



HIGHGATE

2022 Environmental, Social and Governance Report

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The Knickerbocker (New York, New York, U.S.)

HOTEL PARACAS
(Paracas, Peru)



INTRODUCTION

A STATEMENT FROM OUR CO-FOUNDER



I am incredibly proud of Highgate's associates around the world who continuously support the company's social, philanthropic and environmental efforts. These contributions truly make a difference and promote the core values of our business.

Through our first Environmental, Social and Governance (ESG) Report, we hope to not only share our achievements and progress, but also inspire others to give back to their communities and protect the environment. As a Company, Highgate will continue to support organizations, communities and people that help to bring real solutions to some of the world's most critical issues, including poverty, education and climate change.

We look forward to continuing what we started as we endeavor to instill a sense of giving back into everything we do.

A handwritten signature in black ink, appearing to read 'MKH' with a stylized flourish extending to the right.

Mahmood Khimji
Co-Founder and Co-Chairman of the Board,
Highgate Hotels

"Highgate will continue to support organizations, communities and people that help to bring real solutions to some of the world's most critical issues."

A MESSAGE FROM OUR CEO



On behalf of Highgate Hotels, I am honored to share our Company's first Environmental, Social and Governance (ESG) Report. This Report not only shows our commitment to sustainability and social impact; but is a testament to the dedication of our more than 18,000 associates and 500+ hotels around the globe.

Since Highgate was founded nearly 35 years ago, we have maintained a strong commitment to be a positive force in the lives of people near and far. This mission has only strengthened as we have implemented and invested in some of our most ambitious environmental and social initiatives yet.

Reducing the environmental impact of our hotels is a key component of Highgate's ESG strategy. With this in mind, in 2021, we completed our first large-scale purchase of Green-e certified renewable energy certificates (RECs) for over 200 of our hotels to be powered by 100% renewable electricity. This investment will be key in meeting our Company objective to reduce our carbon footprint. In addition to purchasing renewable energy and completing the 882kW solar system installation at the Royal Lahaina Resort in 2022, Highgate continues to evaluate further onsite solar and battery storage opportunities across our entire portfolio. We are also proud to have completed our first Sustainable Aviation Fuel (SAF) purchase to reduce Highgate's emissions from air travel. SAF reduces the lifecycle carbon emissions of aviation fuel by up to 80% as compared to conventional jet fuel.

From tree planting to coral reef protection, ensuring the preservation of natural habitats surrounding our hotels and resorts has remained a priority for the Company. I continue to be impressed by the innovative environmental protection solutions of our hotels, including the collaboration initiatives with local

organizations and guests. For example, the 'Alohilani Resort, with the help of its guests, has pledged to plant 100,000 trees in partnership with the Hawaiian Legacy Reforestation Initiative. This partnership has also supported the resort to become the first hotel in Hawaii to commit to PAS 2060 carbon neutrality certification.

In addition to our sustainability initiatives, we have also invested in social programs to support our own associates. When individuals join Highgate, they become part of the Highgate Family; and it is imperative that we provide all of these associates with a welcoming workplace. To support this mission, we have established the Corporate Highgate Inclusion Council (HIC), comprised of diverse leaders from across the Company. This Council will be key to ensuring Highgate continues to embrace a culture that leverages diversity to its fullest potential, so that every associate can have a sense of belonging.

Understanding that ESG is a collaborative journey, we will continue to share our Company's progress on Highgate's environmental and social commitments and be a positive force for both people and the planet.

A handwritten signature in black ink that reads "Arash". The signature is fluid and cursive.

Arash Azarbarzin
Chief Executive Officer,
Highgate Hotels

— ABOUT HIGHGATE —

Highgate Hotels (Highgate) is a leading real estate investment and hospitality management company widely recognized as an innovator in the industry. The Company is the dominant player in major United States (U.S.) gateway cities including New York, Boston, Miami, San Francisco and Honolulu, with a growing footprint in Europe, the Caribbean and Latin America. We provide expert guidance through all stages of the property cycle, from planning and development through recapitalization or disposition.

Highgate has a proven record of developing a diverse portfolio of bespoke lifestyle hotel brands, legacy brands and independent hotels and resorts with contemporary programming and digital acumen. The Company utilizes industry-leading revenue management tools that efficiently identify and predict evolving market dynamics to drive outperformance and maximize asset value. Highgate maintains corporate offices in New York, Dallas, Los Angeles, Miami, Seattle, Waikiki and London.



HIGHGATE

OUR BUSINESSES & CAPABILITIES

<i>Management</i>	<i>Development</i>	<i>Investment Management</i>	<i>Technology Ventures</i>
<p>Highgate is internationally recognized as a dominant operator across diverse markets and asset types.</p> <p>Each segment of the portfolio operates as a focused business unit with a dedicated support team.</p>	<p>Highgate has transferable experience in the value maximization of urban mixed-use assets through targeted acquisition, repositioning and monetization efforts in some of the strongest hotel markets.</p>	<p>Highgate is a leader in sourcing, underwriting and executing on differentiated hotel investment opportunities in across markets.</p>	<p>Highgate Technology Ventures (“HTV”) is a strategic, value added investment firm that makes venture and growth equity investments in the hospitality and travel industries.</p>

OUR PORTFOLIO*



500+ properties

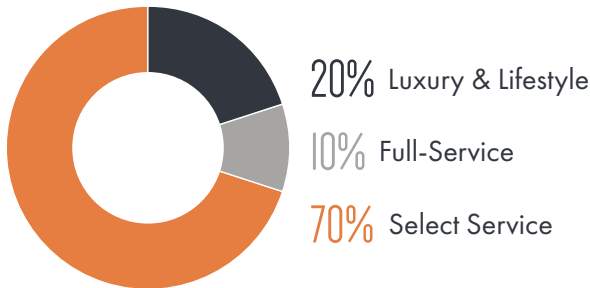


18,000+ associates
across our corporate and
property teams

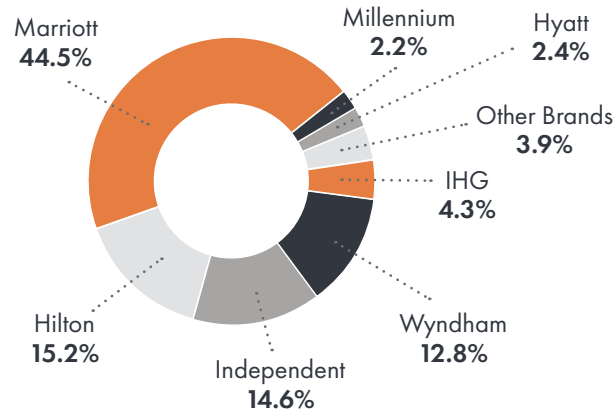


\$5B+ in revenue under management,
equating to an aggregate real estate
value of \$15B+

Hotel Portfolio



Portfolio Brands



*Portfolio metrics are reported as of early 2023.



The Newbury (Boston, Massachusetts, U.S.)

ABOUT THIS REPORT

Highgate’s 2022 Environmental, Social and Governance (ESG) Report represents data and information for calendar year 2021 and includes Highgate’s entire operations unless otherwise stated. All monetary values are presented in U.S. dollars. This Report also utilizes the following sustainability reporting frameworks: Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

HIGHGATE'S ESG STRATEGY & HIGHLIGHTS

Highgate's environmental, social and governance (ESG) strategy is centered around the Company's mission to make a positive impact on the hospitality industry, as well as the greater global community.



Fostering A Responsible Culture

Fostering a responsible culture based on excellence and transparency begins with Highgate's leadership, and extends to our associates. Our Company's programs, policies and actions create an environment where we are recognized as a trusted and committed partner to all of our stakeholders.



Reducing Our Environmental Impact

Reducing our environmental footprint is at the forefront of Highgate's mission. We continuously develop comprehensive and innovative programs surrounding building operations optimization, sustainable supply chain management, reforestation, renewable energy utilization, single-use plastics elimination and green design & construction.



Supporting People Near & Far

Supporting people and welcoming others is the heart of Highgate. From our associates to our guests and communities, we aim to create a safe and inclusive culture and are dedicated to the betterment of our global community.



200+ hotels powered by 100% renewable electricity (in 2022)

Established the Corporate Highgate Inclusion Council to help create a supportive and welcoming workplace



\$7.5M+ raised for the Highgate Charitable Foundation, \$2M/year and growing

Became the **first** hospitality company signatory to the Clean Energy Buyers Association's (CEBA) Commercial Real Estate Principles



14,000+ trees planted through our hotels' reforestation initiatives

'ALOHILANI RESORT
(Waikiki, Hawaii, U.S.)

*FOSTERING A
RESPONSIBLE
CULTURE*

HIGHGATE'S LEADERSHIP

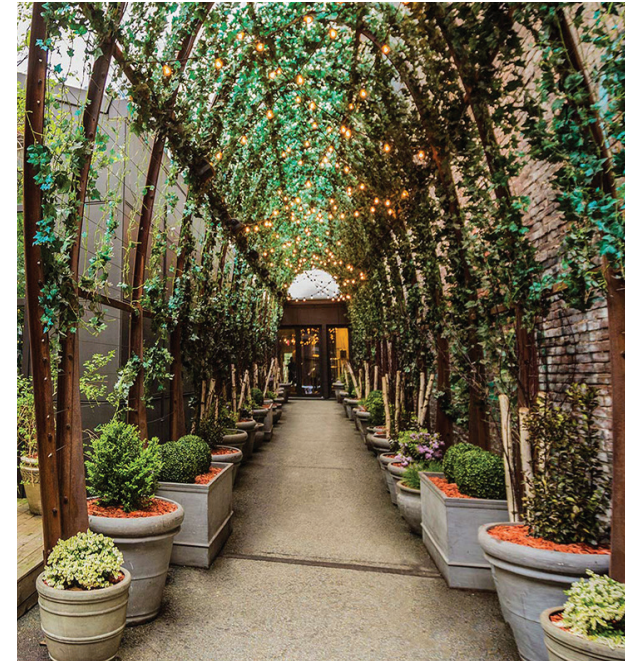
Highgate was founded over 30 years ago by the Khimji Family, and today Mahmood Khimji and Mehdi Khimji serve as Co-Chairmen of the Company. In partnership with a team of seasoned executives and operators, Highgate's founders have built the Company into the leading manager and operating partner of hospitality and hospitality-adjacent real estate. Highgate's leadership team draws experience from disciplines across the investment management and operations management spaces, and remains committed to empowering best-in-class teams, delivering exceptional results for partners, creating memorable guest experiences and positively impacting the communities that Highgate's hotels serve.

ESG OVERSIGHT

Highgate's Chief Executive Officer provides direct oversight of the Company's environmental, social and governance (ESG) strategy and objectives.

To support our environmental programs, an Executive ESG Committee, chaired by our Chief Executive Officer, and Sustainability sub-committees across disciplines, support the oversight of Highgate's sustainability-related objectives, programs and policies. In 2021, Highgate also appointed its first-ever Vice President of Sustainability, Marianne Balfe, to directly manage the strategic direction of the Company's environmental programs.

To execute on the Company's social programs including diversity, equity and inclusion and associate health and wellbeing, Highgate established the Corporate Highgate Inclusion Council (HIC). The HIC is comprised of the Company's most senior leaders and is responsible for ongoing communications, the implementation of programs and monitoring and measuring of the HIC's goals and objectives.



NoMo SoHo (New York, New York, U.S.)

Bonus Incentive Program

In 2021, Highgate began to develop a Bonus Incentive Program for all property executive team members.

This program will translate results from energy and water conservation projects into financial incentives for these Highgate associates.

ETHICAL CONDUCT

Highgate's unwavering commitment to integrity in all business operations is integral to our financial success and is a key component to earning and retaining the trust of our customers, vendors and other business stakeholders.

CODE OF CONDUCT

Highgate's Code of Conduct (Code) provides a common set of principles for leadership and all associates. The Code is designed to ensure Highgate is compliant with laws and regulations and exceeds minimum requirements to safeguard the Company and its associates. All Highgate associates are expected to read and formally acknowledge and agree to the Company's Code.

The Company also maintains the Highgate Hotels Ethics Hotline, which is available to all associates. The hotline is maintained through a third-party provider and allows associates to report any concerns or violations to the Code. Retaliation against anyone who makes a "good faith" report based on knowledge or suspicion of unethical or illegal behavior is unacceptable and is not tolerated.

DATA PRIVACY & CYBERSECURITY

Highgate takes a proactive approach to data privacy and cybersecurity throughout the organization. Highgate's Information Technology Team engages with a third-party managed security services provider to exceed industry standard compliance requirements, including data security audits of property assets and internal corporate IT audits.



Boston Park Plaza (Boston, Massachusetts, U.S.)

At a property-level, Highgate maintains a property-specific security platform, which includes early detection and response programs, annual associate cyber security training, quarterly phishing tests and annual internal and external penetration testing.

HUMAN RIGHTS

At Highgate, we are committed to the protection of all human rights. At a corporate level, Highgate engages with industry organizations, including the American Hotel & Lodging Association (AHLA) to address some of the industry's highest-risk and most pressing issues, including human trafficking, exploitation and forced labor. Highgate is a signatory of the AHLA 5-Star Promise, a pledge to provide hotel employees across the U.S. with employee safety devices and commit

to enhanced policies, trainings and resources that together are aimed at preventing and responding to sexual harassment and assault. The Company also participates in industry awareness events, including AHLA's National Human Trafficking Awareness Day.

Many of Highgate's properties are affiliated with hotel brands, including Hilton, Hyatt and Marriott, which have implemented commitments to provide and require 100% of hotel associates complete anti-human trafficking awareness training.

Across our supply chain, we uphold expectations for all of our suppliers to support fundamental human rights and condemn all forms of human trafficking and commercial exploitation of all people.

THE JOSEPH
(Nashville, Tennessee, U.S.)

*REDUCING OUR
ENVIRONMENTAL
FOOTPRINT*

OPERATING SUSTAINABLY

Highgate is committed to driving sustainability and resiliency in global hospitality. Our ability to achieve and maintain strong environmental performance not only delivers operational efficiencies and cost savings, but also meets our guests' expectations at our hotels.

To execute on our sustainability strategy, Highgate established Environmental Brand Standards, inclusive of communications and training materials. As part of our Environmental Brand Standards, the Company requires each Highgate hotel to identify associates to spearhead on-property sustainability efforts. Highgate also conducts third-party onsite audits to ensure compliance with our Company's environmental requirements and objectives. Highgate has over 70 hotels with third-party sustainability certifications and aims to exceed 150 certified hotels by 2024.

LARGE SCALE RENEWABLE ENERGY

Highgate is committed to investing in low-carbon solutions at our hotels through the use of renewable energy, both on- and off-site. As a member of the Clean Energy Buyers Association (CEBA) and the first hospitality company to become a signatory to CEBA's Commercial Real Estate Principles, Highgate supports the decarbonization of commercial buildings through energy optimization and renewable energy procurement.

In 2021, Highgate completed a large-scale purchase of Green-e certified renewable energy certificates (RECs) for over 200 hotels to be powered by 100% renewable electricity in 2022. The Company is also currently performing a comprehensive analysis of onsite solar and battery storage opportunities across our entire portfolio. We will continue to assess onsite

renewable energy system options across the portfolio and evaluate green tariffs and community choice aggregation opportunities to support our Company's sustainability goals.

ELECTRIC VEHICLE CHARGING

Highgate's commitment to reducing greenhouse gas emissions goes beyond our hotels' operational footprint. In 2021, we began the planning phase for a 2022 rollout with an electric vehicle (EV) charging station supplier; and are requiring all full-service properties with parking areas to install EV charging stations by the end of 2023. As of year-end 2021, Highgate has installed over 50 EV charging stations at our hotels in the U.S. By 2025, we aim to reach 300 EV charging stations installed.



The Marker (Key West, Florida, U.S.)

The First Carbon Neutral Hotel in Hawaii

'Alohilani Resort's (Honolulu, Hawaii, U.S.) commitment to sustainability is deeply rooted in a legacy of preserving Hawaii's forests. In 2021, the hotel continued to build upon its existing sustainability initiatives and partnership with the Hawaiian Legacy Reforestation Initiative (HLRI) and set an ambitious goal to achieve PAS 2060 carbon neutral certification. By planting more than 550,000 native and endemic trees, the HLRI and select global community initiatives will support 'Alohilani in achieving its goals. This project is also recognized as the only Gold Standard certified carbon removal project in the state of Hawaii and has already contributed to the reforestation of more than 1,200 acres.



Guests at the resort are also invited to own a tree, which can be tracked throughout its lifetime using a radio-frequency identification chip. In addition to this reforestation project, 'Alohilani is also supporting certified carbon avoidance projects in the U.S. and internationally.

Emissions reductions are an integral part of 'Alohilani's carbon neutrality commitment. The property is powered



by 100% renewable electricity and uses innovative measures to reduce energy use. For example, the resort's Oceanarium uses a variable speed control on the main pump, resulting in an energy savings of 30-40%.

'Alohilani also implements programs throughout the entire property to reduce waste and phase-out single-use plastics. The resort provides guests with logo room keys, which can be

repurposed as a souvenir luggage tag, and has installed water bottle refill stations throughout the property.

To educate guests around local sourcing, the 'Alohilani launched a sustainable food and cocktail happy hour series. The 'Earth to Cup' program is centered around sustainable farming, local products and culinary authenticity that reflect the culture of Hawaii.



The Graduate Roosevelt Island (New York, New York, U.S.)

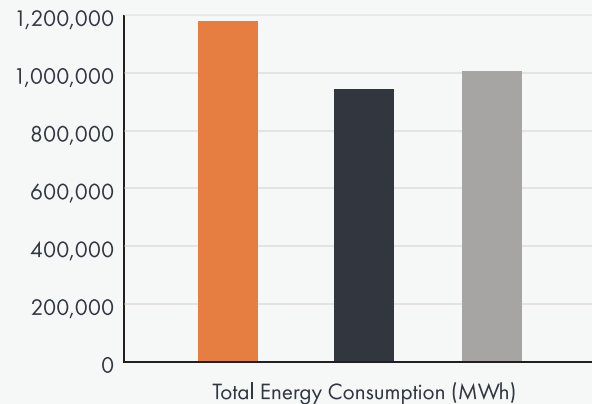
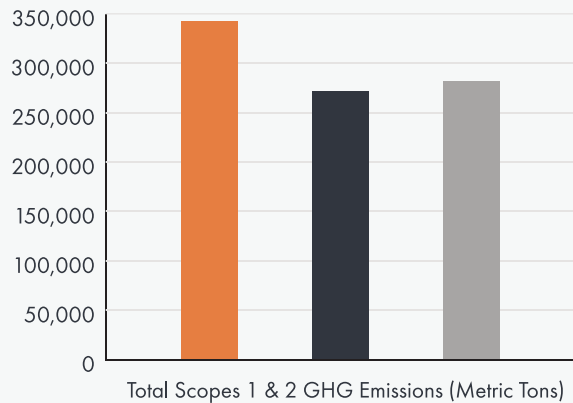
Energy Efficiency

Highgate consistently increases the utilization of energy efficient technologies at our hotels, while also increasing the use of renewable energy. As part of Highgate’s Environmental Brand Standards, we require hotels to install lighting motion sensors, LED lighting and intelligent kitchen hood fans at properties with large kitchens.

Highgate also encourages all on-property associates to actively engage in energy conservation initiatives at our hotels. This includes the implementation of automated technologies and installation of high-efficiency equipment. As of year-end 2021, approximately 35% of Highgate properties installed smart thermostats, and approximately 65% of properties use high-efficiency lighting.

GREENHOUSE GAS (GHG) EMISSIONS & ENERGY PERFORMANCE

2019 2020 2021



Highgate’s GHG emissions and energy performance reflects the Company’s entire portfolio of properties, and includes extrapolated data when actual energy data is not available. During 2020, Highgate experienced a decrease in GHG emissions and energy consumption due to the impacts of the COVID-19 pandemic.

Please see page 35 for additional metrics related to Highgate’s GHG emissions and energy performance.

Onsite Renewable Energy

The Royal Lahaina Resort & Bungalows' (Honolulu, Hawaii, U.S.) sustainability approach is centered around the belief that guests should have the opportunity to explore, while leaving the community a better place and the earth untouched.

With this commitment in mind, Royal Lahaina Resort & Bungalows has invested in sustainability initiatives that are focused on reducing negative impacts on the environment, while preserving the habitat around the property. Beginning in 2020, the resort installed an onsite solar PV installation comprised of over 2,000 solar panels. The installation is projected to produce nearly 1.5 million kWh of energy annually, the equivalent of planting over 15,000 trees.

The property is also investing in landscape practices that align with the Maui Nui Marine Resource Council's (MNMRC) Reef Friendly Organic Landscape Certification program. Royal Lahaina Resort & Bungalows hopes to become one of the pilot program locations and has planted native trees onsite, which are highlighted in the free cultural tour for guests. The Royal Lahaina Resort & Bungalows plans to add native plants to the luau grounds to provide a sense of place. In 2023, the resort will begin to make its own compost to fertilize their landscaping. This will help the resort reach the MNMRC Gold Level for Reef Friendly Landscape Certification and allow the property to stop purchasing and transporting fertilizer while closing the loop on its organic waste.



Water

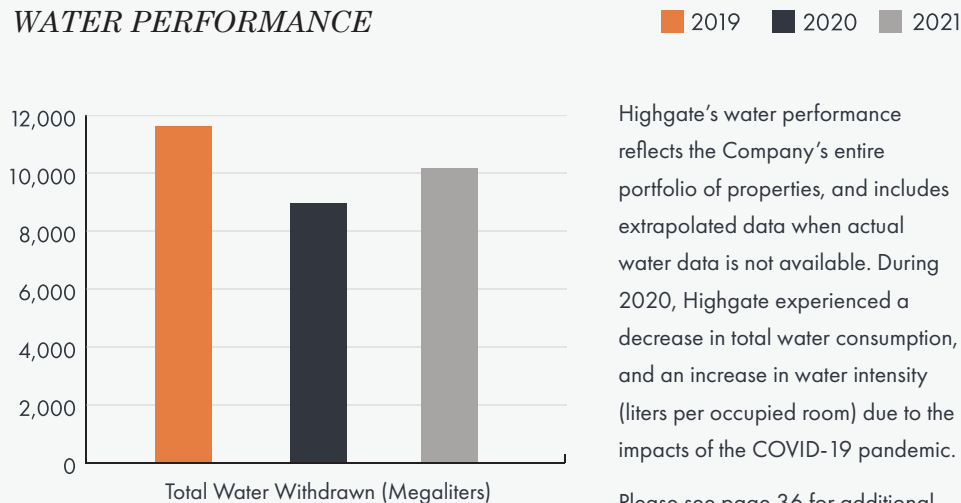
Freshwater is a vital resource to not only our hotels’ operations, but also for the resiliency of our local communities. To support the responsible use of water resources, Highgate encourages on-property associates to actively identify risks and opportunities related to water use. This includes recognizing and resolving leaks, installing water-efficient technologies and educating team members on water-saving best practices.

As part of Highgate’s Environmental Brand Standards, the Company requires properties to use high-efficiency and low-flow fixtures when replacing equipment. Where possible, Highgate encourages the use of technology including weather-based irrigation controllers and leak sensors to reduce on-property water consumption.



Cascade Wellness Resort (Lagos, Portugal)

WATER PERFORMANCE



Highgate’s water performance reflects the Company’s entire portfolio of properties, and includes extrapolated data when actual water data is not available. During 2020, Highgate experienced a decrease in total water consumption, and an increase in water intensity (liters per occupied room) due to the impacts of the COVID-19 pandemic.

Please see page 36 for additional metrics related to Highgate’s water performance.



“Highgate is powered by passionate and inspired associates who are continually seeking ways to advance our mission and eco-innovation. From investments in sustainable aviation fuel to furthering carbon removals through nature-based solutions, we are blazing the path for the entire hospitality industry to take bold steps to elevate sustainable travel.”

Marianne Balfe
Vice President, Sustainability

Waste

Highgate's approach to waste management is centered around collaborating with key partners both within the hospitality industry, as well as throughout our entire value chain. Highgate's Environmental Brand Standards require properties to eliminate single-use plastics throughout hotel operations, install residential-style bulk amenity dispensers and implement recycling programs in all guest rooms, public spaces and back-of-house areas.

At a corporate level, Highgate aims to reduce pollution in waterways by eliminating single-use plastics across all operations. The Company is actively pursuing wider adoption of ocean-degradable solutions and requesting supply chain partners to improve and expand on their plastic alternative options. To support our plastic reduction efforts, all Highgate hotels are required to install at least one on-property water bottle refill station.

In 2021, Highgate also facilitated engagement activities between supply chain partners and innovative material/service companies to provide the hotel industry with solutions to reduce waste associated with operating supplies, furniture, fixtures and other equipment. This engagement is part of our Company's long-term vision to move toward a Circular Economy.



'Alohilani Resort (Honolulu, Hawaii, U.S.)



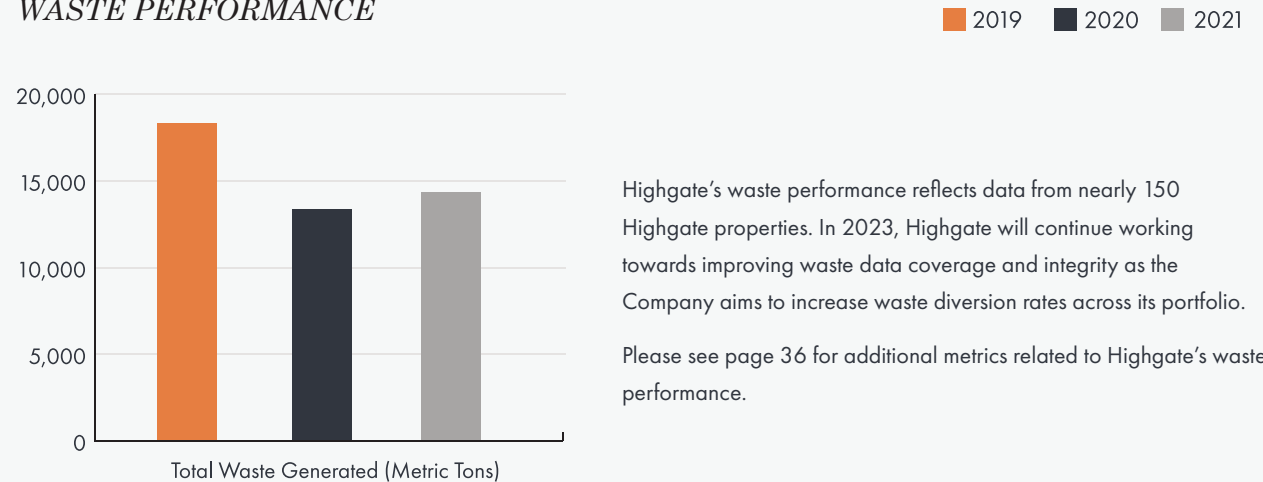
Partnering to Protect Oceans

In 2021, the Twin Fin Hotel (Honolulu, Hawaii, U.S.) partnered with rePurpose Global (Mananalū's plastic removal program) to elevate the wrap on our FlowWater stations and avoid single use plastic water bottles. The hotel will continue its partnership with rePurpose Global to remove 200,000 plastic bottles from the ocean in 2022 alone. The Twin Fin Hotel also partners with Parley for the Oceans (a nonprofit organization that works to protect marine environments from plastic pollution and other threats) to raise awareness for the beauty and fragility of our oceans. In addition to educating and inspiring guests and associates, the hotel volunteered 100 hours between 2019-2021 and has pledged to increase their volunteering to 65 hours per year by 2025 while collaborating on projects to protect oceans, including more beach cleanups.



Springhill Suites (Bozeman, Montana, U.S.)

WASTE PERFORMANCE



Highgate’s waste performance reflects data from nearly 150 Highgate properties. In 2023, Highgate will continue working towards improving waste data coverage and integrity as the Company aims to increase waste diversion rates across its portfolio. Please see page 36 for additional metrics related to Highgate’s waste performance.

AVOIDING FOOD WASTE

Highgate’s approach to food waste reduction and avoidance is centered around collaboration, education and measurement. To support both Highgate and industry objectives, the Company utilizes the Hotel Kitchen Toolkit as a resource containing food waste best practices and solutions for on-property food and beverage teams. This toolkit leverages the Environmental Protection Agency’s (EPA) Hierarchy of Food Waste to provide guidance and reduce negative environmental impacts associated with landfilled waste.

All of Highgate’s full-service properties are required to use organic hauling services or on-site equipment to reduce food waste sent to landfill; exceptions to this mandate have been granted in areas where service options are limited. Highgate’s full-service properties are also required to implement food donation partnerships with local organizations.



“As a company, we are constantly pursuing opportunities to improve the efficiency of our hotels through innovations in technology, equipment upgrades and operational excellence. We are successfully reducing our environmental impact through energy and water conservation projects and renewable energy utilization.”

*Eric Au
Senior Vice President, Engineering and Facilities*

Historic Legacies Focused on Sustainability

The Newbury Boston & Boston Park Plaza, (Boston, Massachusetts, U.S.) both located in heart of the city, prioritize their role as key members of the community.

As one of the largest hotels in Boston, Boston Park Plaza has made a bold commitment to eliminate all single-use plastics throughout the entire property, including all guest rooms, meeting spaces and dining options. To execute on this commitment, the hotel installed water refill stations on every guest floor, and sourced reusable branded PATH water bottles to distribute to guests. Boston Park Plaza also provides compostable coffee pods and condiment kits in every guest room and uses compostable to-go containers and silverware for take-out, events and in-room dining deliveries. All guest room and suite bathrooms have bulk amenity dispensers. The property also committed to eliminate all plastic straws and expanded polystyrene in all operations.

The Newbury Boston's sustainability philosophy is focused on the idea that luxury does not need to be synonymous with waste. With this in mind and beginning with the hotel's renovation, The Newbury has created a robust sustainability program with initiatives that reduce the property's operational footprint, while positively impacting the local community. Beyond the energy efficient lighting and equipment and low-flow fixtures throughout the hotel, The Newbury is also focused on reducing single-use plastics by installing water refill stations on every floor and using large format amenity bottles in guest rooms. All these efforts have resulted in The Newbury achieving the prestigious EarthCheck Gold Certification in Sustainability.

For several years, The Newbury Boston has also maintained honeybee apiaries that are currently offsite. The honey harvested has been used in the hotel's food and beverage outlets, as well as for gifts.

The Newbury Boston and Boston Park Plaza are both actively involved with several local community organizations that aim to protect, preserve and promote Boston's parks and green spaces. This includes providing support for Friends of the Public Garden, the Emerald Necklace Conservancy and the Boston Parks Department.



Supply Chain



Local products at the AC Hotel by Marriott San Juan Condado (San Juan, Puerto Rico)

To promote supply chain responsibility, Highgate actively engages with our procurement partner and suppliers. We expect our suppliers to meet environmental and social responsibility requirements and encourage collaborative approaches to reinvent the future of products and services utilized by the hospitality industry.

From a social perspective, we expect all suppliers to adhere to international recognized standards, including the International Labour Organisation (ILO) standards around child labor; not using forced labor; not using bonded or debt labor; complying with all local wage, age, maximum hours and compensation requirements; and forbidding any physical abuse of workers. In addition to following all applicable health and safety laws, our suppliers are expected to implement effective whistleblowing mechanisms for worker grievances.

Highgate also holds our suppliers and partners to high environmental standards. We expect our suppliers to optimize their operations by reducing their carbon, energy, water, waste and single-use plastic footprints. Over the next two years, we will begin to request and collect environmental data from our suppliers, including greenhouse gas emissions metrics.

Highgate actively uses Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI) certifications in the supplier selection process for applicable pulp/wood products. Additionally, over 20 Highgate properties have achieved the Company's goal for all full-service properties to use 100% sustainable seafood products. 19% of eggs purchased by all Highgate properties were cage-free in 2021, supporting the Company's goal to achieve 100% cage-free eggs at our full-service properties.

Providing Guests with Local Specialties

At the AC Hotel by Marriott San Juan Condado (San Juan, Puerto Rico), the hotel actively engages with suppliers from the island to serve guests local specialties. Local beer, including the hotel's own branded bAr-C-lona Beer, represents 50% of total beer sales at the property and local rums are used in more than 50% of drink recipes and welcome cocktails. A locally-grown coffee supplier also represents 100% of the hotel's coffee products, including in-room coffee offerings.





Pacific Edge Resort (Laguna Beach, California, U.S.)

Biodiversity

As a global hospitality Company, Highgate and its properties maintain a responsibility to protect local habitats and conserve natural resources. To support this commitment, Highgate hotels are actively engaged in biodiversity initiatives ranging from reforestation activities to turtle nesting habitat protection. For example, at all eight of the Company’s Hawaiian properties, representing over 3,500 rooms, guests are exclusively offered reef-safe sunscreens. In Florida, all Highgate properties in close proximity to turtle nesting habitats follow exterior lighting guidelines during nesting season.

In early 2021, Highgate began discussions with a nonprofit research organization to collaborate around capturing Sargassum seaweed for use in sustainable aviation fuel (SAF) and biomaterials. To help with a government funding opportunity, Highgate offered a letter of support for the research team’s grant application, including hotel stays at harvest sites.



“Highgate understands our collective impact on the world’s ecosystems, and actively works to protect habitats. In Hawaii, biodiversity protection and ecosystem restoration are at the heart of how we do business.”

*Kelly Sanders
Executive Vice President, Operations, Hawaii*

BUILDING GREEN

Green design and construction remain a key component of Highgate's commitment to reduce our environmental footprint. LUCID, Highgate's in-house Design & Construction Studio, supports our sustainability initiatives to deliver efficient design and construction concepts for a variety of distinct product types and service platforms.

HOTEL CERTIFICATIONS

Highgate's commitment to sustainability is recognized through the green building certifications received by our hotels. Three of our properties, including the Graduate Roosevelt Island, Courtyard by Marriott

Keene Downtown and Courtyard by Marriott Rockville, have all received LEED certifications. Additionally, the Saint Hotel in London (formerly Dorsett Hotel) is BREEAM certified.



The Westin (New Orleans, Louisiana, U.S.)



Sustainable Design Recognition on New York's Island

The Graduate Roosevelt Island (New York, New York, U.S.) was awarded LEED Silver certification for new construction. The hotel features highly efficient heating, cooling and LED lighting systems and is powered by 100% renewable electricity.



ModernHaus Soho (New York, New York, U.S.)

SUPPLY CHAIN

During major renovation and construction projects, Highgate engages with key partners to actively source sustainable materials and implement efficiencies. Highgate's Vice President of Sustainability and the Design & Construction team collaborate to establish best practices focused on diverting furniture liquidation and minimizing construction waste. Highgate also partners with MindClick to audit the business practices of our furniture, fixtures and equipment (FF&E) vendors.



“As we intensify our focus on environmental and social responsibility, it is pivotal in everything we do. Not only are we adamant about improving our process of delivering incredible hotels by partnering with like-minded companies; we are also focused on creating a ripple effect of values-driven change across the design and construction community at large.”

*Paul McElroy
Executive Vice President, Highgate Design + Construction | LUCID*

Reimagining A Renovation with Sustainability In Mind

In 2021, the Hyatt Regency San Francisco Downtown SOMA (San Francisco, California, U.S.) embarked on a complete property revitalization, with sustainability at the forefront of the project.

The team at the Hyatt Regency San Francisco Downtown SOMA began the project by partnering with MindClick to understand the sustainability performance of interior furnishing products. Using product ratings based on the MindClick Sustainability Assessment Program (MSAP), the team was able to quickly make design decisions to support the hotel's environmental and social impact goals. Based on the total footprint of the products selected to furnish the renovation, the hotel earned an overall "Leader" score, MindClick's highest available MSAP rating.

Notable impacts included sustainably sourced materials, healthier interiors and carbon reduction. On average, 60% of the products are made from recycled, sustainably harvested or rapidly renewable materials; and nearly 100% are free of toxins and certified as contributing to the highest levels of indoor air quality. Selected products also included those produced in factories with almost 3x less carbon emissions, an equivalent impact of 1.1 million new trees planted. All products came from factories adhering to the highest standards set by the UN Convention on Fair Labor Practices and Human Rights.

Additionally, the hotel is now powered by 100% renewable electricity, and includes EV charging stations, which are available to guests.



"At Highgate, we're ensuring that our design choices enhance the health of people and the planet. I'm so proud of our team for making Hyatt Regency San Francisco SOMA the first custom branded hotel renovation to earn a MindClick Leader score for environmentally and socially responsible interior design, and without increased costs, project delays or compromising our design vision and quality."

*Rebecca Weinstein
Vice President of Design*

HIGHGATE TEAM LEADERS, 'Alohilani Resort (Honolulu, Hawaii, U.S.)



*SUPPORTING PEOPLE
NEAR & FAR*

DIVERSITY, EQUITY & INCLUSION

At Highgate, we support an environment of diversity, equity and inclusion, excellence and transparency to nurture our associates. When joining the Highgate Family, individuals become part of an elite team that comes together and executes on our Company’s mission and goals.

OPENING DOORS TOGETHER

Highgate’s approach to diversity, equity and inclusion (DE&I) is centered around the company’s commitment to ensuring the creation of an inclusive environment that promotes equity in the workplace and throughout our Company – also known as our Opening Doors Together culture.

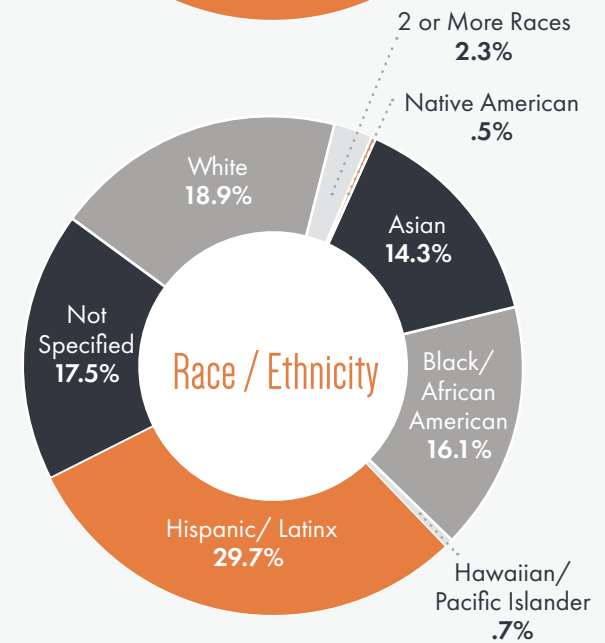
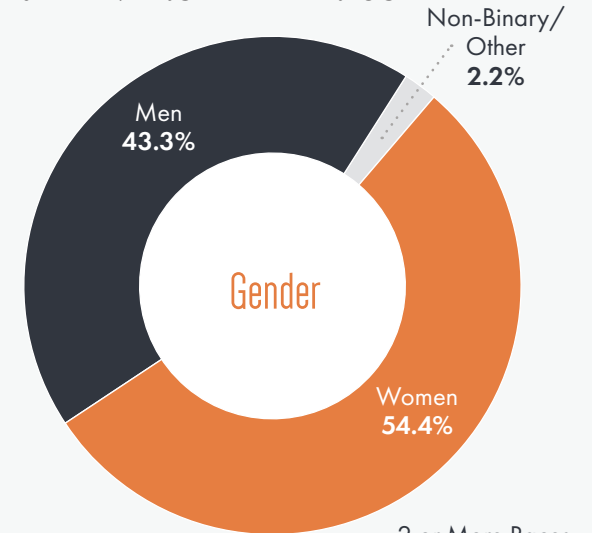
Opening Doors is an expression that refers to welcoming all others and is the heart of hospitality. We support a culture where all associates are accepted, valued and encouraged to fully engage with each other and the Company. When we open the doors to guests from around the world, we do so with the same spirit.



“We know that we achieve our greatest success when all colleagues feel confident bringing their whole selves to work each day. These diverse backgrounds and points of view fuel innovation and connect us more closely to all who are in our care.”

*Gerri Williams-Fitts
Chief People Officer*

2021 DIVERSITY METRICS



HIGHGATE INCLUSION COUNCIL STRUCTURE



CORPORATE HIGHGATE INCLUSION COUNCIL

To execute on the Company’s DE&I commitment and provide strategic governance and oversight, we established the Corporate Highgate Inclusion Council (HIC). The HIC is comprised of the Company’s most senior leaders, including Highgate’s Chief Executive Officer, Chief People Officer, executive and senior vice presidents, organizational business-unit heads, division heads and other high-level leaders in the corporate office.

In addition to the Corporate HIC, six Regional HICs, led by Highgate’s Market Leader EIC Members, will also be established in 2023. Together, these Councils will be responsible for ongoing communications, the implementation of programs and monitoring and measuring of HIC goals and objectives.

INCLUSIVE RECRUITMENT, MENTORING & LEARNING

Inclusive recruitment is an important part of Highgate’s DNA. We are focused on providing a sense of belonging by cultivating and engaging a workforce that invests in each other and our communities. This includes implementing practices and programs to meet our diversity-related talent objectives, including increasing the number of women leaders in leadership roles.

To further demonstrate Highgate’s commitment to DE&I, we engaged a third-party agency to launch a powerful self-paced learning designed to expand learners’ understanding of various types of bias and microaggressions. All newly hired associates will have this training included in their on-boarding, along with Highgate’s Opening Doors Together culture training.



Providing A Platform For Women

Rooted in downtown Los Angeles, Hotel Figueroa (Los Angeles, California, U.S.) embodies grit, beauty and inclusivity. The hotel inspires guests to invest in themselves and others in the trailblazing spirit of its women founders. When guests arrive, they are immediately greeted by works by women artists across spaces throughout the property, including the walkable Featured Artist Series Exhibit, the Featured Artist Suite & hotel's guest rooms and the building exterior, which features a 14-story high custom Fig motif designed by U.K.-based muralist Bella Gomez.

The hotel also launched the H.E.R Suite, which celebrates and shines a spotlight on women-owned businesses who are shaping culture and moving the needle of commerce, fashion, retail and infinite style. The suite features products from woman-owned businesses across the U.S.



“Hotel Figueroa’s legacy of creating spaces for women continues to be honored, as we focus on supporting women-owned businesses with innovative ideas and partnerships to create opportunities and inspire the next generation of women entrepreneurs.”

*Connie Wang
General Manager, Hotel Figueroa*



HIGH-IMPACT RESOURCE GROUPS

Imperative to executing on Highgate's Opening Doors Together culture are the Company's High-Impact Resource Groups (HIG). The HIGs provide opportunities for growth at Highgate by promoting culture, diversity and supportive talent practices and evaluating career conversations and actions for under-represented groups.

The *Racial Diversity* HIG supports the inclusion of associates from all racial identities and racial groups, providing equal rights and opportunities for all workers, including those from minorities and under-represented groups, while creating a sense of camaraderie and belonging for all.

The *Multi-Generation/Gender-Inclusive* HIG fosters a culture that is inclusive of all generations and gender identities, working to combat any age and gender discrimination throughout the Highgate organization. This HIG will inform Highgate's gender-inclusivity policies for all associates to actively improve gender inclusive policies, language, physical environment, opportunities for advancement and overall equity of experience.

The *Cultural Competency* HIG cultivates awareness and offer communication best practices for developing cross-cultural skills about associates' worldviews, cultural practices and values. This HIG will inform the cultural competency of the Highgate organization, connecting diversity of thought and cultures across the organization through educational opportunities, events, networking and social gatherings.

The *Associate Wellness* HIG promotes inclusivity of our associates' diverse physical and mental abilities and empowers associates through health education and lifestyle skills that allow them to achieve their best possible health, while positively affecting workplace morale and individual job satisfaction, performance and productivity.

As Highgate implements and executes on our Opening Doors Together culture, we are committed to setting future goals around diversity, equity and inclusion and communicating results; implementing and expanding unconscious bias education and training; and driving smarter decisions, increased innovation, stronger performance and an inclusive culture where Highgate associates can be themselves.



Empowering Diverse Communities

Highgate is a proud partner and sponsor of the Hawai'i LGBT Legacy Foundation, which supports LGBTQIA+ people in living happy, healthy and productive lives. From 2019-2021, Highgate has donated \$10,000 and associates from the Twin Fin Hotel (Honolulu, Hawaii, U.S.) have contributed 180 volunteer hours towards Foundation programs and events. At the Foundation's 2021 Annual Pride Parade, Twin Fin had approximately 45 volunteers participate.

CAREER GROWTH & TALENT DEVELOPMENT

As a business uniquely positioned to provide meaningful career paths for people with diverse backgrounds and skill sets, employee growth is our priority.

THE HIGHGATE EXPERIENCE

Highgate's approach to employee growth within the Company is centered around four focus areas:

1. **Unlimited Career Growth:** Highgate offers challenging career options and exceptional career growth opportunities. Associates who show excellent performance are developed and directed into a career path that is beneficial to themselves and to the Company.
2. **Multiple Brand Experience:** Highgate provides associates the opportunity of working with a variety of major hotel brands to enrich their expertise and develop an understanding of multiple brands within the industry.
3. **Long-term Career Possibilities:** Associates can build years of impressive experience in many different lodging segments, ranging from hotel general management, sales, food and beverage or multi-unit operations; and enjoy the benefits of working for one employer.
4. **Making an Impact:** Highgate as a Company is large enough to offer endless opportunities and career growth, but small enough to value and appreciate the contributions of all associates. Highgate associates know that their hard work is noticed and their contributions are recognized.

OUR ASSOCIATE ENGAGEMENT PLATFORM

Highgate believes the success of our Company is directly linked to each of our valued associates and their commitment to excellence. In an effort to strengthen our culture and to build a better Company, we advanced engagement strategies through the implementation of a new associate engagement system.

Highgate's Associate Engagement Platform allows associates to provide consistent feedback through an easily accessible survey. Each Highgate property is provided a unique QR code with a link to a survey, which associates can access via desktop computer or smartphone. The Associate Engagement Platform is a confidential system that creates a feedback-enabled culture for a better understanding of associate engagement levels at our hotel and the Company in real-time.

LEARNING AND MANAGEMENT DEVELOPMENT PROGRAMS

Highgate provides tools and opportunities to expand associates' professional skills and experience through our Cornerstone Learning Program. Our learning environment leverages multiple technologies to create engaging and personalized learning experiences at all levels in our Company.

To support the development of Highgate's leadership, the Company developed the Reach Higher Management Development Program, which has intuitive tools for career development including competencies, role profiles, career paths, high potential development and assessments.

Highgate offers over 4,500 self-paced learning courses, many which are offered in 18 different languages.

Wellbeing & Benefits

Highgate understands that meeting employees' needs goes hand-in-hand with meeting hotel guests' needs.

ASSOCIATE BENEFITS & COMPENSATION

Highgate encourages the health and financial well-being of our associates by providing a comprehensive benefits program, elective coverage options and a savings plan to meet the personal needs of all associates and their families. Highgate provides our associates with offerings such as inclusive spousal and domestic partner benefits, gender-neutral parental leave policy and family formation benefits for all associates.

ON-PROPERTY HEALTH & SAFETY

Highgate's Crisis Management Plan framework is a key component to ensuring the health and safety of all associates on-property. This framework includes standard operating procedures and respective trainings to prepare associates during emergencies.

GUEST WELLBEING

Highgate and our executive management team is committed to the safety and wellbeing of all guests at our properties. Our Company's Crisis Management Plan framework provides training and guidelines to ensure that all Highgate properties are prepared to handle emergency situations effectively. Rigorous protocols and policies for events ranging from chemical spills and fires to water shortages and foodborne illness outbreaks help to safeguard our guests, associates and communities.



Highgate associates volunteering in their local community



Nourishing The Community: Food Security & Safe Spaces

To support food insecure communities, the associates at the Westin Long Beach (Long Beach, California, U.S.) devoted 285 hours to the Serving With a Thankful Heart Thanksgiving volunteerism program between 2018-2021. During those years, property associates from the Westin Long Beach and four sister hotels cooked, transported and served approximately 4,000 Thanksgiving dinners to those in need in their community.

The Westin Long Beach is the only hotel sponsor of the Long Beach LGBTQ+ Chamber of Commerce. The hotel supports Visit Gay Long Beach's online presence with quarterly donations, totaling \$3,400 by the end of 2021, and also provides venues for the Safe Spaces Alliance.

GLOBAL CITIZENSHIP

Highgate and our associates around the globe are committed to doing good and making a meaningful impact by taking care of associates, our guests and the communities where we do business.

Community Support & Engagement

Philanthropy is at the core of Highgate's Company culture. We endeavor to instill a sense of giving back into everything we do. Our Company values – Integrity, Passion, Thinking Big, Humility, Stewardship and Compassion – are not only integrated into our workplace culture but also into our hotels' and associates' philanthropic endeavors.

HIGHGATE CHARITABLE FOUNDATION

To execute on the Highgate's founder vision of a humanitarian foundation that works to improve lives and to simply make the world a better place, Highgate established the Highgate Charitable Foundation (HCF). The HCF is a 501c3 public charity that has raised \$7.5M, aimed at being a positive force in the lives of people near and far to address issues related to poverty, education and health care.

SIGNATURE PARTNERSHIPS

The HCF fundraises on behalf of a diverse array of public charities dedicated to the betterment of our global community, namely Save The Children and the Aga Khan Foundation. Through our engagement with these organizations, Highgate supports the youth of tomorrow and improves the quality of life for people around the world.

HIGHGATE INTOUCH RELIEF FUND

As an extension of the HCF, the Highgate Intouch Relief Fund was launched in 2017 provides need-based grants to eligible associates at Highgate properties who are facing financial hardship caused by a natural disaster or certain other qualifying personal hardship events. Grants from the fund can be used to support immediate and critical needs including rent payments, utilities, groceries and childcare.

The HCF has received over \$500,000 from the Highgate organization in direct support of the Highgate Intouch Relief Fund. Generous funds have also been contributed by senior leaders and hotel ownership groups. The Highgate Associate Relief Fund is also funded through voluntary donations from our own associates, vendors, business partners, partner organizations and our guests. Between 2020 and 2021, the Highgate Associate Relief Fund provided nearly \$300,000 and over 500 grants to associates.



Supporting the Local Community & Beyond

From celebrating local artists in its gallery space to associate volunteer hours with the Greater Boston Food Bank, community engagement is at the heart of everything the team at the Studio Allston Hotel (Allston, Massachusetts, U.S.) undertakes.

In addition to supporting the local community, the property actively engages to support the HCF, with each department at the hotel collaborating to raise funds. For example, the front office team developed a strategy to engage with guests by inviting them to support the hotel's efforts through a donation of \$10 or by rounding up the balance in their guest folio. Other departments created a raffle for associates, a guest-facing silent auction, and a neighborhood car wash to raise funds for the HCF.

THE GABRIEL SOUTH BEACH
(Miami, Florida, U.S.)



APPENDICES

ENVIRONMENTAL PERFORMANCE TABLES

Greenhouse Gas (GHG) Emissions: Scopes 1 & 2

	2021	2020	2019
Scope 1 GHG Emissions (metric tons)	76,648	71,612	97,429
Scope 2 (Location-based) GHG Emissions (metric tons)	205,016	199,800	244,803
Scope 2 (Market-based) GHG Emissions (metric tons)	207,196	200,307	244,662
GHG Emissions Intensity (kilograms per square foot)	6.54	6.39	8.08

Greenhouse Gas (GHG) Emissions: Scope 3 (metric tons)

	2021	2020	2019
Category 1: Purchased Goods & Services	113,917	78,472	211,665
Category 2: Capital Goods	5,530	5,019	7,106
Category 3: Fuel-&Energy Related Activities (not included in Scopes 1 or 2)	88,576	57,579	74,130
Category 5: Waste Generated in Operations	23,691	21,057	27,851
Category 6: Business Travel	1,134	43	816
Category 7: Employee Commuting	12,274	7,600	9,768
Category 13: Downstream Leased Assets	3,669	3,319	4,416
Total Scope 3 GHG Emissions	248,791	173,089	335,753

Energy

	2021	2020	2019
Total Energy (MWh)	1,006,203	944,274	1,178,567
Energy Intensity (kWh per square foot)	23.38	22.23	27.82

Water

	2021	2020	2019
Total Water Withdrawn (megaliters)	10,179	8,958	11,619
Total Water Consumed (megaliters)	3,563	3,135	4,067
Water Intensity (liters per occupied room)	668.9	821.4	570.8

Waste

	2021	2020	2019
Total Waste Generated (metric tons)	14,334	13,361	18,326
Total Waste Sent to Landfill (metric tons)	12,149	11,404	15,296
Total Waste Recycled (metric tons)	1,578	1,579	2,243
Total Waste Composted (metric tons)	607	379	787

GRI INDEX

Highgate Hotels & Resorts has reported the information cited in this GRI content index for the period January 1 – December 31, 2021, with reference to the GRI Standards.

GRI 2: General Disclosures

<i>DISCLOSURE</i>	<i>RESPONSE / LOCATION</i>
2-1: Organizational details	About Highgate, page 6 Highgate Corporate Website
2-2: Entities included in the organization's sustainability reporting	About This Report, page 7
2-3: Reporting period, frequency and contact point	January 1 – December 31, 2021 Annual
2-4: Restatements of information	Not applicable during the reporting period.
2-5: External assurance	None received during the reporting period.
2-6: Activities, value chain and other business relationships	About Highgate, page 6 Operating Sustainably, pages 13-22 Diversity, Equity & Inclusion, pages 27-30 Career Growth & Talent Development, pages 31-32
2-7: Employees	Diversity, Equity & Inclusion, pages 27-30 Career Growth & Talent Development, pages 31-32 Who We Are Careers
2-9: Governance structure and composition	Highgate's Leadership, page 10 Who We Are
2-14: Role of the highest governance body in sustainability reporting	Highgate's Leadership, page 10
2-15: Conflicts of interest	Ethical Conduct, page 11

GRI 2: General Disclosures

<i>DISCLOSURE</i>	<i>RESPONSE / LOCATION</i>
2-22: Statement on sustainable development strategy	A Message From Our CEO, page 5
2-26: Mechanisms for seeking advice and raising concerns	Ethical Conduct, page 11
2-28: Membership associations	About Highgate, page 6
2-29: Approach to stakeholder engagement	About Highgate, page 6

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>LOCATION / RESPONSE</i>
GRI 3: Material Topics	3-1: Process to determine material topics	Highgate reports on material topics that based on their relevance to our Company and industry and importance to internal and external stakeholders.
	3-2: List of material topics	A list of material topics are included in this GRI index.
	3-3: Management of material topics	Highgate's Leadership, page 10
GRI 203: Indirect Economic Impacts	3-3: Management of material topics	Global Citizenship, page 33
	203-1: Infrastructure investments and services supported	Global Citizenship, page 33
GRI 205: Anti-Corruption	3-3: Management of material topics	Ethical Conduct, page 11
	205-2: Communication and training on anticorruption policies and procedures	Ethical Conduct, page 11

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>LOCATION / RESPONSE</i>
GRI 302: Energy	3-3: Management of material topics	Operating Sustainably, pages 13-16
	302-1: Energy consumption within the organization	Greenhouse Gas Emissions (GHG) & Energy Performance, page 15 Environmental Performance Tables, page 35
	302-3: Energy intensity	Greenhouse Gas Emissions (GHG) & Energy Performance, page 15 Environmental Performance Tables, page 35
GRI 303: Water & Effluents	3-3: Management of material topics	Water, page 17
	303-1: Interactions with water as a shared resource	Water, page 17
	303-3: Water withdrawal	Water, page 17 Environmental Performance Tables, page 35
GRI 304: Biodiversity	3-3: Management of material topics	Biodiversity, page 22
	304-3: Habitats protected or restored	The First Carbon Neutral Hotel in Hawaii, page 14 Biodiversity, page 22

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>LOCATION / RESPONSE</i>
GRI 305: Emissions	3-3: Management of material topics	Operating Sustainably, pages 13-16
	305-1: Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions & Energy Performance, page 15 Environmental Performance Tables, page 35
	305-2: Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions & Energy Performance, page 15 Environmental Performance Tables, page 35
	305-3: Other indirect (Scope 3) GHG emissions	Environmental Performance Tables, page 35
	305-4: GHG emissions intensity	Greenhouse Gas Emissions & Energy Performance, page 15 Environmental Performance Tables, page 35
GRI 306: Waste	3-3: Management of material topics	Waste, pages 18-19
	306-2: Management of significant waste-related impacts	Waste, pages 18-19
	306-4: Waste diverted from disposal	Waste, pages 18-19 Environmental Performance Tables, page 35
GRI 308: Supplier Environmental Assessment	3-3: Management of material topics	Supply Chain, page 21
	308-1: New suppliers that were screened using environmental criteria	Supply Chain, page 21

<i>GRI STANDARD</i>	<i>DISCLOSURE</i>	<i>LOCATION / RESPONSE</i>
GRI 401: Employment	3-3: Management of material topics	Wellbeing & Benefits, page 32
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wellbeing & Benefits, page 32
GRI 403: Occupational Health & Safety	3-3: Management of material topics	Wellbeing & Benefits, page 32
	403-1: Occupational health and safety management system	Wellbeing & Benefits, page 32
GRI 404: Training & Education	3-3: Management of material topics	Career Growth & Talent Development, page 31
	404-2: Programs for upgrading employee skills and transition assistance programs	Career Growth & Talent Development, page 31
GRI 405: Diversity & Equal Opportunity	3-3: Management of material topics	Diversity, Equity & Inclusion, pages 27-29
	405-1: Diversity of governance bodies and employees	Diversity, Equity & Inclusion, pages 27-29
GRI 413: Local Communities	3-3: Management of material topics	Global Citizenship, page 33
	413-1: Operations with local community engagement, impact assessments and development programs	Global Citizenship, page 33
GRI 414: Supplier Social Assessment	3-3: Management of material topics	Supply Chain, page 21
	414-1: New suppliers that were screened using labor practices criteria	Supply Chain, page 21
GRI 418: Customer Privacy	3-3: Management of material topics	Data Privacy & Cybersecurity, page 11
	418-1: Substantiated complaints regarding breaches of customer privacy and losses of customer data	Data Privacy & Cybersecurity, page 11 Highgate did not have any substantiated complaints regarding breaches of customer privacy and losses of customer data in 2021.

SASB DISCLOSURES

Highgate is providing the following select SASB disclosures for the Hotels & Lodging industry.

Accounting Metrics

TOPIC	METRIC DESCRIPTION	CODE	RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage renewable	SV-HL-130a.1	In 2021, 1,006,203 MWh of energy was consumed and 0.025% of energy was from renewable sources. For additional information, please refer to the Energy & Greenhouse Gas Emissions section of this Report.
Water Management	(1) Total water withdrawn, (2) percentage in regions with High or Extremely High Baseline Water Stress	SV-HL-140a.1	In 2021, 10,179 gallons of water was withdrawn. 24% was withdrawn in regions with high or extremely high baseline water stress. For additional information, please refer to the Water section of this Report.
Ecological Impacts	Description of environmental management policies and practices to preserve ecosystem services	SV-HL-160a.2	For information on Highgate's practices to preserve ecosystem services, please refer to the Biodiversity section of this Report.
Labor Practices	Description of policies and programs to prevent worker harassment	SV-HL-310a.4	Highgate's Code of Conduct outlines the Company's policies to prevent worker harassment. For additional information, please refer to the Ethical Conduct & Associates sections of this Report.
Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	SV-HL-450a.1	In 2021, six properties were identified to have extremely high riverine flood risk and six properties were identified to have extremely high coastal flood risk.

Activity Metrics

METRIC	CODE	RESPONSE
Number of available room nights	SV-HL-000.A	In 2021, there were approximately 20,800,000 room nights available in Highgate's portfolio.
Average occupancy rate	SV-HL-000.B	In 2021, the average occupancy rate was approximately 57%.
Total area of lodging facilities	SV-HL-000.C	In 2021, the total area of Highgate's lodging facilities was approximately 36,000,000 square feet.
Lodging facilities that are: (1) owned and managed, (2) managed only (3) owned only	SV-HL-000.D	In 2021, approximately 55% of properties were owned and managed; approximately 35% of properties were managed only; and approximately 10% of properties were owned only.

