

Human Rights Policy Statement

Wyndham Hotels & Resorts, Inc. acknowledges, respects and, through its Business Principles, commits to operating its business in a manner consistent with the principles contained in the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions. Wyndham Hotels & Resorts, Inc.'s view on human rights reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the Company's sphere of influence. In addition, the Company's core values enumerated below work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

Wyndham Hotels & Resorts, Inc. Core Values:

- **Integrity:** We hold ourselves to the highest standards. We're responsible, truthful and transparent. We do the right thing.
- **Accountability:** We honor our commitments and deliver results. Under any circumstance, we stand up and say: "Count on Me."
- **Inclusive:** We respect differences in people, cultures, ideas and experiences. We foster partnership. We welcome all.
- **Caring:** We never underestimate the power of compassion. We generously give our time, attention and action.
- **Fun:** Fun is an energizing force. When we have fun doing what we love, our guests love their experiences with us.

As stated above, Wyndham Hotels & Resorts, Inc.'s core values and Business Principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how the Company does business and establishes accountability. All Company employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives. In addition, parties contracting with the Company, such as franchisees and vendors, are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary, the Company will take actions to terminate relationships with parties who fail to comply with those standards.

Protection of the Rights of Children

Wyndham Hotels & Resorts, Inc. condemns all forms of exploitation of children. The Company does not recruit child labor and supports the elimination of exploitive child labor. Wyndham Hotels & Resorts, Inc. also is supportive of laws duly enacted to prevent and punish the crime of sexual exploitation of children. Wyndham Hotels & Resorts, Inc. will cooperate with law enforcement authorities to address such instances of exploitation of which the Company becomes aware.

Protection of the Rights of Employees

Wyndham Hotels & Resorts, Inc. acknowledges the human rights of its employees throughout the globe and endeavors to provide a safe and healthy working environment for all of its employees. Wyndham Hotels & Resorts, Inc. supports the elimination of all forms of forced, bonded or compulsory labor.

Wyndham Hotels & Resorts, Inc. further supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Wyndham Hotels & Resorts, Inc. is an equal opportunity employer and does not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation.

Ensuring the health and safety of our employees is also paramount. Through employee training and management, Wyndham seeks to minimize health hazards and risks for our employees and aims to mitigate injuries and accidents in the workplace. Wyndham also supports employees' wellbeing and personal and professional growth through career development programs.

Wyndham Hotels & Resorts, Inc's leadership team is responsible for providing oversight of the policy's enforcement, which includes but is not limited to the continual improvement of risk monitoring and assessment procedures. We also seek to incorporate feedback from stakeholders as we advance our engagement activities to respect and protect human rights within our sphere of influence; and we are committed to publicly reporting our progress to our stakeholders.