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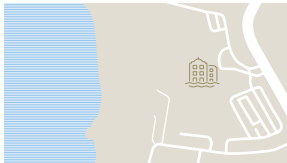
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On the Cover and Above: Fairmont Kea Lani, Maui

- **LEED Silver® Certification:** Redefining sustainable luxury alongside its transformational renovation.
- **Renewable Energy:** 83% of energy supplied through its on-site rooftop solar photovoltaic systems and market-based solutions.
- **Sustainable Features:** LED lighting, low-flow fixtures and use of low-emissions and non-toxic materials to promote health and well-being.

Message from our President and CEO

“At Host, consistency is our currency. Our approach to corporate responsibility is no different.”



The decisions we make today shape the world we’ll leave for future generations. At Host, corporate responsibility centered around responsible investment is woven into the DNA of our business. As we navigate the evolving environment, one constant remains: our commitment to creating positive, lasting impact.

In our eighth annual Corporate Responsibility Report, you will learn more about the meaningful strides we have made toward our 2030 corporate responsibility targets that support our net positive vision. Through insightful case studies and impactful stories, you’ll see how our corporate responsible strategy comes to life and creates sustained value for our business, our communities and our stakeholders.

ICONIC AND IRREPLACEABLE ASSETS

Host is the largest publicly-traded lodging real estate investment trust (REIT) in the United States. We own iconic and irreplaceable assets in stunning destinations across the country—properties that line breathtaking coastlines, are situated in the heart of thriving city centers, and are part of the fabric of local communities. In 2024, we added four exciting hotels to our portfolio: one adjacent to New York City’s iconic Central Park, two within the vibrant city of Nashville, and one along the spectacular North Shore of Oahu.

Through corporate responsibility leadership, Host is able to better manage risks, identify opportunities and create value across our key markets. This includes a commitment to safeguarding our assets from climate risks, reducing our environmental footprint and driving positive community impact.

RETURNS ON INVESTMENTS

Host’s responsible investments—which make our portfolio more sustainable and resilient—have yielded compelling returns. For example, Host has over a decade of experience implementing on-site solar photovoltaic systems, some of which have generated over 35% in cash-on-cash returns after rebates and incentives. We have also lowered our cost of capital through responsible investments—Host is the first lodging REIT to issue green bonds and allocate the proceeds to sustainability initiatives and LEED® projects.

CONSISTENCY IS OUR CURRENCY

At Host, consistency has created value for our stakeholders, and our approach to corporate responsibility is no different. Every year, we continue to make progress across the corporate responsibility topics that matter most to our business. In 2024, this included adding seven new LEED certifications to our portfolio, and earmarking capital for further resiliency investments at eight priority properties. Host also become the first REIT to join American Hotel & Lodging Association (AHLA) and Procure Impact’s Dignity of Work Pledge, which aims to leverage the hospitality industry’s power to create economic opportunity within underserved communities.

EVERY SEAT COUNTS

We are proud of the outsized impact that our 165-member workforce has been able to generate for our investors, industry and local communities. In 2024, we continued to invest in our talent and remain steadfast in our corporate objective to be an employer of choice. Our people are the driving force behind our business strategy—their dedication and innovation make every milestone in this report possible.

Together, we are shaping a more sustainable future—and our journey is far from over. I am encouraged by our progress and excited by the opportunities that lie ahead.



James F. Risoleo

President, chief executive officer and director, Host Hotels & Resorts

2024 Highlights

Sustainability Investments

\$2.45B

Total issuance of green bonds for sustainable projects



863 

Sustainability projects completed between 2020 and 2024

6% 

Resiliency capital expenditure, 6-year average

100% 

Properties with emergency preparedness and climate risk plans

13-20%

Average cash-on-cash returns, since 2020

26%

Portfolio LEED® certified (21 properties with LEED® certification, with 15 additional projects in pipeline*)



16 

Properties with on-site renewable energy systems installed or under development*

People Investments

165 

Employees**



14 yrs

Average employee tenure

88%

Employees highly engaged in most recent survey



2% 

Voluntary turnover

Community Investments

78%

Nonprofits selected by employees, totaling 221 organizations



7 

Volunteer events supporting local communities

283

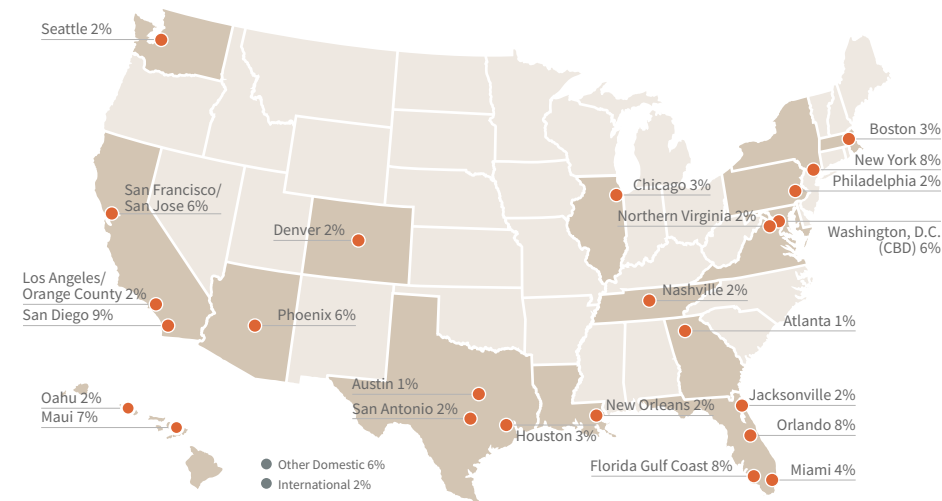
Nonprofits supported to advance community impact themes

About this Report

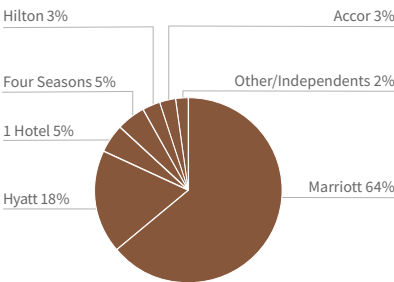
WHO WE ARE

Host (NASDAQ: HST) is the nation’s largest publicly-traded lodging REIT, with a geographically diverse portfolio of luxury and upper-upscale hotels across the United States. As a property owner and the only investment grade lodging REIT, our goal is to generate superior long-term risk-adjusted returns for our stockholders.

GEOGRAPHICAL DIVERSITY (as a percent of 2024 Revenues)



BRANDS REPRESENTED**



OUR STRATEGY

Portfolio	Platform	Balance Sheet	Corporate Culture
Own a diversified portfolio of iconic and irreplaceable hotels in the top U.S. hotel markets.	Leverage our scale and integrated platform to create value.	Maintain a strong and flexible capital structure that allows us to execute our strategy.	Align our organizational structure with business objectives to be an employer of choice and a responsible corporate citizen.

Our Portfolio*

81

Properties

\$17.2B

Enterprise value

98%

of revenue in the United States

43,400

Rooms

97%

Rooms in upper upscale and luxury markets

\$5.6B

2024 Revenue

88%

of rooms managed by leading hospitality brands

45.4M

Square feet in consolidated portfolio

WHAT WE VALUE

Central to all that we do is our EPIC values—Excellence, Partnership, Integrity and Community. Believing in and being committed to bringing these values to life is what differentiates us as we strive to continue being an employer of choice.

Excellence

We have a passion for excellence in everything we do. We value initiative and creativity and believe our focus and discipline are essential to everyday excellence.

Partnership

We are dedicated to partnership and hold a deep respect for the talents and roles of others. We succeed through teamwork and communication.

Integrity

We are committed to integrity and ethical behavior—to fulfilling our responsibilities and commitments. We are honest with ourselves and with others.

Community

We are one with our community—our many communities. We recognize our responsibility to others and the balance in our lives reflects the importance of caring for others internally and externally.

* As of December 31, 2024
** As a percent of total 2024 revenue

About this Report

WHY WE REPORT

This report reflects our commitment to transparency, accountability and corporate responsibility leadership.

We are proud to have received the following recognitions for our endeavors:



Dow Jones Best-in-Class
World and North America
Indices



Industry Leader
(Top 10%)



Prime Corporate
Rating



Low ESG Risk Rating



“A” Rating



Nareit Diversity
Impact Award

STANDARDS AND FRAMEWORKS

Host aims to align this report with the following reporting frameworks and standards: Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD). Further detail can be found in the appendices.

REPORTING BOUNDARIES

Unless otherwise stated, the boundary for this report, including all environmental and social indicators, covers all (100%) of ownership activities consolidated for financial reporting purposes. Metrics included in this report cover Host’s operations for the 2024 calendar year, unless otherwise stated. The report also includes information, data and statistics from third parties.

DISCLAIMER REGARDING FORWARD-LOOKING STATEMENTS

Our disclosure and analysis in this 2025 Corporate Responsibility Report contain forward-looking statements that set forth anticipated results based on management’s plans and assumptions. Such statements give our current expectations or forecasts of future events; they do not relate strictly to historical or current facts. We have tried, wherever possible, to identify each such statement by using words such as “anticipate,” “estimate,” “expect,” “project,” “intend,” “plan,” “believe,” “will,” “target,” “forecast” and similar expressions in connection with any discussion of future operating or financial performance. In particular, these forward-looking statements include those relating to future actions, future acquisitions or dispositions, future capital expenditures plans, future performance or results of current and anticipated expenses, interest rates, or the outcome of contingencies. Our ESG initiatives are also subject to additional risks and uncertainties, including the evolving nature of data availability, quality and assessment; related methodological concerns; our ability to implement various initiatives under expected timeframes; our dependency on third parties to provide certain information and to comply with applicable laws and policies; and other unforeseen events or conditions. We cannot guarantee that any future results discussed in any forward-looking statements will be realized, although we believe that we have been prudent in our plans and assumptions. Achievement of future results is subject to risks, uncertainties and potentially inaccurate assumptions, including those risk factors discussed in our Annual Report on Form 10-K for the year ended December 31, 2024 and in other filings with the Securities and Exchange Commission. Should known or unknown risks or uncertainties materialize, or should underlying assumptions prove inaccurate, actual results could differ materially from those anticipated at the time the forward-looking statements are made. We undertake no obligation to publicly update forward-looking statements, whether as a result of new information, future events or otherwise.

¹ The use of any MSCI ESG Research LLC or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Host Hotels & Resorts by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Strategy

RESPONSIBLE INVESTMENTS CREATE VALUE

Host’s Corporate Responsibility program is centered around responsible investment—an overarching strategy that guides our focus and actions. As the nation’s largest lodging REIT, Host’s goal is to generate best-in-class EBITDA growth and drive robust, long-term risk-adjusted returns for our stockholders. And as a sustainability leader, we seek to create long-term value by investing responsibly in our business, environment, people and communities.



Return on Sustainability Investments

\$24M

Expected utility savings annually

863

Sustainability projects

13-20%

Average cash-on-cash returns¹

\$5B

Aggregate total of sustainable financing²

CASE STUDY

REDUCED COST OF CAPITAL THROUGH SUSTAINABLE FINANCING

Sustainable financing is a key component of Host’s strategy, helping reduce our cost of capital while embedding sustainability into acquisitions, developments and redevelopments. To date, we have an aggregate total of nearly \$5 billion of financing with sustainability attributes, including a sustainability-linked credit facility with two-way pricing incentives tied to initiatives that contribute to both decarbonization and resiliency within our portfolio. In 2023, we refinanced our existing \$2.5 billion credit facility, adding sustainability-linked incentives tied to increasing green building certifications and renewable electricity use across the portfolio.

Our green bond framework aligns with the International Capital Market Association’s Green Bond Principles. We continue to allocate proceeds to eligible green projects including sustainability ROI and resilience projects, renewable energy investments and hotels with LEED® certification. Green bond proceeds have been allocated to renovation projects at 15 hotels and supported a pipeline of 15 additional properties pursuing LEED certifications.

In 2024, green bond proceeds were allocated to the acquisition of two LEED-certified properties in Nashville: 1 Hotel Nashville and **Embassy Suites by Hilton Nashville Downtown**. The acquisition of the LEED Certified® 1 Hotel Central Park contributed to achieving the full interest rate benefit on our credit facility.



Host is the first lodging REIT to issue green bonds, and the only lodging REIT with a sustainability-linked credit facility supporting green building certifications.

¹ Returns over a five-year period, from 2020 to 2024.

² To support investment in LEED® certification, renewable energy and sustainability ROI projects.

Strategy

NET POSITIVE VISION TO RAISE THE BAR

Host’s aspirational vision is to become a net positive company by 2050. This 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.



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.



Inclusive Workplace Culture

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



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.



Resilient Supply Chain

We seek to build a highly responsible and resilient supply chain by partnering with our suppliers and measuring our performance.

REGENERATIVE TRAVEL

The concept of regenerative travel serves as an intellectual guidepost as we develop strategies and engage with stakeholders to support Host’s net positive vision. Regenerative travel is based on a belief that the hospitality industry should strive to not only to mitigate any adverse effects from travel, but also to actively contribute to the revitalization of local ecosystems, economies and cultures.

Strategizing through the lens of regeneration recognizes the potential for travel to be a catalyst for positive change—with the goal to leave destinations in a more enhanced state. In action, regenerative travel includes focusing on resilience and integrating conservation into the guest experience. Community needs are carefully considered and managed, and livelihoods are improved through tourism. Partnerships are leveraged to foster inclusive decision-making where all key stakeholders are considered.

RECENT ACQUISITION

THE RITZ-CARLTON O’AHU, TURTLE BAY

In 2024, Host acquired **The Ritz-Carlton O’ahu, Turtle Bay**, which is situated on over a thousand acres on the North Shore of Oahu with five miles of picturesque beaches and coastlines. The resort is also home to monk seal habitats and albatross nesting trees. At Host, we are inspired by the Hawaiian concept of “kuleana”, whereby caring for the land and local community is viewed as both a responsibility and a privilege. In that spirit, Host is working with the North Shore Community Land Trust to support conservation and protect the island’s natural flora and fauna. We also support the Turtle Bay Foundation, which works to advance local communities and promote cultural and historical preservation on the North Shore.



Targets

Host’s 2030 targets serve as the interim milestone in our roadmap toward our net positive vision:

2050 VISION		FOCUS AREAS	2030 TARGETS	STATUS	2024 PROGRESS*
Aspire to net positive environmental impact throughout our value chain 		Decarbonization	54% reduction of greenhouse gas emissions per square foot from a 2019 baseline	ON TRACK 	27.4% reduction
			50% of electricity use will be sourced from renewable sources	ON TRACK 	25.2% renewable sources
		Water Stewardship	25% reduction of water usage per occupied room in water-stressed areas from a 2019 baseline	MAKING PROGRESS 	1.0% reduction ³
		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 	63% of projects diverted at least 50% waste
Own one of the most resilient portfolios in our industry 		Building Certifications	40% of our consolidated hotels will achieve LEED® green building certification	ON TRACK 	24.7% of our portfolio is LEED® certified
Be an employer of choice and lead with a measurable culture of inclusion and belonging 		Employee Engagement	85% or more of our employees are highly engaged each year	ON TRACK** 	88% highly engaged in most recent survey
		Inclusion and Belonging	Candidate slates for all externally sourced positions include qualified individuals with varying backgrounds and experiences ⁴	ON TRACK** 	100% of candidate slates for externally sourced positions included qualified candidates with varying backgrounds and experiences
Be a catalyst for positive impact in our communities 		Community Impact	90% or more of employees participate in charitable giving and/or volunteerism each year	ON TRACK** 	91% participation rate
Build a highly responsible and resilient supply chain 		Responsible Sourcing	100% of direct suppliers trained annually on Host’s responsible sourcing and human rights policies	ON TRACK 	53% direct supplier participation
		Resilient Supply Chain	Supplier engagements for direct capital expenditures will target qualified suppliers, consultants and contractors that increase supply chain resilience ⁵	ON TRACK 	18.9% of spend was with qualified suppliers ⁵

* We also report on progress toward Host’s prior generation 2025 targets, now retired, in features on relevant targets within this Corporate Responsibility Report.

** Host aims to maintain established activity and/or performance thresholds for these targets annually until 2030.

³ Excluding 36,000 kGal attributed to a multi-year leak at The Phoenician, A Luxury Collection Resort, Scottsdale.

⁴ We intend to achieve these targets in keeping with applicable legal requirements and will not make employment or procurement decisions on the basis of legally protected characteristics.

⁵ Qualified suppliers include all underrepresented and first-time suppliers.

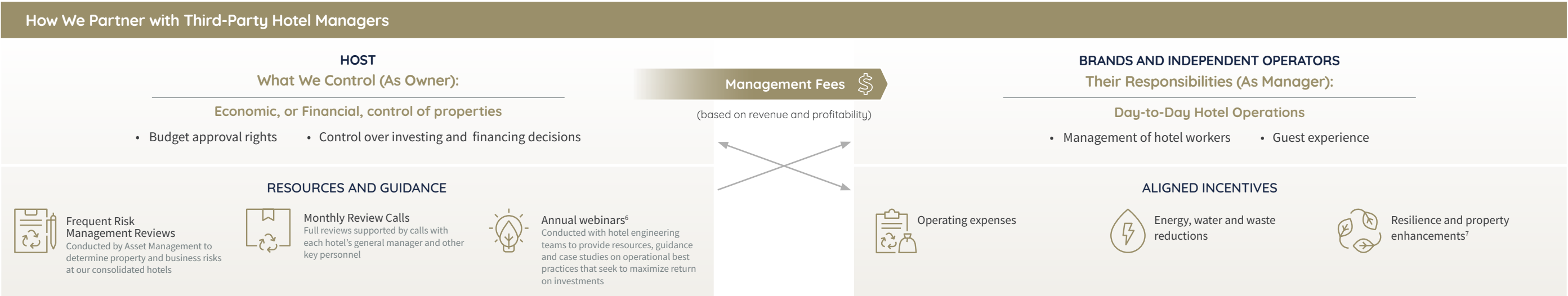
Stakeholders

KEY ENGAGEMENT METHODS

We identify stakeholders and prioritize engagement activities based on our business model, corporate values and our potential degree of influence since we own, but do not operate, the hotels in our consolidated portfolio.*

Communities*	Host Employees	Investors and Lenders	Industry Associations*	Insurers	Suppliers,* Contractors and Consultants	Third-Party Hotel Managers
- Charitable giving program - Volunteer events - Strategic partnerships - Consultations and community impact assessments during major development and renovation projects <i>* We focus on communities near our corporate headquarters and in key markets where our hotels are located</i>	- Town hall meetings - Employee engagement surveys - Performance reviews and recognition events - Social and corporate events	- Non-deal road shows - One-on-one meetings with analysts and investors - Investor days, property tours and industry conferences - CR-focused investor outreach	- Participation in and financial support for committees, working groups and forums - Leadership roles within several associations (including councils and committees) <i>* Includes American Hotel & Lodging Association (AHLA), National Association of Real Estate Investment Trusts® (Nareit), Real Estate Roundtable (RER) and the Urban Land Institute (ULI)</i>	Risk modeling and mitigation practices review meetings	- Supplier excellence survey - Supplier, contractor and consultant conferences - Factory site visits and industry conferences <i>* Host's direct supply chain primarily consists of building products as well as furniture, fixtures and equipment for hotels in support of renovations.</i>	- Quarterly full business reviews - Monthly review calls with each hotel's general manager and other leadership team members - Engineering and emergency preparedness webinars and meetings - CR best practices surveying, monitoring, rollout and pilots

Consistent with our net positive vision, we also consider the needs and concerns of secondary stakeholders across the value chain. This includes hotel guests and hotel workers employed and contracted by our third-party managers, and the suppliers of our third-party managers. This also includes Tier 2 suppliers—those suppliers that Host’s suppliers’ contract with to support major renovation projects.



Destinations

Learn more about Host's environmental stewardship priorities:

Resilience

- 12 Climate Risk Modeling and Diagnostics
- 13 Resiliency Investments
- 15 Green Buildings

Decarbonization

- 17 Emissions Reduction Pathway
- 19 Renewable Energy Investments
- 20 Climate Tech Investments
- 21 Waste Reduction Initiatives

Conservation

- 23 Water Stewardship
- 25 Ecosystem Protection and Restoration
- 27 Green Teams

Some places just can't be replicated.

Jackson Hole. Big Sur. Maui. New York City. These aren't just destinations—they're icons. We own hotels and resorts in some of the most breathtaking, one-of-a-kind, irreplaceable destinations across America. Our commitment goes beyond our properties; we're dedicated to protecting and enhancing these extraordinary locations for generations to come.

Four Seasons Resort and Residences Jackson Hole

Risk Modeling and Diagnostics

PORTFOLIO-LEVEL ASSESSMENTS

We seek to have a geographically diversified portfolio in major markets and premier resort destinations in the United States. To support this aim, we incorporate location-based climate risk assessments into the acquisition due diligence process. Host’s Engineering Technical Services (ETS) team oversees risk management in each of the markets where we own hotels, and we seek to proactively mitigate risks associated with climate risk through investments in resilience. For acquisitions where climate risks are identified, the ETS team works in close collaboration with our Asset Management; Investments; Development, Design & Construction and Risk Management teams to assess risks and identify mitigation strategies.

“The enduring appeal of waterfront and naturally beautiful locations for leisure travel underscores the importance of addressing climate risk. By strategically investing in resilience and sustainability, we aim to protect the long-term value of our iconic and irreplaceable portfolio of resorts and urban hotels.”

Mike Lentz

Executive vice president, development, design & construction

We recognize that physical risks related to climate are complex and interconnected. We consider variabilities in temperature and precipitation patterns, which includes the effects of snowstorms, urban heat island effects and beach erosion within key markets, and the effects of droughts within our supply chain. Additionally, we consider social aspects related to climate events, including the impact to workers and communities in key markets with elevated risks.

ASSET-LEVEL ASSESSMENTS

Working with a third-party climate risk analytics provider, Host has completed an asset-level risk assessment of the portfolio across three near-term perils (flood, wind and wildfire) and three longer-term perils (extreme heat, cold and water stress). The assessment helped identify the most vulnerable properties within our portfolio using historical climate data and leading climate modeling to forecast future risk exposure. Based on the results of the assessment, we have identified 30 hotels in eight markets—including Florida, Texas and New Orleans—with elevated present-day climate risk, and an additional 17 hotels in eight markets—including Hawaii, Los Angeles and New York—with elevated potential future climate risk. Collectively, these properties represent 58% of hotels in the consolidated portfolio.

WHAT’S NEXT

Focusing on near-term flood and wind risks, we completed surveys, interviews and onsite visits with 24 properties representing nearly 30% of our 2024 consolidated portfolio’s EBITDA. We have completed design and engineering studies with a team of architects, structural and coastal engineers to identify resilience investment opportunities that we believe will help mitigate flood, wind and wildfire risks.

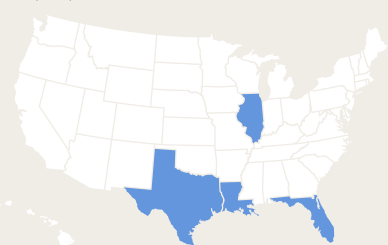
We also continue to integrate internal data from our assets and modeling from our insurance brokers to refine prioritization projects and inform capital expenditures, reinvestment opportunities, risk management strategies and acquisition due diligence. Additionally, we are working proactively with our climate analytics provider and insurance brokers to develop enhanced tools that can better quantify the risks and impacts of our efforts. This includes working to integrate climate risk into our AI models to enhance investment decisions.

Host is enhancing our catastrophic modeling by integrating climate analytics to better quantify physical risk and inform capital allocation. Through detailed assessments of 100- and 500-year storm surge scenarios, we’re able to evaluate potential asset exposure and model the expected return on resilience investments at high-risk properties.

CLIMATE RISK ANALYSIS

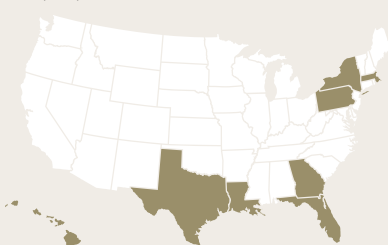
Floods

4 properties



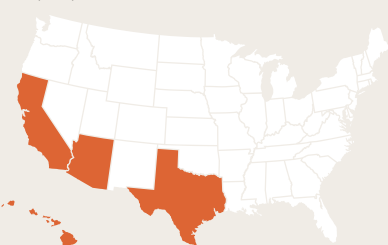
Wind

21 properties



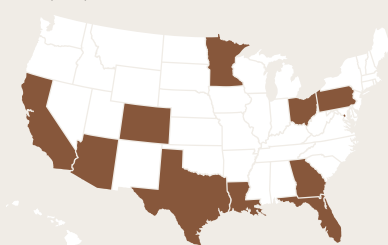
Wildfires

11 properties



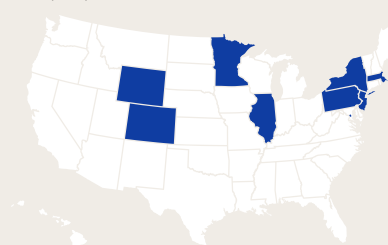
Extreme Heat

43 properties



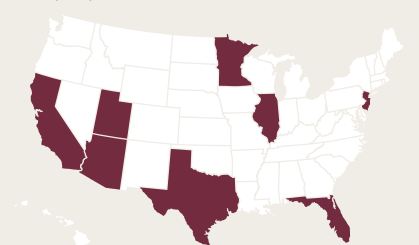
Extreme Cold

19 properties



High Water Stress

28 properties



Resiliency Investments

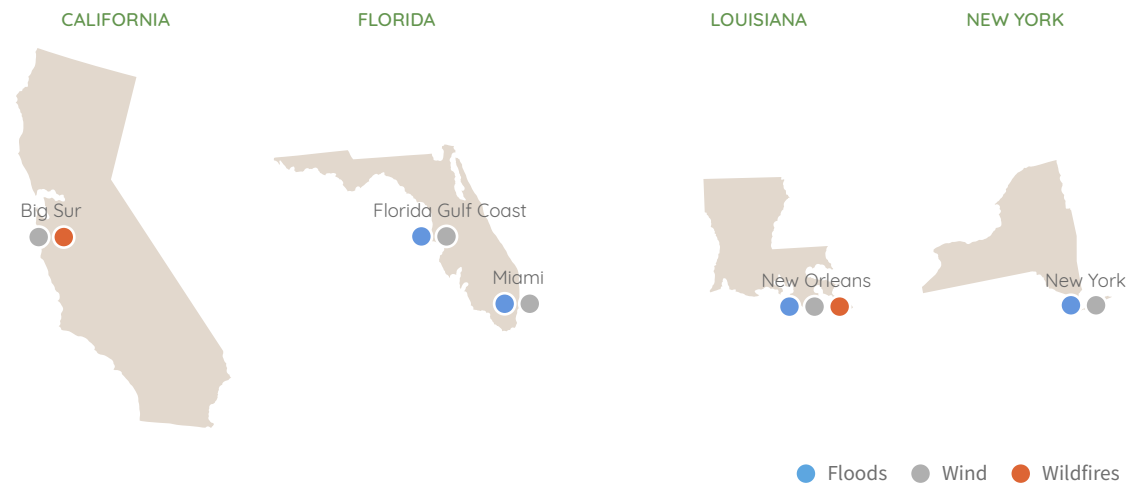
HOW WE DEPLOY CAPITAL

Host makes significant investments to harden our assets and prepare for extreme climate-related events. While the number of projects and overall cost varies from year to year, on average approximately 6% of our capital expenditures over the past six years have been deployed to projects that increase resilience.

Historically, Host’s investments in resilience have been opportunistic and tied to end-of-life replacements; however, increased focus on asset level climate risk has enabled a more proactive, strategic and thoughtful approach. As a result of the asset-level climate risk assessments we completed, we have prioritized eight hotels for increased resiliency investments. In 2024, we completed on-site visits to these properties—identifying more than 60 investment opportunities. In 2025, we have prioritized more than 30 resilience projects, including deployable and modular flood barriers, emergency power resiliency measures and enhancements to structural, mechanical, electrical and plumbing systems.

Since 2016, Host has invested approximately \$300 million in hurricane-resistant windows and doors, building facades and relocation of critical building systems.

Prioritized Markets for Resiliency Investments



BEST PRACTICE INTEGRATION

We integrate resiliency best practices within our investment approach to protect Host assets against key risks:



The Singer Oceanfront Resort, Curio Collection by Hilton

DEVELOPING FLOODPROOF STRATEGIES

Preceding Hurricanes Helene and Milton, Host performed a study at The Singer Oceanfront Resort, Curio Collection by Hilton, to understand flood vulnerability of aging electrical infrastructure that are nearing end of life. We identified the opportunity to elevate critical systems—including generators and switchgear—to withstand a 500-year flooding event at the end of useful life, as well as a near-term opportunity to enhance dry-floodproofing during the repositioning renovation. These measures have been integrated into our 10 year capex plan.



Alila Ventana Big Sur

MITIGATING WILDFIRE RISK

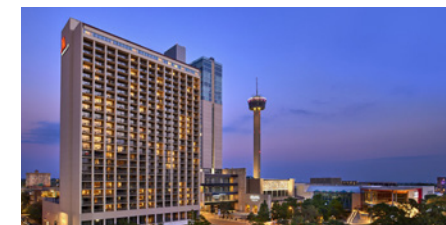
At Alila Ventana Big Sur, Host initiated the development of a fire mitigation plan, which includes brush clearing of over 100 acres and applying fire suppression systems to structures and foliage. We have also installed shaded fuel breaks, which are designed to reduce fire intensity and severity by keeping a wildfire low to the ground and decreasing the rate of spread.



Hyatt Regency Maui Resort and Spa

MANAGING BEACH EROSION

At Hyatt Regency Maui Resort and Spa, Host has collaborated with local stakeholders to implement short-term shoreline protection solutions and identified longer-term restoration solutions, including beach nourishment efforts to build back eroded shoreline and dune restoration techniques.



San Antonio Marriott Riverwalk

INVESTING IN DISTRIBUTED ENERGY SYSTEMS

Leveraging distributed energy systems, such as co-generation, solar photovoltaic and steam conversion systems, reduces Host’s reliance on the grid. Host’s investments in distributed energy systems resulted in \$6 million of annual cost savings with an average 16% cash-on-cash return since 2015. Host has invested in distributed energy systems at Andaz Maui at Wailea Resort, New York Marriott Marquis and San Antonio Marriott Riverwalk.

Resiliency Investments

PROACTIVE MEASURES

We continue to expand procedures and resources to address the preservation of assets, health and safety of hotel staff and guests, potential property damage and business continuity in the wake of a severe weather event.

This includes:

1. Facilitating emergency preparedness and response webinars with hotel managers annually
2. Requiring all third-party hotel managers to develop emergency response procedures tailored to meet the specific risks associated with their geography and unique construction attributes
3. Maintaining a network of strategic contractors that rapidly mobilize to support our hotels when they are subject to damage from natural disasters



Resiliency investments were implemented alongside the transformational renovation at The Ritz-Carlton, Naples that included the construction of the new 74-key, LEED®-certified Vanderbilt Tower.

“We build trust with our insurers by demonstrating a comprehensive and thoughtful approach to proactive resiliency and preparedness measures.”

Laura Novak

First vice president, risk management

BENEFITS FROM INVESTMENTS IN FLORIDA

As part of the reopening of The Ritz-Carlton, Naples—which was severely damaged by Category 4 Hurricane Ian in 2022 and brought an 18-foot storm surge—we designed and implemented new climate resiliency measures that are targeted to withstand a 500-year event and mitigate business interruptions.

Working closely with a team of architects and engineers, Host made \$10.7 million in opportunistic resilience investments, which included: (1) elevating critical equipment, (2) improving dry floodproofing measures, (3) accelerating future building envelope waterproofing replacements, and (4) replacing major equipment with more efficient machinery.

Similarly, at The Don Cesar, we have incorporated opportunistic resiliency investments—including an elevated emergency generator—in tandem with a comprehensive renovation and ballroom expansion as this historic and iconic property re-opens following damage sustained from Hurricanes Helene and Milton. The Don Cesar was one of eight properties already prioritized and earmarked for resiliency investments prior to the storm.

As a result of Host’s resiliency investments, The Ritz-Carlton, Naples had minimal water damage and impact to business continuity from Hurricanes Helene and Milton in 2024, despite a storm surge comparable to Hurricane Ian.

CASE STUDY

CO-GENERATION IN NEW YORK

A co-generation plant, also known as combined heat and power (CHP) plant, is a system that generates both electricity and heat. Co-generation plants create efficiency gains from using both the electricity and heat output, which results in cost savings and reduced emissions. Additional benefits can include energy storage and back-up, fuel source diversification and revenue generation if selling energy back to the grid.

At New York Marriott Marquis, Host has constructed a 4.2 megawatt co-generation plant that is expected to reduce the amount of electricity we purchase from the local utility by more than 75% through both self-generation of electricity and the addition of a 700-ton absorption chiller that uses waste heat. This project also includes a planned 1.1 megawatt battery system that will allow the hotel to avoid purchasing energy during peak periods of time.

Co-Generation Plant at New York Marriott Marquis

\$29.2M

Net value created

13.9%

Stabilized cash-on-cash return

\$8.4M

Incentives and rebates

\$3.1M

Annual incremental savings expected

Green Building

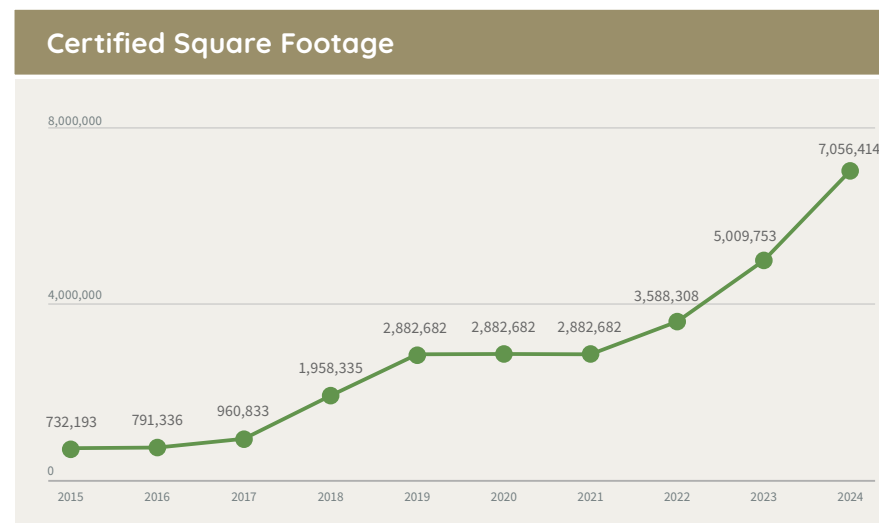
A DECADE OF CONSISTENT ACCELERATION

Since developing an alternative pathway for LEED® compliance for Hyatt Regency Maui Resort and Spa in 2014, we have helped to address historical challenges and create an industry solution for existing hotels and resorts seeking LEED certification. We also have dramatically increased the number of properties with LEED certifications in our portfolio. As standard practice, Host now initiates gap assessments to determine whether it’s feasible to pursue LEED certification for rooms, public space, meeting space and ballroom renovations for projects with budgets greater than \$10 million. Host’s corporate headquarters is also LEED Gold® certified.

LEED® CERTIFICATIONS IN HOST’S CONSOLIDATED PORTFOLIO*



* As of December 31, 2024



LEED Highlights**

26.3%

of properties with
LEED certifications

7.9M

Square feet of
LEED-certified space

21

Properties with LEED certifications,
including 4 LEED Gold® hotels

15

Additional LEED projects
in pipeline

** As of the publication date

¹ As of December 31, 2024, 15.55% of portfolio floor area was certified to LEED® and/or other recognized national or internationally building standards. LEED certification for new buildings and major renovations was 11.01% of portfolio floor area. LEED for existing buildings and maintenance for 4.54% of portfolio floor area.



2030 GREEN BUILDING TARGET

40%

of our consolidated hotels will achieve
LEED® green building certification

WHY THIS TARGET?

This target supports our vision to have one of the most resilient portfolios in our industry. Green building certifications enable us to proactively integrate resilience-enhancing designs, technologies, materials, and methods, driving a comprehensive and sustainable building strategy. For Host, green building certifications provide access to a lower cost of capital through green bonds and sustainability linked credit facilities. As a widely recognized standard for building design and construction, LEED-certified properties may attract more leisure and business travel, as well as increase asset value upon sale.

HOW ARE WE PERFORMING?

By year end 2024, 24.7% of our properties were certified to LEED green building standards, achieving our annual target and triggering the sustainability benefit on our sustainability-linked credit facility KPI.¹ Other industry-specific green building certifications Host properties have earned include the Green Key Eco-Rating Program at 12 properties and six properties with the Florida Green Lodging Program. Four Seasons Resort Orlando at Walt Disney World® Resort has also received EarthCheck™ silver-level certification.

WHAT’S NEXT?

With an additional 15 LEED projects in our pipeline, the pursuit of additional LEED certifications is also tied to our green bond proceeds allocation plan and our sustainability-linked credit facility KPI with a commitment to reach 38% of hotels having green certification by 2027.

“Through LEED certifications, we have transformed our portfolio to unlock further value through sustainability and resilience, and to drive best-in-class EBITDA growth at our properties.”

Michael Chang

First vice president, sustainability & resilience

Green Building

PROPERTIES WITH LEED® CERTIFICATIONS

LEED GOLD®

Building Operations and Maintenance (LEED® O+M)

- Hyatt Regency Maui Resort and Spa
- Hyatt Regency San Francisco Airport
- JW Marriott Washington, DC

Interior Design and Construction (LEED® ID+C)

- Marriott Marquis San Diego Marina*

LEED SILVER®

Building Design and Construction (LEED® BD+C)

- 1 Hotel Nashville*
- 1 Hotel South Beach
- AC Hotel Scottsdale North
- Andaz Maui at Wailea Resort and ‘Ilikai Villas
- Embassy Suites by Hilton Nashville Downtown*
- Marriott Hall at Marriott Marquis San Diego Marina
- The Ritz-Carlton, Naples*

Interior Design and Construction (LEED® ID+C)

- Axiom Hotel
- Boston Marriott Copley Place
- Fairmont Kea Lani, Maui**
- Grand Hyatt Washington**
- JW Marriott Houston by the Galleria
- Marina del Rey Marriott
- Miami Marriott Biscayne Bay
- Washington Marriott at Metro Center*
- The Westin Denver Downtown*
- The Westin Georgetown, Washington D.C.

LEED CERTIFIED®

Interior Design and Construction (LEED® ID+C)

- 1 Hotel Central Park*
- Grand Hyatt Washington meeting space

* Added in 2024
** Added in 2025



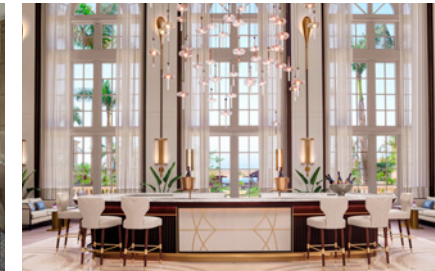
NEW LEED® CERTIFICATIONS

In 2024, Host added seven new LEED certifications to the consolidated portfolio. This included four LEED-certified renovation projects, and the acquisition of three LEED-certified properties: 1 Hotel Central Park, 1 Hotel Nashville and Embassy Suites by Hilton Nashville Downtown.

LEED-CERTIFIED RENOVATIONS



Marriott Marquis San Diego Marina



The Ritz-Carlton, Naples



The Westin Denver Downtown

Collectively, these LEED® projects resulted in over 1.3 million kilograms of greenhouse gas emissions avoided and 19.5 million gallons of water saved annually from the installation of LED lighting, low flow fixtures and other conservation measures. Healthy materials verified as low-emissions or non-toxic were used throughout design and construction. Marriott Marquis San Diego Marina, which had previously received LEED Silver® certification for Marriott Hall, achieved LEED Gold® certification for its transformational renovation of the guestroom towers.

LEED-CERTIFIED ACQUISITIONS



1 Hotel Central Park



1 Hotel Nashville



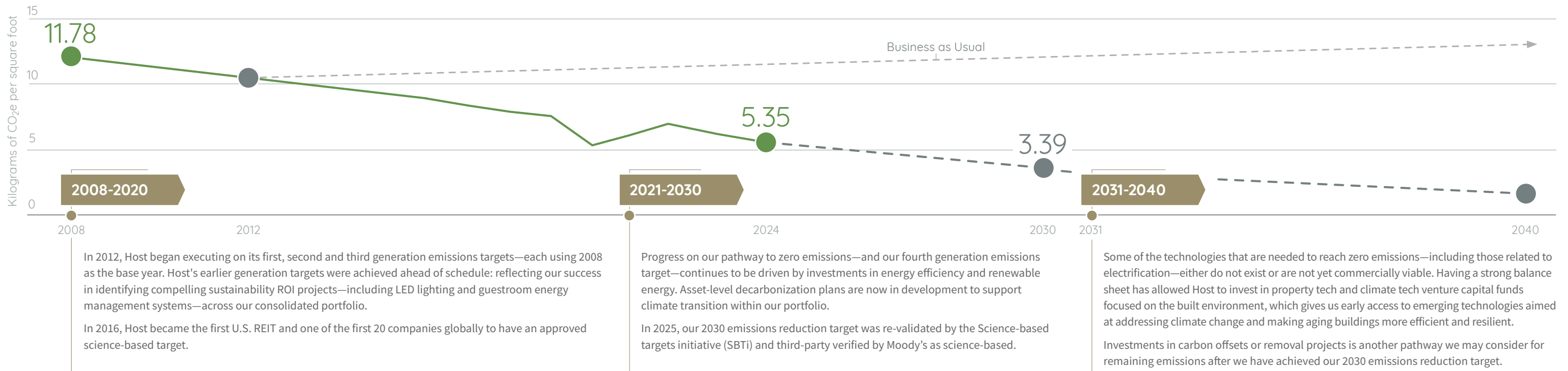
Embassy Suites by Hilton Nashville Downtown

1 Hotel Central Park was constructed with over 6,000 square feet of reclaimed wood, is adorned with roughly 40,000 living plants, and is equipped with an advanced building automation system controlling the LED lighting, occupancy-based thermostats and energy-efficient HVAC systems. Collectively, 1 Hotel Nashville and Embassy Suites by Hilton Nashville Downtown achieved a combined 32% reduction in energy consumption and 34% reduction in water use, as well as recycled or reused at least 75% by volume of waste generated onsite during construction.

Emissions Reduction Pathway

HOST'S JOURNEY TO ZERO EMISSIONS BY 2040

Host's commitment to decarbonization supports our business objectives to improve margins, intelligently deploy capital, maintain financial flexibility and be a responsible corporate citizen.



2030 EMISSIONS REDUCTION TARGET

54% reduction of greenhouse gas emissions per square foot from a 2019 baseline

Host is currently executing on its fourth-generation emission target for 2030. We have updated our base year to 2019, taking into account all the improvements made toward prior reduction targets and better reflect our current portfolio of assets.

We are on track to meet the 2030 target with a 27.4% reduction in 2024 greenhouse gas emissions per square foot, compared to our 2019 baseline. We anticipate exceeding our prior generation 2025 target of a 55% reduction from our 2008 baseline, having already achieved a 54.6% reduction.



2025 Target: Third-generation



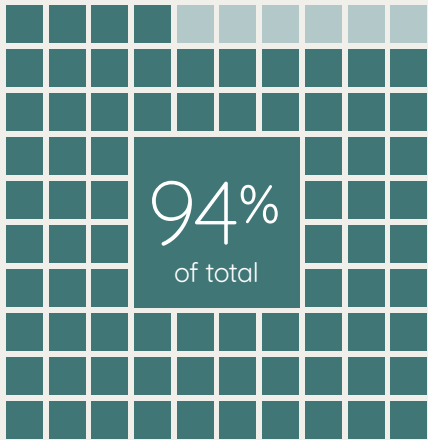
2030 Target: Fourth-generation



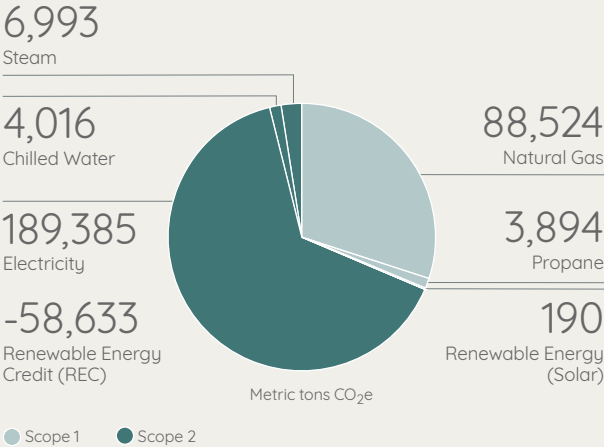
Science-Based Target

2024 GHG Emissions

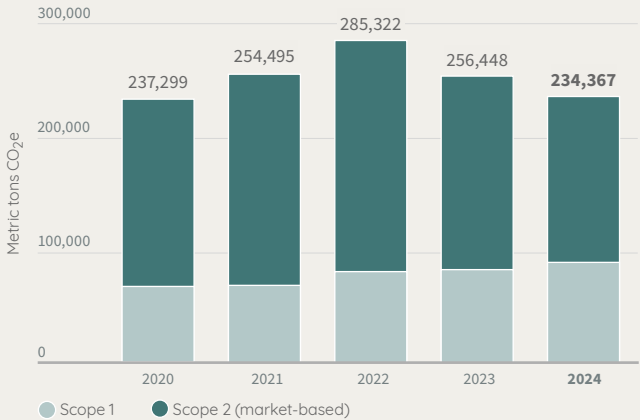
SCOPE 1 AND 2 EMISSIONS



EMISSIONS BY ENERGY SOURCE



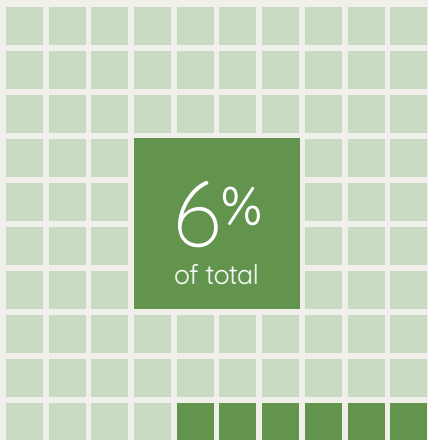
PERFORMANCE TRENDS



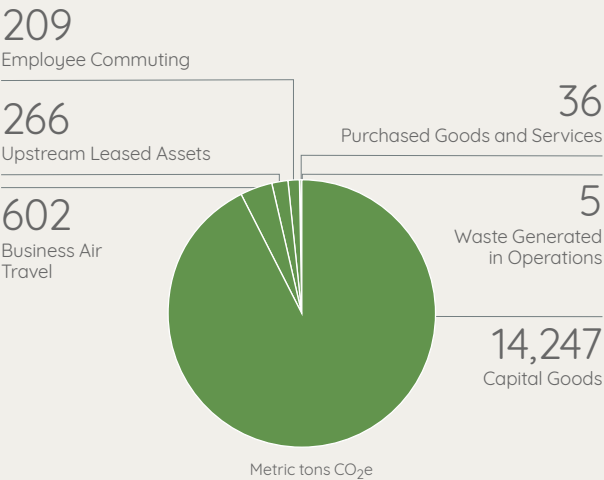
Host's commitment to decarbonization—including our renewable energy investments—have enabled us to maintain strong performance following the pandemic.

Key drivers behind our emissions performance include the completion of nearly 930 emissions reductions projects over the past five years. Significant projects, completed in 2024, included our investment in smart, demand-side guest energy management systems at the Four Seasons Resort Orlando at Walt Disney World® Resort, with an expected payback period of approximately 3 years. We also continued to make LED lighting retrofits, as part of our renovations at Grand Hyatt Washington, New Orleans Marriott and Manchester Grand Hyatt San Diego. Our LED lighting retrofit investments typically have a payback period of between 2 to-5 years.

SCOPE 3 EMISSIONS



EMISSIONS BY CATEGORY



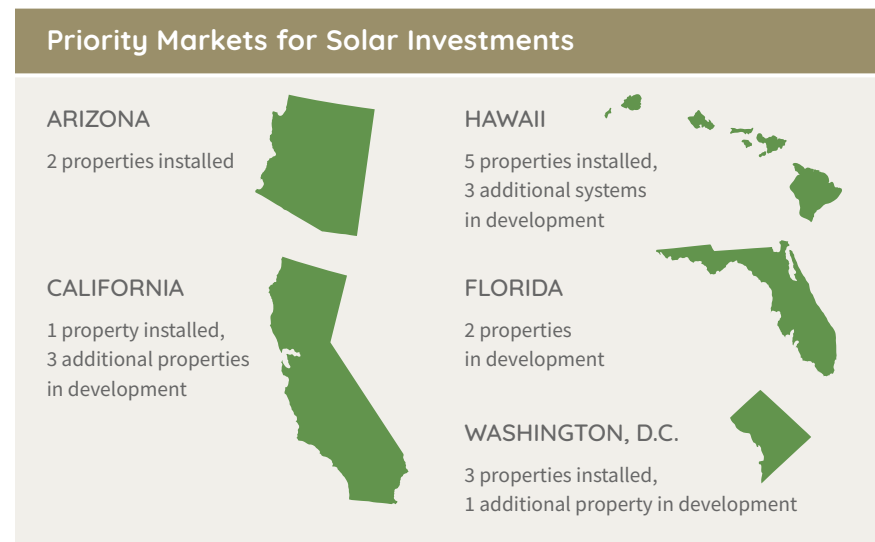
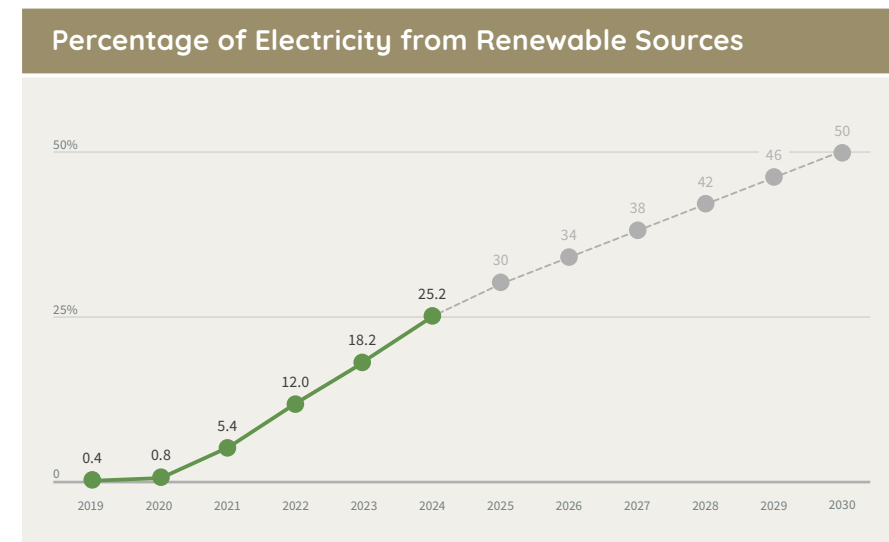
MANAGEMENT APPROACH

As part of Host's 2050 net positive vision, we also consider the impact of Scope 3 emissions sources—most notably those from the embodied carbon within capital goods, including furniture, fixtures and equipment, used in our renovation and development projects.

As we look forward to new opportunities to further assess our portfolio's footprint, considering new types of data and analysis—such as embodied carbon assessments for the materials used in our renovation and redevelopment projects—will help Host to enhance accounting of our value chain emissions. We also perform life cycle assessments in select renovation projects pursuing LEED® certification, and utilize videoconferencing, when possible, to reduce business travel emissions.

Renewable Energy Investments

PATHWAY TO 50% RENEWABLE ELECTRICITY BY 2030



ON-SITE GENERATION

Host has over a decade of experience implementing large scale rooftop solar photovoltaic systems. We currently have 12 hotels with on-site solar photovoltaic systems producing energy, with systems under development³ at eight additional properties, generating 10% to over 35% cash-on-cash returns. To date, we have received over \$9.6 million in rebates for our investments in renewable energy. By the end of 2025, we plan to nearly double our generation capacity with over six megawatts of installed on-site solar PV capacity throughout our portfolio.

While we consider investments in on-site solar across all markets, the financial viability of solar is still largely dependent on regulatory policy and availability of rebates and incentives. There are also physical limitations to scaling on-site solar. For example, if we were to install solar panels on all available rooftop space across our portfolio, we estimate that current solar technologies would support less than 20% of our portfolio's electricity needs.

OFF-SITE GENERATION

Given current scalability challenges with on-site generation, we continue to pursue offsite solar products and market solutions, such as renewable energy credits, to make significant progress toward our 2030 renewable energy target. Host views off-site renewable energy credits as a near-term solution until newer, more robust renewable energy technologies and green power become commercially viable. In 2024, we procured 24% of portfolio-wide electricity consumption from renewable sources through market-based solutions such as green-e certified renewable energy credits and green power from utility providers.

² In 2024, 33% of active major renovation projects were designed to generate renewable energy onsite. For these projects, total renewable energy produced is estimated to represent less than 1% of total energy use.

³ Includes projects undergoing feasibility studies.



2030 RENEWABLE ELECTRICITY TARGET

50%

of electricity use will be sourced from renewable sources

WHY THIS TARGET?

This target directly supports our emissions reduction target, as approximately 80% of Host's combined Scope 1 and 2 emissions are from electricity use. Additionally, Host's investments in on-site renewable energy installations have resiliency benefits should community power outages occur. We also benefit from rebates and ancillary revenue from generating renewable energy credits and selling energy back to the grid. Within our sustainability-linked credit facility, we have also set a 2027 target to increase the percentage of electricity used across the consolidated portfolio that is generated by renewable resources to 38%. This target supports Host's longer-term target to reach 50% renewable energy consumption by 2030.

HOW ARE WE PERFORMING?

We are on track to meet this target. In 2024, 25.2% of electricity consumption was from renewable energy sources,² achieving our annual target and triggering the sustainability benefit on our sustainability-linked credit facility KPI. This target is an extension of our 2025 target to reach 30% electricity consumption from renewable sources, which we are also on track to achieve. While we benefit from lower Scope 2 emissions factors from grids that incorporate more renewable sources, we do not consider grid decarbonization when executing on and measuring progress toward Host's renewable energy target.

WHAT'S NEXT?

Our first phase of work toward achieving this target has been focused on on-site renewable energy generation and sourcing off-site renewable energy. The second and most impactful phase of our work will be accelerating our purchases of renewable energy from utility providers. Concurrently, we have plans to triple the generation capacity of on-site solar PV systems within our consolidated portfolio.

Climate Tech Investments

HOW WE IDENTIFY PROJECTS

Since 2016, Host’s environmental management system, which covers 100% of our consolidated portfolio, has been third-party ISO 14001-certified. Through the ISO 14001 certification process, we focus on continuous improvement for our most significant environmental impacts.

We’ve developed processes and systems that provide auditable “whole building” data to monitor and track our greenhouse gas emissions, as well as energy and water performance. This information is critical when modeling returns and funding sustainability projects. Using Host’s proprietary ROI diagnostic tool, we can evaluate potential investment returns in addition to utility rate trends, incentive availability and Host’s internal price of carbon of \$100 per metric ton to determine new investment opportunities.

CASE STUDY

AI FOR AMPLIFIED REAL-TIME DATA MONITORING

A key benefit from conducting retro-commissioning (RCx) studies is not only identifying energy efficiency opportunities but also developing a baseline understanding of a property’s operating schedule and the associated energy consumption requirements within that schedule.

Once that baseline is known, the next step is to monitor a property’s energy consumption in real-time, so that we can address any inefficiencies and track the savings generated from our RCx initiatives. We often refer to that process as “continuous commissioning.” For nearly ten years, Host has been utilizing AI and machine-learning smart building and monitoring-based commissioning (MBCx) platforms—featuring connected sensors—to identify energy and water-saving ROI opportunities and enable our managers to optimize operations.

Host recently completed a multi-year MBCx pilot project at Grand Hyatt Washington. Additional MBCx initiatives are currently underway at the San Antonio Marriott Rivercenter and Embassy Suites by Hilton Chicago Downtown Magnificent Mile, with plans to expand further in the Washington, D.C. market. Collectively, these projects are forecasted to generate more than \$700,000 in annual utility savings and over 2,300 tons of CO₂e emissions avoided per year—significantly reducing energy intensity per square feet at these properties. Deployed energy efficiency measures included air handler scheduling, supply air temperature resets, chilled water supply temperature resets, variable speed kitchen hoods, LED lighting and building control upgrades.

A WHOLE BUILDING APPROACH

When identifying energy efficiency investments, we consider the whole building: from front-of-house to back-of-house. Energy efficiency investments are integrated into our reinvestment strategies, and are often made during end-of-life replacements and to comply with emerging building performance standards regulations in key markets including Boston, Denver, New York City, Seattle and Washington, D.C.

Efficient HVAC Systems

>90%

of portfolio

LED Lighting

100%

of portfolio

Smart Energy Management Systems

>90%

of portfolio

Efficient Insulation and Building Envelope

>90%

of portfolio

EV CHARGING STATIONS

In our role as an owner, we support the adoption of electric vehicles (EVs) by increasing charging infrastructure at hotels within our consolidated portfolio. In response to increased guest interest, Host continued our engagement with brand operators and EV charging manufacturers to expand our EV charging footprint and upgrade existing chargers. In 2024, over 28,800 kilograms of GHG emissions were avoided using EV chargers at the Fairmont Kea Lani, Maui; The Don CeSar and Hyatt Regency Maui Resort and Spa. As of 2024, we have installed approximately 200 EV chargers across 38 of our properties. At our corporate headquarters, our employees have access to on-site EV charging stations.



The Ritz-Carlton O’ahu, Turtle Bay

“Host is committed to decarbonization as part of our 2050 net positive vision. We aim to be both thoughtful and systematic as we invest in technologies that increase energy efficiency across Host’s consolidated portfolio, and we benefit from having a data-driven approach.”

Andrew Loranger
Manager, energy and sustainability

Waste Reduction Initiatives

RENOVATION AND REDEVELOPMENT PROJECTS

Since 2008, Host has diverted more than 40,600 tons of waste from landfill including construction debris, mattresses, carpets, wall coverings and other liquidated items. In tandem with advancing our LEED pipeline, we are currently focused on improving our landfill diversion rates for renovation and redevelopment projects and implementing recycling best practices that allow us to reduce cost.

To expand our reach nationally, Host has also partnered with the non-profit Green Donation Consultants to embed FF&E donations within our renovations and redevelopment projects. In 2025, we donated FF&E at two properties in California and initiated FF&E donation projects at three additional properties in Louisiana and the Washington, D.C. area.

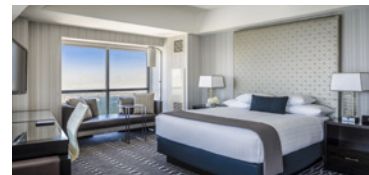
FURNITURE, FIXTURES AND EQUIPMENT DONATIONS



Alila Ventana Big Sur

ALILA VENTANA BIG SUR

As part of a 59-key room renovation, Host donated furniture to the Veteran Transition Center of California, which provides emergency, transitional and permanent supportive housing and reintegration for incarcerated veterans.



Manchester Grand Hyatt San Diego

MANCHESTER GRAND HYATT SAN DIEGO

As part of a 1,628-key room renovation, Host donated furniture to Father Joe's Villages, which provides housing, food and broader support for homeless communities within San Diego.

CASE STUDY

GREEN DONATIONS PROGRAM

Since 2022, Host's Development, Design & Construction team has partnered with A Wider Circle, a non-profit organization serving homeless and underprivileged individuals in Washington, D.C. on furniture, fixtures and equipment (FF&E) liquidation from local hotel renovation projects. Between 2022 and 2023, over 16,000 pieces of furniture—including beds, dressers and tables—from the guestroom renovations at the LEED®-certified Washington Marriott at Metro Center and The Westin Georgetown, Washington D.C. were donated to A Wider Circle's Essential Support program, which furnishes homes free-of-charge for families who are beginning their journeys out of poverty. In 2024, another 16,000 pieces of furniture were received and redistributed from the renovations at the LEED-certified Grand Hyatt Washington.

“Host's green donation program is a great example of a scalable initiative that supports our waste diversion efforts while concurrently supporting local communities.”

Laurie Nickchen

Vice president, capital expenditures



In 2024, Host's service team partnered with A Wider Circle to organize a clothing drive—collecting new and gently used men's and women's professional clothing and accessories for their Professional Development Center. During the site visit to A Wider Circle's warehouse and community service center in Silver Spring, Maryland, we saw first-hand the impact of Host's clothing donations, as well as our FF&E donations from guestroom renovations, and how these donations can provide hope and opportunity to local families in need.



2030 WASTE DIVERSION TARGET

100%

of major renovation projects divert at least 50% of waste by volume from landfill across at least three waste streams

WHY THIS TARGET?

Landfill diversion provides opportunities for cost savings and supports Host's net positive vision. This target emphasizes waste from major renovation and redevelopment projects because this is an area where Host has direct control. Waste generated from hotel operations is controlled by our third-party hotel managers. This target also extends the ambition of our prior generation 2025 target to have at least 75% of major renovation projects with waste diversion.

HOW ARE WE PERFORMING?

In 2024, 63% of major renovation and redevelopment projects achieved at least a 50% landfill diversion rate across three waste streams. Priority waste streams include construction debris, flooring, mattresses, excess attic stock and liquidated FF&E items. We expect our contractors to implement waste separation at 100% of construction sites; and more than 50% of contractors were educated on waste management techniques and incentivized to recover and/or recycle building materials.

WHAT'S NEXT?

We will continue to prioritize landfill waste diversion—including donations, where possible—at major renovations and redevelopment projects. This focus also directly supports the pursuit of LEED® certification at several properties.

Waste Reduction Initiatives

PORTFOLIO WASTE

We collaborate with our hotel managers to pilot new technologies and approve budgets that support the deployment of operational waste reduction measures. Waste diversion rates vary across properties and a key variable is the quality of local recycling and composting infrastructure. For this reason, properties on the West Coast usually have the highest landfill diversion rates.

Key Priorities

SINGLE-USE PLASTICS



The hotel brands that manage the properties within our portfolio have committed to either reduce or stop using single-use plastic amenities.

This includes:

- **Water bottle reduction initiatives:** For more than half of Host-owned hotels, our managers have initiated water bottle reduction initiatives by providing carafes for guestrooms, offering bulk water options for green meetings and events, and providing guests with reusable glass, paper and aluminum water bottles.
- **Filtered water stations:** 82% of Host-owned hotels have installed filtered water stations in public spaces, and several properties are evaluating the installation of filtered water stations on guestroom floors.
- **Large-format guest room amenities:** 100% of Host-owned hotels have eliminated, or are in the process of eliminating, single-use guest toiletries.
- **Upcycling:** San Antonio Marriott Rivercenter and Riverwalk have partnered with CIRQU to upcycle over 45,000 plastic bottles in 2024.

FOOD WASTE



We are currently working with brand partners—including Marriott, Hyatt and Four Seasons—for their piloting of food waste platforms and other waste reduction technologies.

This includes:

- **Holistic optimization measures:** We continue to test technology platforms, which allow operators to identify opportunities to optimize procurement, menu design and kitchen operations.
- **AI technology pilots:** We are piloting AI-assisted food waste scanners, which measure the types of waste being thrown out most frequently to help optimize food procurement and preparation.
- **Kitchen oil recycling:** Recycling kitchen oil for conversion to fuel is a best practice at more than 50% of Host-owned hotels. Avoided emissions in 2024 were equivalent to taking nearly 200 cars off the road for a year.
- **Composting:** More than half of Host-owned hotels have composting programs in place. Properties in Hawaii, Wyoming, Minnesota and Florida donate food and vegetable scraps to local pig farms.
- **Donations:** Usable leftover food from several of our hotels is donated to charities targeting at-risk populations.



Several of our properties participate in local initiatives that help divert fresh, surplus food from landfill. Among these efforts is a partnership with Chefs to End Hunger, a nonprofit organization that facilitates the safe redistribution of excess prepared food from hotels to local nonprofits serving individuals facing food insecurity. In 2024, Manchester Grand Hyatt San Diego donated nearly 350 boxes of food through this program—food that would have otherwise gone to landfill.



In 2024, The Ritz-Carlton, Tysons Corner and Denver Marriott Tech Center diverted over 34 tons of food waste from landfill generated from employee cafeterias and banquet halls using Biogreen 360 food composters. The Ritz-Carlton, Tysons Corner has partnered with a local organization to donate the soil generated from the compost. Denver Marriott Tech Center was able to analyze the amount of food being thrown away to determine appropriate portion sizing for further food waste reductions.

Water Stewardship

CONTEXT-BASED APPROACH

Host is prioritizing water initiatives for a set of hotels located in high or very high water stressed areas, based on our water risk assessment using the World Resources Institute’s Aqueduct tool.

Key Markets for Water Efficiency Projects

28

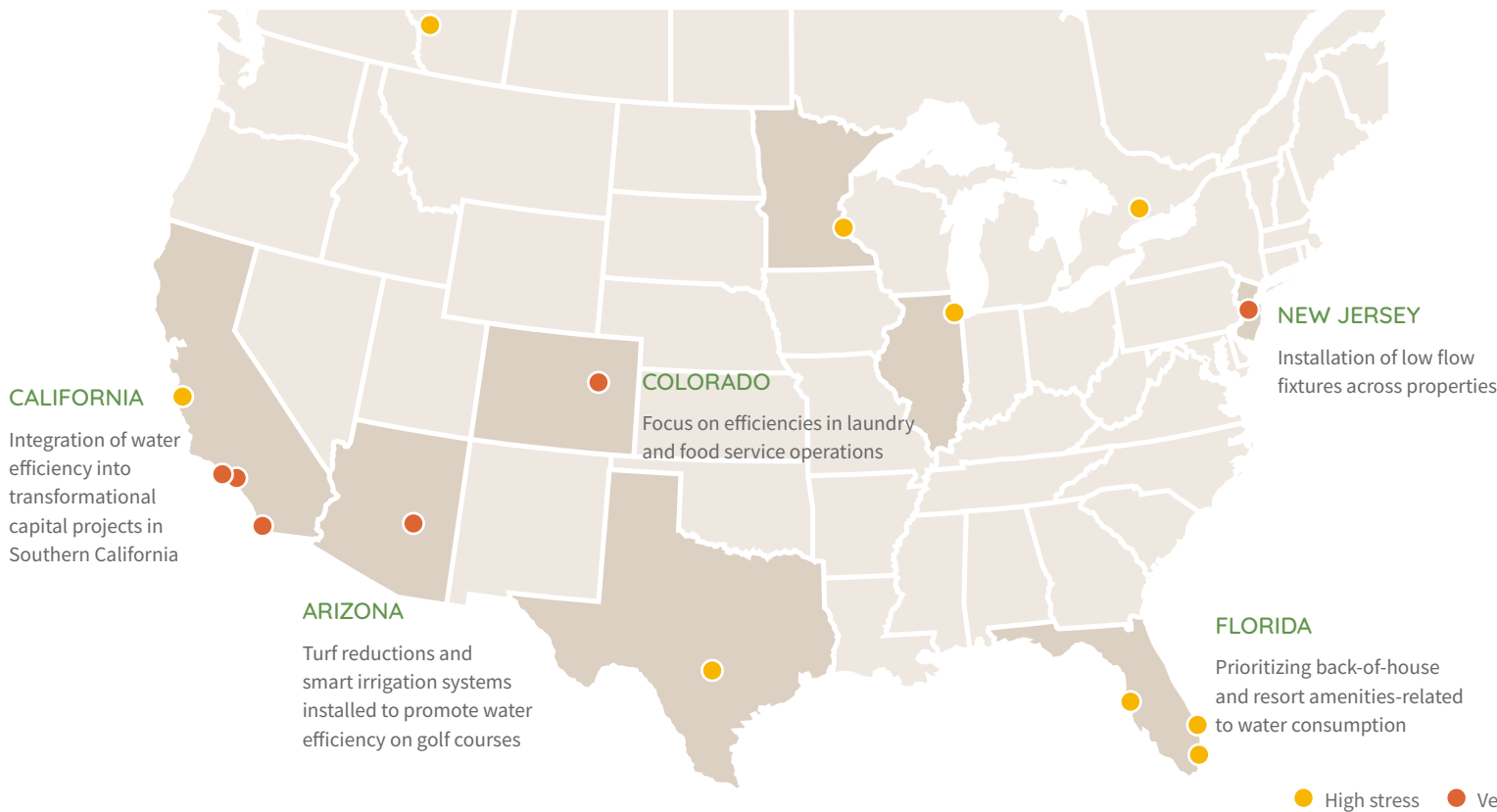
Properties in Host’s 2030 context-based water target, representing 38.6% of 2024 water consumption, and includes 9 resorts

15

Markets with high or very high water stress

8

States with high or very high or very high water stress⁴



2030 WATER EFFICIENCY TARGET

25%

reduction of water usage per occupied room in water-stressed areas from a 2019 baseline

WHY THIS TARGET?

Potable water is scarce and may not always be inexpensive and readily available in some of our key markets. Having a context-based” approach where we prioritize properties located in areas with water stress is another way Host can build resilience in our assets.

The target is normalized per occupied room to align with Uniform System of Accounts for the Lodging Industry (USALI) Standards, and is an extension of our 2025 target to reduce water usage per occupied room in water-stressed areas from a 2008 baseline. Compared to 2008, water usage per occupied room across our portfolio has decreased by 8.72%.

HOW ARE WE PERFORMING?

In 2024, a significant water leak at one of our resort properties negatively impacted our water performance, resulting in a 4.5% increase in water use per occupied room (compared to 2019). However, when adjusting for the impact of the leak, we achieved a 1.02% improvement in water use efficiency across the properties included in our context-based target. Our context-based target has been challenging because the resorts we own are more water intensive than traditional, full service urban and suburban hotels with limited amenities, especially when measured on a per occupied room basis.

WHAT’S NEXT?

We continue to focus on most water-intensive properties and those located in areas with the highest water stress. We are also considering water with our approach to value enhancement projects. For example, we have executed on opportunities to optimize the size of golf courses, which are water intensive to maintain, as part of our land redevelopment plans for applicable properties.

⁴ 2024 water consumption by region is as follows: Arizona (19%), California (9%), Colorado (2%), Florida (27%) and New Jersey (1%). Water consumption in states without identified elevated water stress was 32%.

Water Stewardship

HOW WE USE WATER

The vast majority of water consumed within Host’s consolidated portfolio is from municipal sources. Exceptions include ground or surface water withdrawn at properties with golf courses, and greywater used when we recycle or re-use water for irrigation, laundry and other purposes.

Similar to our approach for identifying energy efficiency projects, we utilize both Host’s proprietary ROI diagnostics tool and real-time monitoring-based commissioning (MBCx) platforms that use AI and machine learning to identify and prioritize water efficiency ROI projects at properties. We continue to implement new water technologies, which focus on the most water-intensive aspects of hotel and resort operations. We prioritize laundry water recycling systems and smart irrigation systems that use cloud-based applications to automate schedules based on weather forecasts and landscape-specific parameters.

Since 2015, we have invested over \$14 million into water efficiency projects across our portfolio, resulting in \$3.7 million in annual utility estimated savings and estimated water savings of 366 million gallons annually.

Low-Flow Fixtures

100%

of portfolio

Laundry Water Recycling

47%

of applicable properties

Smart Landscaping
and Irrigation*

60%

of applicable properties

Metering and
Anomaly Detection⁸

100%

of portfolio



CASE STUDY

RFID TECHNOLOGY TO MINIMIZE LAUNDRY COSTS AND WATER CONSUMPTION

In 2021, Host installed its first towel tracking system at the **Hyatt Regency Maui Resort and Spa**—using RFID technology to provide real-time data analytics to help track towel use and return. The towel tracking system has resulted in a 50% reduction in costs from misplaced or lost towels and an estimated 15% reduction in laundry costs helping to reduce water usage by 2.7 million gallons. Since the success of the pilot, we have expanded the use of the towel tracking system at eight properties within our portfolio.



Ecosystem Protection and Restoration

AVOID. REDUCE. TRANSFORM.

We recognize that development, redevelopment and renovation activities can adversely impact biodiversity if not implemented with a sensitivity to the local ecosystem. Host is committed to doing our part to maintain the biodiversity of surrounding environments where our hotels are located.

This includes:

1. Engaging specialty consultants to perform Environmental Impact Studies and Site Assessments prior to development and construction activities
2. Requesting information from Host's suppliers on practices in alignment with Forest Stewardship Council (FSC) certification standards⁵
3. Surveying third-party managers annually on practices to support local ecosystems—including guest engagement on conservation
4. Conducting portfolio-wide biodiversity risk assessment to prioritize mitigation opportunities
5. Monitoring third-party hotel managers practices at sites with elevated biodiversity risk
6. Directly supporting local conservation organizations in key markets



To construct the 620-kW solar PV array at the **Andaz Maui at Wailea Resort** and optimize the amount of solar energy created, we needed to remove a set of monkeypod trees. In a joint effort funded by Host and the Wailea Community Association, nine of the affected monkeypod trees were donated and replanted. They replaced fallen trees in neighboring communities that were destroyed by a severe windstorm. In addition to donating the trees, Andaz Maui at Wailea Resort planted the same number of trees onsite—doubling the original number of trees.

PRIORITY DESTINATIONS

We have prioritized five properties with elevated biodiversity risk in our most recent portfolio-wide biodiversity risk assessment.⁶ Each property is situated within or near IUCN Category IV Protected Areas.

FLORIDA

- Hyatt Regency Coconut Point Resort and Spa
- The Don CeSar



MAUI, HAWAII

- Andaz Maui at Wailea Resort
- Fairmont Kea Lani, Maui
- Hyatt Regency Maui Resort and Spa

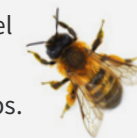


Practices in place to mitigate risk at these coastal properties include guest education, integration of biodiversity considerations into procurement—including reef-safe sunscreen, and partnerships with conservation organizations.

CASE STUDY

ON-SITE BEEKEEPING

Bees pollinate food crops that supply approximately 90% of the world's nutrition. Honeybees perform about 80% of all pollination worldwide—including for fruits, nuts and vegetables. A single bee colony can pollinate 300 million flowers each day; however, bee colony populations are in decline.⁷ Several Host-owned properties feature onsite beekeeping, including Four Seasons Resort Orlando at Walt Disney World® Resort, where eight bee colonies are maintained at its golf course. At Swissôtel Chicago, the hotel partners with local urban beekeepers to maintain its two beehives, which produce honey that is sold in its retail shops.



HABITAT AND SPECIES PROTECTION IN FLORIDA

Florida is home to the lush Everglades and protected species, including state-listed turtles, fish and wading birds. Host is proud to support Conservation Florida, a nonprofit land trust that protects natural and agricultural landscapes throughout the state of Florida. Habitats supported by Host's initial donation—which was made supporting the pursuit of our LEED® renovation project at The Ritz-Carlton, Naples—include hardwood forests, freshwater marshlands and swamplands in South Florida.



⁵ In 2024, Host estimates that 8.2% of wood products procured aligned with FSC® or related certification standards.

⁶ As part of the biodiversity risk assessment, hotel locations were cross-referenced against the International Union for Conservation of Nature (IUCN) Protected Area Categories I-IV; the United Nations Educational, Scientific and Cultural Organization (UNESCO) World Heritage Site list, UNESCO Biosphere Reserves and Ramsar Wetlands of International Importance. Both upstream and downstream threats were considered.

⁷ Source: <https://www.earthday.org/fact-sheet-bees/>

Ecosystem Protection and Restoration

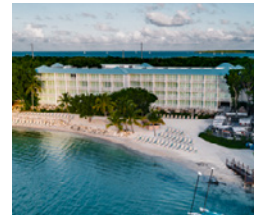
HABITAT AND SPECIES PROTECTION IN FLORIDA

Across Host-owned properties in Florida, conservation highlights include:



1 Hotel South Beach

Maintains pool gardens, which have been certified as a wildlife habitat by the National Wildlife Federation, and organizes tree planting activations for Arbor Day



Baker's Cay Resort Key Largo, Curio Collection by Hilton

Supports coral restoration, mangrove conservation and control of invasive lionfish



Four Seasons Resort Orlando at Walt Disney World® Resort

Audubon-certified protection of wetlands near resort, which are inhabited by deer, alligators, turkeys and occasionally black bears and bald eagles



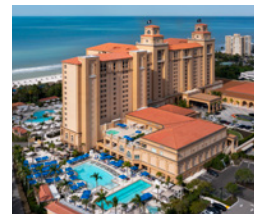
Hyatt Regency Coconut Point Resort and Spa

Eco-tours of the estuary and guest education on the estuary's importance to the eco-system



The Don CeSar

Uses exterior lighting to help sea turtle hatchlings find their way to the Gulf Coast



The Ritz-Carlton, Naples

Designed landscaping to protect a biologically-sensitive estuary separating the main resort building from the beach; and created the Ritz Kids program to engage children visiting the hotel on conservation



The Ritz-Carlton, Amelia Island

Has three full-time naturalists who host educational programs for our guests throughout the year, partners with Sea Turtle Watch, and its volunteers to help the endangered local whale population



The Singer Oceanfront Resort, Curio Collection by Hilton

Partners with non-profit Loggerhead Marina to support turtle conservation, and has installed turtle-friendly lighting throughout the resort

CONSERVATION AND RESTORATION IN HAWAII

The natural beauty of Hawaii is central to the guest experience at Host-owned properties on the island and it is part of what makes our portfolio so iconic. As a result, both Host and our third-party hotel managers are committed to protecting Hawaii's rich ecosystems and stunning landscapes.

Host supports the Pu'u Kukui Watershed Preserve's Living Pono Project, which manages the land in the Pu'u Kukui Watershed Preserve and employs a team of nine full-time conservationists. Home to rare species, the Pu'u Kukui Watershed Preserve is the largest private nature preserve in the state of Hawaii, and it is a vital water source for the community of Maui. Host is also working with the North Shore Community Land Trust to support conservation and protect the island's natural flora and fauna. This partnership will support the management of lands and community engagement surrounding The Ritz-Carlton O'ahu, Turtle Bay, which we acquired in 2024.

Host has partnered with hotel managers who share our commitment to conservation on the island. Notable recent conservation measures in Hawaii include:

- **Andaz Maui at Wailea Resort**
Participated in multi-stakeholder coalition, led by Maui Nui Marine Resource Council, to implement reef friendly, chemical-free landscaping
- **Fairmont Kea Lani, Maui**
Supported restoration of the Waihe'e Coastal Dunes and Wetlands Refuge—a 277-acre site of profound cultural and ecological significance
- **Hyatt Regency Maui Resort and Spa**
Contributed nearly 800 volunteer hours, over two-year period, to protect Pu'u Kukui Watershed

CASE STUDY

MAUI REFORESTATION INITIATIVES

Our hotel manager at the **Fairmont Kea Lani, Maui** has partnered with Treecovery Hawai'i in a mission to plant and restore over 30,000 trees in the wildfire-affected communities of Lahaina and Kula. These trees are being carefully cultivated onsite by hotel colleagues and Treecovery Hawai'i staff and will ultimately be gifted to local communities as symbols of hope, resilience and a shared commitment to renewal. Fairmont Kea Lani, Maui has also launched "Rooted in Aloha," a multi-year initiative to restore native forests on the slopes of Haleakalā, in partnership with Skyline Conservation. As a part of this program, the resort has planted more than 5,000 trees, aiding in the restoration of vital watershed resources and habitats. The resort engages both its employees and guests to participate in volunteer planting days.



As the only Treecovery grow hub in South Maui, the resort is temporarily hosting over 100 potted trees—including an air layer from the historic Lahaina Banyan Tree—which was damaged during the 2023 wildfires.

Green Teams

HOST'S GREEN TEAM

Made up of employee volunteers, Host's dedicated, cross-functional Green Team works to promote environmentally responsible practices and implement sustainability programs at our corporate headquarters. Key focus areas include the reduction of paper, plastics and e-waste at corporate headquarters. The team has driven a 50% reduction on paper waste, representing avoided costs of approximately \$20,000 annually. To date, Host's Green Team has also supported the recycling of more than 10,000 pounds of e-waste from our corporate operations and through employee e-cycling initiatives.

The team educates and provides resources to employees on green practices—including during new employee onboarding—in addition to organizing clean-up events at local parks, recycling initiatives and annual Earth Day employee celebrations. In 2024, Host's Green Team organized an event to spruce up the grounds at Latin American Youth Center (LAYC)'s youth center in Prince George's County. Additionally, the Green Team presented LAYC with a donation to further support the organization's programs and mission.

Serving low-income families through youth centers, school-based sites and public charter schools in Montgomery County, Prince George's County and the Washington, D.C. area, LAYC's goal is for every young person who walks through their doors to develop the skills and self-confidence to make a successful transition to adulthood.



Twenty-seven Host volunteers—representing more than 15% of our workforce—helped mulch and plant shrubs and flowers in the entryway, and built a vegetable and herb garden that will be cared for by the youth in LAYC's after school programs.

GREEN TEAMS WITHIN CONSOLIDATED PORTFOLIO

The third-party hotel managers that are responsible for daily operations at our owned hotels have also engaged their staffs to form green teams and organize company-wide conservation activities. This includes voluntary beach and river clean-up activities across the consolidated portfolio. For example, Hyatt Regency Washington on Capitol Hill has teamed up with the Potomac Conservancy to clean the river and has organized Adopt-A-Block clean-up events around the hotel. The Four Seasons Resort and Residences Jackson Hole has adopted a highway across Teton Pass and engaged in trailhead restoration improvements. The Westin Seattle has adopted an urban sequoia tree, and Grand Hyatt Atlanta in Buckhead has partnered with Livable Buckhead to promote green spaces in the area.

CASE STUDY

HOST'S ENVIRONMENTAL STEWARDSHIP AWARD

Host recognizes and incentivizes high achievement through an Environmental Stewardship Award given at our biennial General Managers Meeting. **Alila Ventana Big Sur** was the recipient of Host's 2024 Outstanding Performance in Environmental Sustainability Award.

Alila Ventana Big Sur, a luxury resort located on California's Monterey coast, has reduced annual energy usage year-over-year by roughly 10%, all while seeing a noticeable increase in room night sold. The energy reductions were largely driven by the installation of tankless water heaters in 10 out of 14 buildings on the property. These upgrades were estimated to be 34% more efficient than the previous water heaters onsite. Redwood collection tanks are also utilized to capture rainwater for use. The property has also installed seven additional EV chargers, and uses electric vehicles exclusively for all transports.

Managing climate risk is a priority for Host and this property took the lead in fire mitigation by starting the FireWise Community program in Big Sur, laying a foundation for protecting the asset and surrounding community from future wildfire risk. The property also integrates respect for nature into the guest experience. The General Manager is a condor monitor and the property offers a guest experience to track local condors with a portion of the proceeds going to Ventana Wildlife Alliance. The property also offers guided educational hikes to guests to learn more about the region's iconic redwood forests. In addition, the property's staff organize trash pickups along the iconic Highway 1 near the hotel. The culinary team grows local produce onsite and maintains its own chickens and beehives. Scraps from the kitchen are used as chicken feed and honey from the bees is used in craft making experiences for guests. The property also collaborates with Monterey Bay Aquarium's Seafood Watch to support sustainable sourcing.



Culture

Learn more about Host's social responsibility activities:

Growth

- 29 Talent Attraction and Retention
- 31 Learning and Development
- 32 Benefits, Health and Well-being

Inclusion

- 33 In the Workplace
- 34 Across the Value Chain

Community

- 36 Corporate Giving
- 37 Volunteerism
- 39 Community Impact

Our culture creates a unique Host advantage.

Helping people grow and thrive isn't just part of Host's corporate identity—it's what drives us. It shapes how we see the world, the decisions we make, the relationships we build, and the value we create. When our people succeed, our business and our communities do too.

Green Team event with Latin American Youth Center



Talent Attraction and Retention

EMPLOYER OF CHOICE

One of Host’s strategic pillars is to be an employer of choice. With a small workforce of approximately 165 employees, we truly believe that every person counts at Host.

2024 Employee Engagement Highlights*

14 yrs

Average employee tenure

88%

Employees are highly engaged**

95%

Employees are proud to work at Host**

2%

Voluntary turnover rate

“Host seeks to cultivate an employee experience where people can grow and thrive. We are constantly evolving to enhance the employee experience and deepen engagement across all roles. This is essential to being an employer of choice.”

Divya Paramesh
Vice president, human resources

* Data is based on Host’s 165 employees as of February 21, 2025.
** Based on November 2023 survey

FOCUSED ON THE EMPLOYEE EXPERIENCE

At Host, we are constantly seeking to enhance the employee experience, which requires us to continue deepening our engagement across the organization. This includes a commitment to the following activities:

Employee Experience at Host	Examples
Regular and transparent employee communications	All-employee meetings, weekly newsletter, and Host’s robust intranet site with a social engagement feature
Employee feedback mechanisms	Engagement surveys, employee/manager check ins, 360-degree feedback and performance reviews
Recognition programs	Peer-to-peer and manager-to-employee recognition through our rewards portal, spot awards and anniversary awards
Learning and development programs	Executive coaching, leadership program for VPs, continuous professional education and tuition assistance
Corporate and social events	Events to celebrate holidays, corporate milestones and the broad range of backgrounds of our workforce
Community and industry engagement opportunities	Host’s service team and Green Team activities, partnerships and engagement with colleges, and participating in industry association initiatives



2030 EMPLOYEE ENGAGEMENT TARGET

85%

or more of our employees are highly engaged each year

WHY THIS TARGET?

Having a highly engaged workforce is essential to delivering on all business objectives at Host, and to measuring our progress as an employer of choice. Our prior generation target was to conduct at least two engagement surveys between 2020 and 2025, which we have achieved.

HOW ARE WE MEASURING PROGRESS?

We classify Host employees as highly engaged based on an average engagement score of 85% or greater. 88% of employees were highly engaged in our most recent employee engagement survey,¹ which was conducted in late 2023.

WHAT’S NEXT?

In 2025, we are executing a targeted action plan to support continuous improvements for the topics that matter most to our employees, which include focusing on employee development and recognition. To shape this plan, we engaged with employees across all departments through focus groups and listening sessions. These conversations provided valuable insights into employee perceptions and expectations, helping us shape initiatives that truly resonate with their needs.

¹ Through our employee engagement survey, Host evaluates aspects such as inclusion and belonging, job satisfaction (including communication, management effectiveness and growth and development), purpose (including future vision), and happiness (including well-being).

Talent Attraction and Attention

EMPLOYEE RECOGNITION PROGRAMS

In our pursuit to build a culture of recognition, enhance the employee experience and drive engagement, we have implemented a peer recognition platform that allows all employees and managers to recognize, celebrate and reward outstanding performance and accomplishments across Host. Since the launch of our enhanced recognition platform in 2023, 96% of employees have logged into the portal and over 1,600 recognitions have been given and received. We have implemented a feature on our company intranet which allows employees to earn designations on their profiles as another way to showcase and reward value-driven employee engagement and achievements. We also recognize employees during our all-employee meetings to highlight exceptional contributions and foster a culture of appreciation.

TALENT AND SUCCESSION PLANNING

As part of our annual talent planning process, we assess our retention and developmental needs across the organization. We then identify “rising stars” or potential future successors within the organization, and we support these rising stars through intentional growth and development opportunities that strengthen our talent pipeline.

Host’s Board of Directors is also actively engaged in executive talent management and succession planning with a focus on key senior leadership positions. High-potential leaders are given exposure and visibility to Board members through formal presentations and informal events. In 2024, we expanded our succession planning efforts by introducing a company-wide talent review to assess, identify, develop and invest in top talent at deeper levels within the organization.



Holiday giving event with Central Union Mission.

Learning and Development

CULTURE OF LEARNING

In 2024, we further strengthened our focus on fostering a culture of learning. Part of creating a culture of learning includes ensuring employee development is more than just event-based—it's deeply integrated into our systems and processes.

By embedding learning into our culture, we equip our employees with the skills and knowledge needed to grow and succeed—both personally and professionally. In addition to company-wide training programs, we provide department-specific learning initiatives designed to empower employees at all levels. This includes providing Host's employees with:

1. Targeted training and development programs for managers, senior leaders and rising talent
2. Structured performance reviews and career development plans to support professional growth and advancement
3. Holistic development plan for key leaders including executive coaching
4. Cross-functional learning opportunities such as the Host Challenge to encourage collaboration and broaden expertise
5. Job-specific training, professional certifications and memberships, as well as continuing education for all employees
6. Financial support for employees pursuing further education through tuition reimbursement program

² This includes multidimensional performance appraisals, including 360-degree stakeholder feedback, having agile conversations, team-based appraisals and review of management by objectives (MBOs). In addition to annual reviews, Host also conducts mid-year performance check-ins. This allows for bi-annual performance conversations between managers and employees.

³ This includes external targeted development programs offered by Host and employee-initiated development opportunities to include continuing professional education (CPE) courses, conferences and tuition reimbursement. As of December 4, 2024, 100% of Host employees have also completed unconscious bias training—meeting our prior generation 2025 target.

⁴ Average hours of training and development per employee includes total number of hours of training and development provided in 2024 divided by the total number of employees. Host spent on an average of \$6,000 per employee, calculated using total amount spent on training and development in 2024 divided by the total number of employees.

2024 Learning and Development Highlights

100%

of employees receive annual performance reviews²

~61%

of employees participate in external learning and development programs³

20

training hours per employee per year⁴

LEADERSHIP DEVELOPMENT PROGRAMS

In 2023, Host launched a high-performance leadership development program tailored for vice presidents—Host's largest cohort of leaders—to strengthen our culture of learning and leadership. This program provides thoughtful, strategic development opportunities to help leaders grow and excel. In addition to classroom training, the program emphasizes multi-directional learning, including case studies, scenario planning, and relationship-building activities. Structured as a four-part series, the program equips leaders with foundational elements starting with self-leadership and extending to leading others and the organization at large. Throughout the program, participants honed skills in empathy, strategic thinking, decision-making, communication, mutual accountability and fostering a feedback-rich culture, with the goal of positioning our employees to become even stronger, more impactful leaders. In 2024, we expanded on this initiative with additional development opportunities for employees across various levels of the organization.*

As part of our commitment to supporting the legally compliant development and advancement of women in our workforce, we offer a slate of curated development opportunities. This included a partnership with The Cru, a minority and woman-owned organization, offering a professional accountability and mentoring circle for women to help realize their professional goals. We also

continue to nominate our women leaders to AHLA Foundation's BUILD/ELEVATE leadership program, a one-year program for women in the hospitality industry offering skill building including executive presence, negotiation, career development, advocacy and networking.

HOST CHALLENGE

The Host Challenge is a cross-functional initiative designed to promote innovation, creative thinking and team building across the company. The Challenge fosters opportunities for employees to learn more about others' areas of expertise, venture beyond their typical work responsibilities and gain exposure to the broader insights of the executive team. Additionally, it helps drive company performance and supports the achievement of our corporate goals and objectives by leveraging the power of diverse ideas, backgrounds and perspectives to tap into potential business opportunities.

The 2024 Challenge focused on identifying applications for generative AI to create value, including by enhancing the guest experience, stimulating demand or incremental revenue, and reducing costs. Many ideas generated from previous Challenges have been implemented in our internal analytical processes and at our hotels, leading to deeper engagement and improved business operations.



In 2024, six cross functional teams were tasked with exploring opportunities to unlock value using generative AI technology—in both corporate and property level applications—as part of the seventh Host Challenge.

*Host's employee development programs cover all employees, including part-time employees.

Benefits, Health and Well-being

A HOLISTIC APPROACH

Our benefits are designed to meet the needs of our workforce and support our employees and their families, and part-time employees when applicable, by offering a comprehensive and competitive package that provides flexibility and choice in coverage. We focus on the individual needs across our organization—recognizing that not one size fits all.

Employee Benefits	Includes
Health care	Medical, dental and vision with health savings and flexible spending accounts
Financial planning	Retirement savings and employee stock purchase plans
Well-being	Employee assistance program, wellness program, wellness subsidy, hotel discounts, and flexible work arrangements
Family support	Parental leave, fertility, adoption and surrogacy assistance, on-site breast feeding and lactation services
Income protection	Life, disability and accident insurance

FOCUS ON PHYSICAL, MENTAL AND EMOTIONAL HEALTH

Host’s Fitwel®-certified corporate headquarters is in an area with a high walkability score and provides employees with an onsite fitness center. Host’s corporate headquarters also features ergonomic furniture, biophilic design, and a wellness room—providing a quiet, private area when employees would like a space to recharge. The wellness room was inspired by employee feedback received from our benefits survey.

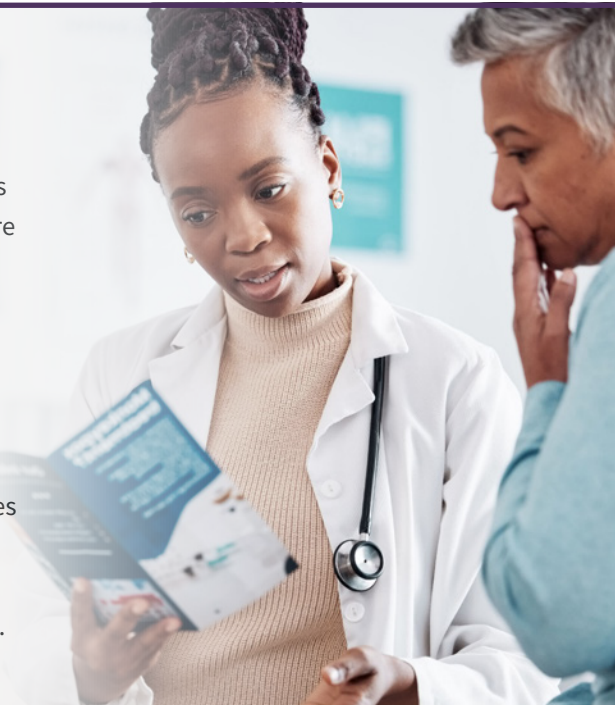
We provide on-site biometric screenings and flu shots. Further preventive care services—including routine check-ups and screenings—are provided through our company’s insurance providers. Through our healthcare provider, employees also have access to telehealth services including medical and mental health, weight management and tobacco cessation programs, acupuncture, chiropractic care and physical therapy.

We also encourage work-life balance and offer flexible work from home arrangements and schedule options, including flex time, and reduced working hours during Host’s “Summer Fridays.” As part of our commitment to employee well-being and in response to feedback from the benefits survey, in 2024, we enhanced our Employee Assistance Program to offer up to six in-person or virtual counseling sessions. Other complementary services include financial and legal consultations, identity theft support, and referrals for caregiving, childcare and home improvement projects. We also offer bereavement leave to support employees during times of personal loss.

CASE STUDY

HEALTH BENEFITS NAVIGATION

Implementing learnings from Host’s first-ever benefits survey in 2023, we have made enhancements to ensure that Host’s wide-ranging benefits are both more accessible and easier for employees to understand. Our first step was the roll-out of a new educational series to help employees make the most of the benefits Host offers. In 2024, we accelerated our efforts, launching an AI-powered personal concierge to answer questions and provide guidance to employees who are navigating our benefits. In 2024, we also developed an inclusive benefits guide that describes specific benefits and coverage for LGBTQ+ employees.



SUPPORTING FAMILY LIFE

Host expanded fully-paid parental leave for employees, providing up to 10 weeks following the birth, adoption or placement of a child for foster care. Parental leave is in addition to eligible disability leave related to childbirth potentially resulting in a total of 16 to 18 weeks of paid leave. For employees who take the 10 weeks of parental leave consecutively, we also offer a four-week return to work transition period during which they may work 80% of their weekly scheduled hours at full pay. To further support parents, a dependent care Flexible Spending Account (FSA)—a pre-tax benefit for employees to help pay for eligible childcare expenses—is offered to employees. Host’s family planning benefit offers fertility services as well as adoption and surrogacy assistance that provides reimbursement of up to \$25,000. Additionally, we offer on-site breast feeding and lactation services at our corporate headquarters in dedicated Mother’s Rooms that are fully equipped with a medical grade pump and supplies.

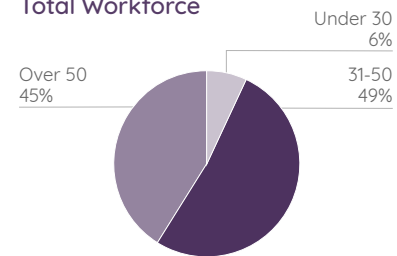
In the Workplace

WORKFORCE COMPOSITION⁵

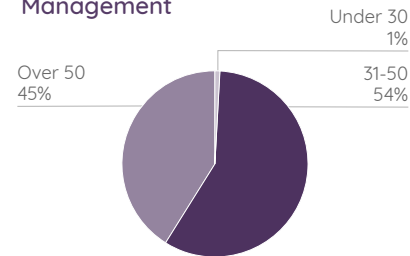
Host’s workforce is both highly skilled and diverse. We strive to create a welcoming environment where everyone feels that they are valued, included and belong.

AGE

Total Workforce



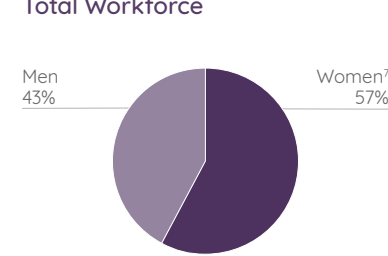
Management



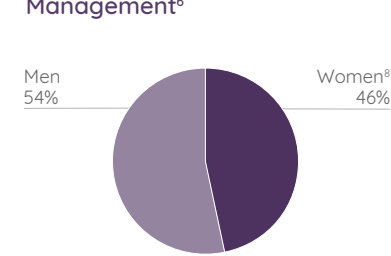
⁵ Data is based on Host’s 164 employees as of December 31, 2024. In charts above, “management” includes Host employees at the director level and above.

GENDER

Total Workforce



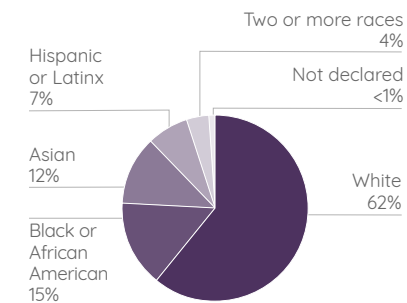
Management⁶



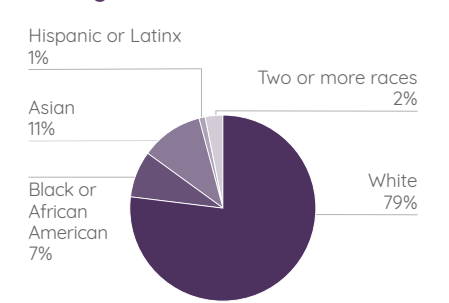
⁶ In 2024, 63% of promotions were women, 30% were from historically underrepresented groups and 26% were from our rising talent pool.

RACE

Total Workforce



Management⁵



⁷ 51% of STEM-related positions are held by women.

⁸ 52% of positions at the manager level and above are held by women.

PAY EQUITY

Host remains committed to conducting equal pay assessments to support equal remuneration for equal work. We previously engaged a third party to conduct an external pay equity study. The pay equity study concluded that overall gender, ethnicity and age were not factors that influence pay. Leveraging findings from the third party, our focus has been on reducing identified pay gaps across the organization.

WOMEN’S INSPIRATIONAL NETWORK

In 2024, the Women’s Inspirational Network—Host’s nearly 100-member resource group that is open to all employees and dedicated to fostering development and networking opportunities—held six events. These included a Women’s History Month Celebration and panel discussion, an informational session on giving back to our community through pro bono professional consulting work with local nonprofits, a peer networking event and an end of year celebration.

EMPLOYEE PROGRAMMING

Each year, we organize events that are championed by a member of our executive team and include employee voices from varying backgrounds. In 2024, we celebrated the Lunar New Year by hearing personal stories from Asian-American employees followed by a traditional lion dance performance and Asian-inspired food. We also celebrated Hispanic Heritage Month with reflections and cultural performances from our employees followed by Hispanic and Latino-inspired fare. In honor of Pride Month, we also raised the Pride flag at our corporate headquarters in support of the LGBTQ+ community.



2030 INCLUSION AND BELONGING TARGET

Candidate slates for all externally sourced positions include qualified individuals with varying backgrounds and experiences

WHY THIS TARGET?

Having slates that are comprised of qualified candidates with a variety of backgrounds and experiences creates a richer pool of candidates for all externally sourced positions. Our prior generation 2025 target focused on candidate slates for executive level positions.

HOW ARE WE MEASURING PROGRESS?

For this target, we consider a wide range of indicators, which include gender, race, LGBTQ+ identification, veteran status, neurodiversity and physical disabilities. 100% of candidate slates for externally sourced positions included qualified candidates with varying backgrounds and experiences.

Inclusion Across the Value Chain

2024 NAREIT DIVERSITY IMPACT AWARD RECIPIENT

Host was named the winner of Nareit’s 2024 Diversity Impact Award for large cap REITs, which was presented at Nareit’s annual REITworks Sustainability and Social Responsibility Conference. Host was recognized for exemplary social responsibility leadership, including a corporate strategy and culture that promotes inclusion across the value chain. The award also reflects the development of a comprehensive and intentional approach to creating opportunities within our workplace, local communities and the real estate industry.



KEY PRIORITIES

Across the value chain, we have identified five key priorities:

1. Create opportunity through supplier engagement
2. Build capacity within the real estate industry
3. Support next generation of hospitality leaders
4. Invest in social impact
5. Partner with hotel managers that value inclusion

CREATE OPPORTUNITY THROUGH SUPPLIER ENGAGEMENT

In an effort to develop a more resilient supplier base, Host actively seeks opportunities to increase direct capital expenditure spend with historically underrepresented or overlooked suppliers, contractors and consultants. In tandem, we also aim to support small and local businesses as part of our major renovation and development projects.

CASE STUDY

DIGNITY OF WORK PLEDGE

In 2024, Host became the first REIT to join the Dignity of Work Pledge, led by ALHA and Procure Impact—which is a business-to-business marketplace that connects corporations with social enterprises that make products that help create social impact. The Dignity of Work Pledge is designed to create meaningful and life-changing employment opportunities for vulnerable populations.

The goal of the pledge is to galvanize the hospitality industry to create 100,000 hours of work for vulnerable populations through responsible sourcing—creating millions of dollars in untapped economic opportunity. Host aims to support this pledge through corporate direct spend and by connecting our properties with small businesses. In 2024, Host contributed 135 hours toward the pledge. This included custom local art purchased for the Four Seasons Resort and Residences Jackson Hole, art-wrapped notebooks distributed at our 2024 supplier conference, and giftbags to support human trafficking survivors distributed at our 2024 Women’s Inspirational Network happy hour event.



2030 RESILIENT SUPPLY CHAIN TARGET

Supplier engagements for direct capital expenditures will target qualified suppliers, consultants and contractors that increase supply chain resilience

WHY THIS TARGET?

This target supports Host’s goal to expand our supplier base to enhance resilience and invest in diverse and underrepresented suppliers, creating economic opportunity and supporting our net positive vision.

HOW ARE WE PERFORMING?

For this target, the primary indicators that we consider are gender, race, LGBTQ+ self-identification, veteran status and disability-owned businesses. We collect self-identification information from suppliers, consultants and contractors as part of the bidding and onboarding process and through our Supplier Excellence Survey.

WHAT’S NEXT?

In 2024, 18.9% of our spend was with qualified suppliers. As we work toward realization of this target, we are focused on improving data collection and assessing which segments of our direct spend provide the greatest opportunities to expand our supplier base in underrepresented suppliers, consultants and contractors.

Inclusion Across the Value Chain

BUILD CAPACITY WITHIN REAL ESTATE INDUSTRY

Host is a Founding Donor of the Nareit Foundation’s Dividends Through Diversity (DTD) Giving Campaign and Grant Program, which supports nonprofit organizations to help increase the participation of underrepresented populations in the REIT and publicly traded real estate industry. Focus areas are employment, talent development, entrepreneurship and investment education programs.

SUPPORT NEXT GENERATION OF HOSPITALITY LEADERS

Host continues to support the Marriott-Sorenson Center for Hospitality Leadership at Howard University, one of the nation’s leading historically Black colleges and universities. The Center develops programs to provide educational and professional opportunities for Howard students and aims to build the next generation of hospitality leaders.

INVEST IN SOCIAL IMPACT

Host has a targeted investment strategy with a 35-45% allocation of our excess investable cash invested in funds that promote social impact. Investments include the Dreyfus Government Cash Management BOLD® (Black Opportunity for Learning and Development) share class (DBLXX). Ten percent of the fund’s investment advisor net revenue of the BOLD® share class, subject to an annual minimum of \$300,000, is contributed to Howard University’s Graduation Retention Access to Continued Excellence (GRACE) Grant. Howard University’s GRACE Grant was created to help students with the greatest financial need stay in school and graduate on time. Since the inception of the GRACE program, recipients saw an average 9% increase in retention and an average four-year graduation rate of 69%, an 18% increase compared to students who did not receive GRACE funds.

Host has also invested in Goldman Sachs’ Institutional share class (FIRXX). The FIRXX fund seeks to execute purchases through women, minority and veteran-owned broker dealers, with 65% of the fund’s trading volume made through these broker deals as of 9/30/24. In 2024, Host also began investing in J.P. Morgan’s 100% U.S. Treasury Money Market Fund Empower Shares (EJGXX). Within the EJGXX fund, J.P. Morgan has a revenue share agreement with fourteen minority depository institutions (MDIs) and diverse-led community development Financial Institutions (CDFIs).

In 2024, Host’s trailing 12-month average balances in social impact funds was approximately \$240 million—representing approximately 40% of our investable cash balances.



PARTNER WITH HOTEL MANAGERS THAT VALUE INCLUSION

Inclusion and belonging are priorities not only for Host but also for the third-party hotel managers responsible for day-to-day operations at our properties. During monthly meetings with general managers, our Asset Management team receives updates on the evolution of programs and activities to promote inclusion.

Often cascading down from brand initiatives and commitments, common best practices among third-party managers include leadership development, partnerships with local organizations to support workforce recruiting from a broad range of backgrounds (including veterans and refugees), and inclusive supply chain initiatives.

Corporate Giving

A STRATEGIC APPROACH

Host actively supports communities through strategic and industry collaborations, sponsorships, financial contributions, emergency relief and volunteerism. We support organizations that align with our business priorities and net positive vision, as well as causes that our employees care about.

Priority Giving Categories	Includes
Education and Youth Empowerment	Youth education, empowerment and career development through mentorships, scholarships, entrepreneurship and workforce readiness
Environment	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, targeted underserved, at-risk and disadvantaged communities

Guided by our corporate values, we strive to go above and beyond to support local communities—including those near our corporate headquarters and where our hotels are located.

“Destinations are only as resilient as their communities. That’s why community impact is central to Host’s net positive vision. We focus our efforts on the issues that matter most within our industry and key markets, striving to drive positive change. At the heart of this effort is our commitment to engaging and empowering our employees, whose passion and dedication enable us to make a meaningful difference within our local communities.”

Amy Hamstead
Vice president of corporate communications and social responsibility

2024 Corporate Citizenship Highlights



CASE STUDY EMPLOYEE-DRIVEN COMMUNITY SUPPORT

Through our employee-driven charitable giving program, Host matches employee donations, dollar-for-dollar, to support their charities of choice.

In 2024, more than half of our employees participated in our unique employee giving program, where employees nominate, vote on and donate to a different charity each month of the year, and employee contributions are then matched by Host.

Through Host’s year-end paid time off (PTO) donation program, eligible employees have the option to donate excess hours to one of Host’s employee-selected charities. In 2024, more than \$100,000 was donated to these charities.



Holiday giving event with Central Union Mission

Volunteerism

CORPORATE AND EMPLOYEE-LED SERVICE EVENTS

In addition to organizing corporate service events with our strategic community partners, Host’s Service team, which is made up of employee volunteers from across the company, selects charities, plans and leads several service events throughout the year for employees to participate in.

MENTORING YOUTH

Eleven Host employees serve as regular mentors to local elementary school students through our local **Big Brothers Big Sisters** of the National Capital Area (BBBSNCA) chapter. During the school year, the “Beyond School Walls” program gives students an opportunity to visit companies monthly to get first-hand educational experiences in the corporate world. Host is the first company in Montgomery County Maryland to set up this program with BBBSNCA and Montgomery County Public Schools and the only company participating in the program for five years.

Through our partnership with **Junior Achievement of Greater Washington**, which delivers programs to foster work-readiness, entrepreneurship and financial literacy skills, Host volunteers have guided students through real-life scenarios where they were assigned a career, salary, credit score, debt, family and financial obligations. The simulation helps students to understand and experience the challenges of making real-life financial decisions that will lay the foundation for how they manage their financial responsibilities in the future. Additionally, employee volunteers helped design and build out the entertainment storefront at JA Finance Park in Montgomery County—a reality-based mock city where students experience the challenges of making real-life financial decisions—sponsored by Host.

PROTECTING THE ENVIRONMENT

In 2024, Host employees partnered with **Rock Creek Conservancy** to pick up trash and remove invasive plants and weeds around the Rock Creek Park Nature Center in Washington, D.C. By removing these invasive plant species, our employees help protect the wildlife who rely on native plants for habitat and help preserve Rock Creek Park as a place for recreation and sanctuary in our nation’s capital.



Mentoring program with Big Brothers Big Sisters of the National Capital Area



Service event with Rock Creel Conservancy



2030 EMPLOYEE PARTICIPATION TARGET

90%

or more of our employees are highly engaged each year

WHY THIS TARGET?

Central to Host’s net positive vision is the intention to be a catalyst for positive impact in our industry and our communities. We strongly believe this starts with our dedicated and passionate employees.

HOW ARE WE PERFORMING?

In 2024, we achieved this target with a 91% participation rate across all employees in our charitable giving program and volunteer activities.

WHAT’S NEXT?

We continue to focus on increasing the breadth and depth of the charitable giving and volunteering opportunities that we provide for our employees. In addition to maintaining a high level of employee participation, we want to deepen our community partnerships and ensure that our activities are meaningful, valuable and impactful to both our employees and the communities we are supporting.

Volunteerism

IMPROVING THE LIVES OF UNDERPRIVILEGED CHILDREN

In 2024, Host’s Service Team partnered with **Central Union Mission**, also one of Host’s corporate giving recipients, to wrap and hand deliver holiday gifts. Central Union Mission provides programs and services—including emergency housing, hot meals, medical care and counseling—to homeless and underprivileged men, women and children in the Washington, D.C. area. Through the volunteer event, Host fulfilled the holiday wish lists of 70 children, gifting each child with a winter coat, hat and gloves.

Host also partnered with **Comfort Cases** to help bring hope and dignity to youth in foster care. In 2024, Host employee volunteers packed nearly 200 backpacks filled with comfort and personal care items for a child’s first few days in the foster care system. We also made fleece blankets and ran a toiletry drive where we collected approximately 100 travel-sized toiletries and other essentials to include in backpacks for children.

Additionally, Host organized a 2024 back-to-school drive, in partnership with **Playtime Project**, for children facing housing insecurity in the Washington, D.C. area. Host donated 235 backpacks filled school supplies—including pencils, paper, notebooks, binders, calculators and many other essentials—to ensure local students in need were equipped to succeed the school year.



Service event with Comfort Cases

MAKING A DIFFERENCE FOR VETERANS

In 2024, Host sponsored the repairs of a 10-year Gulf War veteran’s home in San Diego. During the Veterans Build event, Habitat for Humanity volunteers, including Host employees, came together to paint the home, repair broken windows, install new gates for security, perform needed yard work, and complete a patio area.

Near corporate headquarters, the Habitat for Humanity Metro Maryland chapter is also one of Host’s long-standing community partners and is a recognized leader in providing affordable homeownership solutions. For more than 40 years, Habitat for Humanity Metro Maryland has worked to build sustainable communities that empower families to thrive in Montgomery and Prince George’s County.



Service event with Habitat for Humanity Metro Maryland

CASE STUDY

ONLINE CHARITABLE MARKETPLACE

In 2024, Host raised nearly \$30,000 for **DC SCORES** and the Montgomery County chapter of **Special Olympics Maryland** through HostBay—our internal, online charitable marketplace where Host employees bid on hotel stays, home goods and other items donated by Host-owned hotels, vendors and local businesses. DC SCORES creates neighborhood teams for kids, and Special Olympics Maryland is the state’s largest sports organization for people with intellectual disabilities.

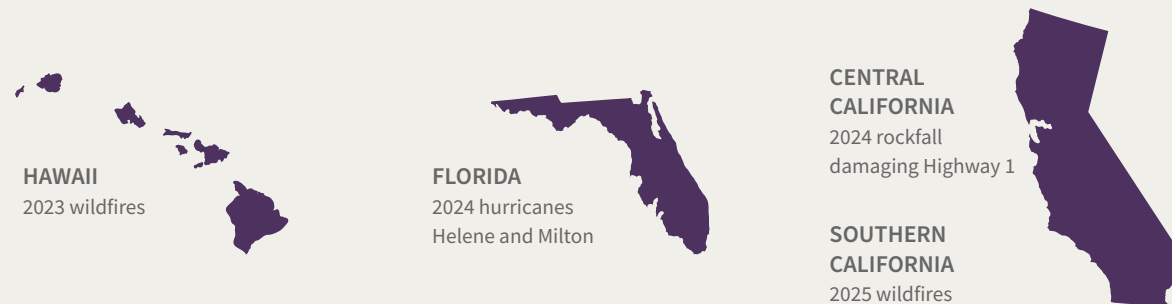


Community Impact

DISASTER RELIEF

Host has a long-standing partnership with the American Red Cross to organize donations for disaster relief efforts in the United States and around world. Each year, communities where Host owns hotels are challenged by hurricanes, wildfires, tsunamis and other severe weather events. To support disaster relief, we leverage our partnership with the American Red Cross and our property teams to engage with local organizations to provide critical, real-time community support. In some cases, this includes using our properties as a place for emergency shelter and distribution of food and other supplies.

Recent Events Affecting Key Markets



The devastating 2023 wildfires in Hawaii hit close to home for Host. While Host-owned hotels were not in the path of the wildfires, hotel employees at our properties were directly impacted. In the aftermath, we committed to doing our part to support recovery and rebuilding efforts in the Lahaina and Maui communities. Host and its employees also provided over \$250,000 in direct financial assistance to affected hotel workers through designated employee relief funds and charitable contributions to emergency response and relief organizations, including American Red Cross-Maui, Hawaii Community Foundation Maui Strong Fund, Maui Food Bank, Maui United Way and World Central Kitchen. Host's donation to the Maui Nui Marine Resource Council also supported the establishment of water testing sites in the Lāhainā burn zone, the collection of more than 800,000 images to capture reef health following the wildfires and helped to prevent wildfire sediment from entering the ocean.

At the 2025 Hyatt Americas Owners Conference, Host was awarded the inaugural Purpose & Care Award in recognition of our unwavering commitment to supporting communities in times of crisis and dedication to recovery and rebuilding following the Maui wildfires.

We contributed approximately \$90,000 to support additional disaster relief efforts. In response to Hurricanes Helene and Milton, we collaborated with our hotel teams to support affected areas, donating to various national and local emergency organizations, including American Red Cross and Feeding Tampa Bay. In California, we supported the Big Sur Disaster Relief Fund to support communities impacted by the Highway 1 damage and the Alila Ventana Big Sur temporary closure, and contributed to organizations such as World Central Kitchen and Los Angeles Regional Food Bank for Los Angeles wildfire relief. Host properties, including Marina del Rey Marriott, also offered refuge to displaced residents during the 2025 LA wildfires.

CASE STUDY

ON-SITE HEALTHCARE FACILITY IN MAUI

In the aftermath of the wildfires, **Hyatt Regency Maui Resort and Spa** authorized Kaiser Permanente to establish a healthcare facility in our employee parking area—ensuring that immediate medical care was available to those in need. The facility included a first aid room and a medical examination room. The resort also hosted the Maui Humane Society's mobile veterinary clinic.

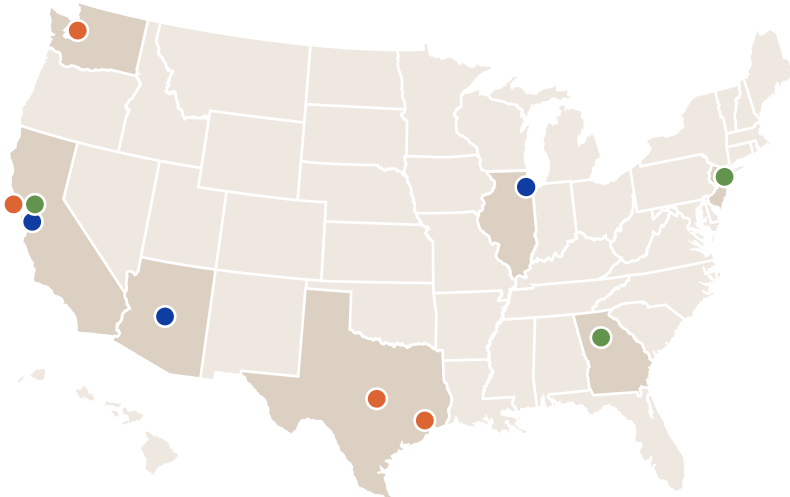


Community Impact

SOCIAL AND ECONOMIC DEVELOPMENT

Within key markets, both Host and its third-party hotel managers aim to support local economic growth and sustainable development initiatives—including transportation and green spaces—as well as specific social issues within communities—including affordability, crime and homelessness. Examples include:

Best Practices Across Consolidated Portfolio



PUBLIC SAFETY ●

In markets including Austin, Houston, Seattle and San Francisco, hotel managers work with both state and city lodging associations to improve public safety in downtown areas. This includes participation in the City of Seattle's Safety Ambassador Program.

Host's Asset Management team serves as a conduit to help share replicable best practices with third-party hotel managers that operate our hotels in urban locations.

TOURISM DEVELOPMENT ●

The Alida, Savannah, A Tribute Portfolio Hotel has entered a partnership with historic businesses to support the formation of a new community improvement district along the waterfront.

Additionally, Santa Clara Marriott's general manager chairs the Santa Clara Tourism Improvement District and is the vice president of Discover Santa Clara, the city's destination management organization. Both organizations are designed to drive and improve tourism to Silicon Valley.

SUSTAINABLE TRANSPORTATION ●

Located in downtown Washington, D.C. with a walkability score of 97, Grand Hyatt Washington provides guests with local walking and bus/metro maps and pre-loaded MetroCards to encourage sustainable transport.

Axiom Hotel located in downtown San Francisco launched a new public transportation webpage to increase guest awareness on more sustainable ways to explore the city.

INTEGRATION INTO RENOVATION PROJECTS

Prior to design and development, Host considers social and economic impacts—such as pedestrian walkways, public art, traffic flow and adjacent uses—and works closely with local regulators to address any community concerns. During the design and development phase, we consider local community and regulatory input in addition to property-specific considerations. During construction, we consider a range of local community impacts, which may include noise, dust control, traffic, safety and historical and cultural preservation. For new developments, reviewing best practices within the LEED® process helps us to identify additional opportunities to create positive local community impacts during design, implementation and occupancy.

CASE STUDY

CULTURAL IMMERSION

Host has supported the creation of Hale Kukuna—the largest Hawaiian cultural center within any resort in Hawaii. Located at **Fairmont Kea Lani, Maui**, Hale Kukuna, meaning “house of enlightenment,” was conceptualized in collaboration with the resort's cultural advisory board and lineal descendants of Palaeua, the land on which Fairmont Kea Lani resides.

This immersive center honors the rich traditions of Hawaii while fostering meaningful connections between visitors, employees and the local community. Hale Kukuna is supported by a dedicated Hawaiian culture department, comprising five full-time Native Hawaiian employees. Each team member brings expertise in traditional practices, including lei making and fishpond restoration. They lead immersive workshops and programs that deepen cultural awareness, and enable guests to interact with indigenous folkways, including learning how to play the ukelele. Hale Kukuna also houses a curated collection of Hawaiian books, artifacts and artwork, with plans to showcase historical pieces from Hale Ho'ike'ike and Native Hawaiian artisans.



Oversight

Learn more about Host's governance actions:

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Accountability creates focus.

Details matter—especially when it comes to managing risk. We bring the same level of strategic oversight, rigor and management to corporate responsibility as we do to our financial and business decisions. Strong governance is more than a framework—it's a commitment to transparency, integrity and creating long-term value for our stakeholders.

Host corporate headquarters

Structure

BOARD COMMITTEES

Our Board recognizes the importance of our corporate responsibility initiatives and the need to provide effective oversight of those initiatives. The Board also understands the need for independence, expertise and fresh perspectives on these multi-faceted and evolving topics. Our Board currently has eight members skilled in sustainability and corporate responsibility who bring informed perspectives on the range of challenges Host manages and have contributed to Host’s leadership in this space.

Our Board

INDEPENDENCE

All

independent directors except for the Chairman and the CEO

TENURE

4

new independent directors joined the Board since 2017

8

year median tenure for directors

SKILLS

78%

with REIT/lodging experience

44%

current and former CEOs

33%

current and former CFOs

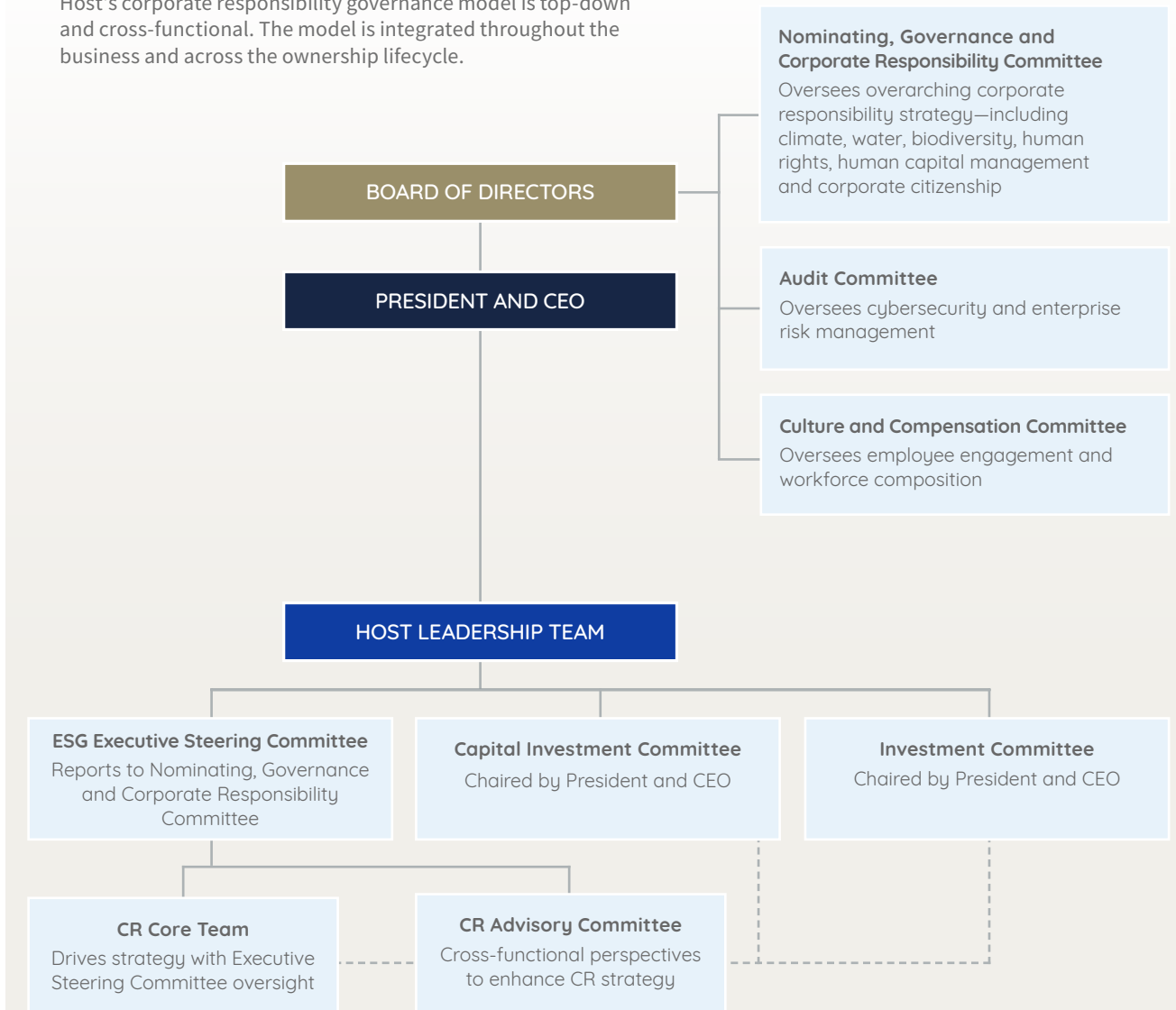
89%

with sustainability or corporate responsibility experience

While the Board’s Nominating, Governance and Corporate Responsibility Committee oversees Host’s overarching corporate responsibility strategy, corporate responsibility topics are monitored across each of our three Board committees. Board oversight cascades down through the President and CEO with executive-led committees.

Corporate Responsibility Governance Model

Host’s corporate responsibility governance model is top-down and cross-functional. The model is integrated throughout the business and across the ownership lifecycle.



Structure

ESG EXECUTIVE STEERING COMMITTEE

Host’s three-member ESG Executive Steering Committee, comprised of executive and senior vice presidents, provides oversight of our corporate responsibility strategy and stakeholder engagement activities. The ESG Executive Steering Committee members serve as an important conduit within Host’s corporate responsibility governance model: both upstream to our CEO and Board of Directors and downstream to our Corporate Responsibility Core Team and Advisory Committee.

Host’s executive vice president, development, design & construction provides updates to the Board’s Nominating, Governance and Corporate Responsibility Committee at every meeting. On an annual basis, Host’s Corporate Responsibility Core Team present progress against our 2030 corporate responsibility targets to our CEO and the Nominating, Governance and Corporate Responsibility Committee. The Core Team also reports on emerging initiatives and opportunities to the Committee during the year.

CORPORATE RESPONSIBILITY CORE TEAM AND ADVISORY COMMITTEE

Host’s six-member Corporate Responsibility (CR) Core Team is responsible for the day-to-day management of Host’s corporate responsibility strategy and program, including driving progress toward our net positive vision. This includes achievement of our corporate responsibility targets, reporting on progress and engagement with both internal and external stakeholders.

The CR Core Team is also directly responsible for achievement of our corporate responsibility-related corporate goals that are outlined in Host’s annual business plan. Annual performance compensation includes evaluation of individual contributions toward progress and achievement of these ESG-related corporate goals. Host’s CR Core Team is led by our first vice president of sustainability & resilience and vice president of corporate communications and social responsibility and advised by our senior vice president of engineering and sustainability.

Host has established distinct, cross-functional responsibilities across teams to execute on our responsible investment strategies—including asset-level sustainability assessments, 10-year capital plans, investment decisions, return on investment validation, project management, utility management, risk management, and stakeholder and supplier engagement.

Supported by ESG Executive Steering Committee, the CR Core Team convenes a cross-functional Corporate Responsibility Advisory Committee representing nearly every department at Host, including:

Asset Management	Corporate Communications	Development, Design & Construction	Enterprise Analytics
Office Services & Facilities	Financial Reporting	Human Resources	Information Technology
Investments	Investor Relations	Legal	Risk Management

The CR Core Team works in close collaboration with Advisory Committee members to support execution of environmental and social projects that support our net positive vision and 2030 corporate responsibility targets.

CAPITAL EXPENDITURE AND INVESTMENT COMMITTEES

Three Corporate Responsibility Advisory Committee members also serve on Host’s Capital Expenditure Committee and Investment Committee. This furthers integration of corporate responsibility into how we deploy capital. The Capital Expenditure Committee and Investment Committee are chaired by our CEO and meet regularly to review and approve significant capital expenditure projects and investments, which include those identified to support Host’s responsible investment strategies and 2030 corporate responsibility targets.



Responsibilities

“As a values-driven company, we are proactive and consider a range of risks across both financial and non-financial topics. We are also future-focused and opportunistic. This includes our approach to exploring value creation from generative AI—where we have developed policies and training and have assembled a cross-functional committee as part of the governance framework.”

Julie Aslaksen

Executive vice president, general counsel & secretary

ETHICS AND COMPLIANCE

Host is committed to conducting its business in compliance with all laws prohibiting bribery and other corrupt and unethical practices. All employees complete our Code of Business Conduct and Ethics training annually. The training focuses on Host’s stance on ethical business conduct and includes topics on anti-bribery and anti-corruption, such as prohibiting employees from giving and receiving gifts or bribes. The Code of Conduct informs employee performance reviews in the context of our core values of integrity, credibility and associated competencies. We also engage in a formal anti-corruption risk assessment in conjunction with a third-party audit firm on an annual basis. Host’s employees, joint venture partners, vendors and other third parties are included in the assessment.

Host has a robust process for investigating alleged breaches of the Code of Business Conduct and Ethics. In the event of an alleged breach, Host’s Legal department is notified. The Legal department investigates the matter and, if the allegations are substantiated, the Legal department coordinates with HR on disciplinary measures and reporting, as appropriate.

As part of Host’s annual Code of Business Conduct and Ethics training, Host also provides guidance to employees on how to use the ethics hotline. This hotline can be accessed by phone and e-mail for all stakeholders. Officers and employees who use the hotline are guaranteed confidential treatment. Potential violations can also be confidentially reported to a third-party website 24/7. We maintain an “open door” policy to encourage seeking advice on any ethical questions or concerns in good faith without fear of retaliation. Anyone who attempts to engage in retaliation is subject to discipline, including termination.

ENTERPRISE RISK MANAGEMENT

Host’s enterprise risk management (ERM) process is overseen by the Board of Directors and led by the chief financial officer. The Board receives a dedicated ERM briefing annually from the management team led by the chief financial officer and corporate controller; and key finance, operating, strategic, legal and reputational risks as well as the management of these risks are reviewed as part of the business plan update provided to the Board at each of its quarterly meetings. Both the directors and Host’s management team view the ERM results as a living document. This document is reviewed and analyzed on at least an annual basis to determine new and emerging trends and key risks and is also incorporated into Host’s strategic plan and decision making. The Board and each of its committees also consult with outside advisors or experts when appropriate depending on the nature of the risk involved or as part of its assessment of future threats or trends.

With the help of a third-party risk consultant, Host conducts a comprehensive update to its ERM assessment every three years. The most recent comprehensive review was conducted in 2024.



Responsibilities

CYBERSECURITY

Host’s cybersecurity program¹ is designed to protect the confidentiality of our business processes and sensitive information, ensure the integrity of critical data and automated processes, and safeguard the availability of our information technology (IT) capabilities. Cyber preparedness and cybersecurity risk management are guided by our cybersecurity program, which leverages several vital components of the Cybersecurity Framework established by the National Institute of Standards and Technology (NIST). Mandatory cybersecurity awareness training, where individual responsibilities across our workforce are communicated, is conducted on a quarterly basis throughout the year. All new hires also complete a one-time onboarding training. Our IT team conducts monthly SPAM testing, phishing campaigns and determines if any additional training is necessary.

Annual audits of Host’s cybersecurity program are conducted by a third-party security firm. We have increased the frequency of third-party vulnerability assessments across vendors to be more often than semi-annually. Additionally, penetration testing, including simulated hacker attacks, is conducted to ensure the program is regularly assessed and updated. We have instituted weekly and monthly vulnerabilities scans, in accordance with our Continuous Threat Exposure Management (CTEM) program.² We continue to strengthen cybersecurity through use of multi-factor authentication, tabletop exercises and systems vulnerability training.

Host employees are required to report all information security events, including suspicious activity, to our IT team or to contact the IT Service Desk if a suspicious email has been opened. Host has procedures and steps for reporting suspicious messages or files and automatically elevating access attempts. Higher level breaches will trigger more proactive measures and formal reporting requirements by the IT department, and Host retains a third-party cybersecurity provider for emergency incident response in the event of a serious information security breach.

Host’s IT policies set forth guidelines for continuously improving our information security systems to support the protection of data. Our policies are inclusive of our commitment to monitor and respond to information security threats, establish responsibilities for our employees across our organization and set forth expectations for third parties, including our suppliers.

HEALTH, SAFETY AND SECURITY

Our third-party hotel management companies are responsible for daily operations at our hotels and the health, safety and security of hotel guests and workers are always the highest priority. In our role as an owner, Host works closely with these third-party hotel managers to monitor their performance and execution of identified opportunities and best practices—including conducting third-party on-site audits and technical assessments in alignment with ISO 45001 and OHSAS 18001 management principles, and training hotel workers on emergency response plans and how to handle an active shooter event. Host makes investments in indoor air quality and moisture management at our hotels, with an annual moisture survey required for hotels in markets with elevated risk.

Each of our third-party managers has adopted policies and procedures to guard against safety hazards at our properties. Host’s Asset Management team monitors our third-party managers to ensure that those policies and procedures are appropriately implemented. Such monitoring efforts include our Asset Management team members conducting site visits to ensure there are no safety hazards, in addition to reviewing health and safety performance metrics with hotel managers, including workers’ compensation expenses and the number of incident-free days.

CASE STUDY

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

Host is engaged in a multi-year initiative to enhance its emergency response and crisis management program. Recognizing the importance of having a holistic approach, we have mobilized a crisis management project team including key stakeholders from Corporate Communications, Human Resources, Information Technology, Legal, and Office Services & Facilities. These teams continue to enhance our systems, processes and procedures related to emergency preparedness and response across the critical areas of facilities, employee safety, communications and technology, including testing and training for employees.

A critical component of our emergency response plan is having the ability to communicate with our employees. Our emergency notification system enables us to reach all employees via phone, text message and email and ensure all employees are accounted for in the event of an emergency.



¹ In 2024, Host did not experience any (0) material breaches to data security related to our direct operations. It is the responsibility of our third-party hotel managers to protect the data privacy of financial and other forms of information provided by guests. Host does not have access to personal data from guests who stay at our properties, and Host’s corporate IT systems have no connectivity to hotel and/or third-party technology platforms of our hotel managers. As an owner, we engage with our hotel managers to monitor performance and compliance with best practices, as reflected in the ISO 27001 and NIST frameworks, and applicable regulations, including the California Consumer Privacy Act.

² CTEM is the continuous automated monitoring of attack points for known vulnerabilities with the purpose of discovering, validating, prioritizing and resolving identified vulnerabilities on a regular schedule.

Responsibilities

HUMAN RIGHTS

We believe that we have a responsibility to manage our business in a manner consistent with fundamental human rights and to help advance their protection within the communities in which we operate. We strive to respect and promote human rights in accordance with the United Nations Declaration of Human Rights in our relationships with our employees and the companies we do business with.

Host is proud to be the first lodging REIT to sign on to American Hotel & Lodging Association’s (AHLA) 5-Star Promise as a hotel owner—a critical initiative to support safety, non-discrimination and human rights within the hospitality industry. The 5-Star Promise is a voluntary commitment by AHLA members to enhance policies, trainings and resources, including employee safety devices that require a significant technology investment, that together are aimed to strengthen safety and security for hotel employees and guests. Host actively supports the AHLA Worker Safety Initiative.

Each of our brands continue to accelerate and advance human rights training for hotel workers at Host’s properties. In our role as asset managers, we continue to monitor our third-party hotel managers to ensure they are following through with their commitments on training and education. Host has a zero-tolerance policy concerning human trafficking and our Asset Management team works with our operators to ensure the implementation of effective policies and practices that promote worker safety and prevent sexual harassment and human trafficking in our hotels.

Approximately 87% of the hotels in Host’s consolidated portfolio by room count are managed or franchised by Marriott and Hyatt, each of which conduct ongoing human rights risks assessments for their workers. The remaining 13% of hotels are managed by Hilton, Accor, Four Seasons, Starwood Hotels (representing 1 Hotel brand) and best-in-class independent operators. Each of the brands report on risk assessments and follow-up actions in alignment with the UK Modern Slavery Act requirements.³

RESPONSIBLE SOURCING

Host has vetted a group of over 150 strategic suppliers that represent approximately 88% of Host’s annual renovation and redevelopment spend. In collaboration with our procurement partners, we perform a full 3-year financial and corporate governance review of selected strategic suppliers to assess risk and ensure that they are viable. Risk assessments are performed periodically by Host’s internal design and procurement team, as well as by our procurement partners and designers. Host actively selects and partners with suppliers that are committed to leading the path toward a low carbon, circular economy. In addition, Host works with EPA SmartWay® logistics providers to optimize sourcing and distribution of products—including furniture, fixtures and equipment (FF&E)—for our construction and renovation projects in the United States. We also prioritize the procurement of safe materials, including the removal of PFAS chemicals from product coatings.

All strategic suppliers are invited to participate in our Supplier Excellence Survey, to engage on environmental, social and governance impacts in addition to topics related to quality management and design and specification control. Host’s Supplier Excellence Survey has expanded to emphasize LEED® certification criteria. In 2024, Host also developed a scorecard to track best practices among suppliers.

³ In 2024, Host had no reports related to discrimination or harassment at the company’s headquarters. In 2024, based on information provided by Marriott, there was one formal sexual harassment complaint at our Marriott-managed properties. Formal complaints would include attorney demand letters, equal employment opportunity (EEOC) federal and state administrative charges and lawsuits. There were two formal sexual harassment complaints in 2023, one formal sexual harassment complaint in 2021 and none in 2022 or 2020 at our Marriott-managed properties. All but the 2024 complaint have been resolved and all settlements included customary non-disclosure language. Our second largest hotel operator is Hyatt and, according to Hyatt, there has been one formal sexual harassment complaint at Host’s Hyatt-operated hotels in each year between 2020 through 2024.

Over the past five years, there has been a low incidence of formal sexual harassment complaints at our hotels managed by our two major operators, Marriott and Hyatt. While we are pleased that the number of formal reported complaints is low, we are aware that studies indicate that workplace harassment is underreported. We will continue to work with our operators to strengthen their policies, procedures and training, and to ensure effective investigations of complaints. Our objective is to work with our managers to create an environment where employees of our hotel managers at our properties feel comfortable coming forward to report sexual harassment without fear of retaliation.



2030 RESPONSIBLE SOURCING TARGET

100%

of direct suppliers trained annually in Host’s responsible sourcing and human rights policies

WHY THIS TARGET?

As part of Host’s net positive vision, our goal is to build one of the most responsible supply chains. To support this vision, our initial goal is to engage suppliers to enhance data collection and promote training around responsible sourcing and human rights.

HOW ARE WE PERFORMING?

In 2024, we included a training module on Host’s responsible sourcing and human rights policies at our biennial supplier conference. More than half of our direct suppliers participated in the training.

WHAT’S NEXT?

We plan to continue to use our supplier conferences as an opportunity for training on responsible sourcing and human right policies. We also plan to identify further opportunities to provide educational and capacity building resources for our suppliers, and to target specific categories within our procurement spend with more salient human rights risks to monitor.

Enterprise Analytics

Host is the only lodging REIT with an in-house Enterprise Analytics team.

CENTRALIZED BUSINESS INTELLIGENCE

Host’s unique enterprise analytics function supports risk management across the organization by providing a centralized source of business intelligence.

The Enterprise Analytics team is independent from Host’s Investment and Asset Management teams, and as a result, provides objective, data-driven analysis. Host’s affiliation with leading brands and hotel management companies also allows our Enterprise Analytics team to benchmark similar hotels and identify best practices and efficiencies that allow our hotel managers to improve both short-term and long-term profitability at our hotels.

TRANSFORMING DATA TO INSIGHTS

By utilizing a data-driven approach to assessing risk, Host leverages enterprise analytics to deliver actionable insights:

Deep Dive on Risk	Actionable Items
- Financial risks - Market risks - Operational risks - Environmental risks	- Innovative practices identification - Cross-functional collaborations - Strategic partnerships

Throughout the ownership cycle, we use data and insights from the Enterprise Analytics team to inform our acquisition, disposition, renovation and construction activities. In conjunction with our hotel managers, the Enterprise Analytics team monitors guest satisfaction at each property and shares the feedback with Host’s Asset Management team. The feedback is then utilized to inform investment decisions and to monitor leading-edge practices that could allow our hotel managers to improve guest experience.

AI-POWERED ANALYTICS

We continue to enhance our predictive analytics capabilities so that we can adapt in real-time to changing market conditions. Host has been an early adopter of using artificial intelligence and machine learning to extract predictive insights from structured and unstructured data, including news stories. Leveraging over three million news articles and one million structured data points, these insights help us to predict how specific key markets might perform. We also incorporate climate risk ratings into our predictive decision dashboard.

“Data is most powerful when it can be applied to identify projects and initiatives throughout the portfolio that can reduce costs and increase revenues, while also advancing our corporate responsibility strategies.”

Karina Parker

Vice president, portfolio strategy & feasibility



Enterprise Analytics

PILOT PROJECTS TO DEVELOP NEW BEST PRACTICES

In collaboration with our hotel managers, we identify pilot projects which serve as a testing ground to explore best practices that, if successful, our managers can integrate across our consolidated portfolio. Examples of property technologies that we are piloting or scaling-up include:

Recent Projects	Value Created
AI-assisted continuous commissioning platforms	Optimizing building systems to reduce emissions, energy and water intensity in hotel operations in addition to financial performance
AI-assisted customer service	Enabling hotels to more efficiently handle guest calls and requests with faster response time—augmented by ongoing system integrations and generative AI enhancements
Ancillary revenue	Deploying 140 ancillary revenue programs across six different vendors, which enable our hotel managers to drive increased revenue through upselling, day passes, activities and experiences
EV charging stations	Meeting guests’ needs and aligning with brand standards, while also creating ancillary revenue source and supporting adoption of electric vehicles
Towel tracker	Reducing replacement and laundry costs from misplaced or lost towels, and reducing water consumption while improving the guest experience and enhancing revenue

Host’s hotel managers have more than 20 climate-tech pilot projects in various stages of implementation—each aimed at enhancing the value of our assets.

PARTNERSHIPS WITH VENTURE CAPITAL FIRMS

Having a strong, investment grade balance sheet has enabled Host to invest in property tech and climate tech venture capital funds focused on the built environment. This gives us early access to emerging technologies, which can be used to enhance the value of our assets. We maintain an active dialog with other venture capital firms where we are not directly invested, to share insights and potential opportunities.

Venture Capital Investments

FIFTH WALL

Fifth Wall is the largest venture capital firm focused on technology for the global real estate industry that tackles critical real-world problems, including climate change and aging buildings and infrastructure.

THAYER INVESTMENT PARTNERS

Thayer Investment Partners invests in early-stage travel and transportation technology, and aims to help drive the future of innovation across the travel, real estate and hospitality sectors.

Manchester Grand Hyatt San Diego and Marriott Marquis San Diego Marina



Industry Engagement

Host holds leadership roles within associations representing the real estate and hospitality industries.



AMERICAN HOTEL & LODGING ASSOCIATION (AHLA)

AHLA is the largest hotel association in the United States, representing all segments of the industry, including REITs and management companies. Host was the first lodging REIT to sign on to both AHLA's 5-Star Promise —supporting safety, non-discrimination and human rights within the hospitality industry, and the Dignity of Work Pledge—designed to create meaningful and life-changing employment opportunities for vulnerable populations. We have joined AHLA's Responsible Stay Initiative to promote industry best practices in the management of energy, water, waste and responsible sourcing

Host's chief investment officer currently serves on the AHLA Board of Directors, and senior vice presidents of Investments and Asset Management serve on the AHLA Hospitality Investment Roundtable and Food and Beverage Committees. Host's first vice president of sustainability & resilience serves as a co-chair on AHLA's Sustainability Committee. Host's vice president of corporate communications and social responsibility is involved with the AHLA ForWard Advisory Committee and Communications Cabinet.



NATIONAL ASSOCIATION OF REAL ESTATE INVESTMENT TRUSTS (NAREIT)

Nareit is the worldwide representative voice for REITs and listed real estate companies with an interest in U.S. real estate and capital markets. Host's CEO is a former chair of Nareit, and Host's first vice president of sustainability & resilience serves on the Executive Committee and was a former chair of Nareit's Real Estate Sustainability Council.

Host's CEO is a member of CEO Council for Nareit Foundation's Dividends Through Diversity (DTD) Giving Campaign. Host's vice president of corporate communications and social responsibility serves on Nareit's DTD Giving Campaign Advisory Committee, its Social Responsibility Council Executive Committee, and its Communications Council.



REAL ESTATE ROUNDTABLE (RER)

RER brings together leaders of the nation's top publicly-held and privately-owned real estate ownership, development, lending and management firms with the leaders of major national real estate trade associations to jointly address key national policy issues relating to real estate and the overall economy.

One of RER's focus areas is promoting sustainable development that encourages high performance, energy-efficient green buildings and progressive land use—including brownfields redevelopment and transit-oriented development. As part of our affiliation with RER, Host actively participates in working groups and provides input on technical consultations related to sustainability matters.



URBAN LAND INSTITUTE (ULI)

ULI's mission is to provide leadership in the responsible use of land and in creating and sustaining thriving communities worldwide. Host's executive vice president of development, design & construction and first vice president of sustainability & resilience have helped to develop ULI whitepapers to advance sustainability best practices within the real estate industry.



U.S. TRAVEL ASSOCIATION (USTA)

USTA advocates for policies that help grow and sustain the travel business while promoting tourism, trade and infrastructure development. Host is a long-standing member of USTA.

Appendices

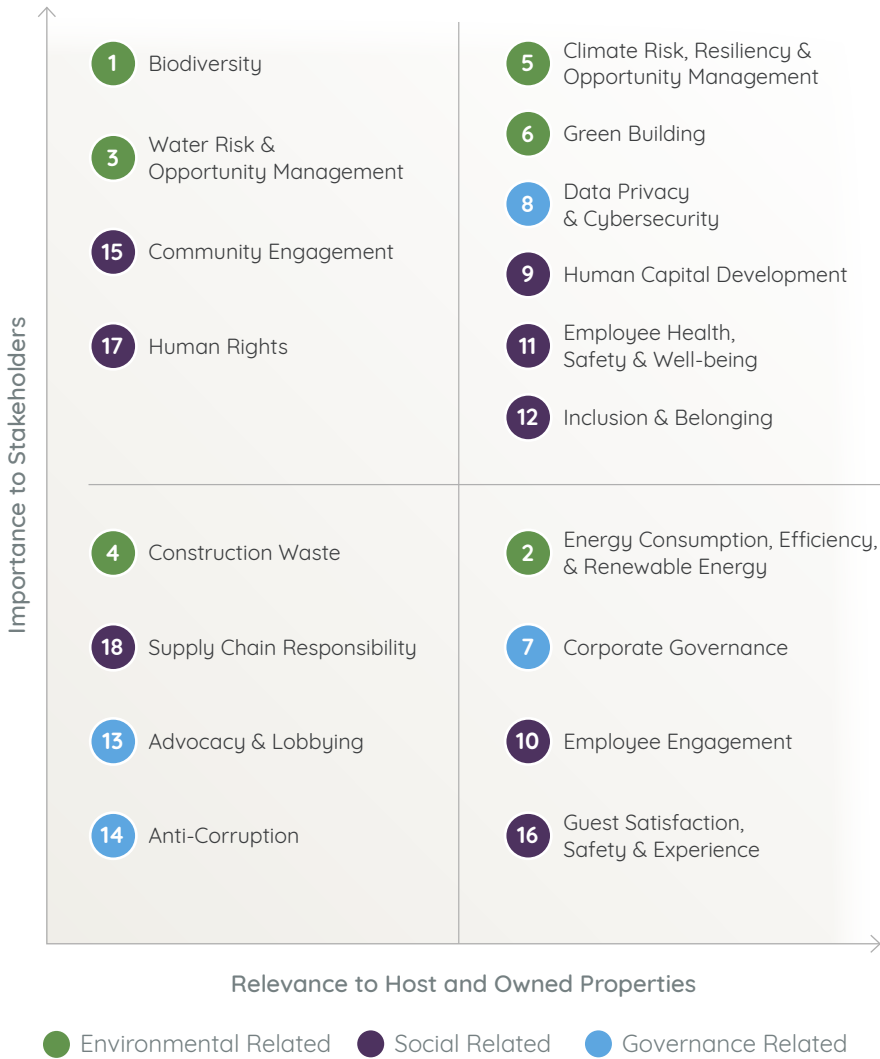
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Materiality Matrix

Material ESG Topics¹



To support ongoing assessments of materiality, we consider the priority issues among investors—including those identified by the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD)—when assessing the corporate responsibility performance of real estate companies. We also consider corporate responsibility issues that are relevant to the travel and tourism industry and have been prioritized by leading industry associations, including AHLA, World Sustainable Hospitality Alliance and World Travel & Tourism Council.

On an annual basis, Host’s Corporate Responsibility Core Team and ESG Executive Steering Committee reviews and refreshes our materiality matrix, as needed. The process is also supported by Host’s annual Enterprise Risk Management processes, which integrates topics related to climate change and corporate responsibility. Results from this process are shared with the Board’s Nominating, Governance and Corporate Responsibility Committee.

2050 VISION TOPIC AREAS	FOCUS AREAS	IDENTIFIED MATERIAL TOPICS
Aspire to net positive environmental impact throughout our value chain		Decarbonization
		Water Stewardship
		Waste Reduction
		Building Certifications
Own one of the most resilient portfolios in our industry		Employee Engagement
		Inclusion & Belonging
		Community Impact
		Resilient Supply Chain & Responsible Sourcing

¹ Please note that the corporate responsibility materiality matrix (above) includes topics that Host has direct control over as a hotel owner. However, we also consider environmental, social and economic issues that are directly controlled by the operational and procurement practices of our third-party hotel management companies that are responsible for daily operations at the hotels we own. Further detail on specific risks associated with some of the topics in the matrix can be found in the “Risk Factors” section of our 2024 10-K filing on PDF pages 22-31.

ESG Policies

CORPORATE GOVERNANCE GUIDELINES [🔗](#)

The Corporate Governance Guidelines have been developed by the Nominating, Governance and Corporate Responsibility Committee to assist the Board in the exercise of its governance responsibilities. It consists of sections such as the Role of the Board, Composition and Structure of the Board and Director Compensation.

CODE OF BUSINESS CONDUCT AND ETHICS [🔗](#)

The Code of Business Conduct and Ethics outlines Host’s professional standards for all business operations and supplements business judgement and assists in making sound decisions in complex situations. The Code applies to everyone, including employees, officers, directors and subsidiaries of Host.

SUPPLIER CODE OF CONDUCT [🔗](#)

The Supplier Code of Conduct outlines standards and expectations of how Host’s suppliers should conduct business in a manner that aligns with Host’s values and commitment to responsible business practices. Host’s expectations regarding human rights and labor, health and safety, environment and ethics are included. While not covered by the Supplier Code of Conduct, we expect our hotel managers to uphold the ideals expressed in this Code.

ENVIRONMENTAL POLICY [🔗](#)

The Environmental Policy specifies Host’s commitment to measure, manage and mitigate environmental and climate change risks, establish environmental goals, engage with key stakeholders and business partners, comply with all applicable environmental laws and regulations and continuously improve the environmental and economic performance through responsible investments.

HUMAN RIGHTS POLICY [🔗](#)

The Human Rights Policy outlines Host’s responsibility to manage our business in a manner consistent with fundamental human rights with the aim to help advance the protection and promotion of human rights within the communities in which we operate. The Human Rights Policy applies to Host’s employees while the workers at our hotels are covered by the policies of our respective hotel managers.

OCCUPATIONAL HEALTH AND SAFETY POLICY [🔗](#)

The Occupational Health and Safety Policy outlines the guidelines and commitments Host employs to protect the health and safety of our employees as well as the internal oversight structure of such commitments.

Performance Tables

GREENHOUSE GAS EMISSIONS ²	2024	2023	2022	2021	2020
Scope 1 emissions	92,608	84,826	82,747	73,024	69,689
Scope 2 emissions (market-based)	141,759	171,622	202,575	181,471	167,610
Scope 2 emissions (location-based)	198,800	217,877	220,702	183,881	167,837
Combined Scope 1 and 2 emissions	234,367	256,448	285,322	254,495	237,299
Emissions intensity (kilograms per square foot)	5.35	5.86	6.55	5.82	5.07

² Data is in metric tons of CO₂e, unless otherwise indicated.

ENERGY CONSUMPTION ³	2024	2023	2022	2021	2020
Direct energy consumption	509,569	465,842	453,690	402,413	385,197
Indirect energy consumption	626,233	656,835	654,954	553,075	490,784
Total energy consumption	1,135,802	1,122,677	1,108,644	955,488	875,981
Energy intensity (kilowatt hours per square foot)	25.91	25.65	25.43	21.85	18.68
Onsite renewable energy generated	3,922	3,534	2,720	2,095	2,844
Offsite renewable energy procured	140,000	104,268	67,582	25,600	764
Total renewable energy	143,922	107,802	70,302	27,695	3,607
% of electricity consumption from renewable sources	25.2%	18.2%	12.0%	5.4%	0.8%

³ Data is in megawatt hours (MWhs), unless otherwise indicated.

WATER WITHDRAWALS	2024	2023	2022	2021	2020
Total water withdrawals (in kilo-gallons)	2,649,607	2,699,945	2,459,840	2,013,986	1,868,239
Total net freshwater consumption (in kilo-gallons) ⁴	794,882	809,984	737,952	604,196	560,472
Water intensity (per occupied room) across the consolidated portfolio ⁵	0.20	0.20	0.20	0.23	0.32
Water intensity (per occupied room) in water-stressed areas ⁵	0.18	0.18	0.19	0.20	0.34

⁴ Assumes 70% average portfolio water discharge rate based on review of properties, brand reporting and industry studies. Estimated water discharge rate considers discharges to sewer and from irrigation.

⁵ Excludes golf course irrigation.

Assurance Statements

Environmental Assurance Statement



AET Independent Assurance Statement

Relating to Host Hotels & Resorts’ Environmental Assertion for the Calendar Year 2024
This Assurance Statement has been prepared for Host Hotels & Resorts, L.P. in accordance with our contract.

Terms of Engagement

AET was commissioned by Host Hotels & Resorts, L.P. (“Host”) to provide independent limited assurance of its GHG Emissions and Environmental Inventory Data (“the Inventory”) for the calendar year 2024. The verification procedure adopted by AET incorporates its professional judgement, ISO 14064 – Part 3 for GHG emissions and is in accordance with the ISAE 3000 and ISAE 3410.
The assurance engagement with Host covers their consolidated portfolio consisting of 78 properties in the United States, Brazil and Canada, and specifically the requirements listed below.
Verify conformance with:

- Host’s reporting methodologies for the selected datasets¹;
- World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data².

Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:

- Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions
- Scope 3 GHG emissions verified by AET: included Purchased Goods & Services, Capital Goods, Waste Generated in Operations, Business Travel, Employee Commuting, and Upstream Leased Assets
- Water use, including areas of high water stress
- Measured construction and hotel operational waste generated³
- Performance against base year for GHG emissions, energy use and water use intensities
- Percent renewable energy
- Percent of properties with LEED certification

Our assurance engagement excluded the data and information of Host direct fugitive emissions from Refrigeration and Air Conditioning equipment, diesel combustion in emergency generators, and de-minimis gasoline use. Properties acquired or disposed of within the reporting year are excluded from the calculation. The base year was re-defined to 2019 and verified by another third-party auditor.

AET’s responsibility is only to Host. AET disclaims any liability or responsibility to others as explained in the endnote.⁴ Host’s responsibility is for collecting, aggregating, analyzing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by and remains the responsibility of Host.

¹ Host Sustainability Calculations & IMP 03112025
² <http://www.ghgprotocol.org/>
³ Measured hotel operational waste data is representative of 82% of the total portfolio



AET’s Opinion

Based on the stated approach nothing has come to our attention that would cause us to believe that Host has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Tables 1 and 2 below.

The opinion expressed is formed on the basis of a limited level of assurance⁴ and at the materiality of the professional judgement of the verifier.

Table 1 - Summary of Host’s GHG Emissions Data for Calendar Year 2024

Scope & Category	Quantity	Unit
Scope 1 GHG emissions	92,608	MT CO ₂ e
Scope 2 GHG emissions (Location-based)	198,800	MT CO ₂ e
Scope 2 GHG emissions (Market-based)	141,759	MT CO ₂ e
Total Scope 1 & 2 GHG emissions	234,367	MT CO₂e
Scope 3 GHG emissions – Purchase Goods and Services	36	MT CO ₂ e
Scope 3 GHG emissions – Capital Goods	14,247	MT CO ₂ e
Scope 3 GHG emissions – Waste Generated in Operations	5	MT CO ₂ e
Scope 3 GHG emissions – Business Air Travel	602	MT CO ₂ e
Scope 3 GHG emissions – Employee Commuting	209	MT CO ₂ e
Scope 3 GHG emissions – Upstream Leased Assets	266	MT CO ₂ e
Year-on-Year GHG emissions intensity performance ¹	-8.77	Percent change
Performance towards 2030 GHG emissions intensity target ²	-27.39	Percent change
<i>*Note: GHG emissions intensity performance covers Scope 1 and Scope 2 only</i>		

Table 2 - Summary of Host’s Environmental Data for Calendar Year 2024

Performance Indicator	Quantity	Unit
Scope 1 Energy Data	509,569	MWh
Scope 2 Energy Data	626,233	MWh
Total Scope 1 & 2 Energy Data	1,135,802	MWh
Renewable Energy ¹	25.2	Percent
Water Withdrawals	2,649,607	kGal
Measured Hotel Operational Waste Generated ²	32,534.71	Metric Tons
Construction Waste Generated	2,793.58	Metric Tons
Properties with LEED Certification ³	24.7	Percent
Performance towards 2030 water intensity target ⁴	-1.02	Percentage change

⁴ The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
^{*} AET was responsible for verifying 2024 & 2023 emissions.



- Renewable energy expressed as a percentage of total electricity consumption
 - Measured waste data is representative of 82% of the total portfolio
 - Calculated as a percentage of the total consolidated portfolio
 - The 2030 water intensity target includes hotels located in high or extremely high water risk areas; the reported water consumption for 2024 is higher than typical levels as it includes volumes associated with a leakage event at The Phoenixian, A Luxury Collection Resort.

AET’s Approach

AET’s assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- reviewing of organizational boundaries, operational boundaries, and data management processes;
- interviewing representatives of the organization responsible for managing data and records;
- completing a strategic assessment/risk analysis of each data set to determine an adequate sample;
- recalculating sampled sources to confirm accuracy and conformance with the reporting criteria.

AET’s Standards and Competence

AET implements and maintains a comprehensive verification/validation management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17029 - Conformity assessment - General principles and requirements for validation and verification bodies. The verification procedure adheres to the guidelines and activities outlined in ISO 14064-3, ensuring there is no conflict of interest between the verification team and the project proponent, quantifier, or any other agents involved with the project.
AET ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Respectfully submitted,
AET Group Inc.


Katherine Rog
Lead Verifier
June 30, 2025

¹ Only entities that have undergone successful validation or verification are permitted to use the associated marks or references. Unauthorized use is strictly prohibited.
Usage of marks and references must not create any misconception or misinterpretation. They should not imply broader certification or qualities that have not been specifically validated or verified.
Any graphical representation or textual reference should faithfully represent the validation or verification outcome without exaggeration or ambiguity.

Assurance Statements

Social Assurance Statement

ISO 14001 Verification Statement

AET Independent Assurance Statement

Relating to Host Hotels & Resorts’ Social Assertion for the Calendar Year 2024

This Assurance Statement has been prepared for Host Hotels & Resorts, L.P. in accordance with our contract.

Terms of Engagement

AET was commissioned by Host Hotels & Resorts, L.P. (“Host”) to provide independent limited assurance of its select social responsibility performance metrics for diversity, employee engagement, unconscious bias, and absentee rate (collectively, ‘the Assertion’) for the calendar year 2024. The verification procedure adopted by AET incorporates its professional judgement and is in accordance with the ISAE 3000 and ISAE 3410.

The assurance engagement with Host covers their consolidated portfolio consisting of 81 properties in the United States, Brazil, and Canada, and evaluating the accuracy and reliability of historical performance data and information for only the selected indicators listed below:

- Progress towards 2030 Social Targets for Workforce Inclusion and Belonging, Employee Engagement, Resilient Supply Chain, participation in charitable giving/volunteering, as reported in the 2025 Corporate Responsibility Report - Social Responsibility section.
- Host’s employee composition by Race/Ethnicity and Gender; Host workforce demographic.
- Host Board of Directors composition by Race/Ethnicity and Gender, as reported in the Governance section, sub-section Our Board of CR Report
- Achievement of Zero Absentee Rate.
- Resilient Supply Chain – including supplier, contractor and consultant spend.
- Responsible Sourcing and Human Rights Training.

Our assurance engagement excluded the data outside of the specific indicators listed above.

AET’s responsibility is only to Host. AET disclaims any liability or responsibility to others as explained in the endnote. Host’s responsibility is for collecting, aggregating, analyzing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of Host.

AET’s Opinion

Based on the stated approach nothing has come to our attention that would cause us to believe that Host has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance metrics as summarized below.

The opinion expressed is formed on the basis of a limited level of assurance¹ and at the materiality of the professional judgement of the verifier.

- 100% of candidate slates externally sourced positions including qualified candidates with varying backgrounds and experience

¹ The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



- 88% of employees were highly engaged according to the most recent survey conducted
- 18.96% of spend was with qualified suppliers, consultants and contractors²
- 53% of direct suppliers trained on Host responsible sourcing and human rights policies
- 91.3% of their total employees participated in charitable giving/volunteering
- Host employee composition by Race/Ethnicity and Gender, as reported in the 2024 EEO- 1 Report
- Host Board of Directors composition by Race/Ethnicity and Gender, as reported in the Governance section, sub-section Our Board of CR Report
- Zero absentee rate was achieved as reported in the 2025 Corporate Responsibility Report.

AET’s Approach

AET’s assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing relevant employees of the organization responsible for managing and reporting the applicable performance data and records;
- Assessing Host’s data management system to confirm they are designed to prevent significant errors, omissions, or misstatements in the reported metrics. This was done by reviewing the effectiveness of internal data management systems, including those for internal quality control.

AET’s Standards and Competence

AET implements and maintains a comprehensive verification/validation management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17029 – Conformity Assessment - General principles and requirements for validation and verification bodies. The verification procedure adheres to the guidelines and activities outlined in ISO 14064-3:2019, ensuring there is no conflict of interest between the assurance team and the project proponent, quantifier, or any other agents involved with the project.

AET ensures the selection of appropriately qualified individuals based on their qualifications, training, and experience. The outcome of all verification and assurance assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Respectfully submitted,
AET Group Inc.

Katherine Rog
Lead Verifier
May 29, 2025



² Qualified suppliers include all underrepresented and first time suppliers

Verification Statement

To the Management and Stakeholders of Host Hotels & Resorts, Inc.:

AET Group Inc. (“AET”) was engaged by Host Hotels & Resorts, Inc. (“Host”) to provide an independent third-party opinion of Host’s conformance to ISO 14001:2015 Environmental management systems. The scope of the engagement includes environmental management activities for Host’s global operations and portfolio.

About the Standard

ISO 14001:2015 is an international standard that specifies requirements for an Environmental Management System (“EMS”) and provides guidance on conforming to those requirements. The standard is designed to structure business and operations management and improve environmental performance.

Reverification Objectives

The objectives of the reverification audit process were to provide the management and stakeholders of Host with an independent opinion on whether the activities and initiatives of the company meet the criteria for ISO 14001:2015 Environmental management systems.

Assurance Approach and Limitations

The AET verification team was comprised of a certified Lead Auditor who performed the reverification audit of Host’s EMS. The process included review of documentation (procedures, templates, and records) to ascertain conformance with the ISO 14001:2015 requirements, and interviews with Host management personnel.

The verification process was limited to a review of the content and assertions within the information and data submitted to document conformance with ISO 14001:2015, and to determine the quality and credibility of the information presented. The verification did not extend to a comprehensive analysis of the accuracy, reliability, completeness and/or consistency of the data, site visits, or the engagement of external stakeholders.

Findings and Conclusions

Based on the audit, there were no non-conformances and three opportunities for improvement raised. It is recommended that Host consider whether these opportunities for improvement will assist in the implementation of the EMS and act where appropriate.

AET has verified that Host’s EMS conforms to the requirements of ISO 14001:2015 at the time of the audit (which was closed March 25, 2025). Any projection of such information to the future is subject to the risk that, because of change, the policies and procedures may no longer portray the conditions in existence at the time of our verification.

Ryan Bourner B. Eng, Dip. EMA, EP (EMS-LA)
AET Group Inc.
April 8, 2025



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EEO-1 Report

U.S. Equal Employment Opportunity – 2024 Employer Information Report EEO-1¹

Job Categories	Race / Ethnicity														Row Total
	Hispanic or Latino		Non-Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or More Races	
1.1 Executive or Senior Level Managers	0	0	11	0	3	0	0	0	4	1	0	0	0	0	19
1.2 First or Mid-Level Officials and Managers	2	4	32	4	4	0	0	1	38	6	7	0	0	2	100
2 Professionals	0	3	5	5	2	0	0	0	5	7	2	0	0	1	30
3 Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 Administrative Support Workers	1	2	0	0	0	0	0	1	7	2	1	0	0	1	15
6 Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current 2024 Reporting Year Total	3	9	48	9	9	0	0	2	54	16	10	0	0	4	164
Prior 2023 Reporting Year Total	2	10	47	9	9	0	0	2	53	16	11	0	0	4	163

¹ Data as of December 28, 2024.

TCFD References

To support readers, content in Host’s 2025 Corporate Responsibility Report has been mapped to the four sections of the Task Force for Climate-related Financial Disclosures (TCFD) framework. For additional information on TCFD, please visit <https://www.fsb-tcfd.org>.

GOVERNANCE	
DISCLOSURES	REFERENCES
Board’s oversight of climate-related risks and opportunities	Board Committees, page 42 Further detail can be found in the Board’s Nominating, Governance and Corporate Responsibility Committee Charter (Section III), and Host’s most recent CDP response (Questions 4.1.1 to 4.1.2 on pages 47-49).
Management’s role in assessing and managing climate-related risks and opportunities	ESG Executive Steering Committee, page 43 Corporate Responsibility Core Team and Advisory Committee, page 43 Further detail can be found in Questions 4.4.3 to 4.3.1 (pages 53-56) of Host’s most recent CDP response .

Note: All page numbers refer to the printed page unless otherwise specified.

* A Beach erosion has been observed near coastal properties. While mitigation measures are in place, no substantial financial impact has been identified, to date, from beach erosion.

STRATEGY						
DISCLOSURES	REFERENCES					
Climate-related risks and opportunities identified over short-term, medium-term and long-term horizon	Climate Risk Modeling and Diagnostics, page 12					
	Identified physical and transition risk drivers include the following:					
	Categories	Risk Drivers	Potential Business Impacts	Time Horizons		
				1-3 years	4-6 years	7-10 years
	Physical	Hurricanes, floods and wildfires	Property damage and business disruptions	●	●	●
		Rising sea levels at coastal properties ⁶	Property damage, business disruptions and broader socio-economic impacts that may impact demand for travel and tourism			●
	Transition	Changing consumer behavior	Revenue from room nights, meetings and events, including within business and government consumer segments	●	●	●
		Building efficiency regulations	Possible fines for non-compliance and/or capital expenditures to comply with regulations in key markets, including Boston, Denver, New York City, Seattle and Washington, D.C.	●	●	●
	Access to capital based on carbon reductions	Higher cost of capital, and decreased access to capital if Host was not committed to decarbonization	●	●	●	
Further detail can be found in Questions 3.1 to 3.6.2 (pages 28-45) of Host’s most recent CDP response .						

TCFD References

STRATEGY CONTINUED	
DISCLOSURES	REFERENCES
Impact on businesses, strategy and financial planning	Strategy, pages 7-8 Further detail can be found in Questions 5.3 to 5.3.2 (pages 103-108) of Host’s most recent CDP response .
Impact of different scenarios, including a 2°C or lower scenario	Host uses qualitative and quantitative climate-related scenario analyses to inform our environmental strategies. We have evaluated macro-level impacts to our business based on rises in global Celsius temperatures. We consider a more favorable 2-degree scenario (where companies and governments quickly transition to a low carbon economy) and a riskier 4-degree scenario (where “business as usual” persists). A key variable within our assessment of a 4-degree scenario is the collective adaptation capacity of governments, businesses and society. Further detail can be found in Questions 5.1 to 5.1.2 (pages 88-100) of Host’s most recent CDP response .

RISK MANAGEMENT	
DISCLOSURES	REFERENCES
Process for identifying and assessing climate-related risks	Climate Risk Modeling and Diagnostics, page 12 Further detail can be found in Questions 2.1 to 2.2.7 (pages 15-22) of Host’s most recent CDP response .
Processes for managing climate-related risks	Resiliency Investments, pages 13-14 Green Building, pages 15-16 Renewable Energy Investments, page 19 Climate Tech Investments, page 20 Water Stewardship, pages 23-24 Further detail can be found in Questions 2.1 to 2.2.7 (pages 15-22) of Host’s most recent CDP response .
Integration into overall risk management	Enterprise Risk Management, page 44 Further detail can be found in Question 2.2.2 (pages 17-22) of Host’s most recent CDP response .

METRICS AND TARGETS	
DISCLOSURES	REFERENCES
Metrics used by the organization to assess climate-related risks and opportunities	Performance Tables, page 53 Further detail can be found in Questions 7.6 to 7.8, 7.15 to 7.22, and 7.30 to 7.52 (pages 135-144 and 157-185) of Host’s most recent CDP response .
Scope 1, 2 and 3 greenhouse gas emissions	Scope 1 and 2 Emissions, page 18 Scope 3 Emissions, page 18 Performance Tables, page 53
Targets used and performance against targets	Targets, page 9 Emissions Reduction Pathway, page 17 2030 Emissions Reduction Target, page 17 2030 Renewable Energy Target, page 19

Note: All page numbers refer to the printed page unless otherwise specified.

SASB Disclosures*

Sustainability Accounting Standards Boards (SASB) Standards are intended to help companies disclose relevant, industry-specific sustainability information to their investors. To support investors and other stakeholders, Host has provided the following disclosures based on the SASB Standard for the Real Estate sector. For additional information on the SASB Standards, please visit sasb.org.

ACTIVITY METRICS		
METRICS	CODE	2024 RESPONSE
Number of assets	IF-RE-000.A	81 hotels
Leasable floor area	IF-RE-000.B	43,842,278 square feet
% of indirectly managed assets	IF-RE-000.C	100% indirectly managed
Average occupancy rate	IF-RE-000.D	70%

ACCOUNTING METRICS		
ENERGY MANAGEMENT		
METRICS	CODE	2024 RESPONSE
Energy consumption data coverage (% of total floor area)	IF-RE130a.1	100%
Total energy consumed	IF-RE-130a.2	4,088,886 gigajoules (GJ)
% grid electricity and % percentage renewable		74.8% grid electricity, 25.2% renewable energy
Like-for-like change in energy consumption	IF-RE-130a.3	1.17% annual like-for-like increase
% of eligible portfolio with an energy rating and certified to ENERGY STAR	IF-RE-130a.4	94% of eligible properties participate in ENERGY STAR program. 17% of properties had a score of 75 or greater at the end of 2024.
How building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	Emissions Reduction Pathway, page 17 Renewable Energy Investments, page 19 Climate Tech Investments, page 20

* Data provided in the SASB Disclosures herein is as of December 31, 2024, unless otherwise indicated, and includes assets that were under Host ownership for the full 2024 calendar year.

SASB Disclosures*

ACCOUNTING METRICS		
WATER MANAGEMENT		
METRICS	CODE	2024 RESPONSE
Water withdrawal data coverage (% of total floor area)	IF-RE-140a.1	100%
Water withdrawal data coverage (% floor area in regions with “high” or “extremely high” baseline water stress)		35.52%
Total water withdrawn	IF-RE-130a.2	10,030 thousand cubic meters
Total water withdrawn (% in regions with “high” or “extremely high” baseline water stress)		38.9%
Like-for-like change in water withdrawn	IF-RE-130a.3	1.86% annual like-for-like decrease
Water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-130a.4	Water Stewardship, pages 23-24

MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS		
METRICS	CODE	2024 RESPONSE
% of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	IF-RE-410a.1	Cost recovery clauses are not applicable to hotel management agreements because risks and rewards are shared between owner and operator, which removes the landlord-tenant split incentive*. <i>* Instead of a traditional lease, Host enters into long-term management agreements, generally at 20-year terms, with major brands and third-party management companies to operate our hotels. Under a management agreement, owners pay operators a management fee that focuses on top line performance and Incentive Management Fees (IMF) which incentivize operating profits. The agreements also give owners access to all financial data, including utility and other sustainability-related information.</i>
Associated leased floor area		Not applicable
% of tenants that are separately metered for grid electricity and water withdrawals	IF-RE-410a.2	This is not applicable to Host, because we do not typically have multiple tenants at properties. Each property has a singular third-party management company that occupies and manages the hotel.
Approach to measure, incentivize, and improve sustainability impacts of tenants	IF-RE-410a.3	How We Partner with Hotel Managers, page 10* Host’s Environmental Stewardship Award, page 27 <i>* Please note that, unlike other REIT sectors, Host does not have tenants in the traditional sense. Our operators are the closest equivalent to a tenant, and we partner with premium brands and leading management companies to manage our hotels. Our management agreements already contain many aspects of green leases or do not require additional clauses. Unlike a lease, where the tenant just rents the space from a landlord, the owner in the management agreement gets a share of revenues and incentivizes profits with incentive management fees.</i>

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SASB Disclosures*

ACCOUNTING METRICS		
CLIMATE CHANGE ADAPTATION		
METRICS	CODE	2024 RESPONSE
Area of properties located in 100-year flood zones	IF-RE-450a.1	6,241,637 square feet
Climate change risk exposure analysis, degree of systematic portfolio exposure and strategies for mitigating risks	IF-RE-450a.2	Climate Risk Modeling and Diagnostics, page 12 Resiliency Investments, pages 13-14

* Data provided in the SASB Disclosures herein is as of December 31, 2024, unless otherwise indicated, and includes assets that were under Host ownership for the full 2024 calendar year.

GRI Content Index

To facilitate stakeholders in understanding and benchmarking our corporate responsibility performance, Host’s reporting approach includes referencing the Global Reporting Initiative (GRI) Standards. The GRI Standards help companies in selecting material content and key performance indicators. For additional information, please visit globalreporting.org.

In the GRI Content Index, we provide references to locate content in this Corporate Responsibility Report and other corporate disclosures as well as provide direct answers to select indicators.

STATEMENT OF USE	Host has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	Who We Are, page 5 2024 10-K Filing (“Business”), PDF page 5
	2-2 Entities included in the organization’s sustainability reporting	Reporting Boundaries, page 6 2024 10-K Filing (“Basis of Presentation and Principles of Consolidation”), PDF page 91
	2-3 Reporting period, frequency and contact point	About This Report, page 6 corporate.responsibility@hosthotels.com
	2-4 Restatements of information	None during the reporting period
	2-5 External assurance	Assurance Statements, pages 54-55
	2-6 Activities, value chain and other business relationships	Who We Are, page 5 Our Portfolio, page 5 How We Partner with Hotel Managers, page 10 2024 10-K Filing (“Revenues by Market Location”), PDF page 19
	2-7 Employees	Who We Are, page 5 Workforce Composition, page 33 2024 10-K Filing (“Human Capital Resources”), PDF pages 21-22 Host does not use temporary or seasonal workers. In 2024, 100% of our employees were considered full-time employees based on benefits eligibility and number of hours worked weekly
	2-8 Workers who are not employees	2024 10-K Filing (“Human Capital Resources”), PDF pages 21-22

Note: All page numbers refer to the printed page unless otherwise specified.

GRI Content Index

STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Board Committees, page 42 Corporate Governance
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement (“Election of Directors“ and “Process for Selecting Directors”), pages 8-11 and 36
	2-11 Chair of the highest governance body	Richard E. Marriott has served as Host’s Board Chair since our split with Marriott International in 1993. Mr. Marriott’s over 50-year career at the company provides him with a unique perspective and wealth of knowledge that is invaluable to the Board.
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Committees, page 42
	2-13 Delegation of responsibility for managing impacts	Board Committees, page 42
	2-15 Conflicts of interest	2025 Proxy Statement (Process for Selecting Directors”), pages 35 -36 In 2024, Host had no reports related to money laundering or insider trading. In 2024, Host had no reports related to conflicts of interest.
	2-17 Collective knowledge of the highest governance body	Our Board, page 42 2025 Proxy Statement (“Summary of 2025 Director Qualifications and Experience”), page 10
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement (“Annual Performance Assessment”), page 37
	2-19 Remuneration policies	2025 Proxy Statement (“Compensation Discussion and Analysis“), pages 42-64
	2-20 Process to determine remuneration	2025 Proxy Statement (“Compensation Discussion and Analysis“), pages 42-64
	2-21 Annual total compensation ratio	2025 Proxy Statement (“CEO Pay Ratio“), page 73
	2-22 Statement on sustainable development strategy	Net Positive Vision, page 8
	2-23 Policy commitments	ESG Policies, page 52
	2-24 Embedding policy commitments	Responsibilities, pages 44-46
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics (pages 5-6)
	2-27 Compliance with laws and regulations	No material instances of non-compliance with laws and regulations during the reporting period
	2-28 Membership associations	Industry Engagement, page 49

Note: All page numbers refer to the printed page unless otherwise specified.

GRI Content Index

STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page 10 2025 Proxy Statement (“Stockholder Outreach and Engagement”), pages 21-26
	2-30 Collective bargaining agreements	2024 10-K Filing (“Human Capital Resources”), PDF pages 21-22 In 2024, 0% of Host’s employees were covered by collective bargaining agreements. Our third-party hotel managers are responsible for hiring and maintaining the labor force of each of our hotels, some of which employ unionized labor. As we are not the employer nor bound by any collective bargaining agreement, it is the responsibility of each property’s management company to enter into such labor contracts.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Matrix, page 51
	3-2 List of material topics	Materiality Matrix, page 51
GRI 201: Economic Performance 2016	3-3 Management of material topics (2021)	2024 Annual Report 2025 Proxy Statement
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Risk Modeling and Diagnostics, page 12 Emissions Reduction Pathway, page 17 TCFD References, pages 57-58 CDP 2024 Response (Questions 3.1.1 to 3.1.2 and 3.6.1 to 3.6.2 on pages 29-37 and 39-45)
GRI 205: Anticorruption 2016	3-3 Management of material topics (2021)	Code of Business Conduct and Ethics
	205-1 Operations assessed for risks related to corruption	Ethics and Compliance, page 44
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, page 44
	205-3 Confirmed incidents of corruption and actions taken	Host is not involved in any legal cases regarding corrupt practices In 2024, Host did not have any convictions or pay any fines related to corruption or bribery.
GRI 302: Energy 2016	3-3 Management of material topics (2021)	Climate Tech Investments, page 20
	302-1 Energy consumption within the organization	Performance Tables, page 53
	302-3 Energy intensity	Performance Tables, page 53
	302-4 Reduction of energy consumption	Climate Tech Investments, page 12

Note: All page numbers refer to the printed page unless otherwise specified.

GRI Content Index

STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
GRI 303: Water and Effluents 2018	3-3 Management of material topics (2021)	Water Stewardship, pages 23-24
	303-3 Water withdrawal	Performance Tables, page 53
	303-5 Water consumption	How We Use Water, page 24 Performance Tables, page 53
GRI 304: Biodiversity 2016	3-3 Management of material topics (2021)	Ecosystem Protection and Restoration, pages 25-26
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Priority Destinations, page 25
GRI 305: Emissions 2016	3-3 Management of material topics (2021)	Emissions Reduction Pathway, pages 17-18
	305-1 Direct (Scope 1) GHG emissions	Performance Tables, page 53
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Tables, page 53
	305-4 GHG emissions intensity	Performance Tables, page 53
	305-5 Reduction of GHG emissions	Pathway to Net Zero, page 17
GRI 306: Waste 2020	3-3 Management of material topics (2021)	Waste Reduction Initiatives, pages 21-22
	306-2 Management of significant waste-related impacts	Waste Reduction Initiatives, page 21-22 Host offers employees regular training opportunities for all employees on sustainability-related topic areas, including waste management.
	306-4 Waste diverted from disposal	Assurance Statements, page 54 In 2024, 16% of operational waste generated was diverted from landfill.
GRI 401: Employment 2016	3-3 Management of material topics (2021)	Talent Attraction and Retention, page 30 As part of Host’s approach to support our employees, we are committed to providing adequate wages above cost-of-living estimates or benchmarks and monitoring working hours, including overtime management and if applicable paying hourly employees for overtime work.
	401-1 New employee hires and employee turnover	2024 Employee Engagement Highlights, page 29 2024 10-K Filing (“Human Capital Resources”), PDF pages 21-22 In 2024, we hired 9 new employees. 10% of total roles filled were filled by internal candidates. Our 2024 total turnover rate was 5%.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, Health and Well-being, page 32 Careers At Host, regular employees working 24 hours per week or more are eligible for the same benefits as full-time employees. Regular employees working less than 24 hours, or temporary employees, are not eligible for benefits. As of December 31, 2024, Host did not have any employees working less than 24 hours a week.
	401-3 Parental leave	Supporting Family Life, page 32

Note: All page numbers refer to the printed page unless otherwise specified.

GRI Content Index

STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics (2021)	Focus on Physical, Mental and Emotional Health, page 32 Health, Safety and Security, page 45 Occupational Health and Safety Policy
	403-1 Occupational health and safety management system	Occupational Health and Safety Policy
	403-6 Promotion of worker health	Focus on Physical, Mental and Emotional Health, page 32
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Security, page 45 Emergency Response and Crisis Management, page 45
	403-9 Work-related injuries	As our employees are in an office environment, there is a low risk of safety incidents occurring each year. In 2024, there were zero known lost days due to workplace injuries for Host employees and the lost-time incident rate was 0.000 for contractors in major renovation projects. Host has a historical record of zero work-related fatalities for our employees and zero known work-related contractor fatalities.
GRI 404: Training and Education 2016	3-3 Management of material topics (2021)	Learning and Development, page 31
	404-1 Average hours of training per year per employee	2024 Learning and Development Highlights, page 31
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development, page 31
	404-3 Percentage of employees receiving regular performance and career development reviews	2024 Learning and Development Highlights, page 31
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics (2021)	Inclusion, pages 33-34
	405-1 Diversity of governance bodies and employees	2025 Proxy Statement (“Snapshot of Director Experience”), pages 3-4 Workforce Composition, page 33
GRI 413: Local Communities 2016	3-3 Management of material topics (2021)	Community, pages 36-40
	413-1 Operations with local community engagement, impact assessments, and development programs	Volunteerism, pages 37-38 Community Impact, pages 39-40

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