



XENIA HOTELS & RESORTS, INC. Enterprise Environmental Policy

Xenia Hotels & Resorts, Inc. (“Xenia”) recognizes the impact that our properties can have on the environment, and is committed to driving sustainability within our portfolio and raising environmental awareness among stakeholders, including our hotel operators, our corporate employees, vendors, suppliers, contractors, the guests who frequent our hotels, and the communities in which our corporate office and properties are located. By working directly with our hotel operators to proactively address and manage environmental risks at our properties, we believe we can increase profitability, maintain brand reputation and enhance resiliency in the face of potential environmental disruptions, including climate change, resource scarcity, and natural disasters.

Environmental Principles

Our commitment to sustainability is governed by five principles:

1. assess, identify, minimize and manage environmental risks and opportunities;
2. comply with all applicable laws and governmental regulations;
3. review the portfolio to look for opportunities for environmental stewardship;
4. strive for continuous improvement in the environmental performance of our portfolio; and
5. report our environmental risks, performance and business impacts publicly.

Environmental Stewardship Approach

To achieve our commitments, we approach climate risks and other environmental risks, opportunities and impacts through a formalized property optimization process, which includes property due diligence, building resilience, and continuous monitoring. This approach supports Xenia with identifying and addressing material environmental matters, including the physical impacts of climate change, greenhouse gas emissions, resource scarcity, biodiversity loss and habitat disruption and environmental pollution, among others. Additionally, we recognize the transition and financial risks that climate change and other environmental matters pose on our portfolio, and this approach acts as our precautionary principle to mitigate those impacts on our value creation strategy, and financial planning. We also recognize that adaptation to climate change and other environmental considerations present opportunities for Xenia, such as cost savings from increased building efficiency, reputational benefits, and greater resilience.

Management is responsible for the day-to-day assessment and management of risks we face while the Board of Directors and its standing committees have overall responsibility for overseeing risk management with a focus on the more significant risks facing the Company. Our internal Enterprise Risk Management Committee and Corporate Responsibility Committee reports to our senior executive team and Nominating and Corporate Governance Committee who then summarize relevant environmental information and informs the Board of Directors.

Commitments

In accordance with our five environmental principles, we aim to:

- Perform initial and ongoing due diligence on our assets and capital expenditure projects to manage potential environmental risks at our properties, including environmental reviews by independent consultants and/or our internal project management team

- Reduce energy consumption and carbon emissions in our portfolio through monitoring and reporting, investing in energy efficiency projects and the procurement and installation of renewable energy sources
- Reduce water consumption in our portfolio through monitoring, reporting, and investing in water efficiency projects
 - We believe access to quality water is a fundamental human right. To ensure equal access to quality water sources, we monitor water risk throughout our portfolio
- Reduce the total amount of waste generated and improve recycling and waste diversion rates from hotel operations and during construction projects
 - Manage waste and incorporate recycling programs at our corporate office location
- Minimize environmental pollution resulting from our operations through recycling and proper waste handling, wastewater management, and solid waste disposal
- Promote sustainable procurement of materials, including materials that have sustainability certifications or that are locally sourced
- Protect and enhance local biodiversity, prevent deforestation, and to reduce risks on endangered species habitats
- Report the environmental performance of our hotel properties across energy, greenhouse gas emissions and water through annual disclosures
- Conduct climate-related risk assessments on our portfolio to better understand the physical impacts of climate change on our portfolio
- Raise the environmental awareness of our stakeholders through various initiatives and disclosures
- Consult with our stakeholders on environmental issues

Additionally, we encourage our stakeholders, including our hotel operators and suppliers, to hold similar commitments. To ensure compliance and company-wide transparency, our internal Corporate Responsibility Committee oversees our sustainability efforts and updates senior management and the Nominating and Corporate Governance Committee routinely, which in turn updates our Board of Directors on these matters. Our Corporate Responsibility Committee meets on a quarterly basis and has initial oversight of our environmental and social policies and procedures. As we progress with the principles and initiatives stated above, we will publicly disclose our goals, efforts and progress. This policy was approved by the Nominating and Corporate Governance Committee pursuant to its charter as delegated and approved by the Board of Directors.