



WYNDHAM WORLDWIDE

SUSTAINABILITY REPORT
2013-2014



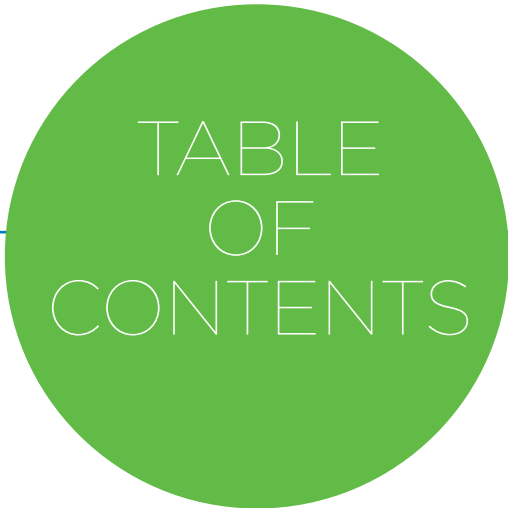


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EXECUTIVE STATEMENTS AND OVERVIEW

A LETTER FROM STEPHEN P. HOLMES



With a unique global portfolio that includes hotels, timeshare resorts, vacation rentals, and timeshare exchange networks, Wyndham Worldwide is behind how millions of families travel each year.

Believing that we can “do well” for our business, while “doing good” for our people and community, we have maintained a focused investment in our Corporate Social Responsibility programs from the very beginning.

Our teams have collaborated to integrate the strategic areas of sustainability, diversity, human rights and ethics, and community support directly into how we operate. This approach continues to enable us to advance as a responsible corporate citizen, while delivering strong performance consistently across our businesses.

Specific to sustainability, our Wyndham Green program is now in its eighth year, with sustainability remaining one of our top five strategic priorities. Our progress earned us the distinction of being the only North American hospitality company to be listed in the 2013 Dow Jones Sustainability North America Index – a great recognition of the value we aim to create for both our shareholders and our environment.

Recognizing the emerging global challenges such as climate change, water and natural resource scarcity, our future sustainability focus will be aimed at reducing our carbon footprint and water usage by 20 percent by 2020. We will also continue to support innovation and collaboration among our associates and stakeholders to drive change in the communities where we operate, and throughout the travel and tourism industry.

As we look to the future, I am incredibly proud of what Wyndham Worldwide has achieved in just eight short years. Our CSR efforts are consistently honored and ranked alongside organizations with much longer legacies and years of development. And while I am proud of how quickly we have matured our CSR and sustainability programs, I am more excited of what we will achieve in the future. For, I strongly believe we have even greater opportunities in the years ahead.

Wyndham Worldwide is just getting started. And with the energy, commitment, and ingenuity of our teams in collaboration with our partners, we will continue to raise the bar for ourselves, and deliver even greater results for our shareholders, our customers, our people, and our community.

A stylized, handwritten signature in black ink, appearing to read 'Stephen P. Holmes'.

STEPHEN P. HOLMES
CHAIRMAN AND CEO
WYNDHAM WORLDWIDE

EXECUTIVE STATEMENTS AND OVERVIEW

PERSPECTIVES FROM LEADERSHIP



“At Wyndham Worldwide, we have successfully established ourselves as the market leader in each of our business segments, earning numerous recognitions through our Corporate Social Responsibility programs including our workplace culture, sustainability, and diversity efforts. With a commitment and focus on our people, culture, and shareholders, we have continued to weather turbulent economic times. Today, we are recognized as the single best performing stock on the NYSE since the economic downturn.

Beyond our size and scale, our Count On Me! culture continues to set us apart; driving our strong performance and the exceptional experience we provide every day to our partners, customers and stakeholders. We are proud of this culture of strong values and signature Count On Me! customer service, which provides great experiences for our guests and associates.

Looking ahead, we'll continue to foster a more inclusive work environment, enhance organizational effectiveness and create positive experiences for our associates, as well as our customers, keeping Wyndham Worldwide an exceptional travel partner, a successful company and a great place to work.”

MARY FALVEY,
CHIEF HUMAN RESOURCES OFFICER



“Although the sustainability program is only eight years old, Wyndham Worldwide has reported on our Environmental, Social and Governance (ESG) programs over the last four years to demonstrate our leadership and commitment to sustainability and corporate social responsibility. This reflects our culture not only to proactively make a positive difference in challenging times and to develop innovative solutions, but also to be transparent with our stakeholders. As a result, the Company has been recognized for the very first time as the 2013 Dow Jones Sustainability North American leader for Hotels, Resorts and Cruise lines but also in 2014 we have been given Silver Certification status which places us in the top 5% of reporting.

We have continued our journey to reduce our global environmental footprint by reducing our carbon emissions by 12.9% and water consumption by 15.7% based on square footage versus 2010. Leadership also means helping our industry to shape policies and platforms of success. We are co-leading the World Travel and Tourism Council's (ESG) guidance and Hotel Carbon Metrics for the industry, as well as partnering with the Clinton Global Initiative and U.S. Department of Energy's Better Buildings Challenge showcasing innovative business models.

In this 2013/2014 report, we continue our journey to demonstrate our passion to perform with purpose. It has taken many individuals across the organization both internally and externally to deliver positive results to our financial, natural and human capital. We are proud to showcase their accomplishments and collaborative efforts that have enabled us to adapt to the changing demands across the globe.”

FAITH TAYLOR,
SVP, SUSTAINABILITY & INNOVATION

MEMBER OF
Dow Jones
Sustainability Indices
In Collaboration with RobecoSAM



EXECUTIVE STATEMENTS AND OVERVIEW

COMPANY AND REPORT OVERVIEW

One of the world's largest hospitality companies, Wyndham Worldwide provides a broad range of accommodations, products, and services for both consumer travelers and business-to-business customers across the globe through its three business units. Unlike other hospitality companies, our diverse portfolio transcends multiple hospitality and lodging segments, including hotel franchising and management, timeshare development and sales, serviced vacation rentals, and timeshare exchange.

**G4
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Wyndham Hotel Group, part of Wyndham Worldwide Corporation (NYSE: WYN), is the world's largest and most diverse hotel company with approximately 7,490 hotels and over 645,400 rooms in 70 countries under the hotel brands: Wyndham Hotels and Resorts®, Ramada®, Days Inn®, Super 8®, Wingate by Wyndham®, Baymont Inn & Suites®, Microtel Inn & Suites® by Wyndham, Hawthorn Suites by Wyndham®, TRYP by Wyndham®, Howard Johnson®, Travelodge® and Knights Inn®. In addition, the company has license agreements to franchise the Planet Hollywood Hotels, Dream® and Night® brands and provide management services globally.



Wyndham Exchange & Rentals is the worldwide leader in vacation exchange and the world's largest professionally managed vacation rentals business, with over 107,000 vacation properties in 100 countries serving more than 5 million families annually, its brands include Wyndham Vacation Rentals, RCI, The Registry Collection, Endless Vacation Rentals, Landal GreenParks, Cottages4You by Wyndham Vacation Rentals, Novasol, by Wyndham Vacation Rentals, Canvas Holidays by Wyndham Vacation Rentals, James Villa holidays by Wyndham Vacation Rentals, and Hoseasons by Wyndham Vacation Rentals.



Wyndham Vacation Ownership, the industry and timeshare ownership market leader, develops, markets, and sells vacation ownership interests and provides consumer financing to owners through its network of 190 vacation ownership resorts serving more than 900,000 owners throughout the United States, Canada, Mexico, the Caribbean, and the South Pacific. Brands include Club Wyndham, Wyndham Vacation Resorts Asia Pacific, Worldmark by Wyndham, Shell Vacations Club, and Margaritaville Vacation Club.



EXECUTIVE STATEMENTS AND OVERVIEW

COMPANY AND REPORT OVERVIEW (CONT.)

Our mission is to increase shareholder value by being the leader in travel accommodations and welcoming our guests to iconic brands and vacation destinations through our signature “Count On Me!” service. Our strategies to achieve these objectives are to:

- Increase market share by delivering exceptional customer service;
- Grow cash flow and operating margins through superior execution in all of our businesses;
- Rebalance the Wyndham Worldwide portfolio to emphasize our fee-for-service business models;
- Attract, retain and develop employees across our organization; and
- Support and promote Wyndham Green and Wyndham Diversity initiatives.

Wyndham Worldwide by the Numbers

32,800

Approximate
number of
employees
worldwide



**Over
5 Billion**

US dollars in
Total Net Revenues
in 2013



7,485

Hotels
globally in the
WHG portfolio



**8.8
Million**

Active members
in the Wyndham
Rewards loyalty
program



75%

Of revenues in the
United States



199

Wyndham Vacation
Ownership resorts in
the U.S., Canada,
Mexico, the Caribbean
and the South Pacific



**3.7
Million**

Vacation exchange
members globally



645,000

Hotel rooms
on six continents



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Standard
Disclosure
G4-17

EXECUTIVE STATEMENTS AND OVERVIEW

COMPANY AND REPORT OVERVIEW (CONT.)

Our fourth annual Sustainability and Corporate Responsibility Report illustrates our alignment of driving financial capital and how we do business, driving natural capital in improving our environment, and driving human capital to benefit our stakeholders and communities.

To define the report content, we utilized the Global Reporting Initiative (GRI) G4 framework and its materiality principles to determine which topics to cover and prioritize in the report. As such, we report on our management approach for material topics within the following categories: Environmental Stewardship, Human Capital, Community Development and Supply Chain Management.

Our 2013 Report covers all business units: Wyndham Worldwide (WW), Wyndham Vacation Ownership (WVO), Wyndham Exchanges & Rentals (WER) and Wyndham Hotel Group (WHG). For environmental performance data, we report on facilities in which we have operational control, which are our owned, leased and managed properties. The financial data included in the report is derived from the Wyndham Worldwide Form 10-K for fiscal year 2013.

Deloitte & Touche LLP conducted a review of selected GRI indicators including our Statement of Greenhouse Gas Emissions in accordance with attestation standards established by the American Institute of Certified Public Accountants. Their assurance report can be found at the end of the report. We also worked with our internal audit team to review our carbon and water data to provide confidence in the accuracy of the data.

For Wyndham Worldwide, our commitment to sustainability is a journey. This Sustainability and Corporate Responsibility Report provides us with the framework in which we reflect on our performance in 2013, but also identify opportunities to improve on past successes and create further value for the Company and stakeholders through our efforts and programs. Approximately 95% of our data is actual and 5% is estimated.

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For more information about the Global Reporting Initiative, please visit www.globalreporting.org. We welcome stakeholder feedback on this report at green@wyn.com.

2011



WYNDHAM WORLDWIDE
SUSTAINABILITY REPORT

**GOLDMAN SACHS
SUSTAIN**



Two Tomorrows
Towards sustainable business

2012



WYNDHAM WORLDWIDE
SUSTAINABILITY REPORT

**GOLDMAN SACHS
SUSTAIN**



Two Tomorrows
Towards sustainable business



2012-2013



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**CARBON
DISCLOSURE
PROJECT**



EXECUTIVE STATEMENTS AND OVERVIEW

CORE VALUES AND SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY STRATEGY



With values that include improving our customers' lives and supporting our communities, Wyndham Green and Wyndham Diversity are among the top five strategic priorities for the Company today.

At Wyndham Worldwide, our core values are more than words on paper. They are central to how we execute daily and maintain excellence and market leadership. Through our sustainability and corporate responsibility strategy, our core values come to life and connect the past, present and future.

Creating a Values-Centered Company

In 2006, as Wyndham Worldwide was preparing to list on the NYSE, the Company had the unique opportunity to develop a vision reflective of what was necessary to build a strong foundation for the future. Today, this vision – to be the widely-recognized service leader in the hospitality industry – remains a strong driver of our culture as reflected in the Core Values of Wyndham Worldwide:

- Act with integrity in all that we do,
- Respect everyone, everywhere,
- Provide individual opportunity and accountability,
- Improve our customers' lives, and
- Support our communities.

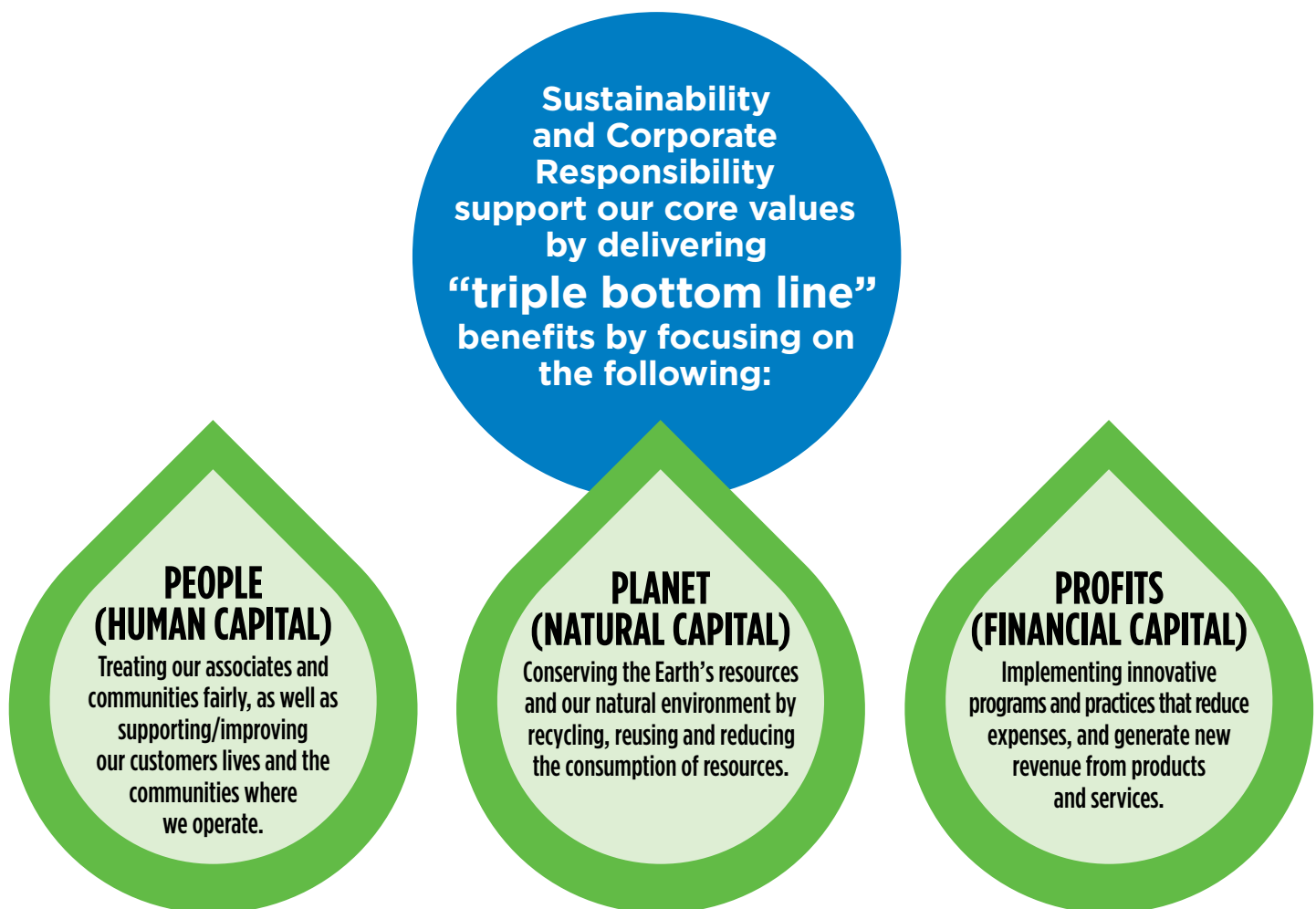
Our strategy is anchored by each of our five core values, and delivered through targeted efforts with accountability across the enterprise.

EXECUTIVE STATEMENTS AND OVERVIEW

CORE VALUES AND SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY STRATEGY (CONT.)

Wyndham Worldwide's vast global footprint allows the Company to play an important role in reducing emissions and environmental impact in communities around the world in order to preserve the Earth's natural resources for the communities in which we live.

We understand the impact our Company has on the natural resources of the Earth. The strategic focus at Wyndham Worldwide includes our commitment to be a responsible corporate citizen by conserving natural resources, preventing pollution, acting with integrity and improving our customers' lives, and supporting the communities around the world in which we work, live and play.



Uniting To Raise The Bar

Sustainability with diversity, philanthropy, human rights, ethics, and supporting a healthy workplace, is part of our overall Corporate Social Responsibility program. We view each advancement in these areas as another step of a larger journey, one in which we continually set our goals higher for our people, our company, our industry, and our communities.

EXECUTIVE STATEMENTS AND OVERVIEW

CORE VALUES AND SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY STRATEGY (CONT.)

At Wyndham Worldwide, our values drive our primary corporate sustainability strategies, which are also pillars of the Company's core business strategic priorities:



Wyndham Worldwide's Sustainability and Innovation, Corporate Social Responsibility and Human Resources teams focus on key strategic programs to reduce our environmental footprint, provide an exceptional environment for associates to achieve their personal and professional goals and make positive impacts within our communities.

To deliver, we emphasize innovation and partnership with our suppliers, franchisees and key stakeholders.



Throughout this report we have highlighted how innovation is integrated into the fabric of our company with this symbol.

DRIVING FINANCIAL CAPITAL

GOVERNANCE AND BOARD OF DIRECTORS

Wyndham Worldwide's corporate governance mechanisms are structured to ensure the integrity of our Core Values.

Our Board of Directors

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

The Board believes that the combined role of Chairman and CEO promotes strategy development and execution, and facilitates information flow between management and the Board, all of which are essential for effective governance.

At Wyndham Worldwide, diversity is fundamental to our business, and the composition of our Board of Directors reflects that philosophy. Our Board has Caribbean American, Hispanic and female representation. The Board committees study and consider key issues in depth and bring recommendations to the full Board. The Board committees consist of: Audit, Compensation, Executive and Corporate Governance.

Wyndham Worldwide is also fortunate to have the Right Honorable Brian Mulroney, who was Prime Minister of Canada from 1984 to 1993, serve on its Board of Directors. As Prime Minister, Mr. Mulroney was recognized for environmental leadership – named the “Greenest Prime Minister in Canadian History” for legislative efforts to improve air quality, maintain biodiversity, and reduce pollution.



Board of Directors: Michael H. Wargotz, Myra J. Biblowit, James E. Buckman, Stephen P. Holmes, Brian Mulroney, Pauline D. E. Richards, George Herrera

Managing Risk

Our approach to risk management is collaborative, and is enhanced through Board oversight and engagement with the finance, legal, information technology, and risk management departments. It emphasizes continuous improvement and iterations of our business interruption, business continuity and crisis management disaster recovery plans.

For each business unit, we consider sensitivity to distinct financial, business, operational, environmental and compliance risk profiles based on the nature of their operations. Each business unit has an Executive Steering Committee with cross-functional senior executive representation that works collaboratively with the Vice President of Corporate Security to identify critical locations and functions that require business recovery solutions in the event of a disruption. In 2013 Wyndham Worldwide also conducted a water risk assessment for owned, managed and leased properties.

“On behalf of the Wyndham Worldwide Board of Directors,

We are proud of our Company's progress in exploring and adopting innovative environmental practices that work to reduce costs and increase efficiencies while improving the world around us. As global markets continue to grow and integrate, the travel and tourism industry has an increasing ability and responsibility to help shape sustainability innovation on the world stage. As a hospitality leader, Wyndham Worldwide continually seeks partnerships that aim to reduce the industry's environmental impact, while increasing the engagement of the millions of people we serve and work with around the world.”

- THE RIGHT HONOURABLE BRIAN MULRONEY,
MEMBER, BOARD OF DIRECTORS



DRIVING FINANCIAL CAPITAL

GOVERNANCE AND BOARD OF DIRECTORS (CONT.)

Environment and Social Oversight

The Board of Directors, through the Corporate Governance Committee, oversees and is updated on the performance and compliance of the Sustainability and Corporate Social Responsibility programs:

- Our CEO serves on the Corporate Governance committee and provides input into the strategy and direction of our Corporate Responsibility program.
- Our Chief Human Resources Officer and Senior Vice Presidents of Sustainability, Diversity and Wellness provide quarterly updates to the Corporate Governance committee.

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

CORE ISSUES

Driving Financial Capital

- Ethical Conduct
- Human Rights
- Corporate Governance
- Corporate Financial Performance

Driving Natural Capital (Wyndham Green)

- Climate Change Strategy
- Environmental/Resource Management
- Regulatory Compliance
- Supply Chain Evolution/Management

Driving Human Capital

- Be Well Program/Employee Wellness
- Wyndham Diversity
- Professional Growth/Training
- Work Life Balance
- Philanthropy/Wishes By Wyndham

KEY STAKEHOLDER GROUPS

	 DIRECT IMPACT	 INDIRECT/PARTIAL IMPACT		
	ASSOCIATES	SHAREHOLDERS	CUSTOMERS	GLOBAL PARTNERS
Ethical Conduct				
Human Rights				
Corporate Governance				
Corporate Financial Performance				
Climate Change Strategy				
Environmental/Resource Management				
Regulatory Compliance				
Supply Chain Evolution/Management				
Be Well Program/Employee Wellness				
Wyndham Diversity				
Professional Growth/Training				
Work Life Balance				
Philanthropy/Wishes By Wyndham				

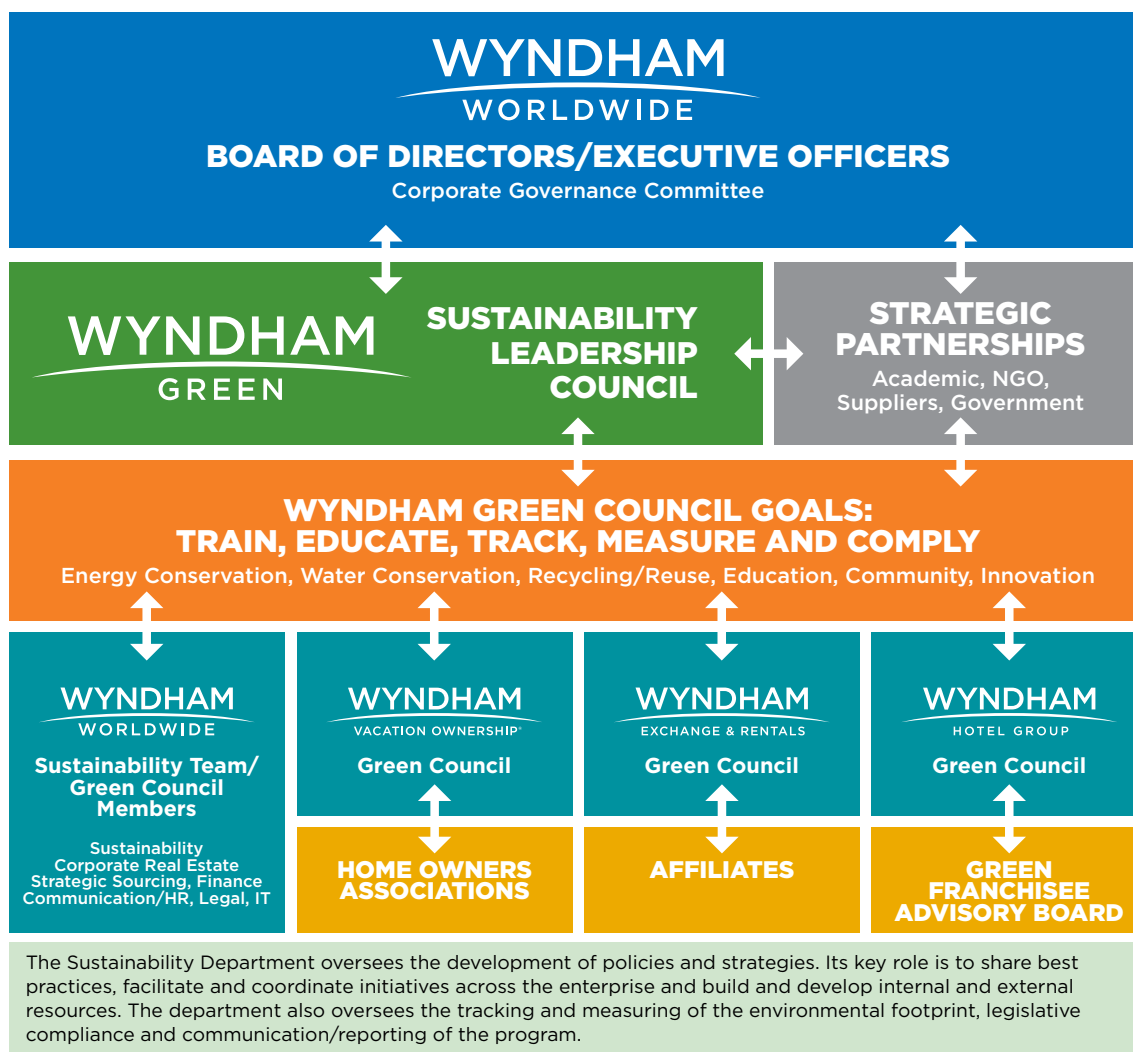
DRIVING FINANCIAL CAPITAL

GOVERNANCE AND BOARD OF DIRECTORS (CONT.)

The Sustainability Leadership Council Example

Wyndham Worldwide has established the Sustainability Leadership Council, which includes key Executive Officers and the Chief Executive Officers of Wyndham Vacation Ownership, Wyndham Exchange and Rentals and Wyndham Hotel Group as well as Senior Leadership members in the business units and representatives from core functional areas.

The Sustainability Leadership Council is responsible for developing and implementing the Wyndham Green Strategic Plan. They also oversee and engage with each business unit's Green Council and external stakeholders, such as franchise owners, to help develop and implement programs:



DRIVING FINANCIAL CAPITAL

ETHICS AND HUMAN RIGHTS

As Wyndham Worldwide employs people and conducts business all around the world, our operations are also subject to many different laws, customs and cultures. All associates are required to obey the law and comply with specific standards relating to legal obligations, ethics and business conduct.

Enforcing Our Principles for Ethical Conduct

Our approach to ethical practices begins with our Chairman and CEO, and cascades through the Company. The Business Principles, the Company's Code of Conduct and Ethics, provides guidance on ethical issues and promotes a lawful and ethical business environment for Wyndham Worldwide and its associates.

Wyndham Worldwide maintains ongoing accountability processes and procedures to monitor and report on compliance within these directives. In addition, stakeholders such as franchisees, resort developers and supply chain vendors are also required to operate in a manner that is compliant with all applicable laws and are subject to certain operating standards.

The Business Principles set forth policies and procedures concerning all compliance and ethics for all associates, including directors, to carry out these commitments. Topics range from Associate Responsibilities, Open Door Communications, Health and Safety, Workplace Violence, Protecting Our Information, Records and Systems, to Antitrust, Intellectual Property and Community Service. Wyndham Worldwide delivers training in support of its Ethics and Compliance programs in a variety of formats tailored to its audience and business needs. In addition to instructor-led sessions, Wyndham Worldwide has formalized its training schedule for associates on ethical topics.

For more information, please see our Compliance and Ethics Training Plan and our Business Principles document at www.wyndhamworldwide.com

In 2013,
80% of US
based associates
completed their
compliance
requirements
online.

Working To Protect Human Rights and Eliminate Human Trafficking

Wyndham Worldwide is committed to protecting human rights within our sphere of influence.

In 2007, the Wyndham Worldwide Board of Directors adopted a Human Rights Policy Statement. Our position on human rights reflects the Company's commitment to conduct business in a manner consistent with these principles, and to protect human rights within the Company's sphere of influence.

Wyndham Worldwide supports the United Nations Universal Declaration of Human Rights, and the Company endorses the Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect, and Remedy" Framework. We are currently working to align our current policies and procedures with the framework.

We strongly believe collaboration throughout the international travel and tourism industry, in conjunction with law enforcement and other agencies at all levels, plays a critical role in increasing awareness and prevention around the world. The travel and tourism industry will continue to work alongside organizations and law enforcement to bring an end to this practice and target individuals who engage in this horrific and tragic practice.

DRIVING FINANCIAL CAPITAL

ETHICS AND HUMAN RIGHTS (CONT.)

Taking a Stand Against the Exploitation of Children

Wyndham Worldwide condemns all forms of exploitation of children. We do not hire child labor, and we support the elimination of exploitive child labor. The Company also is supportive of laws duly enacted to prevent and punish the crime of sexual exploitation of children, and cooperates with law enforcement authorities to address any such instances.

In 2011, Wyndham Worldwide became one of the largest U.S. hospitality companies to take a stand against the commercial sexual exploitation of children by signing the Tourism Child-Protection Code of Conduct (The Code). The Code, an industry-driven responsible tourism initiative in collaboration with ECPAT International, funded by UNICEF International and supported by The World Tourism Organization (UNWTO), specifically focuses on protecting children from sexual exploitation in the travel and tourism industries.

As a subscriber to The Code, Wyndham Worldwide is enhancing its policies condemning child trafficking and providing training to help our employees, as well as our managed and franchised properties, identify and report potential trafficking activities. We are also raising awareness among our business partners and customers by including information about the issue and The Code through our website and meetings, and by annually reporting on our progress.

Additionally, Wyndham Worldwide proudly supports the Polaris Project, a leading organization in the United States combating all forms of human trafficking. The Company is a member of the International Tourism Partnership (ITP), and supported the formation of the ITP's working group on combating human trafficking, which specifically endorses the UN Guiding Principles.

Training and Educating

We also have human rights policies and training programs to educate our associates, and have actively collaborated with ECPAT in reviewing and enhancing our training, policies, and procedures to best adhere to the intention and spirit of The Code. We also partnered with the Polaris Project to develop and deliver training materials for our associates and on a voluntary basis, to our hotel franchises.

As we further develop our programs, we are sharing our experience with colleagues at other hospitality companies to help our industry work more closely together in combating child and human trafficking.



For more information
on The Code and
ECPAT USA, please visit
www.thecode.org and
www.ecpatusa.org.

For more
information on
Polaris Project and the
International Tourism
Partnership, please visit
www.polarisproject.org
and
www.tourismpartnership.org.

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT

Wyndham's approach to stakeholder engagement is designed to be inclusive, strategic and result-oriented to respond to the key topics of greatest concern and opportunity.

Throughout the year, we actively engage with our associates, shareholders, suppliers, communities and customers. As a result of our Company's diversified business model, each business unit has a unique set of "customer" stakeholders, which includes our third-party hotel owners and franchisees, timeshare owners and hotel and vacation rental guests. Additionally, we are active participants in leading industry associations and promoters of academic research to solve global environmental, social and economic challenges.

**G4
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25, 26**



DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

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Associates

As a values-centered company that strives to lead through best-in-class service to all stakeholders, associate engagement is critical to deliver economic, social and environmental benefits to all stakeholders across each of our business units.

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
- Educate our associates about sustainable and diverse programs. - Provide practical tools and programs for employee involvement. - Stimulate employee involvement and spread enthusiasm. - Educate our associates about LEED certified buildings.	- Engaged associates at each business unit through Global Green, Wellness and Diversity Councils. - Continued to offer and expand our Associate Business Groups globally including more than 5,000 members. - Over 75% of global associates completed the Sustainability 101 training in 2013. - Obtained associate feedback through annual Opinion Survey. 71% participation. - Continued to make advancements for our Count On Me! service culture, Be Well, Diversity & Inclusion, Leadership, Career Management and Training programs. 358 hours of energy efficiency training was completed by the WVO Resort team. - Engage associates through building tours and Lunch & Learn's targeted at CSR initiatives.

Shareholders

As a publicly traded company, our responsibility to deliver stakeholder value influences all efforts. We strive to serve our shareholders through strong corporate governance and risk management practices in addition to transparency on environmental, social and governance performance.

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
- Demonstrate Wyndham Green's top-down and grassroots approaches to sustainability. - Provide mechanisms for informing and influencing shareholders about sustainability, corporate and social responsibility.	- Conducted IR Magazine's Internal Stakeholder Review, receiving a score of A+ for the 2nd consecutive year. - Continued to report annually on sustainability and corporate social responsibility performance through Wyndham Worldwide's Corporate Responsibility website, 10K, Proxy Statements, GRI reports, CDP Climate Change Reports, Dow Jones Sustainability Indices and Goldman Sachs.

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

Suppliers

Wyndham Worldwide engages with suppliers representing both our direct spend and those utilized by our third party franchisees. The Company's critical suppliers include our informational technology providers. Our franchisees' critical suppliers include food and beverage, staff uniforms, cleaning and sanitary supplies and other goods and services providers used for daily operations at franchised hotels and properties. The Company believes that great opportunities exist to foster innovation, manage risk and promote our values through supplier engagement:

**G4
General
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ENGAGEMENT OBJECTIVES	2013 OUTCOMES
• Improve practices related to diverse and sustainable sourcing. • Work with suppliers to develop more environmentally friendly, diverse and socially-responsible products.	• Continued to execute on targets to increase spend on green and diverse suppliers. • Hosted third Wyndham Hotel Group Global Conference inviting over 150 suppliers to participate. • Recognized suppliers through the "Vendor and Distributor of the Year" awards as well as awarded "Diversity and Green Supplier of the Year" award. • Screened all new suppliers on environmental, labor practices and human rights through Wyndham Green and Diversity Supplier survey and Supplier Code of Conduct enforcement.

Communities

Wyndham Worldwide has a proud legacy of supporting communities and families. Through our focus on corporate social responsibility and the Wishes by Wyndham Foundation, we engage to create positive impacts and to respond to needs that impact the communities we serve.

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
• Enhance the quality of children's lives around the world. • Making lasting contributions in the communities where we live and work. • Leverage the time and talents of our associates to provide community service. • Provide disaster relief in times of need.	• Continued support of Wishes By Wyndham Foundation's signature charities focused on children's well-being. • Title sponsor of the Wyndham Championship PGA tour since 2007, an event supporting local non-profits in North Carolina. • Offered eligible associates the opportunity to participate in Wish Day events. • Provided disaster relief support in the United States and the Philippines donating over \$50,000 through Wishes by Wyndham.

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

Customers-Hotel Owners

The vast majority of the hotel properties that are associated with Wyndham Hotel Group are independently owned and operated by franchise owners and hotel development companies. With responsibility for the daily management and overall facility operations, these valued customers are critical to the continued success of our business, and play a role in driving the strategy and direction of our global sustainability efforts.

The collaborative efforts and continued engagement of our franchise owners is an important distinction for the Wyndham Green program:

**G4
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Standard
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G4-27**

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
• Gain buy-in on best practices where the Company does not have operational control. • Demonstrate return on investment for environmental initiatives that require capital expenditures. • Stimulate stakeholder involvement and spread enthusiasm.	• Conducted training and educational workshops on the Wyndham Green Program to over 4,000 hotel franchisees at annual conference. • Conducted human trafficking training at hotel conference. • Convened Green Franchisee Advisory Board and Champions of Green Panel to showcase, test, and share best practices to advance sustainability in the Wyndham Hotel Group portfolio. • Promoted sustainable practices in resort development through Wyndham Exchange & Rentals' Eco-Resort recognition partners. • Developed Hawthorne Suites by Wyndham and Wingate by Wyndham LEED certifiable hotel prototypes for owners and franchisees. • Trained more than 900 General Managers and Owners in leadership operations and the Wyndham Green Program at the Wyndham Hotel Group's School of Hospitality. • Held 1st Corporate Social Responsibility Reception at hotel conference called "Do The Right Thing."



DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

**G4
General
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Customers-Timeshare Owners

Wyndham Vacation Ownership is the market leader in timeshare resorts, with timeshare owners as the key stakeholders. As a result of engagement with timeshare owners on environmental stewardship, Wyndham Vacation Ownership has received the ARDY Award from the American Resort Development for its green certification program:

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
- Educate and motivate owners about their role in reducing environmental impacts. - Provide education and training for timeshare owners to improve the energy efficiency and reduce the environmental impact.	- Implemented green certification program at all Wyndham Vacation Ownership properties. - Educated on sustainable practices as part of training during the Home Owners' Association annual meeting. - Provided regular updates on Wyndham Green program throughout the year. A 2014 survey representing over 900,000 owners state that environmental practices should be part of and support these initiatives, as part of their Wyndham experience at 80%. 160 timeshare resorts are anticipated to be green certified using a third party like Green Key, State, and TripAdvisor Green Lodging Programs. - Partnered with the Arbor Day Foundation to educate timeshare owners about biodiversity and conserving our rain forests. Over 171,847 trees have been planted.

Customers-Guests

Central to our vision for market leadership is our Count on Me! service program and commitments. Providing best-in-class service to our hotel and vacation rental guests is at the heart of each of our brands, and through our Wyndham Green program, we also engage to empower our guests to partner with us to reduce our impacts to the environment:

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
- Educate and motivate guests about their role in reducing environmental impacts during their stay. - Leverage the Company's expertise to help guests be more sustainable during and after their hotel stay.	- Monitor guest satisfaction through surveys, industry benchmarks and establishment of key performance indicators such as our net promoter score. - Rolled out Wyndham's Earth Smart and linen re-use program across 90% of Wyndham Hotel Groups global franchised and managed hotel portfolio. - Continued Wyndham Green's Program for Kids which was designed to teach children about the environment and how they can positively impact the world around them. - At Wyndham Vacation Ownership Group, 67,700 pounds of food was donated by owners in our Wishes by Wyndham Food Donation boxes and 2.1 Million points were donated by SVC members through the Vacation for Vets program.

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

**G4
General
Standard
Disclosure
G4-27**

Managing Customer Satisfaction and Protecting Data Privacy

Wyndham Worldwide actively measures and manages customer satisfaction across its business units – developing customized programs by market, such as loyalty and customer service programs, to strengthen relationships with customers. Each business has a dedicated Senior Vice President tasked with implementing, managing and overseeing customer response and satisfaction programs.

Our Customer Care departments utilize an enterprise feedback management software solution that offers a comprehensive platform for improving front line customer interactions, speeding case resolution and generating feedback on how we can do better as an organization. Additionally, customer service concerns are monitored and managed via emails generated from our websites, social media channels on Twitter and Facebook, guests staying at our resorts, calls into our contact centers, and surveys. For onsite guest complaints, our standard is a 15 minute or less response time.

Additionally, each business unit actively measures customer satisfaction to identify areas for continuous improvement:

- Wyndham Vacation Ownership measures satisfaction by conducting surveys for key customer facing contacts in the areas of Sales, Resorts and Contact Centers. Surveys, which are based on a scale from 1-10 where 7-8 are satisfied and 9-10 are extremely satisfied, are monitored weekly, monthly and quarterly; and associates and leaders are held accountable for performance.
- Wyndham Exchange & Rentals utilizes a post-transaction after-call satisfaction survey (scale from 1-10) and achieved its 2013 target score at 9.3 out of 10. Wyndham Exchange & Rentals also uses net promoter score and an online customer feedback tool, powered by OpinionLab, to monitor the online member experience.
- Wyndham Hotel Group utilizes a new program called WynReview which is based on a scale of 1-5 and works hand in hand with TripAdvisor. In addition the hotel group also reviews the JD Power & Associates Customer Satisfaction Index scores for key brands.

In addition to responsiveness to customer service requests and concerns, protecting customer data privacy has been prioritized as an imperative for our Company. To enforce Wyndham Worldwide's privacy policy, we train local managers across the Company and actively monitor a series of key performance indicators including the number of privacy incidents and hotline inquiries per quarter and type of privacy incident per category. Having identified training and education as a critical success factor, we have begun engaging our employees to share best practices across operation through the publication of blog articles and included education on our privacy policy as part of our We Comply Program.



“Exceptional customer service is
the most important thing we do. It does not happen by accident. It must be intentional and has to be at the forefront of your culture. We believe the way we treat our associates is how our associates will treat our owners. This creates and nurtures a culture where excellent customer service is expected and embraced.”

**-SHELLY GRIESSEL,
SENIOR VICE PRESIDENT, CONTACT
CENTER OPERATIONS AND
CLUB MANAGEMENT**

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

**G4
General
Standard
Disclosure
G4-27**

Global Partnerships

Over the past six years, Wyndham Worldwide has actively engaged with leading global associations and research institutions. When we engage, we do more than write checks – we are active participants in sharing, developing and advancing industry best practices and standards for sustainability. From the Rio+20 Summit in Brazil to those in Copenhagen and emerging markets including China, Brazil and Dubai, we are proud of our ongoing collaborations, contributions and commitments to proactively address global challenges facing business, society and the travel and hospitality industry.

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
- Encourage participation in the industry's activities to promote sustainability and corporate social responsibility. - Engage academic institutions to conduct further research in sustainable hospitality.	- Worked with the World Travel and Tourism Council for years focusing on establishing sustainability and climate change guidelines for the industry as well as participated on the Human Capital Working Group. World Travel and Tourism Travel and Tourism ESG Reporting Trends and Guidance Wyndham's SVP of Sustainability & Innovation, chair of sustainability working group produced a set of resources outlining key trends and guidance for travel and tourism businesses on Environmental Social Government (ESG) reporting. Hotel Carbon Benchmark initiative (HCMI) Wyndham was a founding partner in an inaugural industry energy and carbon benchmarking study undertaken through the Cornell University Center for Hospitality Research to arrive at industry-specific benchmarks for energy usage and carbon emissions in hotels. Cornell Sustainability Roundtable Wyndham participated in Cornell University's fifth annual Hotel Sustainability Roundtable and facilitated a session on trends for addressing sustainability discussions with company CEOs and boards of directors. - The SVP of Sustainability for 4 years, chaired the American Hotel and Lodging Association's Environmental and Engineering Committee. - Partnered with the Clinton Global Initiative to meet annual carbon reduction commitments for 3 consecutive years. Led panels and discussions on reductions and innovation in the built environment. - Business Round Table participant showcasing leadership in sustainability. - Participated in the United States Department of Energy's Better Buildings Challenge program for second consecutive year reducing energy in North America by 12% over baseline showcasing best practices. - Continued support of the U.S. Green Building Council (USGBC)'s Hospitality of New Jersey program, and serve as a Vice Chair of the organization. - Served on the Hotel, Restaurant, and Institutional Education for third consecutive year to advance its Green Collegiate program and Council recognized sustainable best practices in the hotel industry.

DRIVING FINANCIAL CAPITAL

STAKEHOLDER ENGAGEMENT (CONT.)

**G4
General
Standard
Disclosure
G4-27**

ENGAGEMENT OBJECTIVES	2013 OUTCOMES
	• Global Business Travel Association (GBTA) sustainability committee member. • Continued active partnerships and involvement with Cornell, Cambridge, Columbia and Fairleigh Dickinson Universities focusing on sustainability roundtables, panels, research and other leadership and educational programs. • Key projects and accomplishments in 2013 - Reported and assured carbon emissions across our Wyndham UK portfolio under the UK Carbon Reduction Commitment - British Hospitality Association member and co-sponsor in developing environmental and social programs/policies. • Sponsor and corporate member of National Minority Supplier Development Council, National Gay and Lesbian Chamber of Commerce, Women's Business Enterprise National Council. • Philanthropic partnerships include Big Brothers Big Sisters, Jersey Battered Women's Services, Kids in Need of Defense, Starlight Children's Network, Christel House Week. • Member of the Committee Encouraging Corporate Philanthropy (CECP). • WVO EVP of Human Resources chaired the ARDA Human Resource Council and the Florida Diversity Council. • Member of the National Association for Female Executives. • Member of the National Black, Hispanic and Asian MBA organizations.

PROTECTING OUR NATURAL CAPITAL

FOCUS AND PERFORMANCE



The Company demonstrated its leadership in sustainability best practices in 2013, achieving nearly a 13% reduction in carbon emissions and 10.7% in water consumption per square foot of its operationally controlled assets versus its baseline footprint in 2010.

Since its launch in 2006, Wyndham Worldwide has invested in exploring and adopting innovative sustainable practices through its Wyndham Green program, which focuses on sustainability across the Company. Focused on education and innovation, the program is a way of living and working based on the Company's vision and core values, enhancing customers' lives by improving the environment, supporting global and local communities, and developing sustainable programs that deliver economic benefits.

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM



ROBECOSAM
Sustainability Award
Silver Class 2014



Focusing Our Sustainability Efforts

Wyndham Green works to continually reduce the Company's environmental impact by focusing efforts and developing solutions around six core focus areas.



Energy Conservation: Through increased awareness, innovation and teamwork, we are establishing initiatives targeting new, energy-saving alternatives.



Recycle and Re-Use: Adapting green practices to reduce the amount of glass, paper and plastic waste generated, by substituting printed correspondence with e-mail, adding single-stream recycling bins, and using FSC-certified recycled paper.



Water Conservation: Wyndham Worldwide is using products and implementing services that promote cleaner water as well as more conservative and efficient consumption.



Education: From informative newsletters, to team-building, to finding alternative commuting solutions, Green Teams educate and inspire their fellow workers to spread the word.



Community: From recycling programs, to purchasing organically grown products, to the construction of a green headquarters building, the favorable impact of Wyndham Worldwide's green initiatives—and the positive example they set—reach far beyond the local level.



Innovation: From awareness programs to renewable energy, Wyndham Worldwide's associates are developing and implementing innovative solutions that inspire others to do the same.

Each of our three business units is tasked with executing programs related to Wyndham's sustainability core focus areas through our dedicated Global Green Council. In addition to delivering our sustainability efforts at our operationally controlled assets, Wyndham Hotel Group has over 7,000 franchise locations that fall outside our specified boundary. In an effort to promote sustainability and our six core areas of focus to the franchisee population, Wyndham provides access to all of our programs and invites elite performers to sit on the Green Franchisee Advisory Board.

PROTECTING OUR NATURAL CAPITAL

FOCUS AND PERFORMANCE (CONT.)



Wyndham Green Sustainability Policy

Advanced by a dedicated department focused on global sustainability across the organization, the Wyndham Green Sustainability Policy serves as the foundation of the Company's global sustainability efforts, which are focused on delivering a "triple bottom line" benefiting people, profits and the planet.

For more information on our Wyndham Green Sustainability Policy and the global initiatives we have implemented to reduce our environmental footprint, please see the Wyndham Worldwide Global Best Practices brochure at www.wyndhamgreen.com.

Executing on Our 2016 and 2020 Performance Targets

With a goal to further reduce emissions by 16% by 2016, and 20% by 2020, driving change in how we operate around the world is led by our Wyndham Green Council with representatives from all levels of our company, who combine their passions, talent, and expertise in developing sustainable solutions.

The Wyndham Green Council has representatives from across the Company, including Wyndham Worldwide Corporate Services and all of the business units. The Green Council is comprised of more than 400 associates from cross-functional departments in each business unit in more than 20 countries. The goals of this global collaboration and integration are to achieve results, both locally and globally, through recognized best practices.

Each business unit has a dedicated plan specific to its operations while also aligned with the overall Wyndham Green global program. Innovations, experiences, and best practices are regularly shared across the Company.

OVERARCHING OBJECTIVES	GOALS	RESULTS
Quantify Wyndham Worldwide's global environmental footprint for owned, managed and leased properties.	Gather accurate and complete information for global footprint.	Completed global environmental footprint of over 600 locations in 40 countries using our Wyndham Green Toolbox.
Establish a baseline that can be improved over time to generate cost savings and strengthen environmental leadership.	Report a robust carbon footprint that encompasses Scope 1 & 2, and includes Scope 3.	Completed Scope 1, 2 and added Scope 3 business travel and expanded water footprint.
Set a Corporate sustainability performance target and continue to grow the usage of renewable energy in the portfolio	Reduce CO ₂ e and water 20% by 2020 with an interim goal of 16% by 2016, by energy per square foot using 2010 as a baseline.	In 2013, Wyndham Worldwide reduced our Co2e by 12.9% and water down 15.7% globally. In 2013, 30 sites in our portfolio use renewable energy.

PROTECTING OUR NATURAL CAPITAL

WYNDHAM GREEN TOOLBOX AND ENERGY



Wyndham Green Toolbox

Wyndham Worldwide utilizes its Wyndham Green Toolbox, a proprietary, online environmental management system, which we developed to manage our energy, emissions, water and waste performance company-wide. Developed in 2010, the Toolbox is a state-of-the-art system that was created to be flexible, scalable and customizable to match the Company's global presence across its business units. The Wyndham Green Toolbox allows both owned and managed properties, as well as independently owned and operated franchised properties to track, measure and report on global assets in which Wyndham Worldwide has direct operational control. It is available in multiple languages and currencies and provides normalization for weather and room nights to allow for comparisons among properties in various regions. The Toolbox helps to not only improve the data accuracy, but also to quantify the results in a timely manner. The flexibility of the Toolbox has enabled us to make continuous improvements each year, upgrading and adding new features to monitor our progress towards reaching our 2020 environmental targets.

The Toolbox is an integral part of our sustainability program. As of 2012, the Company has opened up the Toolbox platform to our franchisee portfolio as a complimentary service.

In 2013, a third party, GreenCircle Certified, independently reviewed Wyndham Worldwide's environmental management system in preparation for advanced verification. The review included Wyndham Worldwide's environmental policies and procedures, the Wyndham Green Toolbox, and Wyndham Vacation Ownership's Green certification.



"The Wyndham Green Toolbox

is a single, consistent source of accurate information and a critical vehicle for continually improving our impact on the environment. Since its implementation, the Toolbox has given property owners a better picture of their energy usage and allowed our Company to effectively analyze and meet our global commitment toward our sustainability efforts."

-MICHAEL BABICKI,
SENIOR DIRECTOR,
SUSTAINABILITY
& INNOVATION

Wyndham Worldwide reports annually to the Carbon Disclosure Project www.cdproject.net

	2011	2012	2013
CARBON PERFORMANCE	B	B	B
CARBON DISCLOSURE	91	87	84

Note: Performance rated from A to E with A being the highest

PROTECTING OUR NATURAL CAPITAL

WYNDHAM GREEN TOOLBOX AND ENERGY (CONT.)



A Multi-Year Commitment to Reducing Energy Consumption

The Wyndham Worldwide global footprint is driven by our facilities and 99% comes from electricity, natural gas and fuels. Focusing on our owned, managed and leased assets, Wyndham Vacation Ownership and its timeshare resorts contribute 50% of the overall emissions followed by our hotels at 34%. Approximately 72% of our carbon footprint comes from North America, followed by the Europe, Middle East and Asia combined at 28%.

Wyndham set 2010 as a baseline year, and tracks performance against the baseline using an intensity of carbon equivalent per square foot to normalize across the business units. As of year ending 2013, Wyndham Worldwide reduced its emission intensity by 12.9% by continuously measuring and utilizing proven conservation strategies such as re-lamping to energy efficient lighting options, installing programmable thermostats, utilizing low flow aerators and showerheads and following a rigorous internal timeshare based green certification program.

The Company reviews its top energy consumers and emitters on a quarterly basis. Since Wyndham Worldwide operates three distinct business units, the top energy consumers are handled on a case-by-case basis. Data is reviewed collaboratively with each location, and areas for improvement are identified as an effort to reduce energy and/or water consumption. Opportunities for improvement can range from simple staff training programs such as, Turn-it-Off, or complex measures such as the installation of energy management systems. The opportunities begin with low-to-no cost measures and proceed through capital measures involving energy audits.

Started in 1954, Landal GreenParks is one of Wyndham Worldwide's oldest brands in Europe with more than 70 holiday parks and over 12,000 bungalows, villas and apartments in the Netherlands, Germany, Belgium, Austria, Switzerland and the Czech Republic. Sustainability is a key element of Landal's mission for its bungalows. Many of the parks have renewable energy of 30,000 MWH annually generated from waste. They also use energy-efficient lighting and management systems, as well as grey water management at select facilities. The business also has partnered with Natuurmonumenten to maintain the biodiversity of more than 250,000 acres of wetlands and estates.



"I consider sustainability key to Landal GreenParks success now, and in the future. By making sure all our associates feel 'ownership' of sustainability, they will all contribute to our ambitions. Sustainable thinking and acting is then a natural part of the way we work."

-THOMAS HEERKENS,
MANAGING DIRECTOR,
LANDAL GREENPARKS

PROTECTING OUR NATURAL CAPITAL

GREEN BUILDINGS

WYNDHAM
GREEN



Leading by Example

Wyndham Worldwide also “walks the talk” and strives to innovate when it comes to sustainable facilities. The Corporate Real Estate team developed and designed the corporate campus headquarters located at 22 Sylvan Way in Parsippany, N.J., according to LEED standards, receiving commercial interior Silver LEED certification, Existing Building Operations and Maintenance and commercial interior and Gold LEED certification for our newly constructed campus location at 14 Sylvan Way. Four corporate office locations in Parsippany, Orlando and Indiana have all received LEED recognition. This is 43% of our domestic portfolio by square feet.

Above and beyond our corporate campus LEED buildings, two business unit headquarter buildings have also achieved LEED status. In 2013 Wyndham Vacation Ownership received commercial interior Gold LEED® certification for its new headquarters in Orlando, Florida and Wyndham Exchange & Rental received LEED® certification, Existing Building Operation and Maintenance, for its call center in Carmel, Indiana. This is a significant achievement for a building constructed in 1973.

2013 Energy and Emissions Reductions Projects

Wyndham Worldwide has many emissions reduction activities currently focused on low-to-no cost measures and behavioral changes based on sustainability education. More capital intensive programs are currently being developed for implementation over the next several years. The most successful program that has resulted in significant savings both in emissions and cost has been the Wyndham Vacation Ownership (WVO) Green Certification Program. The program is an internal certification with strict adherence to quality assurance around sustainability initiatives including energy and water reduction. Specific building service focus items include energy efficient lighting in units and common areas, setback program for units thermostats and hot water heaters, motion sensors in storage areas, lighting controllers in select back of house areas, vending energy misers for refrigerated vending machines and seasonal setback planning during periods of low occupancy.

WVO has received awards from the American Resort Development Association as the first green program specific to the timeshare industry and is currently working with third party auditors to certify the program. The investment includes costs for site auditors that complete site audits at every timeshare location twice per year. The return has been a significant reduction in energy, water and associated costs, in addition to providing protection from utility rate increases. Wyndham Worldwide benefits from this program due to the fact that WVO represents approximately 80% of the portfolio square footage. The Company's other business units are currently looking to adopt the internal certification program due to its overwhelming success. As part of our Green Buildings program, we have worked with our Design, Procurement and Construction team. They have developed LEED certifiable hotel prototypes for Hawthorn Suites by Wyndham and Wingate by Wyndham. As of 2013, over 500 facilities have achieved Green certifications globally.

The Aramark Café at 22 Sylvan Way received the 4 Star Green Restaurant Award by the Green Restaurant Association in 2013.

“A tremendous amount of thoughtful planning goes into the design, construction and operation of our buildings. The investment and commitment to efficiency and environmental sustainability not only provides clear benefits to the environment, but also for our stakeholders. Being green is literally ‘built in’ to Wyndham Worldwide and a critical piece of our corporate social responsibility strategy.”

-FRANK CAMPANA,
SENIOR VICE PRESIDENT,
CORPORATE REAL ESTATE
AND FACILITIES



Business Travel

Starting in 2010, Wyndham Worldwide officially began reporting Scope 3 business travel. Emissions related to business travel include air travel and vehicle usage such as car service and rentals. In 2013, emissions related to business travel were 10,275 MTCO₂e, which is a reduction of 12% over 2010 on a per-employee basis.

PROTECTING OUR NATURAL CAPITAL

WATER AND WASTE



Mobilizing To Protect Global Water Resources



In 2013, Wyndham's water withdrawals were 53 gallons per square foot, declining 15.7% towards our ten-year goal in the first three years.

Through our water conservation programs, we strive to use products and implement services that promote cleaner water as well as more conservative and efficient consumption. As such, each of our three business units is concentrating on ways to reduce water used throughout its brands and corporate office space. Wyndham Worldwide locations in all business units globally, including franchise locations, are encouraged to use low flow showerheads, faucet aerators and consider other conservation programs, including low flow toilets, urinals and minimizing water loss due to poor landscaping management practices.

We have developed a series of programs and engagement initiatives with our guests, suppliers and franchisees to support our water conservation plan. Guest sustainability programs, in particular, are a priority for the Company. By participating in our towel and linen re-use program at our 7,485 branded hotels, guests can choose not to have their linens and towels laundered every day – reducing both water and energy consumption.

The Wyndham Garden hotel in Austin Texas implemented an Aqua Grey Water Recycling program to minimize water usage and utilized grey water to launder linens. As a result, about 70% of laundry water was saved and reused for other operating purposes from March 2009 to March 2010. Additionally, we identify opportunities to reduce our water usage at our corporate offices and embed water stewardship principles into new development. Wyndham Vacation Ownership corporate offices implemented a new policy for new construction and build-outs, which requires low flow toilets, urinals and sinks to be installed. It has been estimated that these fixtures reduce water consumption by 20%.

In the limited instances where our facilities discharge water, we are focused on compliance and responsible practices that exceed compliance requirements. For example, our Landal GreenParks brand in Europe utilizes grey water management systems and has partnered with Natuurmonumenten to help maintain the biodiversity of over 250,000 acres of wetlands and estates.



We also engage at the local level to mitigate potential risks related to water scarcity and droughts. In Australia, a country with the highest drought risk, we focus on innovation. For example, at one of our Tasmanian resorts, we built a wastewater treatment plant to conserve and reduce water. The plant uses ultraviolet light to process sewage and then uses it to irrigate the landscape. The treated effluent is then drip irrigated through the sub-soil to promote landscape growth and reduce overall resort water consumption.

Embarking On Our Waste Journey

At corporate headquarters, Wyndham Worldwide has partnered with Waste Management Inc. to recycle products at the corporate facilities. To date, it is estimated that the Company saved

- **7,136,004 kWh of electricity (enough to power 600 homes for a full year)**
- **20,655 mature trees (enough to produce 255,903,531 million sheets of newspaper)**
- **8,019,095 million gallons of fresh water (enough to meet daily water needs of 8,910 people for a year)**

PROTECTING OUR NATURAL CAPITAL

WATER AND WASTE (CONT.)



At our properties, measuring, monitoring and reducing waste to landfill has been a considerable challenge. Currently, we are able to track waste to landfill in tonnage for approximately 15% of leased, managed and owned properties. In 2013, Wyndham Worldwide began to develop its waste program to focus on the process to better define waste streams and opportunities. The process to define our boundary and obtaining a credible baseline across business units will likely start in North America and expand out globally over the next several years.

As we expand our efforts and commitment to reduce waste sent to landfill, the accomplishments at our corporate headquarters, and related hotel benchmarks will serve as a model for managing waste and promoting recycling for the rest of our portfolio. We will also continue to evaluate opportunities to embed innovative practices and emerging technologies.



As an example of a successful waste management...

From 2007-2013, RCI North America, as part of the Wyndham Exchange & Rentals business unit, converted 58% of its direct mail circulation to email format. This reduced mailings by over 10 million units and it is estimated to equal a carbon reduction of over 552,000 pounds.

Challenges, Opportunities and Our Path Forward

One challenge to reducing our energy consumption and carbon emissions is the current historic and anticipated future growth in all three of Wyndham Worldwide's business units. As the Company continues to expand and acquire new locations within our boundary, the overall aggregate consumption and carbon emissions increase. Depending on the timing of the acquisition, the acclimation and adoption of sustainability programs may take several months as the locations incorporate into Wyndham Worldwide.

Another significant challenge for many locations is access to funding for major capital improvements to increase energy and water efficiency. Many locations are implementing low-to-no cost measures to achieve modest gains in efficiency, however higher value capital items remain a challenge for many properties and require significant planning.

Although there was an increase in overall water usage in 2013, the usage per square foot reflects a 5.3% improvement over 2012 and a 15.7% improvement over 2010 baseline. Wyndham Worldwide will continue to implement water saving measures through our portfolio in an effort to reach a reduction target of 20% per square foot by 2020 using 2010 as the baseline.

In 2014, our focus will be on driving performance and reducing water consumption at our locations that present the most opportunity for improvement while maintaining our standard targeted reduction at the remaining locations in the owned, managed and leased portfolio. This will include a funding program for larger capital efficiency projects, energy audits, and implementation of internal and external certification programs.



Wyndham Worldwide has developed an innovative model to finance energy efficiency projects called the Wyndham Green Fund. We benchmarked industry best practices that have been used for more than 20 years by energy services companies (ESCOs), which implement energy efficiency programs at no additional cost to their customers. In order to implement this type of program in the hospitality industry, we had to customize a solution that would work with our managed timeshare facilities. The program is rolling out in 2014.

PROTECTING OUR NATURAL CAPITAL

CHALLENGES AND OPPORTUNITIES (CONT.)



Examples of Driving Environmental Innovation:



“Wyndham Exchange & Rentals

has been committed to the Wyndham Green program since the program launched in 2007. Each of the global regions within WER embraces the importance of sustainability and continues to incorporate initiatives that help conserve the earth's natural resources. Sustainability is truly embedded in the culture throughout the Company, which makes our continued commitment both internally, and externally even that much stronger.”

-BRIAN BRUNO,
VICE PRESIDENT,
RCI NORTH AMERICA
PUBLICATIONS

WYNDHAM HOTEL GROUP

Recycling Programs Driving Hotel Innovation

The franchised Super 8 in Washington, MO was recognized by Energy Star, earned TripAdvisor Green Partner Recognition, and was awarded 3 Keys in the Green Key Eco-Rating program for its combined green efforts. This property received the Super 8 Green award at the 2013 Wyndham Hotel Group Global conference. The property saved over 50% in gas cost reduction by switching to natural gas hot water heaters. In addition, the property installed CLF's throughout the property, switched to single stream recycling, installed motion sensors in various public spaces, re-designed landscaping to include native thriving perennials only, and implemented a PTAC coil cleaning program.



WYNDHAM VACATION OWNERSHIP

Flexible Work Arrangements Driving Workplace Innovation

The Work from Home Program is an initiative to have associates work from home while enabling them to meet business and personal needs in a flexible work arrangement.

This program has enabled the Wyndham Vacation Ownership business unit to reduce its carbon footprint and expenses. It is estimated that more than 300 employees participate in the program. Estimated benefits include:

- 2.85M lbs of commuter vehicle CO2 emissions reduced
- 202 cars off the road per year
- 97K gallons of gas saved
- More than \$722,138 in rent/space savings



Flexible Work from Home Program



WYNDHAM EXCHANGE & RENTALS

Global Certification Driving Business Innovation

Grand Pacific Palisades Resort, the winner of the RCI Platinum Green Award for the second consecutive year, exemplifies best-practices for sustainability. Green policies and procedures are entrenched in day-to-day activities on site, and are an important factor in management's planning. Examples of this resort's sustainable actions include: using a green roof or high-albedo materials on more than 75 percent of the roof area; using high-efficiency lighting technology on more than 75 percent of light fixtures; installing high-efficiency windows in the majority of the building; providing bus passes to employees to promote public transportation use; and implementing a linen and towel reuse program for guests.



RCI - Grand Pacific Palisades, Carlsbad, California

ENHANCING OUR HUMAN CAPITAL

COUNT ON ME!



Count On Me! Culture

The mission of Wyndham Worldwide is based on our Count On Me! service culture, where each associate embraces accountability in serving the needs of our customers, community and each other. The Count On Me! culture begins with the interview and on-boarding process, and continues each and every day while an associate is a part of the Wyndham Worldwide family. Integrated into the fabric of how we operate, the Count On Me! culture and its genuine adoption by associates has helped drive the success of many sustainable initiatives.

Count On Me! is our service promise in which each associate aims to be responsive, be respectful and deliver great experiences to our customers, guests, partners and communities, as well as to each other. What makes Count On Me! such a unique initiative is that is proactive; it means going the extra mile, giving 110% and showing others that they are able to count on you for a helping hand.

Believing that a successful culture drives growth and shareholder value, the Company is built on a strong foundation of its Core Values, including:

- Act with integrity in all that we do
- Respect everyone, everywhere
- Provide individual opportunity and accountability
- Improve our customers' lives
- Support our communities

As a hospitality and leisure-based company, we are committed to helping our customers make great memories at exciting and wonderful destinations around the world. With a commitment and focus on its people, culture, and shareholders, the Company has successfully established itself as the market leader in each of our business segments.

Associates consistently convey through direct feedback and in opinion surveys that they are highly engaged in our values and our mission—citing the commitment observed from the CEO's office down to the frontlines of the organization. This is an important achievement and point of pride for us.

Wyndham Worldwide employs approximately 32,800 people in more than 100 countries and has been nationally recognized for providing an exceptional workplace. The Company drives benefits to human capital by offering programs promoting health and wellness, personal and professional growth, and diversity and leadership development. Approximately 3% of our associates are subject to collective bargaining agreements governing their employment with the Company.

ENHANCING OUR HUMAN CAPITAL

COUNT ON ME! (CONT.)



Wyndham Worldwide defines innovation as change with a positive effect. Born out of his desire to foster critical thinking and to enhance the associate and business experience, Chairman and CEO Stephen P. Holmes' created the **Chairman's Award for Innovation**. The award recognizes one associate or team from across the Company for forward thinking, creativity, and risk taking that has produced proven results in our processes, products, or experiences we provide.

Since 2011, The Chairman's Award for Innovation has recognized the best examples of collaboration and creative ideas from across Wyndham Worldwide. The set of nominees each year has shown a positive impact to our business as demonstrated by their passion and courage to explore new ideas.

Chairman's Count On Me! Award

The Company's ongoing growth and success is the result of the collective dedication and outstanding work by teams across the Company. Every year Chairman and CEO Stephen P. Holmes honors associates whose efforts stand out as the year's best examples of our commitment to delivering outstanding Count On Me! service with the Chairman's Count On Me! Award.

The Chairman's Count On Me! award has been given to associates since 2009, and is referred to as "the most prestigious associate recognition at Wyndham Worldwide and signifies the pinnacle of achievement."

The award is presented annually to associates who perform above and beyond their normal job requirements and expectations, support the Company strategies, specifically delivering Count On Me! service, and who are dedicated to upholding the Company's core values.



ENHANCING OUR HUMAN CAPITAL

LEARNING AND DEVELOPMENT

Associate Learning and Development

At Wyndham Worldwide, we recognize that the resources we invest into developing leaders today can significantly impact our future culture. Following are highlights from programs that help advance employees at Wyndham Worldwide.



Success Matters

Developed from associate feedback received in the 2009 Associate Opinion Survey, the Success Matters program helps associates align their actions to company strategy by focusing their time and energy on the projects that matter most to the success of the Company, their personal success, and the value they drive to Wyndham Worldwide shareholders. This tool helps foster two-way communication between individuals and their managers and co-workers. Success Matters enables associates to create their S.M.A.R.T. goals, development plans, performance appraisals online and conduct 360 assessments. Associates can also track progress towards personal success while completing their development plan throughout the year.

Performance Appraisal and Development

All associates within the organization, including the executive team, participate in a formal mid-year and end of year performance review. Associates are rated on the achievement of the business goals and proficiency in organizational core competencies. A traditional balanced score card is used to align results to Wyndham Worldwide goals-people, customer service, financial results and business process. We complete an annual talent review to identify areas of development opportunities to ensure programs/offerings are made available to increase skills in a given discipline, as well as to ensure a critical pipeline of talent. Both mid-year and annual performance review processes include an assessment of competency proficiency levels and the creation of development plans based on development opportunities, along with a 360 assessment.

Smarter U Program at Wyndham Worldwide Parsippany Campus

Returning to the classroom can be difficult, so for our employees who are interested in continuing their education, we wanted to make it easier for them to grow professionally while balancing all the other aspects of their life, so we offer flexible schedules as well as options like our SmarterU Program. The program offers employees access to online degree programs, evening and on-site classes at our offices and discounts on tuition and fees through our partnerships with Fairleigh Dickinson University, DeVry University/Keller Graduate School of Management and the University of Phoenix. To date, 180 associates have been accepted into the Smarter U program.

Learning from Leaders

Once a month, associates at our campuses in Parsippany, N.J., Indianapolis, Las Vegas, Orlando and others, have the opportunity to hear from Wyndham Worldwide senior leaders regarding topics such as change management, relationship building, effective leadership and financial acumen. These online and in class sessions are up to 45 minutes in length in an intimate setting. In 2013, approximately 350 associates participated in these programs.

ENHANCING OUR HUMAN CAPITAL

LEARNING AND DEVELOPMENT (CONT.)

Leading Your Organization

The main objective of this one-week customized program is to provide associates with the opportunity to build the leadership capabilities needed to support the Wyndham Worldwide Strategic Focus. A fully integrated set of competencies and skills is addressed in the training through the active involvement of both individual and team activities. Most importantly, the program provides the opportunity to build leadership capabilities through a variety of assessments and interaction with nearly 30 colleagues across the organization. To date, more than 200 vice presidents have completed the program (note this number includes attrition.) The objectives of the program include:

- Build awareness and commitment.
- Understand and embrace courageous leadership.
- Enhance organizational synergy and operational excellence.
- Strengthen the leadership capabilities for more strategic responsibilities.



New York University's Leadership Experience

Wyndham Worldwide believes that 21st Century leaders need to operate dynamically in both global and personal spheres of influence. Being current in trends and theories is as important as applying them to one's own personal style of leadership. This 3-5 day program for senior leaders, set on the campus of NYU, explores global strategies in the context of inspired and innovative leadership.

Mentorship

Wyndham Worldwide has established mentoring circles and one-on-one formal programs to develop talent and build the culture of the organization. Mentor Circles are designed to allow associates from across the business units to come together, share ideas, work on initiatives and enhance their professional lives. Senior leaders guide volunteer Circles with the goal of promoting cross-business unit collaboration and personal development planning.

ENHANCING OUR HUMAN CAPITAL

DIVERSITY



A Culture of Diversity

We know that it takes great people to make great things happen; therefore, we strive to cultivate a global workforce where individuals from a wide array of backgrounds, with different experiences and viewpoints, are valued. We invite every individual, regardless of ethnicity, culture, gender, sexual orientation or generation, to experience acceptance and the opportunity to contribute at Wyndham Worldwide. With approximately more than 50 percent of women representing its total U.S. workforce, the Company offers female associates leadership training programs, mentoring opportunities, a female associate business group and educational support. Because of this, Wyndham Worldwide has been named a NAFE Top 50 Companies for Executive Women in 2013 by The National Association for Female Executives.

We strive to provide opportunity, education, resources, leadership and a voice to every individual we work with so that we can collectively deliver a rewarding, memorable and successful experience. As a result, the people behind our company are as diverse as the broad suite of products and services we offer our customers. Diversity enriches our performance and services, the communities where we live and work, and the lives of our employees and customers.

Our Diversity & Inclusion Strategy includes:

- **Programs** designed to increase and leverage diversity and inclusion in the hospitality industry through hotel ownership and development, vacation ownership and exchange opportunities.
- A **Diversity and Inclusion Curriculum** with course offerings for the entire workforce; including, the Wyndham Worldwide Diversity and Inclusion Leadership Workshop.
- A host of **Associate Business Groups** all designed for employees to engage in the business expansion process, networking, personal development and affiliation with colleagues across the business.
- A **global supplier diversity program** to increase the Company's network of minority vendors and other diversely-owned suppliers.
- **Partnerships** with external organizations.



Patricia Lee, SVP,
Chief Diversity Officer

Diversity and Inclusion Curriculum

The Wyndham Worldwide organization continually strives to be responsive, respectful and to deliver a great experience to both its internal associates and external customers. In keeping with its desire to be a global leader in travel and hospitality, Wyndham Worldwide has developed a Diversity and Inclusion Curriculum to add value to an already robust leadership and development learning culture. The curriculum was developed to create a business culture that respects differences, supports our franchisees by providing diversity and inclusion education and tools, as well as leveraging the presence of the organization globally. The curriculum contains required programming for leaders in the organization as well as awareness education programs that target all associates.

ENHANCING OUR HUMAN CAPITAL

DIVERSITY (CONT.)



Diversity Recruiting

Wyndham Worldwide has been, and continues to be strategic in its focus on attracting, retaining and developing best in class associate talent. Wyndham Worldwide partners with various professional organizations that focus on targeting diverse populations. One of our goals is to reach out through these different organizations, using targeted marketing to showcase Wyndham Worldwide as a great place to work. As such, we partner with college campus diversity groups and professional organizations such as the National Black MBA, the Hispanic MBA, and the Asian MBA. In addition, our outreach includes posting positions on job boards and in recruitment magazines such as *Diversity and Careers* and *Latina Style* Magazines.

Associate Business Groups

Associate Business Groups are comprised of groups of associates situated around the globe with common interests and areas of passion, with more than 4,649 registered members. These groups include:

iFuerte! – Members of this group support individual growth and business goals through initiatives that promote the richness of the Hispanic culture. The group seeks to create value by attracting, developing and retaining associates, while providing educational awareness and enrichment to the Hispanic/Latino communities.

SPECTRUM – Members of this group engage in and support business matters of interest to the African American/Black Community.

I-VOW – Members of Impacting Veteran Opportunities at Wyndham Worldwide are focused on having Wyndham Worldwide recognized for its support of veterans with work opportunities and community projects.

Women on Their Way (WOTW) – The largest and longest standing of the Wyndham Worldwide ABGs, is committed to supporting the development and advancement of women across the organization. Current locations include the United Kingdom, Ireland, Singapore and various cities in the United States.

AASK – The Administrative Assistants Sharing Knowledge mission is to seek opportunities to create a team environment in day-to-day operations by developing and implementing valuable resources and creating an atmosphere of collaboration and camaraderie throughout the administrative community.

WYNPRIDE – This ABG is committed to leveraging the passion of our associates to support the lesbian, gay, bisexual and transgender (LGBT) community; to develop policies and procedures with their needs in mind, to have a positive impact on the Wyndham Worldwide business goals and to influence the industry as a whole.

Generaciones (cross-generational) – Since more than 50% of RCI Uruguay Associates are younger than 30, a new ABG, Grupo de Jovenes (“Young”) was launched in that location to learn, understand and build awareness about the “Y” generation in the workplace.

ENHANCING OUR HUMAN CAPITAL

BE WELL



At Wyndham Worldwide, we pride ourselves on providing terrific vacation experiences to our guests and customers. We believe taking the time to relax and reconnect with family and friends contributes greatly to one's overall well-being.

One of our Company's core values is to improve our customers' lives. We take it to heart and extend this commitment to our associates. They are the key to our success and instrumental in Wyndham Worldwide being one of the world's largest hospitality companies.

Our Be Well program provides our associates with programs that focus on nutrition, exercise, lifestyle management, physical and emotional wellness, financial health and the quality of the environment in which we work and live.

We fully support and encourage our associates' goals and efforts to embrace a healthy lifestyle. And, we believe that health and wellness invokes both professional and personal productivity, achievement and fulfillment. These programs are all branded under the "Be Well – Embracing a Healthy Lifestyle" program. For instance:

Voluntary and Basic Benefits

Wyndham offers a choice between a number of coverage options for U.S. based associates and their eligible dependents. The plans are designed to balance broad coverage with affordability. The following plans are offered:

Voluntary Benefits

- Medical
- Dental
- Vision
- Commuter Benefit
- Voluntary Legal Benefit
- Voluntary AD&D
- Flexible Spending Accounts
- Voluntary Life Insurance

Basic Benefits

- Basic Life
- Basic AD&D
- Business Travel Accident Insurance
- Short Term Disability
- Long Term Disability

Other benefits and Key Resources include An Educational Assistance Program, Employee Assistance Program and Adoption Reimbursement Program.

Eligible Dependents

Our Be Well programs support the needs of our associates and their families. In general, eligible dependents of U.S. based associates for medical, dental and vision include:

- Lawfully married spouse, state-recognized common-law spouse or your spouse under a state recognized civil union
- Company registered domestic partner
- Children under age 26, including stepchildren, foster children, adopted children and children of a domestic partner relationship

ENHANCING OUR HUMAN CAPITAL

BE WELL (CONT.)



Be Well Credits

Wyndham Worldwide is committed to helping associates and their families achieve their health and wellness goals through an initiative that helps them focus on preventive health. By completing a health assessment, biometric screening and/or annual physical, associates can receive Be Well Credits toward the cost of their medical benefits.

Retirement and Financial Planning (U.S. only)

- The Wyndham Worldwide Associate Savings 401(k) Plan encourages associates' tax-favored retirement saving through a Company matching contribution. A wide variety of investment options are offered.
- Associates who are eligible for the Associate Savings 401(k) Plan are also eligible for Financial Planning at no cost.



Wyndham Worldwide Global Wellness Council

In 2010 Wyndham Worldwide developed the Global Wellness Council. The Council is comprised of a diverse group of associates across the organization, and is under the guidance of the wellness advisor. This group which meets monthly provides feedback and recommendations to enhance our wellness programs and resources across the organization.

Wyndham Worldwide has a full time Wellness Advisor who is responsible for creating and maintaining wellness programs and resources.

Council's Mission

The Global Wellness Council's mission is to support a culture of wellness and provide opportunities for associates to focus on nutrition, exercise, lifestyle management, physical and emotional wellness, financial health and the quality of the environment in which we work and live.

ENHANCING OUR HUMAN CAPITAL

BE WELL (CONT.)



Wellness Programs

- **Health Fairs and Biometric Screenings:** Health Fairs are held annually at larger office sites. During these health fairs and at other points during the year, biometric screenings are offered, which capture vital health statistics that our associates can share with their doctors.
- **Be Well Health Services:** At several corporate locations there is a Be Well Health Services office, which is staffed by a nurse practitioner who provides no cost treatment for episodic illnesses and injuries. This is a convenient, free of charge service available to all associates.
- **No Cost Education Webinars:** During the course of the year, a variety of no-cost webinars on exercise, nutrition, wellness and family/life balance are offered. These webinars appeal to a wide variety of the associate population.
- **Lifestyle Management Program:** Wyndham Worldwide values the health of all associates and their dependents, and is committed to providing a workplace that supports a healthy lifestyle. In the on-going quest to offer a variety of programs that support wellness goals, Wyndham Worldwide offers the Be Well Lifestyle Management Program which is free to all associates and designed to provide support for stress management, weight management and smoking cessation.
- **Chair Massage and Meditation:** Chair massage is offered on a weekly basis at several Wyndham Worldwide locations. Meditation classes are also offered throughout the year at several locations.
- **No-Cost Onsite Fitness Facilities:** Several offices offer an on-site, no cost health and fitness facility which is staffed with fitness trainers. Associates can utilize the fitness centers at times that best fit their schedule.
- **Cafeterias and Vending Machines:** Wyndham Worldwide ensures that there are a variety of healthy choices made available in the on-site vending machines and cafeterias. In addition, the cafeterias and vending machines are regularly audited.
- **Screenings:** A variety of screenings are regularly offered at larger locations and include testing for blood pressure, bone density, cholesterol, glucose and skin analysis.
- **Lactation, Meditation and Prayer Rooms**
- **No Cost Flu Shots**



Community Events

- Wyndham Worldwide sponsors associates to participate in various 5k races throughout the year.
- During November each year, Wyndham Worldwide has been participating in the Movember campaign. This is a campaign that is responsible for the sprouting of millions of mustaches on men's faces around the world. Through the power of Mo, vital funds and awareness are raised to combat prostate and testicular cancer and mental health challenges.



ENHANCING OUR HUMAN CAPITAL

BE WELL (CONT.)



Throughout 2013, Tara Costa, season 7 participant of the hit NBC show “The Biggest Loser” visited several of our US based locations to share her inspiring story and help motivate Wyndham Worldwide associates to live healthier lifestyles. Associates also donated sneakers to one of Tara’s charities, Kicks to Kids, to promote physical activity.



“Be Well may have started as a health program,

but in the past six years, has quickly become a part of our culture. It’s now just a part of who we are as a company, and with the support of our executive leadership, has enabled Be Well to continue growing and delivering great results for our associates as well as the Company’s bottom line.”

**-BILL SKRZAT,
SENIOR VICE PRESIDENT,
COMPENSATION, BENEFITS,
AND HRMS**



In 2012, Wyndham Worldwide was recognized at the White House by the U.S. Department of Health and Human Services in conjunction with the White House Business Council and the National Business Group for our Be Well Program. Wyndham Worldwide was a recipient of the National Business Group on Health Award for Innovation in Reducing Health Care Disparities. Acknowledged for our commitment and forward-thinking leadership in reducing health care disparities in the workplace, we were one of eight companies, and the only hospitality company, invited to the roundtable discussion at the White House.

ENHANCING OUR HUMAN CAPITAL

PROTECTING THE SAFETY OF OUR ASSOCIATES

From preventing slips and falls at our managed properties to providing ergonomic desks at our corporate offices, creating a safe working environment is one of our most important responsibilities as an employer. As such, our management approach is rigorous and both data- and process-driven.

Wyndham Worldwide utilizes an Occupational Health and Safety Management System to establish and maintain an effective process for implementing safety standards and procedures across our business units. We also conduct annual safety prevention reviews that evaluate the performance of individually owned and operated properties in the Company's portfolio to inform ongoing refinements to our safety training and other incident-prevention measures, which includes tracking near misses and implementing corrective actions when they occur.

In alignment with our goal to maintain a consistently high standard of safety performance, the Company uses our online Wynsurance system to identify and track work-related risks and hazards and manage inspection and subsequent follow ups. We also receive independent external verification of our health and safety programs in alignment to applicable U.S. Occupational Safety and Health Administration regulations.



**“Here
at Wyndham
Worldwide,**

the corporate security team works closely with key business unit stakeholders to design and implement policies and processes in order to most efficiently safeguard and protect the company's employees, facilities, assets, intellectual property and business operations. As an organization, we take risks both internally and externally seriously and therefore strive to create the most comfortable environment for all associates and guests.”

**-JACK SHAUGHNESSY,
VICE PRESIDENT,
CORPORATE SECURITY
SERVICES**

DEVELOPING OUR COMMUNITIES

WISHES BY WYNDHAM

As one of the world's largest hospitality companies, Wyndham Worldwide serves millions of guests every year, providing memorable vacation experiences in some of the world's most beautiful destinations. Supporting those communities across the globe is a core value, and is best reflected by its Corporate Social Responsibility program and Wishes by Wyndham Foundation. We are proud of the fact that we have deep roots in providing service in our communities.

Through our Corporate Social Responsibility program and Wishes by Wyndham Foundation, Wyndham Worldwide is committed to enriching the lives of children around the world, and supports its goals through in-kind donations, volunteer hours and by raising awareness and funds for organizations related to its mission.

An Executive Level Commitment

Wyndham Worldwide is a member of the Committee Encouraging Corporate Philanthropy (CECP). With a mission to lead the business community in raising the level and quality of corporate philanthropy, CECP is the only international forum of business CEOs and chairpersons focused exclusively on corporate philanthropy.

Reflecting Wyndham's Culture of Giving and Service Through Our Foundation

The Wishes by Wyndham Foundation has successfully developed as a highly visible and critical component of our culture, passionately supported by associates and key stakeholders alike. As a company with no shortage of caring and passion among its leaders and associates, Wishes by Wyndham has experienced significant rapid growth since its inception. Maintaining its focus on improving the lives of children, Wishes by Wyndham supports three signature charities, as well as numerous not-for-profit organizations on the local, national, and global level.

In 2013, Wishes by Wyndham contributed over \$2 million to charitable organizations. During our annual 2013 Wyndham Championship event, Wishes by Wyndham contributed \$825,000 to both its signature charities and numerous local not-for-profits in the Greensboro, NC region, of which 40 percent was dedicated to the local Greensboro community.

Focusing On Children's Services and Well-Being

When the Company was researching which potential partners to choose to become part of our philanthropic program, we knew that our associates had the answer. We survey our associates and the results showed that charities focused on children were the clear organizations of greatest interest to our associate base. Additionally, our focus on children's services and well-being aligns to our core business of providing memorable guest experiences for families across our business units.

Wyndham Worldwide also has numerous market-based programs across all of the business units focused on children. Additionally, our corporate legal department has been an annual sponsor for NJ LEEP, a community-based non-profit organization that empowers urban high school students from underserved neighborhoods in northern New Jersey to perform at high academic levels, in addition to hosting students from NJ LEEP at its offices. Further, the Law Department has partnered with Street Law, Inc., a non-profit organization dedicated to diversifying the legal profession by encouraging young people to pursue a career in the law. Additionally, associates volunteer at our charities including the Starlight Children's Foundation, SeriousFun Children's Network, and Christel House International.



DEVELOPING OUR COMMUNITIES

COMMUNITY PROGRAMS

Engaging Our Associates Through Community Development

Because the many charitable organizations we support and partner with are dear to our hearts, in addition to providing support through fund-raising, our associates give back through volunteer programs and initiatives. We give eligible associates one paid day off per year, a Wish Day, to volunteer at a recognized charitable or 501(c)3 organization. In 2013, 2,530 associates participated in Wish Day, generating 17,564 Wish Hours, equivalent to more than \$420,000 dollars invested in volunteer time.

The Company also offers both company match and payroll deduction for associates interested in supporting recognized charitable or 501(c)3 organizations. Additionally, Wyndham Worldwide offers Community Support & Responsiveness programs to allow associates to give back to communities in need after a natural disaster.



Following are highlights of some of our programs that engaged our associates in 2013:

- **Big Brothers Big Sisters:** Wyndham Worldwide and Big Brothers Big Sisters of Morris, Bergen, Passaic & Sussex celebrated the first group of “Littles” to complete a 13-week mentoring program in the spring. By welcoming 18 children to the program, our partnership allowed BBBS to reduce its waiting list of more than 50 children. Some had been waiting a year to receive a mentor. The after-school gives 10- and 11-year-old fifth-graders from Morristown, N.J., one-to-one relationships with a mentor who can offer personal attention, role modeling and friendship.
- **Jersey Battered Women’s Services:** The Company has been a corporate partner with JBWS for more than 10 years. Corporate team building initiatives also support our partnerships. Associates decorate and fill backpacks for JBWS children. Our efforts have come full circle, in that one child, living in a JBWS shelter, is also a “Little” in our Big Brother Big Sister program. The child goes to school with one of our backpacks and then comes to our corporate headquarters for mentoring.
- Wyndham Worldwide signed on as a Bronze Level Partner of the **2014 Special Olympics Games**, and will be the Presenting Sponsor of the Honored Guests Hospitality Lounges at the eight competition venues. As the Presenting Sponsor of the Honored Guests Hospitality Lounges, Wyndham Worldwide is continuing to build upon its relationship and commitment to the 2014 Special Olympics USA Games.
- **KIND (Kids in Need of Defense):** The Company is a strong supporter of KIND (Kids in Need of Defense). Being in the U.S. legally is life-changing for the kids helped through KIND. We started working with the organization in 2011, providing pro bono legal counsel to unaccompanied refugee and immigrant children in the U.S. Since then, we have taken on additional cases, emerging as one of KIND’s most committed corporate partners. We support KIND’s goals through in-kind donations, volunteer hours and by raising awareness and funds for organizations related to its mission.

DEVELOPING OUR COMMUNITIES

COMMUNITY PROGRAMS (CONT.)

- **Alliance for Morris County Parks:** As a family-oriented company, Wyndham Worldwide is committed to helping its customers make great memories, spend quality time with their families and have fun together. So naturally, the Company and its Wishes by Wyndham program helped families in Morris County and the surrounding area through a donation to the Alliance for Morris County Parks for its All-Access Playground at Central Park of Morris County in Parsippany. Fully accessible to all children, the state-of-the-art playground offers more than 10,000 square feet of fun activity to be usable by children with disabilities, allowing them to develop, playing side-by-side with their friends and siblings. Volunteers from Wyndham Worldwide helped assemble and build the playground in November 2013.
- **The Fishing School:** In addition to its financial assistance, Wyndham Vacation Ownership has expanded its hands-on support of The Fishing School (TFS), an organization which provides a safe haven and academic support to the Orlando area's under-served youth and their families, by increasing employee involvement each year. In 2013, WVO donated \$20,000, and made many in-kind donations and associates volunteered more than 150 hours in support of TFS.
- **Starlight Children's Network Angel Tree:** All 84 children who were on this year's wish list and are struggling with chronic or life-threatening illnesses received the holiday gifts they requested, thanks to the tremendous support of Wyndham Hotel Group Associates. The present and gift card contributions equated to more than \$2,300, and more than \$285 in cash was collected. In total, more than \$2,600 was raised.
- **Operation Shoebox:** Recently, Wyndham Vacation Ownership Parsippany-based associates gathered their unused Halloween candy and shipped the sweet treats to our U.S. troops overseas with the help of the organization, Operation Shoebox. This organization sends care packages along with hand-written notes to soldiers worldwide and at home to remind them that we are thankful for their service and we're here to help bring them the feeling of being back home with their families, by sending a variety of care packages. The team sent over 20 pounds of candy and one associate's children even donated their entire candy bag collected at the Halloween celebration at the Parsippany Campus. And, the appreciation did not go unheard; the associates recently received Thank You notes from the soldiers that received the candy.
- **Christel House Week:** For one week in August, Wyndham Exchange & Rentals associates held their annual week of giving in which associates team up to host creative fundraising activities. The week featured many exciting activities and events including crowd favorites such as the Treat Trolley, Bagel Buggy, Jeans Days, Penny Wars and a Pop Culture tournament. Wrapping up the week was the Silent Auction which had associates placing bids on gift baskets, autographed sports memorabilia and fantastic Wyndham accommodations, with all proceeds going to Christel House.

Disaster Relief

In the spirit of our core values and Count On Me! culture, Wyndham Worldwide offers its associates opportunities, as appropriate, to donate to the American Red Cross via Wishes by Wyndham to assist in disaster relief. In 2013, the Company conducted two Click and Pledge campaigns for those affected by the tornados in Oklahoma (June) and the overwhelming devastation from the typhoon in the Philippines. In total, the Company donated more than \$50,000.



DEVELOPING OUR COMMUNITIES

COMMUNITY PROGRAMS (CONT.)

Engaging our Communities Through Pro Bono Contributions

Our Company is proud of our legal teams at Wyndham Worldwide and across our three business units pro bono contributions at organizations including Kids in Need of Defense (KIND), Keyport Ministerium Food Pantry, Legal Services of Northwest Jersey and Give Kids The World.

For KIND, our Company's legal department provides representation for unaccompanied minors in removal proceedings faced with deportation. For the Keyport Ministerium Food Pantry, we assist the organization with preparing legal documents and engaging with government and other parties for the bidding and construction process for a local food pantry. For Legal Services of Northwest Jersey, we help senior citizens prepare and execute wills, medical directives and other autonomy documents. For Give Kids The World, we assist contractors with legal documents to provide non-profit housing and care to severely ill children visiting the Orlando area.



In 2013, Wyndham received KIND's Innovation Award as a corporate honoree, New Jersey Law Journal's Pro Bono Law Department of the Year award, and our work for Keyport was named Pro Bono Partnership's Project of the Year. Through KIND, we were also successful in having custody granted for three clients on behalf of their relatives in the U.S. and obtained special immigrant juvenile status for them to allow them to remain in the U.S. and apply for lawful permanent residence.



**"Philanthropy
has always
been a central focus
for our company,**

and supporting our communities is one of the core values at Wyndham Worldwide. Through our corporate social responsibility program and the Wishes by Wyndham Foundation, Wyndham Worldwide is committed to making a difference in the communities where we live and work, using our strength as a global hospitality company to improve the world around us. Believing that you can do well by doing good, Wyndham Worldwide has worked to integrate sustainability, diversity, philanthropy, human rights and responsible corporate governance and business practices into its culture and how its businesses operate around the globe."

**-ALYSON JOHNSON,
SENIOR VICE PRESIDENT, MARKETING AND
COMMUNICATIONS,
WYNDHAM WORLDWIDE**

PARTNERING WITH OUR SUPPLIERS

WYNDHAM WORLDWIDE GREEN SUPPLIERS

Wyndham Worldwide relies on strong, collaborative supplier partnerships to provide goods and services to properties around the globe. Our global procurement organization, Strategic Sourcing, leads this effort by leveraging the Company's combined purchasing power to negotiate the highest quality products and services at the best possible value. Providing sustainable product and service options is an integral part of the sourcing strategy, and aligns with our strong commitment to sustainability and reducing our carbon footprint.

Strategic Sourcing Procurement Advisory Council

In pursuit of our goal to become a best-in-class procurement organization, Strategic Sourcing continues to refine and evolve every aspect of how we do business. In late 2010, we created a Procurement Advisory Council as part of that goal, and to represent the collective interests of franchisees. The Advisory Council meets quarterly to review key initiatives, supplier programs, communications tools and to help us achieve our diversity and sustainability initiatives. Comprised of eight Wyndham Worldwide franchise owners and operators, the Council continues to help shape the direction of our program and the value it delivers to franchisees.

Environmental, Labor Practices and Human Rights Screening

Through our Supplier Code of Conduct, Green Supplier Survey, and Diversity Supplier Survey, we engage and screen our suppliers on human rights, labor and environmental practices.

Expectations set forth in our Supplier Code of Conduct include ethical standards, community involvement, environmental protection and respect and dignity for employees. Our Supplier Code of Conduct explicitly prohibits child labor, forced labor, discrimination, corruption and impingements to workers' freedom of association.



PARTNERING WITH OUR SUPPLIERS

WYNDHAM WORLDWIDE GREEN SUPPLIERS (CONT.)

The Green Supplier Initiative

The Green Supplier initiative was established to partner with suppliers and vendors who have a similar commitment to sustainability and protecting the environment, while increasing the number of sustainable products offered to customers. Further diversification of the supply chain enables Wyndham Worldwide to become more competitive and grow the Company's presence in emerging markets through partnerships while enhancing the commitment to the communities in which we work and live.

As part of our ongoing commitment to continually grow our green supply chain, each of our suppliers is required to complete the Wyndham Green Supplier Survey. The survey is composed of over 40 questions analyzing the environmental practices, policies, tracking, documentation, and reporting for each supplier. Wyndham recognizes each supplier as "green" on the Wyndham Green supplier criteria.

Our Green Supplier programs are designed to encourage innovation for competitive differentiation, reduce costs and associated environmental risks within our supply chain, enhance our brand and foster collaboration and engagement with our suppliers, franchisees and other stakeholders.

Green Supplier Goals

As part of our ongoing commitment to continually grow our green supply chain, 25% of our total \$2 billion spend in 2013 has been with suppliers who meet the Wyndham Green Supplier criteria. Our goal by 2020 is to be at 30%.

- Increase Green supplier awareness corporation-wide
- Recognize Green excellence
- Include Green suppliers in every RFP, where possible
- Continue focused outreach to the Green supplier community
- Expand Green Suppliers internationally (UK and China)

In 2013, Ecolab was the first recipient of the Green Supplier of the Year Award at the annual Strategic Sourcing Supplier Summit.

This award recognized Ecolab as a premier supplier for its contributions to Wyndham Worldwide's commitment to sustainable programs that deliver economic benefits.

In 2013 Ecolab helped Wyndham Worldwide:*

- Reduce water consumption by more than 40 million gallons
- Reduce plastic wasted by more than 900,000 pounds
- Help avoid more than 1,200 metric tons of CO2 emissions
- Reduce energy use by 230,000 therms and 206,000 kWh

*These savings were attained through the use of Ecolab's Oasis, Oasis Pro, QC, Wash'N Walk, Aquanomic, Formula 1, Apex and Solid Power XL technologies.



PARTNERING WITH OUR SUPPLIERS

WYNDHAM WORLDWIDE GREEN SUPPLIERS (CONT.)

PRODUCT	DESCRIPTION	METRIC
Regeneration Suiting	Green Uniform made from 100% post-consumer waste. Each suit is made out of approximately 25-2 liter plastic bottles.	Wyndham diverted over 226,300 water bottles from landfills by purchasing over 3,216 eco-suits in 2013.
Arbor Day Specialty Coffee	Shade-grown coffee farmed by local co-ops in Peru with Arbor Day and the Rain Forest Alliance Certified PLUS designation.	287,000 pounds of Arbor Day Coffee purchased saving over 700 acres of the Amazon Rainforest.
Samsung Electronics	Samsung LED hospitality TV's.	More than 22,000 units sold saving over 5 million kWh per year.
WynRest Pillows and Mattress Pads	The production of WynRest products are environmentally sound, fulfilling suitable criteria such as air quality, effluent waste and noise generation. All products are screened for harmful substances to ensure the health of consumers. Suitable recycling methods as well as the natural biodegradability of the products are considered.	More than 5 million plastic bottles were used in the manufacturing of over 300,000 WynRest/WynDry pillows and mattress pads.
Simmons Mattresses/Foundation	Bedding products that are individually crafted to help reduce the need for energy-consuming machines in the manufacturing process.	Almost 40,000 mattresses were purchased in 2013. To date, Simmons has recycled more than 23 million pounds of materials that otherwise would have ended up in landfills.



“Wyndham is committed to the Arbor Day’s Foundation Rain Rescue Program for three simple reasons –

Our Owners and Guests love the taste of Arbor Day Rain Rescue Coffee
Rain Rescue Coffee helps preserve and protect the Rainforests in South America

Through funding from the Rain Rescue Coffee program, the family co-ops who harvest and process the coffee receive a fair living wage, have medical coverage and the children have access to schooling

In all, taste, environment protection and human compassion drive our on-going commitment to the Arbor Day’s Rain Rescue Coffee Program.”

**- GARY HYDE,
SENIOR VICE PRESIDENT,
RESORT OPERATIONS**



PARTNERING WITH OUR SUPPLIERS

WYNDHAM WORLDWIDE SUPPLIER DIVERSITY

The Supplier Diversity Initiative

Diversity and Inclusion continue to be at the very heart of the Wyndham Worldwide culture, so it is no surprise that our corporate diversity strategy extends to the suppliers with whom we do business. Wyndham Worldwide's formal Supplier Diversity initiative was launched in 2008 with a mission to develop and implement an approach to supplier diversity which becomes self-reinforcing and part of our daily culture, ultimately achieving results that add value by reducing costs, improving quality and/or increasing revenue through the identification and use of high-caliber certified diverse suppliers, wherever appropriate. Our all-inclusive supplier diversity initiative offers certified minority, women owned and other diverse groups the opportunity to seek potential business prospects.

Wyndham Worldwide also understands that a critical part of our proactive approach is diverse business community outreach. In that regard, The Company is a proud sponsor and corporate member of the following national and international certifying bodies: National Minority Supplier Development Council (NMSDC), Women Business Enterprise National Council (WBENC) National Gay & Lesbian Chamber of Commerce (NGLCC), United States Pan Asian American Chamber of Commerce (USPAACC), WEConnect International, United States Hispanic Chamber of Commerce (USHCC), National Hispanic Business Group, and Minority Supplier Development UK and China. We also participate in various supplier development councils at the state and local levels to promote a diverse supplier base, and hold leadership positions in community organizations, including Vice Chair Director of Commerce.

Supplier Diversity Goals

- Continue to increase diverse spending across Wyndham Worldwide
- Increase supplier diversity awareness corporation-wide
- Recognize diversity excellence
- Include diverse suppliers in every RFP, where possible
- Mentor potential and current Wyndham Worldwide diverse suppliers
- Continue focused outreach to the diverse supplier community
- Expand Supplier diversity internationally (UK and China)

Recent Supplier Diversity Success Stories

Introducing supplier diversity upfront and early in the procurement process, while implementing strategic sourcing initiatives has resulted in many noteworthy success stories including:

- A 15.75% diverse spend rate in 2013.
- An LGBT supplier in the timeshare real estate titling services area.
- A veteran-owned general contractor assisting us with our construction and renovation projects.
- Selecting a Hispanic minority business enterprise (MBE) to be our sole manufacturer of terry and linen throughout Wyndham Worldwide.
- Adding four MBE's (Asian Americans) to our list of approved suppliers for operating supplies and equipment (OS&E); we now have 57% coverage in this area.
- Having 24% diverse spend with multiple minority and women-owned suppliers in the furniture, fixtures, and equipment (FF&E) area.
- Selecting an African American MBE to be our managed contingent staffing service provider across Wyndham Worldwide, a multi-million dollar initiative.
- Selecting a woman-owned business to provide kitchenware and housewares throughout our timeshare vacation resorts.

AWARDS, RECOGNITIONS AND PERFORMANCE

- Named to FORTUNE Magazine's Most Admired Companies (2008, 2009, 2010, 2012, 2013)
- Selected by the Working Mother 100 Best Companies initiative as one of the nation's top companies for family-friendly benefits (2010, 2011)
- Named among Top 50 Companies for Executive Women by the National Association for Female Executives (NAFE) (2009, 2010, 2011, 2013)
- 2013 Innovation Award from Kids in Need of Defense (KIND) for its pro bono work in providing legal counsel to unaccompanied refugee and immigrant children in the U.S.
- DiversityInc's Top 10 Companies for Latinos in (2010)
- World's Most Ethical Companies by the Ethisphere Institute (2010, 2011)
- Named Top 50 List of Great Places to Work in the LatinaStyle Magazine (2012)
- Best Company for Diversity by Diversity and Careers magazine (2012)
- Human Rights Campaign (HRC) Corporate Index, a perfect score of 100% (2012, 2013)
- Ranked among the top 100 greenest companies in the U.S. by Newsweek magazine, and number one among hotels and restaurants (2011, 2012)
- New Jersey Best Places to Work (2010, 2011, 2012, 2013)
- Recognized as a Green Pioneer by ConEdison Solutions for its commitment to environmental preservation and for using electricity provided by Green Power
- Dow Jones Sustainability Indices North American hospitality company index leader (2013)
- Named to FORTUNE Magazine's Most Admired Companies (2008, 2009, 2010, 2012, 2013)
- Dow Jones RobecoSAM Sustainability Award- Silver Class (2014)
- Orlando Sentinel Top 100 Companies for Working Families (2013)
- ARDA ACE Philanthropic Company of the Year Award (2013)
- ARDA ACE Excellence in Customer Service Award (2013)
- ARDA Green Sustainable Program within a Company (2011, 2012, 2013)

AWARDS, RECOGNITIONS AND PERFORMANCE (CONT.)

- Perspective Magazine GNEX Best Financial Services
- Perspective Magazine GNEX Best Project Team
- Perspective Magazine GNEX best Individual Marketing Professional
- Stevie Award for Sales and Customer Service
- Best Place to Work Southern Nevada
- MarCom Platinum Awards-Magazine Employee Publications/Internal Magazine for Connections, Magazine/Consumer for Faces-Places
- MarCom Gold Awards-Magazine/E-Magazine for Destinations, E -Communication/E-Magazine for Destinations Online
- 4 Star Green Restaurant by Green Restaurant Association (2013)
- NJ Smart Workplaces Platinum level Award, by NJ Dept of Transportation (2013)
- Environmental Quality Award For Excellence by NJ Business & Industry Association (2013)
- Building Owners and Managers Association (BOMA) New Jersey Chapter's The Outstanding Building of the Year Award (TOBY) for best managed building in the New Jersey Corporate Facility Category (2013)
- BOMA New Jersey Chapter's Grand TOBY for highest scoring building in all winning categories for the chapter (2013)
- BOMA's Middle Atlantic Region TOBY for best managed building in the Corporate Facility Category for the entire Middle Atlantic region (2013)
- USGBC Project of the Year-Suburban Green Project Award (2013)
- Energy Star Certification- (2013) - 22 Sylvan (97 rating)
- Named to DiversityInc's 25 Noteworthy Companies (2010, 2012)
- Named to DiversityInc's Top 50 Companies for Diversity (2013)

WYNDHAM GRI REPORT PERFORMANCE TABLE

Economic

	2013	2012
Net Revenues (billions)	\$5.01	\$4.53
Wyndham Vacation Ownership	\$2.52	\$2.27
Wyndham Exchange and Rentals	\$1.53	\$1.42
Wyndham Hotel Group	\$1.03	\$0.89
Total Expenses	\$4.10	\$3.68
Number of Hotels	7,485	7,340
Number of Hotel Rooms	645,400	627,400
Average Number of Vacation Exchange Members (in millions)	3.698	3.674
Gross Vacation Ownership Interest Sales	\$1.89	\$1.78

Social*

	2013	2012
G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		
Board of Directors Composition	7	7
Male	5	5
Female	2	2
Under 30	0	0
30-50	0	0
Over 50+	7	7
Caucasian	71%	71%
Non-Caucasian	29%	29%
Directors Composition		
Percentage of Directors That Are Female (Senior Management+)	34.95%	35.56%
Percentage of Directors That Are Minorities (US)	15.5%	14.6%
Management Composition		
Percentage of Management Positions Held By Females	43.6%	43.9%
Employees by Age Group		
Under 30	26%	26%
30-50	49%	50%
Over 50+	25%	24%
Employee Breakdown by Business Unit and Region		

*Unless otherwise noted, the boundary for social data reported covers our entire organization

WYNDHAM GRI REPORT PERFORMANCE TABLE (CONT.)

Social (continued)*

	2013	2012
Employees by Business Unit		
WER	9293	9126
WHG	6331	5240
WVO	16482	15490
WWC	687	632
TOTAL	32793	30488
Employees by Region		
Africa	136	148
Asia	197	128
Central America	359	355
Europe	4582	4949
India	139	130
Middle East	28	22
North America	25,317	22,744
South America	462	435
South Pacific	1,574	1,577
Employee Turnover	44.5%	43.2%
Voluntary	30.4%	28.5%
Corporate	19.44%	16.18%
• Orlando, FL • Parsippany, NJ • Carmel, IN		
Full-Time	48.99%	38.49%
Part-Time	65.99%	67.21%
Male	52.86%	43.81%
Female	50.49%	41.89%
Under 30	79.03%	66.67%
30-50	41.96%	32.91%
Over 50+	42.2%	37.07%
Training		
Introduction to Sustainability	77.23%	64.42%
Global Anti-Corruption**	76.76%	
Count On Me! Training	62.68%	56.7%
General Manager and Owners Leadership Training	917	929
Wyndham Leadership Training	227	487

*Unless otherwise noted, the boundary for social data reported covers our entire organization

**2013 was the first year the Global Anti-Corruption Course was offered to Wyndham associates

WYNDHAM GRI REPORT PERFORMANCE TABLE (CONT.)

Environmental*

	2013	2012
Greenhouse Gas Emissions (MT CO₂e)		
G4-EN15 Scope 1**	103,690	94,553
G4-EN16 Scope 2**	326,119	278,741
G4-EN17 Scope 3 (Business Travel)**	10,275	11,968
GHG Emissions Intensity		
G4-EN18 Per Square Foot (Scope 1 and 2)	0.0086	0.0087
G4-EN18 Per Associate (Scope 1 and 2)	13.11	12.24[†]
Reduction of GHG Emissions***		
G4-EN19 Per Square Foot Reduction	1.0%	6.9%
G4-EN19 Cumulative Per Square Foot Reduction from year 2010	12.9%	11.9%
G4-EN3 Total Energy Use (MWH)		
Fuel Use	514,279	451,514
Electricity, Heating, Cooling, Steam Use	626,231	529,928
Energy Intensity		
G4-EN5 Per Square Foot***	0.02288	0.02289
G4- EN5 Per Associate	34.77	30.20
Reduction of Energy Consumption		
G4-EN6 Per Square Foot Reduction***	0.09%	4.8%
Cumulative Per Square Foot Reduction from 2010	6.3%	6.2%
G4-EN8 Total Water Consumption**** (kgals)	2,507,188	2,405,744
Water Intensity (per square foot)	0.050	0.056
Number of Facilities with Green Certifications	498	510
Number of Sites Using Renewable Energy	30	30
Percentage of Spend on “Green” Suppliers	25%	25%
G4-EN32 Percentage of New Suppliers Scanned for Environmental Criteria	100%	100%

*The boundary for our environmental reporting is based on operational control, and includes all our operating assets that we own, manage or lease. Please note that assets managed by franchisees are Scope 3 or other indirect environmental impacts that are excluded from the boundary.

**The following gases are included in the GHG inventory: CO₂, CH₄, N₂O, and HFCs and the reductions are compared to prior year emissions. We utilized Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard published by the World Business Council for Sustainable Development and the World Resources Institute for reporting the GHG inventory. Reductions reported occurred in direct (Scope 1) energy and indirect (Scope 2) emissions. We utilized the latest available emission factors for each fuel type and region and Global Warming Potential factors from the Second Assessment Report (SAR) published by Intergovernmental Panel on Climate Change to calculate GHG inventory.

***Energy Intensity and Reductions calculations include all types of energy consumed by the company and are compared to prior year. Actual amounts of energy consumed were reported for approximately 95% of the properties within the boundary based on total square footage with 5% estimated based on average usage based on property type.

****Water includes municipal water supplies and 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.

[†]GHG Emissions Intensity Per Associate was updated for 2012 based on the improved data collection efforts and in order to provide most up to date and accurate information.

WYNDHAM GRI REPORT PERFORMANCE TABLE (CONT.)

Strategic Sourcing Metrics

PRODUCT	DESCRIPTION	2013	2012
Key Cards	Recycled cards made of 87% pre-consumer recycled product	1,291,973	1,440,000
Green Paper Goods	Bathroom tissue made from 100% virgin fibers and facial tissues made from 100% recycled fibers.	178,766	146,242
The Big Round Stic Ecolutions pens	Pens made from 76% pre-consumer recycled plastic.	11,902,858	11,098,963
Eco-Cups	Each cup is made of recycled content, such as virgin pulp and recycled paper. Each cup is compostable and biodegradable	83,621,300	77,876,000
Office Max office supplies	Office supplies and recycled paper containing pre/post-consumer content	45,179	31,592
CFL Light bulbs	Compact florescent lighting saves the average consumer 50-80% in energy costs without any loss in lighting quality	167,134	168,270
EcoLab Laundry Detergent	Low phosphate laundry detergent	2,966	2,970
EcoLab Cleaning Products	Low phosphate cleaning products	61,511	50,305

GRI G4 CONTENT INDEX

To assist stakeholders in finding disclosures of interest, we have provided a GRI G4 Content Index. For more information on the GRI, please visit www.globalreporting.org.

Deloitte & Touche LLP has provided a limited level of assurance on indicators marked with icon ♦ within the Content Index. See assurance report on page 66.

I. General Standard Disclosures:

Indicator	Description	Location	External Assurance
Strategy and Analysis			
G4.1	Statement from the most senior decision-maker about the relevance of sustainability and organization's strategy	A Letter from Stephen P. Holmes (p. 3)	
Organizational Profile			
G4-3	Name of the organization	Company Overview (p. 5)	
G4-4	Primary brands, products, and services	Company Overview (p. 5)	
G4-5	Location of the organization's headquarters	Wyndham Worldwide headquarters are in Parsippany, New Jersey.	
G4-6	Number of countries where the organization operates	Company Overview (p. 5)	
G4-7	Nature of ownership and legal form	Wyndham Worldwide is a publicly traded corporation.	
G4-8	Markets served, and types of customers and beneficiaries	Company Overview (p. 5-6)	
G4-9	Scale of the organization	Company Overview (p. 5-6)	
G4-10	Total number of employees by employment contract and gender	Performance Tables (p. 53-54)	
G4-11	Percentage of total employees covered by collective bargaining agreements.	Approximately 3% of employees are covered under collective bargaining agreements.	
G4-12	Description of supply chain	Wyndham's critical suppliers include our informational technology providers. Our franchisees' critical suppliers include food & beverage, staff uniforms, cleaning and sanitary supplies and other goods and services providers used for daily operations at franchised hotels and properties. Wyndham's supply chain management team is focused on managing our direct supply chain and developing strategies to assist our third party franchisees.	

GRI G4 CONTENT INDEX (CONT.)

G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	None during the reporting period.	
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Core Values and Sustainability and Corporate Social Responsibility Strategy (p. 9)	
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Ethics and Human Rights (p. 14-15)	
G4-16	Memberships in associations and national/international advocacy organizations	Global Partnerships (p. 22-23)	
Identified Material Aspects and Boundaries			
G4-17	All entities included in the organization's consolidated financial statements or equivalent documents	Company Overview (p. 5-6)	
G4-18	Process for defining the report content and the Aspect Boundaries; and how the organization has implemented the Reporting Principles for Defining Report Content.	Report Overview (p. 7)	
G4-19	All the material aspects identified in the process for defining report content.	GRI Index - Specific Standard Disclosures (p. 59-62)	
G4-20	The aspect boundary for each material aspect within the organization and whether the aspect is material for all entities within the organization	GRI Index - Specific Standard Disclosures (p. 59-62)	
G4-21	Whether the aspect boundary for each material aspect outside the organization	GRI Index - Specific Standard Disclosures (p. 59-62)	
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No known restatements of information in our 2013 Sustainability Report.	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There were no significant changes during the reporting period.	
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organization.	Stakeholder Engagement (pp. 16)	
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement (pp. 16)	
G4-26	Organization's approach to stakeholder engagement	Stakeholder Engagement (pp. 16)	

GRI G4 CONTENT INDEX (CONT.)

G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns	Stakeholder Engagement (pp. 17-23)	
Report Profile			
G4-28	Reporting period for information provided.	Calendar year 2013	
G4-29	Date of most recent previous report	2012-2013	
G4-30	Reporting cycle	Annual	
G4-31	Contact point for questions regarding the report or its contents.	Back Cover	
G4-32	GRI Index with “in accordance” option chosen and references to External Assurance Reports	In accordance at the “Core” level.	
G4-33	Organization’s policy and current practice with regard to seeking external assurance for the report	Icons denote indicators that have been assured in this Content Index.	
Governance			
G4-34	Governance structure of the organization, including committees of the highest governance body and those responsible for decision-making on economic, environmental and social impacts.	Governance and Board of Directors (p. 11-13)	
Ethics and Integrity			
G4-56	Describe the organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Core Values and Sustainability and Corporate Social Responsibility Strategy (p. 8); Ethics and Human Rights (p. 14-15)	

GRI G4 CONTENT INDEX (CONT.)

II. Specific Standard Disclosures:

A. Disclosures on Management Approach

Material Aspects	Location	Material within the organization	Material outside the organization	Relevance outside the organization	External Assurance
1. Economic					
Economic Performance	Core Values and Sustainability and Corporate Social Responsibility Strategy (p. 10) Additional information can be found in Wyndham's 2013 10-K filing and CDP 2014 Climate Change Information Request response.	✓	✓	Wyndham's economic performance is relevant to our investors, employees, communities and suppliers.	
Indirect Economic Impacts	Core Values and Sustainability and Corporate Social Responsibility Strategy (p. 9); Developing Our Communities (p. 43-46)	✓	✓	Wyndham's indirect economic impacts are relevant to all stakeholders including our global communities and partners.	
2. Environmental					
Energy	A Multi-Year Commitment to Reducing Energy Consumption and Green Buildings (p. 27-28)	✓	✓	Wyndham's energy consumption is relevant to all stakeholders including our global communities and partners.	
Water	Mobilizing To Protect Global Water Resources (p. 29)	✓	✓	Wyndham's water stewardship activities are relevant to all stakeholders including our global communities and partners.	

**G4
General
Standard
Disclosure
G4-19, 20,
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GRI G4 CONTENT INDEX (CONT.)

Material Aspects	Location	Material within the organization	Material outside the organization	Relevance outside the organization	External Assurance
Emissions	Protecting Our Natural Capital (p. 25-28, 30-31)	✓	✓	Wyndham's greenhouse gas emissions associated operations are relevant to all stakeholders including our global communities and partners.	
Effluents and Waste	Embarking On Our Waste Journey (p. 29-30)	✓	✓	Wyndham's waste management practices are relevant to our guests and community stakeholders.	
Supplier Environmental Assessment	Wyndham Green Suppliers (p. 47-49)	✓	✓	Wyndham's environmental assessments of suppliers are relevant to our guests, suppliers and communities.	
3. Labor Practices and Decent Work					
Employment	Count on Me! Culture (p. 32)	✓	✓	Wyndham's employment practices are relevant to our investors, guests and communities.	
Occupational Health and Safety	Protecting the Safety of Employees (p. 42), Be Well (p. 38-41)	✓	✓	Occupational health and safety is relevant to our investors and communities.	
Training and Education	Learning and Development (p. 34-35)	✓	✓	Training and education is relevant to our investors and communities.	

GRI G4 CONTENT INDEX (CONT.)

Material Aspects	Location	Material within the organization	Material outside the organization	Relevance outside the organization	External Assurance
Diversity and Equal Opportunity	Diversity (p. 36-37)	✓	✓	Diversity and equal opportunity is relevant to our investors and communities.	
Supplier Assessment for Labor Practices	Wyndham Worldwide Supplier Diversity (p. 50)	✓	✓	Wyndham's assessments of supplier labor practices are relevant to our guests, suppliers and communities.	
4. Human Rights					
Supplier Human Rights Assessment	Ethics and Human Rights (p. 14-15) Environmental, Labor Practices and Human Rights Screening (p. 47)	✓	✓	Wyndham's human rights assessments of suppliers are relevant to our guests, suppliers and communities.	
5. Society					
Local Communities	Developing Our Communities (p. 43-46)	✓	✓	Local community impacts are relevant to all stakeholders, particularly the communities where we operate.	
6. Product Responsibility					
Product and Service Labeling	Managing Customer Satisfaction (p. 21)	✓	✓	Wyndham's practices related to customer satisfaction management are relevant to guests and investors.	
Customer Privacy	Protecting Data Privacy (p. 21)	✓	✓	Protecting our customers' data privacy is relevant to guests and investors.	

**G4
General
Standard
Disclosure
G4-19, 20,
21**

GRI G4 CONTENT INDEX (CONT.)

B. Performance Indicators

Material Aspects	GRI Indicators		Location	External Assurance
1. Economic				
Economic Performance	G4-EC1	Direct economic value generated and distributed	Performance Tables, p. 53 Partially reported	
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	CDP 2014 Climate Change Information Request Questions CC5 and CC6	
Indirect Economic Impacts	G4-EC7	Development and impact of infrastructure investments and services supported	Developing Our Communities (p. 43-46)	
2. Environmental				
Energy	G4-EN3	Energy consumption within the organization	Performance Tables, p. 55	◆
	G4-EN5	Energy intensity	Performance Tables, p. 55	◆
	G4-EN6	Reduction of energy consumption	Performance Tables, p. 55	◆
Water	G4-EN8	Total water withdrawal by source	Performance Tables, p. 55	◆

GRI G4 CONTENT INDEX (CONT.)

Material Aspects	GRI Indicators		Location	External Assurance
Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Performance Tables, p. 55	◆
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Performance Tables, p. 55	◆
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Performance Tables, p. 55	◆
	G4-EN18	Greenhouse gas (GHG) emissions intensity	Performance Tables, p. 55	◆
	G4-EN19	Reduction of greenhouse gas (GHG) emissions	CDP 2014 Climate Change Information Request Questions CC3.3b, Performance Tables, p. 55	◆
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Environmental, Labor Practices and Human Rights Screening (p. 47); Wyndham Green Supplier Survey (p. 48), Performance Tables, (p. 55)	◆
3. Labor Practices and Decent Work				
Employment	G4-LA1	Employee turnover by age group, gender and region	Performance Tables, p. 54	
Training and Education	G4-LA11	Percentage of employees receiving regular performance and career development reviews	100% of employees are eligible to receive performance reviews through our SuccessMatters platform.	

GRI G4 CONTENT INDEX (CONT.)

Material Aspects	GRI Indicators		Location	External Assurance
Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category	Performance Tables, p. 53-54	◆
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Environmental, Labor Practices and Human Rights Screening (p. 47); Wyndham Worldwide Supplier Diversity (p. 50)	
4. Human Rights				
Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Environmental, Labor Practices and Human Rights Screening (p. 47)	
5. Society				
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	All operations had local community engagement programs during the reporting period.	
6. Product Responsibility				
Product and Service Labeling	G4-PR5	Results of surveys measuring customer satisfaction	Managing Customer Satisfaction (p. 21)	

WYNDHAM WORLDWIDE

This report was submitted to the Global Reporting Initiative (GRI) for the GRI 'Materiality Matters' check. This check confirms that at the time of publication, the Disclosures on materiality, boundary and stakeholder engagement (G4-17 to G4-27) have been correctly located in the Content Index and Report.



INDEPENDENT ACCOUNTANTS' REVIEW REPORT

**To the Board of Directors
Wyndham Worldwide Corporation
Parsippany, New Jersey**

We have reviewed the following indicators (the "specified indicators") presented within the Wyndham Worldwide Sustainability Report 2013 - 2014 (the "Sustainability Report") of Wyndham Worldwide Corporation (the "Company"):

- G4-EN3 Energy consumption within the organization
- G4-EN5 Energy intensity
- G4-EN6 Reduction of energy consumption
- G4-EN8 Total water withdrawal
- G4-EN15 Direct greenhouse gas (GHG) emissions
- G4-EN16 Energy indirect greenhouse gas (GHG) emissions
- G4-EN17 Other indirect greenhouse gas (GHG) emissions
- G4-EN18 Greenhouse gas (GHG) emissions intensity
- G4-EN19 Reduction of greenhouse gas (GHG) emissions
- G4-EN32 Percentage of new suppliers that were screened using environmental criteria
- G4-LA12 Composition of governance bodies and breakdown of employees per employee category

The Company's management is responsible for the above specified indicators presented within the Sustainability Report.

We conducted our review in accordance with attestation standards established by the American Institute of Certified Public Accountants. A review consists principally of applying analytical procedures, considering management assumptions, methods, and findings, and making inquiries and evaluating responses from persons responsible for sustainability and operational matters. It is substantially less in scope than an examination, the objective of which is the expression of an opinion on the specified indicators. Accordingly, we do not express such an opinion. A review of the specified indicators is not intended to provide assurance on the entity's compliance with laws or regulations.

The preparation of the specified indicators requires management to interpret the criteria and make estimates and assumptions that affect reported information. Different entities may make different but acceptable interpretations and determinations.

Based on our review, nothing came to our attention that caused us to believe that the specified indicators referred to above for the year ended December 31, 2013 are not presented, in all material respects, in conformity with the Global Reporting Initiative G4.

The comparative specified indicators for periods prior to 2012 and all other information presented within the Sustainability Report were not reviewed by us and, accordingly, we do not express any assurance on them.



July 31, 2014

Member of
Deloitte Touche Tohmatsu Limited