


2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Wyndham Grand® Algarve
Portugal

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ABOUT THIS REPORT

This report contains information about Wyndham’s Environmental, Social and Governance (ESG) performance. Our 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 2023 Assurance Statement. This Report covers the performance of Wyndham Hotels & Resorts, Inc. from January 1 - December 31, 2023 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 Statement

This Environmental, Social and Governance (ESG) Report ("Report") of Wyndham Hotels & Resorts, Inc. (the "Company") contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. These statements include, but are not limited to, statements related to the Company's views and expectations regarding ESG targets, goals, commitments and programs and other business plans, initiatives and objectives. Forward looking statements include those that convey management's expectations as to the future based on plans, estimates and projections at the time of the Report and may be identified by words such as "will," "expect," "believe," "plan," "anticipate," "intend," "goal," "future," "outlook," "guidance," "target," "objective," "estimate," "projection," and similar words or expressions, including the negative version of such words and expressions. Such forward-looking statements involve known and unknown risks, uncertainties and other factors, which may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this Report and the Company assumes no obligation to correct or update any forward-looking statement, whether as a result of new information, future events or otherwise. Factors that could cause actual results to differ materially from those in the forward-looking statements include, without limitation, factors relating to the expired, unsolicited exchange offer by Choice Hotels International, Inc. to acquire all outstanding shares of our common stock and any ongoing cost, loss of time and disruption associated therewith; global or regional health crises (such as the COVID-19 pandemic) and the resulting impact on the Company's business operations, financial results, cash flows and liquidity, as well as the impact on the Company's franchisees, guests and team members, the hospitality industry and overall demand for and possible restrictions on travel; the performance of the financial and credit markets; the economic environment for the hospitality industry; operating risks associated with the hotel franchising business; the Company's relationships with franchisees; the impact of war, terrorist activity, political instability or political strife, including the ongoing conflicts between Russia and Ukraine and between Israel and Hamas; the Company'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 the Company's ability to obtain financing and the terms of such financing, including access to liquidity and capital; and the Company's ability to make or pay, plans for and the timing and amount of any future share repurchases and/or dividends, as well as the risks described in the documents the Company files from time to time with the Securities and Exchange Commission. The term "materiality" and other similar terms within this Report are used to reflect our priority ESG strategies, topics and risks. We are not using such terms as they are used under securities laws or other laws of the U.S. or other jurisdiction or as these terms are used in the context of financial statements and financial reporting. Accordingly, the inclusion of information or the absence of information in this Report should not be read as representing the Company's belief regarding the financial impact of that information or its importance to our stockholders. No part of this Report shall be taken to constitute an invitation or inducement to invest in the Company.

Wyndham® Dubai Deira
Dubai



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Message from our President and CEO



Last year, we celebrated five years of making hotel travel possible for all. The milestone was a chance to reflect on our many achievements over the years—from launching new brands and entering new markets to welcoming our 100 millionth Wyndham Rewards member. We also gathered for our first Wyndham Global Conference since the pandemic. Franchisees, vendors, team members, partners and more celebrated the return of travel, and the even greater reminder that we can make a difference when we come together as one.

As we continue growing and evolving to meet the needs of our guests and franchisees, one thing continues driving us forward: our core values of Integrity, Accountability, Inclusivity, Caring and Fun. With approximately 9,200 hotels in more than 95 countries, we—along with our franchisees—impact and influence millions of people every year. Our values ensure we do so in ways that are responsible, meaningful and always in support of a larger global community that we're humbled to be part of.

Our values-led approach to business is not only working but continues to be recognized by those around us. This includes recognition as one of the [Net Zero Leaders](#) by Forbes for our efforts to help slow climate change, selection by [Ethisphere](#) as one of the World's Most Ethical Companies for the fourth time, receiving honors as one of [America's Greatest Workplaces for Diversity](#) by Newsweek and most recently being named to Fair360's 2024 list of [Top 50 Companies for Workplace Fairness](#). Our goal is to do business in a way that builds pride for our associates, owners and guests, and these accolades remind us that we're walking the right path.

From our Board of Directors to team members and loyal Wyndham Rewards members, serving the global community we're part of is close to our heart. In 2023, we contributed nearly \$1,000,000 in cash donations, including matching contributions and in-kind donations of over 13 million Wyndham Rewards points to support organizations like Polaris, Clean the World Foundation, Starlight Children's Foundation and more. Our rewards members continue to show great compassion in serving the causes close to them, and since the program's inception, over 181 million points have been donated to charitable organizations.

Of course, none of this would be possible without the support of our invaluable team members, who day-in and day-out, live our "Count on Me" service culture—delivering great experiences by being responsive, respectful and always doing the right thing. Their dedication to their work is matched only by their dedication to supporting causes they're passionate about. Last year, team members participated in over 2,600 hours of service as part of our signature WISH Days, which allow team members a full day of paid time off to give back to the causes important to them. In addition to activities like cleaning local parks or packing Thanksgiving meals in their communities, Wyndham also came together for the first-ever virtual-day of giving. Team members spanning the globe assisted nearly 400 blind or visually impaired individuals with daily tasks like picking out outfits or reading product labels. Hospitality is based on serving others, and our team members around the world are walking examples of that each and every day.

As we think about our business, we know our industry offers tremendous opportunity for entrepreneurs to succeed—yet that path to opportunity has not always been easy, particularly for women and Black entrepreneurs. Through ground-breaking initiatives like [Women Own the Room](#) and [BOLD by Wyndham](#), we're leveraging our scale and resources to elevate these entrepreneurs, and break down barriers on their path to hotel ownership. A more diverse and inclusive hotel industry is a stronger hotel industry and for that reason, we're committed to doing everything in our power to help these owners succeed.

We also want to help make the world a better place by preserving our environment. With our Wyndham Green Program, we're taking measurable steps to make sustainability more attainable for our franchisees, focusing on simple solutions that we know will make a long-term difference. In just the last year, the program has grown globally by more than 135%, and we've added 13 hotels to the highest level – Level 5 Expert. These hotels, including [Super 8 by Wyndham Chester East](#), [Ramada Plaza by Wyndham Chennai](#) and [Wyndham Tamarindo](#), are going above and beyond to protect our planet, and they set the standard for excellence in how we can truly make a difference.

Travel gives us a beautiful view into the world we live in, and it's our continued responsibility to make it a better place. We're passionate about this journey and look forward to seeing you at one of our hotels soon. When you arrive, our franchisees and their teams will be there, ready to extend a warm Wyndham Welcome.

Geoff Ballotti
President and Chief Executive Officer
He/Him/His

“Wyndham is committed to creating an inclusive and welcoming environment for our people, partners and owners – a place to share our similarities and celebrate the differences that make us stronger.”

About Wyndham Hotels & Resorts

Wyndham Hotels & Resorts, Inc. (“Wyndham”) is an asset-light organization and is the world’s largest hotel franchising company, with approximately 9,200 hotels in 95+ countries. Wyndham commands a leading presence in the economy and midscale segments of the lodging industry, where it operates a portfolio of 24 hotel brands. Franchisees operate their hotels in accordance with Wyndham brand standards and their own operating policies and procedures.

Wyndham Rewards®, the Company’s award-winning guest loyalty program, has been recognized as one of the most rewarding loyalty programs in the hotel industry, providing more value to members than any other. The program has won more than 100 awards and accolades in recent years. As of year-end 2023, the Wyndham Rewards® program had over 106 million enrolled members.

Our mission is to make hotel travel possible for all. Wherever people go, Wyndham will be there to welcome them.



REGISTRY
COLLECTION HOTELS

WYNDHAM GRAND

DOLCE
HOTELS AND RESORTS

esplendor

DAZZLER

WYNDHAM

VIENNA HOUSE

TRYP
BY WYNDHAM

TM
TRADEMARK
COLLECTION BY WYNDHAM

Altra
ALL-INCLUSIVE

LAQUINTA

WINGATE
BY WYNDHAM

WYNDHAM
GARDEN

Hawthorn
EXTENDED STAY

Americinn

BAYMONT

RAMADA

RAMADA
encore

MICRÔTEL
BY WYNDHAM

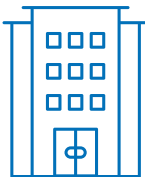
ECHOSUITES
EXTENDED STAY

Days Inn

Super
8

Howard Johnson

Travelodge



With

24

iconic brands



Approximately

9,200

hotels



Across

95+

countries

WYNDHAM
REWARDS®


More than

106M

enrolled members

WYNDHAM'S ESG APPROACH

Dolce® by Wyndham La Hulpe Brussels
Belgium

 Click to learn more



ESG Strategy & Governance

Our Social Responsibility Strategy

At Wyndham Hotels & Resorts, our mission is to make hotel travel possible for all. As part of this mission and to advance the Company's values-driven culture, Wyndham is committed to operating the business in a way that is socially, ethically and environmentally responsible.

Wyndham's Environmental, Social and Governance (ESG) strategy focuses on four key themes that serve as the centerpiece of the Company's larger strategic approach: welcoming different perspectives, supporting our communities, protecting human rights and operating sustainably.

Every day, Wyndham's franchisees work to provide new experiences for travelers in a way that positively impacts the world around us.

Wyndham is committed to providing places to stay and work that are **socially, ethically** and **environmentally responsible**.

A Culture of Diversity, Equity & Inclusion



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



Leadership in Sustainability



We are accountable for our part in protecting the environment



Supporting Our Communities



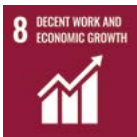
We care for the communities in which we work and live



Protecting Human Rights



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

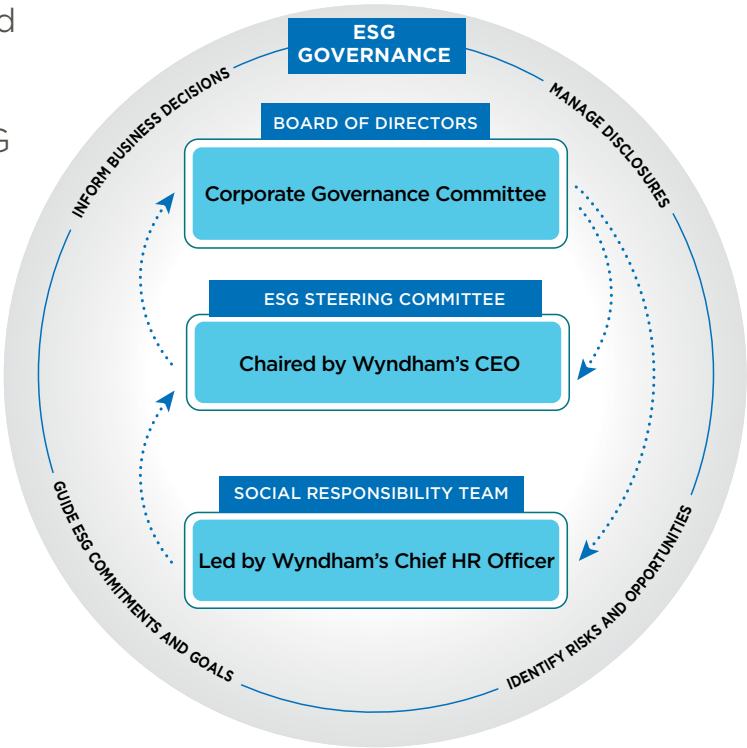


Oversight and Management

Wyndham Hotels & Resorts' Board of Directors, management team and subject matter experts throughout the Company are actively engaged in the execution of Wyndham's ESG strategy.

Wyndham's social responsibility program, including ESG matters, is directly overseen by the Company's Board of Directors through the Corporate Governance Committee (CGC).

This includes providing input into the strategy and direction of the Company's sustainability, climate and energy programs. Wyndham's management team also provides quarterly social responsibility program updates to the CGC.



ESG Resources

[Business Principles](#)

[Environmental Sustainability Policy](#)

[Human Rights Policy Statement](#)

[Modern Slavery Statement](#)

[Supplier Code of Conduct](#)

ESG Steering Committee

Wyndham's ESG Steering Committee provides oversight and direction for the Company's larger ESG strategy, including the implementation of projects and policies and alignment with regulations and financial requirements. This Committee is also responsible for aligning Wyndham's ESG strategy with the Company's strategic initiative to operate in a socially, ethically and environmentally responsible manner.

The ESG Steering Committee is comprised of Wyndham's Chief Executive Officer, Chief Financial

Officer, General Counsel, Chief Human Resource Officer and the Chairs of each subcommittee.

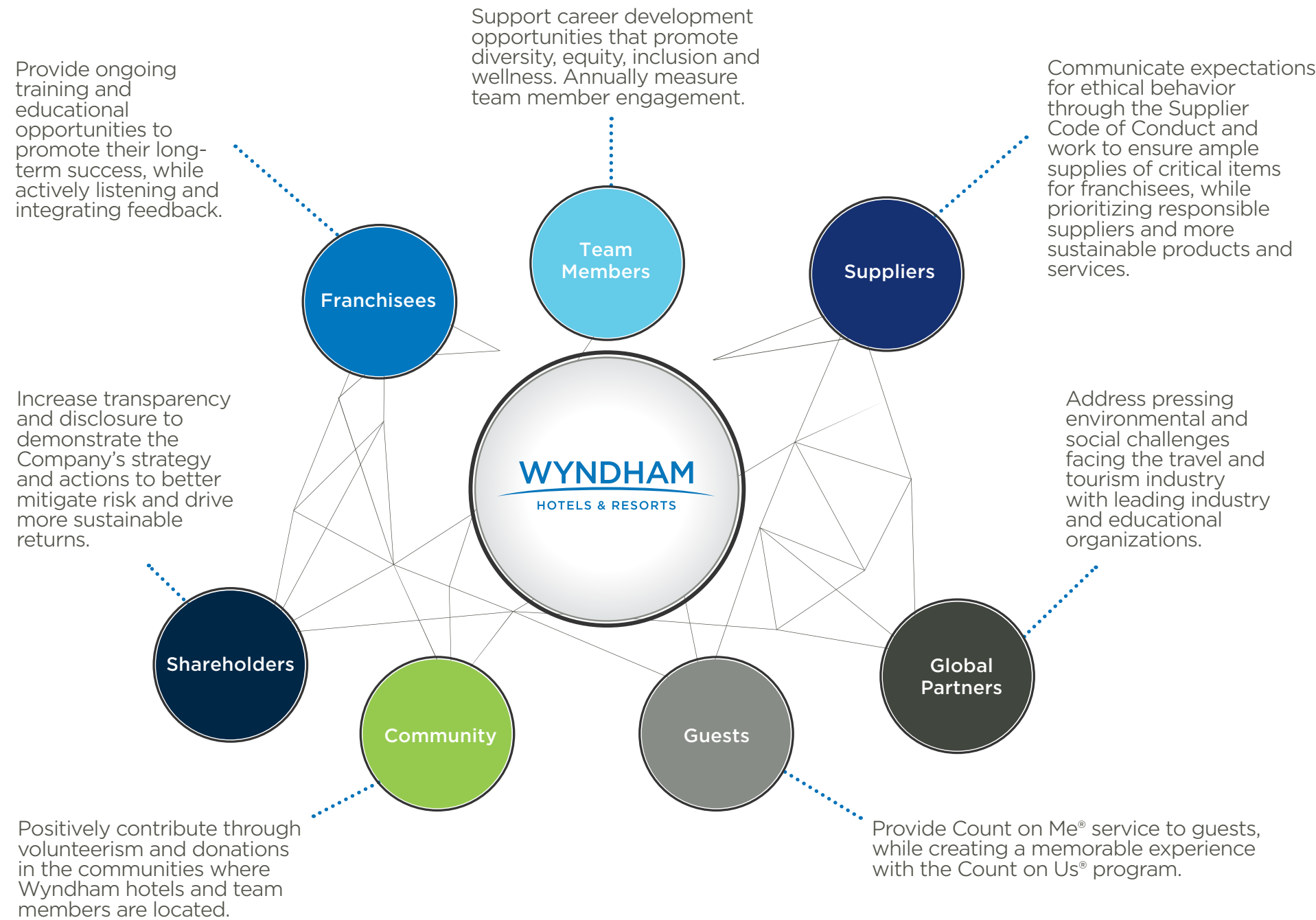
Each subcommittee is made up of relevant subject matter experts and meets regularly to review progress on the existing ESG initiatives and goals and develop new strategies and programs. The subcommittees are responsible for informing the ESG Steering Committee and aligning the Company's ESG strategy with Wyndham's overall business objectives and mission.

ESG Steering Committee Structure & Focus Areas

Environmental Subcommittee	Social Subcommittee	Governance Subcommittee
<ul style="list-style-type: none">• Biodiversity• Energy, Emissions & Decarbonization• Responsible Sourcing• Waste• Water	<ul style="list-style-type: none">• Community Engagement• Diversity, Equity & Inclusion• Health & Safety• Human Capital Management• Human Rights• Supplier Diversity• Training & Development	<ul style="list-style-type: none">• Board Compensation & Oversight• Data Privacy• Enterprise Risk Management• Ethics & Compliance• Executive Compensation

Stakeholder Engagement

Wyndham Hotels & Resorts' stakeholder engagement approach is designed to be inclusive, strategic and results-oriented to respond to key topics of greatest concern and opportunity. Throughout the year, Wyndham actively engages with team members, shareholders, suppliers, communities, franchisees, 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.



Franchisee Engagement

As the world's largest hotel franchisor, Wyndham Hotels & Resorts aims to empower and join franchisees in championing the everyday traveler and making hotel travel possible for all.

Wyndham's OwnerFirstSM Approach

At Wyndham, 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 OwnerFirstSM approach is the Company's franchisee engagement strategy. This strategy includes involving franchisees in our decisions and gaining insight from Wyndham's franchise advisory and brand councils. For example, Wyndham's Technology Advisory Board, comprised of franchisees from around the world, helps the Company determine what is next for Wyndham. In 2023, this included engaging with preferred partners to offer franchisees electric vehicle charging solutions with built-in ancillary revenue opportunities.

“Every day we're helping our owners open doors to best-in-class technology, more efficient operations, better guest experiences and more profitable hotels.”

Geoff Ballotti
President and CEO
Wyndham Hotels & Resorts

Driving Performance Through Community

In 2023, the Company engaged with Wyndham's franchise advisory and brand councils to develop and launch Wyndham Community, the Company's new owner engagement platform. This platform provides hotel owners with the opportunity to streamline and simplify the management of hotel operations, regardless of whether they own a single hotel or a portfolio spanning multiple brands and segments.

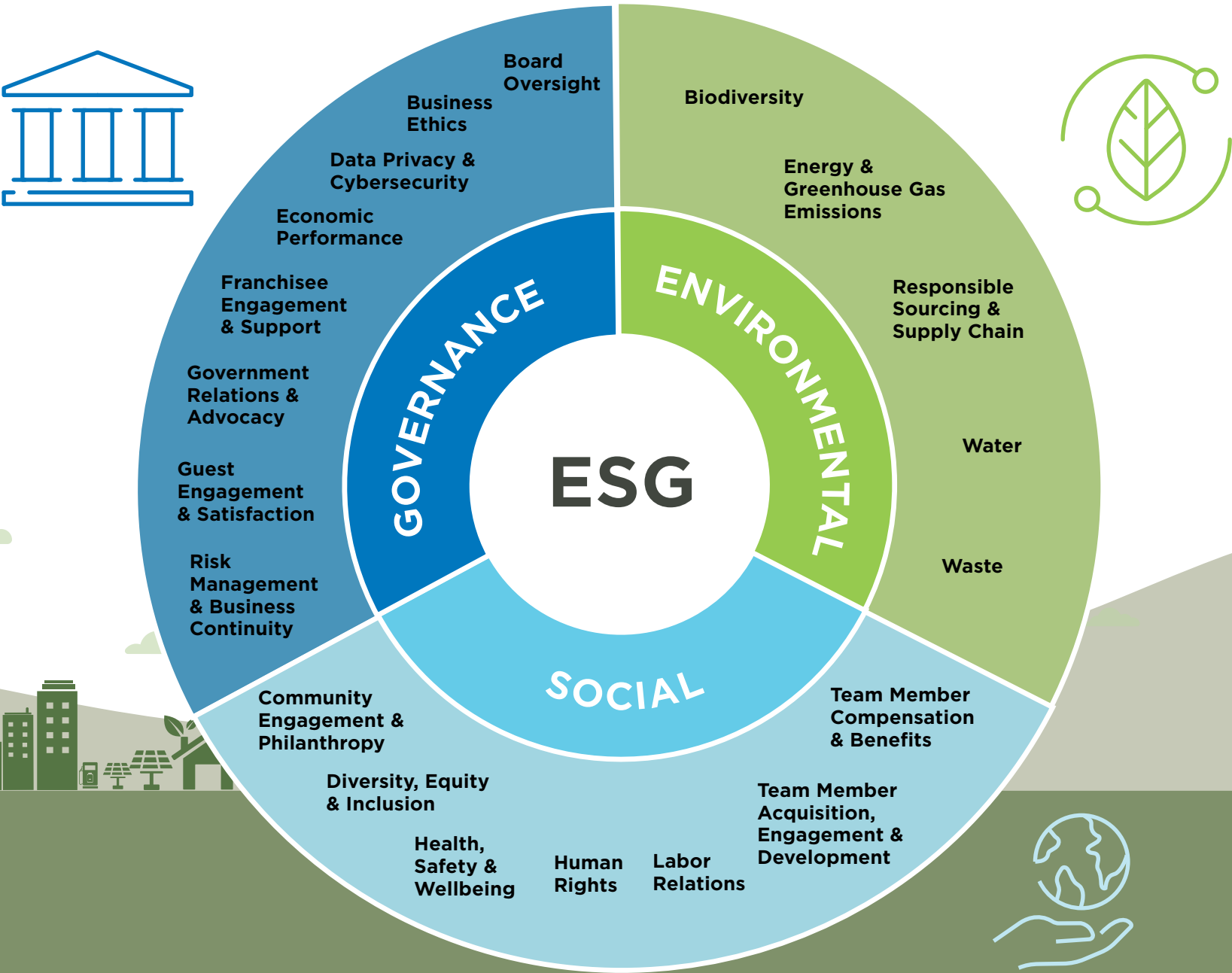
Through Wyndham Community, franchisees can connect to the day-to-day performance of their business, while delivering a constant connection to the scale and resources of the world's largest hotel franchisor. Owners have access to real-time insights on key business metrics across their portfolio and can also keep tabs on high-priority tasks and other key action items. Wyndham Community also provides a direct connection to operational support while serving as the owners' primary destination for vital news and updates.



ESG Materiality

Wyndham Hotels & Resorts prioritizes ESG topics that were previously identified from an ESG materiality assessment. The results of this assessment reflected the Company's impacts and include feedback from over 50 internal and external stakeholders. This assessment does not consider financial-related risks and opportunities.

As Wyndham continues to execute on the Company's strategy, the insights from the assessment will continue to inform our approach.



ESG Awards & Highlights

Ethics



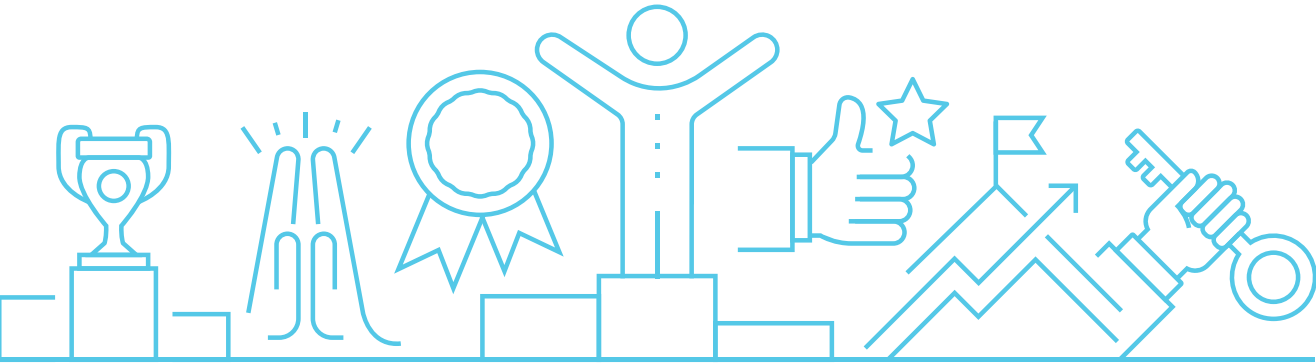
Sustainability



Diversity



Corporate Culture



To see more of Wyndham's accolades and recognition
[visit Our Awards page](#)

Wyndham’s 2025 Goals

Wyndham Hotels & Resorts’ ESG targets were established in 2020 to support the Company’s commitment to operating in a manner that is socially, ethically and environmentally responsible. Wyndham continues to evolve these targets and report on progress as the Company advances along its social responsibility journey.



Focus Areas	2025 Performance Targets	Status	2023 Progress
Environmental			
	15% absolute emissions reduction in Scope 1 + 2 emissions	On Track	Absolute emissions grew by 2% due to organic growth, but emissions intensity decreased by 10% since 2019. ¹
	15% reduction in water consumption per square foot	Ahead of Schedule	16% reduction in water intensity since base year. ¹
	100% renewable energy at corporate headquarters and North American offices	On Track	71% renewable energy at corporate headquarters and North American offices. ²
	100% elimination of single-use plastics	On Track	Nearly 70% of hotels in the EMEA region have adopted the use of bulk amenity dispensers. ³
	100% of managed hotels are Wyndham Green certified	Ahead of Schedule	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. ⁴
Diversity, Equity & Inclusion			
	Pay equity globally by gender and by race/ethnicity in the U.S.	Continuous	Analysis completed for 2022, 2023 and 2024 YTD. These analyses yielded no statistically significant areas of concern. ⁵
	100% of corporate and managed hotel team members receiving unconscious bias training	Ahead of Schedule	99% of corporate and managed hotel team members received unconscious bias training.
Human Rights			
	100% of corporate and managed hotel team members completing annual human rights training	Ahead of Schedule	100% of corporate and managed hotel team members completed human rights training.
Community Impact			
	100% Wish Day participation	Behind Schedule	29% of eligible team members volunteered time for a Wish Day.

¹During 2023, Wyndham continued the exit of the management business in the U.S. Due to this change in portfolio, Wyndham restated the Company’s environmental data performance for the 2019 base year to more accurately reflect progress against the GHG and water targets in alignment with Greenhouse Gas Protocol.

²Please note, as of May 2022, Wyndham no longer owns hotels. Therefore, this goal has been updated to include only North American corporate offices, including the Company’s headquarters.

³Based on our commitment to explore viable alternatives to single-use plastics, including but not limited to, straws, utensils, containers and packaging, to offer managed hotels.

⁴Based 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.

⁵After 2022, Wyndham retired its previous 100% gender pay equity goal globally and increased its ambitions to include indicators beyond gender for the US only.

ENVIRONMENT



Wyndham Grand® Phuket Kalim Bay
Thailand



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Environmental Management

Wyndham Hotels & Resorts is committed to supporting the reduction of environmental impacts across its portfolio of branded hotels. This commitment to sustainability is one of the ways the Company aligns its values with those of guests and other stakeholders. Wyndham Green is focused on five key areas:

- Climate Change – Reduce risks and increase resiliency
- Energy Efficiency & Renewable Energy – Recommend energy efficiency opportunities and encourage renewable energy investments & purchases
- Water Conservation – Recommend water efficiency opportunities and provide resources to identify and manage water risks
- Waste Diversion – Understand hotels' waste profile and increase waste diversion
- Biodiversity – Identify key biodiversity or protected areas

In 2023, Wyndham completed its exit from the hotel management business domestically, furthering its commitment to a pure-play franchising model. To support this change within the Company's broader strategy, Wyndham increased its focus on supporting franchisees to manage their environmental impacts and performance improvements.

Spotlight

Wyndham's Environmental Subcommittee Chair is a member of the U.S. Department of Energy's Better Buildings Alliance for Hospitality Sector. The Better Buildings Alliance Hospitality Steering Committee helps set priorities for the implementation of programs and initiatives within the sector. In 2023, sector activities were focused on the following priorities:

- Improving access to quality energy and water data
- Fostering internal buy-in and developing a culture of sustainability



[Click to learn more](#)



The Wyndham Green Program

Wyndham Hotels & Resorts takes a holistic approach to environmental management, using a robust data tracking and certification system known as the Wyndham Green Program. The Wyndham Green Program's combination of industry best practices and tools aims to deliver triple bottom line results impacting people, planet and profits.

The Wyndham Green Program consists of two integral components: the Wyndham Green Toolbox and Wyndham Green Certification. These allow the Company to measure impact while aiming for continuous improvement across Wyndham's entire portfolio of hotels.

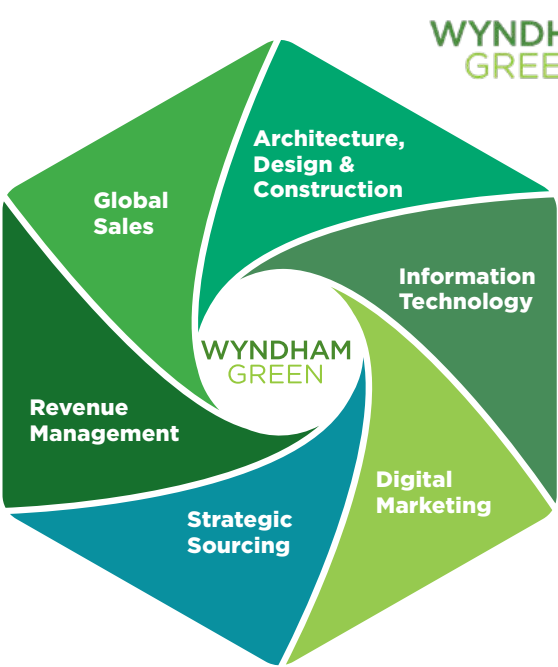
To fully integrate the Wyndham Green Program throughout all parts of the business, the Company engages and educates team members, franchisees, design and construction partners and suppliers. For example, this is accomplished through engaging with the sourcing team to provide more sustainable products and services for franchisees; serving as a resource to educate franchisees about sustainability; and working with industry associations to advance sustainability tools and resources for the hospitality industry.



The Wyndham Green Toolbox is Wyndham's online environmental management system, specifically designed to track, measure and report on global performance of energy and water consumption, emissions generation and waste diversion. The Toolbox offers franchisees a visual representation of their environmental footprint allowing them to track their environmental performance. Data-driven insights allow Wyndham to identify risks and challenges in various markets to help drive franchisee progress toward the Company's performance targets.

Wyndham-branded hotels can also track and measure the impacts of efficiency measures that have been implemented, while the Company can monitor and benchmark their progress to reduce operating costs and the Company's collective environmental impact.

In 2023, Wyndham continued to increase franchisee compliance with the system, increasing the coverage of environmental data collected through Wyndham Green.



WYNDHAM GREEN = Wyndham GREEN TOOLBOX + WyndhamGREEN Certification

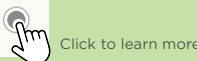


Inspiring Sustainability Across Wyndham's Hotels

In 2023, Wyndham's Latin American and Caribbean region brought together more than 170 hotel owners, hotel general managers and team members, suppliers and others for the All Green Regional Conference, hosted at the TRS Yucatan Riviera Maya, a Registry Collection Hotel in Riviera Maya, Mexico.

The three-day event celebrated the region's achievements and inspired attendees to focus on sustainability by taking small steps toward building a more sustainable and resilient future for their hotels, their communities and the environment.

TRS Yucatan Riviera Maya, Registry Collection Hotel
Mexico



Wyndham Green Certification



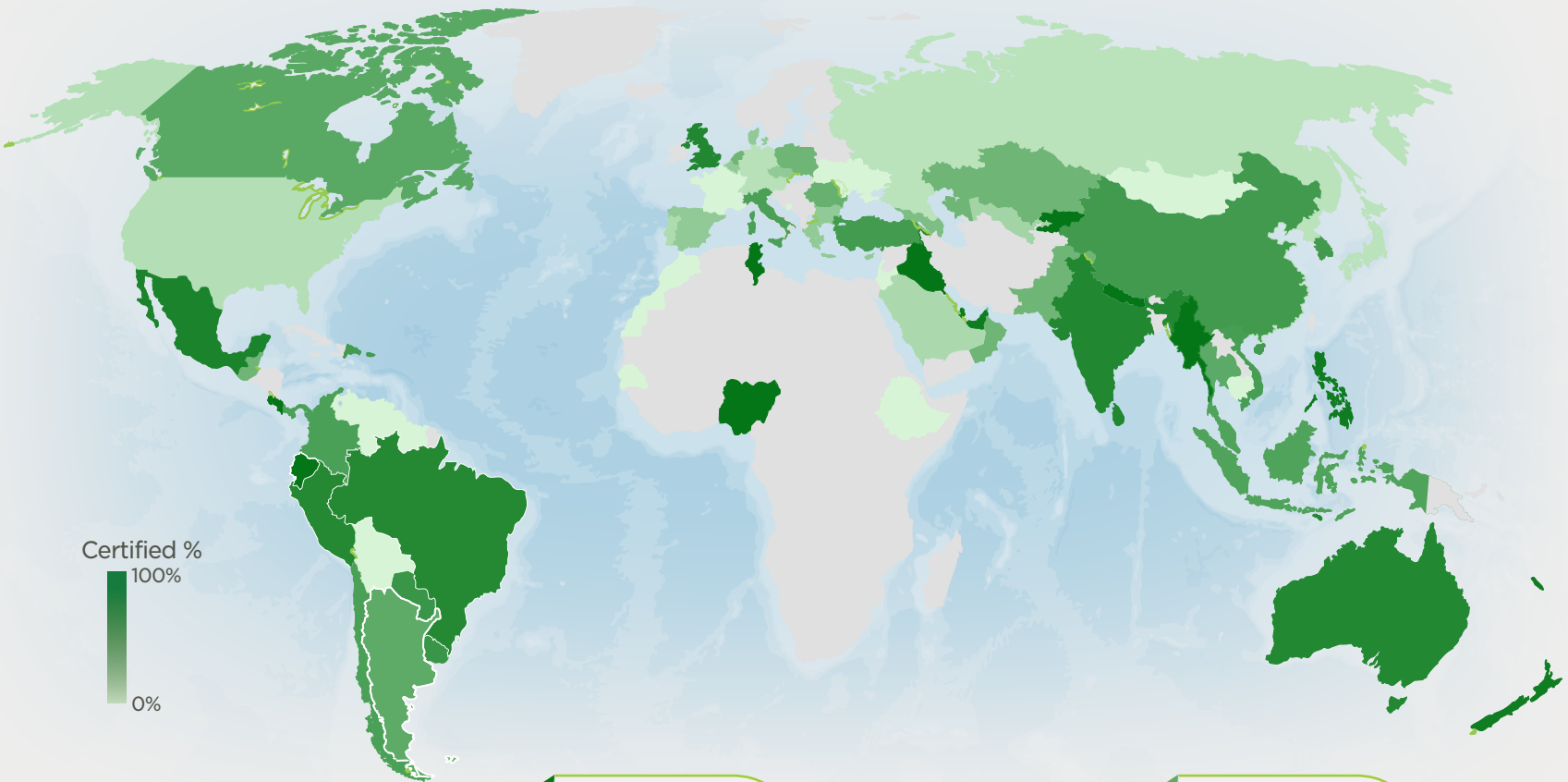
Wyndham Green Certification is Wyndham’s internal sustainability metric for hotels, composed of five progressive levels, ranging from Level 1 (Core) to Level 5 (Expert).

Each of these levels address components of a successful sustainability strategy, including the mitigation of environmental impacts and environmental performance improvements. The Wyndham Green Certification also helps to support the progression of the Company’s broader ESG strategy. As hotels move from Level 1 to Level 5, they are expected to improve their environmental performance as rigor in sustainability practices increases.

In 2023, Wyndham Green certification increased by 135% compared to 2022, among hotels across the globe. Additionally, nearly 70 countries across the globe have one or more Wyndham hotels that have achieved at least Level 1 (Core) certification.

Wyndham also hosts office hours, webinars, regional meetings and individual consultations to support hotels around the world and help guide franchisees on their sustainability journey.

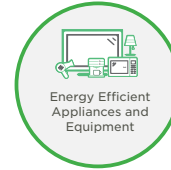
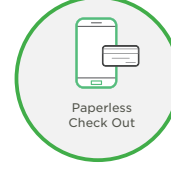
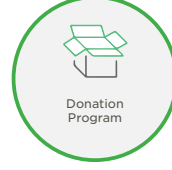
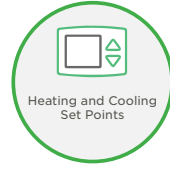
Wyndham Green Certifications Across the World



4,500+ Franchisees
from more than fifty countries completed online Wyndham Green trainings

Hosted Wyndham Green office hour sessions, with **over 1,000** franchisees in attendance

Wyndham Green Certification Best Practices



Assessing Risks and Managing Impacts

Climate Risks & Opportunities

As part of Wyndham's environmental strategy, we aim to assess the Company's climate-related risks and opportunities. With over 99% of Wyndham hotels owned by franchisees, the Company is currently re-evaluating these risks and opportunities to allow Wyndham to develop programs and policies that support a resilient business.

Water Risk*

According to the [United Nations](#), "Water and climate change are inextricably linked. Climate change affects the world's water in complex ways. From unpredictable rainfall patterns to shrinking ice sheets, rising sea levels, floods and droughts – most impacts of climate change come down to water."

As Wyndham evaluates its climate-related risks, the Company conducts an annual water risk assessment using the World Resources Institute Aqueduct Tool. In 2023, Wyndham expanded the scope of this assessment to include all managed and franchised hotels, globally. Based on this assessment, approximately 39% of Wyndham branded hotels are in areas with at least high baseline water stress risk. Additionally, approximately 13% of Wyndham branded hotels have at least a high riverine flood risk, while fewer than 5% have at least a high coastal flood risk.

Biodiversity Risk*

Wyndham is committed to protecting biodiversity where both the Company and independent franchisees operate. To support this commitment, Wyndham expanded the Company's biodiversity risk assessment using the World Wildlife Fund Biodiversity Risk Filter. Based on this assessment, approximately 28% of managed and franchised properties have at least a low Biodiversity Risk Filter risk score as it relates to protected areas, indicating locations with potential overlap with protected areas. Additionally, approximately 9% of managed and franchised properties have at least a high Biodiversity Risk Filter risk score as it relates to tree cover loss. This indicates these locations may have experienced at least an average tree cover loss of 3%.

**Results from assessments are based on available data.*

Emergency Preparedness

Wyndham is committed to equipping our franchisees with comprehensive support and resources to effectively handle unforeseen emergencies. Accessible through the Wyndham Community site, a wealth of guides, resources and webinars are available to assist hotels in training their staff to respond adeptly 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 promote preparedness with our owners and hotel management teams to respond to any incident, day or night.

Through collaborative efforts, we aim to fortify our franchisees with the knowledge and tools needed to navigate and manage emergencies effectively, reinforcing the resilience of the Wyndham brand.



Environmental Performance

Energy & Greenhouse Gas Emissions

Wyndham Hotels & Resorts remains committed to reducing the energy and carbon footprint throughout the Company's portfolio of hotels. As Wyndham shifts its sustainability strategy to align with its broader franchise business model, one of the key areas of focus is centered around the management of energy and greenhouse gas (GHG) emissions.

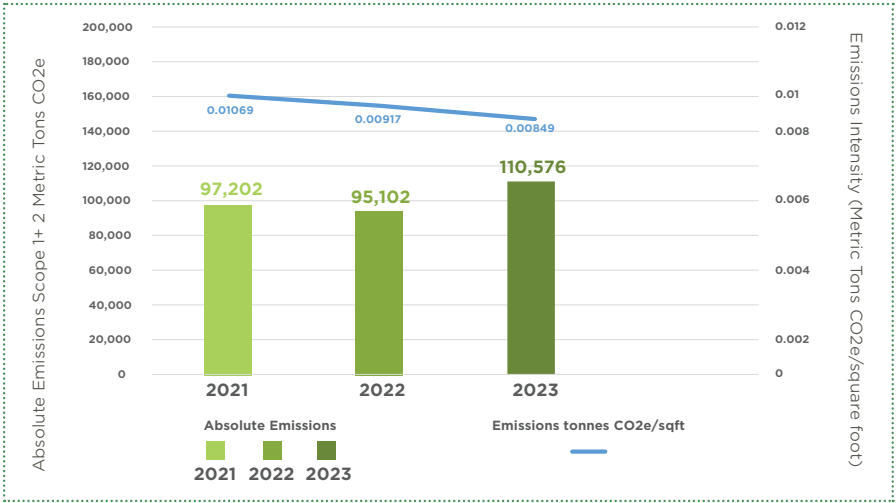
Managing Energy & GHG Emissions

As Wyndham begins to develop its low carbon pathway, the Wyndham Green Program and its brand standard requirement of Level 1 Core in the Wyndham Green Certification will serve as the pillar for its approach.

Through the Wyndham Green Program, the Company provides its portfolio of hotels with energy conservation best practices and procedures to help them reduce their impact. Forty percent of Wyndham Green Certification elements are focused on energy conservation and carbon emissions reduction. Over the next several years, Wyndham will continue to encourage hotels to progress along the Wyndham Green five-level certification journey and continue their decarbonization efforts.

Energy & GHG Emissions Performance

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 managed and leased portfolio grew as a result of new construction hotels added to the Company's managed portfolio in the Asia Pacific region.



Tracking Franchisee Data

Over the past year, Wyndham has undergone massive efforts to improve tracking of environmental data from its franchisees, through increased education, awareness and outreach. As the Company collects this data and information via the Wyndham Green Toolbox, Wyndham will begin to analyze performance across franchisees and evaluate opportunities to support their journey to improve energy performance and reduce GHG emissions.

Measuring Progress Against Wyndham's 2025 Goals

Since 2019, the Company's absolute emissions has increased by 2% due to organic growth, but the intensity of Scope 1 and 2 GHG emissions has decreased by **10%**.

In 2023, Wyndham achieved **71%** renewable energy use at its corporate headquarters and its corporate offices.

Embracing Renewable Energy

Across Wyndham's portfolio of branded hotels, franchisees recognize the importance of procuring and installing renewable energy at hotels.

- The Days Inn by Wyndham El Cajon/San Diego installed an approximately 135 kW solar photovoltaic (PV) array.
- Ramada by Wyndham Vineland has been powered by onsite solar for nearly 15 years through a 500 kW ground mount solar PV system, which has offset over 800,000 pounds of GHG emissions annually since commissioning.
- Wyndham Gramado Termas & Spa has a biomass heating system that is powered by eucalyptus logs. This system emits fewer pollutants into the atmosphere and ensures a comfortable experience for guests.
- La Quinta Inn & Suites by Wyndham Louisville East has installed a roof-mounted solar PV system and wind microturbines, which is expected to provide 25-30% of hotel's required electricity.



Improving Energy Performance Across Wyndham

From programs at Wyndham's own corporate headquarters to regional initiatives, Wyndham continuously evaluates opportunities to improve energy performance and reduce GHG emissions.

- Wyndham's corporate headquarters in Parsippany, New Jersey is Energy Star rated and was recently recertified as a LEED Gold Existing Buildings Operations + Maintenance building. These designations are a testament to Wyndham's commitment to providing places to stay (and work) that are socially, ethically and environmentally responsible.
- Wyndham's IT infrastructure is 100% cloud-based. With the importance of sustainability in today's digital world, cloud computing provides efficiency and scalability, with the potential to positively impact many environmental factors. These include, but are not limited to, reductions in carbon emissions, electronic waste, energy and water consumption and land use.
- Wyndham provides team members at its corporate headquarters with complimentary electric vehicle charging stations, in addition to flexible work arrangements to reduce environmental impacts associated with employee commuting.
- More than 30 hotels throughout Georgia, in the U.S., have participated with the local utility rebate program for energy management thermostats, aimed at reducing energy waste in an unoccupied guest room. The energy management thermostats help to reduce up to 20% run time of the HVAC units in guest rooms. The thermostats with occupancy controls are designed to be automatic, cost-effective and energy efficient to improve guest comfort and satisfaction while also saving energy consumption in unoccupied spaces and rooms.



Water

To deliver on its core values, 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.

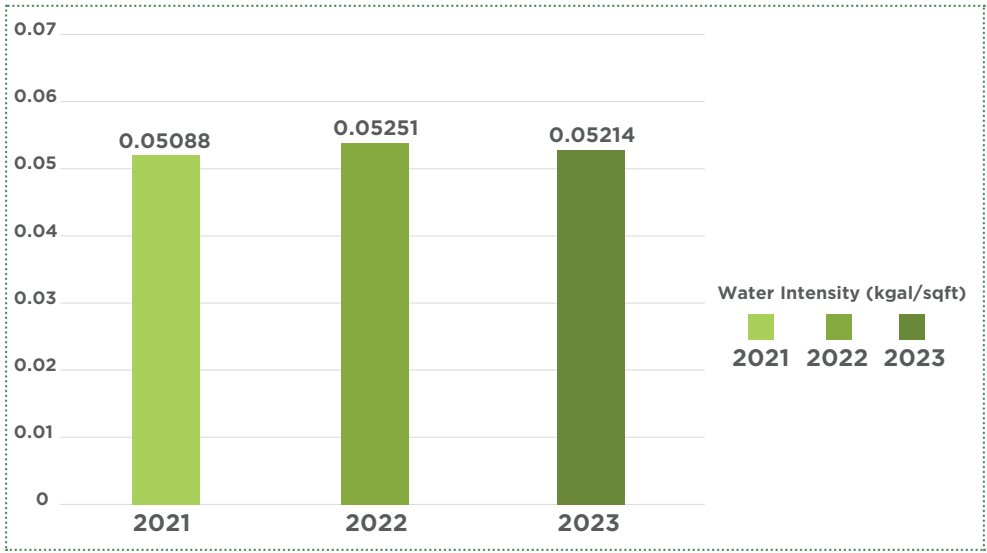
Managing Water Consumption

Through Wyndham Green 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.

Water Performance

Due to the Company's exit from the U.S. managed hotel business, Wyndham restated its water data baseline to more accurately reflect progress against the water intensity reduction target. In 2023, the overall managed and leased portfolio grew as a result of new construction hotels added to Wyndham's managed portfolio in the Asia Pacific region.

In early 2023, Wyndham provided mirror clings to all U.S. hotels, for each individual guest room, to help educate guests about the hotel's linen and towel reuse program and overall Wyndham Green efforts.



Measuring Progress Against Wyndham's 2025 Goals

Since 2019, the Company has reduced water consumption per square foot by **16%**, acheiving its goal.

Tracking Franchisee Data

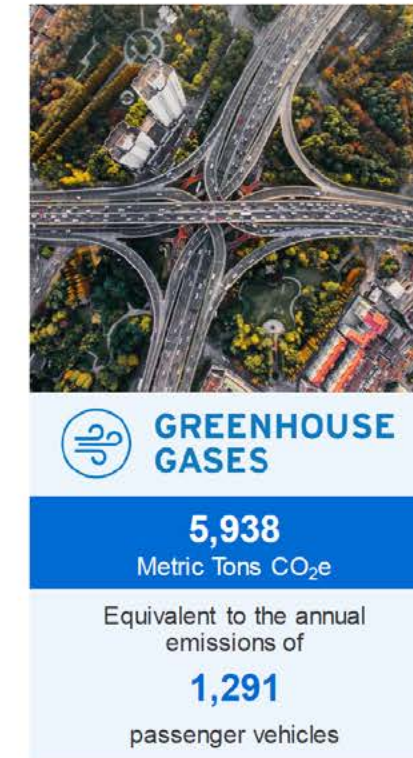
Over the past year, Wyndham continued efforts to begin tracking on the Company's environmental data from its franchisees. As Wyndham collects this data and information via the Wyndham Green Toolbox, the Company will begin to analyze performance across franchisees and evaluate opportunities to support their journey to improve water performance and reduce water consumption.

Ecolab®

Wyndham works with Ecolab to provide clean, safe and resource-efficient operations to hotels. Ecolab is a global leader in water, energy and hygiene technologies and services, which operates at the center of the water-energy-food nexus. In 2023, this partnership resulted in a savings of over 176 million gallons of water.

The estimated financial savings assumes the results from Wyndham's engagement with Ecolab and the results from implementing Ecolab's technology solutions, including Apex™ Warewashing Solids and Aquanomic Low Temperature Laundry Program. The results from these programs and others equate to over \$11 million in savings from properties where Ecolab solutions have been implemented.

Bringing the Numbers to Life Global 2023



Wyndham Be Well Honey – Good for Our Health and Good for Our Communities

Wyndham Hotels & Resorts – in partnership with Bee Bold Apiaries – is the proud sponsor of a colony of honeybees. Bees pollinate within a radius of 2+ miles from their hive, covering over 8,600 acres. Crops from nuts to vegetables and as diverse as alfalfa, apples, cantaloupe, cranberries, pumpkins and sunflowers all require pollination from honeybees*.

Based at Wyndham's corporate headquarters, the honeybees produce honey that tastes great and provides wonderful health benefits. What's more, throughout the year, the pure, organic honey is sold to Wyndham corporate team members to raise funds for various nonprofit partners in support of worthwhile charitable causes.

*ARS National Program Leader Biological Control Beltsville, Maryland, Agricultural Research/March 2004.



In 2023, proceeds from the sales of Be Well Honey were donated to JBWS (formerly known as Jersey Battered Women's Services), one of Wyndham's longstanding nonprofit partners.



Waste

As waste-related legislation is implemented globally, Wyndham's current waste strategy is focused on assisting Wyndham-branded hotels align with these laws. The Company also helps create opportunities that go beyond compliance, by implementing cost-saving waste management solutions. For example, regulations including mandatory recycling requirements, single-use plastic minimization, polystyrene foam and plastic straw bans, electronic waste regulations and composting and food waste management have driven Wyndham to provide guidance to hotels to align with these requirements and encourage hotels to implement waste reduction initiatives, leading to positive environmental impacts.



Managing Waste Impacts

Through its brand standards, Wyndham requires hotels to establish a recycling program at each hotel. This requirement is also part of Wyndham Green Certification Level 1 (Core). Wyndham expects hotels to follow additional best practices to help increase waste diversion efforts through its Wyndham Green Program. Currently, 20% of overall program certification requirements impact waste diversion efforts.

Waste Performance

Across Wyndham-branded hotels globally, the hotels work with Clean the World® to collect and recycle soap bars and plastic amenity bottles. Through this program, more than 113,000 pounds of plastic was collected and recycled globally by participating hotels. In early 2023, Wyndham provided all U.S. hotels with a complimentary recycling bin for their public areas to help promote the adoption of recycling on site and with guests.



Improving Waste Performance Across Wyndham

From corporate programs to regional initiatives aimed at addressing their unique challenges, Wyndham-branded hotels continuously evaluate opportunities to reduce waste-related impacts.

As Wyndham continues to execute its waste reduction strategy, the Company will work to improve waste-tracking measures for hotels using standardized industry methodologies.

- The Wyndham Casablanca in Jakarta, Indonesia, manages an organic compost fertilizer bank, which involves the daily collection of leaves, garden waste and kitchen leftovers and delivery to the compost bin. Through this program, the hotel produces an average of 200 kilograms of organic compost fertilizer monthly, which is equivalent to saving nearly \$2,000 per year.
- In the U.S. & Canada, the Dolce, Wyndham Grand, Wyndham, Tryp, Baymont by Wyndham and Wingate by Wyndham brands require the use of bulk amenity dispensers.



- The Wyndham Quito Airport, in Ecuador, implemented the “Plastic is not so Fantastic” initiative, which draws inspiration from the sustainable ecosystems of the Galápagos Islands. Through this program, the hotel’s primary goal is to completely eliminate the use of single-use plastic bottles and raise awareness among our guests. Since September 2023, the hotel has prevented the use of approximately 1,700 disposable plastic bottles each week, demonstrating that change is achievable through simple yet impactful actions.
- At Wyndham’s corporate headquarters in Parsippany, New Jersey, U.S., the Company recycles old computer hardware with Green Vision, an innovative program that teaches Autistic adolescent students and adults how to properly dismantle and recycle unwanted electronics.
- Across Europe, Middle East, Eurasia & Africa, Wyndham implemented a region-wide bulk amenity dispenser brand standard, resulting in 70% adoption in 2023.

Measuring Progress Against Wyndham’s 2025 Goals

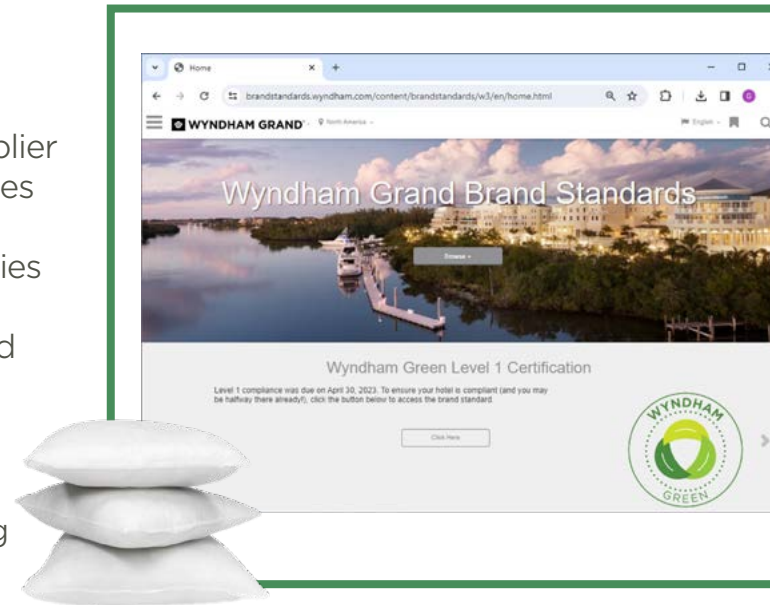
As of year-end 2023, Wyndham-branded hotels in the EMEA region have reached **70%** adoption of bulk amenity dispensers, while six brands in the U.S. & Canada now require their use as well.



Responsible Sourcing & Supply Chain Responsibility

Wyndham Hotels & Resorts has a broad supplier network that provides products and services to hotels around the globe. The Company's sourcing teams leverage Wyndham's considerable buying power to identify, negotiate and deliver best-in-class supplier programs that can reduce overall operating costs, drive efficiencies and provide a consistently positive brand experience to guests. 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 2023, over 62% of the spending for the Company's sourcing and design teams was with suppliers recognized as responsible companies, totaling nearly \$250,000,000 in responsible sourcing spend for the year.



Across the world, Wyndham has implemented brand standards to advance the Company's responsible sourcing and supply chain responsibility strategy.

- No styrofoam for all economy and midscale brands (U.S. & Canada, Latin America & Caribbean, Europe, Middle East, Eurasia & Africa)
- Down-free for all core brands (U.S. & Canada)
- Bulk amenity dispensers (Europe, Middle East, Eurasia & Africa)
- Bulk amenity dispensers for the following brands: Dolce, Wyndham Grand, Wyndham, Tryp, Baymont and Wingate (US & Canada)



Managing Supply Chain Impacts

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
- 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 the U.S. & Canada and Latin America & Caribbean regions, and all remaining regions are expected to be covered by 2025.

Supply Chain

Annually, Wyndham conducts a responsible supplier survey with its approved suppliers. The survey seeks to better understand each supplier’s commitment to sustainability, including the systems, plans and processes in place to minimize their environmental and social impacts. Wyndham recognizes each supplier as “Responsible” based on the resulting score from the survey criteria. This approach allows the Company to evaluate many suppliers to minimize risks within Wyndham’s global supply chain.



Responsible Supplier Survey Results

- 84% have an active sustainability or social responsibility program
- 72% have designated ESG-related champions, teams, committees and/or councils
- 30% report their Scope 1 and 2 greenhouse gas emissions
- 86% have policies that prohibit forced labor, child labor, prison labor and human trafficking
- 56% invest in philanthropy, community or volunteer activities in the markets they source from and/or operate within



Improving Responsible Sourcing & Supply Chain Performance Across Wyndham

With the Company’s support, Wyndham franchisees evaluate opportunities to improve responsible sourcing and supply chain performance.

- TRYP by Wyndham Wellington, New Zealand, has a formal responsible sourcing program. This includes Fairtrade and organic hotel products where possible, B Corp certified tea and coffee and Six For Good shower and bathroom amenities that donate \$3 per bottle across six different New Zealand children’s charities.
- The Wyndham Grand Istanbul Europe has an organic farm where the hotel plants and harvests tomatoes, pepper, zucchini, eggplant, herbs and fruits, for use at the staff cafeteria and guest restaurants. The hotel also collects all of its organic waste and uses it as compost for the farm. Surplus vegetables from the farm are also preserved in cans to be used over the entire year.

Animal Welfare

Down-Free: Wyndham Hotels & Resorts was recognized for its commitment to being down-free across all its core brand hotels in U.S. & Canada*.

**Excludes Trademark by Wyndham hotels*

Cage-Free Eggs Performance & Actions

Wyndham continues to build on the commitment to provide 100% of our hotels with sourcing options for cage-free eggs by 2025, with all hotels in the U.S. and a majority of hotels in Canada having choices for cage-free sourcing available in 2023.

Cage-Free Eggs Supplier Availability by Region

Region	2023
Asia Pacific	No Data Available
Europe, Middle East, Eurasia & Africa	No Data Available
Latin America & Caribbean	No Data Available
United States	100%
Canada	93%

Over the next year, Wyndham plans to further increase awareness among franchisees regarding the procurement of cage-free eggs and animal welfare. This includes implementing the following programs:

- Implement Wyndham Green Certification Level 4 Advanced requirement for cage-free eggs under the responsible purchasing element
- Provide education on consumer demand and animal welfare to franchisees during Wyndham Green sessions and communications
- Include education of cage-free eggs in food & beverage marketing campaigns and cage-free egg options in food & beverage ordering guides for U.S. hotels

Measuring Progress Against Wyndham’s 2025 Goals

Approximately **70%** of global hotels have access to cage-free egg sourcing options.*

**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.*



SOCIAL



TRYP by Wyndham Isla Verde
Puerto Rico



[Click to learn more](#)



Diversity, Equity & Inclusion

Wyndham Hotels & Resorts' commitment to Diversity, Equity and Inclusion (DEI) remains essential to the Company's core values and mission. Wyndham is dedicated to fostering a diverse, equitable and inclusive environment that embraces and celebrates differences throughout all aspects of our business, from team members and franchisees to suppliers and guests. The Company believes that diversity of backgrounds, cultures and experiences helps to drive success. Diversity is not just about doing the right thing – it's a responsibility for everyone. Travel enables people of all backgrounds to connect and experience different cultures and raises their collective understanding and appreciation for one another.

Measuring Progress Against Wyndham's 2025 Goals

99% of corporate and managed hotel team members received unconscious bias training.



Count on Me®

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

The Count on Me service promise aligns with Wyndham's Core Values: **Integrity, Accountability, Inclusiveness, Caring and Fun.**

Count on Me is embedded and celebrated at all levels of the organization and defines the culture that is brought to life at the Company's corporate offices and Wyndham-branded hotels around the globe.

A Value Chain Approach

Wyndham values and respects differences in people, ideas and experiences. The Company's core values — grounded in caring, respect, inclusiveness and fundamental human rights — infuse different perspectives that reflect the diversity of guests, franchisees, team members and communities around the world. While Wyndham is recognized for the progress on its DEI journey, there is always more to do. The Company continues to enhance its DEI efforts to inspire team members to strive for meaningful change.



In recent years, the Company has implemented the following DEI programs and strategies:

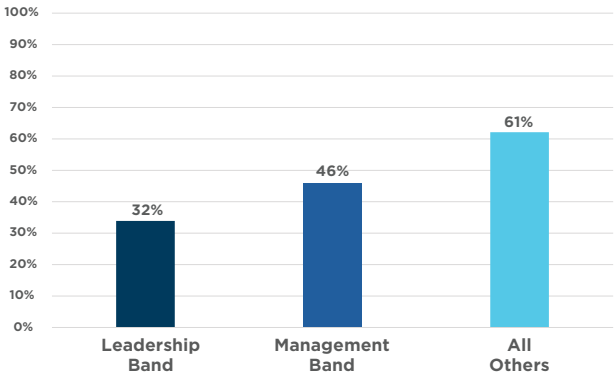
- Added a DEI goal to the performance reviews of all senior team leaders to increase their engagement
- Appointed an Executive Sponsor for each of our eight Affinity Business Groups (ABG)
- Bolstered efforts to recruit, retain and promote diverse talent
- Continued the expansion of the supplier diversity program
- Offered a variety of robust DEI training programs
- Launched diverse hotel ownership programs **BOLD** (Black Owners and Lodging Developers) and **Women Own the Room**



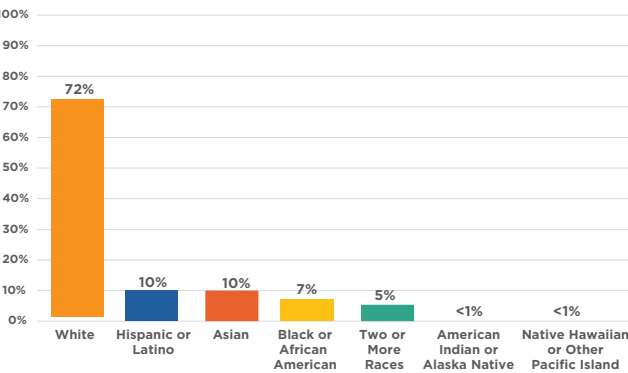
Focus On Equity in Pay and Representation

Wyndham Hotels & Resorts 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. Wyndham has made significant progress on the Company's gender pay equity goal. To continue executing on our commitment as an organization, Wyndham has retired its previous gender pay equity target and expanded its pay equity commitment to include other indicators outside of gender in the U.S including race and ethnicity, to conduct a statistical analysis of our pay equity annually, and remediate potential areas of concern revealed in the modeling.

Women in Leadership (2023)



Representation of Team Members (2023)



A qualified third party has conducted these analyses for years 2022, 2023 and 2024 YTD, and while the company monitors results closely, the analyses revealed no statistically significant areas of concern overall.

Diversity, Equity and Inclusion Training

Wyndham Hotels & Resorts' DEI training is designed to enhance awareness, promote understanding and cultivate a more inclusive and equitable workplace for all. DEI training is offered to all Wyndham team members online, as well as virtual or in-classroom instructor-led options for an enhanced emotional and personal experience. Wyndham's expanded DEI training offerings also supports a focus on anti-racism resources, as well as information about racial inequality and allyship.

Wyndham believes that DEI training should be provided both as stand-alone sessions and incorporated into every leadership program the Company offers. The Leading 4 Success training program for team leaders also focuses on DEI, revealing the benefits of Inclusive leadership. It also covers the positive impacts it can have on employee engagement, innovation and creativity and enhances interviewing skills with a specific lens on veteran and diversity best practices. All Wyndham team members globally are required to take the Business Principles training when hired and a refresher course every three years. New Hires are also required to complete an Unconscious Bias training as part of their onboarding.

In addition, all U.S.-based team members are required to take a Respect in the Workplace course annually, which covers broad areas of DEI, including unconscious bias topics, as well as anti-discrimination and anti-harassment.

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



As part of the Company's ongoing effort to provide development for the leaders of Wyndham's Affinity Business Groups, in late 2023 they attended an extensive, business-focused overview session. This training included sessions that covered Emergenetics, sustainability initiatives, social responsibility in our communities and at large, a communication process overview and an overview on the Talent Acquisition team's processes.

Disability Awareness Month & National Disability Employment Awareness Month

Each year during Disability Awareness Month, Wyndham Hotels & Resorts partners with recognized disability specialists to provide disability training for team members. This enables team members to acknowledge the contributions made by workers with disabilities to our nation's economy and showcases supportive, inclusive policies and practices that benefit employers and employees alike.

For National Disability Employment Awareness Month in 2023, Wyndham partnered with an award-winning disability specialist to celebrate the theme of "Advancing Access and Equity" and the passage of the Rehabilitation Act (the first federal legislation to address access and equity for people with disabilities and its importance in prohibiting discrimination based on disability).

Recordings of previous training sessions are stored in our Learning Management System for continued access. These trainings cover topics such as demographic and psychographic matters, invisible disabilities (including neurodiversity and mental health) and special needs parents.

Affinity Business Groups

Wyndham Hotels & Resorts' eight ABGs are fully inclusive networks where empowered team members actively engage to foster innovation, drive growth, demonstrate Wyndham's culture and enhance diversity and inclusion globally.

ABGs have been specifically developed to support Asian/Asian American/Pacific Islanders, African American/Black/People of Color, Hispanic/Latine, LGBTQ+, Intergenerational team members, Multi-cultural, Women and Veterans.

Wyndham's ABGs are open to all team members and team members are encouraged to join and engage with the ABGs of their choice.

In 2023, Wyndham experienced 17% overall membership growth. Much of this growth was due to the celebratory launch of Wyndham's eighth ABG, LOTUS (Asian American & Pacific Islander group).

Executive Sponsors oversee each ABG's progress toward established objectives and performance metrics across the following four pillars:

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



EMPOWER

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

EMPOWER organized participation in the American Cancer Society's Making Strides Walk helping to raise over \$15,000. EMPOWER continued to drive awareness of International Women's Day and Women's History Month and showcased the theme "Celebrating Women Who Tell Our Stories". In addition, they hosted multiple workshops and speakers on a variety of women focused topics.

Women Own the Room, an initiative that began in 2022 to help women overcome barriers in hotel development and ownership, continued to show traction with 16 hotel openings and 31 hotels in the pipeline.

iFUERTE!

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

The 2023 Hispanic Heritage Month theme, "Latinos: Driving Prosperity, Power and Progress in America," recognized the significant strides of Hispanics in the economic, political and social growth of the U.S.

In celebration, FUERTE hosted programming designed to engage all team members – from presentations with esteemed Hispanic/Latine leaders, to networking and educational opportunities and cultural celebrations like the Hispanic Star Opening Ceremony. Additionally, FUERTE continued hosting Spanish Speaking Hour sessions throughout the year, as well as their community support of the National Diaper Bank Network, a year-round diaper drive sponsorship campaign.

GenCONNECT

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

GenCONNECT continued to provide intergenerational programming to team members. They celebrated Autism Awareness, Stress Awareness and Earth Day where they participated in a Wish Day Event for the protection and preservation of a renowned collection of Japanese Flowering Cherry Blossom Trees in Essex County's Branch Brook Park located in Newark, New Jersey

GenCONNECT partnered with various organizations such as Building Bridges where guest speakers discussed Understanding and Valuing the Autism Community, Kulture City discussed opening doors for sensory acceptance and a distinguished guest panel of external speakers discussed Traveling with Autism.

LOTUS

Mission: To create and maintain an inclusive space for all Asian, Asian American and Pacific Islander team members by providing the opportunity to interact with one another and share cultural and career inspirations.

LOTUS launched in 2023, as the eighth ABG adding to the range of interest groups our team members can engage with, learn from and help build stronger communities within Wyndham.

The theme for AAPI Heritage Month 2023 was "Advancing Leaders Through Opportunity", which was a continuation of the "Advancing Leaders" theme series that began in 2021.

LOTUS celebrated this theme with a variety of guest speakers and discussions on Advancing Leaders through Opportunity, a Postpartum Support discussion, a Self Defense Karate session and sponsored an AAPI Jeopardy Trivia game so that team members could learn more about the rich and diverse culture of Asian Americans and Pacific Islanders also known as AAPI.

MOSAIC

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

MOSAIC celebrated PRIDE Month and MOSAIC Week. Other celebrations included Canadian Multiculturalism Day, Juneteenth, National Indigenous Peoples Day and Canada Day, by offering a variety of programs.

The highly successful Guest Speaker Series included A Toast Around the World that featured a well-traveled Food and Beverage professional who shared many of the cuisines from the places he visited.

MOSAIC, in partnership with our PRIDE ABG, hosted Everyone Has a Story with Rainbow Railroad, a global not-for-profit organization that helps LGBTQ+ people facing persecution based on their sexual orientation, characteristics and gender identity. As a result of Rainbow Railroad, more LGBTQ+ individuals will be able to access lives free from persecution.

PRIDE

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

Pride Month honored the anniversary of the 1969 Stonewall Uprising in Manhattan, a touchstone event in LGBTQ+ history that laid the foundation for Pride. Today, Pride Month gives the LGBTQ+ community the opportunity to come together and celebrate the freedom to be themselves.

Team members participated in a variety of programming including Navigating a Young Person's Coming Out, Being a Better Ally, Gender Psychology 101 sponsored by Aetna and The PRIDE Challenge – a 21 Day Journey of Strength & Solidarity, about the LGBTQ+ community.



SALUTES

Mission: This group seeks to have Wyndham recognized as a veteran friendly organization that provides support to veterans through mentoring, identification of work opportunities and engagement in community projects.

During Military Appreciation Month, SALUTES continued to honor those both in and out of the military by recognizing military service members for their service and their sacrifice and the contributions of their spouses.

Throughout the year, team members showed their support by participating in various activities such as the Carry the Load National Relay and Dallas Memorial March, as well as donating Wyndham Rewards points to our military-based Signature Charities, including Fisher House Foundation, Armed Services YMCA, Hope for the Warriors and Operation Homefront.

SPECTRUM

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

SPECTRUM was a key driver of the creation and development of the Black Owners & Lodging Developers (BOLD) initiative to increase Black hotel ownership, which to date has resulted in 28 contracts signed.

SPECTRUM also recognized and celebrated the theme "Black Resistance," exploring how Blacks have sought ways to nurture and protect Black lives, as well as showcased and celebrated African Americans who have made significant impacts in and on our society despite the oppressions they faced.

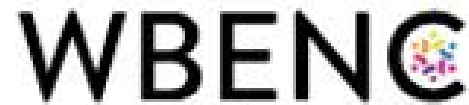
Supplier Diversity

Wyndham Hotels & Resorts' supplier diversity strategy is rooted in our mission to foster a diverse, equitable and inclusive environment that embraces and celebrates differences throughout all aspects of our business. Wyndham focuses on engaging underrepresented groups, including companies and organizations owned by veterans, Hispanic American, African American, women, the LGBTQ+ community, people with disabilities and others. Wyndham's strong tier-1 and tier-2 programs help to reinforce our commitment to an innovative and inclusive procurement process.

Wyndham had an estimated 12.2%, or \$85 million, of total procurable spend with diverse suppliers in 2023. The Company continues to introduce more suppliers to Wyndham's procurement process through our continued engagement with associations, such as the National LGBT Chamber of Commerce, U.S. Pan Asian American Chamber of Commerce, Women Business Enterprise National Council, the African American Chamber of Commerce of New Jersey, National Minority Supplier Development Council and National Veteran Owned Business Association.

Percentage of 2023 Total Procurable Spend

Total Diverse Spend	Veteran Owned Spend	Woman Owned Spend
12.2%	< 1%	3.4%



Training & Engagement

Wyndham Hotels & Resorts is committed to helping team members realize their potential through Wyndham University's online, virtual and in-person learning opportunities. 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 and additional content is 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 2023, Wyndham University training courses and programs had enrolled over 50,000 Wyndham team members and franchisees, with nearly 550,000 completions across more than 2,200 unique training items for the year, across managed, corporate and franchised audiences.



Corporate Team Member Development



Career development for team members is a top priority for Wyndham to attract, reward and retain top talent. Wyndham actively seeks to identify and develop talent throughout the Company and it is a long-standing practice to support the development of a diversity of 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 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 2023, 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

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:

			Emotional Intelligence		
The purpose of this leadership program is to support people leaders in their leadership journey by providing an opportunity to develop their skills. Through this program, they focus on development in two integral areas, Managing (overseeing the day-to-day operational functions) and Leading (cultivating the inspirational and motivational skills required to lead a team), while also learning how to embrace Wyndham’s culture and reach their highest potential.	At Wyndham Hotels & Resorts, we value the diverse skill sets and thinking styles that team members bring to work each day. To fully leverage that individuality while increasing communication, collaboration and productivity across the organization, the Company employs Emergenetics, a measurable, proven way to recognize and apply the thinking and behavior patterns that individuals use regularly. Emergenetics provides a blueprint to greater self-awareness and more productive workplaces.	Crucial Conversations 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.	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 hijack their performance. This session also helps them to align their intentions and impacts to better build healthy and collaborative relationships.	This is a worldwide Google initiative that teaches the importance of self-promotion in people’s careers and helps equip them with tools to develop this skill. This program challenges participants’ perspectives on social perceptions around self-promotion.	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.

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.

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 Social 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.

Learner Preference Survey

As part of the Company’s learning and development strategy, Wyndham conducted a U.S. and Canada based team member learner preference survey where over 1,000 anonymized responses were received.

The data collected from the survey helped prioritize learning and development initiatives in Q3 and Q4 and will continue to inform learning and development opportunities in 2024. Some focus areas will be Business Acumen, Business Presentation Skills, Leadership and Goal Setting & Alignment.



Supporting Hotel Learning & Development

Hospitality Management Program

In addition to individual training offerings, Wyndham University and the training teams support robust programs and events, including the Hospitality Management Program (HMP) for General Manager Certification. This information-packed program features: personalized content based on experience level, market segment and hotel brand; hands-on simulations; 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 2023, over 270 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 years of combined 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.

2023 Global Conference

Over the course of three days in September, 6,200+ franchisees, vendors and team members came together for the 2023 Wyndham Global Conference. There, they had the opportunity to network, explore the tradeshow and hear about new Wyndham initiatives.

During the conference, the Company demonstrated its commitment to supporting franchisees' long-term success and opening doors for their business to future possibilities and new connections.



Attendees witnessed Wyndham's Owner-First philosophy in action and had the chance to learn about the Wyndham Advantage, a combination of world-class marketing, distribution and other resources designed to put owners on the path to success.

This conference provided attendees opportunities to:

- Learn more about exciting Wyndham updates and initiatives, many of which are offered at no additional cost to the hotels
- Explore and meet vendors across over 200,000 square feet of tradeshow floor
- Engage in brand-specific feedback sessions
- Attend more than 30 learning and development sessions, including nearly 800 attendees to anti-human trafficking training sessions




Health & Wellbeing

Guest Safety and Wellbeing

Count on Us® is a long-term, multi-faceted 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, zeros in on efforts to elevate health and safety at hotels and aims to give guests greater peace of mind about their travel.

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Wyndham Hotels & Resorts remains committed to the health and wellness of guests and team members. In 2023, Wyndham continued to maintain existing initiatives to help protect health and safety.

-  Masks may be required based on local health department or CDC guidelines
-  Frequent cleaning and disinfecting of high-touch areas
-  Meeting spaces accommodate social distancing and virtual attendees upon request

Prioritizing the Health & Wellbeing of Team Members

Wyndham is committed to offering team member benefit programs that focus on nutrition, exercise, lifestyle management, physical and emotional wellness, financial health and the quality of the environment in which all team members work and live. Wyndham believes that health and wellness invoke both professional and personal productivity, as well as achievement and fulfillment. To help 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, 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 both hybrid and fully remote work options to all U.S. corporate team members, as well as options for flexible working hours. These remote work arrangements have helped the Company further foster team members' health and wellbeing by increasing flexibility.



Be Well at Wyndham

Fitness Services

At Wyndham Hotels & Resorts' office locations in Parsippany, New Jersey, U.S. and Saint John, New Brunswick, Canada, Wyndham also provides team members with an on-site fitness facility with exercise equipment in a clean and friendly environment, plus a variety of sport and health initiatives, such as in-person and virtual classes and motivational programs. The on-site health and fitness specialist and program manager encourages team members to become more physically active and exceed their wellness goals, while providing stress-management solutions. In addition, a virtual stretch break recording facilitated by our Fitness Center staff in Parsippany, NJ was shared with our team members globally.



Health Services

Be Well Health Services is an on-site health facility at our Parsippany, N.J. office where team members can see a board-certified Nurse Practitioner through our partner Atlantic Health System. Our on-site Nurse Practitioner can treat team members in person for a variety of illnesses and can provide prescriptions for some medications. She can also provide health education and coaching, stress management techniques and breastfeeding education, among other services. Comfortable and private lactation rooms are available within the Be Well Health Services Suite.

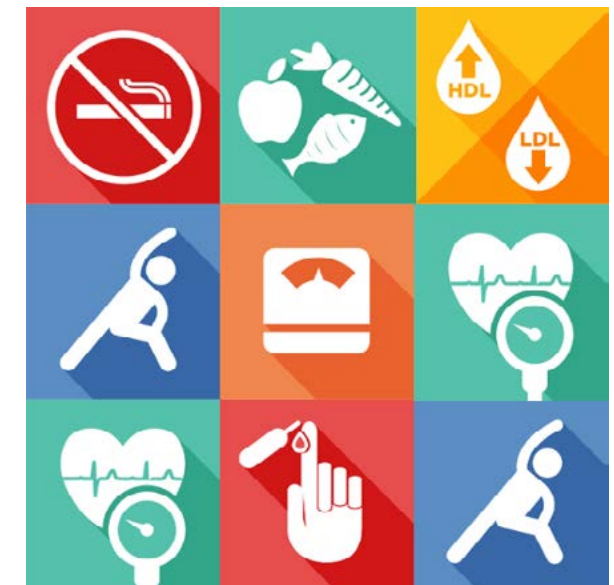
Global Wellness Initiatives

Across the globe, wellness is celebrated in different and unique ways at our locations. From sonic therapy and massage in our Shanghai and Singapore offices to an organized cycling tour in the Mendoza mountains to educational workshops on mental health and financial wellbeing in our EMEA region, Wyndham promotes and facilitates wellness activities that address the needs of our population.



Spotlight

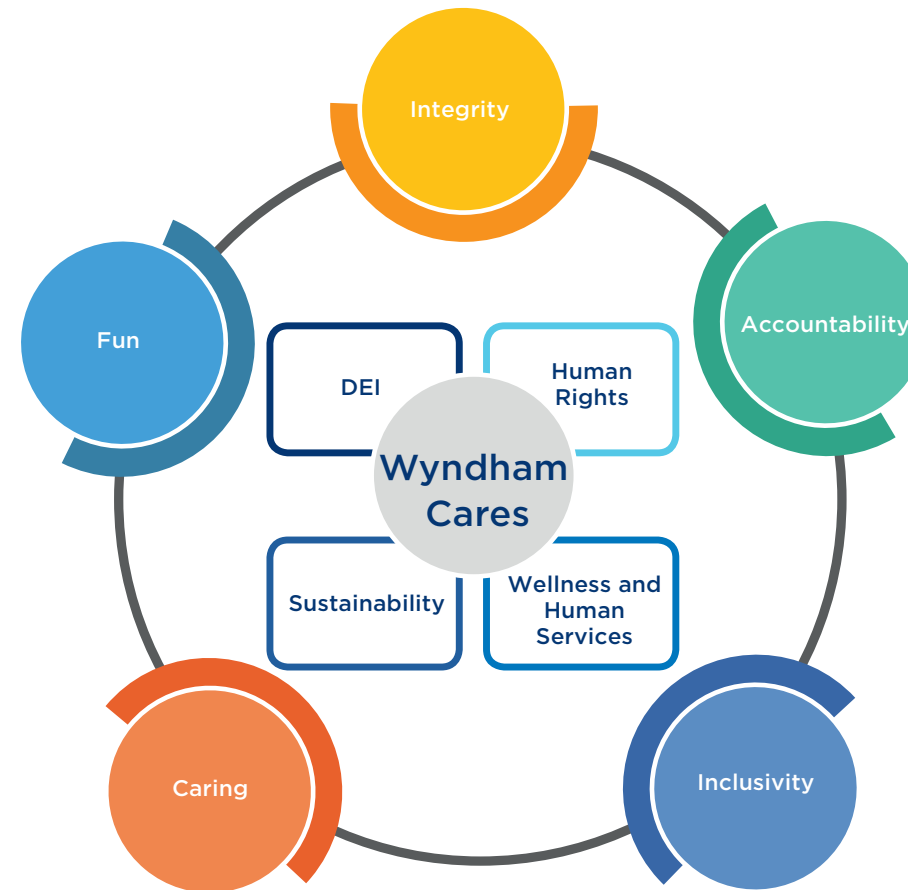
Wyndham has attained the Silver recognition in the 2023 American Heart Association's Workforce Wellbeing Scorecard. This recognition demonstrates the Company's commitment to providing a healthy workplace for all valued team members.



Community & Philanthropy

Wyndham Cares

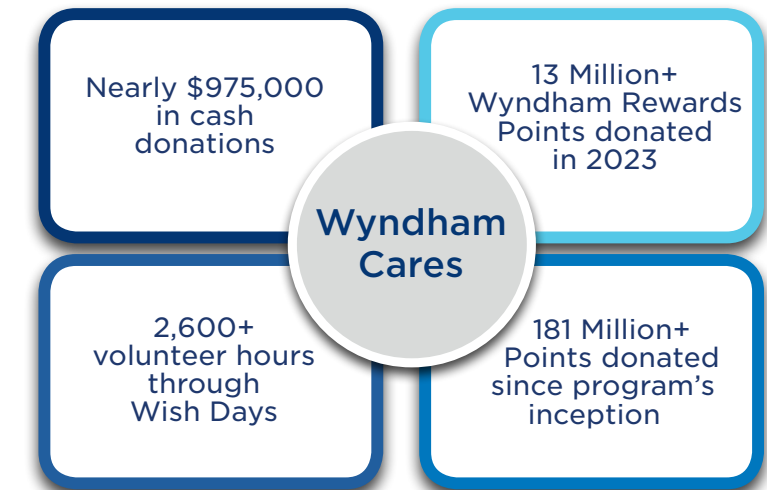
At Wyndham Hotels & Resorts, we have always believed we can do well by doing good. As a hospitality company, serving the community is in our DNA. Around the world, our team members and franchisees generously devote their time, talent and treasure to help others, actively engaging with the communities in which they live and work.



Our pillars — DEI, Human Rights, Sustainability and Wellness and Human Services — demonstrate Wyndham's philanthropic mission to support and strengthen our communities through charitable giving, volunteer service and strategic charitable partnerships. Our core values of Integrity, Accountability, Inclusivity, Caring and Fun are at the heart of what inspire the charitable partnerships we build and the experiences we create for our team members and the communities we serve.

Charitable Giving – Caring for Our Communities

Globally, in 2023, Wyndham contributed nearly \$1,000,000 in cash donations, including matching contributions, as well as in-kind donations of over 13 million Wyndham Rewards points, inclusive of points donated to Polaris to provide temporary safe housing for victims of human trafficking. Furthermore, in alliance with our Signature Charities — BEST, Christel House, Clean the World Foundation, Fisher House Foundation and Starlight Children's Foundation, to name a few — Wyndham Rewards members continue to donate points and make a positive impact on those causes most personal to them. Since the program's inception, Wyndham Rewards and its members have donated over 181 million points to charitable organizations.



Wish Day – Volunteering in Our Communities

Wyndham's signature Wish Day program provides corporate team members in the U.S. & Canada and Latin America & Caribbean regions one paid workday per year to volunteer with charities of their choosing. In 2023, team members in North America volunteered over 2,600 hours, giving of their time and support to make a positive impact in the community. For the first time ever, team members in Latin America were offered Wish Days, donating more than 40 hours to organizations throughout the region. The Company's U.S. summer interns also took part in the effort with their own group Wish Day project.



Team members gather donated non-perishable food to deliver to a local food pantry.



Team members in Mexico organize a banquet at a local homeless shelter. Here, a team member rolls up their sleeves to clean up after the meal.

Whether building bicycles for kids, harvesting produce to feed those facing food insecurity, sprucing up a local park, or packing Thanksgiving meals for those who might otherwise go without, Wyndham team members routinely demonstrate the spirit of our Count on Me® service promise.



In celebration of Wyndham Hotels & Resorts five-year anniversary in June 2023, we partnered with WeHero and 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 including, but not limited to, reading home appliances or product labels; identifying clothes and matching outfits; or sorting music collections or other libraries. From North America to Asia Pacific, from Latin America to Europe and Africa, corporate team members across our regions raised their hands to be on call. Our combined efforts led to helping 364 people in three languages.

At the heart of the matter, Wyndham team members play an active role in the global community, making a positive difference in the lives of others. As a social responsibility, volunteer support at Wyndham takes place above and beyond our Wish Day program each year. In 2023, team members volunteered an additional 4,700+ hours outside of the paid time off already afforded to them by the Company, demonstrating who we are and what we do as a personification of our Count on Me® service promise.



Wyndham Relief Fund: Caring for Our Team Members

The spirit of Wyndham Cares starts from within. We believe it is just as important to support our team members as it is the community at large. To that end, we proudly offer team members the opportunity to apply for a grant through the Wyndham Relief Fund when facing financial hardships based on an unforeseen personal situation or disaster. The Fund was developed as a direct response to requests from team members to help their fellow colleagues in times of critical need and is administered by the Emergency Assistance Foundation, a third-party nonprofit organization.

Our Wyndham Cares strategy is a true reflection of who we are as a Company, showcasing the dedication of team members, leaders, stakeholders and business partners who make a lasting impact on communities around the world.

Measuring Progress Against Wyndham's 2025 Goals

79% increase in team member participation in Wish Day, year over year.

Brand Partnerships

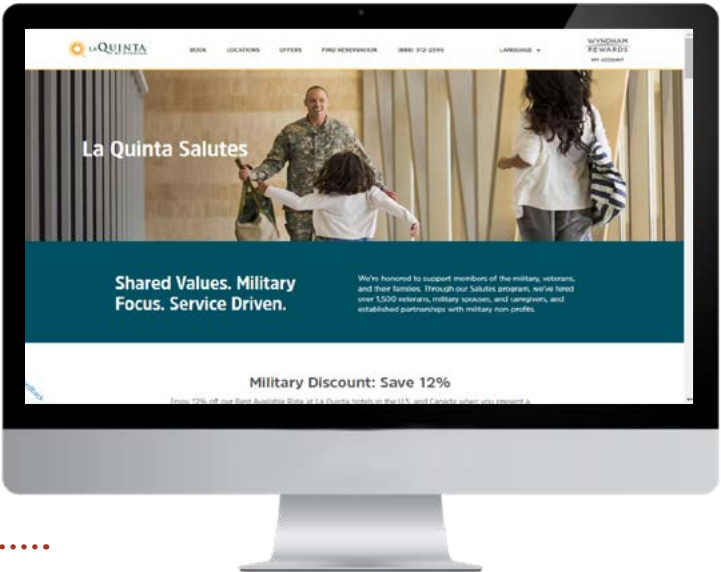
Wyndham Hotels & Resorts’ brands are empowered to further the mission of doing well by doing good. Each brand is committed to giving back to the communities in which team members and franchisees work, live and enjoy, by working to further advance health and safety, veteran support, environmental conservation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

[La Quinta® by Wyndham & Military Perks and Discounts](#)

[Super 8® & Hope For The Warriors Drive For Hope](#)

[Travelodge® By Wyndham & The National Parks Conservation Association](#)

[Wyndham Rewards & Military Partners](#)



Wyndham Championship

Wyndham Rewards is the proud title sponsor of the Wyndham Championship, the final stop on the PGA TOUR FedEx Cup regular season.

Played annually on the Donald Ross-designed course at Sedgefield County Club in Greensboro, N.C., the Wyndham Championship was founded in 1938 and has been creating a significant charitable impact throughout central North Carolina for more than eight decades. The Wyndham Championship is presented by the Piedmont Triad Charitable Foundation, a registered 501(c)(3) non-profit organization.

Creating a positive impact in the community has always been a central focus of the Wyndham Championship and the Wyndham Championship Fore! Good program highlights all the ways in which the Tournament gives back. Whether inspiring the next generation through education, supporting community development, or helping preserve our natural resources, the Wyndham Championship’s local impact is “Fore! Good.” In 2023, the Championship supported numerous local, regional and national charities, including:



Backpack programs provided more than 910K nutritious meals for children when school is not in session in an ongoing effort to fight childhood food insecurity.



First Tee - Central Carolina runs after-school programs throughout the school year and various summer programs for some 700 students at six North Carolina locations.



Carolina Core, an award-winning economic development organization that fosters opportunities for growth, entrepreneurship and innovation across the region.

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

Human Rights



Measuring Progress Against Wyndham's 2025 Goals

100% Corporate and managed hotel team members received human rights training.

Wyndham Hotels & Resorts' core values highlight the Company's commitment to uphold fundamental human rights and operate its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact.

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.

Engaging with Industry Leaders

Wyndham Hotels & Resorts maintains longstanding and impactful partnerships with charitable organizations leading the charge in the fight against human trafficking. We continue to partner with the American Hotel & Lodging Association (AHLA) to support the 5-Star Promise, a voluntary commitment to enhance policies, trainings and resources for hotel employees and guests. In addition, the Company participates in the AHLA Foundation's No Room for Trafficking Council.

Some of our other Signature Charities in this space 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 U.S. 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 Sustainable Hospitality Alliance, which provides resources to help support hotels with their social responsibility efforts and mitigate human rights risks.

Wyndham is proud to unite with the industry in support of a shared commitment and common goal to eradicate human trafficking.

Training Wyndham Team Members

As part of Wyndham's ongoing Business Continuity Plan Emergency Preparedness Guide and Training, the Company includes 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. The Company's team members are required to complete annual training related to human trafficking. In addition, franchisees are required, as part of their compliance with brand standards, to have their general managers complete assigned training related to human trafficking awareness and certify that all hotel staff have received training on the same topics; general managers must complete both parts of the requirement a minimum of every two years.

In 2023, Wyndham recorded approximately 64,500 training impressions viewed by corporate and managed team members and independently owned and operated franchisees. These trainings included the following human rights-related topics: Anti-Sexual Harassment, Safety & Security, Human Trafficking Awareness and Diversity & Anti-Discrimination.



GOVERNANCE



Wyndham Grand® Istanbul Levent
Turkey



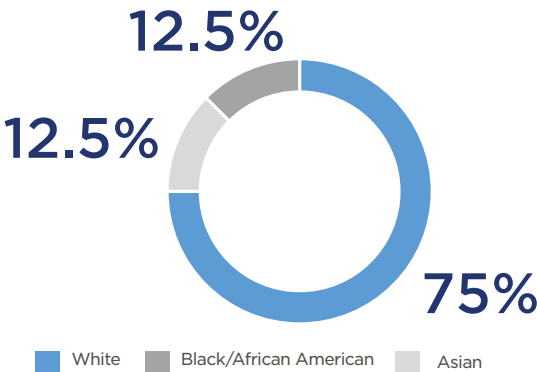
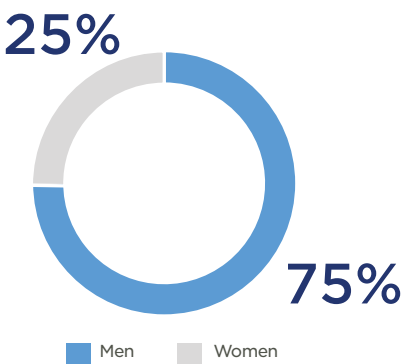
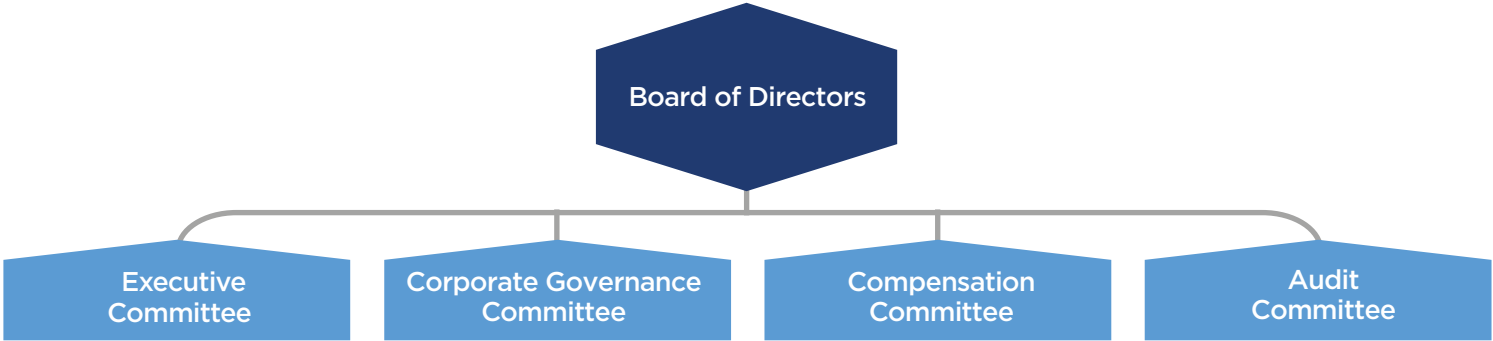
Click to learn more



Governance

Wyndham Hotels & Resorts' Board of Directors has an active role in providing oversight with respect to management of our risks. The Board focuses on the most significant risks facing us and our general risk management strategy and seeks to maintain a level of risk that is appropriate for our Company and aligned with the achievement of our business objectives and strategies.

The Board is comprised of four committees. The Corporate Governance, Compensation and Audit committees each maintain their own committee charters, outlining responsibilities and procedures.



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



Corporate Governance Resources

- [Board of Directors](#)
- [Board Committees](#)
- [Compensation Committee Charter](#)
- [Corporate Governance Committee Charter](#)
- [Audit Committee Charter](#)
- [Corporate Governance Guidelines](#)
- [2024 Proxy Statement](#)

Ethical Business Practices

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

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

Ethical leadership starts with the Board of Directors and is shared by managers, supervisors and team members across the globe. All team members are expected to embrace these shared values and principles and do their part in maintaining the highest ethical standards and behavior.

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 multiple languages (Arabic, Simplified Chinese, English, Canadian French, European French, German, Brazilian Portuguese, LATAM Spanish) and set clear expectations not only for team members, but also for relevant stakeholders and business partners.



Training and Awareness

Wyndham Hotels & Resorts provides training in support of its anti-corruption efforts, as well as ethics and compliance and similar programs, in a variety of formats customized to various stakeholders and business needs. Core compliance training courses 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

Strong ethics are the foundation for Wyndham's culture, with Integrity and Accountability as two of the Company's core values. As part of the Company's commitment to these values, the Integrity Hotline is available 24 hours per day, 7 days per week and 365 days per year, for confidential and anonymous reporting of concerns. Wyndham encourages team members to ask questions or 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 Integrity Hotline is administered by a leading third-party provider, NAVEX Global and includes phone and web-reporting capabilities. The Integrity Hotline is also publicly available and can be accessed by any of Wyndham's stakeholders.

The most critical category reports are reviewed on an ongoing basis with Wyndham's external auditors and are 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 hotline statistics such as overall case volume, topics, or root cause trends.

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 that includes an annual corporate-wide risk assessment to identify potential risks throughout all operations, as well as mitigation measures. Wyndham is committed to conducting business fairly and in compliance with all applicable anti-corruption legislation, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, the PRC Anti-Unfair Competition Law (China) and local laws where the Company operates.

In addition, Wyndham's anti-corruption and anti-bribery policies and procedures have been communicated to all employees. Wyndham's commitment to ethical business practices is reflected in the Anti-Corruption and Anti-Fraud Policy, the Gifts, Travel & Entertainment and Contributions Standard, the Conflict of Interest Standard, the Political Activity Standard and the Fair Competition Policy.

Risk Management

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

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

The Board regularly reviews information regarding risks associated with our finances, credit and liquidity; our business, operations and strategy; legal, regulatory and compliance matters; and reputational exposure. While each committee is responsible for providing oversight with respect to the management of risks, the entire Board is regularly informed about our risks through committee reports and management presentations.

The Audit Committee of the Board provides oversight on our programs for risk assessment and risk management, including with respect to financial accounting and reporting, internal audit services, information technology, cybersecurity and compliance.

The Compensation Committee of the Board provides oversight on our assessment and management of risks relating to our executive compensation.

The Corporate Governance Committee of the Board provides oversight on our management of risks associated with the independence of the Board, potential conflicts of interest and environmental, social and governance matters.

Wyndham's Audit Services team also performs global risk assessments, designed to review the Company's risk exposure, on a semi-annual basis, following a specific risk assessment methodology to more effectively manage and mitigate any risks that the Company may encounter.

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



Privacy & Information Security

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

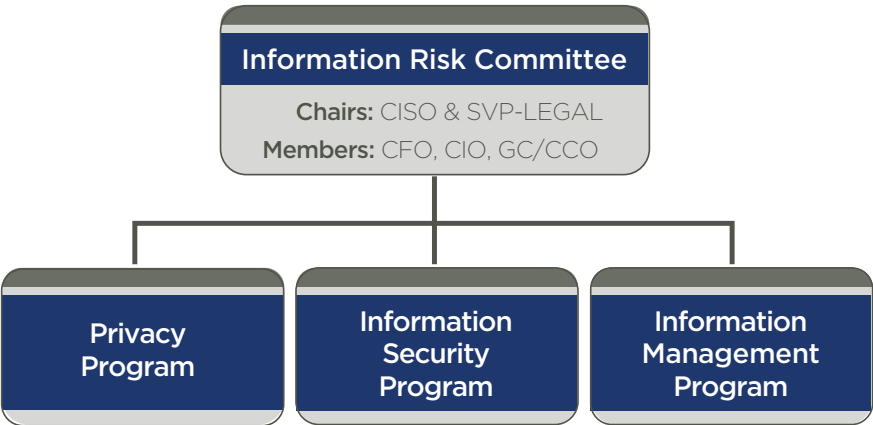
Transparency

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

Governance

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, Chief Information Officer and the General Counsel and Chief Compliance Officer as members. The IRC meets regularly to review operations of the three programs, as well as emerging legal, technical or other risks.



At the Board level, the Audit Committee is tasked with oversight for privacy and security matters, as outlined in the Audit Committee Charter. The Chair of the Audit Committee is responsible for ensuring the implementation and effectiveness of the Company's strategy, which includes reviewing and providing oversight of Wyndham's processes to monitor, assess and manage information technology, cybersecurity and data privacy risks. 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.

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.



Policies and Procedures

Wyndham's privacy and information security teams continuously evaluate the Company's current programs to ensure these policies and procedures support the principles and corresponding global laws and regulations and address the concerns of the Company's stakeholders.

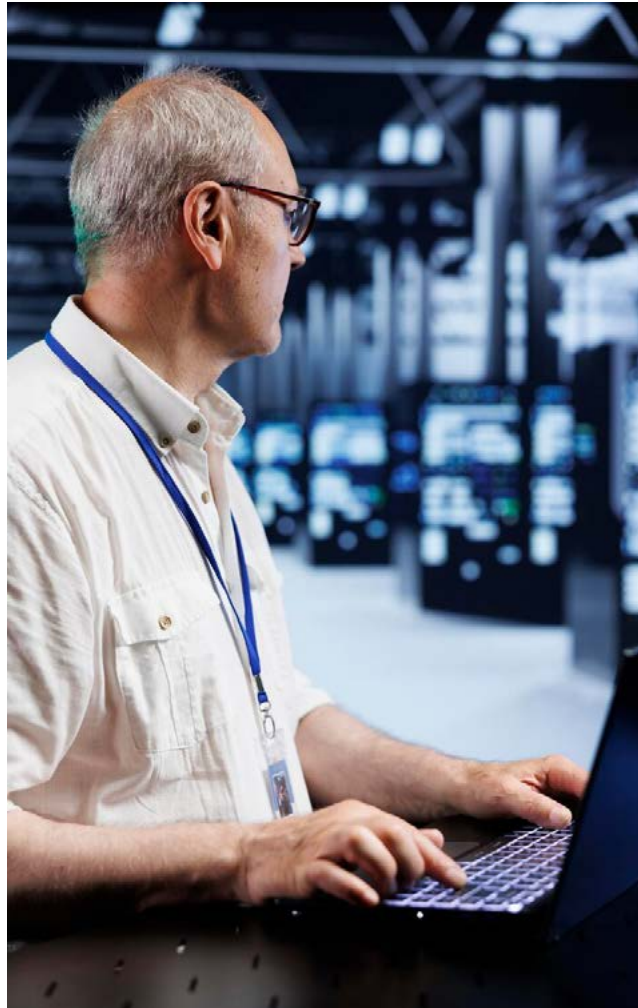
- **Policies:** Wyndham maintains both internal and external policies relating to privacy and information security. Internally, Wyndham's team members have access to the Information Security Standard, which outlines the Company's standards and expectations. The Information Security Standard applies to anyone accessing or using the Company's facilities and information technology resources, including, but not limited to team members, contractors, consultants, temporary team members and vendor staff. Wyndham's Business Principles, which is available to all team members, also outlines the expectations around responsibly managing information, including personal information and respecting privacy and preserving confidentiality.

- **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, for which such vendor risk assessments include information security control assessments and privacy impact assessments, regardless of the sensitivity of personal data potentially involved. The teams conduct similar internal assessments should any process potentially result in a significant change to the Company's data processing practices concerning sensitive data, or have a potentially material impact on individuals' data and respective rights.
- **Privacy By Design:** The privacy and information security teams collaborate with the operations teams to review new initiatives, processes and engagements to ensure privacy and security are considered and incorporated into planning from project inception. These reviews focus not only on respecting rights and appropriately safeguarding personal data processed, but also ensure that concepts such as data minimization (processing the minimal amount of personal data needed to fulfill the project's objective) are applied throughout project life cycles.



- **Data Subject Requests:** The privacy, information security, information technology and program teams collaborate to respond to individuals' data- related requests (such as for access, rectification, deletion, or restrictions on processing). This applies whether requests are submitted by individuals from jurisdictions with certain legal requirements, such as those imposed

by the General Data Protection Regulation (GDPR) in Europe, the Personal Information Protection Law in the People's Republic of China, U.S. State privacy laws, or are submitted in jurisdictions where no such requirements exist.



- **Threat Monitoring:** The information security teams regularly conduct threat intelligence activities, penetration testing and monitoring for emerging risks, as well as proactively share with and learn from other entities in the industry to better enable collective detection and response capabilities against emerging security threats targeting the hospitality sector. The Company also uses external auditors annually to review segments of security practices. For example, this includes conducting simulated hacker attacks.
- **Incident Response:** Wyndham maintains business continuity, contingency plans and incident response procedures 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.
- **Training & Awareness:** All team members are trained on privacy and security risks, with training ranging from principles and risks discussed in the core Business Principles course and certain team member roles receive additional assigned courses, as well as ad hoc specific trainings for certain products, departments and data types, or in response to upcoming legislative or regulatory changes. Wyndham also conducts proactive quarterly phishing awareness training exercises for all computer-based team members.

- **Notifications & Escalation Processes:** Wyndham complies with global notification requirements should the Company experience an applicable information security incident. Additionally, Wyndham uses analytics to help detect potentially unauthorized attempts to access the personal data of guests or team members. The Company may also make discretionary notifications to individuals of such attempts, as appropriate. Wyndham also 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 you 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.








Policy Influence

Public policy issues have the potential to impact the Company’s business, team members and the communities in which it and its franchisees operate. Wyndham believes that in certain cases it may be appropriate and in the Company’s best interest to participate in the political process. Wyndham follows its Political Activity Standard and Political Contribution Standard with respect to its political activity, political contributions and related expenditure. Compliance of political contributions 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.

Global Partners and Policy Influence

Organizations	Public Policy Priorities	Leadership Engagement	Advancing ESG for Industry	Supporting Wyndham’s ESG Strategy
	<ul style="list-style-type: none">Protecting hotels from onerous workplace rulesHighlighting hoteliers’ community engagement and impactRecruiting a larger workforce & promoting career opportunitiesFighting for a level playing fieldLeading on sustainability, diversity & safety	Wyndham’s President and CEO serves on the Executive Committee, the EVP and Chief Operating Officer serves on the Board of Directors and other leaders serve on other committees.	Provides resources to ensure sustainability and social responsibility are integrated throughout the industry within the United States. This includes the 5-Star Promise and No Room for Trafficking Fund, which focus on human trafficking awareness.	AHLA’s Responsible Stay initiative aligns with the Company’s Wyndham Green Program. Both programs focus on key sustainability topics such as energy efficiency, water conservation, waste reduction and responsible sourcing.
	<ul style="list-style-type: none">Human trafficking awareness training and preventionPushing for liability protections from frivolous litigationReturning and retraining the hospitality workforceTax reformTravel & tourism developmentWorkforce relations	Wyndham Hotels & Resorts is an active member participating in AAHOA events and activities.	Developed tools and resources to fight against human trafficking and help hotel companies protect guests, employees and the community.	AAHOA’s focus on human trafficking awareness is aligned with Wyndham’s commitment to uphold fundamental human rights and operate its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact.
	<ul style="list-style-type: none">Enhancing brand protectionsExpanding economic opportunitiesFranchisee fairnessImproving tax policyPromoting health care coverage	Wyndham’s SVP – Legal, responsible for litigation and government relations, serves on the Board of Directors.		IFA’s focus on franchisee fairness supports Wyndham’s OwnerFirst SM approach and includes involving franchisees in our decisions.
	<ul style="list-style-type: none">Human RightsYouth EmploymentClimate ActionWater Stewardship	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 WSHA’s priorities.	Introduced standardized sustainability methodologies and measurements, including the Hotel Carbon Measurement Initiative (HCMI). Pathway to Net Positive Hospitality was developed to create a better and more sustainable future for all.	WSHA’s four areas of action directly align with Wyndham’s full ESG strategy, including the Company’s focus on providing places to stay and work that are socially, ethically and environmentally responsible.
	<ul style="list-style-type: none">Diversity, equity & inclusionGlobal competitivenessMobility & infrastructureReimagining air travel securityState of the workplaceSustainabilityVisitation and facilitation reforms	Wyndham’s General Counsel, Chief Compliance Officer and Corporate Secretary serves on the Board of Directors.	Established the Sustainable Travel Coalition, which focuses on the development and advancement of strategies that will enable a more sustainable future and make meaningful progress in the travel industry.	USTA’s vast priorities intersect many of Wyndham’s own commitments, including the Company’s DEI and sustainability targets.

Through it’s membership dues to the above trade organizations, Wyndham contributed approximately \$84,000 in 2023 towards lobbying expenses in the United States.

APPENDICES



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United Kingdom



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ESG Performance Tables

Company¹

	2021	2022	2023
Revenue (\$ billions)	1.565	1.498	1.397
Total Employees	8,000	2,500	2,300
Total Rooms	810,100	842,500	871,800
% of Franchised Hotels	95%	>99%	>99%

¹ Figures are reported per the 10K.

Environmental²

GHG Emissions	2019	2021	2022	2023
Scope 1 (mtons CO2e)	19,937	21,554	18,672	19,758
Scope 2 (market-based) (mtons CO2e)	88,202	73,921	74,906	90,610
Scope 2 (location-based) (mtons CO2e)	88,417	75,648	76,430	90,818
Combined Scope 1 + 2 (market-based) (mtons CO2e)	108,139	95,475	93,578	110,369
Absolute Emissions % Change from Base Year 2019	-	-12%	-13%	2%
Emissions Intensity (market-based) (mtons CO2e/sqft)	0.00939	0.0105	0.00902	0.0085
Emissions Intensity % Change from Base Year 2019	-	12%	-4%	-11%
Scope 3 Business Travel (mtons CO2e)	N/A	1,185	2,297	2,680

Water Consumption	2019	2021	2022	2023
Water – Municipal (gallons)	712,721,923	462,468,583	542,971,639	677,469,183
Water – Groundwater (gallons)	1,928,013	-	1,751,147	1,751,147
Total Water Consumption (gallons)	714,722,530	462,468,583	544,722,786	679,220,330
Water Intensity (kgal/square foot)	0.0621	0.05088	0.05251	0.05214
Water Intensity % Change from Base Year 2019	-	-18%	-15%	-16%

Energy Consumption	2019	2021	2022	2023
Direct Energy Consumption (kWh)	103,380,548	115,642,752	99,179,371	104,468,301
Indirect Energy Consumption (kWh)	189,465,481	158,520,242	171,917,719	207,038,516
Total Energy Consumption (kWh)	292,846,029	274,162,994	271,097,090	311,506,817
Energy Intensity (kWh/sqft)	25.42	30.17	26.1	23.91
Energy Intensity % Change from Base Year 2019	-	19%	3%	-6%
Renewable Energy Consumption (kWh)	339,362	6,580,745	5,403,777	6,520,377

² During 2022, Wyndham completed the sale of the its two owned hotels and exited the select service management business. Due to this change in the portfolio, Wyndham restated the Company’s environmental data baseline to more accurately reflect progress against the GHG emissions and water targets in alignment with Greenhouse Gas Protocol.

Team Members¹

Gender Diversity	2021	2022	2023
Total # of Employees in Global Workforce	8,043	2,518	2,260
% of Women in Workforce	58%	56%	57%
% of Women in All Management ²	45%	44%	46%
% of Women in Leadership Band	30%	31%	31%
% of Women in Mid-Level Band	51%	54%	55%
% of Women in All Other Bands	60%	60%	61%
% of Women in Revenue Generating Positions	70%	70%	72%
% of Women in STEM Positions ³	55%	51%	55%

Race & Ethnicity Diversity Women ⁴	2021	2022	2023
Total # of Women in U.S. Workforce	4,051	766	653
White	21%	41%	41%
Hispanic or Latino	22%	6%	6%
Black or African American	10%	4%	4%
Asian	3%	4%	4%
Two or more Races	2%	1%	1%
American Indian or Alaska Native	1%	<1%	<1%
Native Hawaiian or Other Pacific Island	<1%	<1%	<1%

Turnover	2021	2022	2023
Total Employees: Voluntary Turnover	24%	29%	8%
Number of New Hires	5,948	2,145	556

¹Please 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.

²Management defined as M, SM, VP, SVP, EVP & EC bands.

³STEM positions consist of all roles in the Information Technology or Finance departments.

⁴Race & Ethnicity data gathered for U.S. Team Members only.

Race & Ethnicity Diversity All Employees ³	2021	2022	2023	2023 Female	2023 Male
Total # of Employees in U.S. Workforce	6,966	1,388	1,153	57%	43%
White	38%	71%	72%	41%	31%
Hispanic or Latino	37%	10%	10%	6%	3%
Black or African American	16%	7%	5%	4%	2%
Asian	5%	9%	10%	4%	6%
Two or more races	3%	2%	2%	1%	1%
American Indian or Alaska Native	1%	<1%	<1%	<1%	<1%
Native Hawaiian or Other Pacific Island	1%	<1%	<1%	<1%	0

Race & Ethnicity Diversity Management ^{2 3}	2021	2022	2023	2023 Female	2023 Male
Total # of Management in U.S. Workforce	721	465	468	47%	53%
White	67%	76%	80%	38%	42%
Hispanic or Latino	16%	9%	5%	3%	2%
Black or African American	6%	4%	4%	2%	1%
Asian	7%	9%	8%	3%	5%
Two or more races	2%	2%	2%	1%	2%
American Indian or Alaska Native	<1%	<1%	<1%	0	<1%
Native Hawaiian or Other Pacific Island	<1%	<1%	0	0	0

Age Diversity	2021	2022	2023	2023 Female	2023 Male
Total # of Employees in Global Workforce	8,043	2,518	2,260	57%	43%
Silent	<1%	<1%	0	0	0
Baby Boomers	19%	13%	12%	7%	5%
Gen X	28%	30%	30%	16%	14%
Millennials	44%	51%	53%	31%	22%
Gen Z	9%	6%	5%	3%	2%

GRI Content Index

Wyndham Hotels & Resorts has reported the information cited in this GRI content index for the period January 1-December 31, 2023, with reference to the GRI Standards.

GRI 2: General Disclosures 2021

Disclosures	Description	Location and/or Response
The Organization and its Reporting Practices		
2-1	Organizational details	2023 10K (Business, pages 2-12) Wyndham Hotels & Resorts Investor Presentation - February 2024
2-2	Entities included in the organization's sustainability reporting	About this Report (page 2) Wyndham's 2024 ESG Report includes information on the Company's owned and managed operations, unless otherwise stated.
2-3	Reporting period, frequency and contact point	The reporting period for this Report is calendar year 2023; and Wyndham reports on the Company's ESG performance annually. socialresponsibility@wyndham.com
2-4	Restatements of information	Environmental Performance (Energy & Greenhouse Gas Emissions, page 21) Environmental Performance (Water, page 23) Environmental Data Assurance Statement (page 66)
2-5	External assurance	Environmental Data Assurance Statement (page 66)
Activities and Workers		
2-6	Activities, value chain and other business relationships	About Wyndham Hotels & Resorts (page 5) Responsible Sourcing & Supply Chain Responsibility (page 27) 2023 10K (Business, pages 2-12) Wyndham Hotels & Resorts Investor Presentation - February 2024 Wyndham manages a vast supplier network that provides good and services to managed and franchised hotels around the globe. Primary sourcing categories include operating supplies, furniture, fixtures and equipment, food and beverage, technology, banking and other ancillary services. In 2023, we had 152 contracted suppliers, representing over \$397 million in corporate and managed spend.
2-7	Employees	Integrating Diversity, Equity, & Inclusion (pages 31-32) Performance Tables (page 57) 2023 10K (Human Capital, page 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	Governance (page 48) Corporate Governance webpage 2024 Proxy Statement (pages 18-23)

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 24-26))
2-11	Chair of the highest governance body	2024 Proxy Statement (pages 22-23)
2-12	Role of the highest governance body in overseeing the management of impacts	Oversight and Management (page 8) Governance (page 48) 2024 Proxy Statement (pages 19-22)
2-13	Delegation of responsibility for managing impacts	Oversight and Management (page 8) Governance (page 48) 2024 Proxy Statement (pages 23, 48, and 50)
2-14	Role of the highest governance body in sustainability reporting	Oversight and Management (page 8) Governance (page 48) 2024 Proxy Statement (pages 21-22 and 50)
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 24)
2-17	Collective knowledge of highest governance body	2024 Proxy Statement (pages 33-34)
2-18	Evaluation for the performance of the highest governance body	Corporate Governance Guidelines (page 6) 2024 Proxy Statement (page 53)
2-19	Remuneration policies	2024 Proxy Statement (pages 52-61)
2-20	Process to determine remuneration	2024 Proxy Statement (pages 52-61)
2-21	Annual total compensation ratio	2024 Proxy Statement (page 76)

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	Human Rights (pages 45-46) Ethical Business Practices (page 49) Business Principles Human Rights Policy Statement Modern Slavery Statement Supplier Code of Conduct												
2-24	Embedding policy commitments	Ethical Business Practices (page 49) Business Principles												
2-25	Processes to remediate negative impacts	Ethical Business Practices (page 49) Business Principles												
2-26	Mechanisms for seeking advice and raising concerns	<div>Ethical Business Practices (page 49)</div> <table><tr><th>Integrity Hotline Case 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>49%</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>1%</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>49%</td></tr><tr><td>Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information</td><td>1%</td></tr></table> <div>Business Principles (page 28) Supplier Code of Conduct</div>	Integrity Hotline Case 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	49%	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	1%	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	49%	Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	1%
Integrity Hotline Case 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	49%													
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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	49%													
Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	1%													
2-27	Compliance with laws and regulations	We are involved in various claims, legal and regulatory proceedings and governmental inquiries arising in the ordinary course of business, none of which, in the opinion of management, is expected to have a material adverse effect on our financial condition. This includes not paying any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years												
2-28	Membership associations	Policy Influence (page 54)												

Disclosures	Description	Location and/or Response
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement (page 9) Franchisee Engagement (page 10)
2-30	Collective bargaining agreements	2023 10K (Human Capital, page 8)

Material Topics 2021

Disclosures		Description	Location and/or Response
	3-1	Process to determine material topics	ESG Materiality (page 11)
	3-2	List of material topics	ESG Materiality (page 11)

Material Topics: Economic

Disclosures		Description	Location and/or Response
Economic Performance			
GRI 3 (2021)	3-1	Management of material topics	2023 10K Wyndham Hotels & Resorts Investor Presentation - February 2024 UK Tax Strategy
GRI 201 (2016)	201-1	Direct economic value generated and distributed	2023 10K (Selected Financial Data, pages 28-38)
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Report (pages 63-65) 2023 CDP Climate Change response
Indirect Economic Performance			
GRI 3 (2021)	3-3	Management of material topics	Wyndham's ESG Approach (pages 7-13) Community & Philanthropy (pages 42-43) 2023 10K (Business, pages 2-12)
GRI 203 (2016)	203-1	Infrastructure investments and services supported	Community & Philanthropy (pages 42-43)
Anti-Corruption			
GRI 3 (2021)	3-3	Management of material topics	Ethical Business Practices (page 49) 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 Business Practices (page 49)

Material Topics: Environmental

Disclosures		Description	Location and/or Response
Energy			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (pages 15-18) Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22) Environmental Sustainability Policy 2023 CDP Climate Change response
GRI 302 (2016)	302-1	Energy consumption within the organization	Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
	302-3	Energy intensity	Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
Water & Effluents			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (pages 16-18) Environmental Performance (Water, pages 23-24) Environmental Sustainability Policy 2023 CDP Climate Change response
GRI 303 (2018)	303-1	Interactions with water as a shared resource	Environmental Management (pages 16-18) Environmental Performance (Water, pages 23-24) 2023 CDP Water Security response
	303-3	Water withdrawal	Environmental Performance (Water, pages 23-24) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
Biodiversity			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (pages 16-18) Assessing Risks & Managing Impacts (page 19) Environmental Sustainability Policy
GRI 304 (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Assessing Risks & Managing Impacts (page 19)
Emissions			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (pages 16-18) Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22) Environmental Sustainability Policy 2023 CDP Climate Change response

Disclosures		Description	Location and/or Response
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	Environmental Performance (Energy & Greenhouse Gas Emissions, page 21) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance (Energy & Greenhouse Gas Emissions, page 21) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
	305-3	Other indirect (Scope 3) GHG emissions	Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
	305-4	GHG emissions intensity	Environmental Performance (Energy & Greenhouse Gas Emissions, page 21) Performance Tables (page 56) Environmental Data Assurance Statement (page 66)
Waste			
GRI 305 (2016)	3-3	Management of material topics	Environmental Management (pages 16-18) Environmental Performance (Waste, pages 25-26) Environmental Sustainability Policy
GRI 308 (2016)	306-2	Management of significant waste-related impacts	Environmental Performance (Waste, pages 25-26)
	306-4	Waste diverted from disposal	Environmental Performance (Waste, pages 25-26)
Supplier Environmental Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing & Supply Chain Responsibility (pages 27-29) Supplier Code of Conduct
GRI 308 (2016)	308-2	New suppliers that were screened using environmental criteria	Responsible Sourcing & Supply Chain Responsibility (pages 27-29)

Material Topics: Social

Disclosures		Description	Location and/or Response
Employment			
GRI 3 (2021)	3-3	Management of material topics	Diversity, Equity & Inclusion (pages 31-35) Training & Engagement (pages 37-39) Health & Wellbeing (pages 40-41) Wyndham Careers
	401-1	New employee hires and employee turnover	ESG Performance Tables (page 57)
GRI 401 (2016)	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health & Wellbeing (pages 40-41)
	401-3	Parental leave	Health & Wellbeing (page 40)

Disclosures		Description	Location and/or Response
Occupational Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Health & Wellbeing (pages 40-41) Human Rights (page 45-46) Business Principles (page 10)
GRI 302 (2016)	403-1	Occupational health and safety management system	Health & Wellbeing (pages 40-41)
	403-6	Promotion of worker health	Health & Wellbeing (pages 40-41) Human Rights (page 45-46)
	403-8	Workers covered by an occupational health and safety management system	Health & Wellbeing (pages 40-41) Wyndham’s Occupational Health and Safety Management System is implemented across our business and covers all managed team members.
	403-9	Work-related injuries	In 2023, there were zero employee fatalities as a result of work-related injury and no known contractor work-related fatalities.
Training and Education			
GRI 3 (2021)	3-3	Management of material topics	Training & Engagement (pages 37-39)
GRI 404 (2016)	404-1	Average hours of training per year per employee	Training & Engagement (page 37)
	404-2	Programs for upgrading employee skills and transition assistance programs	Training & Engagement (pages 37-39)
Diversity and Equal Opportunity			
GRI 3 (2021)	3-3	Management of material topics	Diversity, Equity & Inclusion (pages 31-35)
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion (page 32) Board of Directors (page 48) Performance Tables (page 57)
Child Labor			
GRI 3 (2021)	3-3	Management of material topics	Human Rights (page 45-46) Human Rights Policy Statement Modern Slavery Statement Supplier Code of Conduct
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights (page 45-46) Modern Slavery Statement Supplier Code of Conduct

Disclosures		Description	Location and/or Response
Forced or Compulsory Labor			
GRI 3 (2021)	3-3	Management of material topics	Human Rights (page 45-46) Human Rights Policy Statement Modern Slavery Statement Supplier Code of Conduct
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Sourcing & Supply Chain Responsibility (pages 27-28) Human Rights (pages 45-46) Modern Slavery Statement Supplier Code of Conduct
Supplier Social Assessment			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing & Supply Chain Responsibility (pages 27-29) Supplier Code of Conduct
GRI 414 (2016)	414-1	New suppliers that were screened using labor practices criteria	Responsible Sourcing & Supply Chain Responsibility (pages 27-29)
Public Policy			
GRI 3 (2021)	3-3	Management of material topics	Policy Influence (page 54) Political Contribution Statement Business Principles (page 24)
GRI 415 (2016)	415-1	Political contributions	Policy Influence (page 54)
Customer Health & Safety			
GRI 3 (2021)	3-3	Management of material topics	Health & Wellbeing (page 40)
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 Wyndham’s managed hotels.
Customer Privacy			
GRI 3 (2021)	3-3	Management of material topics	Privacy & Information Security (pages 51-53) Supplier Code of Conduct Business Principles (pages 11-14) 2023 10K (Cybersecurity, pages 23-24)
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. For additional information, please visit www.sasb.org.

Sustainability Disclosure Topics & Accounting Metrics

Topic	Metric Description	Codes	Location and/or Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SV-HL-130a.1	In 2023, total energy consumption was 314,996 MWh. 55% of energy consumption was from grid electricity and 2.1% of energy consumption was from renewable sources. Environmental Performance (Energy & Greenhouse Gas Emissions, page 21) Performance Tables (page 56)
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 2023, 39% of total water withdrawn was from owned or managed facilities in regions with high or extremely high baseline water stress. Environmental Performance (Water, page 23) Performance Tables (page 56)
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	Assessing Risks & Managing Impacts (page 19)
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	Environmental Management (pages 15-18) Assessing Risks & Managing Impacts (page 19) Environmental Sustainability Policy
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	SV-HL-310a.1	Performance Tables (page 57)
	(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	Diversity, Equity & Inclusion (pages 31-35) Human Rights (pages 45-46) Human Rights Policy Statement Modern Slavery Statement
Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	SV-HL-450a.1	Environmental Management (pages 15-18)

Activity Metrics

Metric Description	Codes	Location and/or Response
Number of available room-nights	SV-HL-000.A	As of year-end 2023, there were 307,456,361 available room nights at franchised and managed lodging facilities.
Average occupancy rate	SV-HL-000.B	In 2023, the average occupancy rate was 50% at managed and franchised lodging facilities.
Total area of lodging facilities	SV-HL-000.C	As of year-end 2023, the total area of managed lodging facilities and leased corporate offices was 13,027,103 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 2023, there were 9,178 facilities in our brand portfolio. Less than 1% of these facilities were managed and more than 99% were franchised. 2023 10K (Business, pages 2-12)

TCFD Report

Wyndham’s approach to climate risk and opportunity management considers the priorities of the Company and stakeholders, including franchisees, team members, guests, suppliers, global partners, community and shareholders. Wyndham manages climate-related risks by integrating programs and processes throughout the business, including managing, monitoring and setting goals.

Section 1: Governance

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

Board’s Oversight Of Climate-Related Risks And Opportunities	Management’s Role In Assessing And Managing Climate-Related Risks And Opportunities
<p>The Board of Directors, through the Corporate Governance Committee (CGC), is responsible for overseeing Wyndham’s Social Responsibility program, including the strategy and direction of the Company’s sustainability, climate change and energy programs.</p> <p>Additional oversight on climate-related issues and our Company’s Social Responsibility program is provided by Wyndham’s Chief Executive Officer, who also serves on our Board of Directors. The entire Board of Directors also maintains an active role in providing oversight with respect to management of risks, which include those associated with climate change.</p>	<p>To support Wyndham’s Social Responsibility program, the ESG Steering Committee provides oversight and direction of new ESG strategy, including projects, regulations and financial requirements. This also includes oversight of climate-related risks and opportunities.</p>
<p>Additional Information</p> <ul style="list-style-type: none">• Oversight & Management (page 8)• Governance (page 48)• CDP Climate Change response (pages 2-5, questions C1.1-C1.3)	

Section 2: Strategy

Wyndham uses both qualitative and quantitative measures to identify risks or opportunities that may have a substantial strategic impact to the Company. Climate-related risks with potential impacts are identified over short- (1-2 years), medium- (3-6 years) and long-term (7-10 years) horizons. Wyndham considers all markets where the Company’s branded hotel properties are located. Wyndham also considers global environmental and socioeconomic trends, in addition to revenue and costs in key markets, including those in the United States.

Risks	
Risk 1: Increased stakeholder concern or negative stakeholder feedback	Risk 2: Increased severity of extreme weather events such as cyclones and floods
Time Horizon: Medium-Term	Time Horizon: Medium-Term
Many factors can influence Wyndham’s reputation and the value of the Company’s brands, including the perception held by guests, franchisees, other key stakeholders and the communities where we do business. Wyndham’s stakeholders are interested in the Company’s approach to managing climate-related risks and opportunities (including, but not limited to, targets, measurements of Scope 3 franchisee emissions and expanded participation in the Wyndham Green Certification program).	As the world’s largest hotel franchising company by number of hotels, the business has a unique risk, as franchisees must be able to manage the risks associated with extreme weather events at Wyndham’s branded hotels. If Wyndham’s franchisees are exposed to extreme weather events, this can lead to decreased revenue and high costs due to negative impacts on workforce, damage to hotels and supply chain disruptions.
Risk 3: Sea Level Rise	
Time Horizon: Long-Term	
Sea level rise may impact Wyndham’s franchised hotels located in coastal areas, including causing decreased revenue and/or hotel damage that could impact the revenue and cash flow generated from these assets. For example, certain franchisees’ hotels are located in coastal areas that could be threatened should sea levels dramatically rise. As a result, we may experience decreased revenue and/or hotel damage that could impact the revenue and cash flow generated from these assets. Any such decline in or disruptions to the travel or hotel industries may adversely affect franchised hotels, the operations of current and potential franchisees, developers and hotel owners with which we have hotel management contracts.	

Opportunities
Opportunity 1: Shift in consumer preferences
Time Horizon: Medium-Term
Hotel guests are increasingly interested in practices that promote sustainable tourism across each touchpoint during their experience within Wyndham-branded hotels in the system. Industry research has also indicated a correlation between sustainability and customer satisfaction within the hotel industry, which can create an opportunity for the Company. To realize opportunities, such as shifts in consumer preferences, Wyndham’s franchise hotels aim to implement sustainability-related practices to differentiate hotels. To do this, franchises evaluate ESG-related opportunities that best support ESG-related values.
<div>Additional Information</div> <div><ul style="list-style-type: none">Wyndham’s ESG Approach (pages 7-11)Environmental Management (pages 15-20)Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22)CDP Climate Change response (pages 5-11, questions C2.1-C2.4)</div>

Impact On The Organization’s Businesses, Strategy and Financial Planning
<p>Potential risks associated with products and services (most notably our occupied room nights at all Wyndham hotels in our system) include extreme weather events and shifts in consumer preferences. Upstream potential risks associated with our supply chain and with operations can include changes in the cost of energy, fuel and commodities. These risks have been integrated into our business strategy and planning process through our (1) commitment to achieving emissions reductions to support a low-carbon, science-based pathway; (2) Wyndham Green Program; (3) efforts to encourage renewable energy and energy efficiency investments at Wyndham hotels; and (4) execution of our Business Continuity programs and associated emergency response plans.</p> <p>The most significant risk identified as having a potential impact on our revenues is related to reputation as guests and franchisees are increasingly interested in climate change and broader sustainability issues. The management of these risks also presents the potential opportunity to increase revenue through competitive differentiation. The most significant risks identified as having a potential impact to our capital expenditures are (1) the need to mitigate risks associated with increases in the cost of energy, fuel and commodities and (2) the need to reduce our operational footprint from a reputational perspective and achieve progress to support the transition to a low carbon economy. Potential opportunities associated with managing this risk include increasing energy efficiency in buildings and participating in renewable energy program.</p>
Impact Of Different Scenarios, Including a 2°C Scenario
<p>The evaluation of different climate scenarios has influenced our business objectives and strategy in that we align our emissions reduction strategies and investments in energy efficiency and renewable energy use to support our multi-decade journey to reduce our greenhouse gas emissions in alignment with what is required to limit the rise in global temperatures, in alignment with Intergovernmental Panel on Climate Change (IPCC) recommendations. For example, Wyndham has set a complementary target to source 100% renewable energy at our North American corporate offices. We have also prioritized increasing building energy efficiency across Wyndham’s portfolio of managed and franchised hotels due to (1) cost savings and risk mitigation opportunities, (2) importance to our stakeholders and (3) alignment with our company’s vision and strategic goals. Our Wyndham Green Certification program, in particular, is designed to reduce cost through efficiency, increase recognition and help drive revenue from environmentally conscious business and leisure travelers.</p> <p>In 2023, Wyndham enhanced its climate scenario analysis, by evaluating 1.5-, 2- and 4-degree scenarios. This assessment was then overlayed with additional climate research and metrics. The results of this analysis will support the future direction of the Company’s climate strategy, including next-generation targets.</p>
<div>Additional Information</div> <div><ul style="list-style-type: none">Wyndham’s ESG Approach (pages 7-11)Environmental Management (pages 15-20)Environmental Performance (Energy & Greenhouse Gas Emissions, pages 21-22)CDP Climate Change response (pages 11-14, questions C3.1-3.5)</div>

Section 3: Risk Management

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

<p>Process For Identifying And Assessing Climate-Related Risks</p> <p>Enterprise risks, including those related to sustainability, climate and energy, are identified and assessed on an ongoing basis. The results of these assessments are presented to the Board of Directors’ Audit Committee.</p> <p>During this process, we consider all markets where we own, manage or franchise hotels. We also consider global environmental and socioeconomic trends, which may impact the value of our assets in addition to revenue and costs in our key markets, including those in the United States.</p>	<p>Processes For Managing Climate-Related Risks</p> <p>Wyndham Green: The Wyndham Green Program integrates sustainability across our portfolio of hotels and allows the company to track, measure and report on environmental performance globally.</p> <p>Low-Carbon Strategy: Wyndham’s ESG strategy is based on a low-carbon, science-based target pathway. We consider the nexus between climate and water and conduct local, context-based water risk assessments at our managed hotels globally. Additionally, we engage with our industry partners to advance climate change mitigation and adaptation strategies within travel and tourism. We are also committed to increasing our spending with responsible suppliers, including those that aim to reduce energy consumption and GHG emissions.</p> <p>Emergency Preparedness: Our Corporate Security & Business Continuity teams work with all of our leased and managed assets that are deemed to be business critical and develop risk profiles. All managed hotels are also provided with an emergency preparedness guide to prepare for and manage emergencies, which includes a responsible managerial plan detailing the protection of life at each hotel. Wyndham also has a dedicated 24/7 toll free number for hotel managers to report critical incidents and immediately receive guidance and support.</p>
<p>Integration Into Overall Risk Management</p> <p>Wyndham’s process for identifying, assessing and responding to climate-related risks and opportunities is fully integrated into multi-disciplinary company-wide risk management process. Our Board of Directors is also actively engaged, as a whole and at the committee level, in providing oversight of our Company’s management of our most significant risks.</p>	
<p>Additional Information</p> <ul style="list-style-type: none">• Wyndham’s ESG Approach (pages 7-11)• Environmental Management (pages 15-20)• Environmental Performance (Energy & Greenhouse Gas Emissions, page 21)• CDP Climate Change response pages 5-14, questions C2.1-3.5)	

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.

SCOPE 1, 2 and 3 GHG Emissions	Targets Used and Performance Against Targets		
<p>In addition to measuring and reporting on Wyndham's Scope 1, 2 and, 3 greenhouse gas (GHG) emissions, the company also measures and reports on energy consumption and intensity metrics (including renewable energy).The Company also tracks the percent of hotels that are Wyndham Green certified.</p> <p>In 2024, Wyndham began to calculate and report on GHG emissions related to franchised hotels. For additional information on this data, please refer to the Environmental Performance section of this Report.</p>	Targets		2023 Progress
	15% absolute emissions reduction in Scope 1 and 2 emissions from 2019 baseline	➡	2% increase due to organic growth, but emissions intensity decreased by 10% since 2019
	100% renewable energy at corporate headquarters and North American offices	➡	71% renewable energy sourced
	100% of managed hotels are Wyndham Green Certified	➡	95% of managed hotels are Wyndham Green Certified
<p>Additional Information</p> <ul style="list-style-type: none">• Wyndham's 2025 Goals (page 13)• Environmental Management (pages 15-20)• Environmental Performance (Energy & Greenhouse Gas Emissions, page 21)• CDP Climate Change response (pages 14-45, questions C.4 - C.9)			

Assurance Statement



LRQA Independent Assurance Statement

Relating to Wyndham Hotels & Resorts Greenhouse Gas Emissions Inventory and Environmental Data for the Calendar Year 2023 & Base Year 2019

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

Terms of Engagement

LRQA was commissioned by WHR Operations, LLC to provide independent assurance of Wyndham Hotels & Resorts' (WHR) greenhouse gas (GHG) emissions inventory and environmental data ("the Report") for the calendar year 2023 (CY 2023) and base year 2019 (BY 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 greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

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

- Verifying conformance with:
 - WHRs 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 GHG Protocol) for the GHG data¹.
- Reviewing whether the inventory 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 from Category 6 Business Travel;
 - 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, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of WHR.

LRQA's Opinion

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

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

¹ <http://www.ghgprotocol.org/>



The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Table 1. Summary of WHR's Key Data for CY 2023 & BY 2019:

Parameter	2019 Base Year ²	2023	Units
Scope 1 GHG emissions	19,937	19,758	Metric Tons CO ₂ e
Scope 2 GHG emissions (Location-based) ³	88,417	90,818	Metric Tons CO ₂ e
Scope 2 GHG emissions (Market-based) ³	88,202	90,610	Metric Tons CO ₂ e
Scope 3 GHG emissions – Business Travel ^{1,4}	-	2,680	Metric Tons CO ₂ e
Carbon Emissions intensity (Location-based)	0.0094	0.0085	Metric Tons CO ₂ e/SqFt
Carbon Emissions intensity (Market-based)	0.0094	0.0085	Metric Tons CO ₂ e/SqFt
Energy Consumption	292,846,029	311,506,817	kWh
Energy Intensity	25.42	23.91	kWh/SqFt
Water Usage	714,722,530	679,220,329	Gallons
Water Usage Intensity	0.0621	0.0521	Kgal/SqFt

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

² 2019 base year (BY) emissions were restated due to material structural changes occurring in 2022 and 2023; last year, BY 2019 was restated using the pro-rata method

³ Emissions include 314 MT CO₂e offset by Avis Budget Group on behalf of WHR

⁴ Scope 3 Business Travel emissions were first reported in CY20 = 1,512 MT CO₂e

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 and records at an aggregated level for the calendar year 2023;
- reviewing estimation methodologies and recalculating emissions; and
- confirming WHR's conformance to their Base Year Recalculation Policy and verifying WHR's restated base year emissions.

The inventory includes a deduction from WHR's emissions of 314 tonnes CO₂e relating to business travel offsets. We have verified that these offsets were acquired and that their inclusion in the inventory is reasonable. We have not performed any assurance procedures regarding the providers of these offsets and express no opinion on whether they have, or will, result in a reduction of CO₂e.

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.



LRQA's Standards, Competence, and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

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

Signed

Dated: 14 May 2024

Kate Pagan

Kate Pagan
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