



2022

Environmental, Social, and Governance (ESG) Report

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Letter from our Executive Chairman of the Board



Dear Inspirato Stakeholders,

Inspirato is pleased to share our first annual ESG report. Since our launch in 2011, we’ve matured into a global company with operations in over 100 destinations and more than 16,000 active subscriptions. Over that time, our mission remains the same—we inspire lasting memories and relationships by changing the way families and friends experience the world.

Now more than ever our mission includes programs and initiatives that embody the pillars of ESG. Inspirato’s ESG framework not only enhances our ability to provide exceptional vacations with outstanding value for our members, but it also provides an opportunity for us to create positive impacts in our partner destinations around the world.

We refer to our ESG program as “Doing Our Part” as it reflects our commitment to participate fully within our partner communities. Full participation means acting as a responsible corporate citizen and contributing in diverse and impactful ways. Accordingly, our ESG program is structured around specific principles that are embedded in who we are as a company, which includes continued improvement, and transparency.

We believe it is our duty to set the standard for generating positive impacts while providing distinctive luxury hospitality services at a global scale. We know we have much to learn. As we continue to grow Inspirato and welcome more members to the memorable travel experiences our team provides, we will continue to evolve our ESG program and share updates with our stakeholders.

Warm regards,

Brad Handler
Executive Chairman





Who we are

Inspirato (NASDAQ: ISPO) is a luxury travel subscription company that provides access to a managed and controlled portfolio of hand-selected vacation options, delivered through an innovative model designed to ensure the service and certainty that affluent customers demand.

The Inspirato portfolio includes branded luxury vacation homes available exclusively to subscribers and guests, accommodations at five-star hotel and resort partners, and custom travel experiences.

Mission

We inspire lasting memories and relationships by changing the way family and friends experience the world.

Vision

To be the preferred hospitality and travel brand for discerning consumers.

Our Values

WE DREAM BIG

We embrace daring goals without apology. We execute our work with urgency, learn from our mistakes, and celebrate success as a team.

WE CARE

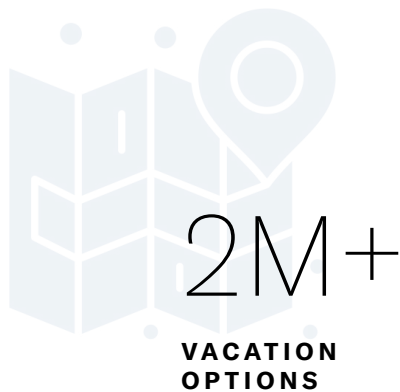
We value lasting relationships with our teammates, members, and partners. We strive to do the right thing, create an inclusive environment, and go the extra mile.

WE INSPIRE

We believe in what we do and value the contagious power of a positive attitude. We're enthusiastic, we love our work, and we seek to inspire each other every day.

We stand firmly behind our values to foster and support a safe, healthy, and fun company culture aligned with our ESG priorities.

Inspirato by the numbers*



*As of December 31, 2022

Executive Summary

Our ESG Approach

Inspirato is committed to serving all stakeholders by understanding the ever-evolving demands and expectations of those who support our business. We recognize the importance of seeking regular feedback from our stakeholders, including our subscribers, employees, shareholders, partners, and the communities where we operate. This multi-stakeholder approach allows us to apply a holistic view to our ESG program and helps guide the initiatives we set forth in this report.

In gathering feedback from our stakeholders, we aim to better understand which areas of environmental sustainability, social responsibility, and corporate governance practices are most important for our business to prioritize. This feedback allows us to prioritize short and long-term goals while highlighting key topics our stakeholders expect Inspirato to disclose.

Additional information about Inspirato’s ESG program can be found on our Investor Relations website and documented within Inspirato’s 2022 Form 10-K Annual Report.

Our ESG Values

At Inspirato, we are proud that the values reflected by our ESG program have been organic within our company culture since our founding over a decade ago. Over that time, we have established “a culture of caring” as a key organizational value. This mindset informs every decision and interaction we execute as a business, driving operational competencies that create value for our stakeholders. It also serves as a constant reminder to strive to do our part as an active, inclusive participant in the lives of our employees, subscribers, partners, and the communities where we operate.

In establishing Inspirato’s ESG program, we have translated this mindset into four core values that are in direct alignment with globally recognized ESG frameworks and guided by the Sustainability Accounting Standards Board (SASB) “Hotels & Lodging” industry standards.



SUSTAINABILITY



**DIVERSITY, EQUITY,
AND INCLUSION**



COMMUNITY



GOVERNANCE

We operate our ESG program within a framework of these four core values, overseen by an executive-level Steering Committee, an employee-led 501(c)3 foundation, and a variety of Employee Resource Groups (ERGs).

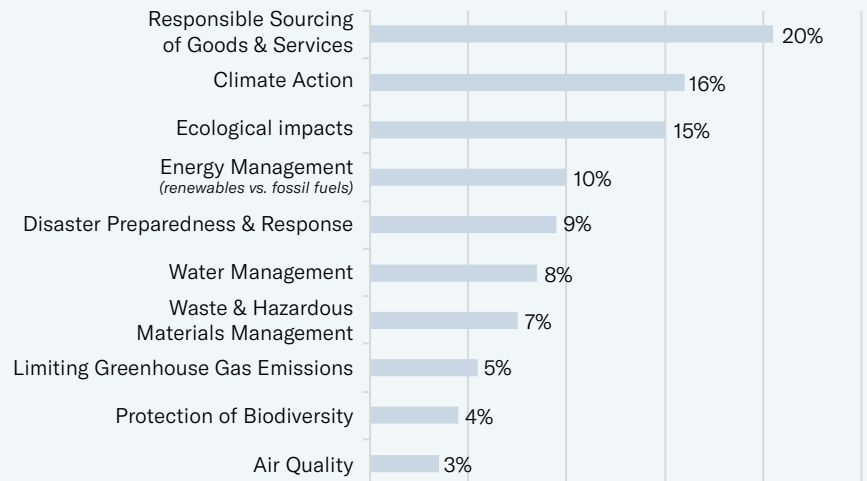
Materiality Assessment

Conducting a formal materiality assessment allowed us to determine specific ESG issues that Inspirato should prioritize, according to input from our employee and subscriber stakeholders. The results of the assessment are used to ensure that our ESG program remains aligned with our most material issues, which will drive long-term value for our business. Findings from the assessment also help guide the integration of Inspirato’s ESG programs into our overall business strategy. The assessment also informs leadership and management of ESG risks across our business.

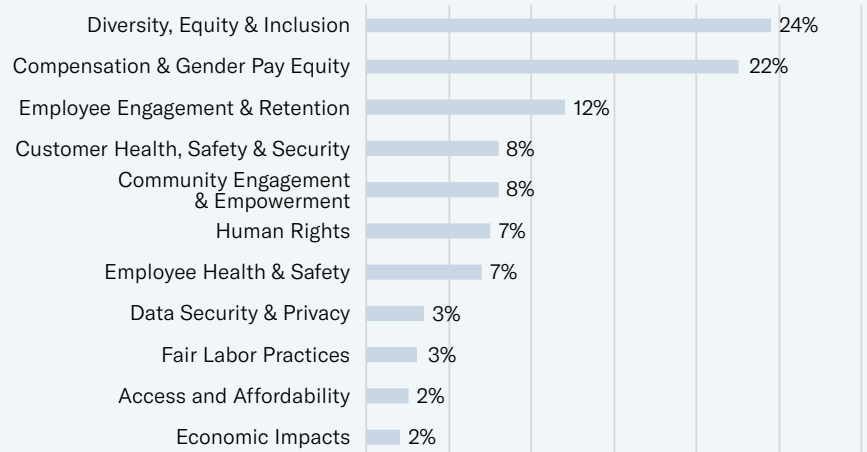
EMPLOYEE FEEDBACK

To better understand the priorities of our employee stakeholders, we asked our employees to identify the three most important issues they believe Inspirato should prioritize when considering environmental, social, and governance issues relevant to our industry. The results of the employee survey are summarized in the charts to the right.

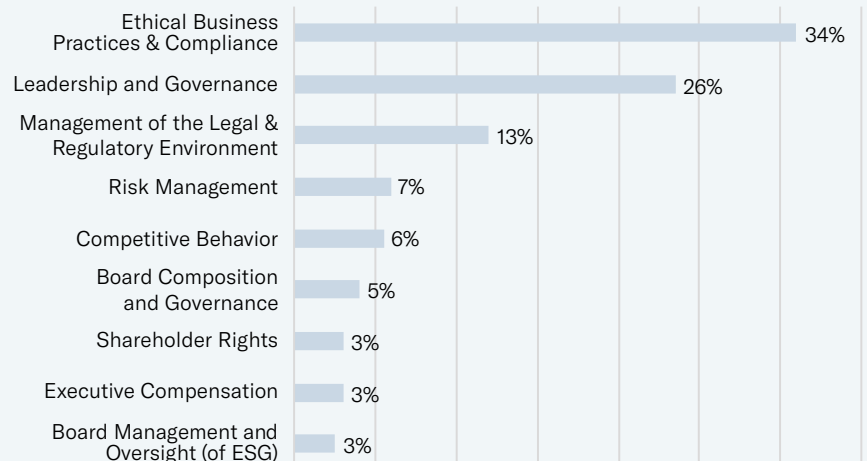
Responses to Environmental Issues



Responses to Social Issues



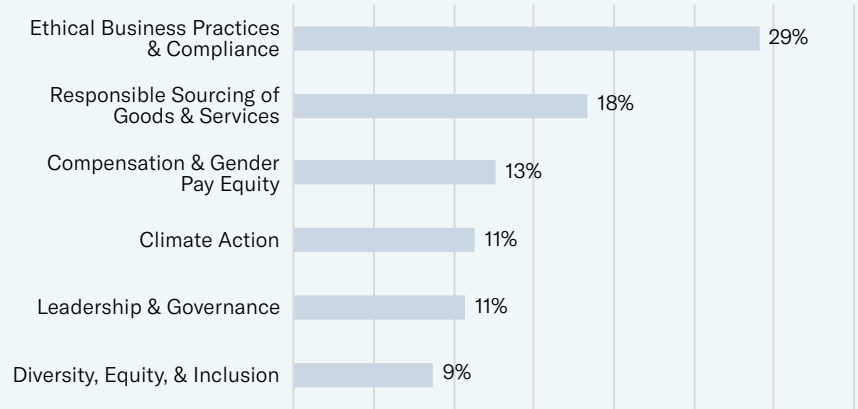
Responses to Governance Issues



SUBSCRIBER FEEDBACK

Similarly, we conducted an online survey with our subscriber stakeholders to gather feedback on ESG issues they want our business to prioritize. To align response options, we pulled the top two issues selected in each ESG pillar from the employee survey (i.e., Responsible Sourcing of Goods and Services and Climate Action; Diversity, Equity, & Inclusion and Compensation & Gender Pay Equity; Ethical Business Practices & Compliance and Leadership & Governance). The chart to the right summarizes the results of subscriber responses obtained.

The following are Inspirato's ESG areas of focus. Which of the following are most important to you? Select up to two.



Our 2023 ESG Goals

After assessing stakeholder feedback through the lens of our four core values and our ESG pillars, we have identified the following goals for the 2023 program year.

ENVIRONMENTAL

- 1 Gather climate and greenhouse gas data, to include in our 2023 ESG Report.
- 2 Establish formal partnerships with environmental causes in destinations where we operate.

SOCIAL

- 1 Establish formal partnerships with social causes in destinations where we operate.
- 2 Increase employee diversity throughout our company organizational structure.

GOVERNANCE

- 1 Continue Board of Directors ESG oversight by reporting progress of the ESG program at quarterly and annual Board meetings.
- 2 Expand levels of corporate controls.



CHAPTER 1:

Environment

As a leader in the luxury hospitality industry, we are aware that travel has a significant effect on the environment, and we are committed to better understanding and reducing our environmental impact. In pursuing this goal, we strive to be mindful of our business operations within our local Denver, Colorado community as well as within the many communities around the world where we offer luxury vacation options for our subscribers.

Statement on Climate and Emissions Data Release

Inspirato is committed to disclosing material data specific to climate and greenhouse gas emissions. The absence of environmental data in this first-ever ESG report does not equate to inaction as we are actively working to develop strategies to reduce Inspirato's carbon footprint. This chapter of the report discusses these efforts. We hope to be able to disclose more detailed information annually in future ESG reports.

Environmental Risks to the Business

We are subject to risks associated with natural disasters and the physical effects of climate change, which may include more frequent or severe storms, hurricanes, flooding, rising sea levels, shortages of water, droughts, and wildfires, any of which could have a material adverse effect on our business, results of operations, and financial condition. To the extent climate change causes changes in weather patterns, our coastal destinations could experience increases in storm intensity and rising sea-levels, resulting in damage to our properties and a reduced number of properties in these areas. Climate change may also affect our business by increasing the cost of, or making unavailable, property insurance on terms we or our landlords find acceptable in areas most vulnerable to such events, increasing operating costs, including the cost of water or energy, and requiring us or our landlords to expend funds as they seek to repair and protect their properties in connection with such events. As a result of the foregoing and other climate-related issues, we may be unable to provide properties in certain areas due to climate change, and we may lose both landlords and guests, which could have material adverse effect on our business, results of operations, and financial condition.

Measures Taken in Response to Environmental Risks

Considering the aforementioned risks, Inspirato has developed and continues to implement measures that reduce our overall effect on the climate. Included in this report are details covering existing programs as well as future initiatives that decrease our climate impact. Such initiatives include, but are not limited to, lessening greenhouse gas emissions, limiting water use, and minimizing waste production. Furthermore, our business is actively involved in supporting environmental organizations across our destinations through monetary donations and volunteer hours by Inspirato employees.



PROTECT OUR RIVERS CLEAN UP, DENVER, CO



BEACH CLEAN UP, SAN DIEGO, CA



FOREST REMEDIATION, MAUI, HI



BEACH CLEAN UP, ROSEMARY BEACH, FL

Local Sustainability Initiatives

INSPIRATO SUSTAINABILITY WEEK

In honor of Earth Day, Inspirato organized its first annual Inspirato Sustainability Week from April 18 to 22, 2022. Employees across the company hosted 27 separate volunteer opportunities focused on environmental sustainability. Groups joined together in Colorado, California, Hawaii, South Carolina, Florida, and Texas to provide community support by performing park, river, and beach cleanups, while others spent time volunteering at local wildlife organizations. Inspirato Sustainability Week demonstrated the passion our staff holds for improving our local communities and environments.

ZERO WASTE

At our headquarters in Denver, Colorado where approximately 60% of our staff works, we promote and practice single-stream recycling, composting, and battery and electronic waste collection for recycling. In July 2022, we designed and installed Zero Waste signage for trash, recycle, and compost collection in all office kitchens. To assist with proper waste sorting, each sign features common items that should go in each bin. Since installing the signage, informal waste audits have indicated that employees are sorting discarded items with greater accuracy. Additionally, to promote continuous learning for in-office employees, we launched “Waste Tip Wednesdays.” Employees receive a weekly tip about how to properly dispose of a particular item or material. This has become an effective way to achieve greater rates of waste diversion.

We introduced in-office battery collection in November 2022. We installed two Eco Battery Bins for alkaline battery testing and recycling. Employees are encouraged to test batteries prior to recycling. This initiative combats the dangers associated with batteries being placed in single stream recycle bins where they pose a hazard to local waste haulers and recycling centers.

Electronic waste (e-waste) is collected annually for recycling. Items such as monitors, mobile devices, and keyboards are collected and donated for recycling. Additionally, Inspirato’s Information Technology Department partners with Avail Recovery to ensure responsible recycling of all I.T. equipment.

National and Global Sustainability Initiatives

SUSTAINABLE TRANSPORTATION AND COMMUTING

To reduce the carbon footprint of our team’s collective commute, all Inspirato employees enjoy a hybrid work policy. Keeping single occupant vehicles (SOVs) off the road is proven to dramatically lower greenhouse gas emissions resulting from commuter travel. When our employees avoid commuting to the office five days a week, this reduces Inspirato’s impact on the environment while supporting larger efforts to increase air quality in dense urban cities.

To encourage the use of public transportation, all employees have access to flexible, pre-tax spending accounts. Employees have the option to contribute a specific dollar amount each month from their paycheck to be used toward public transit costs. Compared to driving SOVs, public transportation reduces carbon dioxide emissions by 45% while also decreasing atmospheric pollutants and improving air quality. In 2023, Inspirato is considering additional transportation benefits for employees, which may include subsidizing Regional Transportation District (RTD) bus passes to further promote sustainable commuting practices.

CHOICE HOUSEKEEPING PROGRAM

Inspirato’s Choice Housekeeping program is offered to our subscribers during their stays and helps save on water, waste, and energy associated with daily housekeeping. This program is currently offered at residences in 43 destinations, giving members the option to reduce daily housekeeping as well as towel and linen use. We intend to expand this program across more destinations to better serve our subscribers, conserve resources, and reduce unnecessary waste.

BUYING LOCALLY AND IN BULK

In destinations where possible, Inspirato aims to buy certain products locally to lessen our carbon footprint as well as support local economies and small, local businesses. For example, in the British and U.S. Virgin Islands, we purchase coffee locally and in bulk. As a result, we spend \$9 per bag compared to \$17 per bag, on average. Additionally, we are actively working towards replacing single-use shampoo, conditioner, and body wash bottles with refillable bottles to avoid unnecessary waste.

SUSTAINABLE PROPERTIES ACROSS OUR PORTFOLIO

Inspirato offers various hotels and resort brands in the Inspirato Collection for subscribers trying to reduce their eco footprint; each is committed to utilizing sustainable practices in its own way. Read more about these properties on Inspirato’s In the Details blog.



PALMAIA, THE HOUSE OF AIA IN RIVIERA MAYA, MEXICO



CASA TROPICAL, TULUM, MEXICO

PHASING OUT SINGLE-USE PRODUCTS

It’s no secret that travel is coupled with increased waste production due to the proliferation of single-use products. In today’s world, convenience has become embedded in nearly all we do and most of what we purchase. To combat the worldwide issue of excess waste and improve our members’ experience, we’ve implemented several sustainable solutions in various destinations.

For example,

- Installing water coolers and reusable water bottles in residences.
- Purchasing compostable garbage bags for tissue collection in residence bathrooms.
- Offering reusable grocery bags to members or using reusable bags when delivering groceries to residences.
- Switching to refillable toiletries to combat waste from single-use plastic bottles.
- Purchasing liquid fabric softener versus single-use dryer sheets.
- Removing single-use coffee pods (limited to Caribbean residences).
- Utilizing wool balls for dryer machines to reduce dry time.



In 2021, we launched pilot projects in certain destinations to combat the use of single-use water bottles at member residences. Two villas in St. Croix received water coolers and refillable water bottles for members to use during their stay with the option of purchasing. Between the months of January to March 2021, we determined that our members used over 100 single-use plastic water bottles within a weeklong stay. That contributes to the accumulation of more than 5,200 plastic water bottles thrown away from just one 10-person residence in one year. While we cannot control what our members purchase, we are providing them with suitable alternatives e.g., water coolers in residence to refill their own water bottles. After the installation of water coolers and refillable water bottles, our concierge reported a major reduction from members buying between three to six 24-pack cases of water per month to one to three cases a month per residence. In 2023 we hope to further reduce this with in-home messaging.

Partnerships

CLEAN THE WORLD

Inspirato is proud to have established a partnership with Clean the World, a global health organization whose mission is to save lives by distributing recycled soap and other donated hygiene products to impoverished people. Through their efforts, the organization helps prevent millions of deaths caused by hygiene-related illnesses each year. Inspirato’s Italian operations team works directly with Clean the World by participating in their waste reduction program. We currently donate soap bars and plastic bottles from residences in Tuscany and Florence with plans to expand to residences in Lake Como and France in 2023. In total, we collect items from 15 villas with a total of 75 bathrooms.

STANLEY

In 2022, Inspirato launched a partnership with Stanley to outfit 50 properties with reusable and refillable drinkware. Residences were provided six to 12 packages of Stanley products, including Quenchers, IceFlows, and Pints. Another 1,500 reusable water bottles were provided to Inspirato subscribers on Inspirato Only Experiences and 200 bottles were offered at specific subscriber events. In addition to these benefits, Stanley offers Inspirato subscribers 25% off their products and invitations to Stanley VIP events and launches.

To browse Inspirato products available for purchase, please visit the Inspirato Store.

CHAPTER 2:

Social

Our commitment to socially responsible programs generates greater satisfaction of our employees, subscribers, and partner communities. The social pillar of our ESG program is driven by two of our core values: Diversity, Equity, and Inclusion (DEI) and Community. We keep these values front of mind when pursuing new opportunities and building upon existing programs and initiatives.

Supporting our Employees

Inspirato is an equal opportunity employer. We believe all employees deserve the same opportunities regardless of protected characteristics. Inspirato extends equal opportunity to all individuals in the administration of employment matters including recruitment, selection, hiring, pay, advancement, discipline, discharge, training, and transfer, without regard to race, religious creed, color, national origin, ethnic group, disability, medical condition, marital status, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, age, veteran status, or any other characteristic protected by law (“protected characteristics”). Inspirato strictly prohibits discrimination against applicants or employees on the basis of their protected characteristics.

Diversity, Equity, and Inclusion

At Inspirato, our employees are the cornerstone of our brand promise. We know the more inclusive and welcoming we are, the more successful we can be. Our DEI initiatives are coordinated by the Inspirato DEI Committee, an employee-led group which supports the company’s DEI mission statement.

INSPIRATO’S DEI MISSION STATEMENT

At Inspirato, we are committed to promoting diversity and inclusion in all we do—in our workplace, our business initiatives, our marketing, and the causes we support. As a world-class hospitality company, we take pride in opening our doors to people of all backgrounds and walks of life, making each of our visitors feel welcome and cared for. As an innovator in the industry, we also recognize the valuable role diverse perspectives play in keeping us on the cutting edge of our business. We know that the more inclusive we are, the more successful we can be. By making every one of our guests feel welcome, and by letting every employee know they are valued, appreciated, and respected. Together we span ages, abilities, cultures, races, religions, gender identities, and sexual orientations. We not only embrace those differences, but we also celebrate them—just as we celebrate the diverse array of guests who look to us for unforgettable travel experiences. We believe the world’s rich variety of cultures, traditions, and perspectives is what makes it so worth exploring. Our goal is to reflect that richness in everything we do.

WORKFORCE DIVERSITY

We understand the importance of a diverse workforce and strive to attract and retain a wide range of individuals with different backgrounds, talents, and interests. Our efforts around diversity result in a more inclusive, engaged, and creative workforce and organization.

According to Inspirato’s 2022 employee census report, approximately 23% of Inspirato’s workforce identifies as racially and ethnically diverse. When evaluating People Leaders, our diversity rate decreases to roughly 15% and continues to drop to 14% of Director roles and those above People Leaders. As for our Executive Leaders, less than 10% identify as racially diverse. The downward trend of racially diverse employees at higher levels in the organization is a significant problem and presents an opportunity for Inspirato to improve in our recruiting and hiring practices. To improve in this area, we hope to launch a Sponsorship program for employees, where senior leaders and executives will mentor and advocate for diverse employees’ succession plans when they are not present.

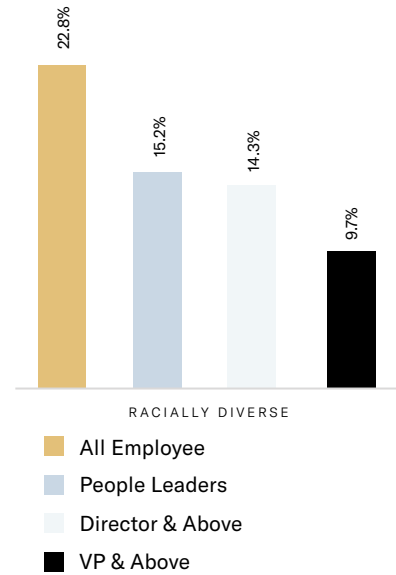
EMPLOYEE RESOURCE GROUPS

Since its founding, Inspirato has fostered an organic culture where employees organized and formed resource groups to support themselves and things that are important to them. By the end of 2022, Inspirato had seven employee resource groups (ERGs). These groups are both founded and led by employees, sharing similar missions grounded in offering support and resources to employees for positive societal change, personal wellbeing, and career development. Inspirato’s ERGs serve as a cornerstone of our company culture by creating inclusive environments for employees to embrace diversity, equity, and inclusion in the workplace. Each ERG is comprised of individuals with shared characteristics, life experiences, or interests, along with their allies. Employees can participate in any ERG, in-person or virtually, to build a sense of belonging, connection, and community. This allows our employees to get directly involved in supporting the causes and missions they’re committed to and allows them to bring their authentic selves to work each day. Our Inspirato DEI Committee sponsors and supports several Employee Resource Groups (ERGs), which are listed below with their respective Mission Statements.

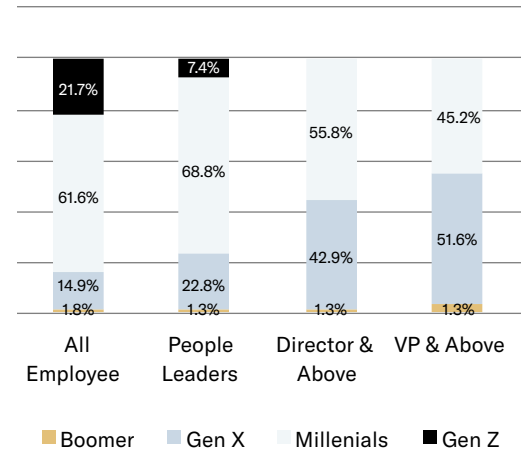
Asian Americans & Pacific Islanders (AAPI)

The mission of the AAPI ERG is to provide an employee-led resource that empowers Asian, Asian American and Pacific Islander employees and allies to foster connection and community, professional development, advocacy, and social justice. In doing so, we aspire to uplift and create an inclusive and equitable community at Inspirato and within the communities where we operate.

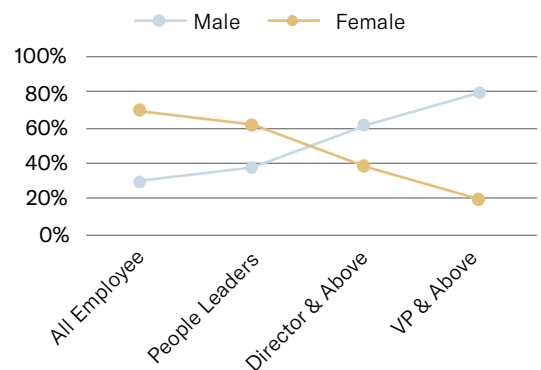
Race & Ethnicity



Age



Gender



*People Leaders are defined as those in management roles with direct reports.

Hispanic Organization for Leadership and Achievement (HOLA)

HOLA offers community and resources to Hispanic and Latino employees and their allies. Their mission is to develop a network of employees and allies to promote cultural diversity and professional development through the cultivation of teams that are reflective of our population and maximizing potential within the organization. The ERG aims to create a supportive environment that inspires, empowers, and equips Inspirato's Hispanic and Latino workforce to achieve excellence through cultural inheritance.

IN Black

IN Black is an ERG for Black employees and their allies. It aims to create a safe space for conversations around race and how it relates to Inspirato and American corporate culture. Sharing experiences and focusing on education, empathy, compassion and a better understanding of our unconscious biases, differences, and our similarities. Furthermore, our intention is to actively provide potential employment opportunities for Black candidates, not just for entry level roles but for senior management and executive roles as well to create a wholistic company culture that values diversity, inclusion, and equity at all levels of the company.

Inspirato Pride

Inspirato Pride celebrates and supports our LGBTQIA+ community, aiming to create a space for employees and allies to connect through shared experiences and foster an inclusive workplace culture that is supportive for all LGBTQIA+ persons at Inspirato.

IN Terra

IN Terra brings awareness to Inspirato's environmental impact as a global business. We strive to educate while generating change on the individual, local and global scale to align with eco travel and sustainability standards demanded by the environment. We make a difference in our Denver corporate office and in the destinations where we choose to operate. IN Terra commits to delivering authenticity in our efforts to align with ethical sustainability standards.

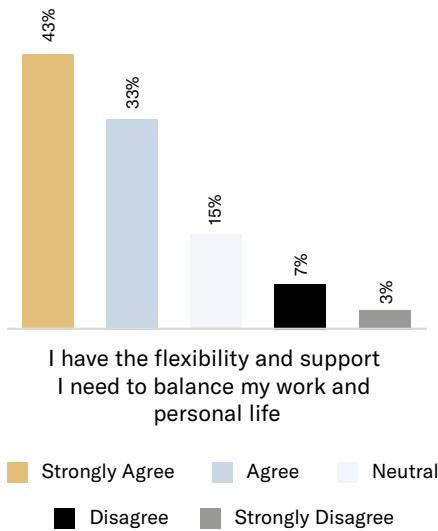
IN Village

IN Village provides families with connection and support in their professional and personal well-being. The group aims to support employees and their families with a focus on life balance and mental health resources. Each month this ERG offers a topic for employees to participate in a discussion around a contemporary matter reminding them of the importance of taking care of themselves, their families, and maintaining a healthy life balance.

Women of Inspirato "WIN"

The WIN ERG was launched in April of 2019. Its mission is to cultivate a community of women in the workplace, providing programming and resources on topics impacting and on the minds of women and for the allies who support them.

76% of Employees Agree



Fair Labor Practices & Employee Benefits

MODIFIED EDUCATIONAL REQUIREMENTS

We recognize that relevant experience is often commensurate with the typical requirement of a college degree for certain roles. As a result, we have welcomed amazing talent to Inspirato that we wouldn't otherwise have had access to, while providing people that have not yet pursued a college education with an opportunity to join our team.

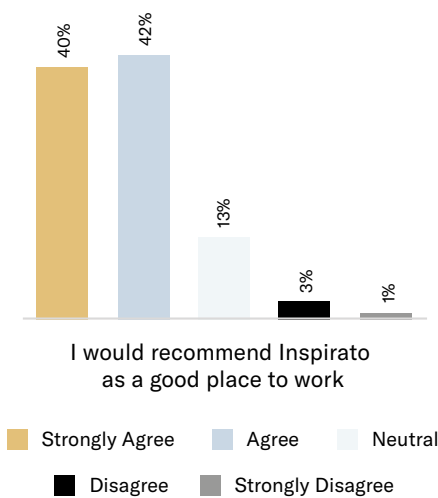
EQUAL PAY

At Inspirato, employees are paid based on their role and reflective of compensation decisions that are made fairly, based on performance, proficiency, scope of work, prior experience, and competitive market indicators, regardless of their gender identity. Inspirato's compensation philosophy is designed to align with our business strategy by rewarding contributions that support our vision, mission, and values.

HYBRID WORK CULTURE

To allow our employees optimal productivity, health and wellness, and the ability to achieve their career goals, Inspirato utilizes a hybrid working environment. During our 2022 company-wide employee survey, "Flexibility and Support" were identified as key reasons why employees enjoy working at Inspirato. Flexibility is important to many employees who have found a greater work-life balance in a hybrid environment. The primary reason employees choose to work from home, over coming into the office, is because of parking fees and the economic effects from inflation.

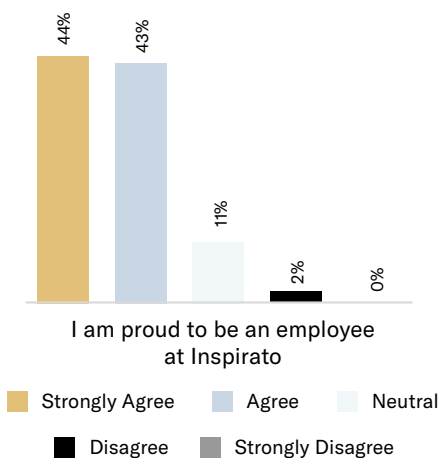
82% of Employees would recommend Inspirato as a good place to work



EMPLOYEE ENGAGEMENT

Engagement describes the basic psychological needs that must be met to perform work well. This includes knowing what is expected of you and having the tools you need to be successful. It also includes emotional and social needs, such as doing work that you are good at and connecting your work with a higher purpose. We're proud to report that 82% of our employees would recommend Inspirato as a good place to work, and 87% are proud to work for the company. Our employees are the heart of our business, and their well-being is critical to the health of our company.

87% of Employees are proud to be an employee



Company Provided Benefits

- a. Health and Welfare Benefits Eligible – employees receive comprehensive group medical, dental, and vision plans, and may participate in our flexible spending accounts, subject to plan terms. In addition, we offer employer-paid benefits such as life insurance, and short- and long-term disability.
- b. Flexible Spending Plan – Inspirato participates in a flexible spending plan that allows eligible employees to defer pre-tax dollars to cover certain medical, dental, vision, dependent care, adoption and/or transportation costs.
- c. Health Savings Account – Inspirato participates in a health savings account that allows eligible employees enrolled in a Consumer Driven Health Plan to defer pre-tax dollars to cover certain medical, dental, and vision costs. Inspirato matches a pre-determined flat amount into the individual’s HSA account per pay period.
- d. 401(K) Company Retirement Plan – Eligible employees can contribute to the Inspirato 401(k) plan.
- e. Flexible PTO – At Inspirato, we believe in taking personal responsibility for managing and balancing our individual time off with our workload and results. Instead of accruing or being granted a specific number of days per year, employees have the flexibility to manage their time out of the office (for example, vacation and sick time) on their own, subject to manager approval.
- f. Inspirato Property Benefit Trip – Eligible Inspirato employees may book a stay at an eligible Inspirato property during each year they are employed at Inspirato. Full-time, year-round employees at the senior director level and below, are granted one (1) seven-night employee familiarization (FAM) trip. Part time, year-round employees are granted one (1) three-night FAM trip. Vice president level employees are granted two (2) seven-night FAM trips. In addition, any employee, after reaching their 5th anniversary of employment with the Company is granted one additional three (3) night FAM trip per year.
- g. Volunteer Day – We offer and advocate for our employees to take advantage of one paid day each year to use while volunteering for a cause they believe in.
- h. Employee Assistance Program (EAP) – All employees and their household members have access to a 24/7 EAP that allows up to six confidential visits per year, per issue. This program can assist with marital problems, financial issues, emotional stress, and much more.

Community Support

THE INSPIRATO FOUNDATION

The Inspirato Foundation, originally formed in 2018 as a registered 501(c)3 non-profit, today is an employee-led organization with a cross-departmental Board of Directors that oversees and organizes Inspirato’s charitable donations, initiatives, and partnerships. The Foundation operates in accordance with four core values:

INTEGRITY: Carry out thoughtful charitable work, while maintaining a fair approach

INNOVATION: Consider all ideas to encourage and support innovative thinking

IMPACT: Ensure we are delivering maximum impact for donors and recipients alike

TRANSPARENCY: Pro-actively share information about the Foundation’s charitable contributions and impact

The mission of the Inspirato Foundation is to organize and facilitate the time and financial resources of Inspirato employees toward causes in need. Acting as Inspirato’s corporate social responsibility arm, the Foundation strives to give back to the greater Denver community where our company is based—as well as destinations in our worldwide portfolio—through charitable partnerships, trip donations, and fundraising efforts.

The Inspirato Foundation also supports the causes and initiatives of our ERGs. For example, partnering with Inspirato’s Asian American and Pacific Islander (AAPI) employee resource group during the 2022 holiday season by supporting an employee-founded organization, Socks for Denver. The non-profit provides resources to Denver’s homeless population and helps to humanize this community by offering free pairs of socks to those in need. During the month of December, Inspirato employees had the opportunity to purchase pairs of socks to be passed out to people experiencing homelessness. A total of 704 pairs of socks were passed out to those in need.

In 2020, The Inspirato Foundation created The Inspirato Fund to enable employees to voluntarily donate to the Fund automatically with each paycheck. The Fund is available to Inspirato staff that face hardship or find themselves in need of financial assistance. All disbursements from the Fund must meet a set of criteria and are overseen by the Foundation’s Board.



Inspirato employees are encouraged to participate in a variety of ways, including serving on the Foundation Board of Directors, volunteering in committee roles, and donating their time and money to dedicated causes throughout the year. Past charitable partnerships have included:

- The Ronald McDonald House
- The Walk to End Alzheimer’s
- Food Bank of the Rockies
- Junior Achievement
- We Don’t Waste
- Operation Healing Forces
- Denver Santa Claus Shop, and more.

INSPIRATO COLORADO OPEN SPONSORSHIP

In 2022, Inspirato became the title sponsor of the Colorado Open Championships, the premier state open golf event in the nation. Under our groundbreaking sponsorship, we made history by insisting the Open offer the largest purses of any state open in the country and establishing it as the first state open to offer equal purses for both the men’s and women’s championships. In doing so, Inspirato also became the largest annual donor to the First Tee - Green Valley Ranch program in Colorado, supporting its mission of using golf to teach life skills to young people throughout the Denver and Colorado communities.

SUPPORTING COMMUNITIES ACROSS THE GLOBE

As mentioned in our 2023 Goals, Inspirato is in the process of formally partnering with meaningful social and environmental organizations in each of our key destinations. Our goal is to ensure that Inspirato is doing our part to positively impact change in the areas our members love, and that many of our wonderful staff call home. By establishing a long-term partnership with local causes, we’re allowing our members to directly donate to these organizations during their stays. Members have the option to donate by scanning a QR code found within their residence that takes them to the landing page of the organizations Inspirato is supporting in their destination. Alternatively, members can simply add a monetary donation to their total bill while checking out.

Data Privacy and Information Security

Inspirato’s Privacy Policy is designed to provide individuals who use our services with information about how we collect, use, and disclose Personal Information as well as rights and choices with respect to Personal Information. For a copy of Inspirato’s privacy policy, please visit the Inspirato Privacy Policy website.

Affiliations & Memberships

DOWNTOWN DENVER PARTNERSHIP

We are a proud member of the Downtown Denver Partnership (DDP). DDP is a non-profit business organization founded more than 60 years ago. Guided by the 2007 Downtown Area Plan, DDP is dedicated to building an economically strong center city for Denver. The organization carries out their work with more than 700 Member organizations, where they collectively advocate for private sector businesses in Downtown Denver.

All Inspirato employees are eligible to receive DDP member benefits, including the ability to participate in Civic Leadership Programs, serve on Councils, and attend DDP events.

CENTER CITY COLLABORATIVE

We are actively involved with the Center City Collaborative (CCC) in Denver as a member of their Steering Committee. The CCC is a coalition of civic-minded, business and community leaders from organizations representing people living, working, and experiencing downtown focused on a common goal of revitalizing our city center while improving the cleanliness and safety of downtown Denver. A large part of CCC’s work involves urging state and city leaders and future leaders to take action to improve safety downtown. The organization is currently the only group whose lobbying is focused exclusively on these issues and their impact on downtown Denver.

SUSTAINABLE HOSPITALITY ALLIANCE

Inspirato has been a proud member of the Sustainable Hospitality Alliance since November 2022. The organization enables collaborative action to enable the hospitality industry to have a lasting impact on the planet and its people. In alignment with the UN Sustainable Development Goals, the Alliance and its members agreed on four key areas of action:

- Human Rights
- Youth Employment
- Climate Action
- Water Stewardship

CHAPTER 3:

Governance

Inspirato's purpose is to contribute to the wellbeing of our employees, subscribers, partners, the communities where we operate, and our shareholders. We believe that by upholding the highest professional and ethical standards in our business practices, we create value for all our stakeholders.

Inspirato's corporate governance is ultimately overseen by the company's Nominating and Corporate Governance Committee. Beyond complying with laws and regulatory requirements in jurisdictions where we operate, Inspirato strives to be a leader by supporting and adopting industry best practices.

In addition to our Audit Committee, Inspirato's Legal, Risk Management, and ESG teams collaborate to ensure we maintain a "no surprises" philosophy and are well positioned to respond to the changing business and regulatory environments.

Business Integrity and Ethics

In 2017, long before Inspirato embarked on the journey to go public, we saw the importance of investing in a confidential, third-party, employee hotline to support our already transparent culture as the company continued to grow. Since going public we expanded that hotline to include a portal for external stakeholders.

Inspirato is committed to an environment where open, honest communication is the expectation, not the exception. We want our employees to feel comfortable in approaching their supervisor, management, executive team, or People Operations to provide any comments or complaints regarding ethical concerns.

In situations where our employees prefer to place an anonymous report in confidence or do not feel comfortable reporting their concerns directly, we encourage them to make a report using the hotline or online portal. All messages are encrypted and will be delivered directly to the appropriate individuals for evaluation. Additionally, employees may elect to send the information provided on a completely confidential and anonymous basis. It is our guarantee that all comments will be heard and addressed professionally in a timely manner.

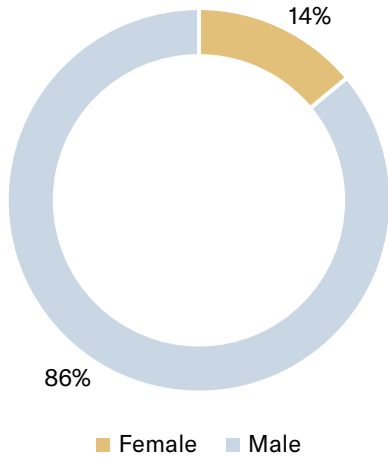
Additional information related to our corporate governance policies can be found on our Corporate Governance webpage. The following documents are accessible:

- Bylaws
- Certificate of Incorporation
- Corporate Governance Guidelines
- Code of Business Conduct and Ethics
- Nominating and Corporate Governance Committee Charter
- Compensation Committee Charter
- Audit Committee Charter

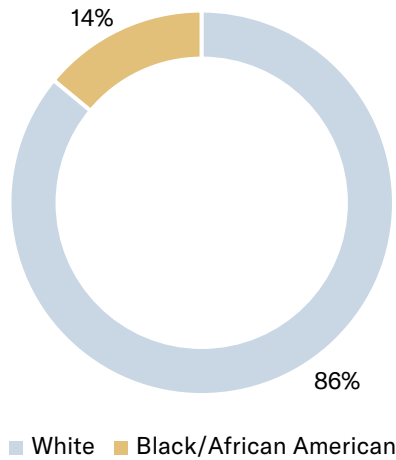
Board of Directors Composition

Inspirato’s Board of Directors includes seasoned professionals who are experts in areas including business development and operations, hotel and resort development, consumer technology, hospitality, auditing and accounting, and real estate. Seven members serve on our Board of Directors; all of which are above 50 years of age.

Gender



Ethnic Diversity



BOD Oversight of ESG

Inspirato’s BOD plays a key role in oversight of the company’s ESG efforts, including ensuring that the company has appropriate ESG disclosure controls and procedures in place, and that ESG is integrated with the company’s strategy. The Board uses a holistic approach, with responsibilities resting among multiple board committees depending on the topic. The nomination and governance committee oversees governance-related issues; the compensation committee oversees the use of ESG metrics in setting executive compensation, human capital management, and diversity, equity, and inclusion; and the audit committee reviews the effectiveness of ESG-related disclosure controls and procedures and oversee the attestation process if an auditor or other service provider is engaged for such services.

Each of these board committees receive regular reporting of ESG information from management, including progress against stated goals, as well as understanding the company’s public disclosure posture.

APPENDIX

SASB INDEX

The SASB Foundation was founded in 2011 as a not-for-profit, independent standards-setting organization. Its primary mission was to establish and maintain industry-specific standards that assist companies in disclosing financially material, decision-useful sustainability information to investors. SASB standards are used to help investors by encouraging reporting that is comparable, consistent, and financially material, thereby enabling investors to make better investment and voting decisions. SASB standards are designed to identify a minimum set of sustainability issues most likely to impact the operating performance or financial condition of the typical company in an industry, regardless of location. The developed standards are designed to enable communications on corporate performance on industry-level sustainability issues in a cost-effective and decision-useful manner using existing disclosure and reporting mechanisms.

INDUSTRY DESCRIPTION – HOTELS & LODGING

The Hotels & Lodging industry is composed of companies that provide overnight accommodation, including hotels, motels, and inns. It is a competitive industry that is primarily comprised of large hotel chains and in which customers base purchase decisions on a wide range of factors including quality and consistency of services, availability of locations, price, and loyalty program offers. Businesses are often structured in one or more of the following ways:

1. Direct revenue from hotel services, including room rental and food and beverage sales.
2. Management and franchise services with fee revenue from property management.
3. Vacation residential ownership with revenue from sales of residential units.

SASB TABLES

The tables below provide details pertaining to the SASB accounting metrics for the “Hotels & Lodging” industry standard. Modifications and/or omissions to reporting standards are present to better reflect Inspirato’s operations and the data that is available for consistent, quality measurement and reporting. We expect to build on this work in our future reporting.

For additional information on SASB standards, visit www.sasb.org.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

SUSTAINABILITY ACCOUNTING STANDARD | HOTELS & LODGING

Energy Management		2022
Code	Metric	
SV-HL-130a.1	Total energy consumed (Gigajoules per square meter)	
	Percent total energy from grid electricity	
	Percent total energy from grid electricity	
	Percent total energy from renewables	
Water Management		
SV-HL-140a.1	Total water withdrawn (cubin meters per square meter)	
	Total water consumed (cubin meters per square meter)	
	Percentage of each in regions with High or Extremely High Baseline Water Stress	
Ecological Impacts		
SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	
SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	N/a
Labor Practices		
SV-HL-310a.1	Voluntary turnover rate for lodging facility employees (U.S. only, includes retirements)	30.08%
	Involuntary turnover rate for lodging facility employees (U.S. only)	11.38%
SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	\$0
SV-HL-310a.3	Average hourly wage	\$38.96
	Percentage of lodging facility employees earning minimum wage, by region	0%
SV-HL-310a.4	Description of policies and programs to prevent worker harassment	Inspirato Diversity, Equity, and Inclusivity website
Climate Change Adaptation		
SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	67 (United States only)

Table 2. Activity Metrics

Code	Activity Metric	Unit of Measure	2022
SV-HL-000.A	Number of available room-nights	Number	692,040
SV-HL-000.B	Average occupancy rate	Rate	83%
SV-HL-000.C	Total area of lodging facilities	Square meters (m ²)	163,525
SV-HL-000.D	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	Number, Percentage (%)	510, 100% leased

2 Note to SV-HL-310a.2 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

3 Note to SV-HL-000.B – Measured as number of (1) occupied room-nights divided by (2) available room-nights across all properties.

4 Note to SV-HL-000.C – The scope includes facilities that were owned, operated, leased, or franchised during any portion of the reporting period.

INSPIRATO WEBSITES

ESG – Doing Our Part

www.investor.inspirato.com/esg

Investor Relations

www.investor.inspirato.com

In The Details

www.inspirato.com/details/

Privacy Policy

www.inspirato.com/legal-pages/privacy-policy/

Diversity, Equity, and Inclusivity

www.inspirato.com/company/diversity-and-inclusion/

Corporate Governance

www.investor.inspirato.com/corporate-governance/documents-charters/

Inspirato Store

www.theinspiratostore.com/

ADDITIONAL LINKS

[2020 U.S. Population More Racially, Ethnically Diverse Than in 2010 \(census.gov\)](https://www.census.gov/newsroom/press-releases/2020/2020-u-s-population-more-racially-ethnically-diverse-than-in-2010.html)

www.transportation.ucla.edu/blog/5-environmental-benefits-sustainable-transportation

www.sasb.org/

www.sasb.org/standards/download/?lang=en-us

www.cleantheworld.org

www.socksfordenver.com

www.downtowndenver.com

Sustainablehospitalityalliance.org

sdgs.un.org/goals

The Ronald McDonald House

www.rmhc.org

The Walk to End Alzheimer's

www.act.alz.org/site/SPageServer?pagename=walk_homepage

Food Bank of the Rockies

www.foodbankrockies.org

Junior Achievement

www.juniorachievement.org/

We Don't Waste

www.wedontwaste.org/

Operation Healing Forces

www.operationhealingforces.org

Denver Santa Claus Shop

www.denversantaclausshop.info

To contact Inspirato about this report,
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