

CORPORATE RESPONSIBILITY REPORT

November 2021 Update



About this Report

This Report reflects portfolio environmental data and corporate personnel statistics data as of year-end 2020, 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 verified. Portfolio attribute percentages are based on survey results from 35 properties that were in the portfolio as of year-end 2020. Consumption data is through year-end 2020. Please refer to the last page of this Report for additional general disclosures.



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Letter from our CEO

At Xenia Hotels & Resorts, our corporate mission continues to extend beyond the creation of stockholder value to the communities in which we conduct business, as well as the overall environment. 2020 was a year of unprecedented global change as both our industry and company were severely impacted by the COVID-19 pandemic. We also recognized the calls in 2020 for systemic change in society as it relates to social injustices and inequality as well as greater disclosure and action to promote environmental sustainability. In response to these challenges and opportunities, we have focused on the health, safety, and well-being of our customers, corporate associates, and our operators' employees while remaining focused on maintaining and increasing shareholder value through the pandemic and into the future. We describe many of these efforts and initiatives in this report and will continue to do so on an ongoing basis.

In 2020 we continued our portfolio transformation and now own only upper upscale and luxury properties. Given the consumption profile for these types of properties, this also presents an opportunity to improve building performance for financial and community benefit. This opportunity has been one of the drivers for our Corporate Responsibility Committee (CRC) which focuses its efforts on finding and achieving operational efficiencies at our properties and advancing our structured Environmental, Social, and Governance (ESG) program. Recently in 2021, we have made meaningful progress with our commitment to diversity, equity, and inclusion as presented in this report.

Since our inception, we have been deeply committed to stakeholder engagement. We were one of the first lodging REITs to adopt and commit to the American Hotel & Lodging Association's (AHLA) 5-Star Promise to enhance policies, training, and resources, including providing employee safety devices to strengthen the culture of employee and guest safety at our properties. Throughout 2020, we prioritized and supported measures to ensure hotel employee and guest safety during the pandemic, amounting to over \$825,000 in total expenditures.

At our corporate office, we continued to support various local charitable organizations by shifting to a virtual format and inviting these organizations to present their mission during our team meetings in order to provide additional community engagement opportunities to our employees.

As we continue our journey toward more environmentally efficient properties, with this Report, we present our 2019 and 2020 energy and water intensity metrics as well as carbon emissions. Over the next five years, we intend to set and disclose additional environmental metrics and targets to track and further improve our portfolio's performance. By the end of 2022, we will develop specific carbon emission, energy, and water reduction targets and key milestones to reduce our environmental impact, increase our positive social impact, and create value for Xenia, our hotels, and our stakeholders.

On behalf of our Board of Directors and management team, 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.



Marcel Verbaas
Chairman and Chief Executive Officer



About Xenia Hotels & Resorts, Inc.

Xenia Hotels & Resorts, Inc.

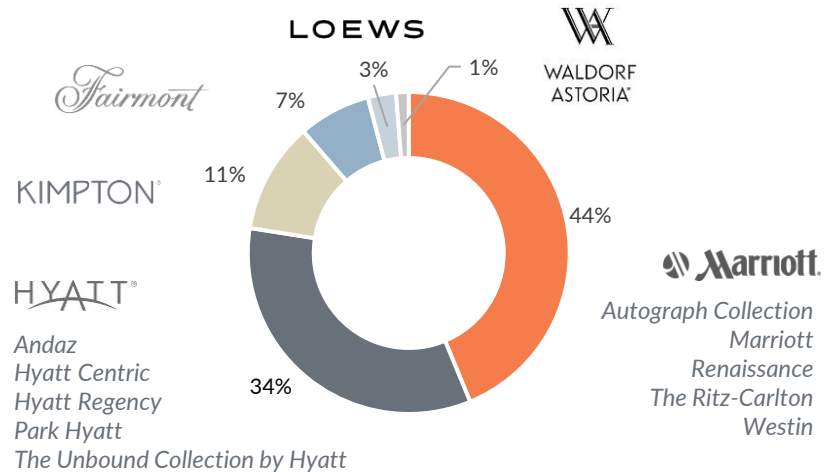
is a self-advised and self-administered REIT that invests in uniquely positioned luxury and upper upscale hotels and resorts, with a focus on the top 25 U.S. lodging markets as well as key leisure destinations in the United States. As of year-end 2020, we owned 35 hotels comprised of 10,011 rooms across 15 states. Xenia's hotels are in the luxury and upper upscale segments and operated and/or licensed by industry leaders such as Marriott, Hyatt, Kimpton, Fairmont, Loews, and Hilton, and The Kessler Collection. For more information on Xenia's business, refer to our Company website.

Key Portfolio Statistics ¹

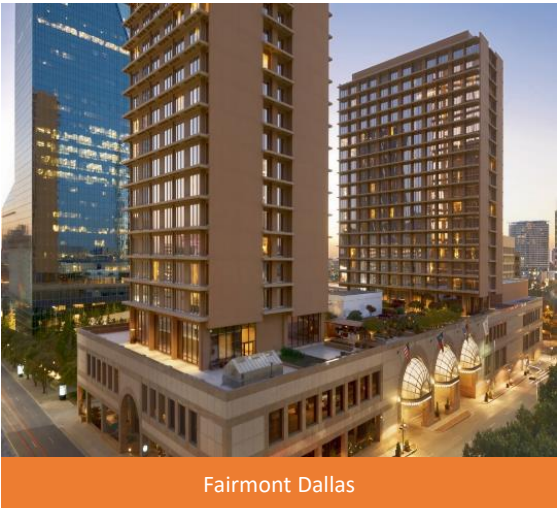
35 Hotels	
10,011 Rooms	14 Brands
15 States	23 Markets

1. Key Portfolio Statistics reported as of year-end 2020.

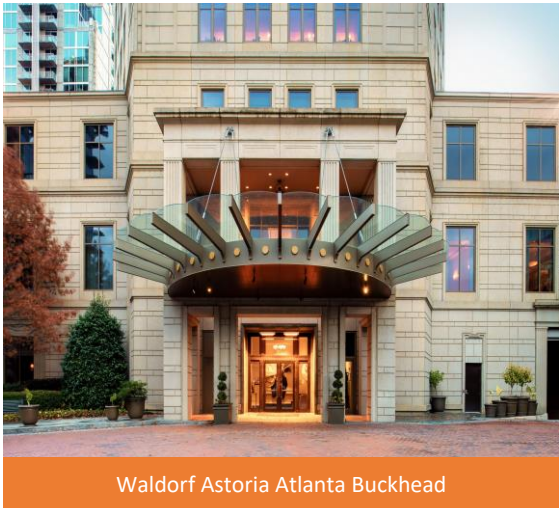
Diversified Branding



Kimpton Hotel Palomar Philadelphia



Fairmont Dallas



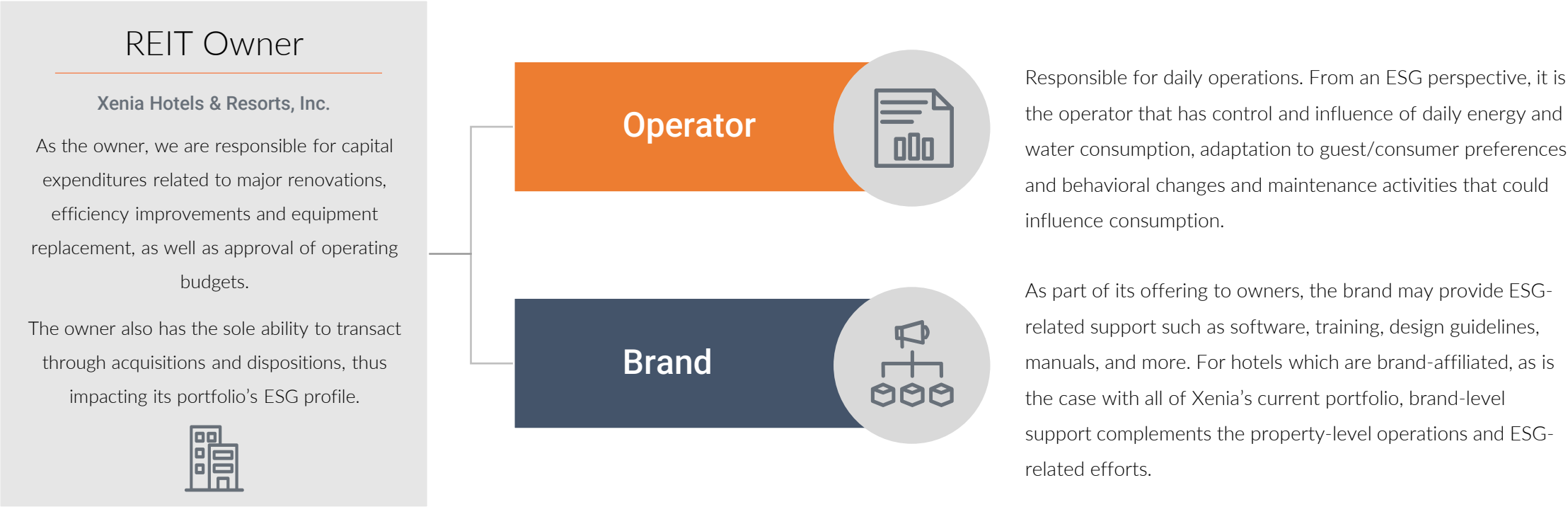
Waldorf Astoria Atlanta Buckhead



Loews New Orleans Hotel

Lodging Ownership and Operating Structure


As an owner of lodging assets, Xenia's relationships with management companies 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 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 control and influence ESG-related performance at the property-level.




ESG Progress at a Glance

Xenia Hotels & Resorts, Inc. is committed to its pursuit of practices which will materially decrease environmental impact, drive positive social change, and ensure strong corporate governance. 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.

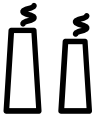
Environmental Intensity Metrics ¹



Energy Intensity
37.33 kW h psf.



Water Intensity
287.76 gal POR



Carbon Emissions Intensity
11.32 kg psf.

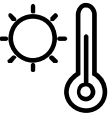
Portfolio Best Practices ²



3 LEED Certified Properties



89% of properties have eliminated Plastic Straws



91% of guestrooms have digital thermostats



77% of guestrooms have recycling bins



83% of properties have a Water Efficiency Program



4 charities engaged in 2020



Over 70% of properties have a Sustainability Coordinator or Green Champion



Top 100 Workplaces by Orlando Sentinel 4 years in a row

1. Environmental intensity metrics are for 2019. The 2020 figures are not representative of typical performance but can be found in the Performance Tables.
2. Portfolio best practices are based on the results of a property green survey that included all 35 hotels in the portfolio as of year-end 2020.

Our Corporate Focus

Our corporate responsibility mission

extends beyond the creation of stockholder value to include our responsibility to our associates, 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 2020 for properties owned at the end of 2020. This includes new and updated case studies on property efficiency measures and ESG best practices. We also share our corporate responsibility strategy and demonstrated efforts to offer enhanced value to our business and stakeholders.

Stakeholder engagement

Xenia recently completed a shareholder engagement with key ESG stakeholders. The Company reached out to, met with, or engaged directly with shareholders who own collectively more than 55% of our stock, and we continue to engage with additional stockholders on an ongoing basis. As illustrated in the diagram to the right, we have a deeply committed focus on ESG which is one of seven key drivers of success for the Company.



Our ESG Approach

In 2019, we began developing our corporate responsibility approach by identifying sustainability-linked risks and opportunities, and structuring programs related to environmental sustainability, social and community engagement, and corporate governance. In 2020, we further advanced our approach by adopting policies that outlined our commitment to maintaining the highest standards concerning environmental sustainability and social responsibility. Xenia focuses on an approach that emphasizes the three pillars of ESG.



Environmental Sustainability

Minimize Risks and Maximize Opportunities

Reduce Our Environmental Footprint

Monitor and Report Environmental Metrics



Social Responsibility

Our People – Human Capital

Our Communities – Social Capital



Corporate Governance

Board of Directors

Enterprise Risk Management Committee

Nominating & Corporate Governance Committee

Corporate Responsibility Committee (CRC)

Xenia ESG Project Spotlight

Portfolio ESG Projects

Mobile Key Conversion

In 2021, Xenia continued efforts to increase safety and security initiatives at all properties within our portfolio. These initiatives represent a significant portion of the overall anticipated expenditure on ESG related projects in 2021 and we aim to complete the implementation of Mobile Key platforms across our entire portfolio (currently present in 85% of our properties).

With the use of a smart phone, Mobile Key allows guests to access their room as well as other areas of the hotel that typically require a plastic key card.

Mobile Key also allows for digital check-in, eliminating the high-touch and close interaction between guest and hotel staff, thereby providing a safer and more convenient process and is also more sustainable as it eliminates the need for a traditional plastic room key.



Park Hyatt Aviara



Kimpton Hotel Monaco Salt Lake City

Property-Level ESG Projects

Hyatt Regency Santa Clara:

Aqua Recycling

The Hyatt Regency Santa Clara installed an aqua recycling solution in mid-2018. Xenia invested approximately \$95,000 (less rebates) into this water recycling project. Since the installation, an average of 79% of water used on property has been recycled each month.



Hyatt Regency Santa Clara

Hyatt Regency Scottsdale Resort & Spa

Solar Thermal System

The solar thermal system at Hyatt Regency Scottsdale Resort & Spa provides a premier example of sustainable energy sourcing within the portfolio. Installed on a ballroom roof, the on-site solar thermal system consists of 166 solar collectors and a 20,000-gallon storage tank. The panels form a southeastern-facing solar array and generate 316 million BTUs per year. The system's output provides 100% of the domestic hot water used on property including the guest rooms, laundry facilities, and restaurants at the 493-key resort.



Rooftop solar panel array at Hyatt Regency Scottsdale Resort & Spa

Corporate Governance

Our Corporate Approach:

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

Roles and Responsibilities:

Xenia’s corporate responsibility program, including ESG-related risks and opportunities, is managed by the Company’s Corporate Responsibility Committee, which is comprised of members across our Asset Management, Project Management, Legal, Finance, Investments and Human Resources departments. The Corporate Responsibility Committee interacts directly with the Enterprise Risk Management Committee and reports directly to Xenia’s Senior Executive Team and the Board’s Nominating and Corporate Governance Committee, which has oversight of the Company’s corporate responsibility functions.

Ethics & Governance Objectives



Maintain strong corporate governance standards



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



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

Board of Directors



8 out of 9
directors are
independent of
management



Over 20% women
Recognized as a
“Winning W Company”
for having 20% or more
women on our Board

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™.

Environmental Sustainability

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

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. ESG efforts across our portfolio are highlighted by various metrics and best practices.

Our Commitment to Environmental Sustainability is Driven by Five Principles

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

Xenia Portfolio Certifications

Certification Type	Number of Certified Properties
LEED	3
Green Key Eco-Rating	3
TripAdvisor GreenLeaders	28

Same-Property Environmental Performance

Environmental performance tracking is a key component of the Xenia's ESG program. For the purposes of the comparison provided below, Xenia utilizes 2016 as the starting year for the measurement of environmental performance. Annual data is published each year with an updated percentage change dating back to 2016, as shown in the table below. The Company measures change for a 26-hotel same-property set to track progress made toward becoming more sustainable, while normalizing data points for the historical transformation of our portfolio via asset acquisitions and dispositions.

From 2016 to 2019, Xenia's intensity metrics have exhibited positive trends, including a 2% reduction in energy intensity, an 11% reduction in carbon emissions, and an 8% reduction in water intensity. Due to the impact of COVID-19 and the resulting low occupancy rates in 2020, we have excluded the 2020 data in the percentage change calculation provided below. Please refer to the ESG Performance Table section later in this presentation for a complete disclosure of Xenia's full 35-hotel portfolio-wide intensity metrics.

	2016	2017	2018	2019	2016 to 2019 % Change ¹	2020 ²
 Hotel Count	26	26	26	26	0%	26
 Room Count	6,815	6,815	6,815	6,814	0%	6,826
 Energy Intensity kilowatt-hours per square foot	36.4	35.3	35.4	35.6	-2%	24.9
 Carbon Emissions cubic meters per square foot	11.7	11.3	10.5	10.4	-11%	7.2
 Water Intensity gallons per occupied room	155.9	151.5	151.2	143.4	-8%	223.5

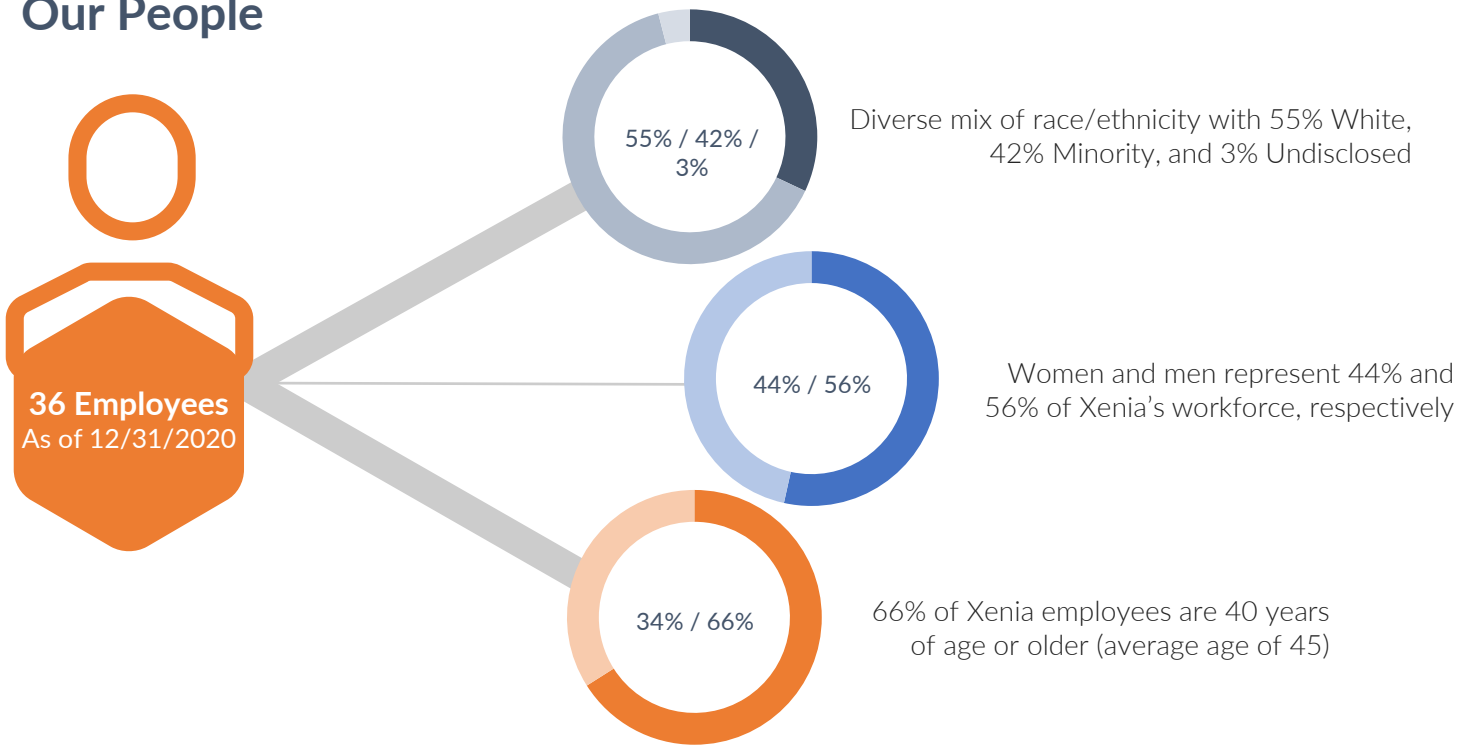
1. Measure of the like-for-like change for the same 26 hotels owned from 2016 to 2019. Room count denotes the annual average number of rooms in order to account for addition or subtraction of rooms.
2. Due to the COVID-19 pandemic, occupied rooms dramatically decreased during 2020. Regardless of low occupancy rates, Xenia maintained a continuous flow of water across our portfolio in alignment with our health and safety regulations. The water usage figure dramatically skewed our water intensity statistic.

Social Responsibility

Our Workplace

Guiding Principle: We are guided by our Core Values that drive an inclusive and respectful culture through civility, ethics & 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 ensuring positive outcomes for our stakeholders, shareholders, and employees is paramount.

Our People



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.

Social Responsibility Highlights



Recognized by Newsweek as one of
**America's Most Responsible
Companies for 2021**

Community Engagement

In 2019, our community engagement included cash donations, numerous hotel nights donated, and 160 volunteer hours donated by our associates.

In 2020, our ability to volunteer and engage with our community was significantly impacted by COVID-19. However, we made financial contributions to 4 charitable organizations, and we are looking forward to getting back out in the community and resuming our programs when we can do so safely. In the interim, we have made efforts to address the new set of safety challenges that the pandemic presented to our corporate associates, property-level staff, and hotel guests.

Areas of Focus

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. In 2021, Xenia introduced a Diversity & Inclusion program that will drive us from awareness to action. The program includes web-based learning sessions and XeniaTalks, which are team sessions that will allow us to learn more about each others' cultures and background. Also in 2021, we appointed a new board member with a diverse background and perspective.

Employee Engagement:

Xenia has been recognized by the Orlando Sentinel as a Top 100 Workplaces for several years running. The annual engagement survey, conducted externally by a third party, allows us to gain insight into our associates' satisfaction with the Company. We have consistently had over 90% participation in the survey and rated above average in most categories.

Health & Wellness:

At the heart of our programs, we build team camaraderie and engagement across all levels of the organization. To enhance the Health & Wellness efforts, we encourage participation in programs that target the health and well-being of our associates. These include a walking program, team challenges, corporate 5k and related Lunch & Learns.

Safety & Security:

We are committed to providing an environment that our associates can thrive in, free from all forms of harassment and where associates 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 ensuring 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. These 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 development opportunities through our partnership with Center for Creative Leadership

Social Responsibility: Responding to COVID-19

As a result of the pandemic, our team had to quickly adjust to new ways of working and communicating, all while faced with unprecedented and potentially long-lasting implications to our business and personal lives. Although the work environment changed considerably, the Xenia team came together and proved to be both adaptable and resilient.



Internal Measures

Within our corporate office, we quickly transitioned to a 100% virtual environment and provided the equipment and tools necessary to allow our associates to continue to work in a productive and inclusive manner. We created virtual channels to allow for collaboration, meetings, and social gatherings. We maintained open communications with our senior management through staff meetings and encouraged open dialogue and transparency at our meetings.

To prepare our associates to head back into the office, we remained flexible and accommodated individual needs to ensure the safety and health of all our associates, relocated associates' workstations to allow for proper social distancing, implemented return to work guidelines and processes to monitor the health of our associates, provided personal protective equipment, disinfectants and continuous training on protocols as outlined by the Centers for Disease Control and Prevention. To keep our associates engaged and continue to feel connected while at home, we held virtual social, meditation, and physical activity sessions.



Property Level Initiatives

Xenia took a proactive approach to making sure our operators' employees and hotel guests were safe. This included funding the purchases of the various items identified as useful in combating the spread of COVID-19. Personal Protective Equipment (PPE), hand sanitizer stations, electrostatic sprayers, and plexiglass barriers were acquired and put into use at our properties to allow the hotel employees and guests an increased level of safety. We worked with our best-in-class operators to implement safety protocols through partnerships with leading medical facilities and consultants.



Category	\$ Amount
Personal Protective Equipment (PPE)	\$550,000
Plexiglass/Barriers/Signage/Other	210,000
Electrostatic Sprayers	60,000
COVID-19 Testing	10,000
TOTAL	\$830,000

Social Responsibility: Project Highlight



Central Florida National Academy Foundation

The National Academy Foundation (NAF) is a not-for-profit foundation that supports partnerships between education and local business. For the past 20 years, NAF has collaborated with the local business community, government, leaders, and educators to prepare young adults with the critical skills needed as they enter the workforce and continue their education beyond high school, in fields such as engineering, finance, health sciences, information technology and hospitality & tourism. The upskilling of our future leaders is done through learning opportunities such as job shadowing and mentoring, internships, industry and business tours and various resources available through schools. To date, NAF Central Florida has raised over \$360,000 impacting thousands of students.

To support NAF, Xenia has been among the sponsors for their annual fundraising event, including donating hotel stays and inviting our associates to participate in the event. We have provided an internship opportunity to a local high school student with engagement from various departments, learning sessions with internal leaders, and hotel tours. Joseph Johnson, our Chief Accounting Officer, has served on NAF's advisory council since 2019 and has volunteered his time and resources at the annual finance conference, fundraising events and competitions. Joe will be continuing his commitment on the advisory council in the coming years, and we look forward to seeing this program grow to reach even more students in our local community.

Moving Forward

Xenia is committed to consistent and meaningful enhancement of our ESG programs and performance. We have been measuring, monitoring, and disclosing environmental and social impact performance since 2016, and we are now able to begin the process of setting targets that will reduce our environmental impact, increase our positive social impact, and create value for Xenia and our hotels. This page highlights our first step toward setting measurable targets for our business.

Target Setting

By the end of 2022, we will develop specific and actionable targets for the Company's environmental intensity metrics



Environmental Footprint Targets:

- Carbon reduction percentage by 2030 and net zero by 2050 at the latest
- Energy reduction percentage by 2030
- Water reduction percentage by 2030

Moving Forward

In addition to the intensity metric goals previously specified, Xenia has identified the following as impactful and achievable objectives that align with its ESG strategy:

Additional Environmental Targets, potentially including the following:

- Increase percentage of hotels with recycling in place
- Increase percentage of hotels with energy/water efficient equipment
- Increase amounts spent on environmental efficiency investments

Social Impact Targets, potentially including the following:

- Increase percentage of employees or number of hours participating in volunteer activities
- Increase contributions with social impact. Contribution can include in-kind opportunities and relate to the Sustainable Development Goals developed by the UN
- Increase number of charities engaged

Key ESG Milestones:

- Embed elements of ESG and sustainability in all new hotel management agreements (HMA) and develop a plan to work with property operators on ESG initiatives
- Measure and monitor waste data and develop waste volume baseline
- Participate in GRESB Real Estate Assessment and achieve a Green Star rating
- Conduct portfolio-wide sustainability risk assessments
- Conduct regular ESG training for all company staff



Additional Considerations

In addition to the above, we will continue to disclose our ESG risks and performance through our annual corporate responsibility report, Sustainability Accounting Standards Board (SASB) tables and increased disclosure of climate risk through the Task Force on Climate Related Financial Disclosures (TCFD) Framework. We also plan to reestablish a Green Audit program when business levels normalize, and meaningful results can be measured and acted upon.

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, Social, and Governance 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.



Strategy

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



Risk Management

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



Governance

Xenia's governance around climate-related risks and opportunities



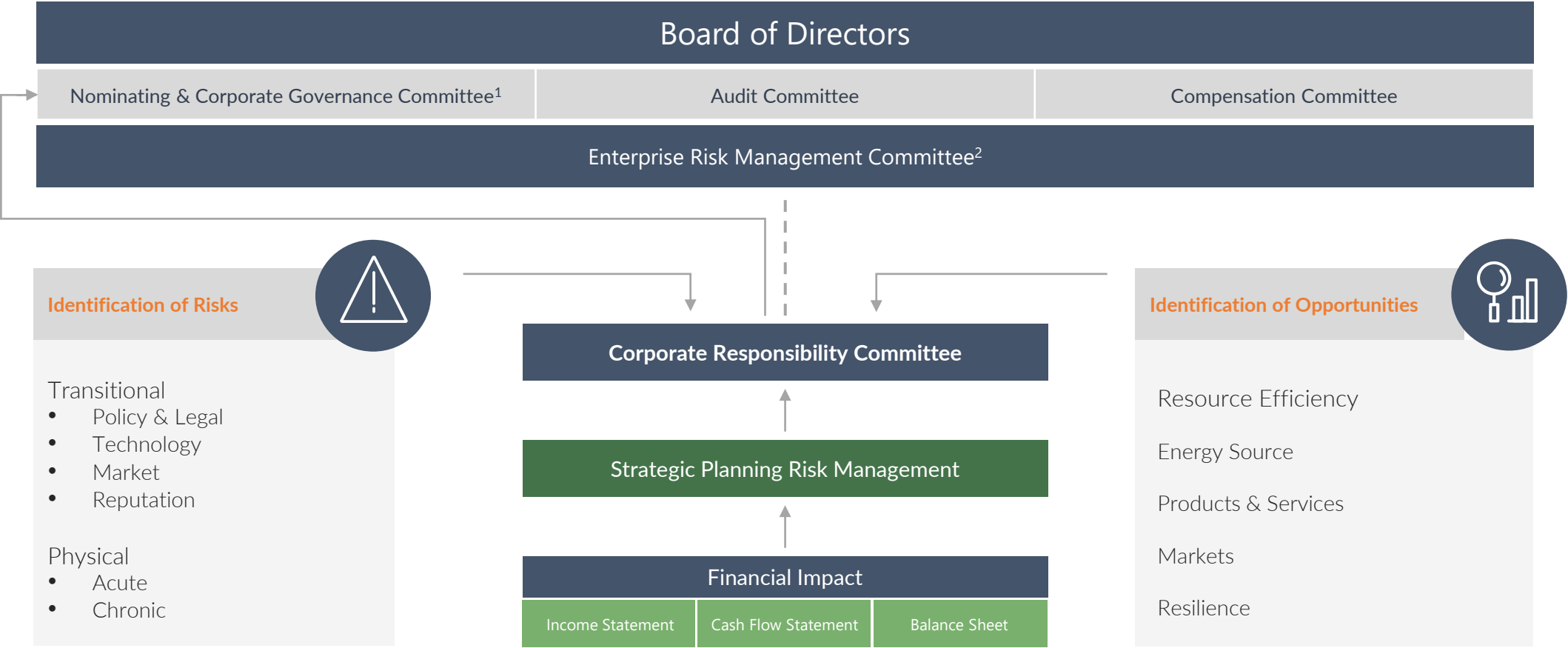
Metrics & Targets

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



Governance

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



1. The Nominating & 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	Xenia's CRC holds the management level responsibility for assessing and managing climate-related risks and opportunities. The CRC was established in January 2019 and is a cross-departmental group of employees who plan and report on ESG efforts and initiatives. The committee provides updates to the Enterprise Risk Management Committee, senior executive team, and to the Nominating and Corporate Governance Committee, which in turn, reports to the Board 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. This disclosure section is in its early stages as the Company continues to build its ESG program.	Risks:		Opportunities:
		Physical:	Transitional:	
		<ul style="list-style-type: none"> Higher temperatures Extreme disruptive weather Forest fires Drought Flooding Rising sea level Pollution 	<ul style="list-style-type: none"> Building code changes New technology required at property Supply chain challenges Stakeholder perception Uncertainty in market signals Reliance on third party operators Changes in consumer behaviors Local, state, and federal policies that require a change in company strategy Increased cost of risk transfer (insurance) 	<ul style="list-style-type: none"> Ongoing asset management and operational monitoring New renovations and refurbishments Evaluate opportunities for renovation or refurbishment to address risks Use of renewable energy, sustainable supplies/building materials, reduced water consumption Reporting and auditing of company-wide ESG performance Greater spend on capital improvements and technology to address emissions and sustainability

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>Xenia owns hotels that have different economic characteristics than many other real estate assets. Our hotels will be subject to various operating risks common to the lodging industry, many of which are beyond our control. We are also subject to the risks associated with natural disasters and the physical effects of climate change, which can include more frequent or severe storms, droughts, hurricanes and flooding, rising sea levels, wildfires, and shortages of water, any of which could have a material adverse effect on our properties, operations, and business.</p> <p>Climate change also may 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 expenses 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. The impacts of the climate-related risks on the Company's business are wide-ranging. Xenia evaluates risks in order to understand the impact on the business and then identify the associated opportunities. The climate-related impacts can be used to direct company-wide initiatives.</p>	TCFD
Organizational Resilience and Impact of Different Scenarios (Including 1.5° or lower scenario)	<p>Xenia recognizes 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>Xenia is committed to enhancing our ESG programs and performance over the next two years. We have been measuring, monitoring, and disclosing environmental and social impact performance since 2016, and we are now able to begin the process of setting meaningful targets that will reduce our environmental impact, increase our positive social impact and create value for Xenia and our hotels. Net zero and 1.5-degree goals are on Xenia's radar. By the end of 2022, we plan to commit to a 2050 net zero goal, with an interim 2030 reduction target.</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	Due Diligence is conducted on all transactions and major capital projects. Pre-acquisition, property condition assessments provide insight into potential risks. Additionally, all properties are subject to review by an outside risk engineering consultant. In addition to external review, the Company's in-house project management team oversees major capital investments, providing an additional layer of assessment. Xenia's Corporate Responsibility Committee is responsible for the oversight of the Company's climate-related strategy, including initiatives to identify and assess risks. Xenia also monitors and reports energy and water consumption.	Corporate Responsibility Report
The organization's processes for managing climate-related risks	Physical risks are managed through cross-departmental review meetings with input from the Company's project management team. Xenia has and will continue to invest in capital projects that correspond to the Company's climate-related risks and opportunities. 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. 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 ESG 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	Xenia has a formal reporting chain that starts with the Corporate Responsibility Committee and ends with the Board of Directors.	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 Emissions • Scope 2 Carbon Emissions <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: 16,243 metric tons CO₂e ¹ • Scope 2: 58,939 metric tons CO₂e ² • Scope 1 + 2: 75,183 metric tons CO₂e • Scope 3 – not tracked 	Corporate Responsibility Report
Targets used by the organization to manage climate-related risks and opportunities and performance against targets	By the end of 2022, we will develop specific and actionable targets for the Company's environmental intensity metrics	Corporate Responsibility Report

1. Scope 1 emissions are direct greenhouse (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.

ESG Performance Tables

Environmental Performance – Intensity Metrics	2016	2017	2018	2019 ¹	2020 ²
Hotel Count	30	31	35	34	35
Room Count	7,916	8,161	9,917	11,766	10,033
Energy intensity (kilowatt-hours per square foot)	35.9	35.4	36.8	37.3	25.98
Carbon emissions intensity (cubic meters per square foot)	11.7	11.5	11.2	11.3	7.79
Water intensity (gallons per occupied room)	159.5	154.5	175.7	184.6 ³	324.4 ⁴
Environmental Performance – Total Consumption	2016	2017	2018	2019 ⁵	2020
Hotel Count	30	31	35	34	35
Hotel Floor Area (Sq. Ft.)	7,099,631	7,304,631	8,718,143	9,217,287	9,651,818.00
Direct Energy consumption (kilowatt hours)	94,357,030	97,984,299	126,041,470	138,089,096	89,524,341
Indirect Energy consumption (kilowatt hours)	160,740,975	160,743,330	194,944,756	206,013,594	161,182,202
Total Energy consumption (kilowatt hours)	255,098,006	258,727,630	320,986,225	344,102,690	250,706,543
Energy from Renewables (%)	5.5%	5.8%	6.7%	7.1%	8.9%
Scope 1 carbon emissions (kilograms CO ₂ e) ⁶	17,134,072	17,790,117	22,873,733	25,050,529	16,243,266
Scope 2 carbon emissions (kilograms CO ₂ e) ⁷	66,136,786	65,908,857	74,737,028	79,492,553	58,939,281
Total Carbon emissions (kilograms CO ₂ e)	83,270,858	83,698,974	97,610,762	104,543,082	75,182,548
Water consumption (kilogallons)	345,586	350,133	481,583	599,445	431,621

1. Xenia owned 39 hotels as of year-end 2019, however environmental intensity metrics for this table include data for 34 hotels, as four hotels were sold in 2020 and the Hyatt Regency Portland was newly constructed and acquired in December 2019.
2. Xenia owned 35 hotels as of year end 2020, including the newly added Hyatt Regency Portland.
3. 2019 and 2020 water intensity calculation excludes water consumption associated with the golf course at Park Hyatt Aviara. Golf course consumption was 438,567 cubic meters in 2019, and 410,375 cubic meters in 2020, of which approximately 90% was reclaimed water. Water consumption from the rest of the hotel's operations is included in 2019 and 2020.
4. Due to the COVID-19 pandemic, occupied rooms dramatically decreased during 2020. Regardless of the vacancy, Xenia maintained a continuous flow of water across our portfolio in alignment with our health and safety regulations. The water usage figure dramatically skewed our water intensity statistic. Looking forward, we expect our water intensity metric to return to normal in FY 2021.
5. Xenia owned 39 hotels as of year-end 2019, however environmental consumption metrics for this table include data for 34 hotels, as four hotels were sold in 2020 and the Hyatt Regency Portland was newly constructed and acquired in December 2019.
6. Scope 1 emissions are direct greenhouse (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).
7. 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.

Corporate Staff and Board Composition

Corporate Staff		2020
Total Employees (#)		36
Gender		
Percent of Employees Men (%)		56%
Percent of Employees Women (%)		44%
Race		
Percent of Employees Black or African American (%)		6%
Percent of Employees Asian (%)		25%
Percent of Employees Hispanic or Latino (%)		11%
Percent of Employees Caucasian (%)		55%
Percent of Employees Other (%)		3%
Age		
Percent of Employees under 30 years old (%)		3%
Percent of Employees 30 – 50 years old (%)		67%
Percent of Employees over 50 years old (%)		30%
Board Composition		
Total Board Members (#) ¹		8
Total Independent Board Members (#)		7
Board Members Men (#)		6
Board Members Women (#)		2

1. Xenia added 1 additional board member in 2021.

GRI Index ¹

Number	Description	Response/Disclosure	References
Organizational Profile			
102-1	Name of the organization	Xenia Hotels & Resorts, Inc. ("Xenia")	2020 Annual Report p. 1
102-2	Activities, brands, products, and services	<p>Xenia is a Maryland corporation that invests in uniquely positioned luxury and upper upscale hotels and resorts, with a focus on Top 25 Markets and 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, the Company's TRS, which engages third-party eligible independent operators to manage the hotels. Approximately 88.6% of our rooms operate under Marriott, Hyatt, or Kimpton brands.</p>	2020 Annual Report p. 1 & p. 39
102-3	Location of headquarters	Our Company's headquarters are located at 200 S. Orange Avenue, Suite 2700, Orlando, Florida 32801.	2020 Annual Report p. 1
102-4	Location of operations ²	Our 35 hotels are spread throughout 25 key markets across 15 U.S. states including Alabama, Arizona, California, Colorado, Florida, Georgia, Illinois, Louisiana, Massachusetts, Oregon, Pennsylvania, South Carolina, Texas, Utah, Virginia, and West Virginia.	2020 Annual Report p. 40
102-5	Ownership and legal form	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."	2020 Annual Report p. 8
102-6	Markets served ²	Our 35 hotels are located in 15 U.S. states across primary markets, including, California North, Dallas, Denver, Houston, Orlando, Phoenix, San Diego, San Francisco/San Mateo, Atlanta and Washington DC-MD-VA.	2020 Annual Report F-22

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

2. As of year-end 2020

GRI Index

Number	Description	Response/Disclosure	References
Organizational Profile (cont'd)			
102-7	Scale of organization	As of December 31, 2020, the Company owned 35 lodging properties, with a total of 10,011 rooms.	2020 Annual Report p. 1
102-8	Information on employees and other workers	As of December 31, 2020, we had 36 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.	2020 Annual Report p. 7
102-10	Significant changes to the organization and its supply chain	In 2020, major changes to operations included hotel closures due to the impact of COVID-19 and the sale of four hotels in the fourth quarter.	2020 Annual Report
102-11	Precautionary principle or approach	Xenia considers risks throughout our Company, and where possible, takes steps to mitigate risks at our standing investments and during renovation projects or acquisitions.	2020 Annual Report p. 9-38
102-12	External initiatives	Xenia continued its commitment to the AHLA's 5-Star Promise by supporting and encouraging all operators to adopt and abide by the principles. Our Company also supported, assisted, and funded the current reduction initiatives established by our third-party management companies, including Fairmont Sustainability Partnership, Hyatt Thrive, Marriott Serve360, and IHG Green Engage.	Corporate Responsibility Report
102-13	Membership of associations	The Company is an active member of the American Hotel and Lodging Association (AHLA) and the National Association of Real Estate Investment Trust (NAREIT).	Corporate Responsibility Report

GRI Index

Number	Description	Response/Disclosure	References
Strategy			
102-14	Statement from senior decision-maker	A statement from our CEO is available in our annual Corporate Responsibility Report.	Corporate Responsibility Report
102-15	Key impacts, risks, and opportunities	<p>We own hotels that have different economic characteristics than many other real estate assets. Our hotels will be subject to various operating risks common to the lodging industry, many of which are beyond our control. These risks are identified in our Annual Report.</p> <p>We are also subject to the risks associated with natural disasters and the physical effects of climate change, which can include more frequent or severe storms, droughts, hurricanes and flooding, rising sea levels, wildfires, and shortages of water, any of which could have a material adverse effect on our properties, operations, and business.</p>	<p>2020 Annual Report p. ii, 11, 38</p>

GRI Index

Number	Description	Response/Disclosure	References
Ethics & Integrity			
102-16	Values, principles, Standards, and norms of behavior	<p>The values, principles, standards, and behavioral norms of Xenia Hotels & Resorts are outlined in our Code of Ethics and Business Conduct.</p> <p>All directors, officers and employees (each a “Covered Party” and, collectively, the “Covered Parties”) of the Company and all its subsidiaries and controlled affiliates are expected to be familiar with the Code and to adhere to those principles and procedures set forth therein.¹</p> <p>Additional policies include our Human Rights and Labor Policy, Enterprise Environmental Policy, and Vendor Code of Conduct.</p>	<p>Code of Ethics and Business Conduct</p> <p>Human Rights and Labor Policy</p> <p>Enterprise Environmental Policy</p> <p>Supplier and Vendor Code of Conduct</p>
102-17	Mechanisms for advice and concerns about ethics	<p>We promote ethical behavior at all times and encourage Covered Parties¹ to talk to supervisors, managers, and other appropriate personnel, including the Company’s executive officers, General Counsel and outside counsel, and the Board about the best course of action in a particular situation.</p>	<p>Code of Ethics and Business Conduct</p>

1. Covered Party means any (i) official, officer, employee, or representative of, or any person acting in an official capacity for or on behalf of: (A) any Governmental Entity; (B) any public international organization or any department or agency thereof; or (C) any company or other entity owned or controlled by any Governmental Entity, public international organization or any department or agency thereof or (ii) any political party or party official or candidate for political office

GRI Index

Number	Description	Response/Disclosure	References
Governance Structure			
102-18	Governance Structure	<p>The corporate governance structure of Xenia is outlined in our Charter, Bylaws, 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, ESG-related risks fell under the responsibility of the Nominating and Governance Committee.</p>	<p>Corporate Governance Guidelines</p> <p>Corporate Governance</p> <p>Nominating and Corporate Governance Committee Charter</p>
102-19	Delegating authority	<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 CRC Committee provides updates to the Enterprise Risk Management Committee senior executive team and to the Nominating and Corporate Governance Committee, which in turn, reports to the Board on a routine basis.</p>	<p>Corporate Responsibility Report</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Xenia's Corporate Responsibility Program, including ESG- related risks and opportunities, is managed by the Company's Corporate Responsibility Committee, which is comprised of members across Asset Management, Project Management, Legal, Finance, 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. The Nominating and Corporate Governance Committee reports directly to Xenia's Board of Directors.</p>	<p>Nominating and Corporate Governance Committee Charter</p> <p>Committee Composition</p>

GRI Index

Number	Description	Response/Disclosure	References
Governance Structure (cont'd.)			
102-22	Composition of the highest governance body and its committees	<p>Xenia's Board of Directors is comprised of eight members – seven independent board members and our Chairman 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>	<p>Board of Directors</p> <p>Committee Composition</p>
102-23	Chair of the highest governance body	Jeffrey H. Donahue is the Lead Director of Xenia's Board of Directors, and Marcel Verbaas is our Chairman and Chief Executive Officer.	<p>Board of Directors</p> <p>Executive Officers</p>
102-24	Nominating and selecting 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

GRI Index

Number	Description	Response/Disclosure	References
Governance Structure (cont'd.)			
102-25	Conflicts of interest	The Company recognizes and respects the right of its directors, officers, and employees to engage in outside activities which they may deem proper and desirable, provided that these activities do not impair or interfere with the performance of their duties to the Company or their ability to act in the Company's best interests. In most, if not all, cases, this will mean that our directors, officers, and employees must avoid situations that present a potential or actual conflict between their private interests and the Company's interests. Exceptions may only be made after review and approval of specific or general categories by the Company's General Counsel (in the case of employees) or the Company's board of directors (the "Board") (in the case of directors and executive officers).	Code of Ethics and Business Conduct
102-28	Evaluating the highest governance body's performance	The Board of Directors, under the oversight of our Nominating and Corporate Governance Committee (composed of all independent directors), conducts annual self-evaluations which include economic, environmental, and social topics. Additionally, each standing committee of the Board of Directors also conducts an annual self-evaluation.	Proxy Statement p. 19

GRI Index

Number	Description	Response/Disclosure	References
Governance Structure (cont'd.)			
102-36	Process for determining 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, Performance-Based Equity Awards, and Time-Based Equity Awards.</p> <p>Bonus and Performance-Based Equity Awards are “at-risk” and determined by company and individual performance goals.</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 clawback policy to recover amounts inappropriately paid in the event of a restatement of our financial statements.</p>	Proxy Statement – Article IV Executive Compensation
102-37	Stakeholders’ involvement in remuneration	<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. At our 2020 annual meeting, over 97.9% of votes cast were in favor of our “say on pay” proposal.</p> <p>Finally, an independent consultancy advises our Compensation Committee on compensation program design and the amounts payable to our named executive officers.</p>	Proxy Statement – Article IV Executive Compensation

GRI Index

Number	Description	Response/Disclosure	References
Stakeholder Engagement			
102-40	List of stakeholder groups	Stockholders, third-party managers, brand and management companies, corporate employees, suppliers, industry associations, local communities, and other partners are considered Xenia's primary stakeholder groups.	Corporate Responsibility Report
102-41	Collective bargaining agreements	None of our corporate employees are covered by collective bargaining agreements. 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.	2020 Annual Report p. 7
102-42	Identifying and selecting stakeholders	Our stakeholders are identified and selected by determining the groups that may impact our Company.	Corporate Responsibility Report
102-43	Approach to stakeholder engagement	Xenia engages with stakeholders to inform the groups about our Company's actions and priorities, and to understand the priorities and key issues of these groups. Employees: We engage our employees through an annual employee satisfaction survey. Brand/Third-party managers: We engage with our hotel brands and third-party managers through an on-going Property Optimization Process through asset management, which includes approximately six to eight green audits per year.	Corporate Responsibility Report
102-44	Key topics and concerns raised	Xenia aims to understand the key topics and concerns of our stakeholders to help develop our company strategy and programs.	Corporate Responsibility Report
102-45	Entities included in the consolidated financial statements	A list of our hotel properties, as of December 31, 2020, can be found in our 2020 Annual Report.	2020 Annual Report p. 41
102-46	Defining report content and topic boundaries	The most relevant and important information deemed by our Company define our reporting content and topic boundaries.	Corporate Responsibility Report

GRI Index

Number	Description	Response/Disclosure	References
Reporting Practice & Materiality			
102-48	Restatements of information	There is a restatement of GHG emissions for 2018 due to the correction of greenhouse gas emission factors.	Corporate Responsibility Report
102-49	Changes in reporting	In Q4 2020, the Company sold the 221-room Residence Inn Boston Cambridge, the 275-room Marriott Napa Valley Hotel & Spa, the 245-room Hotel Commonwealth in Boston, Massachusetts and the 492-room Renaissance Austin Hotel in Austin, Texas.	Proxy Statement p. 27
102-50	Reporting Period	Our reporting period for environmental data is 2019, all other portfolio data is for 2020 unless otherwise noted.	Corporate Responsibility Report
102-51	Date of most recent report	Our most recent previous report was published on March 31, 2020. A prior report without GRI alignment was published in 2019.	Corporate Responsibility Report
102-52	Reporting cycle	Our Corporate Responsibility Report is updated annually.	Corporate Responsibility
102-53	Contact point for questions regarding the report	200 S. Orange Avenue, STE. 2700 Orlando, Florida 32801 Phone 407.246.8100 Fax 866.748.7101	Contact Us
102-56	External assurance	KPMG LLP, an independent registered public accounting firm, has audited our Company's consolidated financial statements included in our Annual Report on Form 10-K. We did not seek external assurance of our data in this report that is not derived from the 10-K.	2020 Annual 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 2020, total revenues and total hotel operating expenses (in thousands) were \$369,776 and \$351,533, respectively.	2020 Annual Report
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 can include more frequent or severe storms, droughts, hurricanes and flooding, rising sea levels, wildfires, and shortages of water, any of which could have a material adverse effect on our properties, operations, and business. Climate change also may 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 expenses 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.	2020 Annual Report p. 11, 38
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Xenia's corporate operations are assessed for corruption.	Code of Ethics and Business Conduct
205-2	Communication and training on anti-corruption policies and procedures	Xenia employees must comply with the Code of Ethics and Business Conduct, which covers anti-corruption. Xenia employees are required to acknowledge the Company's Employee Handbook and any additional relevant internal policies.	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 2020.	

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Management Approach Disclosures: Environmental

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

Number	Description	Response/Disclosure	References
Environmental Performance			
103	Management approach	<p>Xenia recognizes the impact that our properties can have on the environment and is committed to driving sustainability within our portfolio and reducing its environmental footprint. Xenia's environmental footprint consists of energy consumption, carbon emissions, water consumption and waste generation. We are working to reduce our footprint through monitoring and reporting, investing in energy and water efficiency projects and seeking opportunities for procurement and installation of renewable energy sources.</p> <p>Our commitment to environmental sustainability is driven by 5 principles:</p> <ol style="list-style-type: none"> 1. Assessment of environmental risks and opportunities; 2. Compliance with all applicable laws and governmental regulations; 3. Identification of opportunities for environmental stewardship within the portfolio; 4. Continuous improvement in the environmental performance of our portfolio; and 5. Reporting of our environmental risks, performance, and business impacts publicly. 	Corporate Responsibility Report
Energy			
302-1	Energy consumption within the organization	In 2020, total energy consumption was 250,706,543 kWh.	ESG Performance Tables
302-3	Energy intensity	In 2020, energy intensity was 25.98 kWh/square foot.	ESG Performance Tables
Water and Effluents			
303-5	Water consumption	In 2020, total water consumption was 431,621 kGal.	ESG Performance Tables

GRI Index

Management Approach Disclosures: Environmental (Cont'd)

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

Number	Description	Response/Disclosure	References
Environmental Performance			
305-1	Scope 1 emissions	In 2020, scope 1 emissions were 16,243.27 metric tons CO2e.	ESG Performance Tables
305-2	Scope 2 emissions	In 2020, scope 2 emissions were 58,939.28 metric tons CO2.	ESG Performance Tables
305-4	Greenhouse Gas intensity (GHG)	In 2020, GHG intensity was 7.79 kgCO2e/square foot	ESG Performance Tables

SASB Disclosures

Activity Metrics – Reporting Year 2020		
Code	Metric Description	Response
IF-RE-000.A	Number of assets*	35 hotels in 2020
IF-RE-000.B	Leasable floor area*	9,651,818 sq ft in 2020
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 2020		
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	902,543.56 GJ
	Percentage grid electricity	52%
	Percentage renewable energy	8.9%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	-28.70%
IF-RE-000.130a.4	Percentage of eligible portfolio that has an energy rating	23%
	Percentage of eligible portfolio that is certified to ENERGY STAR	6%
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.</p> <p>In addition, Xenia's Project Management (PM) team, an in-house department that oversees major investments made in the portfolio and actively manages all significant capital renovations, also helps to support our assessment of environmental risks and opportunities. As hotels are brought into our portfolio, the PM team creates dynamic multi-year capital plans for each asset, which include maximizing utility efficiencies and delivering a high-quality, competitive product into their respective markets. Such direct management presents great opportunities for Xenia to engage in dynamic decision-making reflective of our values within the environmental, social, and governance lenses.</p>

SASB Disclosures

Water Management – Reporting Year 2020		
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	1,623.86 Thousand Cubic Meters
	Percentage in regions with High or Extremely High Baseline Water Stress	53%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	-28.4%
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 importance to our portfolio considering that 53% 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 2020		
Code	Metric Description	Response
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	0%
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for water withdrawals	40%
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 2020		
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>Climate change risk analysis occurs during initial and ongoing due diligence on our assets and capital expenditure projects. This includes including environmental reviews by independent consultants, as well as our internal project management team. In addition, we conduct climate-related risk assessments on our portfolio to better understand the physical impacts of climate change on our portfolio.</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,” “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 the 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 1, 2021, 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 news release except as required by law.