

MARRIOTT VACATIONS WORLDWIDE CORPORATION

COMPENSATION POLICY COMMITTEE CHARTER

I. Composition and Term of Office

The Compensation Policy Committee (the “Committee”) shall consist of at least two members of the Board of Directors of Marriott Vacations Worldwide Corporation (the “Company”), each of whom shall be an “independent” director. For purposes hereof, an “independent” director is a director who meets the New York Stock Exchange (the “NYSE”) standards of independence, as determined by the Board. Additionally, members of the Committee must qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and as “outside directors” for purposes of Section 162(m) of the Internal Revenue Code.

The members of the Committee and its Chair are appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee and serve until the next Annual Meeting of the Board of Directors or until their successors are appointed. Any member of the Committee may be removed by the Board in its discretion. The Chief Human Resources Officer or his or her designee shall serve as Committee Secretary.

II. Meetings and Operations

The Committee shall hold at least four regular meetings each year and such additional meetings as the Committee Chair may deem necessary or appropriate. Meetings may be held either in person or telephonically and at such times and places as the Committee determines. Minutes of each Committee meeting shall be made available to the Board, and the Committee Chair will report to the Board on matters discussed at the most recent Committee meeting. A majority of the members of the Committee will constitute a quorum. The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate.

III. Purpose

The purpose of the Committee is to carry out the Board’s responsibilities relating to executive compensation and oversee the Company’s overall compensation structure, policies and programs, which management administers in a manner that enables the Company to attract, retain and motivate executives capable of establishing and implementing business plans in the best interests of the shareholders.

IV. Duties and Responsibilities

Consistent with and subject to applicable law and rules or listing standards promulgated by the U.S. Securities and Exchange Commission (the “SEC”), NYSE, or other applicable regulatory authority, the Committee shall have the following specific duties and responsibilities.

A. *Chief Executive Officer*

The Committee will review and approve on an annual basis the corporate goals and objectives with respect to compensation for the Chief Executive Officer. The Committee will evaluate at least once a year the performance of the Chief Executive Officer in light of these established goals and objectives. The Committee will set the Chief Executive Officer's annual compensation, including salary, bonus, benefits, incentive and equity compensation as well as severance arrangements or change-in-control or similar agreements or provisions, based on these evaluations.

B. *Executive Officers*

The Committee will oversee the evaluation of the Company's other executive officers. The Committee will also set the compensation of the other executive officers (based on the recommendation of the Chief Executive Officer), including salary, bonus, benefits, incentive and equity compensation as well as severance arrangements or change-in-control or similar agreements or provisions. The Committee also will review annually the results of the Company's human resources review, which includes a plan for executive succession.

C. *Non-Employee Director Compensation*

The Committee will review the compensation of non-employee directors for service on the Board and its committees and recommend any changes in compensation to the Board.

D. *Recommendations to the Board*

The Committee will approve in advance and make recommendations to the Board with respect to (i) incentive compensation plans and other equity-based plans that require Board approval; (ii) corporate officer nominations; and (iii) title changes for existing corporate officer positions. In addition, the Committee will consider and make recommendations to the Board regarding the frequency of the Company's advisory vote on executive compensation.

E. *Compensation Discussion & Analysis*

The Committee will review and discuss with management the Company's Compensation Discussion & Analysis ("CD&A") and related disclosures required to be included in the Company's annual report and proxy statement as required by SEC rules. Based on the review and discussions, the Committee will recommend to the Board whether the CD&A should be included in the annual report and proxy statement. The Committee will prepare the Committee report that is required by SEC rules to be included in the annual report and proxy statement.

F. *Risk Assessment*

The Committee will evaluate any incentives and risks arising from or related to the Company's compensation programs and plans and assess whether the incentives and risks are appropriate.

G. *Annual Review of Charter; Annual Evaluation*

The Committee will at least annually review and assess the adequacy of this Charter in light of changes in law, rule, regulation or best practice. The Committee will submit proposed Charter revisions to the Board for approval. In addition, the Committee will at least annually evaluate its own performance.

H. *Submissions to Shareholders*

The Committee shall oversee the Company's (i) submissions to shareholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and (ii) engagement with proxy advisory firms and other shareholder groups on executive compensation matters. The Committee shall also review the results of such advisory votes and consider any implications.

I. *Clawback Policy*

The Committee shall review and approve the creation or revision of any clawback policy allowing the Company to recoup compensation paid to employees.

V. **Retention of Outside Advisors**

The Committee shall have the sole authority, without further action of the Board, to retain for its own account and service any external advisors, attorneys, consultants, and accountants (collectively, "Advisors") it deems necessary or appropriate to carry out the Committee's purposes, including retaining, approving fees and retention terms of, and terminating any consultant that assists in the evaluation of director, Chief Executive Officer or executive officer compensation. The Company will adequately fund the costs and expenses, as determined by the Committee, of these Advisors and the Committee's ordinary administrative expenses that are necessary or appropriate in carrying out the Committee's duties.

Prior to the retention of a compensation consultant or any other external advisor, and from time to time, as the Committee deems appropriate, the Committee shall assess the independence of such adviser from management, taking into consideration all factors relevant to such advisor's independence, including factors specified in the NYSE listing standards. The Committee shall ensure that any disclosure required by the rules and regulations of the SEC or the NYSE related to the foregoing is included in the Company's proxy statement.