

## Responsible Investments Create Value

*Host's Corporate Responsibility program is centered around the concept of responsible investment—an overarching strategy that guides our focus and actions.*

As the nation's largest lodging REIT, Host generates best-in-class EBITDA growth and drives robust, long-term risk-adjusted returns for our stockholders. And as a sustainability leader, we create long-term value by investing responsibly in our business, environment, people and communities.

|   |   |
|---|---|
| <p><b>Business</b><br/>Investments in our portfolio, including ROI and value enhancement projects</p> | <p><b>Sustainability</b><br/>Investments in asset resilience, renewable energy and climate technologies</p>     |
| <p><b>People</b><br/>Investments in human capital and learning and development</p>                    | <p><b>Community</b><br/>Investments in education, conservation, community resilience, health and well-being</p> |

## 2023 Highlights

### Sustainability Investments

\$2.45B

total issuance of green bonds for sustainable projects

720 

sustainability projects completed between 2019 and 2023

13-20%

average cash-on-cash returns between 2019 and 2023

18 

properties with LEED® certification with 18 additional projects in the pipeline across 17 properties<sup>1</sup>

14 

properties with on-site solar energy systems installed or under development

### Community Investments

201 

nonprofits supported to advance priority sustainable development goals

63% 

nonprofits selected by employees totaling 126 organizations

>\$250K

donated to Maui wildfire relief and recovery

7 

volunteer events supporting our local communities

### People Investments

46% 

women in management positions

33% 

employee promotions from diverse groups

98%

employees trained on diversity topics including unconscious bias

13 

years average tenure for employees

5%

voluntary turnover rate

<sup>1</sup> As of the publication date.

## Net Positive Vision to Raise the Bar

*Host's aspirational vision is to become a net positive company by 2050.*

In the simplest terms, this means giving more than we take—and being thoughtful and intentional every step of the way. The 2050 vision is underpinned by five priorities:



### Net Positive Environmental Impact

We aim to go beyond net zero impact throughout our value chain including our approach to energy, emissions, water, waste and biodiversity.



Andaz Maui at Wailea Resort



### Climate Resilient Portfolio

Our goal is to own one of the most resilient portfolios in the industry through sustainable certifications and initiatives to reduce exposure to climate risks.



1 Hotel South Beach



### Responsible Supply Chain

We seek to build one of the safest, most diverse and most responsible supply chains by partnering with our suppliers and measuring performance across safety, diversity, risk management and responsible materials.



Fairmont Kea Lani, Maui



### Inclusive Workplace Culture

We strive to be an employer of choice, to lead with a measurable culture of diversity, equity, inclusion and belonging and to build an innovative and engaging workplace for our people to grow their careers.



2023 Host DEIB Event



### Strategic Community Impact

Our goal is to make a positive impact in our industry and communities by engaging key stakeholders and making strategic investments across education, health, affordable housing, economic opportunity and resilience.



2023 Host Green Team Event

## ESG Leadership and Recognition

Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

DJSI World and North America Listed



2023 Climate Change Leadership Level

**R-Factor™**

Industry Leader (Top 10%)



Prime Corporate Rating



Low ESG Risk Rating



"A" Rating

## 2050 Vision | Targets

Host’s 2030 targets serve as the interim milestone in our roadmap to achieve our 2050 net positive vision.

| 2050 VISION  | FOCUS AREAS                                | 2030 TARGETS   | STATUS                    | 2023 PROGRESS                                      |
|--|--|--|---------------------------|--|
| <b>Aspire to net positive environmental impact throughout our value chain</b>                                    | Decarbonization                            | 54% reduction of greenhouse gas emissions per square foot from a 2019 baseline   | ON TRACK<br>              | 20.4% reduction                                    |
|  |  | 50% of electricity use will be sourced from renewable sources  | ON TRACK<br>              | 18.2% renewable sources                            |
|  | Water Stewardship                          | 25% reduction of water usage per occupied room in water-stressed areas from a 2019 baseline                                | INITIATING<br>            | 0.3% reduction                                     |
|  | Waste Reduction                            | 100% of major renovation projects divert at least 50% of waste by volume from landfill across at least three waste streams | ON TRACK<br>              | 71% of projects diverted at least 50% waste        |
| <b>Own one of the most resilient portfolios in our industry</b>  | Building Certifications                    | 40% of our consolidated hotels will achieve LEED® green building certification   | ON TRACK<br>              | 18.2% of our portfolio is LEED certified           |
| <b>Build one of the safest, most diverse and most responsible supply chains</b>                                  | Supplier Diversity                         | 15% of our annual direct capital expenditure supplier spend will be with diverse suppliers, consultants and contractors    | ON TRACK<br>              | 4.4% diverse spend                                 |
|  | Responsible Sourcing                       | 100% of direct suppliers trained annually on Host’s responsible sourcing and human rights policies                         | INITIATING<br>            | Training scheduled for 2024                        |
| <b>Be an employer of choice and lead with a measurable culture of diversity, equity, inclusion and belonging</b> | Employee Engagement                        | 85% or more of our employees are highly engaged each year  | ON TRACK <sup>1</sup><br> | 88% employees highly engaged in most recent survey |
|  | Diversity, Equity, Inclusion and Belonging | 25% of each candidate slate for all externally sourced positions are diverse on an annual basis                            | ON TRACK <sup>1</sup><br> | >25% diversity within candidate slates in 2023     |
| <b>Be a catalyst for positive impact in our communities</b>  | Community Impact                           | 90% or more of employees participate in charitable giving and/or volunteerism each year                                    | ON TRACK <sup>1</sup><br> | 90% participation rate in 2023                     |

<sup>1</sup> We aim to maintain established thresholds for these targets annually until 2030.

## Destinations | Environmental Stewardship at Host

### Climate Risk Modeling

Portfolio-wide and asset-level assessments considering impacts from floods, wind, wildfire, extreme temperatures and water stress

### Resiliency Investments

Nearly \$250 million invested since 2016 on hurricane-resistant windows and doors, building facades and relocation of critical building systems.

### Green Bonds

First lodging REIT to issue green bonds and allocate proceeds to LEED® projects, and only lodging REIT to have green building certifications linked to sustainable financing

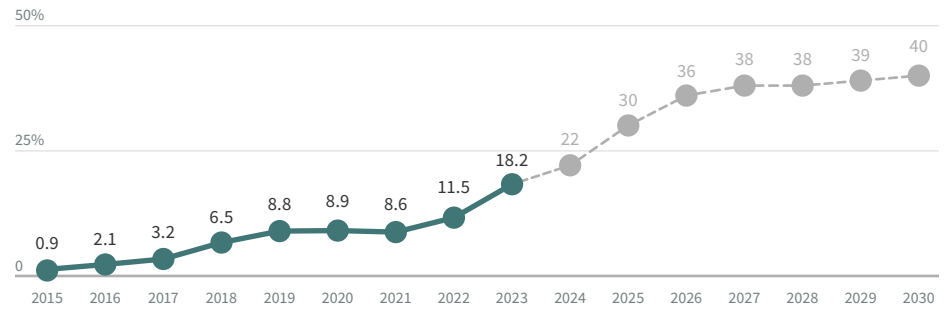
### Renewable Energy Investments

Decade-plus experience implementing on-site solar photovoltaic systems, generating up to 35%+ cash-on-cash returns

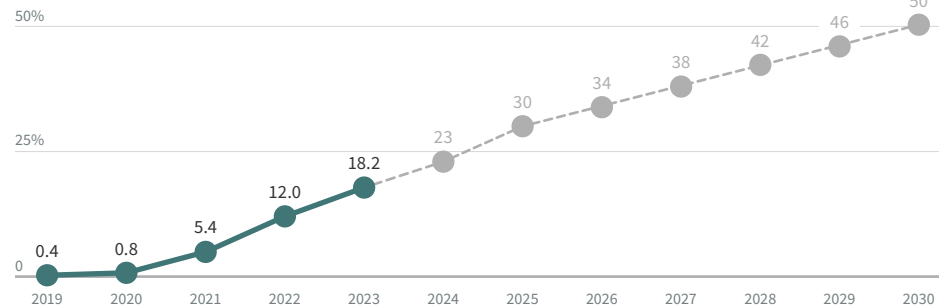
### Climate Tech Investments

Whole building approach that utilizes AI and machine-learning to identify energy- and water-saving ROI opportunities

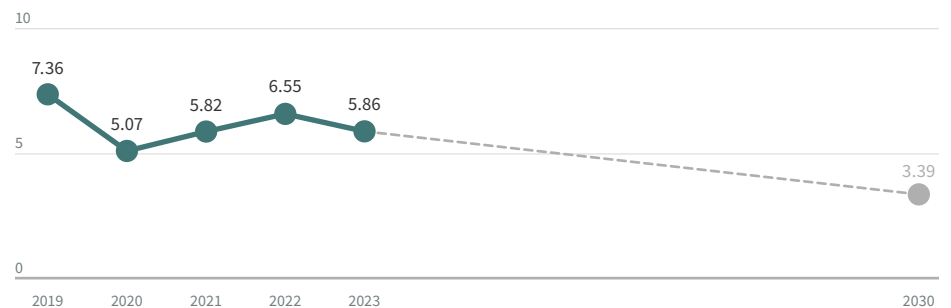
Percentage of Hotels with LEED® Certifications



Pathway to 50% Renewable Electricity by 2030



Emissions per Square Foot<sup>1</sup>



<sup>1</sup> All figures are metric tons of CO<sub>2</sub>e.

## Culture | Impactful Social Responsibility Initiatives

### Human Capital

3x increase in number of employees who participated in learning and development programs compared to prior year

### Belonging

Nearly 100-member employee resource group dedicated to fostering development and networking opportunities for women; Focus on intersectionality includes programming to support people of color, LGBTQ+ employees and those with disabilities

### Inclusion Across the Value Chain

Priorities include increasing supplier diversity, creating opportunities within real estate and hospitality, and investing in social impact funds

### Corporate Giving and Volunteerism

Actively supports communities through industry collaborations, sponsorships, financial contributions, skill-based volunteerism and paid time off (PTO) donation program

### Community Resilience

Supports disaster relief and local economic development in key markets

#### PRIORITY GIVING CATEGORIES

##### Education and Youth Empowerment



Children and youth education, empowerment and career development—including mentorships, scholarships, entrepreneurship and workforce readiness

##### Environment



Environmental sustainability and conservation, restoration and protection of natural capital

##### Health and Well-being



Promoting physical, mental and social health and well-being for various populations and communities, as well as disaster relief

##### Human Welfare



Supporting vulnerable populations as well as underserved, at-risk and disadvantaged communities; and protecting, promoting and advancing diversity, equality and inclusion

## Oversight | Attention to Governance

### Board Oversight and Expertise

Each Board Committee has oversight over ESG topics with 89% of Board members having sustainability or corporate responsibility experience

### ESG Executive Steering Committee

Four senior leaders each with a targeted area of focus

### Corporate Responsibility Core Team

Six-member team responsible for the day-to-day management of Host’s CR strategy and program, including driving progress toward the achievement of Host’s ESG targets and 2050 vision

### Corporate Responsibility Advisory Committee

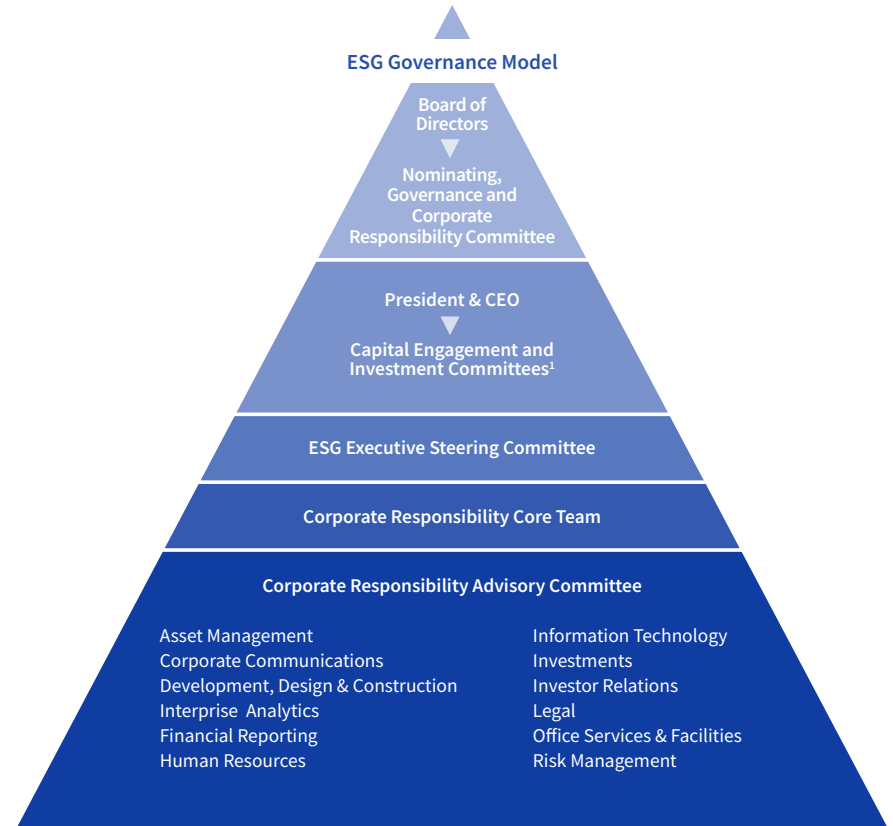
Cross-functional 12-member committee representing nearly every department at Host

### Enterprise Analytics

Only lodging REIT with in-house, independent Enterprise Analytics team that provides a centralized source of business intelligence and supports risk management

### Industry Engagement

Leadership roles within associations, including Nareit and AHLA, which represent the real estate and hospitality industries



<sup>1</sup> Includes members of the Corporate Responsibility Advisory Committee.

To learn more, read our [2024 Corporate Responsibility Report](#) or visit the corporate responsibility section on our website at [www.hosthotels.com](http://www.hosthotels.com).