

GLOBAL REPORTING INITIATIVE INDEX

Our Social Responsibility Report contains disclosures from the Global Reporting Initiative (GRI) Standards, which include an internationally-recognized set of indicators to reporting on economic, environmental and social aspects of business performance. For additional information on the GRI Standards, please visit globalreporting.org.

To assist readers, this GRI Index includes references to content in this report in addition to external sources on our corporate website.

⇒ I. GENERAL DISCLOSURES

DISCLOSURE	DESCRIPTION	REFERENCES
→ ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Wyndham Destinations, Inc.
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> • Our Company, page 5 • Wyndham Destinations Fact Sheet
102-3	Location of headquarters	Our corporate headquarters office is: 6277 Sea Harbor Drive in Orlando, Florida 32821.
102-4	Location of operations	<ul style="list-style-type: none"> • Our Company, page 5 • Wyndham Destinations Fact Sheet
102-5	Ownership and legal form	Wyndham Destinations, Inc (“WYND”) is a publicly-traded corporation on the New York Stock Exchange.
102-6	Markets served	<ul style="list-style-type: none"> • Our Company, page 5 • Wyndham Destinations Fact Sheet • Investor Presentation (March 2019)
102-7	Scale of the organization	<ul style="list-style-type: none"> • Our Company, page 5 • 2018 10-K Filing, page 3 • Wyndham Destinations Fact Sheet • Investor Presentation (March 2019)

<p>102-8</p>	<p>Information on employees and other workers <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i></p>	<ul style="list-style-type: none"> • Performance and Metrics, page 71 <p>All figures are based on FTE (permanent) employees contracted at will. <i>Please note that contractors and/or seasonal associates do not comprise a significant amount of our workforce. Part time and On Call associates comprise 7% of our workforce.</i></p> <p>Undefined 5 Female 13,497 Male 10,955</p> <table border="1" data-bbox="979 489 1474 1079"> <thead> <tr> <th>Country</th> <th>Associates</th> <th>Country</th> <th>Associates</th> </tr> </thead> <tbody> <tr><td>AR</td><td>7</td><td>IN</td><td>148</td></tr> <tr><td>AU</td><td>1,425</td><td>IT</td><td>1</td></tr> <tr><td>BR</td><td>19</td><td>MX</td><td>568</td></tr> <tr><td>CA</td><td>448</td><td>NZ</td><td>55</td></tr> <tr><td>CN</td><td>35</td><td>PH</td><td>166</td></tr> <tr><td>CO</td><td>5</td><td>PT</td><td>20</td></tr> <tr><td>EG</td><td>23</td><td>RU</td><td>1</td></tr> <tr><td>ES</td><td>8</td><td>SG</td><td>138</td></tr> <tr><td>FI</td><td>7</td><td>TH</td><td>86</td></tr> <tr><td>FJ</td><td>304</td><td>TR</td><td>2</td></tr> <tr><td>GB</td><td>205</td><td>US</td><td>20,143</td></tr> <tr><td>GR</td><td>8</td><td>UY</td><td>374</td></tr> <tr><td>ID</td><td>11</td><td>ZA</td><td>112</td></tr> <tr><td>IE</td><td>138</td><td></td><td></td></tr> </tbody> </table> <table border="1" data-bbox="979 1121 1474 1346"> <thead> <tr> <th>Employment Type</th> <th>Undefined</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr><td>Intern</td><td></td><td>5</td><td>3</td></tr> <tr><td>Regular</td><td>4</td><td>12,743</td><td>10,520</td></tr> <tr><td>Seasonal</td><td></td><td>214</td><td>190</td></tr> <tr><td>Temporary</td><td>1</td><td>535</td><td>242</td></tr> </tbody> </table>	Country	Associates	Country	Associates	AR	7	IN	148	AU	1,425	IT	1	BR	19	MX	568	CA	448	NZ	55	CN	35	PH	166	CO	5	PT	20	EG	23	RU	1	ES	8	SG	138	FI	7	TH	86	FJ	304	TR	2	GB	205	US	20,143	GR	8	UY	374	ID	11	ZA	112	IE	138			Employment Type	Undefined	Female	Male	Intern		5	3	Regular	4	12,743	10,520	Seasonal		214	190	Temporary	1	535	242
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<p>102-9</p>	<p>Supply chain</p>	<ul style="list-style-type: none"> • Supporting Diverse Suppliers Across Markets, page 19 • Supply Chain, page 34 • Supply Chain Responsibility, page 53 <p>In 2018, we had over 85,000 suppliers with more than \$2.3 billion in spend.</p>																																																																																
<p>102-10</p>	<p>Significant changes to the organization and its supply chain</p>	<ul style="list-style-type: none"> • <u>2018 10-K Filing</u>, pages 6-7 and 20-24 																																																																																
<p>102-11</p>	<p>Precautionary Principle or approach</p>	<ul style="list-style-type: none"> • Goals and Targets, page 7 • Environmental Sustainability, page 24 																																																																																

102-12	External initiatives	<ul style="list-style-type: none"> • Materiality and U.N. Sustainable Development Goals, pages 8-10 • Working to Protect Human Rights, page 56 • Human Rights Policy Statement
102-13	Membership of associations	<ul style="list-style-type: none"> • Marketplace Presence, page 17
→ STRATEGY		
102-14	Statement from the most senior decision-maker	<ul style="list-style-type: none"> • Message From Our President and CEO, page 4
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> • Materiality and U.N. Sustainable Development Goals, pages 8-10 • 2018 10-K Filing, pages 5-6 and 25-35 • Investor Presentation (March 2019)
→ ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> • Ethics and Human Rights, pages 50-56 • Wyndham Destinations Code of Conduct • Beliefs and Values • Human Rights Policy Statement
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> • Training, Awareness, and Enforcement, page 54 • Wyndham Destinations Code of Conduct, pages 5-6
→ GOVERNANCE		
102-18	Governance structure of the organization	<ul style="list-style-type: none"> • Board Oversight Over Economic, Social, and Environmental Risks, page 59 • Committee Charters and Governance Documents • 2019 Proxy Statement
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> • Committee Composition
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> • 2019 Proxy Statement, pages 9-10
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> • Corporate Governance Guidelines, pages 1-4 • Corporate Governance Committee Charter, pages 1-2 • 2019 Proxy Statement, pages 11-12
102-25	Conflicts of interest	<ul style="list-style-type: none"> • Code of Business Conduct and Ethics for Directors
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> • Corporate Governance Guidelines, page 5
102-36	Process for determining remuneration	<ul style="list-style-type: none"> • 2019 Proxy Statement, pages 23-51

→ STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	• Stakeholder Engagement, page 11
102-41	Collective bargaining agreements	• 2018 10-K Filing, page 20 <i>Approximately 1% of our associates are subject to collective bargaining agreements governing their employment with our company.</i>
102-42	Identifying and selecting stakeholders	• Stakeholder Engagement, page 11
102-43	Approach to stakeholder engagement	• Stakeholder Engagement, page 11 • Customer Relationship Management, pages 63-64
102-44	Key topics and concerns raised	• Stakeholder Engagement, page 11
→ REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	• 2018 10-K Filing, page 74
102-46	Defining report content and topic boundaries	• Materiality and U.N. Sustainable Development Goals, page 8
102-47	List of material topics	• Materiality and U.N. Sustainable Development Goals, page 8
102-48	Restatements of information	• Performance and Metrics, page 67
102-49	Changes in reporting	• About This Report, page 2
102-50	Reporting period	• Our reporting period is calendar year 2018.
102-51	Date of most recent report	• About This Report, page 2
102-52	Reporting cycle	• Annual
102-53	Contact point for questions regarding the report	• socialresponsibility@wyn.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 Page 82 of this report.

⇒ II. SPECIFIC DISCLOSURES: MANAGEMENT APPROACH DISCLOSURES AND INDICATORS

MATERIAL TOPICS	GRI DISCLOSURES		REFERENCES
→ ECONOMIC			
Economic Performance	103	Management approach	<ul style="list-style-type: none"> • 2018 10-K Filing • Investor Presentation (March 2019)
	201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> • Performance and Metrics, pages 68 and 69 • 2018 10-K Filing, page 39
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	<ul style="list-style-type: none"> • Environmental Sustainability, pages 24-29 • Our Business Continuity Plan, page 60 • CDP Climate Change Response, Question C2
	201-3	Coverage of the organization's defined benefit plan obligations	<ul style="list-style-type: none"> • 2018 10-K Filing, pages 118-119
Indirect Economic Impacts	103	Management approach	<ul style="list-style-type: none"> • Philanthropy, pages 41-49
	203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> • Philanthropy, pages 41-49
Anti-Corruption	103	Management approach	<ul style="list-style-type: none"> • A Strict Stance Against Bribery and Corruption, page 55
	205-2	Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> • A Strict Stance Against Bribery and Corruption, page 55
→ ENVIRONMENTAL			
Energy	103	Management approach	<ul style="list-style-type: none"> • Environmental Sustainability, pages 24-28 and 35-40
	302-1	Energy consumption within the organization <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	<p>In 2018, energy consumption was 603,113 MWHs (with 260,968 MWHs of direct consumption of fuel and 342,146 MWHs of indirect consumption of electricity).</p> <ul style="list-style-type: none"> • Non-renewable fuel includes: natural gas, propane, diesel - mobile, gasoline - mobile • Consumed electricity includes: renewable onsite + non-renewable purchase
	302-3	Energy intensity <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	<p>In 2018, energy intensity was 16.9 kWh per square foot.</p> <ul style="list-style-type: none"> • Energy included in this calculation includes total energy consumed within the organization as reported under GRI302-1.

MATERIAL TOPICS	GRI DISCLOSURES		REFERENCES
Water	103	Management approach	• Environmental Sustainability, page 29
	303-1	Water withdrawal by source <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	• Performance and Metrics, page 73
Biodiversity	103	Management approach	• Biodiversity, page 33
	304-3	Habitats protected or restored	• Biodiversity, page 33
Emissions	103	Management approach	• Environmental Sustainability, pages 24-28 and 38-43
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1) <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	• Performance and Metrics, page 72
	305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2) <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	• Performance and Metrics, page 72
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3) <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	• Performance and Metrics, page 72
	305-4	Greenhouse gas (GHG) emissions intensity <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	• Performance and Metrics, page 72
Effluents and Waste	103	Management approach	• Waste, pages 31-32
	306-2	Waste by type and disposal method	• Waste, page 32
Supplier Environmental Assessment	103	Management approach	• Supply Chain, page 34
	308-1	New suppliers that were screened using environmental criteria	• Supply Chain, page 34
→ SOCIAL			
Employment	103	Management approach	• Stakeholder Engagement, page 11 • Human Capital Development, pages 61-62 • <u>Careers</u>
	401-1	New hires and employee turnover	• In 2018, we had 6,800 active new hires and our turnover rate was 45.2%.

MATERIAL TOPICS	GRI DISCLOSURES		REFERENCES																											
Training and Education	103	Management approach	• Human Capital Development, pages 61-62																											
	404-2	Programs for upgrading employee skills and transition assistance programs	• Human Capital Development, pages 61-62																											
	404-3	Percentage of employees receiving regular performance and career development reviews	• Human Capital Development, pages 61-62																											
Diversity and Equal Opportunity	103	Management approach	• Global Inclusion and Diversity, pages 12-21																											
	405-1	Diversity of governance bodies and employees <i>*reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82</i>	<ul style="list-style-type: none"> • Global Inclusion and Diversity, page 15 • Performance and Metrics, pages 70-71 <table border="1"> <thead> <tr> <th>Employees</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td><30 years</td> <td>56%</td> <td>43%</td> </tr> <tr> <td>30 - 50 years</td> <td>54%</td> <td>46%</td> </tr> <tr> <td>>50 years</td> <td>56%</td> <td>44%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Board</th> </tr> <tr> <th colspan="2">Gender</th> <th colspan="2">Diversity</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>White</th> <th>Latino</th> </tr> </thead> <tbody> <tr> <td>25%</td> <td>75%</td> <td>88%</td> <td>12%</td> </tr> </tbody> </table>	Employees	Female	Male	<30 years	56%	43%	30 - 50 years	54%	46%	>50 years	56%	44%	Board				Gender		Diversity		Female	Male	White	Latino	25%	75%	88%
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Human Rights Assessment	103	Management approach	• Ethics and Human Rights, pages 56-57																											
	412-2	Employee training on human rights policies or procedures	• Ethics and Human Rights, pages 54-56																											
Local Communities	103	Management approach	• Philanthropy, pages 42-48																											
	413-1	Operations with local community engagement, impact assessments, and development programs	• Philanthropy, pages 42-48																											
Supplier Social Assessment	103	Management approach	<ul style="list-style-type: none"> • Global Inclusion and Diversity, pages 19-21 • Supply Chain Responsibility, page 53 																											
	414-1	New suppliers that were screened using labor practices criteria	• Supply Chain Responsibility, page 53																											
Public Policy	103	Management approach	• Political Contribution Statement																											
	415-1	Political contributions	• Federal Election Commission Disclosures																											

MATERIAL TOPICS	GRI DISCLOSURES		REFERENCES
Customer Health and Safety	103	Management approach	<ul style="list-style-type: none"> • Safety for Associates, Owners and Customers, page 60
	416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> • Safety for Associates, Owners and Customers, page 60
Marketing and Labelling	103	Management approach	<ul style="list-style-type: none"> • Responsible Marketing and Information Protection, page 65
	417-2	Requirements for product and service information	<ul style="list-style-type: none"> • Responsible Marketing and Information Protection, page 65
Customer Privacy	103	Management approach	<ul style="list-style-type: none"> • Protecting Data Privacy, pages 65-66 • <u>Privacy Notice</u>
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> • None during the reporting period