

# WYNDHAM


HOTELS & RESORTS

# 2023

## ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT



Wyndham® Deerfield Beach Resort  
Deerfield Beach, FL

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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 2022 Assurance Statement. This Report covers the performance of Wyndham Hotels & Resorts, Inc. from January 1 - December 31, 2022, and includes the Company's owned, managed, and leased operations, unless otherwise stated. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.



**Wyndham® Hotel Melbourne**  
Melbourne, Australia

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# Forward Looking Statements

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 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, general economic conditions, including inflation, higher interest rates and potential recessionary pressures; the worsening of the effects from the COVID-19 pandemic ("COVID-19"); its scope, duration, resurgence and 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 restrictions on travel; the Company's continued performance during the recovery from COVID-19 and any resurgence or mutations of the virus; concerns with or threats of other pandemics, contagious diseases or health epidemics, including the effects of COVID-19; 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 conflict between Russia and Ukraine; 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.



**Super 8® by Wyndham San Bruno/ San Francisco (SFO) Airport**  
San Bruno, California



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# Message from our President and CEO

This June marks a major milestone – five years of Wyndham Hotels & Resorts making hotel travel possible for all. As we look ahead, our commitment to our values, which include Integrity, Accountability, Inclusivity, Caring and Fun, will continue to inspire our team members and owners to make the world a more diverse, inclusive, and sustainable place for future generations.

As the world's largest hotel franchising company with over 9,000 hotels spanning more than 95 countries, Wyndham has the unique opportunity to make a meaningful impact on the world. When we think about doing good, we think about what we can do for the communities in which we live and operate.

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. For the second consecutive year, Forbes named Wyndham to its list of [America's Best Large Employers](#) and Newsweek recognized the Company on its list of [America's Greatest Workplaces for 2023 for Diversity](#), highlighting our award-winning corporate culture. We also had the pleasure of earning a spot on [DiversityInc's Top 50 Companies for Diversity](#) in 2023.

For the first time ever, Dow Jones Sustainability World Index recognized Wyndham for its sustainability and social practices and performance. Additionally, the Company was named [one of the world's most ethical companies by Ethisphere](#) for the third time, demonstrating best in class ethics, compliance, and governance practices.

While recognition validates that the work we are doing is making a difference, it also inspires us to accomplish more as we continue our journey.

Beyond awards, it's what we do to make a difference in our own industry. In the last year, Wyndham unveiled first-of-its-kind programs [Women Own the Room](#) and [BOLD By Wyndham](#) to advance and empower women and Black entrepreneurs, developers, and owners on their path to hotel ownership. To date, we've awarded more than 50 hotel development agreements in support of aspiring hoteliers who historically have not had the support system or resources in place to succeed in hospitality. And in one short year, we've seen nearly a dozen of these hotels open. We can and will do more on this front.

As a hospitality company, serving the community is in our DNA, and we're guided by our "Count on Me®" service culture. In 2022, Wyndham contributed over \$1 million in cash donations as well as in-kind donations of more than 31 million Wyndham Rewards points supporting myriad charitable efforts around the world. This includes global efforts such as responding to the humanitarian crisis in Ukraine through our partnership with Save the Children and supporting the efforts of the Red Crescent in Turkey and Syria following the recent earthquakes. In our local communities, Wyndham team members volunteered more than 1,500 hours through our signature WISH days, allowing team members time off to give back to organizations near and dear to them.

At Wyndham, we believe in the power of travel and the power of connection, and it's our responsibility to make a positive impact on the communities where we exist. We look forward to sharing this philosophy with travelers across the globe as we continue our journey in the years ahead.

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



# About Wyndham Hotels & Resorts

Wyndham Hotels & Resorts, Inc. (“Wyndham”) is an asset-light organization and is the world’s largest hotel franchising company with over 9,000 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. Wyndham franchisees operate their hotels in accordance with Company 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 program. It has won more than 100 awards and accolades in recent years. As of year-end 2022, the Wyndham Rewards® program had approximately 99 million enrolled members.

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



**24**  
iconic brands

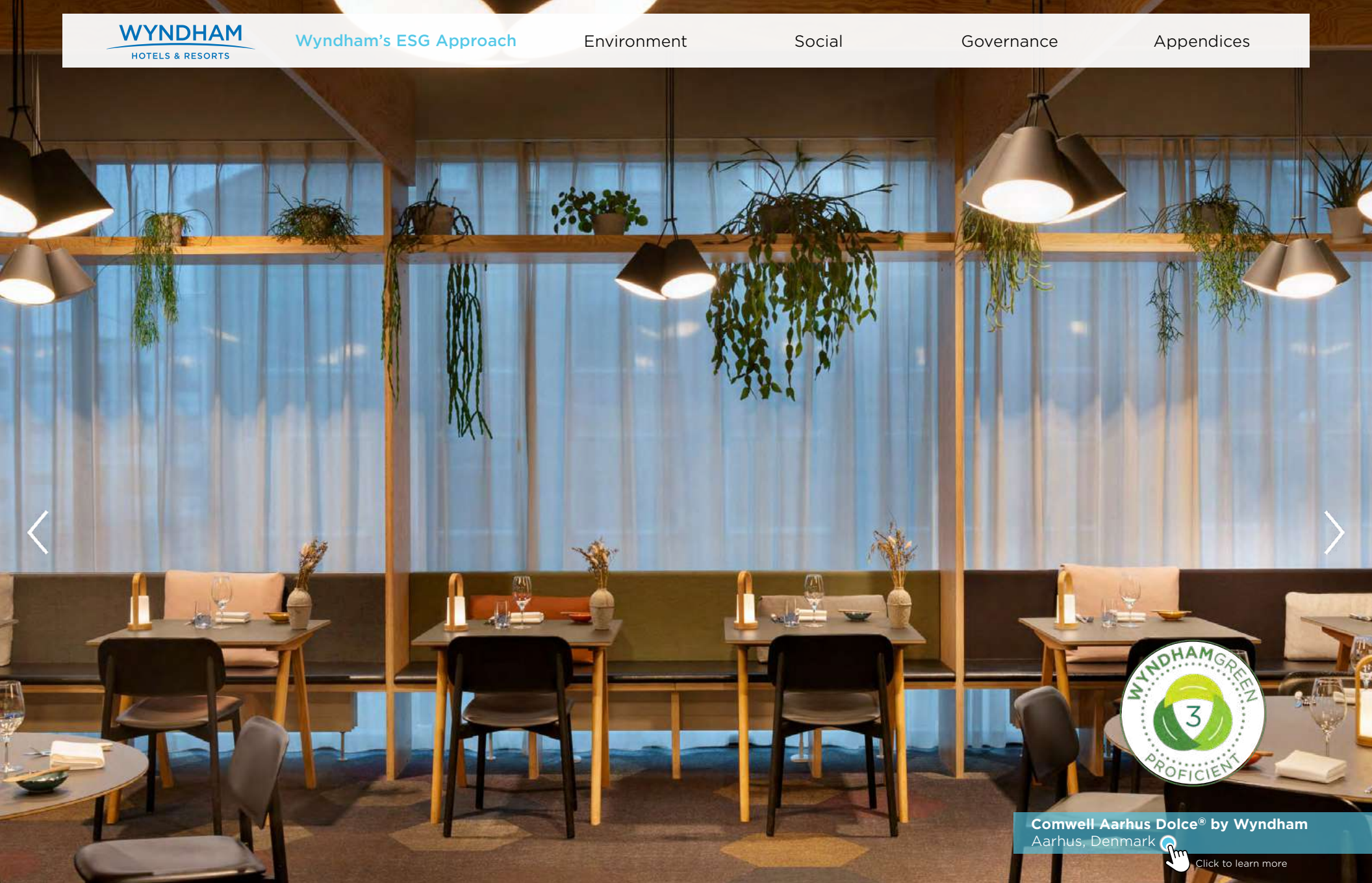
Over  
**9,000**  
hotels

Across  
**95+**  
countries


**WYNDHAM REWARDS®**  
More than  
**100M<sup>1</sup>**  
enrolled members

  
[Click to learn more](#)

<sup>1</sup>As of the release of this report



Comwell Aarhus Dolce® by Wyndham  
Aarhus, Denmark

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# Wyndham's ESG Approach

# ESG Strategy & Governance

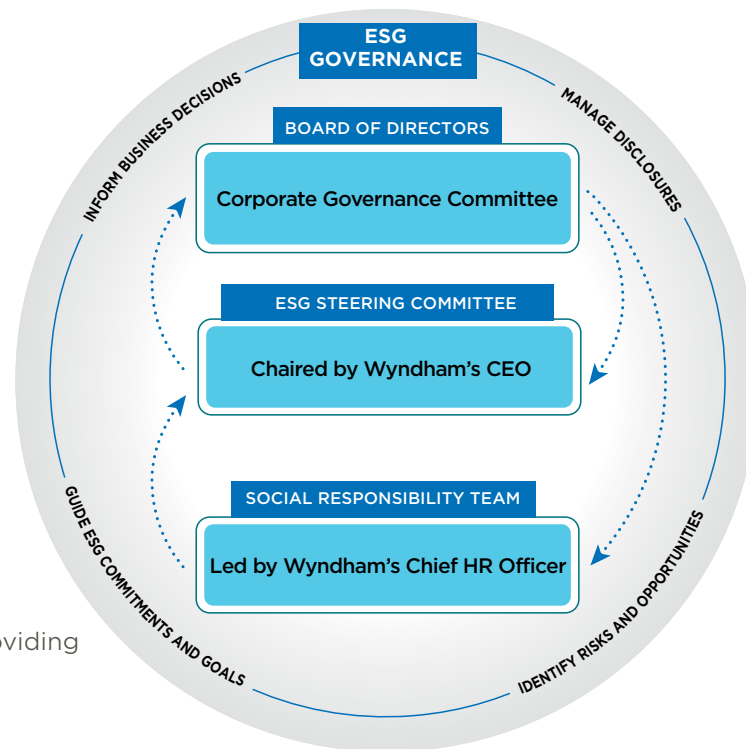
Wyndham Hotels & Resorts' ESG strategy focuses on four key themes that serve as the centerpiece of a larger strategic approach. Every day, Wyndham's franchisees work to provide new experiences for travelers in a way that positively impacts the world around us. In order to advance the Company's values-driven culture, Wyndham is committed to operating the business in a way that is socially, ethically, and environmentally responsible.

A Culture of Diversity, Equity & Inclusion	Supporting Our Communities	Leadership in Sustainability	Protecting Human Rights
 <p>We welcome different perspectives in our inclusive and fun workplaces and hotels where everyone has access to genuine opportunities to succeed</p> <div data-bbox="199 1040 459 1175"> <div data-bbox="199 1040 325 1175"> <p>5 GENDER EQUALITY</p>  </div> <div data-bbox="329 1040 459 1175"> <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  </div> </div>	 <p>We care for the communities in which we work and live</p> <div data-bbox="674 1040 934 1175"> <div data-bbox="674 1040 800 1175"> <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  </div> <div data-bbox="804 1040 934 1175"> <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>  </div> </div>	 <p>We are accountable for our part in protecting the environment</p> <div data-bbox="1087 1040 1497 1175"> <div data-bbox="1087 1040 1224 1175"> <p>6 CLEAN WATER AND SANITATION</p>  </div> <div data-bbox="1228 1040 1354 1175"> <p>13 CLIMATE ACTION</p>  </div> <div data-bbox="1358 1040 1497 1175"> <p>15 LIFE ON LAND</p>  </div> </div>	 <p>We are committed to the safety and wellbeing of our team members and guests</p> <div data-bbox="1633 1040 1902 1175"> <div data-bbox="1633 1040 1770 1175"> <p>3 GOOD HEALTH AND WELL-BEING</p>  </div> <div data-bbox="1774 1040 1902 1175"> <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  </div> </div>

# ESG Governance



Wyndham Hotels & Resorts' Social Responsibility program, including ESG matters, is directly overseen by the Company's Board of Directors, through the Corporate Governance Committee (CGC). The CGC also has oversight of Wyndham's sustainability, climate, and energy strategy, programs, and policies. Wyndham's management team provides updates to the CGC on the Company's Social Responsibility program on a quarterly basis.



# ESG Steering Committee

Wyndham's ESG Steering Committee provides oversight and direction for the Company's larger ESG strategy, including all projects, regulations, and financial requirements.

This Committee is also responsible for aligning the Company's ESG strategy with Wyndham's overall strategic initiative to operate in a socially, ethically, and environmentally responsible manner.

The ESG Steering Committee is comprised of the Wyndham's Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Human Resource Officer, and Chairs of each of its three subcommittees.

Each subcommittee is made up of relevant subject matter experts, and meets quarterly to review progress on the existing ESG initiatives and targets, and develops new strategies and programs.

The subcommittees' purpose is to inform the ESG Steering Committee and ensure the Company's ESG strategy remains aligned with Wyndham's overall business objectives.

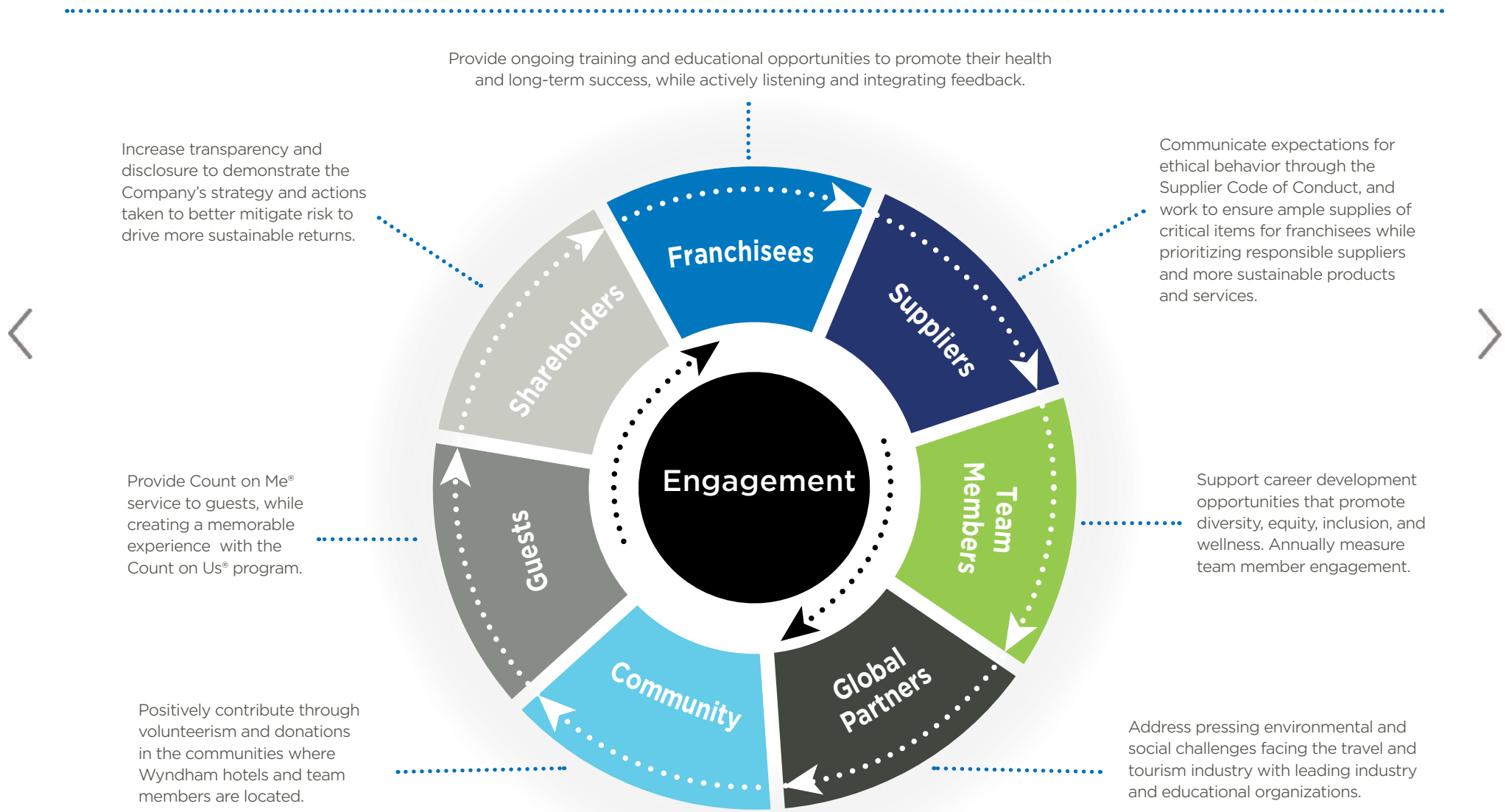
Additionally, the chair of each subcommittee is responsible for providing a status report to the broader ESG Steering Committee.

ESG Steering Committee Structure & Focus Areas		
Environmental Subcommittee	Social Subcommittee	Governance Subcommittee
<ul style="list-style-type: none"> <li>Biodiversity</li> <li>Energy, Emissions &amp; Decarbonization</li> <li>Responsible Sourcing of Products in Hotels</li> <li>Waste</li> <li>Water</li> </ul>	<ul style="list-style-type: none"> <li>Community Engagement</li> <li>Diversity, Equity &amp; Inclusion</li> <li>Health &amp; Safety</li> <li>Human Capital Management</li> <li>Human Rights</li> <li>Training &amp; Development</li> </ul>	<ul style="list-style-type: none"> <li>Board Compensation &amp; Oversight</li> <li>Data &amp; Privacy</li> <li>Enterprise Risk Management</li> <li>Ethics &amp; Compliance</li> <li>Executive Compensation</li> </ul>



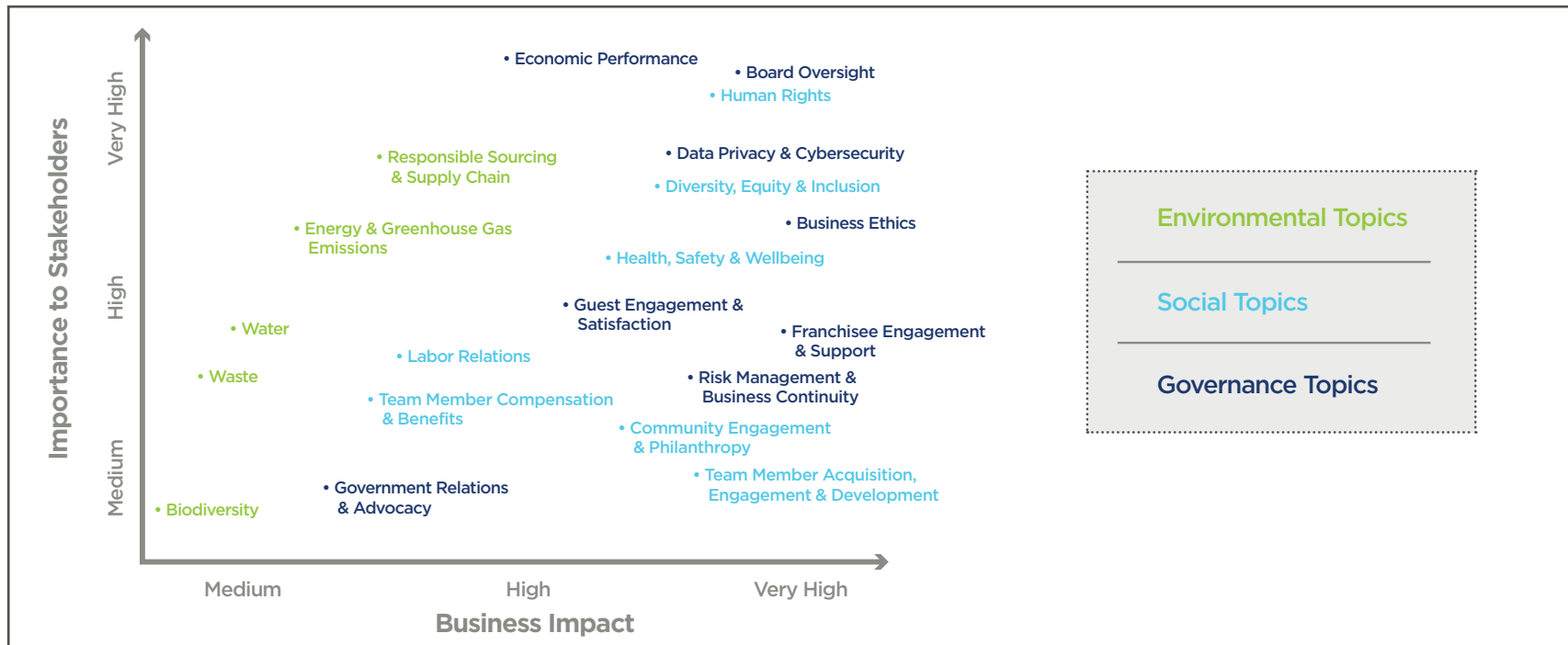
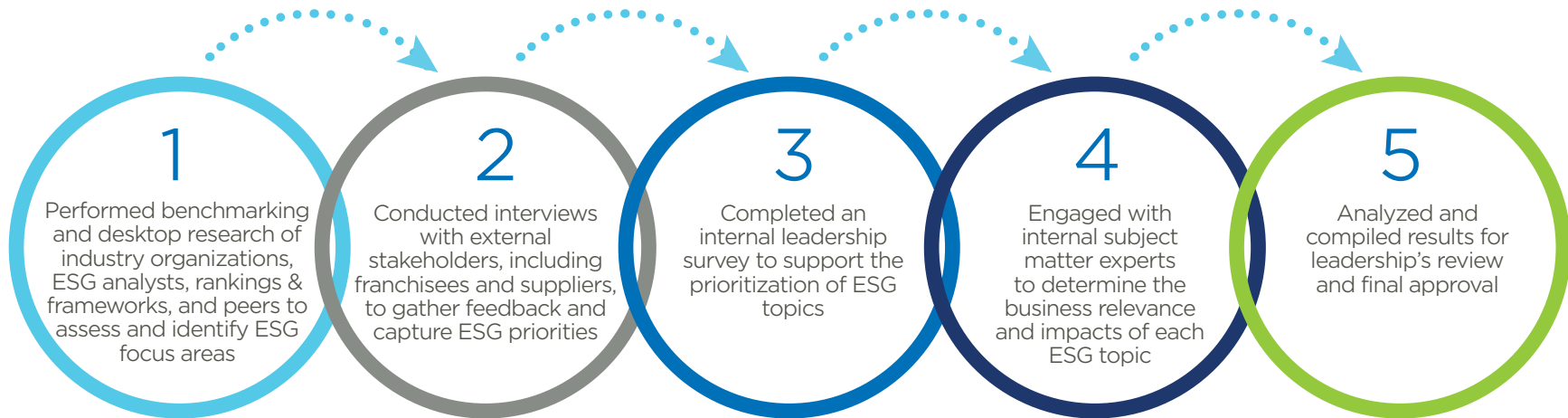
# Stakeholder Engagement Approach

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



# ESG Materiality Assessment

In 2022, Wyndham conducted an ESG Materiality Assessment to identify and prioritize environmental, social, and governance topics. The results of this assessment reflect the Company's impacts, and include inputs from over 50 internal and external stakeholders. This assessment does not consider financial-related risks and opportunities. Wyndham engaged a third party to conduct this assessment, which included the following steps.



# ESG Highlights & Awards

Wyndham Hotels & Resorts values the opinions of customers, industry peers, and partners. Their unique perspectives help to inform the Company's approach to systemic change and Wyndham continues to foster these collaborations.

Recognized by Diversity Inc. as a 2023 Top 50 Company for Diversity



[Click to learn more](#)

Recognized by Ethisphere as one of the 2023 World's Most Ethical Companies®



[Click to learn more](#)

Listed on the 2022 Dow Jones Sustainability World Index



[Click to learn more](#)

Recognized by Forbes as one of 2023 America's Best Large Employers



[Click to learn more](#)

Wyndham pledges \$500k to AHLA Foundation's No Room for Trafficking Survivor Fund



[Click to learn more](#)

Launched Wyndham Green Certification Filter on [wyndhamhotels.com](https://www.wyndhamhotels.com)

(to allow consumers to search for sustainable hotels)



[Click to learn more](#)

# 2025 Performance Targets



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	2022 Progress
<b>Environmental</b>			
	15% absolute emissions reduction in Scope 1 and 2 emissions	Ahead of Schedule	11% reduction from base year <sup>1</sup>
	15% reduction in water consumption per square foot	On Track	10% reduction from base year <sup>1</sup>
	100% renewable energy at corporate headquarters and North American offices	On Track	73% Renewable Energy Use <sup>2</sup>
	100% elimination of single-use plastics	On Track	Bulk amenity dispensers available to all hotels (eliminating single-use amenity bottles) <sup>3</sup>
	100% of managed properties are Wyndham Green Certified	Ahead of Schedule	83% of managed properties are Wyndham Green Certified
	100% sourcing of cage-free eggs	On Track	100% sourcing options available to U.S. hotels (67% total global portfolio) 1% cage-free egg spend in U.S. <sup>4</sup>
<b>Diversity, Equity &amp; Inclusion</b>			
	100% gender pay equity globally	On Track	96% at executive levels 100% at management levels 99% all other levels
	100% of corporate and managed hotel team members receiving unconscious bias training	On Track	96% of U.S. team members
<b>Human Rights</b>			
	100% of corporate and managed hotel team members receiving human rights training	On Track	97% of team members completed annual training
<b>Community Impact</b>			
	100% Wish Day participation	Behind Schedule	13% of eligible corporate team members in United States and Canada

<sup>1</sup>During 2022, Wyndham completed the sale of 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.

<sup>2</sup>Please note, as of May 2022, Wyndham no longer owns hotel properties. Therefore, this goal has been updated to include only North American corporate offices, including the Company's headquarters.

<sup>3</sup>Based on our commitment to explore viable alternatives to single-use plastics, including but not limited to, straws, utensils, containers, and packaging, to offer our own and managed properties.

<sup>4</sup>Based on our commitment to provide our managed and franchised hotels with suppliers of cage-free eggs, in order to source 100% of our 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.



Ramada® Plaza by Wyndham Lucknow  
Uttar Pradesh, India



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# Environment

# Environmental Management

Wyndham Hotels & Resorts is committed to protecting the environment and demonstrating leadership in the Company's sustainability programs, [policies](#), and performance. This commitment to sustainable practices is one of the many ways Wyndham aligns its core values with those of guests and other stakeholders. The Company continues to increase engagement with franchisees through its environmental management program, Wyndham Green, to help deliver on business objectives. Wyndham Green is focused on five key areas to help mitigate environmental impacts and drive progress throughout the Company's portfolio of both managed and franchised properties. The Wyndham Green Program's combination of industry best practices and stakeholder engagement aims to deliver triple bottom line results of people, planet, and profits.

## WYNDHAM GREEN

### Wyndham Green Program Key Focus Areas

Climate Change	Energy Efficiency & Renewable Energy	Water Conservation	Waste Diversion	Biodiversity
Minimize impact on climate change by reducing emissions	Become more energy efficient and increase usage of renewable energy	Identify risks and opportunities and increase water conservation	Understand waste profiles and increase diversion	Recognize key biodiversity or protected areas

The Wyndham Green Program consists of two integral components: the Wyndham Green Toolbox and Wyndham Green Certification. These components allow the Company to measure impact, while aiming for continuous improvement of decarbonization across Wyndham branded properties.



Wyndham continues to fully integrate the Wyndham Green Program throughout all parts of the business by engaging and educating team members, franchisees, design and construction partners, and suppliers.

For example, the Company's expert design and construction team has developed innovative new prototypes, which ensure hotels operate more efficiently, while reducing energy and water consumption. Wyndham also provides franchisees with responsible sourcing options, and operational best practices for energy and water conservation and waste diversion.

## Certifying Performance Excellence Across Wyndham

Across Wyndham's 24 brands around the globe, there is a hotel for everyone's needs, and as more travelers are looking for sustainable lodging options it is critical for the Company and its franchisees to provide new environmentally-responsible options for guests. Wyndham Green Certification is Wyndham's internal certification program, composed of five progressive levels, with five to seven elements per level that address goals including energy and water conservation, waste diversion, and operational efficiency, as well as guest, team member, and franchisee education and engagement. The Certification helps to inform travelers about the sustainability attributes of a hotel while aligning with other popular external programs.



# Tracking and Monitoring Environmental Performance

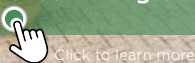
The Wyndham Green Toolbox – an online environmental management system – is specifically designed to track, measure, and report on global performance in energy, emissions, water consumption, and waste diversion while still providing each individual hotel with its environmental footprint. Data-driven insights allow Wyndham to identify risks and challenges in various markets to help ensure that all are striving toward the Company's performance targets. Individual properties can also track and measure the impacts of implemented efficiencies. Wyndham can monitor and benchmark each hotel's progress, helping them to reduce operating costs and the Company's collective environmental impact.



Roadchef, one of Wyndham's largest UK franchisees, with 17 Days Inns across its portfolio, has integrated sustainability in its core business strategy by engaging with Wyndham Green to certify all its hotels and sourcing 100% renewable energy.



Days Inn® by Wyndham Kendal Killington Lake  
Cumbria, United Kingdom



For more information about Wyndham Green Certification

## Key Biodiversity Areas

Along with franchisees, Wyndham is committed to protecting biodiversity where both the Company and independent franchisees operate. Wyndham reviews both the active portfolio and the development pipeline and aims to implement any necessary mitigation measures for hotels located near areas classified under designations such as the World Conservation Union (IUCN) designation I-IV, UNESCO Natural World Heritage Sites, UNESCO Man and the Biosphere Reserves, the Convention on Wetlands of International Importance (known as the "Ramsar Convention"), and other key biodiversity areas.

In 2022, Wyndham updated the Company's biodiversity risk assessment, using IUCN, UNESCO, Ramsar Convention, and Key Biodiversity classified areas. Based on this assessment, approximately 20 managed properties were located near key biodiversity or protected areas (within approximately 5 km).



# Climate Change, Energy & Greenhouse Gas Emissions

Wyndham Hotels & Resorts remains committed to reducing the energy and carbon footprint of the Company's portfolio of hotels. In 2022, Wyndham completed the sale of 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 reduction target in alignment with Greenhouse Gas Protocol.

Wyndham also aims to increase the use of renewable energy, where feasible, and set a target to achieve 100% renewable energy at corporate headquarters and corporate offices<sup>1</sup>. In 2022, Wyndham achieved 73% renewable energy use at its corporate headquarters and corporate offices.

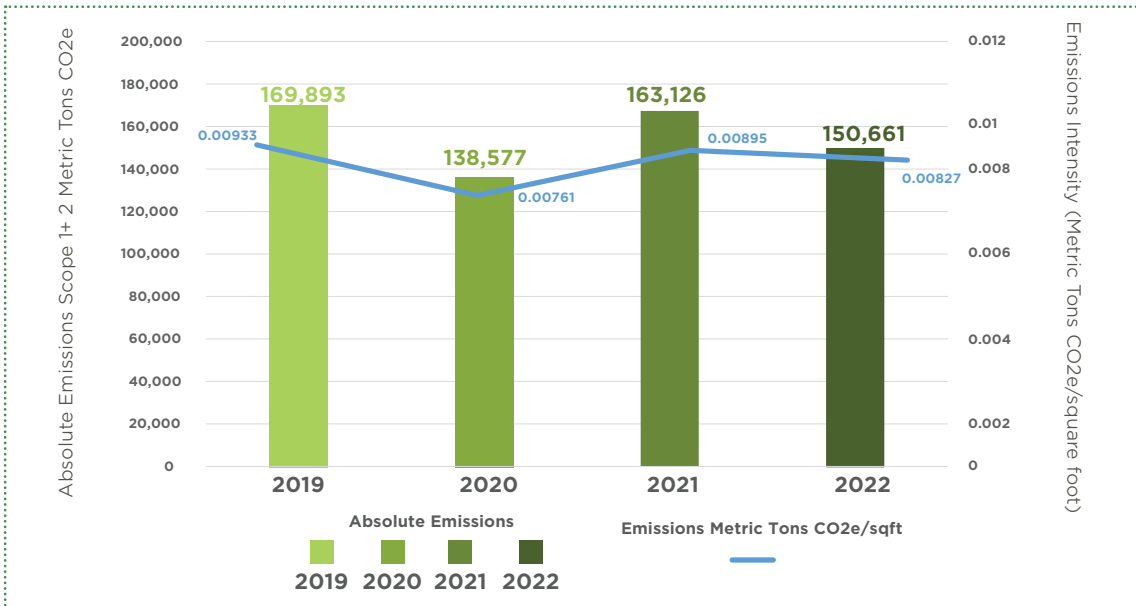
<sup>1</sup>Please note, as of May 2022, Wyndham no longer owns hotel properties. Therefore, this goal has been updated to include only North American corporate offices, including the company's headquarters.

## GHG Performance

Wyndham's GHG emissions and energy data represents the Company's performance at managed hotels and leased corporate offices.

In 2022, Wyndham's Scope 1 and 2 GHG emissions decreased by 11% from the company's 2019 baseline. As such, we remain on track to meet this target.

- 2019: Pre-pandemic
- 2020: COVID-19 Pandemic
- 2021: Recovery Continues
- 2022: Recovery Continues



## Evaluating Climate Risks & Opportunities

As part of Wyndham's environmental strategy, we aim to assess the Company's climate-related risks and opportunities. This allows Wyndham to develop programs and policies that support a resilient business.

In 2023, this assessment evaluated transitional and physical climate drivers and potential impacts. Based off of the risks and opportunities that were most relevant to Wyndham, the Company then assessed their probability and impacts based on three different climate scenarios. This assessment was then overlaid 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.



# Wyndham Green and the Path to Low Carbon Emissions

As Wyndham Hotels & Resorts 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.



- 1. Linen and Towel Reuse
- 2. Interior Energy Efficient Lighting
- 3. Recycling
- 4. Guest Communication
- 5. Property Education
- 6. Utility Tracking

## Actions Around the Globe

Wyndham branded hotels continue to evaluate opportunities to increase energy efficiency and use renewable energy where feasible. Franchisees also continue to embrace creativity and harness economic opportunities that help make these projects more viable where their hotels are located.



50.76 KW Solar PV System that will offset about 63% of hotel's electricity needs. Travelodge by Wyndham Gardiner, Montana.

**Travelodge® by Wyndham**  
Gardiner, Montana

[Click to learn more](#)



559 solar panels at the Wyndham Quito Airport, Ecuador that will provide approximately 40% of the hotel's needs.

**Wyndham® Quito Airport**  
Quito, Ecuador

[Click to learn more](#)



**Galt House Hotel, Trademark® Collection by Wyndham**  
Louisville, Kentucky

[Click to learn more](#)

The Galt House Hotel, Trademark Collection by Wyndham is the largest hotel in Kentucky and is heated and cooled by one of the largest geothermal systems in the U.S.A.

*Information based on estimates provided by franchisees*

## Future Outlook

Through the Wyndham Green Program, the Company will continue to increase data coverage from hotels, encourage the implementation of energy efficiency projects, and evaluate renewable energy opportunities.



# Water Conservation

As part of the strategic vision for fostering a values-driven culture, Wyndham Hotels & Resorts understands that it is essential to protect natural capital, including water resources. Wyndham is committed to evaluating 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 franchised properties.

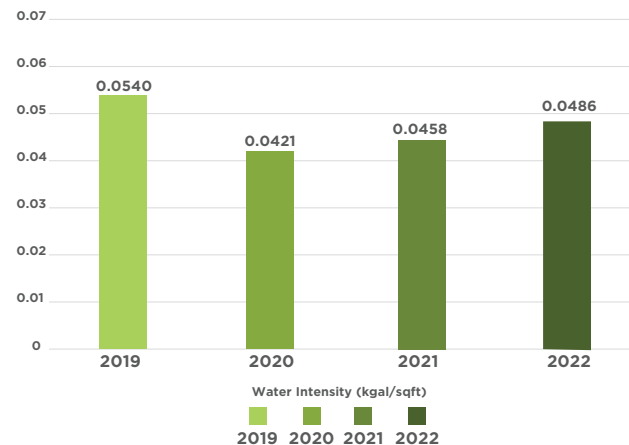
Through Wyndham Green Certification, the Company has also requested that Wyndham branded hotels follow best practices on water conservation. This includes implementing low-to-no cost upgrades that help reduce both consumption and operating costs. These water reduction initiatives represent 30% of Wyndham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

In 2022, Wyndham completed the sale of 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 water reduction target.

## Water Performance

As of December 31, 2022, Wyndham is on track to achieve its water intensity reduction target. By 2025, Wyndham aims to reduce water usage by 15% per square foot compared to the 2019 baseline. In 2022, Wyndham was on track to achieve its water intensity reduction target, and achieved a 10% reduction.

In 2022, Wyndham's water risk assessment found that approximately 40% of total water is consumed by managed hotels and leased corporate offices in at least high water-risk areas, and 30 locations face at least medium-high drought risk.



## Actions Around the Globe

In 2022, franchised hotels implemented innovative water savings projects, with a focus on water reclamation.

A rainwater collection system was installed at the Wyndham® Casablanca Jakarta to capture rainwater for landscaping irrigation.

*Information based on estimates provided by franchisees*

**Wyndham® Casablanca Jakarta**  
Jakarta, Indonesia

Click to learn more

**Bringing the Numbers to Life Global 2022**

Category	Value	Equivalent
WATER	188.4 million Gallons	Equivalent to the annual drinking water needs of 582,255 people
ENERGY	1.05 million Therms	Equivalent to the annual energy use of 1,157 households
GREENHOUSE GASES	5,584 Metric Tons CO <sub>2</sub> e	Equivalent to the annual emissions of 1,172 passenger vehicles
WASTE	566,820 Pounds Waste Avoided	Equivalent to the waste of 5.10 million 2-Liter plastic bottles

ECOLAB

## Future Outlook

In 2023, Wyndham will continue prioritizing the implementation of water efficiency projects at managed properties located in high water-stressed regions and provide franchisees with recommendations in order to reduce water consumption at their properties. In alignment with Wyndham Green Certification, these recommendations will include implementing water efficiency projects, including the installation of low-flow fixtures, and water reduction practices, such as drought tolerant landscaping, while also proposing cost-saving incentives for franchisees to consider.

# Waste Diversion

As waste-related legislation is implemented globally, Wyndham Hotels & Resorts' current waste strategy not only helps Wyndham branded hotels align with these laws, but also creates opportunities to go beyond compliance and implement cost-saving 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 for hotels to align with these requirements, but also encourage hotels to implement waste reduction initiatives, leading to positive environmental impacts.

Through its brand standards, the Company requires its hotels to establish a recycling program at each hotel as part of Wyndham Green Certification Level 1 Core. Recycling is a societal issue with gaps across the marketplace, therefore, the Company proactively seeks solutions to aid in making recycling efforts more seamless for franchisees.

Wyndham also expects that hotels 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.

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



## Actions Around the Globe

Ramada Plaza by Wyndham Chennai, India introduced an advanced composting machine to accelerate the composting process of organic waste and increase its waste diversion.<sup>1</sup>



Wyndham Jingzhou, China (franchised), a Level 5 Expert property, has implemented an in-house composting system where all compost by-products are utilized in-house for its own vegetable garden.<sup>1</sup>



<sup>1</sup>Information based on estimates provided by franchisees

# Responsible Sourcing & Supply Chain

Wyndham Hotels & Resorts has a vast supplier network that provides goods and services to properties around the globe. The Company's Sourcing Team leverages the combined purchasing power of Wyndham Hotels & Resorts to help deliver the best possible prices on the highest-quality products and services used by hotels each day. Wyndham's primary sourcing categories include operating supplies, furniture and fixtures, food and beverage, technology, banking, and other ancillary services.

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

	2019	2020	2021	2022
Responsible Supplier Spend	25%	28%	39%	46%



Wyndham Jingzhou sought to eliminate single use plastics from its operation in 2022. It incorporated the use of biodegradable items including bags, straws, stirrers (made from bamboo), cutlery (made from wheat fiber), single use to go cups, and to-go food containers.<sup>1</sup>

<sup>1</sup>Information based on estimates provided by franchisees

Wyndham® Jingzhou  
Jingzhou, China



Click to learn more

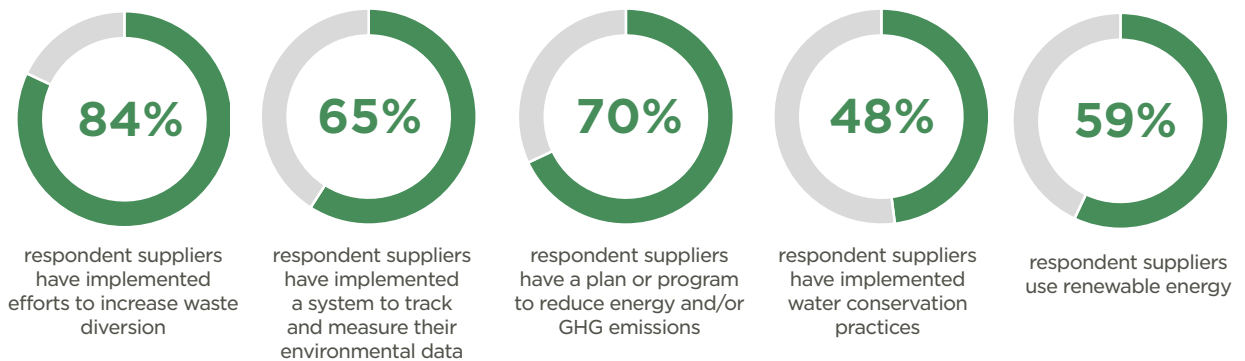
# Supply Chain Responsibility

As a global hospitality company, Wyndham Hotels & Resorts, along with its franchised hotels, purchase services and products all over the world. Wyndham's supply chain covers procurement at corporate and local levels, and the Company expects suppliers to act in a compliant and ethical manner. As such, they are asked to meet [Wyndham's Supplier Code of Conduct](#), which sets forth the Company's social and environmental expectations, including requirements around human rights.

The Company's approved supplier program supports purchasing for Wyndham's stakeholders by negotiating prices and volume discounts with third-party suppliers. Wyndham takes a risk-based approach to approving suppliers after due diligence, including reviewing suppliers doing business in high-risk countries or offering critical products or services. Should a supplier not meet the Company's environmental, social, or ethical requirements and standards, Wyndham will not approve that supplier for use by franchisees. For previously-approved suppliers that no longer meet requirements, Wyndham requires the implementation of corrective action plans or termination, as needed. Wyndham also reports on, manages, and implements programs to educate about and help mitigate human trafficking risks.

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.



Wyndham's Sourcing Team works with the Social Responsibility Team to ensure that a wide range of product and service options align with Wyndham's strong supplier commitment to environmental, social, and governance issues globally. In order to do business with the Company, exemplary ethical behavior is expected from all of Wyndham's suppliers. In most instances, compliance with the Company's Supplier Code of Conduct, contractually, as well as compliance with all applicable laws and regulations in all locations where the supplier conducts business, is required.

Wyndham regularly conducts business reviews with critical suppliers that support brand standards and daily operations at hotels. These suppliers include hotel technology providers, operating supplies and equipment providers, food and beverage providers, and cleaning and sanitation providers. Wyndham will be engaging with key suppliers to provide franchised hotels with a guide to obtain the responsible products and services that are also part of the Wyndham Green Program requirements.

As part of the Wyndham Green Certification, the Company requests managed and franchised hotels to purchase more responsibly. Some best practices include:

- Green Cleaning Product Purchasing
- Purchasing of Sustainable or Environmentally Friendly Products
- Single Use Plastic Minimization Program



Wyndham Grand® Algarve  
Almancil, Portugal



Click to learn more

# Social

# Diversity, Equity & Inclusion



Wyndham Hotels & Resorts' commitment to Diversity, Equity, and Inclusion (DEI) is central to the Company's core values and mission. Throughout all parts of the business, from team members and franchisees, to suppliers and guests, Wyndham believes that a diversity of backgrounds, cultures, and experiences helps drive the Company's 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.

## Count on Me<sup>®</sup>

Wyndham's signature Count on Me service promise defines how team members and franchisees interact with guests, stakeholders, communities, and each other. Through the Count on Me service promise, all 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 is the culture program that is communicated to and expected at all Wyndham branded hotels.

## A Value Chain Approach

Wyndham 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 customers, team members, and communities around the world. While Wyndham continues to be recognized for the progress on its diversity, equity, and inclusion journey, there is always more to do. The Company continues to enhance its DEI journey to inspire team members to strive for meaningful change.

In 2022, 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 a sponsor for each of the Affinity Business Groups who is a member of the Executive Committee
- Continued to bolster 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 like BOLD and WOTR

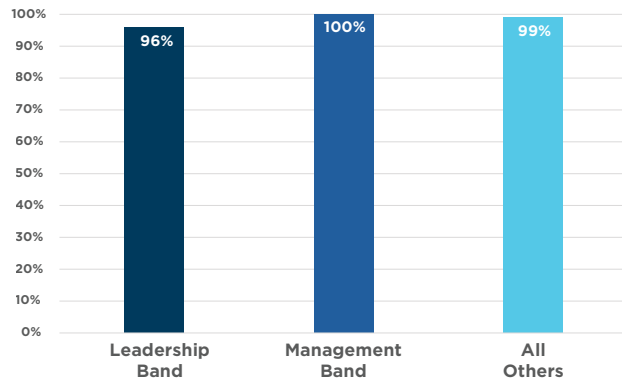
# CEO's Diversity & Inclusion Pledge

Wyndham Hotels & Resorts fosters a workplace where all individuals are treated with respect and can achieve both personal and professional success. Diversity in opinion, talent, and background have helped to make Wyndham one of the leading hospitality companies and a remarkable place to work. Since 2018, Wyndham has been a signatory to the pledge for CEO Action for Diversity & Inclusion™, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

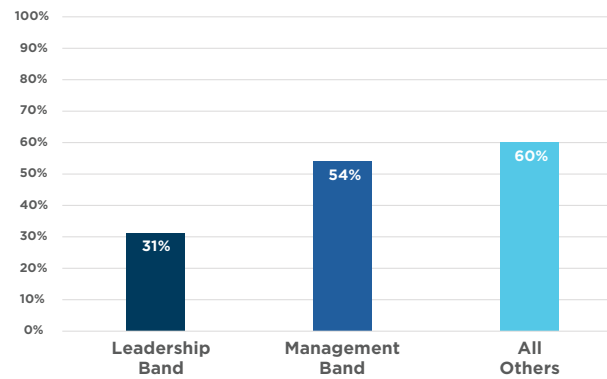
## Focus On Equity in Pay and Representation

Wyndham is committed to providing equal opportunities and we believe that our team members should receive equal pay for equivalent jobs, skills, and level within the organization. Wyndham continues to execute on the Company's gender pay equity performance target and is ahead of schedule to achieve this for all team members, with 100% gender pay equity at management levels globally and excellent progress at other levels. As an organization, Wyndham remains focused on moving forward toward equitable pay for all team members.

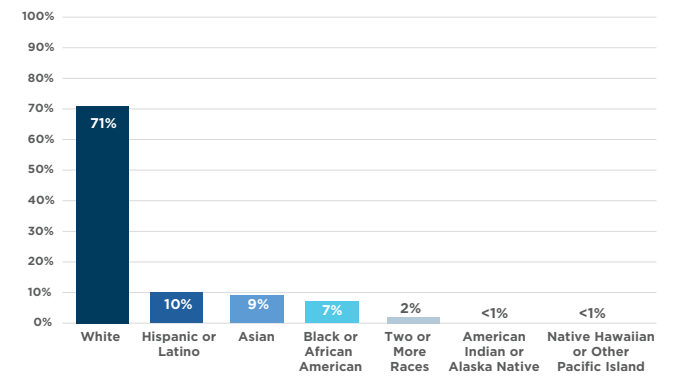
Gender Pay Equity (2022)



Women in Leadership (2022)



Representation of Team Members (2022)



## Progress to Meet The Pledge

- Cultivated a workplace that supports open dialogue on complex, and sometimes difficult, conversations about DEI by adding these topics to the Count on Me® program and leadership development
- Implemented and expanded unconscious bias education and training for team members
- Collaborated across the Company to advance DEI within the business community with the continued promotion and development of Affinity Business Groups, including executive sponsorship
- Shared best-known DEI programs and initiatives with team members
- Continued to engage the Board of Directors when developing and evaluating DEI strategies
- Provided unconscious bias training to all board members





## Diversity, Equity, and Inclusion Training

Wyndham Hotels & Resorts provides Diversity, Equity, and Inclusion (DEI) training throughout the development cycle of all team members, from onboarding to executive leadership. 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 include an anti-racism library, as well as a variety of other topics that support the Company's focus on providing training that addresses racial inequality, anti-racism, and allyship.

Wyndham believes that DEI training should be provided both as stand-alone sessions and incorporated into every leadership program the Company offers. Recruiters and hiring managers attend various training programs, including "What is Unconscious Bias?", "Types of Unconscious Bias", and "Overcoming Unconscious Bias". The Leading 4 Success training program for team leaders also focuses on Inclusive Leadership and enhancing interviewing skills with a specific lens of 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. 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, as well as anti-discrimination and anti-harassment.

Through Wyndham's performance management, mentorship, and sponsorship programs, and 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.

### Disability Awareness Month

Over the last several years during Disability Awareness Month, Wyndham Hotels & Resorts has partnered with a recognized expert who provides disability training to the global workforce, workplace, and marketplace. They, along with the DEI team, helped team members continue to gain awareness and understanding of individuals with disabilities as they participated in Disability Awareness & Etiquette training, and Immersion Training, as well as attending the Disability Conferences & Awards. Recordings of the trainings have been stored in our Learning Management System for continuing access. These trainings cover topics such as demographic and psychographic issues, invisible disabilities (including neurodiversity and mental health), special needs parents, COVID-related issues, and more.



# Affinity Business Groups

Wyndham Hotels & Resorts has seven Affinity Business Groups (ABGs) that 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.

Specific ABGs have been developed to support women, African American/Black/People of Color, Hispanic/Latine, LGBTQ+, Veteran, Multi-cultural, and Intergenerational team members.

Wyndham experienced a 9% growth in overall membership in 2022.

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

## GenCONNECT

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

In 2022, the GenCONNECT ABG continued to provide intergenerational programming to team members. GenCONNECT partnered with organizations including Autism Speaks and NJCU (New Jersey City University) to host mentoring workshops on resume writing, interviewing, and personal branding for graduating students. The ABG also began to integrate with the Company's sustainability programs, by celebrating Earth Day and using their wish volunteer days to clean up two local historic parks.

## 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.

In 2022, the Company launched Women Own the Room with the support of Empower ABG to help women overcome barriers in hotel development or ownership. Empower also organized participation in the American Cancer Society Making Strides Walk, helping raise over \$17,000, doubling 2021 contributions. Empower also drove awareness of International Women's Day and Women's History Month, and hosted multiple workshops and speakers.

## 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.

In 2022, the Spectrum ABG introduced a new initiative to Wyndham Hotels & Resorts to engage and advance Black entrepreneurs on the path to hotel ownership, which was launched as BOLD by Wyndham (Black Owners & Lodging Developers) at the National Association of Black Hotel Owners, Operators & Developers (NABHOOD) on July 13th. Spectrum also celebrated Black History Month by hosting multiple guest speakers and celebrated Juneteenth with the BERG Consortium (Black Employee Resource Groups).

## SALUTES

**Mission:** Dedicated to fostering opportunities and experiences to help honor and advance those who served and their families amongst our company team members, hotels, and in our communities.

In 2022, the Salutes ABG organized involvement with multiple military-supporting races and donations and support for multiple affiliate charities, such as Treats for Troops, Hope for Warriors, Carry the Load, and others. Wyndham also signed the Employer Support for Guard and Reserves and hosted a celebration for a local veteran who turned 100-years-old on Veterans Day.

## MOSAIC

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

In 2022, the Mosaic ABG brought awareness of Canadian Multicultural Week to team members with activities and cuisine demonstrations in the Canadian Wyndham office and celebrated National Indigenous Day in collaboration with the PRIDE ABG to honor First Nation, Inuit, and Metes People.

## PRIDE

**Mission:** To cultivate the passion of Wyndham Hotels & Resorts 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.

In 2022, the Pride ABG hosted the International Gay & Lesbian Travel Association for a session on LGBTQ+ Travel 101, hosted guest speakers for multiple LGBTQ+ topics, and helped Wyndham Hotels & Resorts achieve a perfect score of 100 on the 2022 HRC Corporate Equality Index earning the designation as a "Best Place to Work for LGBTQ+ Equality!" for the fourth consecutive year.

## ¡FUERTE!

**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.

In 2022, the Fuerte ABG hosted several guest speakers during Hispanic Heritage Month, continued hosting successful Spanish Hour events to allow people to practice conversational Spanish in bi-monthly sessions, and continued community outreach to the National Diaper Bank Network with a year-round diaper drive sponsorship campaign.

# Supplier Diversity

Wyndham Hotels & Resorts' supplier diversity strategy and program are focused on engaging underrepresented groups, including companies and organizations owned by veterans, Latines, African Americans, women, the LGBTQ+ community, people with disabilities, and others. Wyndham's strong tier-1 and tier-2 programs, as well as extensive training and mentoring for diverse suppliers, help ensure supplier diversity is thoroughly integrated into the Company's overall business strategy. Wyndham had an estimated 12.9%, or \$55 million of total procurable spend with diverse suppliers in 2022. The Company continues to introduce more suppliers to Wyndham's procurement process through engagement with associations, including 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.



	2018	2019	2020	2021	2022
Diverse Supplier Spend <sup>1</sup>	12.5%	12.6%	9.3%	10.9%	12.9%

<sup>1</sup>This spend is for North America.

## Supplier Spotlights

### Hotel Emporium

Hotel Emporium is a leading hotel supply company with a mission to improve guest experience through meaningful innovation and personalized products.



The organization prides itself on diversity. Hotel Emporium is a certified Minority Business Entity under the National Minority Supplier Development Council. Together with Wyndham, Hotel Emporium introduced Terra Green, an eco-friendly amenity collection that includes all-natural ingredients, recyclable packaging, and soy-based ink.

### Béné Tipping

Béné Tipping was founded in 2019 by a United States Marine Corps combat veteran and provides an award-winning digital tipping platform to the hospitality industry. In a time of unimaginable stress on the world, Wyndham's team members and franchisees came together to help open hotel doors, despite heightened cleaning requirements and without regard to severe employee shortages. Wyndham partnered with Béné Tipping to help guests thank their exceptional staff by leaving digital tips, even when guests do not have cash on hand.



The Béné Tipping platform continuously innovates to foster more inclusive workplace environments and to address the needs of diverse travelers and Wyndham team members, by providing a digital tipping platform that was developed with hospitality and diversity at its heart.

# Health & Wellbeing



Wyndham Hotels & Resorts remains committed to the health and wellness of our guests and team members. In 2022, Wyndham expanded the Company's initiatives to help protect their 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



## Guest Safety and Wellbeing

### Guests Count on Us®

Count on Us is a long-term, multi-faceted initiative designed to build confidence among guests and support all Wyndham branded properties 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.

## 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 all team members lead healthier lifestyles while balancing family, work, and other responsibilities, Wyndham offers several resources under the Be Well program, as well as several health and compensation benefits, such as 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) with company matching
- Voluntary Legal/Identity Theft Management
- Critical Illness, Hospital Indemnity & Accident Insurance
- Paid Time Off (PTO)
- Paid Holidays
- Parental Leave
- Adoption Assistance

As the world's largest hotel franchising company, and with the 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. In addition, continuing from our COVID-19 responses, while U.S. offices have re-opened, Wyndham continues to offer both hybrid and fully remote work options to all U.S. corporate team members. These remote work arrangements have helped the Company further foster team members' health and wellbeing.

## BE WELL Health and Fitness Services

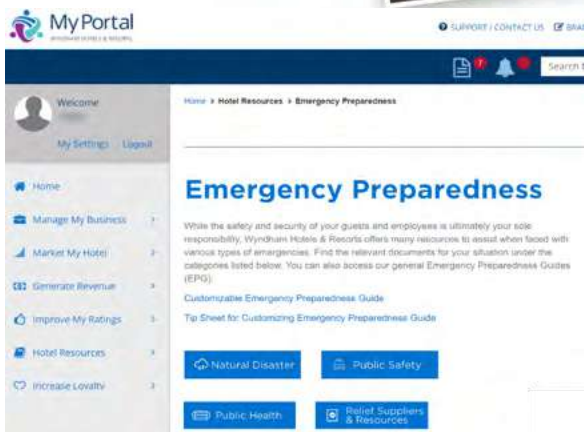
At office locations in Parsippany, New Jersey, U.S.A. and Saint John, New Brunswick, Canada, Wyndham Hotels & Resorts also provides team members with an on-site fitness facility with exercise equipment in a clean and friendly environment, plus a variety of classes and motivational programs. The on-site 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.

**BE WELL**  
AT WYNDHAM

## “Show Us How You Refresh” Contest

As Wyndham team members navigate the changes over the past years, our Company continues to prioritize mental health and self-care. In 2022, Wyndham introduced the “Show Us How You Refresh” photo contest, which helped team members to connect, share and celebrate all the ways they took time to “refresh”. Weekly and Grand Prize winners were awarded Wyndham Rewards Points.

For the first time, Wyndham also introduced a similar wellness contest to the Company’s North American franchisees and their employees. More than 300 team members from multiple countries around the world submitted photos displaying how they refresh to make their health and wellness a priority, with Wyndham Rewards points being awarded to randomly-selected winners.



## Emergency Preparedness

Wyndham provides a wide variety of guidance and information to help our franchisees be prepared in the event of an unforeseen emergency. On Wyndham’s MyPortal site, guides and resources can be found that can help people prepare for events ranging from Natural Disasters, to Security events, to Public Health concerns, with additional information on relief suppliers and other resources.

### Spotlight

Wyndham has attained the Silver recognition in the 2022 American Heart Association’s Workforce Wellbeing Scorecard. This recognition demonstrates the Company’s commitment to providing a healthy workplace for all valued team members.



## Cancer Screenings

In the U.S.A, Wyndham provides cancer screenings for our team members through the Company’s medical provider. Wyndham continues to encourage team members to have annual physicals in addition to providing on site health education.



# Training & Engagement

## WYNDHAM UNIVERSITY

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 team members and franchisees' employees, via quality content and flexible delivery methods. Wyndham's training offerings serve a diverse group of stakeholders, which includes hotel owners and their teams, as well as Wyndham team members.



Wyndham's training resources are developed by the Company's subject matter experts, and additional content is sourced from a variety of outstanding vendors. In continuing to offer options that were adopted in the times of COVID, learning is provided virtually as well as in person. This continued approach allows for a broader reach to all audiences and supports properties that have ongoing challenges with hotel staffing, letting property-based learners remain at their hotels while still participating in training offerings.

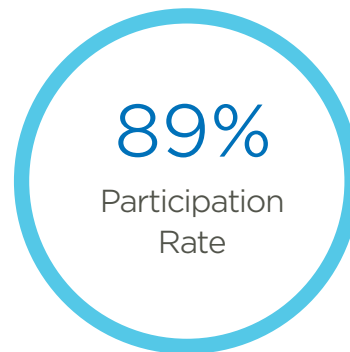
In Wyndham University's online platform, learners will find curated learning experiences specific to their professional-development needs. All Wyndham University users can view webinars, courses, videos, and job aids, access mentorship materials, networking opportunities, and industry certifications, and gain knowledge on topics across various roles and levels to support professional-development goals

Wyndham's online learning platform experienced tremendous success with high enrollment across the managed, corporate, and franchised populations. In 2022, Wyndham University training courses and programs had enrolled 6,500 Wyndham team members and 24,000 franchisees, with 309,000 completions across 2,200 unique training items for the year, across all audiences.

### Engagement Survey

Wyndham conducted a team member engagement survey, for the first time since 2019.

The Employee Engagement index was six points higher than the vendor's "High Performing Norm".



# Corporate Team Member Development



## Talent Development

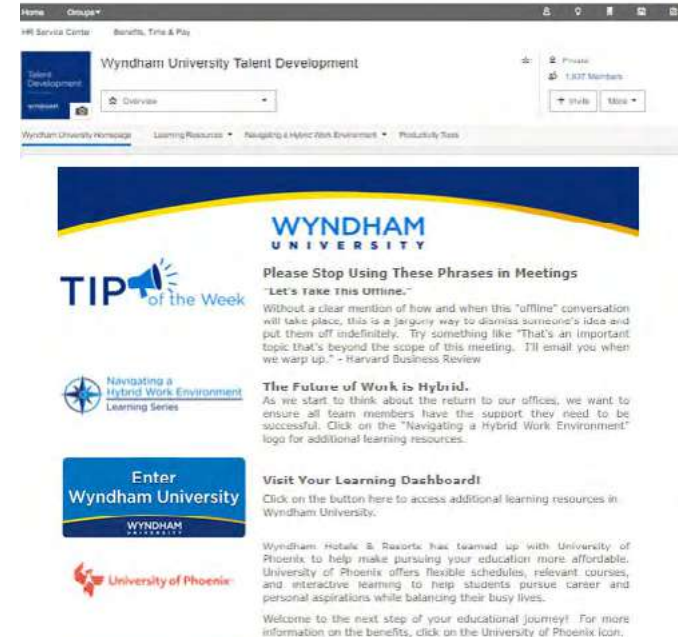
### Wyndham University Talent Development

Wyndham Hotels & Resorts' team members' career development is key to the Company's long-term success attracting, rewarding, and retaining the best people, and remains a top priority. 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 2022, Wyndham team members averaged 3 hours of learning and development.

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 conversations to discuss performance and provide continuous feedback throughout the year.



## New Hire Orientation (Corporate Team Members)



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 brands, and the Social Responsibility strategy, and 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. Count on Me is Wyndham's service promise, through which each team member aims to be responsive, be respectful, and deliver great experiences to customers, guests, partners, communities, and each other. 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.

# 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:



**Leading 4 Success:** 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 being shown how to embrace Wyndham's culture and reach their highest potential.



**Emergenetics: Meeting of the Minds Workshop:** 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.



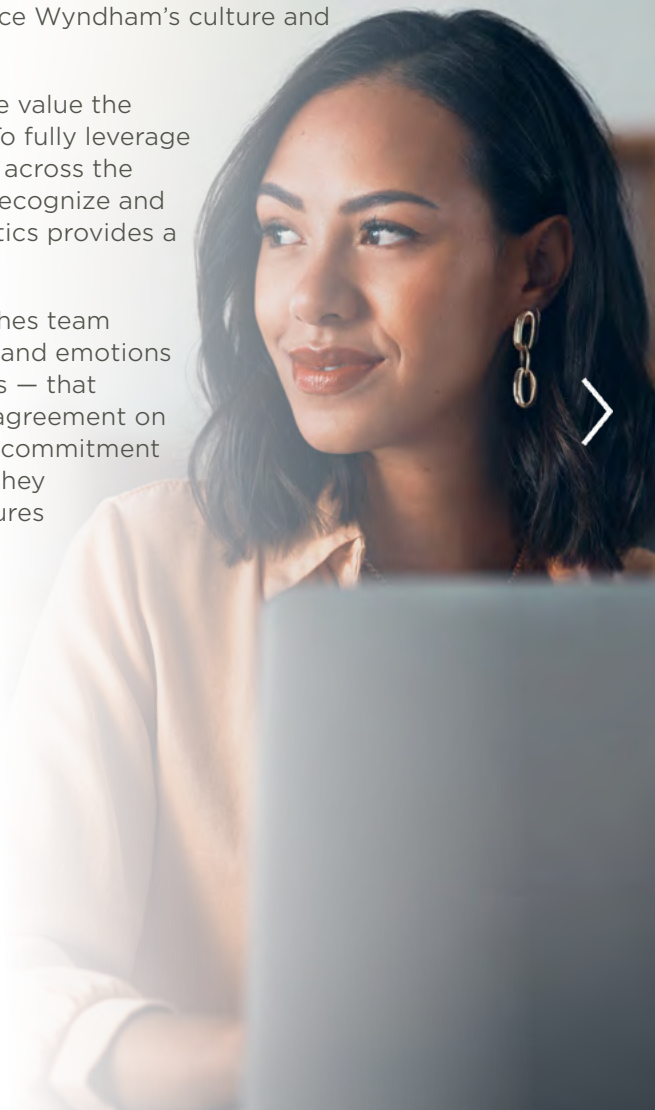
**Crucial Conversations for Mastering Dialogue:** Crucial Conversations training teaches team members about skills for communicating when the stakes are high, opinions vary, and emotions run strong. Participants learn dialogue skills — as demonstrated by top performers — that empower them to talk with 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.



**Emotional Intelligence:** 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.



**#iamremarkable:** 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.



Besides 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, and more.



# 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; two 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. In 2022, in support of the needs of attendees, the training team continued to offer this program virtually. The virtual program offers over 20 hours of blended learning that includes self-paced courses, live webinars, job aids, and more. It was recognized there was an appetite to bring this program back to an in-person format, and in response, a Hybrid HMP program was introduced later in the year. The Hybrid program consists of 14 hours of blended online learning as well as three days in person. In 2022, nearly 520 General Managers and owners successfully completed the fully-virtual program and over 30 completed the Hybrid program, with both groups of graduates achieving HMP certification.



## On-site Training

With over 150 years of combined hospitality experience, Wyndham's training teams deliver impactful, customized training, either on-site at hotels or virtually, to help properties achieve their operational and financial goals. They work to identify specific challenges or areas of opportunity and create engaging learning experiences.

## 2022 Executive Summits

In an effort to get back to meeting larger groups of franchisees in person, Wyndham held five Executive Summits hosted around the US within the months of February and March. They were hosted at no cost to the franchisees.<sup>1</sup> The Executive Summit opportunities were created to celebrate the accomplishments of hotels that have gone above and beyond to deliver Count on Me® service to guests, share everything Wyndham is doing to support hotels' long-term recovery, and help drive more revenue.



Executive Summit - Louisville, Kentucky


At these summits, the executive leadership team shared highlights and provided discussions around the investments that were being made in:

- Best-in-class technology initiatives to help streamline operations and enhance guest satisfaction
- Tools and resources to help maximize revenue opportunities, drive direct contribution, and improve performance
- Sourcing initiatives to help owners run their businesses more efficiently and effectively

Brand leaders were in attendance to provide support. There were also Wyndham-approved suppliers that offered special, cost-saving promotions exclusively for those who attended. Wyndham hosted approximately 800 total franchisees across all Executive Summits.

<sup>1</sup>a nominal fee of \$299 was charged for every additional owner or guest from an individual hotel to cover food and beverage

# Human Rights



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

Along with other leaders in the hospitality industry, Wyndham remains committed to supporting efforts to help end human trafficking. The Company continues to work to enhance policies and mandate training for all team members to help them identify and report 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 that is in compliance with applicable laws and brand standards.

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.

As permitted by law, the Company encourages team members and franchisees to report certain matters confidentially or anonymously through a third-party hotline. In addition, for North American operations, Wyndham provides materials that include a third-party hotline, operated by Polaris, 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 properties (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.

## Engaging with Industry Leaders

Wyndham Hotels & Resorts works with a number of organizations including ECPAT-USA, whose mission is to protect every child's human right to grow up free from the threat of sexual exploitation and trafficking.

Wyndham partnered 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. The Company also participates in the AHLA Foundation's No Room for Trafficking's Council and has pledged to contribute \$500,000 to the Survivor Fund.

Wyndham remains dedicated to team members' safety and security and is proud to unite with the industry in support of a shared commitment to the incredible people who help make guests' travels memorable.



Wyndham supports Polaris, a non-profit organization that spearheads the effort to fight against human trafficking and operates the U.S. National Human Trafficking Hotline, to which the Company donates Wyndham Rewards points to provide victims with temporary safe housing. As part of Wyndham's giving efforts, Wyndham Rewards and its members have donated approximately 170 million points since inception to various non-profit organizations, including organizations supporting humanitarian causes to redeem for travel and other related goods and services.

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.



## Training Wyndham Team Members

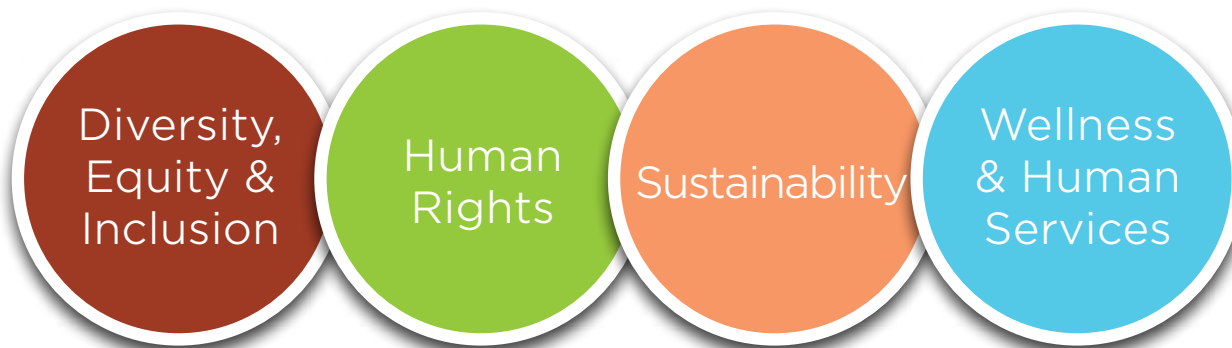
As part of Wyndham's ongoing Business Continuity Plan Emergency Preparedness Guide and Training, the Company includes checklists, escalation protocols, and information to assist property management and staff in identifying the key warning signs of human trafficking and provides guidance on how to report 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 2022, Wyndham recorded approximately 75,000 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.

# Community & Philanthropy

## Wyndham Cares

As a hospitality company, serving the community is in Wyndham Hotels & Resorts' DNA. Around the world, team members and franchisees actively engage in their communities, generously giving their time and talent to enhance the lives of others. As an extension of the Count on Me® service promise, the philanthropic pillars of the Wyndham Cares program reflect the mission, vision, and values of the Company with charitable giving focused in four key areas:



Human Resources Wish Day at the Jersey Battered Women's Services (JBWS), Morris Plains, N.J.

Globally, in 2022, Wyndham contributed over \$1 million in cash donations, as well as in-kind donations of over 31 million Wyndham Rewards points. Through the Company's signature Wish Day program, corporate team members volunteered over 1,500 hours to organizations near and dear to them.

Furthermore, in alliance with Wyndham's Signature Charities — including Christel House, Clean the World Foundation, Operation Homefront, and Polaris, to name a few — Wyndham Rewards members continue to donate points and make a positive impact on those causes personal to them.



The spirit of Wyndham Cares starts from within. It is equally important to support team members as it is to support the community at large. To that end, Wyndham proudly offers team members the opportunity to apply for a grant through the Wyndham Relief Fund in times of critical need. Through these initiatives, donations are not only made by the Company but also directly by team members, further demonstrating the true spirit of Count on Me.

The Wyndham Cares strategy showcases the dedication of team members, leaders, and business partners who have pledged to make lasting, important contributions to the communities in which they live and work.

# 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.

Please click on each partnership to learn more.



[Super 8® by Wyndham & #JOURNEYSAFE](#)

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

[Super 8® By Wyndham & La Quinta® by Wyndham Military](#)



[Howard Johnson® By Wyndham & YMCA](#)

[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 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 2022, the Championship supported approximately 20 local, regional, and national charities, including:



Backpack programs: provided more than 750K nutritious meals for children when school is not in session in an ongoing effort to fight childhood food insecurity.

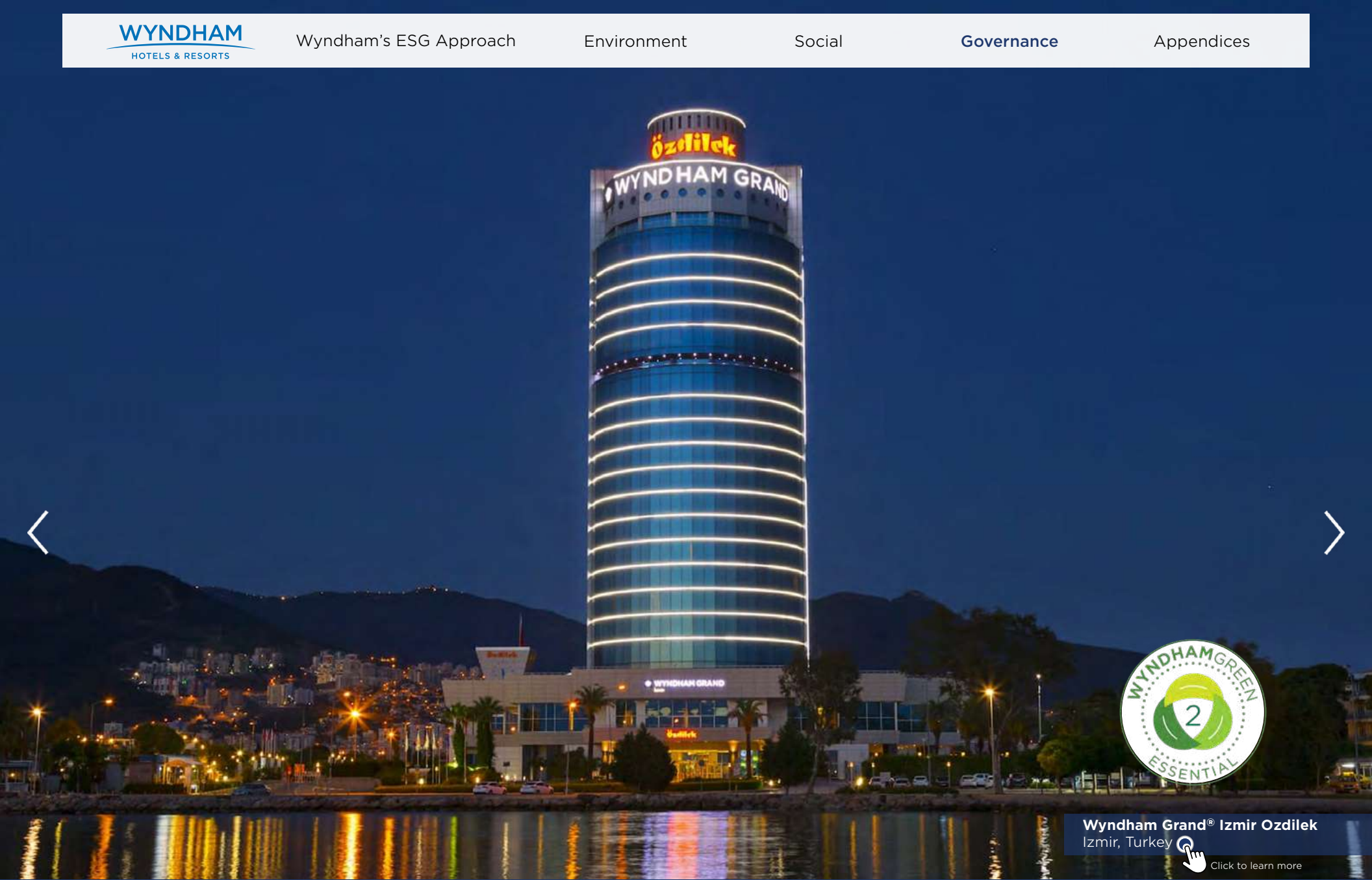



First Tee - Central Carolina, runs after-school programs throughout the school year and various summer programs for some 1,000 students at 14 North Carolina locations.



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.



Wyndham Grand® Izmir Ozdilek  
Izmir, Turkey  [Click to learn more](#)

# Governance

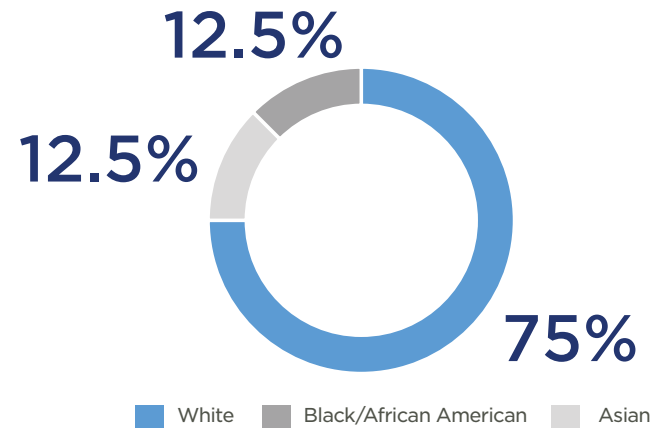
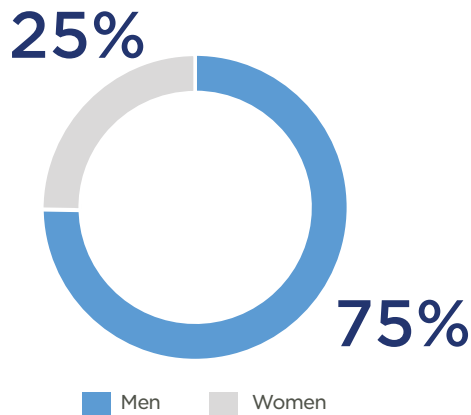
# Board of Directors

Wyndham Hotels & Resorts' Board of Directors is composed of three committees:

- **Audit Committee:** Provides oversight for the Company's programs for risk assessment and risk management, including financial accounting and reporting, internal audit services, information technology, cybersecurity, and compliance
- **Compensation Committee:** Provides oversight for the Company's assessment and management of risks relating to executive compensation
- **Corporate Governance Committee:** Provides oversight for the Company's management of risks associated with the independence of the Board and potential conflicts of interest, and oversight of Wyndham's social responsibility program, including environmental, social, and governance.

Wyndham's Board is composed of eight members, six of whom are independent and bring experience, oversight, and expertise from outside the Company and the hospitality industry, with both the Chairman and the Chief Executive Officer each providing company-specific experience and expertise. The Board of Directors reflects Wyndham's inclusive philosophy and is composed of six men and two women, including Black and Asian representation. The Board values diversity of all types, and the Corporate Governance Committee will seek to include diverse candidates in any pool of potential Directors from which new candidates are selected.

## Representation of Wyndham's Board



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.

Learn more about Wyndham Hotels & Resorts' governance structure and Board of Directors [here](#)



Click to learn more

# 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 better 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, both as a whole and at the committee level, 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.

Global risk assessments are performed on a semi-annual basis by Wyndham's Audit Services team, following a specific risk assessment methodology to better 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.





# Ethical Business

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, French (Canadian), French (European), German, Portuguese (Brazil), Spanish (LATAM)) and set clear expectations not only for team members, but also for relevant stakeholders and business partners.

## Commitment to Anti-Corruption

Wyndham has a zero-tolerance policy for corruption and bribery. To help ensure 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.

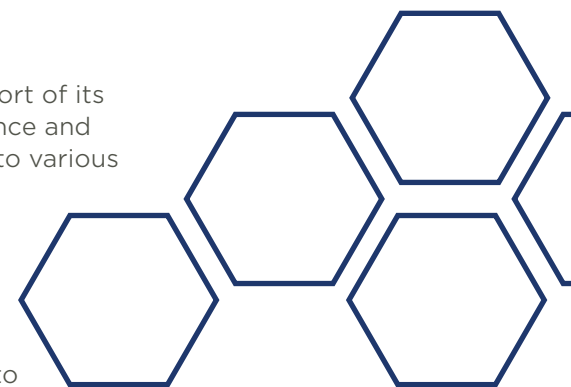




## Training and Awareness

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 system 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.



# Data Privacy & Cybersecurity

## Privacy and Information Security

For Wyndham Hotels & Resorts, managing privacy and information security effectively is an integral part of fulfilling the Company's mission to make hotel travel possible for all. Wyndham's commitment to the ethical culture and core values of Integrity and Accountability aligns with the Company's Count on Me® service promise. 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.

## Governance

Wyndham's privacy and information security programs focus holistically on the information life cycle and work in harmony with the information management program, and all three programs are under the oversight of Wyndham's Information Risk Committee (IRC). The IRC is chaired by the Chief Information Security Officer and the SVP - 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. The Audit Committee of the Board of Directors is the Board-level committee with oversight for privacy and security matters. IRC members update the Audit Committee quarterly to provide risk updates and general education on privacy and information risk trends. The Board also receives periodic privacy and security awareness training from third-party subject matter experts.



## Information Management

For Wyndham, managing privacy and information security effectively is an integral part of fulfilling the Company's mission to make hotel travel possible for all. Wyndham's commitment to the ethical culture and core values of Integrity and Accountability aligns with the Company's Count on Me service promise. 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.

# Key Program Activities

Wyndham Hotels & Resorts' privacy and information security teams collaborate on several processes designed to support key information privacy and security principles, corresponding global laws and regulations reflecting these principles, and the concerns of the Company's stakeholders.

1. **Risk Assessments:** The privacy and information security teams conduct vendor risk assessments of third-party suppliers that may receive access to personal data or connectivity to Wyndham's systems, 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.
2. **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.
3. **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.
4. **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.
5. **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.
6. **Notifications:** Wyndham complies with global notification requirements should the Company experience an applicable information security incident. Additionally, Wyndham uses analytics to assist in detecting potentially unauthorized attempts to access the personal data of guests or team members and may make discretionary notifications to individuals of such attempts, as appropriate.

## 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.



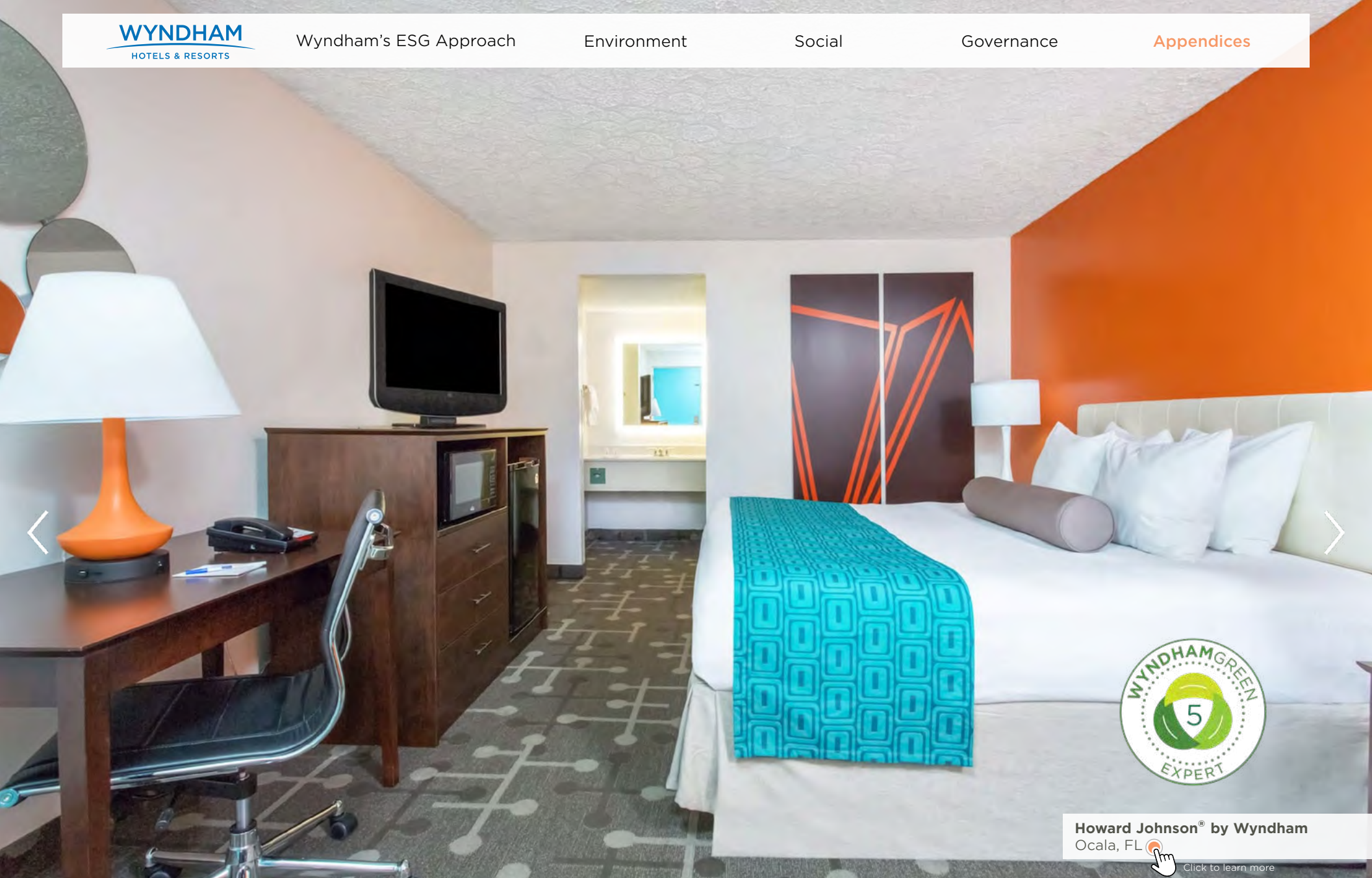
# Policy Influence

## Global Partners and Policy Influence

Wyndham Hotels & Resorts actively engages with leading industry organizations to address pressing environmental and social challenges facing the travel and tourism industry. Company leadership participates in strategic planning discussions as Board and committee members, active participants, and supporters.

Organizations	 <b>AHLA</b> <small>AMERICAN HOTEL &amp; LODGING ASSOCIATION</small>	 <b>AAHOA</b> <small>AMERICAN ASSOCIATION OF HOTEL &amp; TOURISM OPERATORS &amp; EMPLOYERS</small>	 <b>IFA</b>	 <b>Sustainable Hospitality Alliance</b>	 <b>U.S. TRAVEL ASSOCIATION</b>
<b>Public Policy Priorities</b>	<ul style="list-style-type: none"> <li>Alternative Accommodations</li> <li>ADA</li> <li>Immigration Reform</li> <li>Joint Employer</li> <li>On-line Booking</li> <li>Per Diem Rates</li> <li>Resort Fees</li> <li>Safety &amp; Security</li> <li>Sustainability</li> <li>Trafficking Prevention</li> <li>Travel &amp; Tourism</li> <li>Workforce Development</li> </ul>	<ul style="list-style-type: none"> <li>Human Trafficking Awareness and Prevention</li> <li>Returning and Retaining the Hospitality Workforce</li> </ul>	<ul style="list-style-type: none"> <li>Protecting Brands</li> <li>Enhancing Opportunities</li> <li>Improving Tax Policy</li> <li>Promoting Healthcare Coverage</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights</li> <li>Youth Employment</li> <li>Climate Action</li> <li>Water Stewardship</li> </ul>	<ul style="list-style-type: none"> <li>Workforce</li> <li>Sustainability</li> <li>DEI</li> <li>Mobility &amp; Infrastructure</li> <li>Global Competitiveness</li> <li>Reimagining Air Travel</li> <li>Visitation and Facilitation Reforms</li> </ul>
<b>Leadership Engagement</b>	<p>Wyndham's President and CEO serves on the Executive Committee, the EVP and Chief Marketing Officer serves on the Board of Directors, and other leaders serve on other committees.</p>	<p>Wyndham Hotels &amp; Resorts is an active member participating in AAHOA events and activities.</p>	<p>Wyndham's SVP - Legal, responsible for litigation and government relations, serves on the Board of Directors.</p>	<p>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 SHA's priorities.</p>	<p>Wyndham's General Counsel, Chief Compliance Officer, and Corporate Secretary serves on the Board of Directors.</p>
<b>Advancing ESG in the Hospitality Industry</b>	<p>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.</p>	<p>Developed tools and resources to fight against human trafficking, and help hotel companies protect guests, employees, and the community.</p>		<p>Introduced standardized sustainability methodologies and measurements, including the Hotel Carbon Measurement Initiative (HCMI).</p>	<p>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.</p>

In 2022, Wyndham Hotels & Resorts paid approximately \$122,944 in estimated dues associated with lobbying expenses for AHLA, AAHOA, IFA, and USTA. Wyndham Hotels & Resorts has also established a political action committee in accordance with applicable laws.



Howard Johnson® by Wyndham  
Ocala, FL



[Click to learn more](#)

# Appendices

# ESG Performance Tables

## Company

	2020	2021	2022
Revenue (\$ billions)	1.300	1.565	1.498
Total Employees	9,000	8,000	2,500
Total Rooms	795,900	810,100	842,500
Total Rooms (% franchised hotels)	94%	95%	99%

## Environmental<sup>1</sup>

GHG Emissions	2019	2020	2021	2022
Scope 1 (Metric Tons CO <sub>2</sub> e)	39,750	34,456	38,113	35,186
Scope 2 (market-based) (Metric Tons CO <sub>2</sub> e)	130,143	104,121	125,013	115,475
Scope 2 (location-based) (Metric Tons CO <sub>2</sub> e)	131,093	103,288	125,619	116,089
Combined Scope 1 + 2 (Market-based) (Metric Tons CO <sub>2</sub> e)	169,893	138,577	163,126	150,661
Absolute Emissions % Change from Base Year 2019	-	-18.4%	-4.0%	-11.3%
Emissions Intensity (market-based) (Metric Tons CO <sub>2</sub> e/sqft)	0.00933	0.00761	0.00895	0.00827
Emissions Intensity % Change from Base Year 2019	-	-18.4%	-4.0%	-11.3%
Scope 3 Business Travel (Metric Tons CO <sub>2</sub> e)	-	1,512	1,185	2,297

Water Consumption	2019	2020	2021	2022
Water - Municipal (gallons)	972,543,631	757,623,972	825,015,970	872,724,403
Water - Groundwater (gallons)	11,296,947	8,482,647	9,083,100	11,957,347
Total Water Consumption (gallons)	983,840,578	766,106,619	834,099,069	884,681,750
Water Intensity (kgal/square foot)	0.05400	0.04205	0.04578	0.04856
Water Intensity % Change from Base Year 2019	-	-22.1%	-15.2%	-10.1%

Energy Consumption	2019	2020	2021	2022
Direct Energy Consumption (kWh)	213,639,720	186,208,247	205,059,269	188,703,980
Indirect Energy Consumption (kWh)	299,359,725	232,110,657	285,848,219	280,041,765
Total Energy Consumption (kWh)	512,999,445	418,318,904	490,907,488	468,745,745
Energy Intensity (kWh/sqft)	28.16	22.96	26.95	25.73
Energy Intensity % Change from Base Year 2019	-	-18.5%	-4.3%	-8.6%
Renewable Energy Consumption (kWh)	583,666	4,399,402	6,799,745	5,537,777

<sup>1</sup> During 2022, Wyndham completed the sale of 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 Members<sup>1</sup>

Gender Diversity	2020	2021	2022
Total # of Employees in Global Workforce	8,990	8,043	2,518
% of Women in Workforce	60%	58%	56%
% of Women in All Management <sup>2</sup>	44%	45%	44%
% of Women in Leadership Band	30%	30%	31%
% of Women in Mid-Level Band	50%	51%	54%
% of Women in All Other Bands	62%	60%	60%
% of Women in Revenue Generating Positions	70%	70%	70%
% of Women in STEM Positions <sup>3</sup>	46%	55%	51%

Race & Ethnicity Diversity All Employees <sup>4</sup>	2020	2021	2022
Total # of Employees in U.S. Workforce	7,854	6,966	1,388
White	38%	38%	71%
Hispanic or Latino	33%	37%	10%
Black or African American	19%	16%	7%
Asian	5%	5%	9%
Two or more races	3%	3%	2%
American Indian or Alaska Native	1%	1%	<1%
Native Hawaiian or Other Pacific Island	1%	1%	<1%

Race & Ethnicity Diversity Management <sup>2,4</sup>	2020	2021	2022
Total # of Management in U.S. Workforce	780	721	465
White	68%	67%	76%
Hispanic or Latino	16%	16%	9%
Black or African American	7%	6%	4%
Asian	7%	7%	9%
Two or more races	2%	2%	2%
American Indian or Alaska Native	<1%	<1%	<1%
Native Hawaiian or Other Pacific Island	<1%	<1%	<1%

Race & Ethnicity Diversity Women <sup>4</sup>	2020	2021	2022
Total # of Women in U.S. Workforce	4,747	4,051	766
White	22%	21%	41%
Hispanic or Latino	21%	22%	6%
Black or African American	13%	10%	4%
Asian	3%	3%	4%
Two or more races	2%	2%	1%
American Indian or Alaska Native	1%	1%	<1%
Native Hawaiian or Other Pacific Island	<1%	<1%	<1%

Age Diversity	2020	2021	2022
Total # of Employees in Global Workforce	8,990	8,043	2,518
Silent	<1%	<1%	<1%
Baby Boomers	22%	19%	13%
Gen X	29%	28%	30%
Millennials	45%	44%	51%
Gen Z	5%	9%	6%

Turnover	2020	2021	2022
Total Employees: Voluntary Turnover	13%	24% <sup>5</sup>	29% <sup>5</sup>
Number of New Hires	4,114	5,948	2,145

<sup>1</sup> During 2022, we exited our select-service management business, which has impacted diversity metrics. We will continue to bolster efforts to recruit, retain, and promote diverse talent.

<sup>2</sup> Management defined as SM, VP, SVP, EVP & EC bands

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

<sup>4</sup> Race & Ethnicity data gathered for US Team Members only

<sup>5</sup> In 2021 and 2022, Wyndham experienced an increase in total employee turnover due to the Company's exit from the hotel management business.



# GRI Content Index

To develop our ESG Report, Wyndham referenced the [Global Reporting Initiative \(GRI\) Standards](#), for reporting on economic, environmental, and social impacts.

## GRI 2: General Disclosures 2021:

Disclosures	Description	Location and/or Response
<b>The Organization and its Reporting Practices</b>		
2-1	Organizational details	<a href="#">2022 10K</a> (Business, pages 2-13) <a href="#">Wyndham Hotels &amp; Resorts Investor Presentation - February 2023</a>
2-2	Entities included in the organization's sustainability reporting	About this Report (page 2) Wyndham's 2023 ESG Report includes information on the Company's managed operations, unless otherwise stated.
2-3	Reporting period, frequency and contact point	The reporting period for this Report is calendar year 2022; and Wyndham reports on the Company's ESG performance annually. <a href="mailto:socialresponsibility@wyndham.com">socialresponsibility@wyndham.com</a>
2-4	Restatements of information	2025 Performance Targets (page 12) Climate Change, Energy & Greenhouse Gas Emissions (page 16) Water Conservation (page 18)
2-5	External assurance	Assurance Statement (page 58)
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	About Wyndham Hotels & Resorts (page 5) Responsible Sourcing & Supply Change (page 20-21) <a href="#">2022 10K</a> (Business, pages 2-13) <a href="#">Wyndham Hotels &amp; Resorts Investor Presentation - February 2023</a> Wyndham manages a vast supplier network that provides good and services to managed and franchised properties around the globe. Primary sourcing categories include operating supplies, furniture, fixtures and equipment, food and beverage, technology, banking, and other ancillary services. In 2022, we had 160 contracted suppliers, representing approximately \$426 million in corporate, managed, and franchised spend.
2-7	Employees	Diversity, Equity, & Inclusion (page 23-27) ESG Performance Tables (page 47-48) <a href="#">2022 10K</a> (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.

Disclosures	Description	Location and/or Response
<b>Governance</b>		
2-9	Governance structure and composition	Governance (Board of Directors, page 39) <a href="#">Corporate Governance webpage</a> 2023 Proxy Statement (page 13-17)
2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Committee Charter</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Director Independence Criteria</a> <a href="#">2023 Proxy Statement</a> (page 19-21)
2-11	Chair of the highest governance body	<a href="#">2023 Proxy Statement</a> (page 18, 21 & 30)
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Strategy & Governance (page 7-10) Board of Directors (page 39) <a href="#">2023 Proxy Statement</a> (page 18)
2-13	Delegation of responsibility for managing impacts	ESG Strategy & Governance (page 7-10) Board of Directors (page 39) <a href="#">2023 Proxy Statement</a> (page 18)
2-14	Role of the highest governance body in sustainability reporting	ESG Strategy & Governance (page 7-10) Board of Directors (page 39) <a href="#">2023 Proxy Statement</a> (page 39)
2-15	Conflicts of interest	<a href="#">Corporate Governance Guidelines</a> (page 2) <a href="#">Code of Business Conduct and Ethics for Directors</a> (pages 1-2)
2-16	Communication of critical concerns	<a href="#">Corporate Governance Guidelines</a>
2-17	Collective knowledge of highest governance body	<a href="#">2023 Proxy Statement</a> (page 27-33)
2-18	Evaluation for the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a> (page 6) <a href="#">2023 Proxy Statement</a> (page 16, 20 & 42)
2-19	Remuneration policies	<a href="#">2023 Proxy Statement</a> (page 40-57)

Disclosures	Description	Location and/or Response												
<b>The Organization and its Reporting Practices</b>														
2-20	Process to determine remuneration	<a href="#">2023 Proxy Statement</a> (page 40-57)												
2-21	Annual total compensation ratio	<a href="#">2023 Proxy Statement</a> (page 64)												
<b>Strategy, Policies and Practices</b>														
2-22	Statement on sustainable development strategy	Message from our President and CEO (page 4)												
2-23	Policy commitments	Human Rights (page 34-35) Ethical Business (page 41-42) <a href="#">Business Principles</a> <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a> <a href="#">Supplier Code of Conduct</a>												
	Embedding policy commitments	Ethical Business (page 41-42) <a href="#">Business Principles</a>												
2-25	Processes to remediate negative impacts	Ethical Business (page 41-42) <a href="#">Business Principles</a>												
2-26	Mechanisms for seeking advice and raising concerns	Ethical Business (page 41-42) <a href="#">Business Principles</a> <a href="#">Supplier Code of Conduct</a>												
		<table border="1"> <thead> <tr> <th>Categories</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Employee Relations. Includes: bullying, discrimination, falsification of employment records, favoritism, harassment (non-sexual), protected concerted activity, sexual harassment, wage &amp; hour, other employee relations issues</td> <td>87%</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>7%</td> </tr> <tr> <td>Environment, Health &amp; Safety. Includes: human rights, safety &amp; sanitation issues, substance abuse, workplace violence</td> <td>2%</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>2%</td> </tr> <tr> <td>Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information</td> <td>2%</td> </tr> </tbody> </table>	Categories	Percent	Employee Relations. Includes: bullying, discrimination, falsification of employment records, favoritism, harassment (non-sexual), protected concerted activity, sexual harassment, wage & hour, other employee relations issues	87%	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	7%	Environment, Health & Safety. Includes: human rights, safety & sanitation issues, substance abuse, workplace violence	2%	Financial Misconduct. Includes: accounting/audit irregularities, bribery/kickbacks, falsification of company records, fraud, improper loans to executives, insider trading, money laundering	2%	Misuse/Misappropriation of Assets. Includes: customer relations, data privacy violations, improper use of resources, releases of proprietary information	2%
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Disclosures	Description	Location and/or Response
<b>Strategy, Policies and Practices</b>		
2-27	Compliance with laws and regulations	We are involved in various claims, legal and regulatory proceedings and governmental inquiries arising in the ordinary course of business, none of which, in the opinion of management, is expected to have a material adverse effect on our financial condition.
2-28	Membership associations	Policy Influence (page 45)
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	Stakeholder Engagement Approach & ESG Topic Assessment (page 9-10)
2-30	Collective bargaining agreements	<a href="#">2022 10K</a> (Human Capital, page 8)

### Material Topics

Disclosures		Description	Location and/or Response
GRI 3 (2021)	3-1	Process to determine material topics	ESG Topic Assessment (page 10)
	3-2	List of material topics	ESG Topic Assessment (page 10)

### Material Topics: Economic

Disclosures		Description	Location and/or Response
<b>Economic Performance</b>			
GRI 3 (2021)	3-3	Management of material topics	<a href="#">2022 10K</a> <a href="#">Wyndham Hotels &amp; Resorts Investor Presentation - February 2023</a> <a href="#">UK Tax Strategy</a>
GRI 201 (2016)	201-1	Direct economic value generated and distributed	<a href="#">2022 10K</a> (Selected Financial Data, pages 33-35)
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Report (page 55-57) <a href="#">2022 CDP Climate Change response</a>
<b>Indirect Economic Performance</b>			
GRI 3 (2021)	3-3	Management of material topics	ESG Strategy & Governance (page 7-10) Community Philanthropy (page 36-37) <a href="#">2022 10K</a> (Business, pages 2-13)
GRI 3 (2021)	203-1	Infrastructure investments and services supported	ESG Strategy & Governance (page 7-10) Community Philanthropy (page 36-37)

**Material Topics: Economic**

Disclosures		Description	Location and/or Response
<b>Anti-Corruption</b>			
GRI 3 (2021)	3-3	Management of material topics	Ethical Business (page 41-42) <a href="#">Business Principles</a> (pages 18 and 22) <a href="#">Code of Business Conduct and Ethics for Directors</a> (pages 1-2) <a href="#">Supplier Code of Conduct</a>
GRI 205 (2016)	205-2	Communication and training on anticorruption policies and procedures	Ethical Business (page 41-42)

**Material Topics: Environmental**

Disclosures		Description	Location and/or Response
<b>Energy</b>			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (page 14-15) Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) <a href="#">Environmental Sustainability Policy</a> <a href="#">2022 CDP Climate Change response</a>
GRI 201 (2016)	301-1	Energy consumption within the organization	Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) ESG Performance Tables (page 47-48) Assurance Statement (page 58)
	301-2	Energy intensity	Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) ESG Performance Tables (page 47-48) Assurance Statement (page 58)
<b>Water &amp; Effluents</b>			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (page 14-15) Water (page 18) <a href="#">Environmental Sustainability Policy</a> <a href="#">2022 CDP Water Security response</a>
GRI 303 (2018)	303-1	Interactions with water as a shared resource	Water (page 18) <a href="#">2022 CDP Water Security response</a>
	303-3	Water withdrawal	Water (page 18) ESG Performance Tables (page 47-48) Assurance Statement (page 58)

Disclosures		Description	Location and/or Response
<b>Biodiversity</b>			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (page 14-15) <a href="#">Environmental Sustainability Policy</a>
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	Environmental Management (page 14-15)
<b>Emissions</b>			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (page 14-15) Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) <a href="#">Environmental Sustainability Policy</a> <a href="#">2022 CDP Climate Change response</a>
GRI 305 (2016)	305-1	Direct (Scope 1) GHG emissions	<a href="#">2022 10K</a> (Selected Financial Data, pages 33-35)
	305-2	Energy indirect (Scope 2) GHG emissions	Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) ESG Performance Tables (page 47-48) Assurance Statement (page 58)
	305-3	Other indirect (Scope 3) GHG emissions	ESG Performance Tables (page 47-48) Assurance Statement (page 58)
	305-4	GHG emissions intensity	Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) ESG Performance Tables (page 47-48) Assurance Statement (page 58)
<b>Waste</b>			
GRI 3 (2021)	3-3	Management of material topics	Environmental Management (page 14-15) Waste (page 19) <a href="#">Environmental Sustainability Policy</a>
GRI 306 (2016)	306-2	Management of significant waste-related impacts	Waste (page 19)
	306-4	Waste diverted from disposal	Waste (page 19)
<b>Supplier Environmental Assessment</b>			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing & Supply Change (page 20-21) <a href="#">Supplier Code of Conduct</a>
GRI 308 (2016)	308-2	New suppliers that were screened using environmental criteria	Responsible Sourcing & Supply Change (page 20-21)

**Material Topics: Social**

Disclosures		Description	Location and/or Response
<b>Employment</b>			
GRI 3 (2021)	3-3	Management of material topics	Health & Wellbeing (page 28-29) Human Rights (page 34-35) <a href="#">Wyndham Careers</a>
GRI 401 (2016)	401-1	New employee hires and employee turnover	ESG Performance Tables (page 47-48)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health & Wellbeing (page 28-29)
	401-3	Parental leave	Health & Wellbeing (page 28-29)
<b>Occupational Health &amp; Safety</b>			
GRI 3 (2021)	3-3	Management of material topics	Health & Wellbeing (page 28-29) Human Rights (page 34-35) <a href="#">Business Principles</a> (page 10)
GRI 403 (2018)	403-1	Occupational health and safety management system	Health & Wellbeing (page 28-29)
	403-6	Promotion of worker health	Health & Wellbeing (page 28-29) Human Rights (page 34-35)
	403-8	Workers covered by an occupational health and safety management system	Health & Wellbeing (page 28-29) Wyndham's Occupational Health and Safety Management System is implemented across our business and covers all managed team members.
	403-9	Water withdrawal	In 2022, there were zero employee fatalities as a result of work-related injury and no known contractor work-related fatalities
<b>Training and Education</b>			
GRI 3 (2021)	3-3	Management of material topics	Training & Engagement (page 30-33)
GRI 205 (2016)	304-1	Average hours of training per year per employee	Training & Engagement (page 30-33)
	304-1	Programs for upgrading employee skills and transition assistance programs	Training & Engagement (page 30-33)

Disclosures		Description	Location and/or Response
<b>Diversity and Equal Opportunity</b>			
GRI 3 (2021)	3-3	Management of material topics	Diversity, Equity, & Inclusion (page 23-27)
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	Diversity, Equity, & Inclusion (page 23-27) Board of Directors (page 39) ESG Performance Tables (page 47-48)
<b>Child Labor</b>			
GRI 3 (2021)	3-3	Management of material topics	Human Rights (page 34-35) <a href="#">Human Rights Policy Statement</a> <a href="#">Modern Slavery Statement</a>
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights (page 34-35) <a href="#">Modern Slavery Statement</a>
<b>Forced or Compulsory Labor</b>			
GRI 3 (2021)	3-3	Management of material topics	Community Philanthropy (page 36-37)
GRI 413 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights (page 34-35) <a href="#">Modern Slavery Statement</a>
<b>Local Communities</b>			
GRI 3 (2021)	3-3	Management of material topics	Community Philanthropy (page 36-37)
GRI 413 (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	Community Philanthropy (page 36-37) Local community engagement programs were in place across our countries of operations during the reporting period.
<b>Supplier Social Assessment</b>			
GRI 3 (2021)	3-3	Management of material topics	Responsible Sourcing & Supply Chain (page 20-21) <a href="#">Supplier Code of Conduct</a>
GRI 414 (2016)	414-1	New suppliers that were screened using labor practices criteria	Responsible Sourcing & Supply Chain (page 20-21)

Disclosures		Description	Location and/or Response
<b>Public Policy</b>			
GRI 3 (2021)	3-3	Management of material topics	Policy Influence (page 45) <a href="#">Political Contribution Statement</a> <a href="#">Business Principles</a> (page 24)
GRI 415 (2016)	415-1	Political contributions	Policy Influence (page 45)
<b>Customer Health &amp; Safety</b>			
GRI 3 (2021)	3-3	Management of material topics	Health & Wellbeing (page 28-29)
GRI 416 (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Assessments and systems to protect guest health and safety are implemented at all managed properties.
<b>Customer Privacy</b>			
GRI 3 (2021)	3-3	Management of material topics	Data Privacy & Cybersecurity (page 43-44) <a href="#">Supplier Code of Conduct</a> <a href="#">Business Principles</a> (pages 11-14)
GRI 418 (2016)	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period.



# SASB Index

SASB Standards are designed for communication by companies to investors about how sustainability issues impact long-term enterprise value. To support investors and stakeholders, Wyndham Hotels & Resorts has provided the following disclosures based on the SASB Standard for Hotels & Lodging. For additional information, please visit [www.sasb.org](http://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 2022, total energy consumption was 468,746 MWh. 50% of energy consumption was from grid electricity and 1% of energy consumption was from renewable sources. Climate Change, Energy & Greenhouse Gas Emissions (page 16-17) ESG Performance Tables (page 47-48)
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 2022, 40% of total water withdrawn was from managed facilities in regions with high or extremely high baseline water stress. Water (page 18) ESG Performance Tables (page 47-48)
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	SV-HL-160a.1	In 2022, 20 managed lodging facilities were located in or near areas of protected conservation status or endangered species habitat. Environmental Management (page 14-15)
	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	Environmental Management (page 14-15) <a href="#">Sustainability Policy</a>
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	SV-HL-310a.1	ESG Performance Tables (page 47-48)
	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	SV-HL-310a.3	In 2022, the average hourly wage was \$15.31 and no employees at Wyndham as of December 31, 2022 was working at or below minimum wage.
	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	Diversity, Equity, & Inclusion (page 23-27) Human Rights (page 34-35) <a href="#">Human Rights Policy Statement</a>
Climate Change Adaptation	Number of lodging facilities located in 100- year flood zones	SV-HL-450a.1	In 2022, 10 managed lodging facilities were located in 100-year flood zones or in areas with extremely high riverine or coastal flood risk.

## Activity Metrics

Topic	Codes	Location and/or Response
Number of available room-nights	SV-HL-000.A	As of year-end 2022, there were 297,812,749 available room nights at franchised and managed lodging facilities.
Average occupancy rate	SV-HL-000.B	In 2022, the average occupancy rate was 48.4% at franchised and managed lodging facilities.
Total area of lodging facilities	SV-HL-000.C	As of year-end 2022, the total area of managed and leased lodging facilities was 17,872,095 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 2022, there were 9,059 facilities in our brand portfolio. Approximately 2% of these facilities were managed and approximately 98% were franchised. <a href="#">2022 10-K</a> ("Business", pages 3-4)

# Task Force on Climate-Related Financial Disclosures (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. We manage our climate-related risks by integrating programs and processes throughout our business, including managing, monitoring and setting goals. For additional information on TCFD, please visit <https://www.fsb-tcf.org> and refer to Wyndham's [CDP Climate Change](#) response.

## Section 1: Governance

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

<p style="text-align: center;"><b>BOARD'S OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES</b></p> <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 our sustainability, climate change and energy programs.</p> <p>Additional oversight on climate-related issues and our Company's Social Responsibility program is provided by our Chief Executive Officer, who also serves on our Board of Directors. The entire Board of Directors also maintains an active role in providing oversight with respect to management of our risks, which include those associated with climate change.</p>	<p style="text-align: center;"><b>MANAGEMENT'S ROLE IN ASSESSING AND MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES</b></p> <p>To support Wyndham's Social Responsibility program, the ESG Steering Committee was established, in 2022. 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><b>ADDITIONAL INFORMATION</b></p> <ul style="list-style-type: none"> <li>• ESG Strategy &amp; Governance (page 7-10)</li> <li>• Governance (page 38-45)</li> <li>• <a href="#">CDP Climate Change response</a> (pages 2-4, questions C1.1-C1.3)</li> </ul>	

## Section 2: Strategy

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

<b>CLIMATE-RELATED RISKS AND OPPORTUNITIES IDENTIFIED OVER SHORT-TERM, MEDIUM-TERM, AND LONG-TERM HORIZON</b>	
<p>Wyndham continuously monitors and prioritizes climate-related risks and opportunities based on the financial and strategic impacts on our business. Climate-related risks with potential impact to our business are identified over short- (1-2 years), medium- (3-6 years), and long-term (7-10 years) horizons.</p>	
<b>Risks</b>	
<p><b>Risk 1: Increased stakeholder concern or negative stakeholder feedback</b></p>	<p><b>Risk 2: Increased severity of extreme weather events such as cyclones and floods</b></p>
<p>Time Horizon: <b>Medium-Term</b></p>	<p>Time Horizon: <b>Medium-Term</b></p>
<p>Our stakeholders (notably our customers, investors and team members) are increasingly interested in our approach to managing climate-related risks and opportunities. For example, we frequently get requests from corporate customers, government customers, and meeting planners about our sustainability practices, as well as those of our franchisees. It is very likely that Wyndham's reputation can be impacted by negative stakeholder feedback around climate.</p>	<p>Although Wyndham's managed portfolio is small, Wyndham-branded properties (franchisees) are at risk of extreme weather events. 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 properties, and supply chain disruptions.</p>
<b>Risk 3: Increased cost of raw materials</b>	

<b>Time Horizon: Medium-Term</b>	
Although Wyndham's managed portfolio is small, Wyndham-branded properties (franchisees) are at risk of extreme weather events. This exposure to extreme weather events, this can lead to decreased revenue and high costs due to negative impacts on workforce, damage to properties, and supply chain disruptions.	
<b>Opportunities</b>	
<b>Opportunity 1: Shift in consumer preferences</b>	<b>Opportunity 2: Move to more efficient buildings</b>
<b>Time Horizon: Medium-Term</b>	<b>Time Horizon: Short-Term</b>
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.	Increasing the energy efficiency of Wyndham-branded hotels can help to increase our management revenues and franchise revenues in addition to supporting global efforts to reduce greenhouse gas emissions.
<b>Risk 3: Participation in renewable energy programs and adoption of energy-efficiency measures</b>	
<b>Time Horizon: Medium-Term</b>	
It is very likely that participating in renewable energy programs and adopting additional energy-efficiency measures will present additional climate-related opportunities for Wyndham, including franchisees. Additionally, the development and enactment of renewable energy regulations at the national, state, and/or local levels may create new investment opportunities for the Company.	
Wyndham uses both qualitative and quantitative measures to identify risks or opportunities that may have a substantial strategic impact to the Company. We consider all markets where our hotel properties are located. We also consider global environmental and socioeconomic trends, in addition to revenue and costs in our key markets, including those in the United States.	
<b>IMPACT ON THE ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING</b>	
Potential risks associated with products and services (most notably our occupied room nights at all Wyndham properties 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.	
The most significant risk identified as having a potential impact on our revenues is related to reputation as guests, corporate customers, governmental customers, and meeting planners 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 programs.	
<b>IMPACT OF DIFFERENT SCENARIOS, INCLUDING A 2°C SCENARIO</b>	
The evaluation of difference climate scenarios has influenced our business objectives and strategy is 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 owned managed and franchised properties due to (1) cost savings and risk mitigation opportunities, (2) importance to our stakeholders and (3) alignment with the 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.	
In 2023, Wyndham enhanced its climate scenario analysis, by evaluating 1.5-, 2-, and 4-degree scenarios. this assessment was then overlaid 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.	
<b>ADDITIONAL INFORMATION</b>	
<ul style="list-style-type: none"> <li>• ESG Strategy &amp; Governance (page 7-10)</li> <li>• Environmental Management (page 14-15)</li> <li>• Climate Change, Energy &amp; Greenhouse Gas Emissions (page 16-17)</li> <li>• Risk Management (page 40)</li> <li>• <a href="#">CDP Climate Change response</a> (pages 5-15, questions C2.1-C2.2, C3.2a-3.4a)</li> </ul>	



### Section 3: Risk Management

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

<p style="text-align: center;"><b>PROCESS FOR IDENTIFYING AND ASSESSING CLIMATE-RELATED RISKS</b></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 manage or franchise hotel properties. 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 style="text-align: center;"><b>PROCESSES FOR MANAGING CLIMATE-RELATED RISKS</b></p> <p><b>Wyndham Green:</b> 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><b>Low-Carbon Strategy:</b> 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 properties 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><b>Emergency Preparedness:</b> The Corporate Security &amp; 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 property. Wyndham also has a dedicated 24/7 toll free number for property managers to report critical incidents and immediately receive guidance and support.</p>
<p><b>INTEGRATION INTO OVERALL RISK MANAGEMENT</b></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 the Company's management of our most significant risks.</p>	
<p><b>ADDITIONAL INFORMATION</b></p> <ul style="list-style-type: none"> <li>• ESG Strategy &amp; Governance (page 7-10)</li> <li>• 2025 Performance Targets (page 12)</li> <li>• Environmental Management (page 14-15)</li> <li>• Climate Change, Energy &amp; Greenhouse Gas Emissions (page 16-17)</li> <li>• Water (page 18)</li> <li>• Risk Management (page 40)</li> <li>• <a href="#">CDP Climate Change response</a> (pages 6-9, C2.2 -C2.3a)</li> </ul>	

### 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.

<p style="text-align: center;"><b>CLIMATE-RELATED METRICS AND SCOPE 1, 2 AND 3 GHG EMISSIONS</b></p> <p>In addition to measuring and reporting on our scope 1, 2 and, 3 greenhouse gas (GHG) emissions, we also measure and report on energy consumption and intensity metrics (including renewable energy) in our annual ESG Report.</p> <p>In 2022, requested all managed and franchised hotels globally to achieve a minimum Level 1 Core of our Wyndham Green Certification program. This will allow Wyndham to measure and track its collective environmental impact and provide more insight into our franchisee's environmental footprint. We also plan to report on Scope 3 franchisee GHG emissions in 2023.</p>	<p style="text-align: center;"><b>TARGETS USED AND PERFORMANCE AGAINST TARGETS</b></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 60%;">Targets</th> <th style="width: 10%;"></th> <th style="text-align: right; width: 30%;">2022 Progress</th> </tr> </thead> <tbody> <tr> <td>15% absolute emissions reduction in Scope 1 and 2 emissions from 2019 baseline</td> <td style="text-align: center;">➔</td> <td style="text-align: right;">11% reduction since 2019</td> </tr> <tr> <td>100% renewable energy at corporate headquarters and North American offices</td> <td style="text-align: center;">➔</td> <td style="text-align: right;">73% renewable energy sourced in 2022</td> </tr> <tr> <td>100% of managed properties are Wyndham Green Certified</td> <td style="text-align: center;">➔</td> <td style="text-align: right;">83% of managed properties are Wyndham Green Certified</td> </tr> </tbody> </table>	Targets		2022 Progress	15% absolute emissions reduction in Scope 1 and 2 emissions from 2019 baseline	➔	11% reduction since 2019	100% renewable energy at corporate headquarters and North American offices	➔	73% renewable energy sourced in 2022	100% of managed properties are Wyndham Green Certified	➔	83% of managed properties are Wyndham Green Certified
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# Assurance Statement



## LRQA Independent Assurance Statement

Relating to Wyndham Hotels & Resorts Assertion for the Calendar Year 2022

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 for the calendar year 2022 (CY 2022) 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 data<sup>1</sup>.
- 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; 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 Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory 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.

The opinion expressed is formed on the basis of a limited level of assurance<sup>2</sup> and at the materiality of the professional judgement of the verifier.

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

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



Table 1. Summary of WHR's Key Data for CY 2022:

Parameter	2019 Base Year <sup>2</sup>	2022	Units
Scope 1 GHG emissions	39,750	35,186	Metric Tons CO <sub>2</sub> e
Scope 2 GHG emissions (Location-based) <sup>1</sup>	131,093	116,089	Metric Tons CO <sub>2</sub> e
Scope 2 GHG emissions (Market-based) <sup>1</sup>	130,143	115,475	Metric Tons CO <sub>2</sub> e
Scope 3 GHG emissions - Business Travel <sup>3</sup>	n/a	2,297	Metric Tons CO <sub>2</sub> e
Carbon Emissions Intensity (Location-based)	0.009380	0.008300	Metric Tons CO <sub>2</sub> e/SqFt
Carbon Emissions Intensity (Market-based)	0.009330	0.008270	Metric Tons CO <sub>2</sub> e/SqFt
Energy Consumption	512,999,445	468,745,745	kWh
Energy Intensity	28.16	25.73	kWh/SqFt
Water Usage	983,840,578	884,681,750	Gallons
Water Usage Intensity	0.0540	0.0486	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 emissions were restated due to material structural changes occurring in 2022  
3: Emissions include 510 MT CO<sub>2</sub>e offset by Avis Budget Group on behalf of WHR

### 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 2022; and
- reviewing estimation methodologies and recalculating emissions.

The Inventory includes a deduction from WHR's emissions of 510 tonnes CO<sub>2</sub>e relating to 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 CO<sub>2</sub>e.

### 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.

# Assurance Statement



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

Signed

Dated: 01 May 2023

*Kate Pagan*

Kate Pagan  
LRQA Lead Verifier  
On behalf of LRQA, 1330 Enclave Parkway, Suite 200 Houston, TX 77077  
LRQA reference: UQA00001519/ 5923058

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