

CORPORATE RESPONSIBILITY REPORT

October 2022



About this Report

This report reflects portfolio environmental data and corporate personnel statistics data as of year-end 2021, 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 34 properties that were in the portfolio as of year-end 2021. Consumption data is through year-end 2021. Please refer to the last page of this report for additional general disclosures.



Contents

Letter from Our Chairman and CEO

About Xenia Hotels & Resorts, Inc.

Lodging Ownership and Operating Structure

ESG Progress at a Glance

Our Corporate Focus

ESG Focus

Alignment with UN Sustainable Development Goals

ESG Project Spotlight

Environmental and Social Projects

Governance

Resiliency & Data Privacy

Environmental Sustainability

Environmental Performance and 2030 Targets

Environmental Performance Metrics

Social Responsibility

Social Highlights

Environmental and Social Objectives

TCFD Approach and Disclosures

GRI Index

SASB Disclosures



Letter from our Chairman and CEO

I am pleased to share with you recent advances in our Corporate Responsibility Program and ESG efforts. Our corporate mission has always reached beyond the creation of shareholder value to our associates and the people and places in which we conduct business as well as the overall environment. Despite the continued impact of the COVID-19 pandemic on our industry and our company, we maintained our focus on creating long-term value and continue to address the growing importance of environmental, social and governance issues to our investors, operating partners, associates, and other stakeholders. As we continue to push forward toward a post-pandemic scenario, we remain highly focused on the importance of our corporate responsibility program and environmental, social, and governance (ESG) practices and initiatives.

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 opportunity to improve building performance for both financial and environmental sustainability benefits. 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 ESG program. In 2021, 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 and reduce energy and water consumption. Examples of some of these initiatives and projects are included in this report and we believe our environmental performance metrics reflect the implementation of these initiatives and projects.

Through the dedicated efforts of our human resources department and our CRC, we have made meaningful progress with our commitment to diversity, equity, and inclusion and we are proud of our ability to recruit and maintain a highly diverse mix of associates in our corporate office. Our DiversityTalks sessions, focusing on celebrating the broad diversity of our workforce, have provided our associates with a platform to share their ancestry and life stories with coworkers and encourages associates to research and trace their own racial and ethnic background. 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 2021, we continued to support various local charitable organizations by inviting them to present their mission during our team meetings in order to provide additional community engagement opportunities to our associates. 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 ESG efforts to the broadest audience, we provide disclosures in line with frameworks that our stakeholders desire and find valuable. We continue to publish 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.

We will continue our journey towards a portfolio with more environmentally conscious properties. In this report, we not only present our 2021 energy and water intensity metrics as well as scope 1 and 2 greenhouse gas emissions, but we are making a significant step forward in our ESG efforts by presenting our target reduction goals for these metrics for achievement by 2030. We also acknowledge the necessity of reaching net zero operations by 2050 and have committed to creating an organizational plan for defining our pathway to net zero operations. In partnership with our hotel operators, stakeholders and investors, we will work to make the necessary changes required to meet this critical planetary goal. By disclosing these reduction targets and key milestones to reduce our environmental impact, we have made ourselves accountable to our stakeholders and as a global corporate citizen. 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.

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.

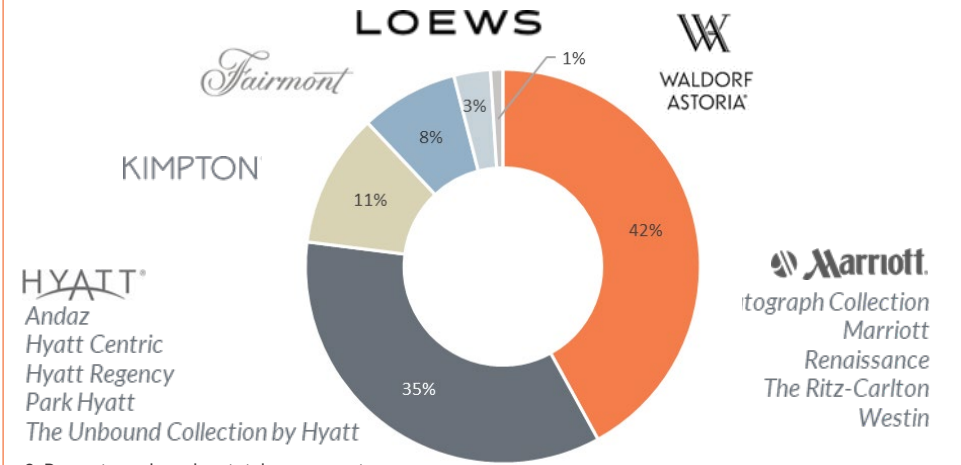
is a self-advised and self-administered REIT that invests in uniquely positioned luxury and upper upscale hotels and resorts, with a focus on the top 25 lodging markets as well as key leisure destinations in the United States. As of year-end 2021, we owned 34 hotels comprised of 9,659 rooms across 14 states. Xenia's hotels are in the luxury and upper upscale segments and operated and/or licensed by industry leaders such as Marriott, Hyatt, Kimpton, Fairmont, Loews, Hilton, and The Kessler Collection. For more information on Xenia's business, refer to our Company website.

Key Portfolio Statistics ¹

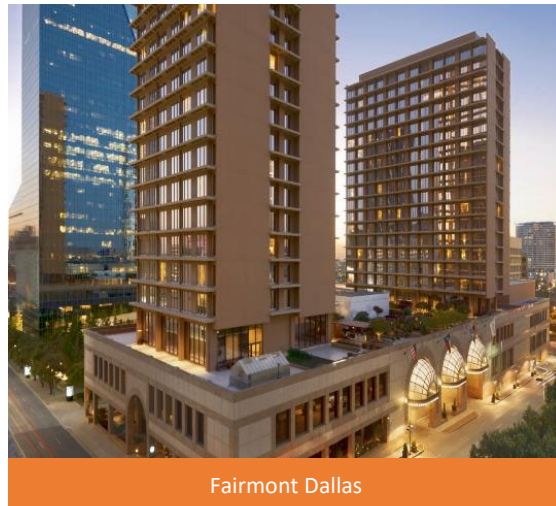
34 Hotels	
9,659 Rooms	14 Brands
14 States	22 Markets

1. Key Portfolio Statistics reported as of year-end 2021.

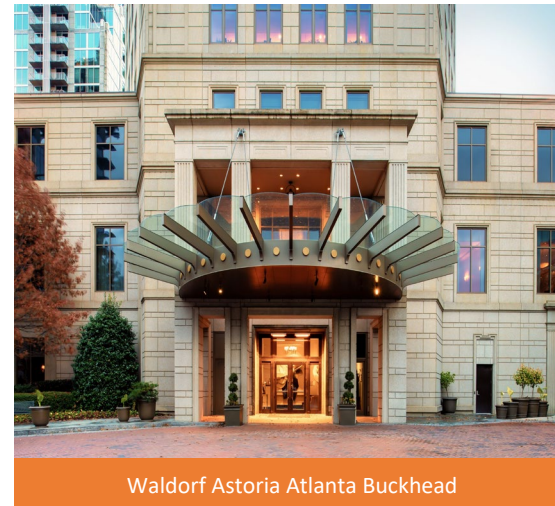
Diversified Branding ²



Kimpton Hotel Palomar Philadelphia



Fairmont Dallas



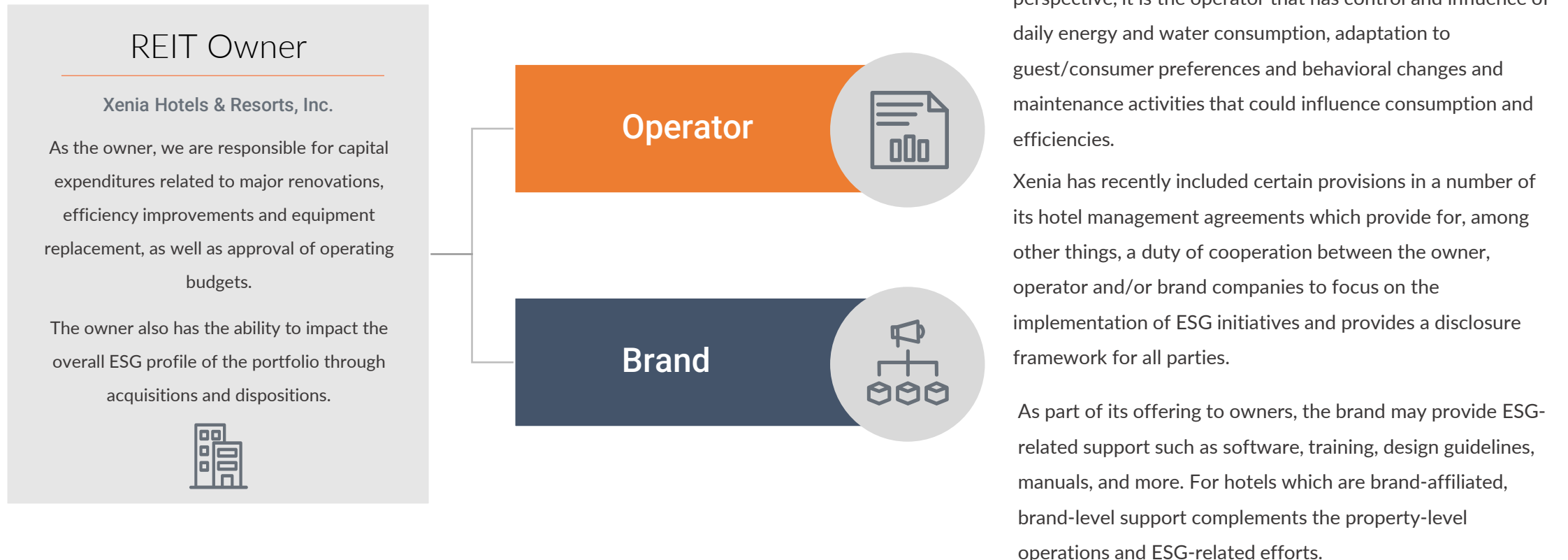
Waldorf Astoria Atlanta Buckhead



Loews New Orleans Hotel

Lodging Ownership and Operating Structure

As an owner of lodging assets, Xenia’s relationships with management 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 ESG-related performance at the property-level.



ESG Progress at a Glance

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

2021 Environmental Intensity Metrics



Energy Intensity
29.9 kW h psf.



Water Intensity
42.9 gal psf.

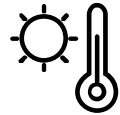


Carbon Emissions Intensity
8.2 kg/CO₂e psf.

Portfolio Best Practices¹



3 LEED Certified Properties



91% of guestrooms have digital thermostats



71% of properties have a Water Efficiency Program



Over 50% of properties have a Sustainability Coordinator or Green Champion



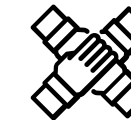
ESG Code of Conduct document added to vendor contracts



74% of properties have eliminated plastic straws



69% of guestrooms have recycling bins



6 charities engaged



Awarded Healthiest Employers in Central Florida in 2022

¹ Portfolio best practices are based on the results of a property survey that included all 34 hotels in the portfolio as of year-end 2021. Results are derived from responses provided by our operators at the property-level.

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 2021 for properties owned at the end of 2021. 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.

Shareholder Engagement

In 2021, Xenia reached out to, met with, or engaged directly with shareholders who own collectively more than 65%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 ESG which is one of seven key drivers of success for the Company.

¹Percentage is derived from ownership percentage of our common stock as of June 30, 2021.



Deeply Committed ESG Focus

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. Today, Xenia is deeply committed to the following three pillars of ESG:



Environmental Sustainability

Due Diligence

Utility Efficiency Projects

Monitor Environmental Metrics



Social Responsibility

Community Engagement

Employee Training & Development Programs

Diversity & Inclusion

Employee Wellness Programs



Corporate Governance

Strong Shareholder-Friendly Governance Framework

8 out of 9 Directors on our Board are independent ¹

Enhanced board diversity with addition of two new members since May 2021

Board and multiple committee oversight of ESG matters

¹ Board of Directors count as of report issuance date

Alignment with U.N. Sustainable Development Goals

In 2015, 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 thus 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 challenges



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.

ESG Project Spotlight

Aviara Golf Club, Park Hyatt Aviara Resort - Carlsbad, California

Regrassing, Irrigation and Pond Remediation Project

Aviara Golf Club is the 18-hole golf course located at Park Hyatt Aviara Resort in Carlsbad, California. It is an Arnold Palmer designed course that is host to tens of thousands of golf rounds each year and has historically hosted the world's best LPGA golfers during the annual LPGA JTBC Classic. In 2022, Aviara Golf Club embarked on a course-wide regrassing project to reduce its environmental impact. The tees and roughs on the golf course were replaced with a warm season grass that is resilient year-round in the region. The original grass required a process called overseeding which is essentially a transition between two grass types between seasons. Eliminating the need for overseeding results in a significant reduction in resources. The reduction in water use is projected to be 20% annually given grass does not need to be re-established twice a year. In addition, the new grass type requires less fertilizer and less herbicide. Lastly, less equipment is needed to maintain this grass type resulting in less vehicle fuel usage and carbon emissions.

While the regrassing project was underway, we took the opportunity to complete additional work on the irrigation system and increase our environmental stewardship. These upgrades resulted in a more efficient system which will further reduce the total amount of water used annually. In addition, we removed overgrown organic matter in ponds on the golf course. The organic matter removal impacted flow of water through the system and release of nutrients. This combination created conditions that were favorable for aquatic weeds and algae growth during the warmer seasons. The golf course is adjacent to the Batiquitos Lagoon which is an important wildlife habitat area, especially for birds. Removing the organic matter will provide a safer, more sustainable habitat for the local wildlife.

Result: 17 million gallons of water saved annually

Hyatt Regency Scottsdale - Scottsdale, Arizona

Desert Garden

Once a 5,300 sf lagoon, the Desert Garden is the newest outdoor venue at Hyatt Regency Scottsdale. The unique landscaping surrounding Desert Garden speaks to the destination of the Sonoran Desert while being sensitive to the quickly evolving environmental needs of the locale. The vegetation is all low water use such as mesquite and ironwood trees in addition to shrubs native to the area such as cactus and succulents including aloe, agave, and ocotillo. The event area was replaced with artificial turf, all reducing the need for irrigation.



Environmental Projects

Portfolio ESG Projects

At the start of 2022, we identified the following four sustainability projects:

1. By year-end 2022, 100% of Xenia hotels will have some portion of the hotel converted to LED lighting
2. Hydration stations were installed in 67% of our hotels reducing single use plastic and, in several cases, exchanging the single use plastic bottles given to guests with a reusable bottle
3. Over 50% of our hotels have moved away from single use bath amenities and converted to residential style bulk amenities.
4. We achieved a goal of 70% of guestrooms capable of mobile key entry which reduces waste

Park Hyatt Aviara

Building on the success of the golf course project at Park Hyatt Aviara, Xenia conducted a comprehensive third-party Energy and Water Efficiency Assessment to further address any underlying opportunities to improve the hotel's intensity metrics. With the completion of select infrastructure upgrades, it was determined that the property could save over 5M KWh/yr of electricity.

In March 2022, we initiated a project to facilitate these savings. Included is the installation of an ice storage system, retro-commissioning the Building Automation System (BAS) and installation of a combined heat and power system, with a total investment of \$3M.

2021 Capital Investment

Xenia spent over \$4M on capital expenditures related to ESG projects.

Some of the ESG projects to receive funding include:

- 17 HVAC related projects which will create energy efficiencies
- 11 water heater projects which will create energy efficiencies
- 10 mobile key installation projects which reduce waste
- 29 of 34 hotels received funding for an ESG project



2022 Capital Investment

In 2022, we have budgeted for and invested significant capital in ESG projects including major mechanical replacements, kitchen equipment upgrades and CCTV enhancements.

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 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 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



Board of Directors



8 out of 9¹ directors are independent of management



3 out of 9 directors are women¹
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™.

¹ Board of Director count as of report issuance date

Resiliency & Data Privacy

Resiliency

We work to strengthen our portfolio's resiliency against 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 due diligence, active risk management, continuous property 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 and partner with a third-party disaster recovery service provider to protect our assets and promptly restore operations following a natural disaster. We have invested in structural enhancements to fortify our hotels in California, Florida, Louisiana, South Carolina, and Texas, such as flood protection systems, replacements and restorations to exterior walls, windows, roofs and doors.

We continue to increase our resiliency efforts by investing in standby diesel 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 team members 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 Director 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 Director 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.


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.


Our corporate office is LEED Gold Certified, BOMA 360 Certified, Energy Star Certified and WELL Health & Safety Rated.


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 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

Environmental Performance and 2030 Targets

Environmental performance tracking is a key component of Xenia’s ESG program. Prior to 2019, our portfolio composition transitioned to primarily include full service upper upscale and luxury hotels. In 2020 and 2021, Xenia’s total portfolio energy, carbon and water intensity metrics exhibited positive reduction results due to reduced occupancy and meeting space utilization during the COVID-19 pandemic. We expect our intensity metrics to begin to return to pre-COVID-19 pandemic levels in 2022.

For purposes of the comparison provided below, Xenia utilizes 2019 as the baseline year for the measurement of total portfolio environmental performance and measuring against our reduction targets for achievement by 2030.

	2019 ¹	2020	2021
 Hotel Count	34	35	34
 Room Count	9,412	10,011	9,659
 Energy Intensity <i>Kilowatt hours per square foot</i>	37.3	25.9	29.9
 Carbon Emissions <i>Kg/CO2E per square foot</i>	11.3	7.8	8.2
 Water Intensity ² <i>gallons per square foot</i>	52.5	33.5	42.9




¹ 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.

² The 2019, 2020 and 2021 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 and 2021.

In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030, utilizing a baseline year of 2019. Our reduction targets include the assumption that our portfolio returns to more stabilized pre-COVID-19 pandemic occupancy levels beginning in 2022. We intend to report our interim progress towards achievement of these goals on a periodic basis.

Xenia acknowledges the necessity of reaching economy-wide net zero emissions by 2050 and is committed to creating an organizational plan for defining our emissions reduction pathway. Our current plan is to focus on activities through 2030, which are managerially tangible and will have further impacts past 2030 as a result. We are committed to shifting as necessary, in partnership with our customers, lawmakers and investors, to make whatever changes are necessary to meet this critical planetary goal.

2030 Environmental Targets

-  **25%** Reduction in Energy Intensity
-  **50%** Reduction in Scope 1 and 2 Carbon Emissions Intensity
-  **10%** Reduction in Water Intensity

Environmental Performance Metrics

Environmental Performance – Intensity Metrics	2019 ¹	2020 ²	2021 ²
Hotel Count	34	35	34
Room Count	9,412	10,011	9,659
Energy intensity (kilowatt hours per square foot)	37.3	25.9	29.9
Scope 1 and 2 Carbon emissions intensity (kg/CO ₂ e per square foot)	11.3	7.8	8.2
Water intensity (gallons per square foot) ³	52.5	33.5	42.9
Environmental Performance – Total Consumption	2019 ¹	2020 ²	2021 ²
Hotel Floor Area (Sq. Ft.)	9,217,287	9,651,818	9,406,847
Direct Energy consumption (kilowatt hours)	138,089,096	89,524,341	102,609,932
Indirect Energy consumption (kilowatt hours)	206,013,594	161,182,202	178,234,357
Total Energy consumption (kilowatt hours)	344,102,690	250,706,543	280,844,289
Energy from Renewables (%)	7.1%	9.1%	9.8%
Scope 1 carbon emissions (kilograms CO ₂ e)	25,050,529	16,243,260	18,895,421
Scope 2 carbon emissions (kilograms CO ₂ e)	79,492,553	58,939,281	58,387,216
Total carbon emissions (kilograms CO ₂ e)	104,543,082	75,182,541	77,282,637
Water consumption (kilogallons) ³	483,588	323,212	404,299

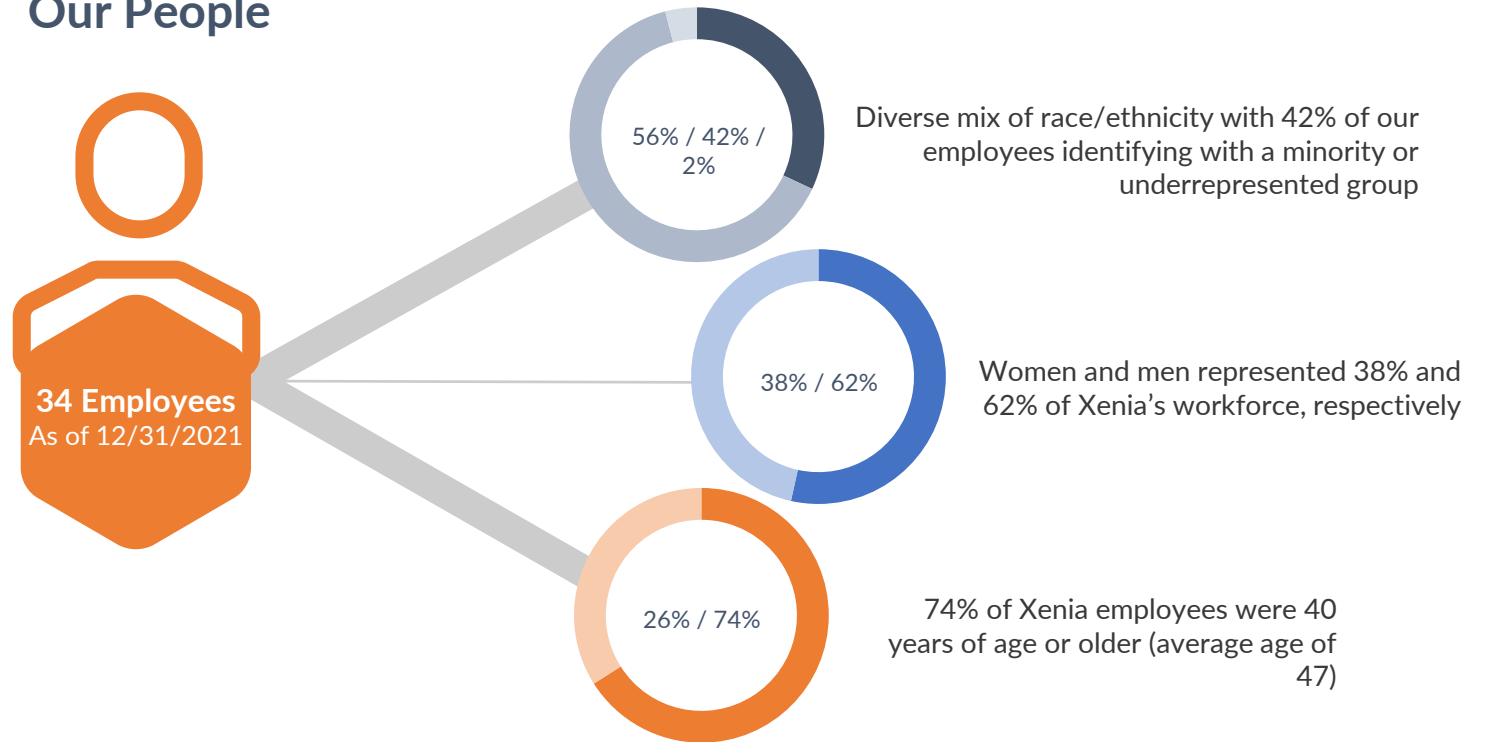
1. Xenia owned 39 hotels as of year-end 2019. Environmental intensity metrics include data for 34 hotels as four hotels were sold in 2020 making the energy usage data unavailable at time of report publication, and the Hyatt Regency Portland at the Oregon Convention Center was newly constructed and acquired in December 2019
2. 2020 and 2021 performance reflects changes to the portfolio composition and reduced occupancy and meeting space utilization during the COVID-19 pandemic.
3. The 2019, 2020 and 2021 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 and 2021.

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 promoting 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 Highlights



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

Corporate Staff and Board Composition

Corporate Staff	As of 12/31/2021
Total Employees (#)	34
Gender	
Percent of Employees Self-Identified as Male (%)	62%
Percent of Employees Self-Identified as Female (%)	38%
Race	
Percent of Employees Black or African American (%)	6%
Percent of Employees Asian (%)	24%
Percent of Employees Hispanic or Latino (%)	12%
Percent of Employees Caucasian (%)	56%
Percent of Employees Other (%)	2%
Age	
Percent of Employees under 30 years old (%)	0%
Percent of Employees 30 – 50 years old (%)	65%
Percent of Employees over 50 years old (%)	35%
Board Composition	Current
Total Board Members (#) ¹	9
Total Independent Board Members (#)	8
Board Members Self-Identified as Male (#)	6
Board Members Self-Identified as Female (#)	3
Board Members Black or African American (#)	2

¹ Xenia added a new Board member in 2022 and one Board member retired

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 DiversityTalks, which are team sessions that allow us to learn more about each other's cultures and background.

In 2022, we continue to enhance our DEI program through additional training opportunities and have incorporated a formal DEI statement to further demonstrate our pledge to an inclusive and equitable workplace. Also in 2022, we appointed a new board member that offers a diverse background and perspective.

Employee Engagement

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 have rated above average in most categories, with about 90% of associates citing overall engagement.

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.

Social Highlights

Areas of Focus

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 programs that target the health and well-being of our associates. These 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 flexibility through a hybrid schedule, expanded paid-time off benefits and enriched our benefit package overall.

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.



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 and development opportunities through our partnerships with Center for Creative Leadership and American Management Association.

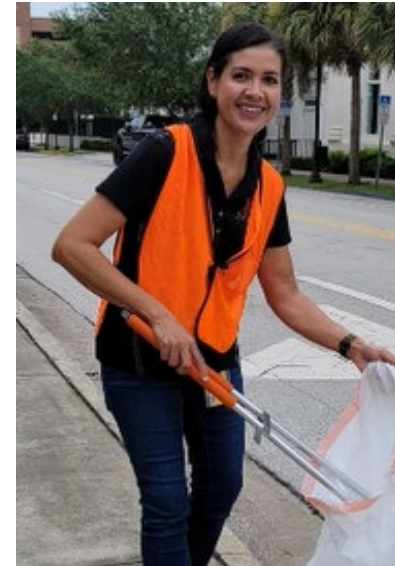
Community Engagement

In 2021, our ability to volunteer and engage with our community continued to be significantly impacted by COVID-19. Our community engagement included cash donations, hotel nights donated, and we were able to increase the number of volunteer hours by our associates. We made financial, in-kind, and volunteer hours donations to six charitable organizations, and we are looking forward to getting fully back out into the community and resuming our programs when we can do so safely. We continue to address the safety challenges that the pandemic presented to our corporate associates, property-level staff, and hotel guests.

Project Highlight – Keep Orlando Beautiful



In 2021, with COVID-19 impacting the level of volunteerism we were able to engage in, we identified opportunities to give back to the community while still allowing our associates to safely participate. We partnered with the City of Orlando's *Keep Orlando Beautiful* program and adopted a local city street for cleanup, located directly adjacent to one of our hotels and our corporate office. Through this effort our associates donated about 40 hours of litter removal, and we plan to expand this program to include cleanup of waterways and local parks.



Environmental and Social Objectives

In addition to setting the environmental intensity reduction targets, we have identified the following as impactful and achievable objectives that align with our ESG strategy:

Environmental Sustainability Objectives:

- Complete comprehensive energy and water efficiency assessments at all properties
- Increase percentage of hotels with energy/water efficient equipment
- Increase amounts spent on environmental efficiency investments

Social Impact Objectives:

- Increase percentage of employees or number of hours participating in volunteer activities
- Increase contributions with social impact, including in-kind opportunities
- Increase number of charities engaged

Additional Considerations



In addition to the above, we plan to 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.

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



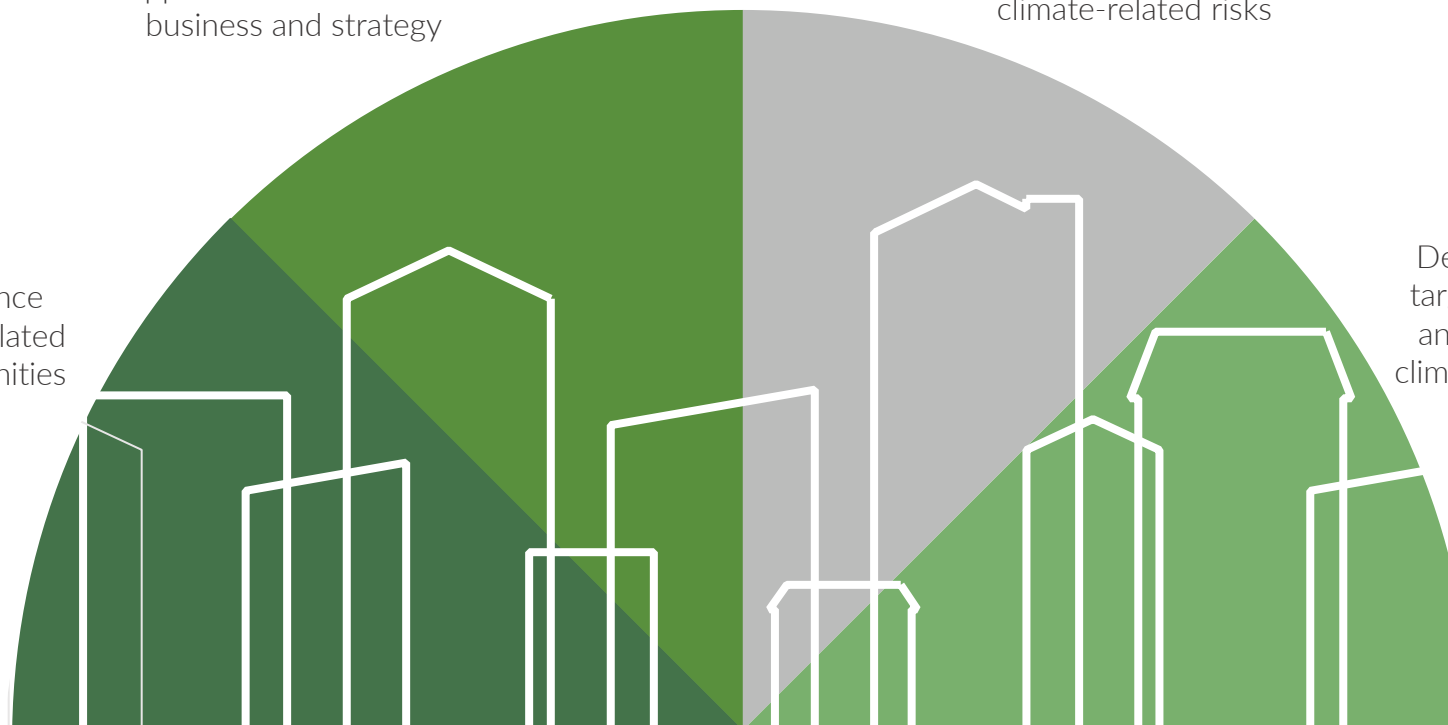
Governance

Xenia's governance around climate-related risks and opportunities



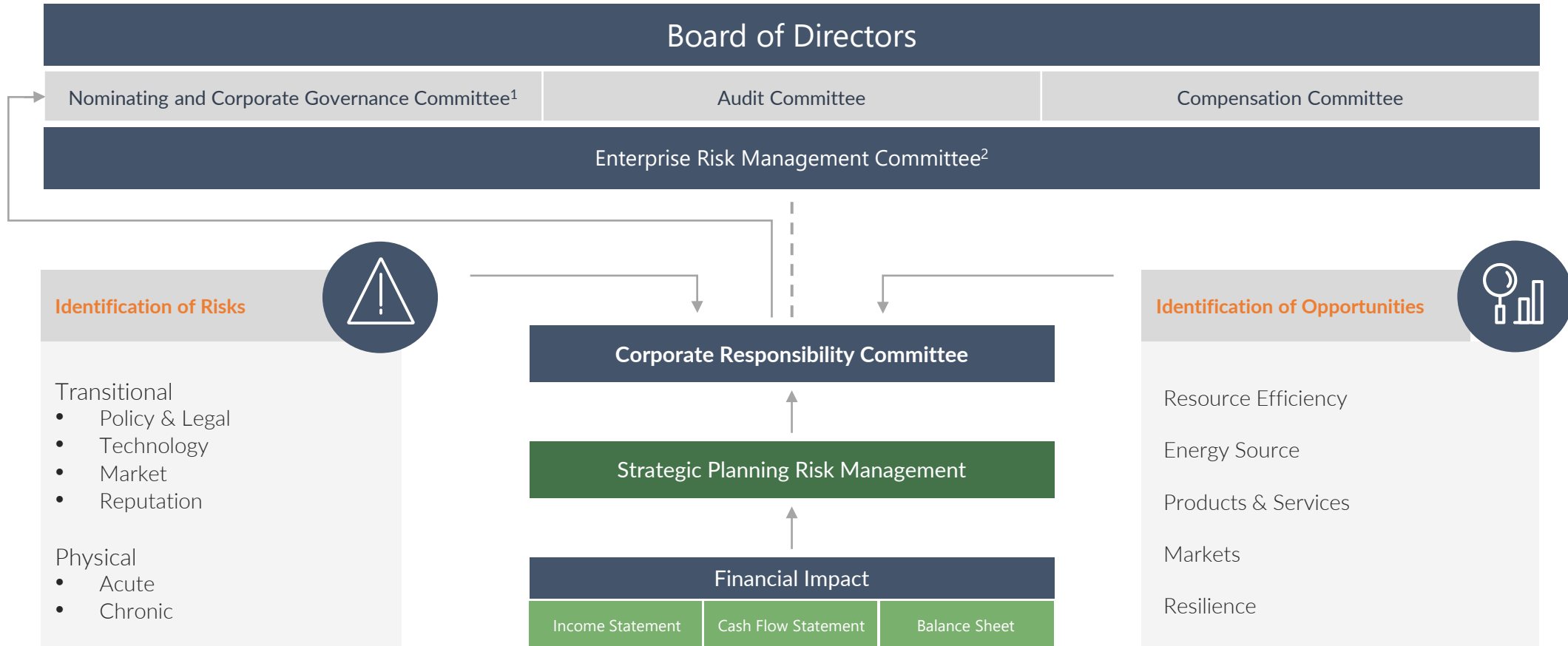
Metrics & Targets

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 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
<p>Board oversight of climate-related risks and opportunities</p>	<p>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.</p>	<p>Corporate Governance Guidelines</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Committee Composition</p>
<p>Management's role in assessing and managing climate-related risks and opportunities</p>	<p>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 ESG 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.</p>	<p>Corporate Governance Guidelines</p> <p>Nominating and Corporate Governance Committee Charter</p> <p>Committee Composition</p>

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	Opportunities	
		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) ▪ Pollution ▪ Rising sea levels ▪ Wildfires 	<ul style="list-style-type: none"> ▪ 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 ESG performance ▪ Increased funding of capital improvements to reduce emissions and increase sustainability
Corporate Responsibility Report 2021 Annual Report				

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
<p>Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning</p>	<p>We are subject to the risks associated with natural perils and the physical and operational effects of climate change, which can include more frequent or severe storms, droughts and water scarcity, hurricanes, windstorms, flooding, rising sea levels, wildfires, 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>	<p>TCFD</p>
<p>Organizational Resilience and Impact of Different Scenarios (Including 1.5° or lower scenario)</p>	<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 ESG programs and environmental performance. We have been measuring, monitoring, and disclosing environmental and social impact performance since 2019. In 2022, we set specific and actionable environmental intensity reduction targets for achievement by 2030 and have committed to creating an organizational plan for defining our pathway to net zero operations, all of which will reduce our environmental impact.</p>	<p>Corporate Responsibility Report</p>

Risk Management

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

Disclosure	Response	Reference
<p>The organization's processes for identifying and assessing climate-related risks</p>	<p>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.</p>	<p>Corporate Responsibility Report</p>
<p>The organization's processes for managing climate-related risks</p>	<p>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.</p> <p>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 ESG frameworks also guides the Company's strategic approach to sustainability and, more specifically, climate-related risks.</p>	<p>Supplier and Vendor Code of Conduct Corporate Responsibility Report</p>
<p>Describe how these processes are integrated into the organization's overall risk management</p>	<p>We have a formal reporting chain that begins with the CRC and the ultimate oversight lies with the Board of Directors.</p>	<p>Corporate Governance Guidelines Nominating and Corporate Governance Committee Charter Committee Composition</p>

Metrics & Targets

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

Disclosure	Response	Reference
<p>Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<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 Emissions² <p>Water Consumption</p> <ul style="list-style-type: none"> • Total Water Consumption 	<p>Corporate Responsibility Report</p>
<p>Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks</p>	<ul style="list-style-type: none"> • Scope 1: 18,895,421 metric tons CO₂e¹ • Scope 2: 58,387,216 metric tons CO₂e² • Scope 1 + 2: 77,282,637 metric tons CO₂e • Scope 3 – not tracked 	<p>Corporate Responsibility Report</p>
<p>Targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<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 	<p>Corporate Responsibility Report</p>

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.

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 and key leisure destinations in the United States.</p> <p>Xenia operates as a real estate investment trust (“REIT”) for U.S. federal income tax purposes. 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.</p> <p>Our Company’s headquarters are located at 200 S. Orange Avenue, Suite 2700, Orlando, Florida 32801.</p> <p>Our 34 hotels are spread throughout 22 key markets across 14 states including Alabama, Arizona, California, Colorado, Florida, Georgia, Illinois, Louisiana, Oregon, Pennsylvania, South Carolina, Texas, Utah, and Virginia.</p> <p>Xenia’s Common Stock trades on the New York Stock Exchange (“NYSE”) under the ticker symbol “XHR.”</p>	<p>2021 Annual Report pg. 1, 38, 39</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, 2021, can be found in our 2021 Annual Report. A list of our current properties can be found in the portfolio overview on our company website.</p>	<p>2021 Annual Report pg. 39</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 2021, 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>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 2021 Annual Report on Form 10-K.</p> <p>We did not seek external assurance of our environmental performance for this reporting period.</p>	2021 Annual Report pg. 72
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, 2021, the Company owned 34 lodging properties, with a total of 9,659 rooms. Our 34 hotels are spread throughout 14 states across primary markets (determined by total revenues) including Atlanta, Dallas, Denver, Florida Keys, Houston, Orlando, Phoenix, San Diego, San Francisco/San Mateo, and Washington DC-MD-VA.</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 2021.</p>	2021 Annual Report pg. 1

GRI Index

Number	Description	Response/Disclosure	References
Activities and Workers			
2-7	Employees	<p>As of December 31, 2021, we had 34 employees.</p> <p>All persons employed in the day-to-day operations of our hotels are employees of our third-party managers. Our third-party managers are responsible for hiring and maintaining the labor force at each of our hotels.</p>	2021 Annual Report pgs. 1, 7, 17
2-8	Workers who are not employees	<p>All persons employed in the day-to-day operations of our hotels are employees of our third-party managers. Our third-party managers are responsible for hiring and maintaining the labor force at each of our hotels.</p>	2021 Annual Report pgs. 7, 17
2-9	Governance structure and composition	<p>The corporate governance structure of Xenia is outlined in our Charter, Bylaws, Corporate Governance Guidelines, and Charters of the Board Committees on our company website.</p> <p>Xenia's Board of Directors is our highest governance body, which includes: the Nominating and Corporate Governance Committee, the Compensation Committee, and the Audit Committee.</p> <p>Beginning in 2019 oversight of certain ESG-related matters, became the responsibility of the Nominating and Corporate Governance Committee.</p> <p>As of the publish date of this report, Xenia's Board of Directors is comprised of nine members, including eight independent board members and our Chairman and Chief Executive Officer, Marcel Verbaas.</p> <p>Our independent board members are actively involved in each of our three standing governance committees: Audit, Compensation, and Nominating and Corporate Governance.</p>	Corporate Governance Board of Directors Committee Composition

GRI Index

Number	Description	Response/Disclosure	References
Governance			
2-10	Nomination and selection of the highest governance body	The purpose of the Nominating and Corporate Governance Committee 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; and to oversee the evaluation of the Board and management.	Nominating and Corporate Governance Committee Charter
2-11	Chair of the highest governance body	Marcel Verbaas is our Chairman and Chief Executive Officer and Dennis D. Oklak is the Lead Director of Xenia's Board of Directors.	Board of Directors
2-12	Roles of highest governance body in overseeing the management of impacts	<p>The Nominating and 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 CRC. The CRC provides updates to the Enterprise Risk Management Committee and reports directly to Xenia's senior management team and the NCGC. 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			
2-13	Delegation of responsibility for managing impacts	<p>Our CRC was established in January 2019. It is a cross-departmental group tasked with planning and reporting on ESG initiatives and provides updates to the senior management team and to the Nominating and Corporate Governance Committee, which in turn, reports to the Board of Directors on a routine basis.</p> <p>Xenia's Corporate Responsibility Program is managed by the CRC, which is comprised of members across Accounting, Asset Management, Project Management, Legal, Finance, and Human Resources departments.</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>The Nominating and Corporate Governance Committee oversees the Company's sustainability, environmental, and corporate social responsibility activities, including sustainability reporting. The NCGC reports directly to Xenia's Board of Directors.</p>	<p>Corporate Responsibility Report</p> <p>Nominating and Corporate Governance Committee Charter</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 (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, 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 maintains a no retaliation policy and 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>	Whistleblower Policy
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	The Board of Directors and each standing committee of the Board of Directors conducts annual self-evaluations regarding the performance of the oversight duties of the Board and each committee. These evaluations are part of the overall Board refreshment policy. The Nominating and Corporate Governance Committee has oversight of the annual self-evaluations of the Board and management.	Proxy Statement pgs. 4, 22 Nominating and Corporate Governance Committee Charter
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

GRI Index

Number	Description	Response/Disclosure	References
Governance (cont'd)			
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 the CEO with respect to compensation decisions of our executive officers other than himself. At our 2022 annual meeting, over 97% 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 executive officers.</p>	<p>Proxy Statement - Article IV Executive Compensation</p>
2-21	Annual total compensation ratio	<p>For 2021, 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 \$269,348; and • the annual total compensation of our CEO, as reported in the "Summary Compensation Table" included in the proxy statement, was \$6,953,315. <p>Based on this information, for 2021, the annual total compensation of our CEO was approximately 26 times the median of the annual total compensation of all employees (other than the CEO).</p>	<p>Proxy Statement pg. 52</p>

GRI Index

Number	Description	Response/Disclosure	References
Strategies, 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 2021 Annual Report.	Corporate Responsibility Report
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, (including Senior Financial Officers (as defined below)) and employees (each a “Covered Party” and, collectively, the “Covered Parties”) of the Company and all of its subsidiaries and controlled affiliates are expected to be familiar with the Code and to adhere to those principles and procedures set forth.</p> <p>In 2020 we adopted and published our Enterprise Environmental Policy, Human Rights and Labor Rights Policy, and Supplier/Vendor Code of Conduct. 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>2021 Annual Report pgs. 9-38</p> <p>Code of Ethics and Business Conduct</p> <p>Proxy Statement pg. 4</p> <p>Corporate Governance</p> <p>Enterprise Environmental Policy</p> <p>Human Rights & Labor Rights Policy</p> <p>Supplier/Vendor Code of Conduct</p>
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>The Supplier and Vendor Code of Conduct is integrated into contracts with certain suppliers and vendors.</p>	<p>Code of Ethics and Business Conduct</p> <p>Supplier/Vendor Code of Conduct</p> <p>Corporate Responsibility Report</p>

GRI Index

Number	Description	Response/Disclosure	References
Strategies, Policies, and Practices (cont'd)			
2-25	Processes to remediate negative impacts	Details on actions taken to remediate negative impacts and address grievances can be found in the Human Rights & Labor Rights Policy, Code of Ethics and Business Conduct, Whistleblower Policy, and Corporate Governance Guidelines.	Human Rights & Labor Rights Policy Code of Ethics and Business Conduct Corporate Governance Guidelines Whistleblower Policy
2-26	Mechanisms for seeking advice and raising concerns	We promote ethical behavior at all times and encourage all employees 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. The Company maintains a Whistleblower Policy which provides a mechanism for raising concerns anonymously.	Code of Ethics and Business Conduct
2-27	Compliance with laws and regulations	There are no significant instances of non-compliance with laws and regulations during the reporting period.	Corporate Responsibility Report Whistleblower Policy
2-28	Membership associations	The company is an active member of the American Hotel and Lodging Association (AHLA) and the National Association of Real Estate Investment Trust (NAREIT).	Corporate Responsibility Report

GRI Index

Number	Description	Response/Disclosure	References
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	<p>Stockholders, 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, 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 engage our employees through an annual employee satisfaction survey. We have consistently had over 90% participation in the survey each year and rated above average in most categories, with about 90% of associates citing overall engagement.</p> <p>Brand/Third-party managers: We engage with our hotel brands and third-party managers through our Portfolio Initiatives and Asset Management teams and through participation on owner advisor/councils.</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>	2021 Annual Report pg. 7

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 define our reporting content and topic boundaries. The content of this report impacts our stakeholders, including our hotel operators, our corporate employees, vendors, suppliers, contractors, the guests who frequent our hotels, and the communities in which our corporate office and properties are located.</p> <p>Xenia Hotels & Resorts, Inc. is committed to its pursuit of practices which are designed to decrease environmental impact, drive positive social change, and promote strong corporate governance. Xenia’s focus on delivering value for its stakeholders and this mission guide the materials being reported.</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>The Company did not acquire any hotels during the years ended December 31, 2021, and 2020.</p>	<p>Proxy Statement</p> <p>Corporate Responsibility Report</p> <p>2021 Annual Report pg. 54</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 is managed by the Company’s CRC, which is comprised of members across our Accounting, 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 management 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 2021, total revenues and total hotel operating expenses (in thousands) were \$616,188 and \$446,047 respectively. Total expenses are at \$677,072.	2021 Annual Report F-6
201-2	Financial implications and other risks and opportunities due to climate change	<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. 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.</p> <p>For a complete list of risks and uncertainties, and assessment of strategy and analysis related to risk, please refer to our 2021 Annual Report and Corporate Responsibility Report.</p>	2021 Annual Report pg. 36

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, the Company and all of its subsidiaries and controlled affiliates are expected to be familiar with the Code of Ethics and Business Conduct, which covers anti-corruption.	Code of Ethics and Business Conduct
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2021.	

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 2021, total energy consumption was 280,844,290 kWh.	ESG Performance Metrics
302-3	Energy intensity	In 2021, energy intensity was 29.9 kWh/square foot.	Corporate Responsibility Report
Water and Effluents			
303-5	Water consumption	In 2021, total water consumption was 404,299 kGal.	ESG Performance Metrics Corporate Responsibility Report
Emissions			
305-1	Scope 1 emissions	In 2021, scope 1 emissions were 18,895.42 metric tons CO ₂ e.	ESG Performance Metrics
305-2	Scope 2 emissions	In 2021, scope 2 emissions were 58,387.22 metric tons CO ₂ .	Corporate Responsibility Report
305-4	Greenhouse gas intensity (GHG)	In 2021, GHG intensity was 8.2 kgCO ₂ e/square foot	

GRI Index

Management Approach Disclosures: Social

In this section, we provide management approach disclosures for the following social topics: occupational 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 have implemented protocols in order to minimize the spread of COVID-19 in our corporate office, including the adoption of return-to-work health guidelines and processes, the relocation of workstations to allow for proper social distancing and providing personal protective equipment, disinfectants and continuous protocol training and communication. 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 reimbursement, qualified parking benefits, significant amounts of paid time off and a remote work policy. We are also committed to cultivating our employees through training and development, including leadership training, professional certifications, continuing education and professional memberships, performance management through annual performance reviews and feedback, health and wellness programs, and team building programs.	2021 Annual Report pg. 7
Training & Education			
403-6	Programs for upgrading employee skills and transition assistance programs	<p>We are 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>The Company also is continuously working to provide ongoing employee awareness training around phishing, malware, ransomware, and other cyber risks.</p>	<p>Corporate Responsibility Report</p> <p>2021 Annual Report pg. 7, 21</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
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	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, 2021, our corporate workforce was comprised of approximately 38% women and 42% ethnic and racial minorities. The Board of Directors is comprised of approximately 33% women and 22% ethnic and racial minorities.	Corporate Responsibility Report 2021 Annual Report pg. 7 Proxy Statement pg. 3
Public Policy			
415-1	Political Contributions	Company employees may participate in the political process as individuals on their own time. However, employees 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. An employee 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 2021		
Code	Metric Description	Response
IF-RE-000.A	Number of assets ¹	34 hotels in 2021
IF-RE-000.B	Leasable floor area ¹	9,406,847 sq ft in 2021
IF-RE-000.C	Percentage of indirectly managed assets	100% ¹

¹ Does not include the Company's leased corporate office space located in Orlando, Florida.

SASB Disclosures

Energy Management – Reporting Year 2021		
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	369,395.75 GJ
	Percentage grid electricity	52%
	Percentage renewable energy	9.8%
IF-RE-000.130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	112%
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, building resiliency, 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 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 2021		
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	1,530,436 Thousand Cubic Meters
	Percentage in regions with High or Extremely High Baseline Water Stress	29%
IF-RE-000.140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	125%
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 29% 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 2021

Code	Metric Description	Response
IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	The Portfolio Initiative’s team, working in partnership with the Asset and Project Management teams, evaluates environmental programs to implement throughout all hotels each year. The focus is to target high priority needs and progress toward more efficient hotels. Recent activities include increasing LED lighting, installation of hydration stations, conversion to large format bath amenities, and implementation of associate alert systems. With a strategy to identify key areas of improving efficiency, the team will utilize recently completed Level II Energy Assessments in future initiatives.

Climate Change Adaptation – Reporting Year 2021

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,” “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 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, 2022, 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. 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.