



Pebblebrook Hotel Trust

Subsidiaries: Pebblebrook Hotel, L.P., LaSalle Hotel Operating Partnership, L.P., PEB Finance Corp., Portland Hotel Trust, Z Collection, LLC
Locations: Maryland (HQ)
Industries: Real Estate

RISK LEVEL:



Medium Risk

DESCRIPTION:

Pebblebrook Hotel Trust 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

Pebblebrook integrates ESG into its business practices. From its Supplier Code of Conduct: "At a minimum, suppliers should possess an environmental policy outlining a commitment to reduce the adverse impacts of their business activities on the environment, including but not limited to climate change, biodiversity and natural ecosystems, and efficiencies in Energy, Water, Waste, and Carbon Emissions" (1). From its 2024 Proxy Statement: "In February 2024, the Compensation Committee assessed performance against each of the annual objectives[, one of which was 'ESG Results',] to determine the payout percentage of target for... cash incentive bonuses" (2). From its 2024 CSR Report: "Integrating an ESG program as an integral part of our business model can result in higher employee satisfaction" (3). The company integrates DEI into its supply chain. From its Supplier Code of Conduct: "The Company... strives to enhance gender diversity at all levels and is working towards a gender-balanced workforce. The same is expected of the Company's suppliers and partners" (4). However, Pebblebrook has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

Pebblebrook's Charitable Matching Gift Program only applies to "racial equity-focused charities." Therefore, it is likely that religious organizations would not be eligible for charitable giving (1).

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

Pebblebrook requires its employees to take unconscious bias and DEI training (1). The company appears to prioritize diversity over merit in its leadership composition. From its 2025 Proxy Statement: "[T]he Nominating and Corporate Governance Committee does consider a broad range of factors when nominating trustee candidates to the Board, including differences of viewpoint, professional experience, education, skill, other personal qualities and attributes, race, gender and national origin" (2). Pebblebrook protects its

employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Pebblebrook's CEO Jon E. Bortz signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company is committed to net zero emissions by 2050 (3). Pebblebrook supports DEI within its business practices, hosting a Racial Equity and Inclusion Team ("REIT"). The company supports DEI within its business practices. From its 2025 Corporate Sustainability Report: "We... are committed to fostering diversity and inclusivity in the workplace" (4). Pebblebrook supports ESG within its business practices. From its 2024 Corporate Sustainability Report: "We recognize the importance of ESG to our investors and stakeholders and are committed to a strong governance structure to drive our sustainability strategy" (5).

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

Pebblebrook matched \$50,000 in employee donations to causes exclusively related to racial equity and diversity, including the American Civil Liberties Union, Black Alliance for Just Immigration, Black Lives Matter, Campaign Zero, Color of Change, Communities United Against Police Brutality, Community Bail Funds and Equal Justice Initiative (1). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Pebblebrook does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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