

## 1. **PURPOSE AND SCOPE**

Wyndham Hotels & Resorts, Inc. ("The Company") employs this Policy to define the fundamental principles for its commitment to the well-being of its Users, communities and the environment, uphold the Company's Core Values and comply with Applicable Law.

This Policy applies to anyone accessing, participating in or impacting the Program including, but not limited to, team members, consultants, contractors, temporary employees, property managers, owners, franchisees vendor personnel, and other key stakeholders("Users").

## 2. **INTRODUCTION The Company is committed to contributing to and influencing the enhancement of environmental sustainability ("Sustainability") and protecting the Earth's natural resources through education, innovation, and the efficient use of land, energy, water and green products/services in all its operations. It is committed to contributing to and influencing mitigating climate change and to meeting global policies and legislation to reduce carbon emissions.**

Environmental sustainability is one of four focus areas of the Wyndham Hotels & Resorts ("WHR") Environmental, Social and Governance("ESG") Strategy. The ESG Program focused pillars include championing diversity, equity and inclusion, protecting human rights, supporting our communities (philanthropy), and leadership in sustainability.

We also take a precautionary approach in an effort to proactively manage risks associated with climate change, water scarcity and threats to ecosystems that may impact our portfolio. This includes conducting proper due-diligence to effectively manage sustainability-related risks. The Company is committed to managing its Environmental Footprint and to developing programs that reduce energy and water consumption and increase waste diversion as well as increase our usage of green products and services to continuously improve environmental performance. The Company tracks and measures its sustainability performance, manages risks and delivers triple bottom line benefits by focusing on People (Human Capital/Community), Planet (Natural Capital) and Profit (Economy). The Company has established baselines, set goals and reports performance results annually. We are also committed to complying with relevant environmental laws and regulations.

Performance reporting enables investors to gauge ESG efforts in conjunction with financial reporting to evaluate overall Company performance. The Company also works with various governmental entities, nonprofit and industry organizations and academic institutions to develop solutions to help mitigate climate change.

To that end, the Company maintains the Wyndham Green Program (Program). The Program is designed to not only benefit its customers, team members and shareholders but also the communities in which it operates and other relevant stakeholders. The Program delivers positive economic and environmental benefits and helps the Company attract and retain talent. The Program enables the Company to optimize its risk management efforts and measure its results both quantitatively and qualitatively to drive competitive advantage by achieving short- and long-term Sustainability goals.

## 3. **POLICY**

**3.1 Sustainability.** All Users are responsible for supporting the Company's Sustainability goals.

**3.2 Wyndham Green Program.** The Board of Directors and Senior Executive Leadership ("EC") endorses the mission, authority and structure of the Program and is committed to taking appropriate steps to comply with Applicable Law. The EC has charged the Sustainability Department in conjunction with the ESG Steering Committee with developing, maintaining and communicating Sustainability policies. The Sustainability Department, subject to the oversight of the ESG Steering Committee is responsible for the overall administration and management of the Program. The Sustainability Department and the ESG Steering Committee are responsible for implementing processes and controls that identify, respond to, and remediate issues with regard to environmental or Sustainability issues and/or information regarding the Company's facilities, products, services, and supporting processes.

### **3.3 Wyndham Green Toolbox.**

- The Sustainability Department and the ESG Steering Committee are responsible for developing the Program's strategies, processes and procedures that support the Program's objectives, including the implementation of the Wyndham Green Toolbox including related funding and resources.
- Facility Administrators or Operators are responsible for monitoring, tracking, and for using the Wyndham Green Toolbox and/or applicable resources as specified by the Sustainability Department and the ESG Steering Committee.
- The Information Technology (IT) and Sustainability Departments are responsible for granting team members, facility administrators or operators the appropriate level of access to the Wyndham Green Toolbox and its resources.
- The Sustainability Department will coordinate with IT when any technology tools and/or technology support is required for Sustainability initiatives.

### 3.4 Environmental Management.

- **Minimize Environmental Footprint.** Facility Administrators must take reasonable and appropriate steps to minimize the Environmental Footprint of Facilities, including purchasing and procuring environmentally responsible products and services used in Facilities and taking steps to reduce waste to landfill. The Company aims to continuously improve environmental performance, and where possible set targets and objectives to reduce environmental impacts.
- **Greenhouse Gas Emissions.** The Company is focused on reducing our greenhouse gas emissions in support of the recommendations made by the Intergovernmental Panel on Climate Change (IPCC) to avert catastrophic climate impacts, and to do our part to help reduce air pollution in communities. We also share best practices on energy conservation with our independently owned franchisees through our Wyndham Green Certification.
- **Energy.** To reduce our greenhouse gas emissions, we will continue to actively support energy efficiency measures. We will also continue to evaluate and promote renewable energy opportunities, including but not limited to wind and solar. We also share best practices on energy conservation with our independently owned and operated franchisees through our Wyndham Green Certification.
- **Water.** We view access to clean, potable water for health and hygiene as a basic human right for all. The Company will focus its water stewardship efforts to targeted hotels in locations with the greatest potential water stress. We will also continue to advance water efficiency best practices across our brands and continue to share them with our independently owned franchisees through our Wyndham Green Certification.
- **Waste.** The Company will use the “Reduce, Reuse, Recycle” model to minimize the amount of waste that is sent to landfill. Waste includes, but is not limited to, electronic devices, paper, glass, plastic, and metal as well as food products. Any hazardous waste must be disposed of responsibly and in compliance with applicable laws. When disposing of waste, Users must comply with Applicable Law, including the Company’s policies regarding Information Security, Privacy and Information Management. We also share best practices on waste diversion with our independently owned and operated franchisees through our Wyndham Green Certification. The Company also aims to manage or reduce effluents.
- **Biodiversity.** We aim to protect biodiversity in the ecosystems we where we operate and encourage our independently owned and operated franchise locations to do the same. We will regularly review our portfolio and develop mitigation plans as appropriate for any hotels that may be located near areas classified under the World Conservation Union (IUCN) designation I-IV, UNESCO Natural World Heritage Sites, UNESCO Man and the Biosphere Reserves, Key Biodiversity Areas; and having potential impact to wetlands designated under the Convention on Wetlands of International Importance, also known as the Ramsar Convention. If possible, the Company aims to apply the mitigation hierarchy of avoid, minimize, restore & offset when operating in areas that are close of critical biodiversity.
- **Climate Risk Resilience:** We will continue to increase the resilience of our portfolio against acute climate risks, such as hurricanes and wildfires, and chronic climate risks, including extreme heat, extreme cold and rising sea levels, and will encourage our franchisees to do the same. To protect the safety and security of guests, assets, the Company’s team members, and independently owned franchisees’ employees, we are focused on maintaining, updating and advancing business continuity and emergency response plans, and encourage our franchisees to do the same.
- **Environmental Incident Response.** The Business Continuity Team, as part of the Global Corporate Security Department, collaborates closely with the Sustainability Department to manage and address any environmental concerns arising from incidents affecting our hotel properties. Both departments, along with other internal support areas, form the Executive Incident Management Team to evaluate and mitigate impacts on the company’s assets and team members. The collaboration between the Business Continuity Team and Sustainability Department is crucial for effectively managing environmental incidents. By working together, these departments ensure the safety and well-being of our team members, owners, and hotels around the world.

### 3.5 Reporting and Monitoring Environmental Risk.

- The Sustainability Department is responsible for: (1) tracking, measuring, and reporting on the Company’s environmental performance to be utilized by investors, rating agencies and other stakeholders; (2) obtaining credible third-party assurance and financial review of data and metrics, including the Company’s Environmental Footprint; and (3) maintaining oversight of existing and new Sustainability products/services. The Sustainability Department will lead the data validation process through independent third-party assurance providers.
- Appropriate tracking of Sustainability regulations and environmental controls must be built into the Company’s business practices. Such tracking must be commensurate with the level of risk and comply with Applicable Law.
- The Sustainability Department shall monitor and track Facilities and the Company’s related Environmental Footprint and activities to comply with Applicable Law and/or reporting requirements that meet the Company’s Sustainability goals. The Facility Administrators are responsible for understanding and applying applicable legislation/regulation at the property level.
- The Sustainability Department will also provide updates to members of the Company’s Executive Leadership Team and Board of Directors’ Governance Committee on a quarterly basis.
- If applicable, Wyndham conducts due diligence processes during potential mergers and acquisitions pertaining to environmental risk.

### 3.6 Training and Communication.

- The Company provides appropriate Sustainability training to Users and Facility Administrators. It is the Facility

Administrators and Users' responsibility to attend required training sessions. We also make training available to our independently owned franchisees.

- The Sustainability Department and the ESG Steering Committee, as well as the Communications Department, have ongoing communications with key stakeholders including guests, the Company's team members, independently owned franchisees, suppliers, and investors about the Program, including but not limited to, ESG reporting, requests for proposals, third-party reviews and the Company's Sustainability performance.

### **3.7 Management of Third-Party Vendors.**

- The Sourcing Department, with the assistance of the Sustainability Department, is responsible for oversight of third-party vendors who supply and develop Sustainability products and services to the Company and its independently owned and operated franchisees.
- The Sustainability Department, together with the Sourcing Department, is responsible for administering all surveys related to corporate social responsibility performance of vendors and their products. Administered surveys are intended to track third-party vendor performance and other products, services and information aligned with the Program.

## **4. RESPONSIBILITIES**

It is the responsibility of all Users to understand and comply with this Policy. It is the responsibility of the Senior Executive Leadership of the ESG Steering Committee to review this Policy on an annual basis and oversee the implementation of this Policy.

## **5. DEFINITIONS**

**"Applicable Law"** means any applicable regulation, statute, rule, industry standard, contractual requirements, Company policies, standards (including privacy notices) and procedures.

**"Facility Administrators or Operators"** are individuals or groups of individuals designated by the Sustainability Department with responsibility for monitoring, tracking, implementing and/or maintaining Wyndham facilities and also the Environmental Footprint of our facilities and related activities. If an individual or group is not designated by the Sustainability Department, the responsibility will be that of the property general manager.

**"Company"** means Wyndham Hotels & Resorts, Inc., and its subsidiaries.

**"Environmental Footprint"** means the measurement of natural resources or sources (e.g., oil, coal, gas, water, plants and wood) used by the Company through business activities such as working, printing, traveling and meetings. These activities are translated into common sets of measurements and then can be defined as a footprint of a business, building, person or activity.

**"Environmental Incident"** is an environmental activity (e.g., unplanned event, natural disaster, etc.) that impacts Facilities and requires review, intervention, and/or remediation by the Company.

**"Environmental, Social and Corporate Governance" or "ESG"** refers to the three central factors in measuring the Sustainability and ethical impact of an investment in a business.

**"Facilities"** means any physical location where the Company conducts business.

**"Information Resources"** means information and related resources, such as computers, cell phones, or other electronic devices.

**"People (Human Capital)"** means treating our team members and communities fairly, as well as taking steps to save the environment and improving health with clean air and water.

**"Planet (Natural Capital)"** means conserving the earth's resources and our natural environment by recycling, reusing and reducing the consumption of resources.

**"Profit"** means providing an economic benefit either through an increase in revenues or a reduction of expenses.

**"Senior Executive Leadership" or "EC"** consists of the Company's Chief Executive Officer and his or her direct reports.

**"Senior Leadership of the ESG Steering Committee"** is an officer of the Company and member of the ESG Steering Committee who has been appointed by the CEO or designated sponsor of the Program.

**"Sustainability"** means meeting the needs and resources of the present generation without compromising the ability of future generations to meet their own needs.

**"ESG Steering Committee"** consists of executive officers from Legal, Finance and Human Resources. Additionally, senior leadership members and other key leaders with representation from areas including Operations, Legal, Finance, Communications, Human Resources and Information Technology may be asked to participate in the committee's meetings. This committee meets regularly to develop and implement the Program strategies and initiatives, as well as track program progress.

**"Wyndham Green Program" or "Program"** means the Sustainability Program for the Company.

**"Wyndham Green Program Charter"** means a document that outlines the philosophy, motivation, scope and objective of the Program. It also outlines the governance structure and defines the key functional areas of responsibility.

**"Wyndham Green Toolbox"** means an online computer software tool that tracks the Company's Environmental Footprint. It captures the resource usage of the Company's buildings and activities in its Facilities. This software not only captures energy usage such as electricity, gas, water and waste but also tracks projects and legislation that require- buildings to report their Environmental Footprint and other related activities.

## **6. VIOLATIONS**

Any violation of this Policy may result in disciplinary action, up to and including termination of employment. This document shall not be construed to represent a contract of employment between the Company and any User or third party.

Any User who is requested to undertake an activity which he or she believes is in violation of this Policy must report his or her concerns to his or her manager, any other manager or the Human Resources Department, and/or the Integrity Line as soon as possible.

## **7. OWNER**

Chief Human Resources Officer.

## 8. **QUESTIONS & CONCERNS**

Questions and concerns may be directed to the Chief Human Resource Officer (Monica Melancon) at [atmonica.melancon@wyndham.com](mailto:atmonica.melancon@wyndham.com).

## 9. **REVISIONS**

Revision	Date	Modified By	Reason for Change
1.0	06.01.2018	Cheryl Rosario	Initial Version
1.1	06.01.2019	Pete Hernandez	Formatting; technical clarifications.
1.2	09.30.2020	William Skrzat	Technical clarifications.
1.3	05.24.2021	Monica Melancon/Rishi Shah	Technical clarifications.
1.4	09.30.2022	Peter Hernandez/Rishi Shah	Technical clarifications.
1.5	08.01.2023	Monica Melancon/Rishi Shah	Technical clarifications.
1.6	08.01.2024	Monica Melancon/Rishi Shah	Technical Clarifications