, Human Rights Policy, Environmental Policy, Vendor Code of Conduct, and Anti-Bribery and Anti-Corruption Policy under Playa Documents & Charters.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Playa Documents & Charters (Code of Business Conduct and Ethics, p. 4-5)</p> <p>Playa Ethics Hotline Website</p> <p>EthicsPoint FAQs</p>
2-29	Approach to stakeholder engagement	<p>2022 Sustainability Report (Stakeholder Engagement, p.12)</p> <p>2023 Proxy Statement</p> <p>Playa Cares™ - Sustainability (Governance; Local Sustainability & Responsibility)</p> <p>Playa Cares™ - Social Impact</p> <p>Our key stakeholders include shareholders, brand companies, employees, guests, local communities, and suppliers.</p> <p>Stakeholders are determined by their impact on our company and its business activities.</p> <p>Sustainability is vital to the success of Playa's business, and we are committed to collaborating with our stakeholders to make a positive environmental and social impact. We engage our stakeholders on sustainability through various avenues including meetings, surveys and events. We also have feedback channels in place for guest and employee satisfaction.</p>
2-30	Collective bargaining agreements	<p>Approximately 43% of our full-time equivalent work force is unionized.</p> <p>2022 10-K p. 19</p>
3-1	Process to determine material topics	<p>2022 Sustainability Report (Playa Cares™ – Sustainable Management System, p. 8-10)</p>

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
3-2	List of material topics	<p>2022 Sustainability Report (Playa Cares™ – Sustainable Management System, p. 10)</p> <p>The list of material topics covered currently aligns with our portfolio of hotels and resorts in this second year of reporting.</p> <p>The material topics covered include: water & energy, waste management, climate change, ecosystems (flora and fauna), legal compliance, building & renovation, health & safety, human resources and training, guest involvement, social development, and project management.</p>
3-3	Management of material topics	<p>As a resort owner and operator in the Caribbean and Mexico, we are aware that environmental issues if left unaddressed could pose significant risks to the local travel and tourism industry. These risks include:</p> <ul style="list-style-type: none"> • Climate change contributes to sea level rise, coastal erosion, and an increase in the frequency and intensity of Sargassum seaweed blooms, coral bleaching events, floods and droughts – all of which are detrimental to local tourism and the local community. • Increasing pressures on water and energy resources, as well as marine pollution and degradation arising from improper waste management, have repercussions on the ability of ecosystems to provide services that are essential for human wellbeing. • Introduction of further regulations and stricter standards to strengthen environmental protection present financial consequences to businesses that are slow to change. • Societal and market expectations of sustainable business practices are rising, and guests are likely to steer away from resorts with poorer sustainability performance. <p>To address these risks, the Company has a sustainability management system in place that focuses on the following key areas:</p> <ol style="list-style-type: none"> 1. Energy & Carbon Management; 2. Water Management; 3. Waste Management; 4. Flora & Fauna Conservation; and 5. Sustainable Procurement. <p>We manage our material topics through the ESG Committee and Playa Cares™, our sustainability platform. Our ESG Committee oversees our environmental sustainability strategy, objectives, policies and procedures, with support in implementation from our associates at our corporate offices and dedicated teams at each resort.</p> <p>Our sustainability management system helps us to monitor legal compliance and facilitates continual improvement in our environmental performance across the Company's entire operations and throughout our asset life cycle. This management system is informed by international standards including the UN World Tourism Organization's principles of sustainable tourism, Global Sustainable Tourism Council (GSTC) Industry Criteria and World Health Organization's Protocols.</p> <p>The five areas of our sustainability management system are each addressed by nine components – policies and standards; compliance matrix evaluation; communication and internal training programs; development and help to the community; environmental improvement projects; calibrations; records and evidence; document measurement and control; and progress reporting.</p>



NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
201-1	Direct economic value generated and distributed	2022 10-K (Financial Statements and Supplementary Data, p. 59-64)
201-2	Financial implications and other risks and opportunities due to climate change	2022 10-K (Given the beachfront locations of our resorts, we are particularly vulnerable to extreme weather events, such as hurricanes, which may increase in frequency and severity as a result of climate change and adversely affect our business, p. 18) TCFD Disclosure (Impact On Businesses, Strategy And Financial Planning, p. 5) Playa Documents & Charters Environmental Policy
203-1	Infrastructure investments and services supported	Playa Cares™ Website- Social Impact
205	Management approach disclosure	Playa Documents & Charters Anti-Bribery and Anti-Corruption Policy; Code of Business Conduct and Ethics (Bribes, Gifts and Gratitudes, p. 10-11) 2022 10-K p.56, 58
205-2	Communication and training about anti-corruption policies and procedures	Playa Documents & Charters Anti-Bribery and Anti-Corruption Policy; Code of Business Conduct and Ethics (Bribes, Gifts and Gratitudes, p. 1, 10-11); Vendor Code of Conduct (Anti-Corruption and Business Integrity, p. 3) 2022 10-K (We could be exposed to liabilities under the FCPA and other anti-corruption laws and regulations, including non-U.S. laws, any of which could have a material adverse impact on us, p. 25)
302-1	Energy consumption within the organization	ESG Performance Table (Environmental Performance)
302-3	Energy intensity	ESG Performance Table (Environmental Performance)
303-5	Water consumption	ESG Performance Table (Environmental Performance) SASB (Water Management, p. 2)

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
305-1	Direct (Scope 1) GHG emissions	<p>ESG Performance Table (Environmental Performance)</p> <p>All gases are included in the emission calculations.</p> <p>Our CO2 emissions from the combustion or biodegradation of biomass were 29.48 metric tons of CO2e.</p> <p>The source of emission factors for Mexico:</p> <ul style="list-style-type: none"> Diesel, LPG (mobile and stationary), gasoline (mobile): Calculadora de emisiones para el Registro Nacional de Emisiones V8 Mzo. 2022 Biomass/woodwaste and charcoal: WRI Stationary Combustion Tool V4.1 Jamaica and Dominican Republic: Natural gas, gasoline (mobile), diesel, LPG (stationary), Biomass/woodwaste, and charcoal: WRI Stationary Combustion Tool V4.1
305-2	Energy Indirect (Scope 2) GHG emissions	<p>ESG Performance Table (Environmental Performance)</p> <p>The source of emission factors for Mexico was the Mexico Registro Nacional de Emisiones 2023. Jamaica and the Dominican Republic's source of emission factors sources of electricity were from the International Energy Agency CO2 Emissions from Fuel Combustion 2022. The US corporate offices' sources of emission factors for electricity were from the EPA eGRID 2020 (Updated Jan, 2022).</p>
305-4	GHG Emissions Intensity	ESG Performance Table (Environmental Performance)
306-3	Waste generated	ESG Performance Table (Environmental Performance)
306-4	Waste diverted from disposal	ESG Performance Table (Environmental Performance)
306-5	Waste directed to disposal	ESG Performance Table (Environmental Performance)
307	Management approach disclosure	<u>Playa Documents & Charters</u> Environmental Policy
307-1	Energy consumption within the organization	In 2022, Playa did not identify any known material instances of non-compliance with environmental laws and/or regulations.
401-2	Benefits provided to full-time employee that are not provided to temporary or part-time employees	<u>2023 Proxy Statement</u> (Health and Welfare Benefits and Retirement Savings Opportunities, p. 46)
403-6	Promotion of worker health	<u>2022 10-K</u> (Social, p. 11; Human Capital Resources, p. 12)
404-2	Programs for upgrading employee skills and transition assistance programs	<u>2022 10-K</u> (Environmental and Social, p. 11; Human Capital Resources, p. 12; Employee Benefit Plan, p. 89)
404-3	Percentage of employees receiving regular performance and career development reviews	<p><u>2022 10-K</u> (Social, p. 11)</p> <p>100% of our corporate employees receive regular performance and career development reviews.</p>



NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE
405	Management approach disclosure	<p>Playa Documents & Charters Code of Business Conduct and Ethics (Diversity and Inclusion, p. 11; Equal Opportunity Employment, p. 12)</p> <p>Human Rights Policy (Prohibition of Discrimination and Harassment, p.2)</p>
405-1	Diversity of governance bodies and employees	<p>2023 Proxy Statement (Appointment of Directors, p. 7-10; Board Diversity Matrix, p. 26)</p> <p>ESG Performance Table (Social and Governance Performance)</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>2022 10-K (Social, p. 11)</p> <p>Playa Cares™ Website- Social Impact</p>
416-1	Assessment of the health and safety impacts of product and service categories	<p>2022 10-K (Focus on Safety Measures, p. 8)</p> <p>Human Rights Policy (Health and Safety, p. 2)</p> <p>2022 Sustainability Report (Playa Health and Safety, p. 17-18)</p>
418	Management approach disclosure	<p>2023 Proxy Statement (Audit Committee, p. 30; Cyber Risk, p. 35)</p> <p>Playa Documents & Charters Audit Committee Charter (Review of Cybersecurity Risk Exposures, p. 6; Oversight of Risk Assessment and Management, p. 7)</p> <p>2022 10-K (Cyber risk and the failure to maintain the integrity of internal or guest data could harm our reputation and result in a loss of business and/or subject us to costs, fines, investigations, enforcement actions or lawsuits, p. 24)</p>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>There were no substantiated material complaints regarding violations of customer privacy and losses of customer data during the reporting period.</p>



TCFD

OVERVIEW

Playa, through its subsidiaries, is a leading owner, operator, and developer of all-inclusive resorts in prime beachfront locations in popular vacation destinations in Mexico and the Caribbean. As of December 31, 2022, we owned and/or managed a total portfolio consisting of 25 resorts* (9,352 rooms) located in Mexico, Jamaica and the Dominican Republic. Playa's strategy is to leverage its globally recognized brand partnerships and proprietary in-house direct booking capabilities to capitalize on the growing popularity of the all-inclusive resort model and reach first-time all-inclusive resort consumers in a cost-effective manner. We believe that this strategy should position us to generate attractive returns for our shareholders, build lasting relationships with our guests, and enhance the lives of our associates and the communities in which we operate. We believe that our resorts have a competitive advantage due to their location, brand affiliations, extensive amenities, scale and design.

Our portfolio is comprised of all-inclusive resorts that share some combination of the following characteristics:

- Prime beachfront locations;
- Globally recognized U.S. hotel brand partners;
- Convenient air access from major and secondary North American markets and international gateway markets;
- Strategic locations in popular vacation destinations in countries with strong local government commitments to tourism;
- High quality standards and physical condition; and
- Capacity for further revenues and earnings growth through incremental renovation or repositioning opportunities

Our all-inclusive resorts provide guests an attractive vacation experience that offers both compelling value and price certainty, while at the same time providing Playa more predictable revenue, expense and occupancy rates than traditional full-service hotel business models. Generally, all-inclusive leisure guests book and pay further in advance, resulting in lower cancellation rates and incremental sales of upgrades, premium services and amenities not included in the all-inclusive package pricing.

* Unless otherwise noted, environmental data accounts for the properties managed and/or owned by Playa for which 2022 operational data was available.

GOVERNANCE

BOARD'S OVERSIGHT OF CLIMATE RELATED RISKS AND OPPORTUNITIES

Our Board of Directors ("Board") oversees our Company's risks and opportunities from climate change as part of our Company's overall approach to Environmental, Social, and Governance ("ESG") matters. The Audit Committee of our Board receives annual risk assessments including climate risks from Playa's Risk Management Committee ("RMC").

The Nominating and Governance Committee ("NGC") oversees our Environmental, Social and Governance Committee ("ESGC"), which is an organization-wide task force with representation from multiple departments of the Company with the goal of obtaining a broader reach for idea generation and effectively promoting best practices and cross-collaboration related to corporate social responsibility and sustainability. The ESG Committee reports directly to the Nominating and Governance Committee regarding the Company's activities over corporate responsibility and sustainability matters and the external reporting thereof (including matters relating to diversity and inclusion). The Nominating and Governance Committee updates the Board periodically on the activities of the ESG Committee. The ESG Committee also directly updates the Board on its activities at least annually.

MANAGEMENT'S ROLE IN ASSESSING AND MANAGING CLIMATE RELATED RISKS AND OPPORTUNITIES

Our ESG Committee oversees Playa's commitment to incorporating environmental sustainability, social responsibility, and best governance practices into our daily operations at all levels with an emphasis on reducing our environmental impact, mitigating risks, developing our human capital, improving our communities, and driving value for all our stakeholders. Our ESGC is led by representatives from various functional

departments and oversees our climate and overall environmental sustainability strategy, objectives, policies and procedures, with support from our management team at our corporate offices and our dedicated teams at each resort. The ESGC conducts monthly meetings and engages functional departments according to our relevant programs such as Playa Green. ESG updates are provided by the ESGC to the CEO on a routine basis, to the NGC, and to the Board at least annually. Additional meetings and other forms of engagement are conducted with management, where required, to advance our sustainability objectives. Needs, risks and considerations are discussed and elevated from the property level to our area directors and top down in the sharing of best practices. Climate related risks and considerations are factored into our capital allocation and strategic planning on a regular basis as part of our annual budgeting and recurring risk assessments to proactively address these concerns. The ESGC also works in conjunction with the RMC to incorporate and capture climate-related risks in the Company's broader Enterprise Risk Management Program ("ERMP").

Operationally, the Playa Green program establishes sustainability management processes which help us monitor legal compliance, evaluate risks and inform strategy, and also facilitate continual improvement in our environmental performance across the Company's operations and throughout the life cycle of our assets. Energy and Carbon Management are addressed by nine components – policies and standards; compliance matrix evaluation; communication and internal training programs; development and help to the community; environmental improvement projects; calibrations; records and evidence; document measurement and control; and progress reporting.





STRATEGY

CLIMATE-RELATED RISKS AND OPPORTUNITIES IDENTIFIED OVER THE SHORT, MEDIUM AND LONG-TERM

We use the following time horizons for identified climate risks and opportunities: Short term (<3 years), Medium term (3-7 years), and Long term (>7 years).

TIME FRAME	CLIMATE RISKS	CLIMATE OPPORTUNITIES
Short & Medium Term	<p>PHYSICAL</p> <ul style="list-style-type: none">Increased frequency and severity of extreme weather events such as hurricanesWildfires and associated poor air qualityVariability in weather patternsDegradation in ecosystems <p>TRANSITION</p> <ul style="list-style-type: none">Changing customer behaviorIncreased stakeholder concernRaw material cost increasesIncreased insurance cost	<ul style="list-style-type: none">Building resilience investment measuresUse of more efficient modes of transportMore efficient buildingsUse of recyclingReduced water consumptionUse of lower-emission sources of energyParticipation in renewable energy programs and adoption of energy efficiency measuresSustainability practices and certifications to meet consumer preferencesContingency plans for extreme weather events
Long Term	<p>PHYSICAL</p> <ul style="list-style-type: none">Rising mean temperaturesRising sea levelsChanges in precipitation patterns and extreme variability in weather patterns <p>TRANSITION</p> <ul style="list-style-type: none">Increased pricing of GHG emissionsContinued increased cost of raw materialsCosts to transition to lower emissions technologyMandates on and regulation of existing products and services (e.g. green building requirements)Enhanced emissions-reporting obligations (e.g. ESG disclosure requirements)Customer preferences, demands, and expectations for decarbonized travel	<ul style="list-style-type: none">Early warning detection systemsLow emission goods and servicesUse of supportive policy incentivesEnhanced long-term asset value from investments in efficiency, resiliency, and low-carbon solutionsAvoiding future cost through early action on forthcoming mandates and regulationsIncrease market share through early shift to meet consumer preferences



In 2021, Playa conducted property-specific climate-related risk assessments for our entire portfolio. The assessment covered four main areas: Climate, Water, Biodiversity, and Regulatory Policy risks and opportunities.

The **Climate Risk Assessment** analyzed both acute (floods, droughts and cyclones) and chronic (change in long term precipitation, temperature and sea level rise) physical climate risks, as well as transition climate risks. The climate risks indicators evaluated are:

- Sea Level Rise
- Precipitation Change
- Temperature Change
- Drought Risk
- Flood Risk
- Cyclone Risk
- Relative Market Carbon Intensity

For overall climate risk, 19% of the portfolio was identified to be at 'very high risk' and 15% at 'high risk'. The most significant climate-related risk for Playa is that of long-term precipitation and temperature change. Cancun, Mexico was identified as a location with very high risk due to its high vulnerability to sea level rise and very high risk of temperature and precipitation change, among others. The risk assessment enables Playa to take targeted, location-specific actions to mitigate climate risks and capitalize on related opportunities.

The **Water Risk Assessment** analyzed physical risk (risks related to quantity and availability of water), financial risk, community conflict risk, and regulatory risk. The water risks indicators evaluated are:

- Baseline Water Stress
- Seasonal Variability
- Future Water Stress 2030
- Future Water Demand 2030
- Future Water Supply 2030
- Incoming Risk Likelihood
- Water Risk Premium

For overall water risk, 6% of the portfolio were identified to be at 'very high risk' and 46% at 'high risk'. San Jose del Cabo was identified as a location with very high risk due to its high baseline water stress level, as well as high seasonal variability in water supply and high future water stress level, among others. Understanding property-specific water risk levels enables Playa to better prioritize investments in water efficiency, amongst other measures to minimize water usage and maximize water reuse and recycling across our portfolio.

The **Biodiversity Risk Assessment** analyzed biodiversity related risks and opportunities close to our properties. The biodiversity risks indicators evaluated are:

- Presence of Key Biodiversity Areas or Protected Areas (including IUCN management categories I-VI, Ramsar Wetlands of International Importance and World Heritage sites)
- Presence of IUCN Red List of Threatened Species

Four properties were found to be within 5km and all were within 50km of recognized biodiversity sites. A total of 94 critically endangered species and 136 endangered species were identified to be present in habitats within the vicinity of our properties. Understanding the biodiversity values near our properties enables Playa to better manage biodiversity risks and take action to help safeguard these important habitats and conserve species biodiversity.

IMPACT ON BUSINESS

Through Playa's ERMP, the RMC assesses the associated impact levels of climate-related short, medium and long term risks.

TIME FRAME	PRIORITY LEVEL	IMPACTS
Short and Medium Term	High	Our resorts are located at beachfronts and extreme weather events such as floods and hurricanes can pose significant damage to the properties, disrupt property operations and guest bookings or stays, and endanger the safety and wellbeing of our guests and employees
	High	Natural features that make coastal tourism attractive may be impacted by climate change (e.g. Sargassum seaweed bloom on beaches, coral bleaching), reducing tourism demand
	Medium	Shift in guest preference toward green lodging attributes have an impact on resort choices
	High	The rise in sea levels will impact acquisition and disposition strategy, as well as capital investments planning
	High	Market valuation of assets may be positively impacted by thorough resilience planning (e.g., infrastructure, land, buildings) and building efficiency enhancements
	High	Asset valuation can also be negatively impacted as a result of write-offs and early retirement (e.g., damage to property and assets in "high-risk" locations)
Long Term	Medium	Increased capital costs may result from damage caused by rising sea levels and extreme weather events to facilities
	Medium	Increased operating costs may result from: <ul style="list-style-type: none"> higher costs of compliance with new mandates and regulations to limit carbon emissions; increased insurance premiums; increased input prices of resources (e.g. energy, water); increased output requirements (e.g. waste treatment); and increased prices of goods and services due to supply chain disruptions
	Low/Medium	Potential for reduced availability of insurance on assets in "high-risk" locations
	Medium	Early investment in efficiency, resiliency, and low-carbon solutions could yield benefits including reduced risk exposure to future fossil fuel price increases and lower sensitivity to increased carbon pricing
	Medium	Investment in green resort attributes and engagement of guests in sustainability programs could offer a competitive edge in gaining guest preference



IMPACT ON STRATEGY AND PLANNING

We review our business strategy and risk management approach to incorporate climate risk considerations. We undertake portfolio-wide risk assessments for our existing portfolio as well as pipeline projects for resort ownership and/or operations. Assessment is used to identify climate-related risks and opportunities for incorporating resiliency in long-term planning of our assets and capital budgeting. We carry substantial insurance protection that covers our entire portfolio against extreme weather events and business interruption as part of our assessment and risk mitigation efforts. Through Playa Green, our emphasis on green certification and property-level sustainability initiatives strengthens the positioning of our resorts in response to increasing customer demand for sustainable lodging options. Our acquisition and asset portfolio optimization strategy takes into consideration relevant climate-related risks and associated costs for addressing such concerns. We work closely with local governing bodies to share best practices and encourage policy enactment and changes that are aligned with addressing local climate risks.

Some examples of our energy and water efficiency projects implemented to mitigate climate-related risks include:

- Use of electricity powered by methane gas from landfills, a renewable source of energy that helps to reduce carbon emissions associated with this potent greenhouse gas
- Implementation of ASHRAE (American Society of Heating, Refrigerating & Air-Conditioning Engineers) utility efficiency measures based on findings of Mechanical Assessment reports
- Overhaul of lighting to energy-efficient LED lighting
- Installation of light and HVAC sensors to reduce energy usage when rooms are unoccupied
- Investment in Reverse Osmosis plants so that seawater can be accessed and used as a water source
- Installation of rainwater catchers and storage

- Installation of water saving faucets
- Installation of water turbines to existing water pipes to generate electricity
- Use of carbon dioxide as refrigerant in all refrigeration chambers which significantly improves energy efficiency
- Use of native or drought-tolerant landscaping to reduce irrigation needs
- Installation of digital thermostats in guest rooms

Some examples of our biodiversity conservation efforts include:

- Information on the historical and ecological value of local heritage and natural sites are shared with guests through information booklets and signages, and by our employees
- Responsible tourist behavior is shared with guests through our Code of Conduct for the Tourist at resorts including Hyatt Ziva Cancún
- Our tour representatives at our Jamaican resorts are "Teams Jamaica Certified" to correctly inform and instruct guests on responsible interaction with the environment
- At Jewel Paradise Cove, we provide "Nature Walk & Talk" tours to the guests to showcase and share about the biodiversity located within the resort, as well as responsible interaction guidelines
- At Hyatt Ziva Los Cabos, signages are put up on the beach to educate guests on actions to be taken to protect sea turtles
- Periodic activities that reduce the impact of operations on local biodiversity through cleaning activities at the beaches, mangroves/wetlands, and nesting areas for turtles
- All resorts must comply with and follow Playa's animal welfare procedures such as prohibition of activities that involve captive wildlife and avoiding the purchase of products made with parts of wild animals or tested on animals.



RESILIENCE OF STRATEGY, TAKING INTO ACCOUNT DIFFERENT SCENARIOS, INCLUDING A 2 DEGREE CELSIUS OR LOWER SCENARIO

Through the Paris Agreement, countries have committed to limit global warming to well below 2 degree Celsius from pre-industrial levels. The Intergovernmental Panel on Climate Change (IPCC) reports that limiting global warming to 1.5 degree Celsius would be most preferable, but even then, there would be significant climate impacts. Under a 1.5 degree Celsius scenario, transition risks would be greater than under a 2 degree Celsius scenario since a more rapid transition may be

accompanied by tough government mandates and regulations. On the other hand, a 2 degree Celsius scenario would involve more significant physical risks, such as more drastic extreme weather events. The Company considers these possible scenarios and evaluates climate-related risks and opportunities across the following timeframes: Short-term (<3 years), Medium-term (3-7 years), and Long-term (>7 years). We will continue to monitor and review the changing circumstances, including the regulatory landscape, and take appropriate actions to continue enhancing our climate resilience.

RISK MANAGEMENT

PROCESS FOR IDENTIFYING AND ASSESSING CLIMATE-RELATED RISKS

The ESGC is responsible for the oversight of the process to identify, assess, plan and respond to climate-related risks and opportunities that may impact our Company performance, asset preservation, associate health and well-being, and investor engagement. We assess various sustainability risks through a process of data collection, modelling, and analysis in consideration of climate, water, biodiversity, socioeconomic, and regulatory risks. We carry out portfolio-wide and property-specific climate risk assessments, covering aspects of sea level rise, storm surges, flood, drought, water scarcity, utility cost increase, biodiversity impacts on protected areas and endangered species, wildfire, long term changes in precipitation and temperature, and policy and regulation as part of transition risks. These climate risk assessments are presented to the ESGC as part of the ESGC's oversight responsibilities.

Our risk assessment process incorporates sustainability risks into company strategy and identifies & prioritizes sites that are high risk. Given our footprint across several countries and regions, we aim to incorporate best practices to anticipate regulatory changes and adjust our operations accordingly with emphasis on risks and changes that are estimated to be highly likely in the short-medium term, pose potentially serious consequences if left unaddressed, or provide favorable return on investment characteristics. Additionally, we strive to advance our human rights performance by assessing human rights risks and mitigating impacts through appropriate measures across our operations.

PROCESSES FOR MANAGING CLIMATE-RELATED RISKS

TIME FRAME	CLIMATE RISKS	CLIMATE OPPORTUNITIES
Short & Medium Term	<p>PHYSICAL</p> <ul style="list-style-type: none">Increased frequency and severity of extreme weather eventsVariability in weather patternsDegradation in ecosystems <p>TRANSITION</p> <ul style="list-style-type: none">Changing customer behaviorIncreased stakeholder concern	<ul style="list-style-type: none">Conduct regular preventive maintenance as part of risk mitigation strategyDevelop emergency response plans and conduct related training for employeesInvest in efficiency, resiliency, and low-carbon solutionsInvest in insurance to mitigate risks from extreme weather eventsEngagement of guests and employees in sustainability programsIntegrate of climate-related issues within business strategy reviews and operational meetings
Long Term	<p>PHYSICAL</p> <ul style="list-style-type: none">Rising mean temperaturesRising sea levelsChanges in precipitation patterns and extreme variability in weather patterns <p>TRANSITION</p> <ul style="list-style-type: none">Increased pricing of GHG emissionsIncreased cost of raw materialsCosts to transition to lower emissions technologyMandates on and regulation of existing products and services (e.g. green building requirements)Enhanced emissions-reporting obligations (e.g. ESG disclosure requirements)Customer preferences, demands, and expectations for decarbonized travel	<ul style="list-style-type: none">Evaluate risk profile of a potential asset, including climate-related risks, prior to acquisitionMonitor risk profile of existing assets, including climate-related risks, and optimize portfolio by identifying and implementing relevant mitigation and adaptation measures, prioritizing "high-risk" locationsMonitor and ensure compliance with climate-related regulations on an ongoing basisStrengthen partnerships with vendors for sustainabilityPartake in local sustainability initiatives to boost destination sustainability

INTEGRATION INTO OVERALL RISK MANAGEMENT

The Company's ERMP was established to oversee overall risk management across the Company. The program is managed by the RMC, a cross-functional team comprising of executives from Finance, IT, and Development. In conjunction with the ESGC, the RMC completes a review and strategic planning session of climate-related risk and opportunities. The results of the ERMP Risk Assessment review with senior management are presented to the Audit Committee and Board of Directors annually. Similar to the process to identify risks, the ESGC then works with various departments including Operations, Engineering, Legal, Finance, and Development to manage climate-related risks.

In 2022, the Company created Playa Cares™, a Corporate Sustainability Management system, which is built on the 4 strategic pillars of Sustainable Tourism established by the Global Sustainable Tourism Council (GSTC), allowing the Company to align programs and initiatives with global efforts to change the tourism industry into a driver of sustainable development. Playa Cares™ is organized into 12 programs, 7 of which either directly or indirectly address climate-related risks: Water and Energy Management, Waste Management, Sustainable Supply Chain, Climate Change, Ecosystems Flora and Fauna, Legal Compliance, and Building and Renovation.

In addition, Playa's Corporate Quality department will propose medium and long-term actions for the decarbonization of the company's operations once the scope 1, 2, and 3 emissions inventories have been completed, as well as the analysis of risks in the face of climate change phenomena.

METRICS USED

1. GHG Emissions

- Total GHG Emissions
- Total Scope 1 Emissions
- Total Scope 2 Emissions
- GHG Emissions Intensity

2. Energy

- Total Energy Consumption
- Total Direct Energy Consumption
- Total Indirect Energy Consumption
- Energy Usage Intensity
- Percentage of energy produced or procured from renewables
- Percentage of energy sourced from grid electricity

3. Water

- Total Water Consumption
- Water Consumption per occupied room
- Percentage of the portfolio in regions with High or Extremely High Baseline Water Stress (by floor area)

4. Waste

- Total Waste Generated
- Total Waste Diverted
- Total Waste Landfilled
- Non-diverted waste Intensity
- Waste Diversion Rate

5. Additional Metrics Monitored

- Investments and corresponding estimated annual savings from projects to reduce energy and carbon emissions
- Portfolio-wide and property-specific forecasted variances in temperature and precipitation, relative risk levels of sea level rise, drought, and flood
- Proximity to IUCN protected areas, endangered species habitats, and wildfires
- Social determinants of well-being in and around a community, including factors related to air pollution

SCOPE 1 AND 2 GHG EMISSIONS

More detailed and historical data can be found in our ESG performance tables online.

2022 GREENHOUSE GAS EMISSIONS	TOTAL GHG EMISSIONS (MT CO2E)	GHG EMISSIONS PER SQUARE METERS (KG CO2E)
Scope 1	36,217	45
Scope 2	67,558	84
Total Scope 1 + Scope 2	103,775	129



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