



## **XENIA HOTELS & RESORTS, INC. Enterprise Environmental Policy**

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

Our commitment to sustainability is governed by three main principles:

1. Minimize environmental risks;
2. Comply with all applicable laws and governmental regulations; and
3. Strive for continuous improvement in the environmental performance of our portfolio.

In accordance with these three principles, we aim to:

- Perform initial and ongoing due diligence on our assets and capital expenditure projects in order to manage potential environmental risks at our properties, including environmental reviews by independent consultants and/or our internal project management team
- Reduce energy consumption and carbon emissions in our portfolio through monitoring and reporting, investing in energy efficiency projects and the procurement and installation of renewable energy sources
- Reduce water consumption in our portfolio through monitoring, reporting, and investing in water efficiency projects
  - We believe access to quality water is a fundamental human right. To ensure equal access to quality water sources, we monitor water risk throughout our portfolio
- Reduce the total amount of waste generated and improve recycling and waste diversion rates from hotel operations and during construction projects
  - Manage waste and incorporate recycling programs at our corporate office location
- Minimize environmental pollution resulting from our operations through recycling and proper waste handling, wastewater management, and solid waste disposal
- Promote sustainable procurement of materials, including materials that have sustainability certifications or that are locally sourced
- Protect and enhance local biodiversity to reduce risks on natural habitats

Additionally, we encourage our stakeholders, including our hotel operators and suppliers, to hold similar commitments. To ensure compliance and company-wide transparency, our internal Corporate Responsibility committee oversees our sustainability efforts and updates senior management and the Nominating and Corporate Governance Committee routinely, which in turn updates our full Board of Directors on these matters. Our committee meets on a quarterly basis and has initial oversight of our

environmental and social policies and procedures. As we progress with the principles and initiatives stated above, we will publicly disclose our goals, efforts and progress.