

WYNDHAM
HOTELS & RESORTS

2025

CORPORATE RESPONSIBILITY REPORT



Wyndham Gramado Termas Resort & Spa, Brazil



ABOUT THIS REPORT

This Report contains information about Wyndham's Corporate Responsibility Program. 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 assurance over selected data disclosed in this report, as indicated by our 2024 Assurance Statement.

This Report covers the performance of Wyndham Hotels & Resorts, Inc. from January 1 – December 31, 2024, and includes the Company's managed and leased operations, unless otherwise stated. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

Forward-Looking Statements

This Corporate Responsibility Report (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 Corporate Responsibility 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 impact of war, terrorist activity, political instability or political strife, including the ongoing conflicts between Russia and Ukraine and conflicts in the

Middle East, respectively; 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.

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Message from Our President & CEO



Last year was a standout year for Wyndham as we advanced our mission to make hotel travel possible for all. From growing our approximately 9,300 hotel portfolio and strengthening our 25 global brands, to investing in hotel owners and guests, we reinforced our value as the world's largest hotel franchisor.

At the heart of everything we do is a simple belief: Travel makes the world a better place. We bring that belief to life by embracing our Count on Me® culture and living our core values—Integrity, Accountability, Inclusive, Caring, and Fun. These values not only guide us in business but also have helped us earn recognition for our efforts. For the third consecutive year, we were again named one of the World's Most Ethical Companies by Ethisphere and one of America's Most Loved Workplaces by Newsweek, among other accolades.

While we appreciate awards, it's the work behind them we're most proud of. From combating human trafficking—which we do through team member and franchisee training as well as partnerships with organizations like BEST, Polaris, and PACT—to making

contributions to worthy charities, we've seen first-hand that we do well by doing good. That's why we continue growing and investing in industry-leading programs like Women Own the Room and BOLD by Wyndham, as well as Wyndham Green, our portfolio-wide sustainability program.

None of what we do would be possible without the hard work and dedication of our more than 2,000 team members around the globe who reported high levels of employee engagement according to our 2024 Wyndham Engagement Survey (exceeding other companies across various industries and regions). These valued team members provide Wyndham's signature "Count on Me", OwnerFirstSM service and support to each other and our thousands of franchisees. They exemplify Wyndham at its very best, reminding us that we can always do more.

Geoff Ballotti
President and Chief Executive Officer

“Travel offers a beautiful view into the world. It's our responsibility to help protect that world for future generations. We're passionate about this journey and look forward to seeing you at one of our hotels soon.”

Wyndham's Approach to Corporate Responsibility



Vienna House by Wyndham Diplomat Prague, Czech Republic

Wyndham Hotels & Resorts' Corporate Responsibility (CR) strategy is forged on the foundation of promoting ethical business practices and supporting people, communities, and the planet—all of which ultimately builds a resilient business.



ABOUT WYNDHAM HOTELS & RESORTS

Wyndham Hotels & Resorts (Wyndham) is the world's largest hotel franchising company by the number of franchised properties, with approximately 9,300 hotels spanning more than 95 countries and six continents. Through its network of approximately 907,000 rooms appealing to the everyday traveler, Wyndham commands a leading presence in the economy and midscale segments of the lodging industry.

The Company operates a portfolio of 25 hotel brands, including Super 8®, Days Inn®, Ramada®, Microtel®, La Quinta®, Baymont®, Wingate®, AmericInn®, ECHO Suites®, Registry Collection Hotels®, Trademark Collection®, and Wyndham®.

Through the Company's award-winning Wyndham Rewards® loyalty program, Wyndham provides over 115 million enrolled members with the opportunity to redeem points at thousands of hotels, vacation club resorts, and vacation rentals globally.

Corporate Responsibility Awards & Highlights



120+ cumulative
BOLD and WOTR
contracts and
35+ open hotels



200+ Million
WYNDHAM
REWARDS®
points donated
to charitable
organizations lifetime

Wyndham Engagement Survey

results showed
87%
of team members
were engaged

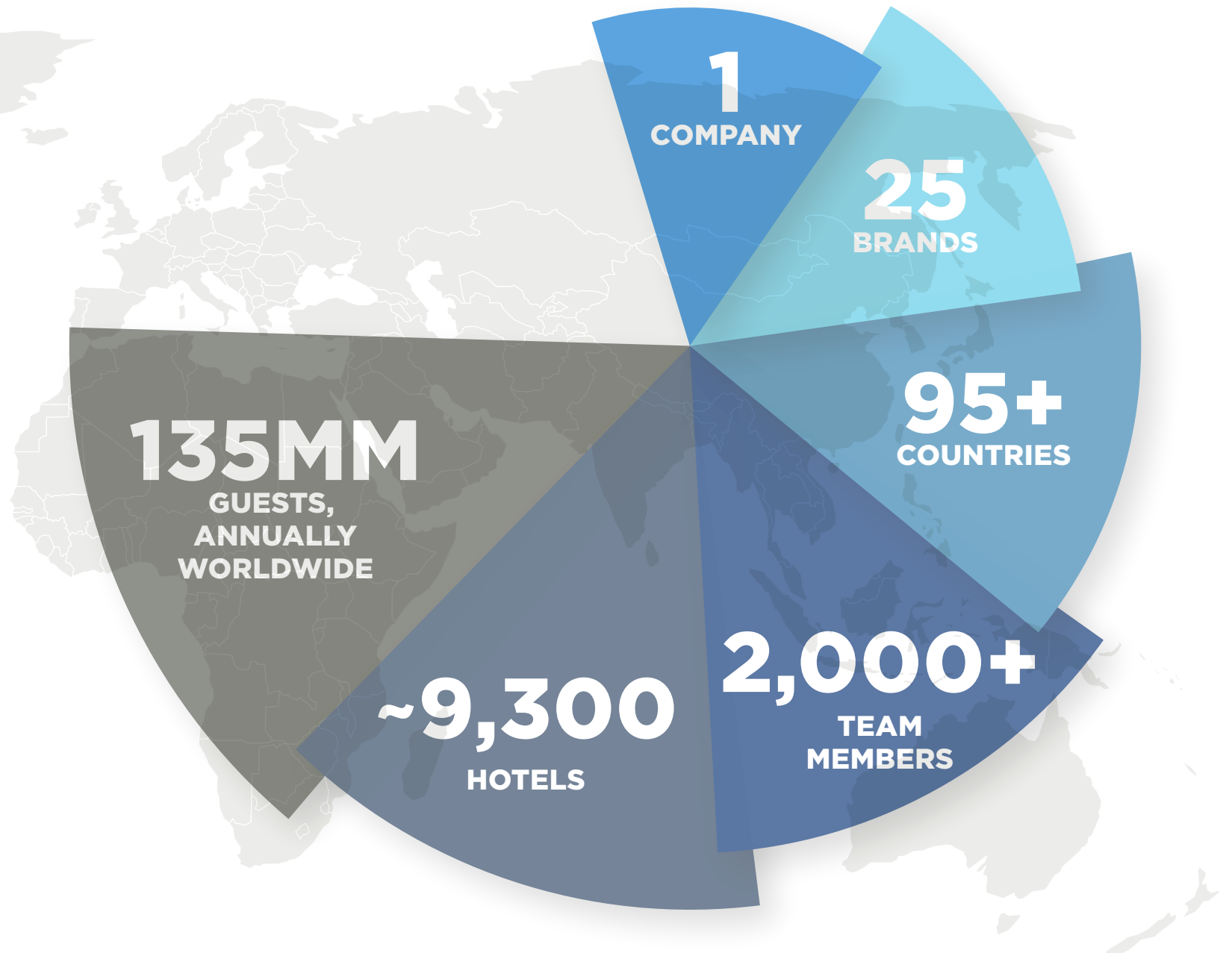
Level 5 Expert

WYNDHAM
GREEN
certification had a
123% year-over-year
increase in 2024

WYNDHAM ECOSYSTEM

With approximately 9,300 hotels and over 2,000 team members across over 95 countries, Wyndham Hotels & Resorts has the opportunity to leverage its size and scale to engage with a variety of stakeholders around the world.

Wyndham'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, and others. Wyndham also participates with leading industry associations and academic and research institutions dedicated to solving global environmental, social, and economic challenges.









WYNDHAM ECOSYSTEM

Policy Influence

Through membership dues to several trade organizations, shown on the right, Wyndham Hotels & Resorts contributed approximately \$81,000 in 2024 towards lobbying expenses in the United States (U.S.). Each organization further supports Wyndham's CR strategy in four pillars: Inclusivity, Sustainability, Community, and Human Rights.



ORGANIZATION	WYNDHAM'S ROLE	ADVANCING CR IN THE INDUSTRY
 AMERICAN HOTEL & LODGING ASSOCIATION	Wyndham's President & CEO serves on the Executive Committee, while Wyndham's General Counsel, Chief Compliance Officer & Corporate Secretary serves on the Board of Directors. Other leaders also take active roles in several committees.	Provided resources to support the integration of sustainability and social responsibility throughout the industry in the U.S. This includes the 5-Star Promise, No Room for Trafficking Advisory Council, and Responsible Stay initiative.
 ASIAN AMERICAN HOTEL OWNERS ASSOCIATION	Wyndham is an active member, participating in AAHOA events and activities.	Developed tools and resources for human trafficking prevention, disaster planning and preparedness, and women's hotel ownership.
 U.S. TRAVEL ASSOCIATION	Wyndham's General Counsel, Chief Compliance Officer & Corporate Secretary serves on the Board of Directors.	Leveraged the Sustainable Travel Coalition to spotlight and support industry-wide progress on sustainable travel.
 World Sustainable Hospitality Alliance*	Wyndham's President for Europe, Middle East and Africa (EMEA) sits on the Senior Advisory Council and other leaders are involved in the working groups to address their priorities.	Introduced standardized sustainability methodologies, including the Hotel Carbon Measurement Initiative (HCMI); and Pathway to Net Positive Hospitality, which was developed to create a more sustainable future for all.
 HOTEL ASSOCIATION OF CANADA	Wyndham's VP, Institutional Development, serves as Treasurer and member of the Board of Directors of the Hotel Association of Canada.	Provided tools and resources for human trafficking prevention and sustainability.
 INTERNATIONAL FRANCHISE ASSOCIATION	Wyndham's SVP Litigation and Government Relations serves on the Board of Directors	

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

WYNDHAM ECOSYSTEM

Wyndham's OwnerFirst Approach

At Wyndham Hotels & Resorts, we put owners first, so they can put our 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 the Company's 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.

Among the 2024 highlights, the Company:

Introduced **Wyndham ConnectSM** to help hotels increase revenue and curate personalized guest experiences via AI-generated messaging, upsells, mobile check-in and check-out, mobile tipping, and more. Thousands of the Company's hotels in North America regularly engage with the tool and see significant incremental revenue as a result of its implementation.

Refreshed its **Wyndham Business platform**, anchored by the new Wyndham Rewards Business, a B2B extension of Wyndham's top-rated rewards program. Designed to simplify travel for businesses of all sizes, the re-imagined program offers rich savings and rewards, streamlined billing, membership upgrades, and easy point management.

Created new opportunities for BOLD by Wyndham and Women Own the Room members by promoting industry mentorship via **Accelerator Circle** and unlocking third-party financing solutions through an investment firm. Together, BOLD and Women Own the Room have resulted in more than 120 deals, with over 35 hotels open as of year-end 2024.



CORPORATE RESPONSIBILITY STRATEGY & GOALS

At Wyndham Hotels & Resorts, our 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.

As we advance this mission and our values-driven culture, Wyndham remains committed to operating in a way that is socially, ethically, and environmentally responsible.

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

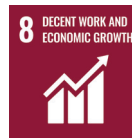


Travelodge by Wyndham Lakeland, U.S.A.

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



CORPORATE RESPONSIBILITY STRATEGY & GOALS

2025 Performance Targets

Wyndham Hotels & Resorts’ CR targets were established in 2020 to support the Company’s commitment to operating in a manner that is socially, ethically, and environmentally responsible.

As the Company looks ahead, we remain committed to continuing our corporate social responsibility journey and developing future targets that align with Wyndham’s long-term vision, strategy, and stakeholder expectations.

2025 PERFORMANCE TARGET	STATUS	2024 PROGRESS
15% absolute emissions reduction in Scope 1 + 2 emissions	Reassessing	Absolute emissions decreased by 1%, but emissions intensity decreased by 12% since 2019 [†]
15% reduction in water consumption per square foot	Ahead of Schedule	29% reduction in water intensity since base year
100% renewable energy at corporate headquarters and North American offices	On Track	63% renewable energy at corporate headquarters and North American offices
100% elimination of single-use plastics	Reassessing	Pause to conduct a baseline assessment of single-use plastics in U.S. franchise operations during 2025*
100% Wyndham Green certified managed hotels	On Track	95% of managed hotels are Wyndham Green certified
100% sourcing options for cage-free eggs	On Track	Approximately 70% of global hotels have access to cage-free egg sourcing options**
Achieve pay equity globally, by gender and by race/ ethnicity in the U.S.	Continuous	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	On Track	99% of team members in the U.S. have completed annual Respect in the Workplace training
100% of corporate team members completing annual human rights training	On Track	100% of corporate team members have completed annual human trafficking awareness and prevention training
100% Wish Day participation	Behind Schedule	26% Wish Day participation

[†] With the shift in business model, we are reevaluating this target as we no longer own any hotels and do not manage hotels in the U.S. and Canada. We continue to engage with franchisees to collect more environmental data in order to set a new target in the future.

* Due to our shift to a franchised model as we exited from the full service and select service management business domestically, we believe that it is appropriate to pause and reassess this goal. During 2025, we will conduct a baseline assessment of single-use plastics in U.S. franchise operations, which we believe will provide valuable insights about the effectiveness of our current measures and will guide us towards setting a new single-use plastics reduction goal for U.S. franchise operations.

** Based on our commitment to provide our managed and franchised hotels with suppliers of cage-free eggs, in order to source 100% of their eggs (shell, liquid and egg products) from cage-free sources globally. All U.S. hotels have access to cage-free egg products through Wyndham's food distribution suppliers, which covers 67% of Wyndham franchised hotels. Wyndham is exploring opportunities to better source cage-free eggs outside the U.S.

Governance & Risk Management

Wyndham Hotels & Resorts' robust corporate governance sets the tone for how the Company does business. Through policies, programs, and procedures, Wyndham operates in a manner that is ethically, socially, and environmentally responsible.



Super 8 by Wyndham Durham, United Kingdom



75%

of Wyndham's Board members have CR/Sustainability skillsets and capabilities.



Tryp by Wyndham Istanbul Topkapi, Türkiye

CORPORATE GOVERNANCE

Strong corporate governance is an integral part of Wyndham Hotels & Resorts' culture.

Board of Directors

The Board adopted Corporate Governance Guidelines that, along with the charters of the Board committees, Director Independence Criteria, and Code of Business Conduct and Ethics for Directors, provide the framework for the Company's governance.

Corporate Governance Resources

- [Board of Directors' Composition, Skillset, and Capabilities](#)
- [Board Committees Composition and Charters](#)
- [2025 Proxy Statement](#)

Corporate Responsibility Oversight and Management

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

One of the key responsibilities of the Board is to review Wyndham's strategic direction and hold management accountable for the execution of strategy once it is developed. This includes Wyndham's sustainability, inclusivity, community, and human rights strategies and programs.

Wyndham's management team provides quarterly CR program updates to the CGC.

CORPORATE GOVERNANCE

Corporate Responsibility (CR) Steering Committee

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

The CR Steering Committee also 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 strategies and programs.

Corporate Responsibility Resources & Policies

- [Business Principles](#)
- [Environmental Sustainability Policy](#)
- [Human Rights Policy Statement](#)
- [Modern Slavery Statement](#)
- [Supplier Code of Conduct](#)

BOARD OF DIRECTORS

Corporate Governance Committee

CORPORATE RESPONSIBILITY (CR) STEERING COMMITTEE

Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Human Resource Officer, and other management-level experts

ENVIRONMENTAL SUBCOMMITTEE

Oversees topics including:

Biodiversity
Energy, Emissions & Decarbonization
Responsible Sourcing
Waste
Water

SOCIAL SUBCOMMITTEE

Oversees topics including:

Community Engagement
Inclusivity
Health & Safety
Human Capital Management
Human Rights
Supplier Engagement
Training & Development

GOVERNANCE SUBCOMMITTEE

Oversees topics including:

Board Compensation & Oversight
Cybersecurity & Data Privacy
Enterprise Risk Management
Ethics & Compliance
Executive Compensation

ETHICAL STANDARDS & CONDUCT

As a global company, Wyndham Hotels & Resorts 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.

Governance & Oversight

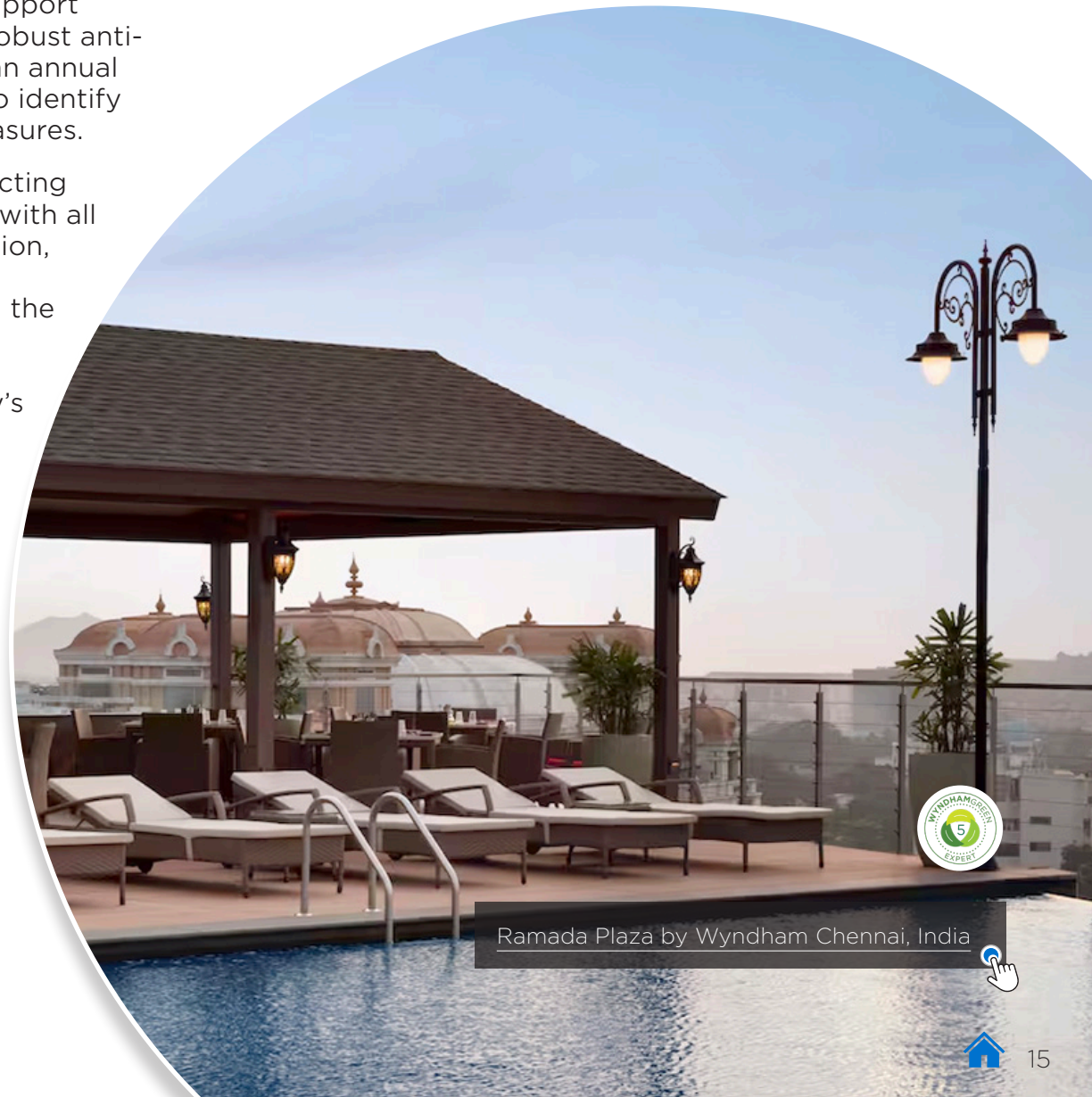
Ethical leadership starts with our Board of Directors, and responsibility for this topic is shared by senior management, and with every team member across every brand and business at Wyndham. All team members are expected to embrace these shared values and principles and do their part in maintaining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

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

Commitment to Anti-Corruption

Wyndham has a zero-tolerance policy for corruption and bribery. To help support compliance, the Company has a robust anti-corruption program, inclusive of an annual corporate-wide risk assessment to identify potential risks and mitigation measures.

Wyndham is 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 (China) and local laws where the Company operates. The Company's policies and procedures are communicated to all employees.



Ramada Plaza by Wyndham Chennai, India

ETHICAL STANDARDS & CONDUCT

Training

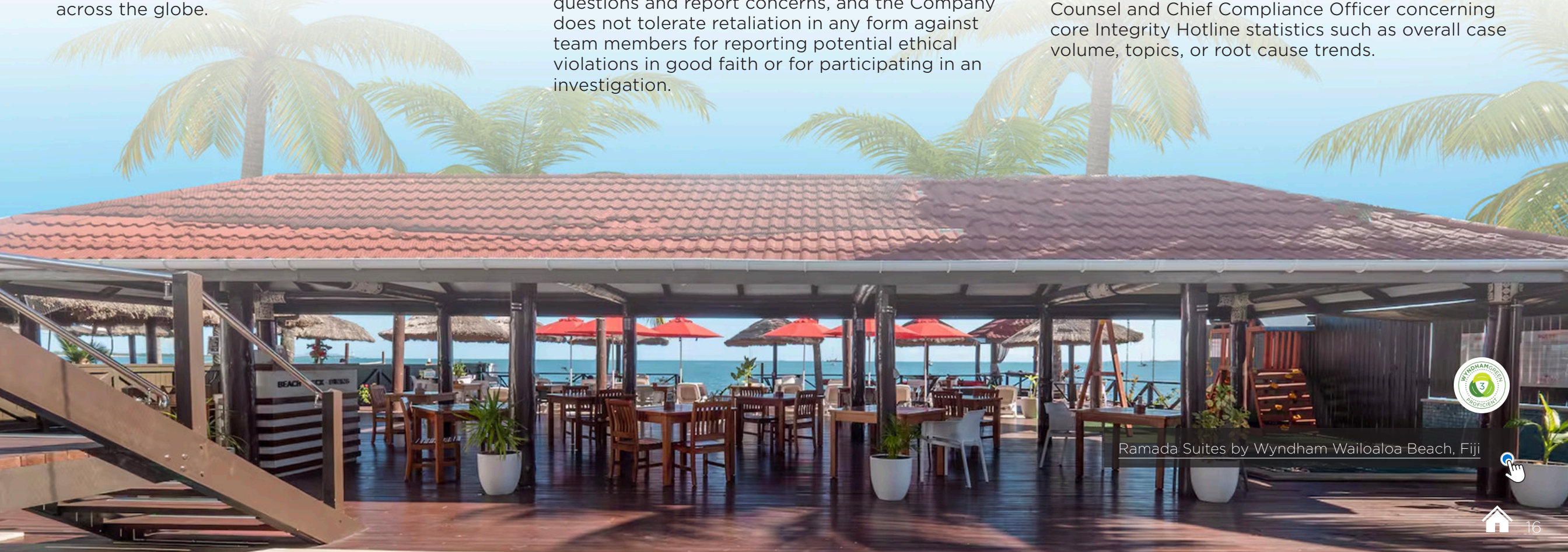
Wyndham Hotels & Resorts provides ethics and compliance-related training in a variety of formats, customized to various stakeholders and business needs. Core compliance training courses include instructor-led, online, and tablet or mobile compatible formats. Wyndham's training content is designed to 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 and 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.



Ramada Suites by Wyndham Wailoaloa Beach, Fiji



INFORMATION SECURITY & DATA PRIVACY

For Wyndham Hotels & Resorts, managing privacy and information security is an integral component of fulfilling the Company's mission and core values of Integrity and Accountability.

Governance & Oversight

Wyndham's privacy and information security programs focus holistically on the information life cycle and work in harmony with the information management program.

Wyndham's privacy and information security programs are under the direct oversight of Wyndham's Information Risk Committee (IRC). The IRC is chaired by the Chief Information Security Officer (CISO) 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 and Chief Compliance Officer as members. The IRC meets regularly to review operations of the three programs, as well as emerging legal, technical, or other risks.

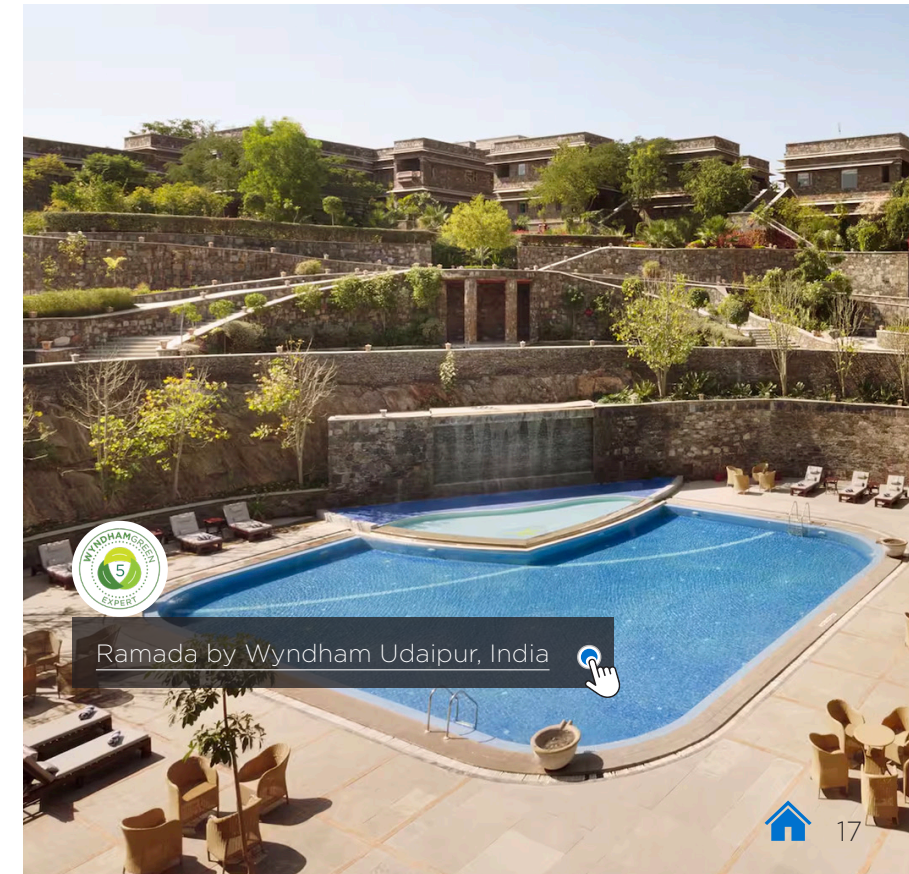
At the Board level, the Audit Committee is tasked with oversight for privacy and security matters, as outlined in the Audit Committee Charter. The IRC provides updates and general education on privacy and information security trends to the Audit Committee on a quarterly basis. The Board also receives 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.

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 truly deliver a great experience and build industry relationships and customer loyalty, the Company must respect individuals' choices concerning their personal data privacy, work to ensure it is appropriately protected and be responsive to their information related requests or concerns.



INFORMATION SECURITY & DATA PRIVACY

Policies & Procedures

Policies: Wyndham Hotels & Resorts maintains both internal and external policies relating to privacy and information security. Internally, Wyndham's team members have access to the Information Security Standard, which outlines the Company's standards and expectations. The Information Security Standard applies to anyone accessing or using the Company's facilities and information technology resources, including, but not limited to team members, contractors, consultants, temporary staff, and vendor staff. 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. Wyndham's Privacy Notice may be updated with certain changes taking effect as of the posting of the notice, either for data collected after that point or to make technical, formatting, or non-material changes or clarifications for data already collected and processed.

Risk Assessments & Third-Party Vulnerability

Analyses: 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 any potential risks that may impact the Company. These procedures are reviewed and updated on an annual basis jointly by the Information Security and Legal teams and include processes for response, such as notifications, investigations, and reporting, among other elements.



Microtel Inn & Suites by Wyndham Raton, U.S.A.

INFORMATION SECURITY & DATA PRIVACY

Policies & Procedures

Training & Awareness: At Wyndham Hotels & Resorts, all team members are trained on privacy and security risks, 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.

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 of 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, all 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.

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.



Count on Me, Count on Wyndham

Wyndham Hotels & Resorts' signature Count on Me service culture defines how team members and franchisees interact with guests, communities, and each other. Through Count on Me, all stakeholders aspire to be responsive, be respectful, and deliver great experiences.



Wyndham Quito Airport, Ecuador



INCLUSIVITY AND TEAM ENGAGEMENT

Wyndham Hotels & Resorts' core values—grounded in caring, respect, and fundamental human rights—infuse different perspectives that reflect our distinct customers, team members, and communities worldwide. Fostering a supportive, values-based culture and workplace is paramount to our success. We strive to create an environment where everyone feels valued, inspired, and highly engaged throughout our value chain, from team members, franchisees, partners, and suppliers to the community and our guests.

Recognitions of Our Strong Workplace Culture

Our company was named to the 2024 Top 50 Companies for Workplace Fairness by Fair360. We were further named to the Newsweek 2024 List of Newsweek 2024 and 2025 Top 100 Global Most Loved Workplaces for the fourth consecutive year and named one of the 2024 Best Places to Work in New Jersey by New Jersey Business Magazine for the fifth consecutive year.

Fostering High Team Member Engagement

Wyndham continues to be recognized for our high level of engagement, and we consistently encourage open communication, collaboration and mutual respect among all team members. We foster partnership and welcome all. We bolster our efforts to recruit, retain and promote top-tier talent—all to inspire our people to contribute to meaningful change in our company, our industry, our communities and the world.

Engagement at work is something we build together. In 2024, we achieved an impressive 95 percent participation rate in our Wyndham Engagement Survey and of those who participated, 87 percent were engaged at work and 86 percent believed their managers were effective in their roles. These engagement and manager effectiveness scores were each up from the last Wyndham Engagement Survey in 2022 and serve as a reflection of our ongoing commitment to fostering a supportive and effective workplace.

Our engagement score was 8 points higher than the high performing norm. That high performing norm comes from a database of over 20 million external responses. It reflects the average score of companies in the top 25% for employee engagement, across different industries and regions.



INCLUSIVITY AND TEAM ENGAGEMENT

Enterprise Resource Groups

In 2024, Wyndham Hotels & Resorts' Affinity Business Groups (ABGs) were elevated to Enterprise Resource Groups (ERGs) to further support the growth and development of the existing groups, add new groups, and broaden global participation within and across our regions. Wyndham's eight ERGs are open to all team members. These groups serve as supportive networks that drive talent and leadership development and empower team members to support the business, the communities in which we operate, and each other. Together, the groups have an overarching goal to create a more inclusive approach, as well as a greater sense of connection, belonging, and satisfaction. The change from ABGs to ERGs resulted in the following:

- Increased professional and personal development opportunities for ERG Leaders that is then cascaded to their respective ERG members
- A new ERG Management and Engagement technology platform
- Enhanced ERG alignment around business and charitable initiatives tied to the company's goals, with a deeper focus on the respective missions of each ERG

With a greater focus on business, innovation, and global inclusion, the shift from ABGs to ERGs has enhanced the roles and experiences of each group while adding greater value for team members, our communities, and the company at large.

Our Global Executive Sponsors oversee each ERG's progress towards achieving objectives in the following areas: Business Impact, Community Engagement, Cultural Awareness, Business and Social Networking, Professional Development, and Recruitment.



These areas are highlighted in the initiatives put forth in 2024, including:

- ERG Summit with specialized development focus on 'Intrapreneurship' for ERG Leaders, including engagement with Global Executive Sponsors and other key stakeholders
- Health, wellness & well-being sessions from blood pressure and diabetes screenings to pain/stress management
- Wish Day volunteerism with charitable partners and organizations aligned to each ERGs respective mission, including Making Strides Against Breast Cancer, UNCF New Jersey Walk for Education, Carry the Load National Relay, and Dallas Memorial March
- Events celebrating multi-cultural observances representing the full spectrum of our team member demographics
- Programs tied to business initiatives and hotel ownership
- Celebration of cross-collaboration and shared interests via book and movie clubs

The transition from ABGs to ERGs and the launch of the new platform in Q4 resulted in a 9% increase in overall ERG membership.

EMPOWER

iFUERTE!

GenCONNECT

LOTUS

MOSAIC

PRIDE

SALUTES

SPECTRUM

INCLUSIVITY AND TEAM ENGAGEMENT

The Wyndham Team

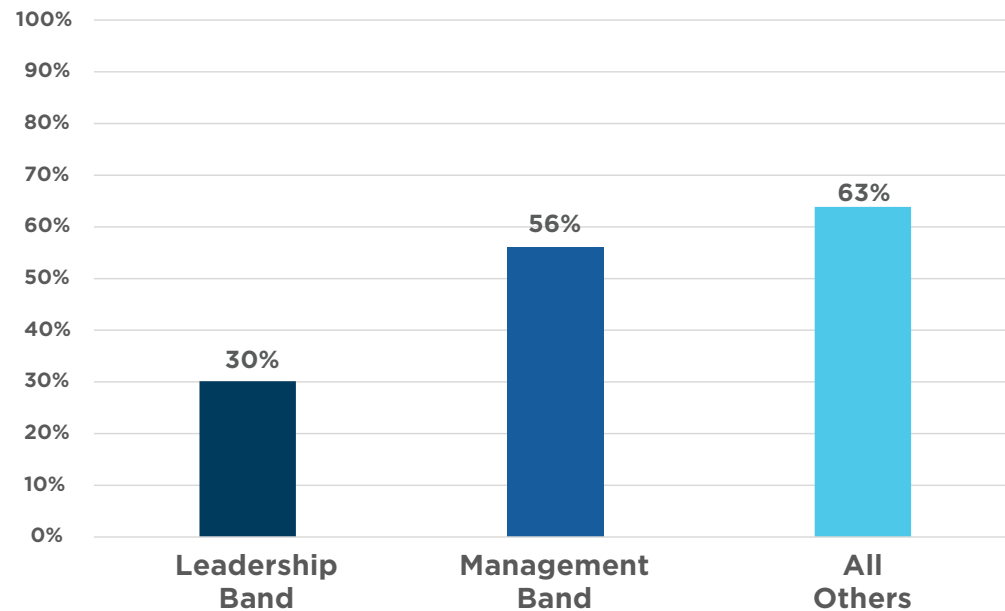
As of year-end 2024, the Wyndham Hotels & Resorts team was comprised of more than 2,200 individuals from 32 countries around the world.

Pay Equity

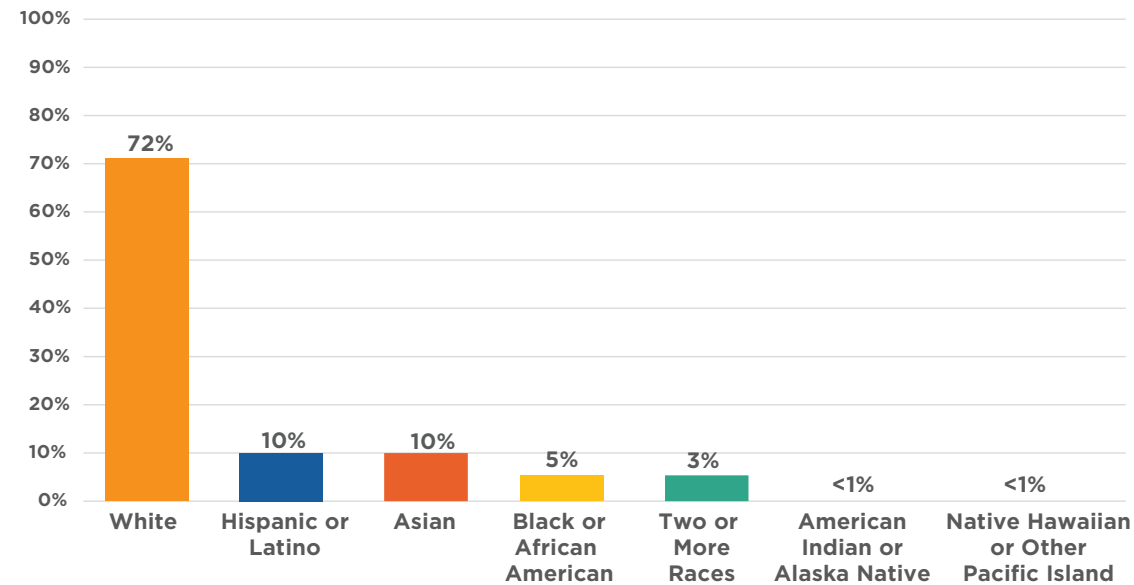
Wyndham is committed to providing equal opportunities, and we believe our team members should receive equal pay for equivalent job, skill and level within the organization. A qualified third party has conducted these analyses annually beginning with year 2022, and while company monitors results closely, the analyses revealed no statistically significant areas of concern overall.



Women in Leadership



Representation of Team Members



ONGOING CAREER DEVELOPMENT OPPORTUNITIES

Wyndham Hotels & Resorts is committed to helping team members realize their potential through Wyndham University's online, virtual, and in-person learning opportunities.

Our Approach to Training

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's easily accessible.

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's online platform 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 2024, Wyndham University training courses and programs enrolled over 20,500 unique Wyndham team members and franchisees, with nearly 290,000 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. Wyndham actively seeks to identify and develop team member talents, and it is a long-standing practice for the Company to support the development of all team members at every stage of their career.

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, our online global learning system, provides team members with access to a robust learning library that is flexible and accessible to help them learn, grow, and thrive.

Training is also available in a customized and personalized format for departments or groups within the organization, which supports their specific goals as larger functional teams. In 2024, Wyndham team members averaged 13 hours of learning and development.

In addition to the library of courses and development options, Wyndham 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.



ONGOING CAREER DEVELOPMENT OPPORTUNITIES

New Hire Orientation

Wyndham Hotels & Resorts' 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.



Franchisee Training

Hospitality Management Program

In addition to individual training offerings, Wyndham University and the training teams support robust programs and events, including the Hospitality Management Program (HMP) for general manager certification. This information-packed program features personalized content based on experience level, market segment, and hotel brand, as well as hands-on simulations, trade shows, and networking opportunities with brand leaders. Attendees can also network with fellow participants while attending, which leads to the mutual exchange of ideas, knowledge-sharing, and best practices.

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 2024, over 480 general managers and owners completed the fully virtual program, while over 100 completed the hybrid program, with all graduates achieving HMP certification.

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 specific challenges or areas of opportunity, and create engaging learning experiences.



ONGOING CAREER DEVELOPMENT OPPORTUNITIES

Ongoing Career Development

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

						
<p>The purpose of this leadership program is to support people leaders in their leadership journey by providing an opportunity to develop their skills. Through this program, they focus on development in two integral areas:</p> <p>(1) Managing (overseeing the day-to-day operational functions) and</p> <p>(2) Leading (cultivating the inspirational and motivational skills required to lead a team), while also learning how to embrace Wyndham's culture and reach their highest potential.</p>	<p>At Wyndham Hotels & Resorts, we value the diverse skill sets and thinking styles that team members bring to work each day. To fully leverage that individuality while increasing communication, collaboration and productivity across the organization, the Company employs Emergenetics, a measurable, proven way to recognize and apply the thinking and behavior patterns that individuals use regularly. Emergenetics provides a blueprint to greater self-awareness and more productive workplaces.</p>	<p>This program is designed to shift the focus on where you put your energy. Grounded in Gallup's Strengthsfinder 2.0, this course guides participants in identifying their innate talents, transforming those talents into strengths, and applying them more effectively within their teams.</p>	<p>Crucial Conversations training teaches team members about skills for communicating when the stakes are high, opinions vary and emotions run strong. Participants learn dialogue skills — as demonstrated by top performers — that empower them to talk with anyone about anything, helping reach alignment and agreement on important matters. These skills turn into behaviors that improve decision-making, commitment to action, productivity, and relationships. As these behaviors become consistent, they empower organizations, teams and individuals to develop high performance cultures based on trust and respect.</p>	<p>In this program, participants learn what emotional intelligence is and why it's essential. They discover ways to become more self-aware so that they can identify triggers that may impact their performance. This session also helps them to align their intentions and impacts to better build healthy and collaborative relationships.</p>	<p>This program, developed by Ken Blanchard, is the most widely used leadership training program in the world, teaches leaders how to build meaningful connections with coworkers that create exponential impact.</p>	<p>This internally designed program is aimed at providing both in-person and virtual learning opportunities on a wide range of topics. It is open to all levels within the organization, focusing on enhancing team member engagement while prioritizing their personal and professional growth.</p> <p>Over the course of two days in 2024, we offered 46 live sessions, we had 2,800 individual registrations and 800+ unique team members participating in the event.</p>

In addition to these offerings, Wyndham's training teams constantly explore team members' learning needs to provide them with the right development solution at the right moment. Additional programs or resources that Wyndham offers team members include: LinkedIn Learning, GetAbstract, Developing your Personal Branding, Managing Change, Harnessing Differences, Getting Organized: Zero Inbox, Presentation Skills, and more.

CARING FOR OUR TEAM MEMBERS

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

Prioritizing the 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 the world's largest hotel franchising company by number of franchised properties, 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 continues to provide 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.



Viva V Samana by Wyndham, A Trademark
Adults All Inclusive, Dominican Republic





CARING FOR OUR TEAM MEMBERS

Fitness Services

At Wyndham Hotels & Resorts' office locations in Parsippany, New Jersey, US and Saint John, New Brunswick, Canada, Wyndham also provides team members with on-site fitness facilities with exercise equipment in a clean and friendly environment, plus a variety of sport and health initiatives.

"Self-Care & Earth-Aware" Global Photo Contest

As Wyndham team members navigate the changes over the past years, our Company continues to prioritize self-care and sustainability. In 2024, Wyndham introduced the "Self-Care & Earth-Aware" photo contest, which helped team members to connect, share and celebrate all the ways they cared for themselves and the environment. Weekly and Grand Prize winners were awarded Wyndham Rewards Points.

STRENGTHENING COMMUNITIES THROUGH PHILANTHROPY

As a hospitality company, service is in our DNA. At Wyndham Hotels & Resorts, our Count on Me service promise is at the heart of everything we do and is the driving force behind our socially-responsible initiatives.

With our core values of Integrity, Accountability, Inclusive, Caring, and Fun ever present, and our philanthropic pillars - Inclusivity, Human Rights, Sustainability, and Wellness & Human Services - as the backbone, we serve the communities in which we live and work to help improve the lives of others.

Charitable Giving: Caring for Our Communities

OUR 2024 IMPACT		SIGNATURE CHARITIES SUPPORTED IN 2024†
\$925,000 cash donations*	20 million+ Wyndham Rewards points donated†	BEST Christel House Fisher House Foundation The WASH Foundation Wish of a Lifetime

200 million+ Wyndham Rewards points have been donated to causes since the program's inception

*Represents Wyndham Rewards Points in-kind donations.

†Includes matching contributions made on behalf of our Board of Directors and corporate team members.

‡The charities listed here are among many Wyndham supports.

Wish Day: Volunteering in Our Communities

In addition to charitable giving, Wyndham gives back through volunteerism. Wyndham's Wish Day program affords corporate team members one paid workday per year to volunteer with charities of their choosing and personify our Count on Me service promise.

Across North America, Asia Pacific, Latin America, and Europe, Wyndham's corporate team members repeatedly raise their hands to take part in acts of volunteer service. Collectively, our regions volunteered over 3,500 hours in 2024, dedicating their resources, time, and talent in support of their respective communities.



STRENGTHENING COMMUNITIES THROUGH PHILANTHROPY

Wish Day: Global Virtual Volunteering

This year, in the spirit of Inclusivity, Caring, and Fun, Wyndham Hotels & Resorts brought its corporate team members together across all regions for two global virtual volunteer events — Be My Eyes and Zooniverse.



Be My Eyes

2024 marked the second consecutive year of supporting Be My Eyes — a free app that connects volunteers with blind or visually impaired individuals through live video calls to help them navigate daily challenges.

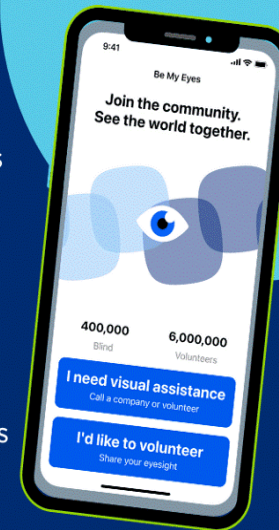
WYNDHAM
HOTELS & RESORTS

4 Languages served:
English, Spanish, Hebrew
Chinese

38 Team member volunteers
across our regions

425 Calls answered and
completed

1,320 Combined minutes
spent helping others



14

volunteers

1

hour event

600+

pictures and videos
identified



Zooniverse

Zooniverse — the world's leading platform for collaborative research powered by people, uniting over a million global volunteers with professional researchers to support diverse categories spanning Art, Biology, Space, and beyond, with an overall goal to enable research that would otherwise not be possible.

Photos and videos identified, representing
an in-kind value of over

\$1,500+

STRENGTHENING COMMUNITIES THROUGH PHILANTHROPY

Wyndham Relief Fund: Caring for Our Team Members

At Wyndham Hotels & Resorts, we take as much pride in supporting our team members as we do in supporting the communities in which they live, work, and serve.

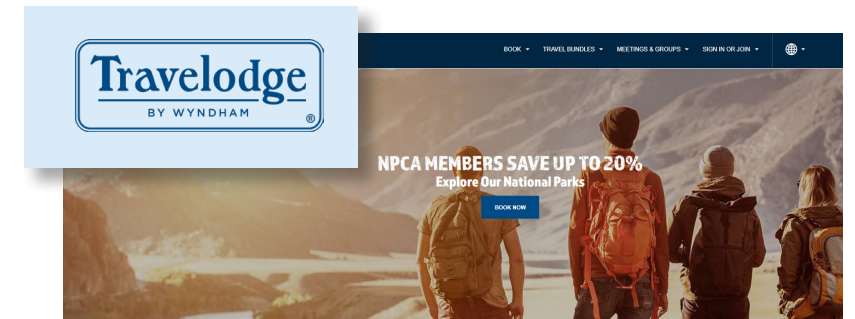
It was with this idea in mind that the Wyndham Relief Fund was developed in direct response from team members wishing to help their fellow team members in times of critical need. The Fund, which is administered by the Emergency Assistance Foundation (a third-party nonprofit organization), affords the opportunity for corporate team members worldwide to apply for a grant when faced with a financial hardship based on unforeseen circumstances, from pandemic-related hardships to climate-related disasters.

~3,100 grants provided to Wyndham team members, totaling over
\$800,000+
since 2018

Brand Partnerships

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

- [La Quinta® by Wyndham & Military Perks and Discounts](#)
- [Travelodge® By Wyndham & The National Parks Conservation Association](#)
- [Wyndham Rewards & Military Partners](#)



STRENGTHENING COMMUNITIES THROUGH PHILANTHROPY

Wyndham Championship

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 First Tee – Central Carolina.
- Celebrate hundreds of special needs children with support of the Tesori Family Foundation and its annual All-Star Kids Clinic in Greensboro.

Celebrating the Greensboro Six

In 1955, six Black men—today known as The Greensboro Six—helped desegregate the game of golf when they defiantly played a round at the then whites-only Gillespie Golf Course in Greensboro, N.C.

Often overshadowed by other moments in the Civil Rights movement, last year, Wyndham honored their efforts with a mural at the Gillespie Golf Course. Created by artist Vincent Ballentine, the 90 by 20 ft. work not only tells their story but highlights the integral role that the course continues to play in the community today as the home of youth organization First Tee – Central Carolina.



SAFETY, SECURITY & PROTECTING HUMAN RIGHTS

Wyndham's dedication to on property safety and security and human rights is evident through the company's comprehensive policies, training programs and collaborative efforts with industry leaders and humanitarian organizations.

Guest Safety and Wellbeing

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

Human Rights

Wyndham is committed to upholding fundamental human rights and operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact, which aligns with Wyndham Hotels & Resorts' core values.

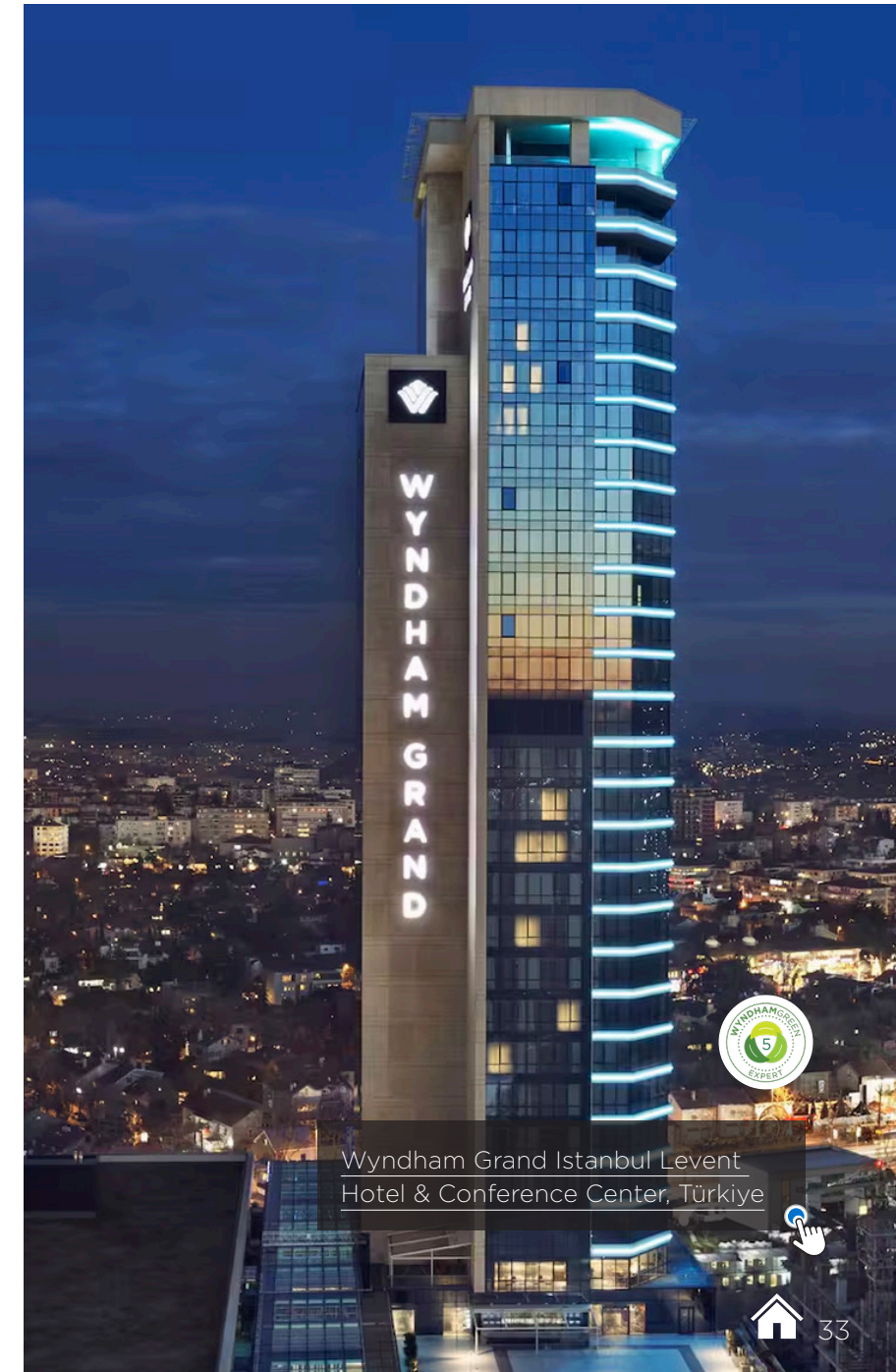
Integrating Wyndham's Human Rights Commitment in Our Business

Our leadership team is responsible for the development of programs and resources to enhance the protection of human rights, which includes, but is not limited to, the continual improvement of risk monitoring and assessment procedures. Wyndham also seeks to incorporate feedback from stakeholders to advance engagement activities to respect and protect human rights within the Company's sphere of influence.

Along with other leaders in the hospitality industry Wyndham continues to work to enhance policies and mandate training for all team members to help them identify and report suspected trafficking activities. To monitor and report on compliance with Wyndham's Business Principles and Human Rights Policy, the Company has established clear accountability mechanisms.

Additionally, parties contracting with Wyndham, such as franchisees and vendors, are also required to operate in a manner compliant with applicable laws and brand standards.

In addition and as permitted by law, the Company encourages team members and franchisees to report suspected human rights matters confidentially or anonymously.



Wyndham Grand Istanbul Levent
Hotel & Conference Center, Türkiye

SAFETY, SECURITY & PROTECTING HUMAN RIGHTS

Engaging with Industry Leaders

Wyndham Hotels & Resorts maintains longstanding and impactful partnerships with charitable organizations, like the American Hotel & Lodging Association (AHLA), leading the charge in the fight against human trafficking. We also partner with the AHLA Foundation's No Room for Trafficking Advisory Council, a high-profile group of hotel and lodging industry leaders formed to help guide the hospitality industry's efforts to combat human trafficking.

Key organizations in this space that Wyndham works with include Businesses Ending Slavery & Trafficking (BEST), which offers training and support; PACT (formerly ECPAT-USA), which focuses on child protection through education and legislative advocacy; and Polaris, which operates the US National Human Trafficking Hotline, to connect victims and survivors to support services and hold traffickers accountable.

For North American operations, Wyndham provides materials that include this third-party hotline, whereby staff at hotels can consult with experts who will help them identify suspected signs of human trafficking and report such matters to the authorities.

Globally, Wyndham also distributes information at managed hotels (and encourages the use of these materials at franchised hotels), which assists team members in identifying potential signs of human trafficking and provides a process for escalation of concerns within the organization. Wyndham is also a member of the World Sustainable Hospitality Alliance, which provides resources to help support hotels with their social responsibility efforts and mitigate human rights risks.

We proudly unite with the hospitality industry in support of a shared commitment to raise awareness of this critical global issue and in the fight to eradicate human trafficking.



SAFETY, SECURITY & PROTECTING HUMAN RIGHTS

Guidance & Training

As part of Wyndham Hotels & Resorts' ongoing Business Continuity Plan Emergency Preparedness Guide and Training, the Company provides checklists, escalation protocols, and information to assist hotel management and staff in identifying the key warning signs of human trafficking and provides guidance on how to report cases.

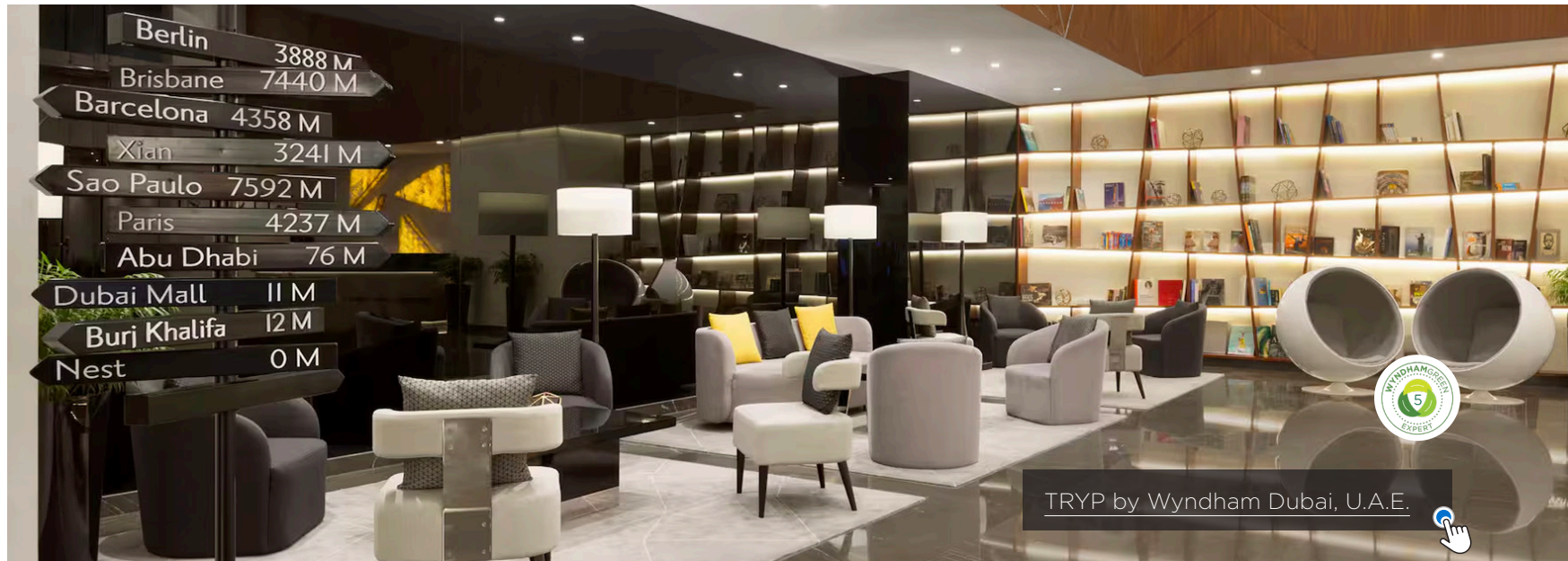
Franchisees are required, as part of their compliance with brand standards, to have their general managers complete assigned training related to human trafficking awareness, as well as certify that all hotel staff have received training on the same topics. General managers must complete both parts of 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 2024, Wyndham recorded approximately 86,000 related training impressions viewed by corporate team members, managed hotel employees, and independently owned and operated franchisee employees. These trainings included the following human rights-related topics: Anti-Sexual Harassment, Safety & Security, Human Trafficking Awareness and Diversity & Anti-Discrimination.



Team Member Safety

Wyndham is dedicated to ensuring the safety and security of all team members traveling worldwide. We use industry-leading resources to provide comprehensive threat and location risk intelligence, along with a dedicated 24/7 Response Operations Hotline for immediate emergency support. Our proactive approach includes security risk consulting, geopolitical crisis management, global protective solutions, and security and medical assistance. Through these measures, we strengthen our ability to effectively manage risks and uphold the well-being of our team members across the globe.



TRYP by Wyndham Dubai, U.A.E.



SAFETY, SECURITY & PROTECTING HUMAN RIGHTS

Emergency Preparedness

Wyndham Hotels & Resorts is committed to equipping our 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 our Franchise Operations team. Together, they aim to enhance the readiness of our owners and hotel management teams to respond to any situation, day or night.

Through collaborative efforts, we aim to provide our franchisees with the knowledge and tools necessary to navigate and manage emergencies effectively, enhancing the resilience of the Wyndham brand.

The screenshot displays the Wyndham Community portal interface. On the left is a blue sidebar with a navigation menu including: HOME DASHBOARD, HOTEL MANAGEMENT, GUEST EXPERIENCE, LOYALTY & MARKETING, BRAND & QA, TEAM & TRAINING, RESOURCES & IT HELP (with sub-items IT Help, Manage Cases, Hotel Resources, Hotel Systems Training, and Forms), and QUICK LINKS (with sub-items Brand Standards, Wyndham Connect (by Canary), WynPay, and MyRequest). The main content area is titled 'Emergency Preparedness' and includes an introductory paragraph about emergencies, a section for 'Not sure where to begin?' with links to download a guide and a tip sheet, and a 'Natural Disasters' section with a list of resources: Emergency Disaster Checklist, Emergency Supplies Checklist, Hotel Evacuation Checklist, Responding to Guests During Natural Disasters, Tips for Extreme Weather Events, Hurricane Preparation Guide, Hurricane Preparation Checklist, and Hurricane Preparedness: Preparing for the Unexpected. A 'Managing Rates and Inventory During Emergencies...' banner is at the bottom. A right-hand sidebar lists 'ON THIS PAGE:' with links to I. Natural Disasters, II. Public Safety, and III. Emergency Relief. A search bar and user profile icon are at the top right, and a chat bubble is at the bottom right.

Our Holistic Approach to Sustainability



Ramada by Wyndham Downtown Dubai, U.A.E.



The Wyndham Green Program is the foundation of Wyndham Hotels & Resorts' sustainability strategy. The program integrates data analytics with key sustainability actions across a broad range of topics – from climate change to water conservation to waste diversion.

This approach allows Wyndham to effectively support franchisees in measuring and reducing their environmental impacts, while also recognizing those properties that excel in the implementation of sustainability practices.

THE WYNDHAM GREEN PROGRAM

Wyndham Hotels & Resorts is committed to supporting the reduction of environmental impact across the Company's branded hotels. This commitment to sustainability is one of the ways Wyndham aligns its core value of Accountability with the expectations of guests and other stakeholders.

Driving Environmental Progress Through Wyndham Green

The **Wyndham Green Program** consists of two integral components: the Wyndham Green Toolbox and Wyndham Green Certification.

These components enable the Company to integrate sustainability across the Wyndham portfolio of properties, while also leveraging educational tools to inform stakeholders across the value chain and data analytics to drive environmental progress, globally.

The program integrates robust data tracking and sustainability best practices, and is focused on five key areas:

- **Climate Change:** Understand and mitigate climate-related risks while increasing resiliency
- **Energy Efficiency & Renewable Energy:** Recommend energy efficiency opportunities and encourage renewable energy investments & purchases
- **Water Conservation:** Identify and better understand water risks while recommending water efficiency opportunities
- **Waste Diversion:** Increase waste diversion efforts
- **Biodiversity:** Identify key biodiversity or protected areas near hotels



THE WYNDHAM GREEN PROGRAM

Wyndham Green Toolbox

The Wyndham Green Toolbox is Wyndham Hotels & Resorts' online environmental management system (EMS), designed to track, measure, and report on global energy and water consumption, greenhouse gas (GHG) emissions, and waste diversion performance data.

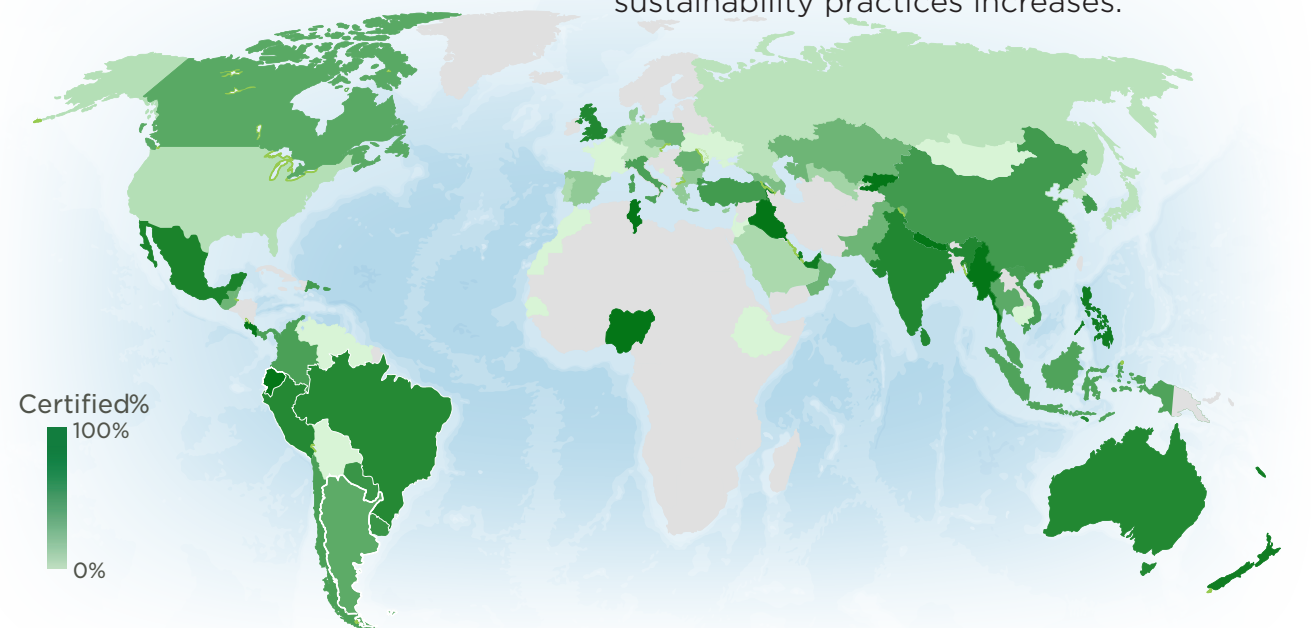
This EMS is available to all Wyndham-branded hotels and franchisees, and provides a visual representation of each property's environmental performance over time. Franchisees can also track and measure the impacts of efficiency measures implemented across their properties.

At a corporate level, the Toolbox's data-driven insights allow Wyndham to identify market-specific challenges and support franchisee progress toward the Company's environmental performance targets. The Company can also monitor and benchmark the entire portfolio's progress to reduce operating costs, supporting Wyndham's focus of collectively reducing environmental impacts.

Wyndham Green Certification

The Wyndham Green Certification is Wyndham's internal checklist for hotels, composed of five progressive levels, ranging from Level 1 Core to Level 5 Expert. Each of these levels address components of a successful sustainability strategy, including the mitigation of environmental impacts and environmental performance improvements, as hotels implement initiatives around energy and water conservation, waste diversion, stakeholder engagement, and other operational best practices.

As hotels progress from Level 1 Core to Level 5 Expert, they improve their environmental performance as the rigor in sustainability practices increases.



Wyndham Green Certification grew by 32% globally in 2024.



Nearly 80 countries have one or more Wyndham hotels that have achieved Level 1 Core or higher.

WYNDHAM GREEN PROGRAM

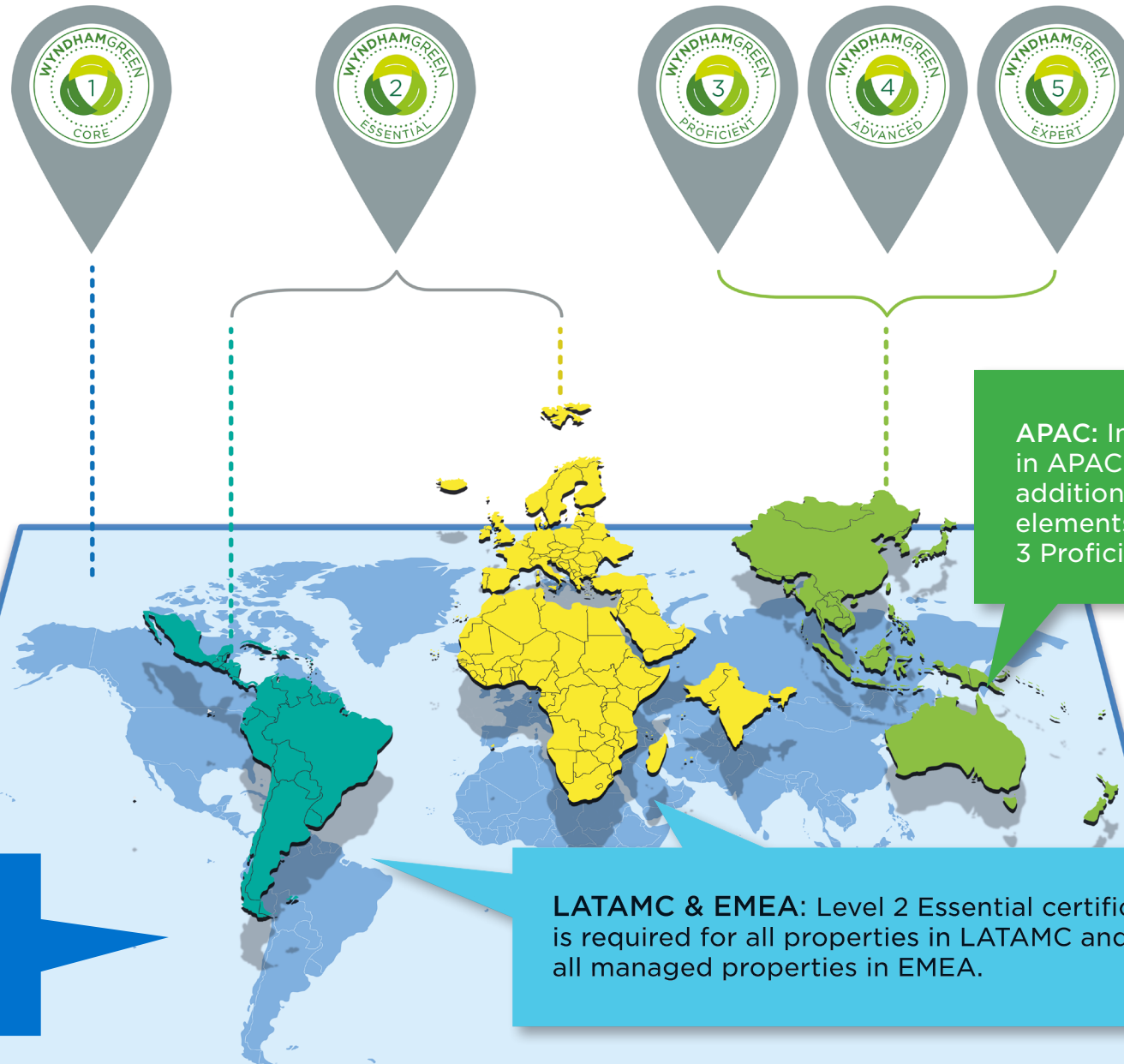
Brand Standards

Through the implementation of global brand standards, Wyndham Hotels & Resorts aims to deliver meaningful hospitality and make a difference for our guests and the communities in which our franchised hotels operate, also reflecting our responsibility strategy. This helps to support evolving guest needs where they are increasingly looking for eco-friendly lodging options with sustainability practices.

Depending on the brand and geographic location, certain sustainability-related best practices have been set as brand standards to help deliver the desired guest experience, reflect regional trends, improve a hotel's profitability, and mitigate environmental impacts.

MAP INDEX (based on region)

- Worldwide
- LATAMC
- EMEA
- APAC



WORLDWIDE: Level 1 Core certification is a global requirement for all properties.

LATAMC & EMEA: Level 2 Essential certification is required for all properties in LATAMC and for all managed properties in EMEA.

APAC: In addition, properties in APAC have some additional requirements of elements from across Levels 3 Proficient through 5 Expert.



OPERATING WITH A FOCUS ON SUSTAINABILITY

As Wyndham Hotels & Resorts aligns the company's sustainability strategy with its broader franchise business model, one of the key areas of focus is managing energy and greenhouse gas (GHG) emissions. 40% of Wyndham Green Certification elements focus on energy conservation and carbon emissions reduction, including:

Energy & Emissions

Wyndham is committed to measuring and managing the Company's energy and carbon footprint throughout its portfolio of properties. This commitment to sustainability is demonstrated by the actions and leadership at its corporate offices and managed hotels.

Wyndham's corporate headquarters in Parsippany, New Jersey (U.S.) is a LEED Gold Existing Building Operations + Maintenance building and was recently recertified as Energy Star rated.

Towel & Linen Reuse	Interior Energy Efficient Lighting	Water Efficient Sink Fixtures
Water Efficient Showerheads	Heating & Cooling Set Points or Occupancy Controls	Basic Preventative Maintenance
Air Sealing	Lighting Occupancy Controls in Low Traffic Areas	Exterior Energy Efficient Lighting
Energy Efficient Laundry Equipment	Energy Efficient Appliances & Equipment	Advanced Preventative Maintenance Program

At this office, the Company also recently expanded its complimentary electric vehicle charging stations for team members to further encourage responsible commuting, complementing its continued commitment to its team members with flexible work arrangements. The charging stations, along with the entire headquarters building, are fully powered by renewable energy through an energy procurement contract with bundled renewable energy credits.

These designations and practices are a testament to Wyndham's commitment to providing socially, ethically and environmentally responsible workplaces.





OPERATING WITH A FOCUS ON SUSTAINABILITY

Due to the exit from the U.S. managed hotel business, Wyndham restated its energy and GHG emissions data baseline to more accurately reflect progress against the GHG emissions reduction target in alignment with Greenhouse Gas Protocol. The overall portfolio of managed hotels and leased corporate offices grew as a result of new construction hotels added to the Company's managed portfolio in the Asia Pacific region.

Since 2019, the Company's absolute emissions was relatively flat due to organic growth, but the intensity of Scope 1 and 2 GHG emissions has decreased by 12%. In 2024, Wyndham achieved 63% renewable energy use at its corporate headquarters and its North American corporate offices.

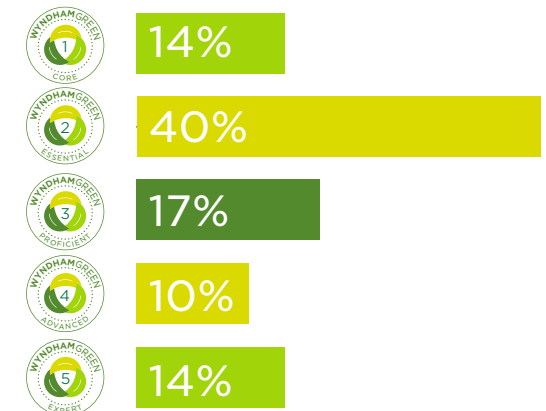
Emissions Performance

	Absolute Scope 1+2 GHG Emissions (metric tons CO ₂ e)	Emissions Intensity - Scope 1+2 GHG Emissions (metric tons CO ₂ e/sqft)
2019	107,769	0.0078
2022	81,213	0.0063
2023	104,337	0.0072
2024	106,880	0.0069



All corporate offices in Wyndham Hotels & Resorts' Latin America & Caribbean region are leading by example, by participating in the Wyndham Green Certification (modified for office settings). All offices in this region have obtained Level 2 Essential, representing their sustainability commitment by walking in stride with its franchised and managed hotels.

% of Managed Hotels at Each Certification Level



Note: 5% of managed hotels globally are not yet certified.

Wyndham Garden Sao Paulo Convention Nortel, Brazil

OPERATING WITH A FOCUS ON SUSTAINABILITY

Water

Wyndham Hotels & Resorts is committed to protecting natural capital, including water resources. The Company aims to evaluate water efficiency opportunities at managed hotels and has recommended installing low flow fixtures and implementing water-conserving laundry programs and irrigation controls where appropriate at Wyndham-branded hotels.

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

Linen and Towel Reuse	Water Efficient Sink Fixtures	Water Efficient Showerheads
Basic Preventative Maintenance	Water Efficient Flush Fixtures in Common Areas	Energy Efficient Laundry Equipment
Water Efficient Flush Fixtures in Guest Rooms	Water Efficient Irrigation Controls	Advanced Preventative Maintenance

Water Consumption Performance

	2019	2022	2023	2024
Water Intensity	0.0510	0.0357	0.0438	0.0360

Since 2019, the Company has reduced its water consumption per square foot by 29% in its corporate offices and managed hotels.



OPERATING WITH A FOCUS ON SUSTAINABILITY

Waste

As waste-related legislation is implemented worldwide, Wyndham Hotels & Resorts' current waste strategy is focused on helping Wyndham-branded hotels align with these laws, in addition to improving waste diversion rates.

The Company is focused on developing opportunities beyond compliance by implementing cost-saving waste management solutions. For example, regulations ranging from mandatory recycling requirements, single-use plastic minimization, polystyrene foam and plastic straw bans, to electronic waste regulations and composting requirements have resulted in Wyndham providing additional guidance to hotels. This educational information is intended to align with these requirements and encourage hotels to implement waste reduction initiatives – all supporting positive environmental impacts.

Through its brand standards, Wyndham requires hotels to create a recycling program at each hotel. This requirement is also part of Level 1 Core certification. Wyndham expects hotels to follow additional best practices to increase waste diversion efforts through the sustainability program. Currently, 20% of the total certification requirements affect waste diversion efforts, including:

Basic Recycling	Recycling of Hazardous Materials
Water Refill Stations	Advanced Recycling
Food Waste Composting	Single Use Plastic Elimination Program

An increasing number of hotels are also tackling food waste by installing food waste composters like the Ramada Encore by Wyndham Muscat Al-Ghubra and Ramada Encore by Wyndham Doha.



Ramada Encore by Wyndham Doha, Qatar

ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

As the world's largest hotel franchising company by number of franchised properties, Wyndham Hotels & Resorts has the opportunity to make a meaningful impact on the world and the Company takes this opportunity seriously.

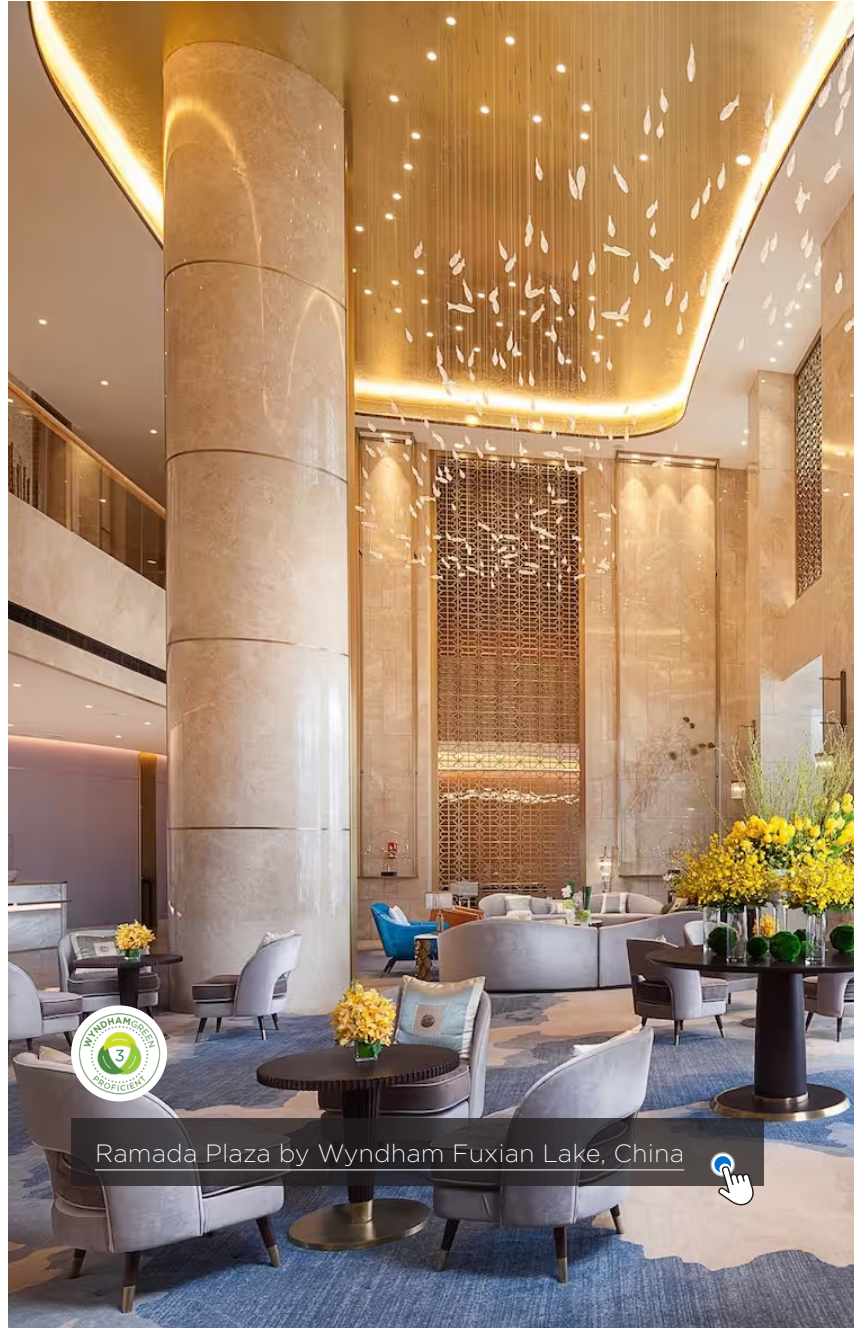
Advancing Sustainability

To support Wyndham's franchised properties, and increase awareness, the Company hosts office hours, webinars, regional meetings, and individual consultations to guide franchisees on their sustainability journey. Since the launch of the Wyndham Green Program, more than 7,000 sustainability-related online training courses have been completed.

Tracking Environmental Progress

Wyndham continues to make significant strides in the improvement of tracking environmental data from its franchisees, through increased education, awareness, and outreach, and the development of tools to increase efficiency for franchisees. As of year-end 2024, more than 3,000 franchisees provide utility data through the Wyndham Green Toolbox.

As Wyndham collects this data and information, the Company will analyze performance across participating franchised hotels and evaluate opportunities to support their journey to improve energy performance and reduce GHG emissions.



Ramada Plaza by Wyndham Fuxian Lake, China

Ramada Plaza by Wyndham Fuxian Lake – Case Study*

This hotel prioritized sustainability to reduce costs and attract more eco-conscious guests. Through the Wyndham Green Program, they were able to succeed by doing the following:

- Established a Green Team led by the General Manager, with department heads as members, to develop and implement feasible green initiatives.
- Conducted comprehensive employee training to enhance environmental awareness.
- Implemented energy-saving measures, including lighting control system upgrades and energy-efficient lighting retrofits, resulting in a 20% reduction in lighting energy consumption.
- Completed heat recovery system upgrades to improve HVAC efficiency, achieving a 20% reduction in energy consumption.
- Installed water-saving fixtures and a greywater recycling system, reducing water usage by 30% and saving significant water costs.
- Results:
 - Reduced overall energy consumption by approximately 28%, leading to significant cost savings.
 - Enhanced the hotel's reputation as a sustainable and eco-friendly establishment, attracting more environmentally conscious guests.

* Case study information provided by franchised hotel, not verified by Wyndham Hotels & Resorts.

ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

Design & Construction

Wyndham Hotels & Resorts' sustainability team engages with new franchisees developing new construction hotels early in the design stage to help prioritize sustainability measures where appropriate, focusing on building a more efficient hotel. Along with best practices and technology, Wyndham shares information on the availability of valuable incentives to help subsidize incremental costs of more efficient measures to increase adoption.

Wyndham Grand Phuket Kalim Bay: Achieved Wyndham Green Level 5 Expert certification, and was also recognized by the Sustainable Tourism Acceleration Rating initiative of the Tourism Authority of Thailand, with a five-star sustainability rating.



Wyndham Grand Phuket Kalim Bay, Thailand

ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

Energy & Emissions

As Wyndham Hotels & Resorts evaluates opportunities to support franchisees on their energy reduction journey, the Company uses the Wyndham Green Certification, which contains several elements that are focused on energy conservation and carbon emissions reduction. Over the next several years, Wyndham will continue to encourage franchised hotels to progress along the Wyndham Green five-level certification journey and support their decarbonization efforts.

Energy Efficiency

Across Wyndham's portfolio, franchised hotels continue to install energy management thermostats, which can reduce up to 20% or more of runtime of the HVAC units in guest rooms. These thermostats use occupancy controls that are designed to be automatic, cost-effective and energy efficient to improve guest comfort and satisfaction, while also reducing energy use in unoccupied areas. In 2024, over 100 franchised hotels in the U.S. & Canada implemented energy management thermostats in over 10,000 guest rooms with preferred energy management thermostat suppliers.

Since 2018, the majority of franchised hotels have updated their property's exterior signage to LED signs to improve brand awareness and reduce energy consumption.

Renewable Energy

Many of Wyndham's franchisees are increasingly recognizing the importance of energy independence and resiliency, through the installation of on-site solar photovoltaic (PV) systems. Several properties also have leveraged incentives from federal, state and local governments, and/or local utility companies, to offset initial investment costs.

Days Inn by Wyndham Louisville Airport Fair and Expo Center installed a 190-kW solar PV system on its rooftop across two of the property's buildings, with over 400 panels.



ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

Global Highlights

One of Wyndham Hotels & Resorts' largest franchisees in the United Kingdom has demonstrated a strong commitment to sustainability with the offset of 100% of its electric consumption of thirty-one Days Inn by Wyndham

and Ramada by Wyndham hotels with renewable energy guarantees of origin (REGOs) and advancement in the Wyndham Green Program.

Wyndham is aware of at least 600 franchised hotels that have implemented EV charging stations for its guests. Franchised hotels are also promoting

sustainable transportation and encouraging their guests to travel more sustainably with the installation of electric vehicle charging stations on premises. Installations include primarily Level 2 chargers, while some hotels provide more options, including the Ramada by Wyndham Houston Intercontinental Airport East.



Ramada by Wyndham Houston Intercontinental Airport East, U.S.A.

Ramada by Wyndham Houston Intercontinental Airport East which has 15 DC Fast Chargers for transient travelers and 13 Level 2 chargers for overnight guests overnight.

ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

Water

An increasing number of Wyndham Hotels & Resorts' branded hotels are prioritizing water conservation as part of their broader sustainability efforts. From installing low-flow fixtures and water-efficient laundry systems to implementing smart irrigation systems and grey water recycling, they are taking proactive steps to reduce their water consumption. Most hotels are also engaged with guests through linen and towel reuse programs to encourage more responsible water use. They are driven by climate risks, regulatory requirements, and cost savings that help them minimize their environmental impacts.

The Wyndham Casablanca Jakarta faces water stress and is actively engaged in sustainable water conservation practices as a result. The hotel implemented advanced water conservation techniques and optimized water usage throughout by focusing on reducing water waste and improving water efficiency, realizing significant financial savings and receiving recognition in the Top 10 Jakarta Water Hero Awards.



Many properties across Wyndham use Ecolab's laundry programs that reduce wash steps, water usage, and water temperature, as well as Ecolab surface cleaners that are designed to reduce the amount of plastic waste generated at each location. Through the Company's partnership with Ecolab, Wyndham enabled franchisees to make the impacts illustrated below.

Bringing the Numbers to Life* Jan 2024 – Dec 2024



WATER

161 million
Gallons

Equivalent to the annual drinking
water needs of

558,637
people



ENERGY

1.09 million
Therms

Equivalent to the annual
energy use of

1,580
households



**GREENHOUSE
GASES**

5,354
Metric Tons CO₂e

Equivalent to the annual
emissions of

1,163
passenger vehicles



WASTE

231,860
Pounds Waste Avoided

Equivalent to the waste of

1.78 million
2-Liter plastic bottles



*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.

ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

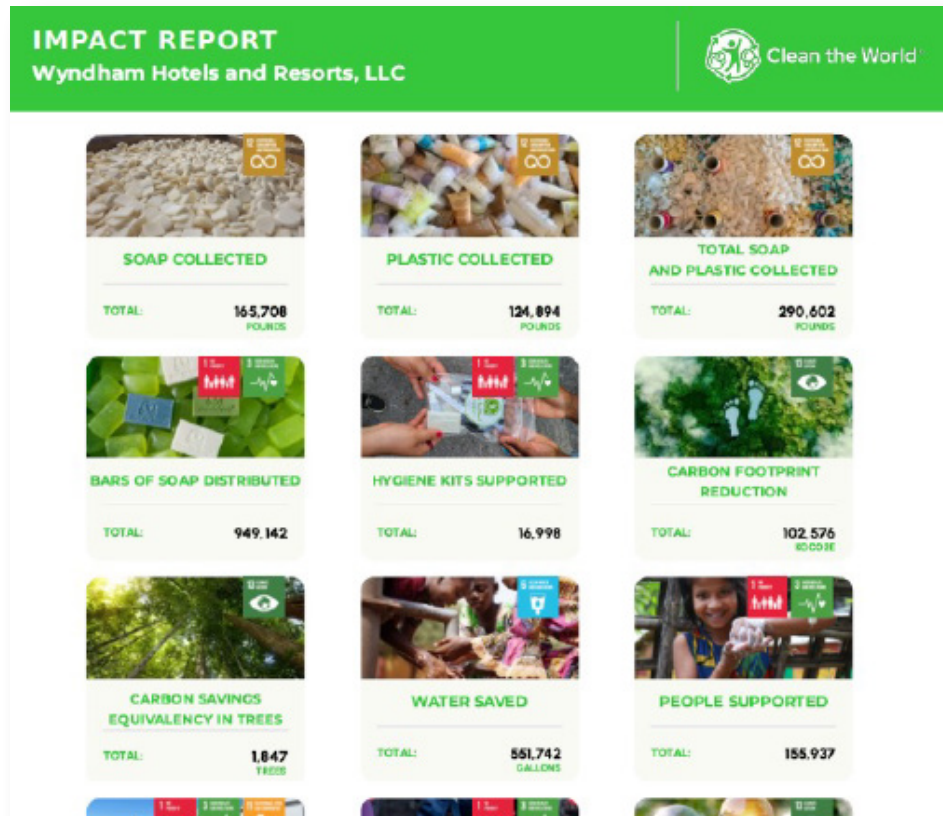
Waste

Franchisees worldwide are increasingly prioritizing sustainability with more hotels implementing robust waste diversion strategies. From comprehensive recycling programs and food waste composting to innovative partnerships that reuse materials, hotels are finding new ways to minimize their landfill waste. Many hotels even set zero waste targets, fueled by consumer demand and regulatory pressures.

Across Wyndham, some hotels engage with Clean the World® to collect and recycle soap bars and plastic amenity bottles. Through this program, more than 165,000 pounds of soap and 124,000 pounds of plastic were collected and recycled globally by participating hotels.

The Wyndham Ankara collaborated with a local artist to repurpose used plastic bottles into stunning jellyfish sculptures displayed in their lobby. The initiative reflects their commitment to sustainability while integrating reused materials into daily practices, like crafting flowers for staff accessories—a small but impactful step toward protecting the planet.

Several franchisees sought to properly dispose of their obsolete packaged terminal air conditioners (PTACs) responsibly by working with an organization to recycle them and properly dispose of its refrigerants. Franchisees diverted approximately 94,000 lbs of waste and over 2,000 lbs of refrigerant in the U.S. in 2024.



ENGAGING FRANCHISEES ON THEIR OWN SUSTAINABILITY JOURNEY

Environmental Risk Assessments

As part of Wyndham Hotels & Resorts' environmental strategy, we aim to assess the Company's climate-related risks and opportunities.

2024 World Resources Institute Aqueduct Tool Water Risk Results

~39%

of Wyndham branded hotels are in areas with at least high baseline water stress risk.

~14%

of Wyndham branded hotels have at least a high riverine flood risk.

<5%

of Wyndham branded hotels have at least a high coastal flood risk.

With a completely franchised portfolio, the Company aims to develop and support programs and policies that support resilient businesses for our hotel owners.

2024 World Wildlife Fund Biodiversity Risk Filter Results

~29%

of Wyndham branded hotels have at least a low Biodiversity Risk Filter risk score as it relates to protected areas, indicating locations with potential overlap with protected or conserved areas.

Biodiversity

TRYP by Wyndham Wellington, Tory Street launched the "Greener Together" initiative in collaboration with One Tree Planted, planting a tree for every guest who opts out of daily housekeeping services. Since its launch in late 2023, the program has resulted in the planting of more than 500 trees in 2023 and over 2,200 trees in 2024 through the One Tree Planted Biodiversity Fund.



TRYP by Wyndham Wellington, Tory Street, New Zealand



RESPONSIBLE SOURCING IN OUR SUPPLIER NETWORK

Wyndham Hotels & Resorts maintains a broad supplier network that provides products and services to hotels around the globe. Through the Company's sourcing teams, Wyndham leverages considerable buying power to identify, negotiate, and deliver best-in-class supplier programs that can reduce overall operating costs, drive efficiencies, and provide a consistent, positive brand experience to guests.

Wyndham's Supply Chain

Wyndham's primary sourcing categories include operating supplies and equipment, food and beverage, furniture and fixtures, hotel services, and hotel technology, including sustainable products and services to further help hotels along their sustainability journey.

In 2024, **60%** of the spending for the Company's sourcing and design teams was with suppliers recognized as responsible companies, totaling nearly **\$255 million** in responsible sourcing spend.

As part of Wyndham's responsible sourcing approach, the Company is committed to:

- Increasing responsible supplier spend by highlighting responsible suppliers in the supplier directory for franchisees and by including related criteria in its RFP process
- Seeking additional suppliers that provide sustainable products to services to help franchisees mitigate their environmental impacts while improving their operations
- Exploring viable alternatives to single-use plastics

All suppliers in our approved supplier program must adhere to Wyndham's Supplier Code of Conduct by contractual design in all regions, globally.

To assess Wyndham's supply chain, the Sourcing team leverages a platform that screens suppliers and monitors risk changes of approved suppliers - including environmental, social, and governance-related risks - to support supply chain resiliency and improve performance.



2025 Wyndham Global Conference

RESPONSIBLE SOURCING IN OUR SUPPLIER NETWORK

Animal Welfare

Wyndham Hotels & Resorts maintains down-free requirements for its bedding across all its brands in U.S. & Canada, Latin America & Caribbean, and Days Inn by Wyndham in Europe, Middle East, Eurasia and Africa.

Wyndham continues to build on its commitment to provide hotels with sourcing options for cage-free eggs by the end of 2025, with 100% of hotels in the U.S. and 92% of hotels in Canada having choices for cage-free sourcing already available in 2024.

**Based on food & beverage distributors in Wyndham Hotels & Resorts sourcing program.*

Wyndham has also integrated responsible purchasing standards for specific guest-facing items, to increase waste diversion rates and reduce related emissions.

For example, all economy and midscale hotel brands throughout the U.S. & Canada, Latin America & Caribbean, and Europe, Middle East, Eurasia and Africa, are no longer permitted to use Styrofoam.

As we look toward the future, we also plan to conduct an assessment of single-use plastics in hotels to help reduce their use in hotel operation.



Wyndham Garden Miami International Airport, U.S.A.



Appendices



Microtel Inn & Suites by Wyndham Kanata Ottawa West, Canada



PERFORMANCE TABLES

Company*

	2022	2023	2024
Revenue (\$ billions)	1,498	1,397	1,408
Total Employees	2,500	2,300	2,200
Total Rooms	842,500	871,800	903,000
% of Franchised Hotels	>99%	>99%	>99%

* Figures are reported per the 10-K.

Environmental†

GHG EMISSIONS	2019	2022	2023	2024
Scope 1 (mtons CO2e)	20,178	15,918	17,727	15,889
Scope 2 (market-based) (mtons CO2e)	87,590	65,295	86,609	90,992
Scope 2 (location-based) (mtons CO2e)	87,590	66,515	86,609	92,044
Combined Scope 1 + 2 (market-based) (mtons CO2e)	107,768	81,213	104,337	106,881
Absolute Emissions % Change from Base Year 2019	-	-25%	-3.2%	-1%
Emissions Intensity (market-based) (mtons CO2e/sqft)	0.0078	0.0063	0.00721	0.0069
Emissions Intensity % Change from Base Year 2019	-	-19%	-8%	-12%
Scope 3 Business Travel (mtons CO2e)	N/A	2,297	2,680	6,431 [†]

WATER CONSUMPTION	2019	2022	2023	2024
Water – Municipal (gallons)	662,940,896	460,723,298	632,371,905	521,415,108
Water – Groundwater (gallons)	1,751,147	1,751,147	1,751,147	36,598,413
Total Water Consumption (gallons)	664,764,637	462,474,444	634,123,052	558,013,521
Water Intensity (kgal/square foot)	0.0510	0.0357	0.0438	0.036
Water Intensity % Change from Base Year 2019	-	-30%	-14%	-29%

ENERGY CONSUMPTION	2019	2022	2023	2024
Direct Energy Consumption (kWh)	106,441,276	84,170,141	93,373,482	83,556,790
Indirect Energy Consumption (kWh)	195,625,022	141,523,603	193,566,857	210,855,668
Total Energy Consumption (kWh)	302,066,298	225,693,744	286,940,339	294,412,458
Energy Intensity (kWh/sqft)	21.15	17.44	19.83	18.98
Energy Intensity % Change from Base Year 2019	-	-18%	-6%	-10%
Renewable Energy Consumption (kWh)	-	4,333,184	4,717,835	6,239,439

† Due to the exit from the U.S. managed hotel business, Wyndham restated its energy and GHG emissions data baseline to more accurately reflect progress against the GHG emissions reduction target in alignment with Greenhouse Gas Protocol.

PERFORMANCE TABLES

Team Members*

GENDER	2022	2023	2024
Total # of Employees in Global Workforce	2,518	2,260	2,164
Women in Workforce	56%	57%	57%
Women in All Management †	44%	46%	44%
Women in Leadership Band	31%	31%	30%
Women in Mid-Level Band	54%	55%	56%
Women in All Other Bands	60%	61%	63%
Women in Revenue Generating Positions	70%	72%	70%
Women in STEM Positions‡	51%	55%	54%

RACE & ETHNICITY WOMEN ^Δ	2022	2023	2024
Total # of Women in U.S. Workforce	766	653	685
White	41%	41%	41%
Hispanic or Latino	6%	6%	6%
Black or African American	4%	4%	3%
Asian	4%	4%	4%
Two or more Races	1%	1%	1%
American Indian or Alaska Native	<1%	<1%	0%
Native Hawaiian or Other Pacific Island	<1%	<1%	0%

TURNOVER	2022	2023	2024
Total Employees: Voluntary Turnover	29%	8%	7%
Number of New Hires	2,145	556	319

RACE & ETHNICITY ALL EMPLOYEES‡	2022	2023	2023 FEMALE	2023 MALE	2024	2024 FEMALE	2024 MALE
Total # of Employees in U.S. Workforce	1,388	1,153	57%	43%	1,208	57%	43%
White	71%	72%	41%	31%	72%	41%	31%
Hispanic or Latino	10%	10%	6%	3%	10%	6%	3%
Black or African American	7%	5%	4%	2%	5%	3%	2%
Asian	9%	10%	4%	6%	10%	4%	6%
Two or more races	2%	2%	1%	1%	3%	1%	1%
American Indian or Alaska Native	<1%	<1%	<1%	<1%	0%	0%	0%
Native Hawaiian or Other Pacific Island	<1%	<1%	<1%	0	0%	0%	0%

RACE & ETHNICITY MANAGEMENT ^{†‡}	2022	2023	2023 FEMALE	2023 MALE	2024	2024 FEMALE	2024 MALE
Total # of Management in U.S. Workforce	465	468	47%	53%	499	46%	55%
White	76%	80%	38%	42%	81%	38%	43%
Hispanic or Latino	9%	5%	3%	2%	5%	3%	2%
Black or African American	4%	4%	2%	1%	3%	2%	1%
Asian	9%	8%	3%	5%	8%	3%	6%
Two or more races	2%	2%	1%	2%	2%	0%	2%
American Indian or Alaska Native	<1%	<1%	0	<1%	0%	0%	0%
Native Hawaiian or Other Pacific Island	<1%	0	0	0	0%	0%	0%

AGE	2022	2023	2023 FEMALE	2023 MALE	2024	2024 FEMALE	2024 MALE
Total # of Employees in Global Workforce	2,518	2,260	57%	43%	2,164	57%	43%
Silent	<1%	0	0	0	0%	0%	0%
Baby Boomers	13%	12%	7%	5%	10%	6%	4%
Gen X	30%	30%	16%	14%	29%	16%	14%
Millennials	51%	53%	31%	22%	56%	32%	23%
Gen Z	6%	5%	3%	2%	5%	3%	2%

* 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.

† Management defined as M, SM, VP, SVP, EVP & EC bands.

‡ STEM positions consist of all roles in the Information Technology or Finance departments.

Δ Race & Ethnicity data gathered for U.S. Team Members only.

GRI INDEX

GRI 2: General Disclosures 2024

Wyndham Hotels & Resorts has reported the information cited in this GRI Index for the period January 1 - December 31, 2024, with reference to the GRI Standards.

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
The Organization and its Reporting Practices		
2-1	Organizational details	2024 10K (pages 2-12) Wyndham Hotels & Resorts Investor Presentation - February 2024
2-2	Entities included in the organization's sustainability reporting	About Wyndham Hotels & Resorts (page 6) 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 2024; and Wyndham reports on the Company's ESG performance annually. socialresponsibility@wyndham.com
2-4	Restatements of information	Performance Tables (page 55)
2-5	External assurance	Assurance Statement (page 64)
Activities and Workers		
2-6	Activities, value chain and other business relationships	About Wyndham Hotels & Resorts (page 6) Responsible Sourcing in our Supplier Network (page 52) 2024 10K (pages 2-12) 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 2024, we had 161 contracted suppliers, representing approximately \$423 million in corporate and managed spend.
2-7	Employees	The Wyndham Team (page 23) Performance Tables (page 55) 2024 10K (pages 7-8)
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.
Governance		
2-9	Governance structure and composition	Corporate Governance (page 13) Corporate Governance webpage 2024 Proxy Statement (pages 23-25)

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
2-10	Nomination and selection of the highest governance body	Corporate Governance Committee Charter Corporate Governance Guidelines Director Independence Criteria 2024 Proxy Statement (pages 27-29)
2-11	Chair of the highest governance body	2024 Proxy Statement (pages 12 and 25)
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (page 13) 2024 Proxy Statement (pages 23-26)
2-13	Delegation of responsibility for managing impacts	Corporate Governance (page 13) 2024 Proxy Statement (pages 23-26)
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance (page 13)
2-15	Conflicts of interest	Corporate Governance Guidelines (page 2) Code of Business Conduct and Ethics for Directors (pages 1-2)
2-16	Communication of critical concerns	Corporate Governance Guidelines 2024 Proxy Statement (page 27)
2-17	Collective knowledge of highest governance body	2024 Proxy Statement (pages 37-47)
2-18	Evaluation for the performance of the highest governance body	Corporate Governance Guidelines (page 6)
2-19	Remuneration policies	2024 Proxy Statement (pages 29-33 and 55-75)
2-20	Process to determine remuneration	2024 Proxy Statement (pages 29-33 and 55-75)
2-21	Annual total compensation ratio	2024 Proxy Statement (page 8)

GRI INDEX

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE												
Strategy, Policies and Practices														
2-22	Statement on sustainable development strategy	Message from Our President and CEO (page 4)												
2-23	Policy commitments	Ethical Standards & Conduct (pages 15-16) Safety, Security & Protecting Human Rights (page 33) Business Principles Human Rights Policy Statement Modern Slavery Statement Supplier Code of Conduct												
2-24	Embedding policy commitments	Ethical Standards & Conduct (pages 15-16) Business Principles												
2-25	Processes to remediate negative impacts	Ethical Standards & Conduct (pages 15-16) Business Principles												
2-26	Mechanisms for seeking advice and raising concerns	Ethical Standards & Conduct (pages 15-16) Business Principles (page 28) Supplier Code of Conduct The following concerns about ethics were reported in 2024: <table><tr><th>Categories</th><th>Percentages</th></tr><tr><td>Employee Relations. Includes: bullying, discrimination, falsification of employment records, favoritism, harassment (non-sexual), protected concerted activity, sexual harassment, wage & hour, other employee relations issues</td><td>28%</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>36%</td></tr><tr><td>Environment, Health & Safety. Includes: human rights, safety & 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>36%</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></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	28%	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	36%	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	36%	Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	0%
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	28%													
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	36%													
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	36%													
Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	0%													

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
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.
2-28	Membership associations	The Wyndham Ecosystem (pages 7-9)
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	The Wyndham Ecosystem (pages 7-9)
2-30	Collective bargaining agreements	2024 10K (pages 7-8)

Material Topic

DISCLOSURES	DESCRIPTION	LOCATION AND/OR RESPONSE
GRI 3 (2021)	3-1	Process to determine material topics Corporate Responsibility Strategy & Goals (page 10-11) Corporate Governance (page 13)
	3-2	List of material topics Corporate Responsibility Strategy & Goals (page 10-11) Corporate Governance (page 13)

GRI INDEX

Material Topics — Economic

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Economic Performance			
GRI 3 (2021)	3-3	Management of material topics	2024 10K Wyndham Hotels & Resorts Investor Presentation - February 2024
GRI 201 (2016)	201-1	Direct economic value generated and distributed	2024 10K (pages 26-28)
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Index (page 63) 2024 CDP Response
Indirect Economic Performance			
GRI 3 (2021)	3-3	Management of material topics	Corporate Responsibility Strategy & Goals (page 10-11) Strengthening Communities Through Philanthropy (pages 29-32) 2024 10K (page 7)
GRI 203 (2016)	203-1	Infrastructure investments and services supported	Corporate Responsibility Strategy & Goals (page 10-11) Strengthening Communities Through Philanthropy (pages 29-32)
Anti-Corruption			
GRI 3 (2021)	3-3	Management of material topics	Ethical Standards & Conduct (pages 15-16) Business Principles (pages 18 and 22) Code of Business Conduct and Ethics for Directors (pages 1-2) Supplier Code of Conduct
GRI 205 (2016)	205-2	Communication and training on anticorruption policies and procedures	Ethical Standards & Conduct (pages 15-16)

Material Topics — Environmental

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Energy			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 41-44) Engaging Franchisees on their Own Sustainability Journey (pages 44-47) Environmental Sustainability Policy 2024 CDP Response
GRI 302 (2016)	302-1	Energy consumption within the organization	Operating with a Focus on Sustainability (page 41) Performance Tables (page 55) Assurance Statement (page 64)
	302-3	Energy intensity	Operating with a Focus on Sustainability (page 42) Performance Tables (page 55) Assurance Statement (page 64)
Water & Effluents			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (pages 38) Operating with a Focus on Sustainability (page 43) Engaging Franchisees on their Own Sustainability Journey (page 49) Environmental Sustainability Policy 2024 CDP Response
GRI 203 (2018)	303-1	Interactions with water as a shared resource	Operating with a Focus on Sustainability (page 43) Engaging Franchisees on their Own Sustainability Journey (page 49) 2024 CDP Response
	303-3	Water withdrawal	Operating with a Focus on Sustainability (page 43) Performance Tables (page 55) Assurance Statement (page 64)
Biodiversity			
GRI 3 (2021)	3-3	Management of material topics	Engaging Franchisees on their Own Sustainability Journey (page 51) Environmental Sustainability Policy

GRI INDEX

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
GRI 205 (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Engaging Franchisees on their Own Sustainability Journey (page 51)
Emissions			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 41-42) Engaging Franchisees on their Own Sustainability Journey (page 47) Environmental Sustainability Policy 2024 CDP Response
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	Operating with a Focus on Sustainability (pages 41-42) Performance Tables (page 55) Assurance Statement (page 64)
	305-2	Energy indirect (Scope 2) GHG emissions	Operating with a Focus on Sustainability (pages 41-42) Performance Tables (page 55) Assurance Statement (page 64)
	305-3	Other indirect (Scope 3) GHG emissions	Operating with a Focus on Sustainability (pages 41-42) Engaging Franchisees on their Own Sustainability Journey (page 47) Performance Tables (page 55) Assurance Statement (page 64)
	305-4	GHG emissions intensity	Operating with a Focus on Sustainability (pages 41-42) Performance Tables (page 55) Assurance Statement (page 64)
Waste			
GRI 3 (2021)	3-3	Management of material topics	Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (page 44) Engaging Franchisees on their Own Sustainability Journey (page 44) Environmental Sustainability Policy 2024 CDP Response
GRI 306 (2016)	306-2	Management of significant waste-related impacts	Operating with a Focus on Sustainability (pages 44) Engaging Franchisees on their Own Sustainability Journey (page 44)
	306-4	Waste diverted from disposal	Operating with a Focus on Sustainability (pages 44)
Supplier Environmental Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing in our Supplier Network (pages 52-53) Supplier Code of Conduct
GRI 308 (2016)	308-2	New suppliers that were screened using environmental criteria	Responsible Sourcing in our Supplier Network (pages 52-53)

Material Topics — Social

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Employment			
GRI 3 (2021)	3-3	Management of material topics	Caring for Our Team Members (pages 27-28) Safety, Security & Protecting Human Rights (pages 33-36) Wyndham Careers
GRI 401 (2016)	401-1	New employee hires and employee turnover	Performance Tables (page 56)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caring for Our Team Members (pages 27-28)
	401-3	Parental leave	Caring for Our Team Members (pages 27-28)
Occupational Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Caring for Our Team Members (pages 27-28) Safety, Security & Protecting Human Rights (pages 33-36) Business Principles (page 10)
GRI 403 (2018)	403-1	Occupational health and safety management system	Caring for Our Team Members (pages 27-28) Safety, Security & Protecting Human Rights (pages 33-36)
	403-6	Promotion of worker health	Caring for Our Team Members (pages 27-28) Safety, Security & Protecting Human Rights (pages 33-36)
	403-8	Workers covered by an occupational health and safety management system	Caring for Our Team Members (pages 27-28) Safety, Security & Protecting Human Rights (pages 33-36) Wyndham’s Occupational Health and Safety Management System is implemented across our business and covers all team members.
	403-9	Work-related injuries	In 2024, there were zero employee fatalities as a result of work-related injury and no known contractor work-related fatalities.
Training and Education			
GRI 3 (2021)	3-3	Management of material topics	Ongoing Career Development Opportunities (pages 24-26)
GRI 404 (2016)	404-1	Average hours of training per year per employee	Ongoing Career Development Opportunities (pages 24-26)
	404-2	Programs for upgrading employee skills and transition assistance programs	Ongoing Career Development Opportunities (pages 24-26)
Diversity and Equal Opportunity			
GRI 3 (2021)	3-3	Management of material topics	The Wyndham Team (page 23) Fostering Inclusivity at Wyndham & Beyond (pages 21-23)
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	The Wyndham Team (page 23) Performance Tables (page 56)

GRI INDEX

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Child Labor			
GRI 3 (2021)	3-3	Management of material topics	Safety, Security & Protecting Human Rights (pages 33-36) Human Rights Policy Statement Modern Slavery Statement
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	Safety, Security & Protecting Human Rights (pages 33-36) Modern Slavery Statement
Forced or Compulsory Labor			
GRI 3 (2021)	3-3	Management of material topics	Safety, Security & Protecting Human Rights (pages 33-36) Human Rights Policy Statement Modern Slavery Statement
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Safety, Security & Protecting Human Rights (pages 33-36) Modern Slavery Statement
Local Communities			
GRI 3 (2021)	3-3	Management of material topics	Strengthening Communities Through Philanthropy (pages 29-32)
GRI 413 (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	Strengthening Communities Through Philanthropy (pages 29-32) Local community engagement programs were in place across our countries of operations during the reporting period.
Supplier Social Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing in our Supplier Network (pages 52-53) Supplier Code of Conduct
GRI 414 (2016)	414-1	New suppliers that were screened using labor practices criteria	Responsible Sourcing in our Supplier Network (pages 52-53)

DISCLOSURES		DESCRIPTION	LOCATION AND/OR RESPONSE
Public Policy			
GRI 3 (2021)	3-3	Management of material topics	The Wyndham Ecosystem (page 7) Political Contribution Statement Business Principles (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 Wyndham Ecosystem (page 7)
Customer Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Caring for Our Team Members (page 27) Safety, Security & Protecting Human Rights (page 33)
GRI 416 (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Assessments and systems to protect guest health and safety are implemented at all of our owned and managed properties.
Customer Privacy			
GRI 3 (2021)	3-3	Management of material topics	Information Security & Data Privacy (pages 17-19) Supplier Code of Conduct Business Principles (pages 11-14)
GRI 418 (2016)	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period.

SASB INDEX

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

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	METRIC DESCRIPTION	CODES	LOCATION AND/OR RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SV-HL-130a.1	In 2024, total energy consumption was 294,412 MWh. 61% of energy consumption was from grid electricity and 2% of energy consumption was from renewable sources. Performance Tables (page 55)
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	SV-HL-140a.1	In 2024, approximately 43% of total water withdrawn was from owned or managed facilities in regions with high or extremely high baseline water stress. Engaging Franchisees on their Own Sustainability Journey (page 51) Performance Tables (page 55)
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	Engaging Franchisees on their Own Sustainability Journey (page 51)
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	Engaging Franchisees on their Own Sustainability Journey (page 51) Environmental Sustainability Policy
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	SV-HL-310a.1	Performance Tables (page 56)
	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	SV-HL-310a.3	In 2023, Wyndham completed the exit of the hotel management business domestically, therefore this metric is no longer applicable to our operations.
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	Safety, Security & Protecting Human Rights (page 35) Human Rights Policy Statement Modern Slavery Statement
Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	SV-HL-450a.1	In 2024, 14% managed lodging facilities were located in areas with extremely high riverine or coastal flood risk. Engaging Franchisees on their Own Sustainability Journey (page 51)

Activity Metrics

METRIC DESCRIPTION	CODES	LOCATION AND/OR RESPONSE
Number of available room-nights	SV-HL-000.A	As of year-end 2024, there were over 318 million available room nights at franchised and managed lodging facilities.
Average occupancy rate	SV-HL-000.B	In 2024, the average occupancy rate was 49.5% at managed and franchised lodging facilities.
Total area of lodging facilities	SV-HL-000.C	As of year-end 2024, the total area of managed and leased lodging facilities was 15,508,205 square feet.
Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	SV-HL-000.D	As of year-end 2024, there were approximately 9,300 affiliated hotels in our brand portfolio. Less than 1% of these hotels were managed and over 99% were franchised. 2024 10K (Business, pages 2-12)

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	Corporate Governance (pages 13-14) 2024 CDP Response (pages 31-36)
Management's role in assessing and managing climate-related risks and opportunities	Corporate Governance (pages 13-14) 2024 CDP Response (pages 37-42)

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 Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 42-44) Engaging Franchisees on their Own Sustainability Journey (pages 45-51) 2024 CDP Response (pages 14-21)
Processes for managing climate-related risks	The Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 42-44) Engaging Franchisees on their Own Sustainability Journey (pages 45-51) 2024 CDP Response (pages 14-21)
Integration into overall risk management	Corporate Governance (pages 13-14) 2024 CDP Response (pages 26-31)

Section 2: Strategy

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

DISCLOSURE	LOCATION AND/OR RESPONSE
Climate-related risks and opportunities identified over short-, medium-, and long-term horizons	The Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 42-44) Engaging Franchisees on their Own Sustainability Journey (pages 45-51) 2024 CDP Response (pages 26-31)
Impact on the organization's businesses, strategy, and financial planning	The Wyndham Green Program (pages 38-40) Operating with a Focus on Sustainability (pages 42-44) Engaging Franchisees on their Own Sustainability Journey (pages 45-51) 2024 CDP Response (pages 67-70)
Impact of different scenarios, including a 2°c scenario	2024 CDP Response (pages 60-67)

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	Operating with a Focus on Sustainability (pages 42-44) Performance Tables (page 55)
Targets used and performance against targets	Corporate Responsibility Strategy & Goals (page 11) 2024 CDP Response (pages 156-160)

LRQA INDEPENDENT ASSURANCE STATEMENT



LRQA Independent Assurance Statement Draft

Relating to Wyndham Hotels & Resorts Greenhouse Gas Emissions Inventory and Environmental Data for the Calendar Year 2024 & Base Year 2019

This Assurance Statement has been prepared for Wyndham Hotels & Resorts, Inc. 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 2024 (CY 2024) 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 WHR’ global operations and activities, excluding franchised properties, and specifically the following requirements:

- Verifying conformance with:
 - WHR’s reporting methodologies for the selected datasets; and
 - 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 Protocol) for the GHG data¹.
- Reviewing whether the Report has taken account of:
 - The GHG Protocol Corporate Value Chain (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 6 Business Travel
 - Energy use for direct operations including fossil fuels, electricity, and renewable energy;
 - Water usage and water usage intensity per square foot;
 - Total energy consumption and total energy consumption intensity per square foot;
 - Carbon emission intensity per square foot (location-based and market-based); and
 - 2019 Base Year Recalculation

Except for the Scope 3 categories mentioned above, our assurance engagement excluded the data and information of WHR’s suppliers, contractors and any third-parties mentioned in the Inventory.

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.

LRQA’s Opinion

Based on LRQA’s approach, except for the effect of the matters described in the Basis for Qualified Opinion, nothing has come to our attention that would cause us to believe that Wyndham 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 assurance² and at the materiality of the professional judgment of the verifier.

¹ <http://www.ghgprotocol.org/>

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



Table 1. Summary of WHR’s Key Data for CY 2024 & Base Year CY 2019

Parameter	2019 Base Year ³	2024	Units
Scope 1 GHG emissions	20,178	15,889	Metric Ton CO ₂ e
Scope 2 GHG emissions (Location-based) ¹	87,590	92,044	Metric Ton CO ₂ e
Scope 2 GHG emissions (Market-based) ¹	87,590	90,992	Metric Ton CO ₂ e
Scope 3 GHG emissions – Business Travel ²	1,512	6,431	Metric Ton CO ₂ e
Carbon Emissions Intensity (Location-based)	0.0078	0.0070	Metric Ton CO ₂ e/SF
Carbon Emissions Intensity (Market-based)	0.0078	0.0069	Metric Ton CO ₂ e/SF
Energy Consumption	302,066,298	294,412,458	kWh
Energy Intensity	21.15	18.98	kWh/SF
Water Usage	664,764,637	558,013,521	Gallons
Water Usage Intensity	0.0510	0.0360	kGal/SF

¹ Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015

² Scope 3 GHG emissions – Business Travel emissions have a base year of 2020

³ 2019 base year emissions were restated due to material structural changes occurring in 2022, 2023, and 2024

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, energy, and water data and records;
- assessing WHR’s data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory;
- verifying historical GHG emissions, energy, and water data at an aggregated level for the calendar year 2024;
- reviewing estimation methodologies and recalculating emissions; and
- confirming WHR’s Base Year Recalculation Policy conformance and verifying WHR’s restated base year emissions.

LRQA’s Standards and Competence

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: 01 May, 2025


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

LRQA reference: UQA00001519 / 7327688

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WYNDHAM

HOTELS & RESORTS

REGISTRY
COLLECTION HOTELS

WYNDHAM GRAND

DOLCE
HOTELS AND RESORTS
BY WYNDHAM

esplendor

DAZZLER

WYNDHAM

waterwalk
EXTENDED STAY BY WYNDHAM

VIENNA HOUSE
BY WYNDHAM

TRYP
BY WYNDHAM

TM
TRADEMARK
COLLECTION BY WYNDHAM

Altra
ALL-CLUSIVE RESORTS

LAQUINTA
BY WYNDHAM

WINGATE
BY WYNDHAM

WYNDHAM
GARDEN

Hawthorn
EXTENDED STAY
BY WYNDHAM

AmericInn
BY WYNDHAM

BAYMONT
BY WYNDHAM

RAMADA
BY WYNDHAM

RAMADA
encore

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