

1. **PURPOSE AND SCOPE**

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

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

2. **INTRODUCTION**

Sustainability is one of four focus areas of the Company's Corporate Responsibility ("CR") Strategy. The CR Strategy's other pillars include inclusivity, human rights, and communities (philanthropy).

The Company aims to commit to sustainability by protecting the environment, supporting the reduction of impacts across Hotels by Wyndham, and complying with applicable local, regional, national and global policies and legislation. This includes mitigating climate-related risks and increasing resiliency. The Company also aims to support hotels franchised under any of the Company's hotel brands, including, but not limited to, efforts relating to climate change, water scarcity, and threats to ecosystems in which franchised hotels are located.

3. **POLICY**

3.1 Sustainability. All Users are responsible for supporting the Company's Sustainability goals, commitments and policies.

3.2 Wyndham Green Sustainability Framework. The Board of Directors and Senior Executive Leadership ("EC") endorse the mission, authority, and structure of the Program and are committed to taking appropriate steps to comply with applicable law. The EC has charged the Sustainability Department, in conjunction with the CR Steering Committee and Environmental Sub-Committee, with developing, maintaining, and communicating Sustainability strategy. The Sustainability Department, subject to the oversight of the CR Steering Committee, is responsible for the overall administration and management of the Program. The Sustainability Department and the CR Steering Committee are responsible for implementing processes and controls that identify, respond to, and remediate issues regarding Sustainability and/or the Company's facilities, products, services, and supporting processes.

3.3 Wyndham Green Toolbox.

- The Sustainability Department and the CR Steering Committee are responsible for developing the Program's strategies, processes, and procedures that support the Program's objectives, including the implementation of the Wyndham Green Toolbox and related funding and resources.
- Facility Administrators are responsible for monitoring and tracking utility usage and/or other sustainability metrics for one or more participating locations, whether corporate offices, managed properties, or franchised properties, using the Wyndham Green Toolbox and/or applicable resources, as specified by the Sustainability Department and the CR Steering Committee.
- The Information Technology (IT) and Sustainability Departments are responsible for granting team members and Facility Administrators the appropriate level of access to the Wyndham Green Toolbox and its resources.
- The Sustainability Department will coordinate with IT when any technology tools and/or technology support is required for Sustainability initiatives.

3.4 Environmental Management.

- **Environmental Footprint.** Facility Administrators must take reasonable and appropriate steps to minimize the Environmental Footprint of Facilities, including purchasing and procuring environmentally responsible products and services used in Facilities and taking steps to reduce waste to landfill. The Company aims to continuously improve environmental performance and, where possible, set objectives to reduce environmental impacts.
- **Greenhouse Gas (GHG) Emissions & Energy.** The Company is focused on reducing its GHG emissions in support of the recommendations made by the Intergovernmental Panel on Climate Change (IPCC) to avert catastrophic climate impacts and to do its part to help reduce air pollution in communities.
To reduce the Company's GHG emissions, it will continue to actively support energy efficiency measures. It will also continue to evaluate and promote renewable energy opportunities, including, but not limited to, wind and solar. The Company also shares best practices on energy conservation with its independently owned and operated franchised properties through the Program.
- **Water.** The Company views access to clean, potable water for health and hygiene as a basic human right for all. The Company aims to focus its water stewardship efforts on targeted hotels in locations with the greatest potential water stress. It aims to advance water efficiency best practices across its brands and continue to share them with its independently owned and operated franchised properties through the Program.

To better understand risk exposure across the portfolio, the Company also aims to conduct a regular water-risk screening

using the WRI Aqueduct Tool.

- **Waste.** The Company will use the “Reduce, Reuse, Recycle” model to minimize the amount of waste that is sent to landfill. Waste includes, but is not limited to, electronic devices, paper, glass, plastic, metal, and food products. Any hazardous waste must be disposed of responsibly and in compliance with applicable laws. When disposing of waste, Users must comply with applicable laws, as well as the Company’s policies regarding Information Security, Privacy, and Information Management. The Company also shares best practices on waste diversion with its independently owned and operated franchised properties through the Program. In addition, the Company aims to manage or reduce effluents.
- **Biodiversity.** The Company aims to protect biodiversity in the ecosystems where it operates and encourages its independently owned and operated franchised properties to do the same. The Company will regularly review the locations of those franchised properties and develop mitigation plans, as appropriate, for any hotels that may be located near key biodiversity areas.
If possible, the Company aims to apply the mitigation hierarchy of “avoid, minimize, restore, offset” when operating in areas that are close of critical biodiversity, and encourages its independently owned and operated franchised properties in these areas to do the same.
- **Climate Resiliency:** The Company aims to increase the resilience of its portfolio against acute climate risks, such as hurricanes and wildfires, and chronic climate risks, including extreme heat, extreme cold, and rising sea levels, and will encourage its franchisees to do the same. To protect the safety and security of guests, assets, the Company’s team members, and independently owned and operated franchised property employees, the Company is focused on maintaining, updating, and advancing business continuity and emergency response plans, and encouraging its franchisees to do the same.
- **Environmental Incident Response.** The Business Continuity Team, as part of the Global Corporate Security Department, collaborates closely with the Sustainability Department to manage and address any events arising from physical climate risks, as well as environmental concerns arising from incidents affecting either the Company’s managed hotels or independently owned and operated franchised properties. Both departments, along with other internal support areas, form the Executive Incident Management Team to evaluate and mitigate impacts on the Company’s assets and team members. The collaboration between the Business Continuity Team and Sustainability Department is crucial for effectively managing environmental incidents. By working together, these departments ensure the safety and well-being of the Company’s team members and assets, as well as owners and hotels around the world.

3.5 Reporting and Monitoring Environmental Risk.

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

3.6 Training and Communication.

- The Company provides appropriate Sustainability training to team members, and it is the team members’ responsibility to attend required training sessions. The Company also makes training available to owners and operators of hotels franchised under one of our hotel brand subsidiaries.
- The Sustainability Department and the CR Steering Committee, as well as the Investor Relations and Communications Departments, have ongoing communications with key stakeholders including guests, the Company’s team members, franchisees, suppliers, and investors about the Program. Communication includes, but is not limited to, CR reporting, requests for proposals, third-party reviews, and the Company’s Sustainability performance.

3.7 Management of Third-Party Vendors.

- The Sourcing Department, with the assistance of the Sustainability Department, is responsible for oversight of third-party vendors who supply and develop Sustainability products and services to the Company and franchisees of hotels under the Company’s hotel brand subsidiaries.
- The Sustainability Department, together with the Sourcing Department, is responsible for administering all surveys related to corporate social responsibility performance of vendors and their products periodically. Administered surveys are intended to track third-party vendor performance and other products, services and information aligned with the Program.
- The Company seeks suppliers who share the Company’s commitment to environmental protection and favors those that work to sustain, protect and restore the environment by means such as energy conservation, recycling and proper waste disposal and by environmental restoration. For additional information, please see the Wyndham Supplier Code of Conduct.

4. **RESPONSIBILITIES**

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

5. **DEFINITIONS**

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

“Facility Administrators” means individuals or groups of individuals who are designated by the Sustainability Department with responsibility for monitoring, tracking, implementing and/or maintaining for participating facilities, whether corporate offices, managed properties, or franchised properties, including the Environmental Footprint of facilities and related activities..

“Company” means Wyndham Hotels & Resorts, Inc., and its subsidiaries.

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

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

“Facilities” means any physical location where the Company conducts business.

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

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

“Planet (Natural Capital)” means conserving the Earth’s resources and our natural environment by recycling, reusing and reducing the consumption of resources.

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

“Senior Executive Leadership” or “EC” consists of the Company’s Chief Executive Officer and his or her direct reports.

“Senior Leadership of the CR Steering Committee” is an officer of the Company and member of the CR Committee who has been appointed by the CEO or designated sponsor of the Program.

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

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

“Wyndham Green Sustainability Framework” or “Program” means the Sustainability strategy and approach for the Company.

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

6. **VIOLATIONS**

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

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

7. **OWNER**

Chief Human Resources Officer.

8. **QUESTIONS & CONCERNS**

Questions and concerns may be directed to the Chief Human Resource Officer (Monica Melancon) at monica.melancon@wyndham.com.

9. **REVISIONS**

Revision	Date	Modified By	Reason for Change
1.0	06.01.2018	Cheryl Rosario	Initial Version
1.1	06.01.2019	Pete Hernandez	Formatting; technical clarifications.
1.2	09.30.2020	William Skrzat	Technical clarifications.
1.3	05.24.2021	Monica Melancon/Rishi Shah	Technical clarifications.
1.4	09.30.2022	Peter Hernandez/Rishi Shah	Technical clarifications.
1.5	08.01.2023	Monica Melancon/Rishi Shah	Technical clarifications.
1.6	08.01.2024	Monica Melancon/Rishi Shah	Technical Clarifications
1.7	1.31.2026	Rishi Shah	Technical Clarifications.
1.8	8.28.2026	Rishi Shah	Technical Clarifications