Xenia Hotels & Resorts, Inc.

Subsidiaries: IA Lodging Dallas Pearl GP, L.L.C., IA Lodging Key West, L.L.C., XHR Acquisitions, LLC, XHR Nashville Gulch, LLC, XHR Portland, LLC
Locations: Florida (HQ)
Industries: Real Estate

RISK LEVEL:

Medium Risk

DESCRIPTION:

Xenia Hotels & Resorts is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Xenia Hotels & Resorts integrates ESG into its business practices. From its 2022 Corporate Responsibility Report: "we have a deeply committed focus on ESG which is one of seven key drivers of success for the Company" (1). The company integrates DEI into its supply chain. From its Supplier/Vendor Code of Conduct: "Promote supplier diversity by identifying and offering opportunities for diverse-owned enterprises" (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

Xenia Hotels & Resorts does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

Xenia Hotels & Resorts offers DEI training to its employees (1). It does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **High Risk**

Xenia Hotels & Resorts is committed to net zero emissions by 2050 (1). The company supports DEI within its business practices. From its 2023 Corporate Responsibility Report: "Our DEI statement, DEI activities and training further demonstrates our pledge to an inclusive and equitable workplace" (2). It supports ESG within its business practices. From its 2022 Corporate Responsibility Report: "we remain highly

focused on the importance of our corporate responsibility program and environmental, social, and governance (ESG) practices and initiatives" (3).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. **Lower Risk**

Xenia Hotels & Resorts has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. **Lower Risk**

Xenia Hotels & Resorts does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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