2026 Corporate Responsibility Report

XENIA®
HOTELS & RESORTS



Park Hyatt Aviara Resort, Golf Club & Spa - Carlsbad, CA

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ABOUT THIS REPORT

This report reflects portfolio environmental data and corporate personnel data as of December 31, 2025, unless otherwise noted. Financial metrics are reported in U.S. dollars. Information in this report does not constitute any guarantees or promises related to business activities, performance, or future results. Data presented is not certified or third-party verified. Portfolio attribute percentages are based on survey results from properties in the portfolio as of year-end 2025. Please refer to the last page of this report for additional general disclosures. This Corporate Responsibility Report is published for the benefit of the Company's investors and other stakeholders. The information in this Corporate Responsibility Report is not intended as, and should not be construed as, marketing or advertising directed at consumers in connection with the promotion, sale or supply of any product or service or the Company in general.

Grand Hyatt Scottsdale Resort - Scottsdale, AZ

A Message from Our Chairman and CEO



MARCEL VERBAAS

Chairman and
Chief Executive Officer

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 goal to continuously enhance our corporate responsibility program. 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 who share similar objectives.

As sustainability increasingly shapes how companies and individual travelers choose their destinations, we remain dedicated to being both a facilitator of travel and a responsible steward of the environment.

Progress against our 2030 targets

Each year we report our progress towards our 2030 environmental intensity reduction targets. Compared to our 2019 baseline, we have reduced Scope 1 and 2 carbon emissions intensity by 36%, energy intensity by 25%, and water intensity by 21%. Both our energy and water intensity targets have been reached ahead of the 2030 schedule, and our carbon reduction continues to track towards the 50% goal. Additionally, waste intensity declined to 7.8 pounds per occupied room, the lowest level since we began tracking the measure in 2022.

What we believe makes these results meaningful is the context in which they were achieved. Occupancy across our portfolio rose to 68.5% in 2025 from 67.4% the prior year, and every intensity metric improved even as our hotels grew busier. We are extremely proud of these efficiency gains in an increased activity environment.

A sharp focus on resiliency

We maintain a sharp focus on the resiliency of our assets. Resiliency is not a separate initiative for us; it is integrated throughout our investment strategy, due diligence processes, preventative maintenance programs, ongoing property enhancement initiatives and active risk management practices; including our recent portfolio risk assessment, undertaken to identify additional resiliency measures.

Since 2022, as described in this report, we have made targeted capital investments to aim to strengthen preparedness for the impacts of climate risk and natural disasters, including floods, hurricanes and windstorms, wildfires, extreme temperatures and drought. We view this work as a key function in protecting long-term asset value and guest experience.

That same discipline shapes how we position our properties for the future. We continuously modernize our assets so they remain competitive and relevant, focusing on operational efficiencies that create expense savings while reducing our environmental impact. A prime example is the transformative renovation and upbranding of the Grand Hyatt Scottsdale Resort, a two-year project, completed in 2025, that allowed our team to replace outdated equipment with modern, energy-efficient alternatives which we believe will drive expense savings in the long-term.

Our ongoing focus on our people and community

We continue our aim to foster a culture of fairness and inclusivity, and we are proud of the talented team we have built. Reinforcing a high-performance culture is central to how we support engagement, retention and career growth. We measure engagement through an annual third-party survey, in which 90% of our associates who participated in our most recent survey reported favorable engagement.

We support our associates' health and well-being, and long-term retirement readiness through a comprehensive benefits package, health and wellness initiatives, and hybrid work arrangements.

We also invest in professional growth through coaching and mentoring, support for external learning and networking opportunities, and training for the responsible use of new technologies, equipping our associates to develop and remain prepared for the future.

This focus extends beyond our own team. We welcome local charitable organizations into our corporate office to share their missions, and we coordinate opportunities for associates to support them through our volunteer outreach program.

As we look ahead, we remain focused on practices that support our associates, reduce our environmental impact, enhance the guest experience, and create shareholder value. On behalf of our Board and all of our associates, we look forward to sharing our progress with you.

Thank you for your interest in Xenia Hotels & Resorts.

Our 2030 Intensity Reduction Goals[1]

–36% –7.7% vs. 2024
Carbon Emissions Intensity
2030 target 50% reduction · **On track**

–25% –4.8% vs. 2024
Energy Intensity
2030 target 25% reduction · **Target met**

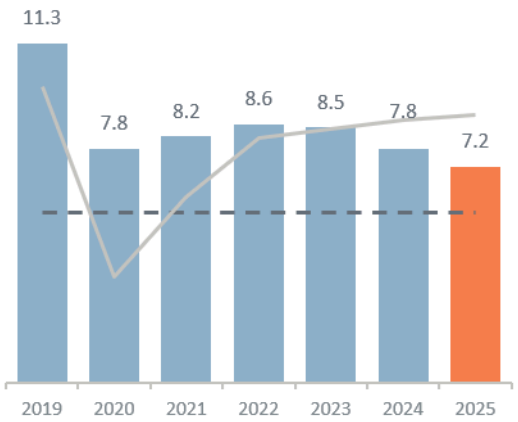
–21% –8.8% vs. 2024
Water Intensity
2030 target 10% reduction · **Target exceeded**

In 2025, we made significant progress against our 2030 intensity reduction targets measured against our 2019 baseline. As exhibited below, every intensity metric improved even as occupancy rose from 67.4% in 2024 to 68.5% in 2025. These gains were driven by energy efficiency upgrades across the portfolio, the portfolio-wide expansion of sustainability programs, and water conservation strategies. In particular, we continued to exceed our water intensity target reduction through the implementation of water conservation practices such as drought-tolerant landscaping, smart irrigation and high-efficiency plumbing fixtures. These practices are also embedded in hotel operations: 80% of properties reported operating an effective towel-reuse program, while 90% reported that at least 75% of guestroom faucets meet a flow rate of no more than 1.5 gallons per minute. We remain focused on driving further reductions where feasible, strengthening operational resilience and delivering a consistent, high-quality guest experience.

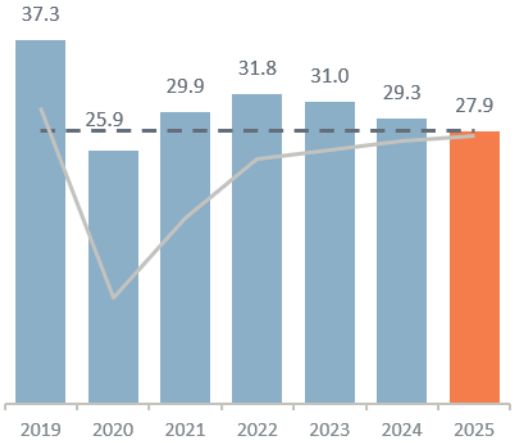
PROGRESS AGAINST OUR 2030 TARGETS

Intensity · 2030 target (dashed) · Occupancy rate

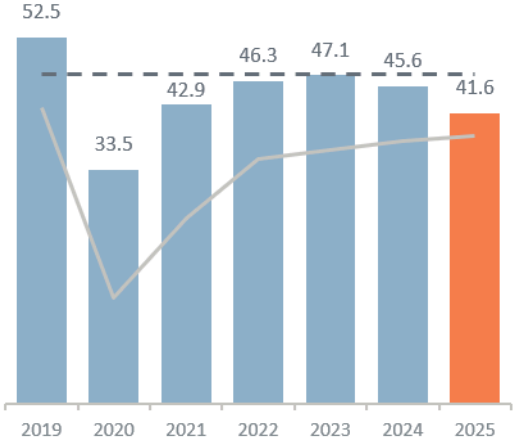
Carbon Emissions Intensity
11.3 → 7.2
$kgCO_2e$ per square foot



Energy Intensity
37.3 → 27.9
kilowatt hours per square foot



Water Intensity
52.5 → 41.6
gallons per square foot



METHODOLOGY

[1] 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. Xenia utilizes 2019 as the baseline year for measuring total environmental performance of its portfolio on a per-square-foot basis across all Scope 1 and 2, energy, and water metrics. Scope 2 emissions are reported using the market-based method, an approach that accounts for the specific decisions companies make when acquiring energy, including market purchases and supplier-specific emission factors. Xenia partners with a third-party reviewer to track environmental data and assess progress toward our targets. While this data is subject to review, it has not been independently verified or assured by a third party.

OCCUPANCY & PORTFOLIO BASIS

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, and reflects the portfolio-wide rate reported in Xenia's Form 10-K. Reductions in 2020 and 2021 reflect suppressed occupancy and meeting space utilization during the COVID-19 pandemic. Carbon, energy and water intensity reduction percentages are measured on a per-square-foot basis against the 2019 baseline year. For more comprehensive details on intensity measures and supplementary data, refer to the Environmental Performance Data Table on page 6.

COVERAGE & EXCLUSIONS

Water intensity metrics are calculated on a per-square-foot basis. Water withdrawal and water intensity exclude consumption associated with the golf course at Park Hyatt Aviara Resort, Golf Club & Spa, of which approximately 90% was reclaimed water.

Waste Performance[1]

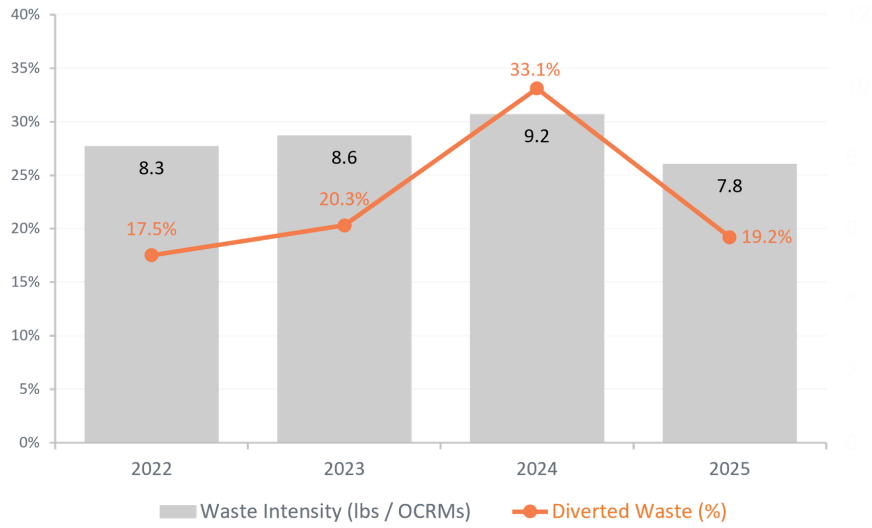
7.8 –15.2% vs. 2024
Waste Intensity (lbs/OCRMs)
Down from 9.2 in 2024

-18.4%
Total Waste Generated
8.4k US tons in 2025, down from 10.3K in 2024

19.2%
Diverted — Recycled & Composted
1.6k US tons diverted from landfill in 2025

Waste intensity fell to 7.8 pounds per occupied room in 2025 — a 15.2% improvement over 2024 and the lowest level since we began tracking the measure — despite an increase in occupancy. Between 2024 and 2025, there was an overall increase in the number of properties that eliminated guest-facing single-use plastics, diverted food waste, and diverted over 90% of landscaping waste from disposal. The broader adoption of these waste-reduction practices contributed to the portfolio's decrease in waste intensity per occupied room by reducing the volume of materials entering the waste stream. Waste intensity and diversion data tracking began in 2022 and now covers approximately 96% of the portfolio, with the collected data helping to establish a baseline and inform a meaningful future goal. We aim to continue to strengthen our waste data coverage and quality while implementing initiatives to improve diversion.

WASTE INTENSITY & WASTE DIVERTED



*The renovation-driven diversion activity of the Grand Hyatt Scottsdale Resort contributed to the portfolio's elevated 33.1% waste diversion rate in 2024. 2025's diversion rate of 19.2% reflects a return to a level more representative of day-to-day hotel operations, rather than a decline in our underlying focus on waste diversion.

WASTE DIVERSION - CAPITAL INVESTMENT SPOTLIGHT
Grand Hyatt Scottsdale Resort

In early 2025, Xenia completed an extensive two-year renovation of the Hyatt Regency Scottsdale Resort & Spa at Gainey Ranch, upbranding it into a Grand Hyatt. This project undertook a significant construction and demolition waste diversion effort:

- diverted more than 4,000 tons of concrete from landfill
- redirected 380 tons of guestroom furniture, fixtures and equipment for resale within the United States rather than disposal
- recycled 43 tons of scrap metal

This effort kept a substantial volume of renovation debris out of landfills and reflects Xenia's focus on responsible waste management not only in ongoing hotel operations, but throughout major capital improvement projects.





Grand Hyatt Scottsdale Resort - Scottsdale, AZ

[1] Waste intensity metrics are calculated using occupied rooms, including complimentary rooms (OCRMs). Waste data tracking began in 2022 and is representative of data availability, covering approximately 96% of the portfolio in 2025 and 2024, 90% in 2023 and 87% in 2022. The 2025 portfolio comprised 30 hotels and 8,868 rooms as of December 31, 2025. For more comprehensive details on intensity measures and supplementary data, refer to the Environmental Performance Data Table on page 6. Xenia partners with a third-party reviewer to track environmental data and assess progress toward our targets. While this data is subject to review, it has not been independently verified or assured by a third party.

Environmental Performance Data Tables[1]

PORTFOLIO PROFILE	2019	2020[3]	2021[3]	2022[4]	2023	2024	2025
Hotel Count [2]	34	35	34	32	32	31	30
Room Count [2]	9,412	10,011	9,659	9,508	9,514	9,408	8,868
Revenue (in millions)[2]	$1,149	$370	$616	$998	$1,025	$1,039	$1,079
Revenue Per Available Room (RevPAR)[5]	$168.43	$53.88	$103.64	$162.75	$169.46	$172.36	$180.65
Occupancy Rate[5]	76.0%	27.1%	47.5%	62.9%	65.1%	67.4%	68.5%
Hotel Floor Area (thousands of sq. ft.)	9,217	9,652	9,407	9,591	9,372	9,291	9,085

1 Xenia partners with a third-party reviewer to track environmental data and assess progress toward our targets. While this data is subject to review, it has not been independently verified or assured by a third party.

2 As of year end December 31 of each applicable year.

3 In 2020 and 2021, Xenia's total portfolio energy, carbon and water intensity metrics decreased due to reduced occupancy and meeting space utilization during the COVID-19 pandemic.

4 Environmental intensity metrics cover the 34 hotels owned during 2022, excluding one hotel sold in January 2022. Three partial-year properties — two sold during the year and one acquired in March 2022 — are included, with square footage counted only for the months of ownership. For any period of unavailable data, the monthly average of the partial year data is used.

5 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.

6 Direct Energy — Energy that is consumed onsite from fuels or renewable energy sources (e.g., natural gas, propane).

7 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).

8 Water intensity metrics are calculated using occupied rooms, including complimentary rooms. Water withdrawal and water intensity calculation excludes water consumption associated with the golf course at Park Hyatt Aviara Resort, Golf Club & Spa, of which approximately 90% was reclaimed water. Water withdrawal from the rest of the hotel's operation is included.

9 Waste intensity metrics are calculated using occupied rooms, including complimentary rooms.



Hotel Beauden, Autograph Collection - Orlando, FL

ENVIRONMENTAL PERFORMANCE TOTAL CONSUMPTION	2019	2020[3]	2021[3]	2022[4]	2023	2024	2025
CARBON EMISSIONS							
Scope 1 and 2 carbon emissions intensity ($kgCO_2e$ per square foot)	**11.3**	**7.8**	**8.2**	**8.6**	**8.5**	**7.8**	**7.2**
Scope 1 carbon emissions (millions of kg CO_2e)	25.1	16.2	18.9	20.2	19.7	19.0	19.4
Scope 2 carbon emissions (millions of kg CO_2e)	79.5	58.9	58.4	61.4	59.5	53.2	45.8
Total carbon emissions (millions of kg CO_2e)	104.6	75.1	77.3	81.6	79.2	72.2	65.2
ENERGY							
Energy intensity (kilowatt hours per square foot)	**37.3**	**26.0**	**29.9**	**31.8**	**31.0**	**29.3**	**27.9**
Direct Energy consumption (millions of kWh)[6]	138.1	89.5	102.6	111.1	108.3	104.9	94.8
Indirect Energy consumption (millions of kWh)[7]	206.0	161.2	178.2	190.0	181.7	167.7	158.9
Total Energy consumption (millions of kWh)	344.1	250.7	280.8	301.1	290.0	272.6	253.7
Energy from Renewables -% (inclusive of renewables from the grid)	7.1%	9.1%	9.8%	10.7%	10.3%	10.5%	11.4%
WATER							
Water intensity (gallons per square foot)[8]	**52.5**	**33.5**	**43.0**	**46.3**	**47.1**	**45.6**	**41.6**
Water intensity (gallons per OCRMs)[8, 9]	184.5	324.4	238.1	195.3	197.6	180.6	168.5
Water withdrawal (millions of gallons)[8]	483.6	323.2	404.3	439.1	441.0	423.4	377.6
WASTE							
Waste intensity (pounds per OCRMs)[9]				**8.3**	**8.6**	**9.2**	**7.8**
Waste Data Coverage of Portfolio				87%	90%	96%	96%
Waste Landfilled (thousands of US tons)	Waste data tracking began in 2022 and is representative of data availability across the portfolio per respective years.			6.5	6.9	6.9	6.8
Waste Diverted - Recycled & Composted (thousands of US tons)				1.4	1.7	3.4	1.6
Total Waste (thousands of US tons)				7.9	8.6	10.3	8.4
Diverted Waste (%) Recycled and Composted				**17.5%**	**20.3%**	**33.1%**	**19.2%**

Environmental Sustainability Principles

Xenia Hotels & Resorts, Inc. recognizes the impact our properties have on the environment and is focused on driving improvements in sustainability across our portfolio. This focus reaches our hotel operators, corporate employees, vendors, suppliers and contractors, the guests who frequent our hotels, and the communities in which our corporate office and properties are located. By working directly with our hotel operators to 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 some of the effects of climate change, resource scarcity and natural disasters. We also aim to reduce e-waste by purchasing energy efficient models and recycling electronic equipment through a third-party vendor.

OUR ENVIRONMENTAL PRINCIPLES

- 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

OUR CORPORATE OFFICE

LEED
Silver Certified

BOMA 360
Certified

ENERGY STAR
Certified

WELL
Health & Safety Rated

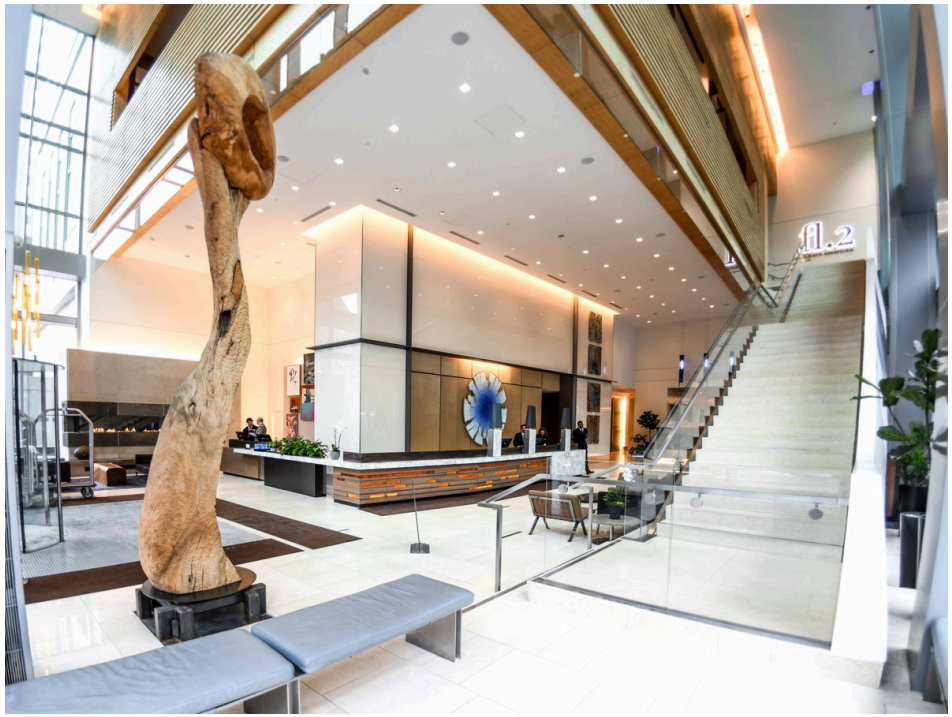
2,400 Lbs
Paper recycled in 2025 - Equivalent savings of 8,400 gallons of water

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.



Partner sustainability programs supported across our portfolio.



Fairmont Pittsburgh - Pittsburgh, PA

Corporate and Portfolio Highlights[1]

Xenia Hotels & Resorts, Inc. is focused on 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.

PEOPLE & GOVERNANCE

77% of properties have a Sustainability Coordinator or Green Champion

53% of properties have conducted a health and wellness assessment within the past 3 years

97% of properties have a policy that prefers local suppliers

WATER & CERTIFICATIONS

54% of properties use native or drought-tolerant landscaping to reduce irrigation needs

3 LEED Certified properties[3]

52% of properties in Green Key Eco-Rating Programs

WASTE

93% of properties operate an effective recycling program in guestrooms and front-of-house areas

69% of properties implement food waste prevention strategies

19% of waste diverted[2]

ENERGY & EMISSIONS

100% of guestrooms have digital thermostats

87% of properties use variable speed motors in HVAC systems or other equipment

XENIA CORPORATE

2026 **Newsweek Recognition**
Named one of America's Most Responsible Companies

✓ Code of Conduct policy included in vendor and supplier contracts

90% favorability engagement score on 2025 annual employee survey



Kimpton Canary Hotel Santa Barbara - Santa Barbara, CA

[1] Portfolio Best Practices are based on the results of a property survey that included all 30 hotels as of year-end 2025. Results are derived from responses provided by our operators at the property level.

[2] Waste data tracking is representative of data availability for 96% of properties.

[3] 3 LEED Certified properties include Fairmont Pittsburgh, Hyatt Regency Portland at the Oregon Convention Center, and Kimpton Hotel Palomar Philadelphia.

Portfolio Resiliency

Resiliency is not a separate initiative for us. It is integrated throughout our investment strategy, due diligence processes, active risk management practices, preventative maintenance programs, and ongoing property enhancement initiatives. In 2025, we engaged an independent, lodging-focused third-party sustainability consulting firm to conduct a comprehensive climate and sustainability risk assessment across our hotel portfolio. The assessment evaluated our exposure to climate risk, water scarcity, regulatory and other environmental factors, and provided guidance on additional resiliency efforts for our consideration, alongside the investments we have already undertaken or plan to make.

100%

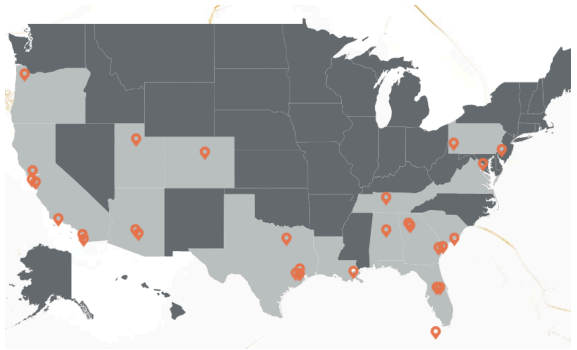
Hotels Assessed

2025 climate and sustainability risk assessment

0%

Extremely High Overall Risk Properties in 2025

No properties classified as extremely high overall climate or water risk



XENIA PORTFOLIO · CURRENT PROPERTY LOCATIONS

2025 CLIMATE & SUSTAINABILITY RISK ASSESSMENT FINDINGS

The assessment found that Xenia's aggregate risk profile was generally moderate, with hazard-specific screening identifying areas that warrant targeted attention and inform property-specific priorities.

AGGREGATE CLIMATE PROPERTY RISK PROFILE

Low	**Medium**	High	Extremely High

86% of properties

HAZARD-SPECIFIC SCREENING

41%

High Wildfire Exposure

Share of properties screened at high wildfire hazard exposure

16%

High / Extremely High Water Stress

Share of properties screened at elevated water-stress risk

21

Properties Within 5km of a Protected Area

Underscoring the importance of responsible site stewardship and support for local ecosystems

PRIORITY AREAS IDENTIFIED

1. Emergency preparedness
2. Water conservation
3. Resilient landscaping and building improvements
4. HVAC efficiency
5. Continued monitoring of regulatory and incentive developments

We have developed a risk management plan and partner with a nationally recognized third-party disaster recovery provider to support the prompt restoration of operations following any loss, and we engage third-party insurers to perform loss prevention assessments and formulate risk mitigation plans. Across the portfolio, we also monitor emerging regulations, climate disclosure requirements, energy performance standards, and compliance obligations to support long-term readiness and informed capital planning.

Resiliency in Action

Since 2022, Xenia has made targeted capital investments to strengthen preparedness for the impacts of climate risk and natural disasters, including floods, hurricanes and windstorms, wildfires, extreme temperatures, drought and earthquakes. These investments include major mechanical system upgrades, exterior waterproofing projects, freeze protection enhancements, vegetation management initiatives, and other defensive improvements designed to reduce operational disruption, support business continuity, and protect long-term asset value.

50%

of Xenia Properties

Received targeted resilience capital since 2022, designed to mitigate hazard exposure and protect long-term asset value.

Over $44M

of capital deployed toward resiliency projects

Since 2022

100%

of Hotel Operators

Maintain disaster recovery or business continuity plans. Scope and implementation vary by each property's risk profile.

EXAMPLES OF WHERE WE HAVE INVESTED

Windstorm & Vegetation Mitigation

Grand Hyatt Scottsdale Resort 2024

Removed aged trees and replaced them with drought resilient landscaping, reducing the risk of wind-driven tree damage to hotel structures during monsoon season.



Grand Hyatt Scottsdale Resort - Scottsdale, AZ

Freeze Protection

The Ritz-Carlton, Denver 2024

Updated mechanical and plumbing systems, added exterior wall insulation, and introduced heating in interstitial spaces to reduce the potential for pipe-freeze events and winter water-damage risk.



The Ritz-Carlton, Denver - Denver, CO

Exterior Waterproofing

8 Properties

We implemented exterior waterproofing projects across 8 properties to reduce the potential risk of water intrusion into our buildings, which can cause material damage and mold growth.



Andaz Napa - Napa, CA

Extreme Temperatures — Heat Stress

9 Properties

To address rising temperatures and increased cooling needs, nine properties have upgraded key infrastructure—including new chillers—tackling both aging equipment and higher energy demand. At Hotel Orielle, for example, a new chiller installed in 2023 led to a 7% drop in energy consumption over the following two years, even as occupancy increased.



Hotel Orielle, Autograph Collection - Savannah, GA

Property Spotlight: Hyatt Centric Key West Resort & Spa[1]

Hyatt Centric Key West Resort & Spa, a waterfront resort at the edge of Old Town, Key West, features 120 guest rooms, each with a private furnished balcony. Set on the water in a nationally protected marine environment, the property has made reef health, water quality, shoreline stability, and energy efficiency the focus of its sustainability program. In partnership with local organizations, the property advanced four key initiatives in 2025: guest-room energy efficiency upgrades, oyster shell recovery, food-waste composting and a reusable aluminum bottle program.



Hyatt Centric Key West Resort & Spa - Key West, FL

2025 IMPACT

≈0.9 – 1.2 kW

Per Guestroom Energy Demand Reduction

PTAC replacement program, headboard lighting, shower and balcony systems upgrade

500+

Lbs Oyster Shells Returned to the Ecosystem

Collected for reef restoration and diverted from landfill

600+

Lbs Composted

Culinary food scraps diverted to the Key West Botanical Garden since launch

1,240

Lbs Aluminum Recycled

Recycled through the property's Replenysh take-back program in 2025, and over 5,000 pounds since 2022.

PROGRAMS IN ACTION



Guest room retrofit program

Energy Efficiency Upgrades

Aging 12,000-BTU PTAC units were replaced with 9,000-BTU heat-pump units, reducing cooling load while improving humidity control and acoustics.

Lighting was upgraded in 100% of guestrooms: eight incandescent headboard bulbs were consolidated into two LED fixtures, ten individual shower bulbs were replaced with a single LED strip, and two-bulb balcony fixtures were replaced with low-profile panels. These upgrades reduce lighting demand while improving reliability and durability.



Shells collected for restoration projects

Oyster Shell Recovery

With the City of Key West's recycling manager, the property established an oyster shell collection and recycling program in Big Pine Key this year.

Recovered shells feed local pilot projects in supporting reef restoration, marine habitat enhancement, water quality, coastal resiliency and construction materials.



Composting with Key West Botanical Garden

Food Waste Composting

Launched in 2025 with the Key West Botanical Garden, food scraps from culinary operations are collected and composted rather than landfilled. The compost enriches soil quality and supports the Garden's conservation, landscaping and education programs.



Refill stations and aluminum take-back

Reusable Bottles and Plastic Reduction

Guests receive two Proud Source aluminum bottles per stay, with filtered refill stations located throughout the hotel.

Aluminum recycling stations are available on property, and once collected, the aluminum is sent to Replenysh for recycling. Plastic use is further reduced by providing bulk amenity dispensers in every guest room for all soap products, while durable polycarbonate cups at the pool help minimize the property's overall plastic footprint.

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

UN Sustainable Development Goals

Xenia has identified the following eight SDGs as relevant to its business, at both the corporate and portfolio level. Each is paired with the commitments we are pursuing.



- Partner with organizations local to our corporate office, such as 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 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 a 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, habitat disruption and environmental pollution.

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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, 2025, we owned 30 hotels comprising 8,868 rooms across 14 states. Our hotels are operated or licensed by industry leaders including Marriott, Hyatt, Fairmont, Kimpton, Loews, Hilton and The Kessler Collection. For more information on Xenia's business, refer to our Company website at xeniareit.com.

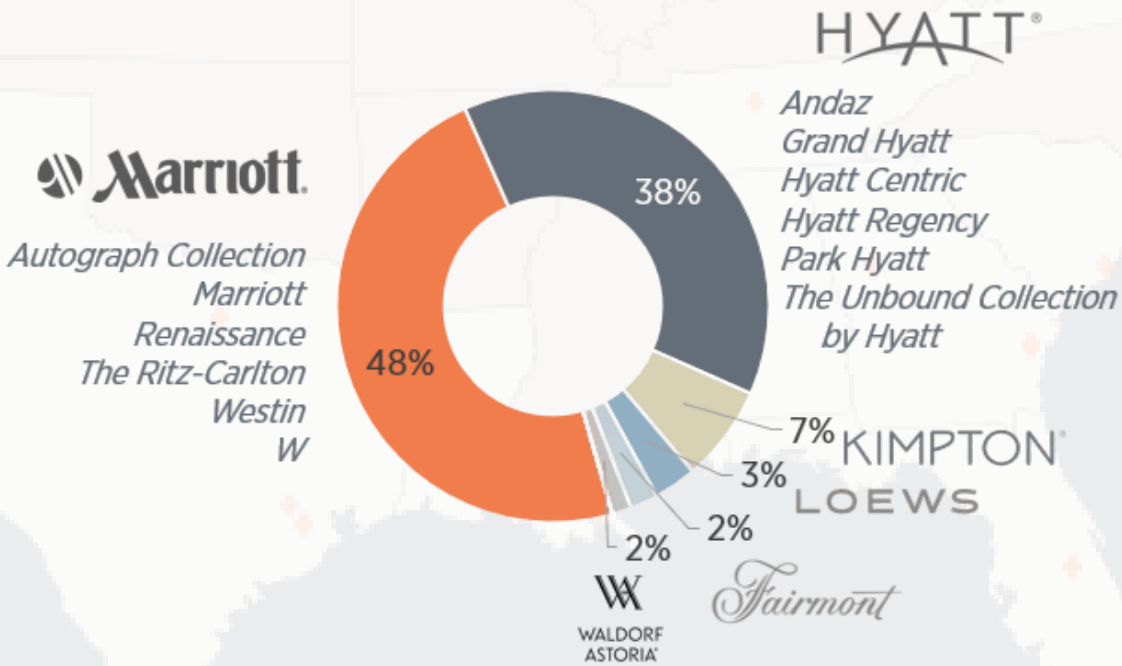
KEY PORTFOLIO STATISTICS

As of December 31, 2025

30	8,868	16	14	22
Hotels	Rooms	Brands	States	Markets

DIVERSIFIED BRANDING

Percentages based on total room count



Lodging Ownership and Operating Structure

As an owner of lodging assets, Xenia's relationships with management and brand companies are central to our business model. Our designation as a REIT places strict limitations on performing services related to the management or day-to-day operation of our hotel properties. Setting out this three-party structure provides context for the ways in which we can contribute to and influence environmental and sustainability performance at the property level.

01

REIT Owner

Xenia

Owns the assets and sets the capital agenda

RESPONSIBLE FOR

- Capital expenditures for major renovations, efficiency improvements and equipment replacement
- Approval of operating budgets
- Environmental profile of the portfolio through acquisitions and dispositions

02

Operator

Hotel management company

Runs the hotel day to day

RESPONSIBLE FOR

- Daily energy and water consumption
- Adaptation to guest and consumer preferences and behavioral changes
- Maintenance activities that influence consumption and efficiency

03

Brand

Brand company

Provides systems, standards and support

RESPONSIBLE FOR

- Software, training, design guidelines and manuals
- Brand-level support complementing property-level operations
- Applies to hotels that are brand-affiliated

CONTRACTUAL ALIGNMENT

Xenia typically includes provisions in 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 which establish a disclosure framework for all parties.



Hotel Orielle, Autograph Collection - Savannah, GA

Our Corporate Responsibility Focus and Guided Approach

Our Corporate Responsibility Mission is a comprehensive approach to creating long-term shareholder value, integrating sustainability principles and goals, corporate stewardship, and strong corporate governance into our core operations. This report presents environmental intensity metrics based on data as of December 31, 2025 for properties owned at year end, alongside new and updated case studies on property efficiency measures and best practices.

Shareholder Engagement. In 2025, Xenia reached out to, met with, or engaged directly with shareholders collectively owning more than 56%[1] of our common stock, and we continue to engage with additional shareholders on an ongoing basis. Sustainability and corporate responsibility is one of six key drivers of success for the Company.

SIX KEY DRIVERS OF SUCCESS

01 Focus on Sustainability and Corporate Responsibility

02 Experienced Management Team

03 Balanced Demand Drivers

04 High-Quality Portfolio of Hotels and Resorts

05 Alignment with Leading Hotel Brands

06 Strong Portfolio Attributes vs. Peers

OUR GUIDED APPROACH

Since our listing on the NYSE we have maintained a strong focus on employee and community engagement and corporate governance. Our approach has developed in deliberate stages.

2019

Identified sustainability-linked risks and opportunities and structured programs related to environmental sustainability.

2020

Adopted policies outlining our focus on high standards in environmental sustainability and social responsibility.

2022

Set specific and actionable environmental intensity reduction targets for achievement by 2030.

2025

Engaged an independent third-party lodging consultant to conduct a climate and sustainability risk assessment across the portfolio.

THREE PILLARS OF CORPORATE RESPONSIBILITY

Environmental Sustainability

- Environmental intensity reduction targets
- Sustainability considerations in our 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 range of skillset, background and experience
- Board and multiple committee oversight of corporate responsibility matters

Social Responsibility

- Community charitable engagement through volunteerism
- Employee training and development
- Promoting opportunities for all through various programs
- Employee health and wellness

1 Percentage is derived from the ownership percentage of our common stock as of December 31, 2025.
2 Board of Directors as of December 31, 2025.

Data Privacy, Cybersecurity and Generative AI

NIST and ISO 27001
Aligned Frameworks
NIST frameworks and applicable local privacy laws.

100%
Employees Trained
Information security training on hire and annually

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 data privacy matters on a routine basis. Our focus on 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, data privacy, and Artificial Intelligence ("AI") use policies is enforced by the appropriate combination of managers, Technology, Human Resources, and Legal team members.

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 and handled pursuant to the established protocols in our Cyber Incident Response Plan. Xenia employs applications to continuously monitor and prevent threats and maintains robust disaster recovery and business continuity plans and systems designed using industry best practices. Members of senior management and our Audit Committee have participated in simulated cyber-incident response training exercises.

The use of AI continues to evolve across our industry, and we continue to take a measured, risk-based approach to its adoption and implementation. To this extent, we have adopted an Artificial Intelligence Use Policy that establishes guidelines for the appropriate, ethical, and secure use of AI tools by our employees, including safeguards around data privacy, confidentiality, and the accuracy of AI-generated output. Oversight of AI use currently falls within our existing information security oversight responsibilities, and training on AI-related risks is incorporated into our annual information security training. As our use of AI matures, we expect our governance framework and related disclosures to evolve accordingly.

Xenia does not possess or have access to personal data or payment card information from guests who are staying at our properties. Our third-party hotel managers have the responsibility of protecting 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 NIST and ISO 27001 frameworks and applicable local privacy laws.



Hyatt Regency Santa Clara - Santa Clara, CA

Corporate Governance

7 of 8
Independent Directors
Directors independent of management on our Board

3 of 8
Directors Are Women
Directors who identify as women

25%
Underrepresented Group
Directors who are racially or ethnically diverse

3
Key Corporate Responsibility Policies
Enterprise Environmental, Supplier and Vendor Code of Conduct, Human Rights and Labor

Corporate Approach

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, comprised of members across Accounting, Asset Management, Human Resources, Investments, Legal and Project Management. The Committee interacts directly with the Enterprise Risk Management Committee and reports 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 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 stakeholders, including shareholders, associates, third-party managers, suppliers and vendors

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



KEY POLICIES

Enterprise Environmental Policy

Human Rights and Labor Policy

Supplier and Vendor Code of Conduct

Hyatt Regency Portland at the Oregon Convention Center - Portland, OR

Xenia's Employees

We are guided by core values that drive an inclusive and respectful culture through civility, ethics, integrity and a focus on 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.

42
Employees
Corporate employees as of December 31, 2025

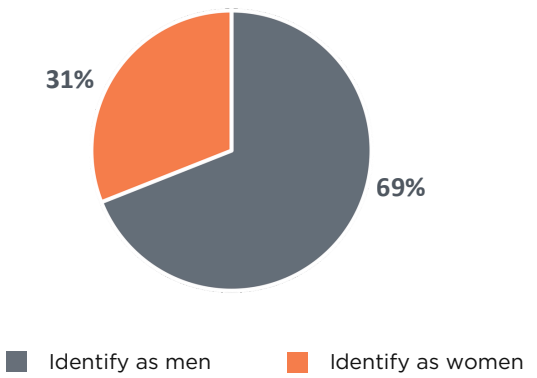
45%
Racially or ethnically diverse
Self-identified

47
Average Age
69% of employees are 40 years of age or older

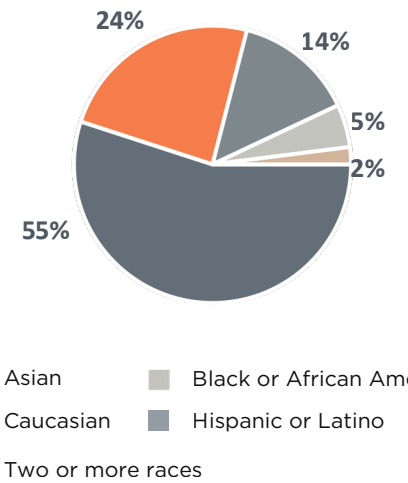
WORKFORCE COMPOSITION

As of December 31, 2025

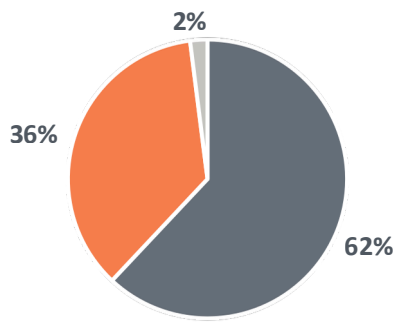
GENDER



RACE

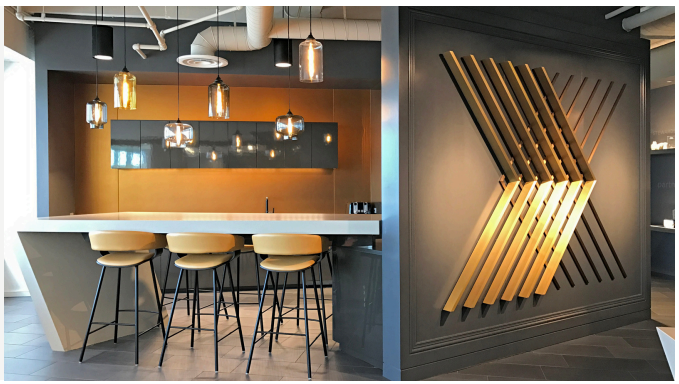


AGE



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 they relate 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.



Employee Engagement

90%

Employee Engagement Survey
83% of employees completed the 2025 annual engagement survey with a 90% engagement score

83%

Annual Wellness Challenge
83% of employees participated in our 2025 wellness program

4

Leadership Partners
American Hotel & Lodging Association, American Management Association, Center for Creative Leadership, and Orlando Economic Partnership

100%

Training
In 2025 employees completed Harassment Prevention and Code of Conduct & Ethics training

XENIA'S PEOPLE PROGRAMS

Employee Engagement



Annual Team Outing

Our annual engagement surveys, carried out by an independent third-party, provide us with valuable engagement scores and employee feedback to gauge associate satisfaction and inform our work practices. Most categories receive ratings that range from favorable to highly favorable, with an average of 90% favorability. Additionally, we foster a continuous feedback loop by engaging in purposeful conversations during staff meetings, management discussions, annual performance reviews, and one-on-one meetings between managers and their team members.

Health & Wellness

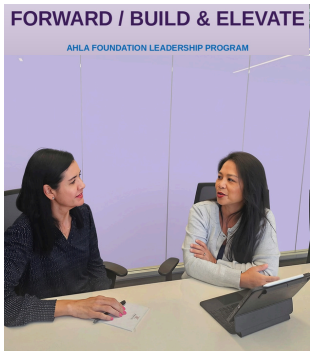


Annual Corporate 5K

Our initiatives emphasize building team camaraderie across the organization. We actively promote participation in programs aimed at enhancing well-being, including a walking initiative, team challenges, a corporate 5K and Lunch & Learn sessions. We remain focused on employee health through flexible work options and a comprehensive benefits package, refined by continuously listening to our employees' needs.

Support & Development





AHLA's Forward - Advancing Women in Hospitality and Build & Elevate Leadership Program

We offer online learning through our web-based learning management system, as well as reimbursement for graduate and undergraduate degrees, certifications and licenses, industry conferences and memberships, and networking events. Specialized leadership and development programs are available through collaborations with the Center for Creative Leadership, American Management Association and American Hotel & Lodging Association. Additionally, we provide company-wide training focused on key topics or enhancing specific skills, such as emerging technologies.

SAFETY & SECURITY

We are focused on providing an environment our associates can thrive in, free from harassment and where associates feel safe and secure. Our employees regularly complete company-wide training, including Harassment Prevention and Code of Conduct and Ethics, and review and acknowledge these policies annually so that our employees 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 that further assist them in promoting the safety of hotel employees and guests.

FAIRNESS & INCLUSION

Fostering an inclusive work environment is a core value. We are focused on a workplace that appreciates the unique backgrounds and perspectives of our workforce. Employee-led programs, open to all employees, invite team members to share personal experiences and backgrounds, fostering meaningful connections. Our focus on opportunity, activities and training reflects our dedication to a fair workplace where all employees can thrive.

Community Outreach

Our community engagement program includes financial and in-kind donations alongside a year-over-year increase in volunteer hours by our associates.

6

Charitable Organizations
New and repeat partnerships

100+

Volunteer Hours
Donated by our employees in 2025 across various programs

10,000

Pounds of food sorted and packed
In partnership with Second Harvest Food Bank, employees prepared food pantry items for families in need.

49,000

Pounds of fossilized shell leveled out in oyster beds
Teamed up with Restore our Shores program to work on leveling out 2,500 square feet of oyster beds.

INVESTING IN THE NEXT GENERATION

AHLA Foundation Student Travel Scholarship Program

For students entering hospitality, the ownership and investment side of the industry is often the least visible — and the hardest to access. In 2026, Barry Bloom, Xenia's President and Chief Operating Officer joined the AHLA Foundation's Student Travel Scholarship Program cohort at the NYU International Hospitality Investment Forum in New York.

Over the course of the conference, Mr. Bloom spent time with students from three universities, answering their questions and opening a window into how hotels are owned, capitalized, and stewarded over the long term.

That exposure matters. Students see hospitality careers through the lens of operations and brands; far fewer encounter the owner's seat, where decisions about capital, resilience, and long-term asset stewardship are made. Creating that line of sight is one of the most direct contributions an owner can make to the industry's talent pipeline.

Our focus extends beyond a single conversation. Mr. Bloom also serves on the AHLA Foundation Board of Trustees, supporting the Foundation's work to open pathways into hospitality for students across the country.



ONGOING COMMITMENTS

Second Harvest Food Bank of Central Florida

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





Volunteering with Second Harvest Food Bank of Central Florida

CONTRIBUTING TO A BRIGHTER TOMORROW

Restore our Shores, Indian River Lagoon

Each year, together with our employees, we actively pursue new partnerships that bring about positive change in the community. This year, we joined forces with The East Coast Zoological Foundation to restore populations of native, filter-feeding oysters in the lagoon. Our team worked to distribute 49,000 pounds of fossilized shell across 2,500 square feet in the lagoon.





Xenia TCFD Approach

The Financial Stability Board established the Task Force on Climate-related Financial Disclosures (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 better understand 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.

11
Core Recommendations
All 11 TCFD core recommendations are addressed in this report

4
Thematic Areas
Governance, Strategy, Risk Management, and Metrics & Targets

2017
Framework Basis
Disclosures prepared against the Final 2017 Recommendations of the TCFD

2019
CRC Established
Cross-departmental Corporate Responsibility Committee formed in January 2019

THE FOUR THEMATIC AREAS

01 Governance

Xenia's governance around climate-related risks and opportunities — Board oversight through the Nominating and Corporate Governance Committee and management oversight through the Corporate Responsibility Committee.

02 Strategy

The impacts of climate-related risks and opportunities on Xenia's business and strategy, assessed across short-, medium- and long-term horizons with the associated financial planning implications.

03 Risk Management

How Xenia identifies, assesses and manages climate-related risks, including third-party risk assessments, insurer-guided loss prevention and cross-functional regulatory monitoring.

04 Metrics & Targets

The metrics and targets used to assess and manage relevant climate-related risks and opportunities, including the Company's 2030 environmental intensity reduction targets.

ADDRESSING CLIMATE CHANGE

The Company aims to consider how climate change may impact Xenia 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.

TCFD — Governance

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

IDENTIFICATION OF RISKS

Transitional

- Policy & Legal
- Technology
- Market
- Reputation

Physical

- Acute
- Chronic

Transitional and physical risk drivers are identified by the Corporate Responsibility Committee and escalated through the governance structure shown at right.



IDENTIFICATION OF OPPORTUNITIES

- Resource Efficiency
- Energy Source
- Products & Services
- Markets
- Resilience

Climate-related opportunities are evaluated alongside risks so that mitigation and value creation are planned together, rather than treated as separate exercises.

HOW OVERSIGHT WORKS

Board Oversight

The Board's oversight of climate-related risks and opportunities is conducted through the Nominating and Corporate Governance Committee (NCGC), which oversees the management-level Corporate Responsibility Committee (CRC). The NCGC reports directly to the Board and is responsible for monitoring and updating it on climate-related risks and opportunities identified by the CRC.

Enterprise Risk Management

The Enterprise Risk Management Committee, composed of senior management team members, regularly reports to the Audit Committee and the full Board of Directors on the range of risks the Company faces, including climate-related risks.

Corporate Responsibility Committee

Established in January 2019, the CRC is a cross-departmental group of employees that plans and reports on corporate responsibility efforts and initiatives, providing updates to the Enterprise Risk Management Committee, the senior management team and the NCGC.

Financial Integration

Identified risks and opportunities are routed through strategic planning and risk management into assessed financial impact across the income statement, cash flow statement and balance sheet.

TCFD — 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** SVP, Chief Accounting Officer SVP, Financial Reporting & Tax **Asset Management** SVP, Asset Management **Human Resources** VP, Human Resources **Investments** Chief Investment Officer VP, Investments **Legal** EVP, Chief Legal Officer and Secretary VP, Senior Counsel **Project Management** SVP, Project Management VP, Project Management	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

TCFD — 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 table below. Time horizons are inherently estimates, and risks may manifest across more than one time horizon.

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 possible portfolio repositioning through acquisitions and dispositions.

Long Term 7–10 years

Captures continued progression toward longer-term emissions and environmental intensity reduction objectives, and the potential long-term effects of climate change on the portfolio.

PHYSICAL RISK DRIVERS

Risk Driver	Potential Business Impacts	Mitigation Efforts	Time Horizon
Extreme weather events and natural disasters *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 decrease 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. Measures include insurer-guided loss-prevention and resiliency projects, with risk assessments used to flag properties most likely to be impacted.	Short and medium term
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 — resulting in higher operating expenses, increased capital expenditure needs and regulatory pressure, and altering the comparative attractiveness of certain travel locations.	Energy and water-efficiency system upgrades, and monitoring climate-risk trends across properties, encompass the 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 can minimize the financial impacts associated with sea-level rise. Annual reporting on properties allows for consistent data collection and benchmarking, which can reveal additional cost-saving opportunities.	Medium and long term

TCFD — 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

Risk Driver	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 and resource usage.	Cross-functional monitoring of regulatory risks by finance and 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 the 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.	Engagement with operators, brand partners and customers, and ongoing efforts to understand and adapt to customer behaviors.	Short and medium term
Reputation & stakeholder perception	Failure to meet evolving climate and sustainability related expectations, or to meet our goals or targets, can affect stakeholder confidence and relationships — which may result in regulatory or investment engagement or other activism. Such expectations can also increase scrutiny that heightens the various risks we are subject to.	The Company addresses these risks through governance, Board committee integration, and the incorporation of climate-related factors into Enterprise Risk Management.	Short and medium 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.	Continuous monitoring and a flexible approach to adapting investment strategies as needed.	Medium and long term
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.	Strengthening property and building resilience through investments in backup generation, strategic equipment placement, and ongoing preventive maintenance to support operational continuity during power disruptions.	Medium and long term

TCFD — 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

Climate Opportunity Driver	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 and long term
Evaluate opportunities for renovation or refurbishment to address risks	Renovations and refurbishments — HVAC upgrades, restorations, or the implementation of more energy-efficient systems — can improve asset resilience, guest satisfaction and property values. These projects can also reduce insurance costs and operating expenses, and opportunities may shift over time as new technology is developed.	Short, medium and long term
Use of renewable energy, sustainable supplies and building materials, and reduced water consumption	Shifting to renewable energy sources and 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.	Short, medium and long term
Reporting of company-wide corporate responsibility and environmental performance	Transparent and consistent corporate responsibility reporting can improve stakeholder relations and support related benefits, such as preempting regulatory requirements or improving access to capital. Reporting also serves a dual purpose, as consistent data collection and benchmarking often reveals additional cost-saving opportunities.	Short, medium and long term
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. Such opportunities vary but are expected to become increasingly viable over the long term.	Medium and long term

TCFD — 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 tables on the preceding pages, 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 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 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-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 the impact of different scenarios (including a 1.5° or lower scenario)	We recognize the critical shift that will occur as business and society strive 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 adaptation to physical infrastructure, which are especially applicable to REITs. We are focused on the continuous enhancement of our corporate responsibility program and environmental performance. These efforts aim to reduce our overall environmental impact and address identified climate-related risks and opportunities.	Corporate Responsibility Report

TCFD — 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 Corporate Responsibility Committee and Enterprise Risk Management Committee regularly review the risks climate change poses to our physical assets and to the business as a whole, assessing how climate may affect each of our primary risk stripes. In 2025 we extended that view externally, engaging Greenview — an independent sustainability consulting firm — to assess climate and sustainability risk across our portfolio. The review evaluated exposure to water, climate, regulatory and other environmental factors, and reinforced our longstanding approach to asset management and operational resilience. We assess these risks at the property level as well. Due diligence is conducted on all potential acquisitions and major capital projects, with pre-acquisition condition assessments performed by third-party consultants. Alongside that external review, our in-house project management team conducts its own property assessments and oversees major capital expenditures. Connecting the two levels, the CRC includes representatives from every department — among them project management and acquisitions — embedding these processes into their day-to-day 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 support effective management of climate-related risks and opportunities. 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 the Nominating and Corporate Governance Committee (NCGC), and ultimately reaches 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 Responsibility Committee** — Identifies and assesses ▶ **Enterprise Risk Management Committee** — Reviews alongside other risks ▶ **Nominating & Corporate Governance Committee** — Formal oversight ▶ **Board of Directors** — Ultimate accountability	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

TCFD — Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities. For reporting year 2025.

Disclosure: Metrics Used to Assess Climate-Related Risks and Opportunities

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

Water
total and intensity

- Water Consumption

Waste
total and intensity

- Total Waste (tons)
- Diverted Waste %

Disclosure: Scope 1, Scope 2 and Scope 3 Greenhouse Gas Emissions

19,394.59
metric tons CO_2e

Scope 1 [1]
Direct emissions from owned or controlled sources

45,845.92
metric tons CO_2e

Scope 2 [2]
Indirect emissions from purchased electricity, steam, heat or cooling

65,240.51
metric tons CO_2e

Scope 1 and Scope 2
Combined reported emissions for the year

Not tracked
metric tons CO_2e — not applicable

Scope 3
Not tracked at the time of this report

Disclosure: Target used to manage climate related risks and opportunities and performance against targets.

50%
reduction by 2030

Carbon Emissions Intensity
Scope 1 and Scope 2, per square foot

–36% through 2025 · On track

25%
reduction by 2030

Energy Intensity
Energy consumption, per square foot

–25% through 2025 · Target reached

10%
reduction by 2030

Water Intensity
Water consumption, per square foot

–21% through 2025 · Target exceeded

MEASUREMENT APPROACH AND SCOPE

Boundaries and standards

The Company aims to measure its greenhouse gas 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 reflective of properties where the Company has direct financial influence and the ability to allocate capital for efficiency and resiliency improvements.

Xenia's Corporate office is excluded from the quantification due to data limitations.

Emission factors and conversions

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 using a market-based method, which accounts for the specific decisions the Company makes when acquiring energy, including market purchases and supplier-specific emission factors. Regional eGRID factors are applied and updated as they become available.

Target scope and assurance

Targets are intensity-based and apply across the entire owned portfolio, with progress reported annually for energy, water and emissions metrics against a 2019 baseline. Targets have not been validated by a third party.

[1] Scope 1 emissions are direct GHG emissions from sources controlled or owned by an organization (e.g., fuel combustion in boilers, furnaces, vehicles). Starting with the 2025 data, we are accounting for vehicles and refrigerants in total Scope 1 emissions due to improved data availability.

[2] Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling; although they physically occur at the generating facility, they are accounted for in an organization's GHG inventory because they result from the organization's energy use.

GRI Index

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Organizational Profile

No.	Description	Response / Disclosure	References
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, "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 86% 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, 2025, we owned a portfolio of 30 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."	2025 Annual Report pg. 1, 39-41
2-2	Entities included in the organization's sustainability reporting	A list of our entities and our hotel properties, as of December 31, 2025, can be found in our 2025 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 2025, unless otherwise noted. Our Corporate Responsibility Report is updated annually. The following contact information can be used for any questions about this report: Xenia Hotels & Resorts, Inc. · Attention: Taylor Kessel - EVP, Chief Legal Officer and Secretary 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.	2025 Annual Report pg. 67

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

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Activities and Workers

No.	Description	Response / Disclosure	References
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, 2025, the Company owned 30 lodging properties with a total of 8,868 rooms. Our 30 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 2025.	2025 Annual Report pg. 39-41
2-7	Employees	As of December 31, 2025, we had 42 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.	2025 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 falls under the responsibility of the Nominating and Corporate Governance Committee. Xenia's Board of Directors is comprised of eight members — seven independent board members and our Chief Executive Officer, Marcel Verbaas. Our independent board members are actively involved in our three governance committees: Audit, Compensation, and Nominating and Corporate Governance.	Corporate Governance Guidelines Board of Directors Committee Composition

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Governance

No.	Description	Response / Disclosure	References
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 Independent Director of Xenia's Board of Directors, and Marcel Verbaas is our Chair and Chief Executive Officer.	Board of Directors
2-12	Role of the 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 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, which reports to Xenia's Executive Team. The Corporate Responsibility Committee is a collaborative team composed of senior management from various departments, including 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, supporting effective planning and reporting on progress, initiatives and outcomes at the corporate level and across Xenia's properties.	Board of Directors Committee Composition
2-14	Role of the highest governance body in sustainability reporting		Corporate Responsibility Report
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

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Governance continued

No.	Description	Response / Disclosure	References
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 provide for and encourage 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 pg. 27

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Governance continued

No.	Description	Response / Disclosure	References
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. The Committee also regularly reviews the Company's compensation plans and programs so that they are designed to create and maintain stockholder value and do not encourage excessive risk-taking, considering 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 these recommendations because, given his knowledge of the day-to-day responsibilities of our executive officers, he is in a unique position to provide the Committee perspective into their performance. 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 pg. 27
2-21	**Annual total compensation ratio**	For 2025, our last completed fiscal year, the median of the annual total compensation of all of our employees (other than our CEO) was $271,836; and the annual total compensation of our CEO, as reported in the "Summary Compensation Table" included in the proxy statement, was $7,048,188. Based on this information, for 2025, the annual total compensation of our CEO was approximately 26 times the median of the annual total compensation of all of our employees (other than the CEO).	Proxy Statement pg. 51

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

Strategy, Policies and Practices

No.	Description	Response / Disclosure	References
2-22	Statement on sustainable development strategy	A statement from our CEO is available in our annual Corporate Responsibility Report and in our 2025 Annual Report.	Corporate Responsibility Report 2025 Annual 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) 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, and each subsequent year, we published our Corporate Responsibility Report 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.	2025 Annual Report, pg. 7-37 Code of Ethics and Business Conduct Corporate Governance Guidelines Proxy Statement, pg. 4 Enterprise Environmental Policy Human Rights & Labor Rights Policy Supplier/Vendor Code of Conduct
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 the 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 so that 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 promoting 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

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 2: General Disclosures.

No.	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.	
2-28	Membership associations	The Company is an active member of the American Hotel & Lodging Association (AHLA), the National Association of Real Estate Investment Trusts (NAREIT), and Orlando Economic Partnership (OEP).	Corporate Responsibility Report
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, 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 engagement survey. In 2025, our participation rate was 83% and we rate above average in most categories, with about 90% of associates citing overall favorable engagement. We are guided by our core values, which include civility, ethics and integrity, and a focus on 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.	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.	2025 Annual Report pg. 6

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 3: General Disclosures.

No.	Description	Response / Disclosure	References
Material Topics			
3-1	Process to determine material topics	The most relevant and important information deemed by our Company defines 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 focused on 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, and Corporate and Ownership Structure, Economic Performance, and Anti-corruption. In April 2025, Xenia completed the disposition of the Fairmont Dallas, in Dallas, Texas. Xenia did not acquire any hotels during the year ended December 31, 2025. Refer to the 2025 Annual report for additional significant events in 2025.	Proxy Statement Corporate Responsibility Report 2025 Annual Report pgs. 48 - 49
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 sustainability-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

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 200 series: General Disclosures.

No.	Description	Response / Disclosure	References
Economic Performance			
201-1	Direct economic value generated and distributed	In 2025, total revenues and total hotel operating expenses (in thousands) were $1,078,500 and $748,578 respectively. Total expenses were $970,967.	2025 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 or energy usage or stricter energy efficiency standards. 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 2025 Annual Report and Corporate Responsibility Report.	2025 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 on the 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) and employees (each a "Covered Party") 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
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.	

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 300 series: General Disclosures.

No.	Description	Response / Disclosure	References
Environmental — Energy			
302-1	Energy consumption within the organization	Total energy consumption was 253,688,796 kWh.	Environmental Performance Data Tables
302-3	Energy intensity	Energy intensity was 27.9 kWh per square foot.	
Environmental — Water and Effluents			
303-3	Water withdrawal	Total water consumption was 377,550 kGal	Environmental Performance Data Tables
Environmental — Emissions			
305-1	Scope 1 emissions	Scope 1 emissions were 19,395 metric tons CO_2e.	Environmental Performance Data Tables
305-2	Scope 2 emissions	Scope 2 emissions were 45,846 metric tons CO_2e.	
305-4	Greenhouse gas (GHG) intensity	GHG intensity for Scope 1 and Scope 2 emissions was 7.2 kgCO_2e per square foot.	
Environmental — Waste			
306-3	Waste generated	Total waste generated was 7,605 metric tons (8,383 US tons), with a diversion rate of 19.2%.	Environmental Performance Data Tables
306-4	Waste diverted from disposal	Total diverted waste was 1,458 metric tons (1,607.2 US tons), consisting of recycled and composted waste.	
306-5	Waste directed to disposal	Total non-diverted waste was 6,147 metric tons (6,775.8 US tons), with 0% directed to incineration.	

GRI Index continued

Global Reporting Initiative (GRI) Standards content index, covering GRI 400 series: General Disclosures

No.	Description	Response / Disclosure	References
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, generous paid time off, and a hybrid remote work policy. We are also focused on 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 2025 Annual Report pgs. 6-7
Social — Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	We are focused on cultivating our employees through training and development, including leadership training, professional certifications, continuing education, professional memberships and networking events, alongside performance management that 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, so that the Company is protected to the greatest extent possible against cyber risks and security breaches.	Corporate Responsibility Report 2025 Annual Report pgs. 6-7, 19
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 those of the International Labor Organization. We adhere to these principles as they relate 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 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 focus on 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, 2025, we had 42 employees. Refer to page 18 of this report for our employee demographics.	2025 Annual Report, pg. 6 Proxy Statement, pg. 2
Public Policy			
415-1	Political contributions	Covered Parties may participate in the political process as individuals on their own time. However, Covered Parties must make every effort so 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

SASB Disclosures

Sustainability Accounting Standards Board (SASB) Real Estate industry standard. For the 2025 reporting year.

Code	Description	Response / Disclosure
Activity Metrics		
IF-RE-000.A	Number of assets	30 hotels as of 12/31/2025. Does not include leased corporate office space in Orlando, FL.
IF-RE-000.B	Leasable floor area	9,085,137 sq ft. Does not include leased corporate office space in Orlando, FL.
IF-RE-000.C	Percentage of indirectly managed assets	100%
Energy Management		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage; percentage grid electricity; percentage renewable energy	913,279.67 GJ total energy consumed 49.9% grid electricity 0% onsite renewable energy/PPA
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	– 0.16%
IF-RE-130a.4	Percentage of eligible portfolio with an energy rating; percentage certified to ENERGY STAR	26.7% of the eligible portfolio has an energy rating 20% of the eligible portfolio is certified to ENERGY STAR
IF-RE-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 environmental reviews by independent consultants as well as review by our internal project management team. In addition, Xenia's Project Management team — an in-house department that oversees major investments made in the portfolio and actively manages all significant capital renovations — helps support our assessment of environmental risks and opportunities. As hotels are brought into our portfolio, the 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 opportunities for Xenia to engage in dynamic decision-making reflective of our values.

SASB Disclosures continued

Sustainability Accounting Standards Board (SASB) Real Estate industry standard. For the 2025 reporting year.

Code	Description	Response / Disclosure
Water Management		
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area, and of floor area in regions with High or Extremely High Baseline Water Stress	100% of total floor area. 100% of floor area in regions with High or Extremely High Baseline Water Stress
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage; percentage in regions with High or Extremely High Baseline Water Stress	1,429.2 thousand cubic meters withdrawn 16% in regions with High or Extremely High Baseline Water Stress
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	–2.4%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Management of water consumption is important 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, including environmental reviews by independent consultants as well as review by our internal project management team.
Management of Tenant Sustainability Impacts		
IF-RE-410a.3	Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants	Xenia's Asset Management team works with our internal Project Management and hotel management teams to identify operational efficiencies across the portfolio. Through regular discussions, these teams assess activities and procedures at each property to improve efficiency, informing capital planning and property-level initiatives that drive continuous environmental improvement.
Climate Change Adaptation		
IF-RE-450a.1	Area of properties located in 100-year flood zones	32,637 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, including environmental reviews by independent consultants as well as review by our internal project management team. In addition, we conducted a climate-related risk assessment on our portfolio to better understand the physical impacts of climate change. 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.

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," "aim", "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 24, 2026, 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 sustainability 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 sustainability 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.

No inference should be drawn that any topic, scenario, statement, or metric identified as material, significant, a risk, or a priority in this report is material to Xenia for purposes of securities laws or would be required to be disclosed in Xenia's filings with the U.S. Securities and Exchange Commission. Investors should refer to Xenia's SEC filings, including its Annual Report on Form 10-K and Quarterly Reports on Form 10-Q, for discussion of information and risks deemed material for investment and federal securities laws purposes.

Use of Reporting

Certain information in this document may be used for compliance with various legal obligations, including. but not limited to, 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 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.