2019

SOCIAL RESPONSIBILITY REPORT



Wyndham Guayaquil Ecuador

WYNDHAM

HOTELS & RESORTS

2019

SOCIAL RESPONSIBILITY REPORT

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Executive Statements and Overview

A Message from our President and CEO

At Wyndham Hotels & Resorts, we are committed to providing places to stay that are socially, ethically, and environmentally responsible. With a footprint that spans hundreds of communities around the world, we engage team members, owners and partners to uphold our core values in thinking globally and executing locally while achieving our economic focus. In our first Social Responsibility Report since becoming an independent public company (June 1, 2018), we are pleased to showcase how we are building upon the strong foundation of our former parent company, Wyndham Worldwide. We remain guided by our core values and are consistently aligning our business and financial performance with the responsible way we operate. Our core values are Integrity, Accountability, Inclusive, Caring and Fun.

Based on Wyndham Worldwides' legacy of leadership in Social Responsibility, we are dedicated to valuing diversity and inclusion, protecting human rights, supporting our communities, and fostering environmental sustainability.

With our commitment to acting with integrity in making hotel travel possible for all, Wyndham Hotels & Resorts was recognized as one of the 2019 World's Most Ethical Companies by the Ethisphere Institute. This distinction marked the first global accolade for the Company and builds upon a robust Wyndham history of recognition by Ethisphere, a leader in defining and advancing the standards of ethical business practices.

As you will see reflected in this report, we achieved significant milestones in our first year as Wyndham Hotels & Resorts. And we are working to build a strong baseline of integrating Social Responsibility initiatives into our business practices.

We value **Diversity & Inclusion**

At Wyndham Hotels, we know that travel enables people of varied nationalities and backgrounds to meet and experience different cultures, raising our collective understanding and appreciation for each other around the world. That's why we strive to maintain a culture of inclusion for our team members, partners, and guests – and we've been widely recognized as a leader in diversity.

In our first year as an independent company, Wyndham Hotels earned a perfect score of 100 in the Human Rights Campaign's Best Places to Work for LGBTQ Equality, within the same week of joining the Business Coalition for the Equality Act.

We are committed to **Protecting Human Rights**

We are committed to combatting human trafficking in our communities. We have partnered with Polaris and ECPAT-USA and have signed The Code which provides training to our team members in an effort to prevent and combat human trafficking and have committed to the 5-Star Promise for Employee Safety with the American Hotel & Lodging Association. Wyndham endeavors to provide safe spaces for our team members and guests.

We foster **Environmental Sustainability**

We take steps every day to minimize the impact our operations have on the world around us. We have a deep commitment to preserving our natural resources while developing innovative solutions to mitigate our impact on climate change through linen and towel reuse programs, energy efficient lighting, recycling and water conservation.

Providing our over 9,000 franchise hotels with green practice education and a best practice toolbox, we are re-establishing our baseline data and exploring long-term targets in alignment with the latest climate science including the encouragement of renewable energy where feasible.

We support our **Communities**

Our charitable contributions align with our values and elevate our communities. In addition to raising funds, our team members are actively engaged in community development through volunteer programs.

Reflecting our culture of giving and service, June through December 2018 our team members have donated millions of dollars to charitable causes around the world and more importantly thousands of volunteer hours through our signature “Wish Days”. Our Wyndham Rewards members have donated over 100 million loyalty points - worth thousands of hotel stays - to charities since inception.

With our core values and focus on ethical practices guiding the way we do business, Wyndham Hotels & Resorts helps people realize the potential over every horizon. We believe in the power of travel – the ability to create lasting memories, for businesses to grow, and to enrich our understanding of each other in a rapidly changing world. Travel offers so much to the world, and we continue working to deliver it in a way we all can be proud of. Wherever people go, Wyndham will be there to welcome them.

Geoff Ballotti
PRESIDENT AND
CHIEF EXECUTIVE OFFICER
WYNDHAM HOTELS & RESORTS



Perspectives from our Leadership



"Our ethics and values-driven culture guides our actions. These values – integrity, accountability, inclusive, caring, and fun – are the lens through which we make our decisions, anchor our commitment to each other and serve our guests and communities.

In our first year as an independent public company, we are building upon the legacy of our former parent company, Wyndham Worldwide. We are proud to continue to foster a service-driven culture that encourages team members to go above and beyond what's expected in providing great experiences for our guests, our partners, and our communities."

Mary Falvey

CHIEF ADMINISTRATIVE OFFICER



"At Wyndham Hotels & Resorts, we are committed to investing in our team members' futures and creating an inclusive work environment where everyone can thrive.

That's why this year we launched Wyndham University to ensure team members have resources to develop professionally and personally; and we joined the Business Coalition for the Equality Act to foster workplace fairness. Both of these milestones support our welcoming culture that reflects the diversity of our team members, guests, owners, and communities around the world."

Patricia Lee

CHIEF SOCIAL RESPONSIBILITY OFFICER

Company Overview

Wyndham Hotels & Resorts (NYSE: WH) is the world's largest hotel franchising company, with approximately 9,200 hotels across more than 80 countries on six continents. Through its network of approximately 817,000 rooms appealing to the everyday traveler, Wyndham commands a leading presence in the economy and midscale segments of the lodging industry. The Company operates a portfolio of 20 hotel brands, including Super 8®, Days Inn®, Ramada®, Microtel Inn & Suites®, La Quinta®, Wingate®, AmericInn®, Hawthorn Suites®, Trademark Collection®, and Wyndham®. Wyndham Hotels & Resorts is also a leading provider of hotel management services, with more than 400 properties under management. The Company's award-winning Wyndham Rewards® loyalty program offers over 77 million enrolled members the opportunity to redeem points at tens of thousands of hotels, vacation club resorts and vacation rentals globally. For more information, visit www.wyndhamhotels.com.

WYNDHAM HOTELS & RESORTS

WYNDHAM GRAND · DOLCE HOTELS AND RESORTS · esplendor BOUTIQUE HOTELS · DAZZLER · WYNDHAM · TRYP BY WYNDHAM · TRADEMARK COLLECTION BY WYNDHAM · LA QUINTA · WINGATE BY WYNDHAM

WYNDHAM GARDEN · HAWTHORN SUITES BY WYNDHAM · AmericInn · RAMADA · BAYMONT · MICROTEL BY WYNDHAM · Days Inn · Super 8 · Howard Johnson · Travelodge

WYNDHAM REWARDS

APPROXIMATELY
9,200
HOTELS

APPROXIMATELY
817,000
ROOMS

80
COUNTRIES

20
ICONIC BRANDS

Our Competitive Strengths to Deliver Shareholder Value

- **Industry-leading** footprint in the hotel industry
- **Strong portfolio** of well-known brands
- **Global leader** in the economy and midscale segments
- **Award-winning** loyalty program

Our Social Responsibility Programs

Strategy, Themes and Focus Areas

Wyndham Hotels & Resorts is committed to operating in a way that provides outstanding experiences for those we serve through places to stay that are socially, ethically and economically responsible. With a footprint spanning hundreds of communities around the world, we engage team members, owners and operators to uphold and leverage our core values to think globally and execute locally. Our Social Responsibility program supports our company's mission of making hotel travel possible for all, so that wherever people go, Wyndham will be there to WELCOME them.

THEMES	FOCUS AREAS
DIVERSITY & INCLUSION	Recruiting, Training and Addressing Unconscious Bias
	Expanding our Affinity Business Groups
	Supporting Women, Veterans, LBGTQ+ Communities and Diverse Populations Across our Value Chain
HUMAN RIGHTS	Strengthening our Partnership with EPCAT and Polaris
	Deploying Human Rights Training Across our Hotels and Resorts
	Delivering on New Industry 5-Star Promise
COMMUNITY	Engaging Time and Talent of Our Team Members to Support UN Sustainable Development Goals
	Supporting Community Resilience and Disaster Relief
	Continuing to Deepen Impact and Reach of our Wyndham Championship Sponsorship and Partnerships
SUSTAINABILITY	Minimizing Environmental Footprint in Alignment with Reductions Required for Science-based Emission Targets and Context-based Water Targets
	Launching Wyndham Green Certification Program to Further Harmonize Best Practices Across our Portfolio of 9,000+ Hotels
	Expanding Impact Through Engagement with Franchisees, Guests and Suppliers

Our **four Social Responsibility Themes** are designed to directly **support our Company's vision and strategic goals**:



A Culture of Diversity & Inclusion

We welcome different perspectives

Inclusive and fun workforce



Protecting Human Rights

We welcome new ideas to combat human trafficking

Integrity, doing the right thing to ensure all are safe



Supporting our Communities

We welcome team member engagement

Caring for communities in which we live and work



Leadership in Sustainability

We welcome the opportunity to act responsibly

Accountable for our part in protecting the environment

3-Year Vision and Strategic Goals (2019-2021)

VISION

To be the world's leading provider of select-service hotel brands by delivering the best value to owners and guests.

STRATEGIC GOALS

FOSTER A VALUES-DRIVEN CULTURE	DRIVE NET ROOM GROWTH	ELEVATE THE BRAND EXPERIENCE	CAPTURE GREATER MARKET SHARE
Leverage our values to attract, retain and engage our people	Become the preferred franchisee partner, drive quality growth and reduce attrition	Commit to quality and strengthen the brand experience for the everyday traveler	Win more business through sales, marketing, loyalty and technology

SHAREHOLDER RETURN

Recognition and Awards

With a commitment to acting with integrity and a dedication to making hotel travel possible for all, Wyndham Hotels & Resorts has been recognized as one of the 2019 World's Most Ethical Companies by the Ethisphere Institute. This distinction marks the first global accolade for our Company and builds upon a strong Wyndham history of recognition by Ethisphere, a leader in defining and advancing the standards of ethical business practices.

Wyndham Hotels & Resorts was recently recognized for our culture of inclusion by the Human Rights Campaign on the heels of reinforcing our commitment to workplace fairness for LGBTQ team members. Within the same week of joining the Business Coalition for the Equality Act, we earned a perfect score of 100 as a Best Place to Work for LGBTQ Equality!

La Quinta Inns & Suites by Wyndham was honored to be included in the Military Times Best For Vets: Employers rankings for the fourth year in a row!

Military Friendly Employer, Military Friendly Spouse Employer, Military Friendly Diversity Supplier, Military Friendly Brand, Best for Vets, Best of the Best

La Quinta Inns and Suites by Wyndham was recently named once again as a "Best of the Best" Top Veteran-Friendly Company and Top Supplier Diversity Programs by U.S. Veterans Magazine (USVM).

The "Best of the Best" annual review is conducted by DiversityComm, Inc. which polls hundreds of Fortune 1000 companies to evaluate their initiatives for helping veterans advance, get employed and start or partner with a business.

Governance

Board of Directors

Wyndham Hotels & Resorts' Board of Directors is comprised of eight members, six of whom are independent directors, as defined by the rules of the New York Stock Exchange. Our independent directors bring experience, oversight and expertise from outside the Company and our industry, with the Chairman and CEO providing company-specific experience and expertise. Stephen P. Holmes is Chairman of the Board and Geoff Ballotti serves as the Chief Executive Officer of Wyndham Hotels & Resorts.

The Board of Directors reflects our inclusive philosophy and is comprised six men and two women in addition to Caribbean and Asian American representation. In addition, Wyndham Hotels & Resorts is also fortunate to retain the Board services of The Right Honourable Brian Mulroney, who was Prime Minister of Canada from 1984 to 1993. As Prime Minister, Mr. Mulroney was recognized for environmental leadership – named the "Greenest Prime Minister in Canadian History" for legislative efforts to improve air quality, maintain biodiversity, and reduce pollution.



Environmental, Social and Governance Oversight

The Board of Directors, through the Corporate Governance committee, oversees and is updated on the performance and compliance of Wyndham Hotels & Resorts' Social Responsibility programs:

- Myra J. Biblowit serves as the Chair on the Corporate Governance committee and provides input into the strategy and direction of our Corporate Responsibility program.
- Our Chief Social Responsibility Officer provides updates to the entire Board and the Corporate Governance committee.

Within our Board's Corporate Governance committee, areas of focus include our annual goals related to social and environmental performance, associate development and compliance.

Social Responsibility Leadership Council

Our Social Responsibility Leadership Council (SRLC) is chaired by our President and CEO and our Chief Social Responsibility Officer. The SRLC will meet quarterly to provide oversight and direction for the global Social Responsibility program. Subject matter experts will be invited to discuss pressing global socially-responsibility related topics, including climate change, water and diversity, with the intent of receiving advice and guidance on the overall impact on the organization. In addition, the SRLC is designed to:

- Champion Social Responsibility by reinforcing and promoting an organizational culture that encourages the participation in Social Responsibility.
- Review emerging environmental and social risk and opportunities.
- Ensure that we are meeting our strategic performance goals for key indicators related to social responsibility.
- Drive engagement, build awareness and celebrate the successes of our Social Responsibility Programs.







Materiality

Guided by the Global Reporting Initiative's materiality principles and approach, we continue to engage with industry experts and stakeholders to assess the materiality of key economic, social and environmental topics for our industry and our Company.

Collaboration with the International Tourism Partnership and our Stakeholders

Wyndham Hotels & Resorts has worked in partnership with the International Tourism Partnership (ITP), more than 15 international hotel companies and over 200 internal and external stakeholders to provide a voice for environmental, social and economic issues in the hospitality industry. We recognize that our long-term business interests are fundamentally linked to environmental, social and economic stability.

Environment

- GHG Emissions
- Air Quality
- Energy Management
- Waste & Wastewater Management
- Waste & Hazardous Management
- Ecological Impacts

Leadership & Governance

- Ethics and Compliance
- Management of the Legal & Regulatory Environment
- Critical Incident Risk Management
- System Risk Management
- Ecological Impacts



Social Capital

- Human Rights & Community Relations
- Data Privacy/Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling

Human Capital

- Labor Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

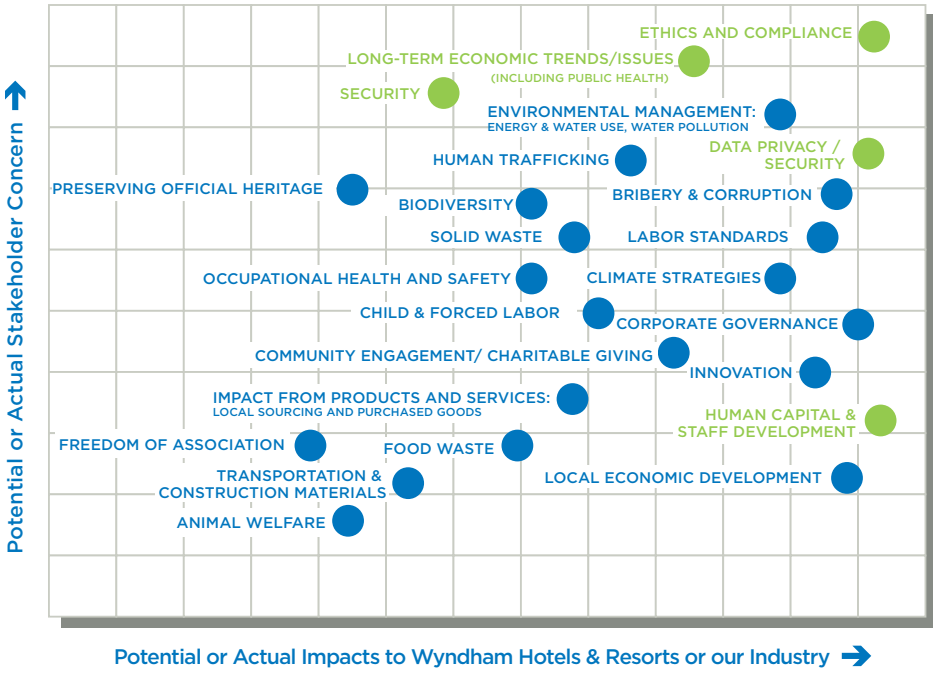
Business Model & Innovation

- Product Design & Lifecycle Management
- Business Model Resilience
- Supply Chain Management
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change

** The materiality survey was conducted as part of Wyndham Worldwide Corporation*

Our Environmental, Social and Economic Materiality Matrix

To develop our materiality matrix, we conducted our own survey* of a sample representation of our stakeholders. We also incorporated the findings from our work with ITP as well as recent findings from the World Travel & Tourism Council (WTTC) and the Sustainability Accounting Standards Board (SASB) framework.



The five critical issues for hotels, as identified by the WTTC, are presented in green.

UN Sustainable Development Goals (SDGs) in Action

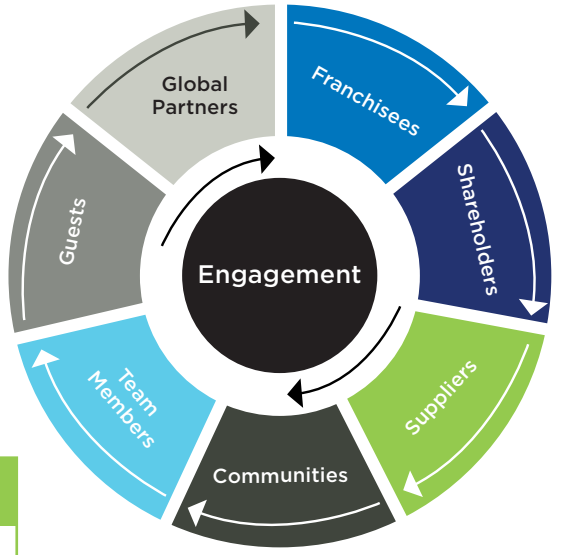
We actively support the UN Sustainable Development Goals framework, prioritizing action toward the following goals as part of our long-term for social responsibility roadmap:

SDGs	Targeted Strategies and Actions
	• Support low-income families through our community programs • Advance micro-enterprises through our procurement activities
	• Address hunger through our community programs • Promote nutrition among team members • Support suppliers that engage in sustainable agriculture practices
	• Participate in initiatives to build and enhance skills in local communities • Provide our team members with ongoing educational and talent development opportunities
	• Continue to promote diversity and provide leadership opportunities among our female team members • Support initiatives to empower women and girls through our community programs • Develop women-owned businesses through our Wyndham Diverse Suppliers Program and Women in Development Incentive Program
	• Develop targeted programs to address water challenges for locations with identified water risks • Reduce water consumption and continue to invest in water-efficient technologies
	• Provide local hiring opportunities in travel and tourism as we continue to expand across the globe • Be at the forefront on industry initiatives to address human trafficking and human rights issues in the travel and tourism industry • Enforce our Supplier Code of Conduct
	• Embark on a multi-decade journey to reduce our greenhouse gas emissions in alignment to what is required to limit the rise in global temperatures in alignment with IPCC (Intergovernmental Panel on Climate Change) recommendations
	• Promote and expand best practices for biodiversity protection across our properties • Partner with suppliers to make a meaningful impact to protect forests and biodiversity
	• Continue to advance sustainable development through active participation in industry initiatives

Stakeholder Engagement

Wyndham Hotels & Resorts' approach to stakeholder engagement is designed to be inclusive, strategic and results oriented to respond to key topics of greatest concern and opportunity.

Throughout the year, we actively engage with our team members, shareholders, suppliers, communities, franchisees and guests (as detailed in the image on the right). Additionally, we actively participate in leading industry associations and with promoters of academic research to help solve global environmental, social and economic challenges.



FRANCHISEES

- Training Workshops
- Educational Opportunities
- Green Certification Programs
- Global Conference

SHAREHOLDERS

- Investor Relations
- Shareholder Services
- 10-K, Proxy and SEC filings
- CDP Climate submission

SUPPLIERS

- Global Conference
- Wyndham Green
- Diversity Programs

COMMUNITY

- Wish Days (volunteerism)
- Wyndham Championship

TEAM MEMBERS

- Count on Me Service Culture
- Performance Reviews
- Surveys and Town Hall meetings
- Affinity Business Groups
- Mentoring and Training Programs
- Recognition Programs
- Wyndham Welcome

GUESTS

- Wyndham Rewards Loyalty Program
- Guest Satisfaction Survey
- Customer Care
- Wyndham Welcome

GLOBAL PARTNERS

- American Hotel & Lodging Association
- Asian American Hotel Owners Association
- International Tourism Partnership
- U.S. Travel Association
- World Travel and Tourism Council



Engagement and Program Highlights

Count on Me

Wyndham Hotels & Resorts' signature Count on Me service promise defines how we interact with our guests, partners, communities and each other.

Through Count on Me, we 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.

Recognizing the critical role service plays as a leader in hospitality, our Count on Me service promise along with our commitment to our ethical core values – integrity, accountability, inclusive, caring and fun – is recognized and celebrated at all levels of our organization.

Career Development

Through the work of our leadership development programs, tuition reimbursement as well as our online University of hundreds of development programs, education is a main focus. This is supplemented by one-to-one mentoring, learning circles, networking opportunities, and other relationship-oriented programs. In addition, our leadership experiences at West Point and Leading Your Organization helps to develop our company leaders.

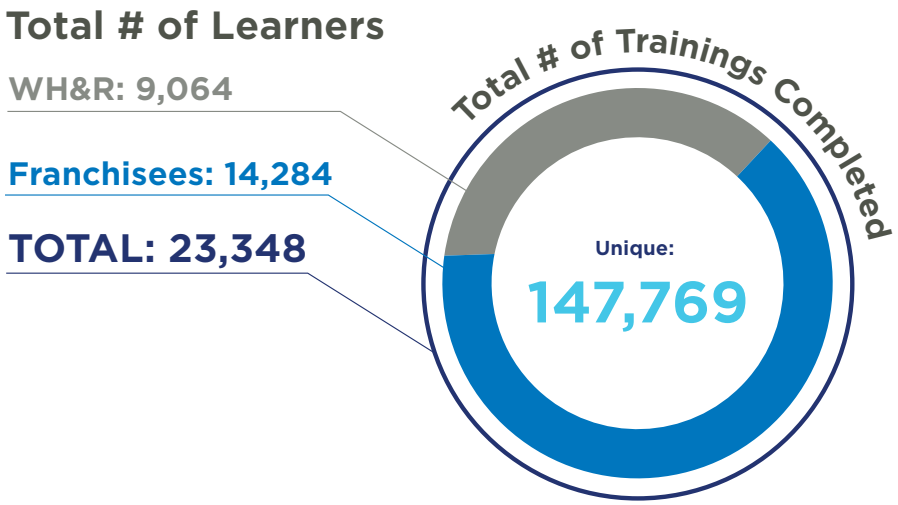
Wyndham University

At Wyndham Hotels & Resorts, we're committed to helping people realize the possibilities that exist over every horizon. This commitment extends to our hotel owners and their teams as well as our own team members. As part of this commitment, we have created a new learning experience – Wyndham University.

In Wyndham University, our learners will discover curated *learning journeys*; specific to their development needs. They can also:

- Explore fresh content through interactive learning webinars, courses, videos and job aids.
- Connect with others at live speaking events and classes.
- Access mentorship materials, networking opportunities and industry certifications.
- Gain visibility to training recommended across various roles and leadership levels.
- Select a role-based *learning journey*, customized for key positions.
- Access specialized topics to support development goals and further grow.
- Stay in the know with Trending @ Wyndham: full of big news, upcoming events and new initiatives.

Whether our learners greet guests from the front lines of a hotel or sit in one of our corporate offices, within Wyndham University they will find quick resources to help them master everyday tasks, and personalized development opportunities to help at every stage of their careers.



WYNDHAM
UNIVERSITY

Hospitality Management Program

Our knowledge-packed Hospitality Management Program features personalized content based on experience level, market segment and hotel brand, hands-on simulations, two trade shows, and networking opportunities with fellow hoteliers and brand leaders.



Wyndham Rewards®

Recently named the number one hotel rewards program by readers of USA TODAY, Wyndham Rewards is the world's most generous rewards program with more than 30,000 hotels, vacation club resorts and vacation rentals worldwide. Designed for the everyday traveler, members earn a guaranteed 1,000 points with every qualified stay and may redeem points for a wide-range of rewards, including free nights at any of our nearly 9,200 hotels or tens of thousands of vacation club resorts and vacation rentals globally through partnership with Wyndham Destinations and others. Wyndham Rewards has over 75 million enrolled members around the globe.

WYNDHAM REWARDS®
You've earned this.®

Guest Satisfaction

Top-ranked Wyndham Hotels & Resorts brand duo, Microtel by Wyndham and Wingate by Wyndham, secured the highest guest satisfaction rankings in J.D. Power's 2018 North America Hotel Guest Satisfaction Index Survey for economy and midscale hotel chains, respectively. With many of its brands earning J.D. Power favorable rankings, Wyndham's recently acquired La Quinta midscale brand had a double-digit overall satisfaction score increase and two-rank jump.

Global Partners

Active Engagement with Leading Organizations to Advance Environmental and Social Issues Facing the Travel and Tourism Industry.

American Hotel & Lodging Association

We continue to partner with the American Hotel & Lodging Association (AHLA) to advance environmental and social programs, including the new 5-Star Promise, aimed at enhancing hotel safety for team members and guests. Geoff Ballotti, our President and CEO, currently serves as the Chair of the AHLA.

Asian American Hotel Owners Association

The Asian American Hotel Owners Association (AAHOA) is a trade association that provides service and support for hoteliers through its educational offerings, political advocacy, professional development, and community engagement. Wyndham Hotels & Resorts was a founding member and currently participates in AAHOA events and activities.

International Tourism Partnership

In collaboration with the International Tourism Partnership (ITP), Wyndham has worked to define the material topics for the travel and tourism industry. Key issues include further developing science-based industry targets for carbon emissions and water risk, identifying and assessing specific human and labor issues for the industry and establishing industry best practices and targets to protect human rights, ensure labor standards and increase youth employment in the travel and tourism industry.

U.S. Travel Association

The U.S. Travel Association (USTA) is the national, non-profit organization representing all components of the travel industry that advocates for policies to advance and elevate the industry on the national level, engaging association members with the tools, research and resources needed to influence change at state and local levels. As a member, Wyndham Hotels & Resorts continues to partner with USTA on important industry initiatives.

World Travel and Tourism Council

We partner with the World Travel and Tourism Council (WTTC) in establishing sustainability and climate change guidelines for the industry. We have also actively participated in the WTTC's Human Capital Working Group, which is focused on the millions of unemployed youth around the world, and actively developing strategies to address this challenge.



United States Green Building Council – New Jersey Chapter

We have partnered with the United States Green Building Council (USGBC) to promote the building of environmentally responsible and high performing structures. We have engaged with the New Jersey Chapter, we have worked closely with the organization to support sustainability outreach and education within the state, and have positively impacted over 15 pieces of New Jersey legislation.

Our Corporate Headquarters Recognized as one of the Highest Performing Green Buildings in the country

The building received its first Silver Certification for Commercial Interiors in 2010, a second Silver certification for Existing Buildings: Operations and Maintenance (EBOM) in 2013, and recently, in 2018, 22 Sylvan was awarded Gold EBOM recertification, which was earned through water reduction, green cleaning and indoor air quality management.

A Culture of Diversity and Inclusion

Travel enables people of varied nationalities and backgrounds to meet and experience different cultures, raising our collective understanding and appreciation for each other around the world.

CEO Pledge

Our CEO has signed on to **The CEO Action for Diversity & Inclusion™** - the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. This is a unique collaboration of more than 450 US CEOs and academic presidents representing nearly 12 million employees signed on to this commitment – agreeing to take action to cultivate environments where diverse experiences and perspectives are welcomed and where employees feel comfortable and encouraged to discuss diversity and inclusion. All the signatories of the commitment serve as leaders of their companies and committed to implementing the pledge within their workplaces, or where companies have already implemented one or several of the commitments, will support other companies in doing the same.

CEO ACT!ON FOR DIVERSITY & INCLUSION

Our Commitments

- Cultivate a workplace that supports open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion.
- Share and collaborate across enterprises in order to advance Diversity & Inclusion within the business community.
- Implement unconscious bias training in our workplace.

2018 Workforce Demographics Highlights

31% of women **are leadership band**

62% of the U.S. workforce **represent minority groups**

Affinity Business Groups

Fully inclusive networks where empowered team members actively engage to foster innovation, help Wyndham Hotels & Resorts grow, and enhance Diversity & Inclusion globally. We continue to strive to increase membership and engagement domestically & internationally while being in alignment with our business initiatives. In addition to the Parsippany campus we currently have organizations in Orlando, Florida and Saint John, Canada.

¡FUERTE!
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

A unifying network that represents and promotes the richness of the Latino/Hispanic culture at Wyndham Hotels & Resorts.

NEXT
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

Connecting Generations. The key is to be able to effectively address and take advantage of the differences in values.

PRIDE
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

Leveraging the passion of our team members, we will strive to foster a culture of acceptance and equality within the LGBTQ community, and to raise awareness of LGBTQ issues through education.

SALUTES
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

An association of military and civilians where appreciation and commitment to fostering opportunities and experiences to help honor and advance those who served and their families.

SPECTRUM
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

Leveraging and developing the SPECTRUM of African Americans as internal and external resources through leadership, education, innovation and networking.

WOMEN ON THEIR WAY
A WYNDHAM HOTELS & RESORTS AFFINITY BUSINESS GROUP

Bringing together team members to support women in their development and advancement while creating a culture of camaraderie, and teamwork.

Affinity Business Group Stories

¡FUERTE!

A WYNDHAM HOTELS & RESORTS
AFFINITY BUSINESS GROUP

As part of a collaborative effort between our FUERTE! Affinity Business Group and Digital team, several Parsippany team members recently joined together to help us deliver an accurate and compelling website experience for our Spanish speaking guests in the U.S. During three review sessions in March, the team members reviewed an impressive 161 Spanish website property pages and 245 property amenities to improve the quality of translations as well as completed a whopping 2,576 scenarios checks to test the site's functionality.

SALUTES

A WYNDHAM HOTELS & RESORTS
AFFINITY BUSINESS GROUP

In the development of the new Military Program for Wyndham Hotels & Resorts, Wyndham Rewards worked in collaboration with members of SALUTES Affinity Business Group to develop the Wyndham Rewards Perks Program for the Military. Over the course of a year as part of their new program, SALUTES worked as part of a cross-functional team to develop key components of the program including a welcome gift, military rate and customized experience for all military personnel and their spouses. In just two short months, over 90,000 Wyndham Rewards members have registered for these perks.

SPECTRUM

A WYNDHAM HOTELS & RESORTS
AFFINITY BUSINESS GROUP

Our Affinity Business Group Spectrum brought in a fascinating and highly regarded guest speaker, Natasha Bowman, author, professor and TED Talk presenter to discuss how ordinary actions influence extraordinary change. Natasha walked the audience through the three Cs of influence - courage, candor and civility - and inspired team members with a clear sense of the power they have to effect massive change on both a personal and an organizational level.

Training, Mentoring and Internship Programs

Training

We provide diversity & inclusion training throughout the development cycle of all team members from on-boarding to executive leadership. Whether self-study or required compliance, or for individuals or team member groups, diversity and inclusion training is offered both online as well as in the classroom for an enhanced emotional and personal experience.

We believe that diversity and inclusion training should be provided as stand-alone trainings as well as incorporated in every leadership program we offer. Recruiters and hiring managers attend various diversity & inclusion training, and in particular, I*s it Bias, Unconscious Bias and our Embracing an Inclusive Culture*. Within our Manager Essentials program, interviewing skills are enhanced, with a specific lens of veteran and diversity best practices.

Through our performance management, mentorship and sponsorship programs as well as our global talent review and succession planning process, we seek out and nurture the best performers in our organization, with special attention to under-represented groups. These individuals participate in various internal leadership develop programs in addition to attending external programs based on their interests and needs.

5 Generations at Work at Wyndham

<1.0%	22.3%	27.0%	46.4%	3.5%
TRADITIONALISTS Born 1900-1945	**BOOMERS** Born 1946-1964	**GEN X** Born 1965-1976	**MILLENNIAL** Born 1977-1997	**GEN Z** After 1997
• Great Depression	• Vietnam, Moon landing	• Fall of Berlin Wall	• 9/11 Attacks	• Age 20+/-
• World War II	• Civil/Womens Rights	• Gulf War	• Community Service	• Optimistic
• Disciplined	• Experimental	• Independent	• Immediacy	• High Expectations
• Workplace Loyalty	• Innovators	• Free Agents	• Confident, Diversity	• Apps
• Moved to the “Burbs”	• Hard Working	• Internet, MTV, AIDS	• Social Everything	• Social Games
• Vaccines	• Personal Computer	• Mobile Phone	• Google, Facebook	• Tablet Devices

Mentoring

It has been a long-standing practice to support development of corporate and our managed hotel team members at every stage of their career. Mentoring leverages the Exposure component of Wyndham Hotels & Resorts' development framework (Experience, Exposure, and Education) by providing team members the opportunity to learn from the unique combination of backgrounds, experiences, perspectives and expertise of an individual within the organization over a period of time. Our Mentoring/Learning Circle program for team members provides an opportunity to assemble a diverse group of team members with common goals, interests, and aspirations into an organically structured mentoring program that helps participants "own their development."

Franchisees are able to network amongst their fellow participants when attending our training programs such as our Hospitality Management Program (HMP) as well as during our Global Conference, which lends itself to the mutual exchange of ideas, knowledge sharing and best practices.

Overall, a mentor can provide expertise to help mentees enhance their development and learning by assisting in:

- Developing competencies for their current roles
- Enhancing skills that can be transferable
- Understanding the inner workings of the organization or hotel
- Practicing the art of building relationships
- Giving and receiving feedback
- Building their networks

We are committed to continuing to foster a culture of learning, which continuously promotes individual growth and development.



Internship Programs

Continuing our internship program from our parent company Wyndham Worldwide and for the 12th consecutive year, the Wyndham Hotels & Resorts Internship Program provides an excellent source of strong, diverse talent to build a pipeline for Wyndham Hotels & Resorts and the industry. Our interns provide us a view of the next generation of talent, Generation Z, as they enter the workforce. At Wyndham Hotels & Resorts, we are building our brand awareness and employment opportunities at competitive four-year universities and graduate schools, with partner organizations, and across industries, allowing us to attract the best talent.

Since 2007, there have been **674 participants** in the intern program.

We have **hired 110 eligible interns into full-time and part-time positions.**



16%
Conversion rate



2016



62% of interns were female
and **38% were minority**

2017



24% of interns were female
and **34% were minority**

2018



50% of interns were female
and **50% were minority**

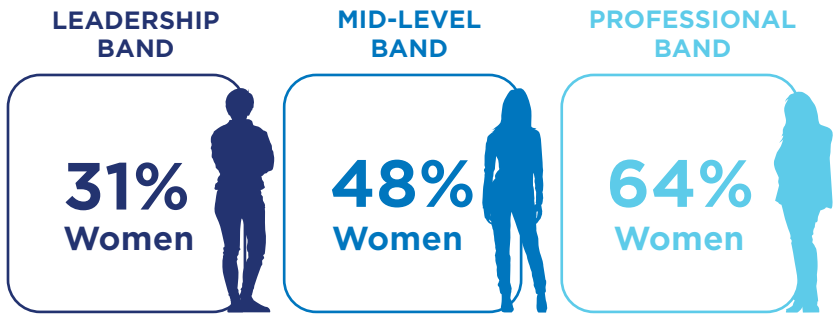
Empowering Women, Veterans and LGBTQ Communities

Women

To encourage increased diversity among our third-party franchisees and within the hospitality industry, Wyndham Hotels & Resorts has launched a “Women in Development Incentive Program”. The program is intended to attract top women hotel developers and entrepreneurs from diverse backgrounds and involves Wyndham Hotels & Resorts qualifying franchisees to develop Wyndham-branded hotels. Our Affinity Business Group, Women on Their Way is partnering with external organizations to provide guidance and direction on this endeavor.







Active Military, Veterans and Their Families

Wyndham Hotels & Resorts is not just military friendly, we are military family friendly. WH&R works to support our military families by:

1. Hiring veterans and military spouses
2. Providing benefits through our Wyndham Rewards loyalty program
3. Engaging in community outreach and charitable contributions
4. Sourcing from veteran and military spouse-owned businesses

Corporate Fellowship Initiative

The U.S. Chamber of Commerce's Hiring Our Heroes (HOH) Corporate Fellowship initiative is a nationwide effort to connect transitioning service members with meaningful employment opportunities and provide them with civilian life transition skills. The program/cohort is conducted three times per year with each lasting 13 weeks and consisting of the Fellow working 4-5 days per week at a host company. This hands-on experience is combined with additional civilian employment skills taught by a HOH lead training program, which all Fellows attend weekly.
The program serves as more than a springboard to a job. The Fellowship allows employers to give back in a unique way, by helping our transitioning military members prepare to be part of the civilian work force. Many of these soldiers, sailors and airmen have never held a civilian job, interviewed or filled out a job application. After years of defending our country, looking for a job in the private sector is often defined as one of the scariest things they have ever done.



The HOH Corporate Fellowship allows employers to train service members for skills needed in a civilian work environment. It also shows the Fellows the incredible value their leadership, problem solving, coaching/ training and organization skills can bring to the table in the private sector.

La Quinta has been a leading partner with the Hiring Our Heroes Fellowship since 2015. During our four years in the program, La Quinta has hosted over 14 Fellows, extended 13 offers, and had 8 offers accepted, with 75% still employed by us today. Our first Fellow came to us from the Ft. Hood Fellowship and is still with us today, as a General Manager in Texas.

Education With Industry Program

The Education With Industry (EWI) program provides government students a hands-on educational experience with industry that is not typical of Air Force service. The program exposes Air Force members to business best practices by immersing them with a variety of industry partners to develop future Air Force leaders with business acumen and empathy that can be used to enhance cross-functional government teams.



As your companion on the road, Super 8 is proud to support our military members and their families. Our brand offers reserved veteran parking at every hotel in North America and military discounts, raises awareness of Post Traumatic Stress Disorder (PTSD) through our partnership with the nonprofit Human Hug Project. We also help provide free temporary lodging to military and veteran families receiving care at major military and VA medical centers through a partnership with Fisher House Foundation. With over 70% of military bases within 25 miles of a Super 8 hotel, we look forward to continuing to support these very important guests.

SNOWBALL EXPRESS

A PROUD PROGRAM OF

GARY SINISE FOUNDATION

More than 175 Wyndham team members from our Parsippany and Irving corporate offices and our Wyndham Grand Orlando Bonnet Creek, Wyndham Grand Clearwater Beach and Wyndham Orlando Resort International Drive properties recently volunteered alongside Colonel, U.S. Marine Corps, Ret. and NASA Astronaut Randy Bresnik at the Gary Sinise Foundation's Snowball Express event. Held this year in Orlando, the four-day experience aims to brighten the holiday season for family members of fallen military heroes.

LA QUINTA BY WYNDHAM

La Quinta is honored to support members of the military, veterans, and their families. Through our Salutes program, we've hired over 1,500 veterans, military spouses, and caregivers, and established partnerships with military non-profits like Carry The Load, The Bush Center, US Chamber of Commerce Foundation, Team Fisher House, Operation Homefront and more.

LGBTQ Communities

Wyndham Hotels & Resorts joined the Business Coalition for the Equality Act, a group of leading U.S. employers that support the federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. In joining the Business Coalition for the Equality Act, Wyndham Hotels & Resorts reinforced its strong history of diverse and inclusive practices, with full leadership support, to its team members, partners and customers.

Previously as part of Wyndham Worldwide, the Human Rights Campaign named the company as one of the Best Places to Work for LGBTQ Equality nine times with a perfect score of 100. This year Wyndham Hotels & Resorts carries on that tradition and has been recognized for its culture of inclusion by the Human Rights Campaign and earned a perfect score of 100 as a Best Place to Work for LGBTQ Equality.

Sharing the Pride with our LGBTQ Guests and Communities

The Alexander Hotel by Dolce in the heart of Indianapolis takes pride in creating a diverse and inclusive environment for all guests and has a strong connection to the Indianapolis LGBTQ community. The Alexander is the Official Host Hotel for the Indianapolis Pride Festival. Supporting wedding celebrations for LGBTQ couples is a critical part of the hotel's focus on inclusivity. The hotel is also the Headquarters Hotel for the LGBTQ Film Festival each November and the Host Hotel for the TGIF Classic, an international LGBTQ bowling tournament. The hotel offers special group rates for attendees of these events. The Alexander is TAG (Travel Advocacy Group) approved as a LGBTQ community friendly accommodation.



The Business Coalition for the Equality Act

At Wyndham Hotels & Resorts, we are committed to creating an inclusive work environment where all of our team members can thrive. That is why at the Diversity and Inclusion Conference in Philadelphia, we joined the Business Coalition for the Equality Act to reinforce our commitment to workplace fairness for lesbian, gay, bisexual, transgender and queer (LGBTQ) team members.

For 25 years, the Ramada Plaza Hotel and Suites in the center of West Hollywood and Santa Monica Boulevard has been actively involved with the LGBTQ community. They were the original hotel sponsor for events such as Outfest Film Festival and AIDS Walk LA and is currently the host hotel for the WEHO Sports Festival and many other popular LGBTQ events. The hotel also participates in promotions across the International Gay & Lesbian Travel Association and LA Travel and Convention Bureau.

Protecting Human Rights

We, along with other leaders in our industry, remain committed to human rights and putting a stop to human trafficking.

ECPAT-USA: The Code and Policies

Partner with ECPAT-USA, an organization whose mission is to protect every child's human right to grow up free from the threat of sexual exploitation and trafficking.

The Code is a joint venture between the tourism private sector and ECPAT International to show a commitment to end the commercial sexual exploitation of children.

Human Rights Statement

We are committed to operating our business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact. In addition, the Company's core values showcase its commitment to ethical business practices and good corporate citizenship.

Modern Slavery Statement

We are committed to combatting slavery and human trafficking by continuing to develop resources and educating our employees and stakeholders across relevant areas of our business and supply chain.

Training

Hotels are one of many venues that traffickers use to exploit their victims. As a result, hospitality industry leaders are increasingly recognizing the unique role they can play in preventing and disrupting this crime.

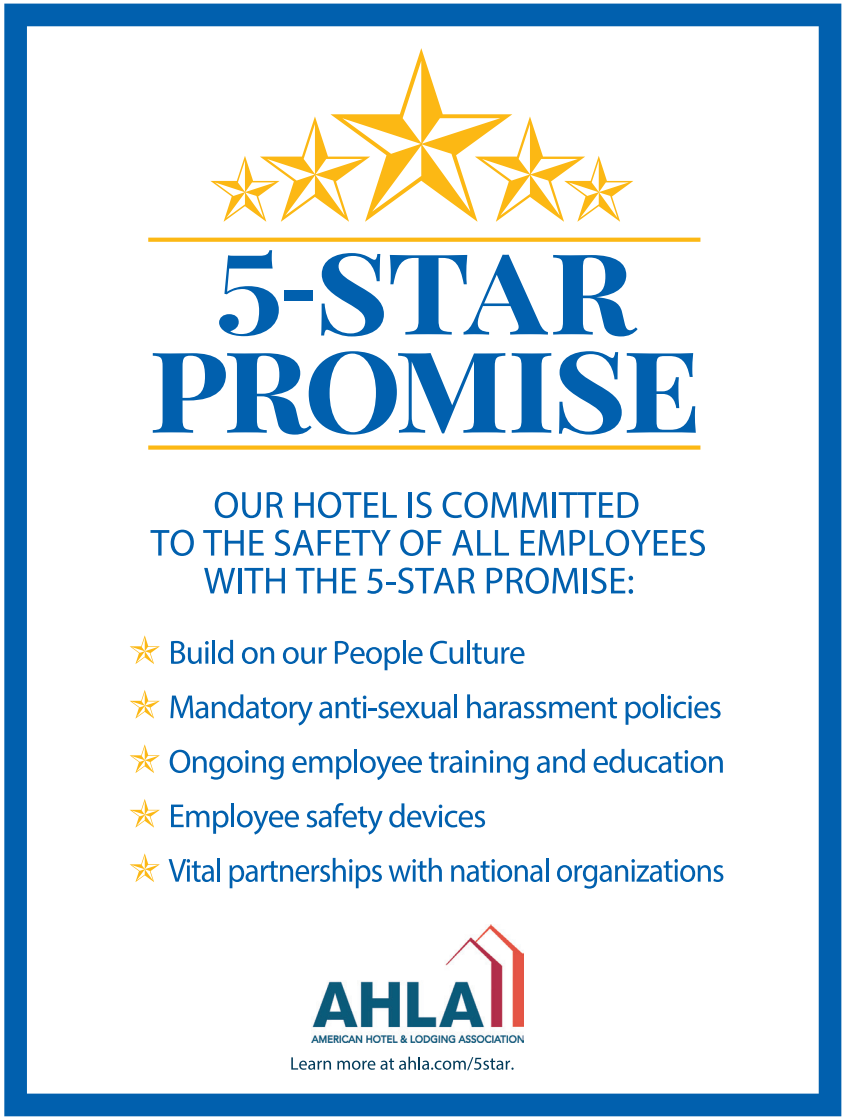
Our online training program, available through the Educational Institute of the American Hotel & Lodging Association in partnership with ECPAT-USA and Polaris, addresses the issue of human trafficking and discusses the intersections between human trafficking and the hospitality industry.

The 5-Star Promise

In 2018, we partnered with American Hotel & Lodging Association (AHLA) for the ***5-Star Promise***, a pledge to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, trainings and resources that together are aimed at enhancing hotel safety, including preventing and responding to sexual harassment and assault. Wyndham Hotels & Resorts is proud to unite with our industry in support of the 5-Star Promise, showing our joint commitment to the incredible people who help make our guests' travels memorable. We are committed to our team members' safety and security.

WORKING TOWARD OUR COMMITMENT

We are on track with our commitment to the 5-Star Promise and expect to deploy safety devices and roll out training to our managed team members, and make solutions available and roll out training for our franchisees, all in the third quarter of 2019.



Supporting our Communities

Wyndham Hotels & Resorts serves millions of guests every year, providing memorable vacation experiences in some of the world's most beautiful destinations. Supporting those communities across the globe in which we work and live is a core value at Wyndham Hotels & Resorts and is reflected through Philanthropy. The Company's philanthropic goals are supported through in-kind donations and volunteer hours and by raising awareness and funds for organizations related to our mission.

Our philanthropy captures the dedication and pledge of team members, leadership and business partners to make lasting, important contributions in the communities where we operate, enabling the Company to deliver on its core values and bring to life its Count on Me service culture to our customers and communities around the world. Our program's duty is to improve the lives of future generations globally, focusing on education, wellness, conservation, disaster relief and other prioritized UN Sustainable Development Goals.

Volunteering

- **Board Service** – Executives giving of their time on non-profit boards
- **Mentoring** – Big Brothers Big Sisters (BBBS), Junior Achievement programs
- **Pro Bono** – NJ LEEP, Pro Bono Partnership
- **Walk/Runs** – American Cancer Society, BBBS, Marine Corps, Carry The Load
- **Wish Day** – Each team member in US and Canada is given a day off to volunteer



Giving

As a hospitality company, service is in our DNA. Our teams and franchisees around the world actively engage in their communities, generously giving in ways to enhance the lives of others. Wyndham Hotels & Resorts supports various charitable programs including youth and education, military, community and environmental programs. Our charitable endeavors may change from year to year depending on need, but we look to support our programs such as the Wyndham Championship Fore! Good, Fisher House and Polaris. As part of our giving efforts including Wyndham Rewards and its members, the program has donated more than 102 million points since inception.

Brand Partnerships

Days Inn is the brand that is all about making our time together brighter and Starlight Children's Foundation is all about making the in-hospital experience for terminally ill children brighter. With shared values, our two organizations have joined together to bring that promise to life through activities that will enhance the hotel and hospital experience through an online/on-property Design a Gown contest, and an ongoing social content series engaging with the community to share words of encouragement and hope to children and families.

Delivering smiles in every town, Howard Johnson has partnered with the Y to encourage communities to create new memories by being active, bringing people closer together and fostering new friendships with the hope of positive change. Through our partnership, Y members can save up to 20% off at participating hotels across the country with 10% of every booking being donated back to the Y to help support its mission for youth development, healthy living and social responsibility.

Wyndham Reward Members have **donated 102 Million Points** - worth thousands of hotel stays - since inception.

Disaster Relief

In times of great need Wyndham Hotels & Resorts reacts by implementing programs designed to assist not only the community, but also our team members. The Wyndham Relief Fund was created to help employees who are facing financial hardship immediately after a natural disaster or an unforeseen personal hardship. We do this by donating actual monetary funds and Wyndham Rewards points. Both the company and team members provide gifts to the Wyndham Relief Fund. This provides immediate assistance and also long-term benefits to those impacted by hardship.



Wyndham Championship

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

Contested 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 significant charitable impact throughout the Piedmont Triad. The Wyndham Championship is presented by the Piedmont Triad Charitable Foundation, a registered 501(c3) 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 of 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 2018, the Championship supported over 50 local, regional and national charities with over $1.5 million in charitable impact.

Key to Wyn:

For the third consecutive year, Wyndham Rewards donated the "**Key To Wyn**" House, a fan amenity used during the Wyndham Championship golf tournament, to Habitat for Humanity.









Special Olympics New Jersey

WH&R Team Members Score for Special Olympics

It was gridiron madness when several of our team members suited up and ran and passed their way to help Special Olympics of New Jersey at the 13th annual New York Giants Snow Bowl flag football tournament held at MetLife Stadium. Wyndham Hotels & Resorts was proud to be a sponsor this year with team members participating in three games in the coed division.

Special Olympics New Jersey provides year-round sports training, competition, leadership opportunities and health screenings to more than 25,000 athletes.



Leadership in Sustainability

Wyndham Hotels & Resorts is committed to protecting the environment in which we live, work and enjoy. As part of our strategic vision of fostering a values-driven culture, we understand it is essential to protect our natural capital and resources to deliver long-term sustainable value.

Focus areas:

Climate Change

Minimize our impact on climate change by reducing our emissions

Energy Efficiency and Renewable Energy

Become energy efficient and increase usage of renewable energy

Water Conservation

Increase water conservation and identify risks and opportunities

Waste Diversion

Understand waste profiles and increase diversion

Risk Management & Performance Targets

Global environmental issues from climate change, water risk, resource depletion and improper waste management may have a long-term impact on business operations. Wyndham Hotels & Resorts is adopting bold long-term goals to ensure that we are doing our part to preserve our sustainable future.

As Wyndham Hotels & Resorts is now an independent pure-play hospitality company after our spin-off from our former parent company, Wyndham Worldwide, we are committed to a leadership in environmental disclosure and performance. We will set 2018 as our new baseline specific to Wyndham Hotels & Resorts and set climate-related targets in alignment with science-based targets for Scope 1 and 2 related emissions. Water conservation and waste diversion goals will be re-established and re-evaluated on a routine basis to meet current and future environmental concerns based on bi-annual risk assessments and changes in regulations. Our energy and water strategies are based on a low-carbon, science-based target pathway and the findings of our local, context-based water risk assessments using tools developed by the World Resource Institute and World Wildlife Fund.

2018 Environmental Performance Results

The boundary for our environmental performance is based on operational control, and includes all our operating assets that we own, manage, or lease.

Our 2018 environmental performance results represent our new baseline as a pure play hospitality company. The data presented follows the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, Revised Addition for Scope 1 and Scope 2. Year over year performance will be reported in 2020.

Footnotes:

1) GRI 302-1 - Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
2) GRI 305-1 and 305-2 - Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
3) GRI 303-1 - Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.

Greenhouse Gas Emissions and Energy Consumption

YEAR:
2018

RESULTS:

Energy (MWhs)[1]	Emissions (MTCO2eq)[2]
Scope 1: 309,772	57,578
Scope 2: 529,008	235,785
Total: 838,780	**293,363**

Note: Intensity value provided in GRI Index pages 53 and 54.

Renewable energy - onsite generation

YEAR:
2018

RESULTS:
244 MWHS

Water Conservation

YEAR:
2018

RESULTS:

Total Water Withdrawl[3]	1,938,928 kgals
Municipal Water:	1,922,512 kgals
Groundwater:	16,416 kgals

Note: Intensity value provided in GRI Index page 54.

Waste Diversion

YEAR:
2018

RESULTS:
28.3%

Management of Energy, Emissions, Water and Waste

Leveraging Technology

Wyndham Hotels & Resorts has adopted the Wyndham Green Toolbox, a proprietary online environmental management system, developed to track, measure and report energy, emissions, water and waste diversion performance globally.

Customized in 2018 to Wyndham Hotels & Resorts, the Toolbox is a state-of-the art environmental management system that was created to be flexible, scalable and customizable to match the Company's global presence.

Our properties can implement efficiency measures, track projects and receive direct feedback from the results of conservation measures. The use of KPI widgets enhances the user experience, making the information more engaging and easier to understand.



Supporting Conservation

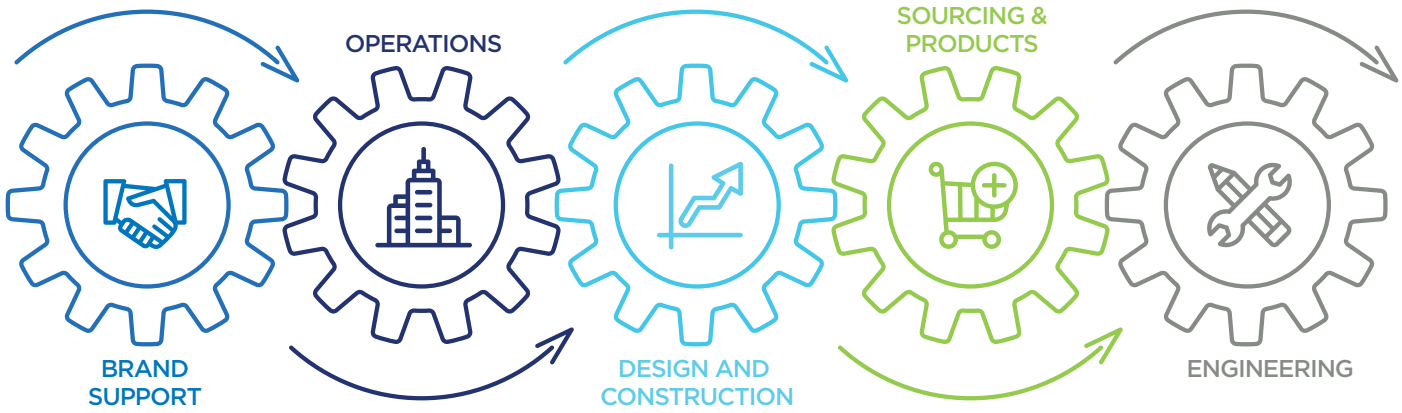
Travelodge by Wyndham is energizing adventure with National Parks Conservation Association (NPCA). With over **75% of its properties within a 50-mile radius of national parks**, Travelodge is driving awareness for the preservation of our nation's favorite places while providing a basecamp for adventurers to refuel for the day ahead. In 2018, Travelodge launched its first multi-year campaign, **#Travelarge**, in partnership with NPCA and Chris Burkard, an acclaimed landscape photographer and conservationist, capturing his journey documenting the national parks of the American Southwest. Chris shared stories of untamed landscapes and outdoor adventures that encourage others to take risks, appreciate nature, and support conservation efforts. Much like Travelodge, Chris believes national park conservation is important and uses his creative eye to promote the places he considers sacred.

Travelodge BY WYNDHAM

NATIONAL PARKS CONSERVATION ASSOCIATION
100 YEARS
NPCA.ORG

Wyndham Green Certification Program

Wyndham Hotels & Resorts strives to fully integrate the Wyndham Green program throughout its value chain by engaging and educating executive and brand leaders, team members, design and construction, franchisees and our suppliers. By building a comprehensive program we can engage the value chain and incorporate industry best practices to deliver triple bottom line results. An effective way to achieve this is by developing our own internal Wyndham Green Certification program with an objective to reduce cost through efficiency, increase recognition and help drive revenue from environmentally conscious business and leisure travelers.



In 2019, we will be launching our Wyndham Green Certification, which is intended to connect all of our performance improvement mechanisms into one comprehensive program. The certification is a progressive five-level program that builds from the initial core level to expert. Each level is comprised of five to seven actions that address energy, water and operational efficiencies as well as other industry best practices. Our initial focus is on low-to-no-cost, quick-payback efficiency items focused on operational and product improvements. More importantly, the certification also focuses on education of both team members and guests while raising awareness on operational issues that could help increase efficiency.

WYNDHAM GREEN CORE

WYNDHAM GREEN ESSENTIAL

WYNDHAM GREEN PROFICIENT

WYNDHAM GREEN ADVANCED

WYNDHAM GREEN EXPERT

Based on initial Quality Assurance screening, the certification program is receiving elevated demand and over 1,400 properties would be eligible for certification at program launch.

The first three levels of the Wyndham Green Certification **(WGC) prioritize quick-payback efficiency measures**.

WGC Quick Payback Best Practices	WGC Level	Payback
Towel and linen reuse	Core	Immediate
Interior energy efficient lighting	Core	< 1 year
Water efficient sink fixtures	Essential	< 1 year
Water efficient showerheads	Essential	< 1 year
Heating and cooling set points or occupancy controls	Essential	< 1 to 2 years
Basic preventive maintenance	Essential	< 1 year
Water efficient flush fixtures in common areas	Proficient	< 1 to 2 years
Air sealing	Proficient	< 1 year
Lighting occupancy controls in low traffic areas	Proficient	< 1 to 2 years
Exterior energy efficient lighting	Proficient	< 1 to 2 years

By participating in our towel and linen re-use program at our hotels, guests staying for multiple nights can choose not to have their linens and towels laundered every day – **reducing both water and energy consumption**.



THE ALEXANDER, DOLCE INDIANAPOLIS, IN

The Alexander, a Dolce Hotel, has been awarded LEED® Silver certification in LEED®'s New Construction & Major Renovations category. The Alexander is the only hotel in Indianapolis with LEED certification and is part of the 10-acre CityWay neighborhood, located at South and Delaware streets, developed by Buckingham Companies.

Partnering to Reduce Our Scope 3 Emissions

Wyndham Hotels & Resorts continues to partner with Avis Budget Group and the United eco-Skies program to reduce our environmental impacts attributed to Scope 3 business travel emissions, which includes air travel, car service and car rentals. As a result of these partnerships, we will report our Scope 3 related emission offsets in our 2020 reporting season.

Responsible Supplier Program

Wyndham Hotels & Resorts has a vast supplier network to provide goods and services to properties around the globe. Strategic Sourcing leverages the Company's combined global purchasing power to negotiate the highest quality products and services at the best possible value. The primary sourcing categories include operating supplies, furniture and fixtures, food and beverage, technology, banking and other ancillary services.

Strategic sourcing also works with the Social Responsibility team to ensure a wide range of product and service options that align with our strong commitment to environmental, social and governance issues globally. In order to do business with Wyndham Hotels & Resorts, we demand the highest level ethical behavior. In all instances we expect adherence to our Core Values in addition to complying with the Supplier Code of Conduct and all applicable laws and regulations in all locations where a supplier conducts business. We continue to evaluate our suppliers though our Responsible Supplier Survey, which not only focuses on sustainability and green products but also includes questions on philanthropic initiatives and human rights. We recognize each supplier as "Responsible" based on the resulting score from the survey criteria. In 2018, Wyndham Hotels & Resorts has greater than 25% of procurable spend with suppliers that meet the Responsible Supplier criteria. The program is designed to encourage innovation for competitive differentiation, cost and associated risk reduction within our supply chain, and brand enhancement and to foster collaboration and engagement with our suppliers, franchisees and other stakeholders. The survey is comprised of over 50 questions and covers the following:

Policy	Compliance
Data Tracking and Targets	Reporting
Energy and Carbon Emissions	Engagement
Water Consumption	Philanthropy
Waste	Human Rights
Sourcing	Innovation

In 2018, Wyndham Hotels & Resorts has **greater than 25%** of procurable spend with suppliers that meet the Responsible Supplier criteria.

Sustainable Supplier Partnership Highlight

ECOLAB

ECOLAB is a global leader in water, energy and hygiene technologies and services that operates at the center of the water-energy-food nexus. ECOLAB helps companies in more than 40 industries throughout the world grow and succeed while minimizing their environmental impact. ECOLAB's partnership with Wyndham Hotels & Resorts helps provide clean, safe and resource efficient operations and delivers a true win-win result. In 2018 we tracked the results of our products and services at almost 3,500 Wyndham properties globally with amazing results. Our eROI summary presents the impact of over 84.7 million of gallons of water saved while saving over 650,000 therms of natural gas and avoiding 398,000 pounds of waste to landfill.

eROI	WATER	ENERGY	AIR	WASTE
	Gallons	Therms	metric tons CO_2e	Lbs avoided
Apex™ Warewashing Solids	6.68 million	95,600	190	78,120
Solid Power XL	0	0	0	9,070
Wash 'n Walk® No Rinse Floor Cleaner	385,070	4,200	24	6,530
Aquanomic Low Temp Laundry Program	72.8 million	551,050	2,918	12,670
QC, Oasis & Oasis Pro® Super-Concentrated Cleaners	0	0	0	291,490
SMARTPOWER™	48,340	660	4	120
3D TRASAR for Cooling Water	4.84 million	0	0	0
TOTAL	**84.7 million** Gallons	**651,510** Therms	**3,136** Metric tons CO_2e	**398,000** Pounds waste avoided

Supplier Diversity

Wyndham Hotels & Resorts has a highly developed supplier diversity program, including strong efforts to engage suppliers owned by veterans, Latinos, African-Americans, women, the LGBTQ community, people with disabilities, and other businesses owned by traditionally underrepresented groups. By maintaining a diverse supply chain, we are able to build on a rich foundation of perspectives and opportunities that benefit our company and the experience we provide our customers. Our strong tier-1 and tier-2 programs, as well as extensive training and mentoring for diverse suppliers, helps ensure supplier diversity is thoroughly integrated into overall business strategy and we have an estimated 12.5% of total procurable spend with diverse suppliers.

Diverse Supplier Partnership Stories

SOBEL LINEN®

PROUDLY CARRIES SOBEL WESTEX BRANDED PRODUCTS

Sobel Linen provides high-quality bedding and towels to many properties under the Wyndham Hotels & Resorts umbrella. With a certification from the National Minority Supplier Development Council, Sobel Linen brings a wealth of knowledge, experience and perspective to the table as a certified Hispanic-owned business.

American HOTEL REGISTER COMPANY

American Hotel Register Company is not only the world's premier hospitality supplier; it is also an officially certified women-owned business from the Women's Business Enterprise National Council (WBENC). With extensive industry experience and more than 150 years of service, American Hotel offers customers over 70,000 products, 1,600 national brands, an expanding portfolio of eco-friendly products and best value items from its own Registry® brand. The company also delivers award-winning design and project capabilities and fast delivery from distribution centers strategically located throughout the United States, Canada and the Caribbean. It is a privately-owned business and parent company to International Hotel Supply, and serves customers in more than 140 countries.

WYNDHAM

HOTELS & RESORTS

GLOBAL REPORTING INITIATIVE

Content Index

GRI Content Index

To develop our Social Responsibility Report, Wyndham Hotels & Resorts has referenced the Global Reporting Initiative (GRI) Standards, which represent current best practice globally for reporting on economic, environmental and social performance.

This GRI Content Index is designed to assist our stakeholders in locating disclosures and metrics of interest. To learn more about the GRI, please visit www.globalreporting.org.

GENERAL DISCLOSURES:

Disclosures	Description	Location and/or Direct Answer
Organizational Profile		
102-1	Name of the organization	Wyndham Hotels & Resorts, Inc.
102-2	Activities, brands, products, and services	Company Overview (page 6) Additional information can be found on pages 2-3 of our 2018 10-K filing, pages 8-18 of our 2019 Investor Presentation (published in February 2019) and the Our Brands section of our corporate website.
102-3	Location of headquarters	Our corporate headquarters are located at 22 Sylvan Way, Parsippany, New Jersey 07054.
102-4	Location of operations	Company Overview (page 6) Our global footprint encompassed more than 80 countries across six continents.
102-5	Ownership and legal form	Wyndham Hotels & Resorts is a publicly traded corporation.
102-6	Markets served	Company Overview (page 6) Additional information can be found on pages 2-3 of our 2018 10-K filing, pages 8-18 of our 2019 Investor Presentation (published in February 2019) and the Our Brands section of our corporate website.
102-7	Scale of the organization	Company Overview (page 6) With over 5,900 franchisees, we have built the largest network of franchisees of any global hotel company. Additional information can be found on pages 2-3 of our 2018 10-K filing, pages 8-18 of our 2019 Investor Presentation (published in February 2019) and the Our Brands section of our corporate website.

102-8	Information on employees and other workers	As of December 31, 2018 , we had approximately 16,200 employees, including approximately 1,200 employees outside of the United States. While we employ contractors and seasonal workers as needed, the majority of work is performed by our full-time employees.
102-9	Supply chain	Wyndham Hotels & Resorts has a vast supplier network to provide goods and services to properties around the globe. Our primary sourcing categories include Operating Supplies, Furniture and Fixtures, Food and Beverage, Technology, Banking and other ancillary services. Additional information can be found in the "Responsible Suppliers" section page 42 of this Report.
102-10	Significant changes to the organization and its supply chain	On May 31, 2018, Wyndham Hotels became an independent, public company when it was spun-off from Wyndham Worldwide Corporation, its former parent, which is now known as Wyndham Destinations. Wyndham Hotels' common stock trades on the New York Stock Exchange under the ticker "WH". Additional information can be found on the Spin-Off Information section of our corporate website.
102-11	Precautionary Principle or approach	Strategy, Themes and Focus Areas (page 7) Leadership in Sustainability (pages 37-42)
102-12	External initiatives	Global Partners (pages 18-19)
102-13	Membership of associations	Global Partners (pages 18-19)
Strategy		
102-14	Statement from the most senior decision-maker about the relevance of sustainability and organization's strategy	Executive Statements and Overview (pages 3-5)
102-15	Key impacts, risks, and opportunities	Strategy, Themes and Focus Areas (pages 7-8) Materiality (page 12) UN SDGs in Action (page 13) Additional information can be found in the "Our Strategy" and "Risk Factors" sections on pages 6-7 and 17-28 of our 2018 10-K filing. We also report on climate-related risks and opportunities in Question C2 of our annual CDP Climate disclosures.

Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	With a commitment to acting with integrity and a dedication to making hotel travel possible for all, Wyndham Hotels & Resorts has been recognized as one of the 2019 World's Most Ethical Companies by the Ethisphere Institute. This distinction marks the first global accolade for our Company and builds upon a strong Wyndham history of recognition by Ethisphere, a leader in defining and advancing the standards of ethical business practices. Additional information can be found in the Mission & Values section of our corporate website, and in our Business Principles and Human Rights Statement.
102-17	Mechanisms for advice and concerns about ethics	Mechanisms include our Integrity Line, which allows reporting concerns on a confidential or anonymous bases, is available 24 hours a day, seven days a week and 365 days a year. We do not tolerate retaliation against anyone for making a report in good faith or for participating in an investigation. Additional information can be found in the Mission & Values section of our corporate website, and in our Business Principles and Supplier Code of Conduct.
Governance		
102-18	Governance structure of the organization, including committees of the highest governance body and those responsible for decision-making on economic, environmental and social impacts.	Governance (pages 10-11) Additional information can be found in the Corporate Governance section of our corporate website.
102-22	Composition of the highest governance body and its committees	The composition of our Board and its Audit, Compensation, Corporate Governance and Executive Committees is reported on our Committee Composition webpage. Additional information can be found in our 2019 Proxy Statement.
102-23	Chair of the highest governance body	Stephen P. Holmes, former Chairman and CEO of Wyndham Worldwide Corporation, serves as Non-Executive Chairman of our Board. The Right Honourable Brian Mulroney, also serves as our independent Lead Director. Additional information can be found in our 2019 Proxy Statement.
102-24	Nominating and selecting the highest governance body	Criteria includes a consideration of diversity, age, skills and experience so as to enhance the Board's ability to manage and direct the affairs and business of the Company including, when applicable, to enhance the ability of committees of the Board to fulfill their duties and to satisfy any independence requirements imposed by law, regulation or the New York Stock Exchange. Our Board currently consists of eight members, six of whom are independent Directors under applicable listing standards and our corporate governance documents. Additional information can be found in our Corporate Governance Committee Charter, our Corporate Governance Guidelines, our Director Independence Criteria and our 2019 Proxy Statement.

102-25	Conflicts of interest	Our policies regarding conflicts of interest are set forth on page 2 of our Corporate Governance Guidelines, and in our Code of Business Conduct and Ethics for Directors.
102-28	Evaluating the highest governance body's performance	Pursuant to the "Assessing Board Performance" section on page 6 of our Corporate Governance Guidelines, the Corporate Governance Committee conducts an annual self-evaluation. The Corporate Governance Committee utilizes the results of this self-evaluation process in assessing and determining the characteristics and critical skills required of prospective candidates for election to the Board and making recommendations to the Board with respect to assignments of Board members to various committees.
102-36	Process for determining remuneration	We report on our process for determining remuneration on pages 23-48 of our 2019 Proxy Statement.
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement (page 14)
102-41	Collective bargaining agreements	Approximately 7% of our employees are subject to collective bargaining agreements governing their employment with our Company. This information is also reported on page 17 of our 2018 10-K filing.
102-42	Identifying and selecting stakeholders	We identify and engage with stakeholders in consideration of our value chain impacts.
102-43	Approach to stakeholder engagement	Stakeholder Engagement (pages 14-17)
102-44	Key topics and concerns raised	Materiality (page 12)

Reporting Practice		
102-45	Entities included in the consolidated financial statements	Our Consolidated and Combined Financial Statements include Wyndham Hotels' assets, liabilities, revenues, expenses and cash flows and all entities in which Wyndham Hotels has a controlling financial interest. This information is also reported on page 35 of our 2018 10-K filing.
102-46	Defining report content and topic boundaries	We have defined report content in consideration of our value chain impacts and the information of greatest interest to our stakeholders.
102-47	List of material topics	Please refer to the Management Approach Disclosures in this GRI Content Index, where we have provided disclosures on a series of economic, environment and social topics.
102-48	Restatements of information	Otherwise noted due to the spin-off from Wyndham Worldwide, there were no restatements during the reporting period.
102-49	Changes in reporting	This is our first report as an independent operating company.
102-50	Reporting period	Our reporting period is calendar year 2018.
102-51	Date of most recent report	Not applicable. (Wyndham Hotels became an independent, public company in May 2018).
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	socialresponsibility@wyndham.com
102-56	External assurance	Deloitte & Touche LLP reviewed specified indicators within the report in accordance with the attestation standards established by the American Institute of Certified Public Accountants. The Independent Accountants' Review Report can be found on Pages 57 of this report.

MANAGEMENT APPROACH AND TOPIC-SPECIFIC INDICATORS:

Material Topics	GRI Disclosure		Location and/or Direct Answer
ECONOMIC			
Economic Performance	103	Management approach	2018 10-K Filing 2019 Investor Presentation (Published in February 2019)
	201-1	Direct economic value generated and distributed	2018 10-K Filing Giving to Support our Communities (pages 32-36)
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	CDP Climate Disclosures Leadership in Sustainability (pages 37-42)
Indirect Economic Impacts	103	Management approach	SDGs in Action (page 13) Protecting Human Rights (pages 30-31) Supporting our Communities (pages 32-36)
	203-1	Infrastructure investments and services supported	Supporting our Communities (pages 32-36)

Material Topics	GRI Disclosure		Location and/or Direct Answer
Anti-Corruption	103	Management approach	The Business Principles sets forth compliance and ethical standards, and information concerning our anti-corruption policies and procedures for all associates, including directors, to carry out these commitments. We support all applicable anti-corruption legislation, including the US Foreign Corrupt Practices Act and the UK Bribery Act. Our commitment to ethical business practices is reflected in our Anti-Corruption and Anti-Fraud Policy, Gifts, Travel and Entertainment and Contribution Standard, Conflict of Interest Standard and Political Activity Standard. We also maintain a whistleblower policy and procedure to encourage the reporting of any inappropriate activity. Any failures to comply with the Code of Conduct are investigated and disciplinary action is taken as appropriate, up to and including termination. Additional information can be found in our Business Principles, Supplier Code of Conduct and Code of Business Conduct and Ethics for Directors.
	204-1	Communication and training on anti-corruption policies and procedures	Wyndham Hotels & Resorts delivers training in support of its Ethics and Compliance programs in a variety of formats tailored to its audience and business needs, ranging from instructor-led sessions to computer and mobile-compatible materials. Suppliers are also required to take our Anti-Corruption Awareness Training, which is available at: https://suppliers.wyndham.com.

Material Topics	GRI Disclosure		Location and/or Direct Answer
ENVIRONMENTAL			
Energy	103	Management approach	Leadership in Sustainability (pages 37-42)
	302-1	Energy consumption within the organization *	2018 Environmental Performance Results (page 38) * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
	302-3	Energy intensity*	In 2018, energy intensity per square foot was 25.5 kWhs. * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
Water	103	Management approach	Leadership in Sustainability (pages 37-42)
	303-1	Water withdrawal by source*	2018 Environmental Performance Results (page 38) In 2018, water intensity per square foot was 0.05905 kgals. * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.

Material Topics	GRI Disclosure		Location and/or Direct Answer
Emissions	103	Management approach	Leadership in Sustainability (page 37-42)
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)*	2018 Environmental Performance Results (page 38) Our scope 1 emissions include natural gas and other fuels combusted on site in addition to gasoline use in our fleet vehicles. The following gases are included in the GHG inventory: CO2, CH4, N2O, and HFCs and the reductions are compared to prior year emissions. For the calculation of Scope 1 and 2 emissions, we utilized the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (the GHG Protocol) We used the IPCC Fourth Assessment Report (AR4) as the source of Global Warming Potential values. * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
	305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)*	2018 Environmental Performance Results (page 38) Please refer to 305-1 for the list of gases included in Scope 2 calculation, and our calculation methodology. Our scope 2 emissions include district chilled water and all electricity consumed at our hotels. * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.
	305-2	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Leadership in Sustainability (page 42) *In 2018, Scope 3 emissions from business travel were not reported.*
	305-4	Greenhouse gas (GHG) emissions intensity*	In 2018, GHG emissions intensity per square foot was 0.008934 metric tons of CO2e. GHG emissions included in this calculation include Scope 1 and Scope 2 emissions reported under GRI 305-1 and 305-2. * Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 57.

Material Topics	GRI Disclosure		Location and/or Direct Answer
Effluents and Waste	103	Management approach	Leadership in Sustainability (pages 37-39)
	306-2	Waste by type and disposal method	2018 Environmental Performance Results (page 38)
Supplier Environmental Assessment	103	Management approach	Supplier Code of Conduct (page 2) Responsible Supplier Program (pages 42-44)
	308-1	New suppliers that were screened using environmental criteria	Responsible Supplier Program (page 42)
SOCIAL			
Employment	103	Management approach	Engagement Program Highlights (pages 15-16)
	401-1	New hires and employee turnover	In 2018, we made 3,388 hires and our turnover rate was 54%. (Please note that these figures exclude our acquisition of La Quinta.)
Training and Education	103	Management approach	Engagement Program Highlights (pages 15-16)
	404-2	Programs for upgrading employee skills and transition assistance programs	Engagement Program Highlights (pages 15-16)
Diversity and Equal Opportunity	103	Management approach	A Culture of Diversity and Inclusion (pages 20-29)
	405-1	Diversity of governance bodies and employees	A Culture of Diversity and Inclusion (pages 20, 23 and 26) Our Board currently consists of eight members, two of whom are women.

Material Topics	GRI Disclosure		Location and/or Direct Answer
Human Rights Assessment	103	Management approach	• Human Rights Statement • Modern Slavery Statement • Supplier Code of Conduct Protecting Human Rights (pages 30-31)
	412-2	Employee training on human rights policies or procedures	Modern Slavery Statement (page 2)
Local Communities	103	Management approach	Supporting our Communities (pages 32-36)
	413-1	Operations with local community engagement, impact assessments, and development programs	Local community engagement programs were in place across our all major countries of operations during the reporting period.
Supplier Social Assessment	103	Management approach	Responsible Supplier Program (pages 42 and 44)
	414-1	New suppliers that were screened using labor practices criteria	Supplier Code of Conduct Responsible Supplier Program (pages 42 and 44)
Customer Privacy	103	Management approach	Protecting and respecting the privacy of our guests, Wyndham Rewards® Members, team members and others is a priority and imperative for our company. To support our privacy policy, we train corporate and property-based team members and actively monitor a series of key performance indicators including the number of privacy requests, incidents and hotline inquiries per quarter. We promote awareness through a variety of activities, ranging from formal training courses to informal sessions such as our annual Global Data Privacy Day events. Additional information on our policies and practices can be found in our Privacy Notice.
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period.

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INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors
Wyndham Hotels & Resorts, Inc.
Parsippany, New Jersey

We have reviewed the following indicators presented in the Social Responsibility Report (the "specified indicators") of Wyndham Hotels & Resorts Incorporated (the "Company") for the year ended December 31, 2018:

- GRI Disclosure 302-1: Energy consumption within the organization
- GRI Disclosure 302-3: Energy Intensity
- GRI Disclosure 303-1: Water withdrawal by source
- GRI Disclosure 305-1: Direct greenhouse gas (GHG) emissions (Scope 1)
- GRI Disclosure 305-2: Energy indirect greenhouse gas (GHG) emissions (Scope 2)
- GRI Disclosure 305-4: Greenhouse gas (GHG) emissions intensity

The Company's management is responsible for preparing and presenting the above specified indicators in accordance with Disclosures 302-1 and 302-3 from the Global Reporting Initiative (GRI) Sustainability Reporting Standards 302: Energy 2016, Disclosure 303-1 from the GRI Sustainability Reporting Standards 303: Water 2016, Disclosures 305-1, 305-2, and 305-4 from the GRI Sustainability Reporting Standards 305: Emissions 2016. Our responsibility is to express a conclusion on the specified indicators based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements,* and AT-C Section 210, *Review Engagements.* Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the specified indicators in order for them to be presented in accordance with the criteria. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the specified indicators are presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have complied with the independence and other ethical requirements of the Code of Professional Conduct issued by the AICPA. We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

The preparation of the specified indicators within the Social Responsibility Report requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect the reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty resulting for example from units of measure conversion factors or estimation assumptions used by management. Obtaining sufficient, appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement methods, input data, or assumptions, may have resulted in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to the specified indicators referred to above for the year ended December 31, 2018, in order for the specified indicators to be presented in accordance with Disclosures 302-1 and 302-3 from the Global Reporting Initiative (GRI) Sustainability Reporting Standards 302: Energy 2016, Disclosure 303-1 from the GRI Sustainability Reporting Standards 303: Water 2016, Disclosures 305-1, 305-2, and 305-4 from the GRI Sustainability Reporting Standards 305: Emissions 2016.

Deloitte & Touche LLP

July 29, 2019