

Wyndham Grand® Clearwater Beach
Clearwater, FL [↗](#)



2022

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT

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Howard Johnson® by Wyndham Ocala
 Ocala, Florida [↗](#)



ABOUT THIS REPORT

This report contains information about Wyndham’s Environmental, Social and Governance (ESG) performance. Our report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and integrates the recommendations of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). We obtain third party assurance over selected data disclosed in this report, as indicated by our 2021 Assurance Statement. This Report covers the performance of Wyndham Hotels & Resorts, Inc. from January 1 – December 31, 2021 and includes the Company’s owned and managed operations, unless otherwise stated. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

FORWARD LOOKING STATEMENTS

This Environmental, Social and Governance (ESG) Report ("Report") of Wyndham Hotels & Resorts, Inc. (the "Company") contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. These statements include, but are not limited to, statements related to the Company's views and expectations regarding ESG targets, goals, commitments and programs and other business plans, initiatives and objectives. Forward looking statements include those that convey management's expectations as to the future based on plans, estimates and projections and may be identified by words such as "will," "expect," "believe," "plan," "anticipate," "intend," "goal," "future," "outlook," "guidance," "target," "objective," "estimate," "projection," and similar words or expressions, including the negative version of such words and expressions. Such forward-looking statements involve known and unknown risks, uncertainties and other factors, which may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this report and the Company assumes no obligation to correct or update any forward-looking statement, whether as a result of new information, future events or otherwise.

Factors that could cause actual results to differ materially from those in the forward-looking statements include, without limitation, general economic conditions; the continuation or worsening of the effects from the COVID-19 pandemic; its scope, duration, resurgence and impact on the Company's business operations, financial results, cash flows and liquidity, as well as the impact on the Company's franchisees and property owners, guests and team members, the hospitality industry and overall demand for travel; the success of the Company's mitigation efforts in response to the COVID-19 pandemic; the Company's performance during the recovery from the COVID-19 pandemic and any resurgence or mutations of the virus; various actions governments, businesses and individuals continue to take in response to the pandemic, including stay-in-place directives (including, for instance, quarantine and isolation guidelines and mandates), safety mitigation guidance, as well as the timing, availability and adoption rates of vaccinations, booster shots and other treatments for COVID-19; concerns with or threats of other pandemics, contagious diseases or health epidemics, including the effects of COVID-19; the performance of financial and credit markets; the economic environment for the hospitality industry; operating risks associated with the hotel franchising and management businesses; the Company's relationships with franchisees and property owners; the impact of war, terrorist activity, political instability or political strife; risks related to the Company's relationship with Highgate Holdings, Inc. and certain of its affiliates or subsidiaries; the Company's ability to satisfy obligations and agreements under its outstanding indebtedness, including the payment of principal and interest and compliance with covenants thereunder; risks related to the Company's ability to obtain financing and the terms of such financing, including access to liquidity and capital as a result of the COVID-19 pandemic; and the Company's ability to make or pay, plans for, and the timing and amount of any future share repurchases and/or dividends, as well as the risks described in the documents the Company files from time to time with the Securities and Exchange Commission.

Materiality is used within this Report to describe issues relating to ESG strategies that we consider to be of high or medium importance in terms of stakeholder interest and potential business impact. Materiality, for the purposes of this Report should not, therefore, be read as equating to any use of the word in the Company's other reporting or filings. No part of this Report shall be taken to constitute an invitation or inducement to invest in the Company.



Dolce® by Wyndham CampoReal Lisboa
Turcifal, Portugal 

Wyndham Garden® Haikou South
Hainan, China



WYNDHAM GARDEN

INTRODUCTION

A MESSAGE FROM OUR PRESIDENT AND CEO



Following the last few years of uncertainty, the significance of our Company mission — to make hotel travel possible for all — is more important than ever. We understand the world is in the midst

of rapid change, and we have a responsibility as the world's largest hotel franchising company to strengthen the communities where we do business, further our diversity, equity, and inclusion efforts and protect the environment for future generations.

Fostering our commitment to diversity, we recently launched a groundbreaking program unveiling our "[Women Own the Room](#)" program, the first-ever program by a major hotel company specifically targeting women's advancement in hotel ownership. "Women Own the Room" is designed to advance and empower women entrepreneurs - giving them the "keys" to the hotel industry — and is a natural extension of Wyndham's strong dedication to a culture of diversity, equity, and inclusion.

We are also accelerating our efforts in operating sustainably. Wyndham, with the support of our owner advisory groups, is making Level 1 Core in the Wyndham Green Certification a requirement as part of brand standard compliance for hotels worldwide by April 2023. The Wyndham Green Certification is a five-level certification program that helps reduce a hotel's environmental footprint, gives owners an easy way to improve energy efficiency, reduce emissions, conserve water, and reduce waste while also helping owners' bottom lines. Our work has been recognized through our participation in CDP's climate change and water security responses, and while we have

been recognized for the progress we have made on our journey to date, we know we can — and will — continue to do more.

The work of our valuable team members continues to make a meaningful impact on our industry, the lives of our franchisees and the communities around them. In 2022, Wyndham received another perfect score on the Human Rights Campaign's 2022 Corporate Equality Index measuring LGBTQ+ workplace equality for the fourth consecutive year and debuted on Newsweek's list of America's Most Responsible Companies, which honors those with superior environmental and social responsibility practices.

This work is only possible because Wyndham lives a "Count on Me" culture and we are guided by the philosophy that you can do well by doing good. We are a values-based organization where compliance, ethics and culture are critical to all facets of our operations. We are committed to operating our business in a way that is socially, ethically and environmentally responsible.

Our social impact is amplified by the hotel teams at our 9,000 hotels across the world that embrace these same principles. This power in numbers enables us to support important education programs at the hotel level to gain more knowledge to help identify and respond to potential incidents of human trafficking. We require GMs at our managed and franchised hotels to take human trafficking awareness training and to certify that their staff has been trained as well. Corporate team members are also required to take annual human trafficking awareness training. The shared commitment has helped to educate thousands on this industry issue.

During our series of nationwide owner meetings, we were grateful to hear firsthand how our owner-first approach has helped our small-business owner franchisees. We are proud of the steps we took during the pandemic to help our franchisees through a series of relief measures, including the deferral of all fees for the first three months of the pandemic interest-free, waiver of many fees for extended periods, provision of critical procurement support for difficult-to-source hospital grade cleaning and PPE products at cost, suspension of nonessential brand standards and quality assurance inspections, and advocacy with government officials for important relief like the Paycheck Protection Program. This hyper-focus on our franchisee partners has them well-positioned to capitalize on the recovery of travel.

Despite the challenges our world faces, we believe in the power of travel — its ability to create lasting memories, to grow businesses, and to deepen our understanding of each other in a rapidly changing world. We have witnessed the resiliency of our owners, guests, and team members, and as people continue to return to travel, we look forward to sharing our warm Wyndham Welcome because Wherever people go, Wyndham will be there to welcome them.

Geoff Ballotti

President and Chief Executive Officer
He/Him/His

COMPANY OVERVIEW

Wyndham Hotels & Resorts, Inc. (“Wyndham”) is an asset-light organization and is the world’s largest hotel franchising company by the number of properties, with approximately 9,000 hotels, over 97% of which are franchised and independently operated. Wyndham is a leader in the economy and midscale segments of the lodging industry and operates a portfolio of **22 hotel brands**, including Super 8®, Days Inn®, Ramada®, Microtel®, La Quinta®, Baymont®, Wingate®, AmericInn®, Hawthorn Suites®, Trademark Collection®, and Wyndham®. Wyndham franchisees operate their hotels in accordance with Company brand standards and their own operating policies and procedures.



Approximately **9,000** hotels



Approximately **95** countries



Over **810,000** rooms



92+ million enrolled Wyndham Rewards® members

OUR BRANDS

REGISTRY
COLLECTION HOTELS

WYNDHAM GRAND

DOLCE
HOTELS AND RESORTS
BY WYNDHAM

esplendor.
BY WYNDHAM

DAZZLER
BY WYNDHAM

WYNDHAM

TRYP
BY WYNDHAM

TM
TRADEMARK
COLLECTION BY WYNDHAM

WYNDHAM
Altra
ALL-INCLUSIVE

LA QUINTA
BY WYNDHAM

WINGATE
BY WYNDHAM

WYNDHAM
GARDEN

HAWTHORN
SUITES BY WYNDHAM

★★★
AmericInn
BY WYNDHAM

BAYMONT
BY WYNDHAM

RAMADA
BY WYNDHAM

RAMADA
encore
BY WYNDHAM

MICROTEL
BY WYNDHAM

Days Inn
BY WYNDHAM

Super
8
BY WYNDHAM

Howard Johnson
BY WYNDHAM

Travelodge
BY WYNDHAM

Brands as of 12/31/2021

For more information, visit wyndhamhotels.com.

ESG HIGHLIGHTS

#4 on Newsweek's List of America's **Most Loved Workplaces** for 2021



Doubled Engagement in Wyndham Green between 2020 and 2021



Lifetime **donation of 122 million Wyndham Rewards® points** to non-profits by Wyndham Rewards® and its members



2021 DiversityInc **Noteworthy Company**



Launched "**Women Own the Room**" Program



Newsweek's List of **America's Most Responsible Companies** for 2022



Wyndham provides **DE&I training** resources to franchisees



NJ Biz Best Places to Work 2021



Travelodge **Awards \$25k Challenge Grant** to NPCA



100% Corporate Equality Index – **HRC** – 4th Year in a Row



Forbes **America's Best Large Employers** List 2022



Two additional hotels achieved **Level 5 Expert** in the Wyndham Green Certification Program



Metrics provided as of 12/31/2021

VALUES IN ACTION

OUR STRATEGIC ESG FRAMEWORK

Every day Wyndham's teams work to enable new experiences for travelers in a way that positively impacts the world around us. That's why Wyndham is committed to operating the business in a way that is socially, ethically, and environmentally responsible, focused on four key themes that are the centerpiece to Wyndham's strategic approach to environmental, social, and governance (ESG) principles in the business.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

Wyndham Hotels & Resorts has always believed that you can do well by doing good. That is why Wyndham has worked to integrate diversity, equity, and inclusion, environmental sustainability, human rights, and community support initiatives into the fabric of the business.

The Company is committed to continue operating sustainably in a way that provides outstanding experiences for those it serves, through places to stay that are socially, ethically, and environmentally responsible. With a footprint spanning hundreds of communities around the world, Wyndham engages team members, owners, and operators to uphold and leverage the Company’s core values to think globally and execute locally. The UN SDGs serve as a strategic guide for Wyndham’s Social Responsibility Program, which helps advance the Company’s mission of making hotel travel possible for all.

UN SDGs Targeted Strategies and Actions



Good Health & Well-Being

- Continue to protect the health and safety of team members and guests with the Count on Us® program
- Promote and protect team members’ health with the Be Well Program and commitment to the 5-Star Promise
- Raise awareness in the community about good health and healthy lifestyles through brand sponsorships, community events, and educational sessions



Gender Equality

- Provide equal opportunities and pay for female team members
- Support initiatives to empower women and girls through community and team member programs, such as Dress For Success and Making Strides Against Breast Cancer
- Advance women-owned businesses through the “Women Own the Room” program



Clean Water and Sanitation

- Provide best practices around water conservation and efficiency to managed and franchised hotels through voluntary participation the Wyndham Green Certification program
- Prioritize water conservation and efficiency measures at managed sites with high water stress
- Reduce single use plastics to keep waterways and oceans clean

UN SDGs Targeted Strategies and Actions



Decent Work and Economic Growth

- Provide local hiring opportunities in travel and tourism as the Company continues to expand hotel franchising and development efforts around the globe
- Provide learning and development opportunities to both team members and franchisees through Wyndham University
- Continue team members’ development through variety of learning experiences



Climate Action

- Provide hotels access to tools and best practices through the Wyndham Green program to help reduce their environmental impact
- Embark on a low carbon journey to reduce greenhouse gas emissions in alignment with what is required to limit the rise in global temperatures



Life on Land

- Promote and expand best practices for biodiversity protection across all properties
- Share best practices around waste diversion to reduce waste sent to landfills through the Wyndham Green Program

For highlights on Wyndham’s actions to support the UN SDGs, please refer to Environmental and Social sections of this Report.

2025 PERFORMANCE TARGETS

To support the UN Sustainable Development Goals and empower a compelling vision for sustainable tourism, Wyndham Hotels & Resorts has set its first-generation performance targets. The Company will continue to evolve targets and report on progress as it advances along the social responsibility journey.

Focus Areas	2025 Performance Targets	Status	2021 Progress
Environmental 	15% absolute emissions reduction in Scope 1 and 2 emissions ¹	On Track	30% reduction of absolute emissions in Scope 1 and 2
	15% reduction in water consumption per square foot ¹	On Track	12% reduction in water consumption per sq. ft.
	100% renewable energy at owned properties, corporate headquarters and North American offices	On Track	10% renewable energy
	100% elimination of single use plastics ²	Beginning of Journey	Piloting bulk amenity dispensers across brands
	100% of managed properties are Wyndham Green Certified	On Track	33% of managed properties are Wyndham Green Certified
	100% sourcing of cage-free eggs ³	Behind Schedule ⁵	1% cage-free egg spend
Diversity, Equity & Inclusion 	100% gender pay equity globally	Ahead of Schedule	98% at executive levels 100% at management levels 96% all other levels
	100% of corporate and managed team members receiving unconscious bias training	On Track	97% corporate 88% managed
Human Rights 	100% of corporate and managed team members receiving human rights training	On Track	99% corporate 88% managed
Community Impact 	100% Wish Day participation ⁴	Behind Schedule ⁵	Despite COVID-19, team members still volunteered their time through the Wish Day Program

¹ From 2019 base year for owned, leased (corporate offices), and managed properties.

² Based on our commitment to explore viable alternatives to single-use plastics, including but not limited to, straws, utensils, containers, and packaging, to offer our own and managed properties.

³ Based on our commitment to provide our owned, managed, and franchised hotels with suppliers of cage-free eggs, in order to source 100% of our eggs (shell, liquid, and egg products) from cage-free sources globally.

⁴ Target is for eligible corporate team members in United States and Canada.

⁵ Progress is listed as "Behind Schedule" due to the ongoing impacts of COVID-19.

MATERIALITY & STAKEHOLDER ENGAGEMENT

Wyndham Hotels & Resorts' social responsibility strategy and reporting is informed by the Global Reporting Initiative's (GRI) materiality principles and approach. Wyndham has mapped environmental, social, and governance topics with (i) consideration of the greatest impacts on the business, (ii) engagement with senior leadership, (iii) considerations of industry priorities, and (iv) view of stakeholders' concerns. The Company has also aligned with industry priorities as defined by the American Hotel & Lodging Association (AHLA), Global Sustainable Tourism Council (GSTC), Sustainable Hospitality Alliance (SHA), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and World Travel & Tourism Council (WTTC).

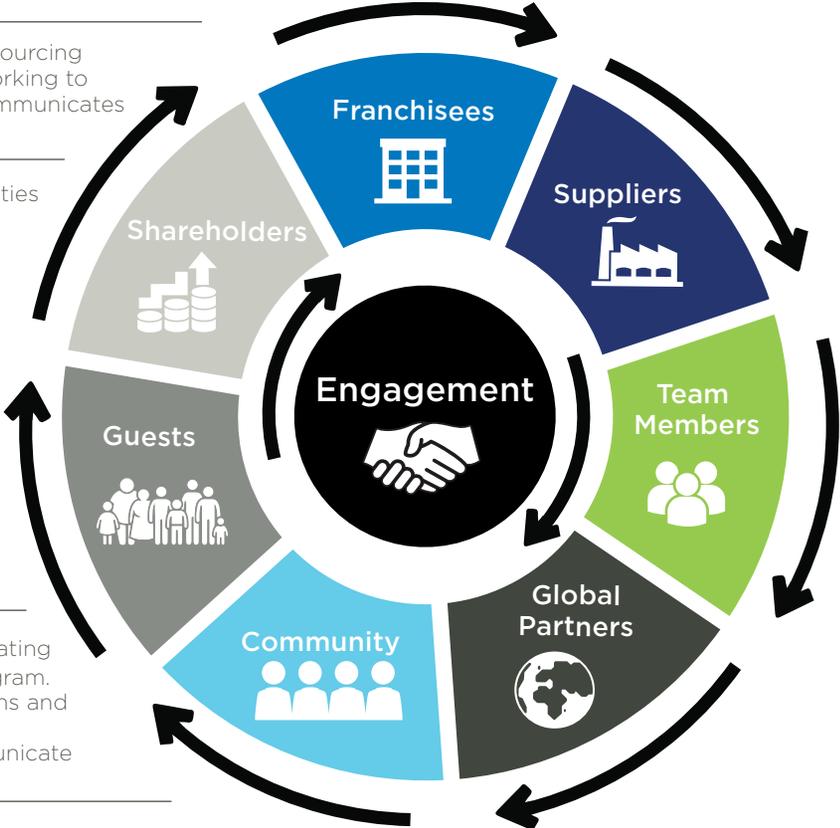
ESG MATERIALITY MATRIX

Importance to External Stakeholders 	EXTREMELY IMPORTANT <ul style="list-style-type: none"> • Energy Conservation • Waste Management (including food waste and single-use plastics) • Water Conservation 	<ul style="list-style-type: none"> • Climate Action & Greenhouse Gas Emissions • Community Engagement & Impacts 	<ul style="list-style-type: none"> • Ethics & Compliance • Guest & Team Member Health, Wellbeing Safety & Security • Diversity, Equity & Inclusion • Data Privacy & Cybersecurity • Human Rights • Franchisee Engagement
	VERY IMPORTANT <ul style="list-style-type: none"> • Biodiversity 	<ul style="list-style-type: none"> • Corporate Governance • Supply Chain Responsibility 	<ul style="list-style-type: none"> • Guest Experience, Engagement & Satisfaction
	IMPORTANT <ul style="list-style-type: none"> • Animal Welfare 	<ul style="list-style-type: none"> • Advocacy & Responsible Lobbying 	<ul style="list-style-type: none"> • Team Member Training & Development
	IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
	Relevance to our Business Model (Current and Potential Impacts) 		

STAKEHOLDER ENGAGEMENT

Wyndham Hotels & Resorts' stakeholder engagement approach is designed to be inclusive, strategic, and results-oriented to respond to key topics of greatest concern and opportunity. Throughout the year, Wyndham actively engages with team members, shareholders, suppliers, communities, franchisees, and guests. Additionally, Wyndham actively participates with leading industry associations and academic and research institutions dedicated to solving global environmental, social, and economic challenges.

Stakeholders	Engagement Approach
Franchisees	Wyndham actively provides ongoing training and educational opportunities through Wyndham University, as well as environmental, operational, revenue management, and sales-related tools to franchisees through various programs to promote their health and long-term success, while actively listening for feedback and integrating it into the Company's brand standards and policies.
Suppliers	Wyndham engages with suppliers to help ensure franchisees are responsibly sourcing supplies and meeting sustainability-related goals and objectives, while also working to help ensure ample supplies of critical items for franchisees. Wyndham also communicates expectations for ethical behavior through its Supplier Code of Conduct.
Team Members	Wyndham aims to provide team members with career development opportunities that promote diversity, equity, and inclusion throughout the business, and continues to support team member wellness with the Be Well Program. With the Business Principles, Wyndham communicates its commitment to its core values, culture, and Count On Me® service, which serve as a guide for ethical decision-making that is consistent with laws and regulations that apply to the Company.
Global Partners	Wyndham actively engages with leading industry and educational organizations to address pressing environmental and social challenges facing the travel and tourism industry.
Communities	Wyndham's team members and franchisees actively engage with the communities where the hotels are located through volunteerism and donations.
Guests	Wyndham is dedicated to providing Count on Me® service to guests, while creating a memorable experience and providing a safe stay with the Count on Us® program. Wyndham's Customer Care team provides a platform for guests to log concerns and provide feedback, which helps the Company to improve guest satisfaction. Through its Wyndham Green Program, hotels are asked to engage and communicate with guests to collectively reduce the impact on the environment.
Shareholders	Through external ESG reporting, Wyndham aims to increase transparency and disclosure to better demonstrate to shareholders the Company's strategy and actions taken to better mitigate risk to drive more sustainable returns.



Wyndham Grand® Deerfield Beach Resort
Deerfield Beach, FL [↗](#)



ENVIRONMENTAL

ENVIRONMENTAL

Wyndham Hotels & Resorts, Inc. is committed to protecting the environment and demonstrating leadership in environmental programs, policies, and performance. The relationship and bond between the Company and Wyndham franchisees is what makes Wyndham branded hotels successful. As more travelers are looking for sustainable lodging options, it is critical for the Company and its franchisees to provide new environmentally responsible options for guests. Across Wyndham's 22 brands around the globe, there is a hotel for everyone's needs. The Company's expert design and construction team has developed innovative new prototypes to be environmentally friendly and efficient to operate. Wyndham provides franchisees with sourcing solutions to operate a hotel sustainably, helping them to do the right thing and uphold core values, Count on Me® culture, and operational best practices for energy and water conservation and waste diversion. Wyndham also aims to comply with all environmental regulations and requirements.

Corporate Headquarters
Parsippany, New Jersey

Wyndham Hotels & Resorts' Corporate Headquarters has a Gold LEED EBOM and Energy Star Certification. At its corporate headquarters, Wyndham provides team members with complimentary access to electric vehicle charging stations to encourage more sustainable commuting and increase adoption of zero-emission vehicles.



The Sustainable Hospitality Alliance (SHA) is an organization that uniquely represents how the hospitality industry is taking collective responsibility to ensure that destinations and communities are being supported and protected now and for future generations. Wyndham is an active member of the SHA, which includes 15 world-leading hotel companies with a combined reach of over 35,000 properties and 5.5 million rooms, representing 30% of the global hotel industry by room count.

Wyndham has a responsibility to collaborate with the industry to collectively reduce impact and, as the world's largest hotel franchising company by hotels worldwide, has a unique opportunity to help make a meaningful impact on the world while making hotel travel possible for all. Through active participation in organizations like the SHA, the Company, team members, and franchisees can make great progress together to help ensure that the future remains bright.

WYNDHAM GREEN PROGRAM



Wyndham Hotels & Resorts continues to drive more engagement in the Wyndham Green Program, which is designed to help guide hotels in reducing operating costs through efficiency, drive revenue from environmentally conscious travelers, remain competitive in the market, and increase brand loyalty. Wyndham is working to fully integrate the Wyndham Green Program throughout all parts of our business by engaging and educating executives and brand leaders, team members, design and construction partners, franchisees, and suppliers. The Wyndham Green Program's combination of industry best practices and stakeholder engagement aims to deliver triple bottom line results of people, planet, and profits.

The Wyndham Green Program consists of two integral components: the Wyndham Green Toolbox and Wyndham Green Certification. These components allow the Company to measure impact, while aiming for continuous improvement across Wyndham branded properties.

WYNDHAM GREEN TOOLBOX



The Wyndham Green Toolbox, – an online environmental management system – is specifically designed to track, measure, and report on global performance in energy, emissions, water consumption, and waste diversion.

The Toolbox provides visualization to analyze franchisees' footprint at the macro and micro levels, while scaling to the Company's goals. Data-driven insights allow Wyndham to identify risks and challenges in various markets to help ensure that all are striving toward the Company's performance targets. Wyndham branded properties can also track and measure the impacts of efficiency measures that have been implemented, and Wyndham can monitor and benchmark their progress, helping them to reduce operating costs and the Company's collective environmental impact.



WYNDHAM GREEN CERTIFICATION

Wyndham Green Certification is Wyndham's internal certification program, composed of five progressive levels, with five to seven elements per level that address goals including energy and water conservation, waste diversion, and operational efficiency, as well as guest, team member, and franchisee education and engagement. The Certification aligns with popular external programs, such as TripAdvisor Green Leaders® and Green Key®, which provide common sense initiatives that parallel building certification programs such as LEED®. The first three levels prioritize quick-payback efficiency measures, some of which are no-cost to low-cost.



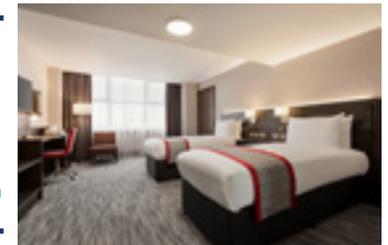
In 2021, Wyndham continued to increase adoption and awareness of the Wyndham Green Program among both managed and franchised hotels, with over 570 certified hotels. Two additional franchised hotels achieved the highest certification of Level 5 Expert – the **Ramada® by Wyndham The Hague/Scheveningen** (franchised) and the **Howard Johnson® by Wyndham Ocala** (franchised) – further demonstrating the commitment to sustainability.



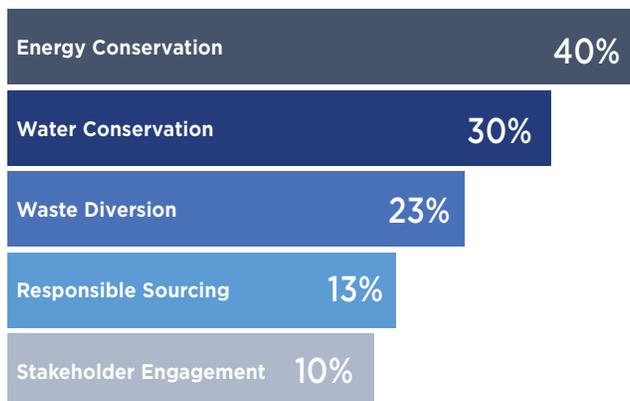
WELCOMEBREAK

Welcome Break, the Company's largest franchisee in the EMEA region, is focused on limiting their impact on the environment across their business. They launched many sustainable initiatives including obtaining Level 1 Core certification for all 29 of their Days® by Wyndham and Ramada® by Wyndham properties across the United Kingdom.

Ramada® by Wyndham East Kilbride
Kilbride, Glasgow [↗](#)



Wyndham Green Certification Program Elements and Focus Areas



**Note that this exceeds 100% because program elements may impact multiple areas.*

Future Outlook

As the Company aims for continuous improvement, Wyndham is requiring that all hotels globally attain a minimum of Level 1 Core in the Wyndham Green Certification by April 2023, as part of their compliance with brand standards. This will help them create a solid foundation in sustainability, which all can build upon to help minimize their impact on the environment, beginning with these six elements:

- Linen and Towel Reuse
- Interior Energy Efficient Lighting
- Recycling
- Guest Communication
- Property Education
- Utility Tracking



ENERGY & GHG (GREENHOUSE GAS) EMISSIONS

OUR APPROACH TO REDUCING CLIMATE RISKS

Wyndham Hotels & Resorts remains committed to reducing the energy and carbon footprint of all Wyndham branded properties. Wyndham continuously evaluates opportunities to increase efficiencies and the usage of renewable energy where feasible. By 2025, the Company has committed to:



- Reduce absolute carbon emissions in Scope 1 and 2 emissions by 15%, compared to the 2019 baseline
- Achieve 100% renewable energy at owned properties, corporate headquarters, and North American offices

Wyndham's climate-related targets are aligned with science-based targets for Scope 1 and 2 related emissions, with 2019 serving as the baseline. Wyndham's carbon emission target is in alignment with the 2-degree Celsius level of ambition, based on targeted absolute reductions of 2.5% annually.

Through the Wyndham Green Program, the Company provides owned, managed, and franchised hotels with best practice energy conservation programs and procedures to help them reduce their impact. Forty percent of Wyndham Green Certification Program elements are focused on energy conservation.

Energy Conservation Program Elements



PERFORMANCE

Below is the Greenhouse Gas (GHG) emissions and energy consumption performance for Wyndham's owned, managed, and leased properties with 2019 serving as the base year.

GHG Emissions	2019	2020	2021
Scope 1 (Tonnes)	73,688	54,613	53,122
Scope 2 (location-based) (Tonnes)	253,161	183,452	175,897
Scope 2 (market-based) (Tonnes)		181,714	174,654
Combined Scope 1 + 2 (location-based)	326,849	238,065	229,020
Absolute Emissions Change % from base year	-	-27.2%	-29.9%
Emissions Intensity (Tonnes CO ₂ e/SQFT)	0.0085	0.0069	0.0077
Emissions Intensity Change %	-	-18.8%	-9.8%
Scope 3 – Business Travel (Tonnes)		1,512	1,185*

Energy Consumption	2019	2020	2021
Direct Energy Consumption	400,530	295,556	287,211
Indirect Energy Consumption	579,100	422,705	419,539
Total Energy Consumption	979,629	718,261	706,750
Energy Intensity (kWh/SQFT)	25.3	20.7	23.7
Energy Intensity Change % from base year	-	-18.2%	-6.5%
Renewable Energy Consumption (MWh)	244	4,319	6,800

*Net of carbon offsets.

ACTIONS AROUND THE GLOBE

Wyndham Hotels & Resorts, Inc. continued to evaluate energy efficiency opportunities, and implement practices and programs driving measurable results, which included energy audits at some managed hotels.

The Company continued the implementation of energy management thermostats in ten select-service managed hotels in the United States while taking advantage of utility-based incentives to help subsidize some of the costs. This resulted in up to 25% reduction in energy use in unoccupied guest rooms and will help to extend equipment lifespan.

The Wyndham® Newport Hotel (franchised) sources a portion of its electricity from a solar photovoltaic (PV) system on its roof and a solar farm nearby.

Wyndham® Newport Hotel
Middletown, Rhode Island [📍](#)



Wyndham branded hotels in the Asia Pacific region joined millions of individuals around the globe to support the #switchfornature Global Earth Hour 2021 campaign, raising awareness against global climate change and supporting the future of renewable energy. Hotel guests were also encouraged to participate in the campaign by switching off the lights in their rooms.



[Wyndham Hotels & Resorts Asia Pacific - LinkedIn](#)
Global Earth Hour 2021 campaign [↗](#)

Wyndham Garden® Dammam (managed) implemented a 5-phase project to replace over 90% of its interior and exterior lighting with over 3,500 LED lights coupled with lighting controls to further reduce energy consumption.



[Wyndham Garden® Dammam](#)
Dammam, Saudi Arabia [↗](#)

Wyndham Grand® Istanbul Levent (franchised) evaluated opportunities and implemented energy strategies to leverage daylighting in public areas of the hotel, which resulted in a 5% decrease in annual energy usage.



[Wyndham Grand® Istanbul Levent](#)
Istanbul, Turkey [↗](#)

Future Outlook

Through Wyndham Green Certification, Wyndham will continuously aim to increase energy efficiency and reduce energy waste, which should result in a net positive change to the Company's environmental impact. In order to achieve the Company's carbon emission targets, Wyndham will continue to promote and advance the Wyndham Green Certification Program by guiding its hotels with practical and high-impact energy efficiency projects and best practices. The Company will also encourage the use of renewable energy where feasible.



WATER

WYNDHAM'S APPROACH TO CONSERVING WATER RESOURCES

As part of the strategic vision for fostering a values-driven culture, Wyndham Hotels & Resorts understands that it is essential to protect natural capital and resources to deliver long-term sustainable value. Wyndham remains committed to increasing water conservation efforts and identifying risks and opportunities through an annual water risk assessment.

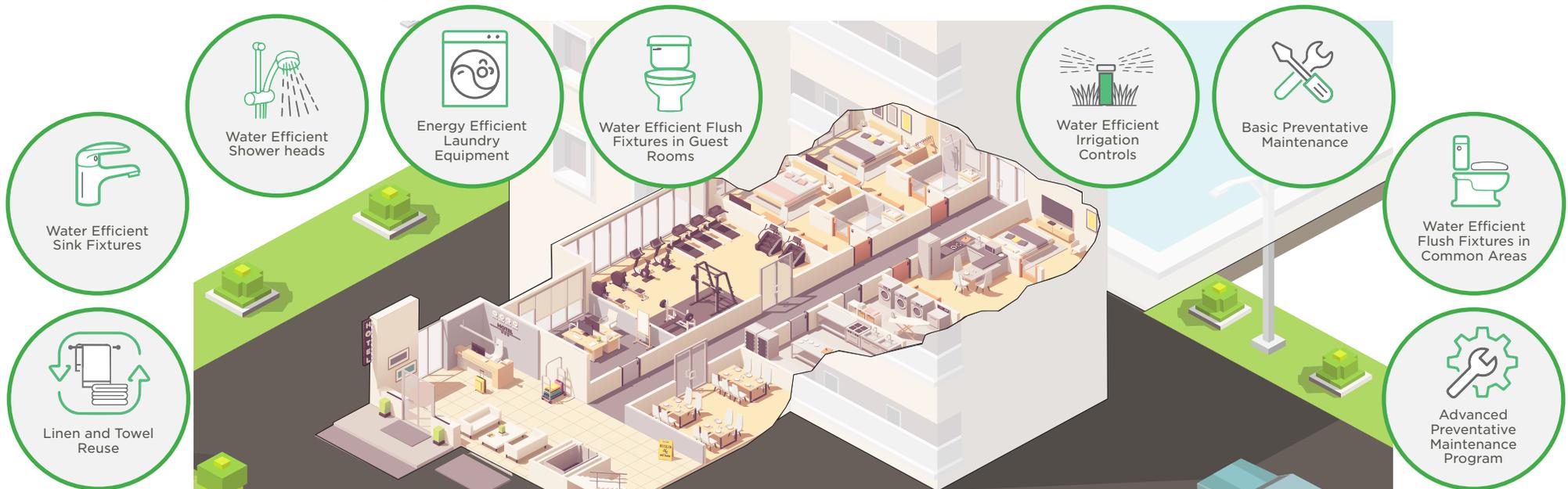


As part of the Company's strategy, Wyndham launched a 2025 target to reduce water usage by 15% per square foot. Wyndham remains committed to evaluating opportunities at managed hotels and has recommended installing low-flow fixtures and implementing water-conserving laundry programs and irrigation controls where appropriate.

In 2021, the Company's water risk assessment was updated using the World Resource Institute (WRI) Aqueduct Water Risk Atlas. Based on this assessment, approximately 40% of water is consumed by owned, managed, and leased properties located in high- or extremely high-water risk areas. Through this assessment, Wyndham also evaluated properties located in areas with high drought risk and found that approximately 13% of locations are in regions with at least medium-high drought risk as of year-end 2021.

Through Wyndham Green Certification, the Company has also requested that Wyndham branded hotels follow best practices on water conservation. This includes implementing low-to-no cost upgrades that help reduce both consumption and operating costs. These water reduction initiatives represent 30% of overall Wyndham Green Certification requirements.

Water Conservation Program Elements



PERFORMANCE

Below is the water consumption performance for Wyndham's owned, managed, and leased properties with 2019 serving as the base year.

Water Consumption (in kilogallons)	2019	2020	2021
Municipal Water (kgals)	2,386,260	1,732,499	1,626,494
Ground Water (kgals)	9,546	6,732	9,083
Water Intensity (kgal/SQFT)	0.0619	0.0500	0.0548
Water Intensity Change % from base year	-	-19.2%	-11.5%

ACTIONS AROUND THE GLOBE

In 2021, Wyndham hotels implemented innovative water savings projects, with a focus on water reclamation.

Ramada® Resort by Wyndham Kusadasi (franchised) collects rainwater and has a gray water treatment plant to reclaim water for irrigation purposes.

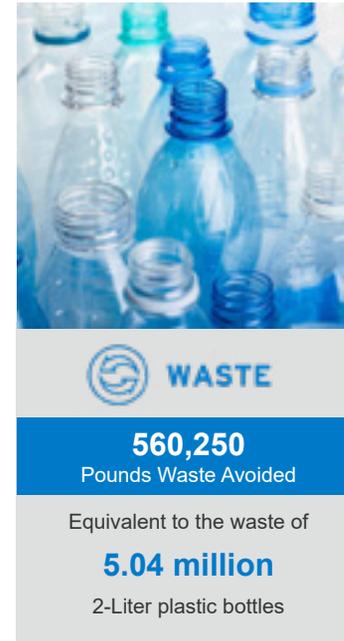
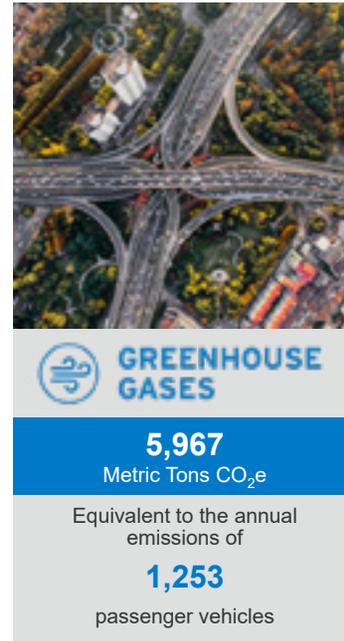
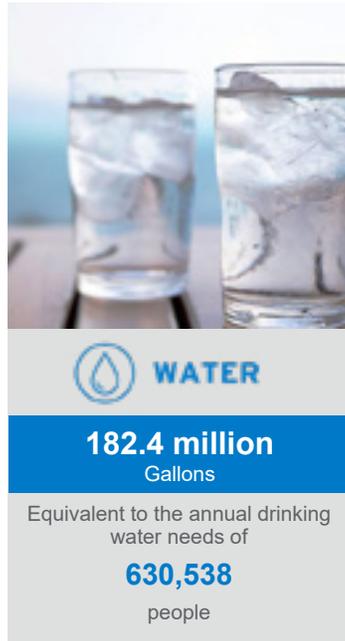


Ramada® Resort by Wyndham Kusadasi
Kusadasi, Turkey [📍](#)

Ramada® Plaza by Wyndham Chennai (franchised) utilizes a sewage treatment plant (STP) to reclaim gray water for use of irrigation for landscaping.



Ramada® Plaza by Wyndham Chennai
Chennai, India [📍](#)



Future Outlook

In 2022, Wyndham will continue prioritizing managed properties located in high water stressed regions.

In alignment with the Wyndham Green Certification, the Company will evaluate opportunities to recommend implementing water efficiency projects, including the installation of low-flow fixtures, and water reduction practices, such as drought tolerant landscaping.



WASTE

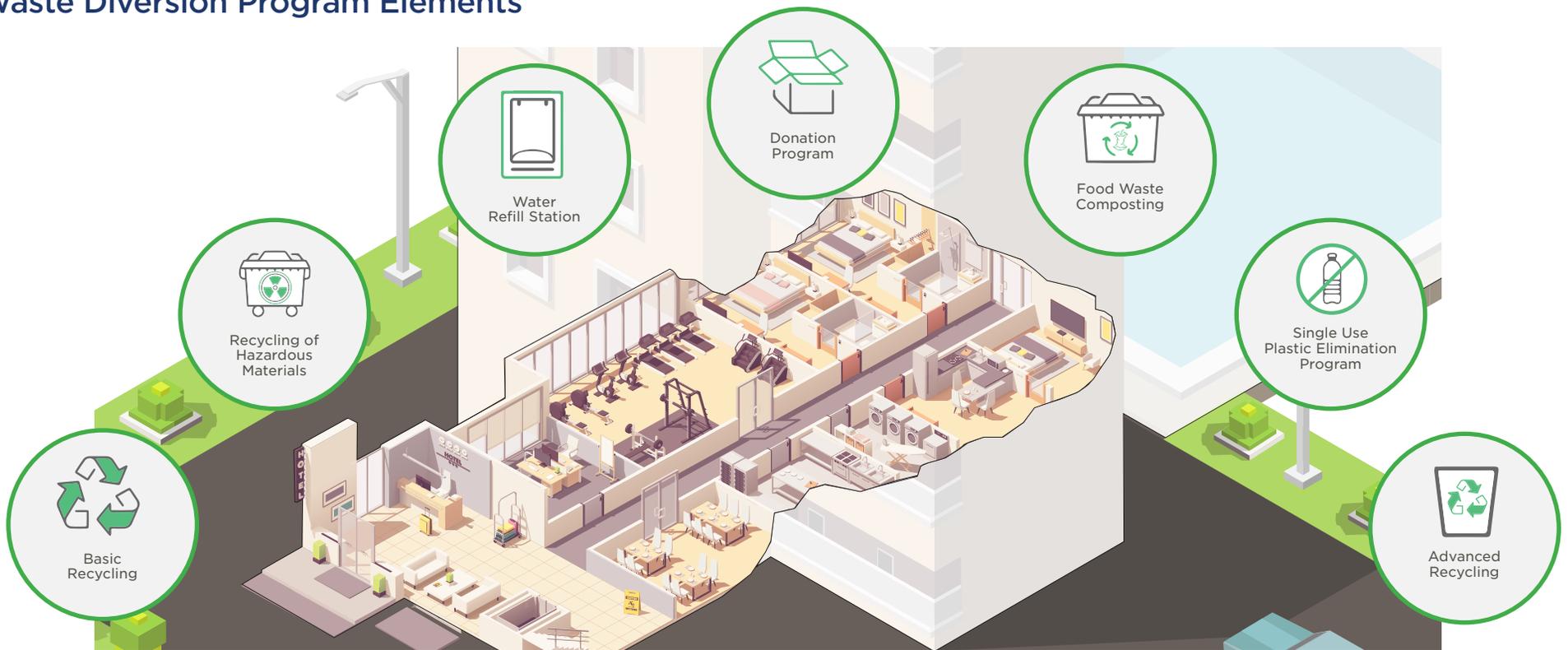
OUR APPROACH TO REDUCING WASTE IMPACTS

As part of Wyndham Hotels & Resorts' ESG strategy, the Company remains committed to addressing waste impacts. Globally, governments continue to implement additional waste-related legislation, creating an opportunity for Wyndham branded hotels to exceed compliance expectations. Mandatory recycling requirements, single-use plastic minimization, polystyrene foam and plastic straw bans, electronic waste regulations, and composting and food waste management are all important initiatives, and Wyndham aims to support these wherever possible in Company and Wyndham brand hotel operations.



Through Wyndham Green Certification, Wyndham requests that hotels follow best practices to help increase waste diversion efforts, which represent 23% of overall certification requirements. Wyndham will continue to improve waste tracking measures for global owned, managed, and franchised hotels annually.

Waste Diversion Program Elements



PERFORMANCE

Wyndham's owned, managed, and leased properties had estimated waste diversion rate of 20% in 2021.



Clean the World®

Waste Diversion		2021	Lifetime
Soap Collected (lbs)		2,889	90,877
Soap Bars Distributed		26,343	502,100
Plastic Recycled (lbs)		3,370	65,480

ACTIONS AROUND THE GLOBE

Wyndham Grand® Foshan Gaoming (managed) used 7,500 discarded plastic water bottles to build an environmentally friendly alternative to the traditional Christmas tree. The plastic water bottles were collected from the hotel and were previously discarded by guests. The project raised awareness about sustainability and encouraged guests to consume fewer plastic bottles and bags.



Wyndham Grand® Foshan Gaoming
Foshan Gaoming, China [↗](#)

Wyndham Grand® Algarve (franchised) donated more than 2,000 items of furniture and decorations, following an extensive renovation, to several local institutions to better support their initiatives to combat addiction, hunger and other issues communities are facing. This resulted in significant waste being diverted from landfills and providing an extended life of these items.



Wyndham Grand® Algarve
Quinta do Lago, Portugal [↗](#)

Ramada® by Wyndham Lucknow (franchised) implemented a comprehensive food waste reduction initiative to combat food waste at each stage- pre-consumer waste, post-consumer waste and disposables.



Ramada® by Wyndham Lucknow
Lucknow, India [↗](#)

Future Outlook

In 2022, Wyndham aims to improve waste data capture and increase waste diversion rates. Waste diversion practices are currently embedded within Wyndham Green Certification, with 25% of the certification items directly impacting waste diversion efforts. As part of these efforts, the Company is exploring viable alternatives to single-use plastics -- including, but not limited to, straws, utensils, containers, and packaging -- to offer at our managed properties, while still ensuring a positive guest experience. Wyndham will continue to use this program to accelerate waste goals and increase waste diversion globally.

BIODIVERSITY

Biodiversity is crucial for the health and functionality of all ecosystems and their services and is connected to climate and water-related risks, human health, and human rights. Along with franchisees, Wyndham Hotels & Resorts is committed to protecting biodiversity where both the Company and independent franchisees operate. Wyndham regularly reviews both the active portfolio and the development pipeline and aims to implement any necessary mitigation measures for hotels located near areas classified under designations such as the World Conservation Union (IUCN) designation I-IV, UNESCO Natural World Heritage Sites, UNESCO Man and the Biosphere Reserves, the Convention on Wetlands of International Importance (known as the “Ramsar Convention”), and Key Biodiversity Areas.

In 2021, Wyndham updated the Company’s biodiversity risk assessment for all managed and owned properties globally, using IUCN, UNESCO, Ramsar Convention, and Key Biodiversity classified areas. Based on this assessment, approximately 30 managed or owned facilities were located near key biodiversity or protected areas (within approximately 5 km).

At Wyndham’s corporate headquarters in Parsippany, New Jersey, the building has native vegetation covering a minimum of 25% of the total land area. These natural areas provide a habitat for local species and promote biodiversity.

Travelodge and National Park Conservation Association

Travelodge® by Wyndham – travelers’ basecamp for adventure – has a long history of celebrating and helping protect the environment. Known coast-to-coast for its laid-back California roots today, more than 75 percent of all Travelodge® hotels are located just an hour’s drive from some of the nation’s most celebrated National Parks. To help protect such vital landmarks, Travelodge® is proud to serve as an official sponsor of the National Parks Conservation Association (NPCA). In 2021, Travelodge® awarded a \$25,000 challenge grant to the NPCA reaffirming its commitment to protecting US national parks while challenging others to help match its efforts. Travelodge® has provided more than \$750,000 in direct support of the NPCA and its work to protect the parks since 2016.



As the portfolio of Wyndham branded properties continues to evolve, the Company will continue to evaluate biodiversity-related risks, while implementing practices and programs to help protect natural habitats and preserve and restore ecosystem services. Wyndham will also continue to evaluate opportunities to engage with external partners to fulfill the Company’s biodiversity commitments.

In the summer of 2021, wildfires spread throughout parts of Greece and Turkey and devastated the landscape. Wyndham donated to local organizations in the region to help replenish what was lost in those ecosystems with the planting of new trees.



RESPONSIBLE SOURCING

Wyndham Hotels & Resorts has a vast supplier network that provides goods and services to properties around the globe. Wyndham’s Sourcing team leverages the Company’s combined global purchasing power to negotiate the highest quality products and services at the best possible price. The primary sourcing categories include operating supplies, furniture and fixtures, food and beverage, technology, banking, and other ancillary services. As part of the Sourcing approach, Wyndham is committed to:

- Increasing responsible supplier spend
- Providing 100% cage-free sourcing options for all hotels globally

	2019	2020	2021
Responsible Supplier Spend	25%	28%	39%
Cage-Free Eggs Spend	2%	1%	1%

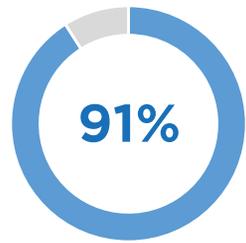
This percentage of spend is for the United States.

SUPPLY CHAIN RESPONSIBILITY

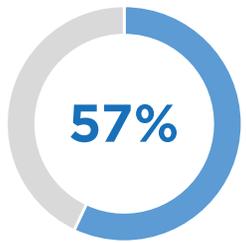
As a global hospitality company, the Company and its managed and franchised hotels purchase services and products all over the world. Wyndham’s supply chain covers procurement at corporate and local levels, and the Company expects suppliers to act in a compliant and ethical manner. As such, they are asked to meet Wyndham’s Supplier Code of Conduct, which sets forth the Company’s expectations concerning forced labor and child hiring practices.

The Company’s approved supplier program supports purchasing for Wyndham stakeholders by negotiating prices and volume discounts with third-party suppliers. Wyndham takes a risk-based approach to approving suppliers after due diligence, including reviewing suppliers doing business in high-risk countries or offering high-risk products or services. Should a supplier not meet the Company’s requirements or ethical standards, Wyndham will not approve that supplier. For previously-approved suppliers, Wyndham would require corrective action or termination, if needed. Wyndham also takes a risk-based approach to report on, manage, and roll out programs intended to educate and help mitigate incidents of slavery and human trafficking.

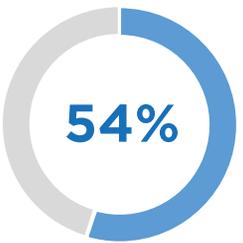
Wyndham’s responsible supplier survey seeks to better understand the supplier’s commitment to sustainability, including the systems, plans, and processes they have in place to minimize their impact on the environment.



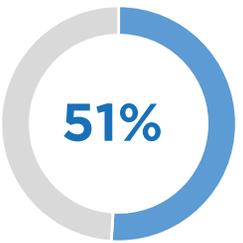
respondent suppliers have implemented efforts to increase waste diversion



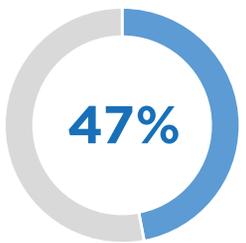
respondent suppliers have implemented a system to track and measure their environmental data



respondent suppliers have a plan or program to reduce energy and/or GHG emissions



respondent suppliers have implemented water conservation practices



respondent suppliers use renewable energy

The Sourcing team works with the Social Responsibility team to help ensure that a wide range of product and service options align with Wyndham's strong supplier commitment to environmental, social, and governance issues globally. In order to do business with the Company, exemplary ethical behavior is expected from all of Wyndham's suppliers. In most instances, adherence to Wyndham's Core Values is required, in addition to compliance with the Supplier Code of Conduct, contractually, as well as compliance with all applicable laws and regulations in all locations where the supplier conducts business.

Wyndham continues to evaluate suppliers annually through the Responsible Supplier Survey, which includes questions on suppliers' sustainability efforts, philanthropic initiatives, and human rights protections. Wyndham recognizes each supplier as "Responsible" based on the resulting score from the survey criteria. This approach allows the Company to evaluate the most suppliers to minimize risks within Wyndham's global supply chain.

Wyndham conducts regular business reviews with critical suppliers that support brand standards and daily operations at hotels, which may include hotel technology providers, operating supplies and equipment providers, food and beverage providers, and cleaning and sanitary providers. Wyndham will be working with our suppliers to provide hotels franchised under one of Wyndham's hotel brands with a guide to obtain the appropriate products and services necessary to be Wyndham Green certified and continue efforts to further minimize their impacts on the environment.



As part of the Wyndham Green Certification Program, the Company asks managed and franchised hotels to purchase more responsibly. Some best practices include:

- Green Cleaning Product Purchasing
- Green Housekeeping Program
- Purchasing of Sustainable or Environmentally Friendly Products
- Single Use Plastic Minimization Program





SOCIAL

Ramada® by Wyndham Izmir Aliaga
Izmir, Turkey [↗](#)

DIVERSITY, EQUITY & INCLUSION

Wyndham Hotels & Resorts' commitment to Diversity, Equity, and Inclusion (DEI) is central to the Company's business. Throughout all parts of the business, from team members, franchisees,



partners, suppliers, and our guests, Wyndham believes that a diversity of backgrounds, cultures, and experiences helps drive the Company's success. Diversity is not just about doing the right thing - it's a business, financial, and customer responsibility. Travel enables people of varied nationalities and backgrounds to connect and learn from different cultures. In the same way, all of Wyndham's team members and other stakeholders can raise their collective understanding and appreciation for one another.

Count on Me®

Wyndham Hotels & Resorts' signature Count on Me® service promise defines how team members and franchisees interact with guests, stakeholders, communities, and each other. Through the Count on Me® service promise, all aspire to:

- Be Responsive: We respond to the needs of everyone with care and consideration.
- Be Respectful: We are courteous and engaged with all people, in every way.
- Deliver Great Experiences: We are prepared to deliver great experiences, every time.

The Count on Me® service promise aligns with Wyndham's Core Values: Integrity, Accountability, Inclusiveness, Caring, and Fun. Count on Me® is embedded and celebrated at all levels of the organization and is the culture program that is followed and delivered at all Wyndham branded hotels.

A VALUE CHAIN APPROACH

Wyndham Hotels & Resorts respects differences in people, ideas, and experiences. The Company's core values — grounded in caring, respect, inclusiveness, and fundamental human rights — infuse different perspectives that reflect the diversity of customers, team members, and communities around the world. While Wyndham has been recognized for the progress already made on the Diversity, Equity, and Inclusion journey, there is always more to do. Wyndham continues to enhance that Diversity, Equity, and Inclusion journey to inspire team members to strive for meaningful change in the Company, the industry, their communities, and the world. Wyndham has taken action to increase senior leadership engagement by: adding a Diversity, Equity, and Inclusion goal to the performance reviews of all senior team leaders; ensuring that each of the Company's Affinity Business Groups is sponsored by a member of the Executive Committee not of the same affinity; bolstering Wyndham's efforts to recruit, retain, and promote diverse talent; expanding the supplier diversity program; and continuing with robust Diversity, Equity, and Inclusion training programs.



THE COMPANY'S PLEDGE FOR ACTION

Wyndham Hotels & Resorts fosters a workplace where all individuals are treated with respect and can achieve both personal and professional success. Diversity in opinion, talent, and background have helped to make Wyndham one of the leading hospitality companies and a remarkable place to work. Since 2018, Wyndham has been a signatory to the pledge for CEO Action for Diversity & Inclusion™ - the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. This is a unique collaboration of more than 1,600 U.S. CEOs across 85+ industries representing approximately 13 million employees in the U.S., who signed a pledge to take action to cultivate trusting environments where diverse experiences and perspectives are welcomed, and where employees feel comfortable and empowered to discuss diversity and inclusion.

OUR PROGRESS TO MEET THE PLEDGE

- Shared strategic Diversity, Equity, and Inclusion plans with the Company's Board of Directors
- Cultivated a workplace that supports open dialogue on complex, and sometimes difficult, conversations about Diversity, Equity, and Inclusion by adding these topics to the Count on Me® program and leadership development
- Collaborated across the Company to advance Diversity, Equity, and Inclusion within the business community with the continued promotion and development of Affinity Business Groups, including executive sponsorship
- Mandated unconscious bias training in the workplace



Participation in Annual Day of Understanding

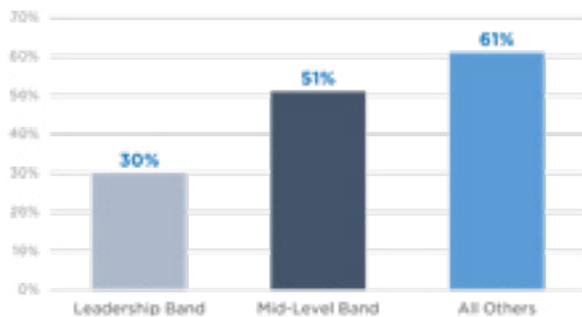
Team members had the opportunity to come together virtually for a powerful and candid [#DayofUnderstanding](#) workshop to learn how to grow a more inclusive workplace and become an ally in and out of the office.

FOCUS ON EQUITY IN PAY AND REPRESENTATION

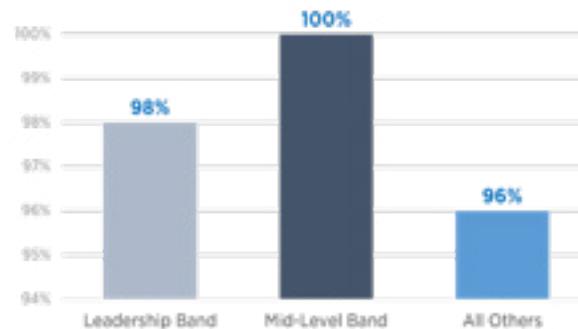


Wyndham Hotels & Resorts is committed to providing equal opportunities and following the belief that all team members should receive equal pay for equivalent skill and level within the organization. Wyndham is ahead of schedule with respect to achieving gender pay equity for all team members with 98% gender equity at the executive levels globally and excellent progress at other levels. As an organization, Wyndham continues to stay focused on moving forward toward equitable pay for all team members.

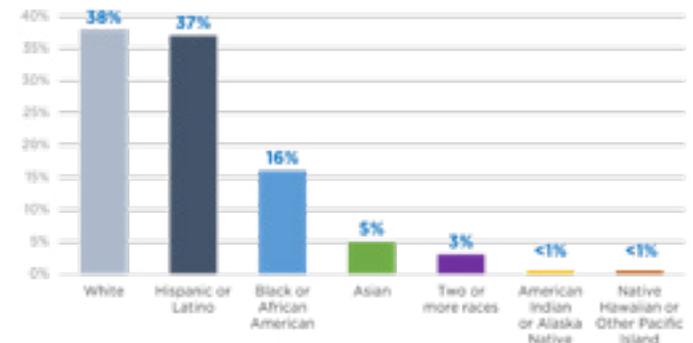
Women in Leadership (2021)



Gender Pay Equity (2021)



Representation of Team Members (2021)



DIVERSITY, EQUITY, AND INCLUSION TRAINING

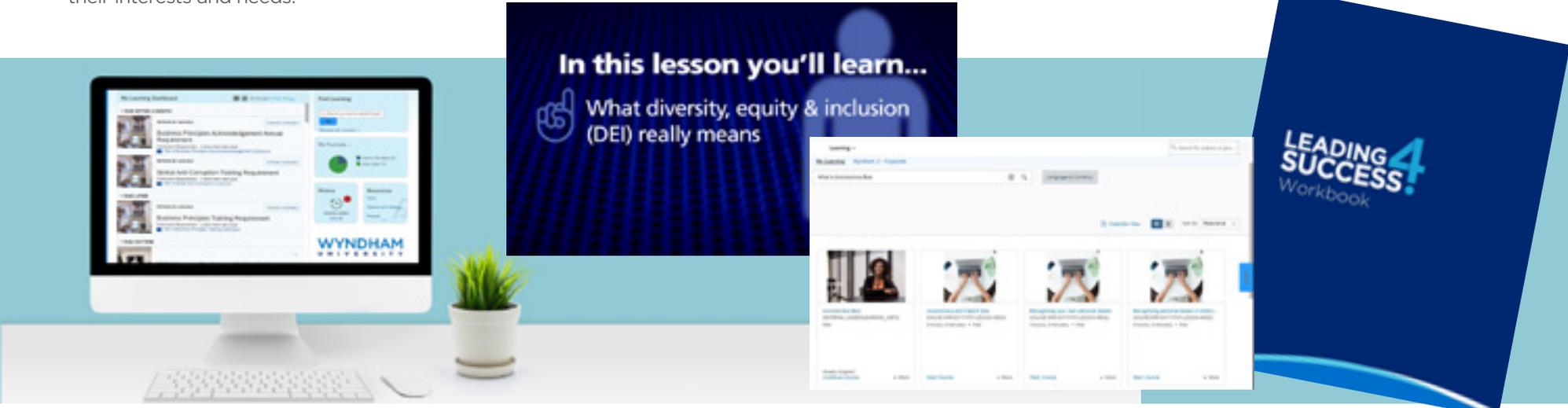
Wyndham Hotels & Resorts provides Diversity, Equity, and Inclusion training throughout the development cycle of all team members, from onboarding to executive leadership. Whether self-study or instructor-led, for individuals or for team member groups, Diversity, Equity, and Inclusion training is offered to all Wyndham team members online, as well as in the classroom for an enhanced emotional and personal experience. Wyndham's expanded Diversity, Equity, and Inclusion training offerings also include an anti-racism library, as well as a variety of other topics that support the Company's focus on providing training that addresses racial inequality, anti-racism, and allyship.

Wyndham believes that Diversity, Equity, and Inclusion training should be provided both as stand-alone sessions and incorporated into every leadership program we offer. Recruiters and hiring managers attend various Diversity, Equity, and Inclusion training programs, including "What is Unconscious Bias?", "Types of Unconscious Bias", and "Overcoming Unconscious Bias". The Leading 4 Success training program for team leaders also focuses on Inclusive Leadership and enhancing interviewing skills with a specific lens of veteran and diversity best practices. All WH&R team members globally are required to take the Business Principles training on hire and retrain every three years. In addition, all US-based team members are required to take a Respect in the Workplace course annually, which covers broad areas of Diversity, Equity, and Inclusion, as well as anti-discrimination and anti-harassment.

Through Wyndham's performance management, mentorship, and sponsorship programs, and the global talent review and succession planning process, the Company seeks out and nurtures the best performers in the organization, with special attention to underrepresented groups. These individuals participate in various internal leadership development programs, in addition to attending external programs based on their interests and needs.



During Disability Awareness Month, Wyndham Hotels and Resorts partnered with a recognized expert who mainstreams disability training in the global workforce, workplace, and marketplace. They joined the Diversity, Equity, and Inclusion team to help team members continue to gain awareness and understanding of individuals with disabilities. Topics included but were not limited to: demographics and psycho-graphics issues, invisible disabilities (including neurodiversity and mental health), special needs parents, COVID-related issues, and more. Wyndham plans to further enhance the existing DEI library with additional Disability Awareness and Etiquette training in 2022.



AFFINITY BUSINESS GROUPS



Wyndham Hotels & Resorts has established seven Affinity Business Groups (ABGs) that are fully inclusive networks where empowered team members actively engage to foster innovation, drive growth, demonstrate Wyndham's culture, and enhance Diversity and Inclusion globally. Specific ABGs have been developed to support women, African-American/Black/People of Color, Hispanic/Latin, LGBTQ+, Veteran, Multi-cultural, and Intergenerational team members. Wyndham experienced a 23% growth in overall membership in 2021, despite continuing to work largely in a virtual environment. Wyndham's ABGs are chaired by executive officers to ensure these initiatives are properly endorsed throughout the organization.

In addition, the ABG co-chairs also became members of the Social Responsibility Council, which ensures the integration of social responsibility into the Company's business strategy. Executive Sponsors oversee each ABG's progress toward established objectives and performance metrics across the following four pillars:

- Culture & Engagement
- Community Outreach
- Personal & Professional Development
- Business Initiatives

GenCONNECT

Mission: To leverage the unique perspectives of Wyndham Hotels and Resorts multi-generational workforce with the objective of fostering a community of awareness, respect, innovation, and engagement.

Our Actions:

- Invited multiple guest speakers to learning sessions on Autism in the Workplace and Understanding Autism
- Partnered with NJCU (New Jersey City University) for mentoring workshops on resume writing, interviewing, and personal branding for graduating students

SALUTES

Mission: Dedicated to fostering opportunities & experiences to help honor and advance those who served and their families amongst our company team members, hotels, and in our communities.

Our Actions:

- Participated in our first-ever military summit
- Continued involvement in several military races, donations to JBWS Backpacks for Life, Treats for Troops, and our Holiday Giving Initiative
- Partnered with and supported many military organizations, including Hope For The Warriors, Carry the Load, Fisher House Foundation, and others

EMPOWER

Mission: To create a culture of inclusion and camaraderie to support and empower the growth and advancement of women in the workplace through community outreach, networking and professional development.

Our Actions:

- Empowered women to celebrate their achievements in the workplace and beyond through multiple #IAmRemarkable training sessions
- Added to the tool kit with Personal Branding and Financial Acumen through a branding session with Wyndham's Chief Marketing Officer and guest speaker Meiko Takayama
- Drove awareness of International Women's Day 2021 by holding a month-long, user-generated social media contest asking team members to strike the "Choose to Challenge" pose and share to their social media profiles, and three team members from around the globe were selected to receive "Goodnight Stories for Rebel Girls"
- Participated in community outreach resulting in raising over \$8k for American Cancer Society for the 2021 Making Strides Walk
- Partnered with Dress for Success where team members conducted workshops to help prepare women through their career journey
- Hosted a timely and interactive workshop on how women can thrive in the new hybrid work environment, covering topics like how employers can enable a smoother return to the workforce for women and what women can do to ensure their value remains visible

MOSAIC

Mission: To leverage and develop team members from all cultures and raise awareness of diversity through leadership, education, innovation, and networking. We strive to foster a culture of understanding and equality for all.

Our Actions:

- Received location-specific recognitions, including for WHR Saint John, which was the recipient of the Corporate Business Diversity Champion Award in the greater Saint John community from PRUDE (Pride of Race, Unity & Dignity through Education)
- Brought awareness to the community by hosting multicultural activities and multicultural cuisine demonstrations
- Celebrated National Indigenous Day in collaboration with the PRIDE ABG to honor First Nation, Inuit, and Metes People
- Hosted expert Tuma Young to discuss Two Spirited People, a traditional term that refers to a person who identifies as having both a masculine and a feminine spirit and is used by some North American Indigenous people contemporarily to describe their sexual, gender, and/or spiritual identities

SPECTRUM

Mission: To drive business value to Wyndham by empowering, leveraging, and developing the spectrum of African American/Black/People of Color team members and internal and external resources, through leadership, education, innovation, and networking.

Our Actions:

- Hosted a panel discussion with Wyndham's President & CEO, Chief Human Resource Officer, General Counsel & Chief Compliance Officer, along with Bevan Springer, President of Marketplace Excellence Corporation, on diversity in the industry and the pandemic
- Continued programming to connect team members with our Essential Conversation series: Karol Espejo spoke on The Black Family: Representation, Identity and Diversity, and Pivoting as a People & The Mental Detox Process
- Hosted Dr. Steven McLeod, CEO of the American Academy of Ophthalmology, who presented about eye diseases that are common in the African American community
- Continued our book club reading selections and member discussions with "Caste" by Isabel Wilkerson, "Becoming" by Michelle Obama and "Happiness Becomes You" by Tina Turner

Our Actions:

- Continued successful Spanish Hour events, where members can practice their conversational Spanish during bi-monthly interactive activities led by committee members
- Secured several guest speakers during Hispanic Heritage Month who are important to the fabric of the Hispanic community: Cid Wilson, CEO & President of The Hispanic Association on Corporate Responsibility (HACR); Lupita Murillo, Investigative Reporter from Tuscon; and Lynette Montoya, CEO of the Hispanic Hotel Association

PRIDE

Mission: To cultivate the passion of Wyndham Hotels & Resorts team members in creating a safe and inclusive environment for our LGBTQ+ community where individuals of all identities can thrive and truly bring their whole selves to work through leadership, education, innovation, and networking.

Our Actions:

- Partnered with Edge NJ to provide Cultural Humility training as part of our DEI initiatives
- Collaborated with Barclays to host "Speak with Pride" and Celebrate with Pride during Pride Month
- Held virtual discussion on LGBTQ+ access to healthcare
- Wyndham received a perfect rating score of 100 on the 2022 HRC Corporate Equality Index earning the designation as a "Best Place to Work for LGBTQ+ Equality!" for the fourth consecutive year
- Celebrated International Pronoun Day, and hosted guest Speaker Max Masure's, empowering team members to learn new ways to support transgender and non-binary communities, and the use of preferred pronouns in email signatures has been embraced by many Wyndham team members

To celebrate Pride Month, the Company's Wyndham Rewards co-brand credit card partner, Barclays, hosted an inspiring panel discussion featuring executives from Barclays and partner LGBTQ+ networks, including AARP and American Airlines, as well as Wyndham's own Chief Human Resource Officer (and Pride ABG Executive Sponsor) and Chief Marketing Officer (and SALUTES ABG Executive Sponsor).

¡FUERTE!

Mission: To create a business group for Hispanic/Latine team members that will support individual growth and business initiatives, and promote the richness of our culture. To create value for the Company by attracting, developing, and retaining team members, while providing educational awareness and enrichment for Hispanic/Latine communities.

SUPPLIER DIVERSITY

Wyndham Hotels & Resorts has a highly-developed supplier diversity program that includes strong efforts to engage suppliers owned by veterans, Latines, African Americans, women, the LGBTQ+ community, people with disabilities and other traditionally underrepresented groups, which benefits both the Company and Wyndham’s customers’ experience. Wyndham’s strong tier-1 and tier-2 programs, as well as extensive training and mentoring for diverse suppliers, help ensure supplier diversity is thoroughly integrated into overall business strategy. Wyndham had an estimated 10.9%, or 90 million dollars, of total procurable spend with diverse suppliers in 2021. Wyndham continues to introduce more suppliers to the procurement process through participation in associations like the National LGBT Chamber of Commerce (NGLCC), US Pan Asian American Chamber of Commerce (USPAACC), Women Business Enterprise National Council (WBENC), the African-American Chamber of Commerce of New Jersey (AACCNJ), National Minority Supplier Development Council (NMSDC), and National Veteran Owned Business Association (NaVOBA).



	2018	2019	2020	2021
Diverse Supplier Spend	12.5%	12.6%	9.3%	10.9%

This spend is for North America.

SUPPLIER SPOTLIGHT

Welspun, which supplies Wyndham branded properties with linen and terry, is a leading textiles solution provider for over 35 years and a preferred partner of global retailers and hospitality chains in over 50 countries. ESG is an integral part of Welspun’s capabilities, including:

- 
 - The WelKrishni program, which encourages farmers to grow a sustainable form of cotton, covering more than 120,000 acres of land, around 375 villages, with over 75,000 farm workers
 - 100% of water needs at its Anjar plant are met through recycled waste water
 - Welspun has also emerged as a beacon of supply-chain transparency through its patented Wel-Trak™ traceability solution
- Welspun stands behind diversity by supporting women from all spheres of life through initiatives covering education, skill building, managerial training, etc., with nearly 30% of its large 20,000+ workforce now being women
- SPUN by Welspun: Recognized by World Economic Forum as one of the top 100 corporate ready social enterprises globally, Welspun’s pioneering efforts to make the textile industry more diverse and sustainable have been captured in an Ivey case study, which is used by global universities and corporations as a blueprint for ESG transformation
- Welspun partners with a diverse group of manufacturers and vendors to meet the varying needs for supplies in the marketplace

HEALTH & WELL-BEING

Through Wyndham Hotels & Resorts' brand programs, the Company remains committed to the health and wellness of our guests and team members. In 2021, Wyndham continued to expand initiatives to help protect the health and safety of both guests and team members.

2021 COVID-19 UPDATE

To protect the health and safety of all guests and associates, Wyndham continued to prioritize the handling of all COVID-19 exposure cases. All COVID-19 protocols were regularly updated and reviewed to ensure local regulations were maintained. All cases continue to be immediately reported to Wyndham Hotels & Resorts Emergency Reporting Service (ERS) where the corporate or managed team member is provided details on their quarantine period and potential return to work date. Enhanced cleaning protocols remain within the hotels and corporate sites.

With the re-opening of the corporate headquarters in November 2021, this protocol is now used for corporate team members. Additional safeguards, such as vendor attestations, weekly testing of all unvaccinated team members, and the use of a third-party online app to track symptoms of and exposure to COVID-19, were also implemented. Wyndham Hotels & Resorts COVID-19 workforce team remains engaged with legal counsel to ensure all protocols remain compliant for local, state, CDC, and WHO standards.

SAFETY LIST

-  More frequent cleaning and disinfecting of high-touch areas
-  Disinfecting wipes with your key card at check-in
-  Complimentary travel-size hand sanitizer for each room
-  Enhanced social distancing measures in public spaces
-  Meeting spaces accommodate social distancing and virtual attendees

GUESTS COUNT ON US®

Count on Us®, a long-term, multi-faceted initiative designed to build confidence among guests and support all of Wyndham branded properties as they continue to welcome back travelers. The program, which builds upon Wyndham's signature Count on Me® service culture, zeroes in on efforts to elevate health and safety at hotels in the wake of COVID-19, and aims to give guests greater peace of mind about their travel.



TEAM MEMBERS

Wyndham Hotels & Resorts is committed to offering team member benefit programs that focus on nutrition, exercise, lifestyle management, physical and emotional wellness, financial health, and the quality of the environment in which all team members work and live.

Wyndham believes that health and wellness invoke both professional and personal productivity, as well as achievement and fulfillment. To help all team members lead healthier lifestyles while balancing family, work, and other responsibilities, Wyndham offers several resources under the Be Well program, as well as a number of health and compensation benefits, such as the following:

- Health insurance with HSA and FSA options
- Dental insurance
- Vision insurance
- Life/AD&D insurance
- Short- and Long-Term Disability coverage and leave
- 401(k) with company matching
- Voluntary Legal/Identity Theft Management
- Critical Illness, Hospital Indemnity & Accident Insurance
- Paid Time Off (PTO)
- Paid Holidays
- Parental Leave
- Adoption Assistance

As the world's largest hotel franchising company, and with the Company's focus on providing great experiences, Wyndham continually evaluates opportunities to further enhance and align team member benefits and support with the Company's core values of inclusivity and caring. With this in mind, Wyndham provides parental leave to U.S. team members for paid time off with activities related to the care and well-being of a newborn or newly-adopted child. Wyndham also continues to provide financial assistance to help with adoption fees.

In addition, continuing from our COVID-19 responses, while U.S. offices have re-opened, Wyndham continues to offer both hybrid and fully remote work options to all U.S. corporate team members. These working from home arrangements have helped our company further foster team members' health and well-being.

BE WELL AT WYNDHAM



SPOTLIGHT

Wyndham has attained the Bronze recognition in the 2021 American Heart Association Workplace Health Achievement Index. This recognition demonstrates the Company's commitment to providing a healthy workplace for all valued team members.



BE WELL HEALTH AND FITNESS SERVICES

An onsite Be Well Health Services facility is located at Wyndham Hotels & Resorts' corporate headquarters in New Jersey and provides services to 44% of corporate team members when our corporate headquarters is open. This facility partnered with a quality local healthcare system to provide convenient and dedicated care. There is no cost for team members to access these clinic services. In addition to diagnosis and treatment for minor illnesses, the on-site Nurse Practitioner provides ongoing health education and a variety of preventative services. Wellness services include blood pressure monitoring, diabetes screenings, influenza vaccines, ergonomic evaluations, and referrals to appropriate providers. In addition, team members have access to breast-feeding facilities at the corporate headquarters, providing additional flexibility to working parents.

Wyndham also provides team members with an onsite fitness facility with exercise equipment in a clean and friendly environment, plus a variety of classes and motivational programs for team members, in both Parsippany, New Jersey and Saint John, New Brunswick, Canada, which cover 75% of our corporate team members in person and virtually. The onsite health and fitness specialist and program manager encourages team members to become more physically active and exceed their wellness goals. The fitness facilities not only promote physical health and well-being, but also assists team members with stress management.

During the pandemic, the Company continued to provide health and wellbeing resources to team members. Through a partnership with Atlantic Health, Wyndham was able to provide telehealth and wellbeing support services from a nurse practitioner for our remote U.S. corporate team members until the office re-opened. Once the office re-opened the nurse practitioner continued to provide telehealth and in-person support, including administering weekly COVID tests for our corporate office opening protocol. In addition, Wyndham also partnered with Exos to provide all U.S.-based team members access to exosathome.com, an interactive web experience that provides the guidance and motivation team members need to get active, unwind, and stay strong during these tough times, through bodyweight workouts and yoga mindset practices. Once the corporate office re-opened in late 2021, Exos began accommodating team members that were coming to the office by having enhanced cleaning and sanitizing equipment protocols, making sure all the equipment was marked for a socially-distanced workout and offered socially-distanced classes. Wyndham continues to accommodate those team members who are not coming into the office by offering live virtual classes.

SUPPORTING TEAM MEMBERS DURING COVID-19

During these extraordinary times, Wyndham Hotels & Resorts offered job stability and, where eligible, income replacement through the company-provided short term disability plan and temporary absence standard for those team members who were diagnosed with COVID-19 or needed to quarantine. U.S. team members who were enrolled in the Company's medical plans had access to free 24/7 virtual health care visits. This included appointments for general medicine as well as behavioral and mental health telemedicine visits. For 2022 the Company also added Hinge Health, which provides physical therapy in the comfort of our team members' homes, via a tablet and wearable sensors – and to make this program even better, it has a zero-dollar copay for covered team members.

With stay-at-home orders continuing in 2021 and team members concerned about their health and safety and

their families, corporate team members were provided with work from home flexibility for positions that can be done remotely, which continued when the office reopened in November of 2021. Wyndham has allowed more flexible work schedules and approximately 25% of our New Jersey based corporate team members have taken advantage of this flexibility. To reward all team members for their ongoing hard work and dedication throughout the year, Wyndham has extended Be Well Fridays, where the office closes at 1:00 p.m., and has also provided twelve team member appreciation days in addition to existing holidays and any Paid Time Off they accrued. This allowed team members to take some additional time off from work to spend time focusing on their own wellbeing.

The Wyndham Relief Fund helps team members who are facing financial hardship immediately after a natural disaster or an unforeseen personal hardship. Team members continue to use this fund to provide prompt assistance when they need it.

“On the Hunt for Wellness” Contest

After more than a year of the global pandemic disrupting team members' lives and routines, there was never a better time to focus on making health and wellness a top priority to improve their overall wellbeing! Which is why Wyndham introduced the “On the Hunt for Wellness” scavenger hunt, which helped team members learn more about making their health a priority, while having some fun along the way. Team members were asked to complete 10 health and wellness tasks using a scavenger hunt app and website platform.

More than 650 team members from a dozen countries around the world joined the hunt to focus on making health and wellness a top priority. 25 randomly-selected participating team members won an Apple Watch and 30,000 Wyndham Rewards® points!



CANCER SCREENINGS

In the U.S., Wyndham provides cancer screenings for our team members through the Company's medical provider. Wyndham continues to encourage team members to have annual physicals in addition to providing onsite health education.

TRAINING & DEVELOPMENT

Wyndham Hotels & Resorts’ team members’ career development is key to the Company’s long-term success attracting, rewarding, and retaining the best people and remains a top priority. Wyndham actively seeks to identify and develop talent throughout the Company and it is a long-standing practice to support the development of diverse corporate and hotel team members at every stage of their career. Wyndham’s training teams develop and curate a variety of learning experiences — including content from external providers — that develop the knowledge, skills, and abilities of team members. These experiences include on-the-job training, leadership programs, coaching and counseling, effective performance appraisals, and honest and timely feedback. Wyndham University, our global learning system, provides team members with access to a robust learning library that is flexible and accessible to help them learn, grow, and thrive. In 2021, managed property team members averaged 3 hours of training each and corporate team members averaged 9 hours of training each.

NEW HIRE ORIENTATION (CORPORATE TEAM MEMBERS)

Wyndham Hotels & Resorts’ virtual onboarding program for corporate team members, which spans 90 days, offers between 8 to 13 hours of blended learning that includes self-paced courses, live webinars, guided professional development, job aids, and more. New team members learn about the mission, vision, and values of the Company, Wyndham brands, and the Social Responsibility strategy, and also receive access to valuable tools, resources, and systems to help them both support the business and grow professionally. Wyndham strives to become the service leader in the Hospitality industry, and Count on Me® is the Company’s way of showcasing how important hospitality is. Count on Me® is Wyndham’s service promise, through which each team member aims to be responsive, be respectful, and deliver great experiences to customers, guests, partners, communities, and each other. Each new team member receives Count on Me® training within their first few weeks with the Company to help them connect the importance of Wyndham’s culture to the success of the business.



TALENT DEVELOPMENT

Wyndham Hotels & Resorts offers a variety of programming to aid in the personal and professional development of its team members. Below is a sampling of our talent development programs offered:



Leading 4 Success: The purpose of this leadership program is to support people leaders in their leadership journey by providing an opportunity to develop their skills. Through this program, they focus on development in two integral areas, Managing (overseeing the day-to-day operational functions) and Leading (cultivating the inspirational and motivational skills required to lead a team), while also being shown how to embrace Wyndham's culture and reach to their highest potential.



Emergenetics: Meeting of the Minds Workshop: At Wyndham Hotels & Resorts, we value the diverse skill sets and thinking styles that team members bring to work each day. To fully leverage that individuality while increasing communication, collaboration, and productivity across the organization, the Company employs Emergenetics, a measurable, proven way to recognize and apply the thinking and behavior patterns that individuals use regularly. Emergenetics provides a blueprint to greater self-awareness and more productive workplaces.



Crucial Conversations for Mastering Dialogue: Crucial Conversations training teaches team members about skills for communicating when the stakes are high, opinions vary, and emotions run strong. Participants learn the dialogue skills — as demonstrated by top performers — that empower them to talk with anyone about anything, helping reach alignment and agreement on important matters. These skills turn into behaviors that improve decision-making, commitment to action, productivity, and relationships. As these behaviors become consistent, they empower organizations, teams, and individuals to develop high-performance cultures based on trust and respect.



Emotional Intelligence: In this program, participants will learn what emotional intelligence is and why it's essential. They will discover ways to become more self-aware so that they can identify triggers that may hijack their performance. This session also helps them to align their intentions and impacts to better build healthy and collaborative relationships.



#iamremarkable: This is a worldwide Google initiative that teaches the importance of self-promotion in people's careers and helps equip them with tools to develop this skill. This program challenges participants' perspectives on social perceptions around self-promotion.



Unconscious Bias: One of the many offerings available to team members on the LinkedIn Learning platform, the Unconscious Bias online training provides guidance from diversity expert Stacey Gordon, who helps the learner recognize and acknowledge biases, to help them recognize the negative effects of bias within an organization, as well as the benefits to be realized by uncovering bias in their own decision-making processes. This course is available to all Wyndham team members, and is also a required training for new hires in U.S. Corporate teams.

Besides these offerings, Wyndham's training teams constantly explore team members' learning needs to provide them with the right development solution at the right moment. Additional programs that Wyndham offers team members include: Developing your Personal Branding, Unconscious Bias, Managing Change, Harnessing Differences, Getting organized: Zero Inbox, and more.

WYNDHAM UNIVERSITY

Wyndham Hotels & Resorts is committed to helping people realize the possibilities that exist over every horizon through Wyndham University's online, virtual, and in-person learning opportunities. Wyndham's training teams provide a variety of learning experiences that develop the knowledge, skills, and abilities of team members and franchisees' employees, via quality content and flexible delivery methods. Wyndham's training offerings serve a diverse group of stakeholders, which includes hotel owners and their teams, as well as Wyndham team members.

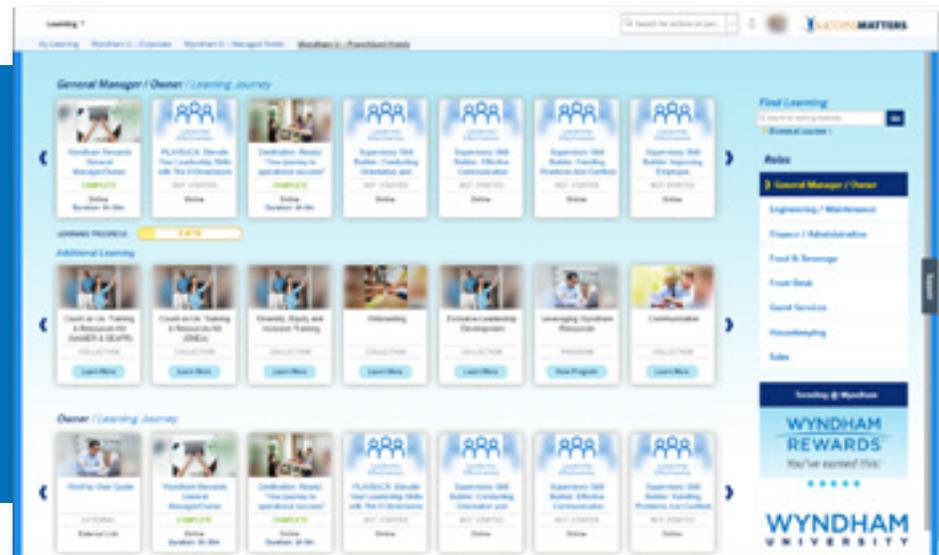


Wyndham's training resources are developed by the Company's subject matter experts, and additional content is sourced from a variety of outstanding vendors. In 2021, Wyndham University continued to support the changes to training methods and offerings that were made due to the ongoing impacts of COVID-19. The training teams continued to offer virtual training programs, provided new training programs in a virtual format, and in later 2021, began offering some training sessions in person. This continuing approach allows for a broader reach to all audiences and supports properties that have ongoing challenges with hotel staffing, by allowing property-based learners to remain at their hotels while still participating in training offerings.

In Wyndham University's online platform, learners will find curated learning experiences specific to their professional development needs. All Wyndham University users can:

- View fresh content through interactive learning webinars, courses, videos, and job aids
- Access mentorship materials, networking opportunities, and industry certifications
- Gain knowledge on specialized topics across various roles and leadership levels to support professional development goals

Wyndham's online learning platform experienced tremendous success with high enrollment across the managed, corporate, and franchised populations. In 2021, Wyndham University training courses and programs had enrolled over 10,000 Wyndham Hotels & Resorts' team members and over 21,000 franchisees, with more than 357,000 completions across over 2,300 unique training items for the year across all audiences.



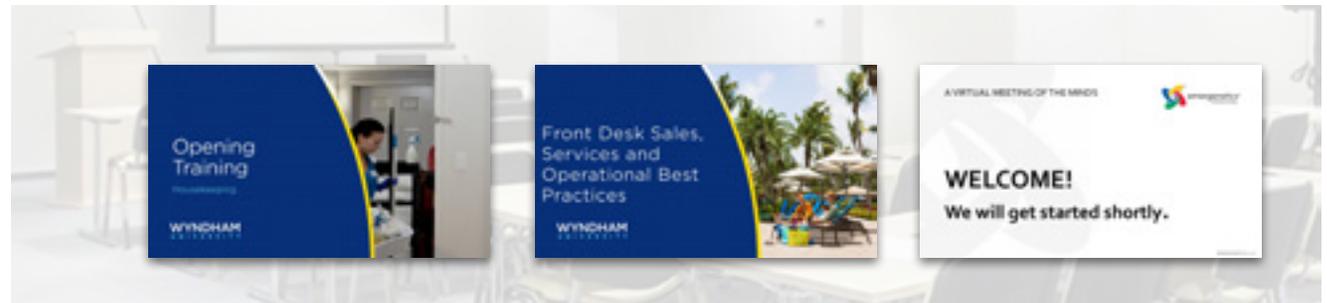
HOSPITALITY MANAGEMENT PROGRAM

In addition to individual training offerings, Wyndham University and the training teams support robust programs and events, including the Hospitality Management Program (HMP) for General Manager Certification. This information-packed program features personalized content based on experience level, market segment, and hotel brand, hands-on simulations, two trade shows, and networking opportunities with fellow hoteliers and brand leaders. Attendees can network with fellow participants while attending this training program, which lends itself to the mutual exchange of ideas, knowledge-sharing, and best practices. In 2021, to help support managed and franchised stakeholders during the challenging times of COVID-19, Wyndham continued to offer this program virtually. The virtual program offers over 20 hours of blended learning that includes self-paced courses, live webinars, job aids, and more. In 2021, nearly 850 General Managers and owners successfully completed the fully-virtual program to achieve HMP certification.



ONSITE TRAINING

With over 150 years of combined hospitality experience, Wyndham's training teams deliver impactful, customized training, either on-site at hotels or virtually, to help properties achieve their operational and financial goals. They work to identify specific challenges or areas of opportunity and create engaging learning experiences.



Count on Wyndham

Virtual Spring Meeting

Count on Wyndham Virtual Spring Meeting and In Person Roadshow

In April 2021, Wyndham Hotels & Resorts hosted a first-ever live virtual meeting for North American properties. During this event, property representatives were given the opportunity to hear from Company leadership, including an opening session hosted by President & CEO, Geoff Ballotti, followed by one-hour individual brand sessions that provided them with a

deeper insight into everything Wyndham and the brand teams were doing to help them:

- Position their hotels for recovery from the global pandemic impact
- Maximize revenue opportunities in a post-pandemic business environment
- Operate efficiently to prepare for heightened travel demand

Information also included limited-time promotions from Wyndham suppliers and celebrations for award-winning hotels that went above and beyond to deliver a Count on Me® experience to guests. As a follow-up, brand leaders and franchise operations representatives hit the road and spent time in-person at over 800 properties to provide continued support.

HUMAN RIGHTS

PROTECTING HUMAN RIGHTS



Wyndham Hotels & Resorts' core values highlight the Company's commitment to support ethical business practices and good corporate citizenship, including commitments to help combat slavery and human trafficking. Wyndham aims to operate the business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact. The Company also continues to help develop resources to educate team members and stakeholders across relevant areas of the business, and Wyndham's new hire orientation reflects this commitment to Social Responsibility by focusing on protecting human rights.

As part of the commitment, in 2020, Wyndham enhanced policies and mandated training for all team members and independently owned and operated franchisees, to help identify and report trafficking activities. These efforts continue to be monitored and enhanced in 2021 and beyond. The Company also continues to work alongside other leaders in the hotel industry to support efforts to try to end human trafficking.

RISK ASSESSMENTS

Wyndham has rolled out programs intended to help protect human rights in areas where the Company's business is conducted. Clear accountability mechanisms are in place to monitor and report on compliance with Wyndham's Business Principles and Human Rights Policy. In addition, parties contracting with the Company, such as franchisees and vendors, are also required to operate in a manner that is in compliance with applicable laws and brand standards. Our leadership team is responsible for the development of programs and resources to enhance the protection of human rights, which includes but is not limited to the continual improvement of risk monitoring and assessment procedures. We also seek to incorporate feedback from stakeholders as we advance our engagement activities to respect and protect human rights within our sphere of influence.

THE 5-STAR PROMISE



Since 2018, Wyndham has worked with the American Hotel & Lodging Association (AHLA) to support the 5-Star Promise – a pledge to provide tools and resources to enhance safety and security for hotel employees across the U.S. Through the initiative, the Company strengthened policies and provided new trainings and resources – including employee safety devices (ESDs) – to enhance hotel safety, including prevention and response to sexual harassment and assault. Wyndham is proud to unite with the hotel industry in support of the 5-Star Promise, showing a shared commitment to the incredible people who help make guests' travels memorable. Wyndham Hotels & Resorts is dedicated to team members' safety and security.

Wyndham is on track with our commitment to the 5-Star Promise, having deployed employee safety devices to all managed and owned hotels and rolled out AHLA 5-Star Promise training to our managed and corporate team members, as well as making the training available to our franchisees.

Wyndham recorded over 55,000 training impressions viewed by corporate and managed team members and independently owned and operated franchisees in 2021 (a 61% increase YOY) including classes titled:

- Anti-Sexual Harassment
- Safety & Security
- Human Trafficking Awareness
- Diversity & Anti-Discrimination



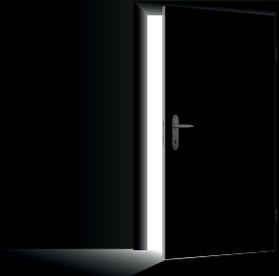
HUMAN TRAFFICKING AWARENESS TRAINING

Hotels are one of many venues that traffickers use to exploit their victims. Wyndham Hotels & Resorts partners with many organizations, like the American Hotel & Lodging Association and the Sustainable Hospitality Alliance, to help raise awareness of human rights concerns within the hospitality industry. The Company provides access to online training programs, available through relationships with BEST (Businesses Ending Slavery and Trafficking), ECPAT-USA, and Polaris to expand education about human trafficking, awareness, and reporting.

As part of Wyndham’s ongoing Business Continuity Plan Emergency Preparedness Guide and Training, the Company also includes checklists, escalation protocols, and information to assist property management and staff in identifying the key warning signs of human trafficking and provides guidance on how to report cases. The Company’s team members at owned and managed properties, as well as its corporate team members, are required to complete annual training related to slavery and human trafficking. In addition, franchisees are required, as part of their compliance with brand standards, to have their general managers complete assigned training related to human trafficking awareness and certify that all hotel staff have received training on the same topics; general managers must complete both parts of the requirement a minimum of every two years.

SPOTLIGHT

Since the inception of the relationships with ECPAT, Polaris, and BEST, Wyndham Hotels & Resorts and hotel guests have collectively donated over 10 million Wyndham Rewards points for the purposes of granting safe stays to human trafficking survivors.



REMEDIAL ACTIONS

As permitted by law, the Company encourages team members and franchisees to report certain matters confidentially or anonymously through a third party hotline. In addition, for North America operations Wyndham provides materials that include a third-party hotline, operated by Polaris, whereby staff at hotels can consult with experts who will help them identify suspected signs of slavery and human trafficking and report such matters to the authorities. Moreover, globally, Wyndham distributes information at owned and managed properties (and encourages the use of these materials by our franchised hotels), which assists team members in identifying potential signs of slavery and human trafficking and provides a process for escalation of concerns within the organization.

COMMUNITY

As a hospitality company, serving the community is in Wyndham Hotels & Resorts' DNA. Wyndham's team members and franchisees around the world actively engage in their communities, generously giving in ways that enhance the lives of others. At Wyndham, charitable giving is focused in areas that support youth and education, military, community, human rights, and environmental initiatives to support the missions, visions, and values of Wyndham's social responsibility partners such as Carry The Load, Dress for Success, The Trevor Project, and UNCF, to name a few.

Furthermore, in alliance with 14 Wyndham Rewards signature charities — including Fisher House, Save the Children, Christel House, Operation Homefront, and the National Parks Conservation Association — Wyndham Rewards members can donate points to make a positive impact on those causes personal to them. Since the program's inception, Wyndham Rewards and its members have donated more than 122 million points to various non-profit organizations focused on family, military, and the environment to redeem for travel and other related goods and services.

In 2021, Wyndham contributed over \$625,000 in cash donations, as well as in-kind donations of over 4,000,000 Wyndham Rewards points, while Corporate team members volunteered over 1,000 hours to organizations near and dear to each of them, through the Company's signature Wish Days.

Wyndham's philanthropic efforts showcase the dedication of team members, leaders, and business partners who have pledged to make lasting, important contributions to the communities in which they live and work.

SPOTLIGHT

Wyndham Championship

Wyndham Rewards is the proud title sponsor of the Wyndham Championship, the final stop on the PGA TOUR FedEx Cup regular season. Played annually on the Donald Ross-designed course at Sedgefield County Club in Greensboro, N.C., the Wyndham Championship was founded in 1938, and has been creating a significant charitable impact throughout the Piedmont Triad. The Wyndham Championship is presented by the Piedmont Triad Charitable Foundation, a registered 501(c)(3) non-profit organization.

Creating a positive impact in the community has always been a central focus of the Wyndham Championship, and the Wyndham Championship Fore! Good program highlights all the ways the Tournament gives back. Whether inspiring the next generation through education, supporting community development, or helping preserve our natural resources, the Wyndham Championship's local impact is "Fore! Good." In 2021, the Championship supported approximately 50 local, regional, and national charities, including:

- Backpacks Program, which since 2014 has provided more than 590,000 nutritious meals for children when school is not in session
- The First Tee of the Triad, which runs after-school programs throughout the school year and various summer programs for 1,500 students at 18 Piedmont Triad locations
- Carolina Core, an award-winning economic development organization that fosters opportunities for growth, entrepreneurship and innovation across the region.

In partnership with McConnell Golf, the Wyndham Championship through the Piedmont Triad Charitable Trust is invested in exploring and adopting sustainable practices to improve the environment by using fewer chemicals, less water, and less intensive maintenance while promoting recycling and green cleaning with the use of stabilized aqueous ozone.



BRAND PARTNERSHIPS

Wyndham Hotels & Resorts' brands are empowered to further the mission of doing well by doing good. Each brand is committed to giving back to the communities in which team members and franchisees work, live, and enjoy, by working to further advance health and safety, veteran support, environmental conservation, and youth development. Many of Wyndham's brands have forged alliances with non-profit organizations or developed their own initiatives to give back.

DAYS INN® BY WYNDHAM & STARLIGHT FOUNDATION

Bringing some extra sunshine to those who need it most, Days Inn by Wyndham has continued to team up with Starlight Children's Foundation to help families with hospitalized children get closer and make great memories. Days Inn is proud to be a part of making a difference with the Brighter Day Rate, where guests can book and save 5% and Days Inn will give 5% back to supporting Starlight Children's Foundation.

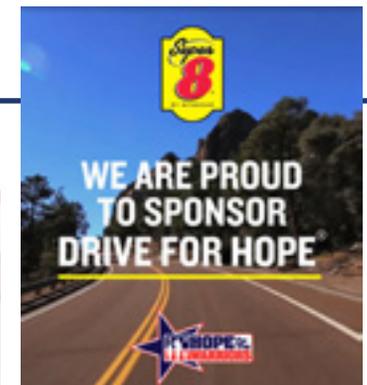


SUPER 8® BY WYNDHAM & #JOURNEYSAFE

Super 8 by Wyndham continued to message the importance of safety as travelers returned to the road. The words "journey safe" have taken on new meaning amid the pandemic and so has this reimagined campaign. In partnership with Oliver Hudson as the celebrity voiceover, Super 8 delivered practical tips for a safe journey, including not leaving sanitizer in a hot car because it breaks down the effectiveness, keeping your mask dry because a wet mask is less efficient at filtering, and driving to your destination to give you more control and be smart about making stops. Super 8 and Wyndham want to promote healthy habits and help make road trips safer.

SUPER 8® & HOPE FOR THE WARRIORS DRIVE FOR HOPE

Super 8 by Wyndham is proud to partner with Hope for The Warriors, which is dedicated to restoring a sense of self, family, and hope by providing comprehensive support programs for service members, veterans, and military families. As a sponsor of the Drive for Hope program, Super 8 is helping in Drive for Hope's mission to cover costs for injured veterans to uplift their vehicles with the latest technology and driving modifications, so they can get back on the road.



SUPER 8® BY WYNDHAM & LA QUINTA® BY WYNDHAM MILITARY

Super 8 by Wyndham and La Quinta by Wyndham are proud to support those who serve – today and every day. These brands offer reserved veteran parking at every hotel in North America and up to 15% off military discounts year-round.



HOWARD JOHNSON® BY WYNDHAM & YMCA

Delivering smiles in every town, Howard Johnson has continued its relationship since 2018 with the YMCA to encourage communities to create new memories by being active, bringing people closer together, and fostering new friendships with the hope of positive change. Through this relationship, YMCA members can save up to 20% off at participating hotels across the country with 10% of every booking being donated back to the YMCA to help support its mission for youth development, healthy living and social responsibility.

TRAVELODGE® BY WYNDHAM & THE NATIONAL PARKS CONSERVATION ASSOCIATION



Working with the NPCA, Travelodge encourages the preservation of the country's natural landmarks, giving guests more opportunities to explore. Wyndham proudly supports the NPCA's conservation and restoration efforts that allow park visitors to enjoy the great outdoors, and so in April of 2021, Travelodge announced a grant of \$25,000 for the NPCA, while also challenging others to match these efforts with donations of their own.



Wyndham Rewards & Military Partners

Over the past several years, Wyndham Hotels & Resorts has held an annual Wyndham Rewards Million Point Challenge, encouraging Wyndham Rewards members to contribute points to military-related partner organizations throughout the month of November, for which Wyndham then matches up to one million points. Partner organizations in past years have included Fisher House Foundation, Operation Homefront, Hope for The Warriors, and Armed Services YMCA.





GOVERNANCE

Wyndham Grand® Xian South
Xian, China 

BOARD OF DIRECTORS

Wyndham Hotels & Resorts' Board of Directors is composed of eight members, six of whom are independent and bring experience, oversight, and expertise from outside the Company and the hospitality industry, with both the Chairman and the Chief Executive Officer providing company-specific experience and expertise. The Board of Directors reflects Wyndham's inclusive philosophy and is composed of six men and two women, including Black and Asian representation. The Board values diversity of all types, and the Corporate Governance Committee will seek to include diverse candidates in any pool of potential Directors from which new candidates are selected.



Geoffrey Ballotti
President and Chief Executive Officer



Myra Biblowit
Director



James Buckman
Lead Director



Bruce Churchill
Director



Mukul Deoras
Director



Stephen Holmes
Non-Executive Chairman

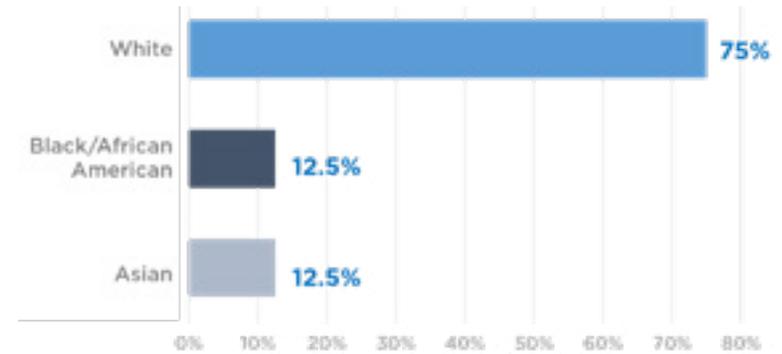
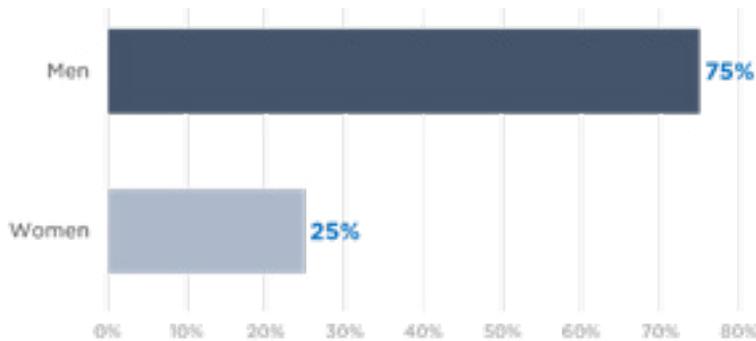


Ronald Nelson
Director



Pauline Richards
Director

REPRESENTATION OF WYNDHAM'S BOARD



The Board regularly reviews information regarding risks associated with Wyndham's finances, credit, and liquidity, the business, operations, and strategy, legal, regulatory, and compliance matters, and reputational exposure. Wyndham's Board is composed of three committees:

- **Audit Committee:** Provides oversight for the Company's programs for risk assessment and risk management, including financial accounting and reporting, internal audit services, information technology, cybersecurity, and compliance



- **Compensation Committee:** Provides oversight for the Company's assessment and management of risks relating to executive compensation
- **Corporate Governance Committee:** Provides oversight for the Company's management of risks associated with the independence of the Board and potential conflicts of interest, and oversight of Wyndham's social responsibility program, including environmental, social, and governance matters

Learn more about Wyndham Hotels & Resorts' governance structure and Board of Directors [here](#).

ESG OVERSIGHT

The Board of Directors, through the Corporate Governance Committee, provides oversight of Wyndham Hotels & Resorts' Social Responsibility program, including Environmental, Social, and Governance matters, and provides input into the strategy of Wyndham's sustainability, climate, and energy programs. Additionally, the Company's management team provides updates to the Corporate Governance Committee on Wyndham's Social Responsibility program.



SOCIAL RESPONSIBILITY COUNCIL

To support Wyndham's Social Responsibility program, the Social Responsibility Council (SRC) was established with the following objectives:

- Reinforce and promote the Company's Count on Me® organizational culture, which encourages active participation in Social Responsibility
- Review emerging environmental and social risks and opportunities
- Ensure the Company is on track with strategic goals related to Social Responsibility specific key performance indicators
- Drive engagement, build awareness, and celebrate the successes of the Company's Social Responsibility program

The SRC is chaired by Wyndham's President and CEO and is composed of team members across marketing, finance, legal, development, operations, sourcing, and information technology, property managers, the leaders of Wyndham's Affinity Business Groups, and stakeholders representing international regions. The SRC meets regularly to provide oversight and direction for the Company's Social Responsibility program. Subject matter experts speak with the Council to discuss pressing global Environmental, Social, and Governance topics, with the Council receiving their input and guidance on the potential organizational impacts, strategy, and policies.

RISK MANAGEMENT

Through its core values and signature Count on Me® culture, Wyndham Hotels & Resorts maintains a resilient organization by adapting and managing risks to better address the needs of the Company and its stakeholders. Wyndham’s general risk management strategy seeks to ensure that risks undertaken by the Company are aligned with the achievement of the business objectives and strategies.

Wyndham’s Board is actively engaged, both as a whole and at the committee level, in providing oversight for the Company’s management of the most significant risks. To effectively manage risks and ensure the resiliency of the business, Wyndham’s CEO and other senior management are primarily responsible for day-to-day risk management analysis and mitigation, and report to the full Board or the relevant Committee regarding risk management.

Global risk assessments are performed on a semi-annual basis by Wyndham’s Audit Services team, following a specific risk assessment methodology to better manage and mitigate any risks that the Company may encounter.

Risk measurements (likelihood, impact, and velocity) are quantitatively and qualitatively defined, and the results of risk assessments are shared with Audit Committee as they are performed.



CORPORATE SECURITY, SAFETY, AND BUSINESS CONTINUITY

Wyndham Hotels & Resorts provides on-going training to managed sites and make training available for our franchisees, to help ensure guest safety during emergency events and situations, including preparation and response measures during extreme weather events, such as hurricanes and wildfires, as well as other urgent circumstances that require immediate response, such as terrorist attacks, civil unrest, or global pandemics. To manage property risks, Wyndham's Corporate Security, Safety, and Business Continuity team engages with all corporate facilities to develop risk profiles. Based on the risk assessment, a recovery time objective (RTO) is determined, and appropriate business recovery solutions are designed for the location to meet objectives. When any event occurs, Wyndham's senior leaders and property managers for that location are alerted, allowing them to proactively take measures to minimize the adverse impact of the event.



The Company's management approach is to work to ensure that workplace safety is rigorous, and is both data and process driven for Wyndham's team members. Wyndham uses an Occupational Health and

Safety Management System to establish and maintain an effective process for implementing safety standards and procedures across the business. To ensure that the Company maintains the highest level of safety awareness, health and safety reviews are conducted to evaluate the performance of individually-owned-and-operated hotels within the areas of regulatory compliance, associate training, emergency preparedness, fire, and life safety. In alignment with Wyndham's goal to maintain a consistently high standard of safety performance, the Company also uses an online incident reporting and loss prevention system, which enables stakeholders to identify and track work-related risks and hazards, while receiving real-time assistance in resolving the incident and minimizing losses.

All hotels are also provided with a Wyndham Hotels & Resorts Emergency Preparedness Guide to assist them in preparing for and managing an emergency. The Emergency Preparedness Guide establishes minimum requirements and provides a responsible managerial plan detailing the protection of life at each of Wyndham Hotels & Resorts owned, managed, and franchised properties. Management at all levels provides the means for prompt corrective action to help eliminate unsafe acts, unsafe conditions, damage, and abuse of equipment, machinery, materials, or supplies.

To facilitate notifications to key corporate stakeholders, as well as to provide external support to the property when needed, Wyndham also established the Emergency Reporting Service (ERS) for all North American managed properties and numerous international hotels. The Emergency Reporting Service is a dedicated 24/7 toll-free number for property managers to report critical incidents and immediately receive guidance and support in managing the event and minimizing the impact of the event on our managed properties.

ETHICS & COMPLIANCE

Wyndham Hotels & Resorts considers its ethical culture to be an integral component of the Company’s mission to make hotel travel possible for all.

WYNDHAM’S APPROACH

As a global company, Wyndham strives to grow the business responsibly, enhance the communities in which the Company operates, and avoid practices that could be harmful to others. Wyndham has a zero-tolerance policy for corruption and bribery. To help ensure compliance, we have a robust anti-corruption program that includes an annual corporate-wide risk assessment to identify potential risks throughout our operations, as well as mitigation measures. All of Wyndham’s owned operations have been assessed for corruption risks over the past 3 years.

In accordance with the Company’s Business Principles, all team members are expected to do their part to maintain the highest ethical standards and behavior as Wyndham’s presence continues to grow in communities around the world. Wyndham is committed to conducting business fairly and in compliance with all applicable anti-corruption legislation, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. Wyndham’s commitment to ethical business practices is reflected in the Anti-Corruption and Anti-Fraud Policy, the Gifts, Travel & Entertainment and Contributions Standard, the Conflict of Interest Standard, the Political Activity Standard, and the Fair Competition Policy.



8 LANGUAGES FOR THE BUSINESS PRINCIPLES : Arabic, Simplified Chinese, French (Canadian), French (European), German, Portuguese (Brazil), English, Spanish (LATAM)

GLOBAL ANTI-CORRUPTION TRAINING

Wyndham provides training in support of its anti-corruption efforts, as well as ethics and compliance and similar programs, in a variety of formats customized to various stakeholders and business needs. Core compliance training courses were streamlined and relaunched to include instructor-led, online, and tablet or mobile compatible formats.

Wyndham’s Global Anti-Corruption Training content is designed to educate team members about how to comply with the Company’s policies and procedures, and further, to facilitate their understanding of the devastating effects of corruption on global communities. Fighting corruption is not only a compliance matter, but as it disproportionately affects the poor and most vulnerable — increasing their costs and reducing access to critical health, education, and other services — it is also an ethical concern, and Wyndham encourages all team members to think globally and act locally.



HOTLINE REPORTING SYSTEM

Strong ethics are the foundation for the culture of Wyndham Hotels & Resorts, with Integrity and Accountability as two of the Company’s core values. As part of Wyndham’s commitment to these values, the Integrity hotline is available 24 hours per day, 7 days per week, and 365 days per year, for confidential and anonymous reporting of concerns. The Company does not tolerate retaliation in any form against team members for reporting potential ethical violations in good faith or for participating in an investigation.

The Integrity hotline system is administered by a leading third-party provider, NAVEX Global. It includes phone and web-reporting capabilities (U.S.), and allows the Company to use issue identification, prioritization, assignment, and escalation functions to promptly raise and investigate reported concerns. The most critical category matters are identified as a “Matter Requiring Reporting” (MRR). MRRs require investigation and resolution in an escalated timeframe, with oversight from senior leadership including the General Counsel and Chief Compliance Officer. MRRs are reviewed on an ongoing basis with Wyndham’s external auditors and selected representative MRRs are discussed quarterly with the Audit Committee of the Board of Directors. The Audit Committee is also briefed quarterly by the General Counsel and Chief Compliance Officer concerning core hotline statistics such as overall case volume, topics, or root cause trends.

When cases are closed, the case management teams conduct a root cause analysis and consider enhancements in operations or processes to prevent recurrence of similar scenarios. Wyndham’s human resources teams are included as part of core case management teams, not only to support investigations and any related necessary employment or disciplinary actions, but also to monitor related operations to ensure retaliation does not occur.



Wyndham’s Integrity Hotline is supported internally with awareness campaigns to promote usage. The campaigns use the tagline message “Speak Up! Help us live our Company’s core values of Integrity and Accountability by reporting your ethical concerns” to encourage reporting while reminding team members that compliance and ethics are everyone’s responsibility. Campaign materials include flyers and posters for location displays, as well as desk-drop supplementary materials, such as cards and stickers. Reader-friendly infographic 5x7 cards provide transparency into the Integrity reporting, investigation, and resolution processes, and also dispel frequent “hotline myths”, while stickers for mobile phones with Integrity hotline contact information facilitate team member reporting anytime or anywhere from their mobile devices.

WYNDHAM
HOTELS & RESORTS

INTEGRITY LINE REPORTING

REPORT	INVESTIGATE	RESOLUTION
<ul style="list-style-type: none">You observe something that might be improper or unethical, and report your concern.Integrity gives you a PIN number you can use to track the case – even if you report anonymously.	<ul style="list-style-type: none">The case will be assigned to a manager and team depending on the issue reported and location.If an investigation is needed, it may include interviews and documentation reviews.	<ul style="list-style-type: none">You may receive case updates other directly, or by a message left in your case file if you reported anonymously.Note that to respect others' privacy, you may be advised that a case has been resolved, but not receive details on specific findings or disciplinary or other actions taken.

Speak up! Help us live our Company's core values of Integrity and Accountability by reporting your ethical concerns.

DATA PRIVACY & CYBERSECURITY

PRIVACY AND INFORMATION SECURITY

For Wyndham Hotels & Resorts, managing privacy and information security effectively is an integral part of fulfilling the Company’s mission to make hotel travel possible for all. Wyndham’s commitment to the ethical culture and core values of Integrity and Accountability align with the Company’s Count on Me service promise. Wyndham recognizes that guests, Wyndham Rewards members, team members, hotel owners, suppliers, and other stakeholders place their trust in the Company when they provide their personal information. Wyndham believes that to truly deliver a great experience and build industry relationships and customer loyalty, the Company must respect individuals’ choices concerning their personal data privacy, work to ensure it is appropriately protected, and be responsive to their information-related requests or concerns.

GOVERNANCE

Wyndham Hotels & Resorts’ privacy and information security programs focus holistically on the information life cycle and work in harmony with the information management program, and all three programs are under the oversight of Wyndham’s Information Risk Committee (IRC). The IRC is chaired by the Chief Information Security Officer and the SVP - Legal responsible for Privacy and Compliance Issues, with the Chief Financial Officer, Chief Information Officer, and the General Counsel and Chief Compliance Officer as members. The IRC meets regularly to review operations of the three programs, as well as emerging legal, technical, or other risks. The Audit Committee of the Board of Directors is the Board-level committee with oversight for privacy and security matters. IRC members update the Audit Committee quarterly to provide company risk updates and general education on privacy and information risk trends. The Board also receives periodic privacy and security awareness training from third-party subject matter experts.

INFORMATION GOVERNANCE STRUCTURE



KEY PROGRAM ACTIVITIES

Wyndham Hotels & Resorts' privacy and information security teams collaborate on several processes designed to support key information privacy and security principles, corresponding global laws and regulations reflecting these principles, and the concerns of the Company's stakeholders.

- **Risk Assessments:** The privacy and information security teams conduct vendor risk assessments of third-party suppliers that may receive access to personal data or connectivity to Wyndham's systems, for which such vendor risk assessments include information security control assessments and privacy impact assessments, regardless of the sensitivity of personal data potentially involved. The teams conduct similar internal assessments should any process potentially result in a significant change to the Company's data processing practices concerning sensitive data, or have a potentially material impact on individuals' data and respective rights.
- **Privacy By Design:** The privacy and information security teams collaborate with the operations teams to review new initiatives, processes, and engagements to ensure privacy and security are considered and incorporated into planning from project inception. These reviews focus not only on respecting rights and appropriately safeguarding personal data processed, but also ensure that concepts such as data minimization (processing the minimal amount of personal data needed to fulfill the project's objective) are applied throughout project life cycles.
- **Data Subject Requests:** The privacy, information security, information technology, and program teams collaborate to respond to individuals' data-related requests (such as for access, rectification, deletion, or restrictions on processing). This applies whether requests are submitted by individuals from jurisdictions with certain legal requirements, such as those imposed by the General Data Protection Regulation (GDPR) in Europe, the Personal Information Protection Law in the People's Republic of China, the California Consumer Protection Act (CCPA), or are submitted in jurisdictions where no such requirements exist.
- **Threat Monitoring:** The information security teams regularly conduct threat intelligence activities, penetration testing, and monitoring for emerging risks, as well as proactively share with and learn from other entities in the industry to better enable collective detection and response capabilities against emerging security threats targeting the hospitality sector. The Company also uses external auditors annually to review segments of security practices.
- **Training & Awareness:** All team members are trained on privacy and security risks, with training ranging from principles and risks discussed in the core Business Principles course, and certain team member roles receive additional assigned courses, as well as ad hoc specific trainings for certain products, departments, and data types, or in response to upcoming legislative or regulatory changes. Wyndham also conducts proactive quarterly phishing awareness training exercises for all computer-based team members.
- **Notifications:** Wyndham complies with global notification requirements should the Company experience an applicable information security incident. Additionally, Wyndham uses analytics to assist in detecting potentially unauthorized attempts to access the personal data of guests or team members, and may make discretionary notifications to individuals of such attempts, as appropriate.

TRANSPARENCY

Wyndham's information practices, including individuals' rights and mechanisms by which they may submit requests for consideration, are further described in the Company's Privacy Notice. Wyndham's Privacy Notice may be updated with certain changes taking effect as of the posting of the notice either for data collected after that point or to make technical, formatting, or non-material changes or clarifications concerning data already collected and processed. Should the Company consider making changes that may materially affect data processing for data Wyndham already holds, the Company would provide prior notice of these changes and obtain consent as applicable for such changed processing.



POLICY INFLUENCE

GLOBAL PARTNERS & POLICY INFLUENCE

Wyndham Hotels & Resorts actively engages with leading industry organizations to address pressing environmental and social challenges facing the travel and tourism industry. Company leadership participates in strategic planning discussions as Board and committee members, active participants, and supporters.

Industry Associations	Public Policy Priorities	Engagement
 <p>(AHLA)</p>	<ul style="list-style-type: none"> • Supporting economic recovery and relief • Bringing back travel • Addressing industry workforce needs • Advancing a level playing field in the lodging sector • Protecting consumers online • Collaborating with the industry in efforts to help mitigate human trafficking 	<p>Wyndham's President and CEO serves on the Executive Committee, our EVP and Chief Marketing Officer serves on the Board of Directors, and other leaders serve on other committees</p>
 <p>(AAHOA)</p>	<ul style="list-style-type: none"> • Workforce relations • Drive-by Lawsuits • Tax reform • Travel & Tourism 	<p>Wyndham Hotels & Resorts is an active member participating in AAHOA events and activities</p>
 <p>(IFA)</p>	<ul style="list-style-type: none"> • Protecting the franchise model • Enhancing opportunities • Improving tax policy • Promoting healthcare coverage 	<p>Wyndham's SVP – Legal, responsible for litigation and government relations, serves on the Board of Directors.</p>
 <p>(SHA)</p>	<ul style="list-style-type: none"> • Human rights • Climate change • Water stewardship • Youth employment 	<p>Wyndham's President, for Europe, Middle East and Africa (EMEA) sits on the Senior Advisory Council and other leaders are involved in the working groups to address SHA's priorities.</p>
 <p>(USTA)</p>	<ul style="list-style-type: none"> • Enact economic recovery measures • Increase global competitiveness • Prioritize investments in infrastructure and the future of mobility • Re-imagine the air travel system • Enhance travel facilitation programs 	<p>Wyndham's General Counsel, Chief Compliance Officer and Corporate Secretary serves on the Board of Directors.</p>

In 2021, Wyndham Hotels & Resorts paid approximately \$87,000 in estimated dues associated with lobbying expenses for AHLA, AAHOA, IFA, and USTA. Wyndham Hotels & Resorts has also established a political action committee in accordance with applicable laws. Through our Wyndham Hotels & Resorts Political Action Committee (PAC), the Company is able to make contributions to federal candidates and other committees that are in pursuit of common interests in support of the hospitality industry and Wyndham.

GUEST SATISFACTION

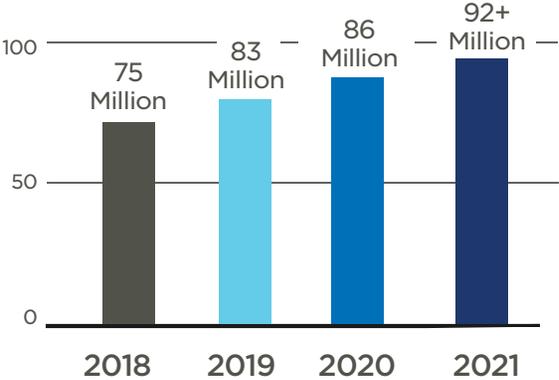
Travel is one of the world’s most universal experiences, and Wyndham Hotels & Resorts remains committed to operating the business in a way that empowers and unites everyone through travel. Wyndham provides Count on Me® service to guests and hotels, while creating a memorable experience. If for any reason, that experience is less than expected, Wyndham’s goal is to ensure that guests feel their concerns have been heard and that the Company is taking appropriate action. Wyndham’s hotel brands work to resolve customer concerns.

Wyndham’s Customer Care team provides a platform for guests to log concerns relating to their stay via Wyndham’s brand websites, toll-free numbers, or social media sites. Wyndham alerts franchisees of concerns that are raised and provides a three-business-day window for the property to resolve a concern. When concerns are not addressed in the expected timeframe, Customer Care addresses concerns directly with the guests.



WYNDHAM REWARDS®

Wyndham Rewards® is our award-winning guest loyalty program that supports our portfolio of brands. It has been recognized as one of the most rewarding loyalty programs in the hotel industry, providing more value to members than any other program. It has won more than 100 awards in the past five years.





APPENDICES

Westward Look Wyndham Grand® Resort and Spa
Tucson, Arizona 

ESG PERFORMANCE TABLES

WORKFORCE DIVERSITY

Age	2021	2020	2019	2018
Silent	<1%	1%	<1%	<1%
Baby Boomers	19%	22%	21%	22%
Gen X	28%	29%	27%	27%
Millennials	44%	45%	47%	46%
Gen Z	9%	5%	5%	4%

Gender	2021	2020	2019	2018
% of Women in Workforce	58%	60%	62%	62%
% of Women in Leadership Band	30%	30%	28%	31%
% of Women in Mid-Level Band	51%	50%	51%	48%
% of Women in All Other Bands	60%	63%	63%	64%

Race & Ethnicity	2021	2020	2019	2018
White	38%	38%	37%	37%
Hispanic or Latino	37%	33%	35%	34%
Black or African American	16%	19%	20%	21%
Asian	5%	5%	5%	4%
Two or more races	3%	3%	3%	2%
American Indian or Alaska Native	<1%	1%	<1%	<1%
Native Hawaiian or Other Pacific Island	<1%	1%	<1%	<1%

WORKFORCE ENGAGEMENT

Employee Turnover	2021	2020	2019	2018
Managed Employees: Voluntary Turnover	28%	15%	18%	27%
Corporate Employees: Voluntary Turnover	13%	9%	16%	12%
Total Employees: Voluntary Turnover	24%	13%	17%	25%

Overall Trainings & Development	2021	2020	2019	2018
Total Trainings Completed	336,129	457,780	229,707	147,769

ENVIRONMENTAL

GHG Emissions	2019	2020	2021
Scope 1 (Tonnes)	73,688	54,613	53,122
Scope 2 (location-based) (Tonnes)	253,161	183,452	175,897
Scope 2 (market-based) (Tonnes)	-	181,714	174,654
Combined Scope 1 + 2 (location-based) (Tonnes)	326,849	238,065	229,020
Absolute Emissions Change % from base year	-	-27%	-29.9%
Emissions Intensity (Tonnes CO2e/sqft)	0.0085	0.0069	0.0077
Emissions Intensity Change % from base year	-	-19%	-9.8%
Scope 3 Business Travel (Tonnes)	-	1,512	1,185

Energy Consumption	2019	2020	2021
Direct Energy Consumption (MWh)	400,529	295,556	287,211
Indirect Energy Consumption (MWh)	579,100	422,705	419,539
Total Energy Consumption (MWh)	979,629	718,261	706,750
Energy Intensity (kWh/sqft)	25.30	20.70	23.66
Energy Intensity Change % from base year	-	-18%	-6.5%
Renewable Energy Consumption (MWh)	244	4,319	6,241

Water Consumption	2019	2020	2021
Municipal Water (kgals)	2,386,260	1,732,499	1,626,494
Ground Water (kgals)	9,546	6,732	9,083
Water Intensity (kgal/sqft)	0.0619	0.0500	0.0548
Water Intensity Change % from base year	-	-19%	-12%

GRI CONTENT INDEX

To develop our ESG Report, Wyndham referenced the Global Reporting Initiative (GRI) Standards for reporting on economic, environmental, and social impacts. This GRI Content Index is designed to assist our stakeholders in locating disclosures and metrics of interest. Please note, we are beginning to adopt the new GRI Universal Standards early in this Report. (To learn more about the GRI, please visit www.globalreporting.org.)

GRI 2: General Disclosures 2021

Disclosures	Description	Location and/or Response
The Organization and its Reporting Practices		
2-1	Organizational details	Wyndham Hotels & Resorts, Inc (“Wyndham”) is a publicly traded corporation. 2021 10K (Business, pages 2-11; Properties, page 25) Wyndham Hotels & Resorts Investor Presentation - February 2022
2-2	Entities included in the organization’s sustainability reporting	Introduction (page 4) Wyndham’s 2022 ESG Report includes information on the Company’s owned and managed operations, unless otherwise stated.
2-3	Reporting period, frequency and contact point	The reporting period for this Report is calendar year 2021; and Wyndham reports on the Company’s ESG performance annually. socialresponsibility@wyndham.com
2-4	Restatements of information	None during the reporting period.
2-5	External Assurance	Assurance Statement (page 76)
Activities and Workers		
2-6	Activities, value chain and other business relationships	Company Overview (page 6) Responsible Sourcing (page 26) 2021 10K (Business, pages 2-11) Wyndham Hotels & Resorts Investor Presentation - February 2022 Wyndham manages a vast supplier network that provides good and services to owned, managed and franchised properties around the globe. Our primary sourcing categories include operating supplies, furniture, fixtures and equipment, food and beverage, technology, banking and other ancillary services. In 2021, we had 185 contracted suppliers, representing approximately \$486 million in corporate and managed spend.
2-7	Employees	Diversity, Equity & Inclusion (page 29) ESG Performance Tables (page 59) 2021 10K (Human Capital, pages 8-9)
2-8	Workers who are not employees	While we utilize contractors and seasonal workers as needed, the majority of work is performed by our full-time and part-time employees.

GRI 2: General Disclosures 2021 - continued

Governance		
2-9	Governance structure and composition	Governance (Board of Directors, page 48; ESG Oversight page 49) Corporate Governance webpage 2022 Proxy Statement (pages 6-10)
2-10	Nomination and selection of the highest governance body	Corporate Governance Committee Charter Corporate Governance Guidelines Director Independence Criteria 2022 Proxy Statement (pages 11-13)
2-11	Chair of the highest governance body	Governance (Board of Directors, page 48; ESG Oversight page 49) 2022 Proxy Statement (pages 9-20)
2-12	Role of the highest governance body in overseeing the management of impacts	Governance (Board of Directors, page 48; ESG Oversight page 49) 2022 Proxy Statement (page 10)
2-13	Delegation of responsibility for managing impacts	Governance (Board of Directors; page 48) 2022 Proxy Statement (page 10)
2-14	Role of the highest governance body in sustainability reporting	Governance (Board of Directors, page 48; ESG Oversight page 49)
2-15	Conflicts of interest	Corporate Governance Guidelines (page 2) Code of Business Conduct and Ethics for Directors (pages 1-2)
2-16	Communication of critical concerns	Corporate Governance Guidelines 2022 Proxy Statement (page 11)
2-17	Collective knowledge of highest governance body	2022 Proxy Statement (pages 20-23)
2-18	Evaluation for the performance of the highest governance body	Corporate Governance Guidelines (page 6)
2-19	Remuneration policies	2022 Proxy Statement (pages 31-42)
2-20	Process to determine remuneration	2022 Proxy Statement (pages 13-17 and 24-43)
2-21	Annual total compensation ratio	2022 Proxy Statement (page 57)
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	Message from our President and CEO (page 5)
2-23	Policy commitments	Human Rights (page 42) Ethics and Compliance (page 52) Business Principles Human Rights Policy Statement Modern Slavery Statement Supplier Code of Conduct

GRI 2: General Disclosures 2021 - continued

Strategy, Policies and Practices														
2-24	Embedding policy commitments	Ethics and Compliance (page 52) Business Principles												
2-25	Processes to remediate negative impacts	Ethics and Compliance (page 52) Business Principles												
2-26	Mechanisms for seeking advice and raising concerns	<p>Ethics and Compliance (page 52) Business Principles (page 28) Supplier Code of Conduct</p> <p>The following concerns about ethics were reported in 2021:</p> <table border="1"> <thead> <tr> <th>Categories</th> <th>Percentages</th> </tr> </thead> <tbody> <tr> <td>Employee Relations. Includes: bullying, discrimination, falsification of employment records, favoritism, harassment (non-sexual), protected concerted activity, sexual harassment, wage & hour, other employee relations issues</td> <td>75%</td> </tr> <tr> <td>Environment, Health & Safety. Includes: human rights, safety & sanitation issues, substance abuse, workplace violence</td> <td>5%</td> </tr> <tr> <td>Financial Misconduct. Includes: accounting/audit irregularities, bribery/kickbacks, falsification of company records, fraud, improper loans to executives, insider trading, money laundering</td> <td>14%</td> </tr> <tr> <td>Business Integrity. Includes: antitrust, conflicts of interest, legal or regulatory violations, marketing integrity violation, policy issues, product quality concern, retaliation, sabotage, sales integrity violation, theft</td> <td>4%</td> </tr> <tr> <td>Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information</td> <td>2%</td> </tr> </tbody> </table>	Categories	Percentages	Employee Relations. Includes: bullying, discrimination, falsification of employment records, favoritism, harassment (non-sexual), protected concerted activity, sexual harassment, wage & hour, other employee relations issues	75%	Environment, Health & Safety. Includes: human rights, safety & sanitation issues, substance abuse, workplace violence	5%	Financial Misconduct. Includes: accounting/audit irregularities, bribery/kickbacks, falsification of company records, fraud, improper loans to executives, insider trading, money laundering	14%	Business Integrity. Includes: antitrust, conflicts of interest, legal or regulatory violations, marketing integrity violation, policy issues, product quality concern, retaliation, sabotage, sales integrity violation, theft	4%	Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	2%
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2-27	Compliance with laws and regulations	In 2021, Wyndham did not have any significant instances of non-compliance with environmental or social laws or regulations.												
2-28	Membership associations	Policy Influence (page 56)												
Stakeholder Engagement														
2-29	Approach to stakeholder engagement	Materiality & Stakeholder Engagement (page 11)												
2-30	Collective bargaining agreements	2021 10K (Human Capital, page 8)												

GRI 2: General Disclosures 2021 - continued

Material Topics

Disclosures		Description	Location and/or Response
GRI 3 (2021)	3-1	Process to determine material topics	Materiality & Stakeholder Engagement (page 11)
	3-2	List of material topics 2021	Materiality & Stakeholder Engagement (page 11)

Material Topics: Economic

Disclosures		Description	Location and/or Response
Economic Performance			
GRI 3 (2021)	3-3	Management of material topics	2021 10K Wyndham Hotels & Resorts Investor Presentation - February 2022 UK Tax Strategy
GRI 201 (2016)	201-1	Direct economic value generated and distributed	2021 10K (Selected Financial Data, pages 36-38)
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Report (page 71) 2021 CDP Climate Change response
Indirect Economic Impacts			
GRI 3 (2021)	3-3	Management of material topics	Values in Action (page 8) Community (page 44) 2021 10K (Business, pages 2-11)
GRI 203 (2016)	203-1	Infrastructure investments and services supported	Values in Action (page 8) Community (page 44)
Anti-Corruption			
GRI 3 (2021)	3-3	Management of material topics	Ethics & Compliance (page 52) Business Principles (pages 18 and 22) Code of Business Conduct and Ethics for Directors (pages 1-2) Supplier Code of Conduct
GRI 205 (2016)	205-2	Communication and training on anti-corruption policies and procedures	Ethics & Compliance (page 52)

GRI 2: General Disclosures 2021 - continued

Material Topics: Environmental

Disclosures		Description	Location and/or Response
Energy			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (page 15) Energy & GHG (Greenhouse Gas) Emissions (page 17) Environmental Sustainability Policy 2021 CDP Climate Change response
GRI 302 (2016)	302-1	Energy consumption within the organization	Energy & GHG (Greenhouse Gas) Emissions (Performance, page 17) ESG Performance Tables (page 59) Assurance Statement (page 76)
	302-3	Energy intensity	Water (Performance, page 20) ESG Performance Tables (page 59) Assurance Statement (page 76)
Water & Effluents			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (page 15) Water (page 20) Environmental Sustainability Policy 2021 CDP Water Security response
GRI 303 (2018)	303-1	Interactions with water as a shared resource	Water (page 20) 2021 CDP Water Security response
	303-3	Water withdrawal	Energy & GHG (Greenhouse Gas) Emissions (Performance, page 17) ESG Performance Tables (page 59) Assurance Statement (page 76)
Biodiversity			
GRI 3 (2021)	3-3	Management of material topics	Biodiversity (page 25) Environmental Sustainability Policy
GRI 304 (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity (page 25)

GRI 2: General Disclosures 2021 - continued

Material Topics: Environmental

Disclosures		Description	Location and/or Response
Emissions			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (page 15) Energy & GHG (Greenhouse Gas) Emissions (page 17) Environmental Sustainability Policy 2021 CDP Climate Change response
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	Energy & GHG (Greenhouse Gas) Emissions Performance (page 17) ESG Performance Tables (page 59) Assurance Statement (page 76)
	305-2	Energy indirect (Scope 2) GHG emissions	Energy & GHG (Greenhouse Gas) Emissions Performance (page 17) ESG Performance Tables (page 59) Assurance Statement (page 76)
	305-3	Other indirect (Scope 3) GHG emissions	TCFD Report (page 71) Assurance Statement (page 76)
	305-4	GHG emissions intensity	Energy & GHG (Greenhouse Gas) Emissions Performance (page 17) ESG Performance Tables (page 59) Assurance Statement (page 76)
Waste			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (page 15) Waste (page 23) Environmental Sustainability Policy
GRI 306 (2016)	306-2	Management of significant waste-related impacts	Waste (page 23)
	306-4	Waste diverted from disposal	Waste (page 23)
Supplier Environmental Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing (page 26) Supplier Code of Conduct
GRI 308 (2016)	308-2	New suppliers that were screened using environmental criteria	Responsible Sourcing (page 26)

GRI 2: General Disclosures 2021 - continued

Material Topics: Social

Disclosures		Description	Location and/or Response
Emissions			
GRI 3 (2021)	3-3	Management of material topics	Health & Well-being (Team Members, page 35) Human Rights (Protecting Human Rights, page 42) Wyndham Careers
GRI 401 (2016)	401-1	New employee hires and employee turnover	ESG Performance Tables (page 59)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health & Well-being (Team Members, page 35)
	401-3	Parental leave	Health & Well-being (Team Members, page 35)
Occupational Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Health & Well-being (page 35) Human Rights (page 42) Risk Management (Corporate Security, Safety, & Business Continuity, page 51) Business Principles (page 10)
GRI 403 (2018)	403-1	Occupational health and safety management system	Health & Well-being (page 35) Risk Management (Corporate Security, Safety, & Business Continuity, page 51)
	403-6	Promotion of worker health	Health & Well-being (page 35) Human Rights (page 42) Risk Management (Corporate Security, Safety, & Business Continuity, page 51)
	403-8	Workers covered by an occupational health and safety management system	Risk Management (Corporate Security, Safety, & Business Continuity, page 51) Wyndham's Occupational Health and Safety Management System is implemented across our business and covers all team members.
	403-9	Work-related injuries	In 2021, there were zero employee fatalities as a result of work-related injury and no known contractor work-related fatalities.
Training and Education			
GRI 3 (2021)	3-3	Management of material topics	Training & Development (page 38)
GRI 308 (2016)	404-1	Average hours of training per year per employee	Training & Development (page 38)
	404-2	Programs for upgrading employee skills and transition assistance programs	Training & Development (page 38)

GRI 2: General Disclosures 2021 - continued

Material Topics: Social

Disclosures		Description	Location and/or Response
Diversity and Equal Opportunity			
GRI 3 (2021)	3-3	Management of material topics	Diversity, Equity, & Inclusion (page 29)
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	Diversity, Equity, & Inclusion (page 29) Board of Directors (page 48) ESG Performance Tables (page 59)
Child Labor			
GRI 3 (2021)	3-3	Management of material topics	Human Rights (page 42) Human Rights Policy Statement Modern Slavery Statement
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights (page 42) Modern Slavery Statement
Forced or Compulsory Labor			
GRI 3 (2021)	3-3	Management of material topics	Human Rights (page 42) Human Rights Policy Statement Modern Slavery Statement
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights (page 42) Modern Slavery Statement
Local Communities			
GRI 3 (2021)	3-3	Management of material topics	Community (page 44)
GRI 413 (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	Community (page 44) Local community engagement programs were in place across our countries of operations during the reporting period.
Supplier Social Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing (page 26) Supplier Code of Conduct
GRI 414 (2016)	414-1	New suppliers that were screened using labor practices criteria	Responsible Sourcing (page 26)

GRI 2: General Disclosures 2021 - continued

Material Topics: Social

Disclosures		Description	Location and/or Response
Public Policy			
GRI 3 (2021)	3-3	Management of material topics	Policy Influence (page 56) Political Contribution Statement Business Principles (page 24)
GRI 415 (2016)	415-1	Political contributions	Policy Influence (page 56)
Customer Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Health & Well-being (2021 COVID-19 Update, page 35; Guests, page 36) Risk Management (Corporate Security, Safety, & Business Continuity, page 51)
GRI 416 (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Assessments and systems to protect guest health and safety are implemented at all of our owned and managed properties.
Customer Privacy			
GRI 3 (2021)	3-3	Management of material topics	Data Privacy & Cybersecurity (page 54) Supplier Code of Conduct Business Principles (pages 11-14)
GRI 418 (2016)	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy and losses of customer data

SASB DISCLOSURES

To support investors and stakeholders, Wyndham Hotels & Resorts has provided the following disclosures based on the SASB Standard for Hotels & Lodging.

SASB Standards are designed for communication by companies to investors about how sustainability issues impact long-term enterprise value. SASB Standards are maintained under the auspices of the Value Reporting Foundation, a global nonprofit organization that offers a comprehensive suite of resources designed to help businesses and investors develop a shared understanding of enterprise value—how it is created, preserved, or eroded. For additional information, please visit www.sasb.org.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Metric Description	Codes	Location and/or Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SV-HL-130a.1	In 2021, total energy consumption was 706,750 MWh. 54% of energy consumption was from grid electricity and 1% of energy consumption was from renewable sources. Energy & GHG Emissions (page 17) ESG Performance Tables (page 59)
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	SV-HL-140a.1	In 2021, 40% of total water withdrawn was from owned or managed facilities in regions with high or extremely high baseline water stress. Water (page 20) ESG Performance Tables (page 59)
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	As of December 31, 2021, approximately 30 owned or managed lodging facilities were located in or near areas of protected conservation status or endangered species habitat. Biodiversity (page 25)
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	Biodiversity (page 25) Sustainability Policy
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	SV-HL-310a.1	In 2021, our hotel employee voluntary turnover rate was 28% in the U.S. and Canada. ESG Performance Tables (page 59)
	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	SV-HL-310a.3	In 2021, the average hourly wage was \$16.75 and approximately 0.5% of employees earned minimum wage in the U.S. and Canada.
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	Diversity, Equity, & Inclusion (page 29) Human Rights (page 42) Human Rights Policy
Climate Change Adaptation	Number of lodging facilities located in 100- year flood zones	SV-HL-450a.1	As of December 31, 2021, 26 owned or managed lodging facilities were located in 100-year flood zones or in areas with extremely high riverine or coastal flood risk.

ACTIVITY METRICS

Metric Description	Codes	Location and/or Response
Number of available room-nights	SV-HL-000.A	In 2021, there were 289,447,469 available room nights at franchised, owned, and managed lodging facilities.
Average occupancy rate	SV-HL-000.B	In 2021, the average occupancy rate was 47.7% at franchised, owned, and managed lodging facilities. 2021 10-K (“Business”, pages 2-5)
Total area of lodging facilities	SV-HL-000.C	In 2021, the total area of owned, managed, and leased lodging facilities was 29,865,350 square feet.
Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	SV-HL-000.D	As of year-end 2021, there were 8,950 facilities in our brand portfolio. Approximately 2.5% of these facilities were managed, less than 1% were owned and approximately 97% were franchised. Company Overview (page 6) 2021 10-K (“Business”, page 4)

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) REPORT

Wyndham's approach to climate risk and opportunity management considers the priorities of our company and stakeholders, including franchisees, team members, guests, suppliers, global partners, community, and shareholders. We manage our climate-related risks by integrating programs and processes throughout our business, including managing, monitoring, and setting goals. For additional information on TCFD, please visit <https://www.fsb-tcf.org> and refer to Wyndham's [CDP Climate Change](#) response.

Section 1: Governance

Disclose the organization's governance around climate-related risks and opportunities.

Board's oversight of climate-related risks and opportunities

The Board of Directors, through the Corporate Governance Committee, is responsible for overseeing Wyndham's Social Responsibility program, including the strategy and direction of our sustainability, climate change, and energy programs.

Additional oversight on climate-related issues and our Company's Social Responsibility program is provided by our Chief Executive Officer, who also serves on our Board of Directors. Our Management team periodically provides the Governance Committee with regular updates on progress for our social responsibility program and related objectives.

The entire Board of Directors also maintains an active role in providing oversight with respect to management of our risks.

Management's role in assessing and managing climate-related risks and opportunities

To support our Social Responsibility program, Wyndham's Social Responsibility Council (SRC) was established with the following objectives:

- Reinforce and promote our Count on Me® organizational culture that encourages active participation in Social Responsibility.
- Review emerging environmental and social risks and opportunities.
- Ensure we are on track with our strategic goals related to Social Responsibility specific key performance indicators.
- Drive engagement, build awareness and celebrate the successes of our Social Responsibility programs.

The SRC is chaired by our President and CEO and is comprised of team members across marketing, finance, legal, development, operations, sourcing, information technology, and General Managers across the organization including the leaders of our affinity business groups and international representation.

References and Additional Information:

ESG Oversight (page 49)

[CDP Climate Change](#) response (pages 2-4, questions C1.1-C1.3)

Section 2: Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Climate-related risks and opportunities identified over short-term, medium-term, and long-term horizon

Wyndham continuously monitors and prioritizes climate-related risks and opportunities.

Time Horizons

We identified climate-related risks with potential impact to our business over short-term (1-2 years), medium-term (3-6 years), and long-term (7-10 years) time horizons.

Climate-Related Risks

Risk Type/Classification	Risk Description	Time Horizon
Physical/Acute	Increased severity and frequency of extreme weather events such as cyclones and floods: Increases in the frequency and severity of extreme weather events, such as hurricanes and wildfires, could impact travel demand in specific markets, lead to supply chain interruptions, and may cause damage to our physical assets. The primary potential financial impact of this risk is decreased revenue due to reduced production capacity.	1-2 years
Transition/Reputation	Increased stakeholder concern or negative stakeholder feedback: Our stakeholders (notably our customers, investors, and team members) are increasingly interested in our approach to managing climate-related risks and opportunities. For example, we frequently get requests from corporate customers, government customers, and meeting planners about our sustainability practices, as well as those of our franchisees. The potential financial impact of this risk can include decreased access to capital, as well as decreased revenues.	3-6 years
Physical/Chronic	Rising sea levels: Many of our Wyndham-branded hotels and resorts are located in coastal areas that could be threatened should sea levels dramatically rise. Due to this risk, these properties may experience decreased revenue and/or property damage that could impact the revenue and cash flow generated from these assets. Additionally, broader socio-economic impacts associated with rising sea levels could impact overall demand for travel and tourism. For example, disruptions to the travel or hotel industries could adversely affect the hotels in our system, the operations of current and potential franchisees, developers and owners of hotels with which we have hotel management contracts. The primary potential financial impact of this risk is decreased revenue due to reduced production capacity of our franchisees.	7-10 years

Climate-Related Risks

Opportunity Type	Opportunity Description	Time Horizon
Resource Efficiency	Move to more efficient buildings: Increasing the energy efficiency of Wyndham-branded hotels can help to increase our management revenues and franchise revenues in addition to supporting global efforts to reduce greenhouse gas emissions.	1-2 years
Products & Services	Shift in Guest Preferences: Our guests are increasingly interested in practices that promote sustainable tourism across each touch point during their experience within hotels in the system. Industry research has also indicated a correlation between sustainability and customer satisfaction within the hotel industry, which can create an opportunity for our Company. Additionally, as part of our growth strategy, we are targeting Millennials who have demonstrated a higher interest in sustainability than older generations.	3-6 years
Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures: The development and enactment of renewable energy regulations at the national, state, and/or local levels may create new investment opportunities for our Company. Additionally, we also have the opportunity to capitalize on rebates from utilities and governments in support of our energy efficiency measures.	3-6 years

Wyndham uses both qualitative and quantitative measures to select risks or opportunities that may have a substantial financial and strategic impact to our Company. We consider all markets where we own, manage, or franchise hotel properties. We also consider global environmental and socioeconomic trends, which may impact the value of our assets in addition to revenue and costs in our key markets, including those in the United States.

Quantitatively, we generally consider a risk or opportunity to be substantive based on a scenario where at least 1% of our net income could be impacted. This threshold also informs our capital expenditures and business decisions, which included the decision to establish our Scope 1 and 2 emissions reduction and renewable energy targets.

Impact on the organization's businesses, strategy, and financial planning

Potential risks associated with products and services (most notably our occupied room nights at all Wyndham properties in our system) include extreme weather events and shifts in guest preferences. Upstream potential risks associated with our supply chain and potential risks associated with operations can include changes in the cost of energy, fuel, and commodities. For example, energy costs can impact the incentive management fees that we receive based on the profitability of our managed hotels. These risks have been integrated into our business strategy and planning process through our (1) commitment to achieving emissions reductions to support a low-carbon, science-based pathway; (2) Wyndham Green Program and SRC; (3) efforts to encourage renewable energy and energy efficiency investments at Wyndham hotels; and (4) execution of our Business Continuity programs and associated emergency response plans.

The most significant risk identified as having a potential impact on our revenues is related to reputation as guests (particularly millennials), corporate customers, governmental customers, and meeting planners are increasingly interested in climate change and broader sustainability issues. The management of these risks also presents the potential opportunity to increase revenue through competitive differentiation.

The most significant risks identified as having a potential impact to our capital expenditures are (1) the need to mitigate risks associated with increases in the cost of energy, fuel and commodities and (2) the need to reduce our operational footprint from a reputational perspective and achieve progress to support the transition to a low carbon economy. Potential opportunities associated with managing this risk include increasing energy efficiency in buildings and participating in renewable energy programs.

Physical risks, including extreme weather events in the short-term and rising sea levels in the long-term, can impact the value of our assets. Our business model is asset-light, as we generally receive a percentage of each franchised and managed hotel's room revenues. Due to our model of owning only 2 hotels, we are able to mitigate and transfer some of the risks associated with extreme weather events and rising sea levels to third parties.

Impact of different scenarios, including a 2°C scenario

Wyndham evaluated two climate-related scenarios based on a 2-degree scenario (the accepted limitation of temperature growth to avoid significant and potentially catastrophic changes to the planet) and 4-degree scenario (where business as usual is maintained). Wyndham's current 2025 emissions target was also designed to limit global temperature rise by 2-degrees Celsius. Our target is based on a linear pathway, where we plan to focus on energy efficiency and explore options to increase renewable energy for generation of electricity both onsite and offsite.

The evaluation influenced our business objectives and strategy is that we align our emissions reduction strategies and investments in energy efficiency and renewable energy use to support our multi-decade journey to reduce our greenhouse gas emissions in alignment with what is required to limit the rise in global temperatures in alignment with Intergovernmental Panel on Climate Change (IPCC) recommendations. For example, Wyndham has set a complementary target to source 100% renewable energy at our North American corporate offices and owned properties. We have also prioritized increasing building energy efficiency across Wyndham's portfolio of owned, managed, and franchised properties due to (1) cost savings and risk mitigation opportunities, (2) importance to our stakeholders, and (3) alignment with our company's vision and strategic goals. Our Wyndham Green Certification program, in particular, is designed to reduce cost through efficiency, increase recognition and help drive revenue from environmentally conscious business and leisure travelers.

References and Additional Information:

Wyndham Green Program (pages 15)

Energy & GHG Emissions (pages 17)

Risk Management (pages 50)

[CDP Climate Change](#) response (pages 5-15, questions C2.1-C2.2, C3.2a-3.4a)

Section 3: Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

Process for identifying and assessing climate-related risks

Enterprise risks, including those related to sustainability, climate and energy, are identified and assessed on an ongoing basis. The results of these assessments are presented to the Board of Directors' Audit Committee.

During this process, we consider all markets where we own, manage, or franchise hotel properties. We also consider global environmental and socioeconomic trends, which may impact the value of our assets in addition to revenue and costs in our key markets, including those in the United States.

Processes for managing climate-related risks

Climate-related Risks	Management Process
Increased stakeholder concern or negative stakeholder feedback	We developed the Wyndham Green Program to integrate sustainability across our portfolio of owned, managed, and franchised hotels and a proprietary online environmental management system, titled the Wyndham Green Toolbox, to track, measure, and report on environmental performance globally. We also launched the internal Wyndham Green Certification Program to formalize and increase adoption of best practices at hotels in our system with a focus on sustainable operating practices.
Increased severity and frequency of extreme weather events such as cyclones and floods	Our Corporate Security and Business Continuity teams work with all of our owned, leased and managed assets that are deemed to be business critical and develop risk profiles. All owned and managed hotels are also provided with a Wyndham Hotels & Resorts Emergency Preparedness Guide to assist them to prepare for and manage an emergency. The Emergency Preparedness Guide establishes minimum requirements and provides a responsible managerial plan detailing the protection of life at each of Wyndham Hotels & Resorts' properties. Management at all levels provides the means for prompt corrective action to eliminate unsafe acts, unsafe conditions, damage, and abuse of equipment, machinery, materials, and supplies. Wyndham also has a dedicated 24/7 toll free number for property managers to report critical incidents and immediately receive guidance and support in managing the event and minimizing the impact on our properties.
Rising sea levels	Wyndham's sustainability strategies are based on a low-carbon, science-based target pathway. For example, we aim to achieve 100% renewable energy at owned properties, corporate headquarters, and North American offices and reduce Scope 1 and 2 emissions for owned, leased, and managed properties by 15%. We also consider the nexus between climate and water, and conduct local, context-based water risk assessments using tools developed by the World Resource Institute at all our managed and owned properties globally. Through these assessments, we identify properties that may be exposed to coastal or ravine flooding. Additionally, we engage with our industry partners to advance climate change mitigation and adaptation strategies within travel and tourism.

In addition to the above, Wyndham actively implements measures and advocates for green building and LEED® certification. Additionally, we aim to have 100% of our managed properties Wyndham Green certified. This includes our new requirement for all Wyndham hotels globally to become Wyndham Green Level 1 Core certified by April 2023, as part of their compliance with brand standards. We are also committed to increasing our spending with responsible suppliers, including those that aim to reduce energy consumption and GHG emissions.

Integration into overall risk management

Wyndham's process for identifying, assessing and responding to climate-related risks and opportunities is fully integrated into multi-disciplinary company-wide risk management process. Our Board of Directors is also actively engaged, as a whole and at the committee level, in providing oversight of the Company's most significant risks.

References and Additional Information:

2025 Performance Targets (pages 10)

Wyndham Green Program (pages 15)

Energy & GHG Emissions (pages 17)

ESG Oversight (pages 49)

Risk Management (pages 50)

[CDP Climate Change](#) response (pages 6-9, C2.2 -C2.3a)

Section 4: Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Metrics used by the organization to assess climate-related risks and opportunities

In addition to measuring and reporting on our scope 1, 2, and 3 GHG emissions, we also use energy consumption and intensity metrics (including renewable energy).

Scope 1, 2 and 3 GHG emissions

GHG Emissions	2021 (metric tons of CO2)
Scope 1	53,122
Scope 2 (market-based)	174,654
Scope 2 (location-based)	175,897
Scope 3 (Business Travel)	1,185

For information on historical GHG emissions please see the Energy & GHG Emissions section of the Report on page 18.

In 2022, we will be requiring all managed and franchised hotels globally to achieve a minimum Level 1 Core of our Wyndham Green Certification Program by April 2023. This will allow Wyndham to measure and track its collective environmental impact and provide more insight into our franchisee’s environmental footprint. We also plan to report on Scope 3 franchisee GHG emissions in 2023.

Targets used and performance against targets

2025 Targets	2021 Progress Against Targets
15% absolute emissions reduction in Scope 1 and 2 emissions from 2019 baseline	30% reduction in absolute Scope 1 and 2 GHG emissions
100% renewable energy at owned properties, corporate headquarters, and North American offices	10% renewable energy consumed at owned properties, corporate headquarters and North American offices

References and Additional Information:

- 2025 Performance Targets (pages 10)
- Energy & GHG Emissions (pages 17)
- [CDP Climate Change](#) response (pages 15-32, C4-C9.1)

ASSURANCE STATEMENT



LRQA Independent Assurance Statement Relating to Wyndham Hotels & Resorts for the Calendar Year 2021.

This Assurance Statement has been prepared for Wyndham Hotels & Resorts in accordance with our contract.

Terms of Engagement

LRQA was commissioned by WHR Operations, LLC to provide independent assurance of Wyndham Hotels & Resorts' (WHR) assurance ("The Report") for the Calendar Year 2021 against the assurance criteria below to a limited level of assurance and materiality of the professional judgment of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3402.

Our assurance engagement covered WHR's global operations and activities, including franchised properties, and specifically the following requirements:

- Verifying conformance with:
 - WHR's reporting methodology for the selected data sets;
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data;
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1), Energy Intensity (Scope 2) and Other Indirect (Scope 2) GHG emissions;
 - Scope 3 GHG emissions verified by LRQA only include business travel;
 - Water usage and water usage intensity per square foot;
 - Total energy consumption and total energy consumption intensity per square foot.

Our assurance engagement excluded the data and information of WHR's suppliers, contractors and any third parties mentioned in the report.

LRQA's responsibility is only to WHR. LRQA disclaims any liability or responsibility to others as explained in the end footnotes. WHR's responsibility is for collecting, aggregating, analyzing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of WHR.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that WHR has not, in all material respects:

- Met the requirements of the criteria listed above, and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance¹ and at the materiality of the professional judgment of the verifier.

¹ <https://www.igja.com/>

² The extent of evidence gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



Table 1. Summary of WHR's Key Data for Calendar Year 2021:

Parameter	Quantity	Units
Scope 1 GHG emissions	53,122	Metric Tons CO ₂ e
Scope 2 GHG emissions (Location based) ¹	178,897	Metric Tons CO ₂ e
Scope 2 GHG emissions (Market based) ¹	174,654	Metric Tons CO ₂ e
Scope 3 GHG emissions - Business Travel ²	3,285	Metric Tons CO ₂ e
Carbon Emissions Intensity (Location based)	0.387668	Metric Tons CO ₂ e/SqFt
Carbon Emissions Intensity (Market based)	0.387127	Metric Tons CO ₂ e/SqFt
Energy Consumption	708,740,510	kWh
Energy Intensity	23.86	kWh/SqFt
Water Usage	1,835,576,892	Gallons
Water Usage Intensity	0.059765	Gal/SqFt

¹ Scope 1, Location based and Scope 2, Market based are defined in the GHG Protocol Scope 2 Guidance, 2011

² Scope 3 Business Travel emissions were reduced by 363,471 tCO₂e from carbon offsets retired in October 2021

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- interviewing relevant employees of the organization responsible for managing GHG emissions data and records; and
- assessing WHR's data management systems to confirm they are designed to prevent significant errors, omissions or misstatements in the Report by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at both an aggregated level and to the source for a sample set for the calendar year 2021; and

The Report includes a deduction from WHR's Scope 3 emissions of 265 tonnes CO₂e relating to offsets. We have verified that these offsets were acquired and that their inclusion in the Report is reasonable. We have not performed any assurance procedures regarding the providers of these offsets and express no opinion on whether they have, or will, result in a reduction of CO₂e.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14005 Greenhouse gases - Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment - Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 31 March 2022

Kate Pagan

Kate Pagan
LRQA Lead Verifier
On behalf of LRQA, Inc.,
1130 Enclave Parkway, Suite 200 Houston, TX 77077
LRQA reference: UQA00001518/4834262

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The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

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WYNDHAM

HOTELS & RESORTS

REGISTRY
COLLECTION HOTELS

WYNDHAM GRAND

DOLCE
HOTELS AND RESORTS
BY WYNDHAM

esplendor
BY WYNDHAM

DAZZLER
BY WYNDHAM

WYNDHAM

TRYP
BY WYNDHAM

TM
TRADEMARK
COLLECTION BY WYNDHAM

Altra
ALL-INCLUSIVE

LA QUINTA
BY WYNDHAM

WINGATE
BY WYNDHAM

WYNDHAM
GARDEN

HAWTHORN
SUITES BY WYNDHAM

AmericInn
BY WYNDHAM

BAYMONT
BY WYNDHAM

RAMADA
BY WYNDHAM

encore
BY WYNDHAM

MICROTEL
BY WYNDHAM

Days Inn

Super 8

Howard Johnson
BY WYNDHAM

Travelodge
BY WYNDHAM

WYNDHAM REWARDS