

CORPORATE RESPONSIBILITY REPORT

October 2023



About this Report

This report reflects portfolio environmental data and corporate personnel statistics data as of year-end 2022, unless otherwise noted. Financial metrics are reported in U.S. dollars. Please note that information in this report does not constitute any guarantees or promises related to business activities, performance, or future results. Data presented in this report is not certified or third-party verified. Portfolio attribute percentages are based on survey results from 32 properties that were in the portfolio as of year-end 2022. Consumption data is through year-end 2022. Please refer to the last page of this report for additional general disclosures.



Contents

Letter from Our Chair and CEO

Progress Towards Our 2030 Intensity Reduction Goals

Environmental Performance Data Tables

About Xenia Hotels & Resorts, Inc.

Lodging Ownership and Operating Structure

Progress at a Glance

Our Corporate Focus

Our Guided Approach

Alignment with UN Sustainable Development Goals

Environmental Sustainability Principles

Sustainability Projects and Achievements

Sustainability Projects Spotlight

Corporate Governance

Resiliency & Data Privacy

Our Employees

Employee Engagement

Community Outreach

Xenia TCFD Approach

GRI Index

SASB Disclosures



Hyatt Centric Key West Resort & Spa

Letter from our Chair and CEO

I am extremely proud of our continued progress with our environmental sustainability efforts and our Corporate Responsibility Program. Our corporate mission has always included a focus on the creation of shareholder value and aligning the same with our efforts to continuously enhance our Corporate Responsibility Program. To that effect, we are mindful of our environmental footprint and committed to reducing our impact over time. Xenia is proud to be affiliated with the best brands and operators in the lodging industry and is committed to alignment with their brand standards which incorporate environmental and social guidelines that work to benefit those who work at and those who visit our hotels, as well as the communities in which they are located.

As an owner of a portfolio of luxury and upper upscale hotels and resorts that offer extensive amenities, the consumption profile for these types of properties presents an ongoing opportunity to improve building performance for both financial and environmental sustainability benefits. This opportunity has been a consistent driver for our Corporate Responsibility Committee (“CRC”), which focuses its efforts on finding and achieving operational efficiencies at our properties and advancing our structured sustainability program. In 2022, we continued to conduct portfolio environmental sustainability assessments to identify potential areas for efficiency improvements. We took advantage of opportunities to make enhancements to our properties which align with our overall approach to increase shareholder value and also enhance environmental efficiencies by reducing energy and water consumption. Examples of some of these initiatives and projects as well as the positive results achieved are included in this report.

Last year, we published specific and actionable environmental intensity reduction targets for achievement by 2030 and this year we are tracking and reporting our progress towards those goals. While we are only one year into our journey to achieve our goals, we are pleased to report that our 2022 performance was generally consistent with our expectations, and we look forward to continued progress over the years to come. By working to achieve these goals and reporting our interim progress, we believe that this will also increase our positive social impact and create value for Xenia, our associates, hotels, and stakeholders.

Through the dedicated efforts of our human resources department and our CRC, we continue to make meaningful progress with our commitment to diversity, equity, and inclusion and we are extremely proud of our ability to recruit and maintain a highly diverse mix of associates in our corporate office. In 2022 we continued our DiversityTalks sessions, which focus on celebrating the broad diversity of our workforce. These informative and interactive discussions have led to a more inclusive understanding of our coworkers and created an opportunity for each associate to learn more about their own background in the process.

In 2022, we continued our support of various local charitable organizations by inviting them into our corporate office to present their mission and by our participation and support through our associate volunteer outreach program. We continue to support our associates by enhancing our ongoing health and wellness program through a series of initiatives, including fitness challenges and nutritional guidance.

To present our efforts to the broadest audience, we continue to provide disclosures in line with frameworks that our stakeholders desire and find valuable. This includes publishing our environmental performance and social responsibility disclosures in accordance with the Global Reporting Initiative (“GRI”) Index and the Sustainability Accounting Standards Board (“SASB”) for Real Estate Owners, Developers, and Investment Trusts. We released our first Task Force on Climate-related Financial Disclosures (“TCFD”) in 2020 and continue to provide updated versions each year, as presented in this report.

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

Thank you for your interest in Xenia Hotels & Resorts.



A stylized, handwritten signature in blue ink, consisting of several fluid, connected strokes.

Marcel Verbaas
Chair and Chief Executive Officer

Progress Towards Our 2030 Intensity Reduction Goals

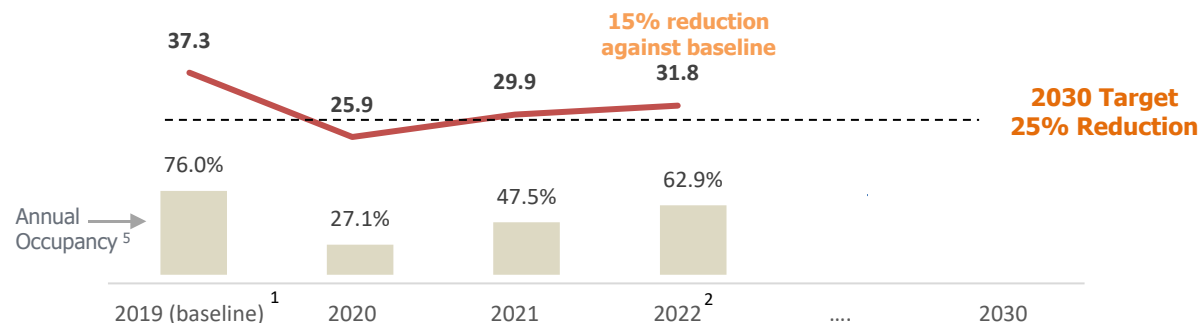
2030 Intensity Reduction Goals

Environmental performance tracking is a key component of Xenia's sustainability program. In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030. Xenia utilizes 2019 as the baseline year for the measurement of total portfolio environmental performance on a per square foot basis for all three metrics. Our intensity metrics have increased since 2020 due to the increase in occupancy and meeting space utilization since the onset of the COVID-19 pandemic in early 2020. While we are only one year into our journey to achieve our goals, our 2022 performance was generally consistent with our expectations. Refer to the Environmental Performance Data Tables for additional intensity metrics information.



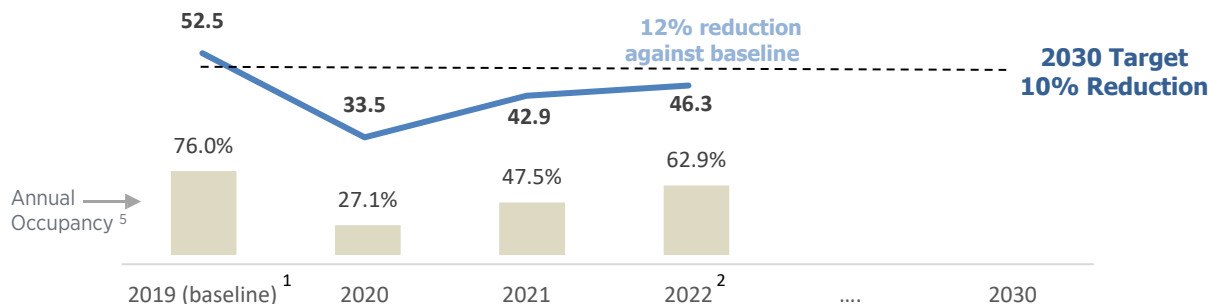
Energy Intensity³

Kilowatt hours per square foot



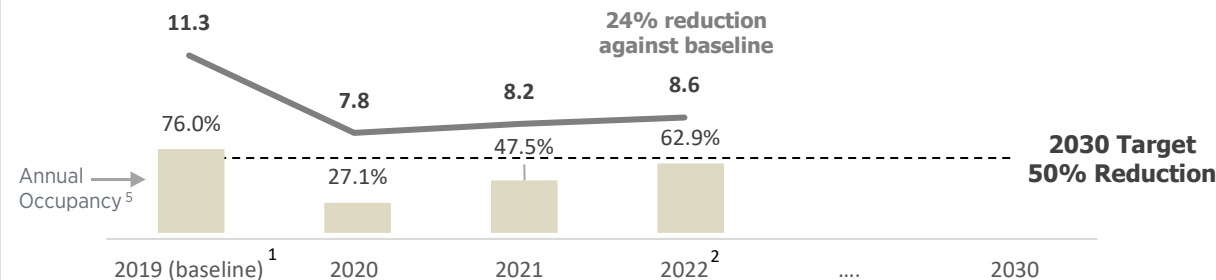
Water Intensity⁴

Gallons per square foot



Scope 1 and 2 Carbon Emissions Intensity

KgCO₂E per square foot



- Xenia owned 39 hotels as of year-end 2019, Environmental intensity metrics include data for 34 hotels as four hotels were sold in 2020 making the energy usage data unavailable at time of report publication, and the Hyatt Regency Portland at the Oregon Convention Center was newly constructed and acquired in December 2019.
- Xenia owned 32 hotels as of year-end 2022. Environmental intensity metrics include data for 34 hotels owned during 2022. Kimpton Hotel Monaco Chicago was sold in January 2022 and thus excluded from these calculations. Partial year properties included in the metrics are Bohemian Hotel Celebration & Hotel Monaco Denver (sold in October 2022 and December 2022, respectively), and W Nashville (purchased in March 2022). For the three partial year properties, only the floor area of the months of ownership is considered in the formulation of square footage metrics. For any period of unavailable data, the monthly average of the partial year data is used. For W Nashville, natural gas consumption for April was unavailable. For W Nashville and Bohemian Hotel Celebration, water consumption for the period of April to July and June to September, respectively, were unavailable.
- Energy intensity includes total consumption (direct and indirect consumption).
- The 2019, 2020, 2021, and 2022 water consumption and water intensity calculation excludes water consumption associated with the golf course at Park Hyatt Aviara Resort, Golf Club & Spa of which approximately 90% was reclaimed water. Water consumption from the rest of the hotel's operations is included in 2019, 2020, 2021, and 2022.
- Occupancy Rate 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.

Environmental Performance Data Tables

Hotel Profile and Economics	2019 ¹	2020 ²	2021 ²	2022 ³
Hotel Count	34	35	34	32
Room Count	9,412	10,011	9,659	9,508
Revenue (in millions) ⁴	\$1,149.1	\$369.8	\$616.2	\$997.6
Revenue Per Available Room (RevPAR) ⁴	\$168.43	\$53.88	\$103.64	\$162.75
Occupancy Rate ⁴	76.0%	27.1%	47.5%	62.9%
Hotel Floor Area (Sq. Ft.)	9,217,287	9,651,818	9,406,847	9,590,824
Environmental Performance – Total Consumption	2019 ¹	2020 ²	2021 ²	2022 ⁵
Energy intensity (kilowatt hours per square foot)	37.3	25.9	29.9	31.8
Scope 1 and 2 carbon emissions intensity (kgCO2e per square foot)	11.3	7.8	8.2	8.6
Water intensity (gallons per square foot) ⁶	52.5	33.5	42.9	46.3
Direct Energy consumption (kilowatt hours) ⁷	138,089,096	89,524,341	102,609,932	111,099,501
Indirect Energy consumption (kilowatt hours) ⁸	206,013,594	161,182,202	178,234,357	190,009,738
Total Energy consumption (kilowatt hours)	344,102,690	250,706,543	280,844,289	301,109,239
Energy from Renewables (%)	7.1%	9.1%	9.8%	10.7%
Scope 1 carbon emissions (kilograms CO2e)	25,050,529	16,243,260	18,895,421	20,165,710
Scope 2 carbon emissions (kilograms CO2e)	79,492,553	58,939,281	58,387,216	61,376,271
Total carbon emissions (kilograms CO2e)	104,543,082	75,182,541	77,282,637	81,541,982
Water consumption (kilogallons) ⁶	483,588	323,212	404,299	439,079

1. Prior to 2019, our portfolio composition transitioned to primarily include full service luxury and upper upscale hotels. Xenia owned 39 hotels as of year-end 2019. Environmental intensity metrics include data for 34 hotels as four hotels were sold in 2020 making the energy usage data unavailable at time of report publication, and Hyatt Regency Portland at the Oregon Convention Center was newly constructed and acquired in December 2019.
2. 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.
3. Xenia owned 32 hotels as of year-end 2022.
4. Revenue, RevPAR, and Occupancy Rate 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.
5. Environmental intensity metrics include data for 34 hotels owned during 2022. Kimpton Hotel Monaco Chicago was sold in January 2022 and thus excluded from these calculations. Partial year properties included in the metrics are Bohemian Hotel Celebration & Hotel Monaco Denver (sold in October 2022 and December 2022, respectively), and W Nashville (purchased in March 2022). For the three partial year properties, only the floor area of the months of ownership is considered in the formulation of square footage metrics. For any period of unavailable data, the monthly average of the partial year data is used. For W Nashville, natural gas consumption for April was unavailable. For W Nashville and Bohemian Hotel Celebration, water consumption for the period of April to July and June to September, respectively, were unavailable.
6. The 2019, 2020, 2021, and 2022 water consumption and water intensity calculation excludes water consumption associated with the golf course at Park Hyatt Aviara Resort, Golf Club & Spa of which approximately 90% was reclaimed water. Water consumption from the rest of the hotel's operations is included in 2019, 2020, 2021, and 2022.
7. Direct Energy - Energy that is consumed onsite from fuels or renewable energy sources. (e.g., Natural gas, propane).
8. 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).

About Xenia Hotels & Resorts, Inc.

Xenia Hotels & Resorts, Inc.

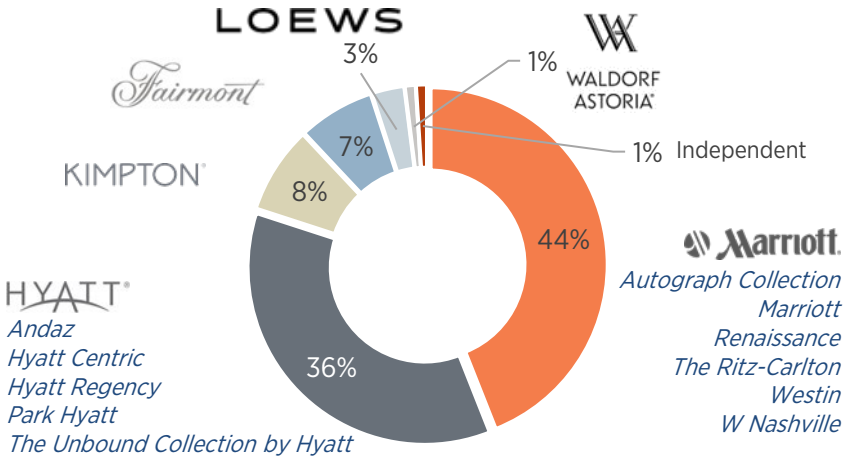
is a self-advised and self-administered REIT that invests in uniquely positioned full service luxury and upper upscale hotels and resorts, with a focus on the top 25 lodging markets as well as key leisure destinations in the United States. As of year-end 2022, we owned 32 hotels comprised of 9,508 rooms across 14 states. Xenia's hotels are in the luxury and upper upscale segments and operated and/or licensed by industry leaders such as Marriott, Hyatt, Fairmont, Kimpton, Loews, Hilton, and The Kessler Collection. For more information on Xenia's business, refer to our Company website.

Key Portfolio Statistics ¹

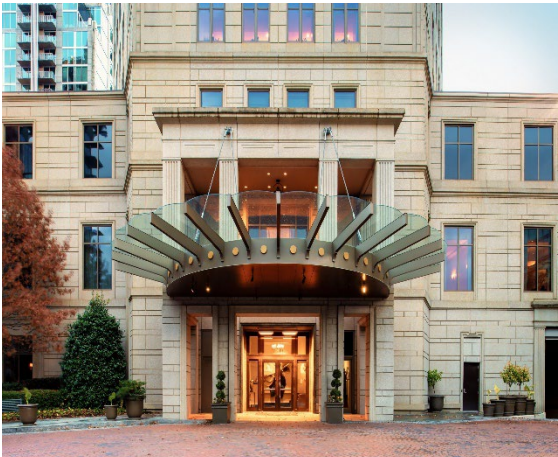
32 Hotels	
9,508 Rooms	14 Brands
14 States	22 Markets

1. Key Portfolio Statistics reported as of year-end 2022

Diversified Branding ²



2. Percentages based on total room count



Waldorf Astoria Atlanta Buckhead



W Nashville



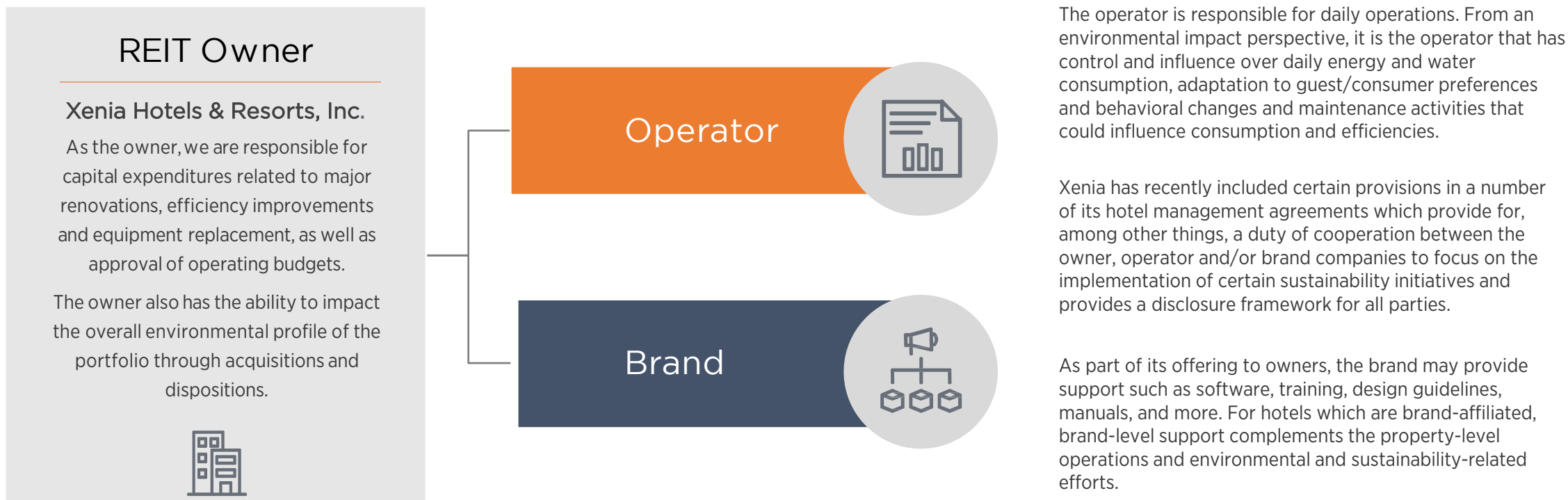
Grand Bohemian Hotel Orlando,
Autograph Collection



Hyatt Regency Portland
at the Oregon Convention Center

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. Additionally, our designation as a REIT places strict limitations on performing any services related to management or day-to-day operation of the hotel properties. We aim to help stakeholders and readers understand this relationship in further detail to provide context for the scope of ways that we can contribute to and influence environmental and sustainability-related performance at the property-level.




Progress at a Glance

Xenia Hotels & Resorts, Inc. is committed to its pursuit of practices which are designed to decrease the environmental impact of our hotels, promote the diversity of our employees, 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 which demonstrate measurable results and Xenia's focus on delivering value for its stakeholders.

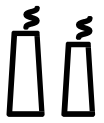
2022 Environmental Intensity Metrics



Energy Intensity
31.8 kW h psf.



Water Intensity
46.3 gal psf.

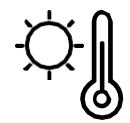


Scope 1 and 2 Carbon Emissions Intensity
8.6 kgCO2e psf.

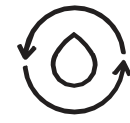
Portfolio Best Practices ¹



3 LEED Certified Properties ²



97% of guestrooms have digital thermostats



78% of properties have a Water Efficiency Program



68% of properties have a Sustainability Coordinator or Green Champion



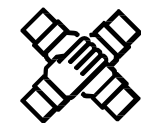
Code of Conduct document added to vendor/supplier contracts



78% of properties have eliminated plastic straws



82% of guestrooms have recycling bins



5 charities engaged directly by our corporate initiatives



Awarded Healthiest Employers in Central Florida in 2022

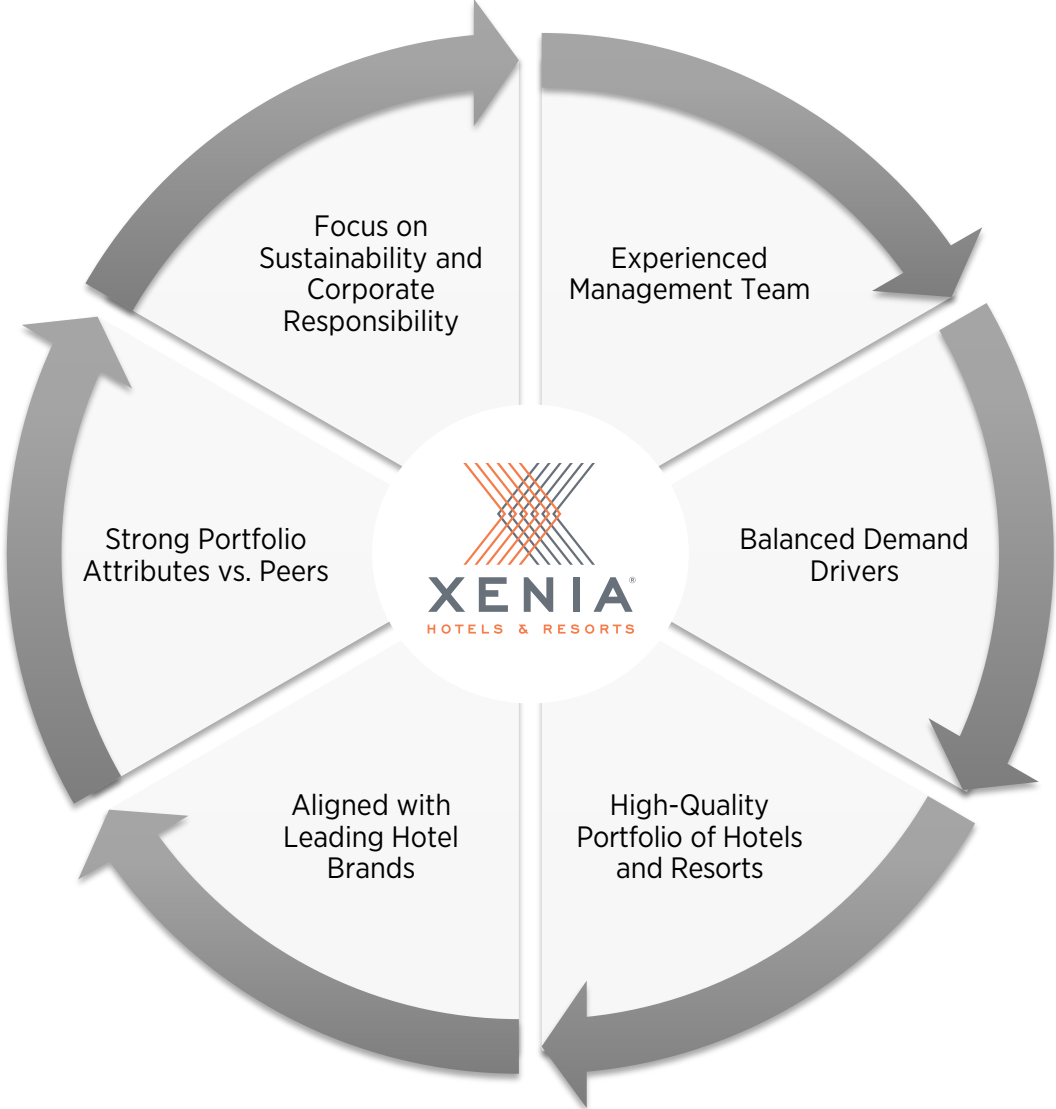
1. Portfolio best practices are based on the results of a property survey that included all 32 hotels in the portfolio as of year-end 2022. Results are derived from responses provided by our operators at the property-level.
2. LEED Certified properties include Fairmont Pittsburgh, Hyatt Regency Portland at the Oregon Convention Center and Kimpton Hotel Palomar Philadelphia.

Our Corporate Focus

Our Corporate Responsibility Mission extends beyond the creation of stockholder value to include our responsibility to our employees, the communities in which we conduct business, and the environment. This approach drives our ongoing commitment to environmental sustainability, social responsibility, and corporate governance. In this report, we present environmental intensity metrics based on data from year-end 2022 for properties owned at the end of 2022. This includes new and updated case studies on property efficiency measures and best practices. We also share our corporate responsibility strategy and demonstrated efforts to offer enhanced value to our business and stakeholders.

Shareholder Engagement

In 2022, Xenia reached out to, met with, or engaged directly with shareholders who own collectively more than 60%¹ of our common stock, and we continue to engage with additional shareholders on an ongoing basis. As illustrated in the diagram to the right, we have a deeply committed focus on Sustainability and Corporate Responsibility, which is one of six key drivers of success for the Company.



1. Percentage is derived from ownership percentage of our common stock as of June 30, 2022.

Our Guided Approach

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



Environmental Sustainability

Environmental Intensity Reduction Targets

Sustainability Considerations in Due Diligence Process

Investment in Utility and Energy Efficiency Projects



Social Responsibility

Community Charitable Engagement through Volunteerism

Employee Training & Development

Promoting DEI Through Various Programs

Employee Health and Wellness Programs



Corporate Governance

Strong Shareholder-Friendly Governance Framework

7 of the 8 Directors on Our Board are Independent ¹

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

Board and Multiple Committee Oversight of Corporate Responsibility Matters

1. Board of Directors count as of May 2023

Alignment with U.N. Sustainable Development Goals

The United Nations Member States adopted the 2030 Agenda for Sustainable Development which provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action for countries to improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Xenia seeks alignment with the 2030 Agenda and has identified 5 SDGs which are relevant to its business.
The Company will focus on these goals through the following initiatives and efforts:



- Increase percentage of corporate employees or number of hours participating in local community volunteer activities
- Increase number of charities engaged and contributions which achieve a social impact, including in-kind opportunities
- Provide and encourage participation in programs that target health and well-being, such as increased flexibility, health education, and health and wellness programs



- 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, retrofitting incandescent lighting systems with new LED fixtures, and installing guestroom “smart” thermostats
- Reduce energy consumption and carbon emissions in our portfolio



- Increase percentage of hotels with recycling in place
- Reduce or strive to eliminate the use of plastic straws
- Measure and monitor waste data and develop waste volume baseline



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

Environmental Sustainability Principles

Xenia Hotels & Resorts, Inc. recognizes the impact that our properties have on the environment and is committed to driving improvements in sustainability within our portfolio. This commitment impacts our stakeholders, including our hotel operators, our corporate employees, vendors, suppliers, contractors, the guests who frequent our hotels, and the communities in which our corporate office and properties are located.

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

By working directly with our hotel operators to address and manage environmental risks at our properties, we believe we can increase profitability, maintain brand reputation and enhance resiliency in the face of potential environmental disruptions, including the effects of climate change, resource scarcity, and natural disasters. Our sustainability efforts across our portfolio are highlighted by various metrics and best practices.



Assessment of environmental risks and opportunities



Compliance with all applicable laws and governmental regulations



Identification of opportunities for environmental stewardship within the portfolio



Continuous improvement in the environmental performance of our portfolio



Reporting of our environmental risks, performance, and business impacts publicly

Xenia Portfolio Certifications

Certification Type	Number of Certified Properties
LEED ¹	3
Green Key Eco-Rating	3
TripAdvisor GreenLeaders	21

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

Sustainability Projects and Achievements

Ritz-Carlton Pentagon City: Advancing Sustainability

Continuing our commitment to achieve our carbon emission reduction goals, Ritz-Carlton Pentagon City showcases Xenia's multi-year strategy aimed at enhancing the holistic performance of our hotels, rather than focusing on isolated projects. Early in 2022, a comprehensive review of the building systems was conducted and became a strategic roadmap for subsequent initiatives. This examination led to retrofitting of an existing chiller, the design and procurement of a second chiller, the formulation of a new energy management system, and the installation of a new domestic hot water system, enhancing energy efficiency to 97%, a notable increase of 22%. Additionally, multiple air handling units were revamped, providing additional energy efficiencies and projected to provide additional energy efficiency and yield an expected payback in utility savings within an average of 2.5 years.

Our commitment to improvement extends into 2023 and beyond, with plans for further upgrades and retro-commissioning including the conversion of pneumatic to direct digital controls (DDC), the replacement of kitchen exhaust equipment with demand ventilation, and the installation of a high-efficiency chiller, variable frequency drives (VFD) and pumps.

Portfolio-Wide Sustainability Achievements

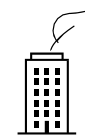
As of year-end 2022, we are proud to share the following sustainability project achievements:

- Over 97% of properties have installed digital thermostats in at least 75% of guestrooms
- Over 78% of properties have eliminated or replaced plastic straws with non-plastic alternatives
- Over 94% of properties have variable frequency/speed drives and/or Electronically Commutated Motors installed in any HVAC systems

2022 Sustainability-Related Capital Investment

Xenia spent \$16.6M on capital expenditures with sustainability components. Examples include:

- 34 mechanical projects that will create energy efficiencies
- 8 automated system control projects that will create energy efficiencies
- 5 exterior lighting upgrade projects that will create energy efficiencies
- ❖ 30 of 34 hotels owned during the year received funding for a sustainability related project



2023 Capital Investment

In 2023, we further increased our budget to invest significantly in projects that create efficiencies and reduce our environmental impact and increase sustainability efforts, including major mechanical replacements, kitchen equipment upgrades, and building management systems across the portfolio.

Sustainability Projects Spotlight

Fairmont Dallas: Elevating Environmental Efficiency

Fairmont Dallas exemplifies Xenia's commitment to enhancing environmental efficiency throughout our portfolio. Following a comprehensive assessment, we initiated a series of efficiency upgrades, commencing with the installation of highly efficient chillers. This strategic move resulted in an impressive 28% reduction in energy consumption, equating to an annual savings of over one million kilowatt-hours (kWh). Furthermore, the introduction of cutting-edge variable frequency drives (VFD) and advanced pumps is projected to yield a substantial 30% decrease in energy consumption, with an anticipated return on investment in less than three years. Moving forward, our sustainability agenda for Fairmont Dallas includes phasing out an outdated steam boiler system, a comprehensive overhaul of major electrical components, including switchgear and panels, and modernizing elevators and escalators. These measures demonstrate our ongoing dedication to advancing sustainability and operational efficiency across our hotels. Fairmont Dallas provides an excellent example of our commitment to creating a greener future, while providing unparalleled guest experiences.



Renaissance Atlanta Waverly: Building Efficiency Transformation

Another ongoing example of Xenia's comprehensive building strategy is evident at Renaissance Atlanta Waverly. The initiative commenced with an extensive building assessment in 2022, followed by a range of significant efficiency upgrades. A new foam roof system was installed on the main tower and several major air handling units were replaced, all of which increased energy efficiencies. In 2023, additional energy conservation efforts concentrated on the design and installation of new guestroom fan coil units, risers, and an upgraded thermostat system. Additionally, enhancements were made to the domestic and comfort heating water systems, anticipating to improve domestic hot water production efficiency from 70% to 97%, while reducing the necessity for overall storage tanks. The comfort system has been reconfigured to modulate in line with demand while continuing to provide dehumidification for the hotel, uplifting the efficiency by 17% and enhancing overall indoor air quality.

Corporate Governance

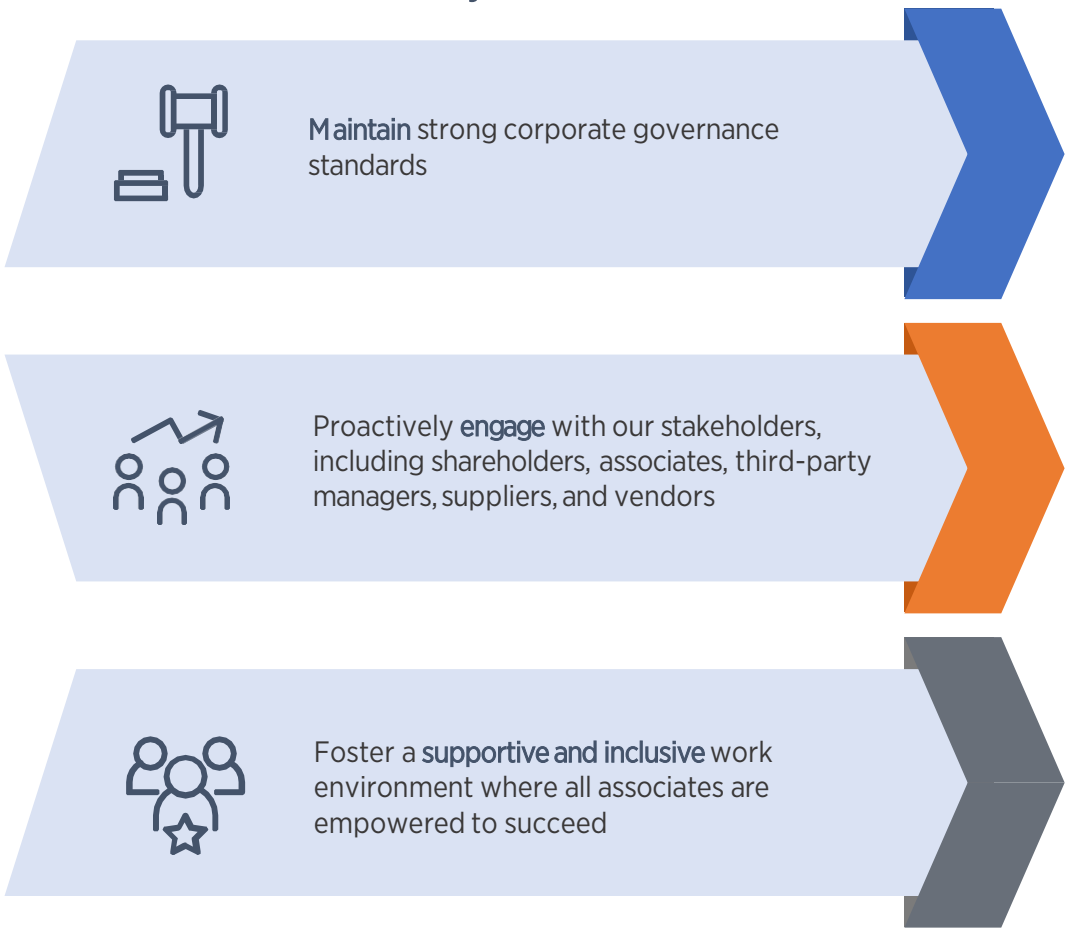
Our Corporate Approach on Governance

At Xenia, we aim to maintain strong corporate governance standards. Xenia’s Charter, Bylaws, Corporate Governance Guidelines, Charters of the Board Committees, and the Code of Ethics and Business Conduct provide the framework for the governance principles of our Company. Xenia regularly seeks feedback on governance profile matters through direct shareholder engagement meetings, confirming the value of our shareholder-friendly governance structures and potential enhancements to our board composition and governance, our approach to sustainability and environmental and social responsibility matters, and investor expectations, business actions and opportunities.

Roles and Responsibilities

Xenia’s corporate responsibility program, including environmental-related risks and opportunities, is managed by the Company’s Corporate Responsibility Committee, which is comprised of members across 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 Governance Objectives



Board of Directors¹



7 out of 8 directors are independent of management



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

Industry Leadership

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

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

1. Board of Director count as of report issuance date.

Resiliency & Data Privacy

Property and Building Resiliency

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

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

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

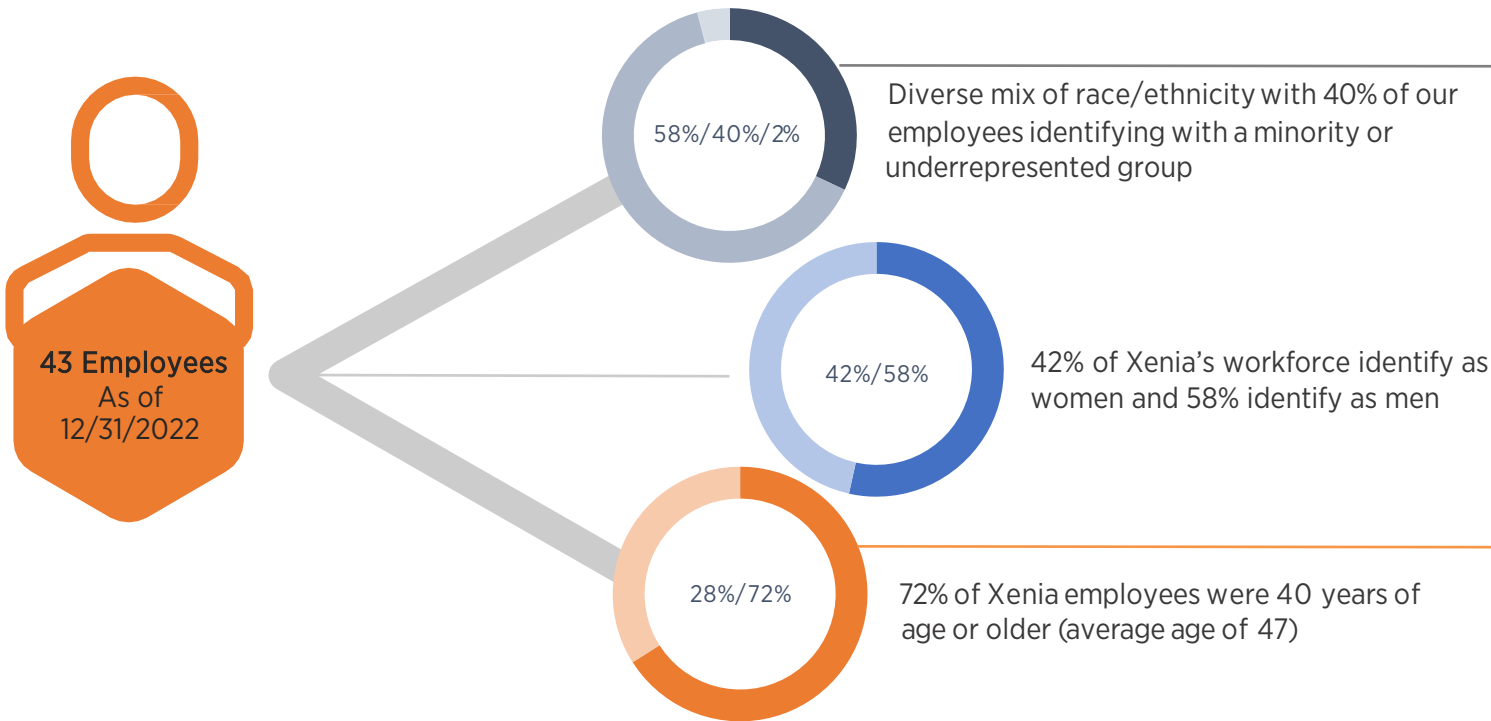
Data Privacy and Cybersecurity

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

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

Our Employees

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



Race	%
Employees Black or African American (%)	5%
Employees Asian (%)	21%
Employees Hispanic or Latino (%)	14%
Employees Caucasian (%)	58%
Employees Preferred not to Disclose (%)	2%

Age	%
Employees under 30 years old (%)	5%
Employees 30 – 50 years old (%)	56%
Employees over 50 years old (%)	39%

Human Rights

Xenia is committed to and believes that companies such as ours have a responsibility 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. We adhere to these principles as it relates to our employees and we expect and encourage the operators who manage our portfolio of properties to also adhere to these principles and laws, regardless of geographic location. Xenia's Human Rights and Labor Policy addresses ethical recruitment and prohibition against forced labor, modern slavery, and human trafficking.

Employee Engagement

Employee Engagement

Our employee engagement surveys, conducted annually by a third-party, allow us to use engagement scores and employee feedback to gain insight into our associates' satisfaction with the Company and shape how we work. This year we had a 97% response rate with approximately 90% of associates citing moderate to positive overall engagement. Outside of the survey, we continue to encourage a continuous feedback loop through purposeful conversations in staff meetings, management discussions and one-on-one meetings between managers and employees.

Health & Wellness

At the heart of our programs, we build team camaraderie and engagement across all levels of the organization. To enhance our Health & Wellness efforts, we encourage participation in various programs that target the health and wellness of our associates. Examples of these programs include a walking program, team challenges, corporate 5k and related Lunch & Learns. In 2022, we continued to prioritize the well-being of our associates by offering increased work flexibility through a hybrid schedule, expanded paid-time off benefits, and we enriched our benefit package overall.

Through consistent understanding of the needs of our employees, our benefits have evolved over the years to support overall well-being. As exhibited from our engagement survey, the health and financial benefits offered to our employees are consistently rated above average.



2023 Corporate 5k



Through our concerted efforts, we are proud to be recognized as one of the 2022 Healthiest Employers of Central Florida as featured in the Orlando Business Journal.

Diversity & Inclusion

We believe equal employment opportunity is a fundamental principle, and we are committed to upholding an inclusive work culture that recognizes and celebrates our diversity. Our Diversity & Inclusion program drives us from awareness to action. The program includes web-based learning sessions, annual training and DiversityTalks. DiversityTalks are learning sessions in which our own employees volunteer to present their own life experiences and heritage and allow us to learn more about each other's cultures and background through specific examples. These DiversityTalk sessions provide a meaningful way for our employees to connect to each other and relate to the unique perspectives each person brings to our team. Our DEI statement, DEI activities and training further demonstrates our pledge to an inclusive and equitable workplace.

Safety & Security

We are committed to providing an environment that our associates can thrive in, free from harassment and where associates can feel safe and secure. Associates complete annual Harassment Prevention training and review and acknowledge this policy annually to ensure we uphold these principles. We encourage all of our operators to adopt and abide by the principles of the American Hotel & Lodging Association's 5-Star Promise and will continue to engage with our operators to provide any necessary resources to further assist them in promoting the safety of hotel employees and guests.

Support & Development

To support the continuous development of our associates, we offer various mediums in which we engage our associates. Examples include:

- Online learning opportunities through XeniaU, a web-based learning management system.
- Reimbursement for graduate and undergraduate degrees, certifications and licenses, industry conferences and memberships, and networking events.
- Targeted leadership and development opportunities through our partnerships with Center for Creative Leadership and American Management Association.

Community Outreach

Our community engagement program includes donations (both financial and in-kind), and a year-over-year increase in the number of volunteer hours by our associates. Our corporate office made financial, in-kind, and volunteer hours donations directly to five charitable organizations in 2022.

Touched by Type1 Diabetes

Each year, in tandem with our employees, we identify new partners that are making a difference in the community. This year we partnered with Touched By Type1, a local organization that is spreading awareness about Type 1 Diabetes and supports newly diagnosed individuals. Our team participated by assembling hundreds of awareness kits that are shipped out to new patients throughout the year.



Second Harvest Food Bank

Since 2019, we have supported Second Harvest Food Bank of Central Florida, a nonprofit organization that collects, stores, and distributes donated food throughout our community.

Over the years, our employees have volunteered hundreds of hours by sorting and packing countless pounds of food, allowing us to continue their mission of feeding, empowering, and nourishing the communities we live and work in.

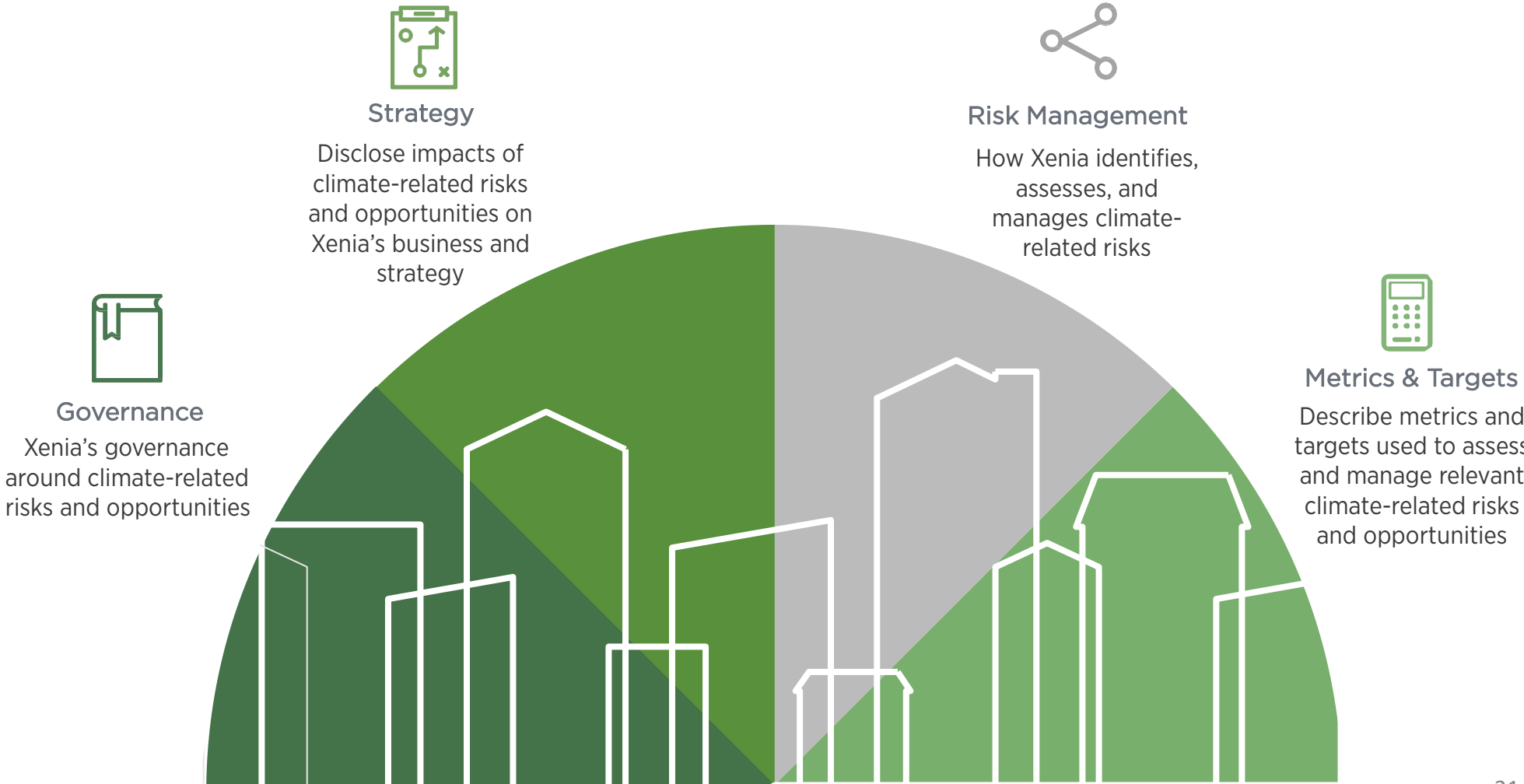


Xenia TCFD Approach

The Financial Stability Board established the TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks. Xenia is committed to incorporating the recommendations as structured around four thematic areas:

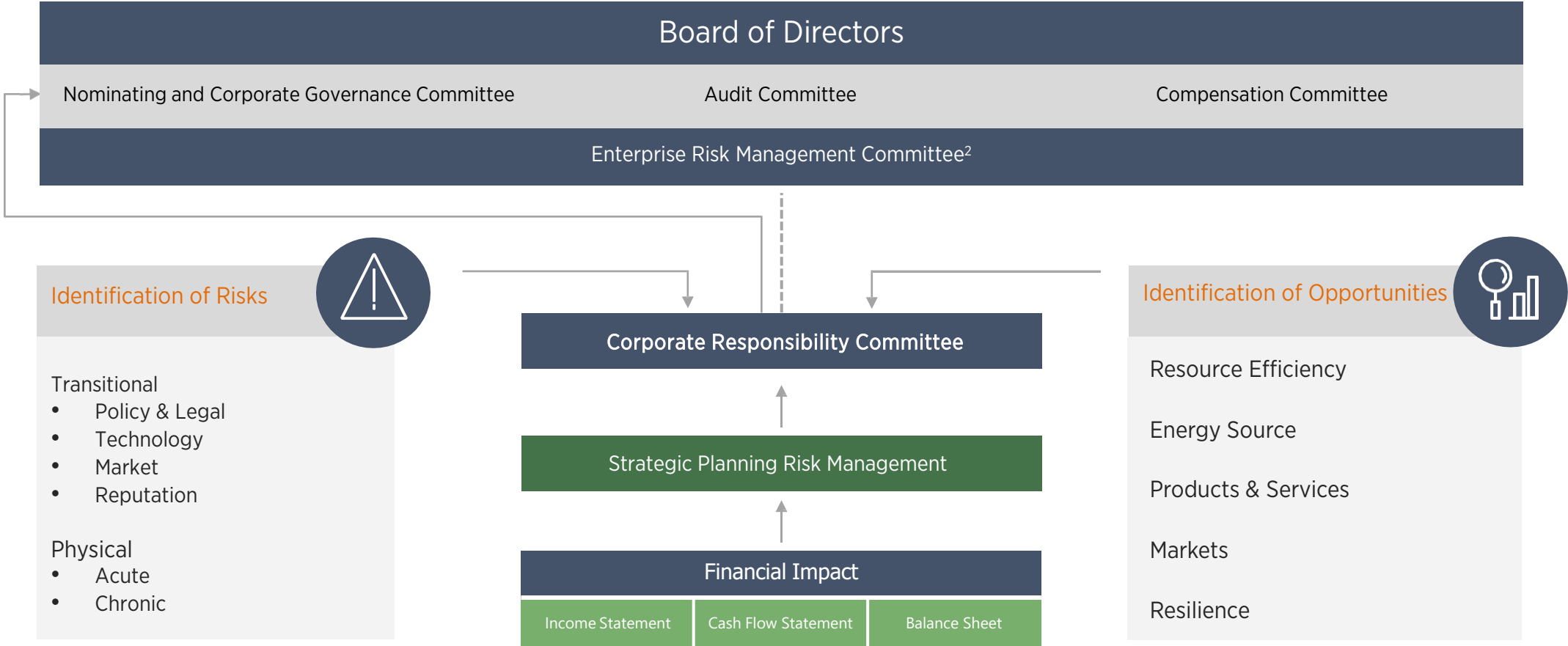
Xenia Hotels & Resorts, Inc. and TCFD Xenia has made a commitment to follow the recommended TCFD Disclosure as part of the Company's environmental sustainability-related objectives. The Company faces certain climate-related issues and has prioritized developing an appropriate strategy for identifying, assessing, and managing climate-related risks and opportunities.

Addressing Climate Change Climate change is a financial risk which will 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. Our approach for integrating the TCFD recommendations will follow this structure.



Governance

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



1. The Nominating and Corporate Governance Committee (NCGC) has formal oversight of the Corporate Responsibility Committee (CRC). The CRC also provides updates to the Enterprise Risk Management Committee. Additionally, a functional and practical overlap allows for direct and indirect influence by the other committees shown over the CRC.
 2. The Enterprise Risk Management Committee consists of senior management team members and regularly reports directly to the Audit Committee and full Board of Directors on various risks facing the Company.

Governance (cont'd)

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) via the Corporate Responsibility Committee (CRC) for which it has formal oversight. The NCGC reports directly to the Board of Directors. 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 facing the Company.	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 sustainability and 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.	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

Disclosure	Response			Reference
Climate-related risks and opportunities over the short-term, medium-term, and long-term	Xenia considers the identification and assessment of the relevant risks and opportunities to be a priority in its efforts to comply with TCFD.	Risks		Ongoing asset management and operational monitoring Evaluate opportunities for renovation or refurbishment to address risks Use of energy from renewable sources, sustainable supplies/building materials, reduced water consumption Reporting of company-wide environmental performance Increased funding of capital improvements to reduce emissions and increase sustainability
		Transitional	Physical	
		<ul style="list-style-type: none"> Emerging regulations Stakeholder perception Uncertainty in market signals Changes in consumer behaviors Reputation 	<ul style="list-style-type: none"> Extreme weather events (i.e., extreme heat, hurricanes, windstorms and flooding) Rising sea levels Wildfires 	

Strategy (cont'd)

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Disclosure	Response	Reference
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<p>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, flooding, freeze events, rising sea levels, shortages of water, droughts and wildfires, 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 and/or repair costs that may not be fully covered by insurance. Other markets may experience prolonged variations in temperature or precipitation that limit access to the water needed to operate our hotel properties or significantly increase energy costs, which may subject those properties to additional regulatory burdens, such as limitations on water usage or stricter energy efficiency standards. Climate change may also 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. Additionally, our business is exposed to risks associated with societal efforts to mitigate or respond to climate change, including but not limited to regulatory developments and changes in market demand. For example, some state and local governments have adopted, or considered adopting, restrictions on water use or GHG emissions. California recently implemented laws that will require similar disclosures for companies doing business in the state. Separately, the SEC has proposed disclosure requirements that would require companies to disclose a range of climate-related information, which may require us to incur substantial monitoring and compliance costs.</p>	TCFD
Organizational Resilience and Impact of Different Scenarios (Including 1.5° or lower scenario)	<p>We recognize the critical shift that will occur as business and society strives toward decarbonization and a net zero economy. In a scenario in which global temperatures are limited to 1.5 degrees above pre-industrial levels by the end of the century, the economy will have a stronger focus on low material growth and reduced resource and energy intensity. Businesses that do not act proactively may suffer reputational damage. In any future scenario, there will be climate impacts that require mitigation and adaption to physical infrastructure, which are especially applicable to REITs.</p> <p>We are committed to the continuous enhancement of our sustainability programs and environmental performance. We have been measuring, monitoring, and disclosing environmental performance since 2019. In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030 and have committed to creating an organizational plan for defining our pathway to net zero operations, all of which should reduce our environmental impact.</p>	Corporate Responsibility Report

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	Extensive due diligence is conducted on all potential acquisitions and major capital projects. Pre-acquisition property condition assessments are performed by third-party consultants and provide insight into potential risks. In addition to external review, our in-house project management team conducts property assessments and oversees major capital expenditures. The CRC includes representatives from each department, including our in-house project management and acquisition teams which assists in integrating the processes for identifying and assessing climate-related risks into their departmental functions.	Corporate Responsibility Report
The organization's processes for managing climate-related risks	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. Our Enterprise Risk Management Committee regularly reviews and analyzes the risk imposed by climate change on our physical assets and the business as a whole. Additionally, our Supplier and Vendor Code of Conduct includes environmental standards by which we expect our suppliers and vendors to adhere. Participation in multiple industry sustainability frameworks also guides the Company's strategic approach to sustainability and, more specifically, climate-related risks.	Supplier and Vendor Code of Conduct Corporate Responsibility Report
Describe how these processes are integrated into the organization's overall risk management	We have a formal reporting chain that begins with the CRC and the ultimate oversight lies with the Board of Directors. The potential impacts of climate change are reviewed and analyzed as part of the Company's Enterprise Risk Management program.	Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition

Metrics & Targets

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

Disclosure	Response	Reference
Metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process	<p>Categories of metrics reported:</p> <p>Energy</p> <ul style="list-style-type: none"> • Direct Energy • Indirect Energy • Total Energy • Energy from Renewables <p>GHG Emissions (total and intensity)</p> <ul style="list-style-type: none"> • Scope 1 Carbon Emissions¹ • Scope 2 Carbon Emissions ² <p>Water Consumption</p> <ul style="list-style-type: none"> • Total Water Consumption 	Corporate Responsibility Report
Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	<ul style="list-style-type: none"> • Scope 1: 20,165,710 metric tons CO₂e ¹ • Scope 2: 61,376,271 metric tons CO₂e ² • Scope 1 + 2: 81,541,982 metric tons CO₂e • Scope 3 – not tracked <p>Scope 1 and 2 figures include emissions from the buildings under Xenia’s ownership, which are third-party managed.</p>	Corporate Responsibility Report
Targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>We set specific and actionable environmental intensity reduction targets for achievement by 2030.</p> <ul style="list-style-type: none"> • 25% reduction in energy intensity by 2030 • 50% reduction in Scope 1 and 2 carbon emissions intensity by 2030 • 10% reduction in water intensity by 2030 	Corporate Responsibility Report

1. Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

2. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organization’s GHG inventory because they are a result of the organization’s energy use.

GRI Index ¹

Number	Description	Response/Disclosure	References
Organizational Profile			
2-1	Organizational details	<p>Xenia Hotels & Resorts, Inc. (“Xenia”).</p> <p>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.”).</p> <p>To qualify as a REIT, the Company cannot operate or manage its hotels. Therefore, the Operating Partnership and its subsidiaries lease the hotel properties to XHR Holding, Inc. and its subsidiaries (collectively with its subsidiaries, “XHR Holding”), the Company’s taxable REIT subsidiary (“TRS”), which engages third-party eligible independent contractors to manage the hotels. Our portfolio of hotels primarily operates under premium brands, with approximately 80% of our rooms operating under Marriott or Hyatt brands.</p> <p>Our Company’s headquarters are located at 200 S. Orange Avenue, Suite 2700, Orlando, Florida 32801.</p> <p>Our 32 hotels are spread throughout 25 key markets across 14 U.S. states including Alabama, Arizona, California, Colorado, Florida, Georgia, Louisiana, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Utah, and Virginia.</p> <p>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.”</p>	<p>2022 Annual Report pg. 1, 37</p> <p>Portfolio Overview</p>
2-2	Entities included in the organization’s sustainability reporting	<p>A list of our entities and our hotel properties, as of December 31, 2022, can be found in our 2022 Annual Report. A list of our current properties can be found in the portfolio overview on our company website.</p>	<p>2022 Annual Report pg. 37, 38</p> <p>Portfolio Overview</p>
2-3	Reporting period, frequency and contact point	<p>Our reporting period for environmental and other portfolio data is calendar year 2022, unless otherwise noted. Our Corporate Responsibility Report is updated annually. The following information can be used for any questions about this report:</p> <p>200 S. Orange Avenue, Suite 2700 Orlando, Florida, 32801 Phone 407.246.8100 Fax 866.748.7101</p>	<p>2022 Corporate Responsibility Report</p> <p>Contact Us</p>

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

GRI Index

Number	Description	Response/Disclosure	References
Organizational Profile (cont'd)			
2-4	Restatements of information	No information was restated in this report.	Corporate Responsibility Report
2-5	External assurance	<p>KPMG LLP, an independent registered public accounting firm, has audited our Company's consolidated financial statements included in our 2022 Annual Report on Form 10-K.</p> <p>We did not seek external assurance of our environmental performance for this reporting period.</p>	<p>2022 Annual Report pg. 68</p>
Activities and Workers			
2-6	Activities, value chain, and other business relationships	<p>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 and key leisure destinations in the United States.</p> <p>As of December 31, 2022, the Company owned 32 lodging properties, with a total of 9,508 rooms. Our 32 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.</p> <p>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 88% of our rooms operating under Marriott, Hyatt, 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 2022.</p>	<p>2022 Annual Report pg. 36, 52</p>

GRI Index

Number	Description	Response/Disclosure	References
Activities and Workers (cont'd)			
2-7	Employees	<p>As of December 31, 2022, the Company owned 32 lodging properties, with a total of 9,508 rooms.</p> <p>As of December 31, 2022, we had 43 employees.</p> <p>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.</p>	2022 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.	2022 Annual Report pg. 1, 6, 16
Governance			
2-9	Governance structure and composition	<p>The corporate governance structure of Xenia is outlined in our Charter, By Laws, Corporate Governance Guidelines, and Committee Charters.</p> <p>Xenia's Board of Directors is our highest governance body, which includes: Nominating and Governance Committee, Compensation Committee, and Audit Committee.</p> <p>Beginning in 2019, corporate responsibility and sustainability-related risks fell under the responsibility of the Nominating and Governance Committee.</p> <p>Xenia's Board of Directors is comprised of eight members – seven independent board members and our Chair and Chief Executive Officer, Marcel Verbaas.</p> <p>Furthermore, our independent board members are actively involved in our three governance committees: Audit, Compensation, Executive and Nominating and Corporate Governance.</p>	Corporate Governance Board of Directors Committee Composition

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
2-10	Nomination and selection of the highest governance body	The purpose of the Nominating and Corporate Governance Committee (the “Committee”) 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; oversight of environmental sustainability and social responsibility matters; to oversee the evaluation of the Board and management.	Nominating and Corporate Governance Committee Charter
2-11	Chair of the highest governance body	Dennis D. Oklak is the Lead Director of Xenia’s Board of Directors, and Marcel Verbaas is our Chair and Chief Executive Officer.	Board of Directors
2-12	Roles of highest governance body in overseeing the management of impacts	<p>The Nominating & Corporate Governance Committee (NCGC) has formal oversight of the Corporate Responsibility Committee (CRC). 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 CRC provides updates to the Enterprise Risk Management Committee. Additionally, a functional and practical overlap of governing committees allows for direct and indirect influence by the other committees shown over the CRC.</p> <p>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.</p>	<p>Corporate Responsibility Report</p> <p>Nominating and Corporate Governance Committee Charter</p>

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
2-13	Delegation of responsibility for managing impacts	<p>Our Corporate Responsibility Committee was established in January 2019. It is a cross-departmental group of senior management level employees who plan and report on ground-level efforts. The Committee provides updates to the senior executive team and to the Nominating and Corporate Governance Committee, which in turn, reports to the Board on a routine basis.</p> <p>Xenia's Corporate Responsibility Program, including corporate responsibility and sustainability-related risks and opportunities, is managed by the company's Corporate Responsibility Committee, which is comprised of members across Asset Management, Project Management, Legal, Finance, and Human Resources departments. The Corporate Responsibility Committee reports directly to Xenia's Senior Executive Team, and the Board's Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee reports directly to Xenia's Board of Directors.</p>	<p>Corporate Responsibility Report</p> <p>Board of Directors</p> <p>Committee Composition</p>
2-14	Role of the highest governance body in sustainability reporting	<p>Xenia's Corporate Responsibility Program, including environmental performance reporting and sustainability-related risks and opportunities, is managed by the company's Corporate Responsibility Committee, which is comprised of members across Asset Management, Project Management, Legal, Finance, and Human Resources departments. The Corporate Responsibility Committee reports directly to Xenia's Senior Executive Team, and the Board's Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee reports directly to Xenia's Board of Directors.</p>	<p>Corporate Responsibility Report</p>
2-15	Conflicts of interest	<p>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 Company's board of directors (the "Board") (in the case of directors and executive officers).</p>	<p>Code of Ethics and Business Conduct</p>

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
2-16	Communication of critical concerns	<p>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, orally, via the three alternative methods described in the Code of Ethics and Business Conduct.</p> <p>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.</p> <p>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.</p>	<p>Code of Ethics and Business Conduct</p> <p>Whistleblower Policy</p>
2-17	Collective knowledge of the highest governance body	The Company's CGG provides for 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	<p>The Compensation Committee retains its authority over and is responsible for all compensation decisions.</p> <p>The Compensation Committee is responsible for, among other things:</p> <ol style="list-style-type: none"> 1. Annually reviewing and approving the corporate goals and objectives with respect to the compensation of our Chief Executive Officer and evaluating our Chief Executive Officer's performance in light of these goals and objectives and based upon this evaluation, setting our Chief Executive Officer's compensation. 2. Reviewing and setting the compensation of our executive officers other than the Chief Executive Officer. 	Proxy Statement pg. 22, 23

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
2-19	Remuneration policies	Our Compensation Committee is responsible for determining the amount and composition of compensation paid to all our named 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
2-20	Process to determine remuneration	<p>Xenia believes compensation should reinforce and promote the business objectives of the Company. For our executive officers, remuneration is based on Salary, Bonus, At-Risk Equity Awards, and Time-Based Equity Awards. Bonus and At-Risk Equity Awards are performance-based.</p> <p>Our Compensation Committee retains and meets regularly with an independent compensation consultant to advise on executive compensation. In addition, the committee regularly reviews the Company's compensation plans and programs to ensure they are designed to create and maintain stockholder value and do not encourage excessive risk. The Compensation Committee considers, in making its compensation decisions, whether our compensation arrangements create risks that are reasonably likely to have a material adverse effect on us.</p> <p>We maintain a claw back policy to recover amounts inappropriately paid in the event of a restatement of our financial statements.</p> <p>In its role, the Compensation Committee utilizes market data from publicly available sources and as provided by the Company's compensation consultant. Additionally, the Compensation Committee reviews and considers the recommendations of Mr. Verbaas with respect to compensation decisions of our named executive officers other than himself. As a result of our rigorous pay for performance program, the Company received a say-on-pay approval rate of over 97% for the 2022 compensation program.</p> <p>Finally, an independent consultancy, advises our Compensation Committee on compensation program design and the amounts payable to our named executive officers.</p>	<p>Proxy Statement – Article IV Executive Compensation</p> <p>Proxy Statement – Article IV Executive Compensation</p>

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
2-21	Annual total compensation ratio	<p>For 2022, our last completed fiscal year:</p> <ul style="list-style-type: none"> • the median of the annual total compensation of all of our employees (other than our CEO) was \$248,639; and • the annual total compensation of our CEO, as reported in the "Summary Compensation Table" included in this proxy statement, was \$7,308,838. <p>Based on this information, for 2022, the annual total compensation of our CEO was approximately 29 times the median of the annual total compensation of all of our employees (other than the CEO)</p>	<p>Proxy Statement pg. 52</p>
Strategy, Policies, and Practices			
2-22	Statement on sustainable development strategy	A statement from our CEO is available in our annual Corporate Responsibility Report and in our 2022 Annual Report.	<p>Corporate Responsibility Report</p> <p>2022 Annual Report</p>
2-23	Policy commitments	<p>Xenia considers risks throughout our Company, and where possible, takes steps to mitigate risks at our standing investments and during renovation projects or acquisitions.</p> <p>The values, principles, standards, and behavioral norms of Xenia Hotels & Resorts are outlined in our Code of Ethics and Business Conduct. All directors, officers, and employees 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.</p> <p>In early 2020 we adopted and published our Enterprise Environmental Policy, Human Rights and Labor Rights Policy, and Supplier/Vendor Code of Conduct. In 2021, we published two updated Corporate Responsibility Reports disclosing key environmental sustainability metrics and other notable items, including our first Task Force on Climate-Related Financial Disclosures ("TCFD") report to more specifically address climate-related risks to our business. These policies were approved by the Nominating and Corporate Governance Committee pursuant to its charter as delegated and approved by the Board of Directors. More information on these reports and policies can be found on our website.</p>	<p>2022 Annual Report pg. 8-36</p> <p>Code of Ethics and Business Conduct</p> <p>Proxy Statement pg. 4</p> <p>Corporate Governance</p>

GRI Index

Number	Description	Response/Disclosure	References
Strategy, Policies, and Practices (cont'd)			
2-24	Embedding policy commitments	<p>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.</p> <p>Employees complete annual Harassment Prevention training and review and acknowledge this policy annually to ensure we uphold these principles. We encourage all of our operators to adopt and abide by the principles of the American Hotel & Lodging Association's 5-Star Promise and will continue to engage with our operators to provide any necessary resources to further assist them in ensuring the safety of hotel employees and guests.</p>	<p>Code of Ethics and Business Conduct</p> <p>Corporate Responsibility Report</p>
2-25	Processes to remediate negative impacts	<p>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.</p>	<p>Human Rights & Labor Rights Policy</p> <p>Code of Ethics and Business Conduct</p> <p>Corporate Governance Guidelines</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>We always promote ethical behavior 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.</p>	<p>Code of Ethics and Business Conduct</p>
2-27	Compliance with laws and regulations	<p>There are no significant instances of non-compliance with laws and regulations during the reporting period.</p>	<p>Corporate Responsibility Report</p>
2-28	Membership associations	<p>The company is an active member of the American Hotel and Lodging Association (AHLA) and the National Association of Real Estate Investment Trusts (NAREIT).</p>	<p>Corporate Responsibility Report</p>

GRI Index

Number	Description	Response/Disclosure	References
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	<p>Stockholders, lenders, third-party managers, brand and management companies, employees, suppliers, industry associations, local communities, and other partners are considered Xenia's primary stakeholder groups.</p> <p>Our stakeholders are identified and selected by determining the groups that may impact our Company.</p> <p>Xenia proactively engages with our stakeholders, including shareholders, lenders, associates, third-party managers, suppliers, and vendors. Xenia regularly seeks feedback on governance profile matters through shareholder engagement, confirming the value of our shareholder-friendly governance structures and potential enhancements to our board composition and governance, our approach to sustainability and environmental and social responsibility matters, and investor expectations, business actions and opportunities, and to understand the priorities and key issues of these groups.</p> <p>Employees: We conduct an annual engagement survey each year to gauge our employee's engagement.. We have consistently had over 90% participation in the survey each year and rated moderate to above engage in most categories, with about 90% of employees citing overall engagement.</p> <p>Brand/Third-party managers: We engage with our hotel brands and third-party managers through an on-going Property Optimization Process through asset management, which includes approximately six to eight green audits per year.</p>	Corporate Responsibility Report
2-30	Collective bargaining agreements	<p>None of our corporate employees are covered by collective bargaining agreements.</p> <p>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.</p> <p>We are guided by our core values, which include civility, ethics and integrity, and a commitment to quality. These principles continuously serve as a reminder to uphold an inclusive, respectful and tolerant work culture; and to always demonstrate the highest standards of professional conduct.</p>	2022 Annual Report pg. 6

GRI Index

Number	Description	Response/Disclosure	References
Material Topics			
3-1	Process to determine material topics	<p>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. As such the definition of "material" here is different from, and more expansive than, the definition for purposes of reporting under federal securities laws. For more information, see "General Disclosures"</p> <p>Xenia is committed to its pursuit of practices which are designed to decrease the environmental impact of our hotels, promote the diversity of our employees, increase our positive impact on our communities, and maintain strong corporate governance frameworks. Xenia's focus on delivering value for its stakeholders and this mission guide the materials being reported.</p>	Corporate Responsibility Report
3-2	List of material topics	<p>Material topics in this report include Environmental Performance, Social Responsibility, Corporate and Ownership Structure, Economic Performance, and Anti-corruption.</p> <p>During the year ended December 31, 2022, the Company acquired the 346-room W Nashville located in Nashville, Tennessee. The Company underwent the disposition of Kimpton Hotel Monaco Chicago, Bohemian Hotel Celebration, Autograph Collection, and Kimpton Hotel Monaco Denver during the year ended December 31, 2022.</p>	<p>Proxy Statement</p> <p>Corporate Responsibility Report</p> <p>2022 Annual Report p g. F-20, F-22</p>
3-3	Management of material topics	<p>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.</p> <p>Xenia's corporate responsibility program, including environmental and 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.</p>	Corporate Responsibility Report

GRI Index

Management Approach Disclosures: Economic

In this section, we provide management approach disclosures for the following economic topics: performance, indirect impacts, and anti-corruption.

Number	Description	Response/Disclosure	References
Economic Performance			
201-1	Direct economic value generated and distributed	In 2022, total revenues and total hotel operating expenses (in thousands) were \$997,607 and \$672,275 respectively. Total expenses are at \$886,215.	2022 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, flooding, freeze events, rising sea levels, shortages of water, droughts, and wildfires, 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. There can be no assurance that climate change will not have a material adverse effect on our hotel properties, operations, or business. 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 and/or repair costs that may not be fully covered by insurance. Other markets may experience prolonged variations in temperature or precipitation that limit access to the water needed to operate our hotel properties or significantly increase energy costs, which may subject those properties to additional regulatory burdens, such as limitations on water usage or stricter energy efficiency standards. 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.	2022 Annual Report pg. 34

GRI Index

Management Approach Disclosures: Economic (cont'd)

In this section, we provide management approach disclosures for the following economic topics: performance, indirect impacts, and anti-corruption.

Number	Description	Response/Disclosure	References
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 are required to acknowledge the Company's Employee Handbook and any additional relevant internal policies. All directors, officers, and 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, which covers anti-corruption.	Code of Ethics and Business Conduct Employee Handbook
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2022.	

GRI Index

Management Approach Disclosures: Environmental

In this section, we provide management approach disclosures for the following environmental topics: energy, water and GHG emission.

Number	Description	Response/Disclosure	References
Energy			
302-1	Energy consumption within the organization	In 2022, total energy consumption was 301,109,239 kWh.	Environmental Performance Metrics
302-3	Energy intensity	In 2022, energy intensity was 31.8 kWh/square foot.	Corporate Responsibility Report
Water and Effluents			
303-5	Water consumption	In 2022, total water consumption was 439,079 kGal.	Environmental Performance Metrics Corporate Responsibility Report
Emissions			
305-1	Scope 1 emissions	In 2022, scope 1 emissions were 20,165,710 metric tons CO ₂ e	Environmental Performance Metrics
305-2	Scope 2 emissions	In 2022, scope 2 emissions were 61,376,271 metric tons CO ₂ .	Corporate Responsibility Report
305-4	Greenhouse gas intensity (GHG)	In 2022, GHG intensity was 8.6 kgCO ₂ e/square foot.	

GRI Index

Management Approach Disclosures: Social

In this section, we provide management approach disclosures for the following social topics: organization health & safety, training & education, diversity and equal opportunity, and public policy.

Number	Description	Response/Disclosure	References
Occupational Health & Safety			
403-6	Promotion of worker health	We offer a 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 employee stock grant program, health plan options with generous cost-sharing and health savings account contributions, dental, vision, life and disability insurance, a retirement plan with matching employer contributions, tuition reimbursements, qualified parking benefits, significant amounts of paid time off and a remote work policy.	2022 Annual Report pg. 6-7
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We are also committed to cultivating our employees through training and development, including leadership training, professional certifications, continuing education and professional memberships, performance management through annual performance reviews and feedback, health and wellness programs and team-building programs.</p> <p>At our corporate headquarters, in addition to maintaining our own cyber-risk insurance policy, the Company is continuously working to maintain secure information technology systems and to provide ongoing employee awareness training around phishing, malware, ransomware, and other cyber risks to ensure that the Company is protected, to the greatest extent possible, against cyber risks and security breaches</p>	<p>Corporate Responsibility Report</p> <p>2022 Annual Report pg. 6, 7, 20</p>

GRI Index

Management Approach Disclosures: Social

In this section, we provide management approach disclosures for the following social topics: organization health & safety, training & education, diversity and equal opportunity, and public policy.

Number	Description	Response/Disclosure	References
Diversity and Equal Opportunity			
405	Management approach disclosure	Xenia believes that companies such as ours have a responsibility to respect and uphold fundamental human rights. We aim to adhere to the principles defined in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights and comply with all applicable human rights and labor rights laws, including the International Labor Organization. We adhere to these principles as it relates to our employees and we expect and encourage the operators who manage our portfolio of properties to also adhere to these principles and laws, as well as adhere to the following standards, regardless of geographic location. We also support training efforts to achieve compliance.	Human Rights & Labor Rights Policy
405-1	Diversity of governance bodies and employees	<p>We maintain policies and programs that provide the framework for fostering and supporting a diverse and inclusive work environment which contribute to the overall corporate culture at Xenia, leading to the recruitment, retention, and growth of a qualified and successful workforce. As of December 31, 2022, our corporate workforce identified as the following: 42% women, 40% underrepresented ethnic and racial groups, and 72% were 40 years of age or older with an average age of 47.</p> <p>We continue to refine our Diversity & Inclusion program to drive us from awareness to action, including additional training opportunities for our employees.</p>	<p>Corporate Responsibility Report 2022 Annual Report pg. 6</p> <p>Proxy Statement pg. 2</p>

GRI Index

Management Approach Disclosures: Social cont'd

In this section, we provide management approach disclosures for the following social topics: organization health & safety, training & education, diversity and equal opportunity, and public policy.

Number	Description	Response/Disclosure	References
Public Policy			
415-1	Political Contributions	Officers, employees, and directors may participate in the political process as individuals on their own time. However, each of these must make every effort to ensure that they do not create the impression that they speak or act on behalf of the Company with respect to political matters. Company contributions to any political candidate or party or to any other organization that might use the contributions for a political candidate or party are prohibited. Officers, employees, and directors may not receive any reimbursement from corporate funds for a personal political contribution.	Code of Ethics and Business Conduct

SASB Disclosures

Activity Metrics – Reporting Year 2022		
Code	Metric Description	Response
IF-RE-000.A	Number of assets*	32 hotels in 2022
IF-RE-000.B	Leasable floor area*	9,590,824 sq ft in 2022
IF-RE-000.C	Percentage of indirectly managed assets	100%

*Does not include the Company's leased corporate office space located in Orlando, Florida

SASB Disclosures

Energy Management – Reporting Year 2022		
Code	Metric Description	Response
IF-RE-000.130a.1	Energy consumption data coverage as a percentage of total floor area	100%
IF-RE-000.130a.2	Total energy consumed by portfolio area with data coverage	1,083,993.26GJ
	Percentage grid electricity	51.9%
	Percentage renewable energy	10.7%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	8.5%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	22%
	Percentage of eligible portfolio that is certified to ENERGY STAR	3%
IF-RE-000.130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	<p>Xenia performs initial and ongoing due diligence on its assets and capital expenditure projects to assess opportunities for energy efficiency and stewardship. This includes including environmental reviews by independent consultants, as well as our internal project management team (PM), an in-house department that oversees major investments made in the portfolio and actively manages all significant capital renovations.</p> <p>In addition, Xenia's PM team also helps to support our assessment of environmental risks and opportunities. As hotels are brought into our portfolio, the PM team creates dynamic multi-year capital plans for each asset, which includes maximizing utility efficiencies and delivering a high-quality, competitive product into their respective markets. Such direct management presents great opportunities for Xenia to engage in dynamic decision-making reflective of our values within the environmental and sustainability lenses.</p>

SASB Disclosures

Water Management – Reporting Year 2022		
Code	Metric Description	Response
IF-RE-000.140a.1	Water withdrawal data coverage as a percentage of total floor area	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	100%
IF-RE-000.140a.2	Total water withdrawn by portfolio area with data coverage	2,068,998 Thousand Cubic Meters
	Percentage in regions with High or Extremely High Baseline Water Stress	25%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	57.9%
IF-RE-000.140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>Management of water consumption is important to our portfolio considering that 25% of properties are located in areas of high or extremely high-water stress.</p> <p>We seek to manage and mitigate water risk through our due diligence and project management processes. Xenia performs initial and ongoing due diligence on its assets and capital expenditure projects to assess opportunities for water risk management and stewardship. This includes including environmental reviews by independent consultants, as well as our internal project management team.</p>

SASB Disclosures

Management of Tenant Sustainability Impacts – Reporting Year 2022

Code	Metric Description	Response
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity consumption and water withdrawals	22.6% of tenants with submeters for energy and 38.7% for water.
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	As part of its property optimization process, Xenia conducts Green Audits to target high priority needs and progress toward more efficient hotels. The Green Audit process assesses activities and procedures across properties, including hotel guest rooms, public areas, back of house, and external spaces. This strategy helps us identify key areas to improve efficiency, especially in our newly acquired resort properties, which tend to consume higher volumes of energy and water relative to urban hotels.

Climate Change Adaptation – Reporting Year 2022

Code	Metric Description	Response
IF-RE-450a.1	Area of properties located in 100-year flood zones	750,270 Square Feet
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<p>As noted throughout this report, climate change risk analysis occurs during initial and ongoing due diligence on our assets and capital expenditure projects. This includes performing environmental reviews by independent consultants, as well as our internal project management team. In addition, we conduct climate-related risk assessments on our portfolio to better understand the physical impacts of climate change on our portfolio.</p> <p>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.</p>

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, AccorHotels, Loews Hotels, Inc, and Hilton Worldwide Inc. or their respective parents, subsidiaries, or affiliates.

Forward looking Statements

This report contains statements that are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as “anticipate,” “believe,” “commit,” “goal,” “expect,” “will,” “may,” “estimate,” “plan,” “outlook,” “forecasts,” and “project” and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. Examples of forward-looking statements include the following: the Company’s ability to realize sustainability goals and objectives or other financial items, descriptions of the Company’s plans or objectives for its future operations, and descriptions of assumptions underlying or relating to any of the foregoing expectations regarding the timing of their occurrence. Forward-looking statements are based on Xenia’s current expectations and beliefs, which we believe to be reasonable, and involve a number of risks and uncertainties that are difficult to predict and that could cause actual results to differ materially from those stated or implied by the forward-looking statements. A further description of these risks, uncertainties, and other matters can be found in the Risk Factors detailed in Xenia’s Annual Report on Form 10-K as filed on March 2, 2023, 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. We may have used definitions of materiality in the course of creating the disclosures contained herein and the goals discussed herein that do not coincide with or rise to the level of the definition of materiality for the purposes of 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. Historical, current, and forward-looking environmental and social-related statements may be based on standards and metrics for measuring progress, as well as standards for the preparation of any underlying data for such metrics, that are still developing and internal control and processes that continue to evolve. Certain of our disclosures also rely at least in part on third-party information, and while we are not aware of any material issues with such information, except to the extent disclosed, we have not necessarily independently reviewed this information for accuracy. If our approaches to such matters are perceived fall out of step with common or best practice, we may be subject to additional scrutiny, criticism, regulatory and investor engagement or litigation, any of which may adversely impact our business, financial condition, or results of operations. In addition, 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.