2025 Corporate Responsibility Report

XENIA®
HOTELS & RESORTS

Grand Hyatt Scottsdale Resort, AZ

About This Report

This report reflects portfolio environmental data and corporate personnel data as of December 31, 2024, unless otherwise noted. Financial metrics are reported in U.S. dollars. Please note that information in this report does not constitute any guarantees or promises related to business activities, performance, or future results. Data presented in this report is not certified or third-party verified. Portfolio attribute percentages are based on survey results from 31 properties that were in the portfolio as of year-end 2024. Consumption data is through December 31, 2024. Please refer to the last page of this report for additional general disclosures.

Park Hyatt Aviara Resort, Golf Club & Spa, CA

Contents

Introduction
Page 4

A Message from Our Chair and CEO

Environmental Sustainability Goals & Metrics
Pages 5 - 6

Our 2030 Intensity Reduction Goals

Environmental Performance Data Table

Company Overview and Highlights
Pages 7 - 10

About Xenia Hotels & Resorts, Inc.

Lodging Ownership and Operating Structure

Our Corporate Focus and Our Guided Approach

Progress at a Glance

Portfolio Sustainability
Pages 11 - 14

Environmental Sustainability Principles

Sustainability - Capital Investment Spotlight

Sustainability - Property Spotlight

Alignment with UN Sustainable Development Goals

Corporate Governance
Page 15

Resiliency and Data Privacy
Page 16

The Xenia Experience
Pages 17 - 19

Our Employees

Employee Engagement

Community Outreach

Xenia TCFD Approach
Pages 20 - 29

GRI Index
Pages 30 - 40

SASB Disclosures
Pages 41-42

Hyatt Regency Grand Cypress, FL

A Message From Our Chair and CEO

MARCEL VERBAAS

I am pleased to share our progress on our environmental sustainability efforts and our corporate responsibility program. Our corporate mission centers on the creation of shareholder value and we seek to align the same with our commitment to continuously enhance our corporate responsibility program.

As travel trends continue to evolve, we have seen a renewed focus on the importance of people coming together to make meaningful connections or explore new locations and make lifelong memories. With business and group travel continuing to normalize, we have seen an increase in companies, as well as individual travelers, purposely aligning their own sustainability values with that of their travel selections. To that effect, we are dedicated to being both a facilitator of travel and a responsible steward of the environment.

As a lodging REIT, we are limited in our abilities to perform services at our properties. Thus, we are extremely proud to be affiliated with best-in-class brands and operators in the lodging industry to promote sustainable travel. Our luxury and upper-upscale hotels and resorts offer extensive amenities and services, presenting opportunities to improve both financial and sustainability performance. Through targeted capital investments, we aim to align our sustainability initiatives with our business strategy, enhancing operational efficiencies, and reducing environmental impact. This approach provides opportunities to increase shareholder value and at the same time benefit the environment. A prime example of our commitment is the recent transformative renovation and upbranding of the Grand Hyatt Scottsdale Resort, highlighted in this report. This two-year project allowed our team to implement significant sustainability upgrades, including the replacement of outdated machinery and equipment with modern, energy-efficient alternatives. These improvements are projected to result in cost savings, reduced energy consumption, and lower greenhouse gas emissions in the years ahead. We couldn't be prouder of this finished project.

In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030. We remain dedicated to providing annual updates on our progress toward these objectives and are pleased to share that our performance for 2024 has largely aligned with our expectations. We continue to anticipate ongoing improvements in the years ahead. As referenced in this report, in 2024 we achieved a 6% reduction in Scope 1 and 2 carbon emissions intensity, a 4% decrease in energy intensity, and a 3% reduction in water intensity compared 2023 progress. We are very proud of these results and look forward to continued success as we implement additional capital investments which provide for additional cost savings and reductions in emissions and energy and water usage at our hotels.

Through our dedicated efforts, we continue to foster a culture of fairness and inclusivity and we are extremely proud of our ability to recruit and employ a talented mix of associates in our corporate office. This year we placed a strong emphasis on our associates' well-being by enhancing our ongoing health and wellness initiatives, which include fitness challenges, biometric assessments and screenings, nurse consultations and wellness learning sessions.

We remain dedicated to supporting various local charitable organizations by welcoming them into our corporate office to share their missions and coordinating participation to support these charities through our associate volunteer outreach program.

As we move forward, we remain committed to implementing innovative practices that reduce our environmental impact while enhancing the guest experience and creating shareholder value.

On behalf of our Board of Directors and all of our associates, we look forward to sharing our progress with you and continuing to develop and enhance our corporate responsibility program.

Thank you for your interest in Xenia Hotels & Resorts.

Our 2030 Intensity Reduction Goals

Environmental Performance Tracking: A key component of Xenia's sustainability program. Environmental performance monitoring is a vital element of Xenia's sustainability initiatives and we track our performance over the long term against our target reduction goals set in 2022 for achievement in 2030. As our business continues to normalize post-pandemic, as evidenced by a 3.5% increase in occupancy in 2024 as compared to 2023, we made notable strides in our environmental progress against our goals. As exhibited below, we have reduced our Scope 1 and 2 carbon emissions intensity by 31%, along with a 21% decrease in energy intensity and a 13% reduction in water intensity, against our 2019 baseline. In comparison to our progress in 2023 against the baseline, this results in a 6% reduction in the intensity of Scope 1 and 2 carbon emissions, a 4% decrease in energy intensity, and a 3% reduction in water intensity.

Driving Initiatives: Our achievements were driven by targeted initiatives, including:

- Energy efficiency upgrades at many of our properties
- Water conservation strategies
- Expansion of sustainability programs across our portfolio

Reaching our water intensity goal ahead of schedule is a significant milestone in our sustainability journey. Building on this success, we are committed to continuing to enhance water efficiency and advancing key initiatives for carbon emissions and energy reduction. While we may face unforeseen challenges, we remain dedicated to our 2030 goals, bolstering operational resilience, and fostering a consistent, high-quality experience for our guests.

Methodology – Xenia utilizes 2019 as the baseline year for the measurement of total environmental performance of its portfolio on a per square foot basis across all Scope 1 and 2, energy, and water metrics. The emissions monitored are compiled in the market-based reporting for Scope 2. This market-based approach accounts for the specific decisions companies make when acquiring energy, including market purchases and supplier-specific emission factors. Xenia partners with Greenview, our third-party reviewer, to track environmental data and assess progress toward our targets. For more comprehensive details on intensity measures and supplementary data, refer to the Environmental Performance Data Table on the following page.

Occupancy Rate is on a total portfolio basis as properties were owned during each applicable year with no adjustments for properties sold or acquired within each applicable year. For 2024, environmental intensity calculations per occupied room, include properties owned as of year end December 31.

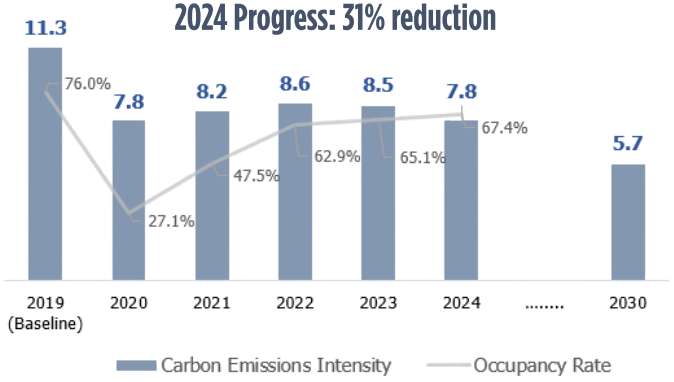
Progress Against Our 2030 Targets

Measured Against Our 2019 Baseline Year

Scope 1 and 2 Carbon Emissions Intensity

KgCO2E per square foot

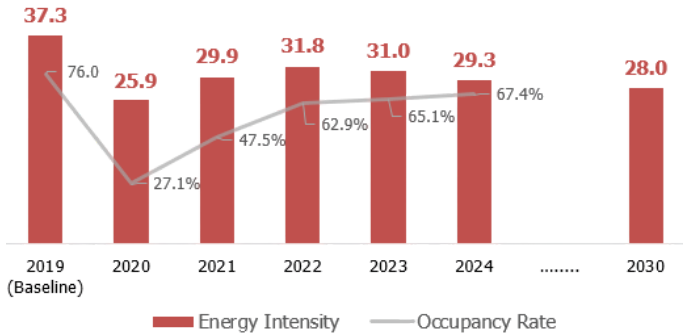
2030 Target: 50% reduction
2024 Progress: 31% reduction



Energy Intensity

Kilowatt hours per square foot

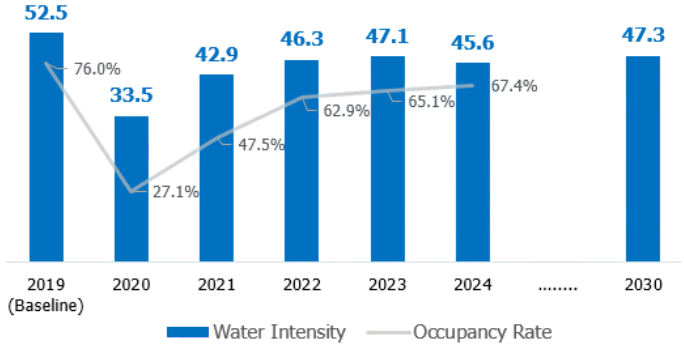
2030 Target: 25% reduction
2024 Progress: 21% reduction



Water Intensity

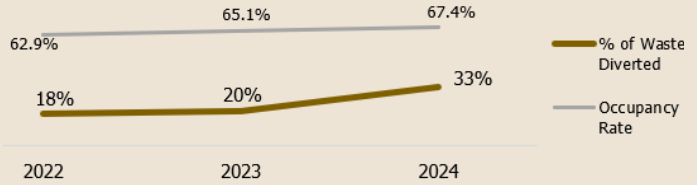
Gallons per square foot

2030 Target: 10% reduction
2024 Progress: 13% reduction



Waste Diversion

Waste data tracking began in 2022 and is representative of data availability, including approximately 97% of the portfolio in 2024, 90% in 2023 and 87% in 2022. We continue to advance our waste accounting and strengthen data coverage and quality, while also implementing initiatives to improve waste diversion. Refer to waste metrics on page 6.



Environmental Performance Data Table

Hotel Portfolio Profile	2019	2020	2021	2022	2023	2024
Hotel Count [1]	34	35	34	32	32	31
Room Count [1]	9,412	10,011	9,659	9,508	9,514	9,408
Hotel Floor Area (sq. ft.) [1]	9,217,287	9,651,818	9,406,847	9,590,824	9,372,059	9,291,309
Occupancy Rate [2]	76.0%	27.1%	47.5%	62.9%	65.1%	67.4%
Revenue (in millions) [2]	$1,149.1	$369.8	$616.2	$997.6	$1,025.4	$1,039.0
Revenue Per Available Room (RevPAR) [2]	$168.43	$53.88	$103.64	$162.75	$169.46	$172.36

[1] As of year end December 31 of each applicable year.

[2] Occupancy Rate, Revenue, and RevPAR are on a total portfolio basis as properties were owned during each applicable year with no adjustments for properties sold or acquired within each applicable year.

[3] During the COVID-19 pandemic, our total portfolio metrics for energy, carbon, and water intensity experienced decline in 2020 and 2021, due to reduced occupancy levels and diminished use of meeting spaces. Our portfolio occupancy continues to steadily recover from the impacts of the pandemic, as evidenced by a 3.5% increase in 2023 and in 2024.

[4] Environmental intensity metrics include data for 31 hotels owned as of 12/31/2024.

[5] Direct Energy - Energy that is consumed onsite from fuels or renewable energy sources (e.g., Natural gas, propane).

[6] Indirect Energy - Energy that is purchased from external parties, most commonly in the form of electricity (e.g., Purchased electricity, purchased chilled water, purchased steam).

[7] Water consumption and water intensity calculation excludes water consumption associated with the golf course at Park Hyatt Aviara Resort, Golf Club & Spa of which approximately 90% is reclaimed water. Water consumption from the rest of the portfolio is included.

Environmental Performance Total Consumption	2019	2020 [3]	2021 [3]	2022	2023	2024 [4]
Scope 1 and 2 carbon emissions intensity (kg CO2e per sq. ft)	**11.3**	**7.8**	**8.2**	**8.6**	**8.5**	**7.8**
Scope 1 carbon emissions (kilograms CO2e)	25,050,529	16,243,260	18,895,421	20,165,710	19,651,073	19,028,323
Scope 2 carbon emissions (kilograms CO2e)	79,492,553	58,939,281	58,387,216	61,376,271	59,496,669	53,164,898
Total carbon emissions (kilograms CO2e)	104,543,082	75,182,541	77,282,637	81,541,982	79,147,742	72,193,221
Energy intensity (kilowatt hours per sq. ft)	**37.3**	**25.9**	**29.9**	**31.8**	**31.0**	**29.3**
Direct Energy consumption (kilowatt hours) [5]	138,089,096	89,524,341	102,609,932	111,099,501	108,336,264	104,905,405
Indirect Energy consumption (kilowatt hours) [6]	206,013,594	161,182,202	178,234,357	190,009,738	181,701,065	167,714,104
Total Energy consumption (kilowatt hours)	344,102,690	250,706,543	280,844,289	301,109,239	290,037,329	272,619,510
Energy from Renewables (%) Inclusive of renewables from the grid	7.1%	9.1%	9.8%	10.7%	10.3%	10.5%
Water intensity (gallons per sq. ft) [7]	**52.5**	**33.5**	**42.9**	**46.3**	**47.1**	**45.6**
Water intensity (gallons per OCRMs) [7]	184.5	324.4	238.1	195.3	197.6	180.5
Water consumption (kilogallons) [7]	483,588	323,212	404,299	439,079	440,983	423,442
Waste intensity (pounds per OCRM)				8.3	8.6	9.2
Total Waste (US tons)				7,909.9	8,628.5	10,303.2
Waste Data Coverage of Portfolio				87%	90%	97%
Waste Landfill (US tons)				6,523.6	6,878.3	6,891.3
Waste Diverted - Recycled and Composted (US tons)				1,386.2	1,750.2	3,411.9
Diverted Waste (%) Consisting of recycling and composted waste				**17.5%**	**20.3%**	**33.1%**

Waste data tracking began in 2022 and is representative of data availability across the portfolio per respective years.

Grand Bohemian Hotel Orlando, Autograph Collection, FL

About Xenia Hotels & Resorts, Inc.

Xenia Hotels & Resorts, Inc. is a self-advised and self-administered REIT that invests in uniquely positioned full service luxury and upper upscale hotels and resorts, with a focus on the top 25 lodging markets as well as key leisure destinations in the United States. As of December 31, 2024, we owned 31 hotels comprised of 9,408 rooms across 14 states. Xenia's hotels are in the luxury and upper upscale segments are operated and/or licensed by industry leaders such as Marriott, Hyatt, Fairmont, Kimpton, Loews, Hilton, and The Kessler Collection. For more information on Xenia's business, refer to our Company website at www.xeniareit.com.

Key Portfolio Statistics

Key Portfolio Statistics reported as of year-end 2024

31 Hotels

9,408 Rooms

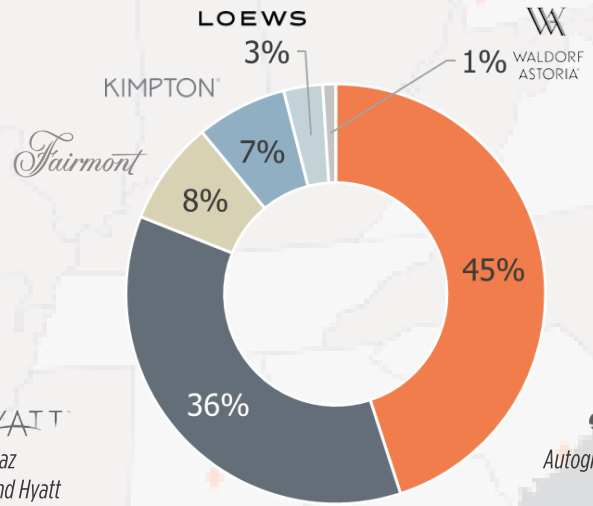
16 Brands

14 States

22 Markets

Diversified Branding

Percentages based on total room count



HYATT
Andaz
Grand Hyatt
Hyatt Centric
Hyatt Regency
Park Hyatt
The Unbound Collection by Hyatt

Marriott
Autograph Collection
Marriott
Renaissance
The Ritz-Carlton
Westin
W

Lodging Ownership and Operating Structure

REIT Owner

As an owner of lodging assets, Xenia's relationships with management and brand companies are central to our business model. Additionally, our designation as a REIT places strict limitations on performing any services related to management or day-to-day operation of the hotel properties. We aim to help stakeholders and readers understand this relationship in further detail to provide context for the scope of ways that we can contribute to and influence environmental and sustainability-related performance at the property level.

As the owner, we are responsible for capital expenditures related to major renovations, efficiency improvements and equipment replacement, as well as approval of operating budgets. The owner also has the ability to impact the overall environmental profile of the portfolio through acquisitions and dispositions.

Operator

The operator is responsible for daily operations. From an environmental impact perspective, it is the operator that has control and influence over daily energy and water consumption, adaptation to guest/consumer preferences and behavioral changes and maintenance activities that could influence consumption and efficiencies.

Xenia has recently included certain provisions in a number of its hotel management agreements which provide for, among other things, a duty of cooperation between the owner, operator and/or brand companies to focus on the implementation of certain sustainability initiatives and provides a disclosure framework for all parties.

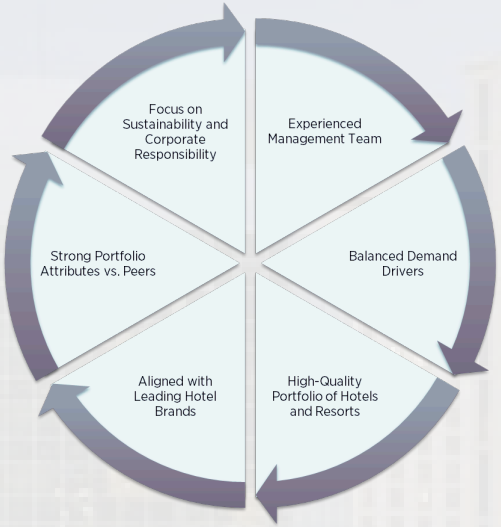
Brand

As part of its offering to owners, the brand may provide support such as software, training, design guidelines, manuals, and more.

For hotels which are brand-affiliated, brand-level support complements the property-level operations and environmental and sustainability-related efforts.

Hyatt Regency Portland at the Oregon Convention Center, OR

Our Corporate Focus



Our Corporate Responsibility Mission includes a comprehensive approach to creating long-term shareholder value, which includes integrating sustainability principles and goals, corporate stewardship, and strong corporate governance into our core operations. In this report, we present environmental intensity metrics based on data as of December 31, 2024 for properties owned at the end of 2024. This includes new and updated case studies on property efficiency measures and best practices. We also share our corporate responsibility strategy and demonstrated efforts to offer enhanced value to our business and stakeholders.

Shareholder Engagement

In 2024, Xenia reached out to, met with, or engaged directly with shareholders who own collectively more than 56%[1] of our common stock, and we continue to engage with additional shareholders on an ongoing basis. As illustrated in the diagram to the left, we have a deeply committed focus on Sustainability and Corporate Responsibility, which is one of six key drivers of success for the Company.

[1] Percentage is derived from ownership percentage of our common stock as of 12/31/2024.

Our Guided Approach

In 2019, we further developed our corporate responsibility approach by identifying sustainability-linked risks and opportunities, and structuring programs related to environmental sustainability. Since our listing on the NYSE, we have maintained a strong focus on employee and community engagement, and corporate governance. In 2020, we advanced our approach by adopting policies that outlined our commitment to achieving high standards concerning environmental sustainability and social responsibility. In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030.

Xenia continues to be deeply committed to the following three pillars of corporate responsibility

Environmental Sustainability

Environmental Intensity Reduction Targets

Sustainability Considerations in Due Diligence Process

Investment in Utility and Energy Efficiency Projects

Corporate Governance

Strong Shareholder-Friendly Governance Framework

7 of the 8 Directors on Our Board are Independent [2]

Robust Board Refreshment Program Focused on Diversity of Skillset, Background, and Experience

Board and Multiple Committee Oversight of Corporate Responsibility Matters

Social Responsibility

Community Charitable Engagement through Volunteerism

Employee Training & Development

Promoting Opportunities for all through Various Programs

Employee Health & Wellness

[2] Board of Directors as of 12/31/2024.

Loews New Orleans Hotel, LA

Progress at a Glance

Xenia Hotels & Resorts, Inc. is committed to its pursuit of practices that are designed to decrease the environmental impact of our hotels, promote inclusion in our workforce, increase our positive impact on our communities, and maintain strong corporate governance frameworks. We believe these efforts serve to preserve, protect, and enhance the long-term value of our Company. Guided by this mission, the Company has strengthened performance in key areas that demonstrate measurable results and Xenia's focus on delivering value for its stakeholders.

2024 Environmental Intensity Metrics [1]

	Scope 1 and 2 Carbon Emissions Intensity	Energy Intensity	Water Intensity
	7.8 kgCO2e psf.	29.3 kW h psf.	45.6 gal psf.
2030 reduction target against baseline	50% reduction	25% reduction	10% reduction
2024 progress against baseline	31% reduction	21% reduction	13% reduction

[1] Refer to the 2030 Intensity Target Reduction Goals in this report for more information. 2019 set as baseline year upon which targets were established.

Xenia Corporate Recognized by Newsweek as one of America's Most Responsible Companies 2024

Portfolio Best Practices [2]

- 97% of guestrooms have digital thermostats
- 100% of properties implement food waste prevention strategies
- 97% of properties use variable speed motors in HVAC systems or other equipment
- 33% of waste diverted [3]
- 79% of properties operate an effective recycling program in front-of-house areas
- 60% of properties use native or drought-tolerant landscaping to reduce irrigation needs
- 42% of properties have conducted a health and wellness assessment within the past 3 years
- 87% of properties have a Sustainability Coordinator or Green Champion
- 3 LEED Certified Properties [4]
- 52% of properties in Green Key Eco-Rating Programs
- Code of Conduct policy included in vendor/supplier contracts
- 90% of properties have a policy that prefers local suppliers

[2] Portfolio Best Practices are based on the results of a property survey that included all 31 hotels as of year-end 2024. Results are derived from responses provided by our operators at the property level.
[3] Waste data tracking is representative of data availability for 97% of the portfolio.
[4] LEED Certified properties include Fairmont Pittsburgh, Hyatt Regency Portland at the Oregon Convention Center, and Kimpton Hotel Palomar Philadelphia.

Kimpton Canary Hotel Santa Barbara, CA

Environmental Sustainability Principles

Xenia Hotels & Resorts, Inc. recognizes the impact that our properties have on the environment and is committed to driving improvements in sustainability within our portfolio. This commitment impacts our 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.

Our corporate office is LEED Silver Certified, BOMA 360 Certified, Energy Star Certified and WELL Health & Safety Rated. In addition, we aim to reduce e-waste by purchasing energy efficient models and recycling electronic equipment through a third-party vendor.

By working directly with our hotel operators to 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 the effects of climate change, resource scarcity, and natural disasters. Our sustainability efforts across our portfolio are highlighted by various metrics and best practices.

- **Assessment of environmental risks and opportunities**
- **Compliance with all applicable laws and governmental regulations**
- **Identification of opportunities for environmental stewardship within the portfolio**
- **Continuous improvement in the environmental performance of our portfolio**
- **Public reporting of our environmental risks, performance, and business impacts**

Environmental Stewardship & Sustainability

We are focused on creating an effective energy and environmental roadmap to reduce the carbon footprint of our hotels and resorts. We support the reduction initiatives established by our third-party managers and work to develop innovative construction, renovation, and landscaping plans that are mindful of environmental impact.

Fairmont Sustainability Partnership
ACHIEVING POSITIVE CHANGE

World of Care

SERVE360
DOING GOOD IN EVERY DIRECTION

GREENengage

Marriott

IHG
InterContinental Hotels Group

Fairmont Pittsburgh, PA

Sustainability - Capital Investment Spotlight

Hyatt Regency Scottsdale Resort & Spa at Gainey Ranch Upbranded to Grand Hyatt Scottsdale Resort[1]

Renovation Scope

In June 2023, Xenia began an extensive two-year renovation and rebranding of the 491-room Hyatt Regency Scottsdale Resort & Spa at Gainey Ranch, transforming it into a Grand Hyatt.

This phased transformation encompassed the following components:

- Comprehensive renovation of the pool complex
- Complete overhaul of all guest rooms, including the addition of five rooms, expanding capacity to 496 total rooms
- Expansion and renovation of ballroom and meeting spaces
- Lobby renovation, redesign of food and beverage venues, and enhancement of outdoor dining areas
- Redesign and updates to building facades, infrastructure, and landscaping

[1] Further information regarding this project is available in the earnings release for the fourth quarter of 2023.

Sustainability Impact

Xenia's Project Management Team utilized the opportunity to incorporate sustainability initiatives with this renovation, resulting in:

WASTE

4,273 tons of concrete, **98.5%** of total, diverted from landfill

383 tons of guestroom furniture, fixtures, and equipment (FFE) resold within the United States

43 tons of scrap metal recycled

WATER

2,000 gallons of water saved daily

ENERGY

Replaced **67%** of guestroom coil units, resulting in approximately 5% guestroom energy savings

Installed online guestroom thermostat system in **100%** of rooms, leading to an estimated 20-30% energy savings in those spaces

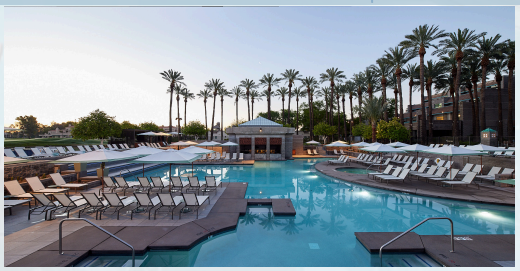
Replaced **four** Makeup Air Units (MAU) improving air condition in public spaces

2024 Portfolio Wide Sustainability Capital Investments

Xenia is dedicated to the ongoing evaluation and investment in projects across its portfolio that focus on improving efficiency, reducing costs, and minimizing environmental impact.

Xenia allocated $13.4 million in capital expenditures for initiatives aimed at improving overall performance. These projects included:

- 44 mechanical system upgrades
- automation of 5 system control projects to enhance efficiency
- installation of 5 new chillers
- upgraded 4 boiler systems, increasing boiler efficiency from 75% to 97%



Grand Hyatt Scottsdale Resort, AZ

Sustainability - Property Spotlight

The Ritz-Carlton, Denver [1]

The Ritz-Carlton Denver, a luxury hotel nestled in the heart of downtown, features 205 spacious guest rooms including 47 suites, 32 Club Level rooms, and one Ritz-Carlton Suite.

This hotel has demonstrated a strong commitment to corporate responsibility and sustainability initiatives with its ongoing improvement strategy. The Ritz-Carlton Denver began tracking sustainability metrics in 2023 and has realized several notable accomplishments.

Waste Reduction, Reuse & Recycling

Installation of Power Knot Food Waste Digester that **diverts from landfills an average of 650 pounds** of food waste each month, or just under 4 tons

Implemented non disposable product policy for internal events, allowing for reduction of single use products, such as plastic water bottles, paper cups, plastic straws and lids

Participates in PepsiCo's CIRQU recycling program, provides reusable aluminum water bottles to guests, installed water bottle refill stations, and eliminated single use bathroom products with residential bath amenities drastically reducing plastic usage in guestrooms

Water Conservation

Implemented 7 waterless urinals resulting in **250 gallons per day in water savings,** annually saving the hotel and environment over 91,000 gallons - equivalent to about **5,350 showers**

Energy Efficiency

100% of the property's lighting has been fully converted to LED

Two new energy efficient boilers installed, replacing **five** inefficient boilers, expecting annual carbon savings of approximately 367,803 lbs (CO2e)

Other Notable Accomplishments

- Programmable thermostats in 100% of rooms
- Sensors or timers on outdoor lighting
- Energy efficient windows
- A/C units with SEER of 12 or higher
- 20% of renewable energy used for building supply
- Energy Management System
- Low-flow toilets, faucets and showerheads
- Online survey gives guests the opportunity to provide feedback about environmental practices

RECOGNITION

Recognized by Audubon International in July, 2024 as a Gold Certified Green Lodging Property

[1] Sustainability information and metrics provided directly from the property's team.

The Ritz-Carlton Denver, CO

UN Sustainable Development Goals

Xenia has identified the following eight SDGs which are relevant to its business, both at its corporate and portfolio level.

Partner with organizations, local to our corporate office, like HopeHelps and Mustard Seed to address poverty and offer housing support and financial aid to those who require assistance.

Continue to collaborate with groups, local to our corporate office, to combat hunger and supply food to families in need, such as Second Harvest Food Bank.

Promote programs focusing on health and well-being, including comprehensive benefit and financial programs, work flexibility and wellness education.

Increase corporate employee engagement in community volunteering and charitable contribution for social impact.

Partner with educational programs, such as The Central Florida Academy of Finance, to create avenues for learning and development within communities, emphasizing skill acquisition.

Increase the number of hotels with water efficient equipment, such as water conserving low-flow toilet systems, and laundry water recycling systems.

Increase investment in energy efficient programs and enhancements to our properties, including solar energy to heat pools, retro-fitting incandescent lighting systems with new LED fixtures, and installing guestroom “smart” thermostats.

Increase percentage of hotels with recycling in place.

Reduce or strive to eliminate use of plastic straws and single-use plastic.

Measure and monitor waste to develop baseline and reduce waste.

Continue to identify and address key environmental matters, including the physical impacts of climate change, greenhouse gas emissions, resource scarcity, biodiversity loss and habitat disruption and environmental pollution, among others.

Hyatt Centric Key West Resort & Spa, FL

Corporate Governance

Bohemian Hotel Savannah Riverfront, Autograph Collection, GA

Our Corporate Approach on Governance

At Xenia, we aim to maintain strong corporate governance standards. Xenia's Charter, Bylaws, Corporate Governance Guidelines, Charters of the Board Committees, and the Code of Ethics and Business Conduct provide the framework for the governance principles of our Company.

Our management team along with our Lead Independent Director regularly seeks feedback on governance profile matters through direct shareholder engagement meetings. These two-way discussions allow us to solicit direct feedback and confirm the value of our shareholder-friendly governance structures and potential enhancements to our board composition and governance, our approach to sustainability and environmental and social responsibility matters, and to discuss investor expectations along with potential business actions and opportunities.

Roles and Responsibilities

Xenia's corporate responsibility program, including environmental-related risks and opportunities, is managed by the Company's Corporate Responsibility Committee, which is comprised of members across Accounting, Asset Management, Human Resources, Investments, Legal, and Project Management departments. The Corporate Responsibility Committee interacts directly with the Enterprise Risk Management Committee and reports directly to Xenia's senior executive team and the Board's Nominating and Corporate Governance Committee, which has oversight of the Company's corporate responsibility function.

Industry Leadership

Xenia is a member of the American Hotel & Lodging Association (AHLA) and the National Association of Real Estate Investment Trusts (NAREIT).

The Company supports, assists, and funds the current environmental reduction initiatives established by third-party management companies, including Marriott Serve 360, Hyatt Thrive, Fairmont Sustainability Partnership, IHG Green Engage™ and Hilton's Travel with Purpose.

Corporate Governance Objectives

Maintain strong corporate governance standards

Proactively engage with our stakeholders, including shareholders, associates, third-party managers, suppliers, and vendors

Foster a **supportive and inclusive** work environment where all associates are empowered to succeed

Board of Directors

7 out of 8 directors are independent of management

3 out of 8 directors identify as women and 25% identify with a minority or underrepresented group

Key Policies

Enterprise Environmental Policy

Supplier and Vendor Code of Conduct

Human Rights and Labor Policy

Resiliency and Data Privacy

Property and Building Resiliency

We continue to focus on and strengthen the resiliency aspects of our properties against the impacts of climate change and environmental-related risks and natural perils, such as earthquakes, floods, hurricanes and windstorms, wildfires, extreme temperatures and drought. Our approach to resiliency includes our investment strategy, due diligence, active risk management, continuous property resiliency and defensive measure enhancements and preventative maintenance.

We continuously assess the vulnerability of our assets to natural perils and the increasing impact of environmental risks due to climate change. We have developed a risk management plan to protect our assets and partner with a nationally recognized third-party disaster recovery service provider to assist in the prompt restoration of operations following a natural disaster. We have invested in defensive measures and structural enhancements to fortify our hotels in California, Florida, Louisiana, South Carolina, and Texas, such as flood protection system and replacements and restorations to exterior walls, windows, roofs and doors.

We continue to increase our resiliency efforts by investing in standby generators, and where possible, positioning critical mechanical equipment above grade and above storm surge levels at our coastal properties. We also work with our third-party insurers to perform loss prevention assessments and pro-actively formulate action plans to mitigate risk.

Data Privacy and Cybersecurity

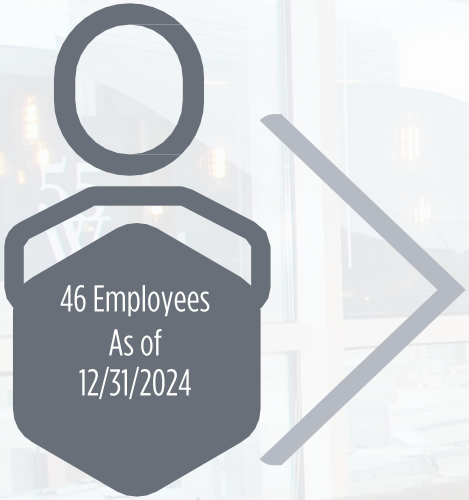
Xenia's Audit Committee is charged with direct oversight of information security matters, and our full Board of Directors is briefed on information security and privacy matters on a routine basis. Our commitment to information security and privacy starts with our corporate employees. On hire and on an annual basis, all Xenia employees are required to complete information security training, which includes data privacy components. Compliance with Xenia's data security and data privacy policies is enforced by the appropriate combination of managers, our Vice President of IT, Human Resources, and Legal team members. In addition, periodic information security awareness alerts are provided, and routine security simulation testing is conducted. All security incidents and suspicious activities are required to be reported to our Vice President of IT for investigation and will be elevated to senior management and our Audit Committee based on significance. Xenia employs applications to continuously monitor and prevent threats, and maintains robust disaster recovery and business continuity plans and systems which are designed using industry best practices. Additionally, members of senior management and our Audit Committee have participated in simulated cyber-incident response training exercises.

Xenia does not have access to personal data or payment card information from guests who stay at our properties. Our third-party hotel managers have the responsibility to protect the data privacy of financial and other forms of information provided by guests. As an owner, we work with our hotel managers to monitor performance and compliance with best practices like our own corporate policies, aligned with ISO 27001 and NIST frameworks and applicable local privacy laws.

Hyatt Regency Grand Cypress, FL

Our Employees

We are guided by our core values that drive an inclusive and respectful culture through civility, ethics and integrity and a commitment to quality. We demonstrate the highest standard of personal and professional integrity, and share in a culture where quality work is a priority, and promoting positive outcomes for our stakeholders, shareholders, and employees is paramount.



Race	%
Employees Asian	24%
Employees Black or African American	4%
Employees Caucasian	57%
Employees Hispanic or Latino	13%
Employees Preferred not to Disclose	2%

Gender	%
Identify as Women	33%
Identify as Men	67%

Age	%
Employees under 30 years old	2%
Employees 30 - 50 years old	59%
Employees over 50 years old	39%

70% of Xenia employees were 40 years of age or older (average age of 48)

Human Rights

Xenia is dedicated to respecting and upholding fundamental human rights. We aim to adhere to the principles defined in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights and comply with all applicable human rights and labor rights laws. We adhere to these principles as it relates to our employees and we expect and encourage the operators who manage our portfolio of properties to also adhere to these principles and laws, regardless of geographic location. We support initiatives that highlight human rights, such as those put forth by the American Hotel and Lodging Association. Our associates participated in their No Room for Trafficking online training session. Xenia's Human Rights and Labor Rights Policy addresses ethical recruitment and prohibition against forced labor, modern slavery, and human trafficking.

Xenia 's Corporate Office, Orlando, FL

Employee Engagement

Employee Engagement

Our employee engagement surveys, conducted annually by a third-party, allow us to use engagement scores and employee feedback to gain insight into our associates' satisfaction with the Company, and shape how we work. We are thrilled to report approximately 90% of our employees participate in the annual survey each year, with most categories receiving average to above-average ratings. In the most recent survey, approximately 80% of employees reported high engagement, while 20% indicated a moderate level of engagement. Additionally, we foster a continuous feedback loop through purposeful conversations during staff meetings, management discussions, our annual performance review process, and one-on-one meetings between managers and their team members.

Annual Team Outing

Health & Wellness

Our initiatives emphasize building team camaraderie and engagement across the organization. To further advance our Health & Wellness initiatives, we actively promote participation in various programs aimed at enhancing the well-being of our team members. These offerings include a walking initiative, team challenges, corporate 5K event, and insightful Lunch & Learn sessions.

We remain committed to prioritizing employee health and well-being by providing flexible work options and a comprehensive benefits package. By continuously listening to our employees' needs, our benefits have been refined to better support their overall wellness. As a result, our engagement survey consistently shows that our health and financial benefits are rated above average.

Employee Led Learning Session

Fairness & Inclusion

Fostering an inclusive work environment is a core value for us. We are committed to creating a workplace that appreciates the unique backgrounds and perspectives of our workforce. Our initiative encourages engagement and learning among team members, facilitating discussions that promote understanding and connection. Through employee led programs, team members share their personal experiences, and backgrounds, fostering meaningful connections and embracing different perspectives. Our commitment to opportunity, activities, and training emphasizes our dedication to creating a fair workplace where all employees can thrive and succeed.

Annual Corporate 5K

Support & Development

To foster the ongoing growth of our associates, we provide a variety of resources for engagement, including:

- Online learning through our web-based learning management system.
- Reimbursement for graduate and undergraduate degrees, certifications and licenses, industry conferences and memberships, and networking events.
- Specialized leadership and development programs through our collaborations with the Center for Creative Leadership, American Management Association and American Hotel & Lodging Association.
- Company-wide training focused on key topics or enhancing specific skills, such as effective communication.

Safety & Security

We are committed to providing an environment that our associates can thrive in, free from harassment and where associates can feel safe and secure. Our employees regularly complete Company wide training, including Harassment Prevention training and Code of Conduct and Ethics. Additionally, they review and acknowledge these policies annually to ensure that we all uphold these core principles.

We encourage all of our operators to adopt and abide by the principles of the American Hotel & Lodging Association's 5-Star Promise and will continue to engage with our operators to provide resources to further assist them in promoting the safety of hotel employees and guests.

Community Outreach

Our community engagement program includes donations (both financial and in-kind), and a year-over-year increase in the number of volunteer hours by our associates. Our corporate office made either financial, in-kind, or volunteer hours donations directly to five charitable organizations in 2025.

Ongoing Commitments

Since 2019, we have supported Second Harvest Food Bank of Central Florida, a nonprofit organization that collects, stores, and distributes donated food throughout our community. Over the years, our employees have volunteered hundreds of hours by sorting and packing countless pounds of food, allowing us to continue their mission of feeding, empowering, and nourishing the communities we live and work in.

Contributing to a brighter tomorrow

HopeHelps - Pantry Takeover

Every year, alongside our employees, we seek out new partners who are making a positive impact in the community. This year, we collaborated with HopeHelps, a local organization dedicated to preventing and alleviating hunger and homelessness in Central Florida. Their mission focuses on empowering individuals and families towards self-sufficiency through housing, outreach, prevention, and education.

Our employees assisted over 30 families who visited the pantry for their weekly grocery needs.

Downtown Orlando, FL

Xenia TCFD Approach

The Financial Stability Board established the TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks. The Company has prepared these disclosures leveraging the Final 2017 Recommendations of the TCFD. This includes disclosures on all 11 core recommendations as structured around four thematic areas: Governance, Strategy, Risk Management, Metrics & Targets; though our discussion of scenario analysis has focused on more qualitative considerations to-date.

Addressing Climate Change

The Company aims to consider how climate change may impact the Company as a geographically diversified, long-term owner of real estate. Identifying the risks and associated opportunities involves both Board and management oversight, as well as the setting of short, medium, and long-term goals.

Strategy
Disclose impacts of climate-related risks and opportunities on Xenia's business and strategy

Risk Management
How Xenia identifies, assesses, and manages climate-related risks

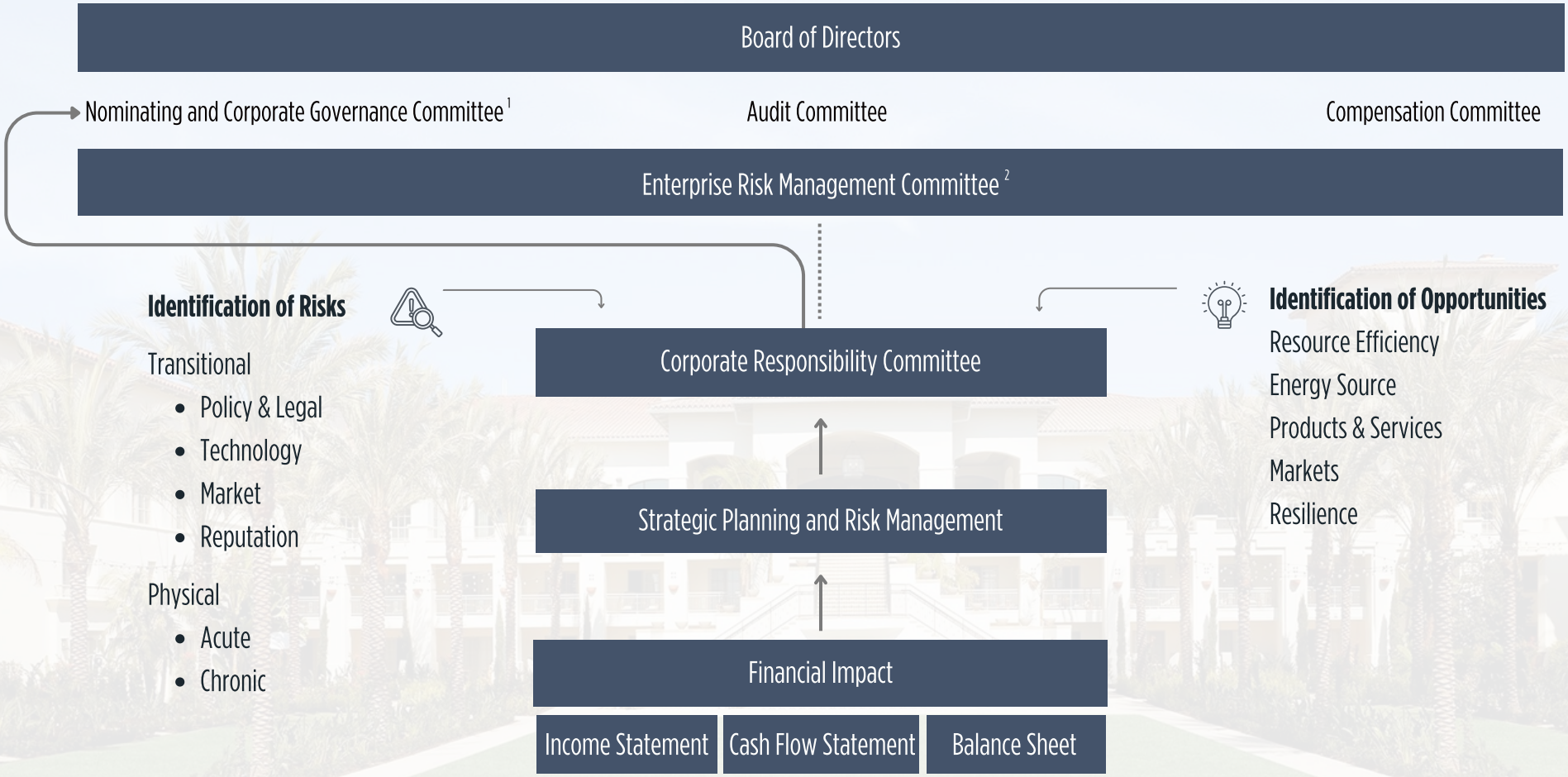
Governance
Xenia's governance around climate-related risks and opportunities

Metrics & Targets
Describe metrics and targets used to assess and manage relevant climate-related risks and opportunities

Park Hyatt Aviara Resort, Golf Club & Spa, CA

TCFD - Governance

The organization's governance disclosure around climate-related risks and opportunities.



[1] The Nominating and Corporate Governance Committee (NCGC) has formal oversight of the Corporate Responsibility Committee (CRC). The CRC also provides updates to the Enterprise Risk Management Committee. Additionally, a functional and practical overlap allows for direct and indirect influence by the other committees shown over the CRC.

[2] The Enterprise Risk Management Committee consists of senior management team members and regularly reports directly to the Audit Committee and full Board of Directors on various risks facing the Company.

Governance continued

Disclose the organization's governance around climate-related risks and opportunities.

Disclosure	Response	Reference
Board oversight of climate-related risks and opportunities	The Board's oversight of climate-related risks and opportunities is conducted through its Nominating and Corporate Governance Committee (NCGC), which oversees the management-level Corporate Responsibility Committee (CRC). The NCGC has formal oversight of the CRC. The NCGC reports directly to the Board of Directors and maintains the responsibility for monitoring and updating the board on climate-related risks and opportunities identified by the CRC. In addition, the Enterprise Risk Management Committee, which consists of senior management team members, regularly reports to the Audit Committee and full Board of Directors on various risks, including climate-related risks, the Company faces.	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition
Management's role in assessing and managing climate-related risks and opportunities	The management level responsibility for assessing and managing climate-related risks and opportunities begins with the CRC. The CRC was established in January 2019 and is a cross-departmental group of employees who plan and report on corporate responsibility efforts and initiatives. The CRC provides updates to the Enterprise Risk Management Committee, senior management team, and to the NCGC, which in turn, reports to the full Board of Directors on a routine basis. The CRC includes the following leaders and employees with oversight of aspects of Corporate Responsibility (including Climate) at the Company: • ACCOUNTING & FINANCE: Chief Accounting Officer and SVP - Financial Reporting & Tax • ASSET MANAGEMENT: SVP - Asset Management and Director - Portfolio Initiatives • HUMAN RESOURCES: VP - Human Resources • INVESTMENTS: Chief Investment Officer and Director - Investments • LEGAL: SVP & General Counsel and VP - Senior Counsel • PROJECT MANAGEMENT: SVP - Project Management and VP - Project Management	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

Strategy

Disclose the climate-related physical and transition risk and opportunity drivers identified across the short, medium, and long term, along with the associated business, strategy, and financial planning impacts.

The Company's risk and mitigation efforts are closely connected to the opportunities we have identified. Our approach is not only to mitigate risks but also to capture the positive financial and climate-related impacts that these opportunities present, as outlined in the the table below.

Time horizons are defined as follows, however, we note that such categories are inherently estimates and that risks may manifest across various time horizons:

- Short Term (1-3 years): Reflective of immediate or ongoing property renovations, efficiency upgrades, and other projects. Aligns with annual budgeting and near-term planning cycles.
- Medium Term (4-6 years): Encompasses progress toward the Company's 2030 environmental intensity reduction targets, anticipated regulatory developments in key markets, and may include portfolio repositioning through acquisitions and dispositions.
- Long Term (7-10 years): Captures the Company's continued progression toward longer-term emissions and environmental intensity reduction objectives. Also includes potential long-term effects of climate change on the portfolio.

Physical Risk Drivers	Potential Business Impacts	Mitigation Efforts	Time Horizon
Extreme weather events and natural disasters (i.e., extreme heat, earthquakes, tornadoes, hurricanes, typhoons, floods, droughts, and wildfires)	An increased frequency and severity of extreme weather events can reduce travel demand, cause unforeseen damage to assets, increase costs (or decreased availability) of insurance, and may increase the need for protective investments.	Mitigation efforts may include maintaining comprehensive insurance and incorporating resiliency considerations into due diligence, risk-management planning, and capital investment decisions across the board. Mitigation measures include insurer-guided loss-prevention and resiliency projects. Risk assessments are used to flag properties most likely impacted by extreme weather events.	Short and medium term
Environmental pollutants affecting guest experience, air and/or water quality	Environmental contamination can necessitate remediation costs, incur fines/penalties, cause property closures, or reputational harm. This could result in both revenue losses and asset values being negatively impacted.	Mitigation includes property condition assessments, environmental site assessments, project management procedures, and established environmental standards.	
Changes in temperature and precipitation patterns	Temperature and precipitation shifts can affect hotel operations, restrict water availability, raise energy costs, and negatively impact guest experiences. This could result in higher operating expenses, increased capital expenditure needs, and increased regulatory pressures, as well as impact the comparative attractiveness of certain travel locations or result in people migrating from certain locations to other locations.	Energy and water-efficiency system upgrades and monitoring climate-risk trends across properties encompass mitigation activities associated with this risk.	Medium and long term
Rising sea levels	Properties in coastal markets are likely to face sea-level rise, which in turn could produce significant losses, including damage to our hotel properties. Decreased occupancy levels would also impact property cash flows.	Flood protection infrastructure investments and flood plan informed due-diligence efforts can be utilized to minimize the financial impacts associated with sea-level rise. Additionally, annual reporting on properties allows for consistent data collection and benchmarking, which can reveal additional cost saving opportunities.	Medium and long term

Strategy continued

Disclose the climate-related physical and transition risk and opportunity drivers identified across the short, medium, and long term, along with the associated business, strategy, and financial planning impacts.

Transition Risk Drivers	Potential Business Impacts	Mitigation Efforts	Time Horizon
Emerging regulations and related costs of compliance	Current and upcoming climate-related regulations could require significant effort at both the corporate and hotel levels, including costs associated with compliance and preparation of disclosures as well as changes to operating procedures/resource usage.	Mitigation efforts include cross-functional monitoring of regulatory risks by finance/legal teams, drawing on insights from operator-led sustainability programs, and third-party risk assessments which flag notable policies.	Short and medium term
Changes in consumer behaviors (travel patterns, reduced air travel, location preferences, etc.)	Increasing consumer awareness of climate-related impact of travel and shifting travel patterns can reduce demand for lodging and in turn decrease hotel revenues. Over time certain destinations may become more or less attractive to travelers, affecting asset utilization rates.	Mitigation includes engagement with operators, brand partners, and customers and ongoing efforts to understand and adapt to customer behaviors.	
Reputation & Stakeholder perception	Failure to meet evolving climate and sustainability related expectations or to meet our commitments or targets can affect stakeholder confidence and relationships, which may result in regulatory or investment engagement or other activism or otherwise adversely impact our business. Such expectations can also increase scrutiny that may heighten the various risks we are subject to.	The Company addresses these risks through governance, Board committee integration, and climate-related factors incorporation into Enterprise Risk Management.	Medium and long term
Uncertainty in Market Signals	Over the longer term, the Company may face uncertainty in how markets respond and adapt to climate change. Market conditions are in flux and the impact of climate-related factors is challenging to model, but can affect the comparative attractiveness of certain destinations. These dynamics may lead to reduced demand in specific regions, adverse financial results, higher operating or supply chain costs, or localized market fluctuations.	Mitigation involves continuous monitoring and a flexible approach to adapting investment strategies as needed.	
Insufficient renewable energy infrastructure and grid capacity	Reliable utilities and services are critical to hotel operations; any disruption poses financial and operational risks. Power supply interruptions can affect revenue generation, guest trust and satisfaction, and lead to unplanned capital expenditures to restore systems or secure alternative energy sources.	Mitigation measures include strengthening property and building resilience through investments in backup generation, strategic equipment placement, and ongoing preventive maintenance to ensure operational continuity during power disruptions.	

Strategy continued

Disclose the climate-related physical and transition risk and opportunity drivers identified across the short, medium, and long term, along with the associated business, strategy, and financial planning impacts.

Climate Opportunity Drivers	Potential Business Impacts	Time Horizon
Ongoing asset management and operational monitoring	Proactive asset management and monitoring of operational performance potentially allows Xenia to identify inefficiencies, enhance revenue strategies, and plan strategic investments more effectively.	Short, medium term and long term
Evaluate opportunities for renovation or refurbishment to address risks	Renovations and refurbishments, such as HVAC upgrades, restorations, or implementation of more energy-efficient systems, can help improve asset resilience, guest satisfaction, and property values. Further, these projects can reduce insurance costs and operating expenses. Opportunities may shift overtime as new technology is developed.	
Use of energy from renewable sources, sustainable supplies/building materials, reduced water consumption	Shifting to renewable energy sources, sustainable building materials, and implementing water conservation protocols could help reduce exposure to costs or supply limitations for utilities, as well as potentially reduce regulatory or compliance costs over the long term.	
Reporting of company-wide corporate responsibility and environmental performance	Transparent and consistent corporate responsibility reporting can help to improve stakeholder relations and support related benefits, such as preempting regulatory requirements or improving access to capital. Additionally, reporting serves a dual purpose, as consistent data collection and benchmarking often reveals additional cost saving opportunities.	
Increased funding of capital improvements to reduce emissions, increase sustainability, and increase efficiencies	Growing availability of external funding directed toward efficiency improvements, emissions reductions, and other climate-related initiatives could enable the Company to access incentives, and low-cost or preferential financing opportunities. Such opportunities vary but are expected to become increasingly viable over the long term.	Medium and long term

Strategy continued

Disclose the climate-related physical and transition risk and opportunity drivers identified across the short, medium, and long term, along with the associated business, strategy, and financial planning impacts.

Disclosure	Response	Reference
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	As demonstrated in the table above, the Company is subject to the risks associated with natural disasters and the physical effects of climate change which could have a material adverse effect on our properties, operations and business. Climate change may also affect our business by increasing the cost of (or making unavailable) property insurance on terms we find acceptable in areas most vulnerable to such events, increasing operating costs at our hotel properties, and requiring us to expend funds as we seek to repair and protect our hotel properties against such risks. There can be no assurance that climate change will not have a material adverse effect on our hotel properties, operations or business. Our coastal markets could also experience increases in storm frequency and/or intensity and rising sea-levels as a result, we could become subject to significant losses, litigation and/or repair costs. Other markets may experience prolonged variations in temperature or precipitation that limit access to the water needed to operate our hotel properties or significantly increase energy costs, which may subject those properties to additional regulatory burdens. Climate change may also change the comparative attractiveness of certain travel locations or result in people migrating from certain locations to other locations. As a result, some of our hotel properties may be more or less in demand in the future. Additionally, our business is exposed to risks associated with societal efforts to mitigate or respond to climate change, including but not limited to regulatory developments and changes in market demand. For example, some policymakers have adopted, or are considering adoption of, climate-related regulations, including disclosures or restrictions on water use or GHG emissions. Consumers are also increasingly aware of the climate change-related impact of travel and may change their traveling preferences or behaviors as a result. These and other risks may reduce demand for our properties or otherwise result in adverse impacts to our business, financial condition, and results of operations.	Corporate Responsibility Report
Organizational Resilience and Impact of Different Scenarios (Including 1.5° or lower scenario)	We recognize the critical shift that will occur as business and society strives toward decarbonization and a net zero economy. In a scenario in which global temperatures are limited to 1.5 degrees above pre-industrial levels by the end of the century, the economy will have a stronger focus on low material growth and reduced resource and energy intensity. Businesses that do not act proactively may suffer reputational damage. In any future scenario, there will be climate impacts that require mitigation and adaption to physical infrastructure, which are especially applicable to REITs. We are committed to the continuous enhancement of our corporate responsibility program and environmental performance. We have been measuring, monitoring, and disclosing environmental and social impact performance since 2019. In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030 and have committed to creating an organizational plan for defining our pathway to net zero operations. These efforts aim to reduce our overall environmental impact and address identified climate-related risks and opportunities.	

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

Disclosure	Response	Reference
The organization's processes for identifying and assessing climate-related risks	At the corporate level, our Enterprise Risk Management Committee regularly reviews and analyzes the risk imposed by climate change on our physical assets and the business as a whole. Our approach to identifying and assessing climate risks is integrated into our enterprise risk management process, where we look at how climate may impact primary risk stripes. However, given the nature of our business, we also consider such risks at the property level. At this level, due diligence is conducted on all potential acquisitions and major capital projects. Pre-acquisition property condition assessments are performed by third-party consultants and provide insight into potential risks. In addition to external review, our in-house project management team conducts property assessments and oversees major capital expenditures. The CRC includes representatives from each department, including our in-house project management and acquisition teams which assists in integrating the processes for identifying and assessing climate-related risks into their departmental functions.	Corporate Responsibility Report
The organization's processes for managing climate-related risks	In evaluating risks, the Company considers their potential likelihood and magnitude, and prioritizes those deemed to have more significant financial or operational impact relative to other business risks. These processes continue to evolve to ensure effective management of climate-related risks and opportunities. However, in general, physical risks are managed through property review and capital expenditure planning meetings. As a result of these meetings, identified investments in capital projects and asset management initiatives for managing climate-related risks and opportunities are implemented. Transitional risk management is carried out through communication with operators to identify property-level sustainability practices, changes in consumer preferences, and relevant government regulations. Input from our finance and legal teams helps to identify disclosure expectations and regulatory risk.	Supplier and Vendor Code of Conduct Corporate Responsibility Report
Describe how these processes are integrated into the organization's overall risk management	The Company maintains a formal reporting chain that begins with the Corporate Responsibility Committee (CRC), escalates through the Enterprise Risk Management (ERM) Committee and Nominating and Corporate Governance Committee (NCGC), ultimately to the Board of Directors. Identified climate-related risks and opportunities are reviewed within the ERM process and considered alongside other strategic, financial, and operational risks.	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

Disclosure	Response	Reference
Metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process	Energy (total and intensity) • Direct Energy • Indirect Energy • Energy from Renewables GHG Emissions (total and intensity) • Scope 1 Carbon Emissions • Scope 2 Carbon Emissions • Scope 3 - not tracked at the time of this report Water (total and intensity) • Water Consumption Waste (total and intensity) • Total Waste (tons) • Diverted Waste % Refer to the table on page 6 for environmental performance data.	Corporate Responsibility Report
Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	• Scope 1: 19,028.32 metric tons CO2e [1] • Scope 2: 53,164.90 metric tons CO2e [2] • Scope 1 and Scope 2: 72,193.22 metric tons CO2e • Scope 3 – not tracked at the time of this report The Company aims to measure its greenhouse gas (GHG) emissions in alignment with the GHG Protocol, with details further outlined in the Company's Inventory Management Plan (IMP). The Company applies a financial control approach to delineate organizational boundaries, which we believe is more as these are more likely reflective of properties where the Company has direct financial influence and the ability to allocate capital for efficiency and resiliency improvements. At this stage, refrigerant emissions, company vehicles, and corporate offices are excluded from the quantification due to data limitations. Emission factors are primarily sourced from U.S. EPA eGRID for electricity and the EPA Emission Factors for GHG Inventories for fuels, with conversions to CO_2e based on IPCC global warming potentials. All energy data is converted to kWh, and emissions are expressed as $kgCO_2e/kWh$ to maintain consistency across sources. Scope 2 emissions are reported through a market-based reporting method. This market-based approach accounts for the specific decisions companies make when acquiring energy, including market purchases and supplier-specific emission factors. Regional eGRID factors are applied and updated as they become available, and the most recently published emission factors are used each reporting year.	Corporate Responsibility Report Inventory Management Plan (IMP)

[1] Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).
[2] Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use.

Metrics and Targets continued

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

Disclosure	Response	Reference
Targets used by the organization to manage climate-related risks and opportunities and performance against targets	We set specific and actionable environmental intensity reduction targets (2019 baseline) for achievement by 2030. • 25% reduction in energy intensity by 2030 (per sq ft) • 50% reduction in Scope 1 and 2 carbon emissions intensity by 2030 (per sq ft) • 10% reduction in water intensity by 2030 (per sq ft) The Company targets are intensity-based and apply across its entire owned portfolio, with progress reported annually for energy, water, and emissions metrics. Targets have not been validated by a third party. The Company is also in the process of considering additional long-term goals to support its pathway toward net zero.	Corporate Responsibility Report

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index[1]

Number	Description	Response/Disclosure	References
Organizational Profile			
2-1	Organizational details	Xenia is a Maryland corporation that primarily invests in uniquely positioned luxury and upper upscale hotels and resorts with a focus on the top 25 lodging markets as well as key leisure destinations in the United States ("U.S."). To qualify as a REIT, the Company cannot operate or manage its hotels. Therefore, the Operating Partnership and its subsidiaries lease the hotel properties to XHR Holding, Inc. and its subsidiaries (collectively with its subsidiaries, "XHR Holding"), the Company's taxable REIT subsidiary ("TRS"), which engages third-party eligible independent contractors to manage the hotels. Our portfolio of hotels primarily operates under premium brands, with approximately 81% of our rooms operating under Marriott or Hyatt brands. We lease our corporate headquarters located at 200 S. Orange Avenue, Suite 2700, Orlando, Florida 32801. As of December 31, 2024, we owned a portfolio of 31 hotels and resorts across 14 states. We believe our portfolio of hotels is geographically diverse as our management team has implemented and executed a strategy of acquiring uniquely positioned luxury and upper upscale hotels and resorts in the top 25 lodging markets and key leisure destinations in the United States. On February 4, 2015, the Company became a stand-alone, publicly-traded company. Xenia's Common Stock trades on the New York Stock Exchange ("NYSE") under the ticker symbol "XHR." Our Company's headquarters are located at 200 S. Orange Avenue, Suite 2700, Orlando, Florida 32801.	2024 Annual Report pg. 1, 38-40
2-2	Entities included in the organization's sustainability reporting	A list of our entities and our hotel properties, as of December 31, 2024, can be found in our 2024 Annual Report. A list of our current properties can be found in the portfolio overview on our company website.	Portfolio Overview
2-3	Reporting period, frequency and contact point	Our reporting period for environmental and other portfolio data is calendar year 2024, unless otherwise noted. Our Corporate Responsibility Report is updated annually. The following information can be used for any questions about this report: Xenia Hotels & Resorts, Inc. Attention: Taylor Kessel, SVP & General Counsel 200 S. Orange Avenue, Suite 2700 Orlando, Florida, 32801 Phone 407.246.8100	Corporate Responsibility Report Contact Us
2-4	Restatements of information	No information was restated in this report.	
2-5	External assurance	KPMG LLP, an independent registered public accounting firm, has audited the Company's consolidated financial statements included in its Annual Report on Form 10-K. As of the date this report was published, we have not sought external assurance of our environmental performance for this reporting period.	2024 Annual Report pg. 68

[1] The Global Reporting Initiative (GRI) is an international, multi-stakeholder and independent non-profit organization that promotes economic, environmental and social sustainability.

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Activities and Workers			
2-6	Activities, value chain, and other business relationships	Xenia is a Maryland corporation that primarily invests in uniquely positioned luxury and upper upscale hotels and resorts with a focus on the top 25 lodging markets as well as key leisure destinations in the United States ("U.S."). As of December 31, 2024, the Company owned 31 lodging properties with a total of 9,408 rooms. Our 31 hotels are spread throughout 14 U.S. states across primary markets, including, Alabama, Arizona, California, Colorado, Florida, Georgia, Louisiana, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Utah, and Virginia. To qualify as a REIT, the Company cannot operate or manage its hotels. Therefore, XHR LP, its operating partnership, and its subsidiaries lease the hotel properties to XHR Holding, Inc. and its subsidiaries, the Company's taxable REIT subsidiary ("TRS"), which engages third-party eligible independent contractors to manage the hotels. Our portfolio of hotels primarily operates under premium brands, with approximately 95% of our rooms operating under Marriott, Hyatt, Fairmont or Kimpton brands. Our supply chain includes further key categories, such as products, signage, and furniture, fixtures, and equipment (FF&E), among other things. No significant changes to our Company or its supply chain occurred in 2024.	2024 Annual Report pg. 38-40, 55
2-7	Employees	As of December 31, 2024, we had 46 employees. We have entered into management agreements with third-party hotel managers to operate our hotels. Our hotel managers are responsible for hiring and maintaining the labor force at each of our hotels.	2024 Annual Report pg. 1, 6, 16
2-8	Workers who are not employees	We do not manage employees at our hotels. Our third-party managers are responsible for hiring and maintaining the labor force at each of our hotels.	
2-9	Governance structure and composition	The corporate governance structure of Xenia is outlined in our Charter, Bylaws, Corporate Governance Guidelines, and Committee Charters. Xenia's Board of Directors is our highest governance body, which includes: Nominating and Corporate Governance Committee, Compensation Committee, and Audit Committee. Oversight of Environmental and Corporate Social Responsibility Matters fall under the responsibility of the Nominating and Governance Committee. Xenia's Board of Directors is comprised of eight members – seven independent board members and our Chief Executive Officer, Marcel Verbaas. Furthermore, our independent board members are actively involved in our four governance committees: Audit, Compensation, Executive, and Nominating and Corporate Governance.	Corporate Governance Board of Directors Committee Composition

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Governance			
2-10	Nomination and selection of the highest governance body	The purpose of the Nominating and Corporate Governance Committee (the "Committee"), among other things, is to identify qualified candidates for election as directors consistent with criteria approved by the Board; to recommend to the Board nominees for election as directors at annual meetings of stockholders (or special meetings of stockholders at which directors are to be elected); to review matters involving the general operation of the Board, including Board size and composition and committee composition and structure; to develop and recommend to the Board a set of Corporate Governance Guidelines; and to oversee the evaluation of the Board and management.	Nominating and Corporate Governance Committee Charter
2-11	Chair of the highest governance body	Dennis D. Oklak is the Lead Director of Xenia's Board of Directors, and Marcel Verbaas is our Chair and Chief Executive Officer.	Board of Directors
2-12	Roles of highest governance body in overseeing the management of impacts	The Nominating and Corporate Governance Committee has formal oversight of the Corporate Responsibility Committee. The NCGC also oversees the Company's sustainability, environmental and corporate social responsibility activities and reports regularly to the Board regarding the activities of the Committee. The Corporate Responsibility Committee provides updates to the Enterprise Risk Management Committee. Additionally, a functional and practical overlap of governing committees allows for direct and indirect influence by the other committees shown over the CRC. The Enterprise Risk Management Committee consists of senior management team members and regularly reports directly to the Audit Committee and full Board of Directors on various risks facing the Company.	Corporate Responsibility Report Nominating and Corporate Governance Committee Charter
2-13	Delegation of responsibility for managing impacts	Xenia's Corporate Responsibility Program, which encompasses corporate responsibility and sustainability-related risks and opportunities, is overseen by the Board of Directors. The Nominating and Corporate Governance Committee, reporting directly to the Board, plays a key role in this oversight. The program is managed by Xenia's Corporate Responsibility Committee, established in January 2019, and reports to Xenia's Executive Team. The Corporate Responsibility Committee is a collaborative team composed of senior management from various departments, including which includes members from Accounting, Asset Management, Human Resources, Investments, Legal, and Project Management. This committee meets regularly to oversee and manage our sustainability initiatives and corporate responsibility efforts, ensuring effective planning and reporting on progress, initiatives and outcomes at the corporate level and across Xenia's properties.	Board of Directors Committee Composition Corporate Responsibility Report
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflicts of interest	The Company recognizes and respects the right of its directors, officers and employees to engage in outside activities which they may deem proper and desirable, provided that these activities do not impair or interfere with the performance of their duties to the Company or their ability to act in the Company's best interests. In most, if not all, cases, this will mean that our directors, officers and employees must avoid situations that present a potential or actual conflict between their private interests and the Company's interests. Exceptions may only be made after review and approval of specific or general categories by the Company's General Counsel (in the case of employees) or the board of directors (in the case of directors and executive officers).	Code of Ethics and Business Conduct

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Governance continued			
2-16	Communication of critical concerns	In accordance with the Company's Policy for Complaints Regarding Accounting, Internal Accounting Controls or Auditing Matters, the Company urges any person desiring to make a complaint about accounting, internal accounting controls, auditing matters or questionable financial practices (each, an "Accounting Complaint") to contact the Company's General Counsel directly. In addition, any person may report an Accounting Complaint to the Audit Committee directly, via the three alternative methods described in the Code of Ethics and Business Conduct. The Audit Committee of the Board shall investigate and determine, or shall designate appropriate persons to investigate and determine, the legitimacy of Accounting Complaints. The Audit Committee will then determine the appropriate disciplinary action, if any. The General Counsel shall be responsible for handling, or designating the appropriate persons to handle, reports of any other nature. Such disciplinary action may include, but is not limited to, reprimand, termination with cause, and possible civil and criminal prosecution. To encourage employees to report any and all violations, the Company will not tolerate retaliation for reports made in good faith. Retaliation or retribution against any Covered Party for a report made in good faith of any suspected violation of laws, rules, regulations or this Code is cause for appropriate disciplinary action, including termination of employment.	Code of Ethics and Business Conduct Whistleblower Policy
2-17	Collective knowledge of the highest governance body	The Company's Corporate Governance Guidelines provides for and encourages continuing education for all directors serving on our Board of Directors, including the ability to attend training sessions and seminars on sustainable development.	Corporate Governance Guidelines
2-18	Evaluation of the performance of the highest governance body	The Nominating and Corporate Governance Committee conducts an annual survey of the Board of Directors to elicit and deliver feedback regarding the Board and the Board's respective committees.	Proxy Statement pgs, 21, 22
2-19	Remuneration policies	Our Compensation Committee is responsible for determining the amount and composition of compensation paid to all of our executive officers. Our Compensation Committee exercises its independent discretion in reviewing and approving the executive compensation program, as well as specific compensation levels for each named executive officer.	Proxy Statement– Article IV Executive Compensation

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Governance continued			
2-20	Process to determine remuneration	Xenia believes compensation should reinforce and promote its business objectives. The Company also believes that executive officers who are motivated and challenged by their duties are more likely to achieve the individual and corporate performance goals of the Company as approved by the Compensation Committee. The primary purpose of our executive compensation program is to achieve the Company's business objectives by attracting, retaining and motivating talented executive officers by providing financial incentives and economic security. Our Compensation Committee retains and meets regularly with an independent compensation consultant to advise on executive compensation. In addition, Our Compensation Committee regularly reviews the Company's compensation plans and programs to ensure they are designed to create and maintain stockholder value and do not encourage excessive risk-taking. The Compensation Committee considers, in making its compensation decisions, whether our compensation arrangements create risks that are reasonably likely to have a material adverse effect on us. We maintain a claw back policy to recover amounts inappropriately paid in the event of a restatement of our financial statements. In its role, the Compensation Committee utilizes market data from publicly available sources and as provided by our third-party compensation consultant. Additionally, the Compensation Committee reviews and considers the recommendations of our Chief Executive Officer with respect to compensation decisions of our named executive officers other than himself. The Compensation Committee believes it is valuable to consider the recommendations of our Chief Executive Officer with respect to these matters because, given his knowledge of the day-to-day responsibilities of our executive officers, he is in a unique position to provide the Compensation Committee perspective into the performance of our executive officers. Finally, an independent third-party compensation consultant, advises our Compensation Committee on compensation program design and the amounts payable to our executive officers.	Proxy Statement– Article IV Executive Compensation
2-21	Annual total compensation ratio	For 2024, our last completed fiscal year: • the median of the annual total compensation of all of our employees (other than our CEO) was $270,751; and • the annual total compensation of our CEO, as reported in the "Summary Compensation Table" included in this proxy statement, was $6,854,606. Based on this information, for 2024, the annual total compensation of our CEO was approximately 25 times the median of the annual total compensation of all of our employees (other than the CEO).	Proxy Statement pg. 52

GRI Index

Number	Description	Response/Disclosure	References
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	A statement from our CEO is available in our annual Corporate Responsibility Report and in our 2024 Annual Report.	Corporate Responsibility Report
2-23	Policy Commitments	Xenia considers risks throughout our Company, and where possible, takes steps to mitigate risks at our standing investments and during renovation projects or acquisitions. The values, principles, standards, and behavioral norms of Xenia Hotels & Resorts are outlined in our Code of Ethics and Business Conduct. All directors, officers, (including Senior Financial Officers (as defined below)) and employees (each a "Covered Party" and, collectively, the "Covered Parties") of the Company and all of its subsidiaries and controlled affiliates are expected to be familiar with the Code and to adhere to those principles and procedures set forth. In early 2020 we adopted and published our Enterprise Environmental Policy, Human Rights and Labor Rights Policy, and Supplier/Vendor Code of Conduct. In 2021, we published two Corporate Responsibility Reports disclosing additional key environmental sustainability metrics and other notable items, including our first Task Force on Climate-Related Financial Disclosures ("TCFD") report to more specifically address climate-related risks to our business. These policies were approved by the Nominating and Corporate Governance Committee pursuant to its charter as delegated and approved by the Board of Directors. More information on these reports and policies can be found on our website.	2024 Annual Report pg. 7-36 Code of Ethics and Business Conduct Proxy Statement pg. 4 Corporate Governance
2-24	Embedding policy commitments	All employees of the Company and all of its subsidiaries and controlled affiliates are expected to be familiar with the Code of Ethics and Business Conduct and to adhere to those principles and procedures set forth. Additionally, employees regularly complete training on Code of Ethics and Business Conduct and annually review and acknowledge this policy. Associates complete annual Harassment Prevention training and review and acknowledge this policy annually to ensure we uphold these principles. We encourage all of our operators to adopt and abide by the principles of the American Hotel & Lodging Association's 5-Star Promise and will continue to engage with our operators to provide any necessary resources to further assist them in ensuring the safety of hotel employees and guests.	Code of Ethics and Business Conduct Corporate Responsibility Report
2-25	Processes to remediate negative impacts	Details on actions taken to remediate negative impacts and address grievances can be found in the Human Rights & Labor Rights Policy, Code of Ethics and Business Conduct, and Corporate Governance Guidelines.	Human Rights & Labor Rights Policy Code of Ethics and Business Conduct Corporate Governance Guidelines

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Strategy, Policies and Practices			
2-26	Mechanisms for seeking advice and raising concerns	We promote ethical behavior at all times and encourage Covered Parties to talk to supervisors, managers and other appropriate personnel, including the Company's executive officers, the Company's General Counsel, outside counsel for the Company and the Board or the relevant committee thereof, when in doubt about the best course of action in a particular situation.	Code of Ethics and Business Conduct
2-27	Compliance with laws and regulations	There are no significant instances of non-compliance with laws and regulations during the reporting period.	Corporate Responsibility Report
2-28	Membership associations	The company is an active member of the American Hotel and Lodging Association (AHLA) and the National Association of Real Estate Investment Trust (NAREIT).	
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Stockholders, third-party managers, brand and management companies, employees, suppliers, industry associations, local communities, and other partners are considered Xenia's primary stakeholder groups. Our stakeholders are identified and selected by determining the groups that may impact our Company. Xenia proactively engages with our stakeholders, including shareholders, associates, third-party managers, suppliers, and vendors. Xenia regularly seeks feedback on governance profile matters through shareholder engagement, confirming the value of our shareholder-friendly governance structures and potential enhancements to our board composition and governance, our approach to sustainability and environmental and social responsibility matters, and investor expectations, business actions and opportunities, and to understand the priorities and key issues of these groups. Employees: We engage our employees through an annual employee satisfaction survey. We have consistently had over 90% participation in the survey each year and rated above average in most categories, with about 90% of associates citing overall engagement. Brand/Third-party managers: We engage with our hotel brands and third-party managers through an on-going Property Optimization Process through asset management, which includes approximately six to eight green audits per year.	Corporate Responsibility Report
2-30	Collective bargaining agreements	None of our employees are represented by a labor union or covered by a collective bargaining agreement. Employees at certain of our third-party managed hotels are covered by collective bargaining agreements that are subject to review and renewal on a regular basis. We are guided by our core values, which include civility, ethics and integrity, and a commitment to quality. These principles continuously serve as a reminder to uphold an inclusive, respectful and tolerant work culture; and to always demonstrate the highest standards of professional conduct.	2024 Annual Report pg. 6-7

GRI Index

Number	Description	Response/Disclosure	References
Material Topics			
3-1	Process to determine material topics	The most relevant and important information deemed by our company define our reporting content and topic boundaries. The content of this report impacts our 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. Xenia Hotels & Resorts, Inc. is committed to its pursuit of practices which are designed to decrease environmental impact, drive positive social change, and promote strong corporate governance. Xenia's focus on delivering value for its stakeholders and this mission guide the materials being reported.	Corporate Responsibility Report
3-2	List of material topics	Material topics in this report include Environmental Performance, Social Responsibility, Corporate and Ownership Structure, Economic Performance, and Anti-corruption. In July 2024, Xenia completed the disposition of the Lorien Hotel & Spa. Xenia did not acquire any hotels during the year ended December 31, 2024.	Proxy Statement 2024 Corporate Responsibility Report 2024 Annual Report pg. F-21, F-22, 48
3-3	Management of material topics	At Xenia, we aim to maintain strong corporate governance standards. Xenia's Charter, Bylaws, Corporate Governance Guidelines, Charters of the Board Committees, and the Code of Ethics and Business Conduct provide the framework for the governance principles of our Company. Xenia regularly seeks feedback on governance profile matters through shareholder engagement, confirming the value of our stockholder-friendly governance structures and potential enhancements to our board composition and governance, our approach to sustainability and environmental and social responsibility matters, and investor expectations, business actions and opportunities. Xenia's corporate responsibility program, including ESG-related risks and opportunities, is managed by the Company's Corporate Responsibility Committee, which is comprised of members across our Asset Management, Project Management, Legal, Finance, Investments and Human Resources departments. The Corporate Responsibility Committee interacts directly with the Enterprise Risk Management Committee and reports directly to Xenia's Senior Executive Team and the Board's Nominating and Corporate Governance Committee, which has oversight of the Company's corporate responsibility functions.	Corporate Responsibility Report

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Economic Performance			
201-1	Direct economic value generated and distributed	In 2024, total revenues and total hotel operating expenses (in thousands) were $1,039,047 and $730,414 respectively. Total expenses are at $952,212.	2024 Annual Report F-6
201-2	Financial implications and other risks and opportunities due to climate change	We are subject to the risks associated with natural disasters and the physical effects of climate change, which may include more frequent and/or severe storms, hurricanes, wildfires, flooding, freeze events, heatwaves, rising sea levels, shortages of water and droughts, any of which could have a material adverse effect on our properties, operations and business. Climate change may also affect our business by increasing the cost of (or making unavailable) property insurance on terms we find acceptable in areas most vulnerable to such events, increasing operating costs at our hotel properties, such as the cost of water or energy, and requiring us to expend funds as we seek to repair and protect our hotel properties against such risks. To the extent climate change causes changes in weather patterns, our coastal markets could also experience increases in storm frequency and/or intensity and rising sea-levels causing damage to our hotel properties. As a result, we could become subject to significant losses, litigation and/or repair costs that may not be fully covered by insurance. Other markets may experience prolonged variations in temperature or precipitation that limit access to the water needed to operate our hotel properties or significantly increase energy costs, which may subject those properties to additional regulatory burdens, such as limitations on water usage or stricter energy efficiency standards or limitations on energy usage. Climate change may result in increased energy and water costs and may also change the comparative attractiveness of certain travel locations or result in people migrating from certain locations to other locations. As a result, some of our hotel properties may be more or less in demand in the future. For a complete list of risks and uncertainties, and assessment of strategy and analysis related to risk, please refer to our 2024 Annual Report and Corporate Responsibility Report.	2024 Annual Report pgs. 34, 35 Corporate Responsibility Report
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	See Xenia's Code of Ethics and Business Conduct for details on the operations assessed for corruption.	Code of Ethics and Business Conduct
205-2	Communication and training on anti-corruption policies and procedures	Xenia employees regularly complete training Code of Ethics and Business Conduct and are required to acknowledge the Company's Employee Handbook and any additional relevant internal policies. All directors, officers, (including Senior Financial Officers (as defined below)) and employees (each a "Covered Party" and, collectively, the "Covered Parties") of the Company and all of its subsidiaries and controlled affiliates are expected to be familiar with the Code of Ethics and Business Conduct, which covers anti-corruption.	Code of Ethics and Business Conduct Employee Handbook
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption took place in the reporting period and the Company is not involved in any legal cases regarding corrupt practices.	

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Number	Description	Response/Disclosure	References
Management Approach Disclosures: Environmental - Energy			
302-1	Energy consumption within the organization	In 2024, total energy consumption was 272,619,510 kWh.	ESG Performance Table
302-3	Energy intensity	In 2024, energy intensity was 29.3 kWh/square foot.	
Management Approach Disclosures: Environmental - Water and Effluents			
303-5	Water consumption	In 2024, total water consumption was 423,442 kGal.	ESG Performance Table
Management Approach Disclosures: Environmental - Environmental - Emissions			
305-1	Scope 1 emissions	In 2024, scope 1 emissions were 19,028.32 metric tons C02e.	ESG Performance Table
305-2	Scope 2 emissions	In 2024, scope 2 emissions were 53,164.90 metric tons C02e.	
305-4	Greenhouse gas intensity (GHG)	In 2024, GHG intensity for Scope 1 and 2 emissions were 7.8 kgC02e/square foot	
Management Approach Disclosures: Environmental - Environmental - Waste			
306-3	Waste generated	In 2024, total waste generated was 9,346.91 metric tons (10,303.20 US tons), with a diversion rate of 33%.	ESG Performance Table
306-4	Waste diverted from disposal	In 2024, total diverted waste was 3,095.21 metric tons (3,411.89 US tons), consisting of recycling and composted waste.	
306-5	Waste directed to disposal	In 2024, total non-diverted waste was 6,251.70 metric tons (6,891.32 US tons), with 0% directed to incineration	

Park Hyatt Aviara Resort, Golf Club & Spa, CA

GRI Index

Code	Description	Response/Disclosure	
Management Approach Disclosures: Social - Occupational Health and Safety			
403-6	Promotion of worker health	We believe we offer competitive compensation and benefits programs and frequently benchmark our compensation and benefits package against those in our industry and in similar disciplines. Our benefit programs include an annual employee stock grant program, health plan options with generous cost-sharing and health savings account contributions, dental, vision, life and disability insurance, a retirement plan with matching employer contributions, tuition reimbursements, qualified parking benefits, significant amounts of paid time off and a hybrid remote work policy. We are also committed to cultivating our employees through training and development, including leadership training, professional certifications, continuing education and professional memberships, performance management through annual performance reviews and periodic feedback, health and wellness programs and team-building programs. We have also been recognized as one of America's Most Responsible Companies by Newsweek.	Corporate Responsibility Report 2024 Annual Report pgs. 6-7
Management Approach Disclosures: Social - Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	We are committed to cultivating our employees through training and development, including leadership training, professional certifications, continuing education and professional memberships, networking events, alongside our performance management includes annual reviews and constructive feedback throughout the year. At our corporate headquarters, in addition to maintaining our own cyber-risk insurance policy, the Company is continuously working to maintain secure information technology systems and to provide ongoing employee awareness training around phishing, malware, ransomware, and other cyber risks to ensure that the Company is protected, to the greatest extent possible, against cyber risks and security breaches.	Corporate Responsibility Report 2024 Annual Report pgs. 6-7, 19
Management Approach Disclosures: Social - Diversity and Equal Opportunity			
405	Management approach and disclosure	The Company strives to respect and uphold fundamental human rights. We aim to adhere to the principles defined in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights and comply with all applicable human rights and labor rights laws, including the International Labor Organization. We adhere to these principles as it relates to our employees and we expect and encourage the operators who manage our portfolio of properties to also adhere to these principles and laws, as well as adhere to the following standards, regardless of geographic location. We also support training efforts to achieve compliance.	Corporate Responsibility Report Human Rights & Labor Rights Policy
405-1	Diversity of governance bodies and employees	We are guided by our core values, which include civility, ethics and integrity, and a commitment to quality. These principles continuously serve as a reminder to uphold an inclusive, respectful and tolerant work culture; and to always demonstrate the highest standards of professional conduct. We do not tolerate discrimination in any form and believe equal employment opportunity is a fundamental principle. As of December 31, 2024, we had 46 employees. Refer to page 17 for our employee demographics.	2024 Annual Report pg. 6 Proxy Statement pg. 2
Management Approach Disclosures: Public Policy			
406	Political Contributions	Covered Parties may participate in the political process as individuals on their own time. However, Covered Parties must make every effort to ensure that they do not create the impression that they speak or act on behalf of the Company with respect to political matters. Company contributions to any political candidate or party or to any other organization that might use the contributions for a political candidate or party are prohibited. A Covered Party may not receive any reimbursement from corporate funds for a personal political contribution.	Code of Ethics and Business Conduct

Park Hyatt Aviara Resort, Golf Club & Spa, CA

SASB Disclosures[1]

Code	Description	Response/Disclosure
Activity Metrics		
IF-RE-000.A	Number of assets*	31 hotels as of 12/31/2024. Does not include leased corporate office space in Orlando, FL.
IF-RE-000.B	Leasable floor area*	9,291,309 sq ft
IF-RE-000.C	Percentage of indirectly managed assets	100%
Energy Management		
IF-RE-000.130a.1	Energy consumption data coverage as a percentage of total floor area	100%
IF-RE-000.130a.2	Total energy consumed by portfolio area with data coverage	981,430.23 GJ
	Percentage grid electricity	50%
	Percentage renewable energy	0%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	-5.2%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	19.3%
	Percentage of eligible portfolio that is certified to ENERGY STAR	9.3%
IF-RE-000.130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Xenia performs initial and ongoing due diligence on its assets and capital expenditure projects to assess opportunities for energy efficiency and stewardship. This includes including environmental reviews by independent consultants, as well as our internal project management team. In addition, Xenia's Project Management (PM) team, an in-house department that oversees major investments made in the portfolio and actively manages all significant capital renovations, also helps to support our assessment of environmental risks and opportunities. As hotels are brought into our portfolio, the PM team creates dynamic multi-year capital plans for each asset, which include maximizing utility efficiencies and delivering a high-quality, competitive product into their respective markets. Such direct management presents great opportunities for Xenia to engage in dynamic decision-making reflective of our values within the environmental, social, and governance lenses.

[1] For the 2024 reporting year.

Waldorf Astoria Atlanta Buckhead, GA

SASB Disclosures

Code	Description	Response/Disclosure
Water Management		
IF-RE-000.140a.1	Water withdrawal data coverage as a percentage of total floor area	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	100%
IF-RE-000.140a.2	Total water withdrawn by portfolio area with data coverage	1,602.9 Thousand Cubic Meters
	Percentage in regions with High or Extremely High Baseline Water Stress	23%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	-3.3%
IF-RE-000.140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Management of water consumption is importance to our portfolio considering that 23% of properties are located in areas of high or extremely high-water stress. We seek to manage and mitigate water risk through our due diligence and project management processes. Xenia performs initial and ongoing due diligence on its assets and capital expenditure projects to assess opportunities for water risk management and stewardship. This includes including environmental reviews by independent consultants, as well as our internal project management team.
Management of Tenant Sustainability Impacts		
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity consumption and water withdrawals	20% energy 46.7% water
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	As part of its property optimization process, Xenia conducts Green Audits to target high priority needs and progress toward more efficient hotels. The Green Audit process assesses activities and procedures across properties, including hotel guest rooms, public areas, back of house, and external spaces. This strategy helps us identify key areas to improve efficiency, especially in our newly acquired resort properties, which tend to consume higher volumes of energy and water relative to urban hotels.
Climate Change Adaptation		
IF-RE-410a.2	Area of properties located in 100-year flood zones	149,793 square feet
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Climate change risk analysis occurs during initial and ongoing due diligence on our assets and capital expenditure projects. This includes including environmental reviews by independent consultants, as well as our internal project management team. In addition, we conduct climate-related risk assessments on our portfolio to better understand the physical impacts of climate change on our portfolio. 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.

Waldorf Astoria Atlanta Buckhead, GA

General Disclosures

Trademarks, Service Marks and Tradenames

Xenia Hotels & Resorts® and related trademarks, trade names and service marks of Xenia appearing in this report are the property of Xenia. Unless otherwise noted, all other trademarks, trade names or service marks appearing in this report are the property of their respective owners, including Marriott International, Inc., Hyatt Corporation, Kimpton Hotel & Restaurant Group LLC, Fairmont Hotels & Resorts, Loews Hotels, Inc, and Hilton Worldwide Inc. or their respective parents, subsidiaries, or affiliates.

Forward looking Statements

This report contains statements that are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as "anticipate," "believe," "commit", "goal", "expect, "will," "may," "estimate," "plan," "outlook," "forecasts," and "project" and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. Examples of forward-looking statements include the following: the Company's ability to realize sustainability goals and objectives or other financial items, descriptions of the Company's plans or objectives for its future operations, and descriptions of assumptions underlying or relating to any of the foregoing expectations regarding the timing of their occurrence. Forward-looking statements are based on Xenia's current expectations and beliefs, which we believe to be reasonable, and involve a number of risks and uncertainties that are difficult to predict and that could cause actual results to differ materially from those stated or implied by the forward-looking statements. A further description of these risks, uncertainties, and other matters can be found in the Risk Factors detailed in Xenia's Annual Report on Form 10-K as filed on February 25, 2025, as well as other filings we make with the Securities and Exchange Commission. Because forward-looking statements involve risks and uncertainties, actual results and events may differ materially from results and events currently expected by Xenia, and Xenia assumes no obligation and expressly disclaims any duty to update information contained in this report except as required by law. Unless otherwise stated, the information in this report has not been independently verified by a third-party. Similarly, we have not independently verified any third-party data in this report or used in the estimates and assumptions used in creating the information discussed herein. This report also contains matters that may be significant, however, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even if we use the word "material" or "materiality" herein or in other materials issued in connection with the matters discussed herein. Particularly in the ESG context, "materiality" is subject to various definitions that are different from, and often more expansive than, the definition under U.S. federal securities laws. Moreover, given the uncertainties, estimates and assumptions inherent in the matters discussed in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions and timelines associated with the matters discussed in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets or goals. Moreover, non-financial information, such as that included in parts of this report, is subject to greater potential limitations than financial information, given the methods used for calculating or estimating such information. Certain of our disclosures also rely at least in part on third-party information or methodologies, which we have not independently reviewed at the time this report was published. Additionally, data, methodologies, and standards for ESG information continue to evolve, and we cannot guarantee that our approach will, at any time, align with the expectations or preferences of any particular stakeholder. For example, while we may seek to align these disclosures with the recommendations of various third-party frameworks, we ultimately use such frameworks only as references for our disclosures and cannot guarantee strict adherence to these framework recommendations. Moreover, our disclosures based on such frameworks may change due to revisions in framework requirements, availability of information, changes in our business or applicable government policy, or other factors, some of which may be beyond our control.

Use of Reporting

Certain information in this document may be used for compliance with various legal obligations, including California's Health and Safety Code 38533 ("SB 261"); however, neither we nor any of our affiliates are conceding any specific item is required to be disclosed nor is waiving any arguments about the interpretation of SB 261 or any other legal requirements. Moreover, this disclosure is not intended to create, and we hereby disclaim, any legal relations, rights or obligations to any third-party. Additionally, in certain circumstances, information the Company includes in this report may differ from information included in regulatory or other reporting due to differences in methodologies for the calculation of certain metrics or other factors which may be in or out of our control.