WYNDHAM •DESTINATIONS

→ 2018-2019 Social Responsibility Report



ABOUT THIS REPORT

This Social Responsibility Report is the first for our company. Following the sale of the European vacation rentals business and the spin-off of the hotel business, our continuing operations are concentrated in three segments: Vacation Ownership, Exchange, and Rentals. In this report, we build upon our former holding company's award-winning social responsibility programs, while also charting a new and exciting course as Wyndham Destinations. We used the Global Reporting Initiative Standards to inform the scope of this report's data and content.

This report summarizes 2018 performance. Wherever possible, we have aimed to provide historical data only including Vacation Ownership, Exchange, and Rentals.



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MESSAGE FROM OUR PRESIDENT AND CEO



At Wyndham Destinations, we are united by a common set of beliefs: We believe in putting the world on vacation, helping people find their perfect place, and delivering hospitality with heart.

To deliver on these beliefs every day, we must think bigger and more holistically about the world around us, and fulfill our role as a socially-responsible, global corporate citizen. Wyndham Destinations' social responsibility programs are anchored by a vision for inclusive, responsible, and sustainable business growth enabling our company and our stakeholders to thrive.

In this report — our first as an independent company we present our focused strategies to advance inclusion and diversity, protect the environment, and strengthen local communities. We reflect on our 2018 performance data, share key highlights, and identify future objectives to strengthen our impact. We are committed to leadership, and to making meaningful contributions to support the United Nations Sustainable Development Goals as well as advance sustainable, inclusive tourism across the globe. As President and CEO, I am focused on fostering a culture that unlocks the full potential for our success as a company, and as individual and team contributors. Through valued engagement with our stakeholders and by harnessing the collective passion of our associates, I am excited to see what we will accomplish together as we deliver our social responsibility programs.

Thank you for your interest in the social responsibility commitment of Wyndham Destinations, and we look forward to keeping you updated on our progress.

Michael D. Brown

PRESIDENT AND CHIEF EXECUTIVE OFFICER WYNDHAM DESTINATIONS

↑ OUR COMPANY

As the world's largest vacation ownership and exchange company, we offer everyday travelers the opportunity to own, exchange, or rent their vacation experience while enjoying the quality, flexibility, and value that Wyndham Destinations delivers.

The company's global presence in approximately 110 countries means more vacation choices for its more than four million members and owner families. Our resort portfolio includes more than 224 vacation club resorts, which offer a contemporary take on the timeshare model. We also have 4,300+ affiliated resorts through <u>RCI</u>, the world's leader in vacation exchange, as well as more than 9,000 rental properties from coast to coast through <u>Wyndham Vacation Rentals</u>, one of North America's largest professionally managed vacation rental businesses. Wyndham Destinations remains connected to Wyndham Hotels & Resorts through the Wyndham Rewards loyalty program, the Blue Thread that continues to tie both companies together. Recently named the No. 1 hotel loyalty program by readers of USA TODAY and consistently named a best travel rewards program for the past four consecutive years by U.S. News and World Report, Wyndham Rewards is the world's most generous loyalty program, offering members an unparalleled portfolio of more than 25,000 hotels, vacation club resorts, affiliated resorts, and vacation rental properties around the globe.

LEARN MORE about the Wyndham Destinations brands and locations around the world by visiting our <u>Fact Sheet</u>.

24,500 associates globally









OUR SOCIAL RESPONSIBILITY STRATEGY

As a leader in the vacation industry, Wyndham Destinations is positioned to proactively contribute to advancements among the leading environmental, social, and economic issues that our destinations around the world face — from climate change and water scarcity, to youth unemployment and human trafficking, to threats to the world's oceans and forests.

Wyndham Destinations creates a positive impact on the world through the implementation of a targeted social responsibility strategy, which includes the following focus areas: Inclusion and Diversity; Environmental Sustainability; Philanthropy; Ethics and Human Rights.



The World Travel & Tourism Council estimates that in 2018 the travel and tourism industry supported **1 in 10 jobs globally** and contributed **10.4%** to global GDP.



Wyndham Destinations brings vacations Full Circle.

We believe in putting the world on vacation... and we believe in a world traveled well.

With hospitality and responsible tourism at the heart of all we do, we bring out the best in people and places around the globe.

Our world is a place where environmental sustainability is a way of life and a spirit of inclusion and diversity thrives.

Here, our philanthropy strengthens the greater good, and ethics and human rights are universal truths.

OUR WORLD IS YOUR DESTINATION.



SOCIAL RESPONSIBILITY GOALS AND TARGETS

Our current roadmap to drive progress across our social responsibility focus areas is guided by the following key goals and targets:

FOCUS AREAS KEY GOALS AND TARGETS	
Inclusion and Diversity	 Continue to enhance diverse talent pipeline to increase women and diverse representation at the VP and above level by 10% Continue focus on diverse hires at all levels Maintain 12% diverse spend
Environmental Sustainability	 Achieve 40% reduction in greenhouse gas emissions and 25% reduction in water consumption per square foot by 2025 (from 2010 baseline) Plant 2 million trees through our partnership with the Arbor Day Foundation by 2025
Philanthropy	 Leverage strategic partnerships to increase community impact Increase Wish Day participation hours by 10% compared to 2018 baseline Increase Associate Relief Fund donations by 10% and enhance global awareness
Ethics and Human Rights	 Increase associate awareness and engagement on ethics and compliance Leverage Human Rights partnerships Enhance associate awareness and education on Human Rights commitment



Each focus area is overseen by an executive sponsor and the Wyndham Destinations Governance Council. Progress against goals and targets are reported to our Board of Directors.

MATERIALITY AND U.N. SUSTAINABLE DEVELOPMENT GOALS

A Materiality-Based Approach to Social Responsibility

Wyndham Destinations approaches social responsibility with the Global Reporting Initiative's materiality principles and recommended approach as our guide. We also rely on engagement with industry experts and key stakeholders to understand the most significant issues and opportunities facing our industry.

The business conducted multiple surveys and interviews with more than 50 stakeholders. We then incorporated this data with data provided by the International Tourism Partnership, World Travel & Tourism Council, and other leading industry associations to prioritize the following issues:





Wyndham Destinations vows to continually build upon these initial findings to further enhance our social responsibility strategies, programs, and reporting. We are conducting another materiality assessment to reflect the current sentiment of stakeholders.

Priority Issues Identified for Travel & Tourism Companies

Wyndham Destinations aligns our social responsibility strategy with the key issues prioritized by the International Tourism Partnership — a platform for industry leaders to share ideas, build relationships, and work collaboratively to transform tourism into one of the world's most responsible industries.



Carbon

Emissions



Sustainable Supply Chains







Human Trafficking



Youth Unemployment





Advancing the United Nations Sustainable Development Goals

Each focus area within our social responsibility strategy has been mapped and prioritized in alignment with the United Nations Sustainable Development Goals, a leading global framework for private and public action for the year 2030.



Wellness Supporting the health and well-being of guests, associates, and communities



Education Driving local impact through investments in education for tomorrow's leaders in travel and tourism



Women & Girls Empowering women and girls across our value chain



Water Reducing our water footprint and protecting community access to clean water



Inclusive Growth & Sustainable Tourism

Creating local jobs and economic opportunity, while preserving the culture and heritage of destinations



Climate Change Helping to increase the resiliency of destinations and dramatically reduce our carbon footprint



Oceans Promoting the health of oceans and marine life through our procurement practices and operating activities



Biodiversity & Conservation Protecting the world's forests through our partnership with Arbor Day Foundation and community impact

investments



FOCUSING ON RESPONSIBLE TOURISM

Collectively, our efforts to advance the United Nations Sustainable Development Goals are designed to support a powerful and compelling vision toward responsible tourism, a lasting force for good.

Wyndham Destinations creates jobs and supports local economies — employing a diverse workforce that promotes social inclusiveness. We lead the charge to protect biodiversity and reduce emissions within our value chain. The business protects and celebrates the different cultures, customs, and heritages that make destinations around the world unique, while harnessing the power of travel to expand travelers' horizons and break down barriers that separate us as humans.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is integral to the Wyndham Destinations social responsibility strategy and will ensure the long-term health and prosperity of our business. We define stakeholders as those who are directly impacted by our business activities, and whose partnership is critical to our success.

STAKEHOLDERS	TOPICS OF HIGH CONCERN	HOW WE ENGAGE	
Customers	• Data Privacy	Guest Satisfaction Survey	
	• Health, Safety and Security	Wyndham Rewards Program	
	Responsible Marketing	Dedicated Hotlines	
		 Home Owners Associations (HOAs) 	
Associates	Employment Practices	Associate Engagement Surveys	
	Wages and Benefits	Town Hall Meetings	
	 Training and Development 	 Training and Development Programs 	
	 Inclusion and Diversity 	 Associate Business Groups 	
	Environmental Stewardship	• Green Teams	
Communities	Local Economic Opportunity	Charitable Giving	
	Cultural and Heritage Protection	Volunteerism and Donations	
	Conservation	 Supplier Diversity Council 	
		Board Memberships on Local Associations	
		Promoting Diverse Businesses	
Suppliers	Economic Performance	Supplier Code of Conduct	
••	 Inclusion and Diversity 	Mentor-Protégé Program and	
	• Environmental Stewardship	Recognition Programs	
		 Risk Assessments and Monitoring 	
Investors	Corporate Governance	Quarterly and Annual Financial Reporting	
	Economic Performance	CDP Climate Response	
	Climate Change	 Engagement with ESG Analysts 	
	 Inclusion and Diversity (I&D) 	·	

T GLOBAL INCLUSION AND DIVERSITY

Wyndham Destinations understands that a culture of rich inclusion and diversity enhances our performance and ability to serve our customers. We strive to cultivate an inclusive environment where our associates, customers, suppliers, and communities feel appreciated, respected, and valued.



Executive Oversight

Our commitment to inclusion and diversity, as well as accountability for performance, begins at the highest levels. Michael Brown, President and CEO, is executive champion of inclusion and diversity, and engages directly with senior executives to ensure integrated efforts and initiatives across our global company.

OUR MISSION AND FOCUS AREAS

We invite every person regardless of race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity and expression, age, marital status, mental or physical disability, medical condition, sexual orientation or any other characteristics protected by law to feel acceptance and experience the opportunity to contribute within Wyndham Destinations. We strive to provide opportunity, education, resources, leadership, and a voice to every person so that we may collectively deliver a rewarding, memorable, and successful experience. Vacations allow people of all backgrounds to meet and celebrate their differences, and our business strives to provide a memorable experience to everyone.

The Wyndham Destinations' global inclusion and diversity strategy is anchored by the following three focus areas:

FOCUS AREAS	OBJECTIVES
Inclusion	Continue to elevate, cultivate, and drive an inclusive culture within Wyndham Destinations.
Affinity	Promote sense of belonging, while appreciating differences and acknowledging intersectionality.
Marketplace Presence	Provide thought leadership; remain a global employer of choice across all indicators of diversity for our customers and associates; and support diverse suppliers in local markets and communities.

What is "intersectionality"?

As defined by the Merriam-Webster dictionary: "intersectionality" is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, especially in the experiences of marginalized individuals or groups.

Why is it a strategic priority for Wyndham Destinations?

We recognize that within our diversity strategy, it is important to acknowledge intersectionality. Millennials comprise 45% of our workforce, and have proven to hold a generationally unique view of diversity — largely because millennials are the most culturally and racially diverse generation so far. This means they often associate with a number of different identities. Just one example of intersectionality may be a Hispanic millennial veteran who also identifies as LGBTQ. By embracing and appreciating all identities, we create an inclusive culture and a sense of belonging.

When considering intersectionality from the perspective of our customers, Wyndham Destinations recognizes that the demographics of our customers are continually evolving. Millennials also serve as an apt example here: As more customers within this generation leverage the flexibility that vacation ownership has to offer, it is imperative that Wyndham Destinations ensures our brand reflects a comprehensive spirit of inclusion and diversity.



INCLUSION

Developing an Inclusive Culture

Wyndham Destinations is committed to shaping a culture where each individual is embraced as they are, and where each associate is valued as a contributor at every level within the organization to deliver a memorable experience for our guests and owners.

Our inclusive talent acquisition strategy focuses on developing a diverse pipeline of candidates that includes applicants from a variety of backgrounds, cultures, and experiences. This includes women, people of color, veterans, those with disabilities, mature job seekers, and more. We understand the strategic importance of inclusion and how an inclusive environment empowers our associates. We continue to tailor our learning and development strategy to help retain, grow, and build a diverse pipeline of internal applicants through various developmental programs at every level.

We leverage our inclusion and diversity initiatives as a business accelerator to advance the company's four **core competencies**, the key strengths and behaviors of our team that serve as measurable qualities of excellence: **Customer Obsession, Decision Velocity, Transparency,** and **Empowerment**.



2018 GLOBAL WORKFORCE COMPOSITION¹





of our managers are women



of our associates are comprised of millenials







¹ GRI 405-1 Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82.

Introducing "Inclusion by Wyndham"

The Asia Pacific team is one of our most effective regions to acknowledge, appreciate, and celebrate various dimensions of diversity.

In 2018, the business launched "Inclusion by Wyndham" - an initiative to recognize what makes each individual unique, and to identify the common values that allow us to connect as our authentic selves. As part of this initiative, associates have been identified as Inclusion Ambassadors, who champion a business unit or location for various inclusion initiatives in order to promote awareness and inclusion, and to foster a sense of belonging across a broad spectrum of diversity.

AFFINITY

Strengthening Our Company through Associate Business Groups and their Supporters and Allies

Wyndham Destinations hosts dedicated Associate Business Groups for our Black/African American, Hispanic/Latino, LGBTQ, Veteran, and Women associates. Each of the Wyndham Destinations Associate Business Groups are designed to enable associates across various indicators of diversity to create communities and teams that support our business expansion process, personal development, and affiliation with colleagues across the business.

Our current established Associate Business Group structure is a partial representation of who we are; hence through our inclusion efforts we are intentional and mindful to include all voices to ensure various spectrums of diversity are welcomed, appreciated, and valued.

With the cultural shift and changing workforce demographics — especially considering the growing global millennial workforce — we encourage conversations within Associate Business Groups to address intersectionality and further elevate inclusion, sense of belonging, and increase associate engagement within the workplace.

Additionally, we host a global program for our millennial workforce, where identified millennials across the business provide their insights on key business decisions and strategic projects. The unique viewpoints of this group are vital to the growth of our business — particularly considering 30% of timeshare owners are millennials.

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Wyndham Destinations has always been committed to inclusion and diversity. Asa multicultural woman working in the organization, I have always felt like my experience and thoughts are valued."

- STEPHANIE CHOY, DIRECTOR, LEGAL - CO-CHAIR OF ASSOCIATE BUSINESS GROUP



MARKETPLACE PRESENCE

Increasing Our Marketplace Presence and Community Outreach

Wyndham Destinations actively engages with community partners at a local and national level. These communitybased partnerships strengthen our organization and showcase our success as an employer of choice.

Our partnerships with Inclusion and Diversity (I&D) organizations at national and regional levels provide a platform for our associates to develop leadership skills and gain I&D education, while executives are given the opportunity to showcase thought leadership at sponsored programs and events. We also engage with local communities through advocacy, I&D research organizations, and community partners in the locations where we have a significant business presence. The Wyndham Destinations global headquarters is in the state of Florida, where members of our leadership and management team serve on the boards of: The Florida Diversity Business Council, the African American Chamber of Commerce of Central Florida, the Florida State Minority Supplier Development Council, and the Kissimmee Osceola Chamber of Commerce Hispanic Business Council. Members of our leadership and management team also serve on the boards of the United States Pan Asian American Chamber of Commerce, Northeast Region; and the New York/New Jersey Minority Supplier Development Council.

Wyndham Destinations sponsors the Hispanic Chamber of Commerce of Metro Orlando's Supplier Diversity Excellence award, popularly known as the Traveling Cup. This coveted award recognizes corporations in the Central Florida community that have had an immense impact on the diverse business community. Wyndham Destinations sponsors this annual award to encourage other large corporations to conduct more business within the diverse business community.

AS PART OF OUR OUTREACH EFFORTS,

Wyndham Destinations supports the following diverse chambers of commerce and advocacy organizations including their affiliates, regional, and local chapters:







2018 SPEND ON DIVERSE SUPPLIERS

Approximately



of corporate dollars spent supported diverse suppliers in 2018

Supporting Diverse Suppliers Across Markets

The Wyndham Destinations supplier diversity initiative seeks to provide equal access to all suppliers for procurement opportunities. Diverse businesses include those owned by Women, African-Americans, Hispanic-Americans, Asian-Americans, Native-Americans, LGBTQ+, Veterans, and People with Disabilities.

The Wyndham Destinations supplier diversity initiative continues to grow, earning many distinguished industry recognitions along the way. Our mission, however, remains steadfast: to develop and implement an approach to supplier diversity that achieves results and adds value to our business strategy and objectives, while contributing to the economic vitality and job growth in the communities where we live, work, and play.

A Results-Oriented Approach

Our supplier diversity objectives are: to increase corporate spending with diverse suppliers, to increase the number of diverse suppliers with which we do business, and to grow and enhance our diverse business community outreach.

To achieve these objectives, Wyndham Destinations engages in a results-oriented approach. We consider supplier diversity early in the procurement process and identify potential new opportunities for diverse suppliers.

The business relies upon our strategic sourcing team to ensure maximum return on procurement investment, guaranteeing that diverse suppliers are included in each request for proposal. We then evaluate diverse suppliers and their bids from perspectives of market competition and to gauge secondary benefits of engagement. These secondary benefits can include increased marketing opportunities, improved community relations, mentorship of current and potential Wyndham Destinations suppliers, expansion of our diverse business community outreach, and expanded participation in diversity events.

The Wyndham Destinations supplier diversity initiative is supported by three signature programs:

SIGNATURE PROGRAMS	HOW WE ARE DRIVING IMPACT
The Academy	Biennially, Wyndham Destinations convenes diverse suppliers to spend a full-day with our company's executives.
	We share the company's strategic vision and objectives for the coming years, present pertinent business topics relating to department operations, and share tips on how to navigate corporate America. Our suppliers also share best practices, and the event concludes with a one-on-one matchmaking session, where we pair the suppliers with our procurement decision makers.
Mentor-Protégé Program	Our Mentor-Protégé Program is a 12-month mentorship program designed to provide business development assistance to promising diverse businesses. Over the course of the year, mentors evaluate and measure the protégé's progress.
	This program was created to help develop the capability and capacity of diverse businesses to provide products and services to large corporations like Wyndham Destinations.
Supplier Diversity Council	The Orlando, Florida-based Supplier Diversity Council was initiated, and has been sponsored and chaired by Wyndham Destinations since inception. The council's membership is comprised exclusively of local corporate supplier diversity leaders — including Walt Disney World Resort and Duke Energy — diverse suppliers, and presidents of diverse advocacy groups in the community, including MBA Orlando and the local LGBTQ chamber of commerce.
	The primary focus of the Supplier Diversity Council is to discuss shared interests and understand how each member can best work together to increase opportunities for the local diverse business community.
	The council also offers a "Certification Reimbursement Program" for diverse suppliers. Wyndham Destinations, through the Hispanic Chamber of Commerce, reimburses participating diverse suppliers (regardless of the diverse classification) that are successfully certified.





Expanding Our Reach Among Second Tier Suppliers

A key objective of the Wyndham Destinations supplier diversity initiative is to ensure that our prime suppliers understand the business case for engaging diverse suppliers and the competitive advantage that these partnerships bring to our organization, mutual interests, and the community. Wyndham Destinations requests that prime suppliers actively seek-out qualified, diverse suppliers capable of providing competitive, high-quality products and services in order to support business objectives, and to support the development of diverse suppliers through mentoring and outreach.

Our second-tier procurement program has experienced strong growth over the past couple of years. Thirty of our prime suppliers have adopted credible supplier diversity initiatives that support our program. These efforts have led to increased business opportunities for diverse suppliers.



INCLUSION AND DIVERSITY RECOGNITION

In 2019, Wyndham Destinations received a perfect score on the Human Rights Campaign's Corporate Equality Index, and were named one of the Best Places to Work for LGBTQ Equality. The company was also named Best-of-the-Best Corporations for Inclusion by the National Business Inclusion Consortium (NBIC). We are recognized by Forbes in three areas; Best Employers for new Graduates, Best Employers for Diversity, and Best Employers in Canada. We are also recognized as a Noteworthy Company and Top Companies for LGBT Employees by Diversity Inc.

Our recognition in Forbes' first-ever list of America's Best Employers for New Graduates is incredibly exciting. This achievement is a wonderful reminder of why we should all be proud to work for a company that promotes inclusion, social responsibility, comprehensive benefits, and rallies behind a single vision — to put the world on vacation."

- KIMBERLY MARSHALL, CHIEF HUMAN RESOURCES OFFICER



↑ ENVIRONMENTAL SUSTAINABILITY

Our global presence enables Wyndham Destinations to consider many of the world's most beautiful and coveted travel destinations "home." As a part of our responsible business practices, we place a high value on protecting the environment and communities in which we live and operate.

Through our environmental sustainability practices, we have a simple goal: as the world vacations to our destinations, it is our responsibility to ensure each location in which we operate remains a breath of fresh air. By engaging and empowering both our associates and customers to understand sustainability-based best practices, we are cultivating a community who prioritizes minimizing our environmental footprint; and therefore, the health of our people and our communities.



Executive Oversight

Our commitment to environmental sustainability and accountability for performance begins at the highest levels. Our Vice President of Organizational Capability, Brian Gray, is the champion of environmental sustainability and engages with senior executives to integrate efforts and initiatives across our company.



OUR FOCUS AREAS AND TARGETS

Wyndham Destinations environmental sustainability has three primary areas of focus:

FOCUS AREAS	OBJECTIVES	
Environmental Footprint	Reduce our energy, emissions, water, and waste footprint	
Performance Drivers	Increase building and operational performance through certification programs and leading- edge practices	
Stakeholder Engagement	Engage meaningfully with associates, owners, and guests to support the sustainability and resiliency of destinations	

You can find more information on our <u>Environmental Sustainability</u> <u>Policy Statement</u>.

WYNDGREEN

In 2019, we introduced WYND Green as a way of identifying our existing Environmental Sustainability Program.

OUR ENVIRONMENTAL SUSTAINABILITY TARGETS

Carbon Intensity



reduction per square foot by 2025 (from 2010 baseline)



reduction per square foot by 2025 (from 2010 baseline)

Biodiversity



trees planted by 2025 through partnership with Arbor Day Foundation

Reducing Our Environmental Footprint

Wyndham Destinations applies a number of environmental sustainability strategies, programs, and goals with the shared purpose of reducing energy, emissions, water, and waste, while improving our biodiversity impact.



Wyndham Destinations tracks our environmental footprint using a proprietary online environmental management system, which was developed to manage our energy, emissions, water, and waste globally including the ability to share dashboards that measure key performance indicators and goals. This innovative toolbox was created to be flexible, scalable, and customizable.



ENERGY AND EMISSIONS

Wyndham Destinations is committed to reducing carbon emissions per square foot by 40% by 2025, compared to our 2010 baseline. We track performance against the baseline using an intensity of CO_2 equivalent per square foot across our portfolio of more than 500 locations. By implementing our environmental sustainability strategy and increased efficiency measures, we have already reduced our scope 1 and scope 2 carbon emissions intensity by **24%**, while increasing our overall portfolio square footage by **15%**. Wyndham Destinations uses a combination of proven conservation strategies and energy efficiency retrofits to achieve on-going reductions in energy and emissions. For example, 96% of our resorts have enacted the following low cost measures:

- **1. Energy efficient lighting** in units, common areas, and back of house
 - 2. Motion sensors for lighting in common-area restrooms, break rooms, and storage rooms
 - 3. Default settings for in-unit HVAC systems
 - 4. Energy misers for refrigerated drink machines

In addition to these low-cost efficiency projects, our Home Owners Associations have invested over **\$6.5 million in energy efficiency capital projects** that have included upgrades and replacements to HVAC systems, cooling towers, pumps, variable frequency drives, air handling units, and windows.



Accelerating Renewable Energy

Wyndham Destinations continues to grow our portfolio of on-site solar projects. In 2018, we completed installation of our 14th project, dating back to 2015. This has resulted in cumulative production of 6,660 MWh of alternative energy.

These projects are financed using a power purchase agreement, which lowers the total cost of energy while reducing our overall carbon footprint. Through 2018, these projects contributed to decreasing estimated business costs by more than \$370,000. During the same time period, they also combined for an aggregated 15% decrease in carbon from a market-based approach.

Business Travel Emission Reduction

Wyndham Destinations is committed to reducing our Scope 3 emissions from business travel through two signature programs:

SIGNATURE PROGRAMS	HOW WE ARE DRIVING IMPACT
United Airlines Eco-Skies Carbon Choice Program	The Eco-Skies Carbon Choice program enables the corporate customers of United Airlines to track and offset emissions related to business travel. Through this program, United Airlines provides customized enterprise level carbon emissions reports to counterbalance the emissions associated with air travel. Wyndham Destinations has offset the carbon with the Big Smile Wind Farm at the Dempsey Ridge in Oklahoma, which is estimated to deliver enough clean energy to power more than 46,000 U.S. homes annually.
Avis Budget Carbon Offset Program	In partnership with Avis Budget, Wyndham Destinations offsets corporate car rentals through a partnership with NextEra. Avis Budget contributes \$0.50 per rental day to the EarthERA Renewable Energy Trust. The Trust uses 100% of the funds it receives to build new renewable energy facilities and projects.



The Legacy Golf Resort

The Legacy Golf Resort, a Shell Vacations Club property in Phoenix, Arizona, received an award for outstanding energy efficiency at the Salt River Project Champions of Energy Efficiency Awards and Luncheon. The Legacy Golf Resort was recognized under the "Outstanding Energy Efficiency" category, which is given to businesses that have saved the highest percentage of energy.

With the help of Salt River Project, The Legacy Golf Resort has made investments and behavioral changes across the property that have led to an estimated 62% annual energy savings.





WATER

Wyndham Destinations is committed to reducing water usage per square foot by 25% by 2025, compared to our 2010 baseline. We track performance against the baseline using an intensity of water usage per square foot to normalize across our portfolio of properties. Through targeted projects and water efficiency measures, we have already reduced our water usage intensity by **23%**, while increasing our overall portfolio square footage by **15%**.

Our water conservation strategies are focused at the resort level and include low- to no-cost upgrades that save both water consumption and operating costs. In 2018, 96% of our resorts had the following water conservation measures in place:

- ↑ **1.** Smart timing for landscaping irrigation
 - 2. Low flow showerheads
 - 3. Exterior water saving sensors



WorldMark Big Bear and WorldMark Indio

Over the past four years, WorldMark Big Bear has reduced its irrigation water consumption by more than 40% through xeriscaping practices, which saved over 5 million gallons of water during a drought period in the region.

WorldMark Indio has also made tremendous strides to reduce water consumption resort-wide. Over a two-year period, the resort was able to reduce its potable water consumption by 20% — or more than **11.6 million gallons** of water — by switching to more efficient sprinkler heads, watering perimeter trees at the resort with non-potable canal water, aerating the grass during the summer to reduce the amount of exterior water needed, and reducing grass and overall square footage required for irrigation.

Through these efforts, both WorldMark Big Bear and Indio have demonstrated a commitment to conserving water by using innovative solutions.



WASTE

Waste is a complex, global challenge for the travel and tourism industry and throughout the world. Waste costs are increasing due to diminishing landfill space, while legislation for diversion is becoming increasingly stringent.

To tackle the problem of waste, our plan is simple. Wyndham Destinations is launching a program to reduce, donate, and recycle waste using tools and strategic partnerships that support property participation. We are targeting the following waste streams: glass, plastic, aluminum, paper, soap, cardboard, food, lamps, batteries, e-waste, mattresses, furniture, linens, and carpet. Using this waste hierarchy, we are concentrating our focus on the base of the pyramid.



Targeting Single-Use Plastics

In 2018, Wyndham Destinations Asia Pacific took significant action against single-use plastics by removing disposable plastic straws from managed resorts and hotels, and banning balloons at events across **33 locations**.

Balloons, when released outdoors, can end up in our waterways, oceans, and parklands; and can cause damage to our environment and species. Staff in Asia Pacific have committed to use alternative, plastic-free, and reusable decorations at resort and corporate events.

As of July 1, 2019, plastic straws will be removed at all resorts within the Wyndham Destinations Asia Pacific region. By offering paper straws, upon request, the region will eliminate nearly 400,000 plastic straws per year.

Establishing a Baseline

Wyndham Destinations is committed to establishing a credible waste baseline to measure our progress by 2022.

Wyndham Destinations continues to implement innovative waste management practices throughout the organization. In 2018, **96%** of our resorts engaged in the following practices:

- 1. Commercial, back of house, front of house, and administrative office recycling
 - 2. Common area recycling available to guests
 - 3. In-unit recycle programs
 - 4. Fluorescent bulb and battery recycling
 - 5. CFC refrigerant recycling
 - 6. Toner and cartridge recycling
 - 7. Elimination of bottled water
 - 8. Paper conservation
 - 9. Elimination of styrofoam at refreshment stations





Education and Engagement

Education and engagement are central to our waste management strategy. 20% of Wyndham Destinationsmanaged vacation club resorts are enrolled in a national program that includes enhanced education, reporting for recycling, and landfill diversion. This program resulted in an average diversion rate of **32%**.

In 2018, associates at our corporate headquarters also gathered to shop hundreds of used office items donated for a swap event. Donated items ranged from used technology equipment and boxes of opened paper clips and staples, to pens and paper pads. The event promoted reuse and reduction, while at the same time saving dollars by repurposing hundreds of needed office supplies.

Paper Recycling

Wyndham Destinations resorts and offices throughout North America have a comprehensive shredding and recycling program in place through its partnership with Shred-it. Critical to our partnership with Shred-it is the assurance that all destroyed documents are actively recycled. After the paper is securely shredded, the confetti-sized pieces of paper are bundled and recycled into paper products. In 2018, **1,700,000 lbs** of paper were recycled and **14,000 trees** were saved as a result.



BIODIVERSITY

Wyndham Destinations is committed to protecting fragile habitats and conserving biodiversity. Over the past 10 years, we have preserved millions of square feet of rainforest lands, improved the lives of thousands of farmers and their families, and helped to restore the planet's ecosystem - all through a focus on trees. Wyndham Destinations has offset nearly 215,000 metric tons of carbon by purchasing and serving shade-grown coffee from Peru within our resorts and corporate offices, and by planting trees along the Mississippi River Valley through our partnership with the Arbor Day Foundation.

Since 2008, we have planted over 1.5 million trees and purchased more than 2 million pounds of shadegrown coffee.

2018 OVERVIEW





THROUGH

^{***} **230,739** total pounds of Arbor Day Coffee served



trees planted in 2018

24,773 🖤

tons of carbon credits over the next 15 years





THROUGH





metric tons of carbon offset for carbon-neutral coffee



SUPPLY CHAIN

Wyndham Destinations actively seeks suppliers who share our commitment to protecting the environment. Through our Supplier Code of Conduct, we require all suppliers to abide by all federal, state, and local environmental laws. Wyndham Destinations favors suppliers that work to sustain, protect, and restore the environment — through energy conservation, recycling and proper disposal of waste, and environmental restoration.

Wyndham Destinations has several programs, relationships, and product requirements to maintain a responsible supply chain, as illustrated by the examples below.

PROCUREMENT CATEGORIES	SUSTAINABLE SOURCING BEST PRACTICES
Coffee	Carbon neutral, shade-grown Arbor Day coffee served in-unit
Cleaning products	Nontoxic cleaning chemicals from EcoLab used for unit cleaning and common area guest-touch areas
Pesticides	Use of EcoLab pesticides without neonicotinoids at all U.S. locations
Dish soap and laundry detergent	EPA Design for the Environmental-listed or EcoLogo certified soaps and detergents used in-unit
Bath tissue, facial tissue, and paper towels	Brand standard for paper products to be purchased from the Kimberly Clark Corporation, which meets FSC, EcoLogo, and EPA guidelines



MAXIMIZING BUILDING AND OPERATIONAL PERFORMANCE

As part of the Wyndham Destinations commitment to environmental sustainability, we are focused on maximizing building performance by incorporating leading-edge practices across our portfolio. We use our own Green Certification program, LEED[®], ENERGY STAR, and other certifications, ratings, and standards to guide our progress.

Green Certification Program

Wyndham Destinations has a robust and integrated environmental certification program for its managed vacation club properties. Since 2010, the program has been driving performance improvements across all areas of our environmental footprint. The Wyndham Destinations Green Certification Program is based on the premise that every managed vacation club property should be consistent in its approach to environmental stewardship and should highlight the incremental improvement of each resort's environmental impact. As such, individual resorts are annually measured by the Wyndham Destinations quality assurance team to determine the resort's front- and backof-house daily environmental practices.

The Wyndham Destinations Green Certification Program is continually evolving and is updated annually to promote new sustainability practices that place our focus on energy, water, and waste reduction. The program focuses on leadership development as well as improving team and associate engagement. It also promotes sharing and recognizing green practices at the resort level with members, owners, and guests. Credit for the certification requires daily initiatives in the following categories: waste reduction, water conservation, green purchasing, environmental education, energy conservation and greenhouse gas reduction, recycling, and community involvement. Every year the criteria is reviewed and improved for consistency with overall company goals and increased drivers of performance.

Successful adoption of the required practices, in addition to the implementation of more advanced innovations, results in higher levels of program recognition and achievement all the way up to the highest — Crystal Green Certification. Recognition plaques for the Green Certification Program proudly hang in resort lobbies to remind associates and guests of that resort's commitment to green practices.



⇒ 2018 GREEN CERTIFICATION LEVELS



The RCI Green Award

RCI recognizes the most environmentally conscious resorts within the company's exchange network through the RCI Green Award, which celebrates RCI-affiliated resorts that actively engage in sustainable practices. To determine which resorts lead the industry in sustainability, RCI partners with an independent organization to assess and rate applicants for the awards program. Applicants are judged on their innovations in energy and water conservation, waste management, community outreach, and environmental management.

RESORT SPOTLIGHT: Club Wyndham Branson at The Meadows

Club Wyndham Branson at The Meadows leads the way in sustainability as the top scoring resort in the certification program in 2018. Associate engagement, training, and education are some of the keys to success for this resort.

The resort integrated its sustainability focus into its onboarding program by providing green gifts for new associates and education on the importance of sustainability to the company's mission. The resort also reinforces its greening goals and certification results via newsletter and resort town hall meetings.


LEED[®] Certifications and ENERGY STAR[®] Ratings

To manage our corporate offices, Wyndham Destinations aims to align with the best practices set by the LEED certification and ENERGY STAR rating programs.

Developed by the U.S. Green Building Council (USGBC), LEED is an internationally recognized green building certification system that provides third-party verification confirming a building or community was designed and built using strategies aimed at improving energy performance. Representing 38% of our corporate-leased footprint, Wyndham Destinations has four LEED certified buildings in its corporate office space portfolio:

- **1.** The global headquarters in Orlando, Florida has achieved LEED Gold for Commercial Interiors.
- **2.** Our corporate office in Parsippany, New Jersey has achieved LEED Gold for Commercial Interiors.
- **3.** The RCI corporate office in Carmel, Indiana has achieved LEED Certification for Operations and Maintenance.
- **4.** The Wyndham Vacation Clubs sales center in Branson, Missouri is LEED Certified for Commercial Interiors

ENERGY STAR[®]

Developed by the U.S. EPA, the ENERGY STAR rating program provides an important benchmark for our corporate offices. Our corporate headquarters currently has an ENERGY STAR rating of 100. 10% of our locations have an ENERGY STAR rating of 90 or greater, with 25% of those currently having a perfect 100.

Accepting the Challenge

The company joined the U.S. Department of Energy's <u>Better Buildings Challenge</u> with a goal to reduce energy usage intensity (EUI) 20% by 2020, based on a combined 10,000,000 square feet of select hotels and resorts. By December, 2017, the company had reduced energy by 16%. Due to the spinoff of Wyndham Hotels & Resorts in 2018, and the reduction in our overall corporate footprint, Wyndham Destinations is actively working with the Department of Energy to develop a new 10-year, 20% EUI reduction target for managed resorts and corporate locations, totaling over 25,000,000 square feet of building space (over 80% of our portfolio).

1146



Club Wyndham Midtown 45, a vacation club resort located in midtown Manhattan, has been recognized by the Mayor's office in New York as first in the vacation ownership sector, and second in the overarching hospitality industry, to achieve the Mayor's challenge of reducing greenhouse gas emissions by 30%.

100

ENGAGING ASSOCIATES, OWNERS & GUESTS

To deliver on our environmental goals, Wyndham Destinations strives to engage meaningfully with associates, owners, and guests to support the sustainability and resiliency of destinations within our portfolio.

Associate Engagement

Wyndham Destinations provides associates with sustainability training geared to newly-hired associates, office-based staff, engineers, housekeeping staff, and general resort management teams. Achieving Everyday Sustainability is a series of web-based training modules offered online and driven by the Green Certification Program. Functional areas that receive specialized training include housekeeping, front desk, and maintenance teams. Additionally, resort staff are offered energy conservation training through the Schneider Electric Energy University.

All Wyndham Destinations vacation club resorts and most corporate offices have Green Teams that are responsible for energy tracking and performance improvement. Green Teams drive associate engagement and participation around environmental days of awareness and celebration such as Earth Hour, Earth Day, and Worldwide Green Day.

Wyndham Destinations promotes best practices across our vacation club resort portfolio through sustainability-focused activities, events, and recognition programs. A great example of this is Caught Green Handed a program that allows resort- and corporate-based associates to nominate co-workers for going the extra mile to promote sustainability in the workplace. Quarterly, the Wyndham Destinations Green Council votes on nominees for the Caught Green Handed award. The single winner best illustrates our commitment to deliver great vacations while also ensuring environmental responsibility.



In 2018, Wyndham Destinations celebrated Earth Day and internally promote a Worldwide Green Day with a campaign to break the habit of single-use plastics.





Owner and Guest Engagement

At a resort level, Wyndham Destinations actively engages owners and guests to celebrate the environment and participate in sustainability-focused activities. All vacation club resort units are equipped with recycling bags, eco-logo dish soap, and laundry detergent.



Vacationing children are also engaged in our environmental sustainability efforts through a mobile application created internally. Children are encouraged to download the free app — it's a fun and interactive way

for kids of all ages to learn about recycling and taking care of the environment while on vacation. You can download the app for free by searching for Binny's Recycling Adventure in the App Store for Apple devices or the Google Play store for Android devices.

↑ OUR PHILANTHROPIC COMMITMENT

Wyndham Destinations serves millions of guests every year by providing memorable vacation experiences in some of the world's most beautiful destinations. Supporting communities where we live and work around the world, while providing vacation experiences to those less fortunate, is a key focus of the Wyndham Destinations philanthropy program.



Executive Oversight

Our commitment to philanthropy begins at the highest levels. Our Chief Human Resources Officer, Kimberly Marshall, is the champion of Philanthropy and engages with senior executives to integrate efforts and initiatives across our company.



CHARITABLE GIVING

Wyndham Destinations is dedicated to supporting organizations that hold similar values to our own. This commitment is sustained through financial contributions to signature charities, as well as local non-profit organizations in key Wyndham Destinations markets worldwide.

In 2018, Wyndham Destinations divided our philanthropic efforts between corporate giving, in-kind giving, and associate workplace giving:

\Rightarrow WYNDHAM DESTINATIONS 2018 CHARITABLE GIVING





⇒ WYNDHAM REWARDS POINTS DONATIONS

Wyndham Destinations donated more than



points in 2018.



COMMUNITY IMPACT

Associate Engagement

Wyndham Destinations gives all full time and part time associates, working 20 hours or more in the U.S. and Canada, 8 hours of paid time off per year to volunteer at a recognized charitable 501(c)(3) organization — a Wish Day. Because of Wyndham Destinations' strong commitment to a culture of giving generously, we attract associates who also prioritize philanthropic involvement within their communities. In 2018, more than 6,400 associates used their Wish Day, generating more than 42,200 hours of volunteer time. Wyndham Destinations is proud to boast a team of more than 25,000 associates across the globe, in 27 countries, who are passionate and committed to positively impacting the communities in which we work and live. At every corner of the organization, associates volunteer their time during Wish Days and personal time, raise funds, and facilitate in-kind donations in order to support the missions of local non-profit organizations around the world.

Empowering Owners and Guests

In support of local community-improvement initiatives, vacation clubs owners and guests are invited to donate non-perishable food and drink items to benefit local, recognized food banks and charities. In 2018, vacation clubs resorts collected **nearly 100,000 pounds of food donations**. In addition to supporting environmental sustainability by reducing waste from food and drink items that would have otherwise been thrown away, this effort allows us to help enhance the quality of life in the communities where we live and work.



PHILANTHROPIC PARTNERSHIPS

Strengthening our Business through Strategic Partnerships

Wyndham Destinations captures the passion and commitment of the organization's mission to put the world on vacation through our spirit of philanthropy. With a focus on improving the lives of children and families through vacations, Wyndham Destinations supports charitable organizations with a similar focus and mission. Developing meaningful relationships while delivering impactful contributions in the communities where we operate, allows the Wyndham Destinations culture to benefit the greater good around the world.

Wyndham Destinations charitable support is anchored by four strategic partnerships: Give Kids the World Village, Jack and Jill Late Stage Cancer Foundation, Christel House International, and the Wyndham Destinations Associate Relief Fund.

Going Beyond Strategic Partnerships: Step Up For Students

The Wyndham Destinations commitment to philanthropy expands to charitable organizations beyond our core alliances. Since 2011, Wyndham Destinations has maintained a corporate partnership with Step Up For Students.

Step Up For Students is a nonprofit organization that administers the Florida Tax Credit Scholarships Program, which provides scholarships to qualified low-income families throughout Florida. Scholarships are funded by corporations (including Wyndham Destinations) that receive a dollar-for-dollar tax credit for their contributions. The program allows recipients to choose between scholarships to help with private school tuition and fees, or a transportation scholarship to attend an out-ofdistrict public school.

Approximately 116,000 children used the income-based scholarship in 2018. In the same year, Wyndham Destinations contributed \$1,000,000 to the scholarship program, totaling more than \$6,500,000 since partnering with Step up for Students in 2011.



Give Kids the World Village

Give Kids The World is an 84-acre, non-profit "storybook" resort in Central Florida where children with critical illnesses and their families are treated to weeklong, cost-free vacations. Each year, 27,000 children in the U.S. are diagnosed with a critical illness — half of all children eligible for a wish through a wish-granting organization choose to visit Central Florida and its collection of theme parks and other attractions.

For the past six years, Wyndham Destinations has sponsored the Stars & Pars Golf Tournament — a community fundraising event for Give Kids the World Village. The golf tournament received its name from the Stars that are given to each child who visits the Village, which are left behind and displayed in the Castle of Miracles on the property.

At the sixth annual Stars & Pars Weekend in 2018, more than 75 Wyndham Destinations associates across various departments, as well as partners from the community, came together to lead and coordinate the event, which features a signature golf tournament and gala with live and silent auction. Since 2013, the event has donated more than \$700,000 in support of Give Kids the World.



Jack and Jill Late Stage Cancer Foundation

The Jack and Jill Late Stage Cancer Foundation is dedicated to **"treating families to WOW! Experiences®**, by giving children who will lose their Mom or Dad to cancer a timeout in order to create indispensable memories as a family... while they can."

Closely aligned to the mission of the Wyndham Destinations philanthropy commitment — to improve the lives of children and families through vacations — the Jack and Jill Late Stage Cancer Foundation (JAJF) helps provide vacation experiences for more than 100 families each year, creating cherished memories and experiences that positively impact the lives of families close to losing a parent. Founded by Jon Albert in 2006, JAJF partners with Oncologists across the United States to identify parents of minor children who are faced with a latestage cancer diagnosis and who remain well enough to vacation and spend family time with their children. Since 2015, Wyndham Destinations has partnered with the organization to support families across the country at many vacation clubs resorts, where associates and on-site staff ensure a seamless and memorable experience for those staying with them, many for their last family vacation.

With the help of Wyndham Destinations, we look forward to maintaining this significant role in the lives of children and families. As we continue this purposeful partnership, we are able to impact these families in a measurable and meaningful way."



- JON ALBERT, FOUNDER - JACK AND JILL LATE STAGE CANCER FOUNDATION



Christel House International

Christel House International has been a core component of our philanthropy program for many years. Wyndham Destinations' ties with Christel House were established by Christel DeHaan, who co-founded RCI in 1974. After creating the largest timeshare exchange company in the world, Christel founded Christel House International in 1998. Wyndham Destinations proudly supports the mission of Christel House International, and takes great pride in knowing that through our support, the lives of deserving children around the world are transformed for the better.

Christel House works with more than 4,000 povertystricken children each year, going far beyond supplying basic survival needs. They give children healthcare, educational opportunities, positive role models, job placement assistance, and access to community outreach programs.

The Christel House mission is to transform the lives of impoverished children around the world — breaking the cycle of poverty and building self-sufficient, contributing members of society. Both Christel House and Wyndham Destinations share the belief that progress is measured one child at a time. Associates of Wyndham Destinations contribute year-round to Christel House through fundraisers, ongoing donations, and volunteer hours. In 2018, Wyndham Destinations and associates across the organization donated more than \$293,000 in cash and in-kind donations.

MEASURING TRANSFORMATION



99%

Students passed graduation exams

5,154 Students served including

college and careers

96% Average daily K-12 student

attendance

92%

Graduates continuing studies or employed





Associate Relief Fund

Recognizing that sometimes our own associates may fall on hard times, the Associate Relief Fund was created as a resource to provide a financial assistance grant to qualified Wyndham Destinations associates in the event of a disaster or hardship. At Wyndham Destinations, we are committed to making a memorable difference. Not only do we warmly welcome travelers from around the globe, we care for our own colleagues in need with the same spirit of hospitality. Wyndham Destinations pays all administrative costs associated with the fund to ensure each dollar collected by associates goes directly to associates in need.

Administered by the independent non-profit Emergency Assistance Foundation, the Associate Relief Fund was founded in 2016. It has helped provide assistance to more than 729 associates who have experienced a personal hardship, or who were directly impacted by a natural disaster such as Hurricanes Harvey, Irma, and Maria in 2017.

GLOBAL HIGHLIGHTS



Wyndham Destinations Las Vegas

For the sixth straight year, Wyndham Destinations associates in Las Vegas spread holiday cheer to local children through their annual Giving Tree service project. Las Vegasbased associates adopted an at-risk elementary school and collected wish lists from each child. In 2018, more than 90 associates arrived at the school to deliver hundreds of new gifts to more than 500 children. They also provided gifts and lunch for teachers and staff.

Since 2016, the team in Las Vegas has paired with MLK Jr. Elementary as their Giving Tree recipient due to the level of need of students. All students at MLK Jr. qualify for free lunch and breakfast, a significant amount of the population are transient, many are homeless, and most are learning English as a second language. Over the past several years the many needs of these students has inspired the Las Vegas coalition to raise money and organize several other projects to help the school, including providing backpacks, school supplies, books, shoes, and socks for all students, as well as painting classrooms.

RCI India

Since 2001, the RCI India team has partnered with FAME India, an organization focused on helping children and adults affected with moderate to severe neuro development disabilities (NDD). FAME India makes a lifelong commitment to each person affected with NDD, which is referred to as the Full-Circle Approach; providing care and resources for impacted children and adults throughout the duration of their lives as life changes occur. RCI India supports the ongoing education program of Samarth I and II batch. Each batch consists of 9 special needs children.

Children with special needs in Samarth benefit from learning pre-vocational skills that prepare them for the future. Teachers aim to prepare students for a job that is within their abilities by helping them develop skills related to safety, personal care, time management, and endurance. Students are given various opportunities to exhibit their talents — through dance, drama, singing, leadership, and more. Various pre-vocational skills are also included in their curriculum such as tailoring, paperwork, office administration, housekeeping, kitchen work, computer work, and more.

Every year, RCI India celebrates Children's Day (November 14) with the FAME students.

↑ ETHICS AND HUMAN RIGHTS

Wyndham Destinations is committed to the highest standards of ethics, integrity, and responsible business practices across our global operations. With associates and business operations around the world, the organization is exposed to many different laws, customs, and cultures. We aim to go above and beyond compliance standards, and align with global best practices in the local markets where we operate.



Executive Oversight

Our commitment to ethics, integrity and the protection of human rights begins at the highest levels. Our Executive Vice President, General Counsel & Corporate Secretary, James Savina, is the champion of Ethics and Human Rights and engages with senior executives to integrate efforts and initiatives across our company.





Our commitment to the highest standards of ethical conduct begins with our President and CEO, and cascades through the company at all business levels. Our company values affirm our responsibility to uphold these core principles.

As we create a dynamic new legacy, our culture evolves — building on our strengths and clarifying the importance of caring for one another, our customers, and our communities. Our culture is guided by the following shared values:

- **ospitality...** treating everyone like family
- **E** ngagement... delivering our purpose
- Countability... owning our impact
- **R** espect... considering others in every interaction
- **eamwork...** succeeding together

We develop global policies and training programs to support our commitment to ethics, integrity, and the protection of human rights.



CODE OF CONDUCT

Aligned with our global commitment to ethics and compliance, Wyndham Destinations enforces ethical practices through the company's <u>Code of Conduct</u>. The Code of Conduct outlines the company's expectations of all associates and serves to foster a culture of compliance and transparency within the organization. In addition to our associates, all stakeholders within the Wyndham Destinations value chain — suppliers and resort developers — are required to operate in a manner that is compliant with all applicable laws.

The Wyndham Destinations Code of Conduct includes topics that range from equal and fair treatment of associates, owners, and guests; health and safety; conflicts of interest; protecting our information; anti-corruption; and financial and reporting integrity.



SUPPLY CHAIN RESPONSIBILITY

Wyndham Destinations expects its suppliers to conduct business through ethical standards consistent with our own. This includes treating others fairly, with dignity and respect; avoiding actual and potential conflicts of interest; and safeguarding all Wyndham Destinations assets. These standards and expectations are set forth in the Wyndham Destinations <u>Supplier Code of Conduct</u>, with which all suppliers must acknowledge and comply. In the Supplier Code of Conduct, we strictly prohibit the use of child labor, and expect that our suppliers provide transparency into their business operations and take action to tackle modern slavery throughout their own supply chain, consistent with disclosure obligations under the UK Modern Slavery Act 2015.

Wyndham Destinations also evaluates suppliers through the Office of Foreign Assets Control (OFAC) database, which screens for any individual or company that might have sanctions against them for being tied to a targeting foreign country, narcotics traffickers, or engaged in activities related to proliferation of weapons of mass destruction. Additionally, suppliers are required to complete Anti-Corruption Awareness Training.



TRAINING, AWARENESS, AND ENFORCEMENT

Wyndham Destinations offers a variety of associate training opportunities with a clear and concise curriculum. The formalized training programs are offered in a variety of formats — including online and instructor-led courses to address all business needs and audiences across the organization. In 2019, Wyndham Destinations launched enhanced and simplified training for associates focused on the Code of Conduct, Anti-Corruption, and Information and Privacy Management. Wyndham Destinations maintains a strict anti-retaliation policy which encourages the reporting of any concerns without fear of retaliation. Options for communicating concerns include reporting to a manager, Human Resources business partner, the Ethics and Compliance team, or through the Wyntegrity hotline. **Wyntegrity** is the Wyndham Destinations internal reporting hotline, which is managed by a third-party to ensure anonymity and available 24/7.

The Wyndham Destinations Ethics and Compliance team partners with Human Resources, Legal, Internal Audit, and Information Technology to investigate and address concerns. The EthicsPoint reporting tool is also used as our case management system, where details of the case, actions taken, and remediation are captured. Data is analyzed to measure the effectiveness of the Ethics and Compliance program and to identify ways to prevent, detect, and measure future misconduct. Wyndham Destinations also has a consistent progressive disciplinary process to address substantiated allegations.



A Strict Stance Against Bribery and Corruption

Wyndham Destinations is committed to doing business with honesty, integrity, and in an ethical manner. This means that we do our best to avoid and prevent corruption of all kinds. We are committed to compliance with all applicable anti-corruption laws, including local laws in every country in which we do or intend to do business. In addition to our Code of Conduct, we maintain our Anti-Corruption, Conflict of Interest, and International Trade Control Policies to manage risks associated with bribery and corruption. Wyndham Destinations has implemented processes to back up our policies and controls in place to alert if there is a potential concern. We intentionally focus on advancing the awareness of our company's strict anti-corruption measure through more simplified policies, communication, and training. With the launch of the Code of Conduct and accompanying policies in 2019, our message is clear: we have zero tolerance for unethical practices. Associates have a duty to speak up, and we are all accountable to ensure that our policies are followed.

As part of our communication strategy, we host ad-hoc trainings throughout the year to enhance awareness and development. We communicate to associates through surveys, Wyndham Nation (the company intranet), and in-office communication tools (including internal television monitors and posters) as methods to further integrate our anti-corruption policies. We are enhancing our contracts administration and third-party due diligence processes to better support risk assessments and mitigation strategies within our value chain.



WORKING TO PROTECT HUMAN RIGHTS

Wyndham Destinations is committed to protecting human rights within our sphere of influence and doing our part to combat all forms of human trafficking.

Our company is committed to addressing these issues through our <u>Human Rights Policy Statement</u>, a document in which we pledge to operate in a manner consistent with the principles contained in the United Nations Declaration of Human Rights. The Human Rights policy applies to Wyndham Destinations and all associates, contractors, suppliers, resort developers, and partners within the value chain — all are required to operate in a manner compliant with applicable laws and operating standards. The Wyndham Destinations Human Rights Policy Statement outlines our commitment to the rights of all humans, including non-discrimination; the right to freedom of peaceful assembly and association; the receipt of fair wage; and the prevention of exploitation of children, forced labor, modern slavery, and human trafficking.



Taking a Stand Against the Exploitation of Children

Wyndham Destinations condemns all forms of the exploitation of children, including but not limited to, child labor and sexual exploitation. The company is supportive of laws enacted to prevent and punish the crime of sexual exploitation, and cooperates with law enforcement authorities to address such instances.

The travel and tourism industry has an opportunity to play an important role in preventing the exploitation of children. By partnering with <u>ECPAT</u> <u>International</u> and signing The Tourism Child-Protection Code of Conduct, we have taken a stand against the commercial sexual exploitation of children. The Tourism Child-Protection Code of Conduct is an industry-driven responsible tourism initiative in collaboration with ECPAT. It was founded by UNICEF International and supported by The World Tourism Organization (UNWTO), which is specifically focused on protecting children from sexual exploitation in the travel and tourism industry.

As a subscriber to The Code, Wyndham Destinations commits to enhancing all policies condemning child trafficking, and providing training to associates globally. The training includes the proper tools and resources for identifying and reporting potential trafficking activities at any of the company's locations globally.

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Wyndham Destinations is the first vacation ownership company to sign the Tourism Child-Protection Code of Conduct, and to enforce required training and education to associates globally in order to protect children from exploitation. RESPONSIBLE BUSINESS

Corporate Governance and Risk Management

Strong corporate governance is an integral part of our operations and values, and our Board of Directors is committed to exercising sound corporate governance principles and practices. Our Corporate Governance Guidelines, together with the charters of the Audit, Compensation Governance, and Executive Committees of the Board, provide the framework for effective governance.

Our Chairman

The Wyndham Destinations Board of Directors is led by Stephen P. Holmes, former CEO of Wyndham Worldwide, who serves as our non-executive chairman. Mr. Holmes' experience as the former CEO and his knowledge and familiarity with

our business and industry bring a valuable perspective to the Board. In his role, Mr. Holmes continues to provide leadership to the Board by, among other things, working with the CEO of Wyndham Destinations, the Lead Director, and the Corporate Secretary to facilitate effective operation of the Board and its committees; assisting in consideration and Board adoption of the company's long-term and annual operating plans; and helping to promote senior management succession planning.

The Role of Independent Directors

The Wyndham Destinations Board of Directors recognizes the importance of having independent Board leadership. We have appointed an independent Lead Director, and six of eight current directors are independent. The Audit, Compensation, and Corporate Governance Committees are comprised solely of independent directors. Our independent directors, led by Lead Director, bring experience, oversight and expertise from outside Wyndham Destinations and our industry, which balances the company-specific experience and expertise that our non-executive chairman and CEO bring to the Board.



Board Oversight Over Economic, Social, and Environmental Risks

The Wyndham Destinations Board of Directors focuses on the most significant risks facing the business and our general risk management strategy, and seeks to ensure that risks undertaken are consistent with a level of risk that is appropriate and aligned with the achievement of our business objectives and strategies.

The Audit Committee provides oversight for risk assessment and risk management, including financial accounting and reporting, internal audit, information technology, cybersecurity, and compliance. The Compensation Committee oversees assessment and management of risks relating to executive compensation. The Corporate Governance Committee provides oversight to management of risks associated with the independence of the Board and potential conflicts of interest. While each committee is responsible for providing oversight with respect to the management of risks, the entire Board of Directors is regularly informed about risk through committee reports and management presentations. This includes briefings and oversight of the Wyndham Destinations social responsibility program and its most material issues, including Inclusion and Diversity, Environmental Sustainability, Philanthropy, and Ethics and Human Rights.

Our CEO and other senior executives are responsible for day-to-day risk management analysis and mitigation, and report to the full Board of Directors or relevant committee regarding risk management. We believe this division of responsibility and leadership structure is the most effective approach to manage and mitigate risk throughout the business.



Our Business Continuity Plan (BCP)

The Wyndham Destinations Business Continuity Team ensures our global assets — including corporate offices and managed resorts — have emergency preparedness plans in place that are specific to each individual site based on the potential risks. These plans include associate assistance plans, communication plans, and site-specific plans for dealing with and recovering from an incident.

The Wyndham Destinations **Business Continuity Plan** (BCP) Steering Team, comprised of key leaders from select departments (IT, HR, Facilities, and Safety & Security), provides the scope and goals for the program. Each year, the BCP models an annual lifecycle, ensuring plans are up-todate and tested.

Our Communications Plan ensures we are able to communicate with our owners, guests, and associates during and after an incident. Our Emergency Closure Plan is designed to provide consistency for shutting down corporate locations, ensuring all necessary business functions are cared for. Our Pandemic Plan provides guidance for handling illnesses that are impacting a region (i.e. Zika Virus) or location (i.e. Norovirus). Additionally, our Emergency Preparedness Guide, which assists leaders in responding to a number of different situations. The Associate Disaster Benefit Plan was created to ensure our associates receive personal support during an incident.

Safety for Associates, Owners, and Customers

Disasters come in all shapes and sizes. Initial estimates predict the cost of natural disasters to be \$155 billion in 2018, including 14 events with losses exceeding \$1 billion each across the United States. Over the past 5 years, the average number of events exceeding \$1 billion has doubled to 12.6 events per year from 6.2 events per year from 1980-2013. The increase in these events leaves businesses more susceptible to existing and emerging impacts. The mission of Wyndham Destinations is to put the world on vacation. Mitigating incidents through developing business continuity strategies across our organization allows us to provide the utmost safety to our owners and guests.



HUMAN CAPITAL DEVELOPMENT

Wyndham Destinations believes in fueling our associates' passion for the organization by providing the education, tools, and information they need to own their development. This level of empowerment reinforces the company's strategic pillars and brings to life our vision of putting the world on vacation by creating an environment where the diverse contributions of our associates are strengthened and valued.

We are committed to building an internal pipeline of talent by helping associates develop knowledge, skills, and an extensive network of supporters throughout their career. We foster an inclusive and diverse workplace that provides everyone the opportunity to learn, grow, and make a positive impact.

Deeper Integration to Support Our Business

In February 2019, Wyndham Destinations enhanced our culture with the following four competencies for all associates: Transparency and Feedback, Rapid Decision Making, Customer Obsession, and Empowerment.

Associates will be encouraged to master these competencies through individual development plans, performance reviews, and training.



Destination U and Career Progression Programs

Global Learning and Development is aligned under the umbrella of Destination U — a single solution that puts the ownership of each associates' career development directly into their hands. By fostering growth potential for all associates at Wyndham Destinations, each individual can clearly understand where their role fits within the company and access development courses that are designed specifically to advance their development. Through Destination U, associates can learn how to create an even greater impact on the overall performance of Wyndham Destinations. The resource provides associates with the script to prompt more meaningful conversations with their leader about growth and opportunity.

The format of Destination U includes three stages of internal development:

- 1. Start Your Role: Designed for new associates, this stage allows those new to Wyndham Destinations to jump into their role through onboarding and skill-building tools.
- 2. Grow Your Expertise: Associates looking to expand expertise in their current role are given access to a variety of development tools and resources, including instructor-led training, mentorship programs, job shadowing and job rotation programs, and self-paced learning resources such as TED talks, book abstracts, and e-learning courses.
- **3. Develop Your Potential:** Developed for associates looking to grow their career, this stage gives the tools to seek feedback on performance and growth potential.

Wyndham Destinations offers additional programs focused on career progression including: formal talent reviews, succession planning, high-potential associate development programs, executive coaching, leader onboarding plans, new leader orientation, new leader transition training, and tuition and certification reimbursement.

CUSTOMER RELATIONSHIP MANAGEMENT

Monitoring Guest Satisfaction and Experience

Wyndham Destinations actively measures and manages customer satisfaction across its business lines by developing customized programs by market, such as loyalty and customer service programs, to strengthen relationships with customers. Each business has a dedicated executive manager tasked with implementing, managing, and overseeing customer response and satisfaction programs.

Our Customer Care departments offer a comprehensive platform for improving front line customer interactions, speeding case resolution, and generating customer feedback for process improvements. Customer service concerns are monitored and managed via emails generated from our websites, social media channels, direct guests feedback, calls into contact centers, and guest surveys. On-site guest complaints are typically responded to within 15 minutes or less.

Wyndham Destinations measures Net Promoter Score and satisfaction rates by conducting surveys for key customer-facing contacts in the following departments: Sales, Resorts, Digital (website management), and Contact Centers. Satisfaction surveys, which are based on a scale from 1 to 5, where 4 is satisfied and 5 is extremely satisfied, are monitored weekly, monthly, and quarterly. Associates and leaders are held accountable for performance.

Nearly 9 out of 10 owners, guests of owners, and rental guests who stayed at a vacation club resort are delighted with their experience (rated 4 or 5).



Wyndham Destinations achieved an above average Net Promoters Score (intent to recommend) among its resort guests — measuring almost 5 points above the external hospitality benchmark.





Loyalty Program: Wyndham Rewards

Wyndham Destinations is a proud partner of Wyndham Hotels & Resorts, participating in the Wyndham Rewards program, which enables Wyndham Rewards members to earn points for qualified stays at Wyndham Destinations properties. A 100-year partnership has been established with Wyndham Hotels & Resorts, and serves as the "Blue Thread" to connect the two businesses and provide Wyndham Destinations owners and guests with access to thousands of vacation experiences around the world. Wyndham Destinations actively engages our Wyndham Rewards members to ensure that they are able to successfully navigate the program, and are able to leverage the points structure to vacation their way.

We emphasize the benefits of Wyndham Rewards with our owners and guests through pre-arrival communications, during checkin, during post-vacation communications, and through ongoing marketing communications with our owners. Because Wyndham Rewards members typically represent the vacation ownership target market — proven through higher close rates and higher transaction sizes — this further demonstrates the value of this Blue Thread partnership to both our company and our owners.

RESPONSIBLE MARKETING AND INFORMATION PROTECTION

Responsible Marketing

Wyndham Destinations has developed programs to help ensure that timeshare owners are well-informed and not subject to any predatory and/or misleading practices, notably through our Ovation by Wyndham and Scambusters programs.

Scambusters

Launched in 2016, Scambusters is an initiative focused on gathering and sharing details about third-party companies and who could potentially harm owners. Some of these entities make claims to help owners with their timeshare or assist them in exiting their ownership, when in fact, they charge predatory fees and offer little to no support to the owner. The Wyndham Destinations Scambusters program provides owners with a safe and secure outlet to report any suspicious activity they experience. Wyndham Destinations then uses this information to monitor and analyze the impact of reported scams, and create strategies to educate and protect our owners.

Ovation by Wyndham

Ovation by Wyndham launched in February 2015 as a revolutionary program designed to assist our valued owners with a free, safe, and secure timeshare exit if their vacation needs change. Ovation by Wyndham eliminates the need for paid-in-full owners to seek support from unscrupulous third-party companies who may harm and defraud our owners. The Ovation program is equipped with several options, enabling Wyndham Destinations to offer the best solution to address our owners' specific exit needs.

Options for owners seeking to exit may include:

- **1. Limited Edition**, which allows owners to exit their timeshare and continue to travel for three years at no additional cost.
 - **2. Tribute by Wyndham**, which allows owners to transfer their ownership to an immediate family member at no cost.
 - **3. Featured Reseller**, which is a referral to a trusted third-party resale company.
 - **4. Simply**, exit your timeshare and walk away at no cost.





Protecting Data Privacy

Wyndham Destinations recognizes and supports the need to appropriately protect the privacy of information collected from customers, associates, and applicable third parties who provide us their personal information. We implement, maintain, and monitor comprehensive privacy policies and a privacy compliance program appropriate to the business and generally accepted privacy principles, as well as applicable laws, regulations, industry standards, and contractual obligations. We also publicly post privacy notices on our websites that outline how we and our various brands process personal information. For an example, please visit wyndhamdestinations.com/privacy-notice.

Wyndham Destinations includes reasonable privacy protections into company practices, such as data security, collection limits, retention practices, and data accuracy, as well as maintaining comprehensive data management procedures. Wyndham Destinations strives to promote privacy throughout the organization through both scheduled mandatory courses and ad-hoc training.

↑ PERFORMANCE AND METRICS

200000

Unless specified, all metrics are global in scope, and are reported on a fiscal year basis. Due to the change in business in June 2018, all numbers have been restated to only include Vacation Ownership, Exchange, and Rentals.

Please note that environmental performance data has been restated all the way back to our 2010 baseline to match the current footprint. Where noted in this report, 2018 data has been reviewed by Deloitte & Touche LLP under the current company name and scope of Wyndham Destinations. Prior to 2018, Wyndham Worldwide obtained assurance on select sustainability indicators for the years 2010-2017.

ECONOMIC

\Rightarrow WYNDHAM DESTINATIONS YEAR-END RESULTS 2018



⇒ INCOME STATEMENT DATA BREAKDOWN As of or For Year Ended December 31

INCOME STATEMENT DATA (in millions)	2018	2017	2016
Net Revenues	\$3,931	\$3,806	\$3,692
Expenses			
→ Operating and Other ¹	3,051	3,000	2,907
→ Separation and Related Costs	223	26	
→ Asset Impairments	(4)	205	
→ Depreciation and Amortization	138	136	127
Operating Income	523	439	658
Other (Income), Net	(38)	(28)	(21)
Interest Expense	170	155	133
Early Extinguishment of Debt			11
Interest (Income)	(5)	(6)	(7)
Income Before Income Taxes	396	318	542
Provision/(Benefit) for Income Taxes	130	(328)	190
Income from Continuing Operations	266	646	352
(Loss)/Income from Operations of Discontinued Businesses, Net of Income Taxes	(50)	209	260
Income on Disposal of Discontinued Business, Net of Income Taxes	456		
Net Income	672	855	612
Net Income Attributable to Noncontrolling Interest		(1)	(1)
Net Income Attributable to Wyndham Destinations Shareholders	\$672	\$854	\$611

¹ Includes operating, cost of VOIs, consumer financing interest, marketing, restructuring, and general and administrative expenses.

	DOM	ESTIC	INTERN	IATIONAL		
	Resorts	Units	Resorts	Units	Total Resorts	Total Units
Club Wyndham	99	13,573			99	13,573
WorldMark by Wyndham	86	6,864	10	575	96	7,459
Club Wyndham Asia Pacific	3	40	29	1,492	32	1,532
Presidential Reserve by Wyndham	19	425			19	425
Shell Vacations Club	22	1,934	3	292	25	2,226
Margaritaville Vacation Club	2	186			2	186
TOTAL (including dual-branded resorts)	231	23,042	42	2,359	273	25,401
Less dual-branded resorts					(49)	

Superior State Contemporary Con

⇒ OPERATING STATISTICS BY BUSINESS LINE

OPERATING STATISTICS	2018	2017	2016
Vacation Ownership		<u> </u>	<u> </u>
→ Gross VOI sales (in 000s)	\$2,271,000	\$2,138,000	\$2,007,000
→ Tours (in 000s)	904	869	819
→ VPG	\$2,392	\$2,345	\$2,324
Exchange & Rentals		1	1
→ Average number of members (in 000s)	3,847	3,799	3,852
→ Exchange revenue per member	\$171.04	\$176.74	\$172.56

KEY BPS: Basis Points

SOCIAL

Philanthropy

IN WYNDHAM DESTINATIONS 2018 CHARITABLE GIVING



Our Workforce

As of December 31, 2018, Wyndham Destinations employed approximately 24,500 associates, including over 4,300 associates outside of the U.S.

\Rightarrow ASSOCIATE PERCENTAGE (>1%) BY REGION



Inclusion and Diversity





⇒ U.S. ETHNIC GROUP REPRESENTATION¹

We report on Ethnic Group Representation based on U.S. totals as each country has their own standards for this metric.



¹ GRI 405-1 Reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82.

ENVIRONMENTAL

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

⇒ **GREENHOUSE GAS EMISSIONS**¹ (Calculations below based on MTCO2e)

	2018	2017	2016
Scope 1"	50,564	47,518	49,229
Scope 2"	148,385	146,800	150,172
Scope 3"	7,080	6,061	6,077

Scope 1 and 2 Emissions Intensity (per square foot)	0.00557273	0.00553310	0.00569337
Progress From Prior Year (intensity)	⁰0.7%	⊕2.8%	∿1.2%
Progress Against 2010 Baseline (2010 intensity - 0.00733300)		⊕24.5 %	⊕22.4 %



ⁱ 2018 Scope 1 (GRI 305-1), Scope 2 (GRI 305-2), Scope 3 (GRI 305-3) and Emissions intensity (GRI 305-4) disclosures were reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82. Restated Wyndham Destinations footprint for 2017 and 2016 data in addition to progress from prior year, and progress against 2010 baseline values were not reviewed by Deloitte & Touche LLP.

ⁱⁱ The following gases are included in the GHG inventory: CO2, CH4, N2O, and HFCs. 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). For Scope 3 emissions, we utilized the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: Corporate Value Chain (Scope 3), Accounting and Reporting Standard. Scope 3 GHG emissions are solely based on Wyndham Destinations business travel, reflecting emissions from employee air travel and car rental.

	2018	2017	2016
Total Withdrawal (kGals) ^{iii, iv}	1,606,982	1,607,558	1,655,879
Water Intensity (gallons per square foot)	45.0	45.8	47.3
Progress from Prior Year (intensity)	∿1.7%	⊕3.2%	1.6%
Progress against 2010 Baseline (2010 intensity - 58.4)	⊕23.0 %	⊕21.7 %	

BOUNDARY **Total Square Feet Carbon Neutral** 2018 **Trees** planted through partnership Coffee Offset 35,700,412 with Arbor Day (mt CO2)^v 2018 2018 2017 173,500 1,152 35,119,296 2017 2016 2017 1,180 178,000 35,023,513

ⁱⁱⁱ GRI 303-1-2018 total withdrawal was reviewed by Deloitte & Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82. Restated Wyndham Destinations footprint for 2017 and 2016 data in addition to progress from prior year, and progress against 2010 baseline values were not reviewed by Deloitte & Touche LLP.

^{iv} Water includes municipal water supplies. Other sources of water such as surface water, ground water, rainwater, and waste water from another organization are either not used or estimated to not be a significant source of overall water usage.

^v Offset and retired on behalf of Wyndham Destinations through trees planted in the Greentrees Reforestation Project from providing Arbor Day coffee at our destinations.

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.

\Rightarrow I. GENERAL DISCLOSURES

DISCLOSURE	DESCRIPTION	REFERENCES			
→ ORGANIZATIONAL PROFILE					
102-1	Name of the organization	Wyndham Destinations, Inc.			
102-2	Activities, brands, products, and services	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	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	 Our Company, page 5 <u>Wyndham Destinations Fact Sheet</u> Investor Presentation (March 2019) 			
102-7	Scale of the organization	 Our Company, page 5 2018 10-K Filing, page 3 Wyndham Destinations Fact Sheet Investor Presentation (March 2019) 			

102-8	Information on employees and other workers *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	All figures employee Please note to do not comp Part time and workforce.	s are ba es cont that cont rise a sig d On Cali	racted at tractors and/d	TE (pern will. or seasona	nanent) I associates workforce.
		Undefine Female 13 Male 10,9	3,497			
		Country	Asso	ciates C	ountry	Associates
		AR	7	11	-	148
		AU	1,425	5 17	Γ	1
		BR	19		IX	568
		CA	448		Z	55
		CN	35		'	166
		CO	5		 Т	20
		EG	23		U	1
		ES	8		G	138
		FI	7	т	Ή	86
		FJ	304	Т	R	2
		GB	205	U	IS	20,143
		GR	8	U	ΙY	374
		ID	11	Z	A	112
		IE	138			
		Employm Type	ent L	Jndefined	Female	e Male
		Intern			5	3
		Regular	4	1	12,743	10,520
		Seasona	ıl		214	190
		Tempora	ary 1		535	242
102-9	Supply chain	• Support Markets		verse Supp 19	oliers Ac	cross
		Supply C	Chain, I	page 34		
		Supply C	Chain F	Responsib	ility, pag	ge 53
		In 2018, w more than		over 85,00 billion in sj		liers with
102-10	Significant changes to the organization and its supply chain	• <u>2018 10</u> -	K Filin	g, pages 6	-7 and 2	0-24
102-11	Precautionary Principle or approach	• Goals ar • Environ	-	gets, page Sustainal		ge 24

	1
External initiatives	 Materiality and U.N. Sustainable Development Goals, pages 8-10 Working to Protect Human Rights, page 56 <u>Human Rights Policy Statement</u>
Membership of associations	Marketplace Presence, page 17
	·
Statement from the most senior decision-maker	• Message From Our President and CEO, page 4
Key impacts, risks, and opportunities	 Materiality and U.N. Sustainable Development Goals, pages 8-10 <u>2018 10-K Filing</u>, pages 5-6 and 25-35 <u>Investor Presentation (March 2019)</u>
NTEGRITY	·
Values, principles, standards, and norms of behavior	 Ethics and Human Rights, pages 50-56 Wyndham Destinations Code of Conduct Beliefs and Values Human Rights Policy Statement
Mechanisms for advice and concerns about ethics	 Training, Awareness, and Enforcement, page 54 Wyndham Destinations Code of Conduct, pages 5-6
Ē	
Governance structure of the organization	 Board Oversight Over Economic, Social, and Environmental Risks, page 59 <u>Committee Charters and Governance</u> <u>Documents</u> <u>2019 Proxy Statement</u>
Composition of the highest governance body and its committees	<u>Committee Composition</u>
	Committee Composition Output Output Output Description Description Description Descrindescription Descripti Descrindescripti Descrindescri
and its committees	
and its committees Chair of the highest governance body Nominating and selecting the highest	• <u>2019 Proxy Statement</u> , pages 9-10 • <u>Corporate Governance Guidelines</u> , pages 1-4 • <u>Corporate Governance Committee Charter</u> pages 1-2
and its committees Chair of the highest governance body Nominating and selecting the highest governance body	2019 Proxy Statement, pages 9-10 Orporate Governance Guidelines, pages 1-4 Orporate Governance Committee Charter pages 1-2 O19 Proxy Statement, pages 11-12 Ode of Business Conduct and Ethics for
	Membership of associations Statement from the most senior decision-maker Key impacts, risks, and opportunities NTEGRITY Values, principles, standards, and norms of behavior Mechanisms for advice and concerns about ethics

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→ STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	• Stakeholder Engagement, page 11		
102-41	Collective bargaining agreements	• <u>2018 10-K Filing</u> , page 20 Approximately 1% of our associates are subject to collective bargaining agreements governing their employment with our company.		
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	• <u>2018 10-K Filing</u> , 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.		

\Rightarrow II. SPECIFIC DISCLOSURES: MANAGEMENT APPROACH DISCLOSURES AND INDICATORS

MATERIAL TOPICS	GRI DIS	SCLOSURES	REFERENCES		
Economic Performance	103	Management approach	• <u>2018 10-K Filing</u> • <u>Investor Presentation (March 2019)</u>		
	201-1	Direct economic value generated and distributed	• Performance and Metrics, pages 68 and 69 • <u>2018 10-K Filing</u> , page 39		
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	 Environmental Sustainability, pages 24-29 Our Business Continuity Plan, page 60 <u>CDP Climate Change Response</u>, Question C2 		
	201-3	Coverage of the organization's defined benefit plan obligations	• <u>2018 10-K Filing</u> , pages 118-119		
Indirect Economic Impacts	103	Management approach	• Philanthropy, pages 41-49		
	203-1	Infrastructure investments and services supported	• Philanthropy, pages 41-49		
Anti-Corruption	103	Management approach	• A Strict Stance Against Bribery and Corruption, page 55		
	205-2	Communication and training on anti- corruption policies and procedures	• A Strict Stance Against Bribery and Corruption, page 55		
			1		

→ ENVIRONMENTAL

Energy	103	Management approach	• Environmental Sustainability, pages 24-28 and 35-40
	302-1	Energy consumption within the organization *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	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). • Non-renewable fuel includes: natural gas, propane, diesel - mobile, gasoline - mobile • Consumed electricity includes: renewable onsite + non-renewable purchase
	302-3	Energy intensity *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	In 2018, energy intensity was 16.9 kWh per square foot. • Energy included in this calculation includes total energy consumed within the organization as reported under GRI302-1.

MATERIAL TOPICS	GRI DIS	SCLOSURES	REFERENCES
Water	103	Management approach	• Environmental Sustainability, page 29
	303-1	Water withdrawal by source *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	• 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 24-2 and 38-43
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1) *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	• Performance and Metrics, page 72
	305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2) *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	• Performance and Metrics, page 72
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3) *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	• Performance and Metrics, page 72
	305-4	Greenhouse gas (GHG) emissions intensity *reviewed by Deloitte and Touche LLP, as detailed in the Independent Accountants' Review Report on Page 82	• 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 an our turnover rate was 45.2%,

TOPICS	GRI DIS	SCLOSURES	REFEREN				
Training and Education	103	Management approach	• Human Capital Development, pages 61			pages 61-6	
	404-2	Programs for upgrading employee skills and transition assistance programs	• Human (Capital De	evelopment,	pages 61-6	
	404-3	Percentage of employees receiving regular performance and career development reviews	• Human (Capital De	evelopment,	pages 61-6	
Diversity and Equal Opportunity	103	Management approach	• Global Ir	clusion a	nd Diversity,	pages 12-2	
	405-1	Diversity of governance bodies and employees *reviewed by Deloitte and Touche LLP, as			nd Diversity, Metrics, pag		
		detailed in the Independent Accountants' Review Report on Page 82	Employee	es	Female	Male	
			<30 year	S	56%	43%	
			30 - 50 y	ears	54%	46%	
			>50 year		56%	44%	
			Board				
			Gender		Diversi	ty	
			Female	Male	White	Latino	
			25%	75%	88%	12 %	
-	103	Management approach			88%		
-	103 412-2	Management approach Employee training on human rights policies or procedures	• Ethics ar	nd Human		es 56-57	
Human Rights Assessment Local Communities		Employee training on human rights	• Ethics ar	nd Human nd Human	Rights, page	es 56-57	
Assessment	412-2	Employee training on human rights policies or procedures	Ethics ar Ethics ar	nd Human nd Human ropy, page	Rights, page Rights, page es 42-48	es 56-57	
Assessment Local Communities	412-2	Employee training on human rights policies or procedures Management approach Operations with local community engagement, impact assessments, and development programs	Ethics ar Ethics ar Philanth Philanth	nd Human nd Human ropy, page	Rights, page Rights, page es 42-48	es 56-57	
Assessment	412-2 103 413-1	Employee training on human rights policies or procedures Management approach Operations with local community engagement, impact assessments,		nd Human nd Human ropy, page ropy, page	Rights, page Rights, page es 42-48 es 42-48	es 56-57 es 54-56 pages 19-2	
Assessment Local Communities Supplier Social	412-2 103 413-1	Employee training on human rights policies or procedures Management approach Operations with local community engagement, impact assessments, and development programs		nd Human nd Human ropy, page ropy, page nclusion at	Rights, page Rights, page es 42-48 es 42-48 nd Diversity,	es 56-57 es 54-56 pages 19-2 age 53	
Assessment Local Communities Supplier Social	412-2 103 413-1 103	Employee training on human rights policies or procedures Management approach Operations with local community engagement, impact assessments, and development programs Management approach New suppliers that were screened		nd Human nd Human ropy, page ropy, page nclusion a Chain Res	Rights, page Rights, page es 42-48 es 42-48 nd Diversity, ponsibility, p	es 56-57 es 54-56 pages 19-2 age 53 age 53	

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

Deloitte.

Deloitte & Touche LLP 695 E. Main St Stamford, CT 06901-2141 USA

Tel: +1 203 708 4000 Fax: +1 203 705 5455 www.deloitte.com

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors Wyndham Destinations, Inc. Orlando, Florida

We have reviewed the following indicators presented in the Social Responsibility Report (the "specified indicators") of Wyndham Destinations 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 305-3: Other indirect greenhouse gas (GHG) emissions (Scope3)
- GRI Disclosure 305-4: Greenhouse gas (GHG) emissions intensity
- GRI Disclosure 405-1: Diversity of governance bodies and employees
- GRI Disclosure 102-8: Information on employees and other workers

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, 305-3 and 305-4 from the GRI Sustainability Reporting Standards 305: Emissions 2016, Disclosure 405-1 from the GRI Sustainability Reporting Standards 405: Diversity and Equal Opportunity 2016, and Disclosure 102-8 from the GRI Sustainability Reporting Standards 102: General Disclosures 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 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.

Information presented for periods prior to fiscal year 2018, was not reviewed by us and, accordingly, we do not express any assurance on them.

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 305: Emissions 2016, Disclosure 405-1 from the GRI Sustainability Reporting Standards 405: Diversity and Equal Opportunity 2016, and Disclosure 102-8 from the GRI Sustainability Reporting Standards 102: General Disclosures 2016.

Debatte & Fouche LLP

June 27, 2019



Wyndham Destinations, Corporate Headquarters 6277 Sea Harbor Drive • Orlando, Florida 32821 407-626-5200 • 877-460-7551 wyndhamdestinations.com