Wyndham Hotels & Resorts, Inc. ("Wyndham Hotels", the "Company", "we", "our" or "us") is the world's largest hotel franchising company by number of hotels, with approximately 9,000 affiliated hotels with over 810,000 rooms located in approximately 95 countries and welcoming over 120 million guests annually worldwide. We operate a hotel portfolio of 22 brands, including two new brands introduced in 2021, Registry Collection Hotels, our first luxury brand, and Wyndham Alltra our first all-inclusive brand. Our 22 brands are primarily located in secondary and tertiary cities and approximately 80% of the U.S. population lives within ten miles of at least one of our affiliated hotels. Our mission is to make hotel travel possible for all. Wherever people go, Wyndham will be there to welcome them. We boast a remarkably asset-light business model, dramatically limiting our capital needs and our exposure to the rising wage environment.

Wyndham Rewards is our award-winning guest loyalty program that supports our portfolio of brands and has 92 million enrolled members as of year-end 2021. The program generates significant repeat business by rewarding guests with points for each qualified stay at all of our properties, which are then redeemable for free nights and other goods and services. Our franchisees also benefit from the program through repeat stays and other members benefits.

FORWARD LOOKING STATEMENTS: This response 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.

(W0.2) State the start and end date of the year for which you are reporting data.

<table>
<thead>
<tr>
<th>Start date</th>
<th>End date</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1 2021</td>
<td>December 31 2021</td>
</tr>
</tbody>
</table>
(W0.3) Select the countries/areas in which you operate.
- Argentina
- Bahrain
- Belgium
- Belize
- Brazil
- Canada
- China
- Costa Rica
- Ethiopia
- Honduras
- India
- Jordan
- Malaysia
- Mexico
- Oman
- Paraguay
- Peru
- Portugal
- Puerto Rico
- Qatar
- Republic of Korea
- Saudi Arabia
- Singapore
- Spain
- Turkey
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United Republic of Tanzania
- United States of America
- Uruguay
- Viet Nam

(W0.4)

(W0.4) Select the currency used for all financial information disclosed throughout your response.
- USD

(W0.5)

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.
- Companies, entities or groups over which operational control is exercised

(W0.6)

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?
- No

(W0.7)

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

<table>
<thead>
<tr>
<th>Indicate whether you are able to provide a unique identifier for your organization.</th>
<th>Provide your unique identifier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, a Ticker symbol</td>
<td>WH</td>
</tr>
</tbody>
</table>

W1. Current state
### W1.1 Rate the importance (current and future) of water quality and water quantity to the success of your business.

<table>
<thead>
<tr>
<th></th>
<th>Direct use importance rating</th>
<th>Indirect use importance rating</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sufficient amounts of good quality freshwater available for use</td>
<td>Vital</td>
<td>Vital</td>
<td>We are the world’s largest hotel franchising company by number of hotels. As such, the availability of quality freshwater is vital to the lives of our team members, customers, guests and the communities where Wyndham-branded hotels are located. The company and our franchisees’ operations and stakeholders depend on clean, fresh water to be available at all times at our Wyndham-branded hotels. Our suppliers and their workers also require access to quality freshwater for production, sanitation and health purposes. We do not expect future water dependency regarding sufficient amount of freshwater to differ for direct or indirect use, because freshwater is vital for hotel operations, as well as our supply chain.</td>
</tr>
<tr>
<td>Sufficient amounts of recycled, brackish and/or produced water available for use</td>
<td>Not important at all</td>
<td>Important</td>
<td>Sufficient amounts of recycled, brackish and/or produced water available for use is not as applicable to our direct operations but important to our indirect operations and value chain. We do not expect future water dependency regarding sufficient amount of recycled, brackish or produced water to differ for direct operations, as it is not applicable; however, the importance may increase for our indirect operation supply chain, as our suppliers may become more reliant on recycled water to produce goods.</td>
</tr>
</tbody>
</table>

### W1.2 Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

<table>
<thead>
<tr>
<th>Water withdrawals – total volumes</th>
<th>% of sites/facilities/operations</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water withdrawals – total volumes by source</td>
<td>100%</td>
<td>In 2021, our data boundary included all owned, leased and managed properties. Data is measured monthly through utility tracking and reported publicly on an annual basis in Wyndham’s ESG Report.</td>
</tr>
<tr>
<td>Water discharges – total volumes by destination</td>
<td>100%</td>
<td>Water discharges are estimated based on our water withdrawals at our owned, leased and managed properties. Data is measured monthly through utility tracking.</td>
</tr>
<tr>
<td>Water discharges – total volumes by treatment method</td>
<td>Not relevant</td>
<td>Water discharges by treatment method are only applicable to local municipalities once our water withdrawals are returned to the source, namely sewers for our withdrawals of municipal water. We do not expect this water aspect to be relevant in the future.</td>
</tr>
<tr>
<td>Water discharge quality – by standard effluent parameters</td>
<td>Not relevant</td>
<td>Water discharge quality by standard effluent parameters are typically addressed by local municipalities once our water withdrawals are returned to the source, namely sewers for our withdrawals of municipal water. We do not expect this water aspect to be relevant in the future.</td>
</tr>
<tr>
<td>Water discharge quality – temperature</td>
<td>Not relevant</td>
<td>Discharge quality, including temperatures, are typically addressed by local municipalities once our water withdrawals are returned to the source, namely sewers for our withdrawals of municipal water. We do not expect this water aspect to be relevant in the future.</td>
</tr>
<tr>
<td>Water consumption – total volume</td>
<td>100%</td>
<td>In 2021, our data boundary included all owned, leased and managed properties. Data is measured monthly through utility tracking and reported publicly on an annual basis in Wyndham’s ESG Report.</td>
</tr>
<tr>
<td>The provision of fully-functioning, safety-managed WASH services to all workers</td>
<td>Not monitored</td>
<td>We do not currently measure the amount of water that is recycled or re-used on a company-wide basis.</td>
</tr>
</tbody>
</table>

### W1.2b What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

<table>
<thead>
<tr>
<th></th>
<th>Volume (megaliters/year)</th>
<th>Comparison with previous reporting year</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total withdrawals</td>
<td>5191</td>
<td>Lower</td>
<td>In 2021, Wyndham’s total water withdrawals decreased by approximately 6%. This reduction can be attributed to the Wyndham Green Certification, which provides recommendations on implementing water efficiency projects, including the installation of low-flow fixtures, and water reduction practices, such as drought tolerant landscaping. Wyndham expects total future water withdrawals to also decrease as hotels continue to implement water efficiency projects.</td>
</tr>
<tr>
<td>Total discharges</td>
<td>588</td>
<td>Lower</td>
<td>Per studies conducted by Cornell University and Commercial Buildings Energy Consumption Survey (CBECS), it is estimated that 95% of water from hotels and resorts is discharged back to the systems. We have applied this estimation across our owned, leased and managed properties. In 2021, Wyndham’s total water discharges also decreased by approximately 6%. This reduction can be attributed to the Wyndham Green Certification, which provides recommendations on implementing water efficiency projects, including the installation of low-flow fixtures, and water reduction practices, such as drought tolerant landscaping. Wyndham expects total future water discharges to decrease in line with total water withdrawals.</td>
</tr>
<tr>
<td>Total consumption</td>
<td>310</td>
<td>Lower</td>
<td>In 2021, Wyndham’s total water consumption decreased by approximately 6%. This reduction can be attributed to the Wyndham Green Certification, which provides recommendations on implementing water efficiency projects, including the installation of low-flow fixtures, and water reduction practices, such as drought tolerant landscaping. Wyndham expects total future water consumption to also decrease as hotels continue to implement water efficiency projects.</td>
</tr>
</tbody>
</table>
(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

<table>
<thead>
<tr>
<th>Withdrawals</th>
<th>% withdrawn</th>
<th>Comparison with previous reporting year</th>
<th>Identification tool</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>are from areas with water stress</td>
<td>from areas with water stress</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Row</td>
<td>Yes</td>
<td>26-50</td>
<td>About the same</td>
<td>WRI Aqueduct</td>
</tr>
</tbody>
</table>

(W1.2h) Provide total water withdrawal data by source.

<table>
<thead>
<tr>
<th>Relevance</th>
<th>Volume (megaliters/year)</th>
<th>Comparison with previous reporting year</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fresh surface water, including rainfall, water from wetlands, rivers, and lakes</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>In 2021, the use of fresh surface water, including rainwater, water from wetlands, rivers and lakes was not material within our data boundary of owned, leased and managed properties.</td>
</tr>
<tr>
<td>Brackish surface water/Seawater</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>There are no known instances where Wyndham currently uses brackish surface water or seawater at our owned, leased and managed properties.</td>
</tr>
<tr>
<td>Groundwater – renewable</td>
<td>Relevant</td>
<td>34</td>
<td>Higher</td>
</tr>
<tr>
<td>Groundwater – non-renewable</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>In 2021, the use of non-renewable groundwater was not material at our owned, leased and managed properties.</td>
</tr>
<tr>
<td>Produced/Entrained water</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>There are no known instances where Wyndham currently uses produced or entrained water at our owned, leased and managed properties.</td>
</tr>
<tr>
<td>Third party sources</td>
<td>Relevant</td>
<td>6157</td>
<td>Lower</td>
</tr>
</tbody>
</table>

In 2021, our water withdrawals were primarily based on the use of municipal water at our owned, leased and managed properties; and assume that 95% of our municipal withdrawals returned to the source, namely sewers. In line with Wyndham’s water withdrawals, the company’s water discharge to destinations also decreased by approximately 6%.

(W1.2i) Provide total water discharge data by destination.

<table>
<thead>
<tr>
<th>Relevance</th>
<th>Volume (megaliters/year)</th>
<th>Comparison with previous reporting year</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fresh surface water</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>In 2021, discharges to fresh surface water were not material at our leased, owned and managed properties.</td>
</tr>
<tr>
<td>Brackish surface water/seawater</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>In 2021, there were no known discharges to brackish surface water or seawater at our owned, leased and managed properties.</td>
</tr>
<tr>
<td>Groundwater</td>
<td>Not relevant</td>
<td>&lt;Not Applicable&gt;</td>
<td>In 2021, discharges to groundwater were not material at our owned, leased and managed properties.</td>
</tr>
<tr>
<td>Third-party destinations</td>
<td>Relevant</td>
<td>5881</td>
<td>Lower</td>
</tr>
</tbody>
</table>

We estimate water discharges based on our water withdrawals at our owned, leased and managed properties; and assume that 95% of our municipal withdrawals returned to the source, namely sewers. In line with Wyndham’s water withdrawals, the company’s water discharge to destinations also decreased by approximately 6%.

(W1.3) Provide a figure for your organization’s total water withdrawal efficiency.

<table>
<thead>
<tr>
<th>Relevance</th>
<th>Total water withdrawal volume (megaliters)</th>
<th>Total water withdrawal efficiency</th>
<th>Anticipated forward trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Row</td>
<td>1565000</td>
<td>000</td>
<td>619</td>
</tr>
</tbody>
</table>

(W1.4)
Do you engage with your value chain on water-related issues?
Yes, our suppliers
Yes, our customers or other value chain partners

W1.4a

What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

<table>
<thead>
<tr>
<th>Row</th>
<th>% of suppliers by number</th>
<th>% of total procurement spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>76-100</td>
<td>76-100</td>
</tr>
</tbody>
</table>

Rationale for this coverage
Through our Responsible Supplier Survey, we seek to better understand the supplier’s commitment to sustainability and the systems, plans and processes they have in place to minimize their impact on the environment, including suppliers that have implemented water conservation practices. Through this survey, we evaluate our suppliers annually, which includes questions on suppliers’ sustainability efforts. We recognize each supplier as “Responsible” based on the resulting score from the survey criteria.

Impact of the engagement and measures of success
Wyndham is focused on increasing spend with responsible suppliers and identifying suppliers to help our Company reduce our own water footprint. Measures of success include our investments and estimated water savings by cost and consumption in smart irrigation and low-flow fixtures and aerators. Additional measures of success include the percentage of suppliers that have implemented water conservation practices. For example, in 2021, 51% of respondent suppliers have implemented water conservation practices. Wyndham Hotels & Resorts works with ECOLAB to provide clean, safe and resource-efficient operations to hotels. ECOLAB is a global leader in water, energy and hygiene technologies and services that operates at the center of the water-energy-food nexus. This partnership helps provide clean, safe and resource-efficient operations. For example, in 2021, this partnership resulted in a savings of over 180 million gallons of water.

Comment
Wyndham will be working with our suppliers to provide our branded hotels with a guide to obtain the appropriate products and services necessary to be Wyndham Green certified, and continue efforts to further minimize their impact on the environment. Additionally, Wyndham provides information on our environmental performance and water conservation initiatives, and expects our suppliers to provide similar information and work collectively toward minimizing water consumption and managing water-related risks.

W1.4b

Provide details of any other water-related supplier engagement activity.

Type of engagement
Onboarding & compliance

Details of engagement
Requirement to adhere to our code of conduct regarding water stewardship and management

<table>
<thead>
<tr>
<th>% of suppliers by number</th>
<th>% of total procurement spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>76-100</td>
<td>76-100</td>
</tr>
</tbody>
</table>

Rationale for the coverage of your engagement
All Wyndham suppliers (100% of suppliers by number and procurement spend) are requested to comply with our Supplier Code of Conduct, which includes sharing our commitment to environmental protection, and favor those that work to sustain, protect and restore the environment. In our Supplier Code of Conduct, we require our suppliers to comply with all applicable environmental laws in locations where they conduct business. In some instances, Wyndham may request that suppliers demonstrate compliance with our Supplier Code of Conduct to our satisfaction. 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 labor practices.

Impact of the engagement and measures of success
Wyndham is focused on increasing the percentage of and spend with responsible suppliers. Measures of success include the percentage of suppliers that have implemented water conservation practices. In 2021, 51% of responding suppliers have implemented water conservation practices.

Comment
Wyndham works with our suppliers to provide our branded hotels 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.

W1.4c
What is your organization’s rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

PARTNERS ENGAGED & RATIONALE: We actively engage with our franchisees, guests and team members to support our Company’s ESG commitments and strategies, including those related to water stewardship. We engage these partners to respond to the Company’s key topics of greatest concern and opportunity.

METHODS OF ENGAGEMENT: Our Wyndham Green Program consists of two integral components - the Wyndham Green Toolbox and Wyndham Green Certification. These components allow us to measure our impact, while aiming for continuous improvement across Wyndham properties. The Wyndham Green Toolbox, is specifically designed to track, measure and report water performance globally. The Toolbox provides a visualization to analyze our franchisees’ footprint at the macro and micro levels while scaling to our organization’s goals. The Wyndham Green Certification is our internal certification program, comprised of five progressive levels and five to seven best practices per level around water conservation, energy conservation, waste diversion and operational efficiency, as well as guest, team member and franchisee education and engagement.

MEASURES OF SUCCESS: Examples of measures of success include (1) guest engagement (the number of guests participating in environmental sustainability programs); and (2) franchisee engagement (the number of hotels certified through our Wyndham Green Program).

IMPACT ACHIEVED: In 2021, we continued to increase adoption and awareness of the Wyndham Green Program among our managed and franchised hotels. Since its inception, we have certified over 570 hotels that have demonstrated their commitment to sustainability. 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, to help minimize their impact on the environment.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?
No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?
No

W3. Procedures

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?
Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

- Value chain stage
- Direct operations
- Coverage
- Full
- Risk assessment procedure
- Water risks are assessed in an environmental risk assessment
- Frequency of assessment
- Annually
- How far into the future are risks considered?
- More than 6 years
- Type of tools and methods used
- Tools on the market
In 2021, Wyndham updated its comprehensive water risk assessment, which covers our owned, leased and managed properties. The methodology for assessing Wyndham’s exposure to water risks included mapping properties using the World Resources Institute (WRI) Aqueduct tool to identify locations with baseline water stress, riverine and coastal flood, drought and future water stress risks. FEMA’s Flood Maps were used to identify U.S. locations located in 100-year flood zones. We assessed both current and future risks across numerous dimensions, including: (1) current water stress, (2) future water stress, (3) size of location, (4) flood risk, (5) drought risk and (6) water consumption. Wyndham aims to ensure the provision of fully-functioning, safely managed WASH (water, sanitation, and hygiene) services to all workers as relevant and in compliance with any application regulations. Wyndham works with ECOLAB to provide clean, safe and resource-efficient operations to our collective hotels. Our partnership helps provide clean, safe and resource-efficient operations and delivers a true win-win result for our managed and franchised hotels.

Supply chain risks, including those associated with extreme weather events and other water-related risks that may impact our Company’s overall risk factors, are regularly reviewed as part of our multi-disciplinary, company-wide risk management process. Value chain risks, including those associated with safety and other water-related risks that may impact our company’s overall risk factors, are regularly reviewed as part of our multi-disciplinary, company-wide risk management process. The Board of Directors, through the Corporate Governance Committee, is responsible for overseeing Wyndham’s Social Responsibility program, including environmental performance goals.
Describe your organization’s process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

APPLICATION OF TOOLS: Wyndham aims to identify, assess and respond to water-related risks throughout our entire value chain, including our direct operations and supply chain. In the markets where our branded hotels are located, our Company is not a top water user. Additionally, our suppliers are also not typically from high-water intensive industries. In 2021, Wyndham conducted a water risk assessment, covering owned, leased and managed properties. The methodology for assessing Wyndham’s exposure to water risks included mapping properties using the World Resources Institute (WRI) Aqueduct tool to identify locations with baseline water stress, riverine and coastal flood, drought and future water stress risks. FEMA’s Flood Maps were used to identify U.S. locations located in 100-year flood zones. Risks are also assessed through the Company’s engagement with Ecolab (an external consultant).

Supply chain risks, including extreme weather events and other water-related risks that may impact our Company are regularly reviewed as part of our multi-disciplinary, company-wide risk management process (which includes enterprise risk tools including COSO Enterprise Risk Management Framework and ISO 31000 Risk Management Standard). Value chain risks, including those associated with safety and other water-related risks may impact our company’s overall risk factors, are regularly reviewed as part of our multi-disciplinary, company-wide risk management process. The Board of Directors, through the Corporate Governance Committee, is responsible for overseeing Wyndham’s Social Responsibility program, including environmental performance goals.

We consider all of our owned, managed and leased properties, franchisees and supply chain. We also consider the impacts of water-related risks on our other stakeholders, including guests and communities where our Wyndham-branded hotels are located. Our Company considers ESG risks and opportunities, including those related to water security, within a 10-year time horizon.

At a Company level, our Social Responsibility Team maintains day-to-day strategic oversight to identify and manage ESG risks, including water-related impacts. This Team actively tracks progress against our 2025 water reduction target. Additionally, our Social Responsibility Council reviews emerging risks and opportunities and ensures we are on track with our strategic goals related to Social Responsibility specific key performance indicators.

At the asset level, our Social Responsibility Team identifies and assesses water-related risks and opportunities, advances our ESG strategy, monitors our operational performance and communicates our progress to key stakeholders, which include our guests, investors and team members. Wyndham’s Director of Sustainability also engages with Wyndham-branded hotels through the Wyndham Green Program to assess water-related risks and opportunities.

OUTCOMES & DECISION-MAKING PROCESSES: The decision-making process with regards to strategy and financial planning considers the following materiality-based factors: (1) greatest business impacts; (2) our degree of control and/or influence; and (3) the needs, concerns and key business drivers of our stakeholders. For example, to prioritize our greatest water-related risks, we consider the risks that are most applicable to our industry, which includes reputational risks. Additionally, we consider how water-related risks could also have broader impacts that could influence our revenues and profitability over the short-term (1-2 years), medium-term (3-6 years) and long-term (7-10 years).

Examples related to water-related issues that have influenced our business strategy and planning process are as follows: (1) establishment of 2025 water reduction target, (2) engaging properties through our Wyndham Green Program, and (3) investments to maintain and continue to enhance the Wyndham Hotels & Resorts Emergency Preparedness Guide and Emergency Reporting Service, for our managed property managers.

CONTEXTUAL ISSUES: As a hospitality company, our business is dependent on water quality and availability. Therefore, we assess water availability and water quality at a basin catchment level. We recognize potential risks associated with increases in the cost of water to our owned, managed and leased properties, as well as our franchisees. The status of ecosystems and habitats is also considered in Wyndham’s assessments, as biodiversity is crucial for the health and functionality of all ecosystems and their services and is connected to climate and water-related risks. Water regulatory frameworks are considered in Wyndham’s assessments as water-related regulations can lead to increased costs for Wyndham hotels. Access to fully-functioning, safely managed WASH services for all employees is included as Wyndham aims to ensure the provision of fully-functioning, safely managed WASH services to all workers and in compliance with any application regulations.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?  
Yes, only within our direct operations
How does your organization define substantive financial or strategic impact on your business?

DEFINITION OF SUBSTANTIVE FINANCIAL OR STRATEGIC IMPACT: Qualitative measures consider correlations to our business model, mission and value chain. The criteria used to determine our priorities with regards to climate change risks and opportunities is based on the degree of potential market, physical, regulatory and/or business model impacts to Wyndham Hotels & Resorts. We also consider our value chain impacts, industry trends and level of stakeholder interest among our employees, investors, customers and franchisees. For example, based on considering our value chain, the importance of franchise engagement has been prioritized through our Wyndham Green Certification Program.

To determine whether risk is substantive, the risk probability and frequency over a 5-year time horizon are the most significant factors. We also consider the potential magnitude of water-related risks. To track our progress toward managing water-related risks, current metrics used include (1) water consumption, (2) water intensity, and (3) progress towards our 2025 water reduction target. Our current target is to achieve 15% reduction in water consumption per square foot from 2019-2025.

QUANTITATIVE THRESHOLDS: To determine if there is a substantive water-related impact on our business, we look at the water risk as identified by the WRI Aqueduct Tool. This tool indicates properties with “high” or “extremely high” baseline water stress. If a majority of our managed portfolio is identified as having “high” or “extremely high” baseline water stress, we may consider this a strategic impact on our business.

Quantitatively, we generally consider a risk or opportunity to have a strategic substantive impact if the risk or opportunity has a material adverse effect on our business, financial condition or results of operations.

What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

<table>
<thead>
<tr>
<th>Total number of facilities exposed to water risk</th>
<th>% company-wide facilities this represents</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Row 1</td>
<td>3</td>
<td>1-25</td>
</tr>
</tbody>
</table>

W4.1c
(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

### Country/Area & River basin

<table>
<thead>
<tr>
<th>Country/Area &amp; River basin</th>
<th>Number of facilities exposed to water risk</th>
<th>% company-wide facilities this represents</th>
<th>Production value for the metals &amp; mining activities associated with these facilities</th>
<th>% company’s annual electricity generation that could be affected by these facilities</th>
<th>% company’s global oil &amp; gas production volume that could be affected by these facilities</th>
<th>% company’s total global revenue that could be affected</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td>Huang He (Yellow River)</td>
<td>1</td>
<td>Less than 1%</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>Within the Huang He (Yellow River) basin, our Wyndham Grand Xian South property has been identified as having the highest risk due to its water consumption relative to other Wyndham owned, managed and leased properties in 2021. This property is identified as having “extremely high” water stress using the WRI Aqueduct Tool.</td>
</tr>
<tr>
<td>Qatar</td>
<td>Other, please specify (Arabian Peninsula)</td>
<td>1</td>
<td>Less than 1%</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>Within the Arabian Peninsula basin, our Wyndham Doha West Bay property has been identified as having the highest risk due to its water consumption relative to other Wyndham owned, managed and leased properties in 2021. This property is identified as having “extremely high” water stress using the WRI Aqueduct Tool.</td>
</tr>
<tr>
<td>United States of America</td>
<td>Colorado River (Pacific Ocean)</td>
<td>1</td>
<td>Less than 1%</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>Within the Colorado River (Pacific Ocean) basin, our Wyndham San Diego Bayside property has been identified as having the highest risk due to its water consumption relative to other Wyndham owned, managed and leased properties in 2021. This property is identified as having “extremely high” water stress using the WRI Aqueduct Tool.</td>
</tr>
</tbody>
</table>
(W4.2) Provide details of identified risks in your direct operations with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

**Country/Area & River basin**

| United States of America | Other, please specify (Gulf of Mexico and North Atlantic Coast) |

**Type of risk & Primary risk driver**

| Acute physical | Other, please specify (Increased severity of extreme weather events such as cyclones and floods) |

**Primary potential impact**

Reduced revenues from lower sales/output

**Company-specific description**

Increases in the frequency and severity of extreme weather events, such as hurricanes and wildfires, could impact travel demand for our Company, lead to supply chain interruptions, cause damage to Wyndham’s physical assets or adversely impact the accessibility or desirability of travel to certain locations. As the world’s largest hotel franchising company by number of hotels, our business has a unique risk, as our franchisees must be able to manage the risks associated with extreme weather events at our branded hotels. For example, in 2021 more than 70% of our total revenues were from hotel franchising. Our portfolio consists of approximately 9,000 affiliated hotels with approximately 810,000 rooms located in approximately 95 countries and welcoming over 120 million guests annually worldwide. This includes over 8,500 franchised hotels, some located within the Gulf of Mexico and North Atlantic Coast basins, which face increased risks of hurricanes and other extreme weather events. For example, certain franchisees’ and owners’ properties are located in areas that are prone to extreme weather events. Past hurricanes have impacted the Wyndham Grand Rio Mar Beach Resort and Spa and forced the property to temporarily close. Past metrics reported by the Company as a result of Hurricanes Irma and Maria Hurricanes have indicated a reduction of third quarter revenue by $13 million, net income by $6 million, earnings before interest, taxes, depreciation, and amortization (EBITDA) by $9 million, and adjusted earnings per share by six cents for the year of impact. In 2021 Hurricane Ida also impacted the Wyndham New Orleans French Quarter, which resulted in temporary closure of the hotel, impacting revenues. Our business model is asset-light, as we receive a management fee from our managed property portfolio, as well as a percentage of each franchised hotel’s room revenues, but do not own the underlying properties as of May 31, 2022. Any such decline in or disruptions to the travel or hotel industries may adversely affect our franchised hotels, the operations of current and potential franchisees, developers and hotel owners with which we have hotel management contracts.

**Timeframe**

1-3 years

**Magnitude of potential impact**

Medium

**Likelihood**

More likely than not

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

8000000

**Potential financial impact figure - minimum (currency)**

<Not Applicable>

**Potential financial impact figure - maximum (currency)**

<Not Applicable>

**Explanation of financial impact**

The estimated financial impact assumes a small decrease in both management and franchising revenues (approximately $8 million). Both Wyndham managed and franchised properties could be at risk for extreme weather events, however, we do not expect this impact to affect a large majority of properties at once. For example, if a hurricane impacts the Florida coast, this event will impact a fraction of Wyndham’s approximately 9,000 hotels. Additionally, the impacts from extreme weather events typically do not impact multiple properties at once for an extended period of time.

**Primary response to risk**

Amend the Business Continuity Plan

**Description of response**

To respond to extreme weather events, Wyndham’s Corporate Security and Business Continuity teams work with all of our managed assets that are deemed to be business critical and develop risk profiles. Based on the risk profile, a recovery time objective (RTO) is determined – this is how quickly the location has to be operating at what capacity. After the RTO is determined, appropriate business recovery solutions are designed for the location to meet that objective. All managed properties are also provided an emergency preparedness guide to assist them in not only preparing for an emergency event but also for managing one as it occurs. All 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 an Emergency Response System, which is a dedicated 24/7 toll free number for managed 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 properties. All critical locations have been entered into a system by latitude and longitude. When any event occurs within a pre-designated radius of the property, Wyndham gets an email alert along with the senior leaders and property manager for that location. This allows us to receive an early warning system and permits us to proactively take measures to minimize the adverse impact of the event. The safety and security of the franchisees guests and employees is their sole responsibility, but Wyndham Hotels & Resorts offers many resources to assist franchisees when faced with various types of emergencies such as a Customizable Emergency Preparedness Guide and other valuable resources around natural disasters, public safety, public health, and relief suppliers & resources.

**Cost of response**

5000000

**Explanation of cost of response**
Annually, we invest approximately $5 million in expenses associated with our sustainability & corporate responsibility programs including support from cross-functional team members throughout our organization to manage this risk. The investment to manage this risk also includes salaries, vendor expenses & other expenses associated with our Business Continuity and Emergency Preparedness Plans to manage this risk. This also includes expenses related to our Emergency Reporting Service. Wyndham’s 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.

**Country/Area & River basin**

| United States of America | Other, please specify (All river basins in United States where nearly 70% of our properties are located) |

**Type of risk & Primary risk driver**

| Reputation & markets | Increased stakeholder concern or negative stakeholder feedback |

**Primary potential impact**

Reduced demand for products and services

**Company-specific description**

Many factors influence Wyndham’s reputation and the value of our hotel brands including the perception held by guests, our franchisees, our other key stakeholders and the communities where we do business. Our stakeholders are increasingly interested in our approach to managing climate-related risks and opportunities (including those related to water). For example, we frequently receive requests from corporate customers, government customers and meeting planners about our sustainability practices from within our portfolio of approximately 9,000 Wyndham-branded hotels. According to the Sustainable Hospitality Alliance, 53% of North American companies have corporate sustainability programs that affect their decision to contract with a travel supplier (GBTA). The information that we provide these companies is used to inform their purchasing decisions and can directly impact our revenue associated with both franchisee and management fees. Also, due to our Company’s scale within the hotel industry, we may be subject to increased scrutiny. Our brands represent approximately 810,000 rooms in the market. We are also the world’s largest hotel franchising company by number of hotels and over 92 million members are enrolled in the Wyndham Rewards. Within our industry, third-party booking sites including Travelocity, Orbitz and Expedia include information on “green” or sustainable practices to help customers make decisions when booking room nights across our Company’s portfolio of brands. Additionally, industry research has indicated a correlation between sustainability and customer satisfaction within the hotel industry. For example, the rise of Generation Z, and their focus on mitigating climate-related impacts (including those related to water) are shaping how companies operate. This group will soon become the world’s most populous generation and will aim to support companies who focus their efforts on responsible operations. Beyond customers, if there are increased stakeholder concerns or negative feedback from franchisees around climate, can reduce franchisee retention, directly impacting Wyndham’s franchising revenues, which represented over 70% of the company’s revenues in 2021.

**Timeline**

1-3 years

**Magnitude of potential impact**

Medium

**Likelihood**

Unknown

Are you able to provide a potential financial impact figure?

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure - minimum (currency)**

15000000

**Potential financial impact figure - maximum (currency)**

30000000

**Explanation of financial impact**

The estimated financial impact assumes the potential for a decrease in both 2021 hotel franchising and hotel management revenues (approximately $15-$30 million). If there is increased stakeholder concern around climate, this can impact our hotel management revenues, as customers may choose to stay at other hotels brands. Increased stakeholder concern around climate can also impact hotel franchising revenues. For example, franchised hotel customers may also seek out alternative brands that are recognized as more sustainable and have increased transparency of sustainability related disclosures. This can lead to decreased revenues of these franchised hotels, as there may be decreased franchisee retention.

**Primary response to risk**

Improve monitoring

**Description of response**

To support the company in responding to increased stakeholder concern, Wyndham developed the Wyndham Green Program to integrate sustainability across our portfolio of managed and franchised hotels. We have developed a proprietary online environmental management system, titled the Wyndham Green Toolbox, to track, measure and report energy, emissions, water and waste diversion performance globally as well as manage the requirements of the Wyndham Green Certification. 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. In addition, Welcome Break, the one of the Company’s largest franchisees 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. 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: (1) linen and towel reuse; (2) interior energy efficient lighting; ; (3) recycling; (4) guest communications; (5) property education; and (6) utility tracking. Wyndham also works with ECOLAB to provide clean, safe and resource-efficient operations to our branded hotels. ECOLAB is a global leader in water, energy and hygiene technologies and services that operates at the center of the water-energy-food nexus. This partnership helps provide clean, safe and resource-efficient operations and delivers a true win-win result for our managed and franchised hotels. We have set a water reduction target and aim to reduce water consumption per square foot by 15% by 2025, compared to our 2019 baseline. We measure and report on our performance against the 2019 baseline.

**Cost of response**

5000000
Explain the cost of response
Annually, we invest approximately $5 million in expenses associated with our sustainability and corporate responsibility programs including support from cross-functional team members throughout our organization to manage this risk. This includes investments to support the adoption of best practices at hotels through our system with our Wyndham Green Program.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

<table>
<thead>
<tr>
<th>Primary reason</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risks exist, but no substantive impact anticipated</td>
<td>Wyndham has not identified any substantial impacts from water-related risks in our value chain. Quantitatively, we generally consider a risk or opportunity to have a strategic or substantive impact if the risk or opportunity has a material adverse effect on our business, financial condition or results of operations. Potential risks within our value chain include potential (1) supply chain disruptions as a result of extreme weather events, such as hurricanes and floods; (2) increased costs in goods that we procure due to the correlation between the cost of water and the price of furniture and fixtures, or food and beverage; and (3) local community health risks associated with declining water quality.</td>
</tr>
</tbody>
</table>

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized.

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

<table>
<thead>
<tr>
<th>Type of opportunity</th>
<th>Primary water-related opportunity</th>
<th>Company-specific description &amp; strategy to realize opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Efficiency</td>
<td>Improved water efficiency in operations</td>
<td>Wyndham is the largest hotel franchisor by hotels worldwide with approximately 9,000 hotels (of which approximately 97% are franchised). Through the company’s focus on sustainability, including water efficiencies, Wyndham can increase the retention rate of franchisees by reducing water-related costs and increasing guest satisfaction. OUR STRATEGY: We have set a water reduction target and aim to reduce water consumption per square foot by 15% by 2025, compared to our 2019 baseline. We measure and report on our performance against the 2019 baseline. We are also committed to evaluating opportunities at our managed hotels and recommend installing low flow fixtures and implementing water conservative laundry programs and irrigation controls where appropriate. Through our Wyndham Green Program, we are able 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. 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 allowing for continuous improvement across Wyndham branded properties. Through the Wyndham Green Program, we also ask hotels to follow best practices on water conservation, including many no-to-low-cost upgrades that reduce both consumption and operating costs. These items represent 30% of overall certification requirements. As an example, Ramada® Resort by Wyndham Kusadasi (franchised) collects rainwater and has a gray water treatment plant to reclaim water for irrigation purposes. Over the next two years, Wyndham will begin prioritizing managed properties located in areas with high water stress. We will also evaluate opportunities to implement additional water efficiency projects, including low-flow fixtures and water reduction practices, such as drought tolerant landscaping.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Estimated timeframe for realization 4 to 6 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Magnitude of potential financial impact Low-medium</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Are you able to provide a potential financial impact figure? Yes, an estimated range</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Potential financial impact figure (currency) &lt;Not Applicable&gt;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Potential financial impact figure – minimum (currency) 11000000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Potential financial impact figure – maximum (currency) 22000000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Explanation of financial impact The estimated financial impact assumes the potential for an increase in hotel franchising revenue (approximately $11-$22 million), as we may experience an increase in the retention of franchisees.</td>
</tr>
</tbody>
</table>

W5. Facility-level water accounting
(W5.1) For each facility referenced in W4.1c, provide coordinates, water accounting data, and a comparison with the previous reporting year.

**Facility reference number**
Facility 1

**Facility name (optional)**
Wyndham Grand® Xian South

**Country/Area & River basin**

<table>
<thead>
<tr>
<th>Country</th>
<th>River basin</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td>Huang He (Yellow River)</td>
</tr>
</tbody>
</table>

**Latitude**
34.206006

**Longitude**
108.965743

**Located in area with water stress**
Yes

**Primary power generation source for your electricity generation at this facility**
<Not Applicable>

**Oil & gas sector business division**
<Not Applicable>

**Total water withdrawals at this facility (megaliters/year)**
101.35

**Comparison of total withdrawals with previous reporting year**
Lower

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes
0

Withdrawals from brackish surface water/seawater
0

Withdrawals from groundwater - renewable
0

Withdrawals from groundwater - non-renewable
0

Withdrawals from produced/entrained water
0

Withdrawals from third party sources
101.35

**Total water discharges at this facility (megaliters/year)**
96.28

**Comparison of total discharges with previous reporting year**
Lower

Discharges to fresh surface water
0

Discharges to brackish surface water/seawater
0

Discharges to groundwater
0

Discharges to third party destinations
96.28

**Total water consumption at this facility (megaliters/year)**
5.07

**Comparison of total consumption with previous reporting year**
Lower

**Please explain**
Located in Xi'an, China, our Wyndham Grand Xian South property is a managed hotel and is currently identified as having "extremely high" water stress using the WRI Aqueduct Tool. This site has been prioritized for water risk based on total water withdrawals compared to other managed Wyndham properties. In 2021, the property's total water withdrawals decreased by approximately 8% due to efficiency measures undertaken by the hotel. The Wyndham Grand Xian South has implemented several water efficiency measures in alignment with the Wyndham Green Certification Program including:

- Linen and Towel Reuse Program, which helps to minimize the use of energy, water and detergents from laundering towels and linens.
- Water efficient fixtures in guest rooms including showerheads, faucets, and water closets.
- Comprehensive preventative maintenance program using both internal resources and external vendors with maintenance contracts to ensure proper operation of major systems and maintains efficient operations.
- Water efficient flush fixtures in the common (guest facing areas) and back of house areas for staff have been implemented.
Located in Doha, Qatar, our Wyndham Doha West Bay property is a managed hotel and is currently identified as having "extremely high" water stress using the WRI Aqueduct Tool. This site has been prioritized for water risk based on total water withdrawals compared to other managed Wyndham properties. In 2021, the property’s total water withdrawals decreased by approximately 15% due to efficiency measures undertaken by the hotel. The Wyndham Doha West Bay has implemented various water efficiency measures in order to reduce its water consumption in alignment with the Wyndham Green Certification Program including:

- Linen and Towel Reuse Program, which helps to minimize the use of energy, water and detergents from laundering towels and linens.
- Aerators in all hotel water fixtures reducing their consumption by 40% to 6 liters/minute.
- Irrigation controller for landscaping to better control the water utilized for landscaping.
- All major systems and equipment have a maintenance contract and preventative maintenance plan to ensure higher uptime and efficient operation.
Latitude
32.71896

Longitude
-117.172428

Located in area with water stress
Yes

Primary power generation source for your electricity generation at this facility
<Not Applicable>

Oil & gas sector business division
<Not Applicable>

Total water withdrawals at this facility (megaliters/year)
80.71

Comparison of total withdrawals with previous reporting year
Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes
0

Withdrawals from brackish surface water/seawater
0

Withdrawals from groundwater - renewable
0

Withdrawals from groundwater - non-renewable
0

Withdrawals from produced/entrained water
0

Withdrawals from third party sources
80.71

Total water discharges at this facility (megaliters/year)
76.86

Comparison of total discharges with previous reporting year
Higher

Discharges to fresh surface water
0

Discharges to brackish surface water/seawater
0

Discharges to groundwater
0

Discharges to third party destinations
76.86

Total water consumption at this facility (megaliters/year)
3.85

Comparison of total consumption with previous reporting year
Higher

Please explain
Located in California, our Wyndham San Diego Bayside property is a managed hotel and is currently identified as having “extremely high” water stress using the WRI Aqueduct Tool. This site has been prioritized for water risk based on total water withdrawals compared to other managed Wyndham properties. In 2021, the property’s total water withdrawals increased as the hotel experienced increased occupancy following the industry’s recovery from the COVID-19 pandemic. The Wyndham San Diego Bayside has implemented several water efficient best practices in alignment with the Wyndham Green Certification Program including: -Linens and Towel Reuse Program, which helps to minimize the use of energy, water and detergents from laundering towels and linens. -Comprehensive preventative maintenance program using both internal resources and external vendors with maintenance contracts to ensure proper operation of major systems and maintain efficient operations.

W5.1a

(W5.1a) For the facilities referenced in W5.1, what proportion of water accounting data has been third party verified?
Water withdrawals – total volumes

% verified
76-100

Verification standard used

Please explain
<Not Applicable>

Water withdrawals – volume by source

% verified
76-100

Verification standard used

Please explain
<Not Applicable>

Water withdrawals – quality by standard water quality parameters

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

Water discharges – total volumes

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

Water discharges – volume by destination

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

Water discharges – volume by final treatment level

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

Water discharges – quality by standard water quality parameters

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

Water consumption – total volume

% verified
Not verified

Verification standard used
<Not Applicable>

Please explain

W6. Governance
W6.1

(W6.1) Does your organization have a water policy?
Yes, we have a documented water policy that is publicly available.

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

<table>
<thead>
<tr>
<th>Scope</th>
<th>Content</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company-wide</td>
<td>Description of business dependency on water</td>
<td>Wyndham Hotels and Resorts' Sustainability Policy describes our commitment to water stewardship. This policy is publicly available at: <a href="https://s22.q4cdn.com/153757806/files/doc_downloads/governance_documents/2020/10/Sustainability-Policy.pdf">https://s22.q4cdn.com/153757806/files/doc_downloads/governance_documents/2020/10/Sustainability-Policy.pdf</a>. We view access to clean, potable water for health and hygiene as a basic human right for all. Our Company will focus our water stewardship efforts to targeted branded hotels in locations with the greatest potential water stress. We will also continue to advance water efficiency best practices across our brands and continue to share them with our independently owned and operated franchisees through our Wyndham Green Program.</td>
</tr>
<tr>
<td></td>
<td>Company water targets and goals</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Commitments beyond regulatory compliance</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Commitment to stakeholder awareness and education</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Commitment to water stewardship and/or collective action</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Acknowledgement of the human right to water and sanitation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recognition of environmental linkages, for example, due to climate change</td>
<td></td>
</tr>
</tbody>
</table>

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?
Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

<table>
<thead>
<tr>
<th>Position of individual</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board-level committee</td>
<td>The highest level of responsibility within Wyndham Hotels &amp; Resorts for the management of water-related issues is held by the Corporate Governance Committee of our Board of Directors. Specific responsibilities of the Corporate Governance Committee include providing input into the strategy and direction of our environmental, water, climate and energy programs and goals as part of their oversight for our Social Responsibility program. 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. An example of a water-related decision made by the Corporate Governance Committee in the last year was their support and approval to make Level 1 Core in the Wyndham Green Certification a brand standard for all hotels.</td>
</tr>
</tbody>
</table>

W6.2b
(W6.2b) Provide further details on the board’s oversight of water-related issues.

<table>
<thead>
<tr>
<th>Frequency that water-related issues are a scheduled agenda item</th>
<th>Governance mechanisms into which water-related issues are integrated</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scheduled some meetings</td>
<td>Monitoring implementation and performance</td>
<td>The entire Board maintains an active role in overseeing the management of our Company’s risks, which include those associated with water. The Board focuses on our general risk management strategy and the most significant risks facing our Company. The Board also aims to ensure that the risks undertaken by Wyndham are consistent with a level of risk that is appropriate for our Company and aligned with the achievement of our business objectives and strategies. The Audit Committee also provides further oversight on our enterprise-wide programs for risk assessment and risk management. While each Committee is responsible for providing oversight with respect to the management of risks, the entire Board is regularly informed about our risks through committee reports and management presentations.</td>
</tr>
</tbody>
</table>

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

<table>
<thead>
<tr>
<th>Board member(s) have competence on water-related issues</th>
<th>Criteria used to assess competence of board member(s) on water-related issues</th>
<th>Primary reason for no board-level competence on water-related issues</th>
<th>Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not assessed</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
<td>&lt;Not Applicable&gt;</td>
</tr>
</tbody>
</table>

W6.3
(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

**Name of the position(s) and/or committee(s)**

Corporate responsibility committee

**Responsibility**

Assessing water-related risks and opportunities
Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Quarterly

**Please explain**

Wyndham established the Social Responsibility Council (SRC), which is chaired by our Chief Executive Officer (CEO). The SRC meets regularly to provide oversight and direction for the Company’s ESG program. Water-related topics reported to the Board, include Wyndham’s progress on the company’s water reduction target.

RESPONSIBILITIES: Wyndham’s Social Responsibility Team is responsible for advancing our sustainability and climate strategies, inclusive of water, monitoring our operational performance and communicating our progress to key stakeholders. Key responsibilities include: 1) reviewing ESG risks and opportunities; 2) ensuring that we are meeting our strategic performance goals; and 3) driving engagement and building awareness. MONITORING OF WATER-RELATED ISSUES: Examples of current processes include: 1) utilizing our proprietary Wyndham Green Toolbox to track & 2) measuring and reporting water performance and integrating the Wyndham Green program throughout our value chain.

**Name of the position(s) and/or committee(s)**

Chief Executive Officer (CEO)

**Responsibility**

Assessing water-related risks and opportunities
Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Quarterly

**Please explain**

Wyndham’s CEO chairs the company’s Social Responsibility Council (SRC) and oversees the following: (1) reviewing emerging environmental and opportunities; (2) ensuring we are on track with our strategic goals related to Social Responsibility specific key performance indicators; and (3) driving engagement, building awareness and celebrating the successes of our Social Responsibility Programs. 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 intent of receiving input and guidance on the organizational impacts.

**Name of the position(s) and/or committee(s)**

Other C-Suite Officer, please specify (Chief Human Resources Officer)

**Responsibility**

Assessing water-related risks and opportunities
Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Quarterly

**Please explain**

Overseeing our Company’s social responsibility programs, goals and performance is part of the annual objectives and key responsibilities for our Chief HR Officer.

---

**W6.4**

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

<table>
<thead>
<tr>
<th>Provide incentives for management of water-related issues</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Overseeing our Company’s social responsibility programs, goals and performance (including our progress toward Wyndham Hotels and Resorts’ 2025 ESG targets) is part of the annual objectives and key responsibilities for our Chief HR Officer.</td>
</tr>
</tbody>
</table>

---

**W6.4a**

(W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

<table>
<thead>
<tr>
<th>Role(s) entitled to incentive</th>
<th>Performance indicator</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monetary reward</td>
<td>Other C-suite Officer (Chief Human Resources Officer)</td>
<td>Reduction of water withdrawals</td>
</tr>
<tr>
<td>Non-monetary reward</td>
<td>Please select</td>
<td>Please select</td>
</tr>
</tbody>
</table>

---

**W6.5**
(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, trade associations
Yes, other

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

Our processes to ensure that all direct and indirect activities are consistent with our overall water policy/water commitments are: (1) prior to entering into new affiliations/expanding the scope of current affiliations, we consider the organization’s policy positions, and (2) through membership and committee participation, we would be able to monitor whether their activities are consistent with our climate and water strategy. Additionally, we utilize our annual CDP Water Security disclosure as an opportunity to further review and assess whether the public policy positions of trade associations for which Wyndham has an affiliation are consistent with our own water security strategy. This assists Wyndham in taking action if an inconsistency is discovered.

In 2021, we did not directly engage with policy makers on water-related issues. Examples of past direct engagement have included (1) engagement with the New Jersey chapter of the U.S. Green Building Council, (2) engagement with local governments to integrate sustainability into resort development and/or major renovation plans for managed properties, and (3) engagement with the Sustainable Hospitality Alliance, which focuses on priorities including water stewardship.

The Company continues to collaborate with the hotel industry and other hotel companies through the Hotel Water Measurement Initiative (HWMI), which enables a hotel property to calculate its water footprint per occupied room.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

Yes (you may attach the report - this is optional)

WHR 2021 10-K.pdf

Page 10 ("Environmental Impact") and page 17 ("Risk Factors")

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

<table>
<thead>
<tr>
<th>Are water-related issues integrated?</th>
<th>Long-term time horizon (years)</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-term business objectives</td>
<td>Yes, water-related issues are integrated</td>
<td>5-10</td>
</tr>
<tr>
<td>Strategy for achieving long-term objectives</td>
<td>Yes, water-related issues are integrated</td>
<td>11-15</td>
</tr>
<tr>
<td>Financial planning</td>
<td>Yes, water-related issues are integrated</td>
<td>11-15</td>
</tr>
</tbody>
</table>

W7.2
(W7.2) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change) 0

Anticipated forward trend for CAPEX (+/- % change) 0

Water-related OPEX (+/- % change) 30

Anticipated forward trend for OPEX (+/- % change) -90

Please explain

Our 2021 OPEX expenditure includes our two owned locations (Wyndham Grand Rio Mar Beach Resort and Wyndham Grand Bonnet Creek) and our corporate offices in 2021. In 2021, we had an approximate 30% increase in water-related OPEX due to the reopening of offices and rebound of travel caused by the COVID-19 pandemic. In 2022, we expect water-related OPEX to drop by approximately 90%, as Wyndham will no longer have owned hotels in the company’s portfolio. Information related to CAPEX is not available.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

<table>
<thead>
<tr>
<th>Use of scenario analysis</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>CLIMATE-RELATED SCENARIO ANALYSIS: Wyndham’s current 2025 emissions target has been 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 intensity and efficiency specifications through our 2025 target, and from 2025-2050 to explore increasing renewable energy for generation of electricity both onsite and offsite, as outlined by the Sectoral Decarbonization Approach (SDA) and its methodology for power generation. WATER-RELATED OUTCOMES: Our 2025 water intensity reduction target is complementary to our emissions reduction and renewable energy targets. We have also assessed current and future water-related risks to support our climate mitigation and adaptation strategies.</td>
</tr>
</tbody>
</table>

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization’s business strategy.

<table>
<thead>
<tr>
<th>Type of scenario analysis</th>
<th>Parameters, assumptions, analytical choices</th>
<th>Description of possible water-related outcomes</th>
<th>Influence on business strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate-related</td>
<td>CLIMATE-RELATED SCENARIO ANALYSIS: Wyndham’s current 2025 emissions target has been 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 intensity and efficiency specifications through our 2025 target, and from 2025-2050 to explore increasing renewable energy for generation of electricity both onsite and offsite, as outlined by the Sectoral Decarbonization Approach (SDA) and its methodology for power generation. WATER-RELATED OUTCOMES: Our 2025 water intensity reduction target is complementary to our emissions reduction and renewable energy targets. We have also assessed current and future water-related risks to support our climate mitigation and adaptation strategies.</td>
<td>Our Company’s response to possible water-related outcomes includes the (1) establishment of 2025 water reduction target, (2) execution of our Wyndham Green Program, and (3) investments to maintain and continue to enhance our Corporate Security, Safety &amp; Business Continuity program. All managed hotels are also provided with a Wyndham Hotels &amp; 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 &amp; Resorts’ properties. 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 for property managers to report critical incidents and immediately receive guidance. In 2021, we also updated our water risk assessment of Wyndham’s owned, leased and managed properties. We assessed both current and future risks across numerous dimensions, including water stress, water intensity and flooding and drought risks.</td>
<td>Over the next two years, Wyndham will begin prioritizing managed properties located in areas with high water stress based off of the results from Wyndham’s 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 will report on progress against this target on an annual basis. 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.</td>
</tr>
</tbody>
</table>

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

Compared to industrial and agricultural users, Wyndham is not considered a water-intensive company, therefore we do not expect to introduce an internal price of carbon in the next two years. However, we will continue monitoring climate- and water-related risks, including the intersectionality of water access, water quality, climate change and human health. Over the next year, Wyndham will begin prioritizing managed properties located in areas with high water stress. We will evaluate opportunities to implement water efficiency projects, including the installation of low-flow fixtures and water reduction practices, such as drought tolerant landscaping.

W7.5
**Do you classify any of your current products and/or services as low water impact?**

<table>
<thead>
<tr>
<th>Products and/or services classified as low water impact</th>
<th>Definition used to classify low water impact</th>
<th>Primary reason for not classifying any of your current products and/or services as low water impact</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>We enable franchisees to reduce their water related impacts through access to our sustainability programs (including our Wyndham Green Certification and water efficiency measures).</td>
<td>&lt;Not Applicable&gt;</td>
<td>The Wyndham Green Certification consists of five progressive levels, each with five to seven best practices per level that address energy and water conservation, waste diversion, operational efficiency as well as guest and team member education and engagement. We also provide franchisees with advisory services and access to our proprietary Wyndham Green Toolbox environmental management system.</td>
</tr>
</tbody>
</table>

**W8. Targets**

**W8.1**

**(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.**

<table>
<thead>
<tr>
<th>Levels for targets and/or goals</th>
<th>Monitoring at corporate level</th>
<th>Approach to setting and monitoring targets and/or goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company-wide targets and goals</td>
<td>Targets are monitored at the corporate level</td>
<td>As part of Wyndham’s ESG targets, we aim to achieve a 15% reduction in water consumption per square foot from a 2019 base year for owned, leased and managed properties by 2025. Wyndham’s Social Responsibility Team and Director of Sustainability actively monitors our performance against our targets at the corporate level. We are also committed to evaluating opportunities at our managed hotels and recommend installing low flow fixtures and implementing water conservative laundry programs and irrigation controls where appropriate. Through the Wyndham Green Certification, we also ask hotels to follow best practices on water conservation, including many low to no cost upgrades that reduce both consumption and operating costs. These items represent 30% of overall certification requirements.</td>
</tr>
</tbody>
</table>

**W8.1a**

**(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.**

**Target reference number**

**Target 1**

**Category of target**

Water withdrawals

**Level**

Company-wide

**Primary motivation**

Reduced environmental impact

**Description of target**

As part of Wyndham’s 2025 ESG targets, we aim to achieve a 15% reduction in water withdrawals intensity per square foot from 2019-2025 at managed hotels.

**Quantitative metric**

Other, please specify (% reduction per square foot)

**Baseline year**

2019

**Start year**

2019

**Target year**

2025

**% of target achieved**

80

**Please explain**

As part of our strategic vision of fostering a values-driven culture, Wyndham Hotels & Resorts understands that it is essential to protect our natural capital and resources to deliver long-term sustainable value. As such, we aim to achieve a 15% reduction in water withdrawals intensity per square foot from 2019-2025. Since 2019, Wyndham has reduced water consumption per sq. ft. by 12%. Over the next two years, Wyndham will begin prioritizing managed properties located in areas with high water stress. We will evaluate opportunities to recommend implementing additional water efficiency projects, including the installation of low-flow fixtures and water reduction practices, such as drought tolerant landscaping.

**W9. Verification**
W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?
Yes

W9.1a

(W9.1a) Which data points within your CDP disclosure have been verified, and which standards were used?

<table>
<thead>
<tr>
<th>Disclosure module</th>
<th>Data verified</th>
<th>Verification standard</th>
<th>Please explain</th>
</tr>
</thead>
<tbody>
<tr>
<td>W1 Current state</td>
<td>Total water withdrawals, company-wide</td>
<td>ASAE3000</td>
<td>Wyndham’s water withdrawals (total volumes) were externally verified by Lloyd’s Register (LR). LR implements and maintains a comprehensive management system. The assurance covers Wyndham’s properties under operational control using ISO 14064-Part 3. Wyndham’s Assurance Statement is also included in our 2022 ESG Report.</td>
</tr>
</tbody>
</table>

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization’s response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

<table>
<thead>
<tr>
<th>Row</th>
<th>Job title</th>
<th>Corresponding job category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Director, Sustainability</td>
<td>Environment/Sustainability manager</td>
</tr>
</tbody>
</table>

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate’s Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

No

Submit your response

In which language are you submitting your response?
English

Please confirm how your response should be handled by CDP

<table>
<thead>
<tr>
<th>Please select your submission options</th>
<th>Understand that my response will be shared with all requesting stakeholders</th>
<th>Response permission</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>Public</td>
</tr>
</tbody>
</table>

Please confirm below

I have read and accept the applicable Terms