

2026

# Corporate Responsibility Report

WYNDHAM'S WAY

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WYNDHAM'S WAY

## About This Report

This Corporate Responsibility Report (Report) contains information about Wyndham Hotels & Resorts' (Wyndham) Corporate Responsibility (CR) Program and associated metrics, highlights, and goals. This Report has been prepared with reference to 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 limited assurance over selected data disclosed in this report, as indicated by our 2025 Assurance Statement.

This Report covers the performance of Wyndham Hotels & Resorts, Inc. from January 1 - December 31, 2025, and includes the Company's managed and leased operations, unless otherwise stated. All financial figures indicated in this report are in U.S. dollars (USD), unless otherwise noted and if necessary, have been converted to USD as of May 6, 2026.

### Forward-Looking Statements

This Report contains "forward-looking statements" within the meaning of the federal securities laws, including statements related to Wyndham's current views and expectations with respect to CR targets, goals, commitments and programs and other business plans, initiatives and objectives. Forward-looking statements are any statements other than statements of historical fact, including those that convey management's expectations as to the future based on plans, estimates and projections at the time Wyndham makes the statements and may be identified by words such as "will," "expect," "believe," "plan," "anticipate," "predict," "intend," "goal," "future," "forward," "remain," "confident," "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 Wyndham 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. Factors that could cause actual results to differ materially from those in the forward-looking statements include, without limitation, general economic conditions, including inflation, higher interest rates and potential recessionary pressures, which may impact decisions by consumers and businesses to use travel accommodations; global trade disputes, including with China; the performance of the financial and credit markets; the economic environment for the hospitality industry; operating risks associated with the hotel franchising business; Wyndham's relationships with franchisees; the ability of franchisees to pay back loans owed to Wyndham; the impact of prior or any future impairment charges related to the credit Wyndham extends to its franchisees; the impact of war, terrorist activity, political instability, or political strife global or regional health crises or pandemics including the resulting impact on Wyndham's business, operations, financial results, cash flows and liquidity, as well as the impact on its franchisees, guests and team members, the hospitality industry and overall demand for and restrictions on travel; Wyndham's ability to satisfy obligations and agreements under its outstanding indebtedness, including the payment of principal and interest and compliance with the covenants thereunder; risks related to Wyndham's ability to obtain financing and the terms of such financing, including access to liquidity and capital; and Wyndham'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 Wyndham's most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission and any subsequent reports filed with the Securities and Exchange Commission. These risks and uncertainties are not the only ones Wyndham may face and additional risks may arise or become material in the future. Wyndham undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, subsequent events or otherwise, except as required by law.

The term "materiality" and other similar terms within this Report are used to reflect our priority Corporate Responsibility strategies, topics and risks. We are not using such terms as they are used under securities laws or other laws of the U.S. or other jurisdiction or as these terms are used in the context of financial statements and financial reporting. Accordingly, the inclusion of information or the absence of information in this Report should not be read as representing the Company's belief regarding the financial impact of that information or its importance to our stockholders. No part of this Report shall be taken to constitute an invitation or inducement to invest in the Company.

WYNDHAM'S WAY

## A Message from Our President & CEO

At Wyndham, we believe in making hotel travel possible for all. It's not just our mission—it's what shapes our culture, guides our decisions, and defines our impact on the world. From road trippers and resort lovers to everyday business travelers supporting critical infrastructure projects—wherever people travel, however they travel, our goal is to ensure Wyndham is there, ready to welcome them.

In 2025, that focus is what fueled our growth. Together with our franchisees, we opened 72,000 rooms, awarded 870 new development contracts, and expanded our pipeline to a record 259,000 rooms.

Today, our portfolio spans more than 8,400 hotels across 25 brands in approximately 100 countries—making Wyndham one of the world's largest hotel franchisors. At the same time, our top-rated Wyndham Rewards program has grown to over 124 million enrolled members, deepening our engagement with travelers around the world<sup>1</sup>.

Behind our growth is a model built on partnership. Our franchisees are at the heart of everything we do, and it was our privilege to once again bring more than five thousand of them together, along with our team members and partners, last May at our 2025 Global Conference in Las Vegas, one of the industry's largest gatherings. It's moments like these that reinforce the collaboration and shared purpose that define Wyndham at its best.

As we grow, we remain guided by our Count on Me<sup>®</sup> service culture and our core values: Integrity, Accountability, Inclusive, Caring and Fun. These principles shape not only how we do business but create opportunity and impact—whether that's broadening access to hotel ownership through programs like Women Own the Room and BOLD by Wyndham, supporting more efficient operations through initiatives like Wyndham Green or working with organizations like BEST, Polaris and PACT to help combat human trafficking.

Of course, none of what we do would be possible without our people. Thousands of dedicated team members who bring our mission to life every day, supporting our franchisees through our OwnerFirst<sup>™</sup> approach and giving back to their communities with countless hours of volunteer time via Wyndham-endorsed Wish Days.

We are incredibly proud of the progress we've made but even more inspired by what lies ahead. By staying true to our mission, investing in our people, and growing responsibly, we are helping create a more inclusive and accessible future for travel.

Thank you for your continued trust and interest. Wherever your travels may take you in the year ahead, we look forward to welcoming you soon at a Hotel by Wyndham.

Geoff Ballotti  
President & Chief Executive Officer



<sup>1</sup> These figures are as of March 31, 2026.

WYNDHAM'S WAY

# About Wyndham Hotels & Resorts

Wyndham Hotels & Resorts, Inc. (Wyndham) (NYSE: WH) is one of the world's largest franchising companies, with over 8,400 affiliated hotels and approximately 869,000 rooms located in approximately 100 countries and welcoming approximately 138 million guests annually worldwide. The Company's award-winning Wyndham Rewards loyalty program offers over 124 million enrolled members the opportunity to redeem points at thousands of hotels, vacation club resorts, and vacation rentals globally<sup>1</sup>.

## Wyndham's Ecosystem

Due to our global scale and size, Wyndham has the opportunity to engage with a variety of stakeholders around the world. The Company's 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, global partners, guests, industry associations, and others.

## OwnerFirst Approach

At Wyndham, we put owners first, so they can put guests first. We believe strong partnerships with our owners will lead to mutual success. This approach has helped make Wyndham one of the industry's most admired, most known, and most trusted franchisors.

At the center of Wyndham's OwnerFirst approach is our franchisee engagement strategy. This strategy includes collecting feedback from our franchisees, involving franchisees in our decisions, and gaining insight from Wyndham's franchise advisory and brand councils. There are several franchisee committees in place to help the Company collect feedback on topics such as loyalty, sourcing, technology systems, and more.

<sup>1</sup> These figures are as of March 31, 2026.



## 2025 Corporate Responsibility Awards and Recognitions



2025 Forbes  
**NET ZERO LEADERS**



WYNDHAM'S WAY

# Corporate Responsibility

## WYNDHAM'S CORPORATE RESPONSIBILITY STRATEGY

Wyndham's mission is to make hotel travel possible for all. Every day, Wyndham team members and franchisees work to provide new experiences for travelers that positively impact the world around us.

To advance this mission and the Company's values-driven culture, Wyndham remains committed to operating in a way that is socially, ethically, and environmentally responsible.

Wyndham's Corporate Responsibility (CR) strategy focuses on four key themes—Inclusivity, Sustainability, Community, and Human Rights—that serve as the centerpiece of the Company's larger strategic approach. Within each of these themes, Wyndham highlights elements of the Company's core values—Integrity, Accountability, Inclusive, Caring, and Fun—and develops programs and policies to drive progress and manage risks.

### Where There's a Wyndham, There's a Way

This Report takes inspiration from our broader, company-wide campaign and is rooted in themes of accessibility, convenience, and authenticity.

Where there's a Wyndham, we believe there is a way. A way to engage with franchisees and reduce environmental impacts, a way to care for team members and our communities, and a way to hold ourselves and our stakeholders to the highest levels of integrity.

### Inclusivity

We welcome different perspectives in our inclusive and fun workplaces and hotels, where everyone has access to opportunities to succeed



### Sustainability

We are accountable for our part in protecting the environment



### Community

We care for the communities in which we work and live



### Human Rights

We are committed to the safety of our team members and support the protection of human rights



WYNDHAM'S WAY

# Driving Sustainability Using Monitoring, Measurement & Accountability



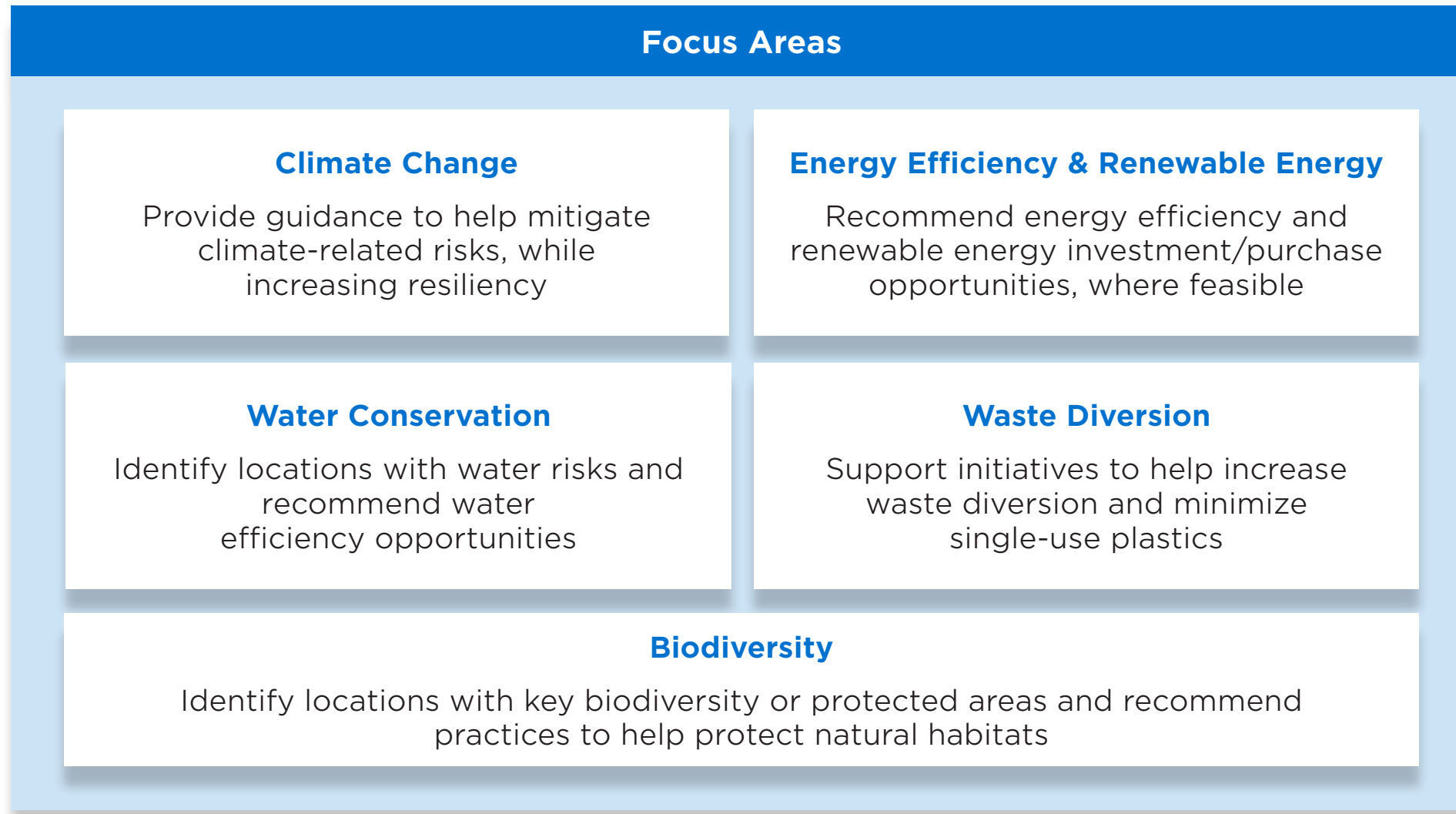
TRYP by Wyndham Corfu Dassia  
Corfu, Greece

WYNDHAM'S WAY

# The Way We Measure Environmental Progress & Help Guide Hotels

## WYNDHAM GREEN SUSTAINABILITY FRAMEWORK

Wyndham is committed to protecting the environment by supporting the reduction of impacts across Hotels by Wyndham. To fulfill this commitment, the Wyndham Green Sustainability Framework (Wyndham Green) serves as the foundation of the Company's sustainability strategy. This strategy integrates data analytics with key sustainability actions across a broad range of topics to support franchisees in measuring and reducing impacts by identifying and implementing practical sustainability actions at their hotels.



### Climate Change

One of the five focus areas includes supporting franchisees in understanding and mitigating climate-related risks, while increasing resiliency.

With this in mind, the Company continues to share new resources and educational tools to better inform stakeholders, including Wyndham team members, owners, general managers, and hotel employees, and help drive environmental progress globally.

Wyndham's programs, tools, and resources leverage insights from assessments to better equip franchisees to effectively handle unforeseen emergencies, inclusive of those resulting from climate impacts. For example, in 2025, the Company established an engagement program with a global insurance broker that specializes in the hospitality industry to support franchisees and provide opportunities for more comprehensive business insurance offerings in the U.S. and Canada, including risk services and disaster recovery assistance.

WYNDHAM'S WAY

**Biodiversity**

Wyndham recognizes that hospitality operations are closely connected to the natural environments in which hotels operate.

To better understand exposure to ecosystem impacts, the Company conducted a biodiversity screening using the World Wildlife Fund (WWF) Biodiversity Risk Filter.

Wyndham's portfolio of properties was assessed as having generally low exposure to key biodiversity areas in 2025. More than 50% of properties received a very low "key biodiversity area" score, approximately 45% received a low score, 2% received a medium score and no properties were assessed as having a high or very high score.



Howard Johnson by Wyndham Buenos Aires La Boca Undici (Buenos Aires, Argentina) has integrated biodiversity considerations into the management of its outdoor space using native plant species.

By prioritizing native vegetation, this property supports local biodiversity, provides habitat for pollinators and urban wildlife, and strengthens the ecological resilience of the surrounding area.

The native, drought-tolerant species, such as Rivina humilis (bull's blood), Cortaderia selloana (pampas grass), Salvia guaranitica (blue sage), Dicliptera squarrosa (red canary), and drought-tolerant ornamental grasses such as Pennisetum setaceum 'Rubrum' require significantly less irrigation and chemical treatment than non-native alternatives, helping reduce water consumption and minimize the use of fertilizers and pesticides.

Located in a coastal environment adjacent to sensitive marine habitats, Ramada Resort by Wyndham Khao Lak (Phang Nga, Thailand) works to minimize its impact on surrounding ecosystems. The resort uses controlled chemical dosing and biodegradable cleaning products, alongside waste separation practices designed to prevent pollutants and debris from entering nearby coastal waters.

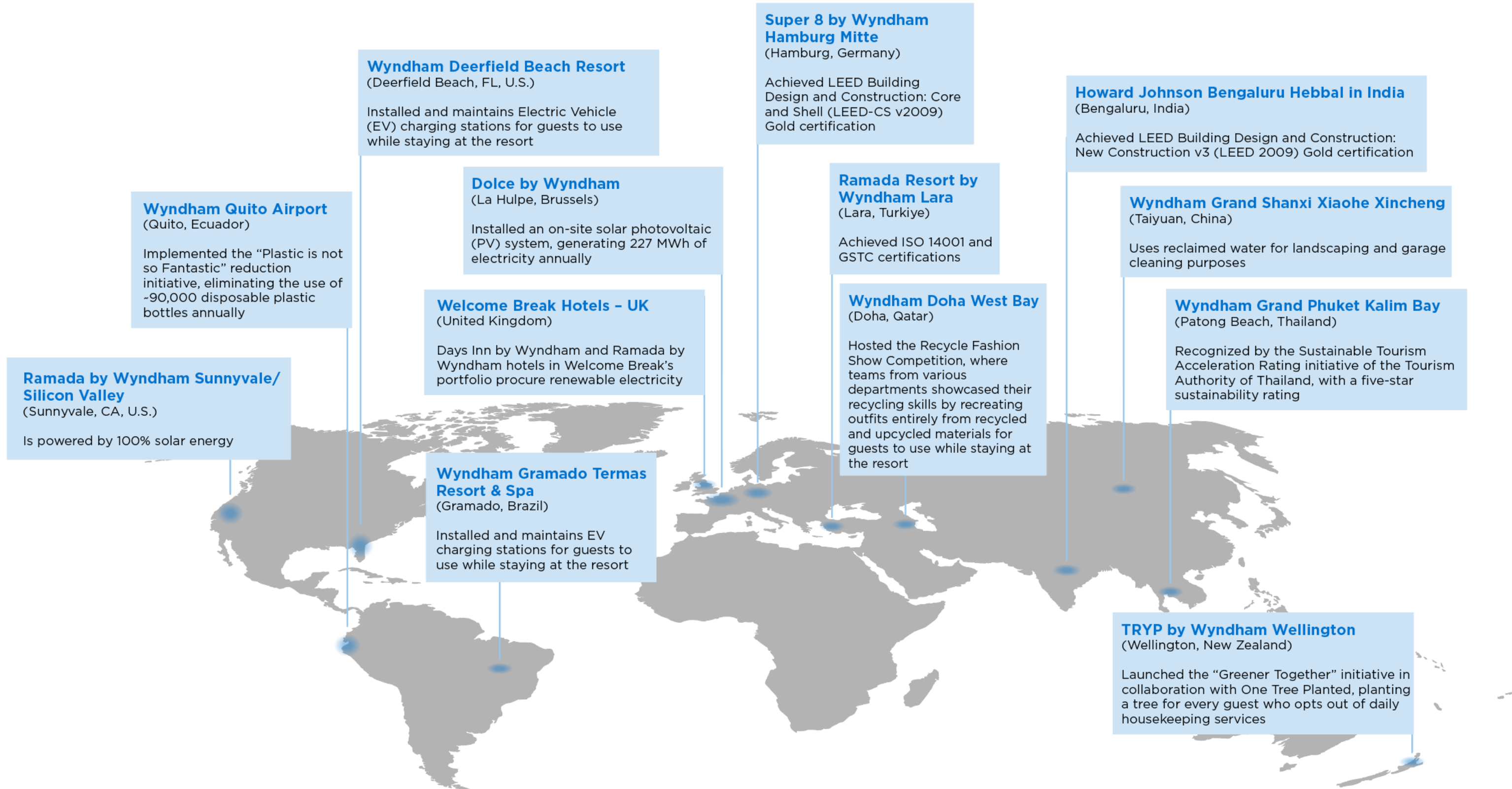
The resort also reduces potential marine litter through refillable water stations and reduced single-use plastics, helping lower environmental pressure on the surrounding shoreline environment. Additional operational procedures focus on protecting water quality and reducing contamination risks in areas directly connected to the local habitat.



WYNDHAM'S WAY

**Sustainability in Action**

Across the world, Hotels by Wyndham implement practices that are part of Wyndham Green.



**Wyndham Quito Airport**  
(Quito, Ecuador)

Implemented the “Plastic is not so Fantastic” reduction initiative, eliminating the use of ~90,000 disposable plastic bottles annually

**Wyndham Deerfield Beach Resort**  
(Deerfield Beach, FL, U.S.)

Installed and maintains Electric Vehicle (EV) charging stations for guests to use while staying at the resort

**Dolce by Wyndham**  
(La Hulpe, Brussels)

Installed an on-site solar photovoltaic (PV) system, generating 227 MWh of electricity annually

**Welcome Break Hotels - UK**  
(United Kingdom)

Days Inn by Wyndham and Ramada by Wyndham hotels in Welcome Break’s portfolio procure renewable electricity

**Wyndham Gramado Termas Resort & Spa**  
(Gramado, Brazil)

Installed and maintains EV charging stations for guests to use while staying at the resort

**Ramada by Wyndham Sunnyvale/Silicon Valley**  
(Sunnyvale, CA, U.S.)

Is powered by 100% solar energy

**Super 8 by Wyndham Hamburg Mitte**  
(Hamburg, Germany)

Achieved LEED Building Design and Construction: Core and Shell (LEED-CS v2009) Gold certification

**Ramada Resort by Wyndham Lara**  
(Lara, Turkiye)

Achieved ISO 14001 and GSTC certifications

**Wyndham Doha West Bay**  
(Doha, Qatar)

Hosted the Recycle Fashion Show Competition, where teams from various departments showcased their recycling skills by recreating outfits entirely from recycled and upcycled materials for guests to use while staying at the resort

**Howard Johnson Bengaluru Hebbal in India**  
(Bengaluru, India)

Achieved LEED Building Design and Construction: New Construction v3 (LEED 2009) Gold certification

**Wyndham Grand Shanxi Xiaohe Xincheng**  
(Taiyuan, China)

Uses reclaimed water for landscaping and garage cleaning purposes

**Wyndham Grand Phuket Kalim Bay**  
(Patong Beach, Thailand)

Recognized by the Sustainable Tourism Acceleration Rating initiative of the Tourism Authority of Thailand, with a five-star sustainability rating

**TRYP by Wyndham Wellington**  
(Wellington, New Zealand)

Launched the “Greener Together” initiative in collaboration with One Tree Planted, planting a tree for every guest who opts out of daily housekeeping services

WYNDHAM'S WAY

# The Way Hotels Manage, Conserve & Perform

## ENERGY & EMISSIONS

Through operational efficiency, renewable energy adoption, and improved data visibility, Wyndham continues working toward a lower-carbon portfolio, while supporting owners and franchisees on their own sustainability journeys.

### Measuring Direct Impacts: Scope 1 & 2 GHG Emissions

Over the past eight years, Wyndham's portfolio has shifted significantly. The Company exited the managed hotel business in the U.S. and Canada, and while the overall portfolio of managed hotels and leased corporate offices grew initially due to new construction hotels being added to the managed portfolio in the Asia Pacific region, it has since stabilized.

Recognizing this shift, in early 2026, Wyndham established a new emissions-intensity reduction target. This target reflects an expanded commitment to lowering carbon impacts across the portfolio and is supported by initiatives to improve property-level efficiency, advance electrification, and expand renewable energy adoption, where feasible.

**2030 GHG Emissions Reduction Target**

By 2030, aim to reduce Scope 1 and 2 greenhouse gas (GHG) emissions intensity by 30%, compared to 2019 baseline.

### Understanding Our Value Chain: Scope 3 GHG Emissions

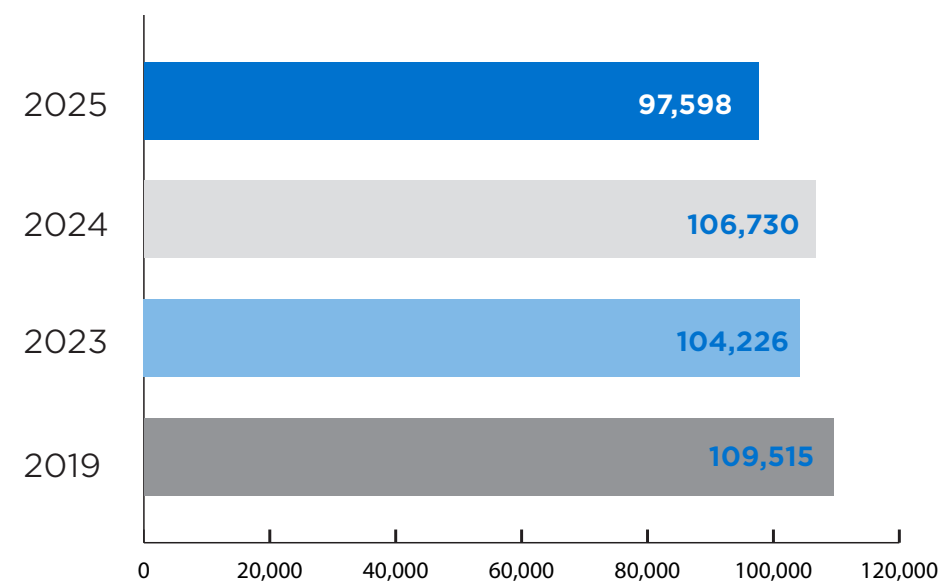
To better understand Wyndham's broader climate impact, identify the most material sources of emissions across our value chain, and guide future reduction strategies, the Company conducted a spend and activity-based Scope 3 GHG emissions assessment aligned with the GHG Protocol. Based on this assessment, franchise operations represent the most significant portion of Wyndham's footprint, reflecting our asset-light business model and highlighting the importance of scalable tools, guidance, and engagement programs to support hotel-level decarbonization.

### Leading by Example at Wyndham's Corporate Headquarters

At a corporate level, Wyndham is leading by example each day. The Company's headquarters in Parsippany, New Jersey demonstrates how workplace operations and sustainability programs can support lower-carbon commuting and building performance. The facility is a LEED Gold Existing Buildings: Operations & Maintenance building and has recently been recertified as ENERGY STAR rated, reflecting ongoing efforts to manage operational efficiency and environmental performance.

To support lower-emissions transportation, 10 on-site, complimentary electric vehicle charging stations are available and regularly used by team members. In 2025, more than 52,000 kWh of electricity was delivered, enabling over 150,000 miles of electric driving and avoiding more than 50 metric tons of GHG emissions compared with gasoline vehicles. The charging stations, along with the entire headquarters building, are also powered by renewable electricity through an energy procurement contract that includes bundled renewable energy credits. By enabling electric commuting powered by renewable energy, the site helps reduce Wyndham's Scope 3 employee commuting emissions and supports progress toward lower operational and value-chain impacts.

**Scope 1 + 2 GHG Emissions**  
(metric tons CO<sub>2</sub>e—market-based)



## WYNDHAM'S WAY

### LEVERAGING WYNDHAM GREEN: ENERGY

Hotels by Wyndham leverage the recommendations provided by Wyndham Green to identify energy and GHG emissions reduction opportunities that result in both environmental and financial benefits.

#### Managing Energy Performance

To effectively manage utility consumption, a hotel must understand usage patterns across its operations. At Wyndham Xiong'an (China) the property strengthened energy performance by first improving how consumption was measured.

The hotel established a daily energy monitoring system to track electricity, water, and gas usage across guest rooms, restaurants, and public areas to identify anomalies and inefficiencies. Using this information, the hotel adjusted operations to match energy demand. For example, lighting in low-traffic areas was converted to motion-sensor controls and floor lighting, and HVAC settings are actively adjusted based on occupancy levels. By directly linking measurement to operational decisions, the hotel significantly reduced energy consumption while maintaining service quality, resulting in an annual energy cost savings of approximately \$130,000.

#### EV Charging

Hotels are also beginning to expand EV charging access for guests to meet growing demands. For example, the Wyndham Hua Hin Pranburi Resorts & Villas (Pak Nam Pran, Thailand) currently operates three EV chargers on site and plans to install two additional units, bringing the total to five chargers available for guests.

In 2025, the property delivered more than 18,000 kWh of electricity through its charging stations, enabling approximately 53,000 miles of electric vehicle travel. By providing accessible EV charging, the hotel helps support domestic EV travel while contributing to the reduction of transportation-related emissions.

Some properties are also integrating electric vehicles directly into their on-site operations. For example, the Wyndham Grand Phuket Kalim Bay (Thailand), operates an EV fleet used for internal resort transportation, supporting guest transfers across the property while promoting lower-emission mobility. Initiatives like these demonstrate how hotels across our network can incorporate sustainable transportation solutions that enhance the guest experience while contributing to broader decarbonization efforts.

Wyndham is proactively anticipating the evolving needs of its guests by integrating EV charging infrastructure into new hotel developments across the U.S. and Canada. Recognizing the rapid growth in EV adoption, Wyndham's new construction brands, including ECHO Suites, Microtel, La Quinta, Hawthorn Suites, dual-brand La Quinta & Hawthorn Suites, Wyndham Garden, Wingate, and AmericInn, typically include the inclusion of EV charging stations. This approach helps to ensure that guests will have convenient access to charging, while supporting owner value by aligning properties with emerging travel expectations and future-ready infrastructure.

#### Expanding Renewable Energy

By installing on-site renewable energy systems, hotels can reduce their reliance on utility grids, cut costs, and reduce the property's overall GHG emissions.

- Howard Johnson by Wyndham Yerba Buena (Argentina) installed 80 solar panels generating approximately 80,000 kWh annually, and reducing electricity consumption by more than 25% and over 50% during daytime hours, with a five-year payback period.
- Wyndham Garden Quito (Ecuador) operates 480 solar panels, supplying 100% of the hotel's energy demand and reducing approximately 160 metric tons of GHG emissions each year.
- Days Inn by Wyndham San Diego-East/El Cajon (U.S.) operates a 148-kW PV system, lowering grid dependence and emissions.



Howard Johnson by Wyndham Yerba Buena  
Tucumán, Argentina

WYNDHAM'S WAY

**Reducing Fossil Fuel Use**

Through the installation of alternative, more efficient heating systems, hotels can significantly lower natural gas consumption, improve energy efficiency, reduce costs, and maintain consistent indoor comfort for guests. For example, both the Ramada by Wyndham Ghaziabad Vasundhara (India) and the Wyndham Olímpia Royal Hotel (Brazil) installed solar thermal water heating systems that use rooftop collectors to generate hot water from sunlight. The systems significantly reduced fossil fuel consumption, while maintaining reliable guest comfort.

At the TRYP by Wyndham São Paulo Paulista Paraíso (Brazil), the property reduced its reliance on fossil fuel-based heating through the installation of an electric heat pump system in February 2025. The project was implemented to complement existing electric heaters and solar thermal systems, improving temperature stability and hot-water distribution while ensuring uninterrupted guest service through backup capacity. By shifting a significant portion of thermal demand away from gas, the property reduced its natural gas consumption by approximately 40% between 2024 and 2025 and lowered associated operating costs over time.

To further support adoption of these technologies, Wyndham works with franchisees to identify available utility rebates and regional incentive programs and provides guidance during planning and procurement, helping offset upfront costs and improve the financial feasibility of heat pump and other electrification projects.



Air source heat pump



Solar thermal water heating systems



**WYNDHAM'S WAY**

**Lower Carbon Materials**

At the TRYP by Wyndham Punta Cana (Dominican Republic), a property that is currently under construction, the hotel demonstrates how lower-carbon construction materials can meaningfully reduce embodied emissions in new hotel development.

Developed in collaboration with World Trade Holding Corp, BIO Investment Group, Spanish steel processor SUALSA, and global steel producer ArcelorMittal, the property is the world's first hotel to incorporate significant quantities of XCarb® recycled and renewably produced structural steel. Manufactured in Spain using 100% recycled steel scrap and 100% renewable electricity in an electric arc furnace, the steel can reduce embedded carbon emissions by up to 70% compared with conventionally produced steel while meeting the same performance and safety standards.

The use of prefabricated, ready-to-bolt steel components also shortens construction timelines and reduces on-site waste. This 97-room hotel, which is expected to open in 2027, reflects Wyndham's broader approach to piloting innovative solutions with owners and suppliers to lower supply-chain emissions and advance sustainable building practices across the hospitality sector - an approach recognized at the FITUR 2026 international tourism fair.



TRYP by Wyndham Punta Cana  
Punta Cana, Dominican Republic

**ENERGY STAR Properties**



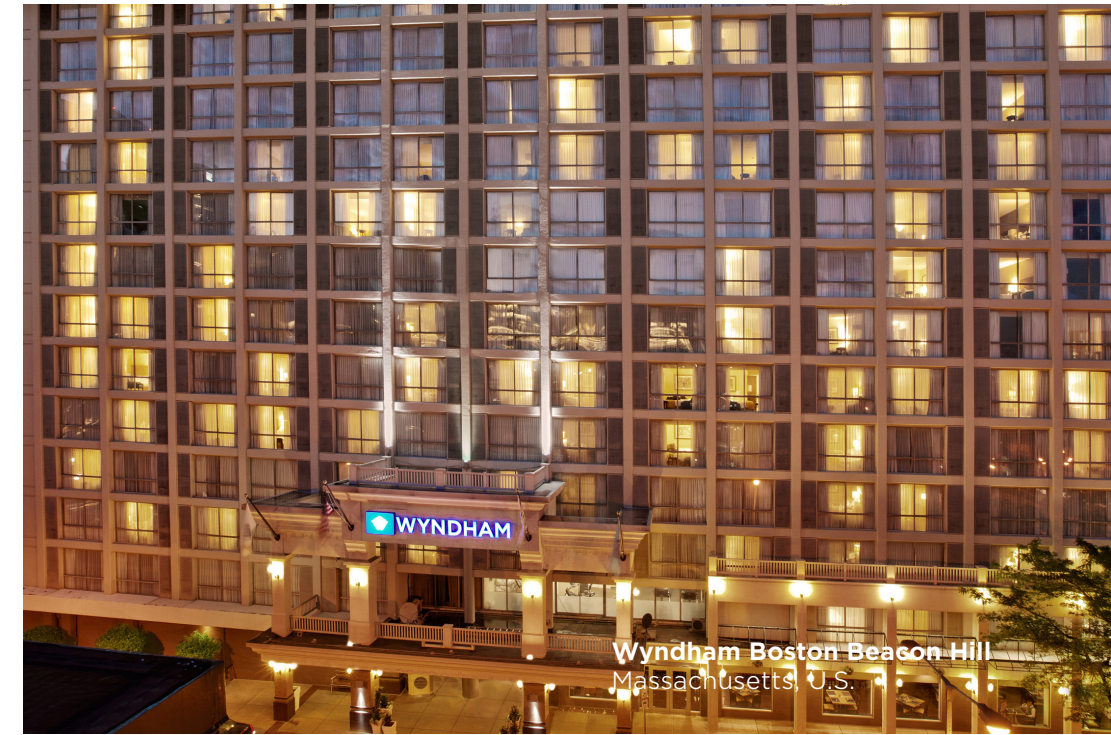
ENERGY STAR certification provides third-party validation of strong operational energy management and highlights the role existing buildings play in reducing emissions across the portfolio.

Several Wyndham hotels in the U.S. have earned ENERGY STAR certification, recognizing superior energy performance compared to similar buildings nationwide. These properties demonstrate how operational efficiency improvements such as optimized HVAC systems, lighting upgrades, and ongoing performance monitoring can reduce energy use while maintaining guest comfort. As of year-end 2025, some certified properties in the U.S. include:

- Wyndham Boston Beacon Hill (MA)
- Baymont by Wyndham Jackson (MI)
- Ramada by Wyndham Costa Mesa/Newport Beach (CA)
- Super 8 by Wyndham Monroe (WI)

**BREEAM Certification**

The Vienna House by Wyndham Andel's Berlin (Germany) holds a BREEAM DE In-Use V6 Part 1 certification. BREEAM (Building Research Establishment Environmental Assessment Method) is a globally recognized sustainability assessment framework for buildings. The DE In-Use V6 Part 1 scheme applies to existing buildings in Germany and evaluates Asset Performance, focusing on the environmental performance of the building's structure, materials, and core systems such as energy and water infrastructure. This certification reflects the property's alignment with established international sustainability standards and supports Wyndham's broader commitment to advancing responsible building practices across the portfolio.



Wyndham Boston Beacon Hill  
Massachusetts, U.S.



Vienna House by Wyndham Andel's Berlin  
Berlin, Germany

WYNDHAM'S WAY

**WATER**

Water is essential to both guest comfort and community well-being. Through collaboration with operational partners, Wyndham continues expanding water tracking and efficiency initiatives designed to reduce consumption, while maintaining guest experience standards.

**Measuring & Managing Water Use**

As part of this effort, many Hotels by Wyndham participate in laundry and cleaning programs implemented in partnership with Ecolab. These programs optimize wash chemistry and cycle design to reduce the number of wash steps, lower water usage, and operate at reduced temperatures while maintaining cleanliness and fabric quality. In addition, concentrated surface-cleaning solutions help reduce packaging material and associated plastic waste at each location.

Through this collaboration, the Company enables franchisees to adopt scalable operational practices that conserve water, lower energy demand related to heating, and reduce material use across routine hotel operations.

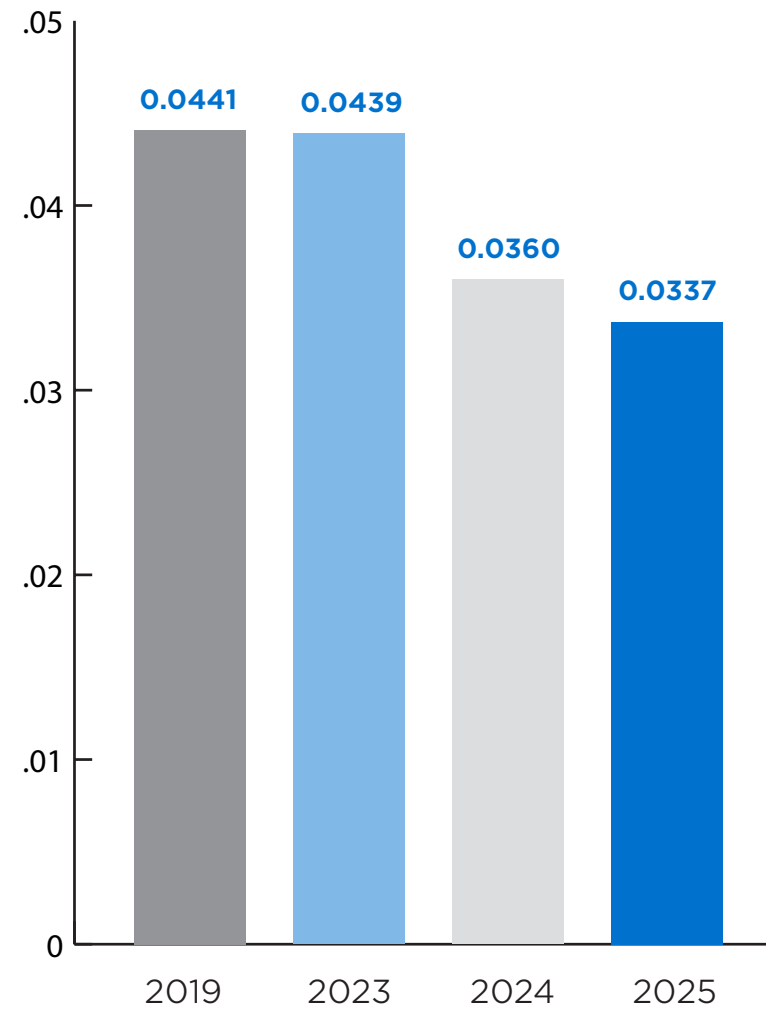
**Water Risks & Opportunities**

To better understand risk exposure across the portfolio, Wyndham conducts water-risk screening using the WRI Aqueduct Tool. This helps identify properties located in areas of high or extremely high water stress and informs targeted conservation strategies and operational guidance.

In 2025, approximately:

- 38% of Wyndham-branded hotels were in areas with high or extremely high baseline water stress
- 14% of Wyndham-branded hotels were in areas with high or extremely high riverine flood risk
- 4% of Wyndham-branded hotels were in areas with high or extremely high coastal flood risk

**Water Intensity**  
(kilogallons per square foot)



**2025 Ecolab Return on Investment Results\***

**ESTIMATED SAVINGS**

Jan 2025 – Dec 2025

<b>WATER</b>	<b>PRODUCTIVITY</b>
<b>162 million</b> gallons (\$1.02 million)	<b>305,890</b> hours of labor reallocated per industry hourly average (\$4.31 million)
<b>ENERGY</b>	<b>ASSET PROTECTION</b>
<b>1.09 million</b> therms (\$1.21 million)	<b>\$2.91 million</b> High performance programs extend asset life
<b>GREENHOUSE GASES</b>	<b>SAFETY</b>
<b>5,383</b> metric tons of CO <sub>2</sub> e	Advanced packaging and dispensing systems designed to reduce exposure
<b>WASTE</b>	<b>TOTAL VALUE DELIVERED</b>
<b>226,580</b> lbs reduced waste	<b>\$9.45 million</b>

**eROI**<sup>SM</sup> by Ecolab \*These results are specific to Wyndham based on a comparison of our current Ecolab product selection versus typical baseline Ecolab products for this industry. The savings values are estimated by Ecolab based in part on assumptions and limitations intended to reflect typical industry practices. Results may vary for other businesses based on factors and circumstances in their operations.

WYNDHAM'S WAY

**LEVERAGING WYNDHAM GREEN: WATER**

Hotels by Wyndham leverage the recommendations provided by Wyndham Green to identify water efficiency opportunities.

**Building Resilience in High Water Stressed Regions**

Ramada by Wyndham Ghaziabad Vasundhara (India) is in an area of extremely high-water stress identified by the WRI Aqueduct Tool.

The property installed a rainwater harvesting pit to strengthen water stewardship and reduce reliance on municipal supply. Rainwater collected from roof and surface runoff is naturally filtered through layers of gravel, sand, and soil before recharging local aquifers. In addition to replenishing groundwater in a dense urban environment, the system reduces surface runoff, helping mitigate localized flooding and soil erosion while easing pressure on drainage and treatment infrastructure.

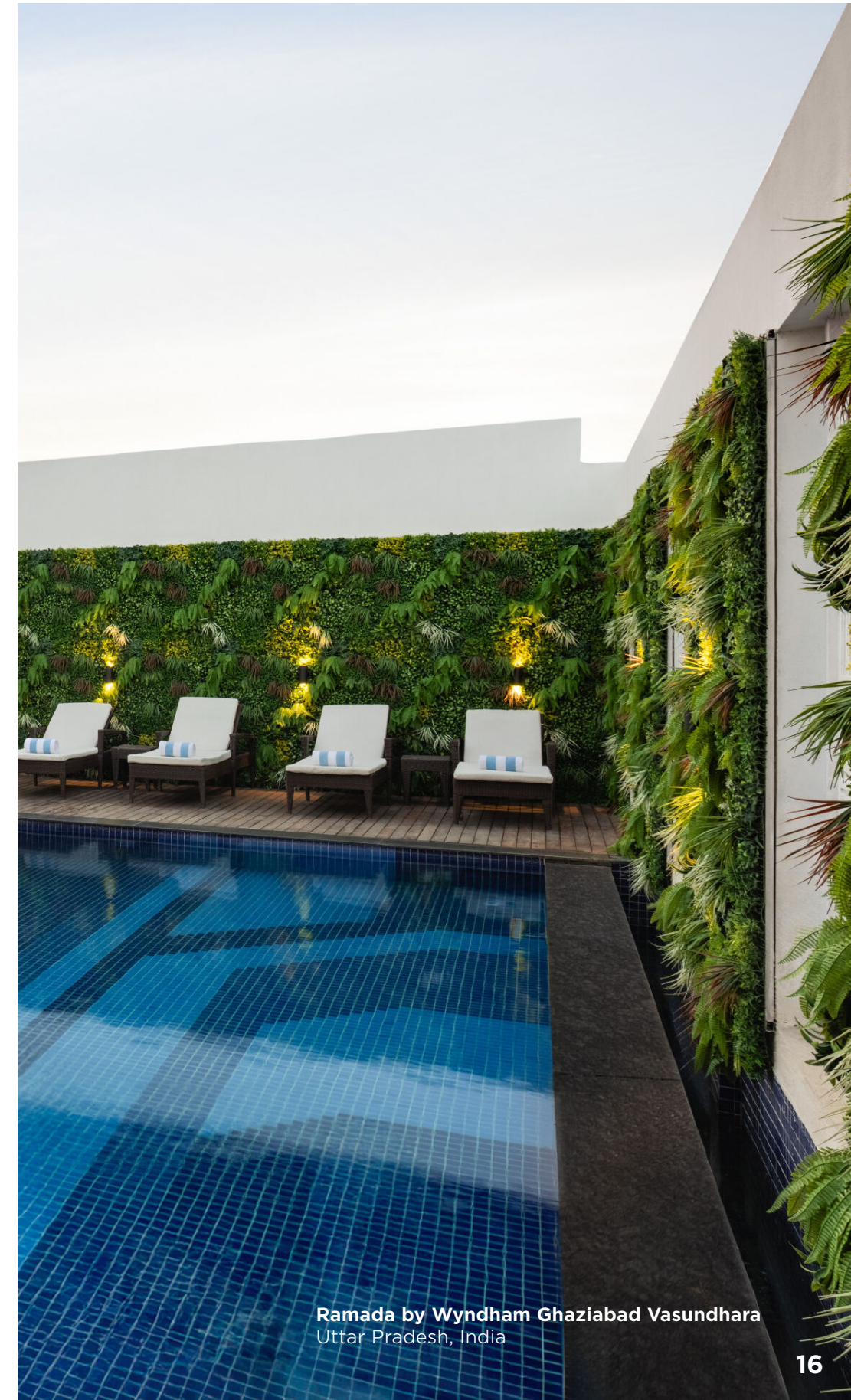
By lowering dependence on potable water and external water tankers, particularly for irrigation and other non-potable uses, the initiative improves operational efficiency and supports long-term water security.

**Landscaping & Irrigation Efficiency**

Two resorts in Costa del Sol, Spain, Wyndham Grand Costa del Sol and Ramada Hotel & Suites by Wyndham Costa del Sol Fuengirola, transitioned from traditional landscaping to a climate-adapted garden approach designed to conserve water in a drought-prone region. Native and Mediterranean-adapted plants such as rosemary, lavender, olive trees, and agave were introduced, reducing irrigation needs while supporting pollinators and improving soil health.

Traditional sprinklers were replaced with pressure-compensated drip irrigation systems that deliver water directly to plant roots, achieving estimated water savings of 70-80% in renovated areas. Supporting measures include moisture-retaining ground cover and low-consumption valves to prevent leaks, with consumption data showing quarterly reductions of up to 69% and approximately 14% cost savings after implementation.

The resorts also replaced petrol-powered gardening equipment with battery-powered machinery, reducing emissions and noise pollution for guests. Together, these measures demonstrate how climate-adapted landscaping and precision irrigation can reduce resource use and strengthen water security.



Ramada by Wyndham Ghaziabad Vasundhara  
Uttar Pradesh, India

WYNDHAM'S WAY

**WASTE & MATERIALS**

Hotels by Wyndham worldwide are increasingly prioritizing waste reduction measures, including recycling programs, food waste composting, and innovative partnerships to minimize their landfill waste.

**Single-Use Plastics Footprint**

In 2025, Wyndham conducted a baseline assessment of single-use plastics across U.S. franchise operations to identify material hotspots and inform future reduction strategies. The Company leveraged a third-party assessment tool for accommodation providers, aligning Wyndham's approach with internationally recognized best practices.

The analysis identified a concentrated set of items responsible for a majority of single-use plastic consumption, including hot cups and lids, guest amenities, key cards, bin liners, disposable service-ware, and certain cleaning product packaging. While several categories contribute to overall plastic use, guest room amenity packaging emerged as one of the most consistent and easy to influence sources across the portfolio. Because these items are governed by brand standards and can be implemented uniformly across properties, they represent the most practical opportunity for systemwide reduction at scale.

**Reducing Plastics at Scale**

Wyndham is prioritizing high-volume material categories while transitioning guest-facing materials toward lower-impact alternatives. In December 2025, Wyndham made 100% paper hot-beverage lids a brand standard across all brands in the U.S and Canada, eliminating plastic lids from one of the largest single-use plastic categories. Approved hot cups now contain 96% plastic-free water-based liners, reducing plastic content, while maintaining safety and performance standards.

The Company is also reducing disposable plastics through digital innovation. Expansion of mobile room keys through the Wyndham Connect platform allows guests to access rooms using their devices, reducing reliance on physical plastic key cards. Today, more than 5,000 properties use the Wyndham Connect platform. Additional initiatives underway include:

- Testing of paper door hangers
- Exploration of paper key cards in Canada
- Biodegradable laundry bags
- Evaluation of lower-impact bin liners

**Bulk Amenity Brand Standards & Regional Implementation**

Wyndham's plastics reduction strategy supports lower material use while accommodating diverse operating environments across its global portfolio. In the Europe, Middle East, and Africa region and in the U.S. and Canada, bulk guest amenity dispensers are established brand standards and represent the primary compliance format, significantly reducing single-use plastic packaging across the network. In the Latin America and Asia Pacific regions, refillable or replaceable bulk formats are approved pathways for brand compliance and are implemented based on local operating practices and availability. In Latin America, approximately 50% of the portfolio has adopted dispenser systems, reducing packaging intensity compared to individual amenity bottles. In markets where individual formats remain in use, suppliers provide larger-volume and reduced-impact packaging materials to lower environmental impact. This flexible framework allows Wyndham to advance plastics reduction, while maintaining a consistent brand experience across regions.

**2030 Bulk Amenities Target**  
By 2030, aim to have bulk amenity dispensers installed at **75%** of core brand<sup>1</sup> franchised properties in the U.S.



<sup>1</sup>Excludes Trademark and Dazzler Select.

WYNDHAM'S WAY

**Turning Waste into Impact**

Rather than sending used guest amenities to landfill, some Hotels by Wyndham participate in the Clean the World recycling program, which converts discarded soap and plastic amenities into hygiene products for communities in need.

**Leveraging Wyndham Green: Waste**

Wyndham-branded hotels leverage the recommendations provided by Wyndham Green to identify waste diversion opportunities.

At Wyndham Garden Miami International Airport (U.S), the property donated retired linens and towels to local animal shelters, extending the useful life of materials while reducing waste generation. The initiative supports community organizations that rely on textile donations for animal care, and demonstrates how operational materials can be repurposed to create both environmental and social value.

**Circularity Initiatives Across Properties**

At the TRYP by Wyndham Dubai (UAE), more than 540 linen items were donated to Beit Al Khair Society to support low-income families, while over 1,600 unused clothing items were donated to Thrift for Good Dubai, a charitable resale organization funding children's programs. Their efforts alongside other hotels in the region contributed to offsetting approximately 50 kg of GHG emissions and helped to raise \$3,500.

In collaboration with the Emirates Environmental Group, the property also continues working to divert waste from landfill while supporting local charitable initiatives.



**Clean the World Program Impact<sup>1</sup>**

-  **295,000+** pounds of soap and amenities collected
-  **966,000+** recycled soap bars distributed
-  **17,000** hygiene kits provided
-  **~104,000 kg** avoided GHG emissions
-  **558,000 gallons** of water conserved
-  **157,000+** people supported, globally



La Quinta by Wyndham Quito (Ecuador) partnered with Re-Cicletas Ecuador to transform recycled PET plastic into bicycles, giving new life to 200 kg of recovered plastic in 2025 and supporting community mobility and circular material use.



<sup>1</sup> Metrics represent historic data through year-end 2025.

WYNDHAM'S WAY

# The Way We Promote Supply Chain Responsibility

## RESPONSIBLE SOURCING

Wyndham recognizes that a significant portion of its environmental and social impact occurs within its supply chain. By working with approved suppliers that meet responsible business standards, the Company supports lower-impact operations while strengthening resilience across its global network.

As part of our responsible sourcing approach, Wyndham aims to evaluate additional suppliers that provide sustainable products and services to support franchisees in mitigating their environmental impacts. In 2025, approximately 57% of the spending in the U.S. and Canada, for the Company's sourcing and design teams, was with suppliers recognized as responsible companies.

To assess supplier performance, Wyndham's Sourcing team utilizes a third-party risk analytics platform that screens suppliers and monitors changes in risk across environmental, social, and governance factors. This ongoing monitoring helps identify potential concerns early, improve supplier performance, and support supply chain stability.

All suppliers participating in the Company's approved supplier program are contractually required to adhere to the Wyndham Supplier Code of Conduct across all regions globally.

### Supplier Spotlight: Welspun Living

Wyndham partners with Welspun Living, the supplier of the Company's WynDry® guest bath terry collection, which aligns with the Company's environmental and social responsibility expectations.

Welspun incorporates responsible sourcing and manufacturing practices across the textile value chain, including certified and traceable cotton, reduced-impact packaging, and digital traceability systems that strengthen oversight of raw materials. This supplier also operates advanced water-management programs, including large-scale water recycling and zero-freshwater-use initiatives at key facilities, reducing pressure on local water resources while maintaining product quality.

Welspun's environmental management approach includes energy efficiency programs and company-wide measurement and reporting of Scope 1, 2, and 3 GHG emissions supported by an SBTi-approved carbon-reduction roadmap. These practices help lower embodied emissions within Wyndham's supply chain and reduce the lifecycle footprint of guest amenities.

In addition to environmental stewardship, Welspun invests in community development programs designed to generate a long-term positive impact. Through its Corporate Social Value framework, this supplier aims to positively impact more than one million lives by 2030 across education, livelihoods, health, and community wellbeing. Initiatives include digital learning in primary schools, rural economic empowerment programs, healthcare outreach, and inclusion programs supporting athletes from disadvantaged backgrounds.

By sourcing WynDry® brand-standard linens from a supplier with strong sustainability performance, Wyndham supports a stay that combines guest comfort and durability with reduced material waste, water conservation, and lower upstream carbon impacts.



WYNDHAM'S WAY

# The Way We Raise Environmental Awareness

## SUSTAINABILITY AT WYNDHAM

Building a culture of sustainability starts with understanding our impacts. Wyndham promotes awareness and knowledge-sharing across both corporate teams and franchisee operations to help translate environmental goals into practical daily actions.

### Team Member Engagement

To strengthen company-wide engagement, Wyndham conducts targeted outreach across departments to demonstrate how sustainability connects to each team's day-to-day responsibilities, ultimately supporting broader company commitments and reporting requirements.

For example, in 2025, Wyndham's Sustainability team hosted recurring Sustainability Office Hours for internal and franchisee operations teams. These sessions provided a dedicated forum to ask questions, review brand standard requirements, clarify certification expectations, and troubleshoot sustainability data or implementation challenges. Providing consistent access to guidance improves participation, reduces reporting errors, and empowers properties to advance sustainability initiatives.

### Harvesting Produce to Feed Mind, Body & Soul

The Be Well Garden is located outside Wyndham's U.S. headquarters in Parsippany, New Jersey. It is managed through the generosity of Wyndham team members who volunteer their time to help the garden grow. While harvesting produce to feed those facing food insecurity, team members feed their soul. In 2025, 130 lbs. of produce was donated to the Interfaith Food Pantry Network in Morris County—30 lbs. more than what was harvested in 2024.



In recognition of Earth Day 2025, an internal panel discussion, "Our Power, Our Planet: A Generation Panel," was organized through the GenConnect Enterprise Resource Group (ERG).

The discussion brought together team members representing multiple working generations to share perspectives on sustainability and how environmental responsibility shows up in their professional roles and everyday lives.

The panel served as an interactive platform to raise awareness, strengthen internal understanding of sustainability topics, and foster responsible decision-making aligned with Wyndham's corporate responsibility commitments.

WYNDHAM'S WAY

**Franchisee Education & Support**

Across Wyndham's network of franchisees, the Company continues expanding sustainability education through structured training and direct support. Through Wyndham University, franchisees completed more than 2,300 sustainability best-practice trainings in 2025, strengthening operational knowledge on efficiency and resource conservation. Participation has remained consistently strong over multiple years, demonstrating sustained engagement and continued integration of sustainability practices across the portfolio as properties translate environmental guidance into daily operations.

Sustainability was also a dedicated focus at global conferences, where presentations covered implementation strategies, available incentives and rebates, and emerging environmental requirements. In addition, the Sustainability team provides consultative support through one-on-one calls upon request, helping franchisees identify improvement opportunities and navigate implementation challenges. The Sustainability team also worked with the Sourcing team to bring in new sustainability vendors to help franchisees along their sustainability journey.

Wyndham Gramado Termas Resort & SPA (Brazil) hosted hospitality management students from a local college, providing a hands-on overview of the property's sustainability practices and how they are integrated into daily operations and infrastructure.



**Guest Engagement & Awareness**

Because guest behavior directly influences resource consumption in hospitality operations, Wyndham integrates sustainability communication into the stay experience.

These approaches are complemented by visible operational practices such as digital services and reduced single-use materials that help guests understand the purpose behind sustainability features encountered during their stay. Through practical, opt-in participation, Wyndham aims to make environmental responsibility part of the travel experience.

WYNDHAM'S WAY

# Caring For Team Members & Communities



Team members at Wyndham's U.S. Headquarters in Parsippany, NJ wore blue in recognition of World Autism Day to help promote acceptance and understanding.

WYNDHAM'S WAY

# The Way We Engage & Connect Team Members

## ADVANCING INCLUSIVITY & ENGAGING TEAMS

Wyndham believes there's a way for every team member to contribute, belong, and thrive. By nurturing a supportive, values-driven culture, Wyndham creates pathways for connection, growth, and meaningful impact at every level of the business—from team members and franchisees to partners, suppliers, and the communities we serve.

High team member engagement fuels progress. Wyndham continues to be recognized for high levels of engagement, supported by open communication, collaboration, and mutual respect. In 2025, the Wyndham Engagement Survey achieved a strong 92% participation rate—well above the global average of 75%. Among respondents, 86% reported being engaged at work and 88% indicated their managers were effective in their roles. These results affirm that when team members feel supported and engaged, together they help build a stronger Wyndham.

### Enterprise Resource Groups

At Wyndham, every team member has a path to grow, connect, and lead, and the Company's eight Enterprise Resource Groups (ERGs) help guide the way. These networks bring people together, foster inclusion, and create opportunities to make a real impact—within teams, within communities, and with each other.

Wyndham's ERGs champion progress across key areas, including business impact, community engagement, cultural awareness, networking, professional development, and recruitment.

In 2025, building on these priorities, the ERGs led a wide range of initiatives designed to connect, inspire, and make a difference.

- Business-focused programs: Initiatives tied to Wyndham's business initiatives and hotel ownership, such as BOLD (Black Owners and Lodging Developers) and Women Own the Room, that help give the keys of hotel ownership to Black and women entrepreneurs
- Celebrating inclusivity: Events recognizing multi-cultural observances that reflect the full spectrum of our team member demographics
- Connection and collaboration: Activities that bring people together across interests, including book and movie clubs, celebrating shared passions and collaboration
- Health and wellness: Sessions promoting well-being, from blood pressure and diabetes screenings to pain and stress management programs, as well as the importance of financial wellness
- Community engagement: Wish Day volunteerism with charitable partners aligned to each ERG's mission, including Honor Flight New England, the American Cancer Society Making Strides Against Breast Cancer, Cornerstone Family Programs & Morristown Neighborhood House, Moms Helping Moms, UNCF, and the Hawaii Community Foundation, among others



EMPOWER ERG team members volunteered at the 2025 American Cancer Society Making Strides Against Breast Cancer Walk in Parsippany, NJ.



LOTUS ERG team members celebrated Diwali at Wyndham's U.S. Corporate Headquarters in Parsippany, NJ.



Geoff Ballotti, Myra Biblowit, and several team members joined Honor Flight New England to show appreciation and gratitude to U.S. veterans who served in WWII, Korea, and Vietnam.

EMPOWER

¡FUERTE!

GenCONNECT

LOTUS

MOSAIC

PRIDE

SALUTES

SPECTRUM

## WYNDHAM'S WAY

### CAREER DEVELOPMENT

Wyndham is committed to helping team members realize their potential. Wyndham's training team provides a variety of learning programs and courses to support the development of knowledge, skills, and abilities for both Wyndham team members and franchisees and their teams, with quality content that is also easily accessible.

#### Our Approach to Training

Wyndham's training resources are developed by the Company's subject matter experts, with additional content sourced from a variety of outstanding external vendors. To make the content as accessible as possible, it is available virtually and in-person for team members, hotel owners, and hotel staff.

Wyndham University, the Company's online global learning system, provides curated learning experiences across many topics. All Wyndham University users can: view webinars, courses, videos, and job aids; access mentorship materials, networking opportunities, and industry certifications; and gain knowledge on topics across various roles and levels to support professional development goals. In 2025, Wyndham University training courses and programs enrolled over 35,000 unique Wyndham team members, franchisees, and hotel staff, with nearly 333,000 completions across more than 2,800 training items for the year.

#### Corporate Team Member Development

Career development for team members is a key priority for Wyndham to attract and retain top talent. The Company actively seeks to identify and develop team members' talents by providing support at every stage of their careers.

Wyndham's training teams create 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's online platform provides team members with access to a robust learning library that is flexible and accessible to help them learn, grow, and thrive.

Team member training is also available in customized and personalized formats for departments or groups within the organization, which supports their specific goals as larger functional teams. In 2025, Wyndham team members averaged 10 hours of learning and development.

In addition to the library of courses and development options, the Company offers a competitive tuition and certification reimbursement program in the U.S. and Canada, which provides team members access to continuous education either for their current role or future personal and professional aspirations.

Wyndham conducts annual formal performance reviews with the Company's team members, which includes feedback based on pre-defined goals. Managers and team members may also have ongoing, agile conversations to discuss performance and provide continuous feedback throughout the year.

#### New Hire Orientation

Wyndham's virtual on-boarding 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's brands, and the Corporate Responsibility strategy. They 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. 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.



A team member training held at Wyndham's Corporate Headquarters in Parsippany, New Jersey.

## WYNDHAM'S WAY

### Ongoing Career Development

Wyndham offers a variety of programming—including Leading4Success, Emergenetics®, CliftonStrengths®, Crucial Conversations, and The Situational Leadership, among others—to aid in the personal and professional development of its team members.

### On-site Training

With over 250 combined years of hospitality experience, Wyndham's training teams deliver impactful, customized training, either on-site at hotels or virtually, to help hotels achieve their operational and financial goals. They work to identify areas of opportunity and create engaging learning experiences.

### Hospitality Management Program (HMP)

To support the varying needs of attendees, the training team continues to offer both virtual and hybrid formats. The virtual program provides over 20 hours of blended learning that includes self-paced courses, live webinars, job aids and more. The hybrid program provides 14 hours of blended online learning, along with three days of in-person training. In 2025, over 460 general managers and owners completed either the fully virtual or the hybrid program, with all graduates achieving HMP certification.

### ELEVATE Professional Development Days



ELEVATE is an internally-designed program aimed at providing both in-person and virtual learning opportunities on a wide range of topics for team members at all levels. Over the course of three days in 2025, Wyndham offered 62 live sessions, with over 3,000 individual registrations and more than 850 unique team members participating in the event.

In addition to these offerings, the Company's training teams constantly explore team members' learning needs to provide the right development solutions at the right moment. Additional programs that Wyndham offers team members include: LinkedIn Learning (including, Labs and Watch-Reflect-Connect), Clifton Strengths Discovery, Emotional Intelligence, Developing your Personal Branding, Presentation Skills, and more.

In 2025, Wyndham partnered with Blanchard to deliver a Strategic Leadership Journey for leaders in key strategic roles. Participants collaborated across functions on a business challenge exploring how artificial intelligence could be deployed to create measurable efficiencies while responsibly managing risk, resources, and culture. The 10-hour journey, delivered over 10 weeks, was completed by 16 leaders and underscored our commitment to responsible leadership and innovation.

## Wyndham Global Conference

Over the course of three days in May, more than 6,000 registered franchisees, sponsors, vendors, and team members came together for the 2025 Wyndham Global Conference.

Built on the theme "Together, We're Going Places," attendees witnessed Wyndham's OwnerFirst™ philosophy in action, as the Company demonstrated its commitment to supporting franchisees' long-term success.

The conference provided attendees with opportunities to:

- Learn about new technology, sourcing, loyalty, and marketing initiatives designed to help hotel owners better serve guests while lowering costs
- Explore and meet vendors across the tradeshow floor
- Engage in brand-specific feedback sessions
- Attend 45+ learning and development sessions



Conversation on the trade show floor at the 2025 Wyndham Global Conference in Las Vegas, Nevada.

WYNDHAM'S WAY

# The Way We Prioritize Wellbeing

## HEALTH & WELLBEING OF TEAM MEMBERS

Wyndham believes that health and wellness invoke both professional and personal productivity, as well as achievement and fulfillment.

To help team members lead healthier lifestyles while balancing family, work, and other responsibilities, Wyndham offers resources under the Be Well program, as well as other health and compensation benefits, including 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) for retirement with company match
- Voluntary legal/identity theft management
- Critical illness, hospital indemnity & accident insurance
- Paid time off (PTO) & paid holidays
- Parental Leave - birth & non-birth parents (20 days)
- Adoption assistance
- Pet insurance

As one of the world's largest hotel franchising companies and with its 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 wellbeing of a newborn or newly adopted child. Wyndham also provides financial assistance to help with adoption fees.

Wyndham continues to offer various work arrangements to U.S. corporate team members including hybrid, flexible hybrid, and remote. These work arrangements have helped the Company further foster team members' health and wellbeing by increasing flexibility.

### Health & Fitness Services

At Wyndham's corporate headquarters, team members have access to on-site fitness facility equipped with exercise equipment in a clean welcoming environment, along with a range of wellness initiatives that focus on nutrition, exercise, lifestyle management, physical and emotional wellness, financial health and the quality of the environment in which we work and live.

### Global Wellness Initiatives

Across the globe, wellness is celebrated in different and unique ways at Wyndham's locations. From high energy badminton and bowling events hosted by offices in our Asia Pacific region to educational workshops on mental health and resiliency at offices in our Europe, Middle East & Africa region to a dedicated walking club led by a group of team members in our North America region, Wyndham promotes and facilitates wellness activities that address the needs of team members worldwide.



Team members from Wyndham's Asia Pacific region make wellness fun at a bowling event.

WYNDHAM'S WAY

# The Way We Give Back

## PHILANTHROPY, CHARITABLE GIVING & VOLUNTEERING

Wyndham's philanthropic pillars – Inclusion, Human Rights, Sustainability, and Wellness & Human Services – serve as the foundation of the Company's active support of many communities, with the goal of improving the lives of others.

Globally, in 2025, Wyndham contributed nearly \$875,000 in cash donations, including matching gifts made on behalf of our Board of Directors and corporate team members, as well as in-kind donations of more than 23 million Wyndham Rewards points.

In alliance with the Company's signature charities like the American Red Cross, Businesses Ending Slavery & Trafficking (BEST), Christel House, Miles for Military, and The WASH Foundation, Wyndham Rewards members continue to donate points and make a positive impact on those causes most personal to them. Since the program's inception, Wyndham Rewards and its members have donated over 225 million points to worthy charitable organizations.

Wyndham franchisees are also making a difference in their local communities. For example, six properties in Europe—Ramada Hotel & Suites Marina del Sol (Costa del Sol, Spain), Ramada Residences Paradise (Tenerife, Spain), Wyndham Duchally Country Estate (Perth & Kinross, Scotland), Wyndham Residences Monterey (Tenerife, Spain), Wyndham Residences Sunningdale Village (Tenerife, Spain), and Wyndham Trenythor Manor (Cornwall, United Kingdom)—donated over 280 weeks of stays in 2025 to a dozen charities, providing families struggling with a very sick or terminally ill child, or dealing with trauma from services in the armed forces, the ability to enjoy a free week of vacation at our beautiful resorts.

In addition to monetary and in-kind donations, Wyndham's Wish Day program affords corporate team members the opportunity to take one paid workday annually to volunteer with charities of their choosing. Whether in-person or virtually, team members find a way to devote their time, talent, and resources to volunteering. Whether through company-planned volunteer initiatives, ERG supported projects, group team building activities, or individual efforts, collectively, our regions volunteered over 2,200 hours in 2025.

## Supporting Our Team Members

The spirit of Wyndham's Count on Me service promise starts from within, guiding how we support team members through life's unexpected challenges. When unforeseen personal circumstances or disasters arise, the Wyndham Relief Fund provides a meaningful way forward, offering financial assistance to help team members regain stability and focus on what matters most.

Created in response to team members who wanted to support one another in times of need, the Fund reflects our shared commitment to caring, connection, and collective resilience. Administered by the Emergency Assistance Foundation, an independent nonprofit organization, the Wyndham Relief Fund ensures timely, compassionate support—reinforcing a culture where, even in difficult moments, there is a way to care, recover, and move ahead together.



Corporate Human Resources team members volunteered with JBWS, a NJ-based nonprofit organization that supports survivors of domestic violence and partner abuse. The team sorted donations and packed Thanksgiving meals for JBWS clients and their families.

WYNDHAM'S WAY

**Philanthropy in Action**

Team members and franchisees from all regions supported a number of impactful causes, including, but not limited to: making pet toys for dogs and cats in animal shelters; assisting blind or visually impaired individuals with daily tasks via the Be My Eyes mobile app; becoming citizen scientists and helping identify Magellanic penguins and other wildlife; and mapping buildings in rural Cameroon via satellite imagery to aid in disaster prevention and global humanitarian efforts.



**Georgia, U.S.**

In partnership with Open Hand Atlanta, team members helped pack over 2,500 meals for families and individuals in need.



**Lima, Peru**

Leaders across eight Wyndham hotel brands from seven countries came together in Lima, Peru for a beach cleanup.



**Buenos Aires, Argentina**

In Buenos Aires, Wyndham's Human Resources team partnered with the Special Projects Unit of Barrio Mugica to conduct an Employability Workshop. The initiative included a visit to our corporate offices, where participants received an introduction to the hospitality industry, and worked on cover letters, resumes, and mock interviews that supported their professional development.



**New Brunswick, Canada**

Team members in Saint John, Canada partnered with Sleep in Heavenly Peace to assemble beds, ensuring children in need have a proper place to sleep.



**Phuket, Thailand**

The team at Wyndham Garden Naithon Phuket came together for a mangrove reforestation volunteer project, planting mangroves in collaboration with neighboring hotels to support coastal ecosystem restoration and environmental sustainability.



WYNDHAM'S WAY

**New Jersey, U.S.**

Members of Wyndham's Distribution team in New Jersey volunteered at the Shoppes at LifeTown, an organization that creates a world of adventure, education, and inclusion for individuals with disabilities and their families.



**London, U.K.**

Team members in London volunteered at the local Hammersmith & Fulham Food Bank collecting and sorting non-perishable food items for donation.



**Florida, U.S.**

In collaboration with the local chapter of Lasagna Love, a team from the Wyndham Deerfield Beach Resort made trays of lasagna from scratch for donations to 10 families in need.



**Henderson, Singapore**

Team members in Singapore volunteered their time at City Sprouts, an urban farm nursery. Following the event, and in the spirit of Chinese New Year, they auctioned lucky snake plants and beautiful paintings made by local artists with disabilities and donated funds to the Singapore Red Cross.



**Quito, Ecuador**

Staff from Wyndham Quito Airport visited Baca Ortiz Children's Hospital and volunteered their time to deliver gifts and bring joy to the hospitalized children.



**Tamuning, Guam**

Staff at Wyndham Garden Guam upcycled linens, towels, and mattress pads for donation to local homeless shelters, transitional housing, senior care homes, and university student dormitories. They also host toy donation drives with Toys for Tots.



WYNDHAM'S WAY

**BRAND PARTNERSHIPS**

Wyndham's brands are empowered to further the Company's 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.

- La Quinta by Wyndham & Military Perks and Discounts
- Travelodge By Wyndham & The National Parks Conservation Association
- Wyndham Rewards & Military Partners

**Partnership Spotlight**

La Quinta's long-standing partnership with Fisher House Foundation through the Hotels for Heroes program reflects our deep commitment to supporting military and veteran families when they need it most. Year after year, this partnership continues to demonstrate the meaningful role hospitality can play beyond travel. By helping families stay close to loved ones receiving medical care, this partnership eases both emotional and financial stress during some of life's most difficult moments.

In 2025, the impact of Hotels for Heroes was felt across communities nationwide. We supported 64 families, helping ensure that no family had to choose between being present and being able to afford to stay. Approximately 1.3 million points were also redeemed, resulting in savings for families navigating already challenging circumstances.

The greatest concentration of support took place in San Diego, California; Oceanside, California; and Dallas, Texas, where families relied on La Quinta hotels as a place of comfort, rest, and stability while caring for loved ones.

**Wyndham Championship - Creating a Positive Impact**

The final stop on the PGA TOUR FedEx Cup regular season, the Wyndham Championship—sponsored by Wyndham Rewards—has been a force for good in Greensboro, N.C. since the tournament was founded in 1938.



Through Wyndham Championship Fore! Good, the tournament's signature philanthropic program, Wyndham has helped:

- Provide nearly one million meals to children in need through greater Greensboro via community backpack programs.
- Offer after-school programming for nearly 700 students annually through its support of First Tee - Central Carolina.
- Celebrate hundreds of children with disabilities with support of the Tesori Family Foundation and its annual All-Star Kids Clinic.



WYNDHAM'S WAY

# The Way We Promote Human Rights & Safety

## HUMAN RIGHTS

Wyndham is committed to advancing human rights across the Company's global footprint. Through longstanding, high-impact partnerships, Wyndham works to help create safer environments for guests, team members, and communities. As an active partner of the American Hotel & Lodging Association (AHLA), Wyndham supports industry-wide efforts to combat human trafficking and is proud to collaborate with the AHLA Foundation's No Room for Trafficking Advisory Council, bringing together hospitality leaders to help guide and strengthen collective action. The Company is also a member of the World Sustainable Hospitality Alliance, where we leverage shared tools and resources to support responsible business practices and help mitigate human rights risks across the hospitality sector, and on the board of the Hotel Association of Canada (HAC). HAC provides free human trafficking prevention resources to hotels across Canada.

Wyndham partners with leading organizations such as BEST, which provides training and survivor-centered resources; PACT (formerly ECPAT-USA), which advances child protection through education and legislative advocacy; and Polaris, which connects victims and survivors to critical support services while helping hold traffickers accountable.

Across the U.S., Wyndham provides hotel teams with materials that include access to the National Human Trafficking Hotline, enabling staff to consult with trained experts to help identify potential indicators of human trafficking and report concerns to appropriate authorities. Globally, the Company distributes educational resources at managed hotels—and encourages their use across the franchised portfolio—to help team members recognize warning signs and understand clear processes for escalating concerns within the organization.



Team members wore blue in a pledge of solidarity for human trafficking survivors and to raise awareness.

WYNDHAM'S WAY



The Elm, a Ramada by Wyndham  
Texas, U.S.

**SAFETY & SECURITY**

Wyndham is committed to safeguarding the health, safety, and security of team members traveling worldwide. To support this commitment, the Company leverages industry-leading intelligence platforms that deliver real-time threat assessments and location-based risk insights, complemented by a dedicated 24/7 Response Operations Hotline to provide immediate assistance during emergencies.

Wyndham's proactive security framework includes security risk consulting, geopolitical and crisis management support, global protective services, and coordinated security and medical assistance. Together, these capabilities enhance the Company's ability to anticipate, assess, and manage risks effectively, ensuring the well-being of team members while maintaining continuity of operations.

**Guidance & Training**

To reinforce a culture of vigilance, accountability, and guest safety across the portfolio, Wyndham's Global Safety & Security team provides hotel teams with clear checklists, escalation protocols, and practical guidance to recognize and report potential signs of human trafficking.

Franchisees are required, as part of their compliance with brand standards, to have their general managers complete assigned training related to human trafficking awareness, as well as 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. In addition, the Company's team members are also required to complete annual training related to human trafficking. In 2025, Wyndham recorded approximately 84,300 related training impressions viewed by corporate team members, managed hotel team members, and independently owned and operated franchisee team members. These trainings included the following human rights-related topics: Anti-Sexual Harassment, Safety & Security, Human Trafficking Awareness, and Diversity & Anti-Discrimination.

**Emergency Preparedness**

Wyndham is committed to equipping franchisees with comprehensive support and resources to effectively handle unforeseen emergencies. Accessible through the Wyndham Community portal, many guides, resources, and webinars are available to help hotels train their staff to adeptly respond to various incidents.

The content spans topics including natural disasters, security events, and public health concerns, offering valuable insights into securing relief supplies and essential resources before, during, and after an incident.

Wyndham's dedication to safety extends to the Global Security, Safety & Business Continuity team, working in collaboration with the Company's Global Franchise Operations teams. Together, they aim to enhance the readiness of owners and hotel management teams to respond to any situation, day or night.

WYNDHAM'S WAY

# Governance, Ethical Conduct & Risk Management



Wyndham Quito Airport  
Quito, Ecuador

WYNDHAM'S WAY

# The Way We Lead

## CORPORATE GOVERNANCE

Strong corporate governance is an integral part of Wyndham's culture.

At the highest level, Wyndham's Board of Directors is responsible for reviewing the Company's strategic direction and holding management accountable for the execution of its strategy, which includes the implementation of Wyndham's CR programs.

### Corporate Responsibility Oversight

Oversight of Wyndham's CR program extends from the Company's Board of Directors through the Corporate Governance Committee to the Company's management team and subject matter experts throughout the organization.

At the management level, Wyndham's CR Steering Committee—comprised of the executive leadership team and other management-level experts—provides oversight and direction for the Company's CR strategy, including programs, policies, and external reporting requirements.

The CR Steering Committee includes three Subcommittees made up of subject matter experts. These groups meet regularly to review the progress of existing CR initiatives and goals and develop new initiatives to support broader company objectives.



WYNDHAM'S WAY

# The Way We Uphold Ethical Standards & Conduct

## GOVERNANCE, OVERSIGHT & APPROACH

As a global company, Wyndham strives to grow the business responsibly and do business in a way that makes team members proud. Wyndham's values are the lens through which decisions are made, and they anchor the commitments to each other, customers, and communities.

Ethical leadership starts with Wyndham's Board of Directors, and responsibility for this topic is shared by senior management, and with every team member across every brand and business in the Company. All team members are expected to embrace these shared values and principles and do their part in maintaining the highest ethical standards and behavior as we grow in communities worldwide.

Wyndham's Business Principles guide team members' interactions and sets the standard for how they approach their work in service to the Company's mission. The Business Principles are available in eight languages and set clear expectations not only for team members, but also for relevant stakeholders and business partners.

## Anti-Corruption & Anti-Bribery

Wyndham has a zero-tolerance policy for corruption and bribery. To help support compliance, the Company has a robust anti-corruption program, including a semi-annual corporate-wide risk assessment to identify potential risks and mitigation measures. Wyndham is also committed to conducting business fairly and in compliance with all applicable anti-corruption legislation, including the US Foreign Corrupt Practices Act, the UK Bribery Act, the PRC Anti-Unfair Competition Law in the People's Republic of China, and local laws where the Company operates. Wyndham's policies and procedures are communicated to all team members.

## Training

Wyndham provides ethics and compliance training in a variety of formats, customized to various stakeholders and business needs. Core compliance training courses include instructor-led, online, and tablet or mobile compatible formats. Wyndham's training content is designed to educate team members about how to comply with the Company's policies and procedures and is available to all team members across the globe.

## Reporting System

The Company maintains an Integrity Hotline, which is administered by a leading third-party provider, NAVEX Global, and includes phone and web-reporting capabilities.

The Integrity Hotline is available 24 hours per day, 7 days per week, 365 days per year, for confidential and anonymous reporting of concerns. Wyndham encourages team members to ask questions and report concerns, and 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 most critical Integrity Hotline reports are reviewed on an ongoing basis with Wyndham's external auditors and discussed quarterly with the Audit Committee of the Board of Directors. 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. The Audit Committee is also briefed quarterly by the General Counsel and Chief Compliance Officer concerning core Integrity Hotline statistics such as overall case volume, topics, or root cause trends.



Wyndham Garden Udaipur Bhuwana, Udaipur, India

WYNDHAM'S WAY

# The Way We Safeguard Information

## GOVERNANCE, OVERSIGHT & APPROACH

For Wyndham, managing privacy and information security is an integral component of fulfilling the Company's mission and core values of Integrity and Accountability. Wyndham's programs are under the direct oversight of Wyndham's Information Risk Committee (IRC). The IRC is chaired by the Chief Information Security Officer and the Senior Vice President - Legal responsible for Privacy and Compliance issues, with the Chief Financial Officer, the Chief Commercial Officer (who oversees Information Security), and the General Counsel, Chief Compliance Officer & Corporate Secretary as members. The IRC meets regularly to review operations of the three programs, as well as emerging legal, technical, or other risks.

At the Board level, the Audit Committee is tasked with oversight of privacy and security matters, as outlined in the Audit Committee Charter. The IRC provides updates and general education on privacy and information security trends to the Audit Committee on a quarterly basis. The Board also receives periodic privacy and security awareness training from third-party subject matter experts.

Wyndham's privacy and information security teams collaborate with the Company's operations teams to review new initiatives, processes, and engagements to support data privacy and security throughout the organization.

- These teams 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.
- These 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, or US State privacy laws—or are submitted in jurisdictions where no such requirements exist.
- These 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.



Dolce La Hulpe Brussels  
Brussels, Belgium

## WYNDHAM'S WAY

### Information Management

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 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.

### Notifications & Escalation Processes:

Wyndham complies with global notification requirements should the Company experience an applicable information security incident. The Company may also make discretionary notifications to individuals regarding such attempts, as appropriate. Wyndham communicates a clear escalation process to team members to follow if they notice something suspicious.

As outlined in Wyndham's Business Principles, team members have an obligation and a right to speak up immediately when they need to ask questions, seek guidance, and raise or report concerns through any of the reporting channels. A team member's failure to protect information from unauthorized disclosure could result in disciplinary actions up to termination of employment.

### Policies:

Internally, Wyndham's team members have access to the Information Security Standard, which outlines the Company's standards and expectations. Wyndham's Business Principles, which are available to all team members, also outline the expectations around responsibly managing information, including personal information and respecting privacy and preserving confidentiality.

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.

### 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, which include information security 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.

### Threat Monitoring:

The Company continuously monitors its environment for malicious activity using internal detection systems and threat intelligence. The Cybersecurity team investigates alerts and regularly conducts threat hunting and simulated attack exercises to evaluate defenses and improve response capabilities.

### Incident Response:

Business continuity, contingency plans, and incident response procedures are maintained to address potential risks that may impact the Company. These procedures are reviewed and updated on an annual basis by the Information Security and Legal teams and include processes for response, such as notifications, investigations, and reporting, among other elements.

### Training & Awareness:

At Wyndham, all team members are trained on privacy and security risks annually, including principles and risks discussed in the core Business Principles course. Certain team member roles receive additional assigned courses, as well as ad hoc specific training 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.

## AI Guidelines at Wyndham

Wyndham's Privacy and Information Security teams collaborate to keep Corporate Standards and Policies up to date as Artificial Intelligence (AI) tools quickly become a part of everyday business, with considerations such as:

- **AI Information Security Guidelines:** These outline the minimum-security requirements for using AI on company devices, including guidance on the types of data that can be used, confidentiality and privacy of that data, and proper logging and monitoring of the usage.
- **Acceptable Use Policy:** An AI section was added to our Acceptable Use Policy to specify how AI should be used, and more specifically, that the information shared may not be proprietary or confidential, and must be only for lawful purposes and in a manner that aligns to Wyndham's values and mission.
- **Regular Awareness Communications:** Sent to all global corporate team members, these communications summarize and highlight key guidelines for using AI and give direction on who to contact with any questions on AI usage as the technology develops.

WYNDHAM'S WAY

# The Way We Engage through Public Policy

## POLICY INFLUENCE

Through membership dues to several trade organizations, shown on the right, Wyndham contributed approximately \$98,000 in 2025 towards lobbying expenses in the U.S.

Each organization further supports Wyndham's CR strategy in four pillars: Inclusivity, Sustainability, Community, and Human Rights.

Organization	Wyndham's Role
<p><b>American Hotel &amp; Lodging Association</b></p>  <p>AMERICAN HOTEL &amp; LODGING ASSOCIATION</p>	<p>Wyndham's President &amp; CEO serves on the Executive Committee, while Wyndham's General Counsel, Chief Compliance Officer &amp; Corporate Secretary serves on the Board of Directors. SVP, Communications is on the board of the AHLA Foundation. Other leaders also take active roles in several committees.</p>
<p><b>Asian American Hotel Owners Association</b></p>  <p>ASIAN AMERICAN HOTEL OWNERS ASSOCIATION</p>	<p>Wyndham is an active member, participating in AAHOA events and activities.</p>
<p><b>Hotel Association of Canada</b></p>  <p>HOTEL ASSOCIATION OF CANADA ASSOCIATION DES HÔTELS DU CANADA</p>	<p>Wyndham's VP, Institutional and Managed Development serves as Treasurer and member of the Board of Directors of the Hotel Association of Canada.</p>
<p><b>International Franchise Association</b></p>  <p>INTERNATIONAL FRANCHISE ASSOCIATION</p>	<p>Wyndham's SVP Litigation, Employment Law and Government Relations and the SVP, Communications both serve on the Board of Directors.</p>
<p><b>U.S. Travel Association</b></p>  <p>U.S. TRAVEL ASSOCIATION®</p>	<p>Wyndham's EVP, General Counsel, Chief Compliance Officer &amp; Corporate Secretary serves on the Executive Board of Directors.</p>
<p><b>World Sustainable Hospitality Alliance*</b></p>  <p>World Sustainable Hospitality Alliance</p>	<p>Wyndham's President, Europe, Middle East and Africa (EMEA) and Vice President, Global Sustainability both serve on the Senior Advisory Council, and other leaders are involved in the working groups to address their priorities.</p>

\*There were no lobbying expenses associated with the membership fees for this organization.

WYNDHAM'S WAY

# Appendices



WYNDHAM'S WAY

# Performance Tables & Goals

## PERFORMANCE TABLES

### COMPANY<sup>1</sup>

	2023	2024	2025
Revenue (\$ billions)	1,397	1,408	1,429
Total Employees	2,300	2,200	2,000
Total Rooms	803,700	835,700	868,900
% of Franchised Hotels	>99%	>99%	>99%

<sup>1</sup> Figures are reported per the 10-K.

### ENVIRONMENTAL<sup>2</sup>

Scope 1 + 2 GHG Emissions <sup>3</sup>	2019	2023	2024	2025
Scope 1 (mtons CO2e)	18,545	17,711	15,865	13,552
Biogenic (mtons CO2e)	-	-	-	2,819
Scope 2 (market-based) (mtons CO2e)	90,970	86,515	90,865	84,046
Scope 2 (location-based) (mtons CO2e)	90,971	86,515	91,918	85,064
Combined Scope 1 + 2 (market-based) (mtons CO2e)	109,515	104,226	106,730	97,598
Absolute Emissions (% change from base year 2019)	-	-5%	-3%	-11%
Emissions Intensity (market-based) (mtons CO2e/sq.ft.)	0.0077	0.0072	0.0069	0.0065
Emissions Intensity (% change from base year 2019)	-	-6%	-10%	-16%

Scope 3 GHG Emissions <sup>4</sup> (mtons CO2e)	2019	2023	2024	2025
Cat. 1: Purchased Goods and Services	-	-	68,637	63,345
Cat. 2: Capital Goods	-	-	9,335	8,599
Cat. 3: Fuel- and Energy-Related Activities	-	-	19,403	18,619 <sup>3</sup>
Cat. 4: Upstream Transportation and Distribution	-	-	208	157
Cat. 5: Waste Generated in Operations	-	-	7,278	7,019
Cat. 6: Business Travel <sup>5</sup>	-	2,680	6,431	4,929
Cat. 7: Employee Commuting	-	-	1,557	1,120
Cat. 8: Upstream Leased Assets (location-based)	230	111	150	156 <sup>3</sup>
Cat. 14: Franchises <sup>6</sup>	-	-	4,344,714	4,595,049

Energy Consumption <sup>3</sup>	2019	2023	2024	2025
Direct Energy Consumption (kWh)	99,697,284	93,286,626	83,431,574	78,516,607
Indirect Energy Consumption (kWh)	195,320,217	193,336,831	210,589,781	197,345,321
Total Energy Consumption (kWh)	295,017,501	286,653,457	294,021,355	275,861,928
Energy Intensity (kWh/sq.ft.)	20.68	19.83	18.98	18.42
Energy Intensity (% change from base year 2019)	-	-4%	-8%	-11%
Renewable Energy Consumption (kWh)	-	4,717,835	6,239,439	6,271,142

Water Consumption <sup>3</sup>	2019	2023	2024	2025
Water - Municipal (gal)	627,386,065	632,151,325	521,176,897	474,523,257
Water - Groundwater (gal)	1,751,147	1,751,147	36,598,413	29,825,025
Total Water Consumption (gal)	629,209,806	633,902,472	557,775,310	504,348,282
Water Intensity (kgal/sq.ft.)	0.0441	0.0439	0.0360	0.0337
Water Intensity (% change from base year 2019)	-	-1%	-18%	-24%

<sup>2</sup> Prior year data has been restated, as upstream leased asset metrics have been isolated into a separate Scope 3 category.

<sup>3</sup> Data has been third-party assured.

<sup>4</sup> Categories of reported Scope 3 emissions are based on Scope 3 GHG emissions assessment.

<sup>5</sup> Business travel emissions baseline year was 2020 (1,512 mtons CO2e). Business travel baseline and 2023 metrics exclude lodging-related emissions.

<sup>6</sup> Franchises' emissions are based on mostly estimated data, using estimated lodging facility floor area metrics for each calendar year. The increase in absolute year-over-year emissions is mainly the result of continued portfolio growth, among other factors. These initial estimates will continue to be refined over time as more actual data becomes available and as we enhance the underlying calculation methodology, including incorporating effective floor area.

WYNDHAM'S WAY

**PERFORMANCE TABLES**

**TEAM MEMBERS<sup>1</sup>**

<b>Gender</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Total # of Employees in Global Workforce	2,260	2,164	1,974
Women in Workforce	57%	57%	57%
Women in All Management <sup>2</sup>	46%	44%	45%
Women in Leadership Band	31%	30%	30%
Women in Mid-Level Band	55%	56%	56%
Women in All Other Bands	61%	63%	64%
Women in Revenue Generating Positions	72%	70%	69%
Women in STEM Positions <sup>3</sup>	55%	54%	53%

<b>Race &amp; Ethnicity Women<sup>4</sup></b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Total # of Women in U.S. Workforce	653	685	643
White	41%	41%	42%
Hispanic or Latino	6%	6%	6%
Black or African American	4%	3%	3%
Asian	4%	4%	4%
Two or more Races	1%	1%	2%
American Indian or Alaska Native	<1%	0%	<1%
Native Hawaiian or Other Pacific Island	<1%	0%	<1%

<b>Turnover</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Total # Employees: Voluntary Turnover	8%	7%	8%
Number of New Hires	556	319	180

<sup>1</sup> Please note for these statistics: All percentages are rounded to the nearest whole number; many of the larger changes in workforce composition year over year are due mainly to the divestment from managed and owned hotels in the U.S.

<sup>2</sup> Management defined as Senior Manager band and above.

<sup>3</sup> STEM positions consist of all roles in the Information Technology or Finance departments.

<sup>4</sup> Race & Ethnicity data gathered for U.S. Team Members only. Metrics represent percentage of total U.S. workforce.

WYNDHAM'S WAY

**PERFORMANCE TABLES**

**TEAM MEMBERS<sup>1</sup>**

<b>Race &amp; Ethnicity All Employees<sup>2</sup></b>	<b>2023</b>	<b>2023 Female</b>	<b>2023 Male</b>	<b>2024</b>	<b>2024 Female</b>	<b>2024 Male</b>	<b>2025</b>	<b>2025 Female</b>	<b>2025 Male</b>
Total # of Employees in U.S. Workforce	1,153	57%	43%	1,208	57%	43%	1,121	57%	43%
White	72%	41%	31%	72%	41%	31%	72%	42%	30%
Hispanic or Latino	10%	6%	3%	10%	6%	3%	10%	6%	4%
Black or African American	5%	4%	2%	5%	3%	2%	5%	3%	2%
Asian	10%	4%	6%	10%	4%	6%	10%	4%	6%
Two or more Races	2%	1%	1%	3%	1%	1%	3%	2%	1%
American Indian or Alaska Native	<1%	<1%	<1%	0%	0%	0%	<1%	<1%	<1%
Native Hawaiian or Other Pacific Island	<1%	<1%	0%	0%	0%	0%	<1%	<1%	0%

<b>Race &amp; Ethnicity Management<sup>2</sup></b>	<b>2023</b>	<b>2023 Female</b>	<b>2023 Male</b>	<b>2024</b>	<b>2024 Female</b>	<b>2024 Male</b>	<b>2025</b>	<b>2025 Female</b>	<b>2025 Male</b>
Total # of Management in U.S. Workforce <sup>3</sup>	468	47%	53%	499	46%	55%	463	46%	54%
White	80%	38%	42%	81%	38%	43%	80%	38%	42%
Hispanic or Latino	5%	3%	2%	5%	3%	2%	5%	3%	2%
Black or African American	4%	2%	1%	3%	2%	1%	3%	2%	1%
Asian	8%	3%	5%	8%	3%	6%	9%	3%	6%
Two or more Races	2%	1%	2%	2%	0%	2%	2%	<1%	2%
American Indian or Alaska Native	<1%	0%	<1%	0%	0%	0%	<1%	0%	<1%
Native Hawaiian or Other Pacific Island	0%	0%	0%	0%	0%	0%	0%	0%	0%

<b>Age</b>	<b>2023</b>	<b>2023 Female</b>	<b>2023 Male</b>	<b>2024</b>	<b>2024 Female</b>	<b>2024 Male</b>	<b>2025</b>	<b>2025 Female</b>	<b>2025 Male</b>
Total # of Employees in Global Workforce	2,260	57%	43%	2,164	57%	43%	1,974	57%	43%
Silent	0%	0%	0%	0%	0%	0%	0%	0%	0%
Baby Boomers	12%	7%	5%	10%	6%	4%	7%	4%	3%
Gen X	30%	16%	14%	29%	16%	14%	29%	16%	14%
Millennials	53%	31%	22%	56%	32%	23%	57%	33%	24%
Gen Z	5%	3%	2%	5%	3%	2%	6%	4%	3%

<sup>1</sup> Please note for these statistics: All percentages are rounded to the nearest whole number; many of the larger changes in workforce composition year over year are due mainly to the divestment from managed and owned hotels in the U.S.

<sup>2</sup> Race & Ethnicity data gathered for U.S. Team Members only. Metrics represent percentage of total U.S. workforce.

<sup>3</sup> Management defined as Senior Manager band and above.

WYNDHAM'S WAY

**CORPORATE RESPONSIBILITY GOALS**

2025 Performance Goal	2025 Progress
15% absolute reduction in Scope 1 + 2 emissions	11% absolute reduction in Scope 1 + 2 emissions; and 16% reduction in Scope 1 + 2 emissions per square foot
15% reduction in water consumption per square foot	24% reduction in water consumption per square foot
100% renewable energy at corporate headquarters and North American offices	74% renewable energy use at corporate headquarters and North American offices
100% elimination of single-use plastics	Expanded bulk amenity brand standards to the U.S. and Canada
100% Wyndham Green certified managed hotels	98% Wyndham Green certified managed hotels
100% sourcing options for cage-free eggs	Approximately 78% of global hotels have access to cage-free sourcing options
Achieve pay equity globally, by gender and by race/ethnicity in the U.S.	Analyses have been completed annually, beginning with year 2022. These analyses yielded no statistically significant areas of concern.
100% of U.S. team members receiving unconscious bias training	99% of U.S. team members have completed annual Respect in the Workplace training
100% of corporate team members completing annual human rights training	100% of corporate team members have completed annual human rights training
100% Wish Day participation	20% Wish Day participation

WYNDHAM'S WAY

# GRI Index

Wyndham has reported the information cited in this GRI Index for the period January 1-December 31, 2025, with reference to the GRI Standards.

## GRI 2: GENERAL DISCLOSURES 2021:

Disclosures	Description	Location and/or Response
<b>The Organization and its Reporting Practices</b>		
2-1	Organizational details	<a href="#">2025 10-K</a> (pages 3-13) <a href="#">Wyndham Hotels &amp; Resorts Investor Presentation - February 2026</a>
2-2	Entities included in the organization's sustainability reporting	About Wyndham Hotels & Resorts (page 5) Wyndham's 2025 Corporate Responsibility 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 2025; and Wyndham reports on the Company's CR performance annually. <a href="mailto:socialresponsibility@wyndham.com">socialresponsibility@wyndham.com</a>
2-4	Restatements of information	None during the reporting period.
2-5	External assurance	Assurance Statement (page 55)
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	About Wyndham Hotels & Resorts (page 5) The Way We Promote Supply Chain Responsibility (page 19) <a href="#">2025 10-K</a> (pages 3-13) Wyndham manages a vast supplier network that provides goods 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 2025, we had 159 contracted suppliers in our sourcing program, representing approximately \$436 million in corporate and franchised spend in the U.S. and Canada.
2-7	Employees	The Way We Engage & Connect Team Members (pages 23-25) Performance Tables & Goals (page 41) <a href="#">2025 10-K</a> (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 employees.

WYNDHAM'S WAY

Disclosures	Description	Location and/or Response
<b>Governance</b>		
2-9	Governance structure and composition	The Way We Lead (page 34) <a href="#">Corporate Governance webpage</a> <a href="#">2026 Proxy Statement</a> (pages 12 and 22-26)
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Committee Charter</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Director Independence Criteria</a> <a href="#">2026 Proxy Statement</a> (pages 28-29)
2-11	Chair of the highest governance body	<a href="#">2026 Proxy Statement</a> (pages 25-26)
2-12	Role of the highest governance body in overseeing the management of impacts	The Way We Lead (page 34) <a href="#">2026 Proxy Statement</a> (page 26)
2-13	Delegation of responsibility for managing impacts	The Way We Lead (page 34) <a href="#">2026 Proxy Statement</a> (page 26)
2-14	Role of the highest governance body in sustainability reporting	The Way We Lead (page 34)
2-15	Conflicts of interest	<a href="#">Corporate Governance Guidelines</a> (page 2) <a href="#">Code of Business Conduct and Ethics for Directors</a> (pages 1-2)
2-16	Communication of critical concerns	<a href="#">Corporate Governance Guidelines</a> <a href="#">2026 Proxy Statement</a> (page 27)
2-17	Collective knowledge of highest governance body	<a href="#">2026 Proxy Statement</a> (pages 37-48)
2-18	Evaluation for the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a> (page 6) <a href="#">2026 Proxy Statement</a> (page 24)
2-19	Remuneration policies	<a href="#">2026 Proxy Statement</a> (pages 30-33)
2-20	Process to determine remuneration	<a href="#">2026 Proxy Statement</a> (pages 30-33)
2-21	Annual total compensation ratio	<a href="#">2026 Proxy Statement</a> (page 86)

WYNDHAM'S WAY

Disclosures	Description	Location and/or Response												
<b>Strategy, Policies and Practices</b>														
2-22	Statement on sustainable development strategy	Message from Our President and CEO (page 4)												
2-23	Policy commitments	The Way We Promote Human Rights & Safety (page 31) The Way We Uphold Ethical Standards & Conduct (page 35) <a href="#">Business Principles</a> <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a> <a href="#">Supplier Code of Conduct</a>												
2-24	Embedding policy commitments	The Way We Uphold Ethical Standards & Conduct (page 35) <a href="#">Business Principles</a>												
2-25	Processes to remediate negative impacts	The Way We Uphold Ethical Standards & Conduct (page 35) <a href="#">Business Principles</a>												
2-26	Mechanisms for seeking advice and raising concerns	The Way We Uphold Ethical Standards & Conduct (page 35) <a href="#">Business Principles</a> (page 28) <a href="#">Supplier Code of Conduct</a> The following concerns about ethics were reported in 2025: <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 &amp; hour, other employee relations issues</td> <td>73%</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>20%</td> </tr> <tr> <td>Environment, Health &amp; Safety. Includes: human rights, safety &amp; sanitation issues, substance abuse, workplace violence</td> <td>0%</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>7%</td> </tr> <tr> <td>Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information</td> <td>0%</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	73%	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	20%	Environment, Health & Safety. Includes: human rights, safety & sanitation issues, substance abuse, workplace violence	0%	Financial Misconduct. Includes: accounting/ audit irregularities, bribery/kickbacks, falsification of company records, fraud, improper loans to executives, insider trading, money laundering	7%	Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	0%
Categories	Percentages													
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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	20%													
Environment, Health & Safety. Includes: human rights, safety & sanitation issues, substance abuse, workplace violence	0%													
Financial Misconduct. Includes: accounting/ audit irregularities, bribery/kickbacks, falsification of company records, fraud, improper loans to executives, insider trading, money laundering	7%													
Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	0%													
2-27	Compliance with laws and regulations	We are involved in various claims, legal and regulatory proceedings and governmental inquiries arising in the ordinary course of business, none of which, in the opinion of management, is expected to have a material adverse effect on our financial condition. This includes not paying any significant fines (>USD \$10,000) related to environmental or ecological issues in the past four fiscal years												
2-28	Membership associations	The Way We Engage through Public Policy (page 38)												
<b>Stakeholder Engagement</b>														
2-29	Approach to stakeholder engagement	About Wyndham Hotels & Resorts (page 5) The Way We Engage through Public Policy (page 38)												
2-30	Collective bargaining agreements	<a href="#">2025 10-K</a> (page 15)												

WYNDHAM'S WAY

**MATERIAL TOPICS:**

Disclosures		Description	Location and/or Response
GRI 3 (2021)	3-1	Process to determine material topics	About Wyndham Hotels & Resorts (page 5) Corporate Responsibility (page 6) The Way We Lead (page 34)
	3-2	List of material topics	Corporate Responsibility (page 6) The Way We Lead (page 34)

**MATERIAL TOPICS: ECONOMIC**

Disclosures		Description	Location and/or Response
<b>Economic Performance</b>			
GRI 3 (2021)	3-3	Management of material topics	<a href="#">2025 10-K</a> <a href="#">Wyndham Hotels &amp; Resorts Investor Presentation - February 2026</a>
GRI 201 (2016)	201-1	Direct economic value generated and distributed	<a href="#">2025 10-K</a>
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Index (pages 53-54) <a href="#">2025 CDP Response</a>
<b>Indirect Economic Performance</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Give Back (pages 27-30) <a href="#">2025 10-K</a>
GRI 203 (2016)	203-1	Infrastructure investments and services supported	Corporate Responsibility (page 6) The Way We Give Back (pages 27-30)
<b>Anti-Corruption</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Uphold Ethical Standards & Conduct (page 35) <a href="#">Business Principles</a> (pages 18 and 22) <a href="#">Code of Business Conduct and Ethics for Directors</a> (pages 1-2) <a href="#">Supplier Code of Conduct</a>
GRI 205 (2016)	205-2	Communication and training on anticorruption policies and procedures	The Way We Uphold Ethical Standards & Conduct (page 35)

WYNDHAM'S WAY

**MATERIAL TOPICS: ENVIRONMENTAL**

Disclosures		Description	Location and/or Response
<b>Energy</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 11-14) <a href="#">Environmental Sustainability Policy</a> <a href="#">2025 CDP Response</a>
GRI 302 (2016)	302-1	Energy consumption within the organization	Performance Tables & Goals (page 40) Assurance Statement (page 55)
	302-3	Energy intensity	Performance Tables & Goals (page 40) Assurance Statement (page 55)
<b>Water &amp; Effluents</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 15-16) <a href="#">Environmental Sustainability Policy</a> <a href="#">2025 CDP Response</a>
GRI 303 (2018)	303-1	Interactions with water as a shared resource	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 15-16) <a href="#">Environmental Sustainability Policy</a> <a href="#">2025 CDP Response</a>
	303-3	Water withdrawal	The Way Hotels Manage, Conserve & Perform (page 15) Performance Tables & Goals (page 40) Assurance Statement (page 55)
<b>Biodiversity</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Measure Environmental Progress & Help Guide Hotels (page 9) <a href="#">Environmental Sustainability Policy</a>
GRI 104 (2024)	104-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The Way We Measure Environmental Progress & Help Guide Hotels (page 9)
<b>Emissions</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 11-14) <a href="#">Environmental Sustainability Policy</a> <a href="#">2025 CDP Response</a>

**WYNDHAM'S WAY**

Disclosures		Description	Location and/or Response
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	The Way Hotels Manage, Conserve & Perform (page 11) Performance Tables & Goals (page 40) Assurance Statement (page 55)
	305-2	Energy indirect (Scope 2) GHG emissions	The Way Hotels Manage, Conserve & Perform (page 11) Performance Tables & Goals (page 40) Assurance Statement (page 55)
GRI 305 (2016)	305-3	Other indirect (Scope 3) GHG emissions	Performance Tables & Goals (page 40) Assurance Statement (page 55)
	305-4	GHG emissions intensity	Performance Tables & Goals (page 40) Assurance Statement (page 55)
<b>Waste</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 17-18) <a href="#">Environmental Sustainability Policy</a>
GRI 306 (2016)	306-2	Management of significant waste-related impacts	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way Hotels Manage, Conserve & Perform (pages 17-18) <a href="#">Environmental Sustainability Policy</a>
	306-4	Waste diverted from disposal	The Way Hotels Manage, Conserve & Perform (pages 17-18)
<b>Supplier Environmental Assessment</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Promote Supply Chain Responsibility (page 19) <a href="#">Supplier Code of Conduct</a>
GRI 308 (2016)	308-2	New suppliers that were screened using environmental criteria	The Way We Promote Supply Chain Responsibility (page 19)

**MATERIAL TOPICS: SOCIAL**

Disclosures		Description	Location and/or Response
<b>Employment</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Engage & Connect Team Members (pages 23-25) The Way We Prioritize Wellbeing (page 26) <a href="#">Wyndham Careers</a>
GRI 401 (2016)	401-1	New employee hires and employee turnover	Performance Tables & Goals (page 41)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The Way We Prioritize Wellbeing (page 26)
	401-3	Parental leave	The Way We Prioritize Wellbeing (page 26)

WYNDHAM'S WAY

Disclosures		Description	Location and/or Response
<b>Occupational Health &amp; Safety</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Prioritize Wellbeing (page 26) The Way We Promote Human Rights & Safety (page 32) <a href="#">Business Principles</a> (page 10)
GRI 403 (2018)	403-1	Occupational health and safety management system	The Way We Prioritize Wellbeing (page 26) The Way We Promote Human Rights & Safety (page 32)
	403-6	Promotion of worker health	The Way We Prioritize Wellbeing (page 26) The Way We Promote Human Rights & Safety (page 32)
	403-8	Workers covered by an occupational health and safety management system	The Way We Prioritize Wellbeing (page 26) The Way We Promote Human Rights & Safety (page 32) Wyndham's Occupational Health and Safety Management System is implemented across our business and covers all team members.
	403-9	Work-related injuries	In 2025, there were zero employee fatalities as a result of work-related injury and no known contractor work-related fatalities.
<b>Training and Education</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Engage & Connect Team Members (pages 24-25)
GRI 404 (2016)	404-1	Average hours of training per year per employee	The Way We Engage & Connect Team Members (pages 24-25)
	404-2	Programs for upgrading employee skills and transition assistance programs	The Way We Engage & Connect Team Members (pages 24-25)
<b>Diversity and Equal Opportunity</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Engage & Connect Team Members (page 23)
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	The Way We Engage & Connect Team Members (page 23) Performance Tables & Goals (pages 41-42)
<b>Child Labor</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Promote Human Rights & Safety (page 31) <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a>
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	The Way We Promote Human Rights & Safety (page 31) <a href="#">Modern Slavery Statement</a>
<b>Forced or Compulsory Labor</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Promote Human Rights & Safety (page 31) <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a>
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Way We Promote Human Rights & Safety (page 31) <a href="#">Modern Slavery Statement</a>

WYNDHAM'S WAY

Disclosures		Description	Location and/or Response
<b>Supplier Social Assessment</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Promote Supply Chain Responsibility (page 19) <a href="#">Supplier Code of Conduct</a>
GRI 414 (2016)	414-1	New suppliers that were screened using labor practices criteria	The Way We Promote Supply Chain Responsibility (page 19)
<b>Public Policy</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Engage through Public Policy (page 38) <a href="#">Political Contribution Statement</a> <a href="#">Business Principles</a> (page 24) Public policy issues can impact Wyndham's business, team members, and the communities in which it and its franchisees operate. We believe that in some cases it may be appropriate and in the best interest of the company to participate in the political process. The Company follows the Political Activity Standard and Political Contribution Standard with respect to its political activity, political contributions, and related expenditure. Political contribution compliance is enforced through its internal Legal, Compliance, and Government Relations departments. Per U.S. federal law, Wyndham has created the Wyndham Hotels & Resorts, Inc. Political Action Committee to collect eligible employee donations to contribute to federal candidates and other committees regulated by the Federal Election Commission.
GRI 415 (2016)	415-1	Political contributions	The Way We Engage through Public Policy (page 38)
<b>Customer Health &amp; Safety</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Prioritize Wellbeing (page 26) The Way We Promote Human Rights & Safety (page 32)
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.
<b>Customer Privacy</b>			
GRI 3 (2021)	3-3	Management of material topics	The Way We Safeguard Information (pages 36-37) <a href="#">Supplier Code of Conduct</a> <a href="#">Business Principles</a> (pages 11-14)
GRI 418 (2016)	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period.

WYNDHAM'S WAY

# SASB Index

Wyndham has provided the following disclosures based on the SASB Standard for Hotels & Lodging.

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topics	Metric Description	Codes	Location and/or Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SV-HL-130a.1	60.3% of energy consumption was from grid electricity and 2.3% of energy consumption was from renewable sources Performance Tables & Goals (page 40)
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	Approximately 38% of total water withdrawn was from owned or managed facilities in regions with high or extremely high baseline water stress The Way Hotels Manage, Conserve & Perform (page 15) Performance Tables & Goals (page 40)
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	The Way We Measure Environmental Progress & Help Guide Hotels (page 9)
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	The Way We Measure Environmental Progress & Help Guide Hotels (page 9) <a href="#">Environmental Sustainability Policy</a>
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	SV-HL-310a.1	Performance Tables & Goals (page 41)
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	The Way We Engage & Connect Team Members (page 23) The Way We Promote Human Rights & Safety (pages 31-32) <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a>
Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	SV-HL-450a.1	The Way Hotels Manage, Conserve & Perform (page 15)

## ACTIVITY METRICS

Metrics	Codes	Location and/or Response
Number of available room-nights	SV-HL-000.A	Approximately 325 million available room nights at franchised and managed lodging facilities
Average occupancy rate	SV-HL-000.B	Average occupancy rate of 48.4% at managed and franchised lodging facilities
Total area of lodging facilities	SV-HL-000.C	Total area of managed lodging facilities was approximately 15 million sq.ft.
Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	SV-HL-000.D	Over 8,300 affiliated hotels in our brand portfolio; approximately 99% of these hotels were franchised, while fewer than 1% were managed. <a href="#">2025 10-K</a> (pages 3-13)

WYNDHAM'S WAY

# TCFD Index

## SECTION 1: GOVERNANCE

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

Disclosure	Location and/or Response
Board's oversight of climate-related risks and opportunities	The Way We Lead (page 34) <a href="#">Corporate Governance Committee Charter</a> <a href="#">2025 CDP Response</a> (pages 34-36)
Management's role in assessing and managing climate-related risks and opportunities	The Way We Lead (page 34) <a href="#">2025 CDP Response</a> (pages 40-42 and 45-49)

## 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.

Disclosure	Location and/or Response
Climate-related risks and opportunities identified over short-, medium-, and long-term horizons	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) <a href="#">2025 CDP Response</a> (pages 26-33)
Impact on the organization's businesses, strategy, and financial planning	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) <a href="#">2025 CDP Response</a> (pages 71-73)
Impact of different scenarios, including a 2 <sup>o</sup> c scenario	<a href="#">2025 CDP Response</a> (pages 63-71)

## SECTION 3: RISK MANAGEMENT

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

Disclosure	Location and/or Response
Process for identifying and assessing climate-related risks	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) <a href="#">2025 CDP Response</a> (pages 15-22)
Processes for managing climate-related risks	The Way We Measure Environmental Progress & Help Guide Hotels (pages 8-10) The Way Hotels Manage, Conserve & Perform (pages 11-18) <a href="#">2025 CDP Response</a> (pages 28-30)
Integration into overall risk management	The Way We Measure Environmental Progress & Help Guide Hotels (page 8) The Way We Lead (page 34) <a href="#">2025 CDP Response</a> (pages 15-22)

WYNDHAM'S WAY

**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.

Disclosure	Location and/or Response
Scope 1, 2 and 3 GHG emissions	The Way Hotels Manage, Conserve & Perform (page 11) Performance Tables & Goals (page 40)
Targets used and performance against targets	The Way Hotels Manage, Conserve & Perform (page 11) Performance Tables & Goals (pages 40 and 43)

WYNDHAM'S WAY

# Independent Assurance Statement



## LRQA Independent Assurance Statement

Relating to Wyndham Hotels and Resorts, Inc.'s Greenhouse Gas Emissions Inventory for the Calendar Year 2025 and Baseline Year 2019.

This Assurance Statement has been prepared for Wyndham Hotels and Resorts, Inc. (WHR) in accordance with our contract.

### Terms of Engagement

LRQA was commissioned by WHR Operations, LLC to provide independent assurance of Wyndham Hotels & Resorts' (WHR) greenhouse gas (GHG) emissions inventory and environmental data ("the Report") for the calendar year 2025 (CY 2025) and WHR's base year, calendar year 2019 (CY 2019) against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for GHG emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 & ISAE 3410.

Our assurance engagement covered Wyndham's global operations and activities and specifically the following requirements:

- Verifying conformance with:
  - WHR's reporting methodologies for the selected datasets.
  - 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<sup>1</sup>.
- Reviewing whether the Report has taken account of:
  - WRI GHG Protocol Scope 3 Accounting and Reporting Standard.
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions.
    - Scope 3 GHG emissions verified by LRQA only include Category 3 (Fuel and Energy Related Activities), Category 6 (Business Travel) and Category 8 (Upstream Leased Assets).
  - Water consumption and intensity metrics.
  - Energy consumption and intensity metrics.

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 footnote. 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.

<sup>1</sup>: <http://www.ghgprotocol.org/>



### 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 assurance<sup>2</sup> and at the materiality of the professional judgement of the verifier.

**Table 1. Summary of WHR's Key Data for Calendar Year 2025 and Base Year 2019.**

Scope of GHG emissions	2019 (Base Year)	2025	Units
Scope 1 GHG emissions	18,545	13,552	Metric Ton CO <sub>2</sub> e
Biogenic emissions	-	2,819	Metric Ton CO <sub>2</sub> e
Scope 2 GHG emissions (Location-based) <sup>1</sup>	90,971	85,064	Metric Ton CO <sub>2</sub> e
Scope 2 GHG emissions (Market-based) <sup>1</sup>	90,970	84,046	Metric Ton CO <sub>2</sub> e
Scope 3: Category 3 (Fuel and Energy Related Activities) <sup>2</sup>	-	18,619	Metric Ton CO <sub>2</sub> e
Scope 3: Category 6 (Business Travel) <sup>3</sup>	1,512	4,929	Metric Ton CO <sub>2</sub> e
Scope 3: Category 8: Upstream Leased Assets	230	156	Metric Ton CO <sub>2</sub> e
Carbon Emissions Intensity (Location-Based)	0.0077	0.0066	Metric Ton CO <sub>2</sub> e/SqFt
Carbon Emissions Intensity (Market-Based)	0.0077	0.0065	Metric Ton CO <sub>2</sub> e/SqFt
Energy Consumption	295,017,501	275,861,928	kwh
Energy Intensity	20.68	18.42	kwh/SqFt
Water Usage	629,209,806	504,348,282	Gallons
Water Usage Intensity	0.0441	0.0337	kGallons/SqFt
Note 1:	Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015		
Note 2:	FERA Emissions have a base year of 2025. FERA emissions consist of well-to-tank emissions for all fuel categories, and upstream emissions from electricity T&D Losses.		
Note 3:	Business Travel emissions have a base year of 2020; base year Business Travel emissions exclude lodging-related impacts. Business travel emissions were calculated using EEIO emission factors with margins, which account for "cradle" to "shelf".		

<sup>2</sup> 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.



### 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;
- assessing WHR's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Report. This included reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at an aggregated level for the calendar year 2025 and base year 2019; and
- reviewing WHR's base year recalculation policy for conformance with GHG Protocol requirements and confirming it has been correctly applied.

### LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *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: 05 May 2026.

Alexander Peirce  
LRQA Lead Verifier  
On behalf of LRQA, Inc.  
2500 CityWest Blvd, Suite 150  
Houston, TX 77042

LRQA reference: UQA00001519 / 7896416

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# WYNDHAM

HOTELS & RESORTS

EXTENDED STAY

ECONOMY

MIDSCALE

LIFESTYLE

UPSCALE

DISTINCTIVE

**ECHOSUITES**  
EXTENDED STAY



**WYNDHAM**

**REGISTRY**  
COLLECTION HOTELS

**WaterWalk**



*esplendor.*

**TM**  
TRADEMARK  
COLLECTION BY WYNDHAM

**DOLCE**  
HOTELS AND RESORTS

**Hawthorn**  
EXTENDED STAY



**WYNDHAM**  
GARDEN

**DAZZLER**

**WYNDHAM GRAND**



★★★  
**AmericInn**

*VIENNA HOUSE*



**BAYMONT**

*Alltra*  
ALL-INCLUSIVE

**RAMADA**

