



# 2019 CORPORATE RESPONSIBILITY REPORT

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## COMPANY OVERVIEW

HOST HOTELS & RESORTS, INC. IS THE LARGEST LODGING REAL ESTATE INVESTMENT TRUST (REIT), AND ONE OF THE LARGEST OWNERS OF LUXURY AND UPPER-UPSCALE HOTELS IN THE UNITED STATES.

Host offers a geographically diversified portfolio of iconic and irreplaceable hotels, unprecedented scale and platform to drive internal and external growth, and a powerful and flexible, investment-grade balance sheet. Together, these key pillars form the foundation of Host, the premier lodging REIT.

As a lodging REIT, we are prohibited by law from operating our hotels. We partner with premium brands and leading management companies, including Marriott®, Hyatt® and Hilton®, to manage our hotels. From the point of acquisition to incorporating sustainability into our major renovations and new developments, we work closely with our third-party managers to align, integrate and support our collective corporate responsibility (CR) strategies and programs. We collaborate with our managers to ensure our CR strategies and investment capital are implemented effectively and efficiently.

### FEATURED ON THE COVER: 1 HOTEL SOUTH BEACH



One of our top iconic assets, located on 600 feet of beach along the Atlantic Ocean



7,000 square feet of decking rescued from the demolition of the boardwalk and pool decks and reused throughout the hotel lobby



Achieved LEED Silver Certification



Features a 3,000 square foot green wall with nearly 12,000 plants

## HOST HOTELS & RESORTS



**\$5.5B**  
in total revenue



**93**  
properties



**52,000**  
rooms



**50,994,000**  
total square footage



**98%** **2%**  
U.S. International  
(by % of revenue)



**184** **56%**  
employees women



Only lodging REIT in  
the S&P 500



Only investment-  
grade lodging REIT

## AWARDS AND RECOGNITION\*

Dow Jones Sustainability Index World  
(for the first time) and North America  
(for the third year)



GRESB Overall Global Sector Leader for  
Hotels, 5 Star Rating and Real Estate  
Assessment Green Star status (for the  
seventh consecutive year)



NAREIT's Leader in the Light Award  
for excellence among lodging REITs  
(for the fourth time — awarded in  
2014, 2015, 2017 and 2018)



CDP Leadership Ranking (for the fifth  
consecutive year since 2013)



First hospitality company to have its  
greenhouse gas emissions verified by the  
Science Based Targets initiative (SBTi)



Integrated Sustainability Accounting  
Standards Board (SASB) non-financial  
metrics into 10-K filing



ISO 14001 certified environmental manage-  
ment system since 2016

Fortune Magazine as one of the World's Most  
Admired Companies in 2019, ranking #2 in the  
real estate industry

Top 20% of Green Street Advisors Ranking on  
Corporate Governance

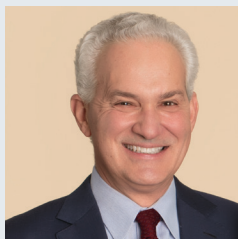
*\*All awards listed above are current as of September 2019. This  
page will be updated as results are announced.*



# MESSAGE FROM OUR PRESIDENT AND CEO

I invite you to read our annual Corporate Responsibility Report, which offers a summary of our results and progress in 2018 as well as a look ahead to our future commitments.

At Host, we are committed to sustainable business practices that drive positive environmental and social impacts while enhancing the value and profitability of our portfolio. This is a natural fit for us as a values-driven organization and it enables us to proactively respond to challenges and opportunities facing our industry: from climate change and water scarcity to human rights.



**JAMES F. RISOLEO**  
*President, Chief Executive Officer and Director*

**"AT HOST, IT IS TRULY AN 'ALL HANDS ON DECK' APPROACH AND I CONTINUE TO BE INSPIRED BY THE DILIGENT AND PURPOSEFUL CROSS-FUNCTIONAL, COLLABORATIVE EFFORTS THAT MAKE ALL OF THESE ACHIEVEMENTS POSSIBLE."**

We are proud of the measurable results that we have been able to deliver for our stakeholders through our award-winning and industry-leading Corporate Responsibility program. For example, since 2009, we have reduced our consolidated portfolio's greenhouse gas emissions intensity by more than 35%—the benefits from these efficiency gains in 2018 is the equivalent to powering 25,000 homes for a year. In 2018 alone, we invested over \$30 million in sustainable projects that helped to reduce operating expenses and environmental impacts through energy

and water utility savings. We further strengthened our Corporate Responsibility program and commitments with the expansion of the number of LEED®-certified properties in our portfolio with the acquisition of 1 Hotel South Beach and the Andaz Maui at Wailea Resort, which enabled us to issue a new green bond—a first in the lodging REIT sector.

We also continue to help strengthen communities, support youth education and advance human rights. In 2018, we leveraged the skills and dedication of our employees to make a meaningful difference in communities through our Service team and company-organized service events, which included teaching financial literacy to young people for the fifth consecutive year. In collaboration with the American Hotel & Lodging Association (AHLA), we also helped to train young people for careers in hospitality and formally joined the 5-Star Promise initiative to advance human rights within the hospitality industry.

Recognizing that there is always more to be done, I am excited about our path forward as we work to execute on compelling investments in renewable energy and resiliency, further increase the number of LEED-certified buildings in our portfolio, deepen our social impact to support the United Nations Sustainable Development Goals and set our next generation performance targets. At Host, it is truly an "all hands on deck" approach and I continue to be inspired by the diligent and purposeful cross-functional, collaborative efforts that make all of these achievements possible.

**JAMES F. RISOLEO**  
*President, Chief Executive Officer and Director*



# 2018 HIGHLIGHTS

## RESPONSIBLE INVESTMENT



**\$210M**

invested in sustainability and energy- and water-saving ROI projects over 4 years



**\$30M**

in aggregate annual savings from combined investments



**650+**

projects with sustainability attributes completed over 4 years



**8**

LEED-certified properties



**97%**

of portfolio enrolled in U.S. EPA's ENERGY STAR® program

## ENVIRONMENTAL STEWARDSHIP



**35%**

GHG reduction per square foot\*



**15%**

Energy reduction per square foot\*



**22%**

Water reduction per occupied room\*



**100%**

of properties with energy and water efficient technologies

*\*compared to 2008 baseline*

## CORPORATE CITIZENSHIP



**670**

volunteer hours



**135+**

charities supported



**13**

company-organized service events



**5 YEAR**

pledge totaling \$500,000 to support the American Hotel & Lodging Educational Foundation Opening Doors to Opportunity campaign



**5TH YEAR**

teaching financial literacy to students through Junior Achievement of Greater Washington; entertainment storefront partner at JA Finance Park in Montgomery County



**6TH YEAR**

volunteering with Habitat for Humanity Metro Maryland to help provide housing to low-income families within our local community

# VALUE CREATION THROUGH SUSTAINABILITY LEADERSHIP

## OUR STRATEGIC FRAMEWORK

Our strategic framework follows three themes to inform the integration of sustainability into our business: Responsible Investment, Environmental Stewardship and Corporate Citizenship, which includes our approach to Human Capital Management.

This framework along with our corporate values of Excellence, Partnership, Integrity and Community (EPIC) guide our engagement and collaboration with our CR-related stakeholders, comprised of investors and analysts, hotel managers, suppliers, industry associations, employees and communities.

## SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We aim to align our efforts with where we have identified the greatest opportunities to help meaningfully support the Sustainable Development Goals, a leading global framework for private and public action over the next decade:



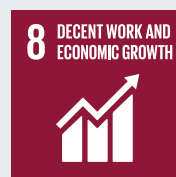
### Health & Well-being

Promoting health and well-being in our offices, owned hotels and communities



### Education

Advancing work-readiness, entrepreneurship, financial literacy and hospitality industry skills



### Employment and Economic Growth

Promoting inclusive employment, protecting labor rights and providing a safe working environment for all workers



### Water

Increasing water efficiency at our owned hotels, prioritizing areas with highest risk



### Sustainable Cities & Communities

Engaging in industry collaborations and local projects to advance sustainable cities and communities



### Climate Change

Executing on a science-based target to help limit rises in global temperatures, and increasing the resilience of our portfolio



### Biodiversity

Aligning with hotel operators, thought leaders and conservation organizations to protect biodiversity

# DELIVERING IMPACT

## A MILESTONE YEAR OF PROGRESS

Over the past year, we continued to achieve numerous CR milestones to support our strategic framework and create value for our stakeholders:



Exceeded our science-based GHG target by 25%, after becoming the first hospitality company to set a Science Based Target in 2016



Invested over \$30 million in projects with sustainable attributes



Obtained four new LEED certifications in our consolidated portfolio



Completed first phase of IoT Energy Management pilot, leveraging advanced building analytics and cloud technology to reduce operating costs and environmental impacts



Supported development of and became a signatory to a new industry 5-Star Promise to advance diversity, safety and human rights within the hospitality industry



Published new Human Rights Policy and Supplier Code of Conduct

## OUR 2020 ENVIRONMENTAL TARGETS

Over the past decade, we have driven substantial improvements in the environmental efficiency of our portfolio. As a result, we are currently on track to achieve each of our 2020 environmental targets:

	GREENHOUSE GAS EMISSIONS	ENERGY	WATER	WASTE
<b>Target</b>	28% Reduction per square foot (from 2008 baseline, SBTi approved)	15% Reduction per square foot (from 2008 baseline)	25% Reduction per occupied room (from 2008 baseline)	50% Major renovation projects (over \$5 million) with waste diversion
<b>2016</b>	27%	14%	21%	Not Tracked
<b>2017</b>	32%	16%	25%	78%
<b>2018</b>	35%	15%	22%	75%
<b>Status of Target</b>	✓ Target Met	✓ Target Met	✓ On Track	✓ Target Met
<b>Impact</b>	Equivalent to carbon sequestered annually by nearly 300,000 acres of forests  nearly 400 times the size of Central Park in New York City	Reduced 2018 absolute energy consumption* by 390,000 MWhs equivalent to nearly 50,000 homes' annual electricity	Reduced 2018 absolute water consumption* by 625,000 cubic meters equivalent to 250 Olympic-size swimming pools	3,200+ tons of waste diverted from renovations projects since 2014
*Absolute reduction primarily driven by hotel dispositions. Energy and water intensities slightly increased due to the sale of more efficient hotels.				

## THE YEAR AHEAD AND JOURNEY FORWARD

We are committed to continuing to advance our CR program strategy, objectives, goals and metrics to focus on areas of environmental and social responsibility that align with our core business values and stakeholder expectations. Work has started to develop our next

generation CR goals. We will also focus on continuing to drive progress to reduce our environmental footprint and deepen our social impact, targeting key topics including youth education, diversity and inclusion and human capital management.





# RESPONSIBLE INVESTMENT

During the acquisition of properties, we identify future capital investments and potential operational opportunities to reduce the property's environmental footprint and mitigate climate change-related risks as an integrated component within our due diligence process. During the ownership of our properties, we continually evaluate investments in proven sustainability technologies and collaborate with our operators and managers to adopt industry best practices that improve environmental performance and enhance asset value.

## Renewable Energy

As of 2018, Host has installed two megawatts of on-site solar photovoltaic (PV) systems totaling \$6.3 million of invested capital and leveraging \$4.8 million in renewable energy incentives. These investments resulted in \$610,000 in combined annual cost savings and 1,800 metric tons of associated annual emissions reductions. With the completion of a 290-kilowatt solar PV system at our newly acquired Andaz Maui at Wailea Resort, nearly all our hotels in Hawaii have PV systems to generate on-site solar. These include a 500-kilowatt solar PV system at the Fairmont Kea Lani, Maui as well as a comparable 598-kilowatt system at the Hyatt Regency Maui Resort and Spa. These are two of the largest rooftop solar PV systems on Maui.

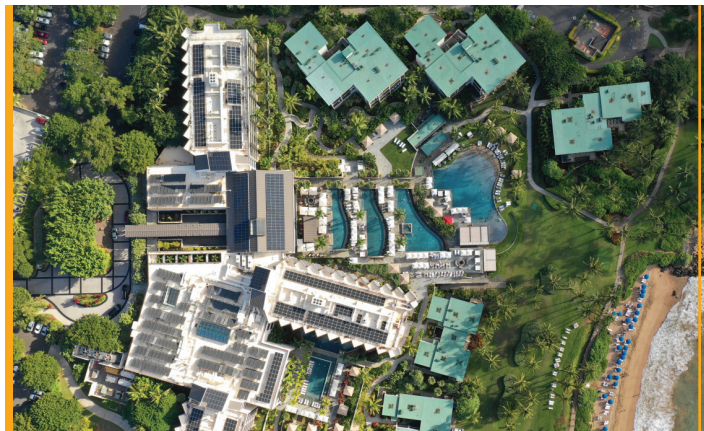
Additional renewable energy investments in our portfolio include a 600-kilowatt solar PV system at the Phoenixian, a Luxury Collection Resort, and solar thermal systems at properties including the Andaz Maui at Wailea Resort, Manchester Grand Hyatt San Diego and Grand Hyatt Atlanta in Buckhead.

Supported by Host's target to shift 30% of electricity consumption of owned properties to renewable sources by 2025, phase two expansions of solar PV systems are approved at both the Fairmont Kea Lani, Maui and Hyatt Regency Maui Resort and Spa. We continue to actively evaluate new renewable energy opportunities in key markets including California, Hawaii and the Washington D.C. area.

## Investments in Resiliency

Our resilience strategy is anchored in preventive maintenance, continuous enhancements and risk management. Over the past five years, Host has invested over \$70 million on replacements and restorations to exterior walls, windows, roofs, doors and exteriors to further increase the resilience of our hotels in Florida, Texas and Louisiana from hurricane risks. We continue to increase resiliency by investing in stand-by diesel generators and ensuring that critical equipment, including electrical switchgear, major mechanical equipment and telephone switches, is located above grade and above storm surge levels at coastal properties.

Additionally, we have invested over \$40 million in our current portfolio in non-renewable distributed energy systems, including co-generation, on-site steam-to-gas conversions and a fuel cell plant that increase resiliency and eliminate our reliance on less efficient district utilities. In 2018, Host began design on an



### Andaz Maui at Wailea Resort

The newly completed solar PV system at the Andaz Maui at Wailea Resort supports the continual decarbonization in our portfolio and our renewable energy target.

**30%**  
renewable energy  
target by 2025



\$18 million investment in a 3.9-megawatt co-generation system leveraging \$7.4 million in incentives that is projected to save approximately \$1.9 million in annual utility costs. We previously invested in two co-generation plants in the current portfolio at the New York Marriott Downtown and The Logan, Philadelphia. These projects had a combined investment of approximately \$4 million and annual savings of just over \$1 million. At the New York Marriott Marquis, we previously invested approximately \$12 million to install an on-site steam plant estimated to save approximately \$2.2 million in annual utility costs and reduce annual emissions by 5,790 metric tons. We have also installed

### ENHANCED ANALYTICS



Host completed the first phase of a monitoring-based commissioning system (Mbcx) pilot with cloud-based building analytic platforms that apply fault detection algorithms to building data to provide recommendations for optimizing major building systems. In collaboration with our operators, we aim to identify and capitalize on operational efficiencies and increase our abilities to validate new energy and water ROI projects and support green building certifications.

## LEED Certifications

We continue to increase the number of LEED-certified hotels in our portfolio. Host now owns eight LEED-certified properties, including two LEED Gold-certified properties. Additional LEED certifications are expected in 2020.



At **The Phoenixian, A Luxury Collection Resort** we built a state-of-the-art 4,600 square foot fitness center with cardio machines, weights and a fitness studio with 200 on-demand classes. In addition, the newly constructed three-level spa features 24 treatment rooms, a fitness center with yoga studio, rooftop pool, private suite, retail shop, nail lounge and Drybar® salon.

an 840-kilowatt fuel cell utilizing natural gas at the Sheraton San Diego Hotel & Marina generating roughly 7 million kilowatt hours of energy, including waste heat that is used to heat the pools, and over \$270,000 of annual savings. We continue to evaluate additional opportunities within our consolidated portfolio where there is a compelling return.

### A “Smart” Approach to Water

We developed an ROI opportunity diagnostic tool to identify sustainable investment opportunities in energy and water saving technologies and products with proven returns across our portfolio. While all of our properties incorporate water-saving technologies, Host continues to identify further water efficiency opportunities and prioritize markets including Arizona, California and Georgia that have increased water utility costs due to water scarcity and stress.

We continue to implement new water technologies, which focus on the most water-intensive aspects of luxury and upper-upscale hotel and resort operations. We have installed smart irrigation systems that use cloud-based applications to automate schedules based on weather forecasts and landscape-specific parameters. Irrigation systems on many of our golf courses allow for the control of individual sprinkler heads to deliver water efficiently and avoid overwatering. We have also implemented on-site wastewater laundry recycling systems and high efficiency laundry equipment, which are estimated to use 70% less water.

### Sustainable Sourcing and Building Certifications

We evaluate opportunities to embed sustainability into new developments and renovations, working with our vendors and managers to encourage sustainable sourcing for design and construction projects where feasible. Examples include use of products with recycled content; low VOC paints, adhesives and finishes; EPA ENERGY STAR qualified appliances and electronics; low-flow plumbing fixtures; and LED lighting. We actively select and partner with suppliers, including Herman Miller and Interface, that are committed to leading the path toward a low carbon, circular economy.

Because of these efforts, nearly all of our hotels in the U.S. have at least one green building certification including one or more of the following: Trip Advisor® GreenLeaders, Green Key Eco-Rating program, Green Seal Hotels and lodging, LEED and ENERGY STAR.

### Wellness as a Competitive Differentiator

As the building owner, we invest in enhancements to the spas and fitness centers within our hotels to incorporate state-of-the-art equipment and cutting-edge services to promote health and wellness. Our hotels provide guests with access to a growing number of opportunities that promote health and well-being during their stays, including healthy and organic food options, the option to have in-room air purifiers or select a hypoallergenic room or one with workout equipment.



**The Westin Seattle** features a green wall in the renovated lobby, which was part of a \$35 million renovation transforming more than 455,000 square feet of hotel property. The Westin brand has embraced biophilic design, a philosophy focused on a connection with nature to promote creativity, health and well-being and reduce stress. We are incorporating these brand standards into all current and upcoming Westin-branded renewals and renovations.





# ENVIRONMENTAL STEWARDSHIP

Our environmental goals focus on reducing energy consumption, greenhouse gas emissions, water usage and renovation waste to landfill. We also seek certifications and alignment with leading verification and disclosure frameworks to support the effectiveness and transparency of our CR program and its communications.

## Science-Based Greenhouse Gas Target

In 2016, Host became one of the first companies and the first hospitality company to have its greenhouse gas emissions target verified by the SBTi. Our science-based target projects an achievable pathway to significant emissions reductions in line with climate science. The SBTi verification highlights our sustained focus on investing in energy efficiency.

## Internal Price of Carbon

Host has initiated a pilot project to apply a shadow price to help inform investment decisions in energy efficiency technologies and low carbon energy sources. The internal price of carbon will also help to support our long-term emissions reduction plans and engagement with our third-party hotel managers on sustainability initiatives.

## ISO 14001-Certified Environmental Management System

Using our ISO 14001 certified environmental management system, which focuses on continuous improvement, we evaluate our entire consolidated portfolio on a quarterly basis to identify further greenhouse gas emissions, and energy and water reduction opportunities within our portfolio.

## SASB Standards and Metrics

Since 2017, Host has included non-financial sustainability metrics using the SASB standard in its Form 10-K filing. SASB establishes sustainability accounting standards that are designed to help companies disclose material sustainability information to investors. SASB reports

on its website that currently only about 10% of companies are integrating sustainability metrics into 10-K filings.

Our use of the standard was recognized by SASB as a best practice in their 2018 Annual Report, and we were the first company invited by SASB to present key learnings about the implementation process to the SASB Foundation Board. We also participate in the SASB Standards Advisory Group.

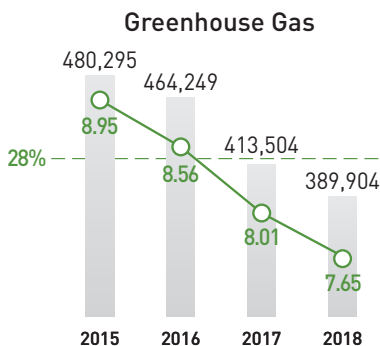
## Driving Waste Reductions

Since 2014, we have diverted more than 3,200 tons of wall coverings, carpets, carpet pads, case goods, mattresses and other materials from major renovation projects. We also track waste diversion benefits from investments to extend the life of roofs, as opposed to potential disposal to landfills.

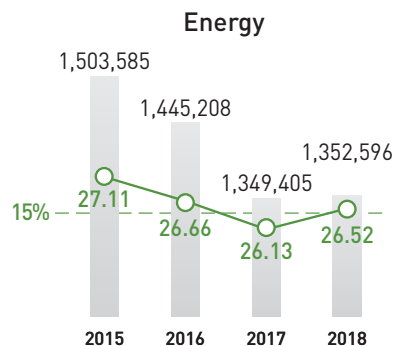
Forty-three of our owned hotels now recycle kitchen oils from food and beverage operations, which are converted to generate energy. Over the past three years, nearly 1.5 million pounds of kitchen oil has been collected, which has also reduced transport emissions and increased productivity. We estimate 11,270 fewer trips to rendering tanks in 2018.

Our hotels also utilize innovative methods to divert food waste from landfills, which include composting, on-site food bio-digesters, donations to local pig farms and converting food waste into livestock feed. Two of our hotels were pilot participants in a new joint-project between the World Wildlife Fund, AHLA and the Rockefeller Foundation to reduce food waste.

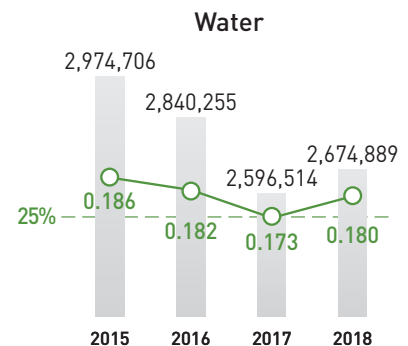
## MONITORING OUR PERFORMANCE



- GHG Intensity (Kilograms CO2e per Sq. Ft.)
- Scope 1&2 GHG Emissions (Metric Tons CO2e)



- Energy Intensity (Kilowatt Hours per Sq. Ft.)
- Total Energy Consumption (Megawatt Hours)



- Water Intensity (Kilo-gallons per Occupied Room)
- Total Water Consumption (Kilo-gallons)





### Orlando World Center Marriott

This 1,500-square foot hydroponic building houses growing systems for lettuce, fruits and herbs to be used on site. With the capacity to grow up to 25,000 plants, the hydroponic system also uses 90% less water than traditional farming methods. The produce is grown under pink LED lights that mimic the red and blue spectrums that encourage plants to grow up to 20% faster while saving energy.

## Protecting Biodiversity

In 2018, we continued to deepen our partnerships with the brands and independent operators that are responsible for daily operations at our owned hotels to eliminate plastic straws and transition to reusable bulk amenities to reduce waste and protect the biodiversity of lands, oceans and waterways. For example, guests at Host-owned hotels participated in Marriott's Make a Green Choice program, supporting the Arbor Day Foundation to plant approximately 14,000 trees during the first year of our pilot collaboration.

Host is an active participant in the Urban Land Institute, which aims to provide leadership in the responsible use of land and in creating and sustaining thriving communities worldwide. We incorporate biodiversity considerations into our major renovation projects, which often supports our green building objectives and our commitment to protect World Heritage and other nationally- and internationally-protected areas. We utilize checklists to assist in our management of biodiversity and other sustainability opportunities to ensure consistent use of best practices on our major renovation projects.

### 1 Hotel South Beach

Our newly acquired 1 Hotel South Beach is at the forefront of leading-edge sustainability practices. Designed with biophilic design principles for both environmental and human health purposes, the hotel is LEED Silver-certified and was built using recycled materials—including reclaimed and repurposed wood from Alaska and Colorado. Energy and water consumption are monitored in real-time across the entire property.

The hotel also employs innovative waste measures including compostable room amenities and reusable wooden key cards to support its Plastic-Free Initiative, as well as a composting machine to separate organic waste. Additionally, the hotel has partnered with Food Rescue US to donate leftover food from events to nearby shelters and Debris Free Oceans to help eradicate marine debris.





# CORPORATE CITIZENSHIP

We are committed to being a responsible corporate citizen and an employer of choice, and to strengthening our local communities through financial support, community engagement, volunteer service and industry collaborations.

## Let's Do Something EPIC

At Host, our small staff of approximately 200 employees makes a big difference. Guided by our EPIC values, we strive to go above and beyond to support local communities including our primary location of operation of Bethesda, Maryland.

Our Service Team, comprised of employee volunteers, helps select and organize community service events for the company. Each year, we support communities through strategic and industry relationships, sponsorships, financial contributions, emergency relief and volunteerism. We support organizations that promote public awareness and advance research, education and leadership development initiatives. We also support organizations that improve the health and lives of underprivileged men, women and children.

In 2018, we supported over 135 charities and contributed 670 employee volunteer hours through 13 service events.

### EMPLOYEE VOLUNTEER SERVICES



Over the past four years, our approximately 200 employees have volunteered more than **2,000** hours across nearly **40** company-organized volunteer service events.

## Employee-Driven Charitable Giving

Host recognizes the value of engaging employees in charitable giving.

**30%**

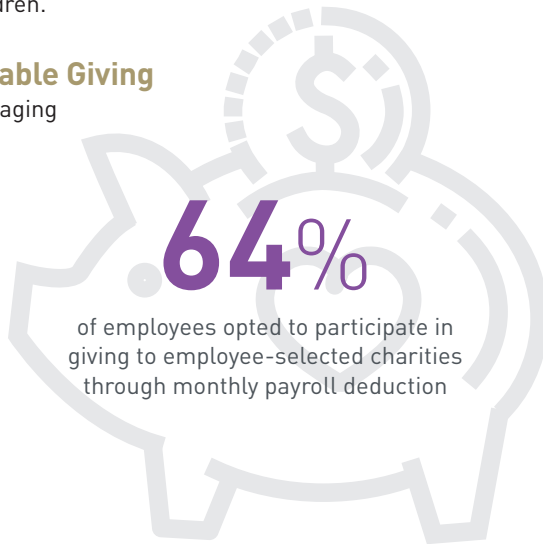
of our total 2018 contributions were allocated to employee requests and programs

**64%**

of employees opted to participate in giving to employee-selected charities through monthly payroll deduction

**\$70k+**

donated by employees in paid time off



### Alliance for the Chesapeake Bay

Near our corporate headquarters, we support the Chesapeake watershed as part of the Alliance for the Chesapeake Bay's Project Clean Stream—conducting water quality monitoring tests, recording the location of invasive plants and collecting microtrash, which is extremely harmful to local wildlife.



In an event jointly organized and hosted by our Service and Green Teams, 15% of our workforce dedicated their time to restoring healthy shorelines by removing litter, debris and trash from a cove along the Potomac River. Volunteers also removed 70 pounds of debris and 38 bags of trash to support the Chesapeake watershed.





### Junior Achievement

Host actively supports Junior Achievement, which delivers programs to foster work-readiness, entrepreneurship and financial literacy skills. In 2018, we completed our fifth year of partnering with Junior Achievement of Greater Washington where our employees volunteer their time to help teach personal finance to middle school students.

In 2018, Host volunteers helped take 115 students through real-life scenarios where they were assigned a career, salary, credit score, debt, family and financial obligations at Junior Achievement's Finance Park. Guided by our employee volunteers, the simulation helps students understand the consequences of their spending choices as they work toward a balanced budget and allows them to experience the challenges of making real-life financial decisions that will lay the foundation for how they manage their financial responsibilities in the future.

In 2018, Host also sponsored and helped design the entertainment storefront at Junior Achievement's newest Finance Park in Montgomery County, Maryland where our corporate headquarters is located. Finance Park is a "mini-city" with various storefronts set up to help students learn about personal finance. Since our storefront will be where students learn how to itemize entertainment in their budgets, we conceived the idea of a hotel lobby to represent the variety of entertainment in and near hotels.

### Habitat for Humanity

Host continues its relationship with Habitat for Humanity Metro Maryland where we volunteer to help provide housing to low-income families within our local community near corporate headquarters. Host employees and executives have taken part in 12 build days since first collaborating with the non-profit organization in 2013.



In 2018, an all-female team participated in Habitat for Humanity Metro Maryland's Women Build, installing siding on the same home that another group of employee volunteers did demolition work on the previous year. Additionally, our Investments; Asset Management; and Development, Design and Construction departments participated in two Build Days for Habitat for Humanity Metro Maryland, where teams worked to install insulation, siding and fences.



### INDUSTRY COLLABORATIONS



Host supports the advancement of corporate responsibility and sustainability within the real estate and lodging industries through our participation in committees, working groups and forums for the AHLA, The Center for Hospitality Research at Cornell University, National Association of Real Estate Investment Trusts, Real Estate Roundtable and the Urban Land Institute.

### AMERICAN RED CROSS



In addition to our ongoing collaboration with the American Red Cross as a corporate partner in the Ready 365 Giving Program, Host organizes special funds for disaster relief efforts in our global community.



# HUMAN CAPITAL MANAGEMENT

**“WE BELIEVE THE QUALITY OF OUR SUCCESS IS DUE TO THE QUALITY OF OUR PEOPLE.”**

— Richard Marriott  
Board Chairman

Our employees are what sets Host apart and they play a vital role in our success. We understand that our financial performance depends on the expertise, energy, dedication and engagement of our employees. Accordingly, we are an employee-centric company from the benefits and programs we offer to the EPIC culture and work environment we foster. We care for and are committed to our employees' safety, health and well-being.

## Training and Education

All of our employees participate in training and education programs. Opportunities include external training, professional certifications, executive and leadership coaching, continuing education and professional memberships. As an example, departmental leaders participate in an offsite leadership program where they receive executive coaching and focus on team-effectiveness to elevate organizational performance.

Our senior management team encourages employees to continue education and professional certifications and we back up this commitment with a generous tuition reimbursement program. The program is designed to assist with undergraduate and graduate program expenses in alignment with career development plans.

Host is also committed to conducting its business in compliance with all laws prohibiting bribery and other corrupt and unethical practices. All employees participate in an anti-bribery/anti-corruption training. This training covers topics within our Code of Business Conduct and Ethics, which includes prohibiting employees from receiving and giving gifts or bribes. All employees also participate in harassment, diversity and compliance training at least once a year.

## AVERAGE TENURE OF OUR EMPLOYEES



## Diversity and Inclusion

Embracing differences and promoting an inclusive culture driven by our employees' unique viewpoints, diverse backgrounds and experiences are fundamental to our EPIC core values and critical to our success. We strive to attract, develop, advance and retain a diverse, high performing workforce.

As part of our director selection, Host's Board is committed to a diversified membership in terms of professional background, experience, thought, perspective, age, tenure, gender and ethnicity. Over the last three years, four of the last six Board members added are either women or bring diversity to the Board. For our workforce, we utilize compensation benchmarking surveys to monitor gender pay equity in addition to Host's overarching compensation practices.



**100%**

of employees receive training and performance reviews



**36%**

of Host's Board of Directors is female



**13**

female leaders from Host attended the inaugural and second annual AHLA's ForWard Conferences to help advance women in hospitality

## 2018 Employee Demographics

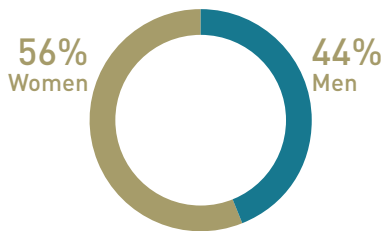
**185**  
employees\*

**10**  
years average tenure

**5.2%**  
voluntary turnover

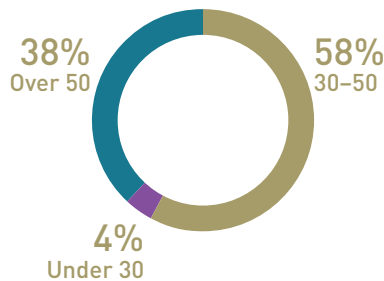
## Workforce Composition

## Gender

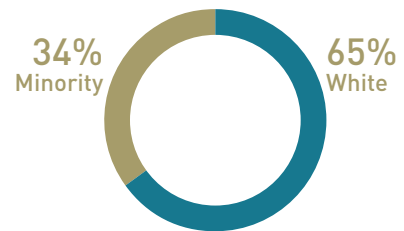


**40%** of management positions held by women

## Age



## Diversity



\*Includes employees at headquarters and regional offices as of December 31, 2018. Host does not use temporary or seasonal workers. In 2018, more than 99% of our employees were full-time employees. Host also engages a limited number of contractors for professional and project management services at the corporate-level.

## Health, Safety and Well-being

Our benefit programs are designed to meet the needs of our diverse workforce and support our employees and their families by offering comprehensive and competitive programs that provide flexibility and choice in coverage. Benefits span from health, retirement and wellness programs to flexible work arrangements, paid parental leave, tuition reimbursements and hotel discounts. Further information on our Total Rewards package is available on our corporate website.

We are also committed to the safety and well-being of our employees. Given our office environment, we invest in ergonomics and focus on wellness and preventive care. Host's Wellness program is designed to promote and support the physical and emotional well-being of our employees. Services include: an interactive portal to track fitness, nutrition and other indicators of health and well-being; fitness classes; access to health coaches via the wellness portal and phone; a competitive incentive program to reward healthy endeavors both in and out of the office; a health risk assessment; and wellness workshops. Employees are also provided with free preventive care services, including flu shots, routine check-ups and screenings and health service discounts through our company's insurance provider.

Our employees are responsible for complying with all applicable safety and health laws and guidelines. As our employees are in an office environment, there is a low risk of safety incidents occurring each year. In 2018, there were no known lost days due to workplace injuries. We also engage contractors that are focused on safety and provide regular reporting on safety performance at renovation projects.

## Harassment and Discrimination

We have a long-standing commitment to equal opportunity and are intolerant of discrimination and harassment. We work to maintain a workplace that is free from discrimination or harassment on the basis of age, race, color, religion, gender, gender identity, gender expression, genetic information, marital status, ancestry, sexual orientation, national origin, disability, veteran status or any other basis or characteristic protected by law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Host is qualifications, performance, skills and experience. Host is also a member of the Business Coalition for the Equality Act. The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment.

By these policies, Host ensures that all employees can make their maximum contribution to Host and to their own career goals. We strive to provide an equal employment opportunity program that will simultaneously serve the requirements of society, the law, sound business practices and individual dignity.

## Human Rights

Respect for human rights is at the core of our values at Host. 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. We believe that we have a responsibility to manage our business in a manner consistent with fundamental human rights and our aim is to help advance the protection and promotion of human rights within the communities in which we operate.

## HUMAN CAPITAL MANAGEMENT

In 2019, Host adopted:

- **Human Rights Policy** which, together with our Code of Business Conduct and Ethics, applies to all employees, officers and directors and sets forth our commitments to diversity and inclusion and freedom of association, maintaining a discrimination- or harassment-free workplace, employee wellness, prohibition on the use of all forms of forced labor, zero tolerance policy with respect to human trafficking and our commitment to uphold the highest professional standards in all business operations; and
- **Supplier Code of Conduct** which outlines standards and expectations of how our suppliers should conduct business in a manner that aligns with Host's values and commitment to responsible business practices. We expect our suppliers to follow high ethical standards, promote fair trade practices, comply with applicable laws and regulations, uphold human and employment rights and demonstrate a commitment to reducing the environmental impact of their operations.

### Addressing Sexual Harassment at Our Hotels

A major part of our human rights work has been collaborating with our hotel operators to combat sexual harassment at our hotels. As a lodging REIT, Host is not allowed to operate or manage its hotels pursuant to specific provisions of the U.S. tax code. We must hire an eligible independent contractor to do so, and, accordingly, we engage what we believe to be the best companies in the hospitality industry—including Marriott, Hyatt, Accor and Hilton—to operate and manage our hotels under long-term contracts.

Within our tax framework, we work with the hospitality industry and our operators to address worker safety risks and sexual harassment. We have played an active role in the hospitality industry's emergence as a leader in this area. In 2018, the AHLA announced a new industry-wide safety initiative called the 5-Star Promise and Host was the first lodging REIT to join. This is a commitment from the hospitality industry to take affirmative steps to address sexual harassment. A key element of the 5-Star Promise is to provide hotel employees with safety devices, sometimes known as "panic buttons," to alert security in the case of inappropriate behavior by hotel guests. The other elements of the 5-Star Promise include:

- Providing industry-wide training and materials on safety and security matters and retaining expert guidance to work with AHLA and its members on workplace diversity and safety issues.
- Ensuring mandatory anti-sexual harassment policies are in place and easily accessible in multiple languages.
- Providing ongoing training and education for employees to identify and report sexual harassment.
- Broadening vital partnerships with wide-ranging national organizations that target sexual violence, assault and trafficking and promote workplace safety, including the National Alliance to End Sexual Violence (NAESV), End Child Prostitution and Trafficking (ECPAT-USA) and Polaris.

We are actively engaged with our operators to assist in identifying the best technology for each property, and Host will be funding the capital to ensure that operators' employees at all Host-owned hotels will be armed with safety devices. Further, in our role as asset managers, we will continue to monitor that our operators are following through with their commitments on training and education. Moreover, our management team has worked with our third-party operators to ensure the development and implementation of effective policies and practices to promote worker safety and prevent sexual harassment in our hotels.



### AHLA 5-Star Promise

As one of the first owners in the hotel industry to formally embrace AHLA's 5-Star Promise goals, Host is committed to supporting our operators to address the critical issue of workplace safety.



We note that there has been a low incidence of formal sexual harassment complaints at our hotels over the last several years. Approximately 73% of our properties (as measured by 2018 revenues) are managed or franchised by Marriott. Since 2013, based on information provided by Marriott, there have been four formal sexual harassment complaints at our Marriott-managed properties. Formal legal complaints would include attorney demand letters, equal employment opportunity (EEOC) federal and state administrative charges and lawsuits. This figure includes statistics from Starwood hotels following Marriott's 2016 acquisition of Starwood. All have been resolved and all settlements included customary non-disclosure language. Our second largest hotel manager is Hyatt (17% of our properties, as measured by 2018 revenues). According to Hyatt, there were no reported complaints of sexual harassment at Host's Hyatt-operated hotels in 2017 and 2018.

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 policies, procedures and training, and to couple them with effective complaint investigation. Our objective is to create an environment where employees at our hotels feel comfortable coming forward to report sexual harassment without fear of retaliation.



# ENVIRONMENTAL PERFORMANCE DATA\*

## GREENHOUSE GAS EMISSIONS

IN METRIC TONS OF CO2 EQUIVALENTS	2018	2017	2016	2015	2014
Scope 1 Emissions	110,298	104,031	112,108	112,947	122,444
Scope 2 Emissions	279,606	309,473	352,141	367,348	425,213
Combined Scope 1 and 2 Emissions	389,904	413,504	464,249	480,295	547,657
Emissions Intensity (Kilograms per Square Foot)	7.65	8.01	8.56	8.95	9.58
Cumulative Reduction Emissions Intensity (per Square Foot) From 2008 Baseline	35.1%	32.0%	27.3%	24.0%	18.7%

## ENERGY CONSUMPTION

IN MEGAWATT HOURS	2018	2017	2016	2015	2014
Direct Energy Consumption	608,999	571,711	614,994	699,898	797,208
Indirect Energy Consumption	743,598	777,694	830,214	803,687	840,703
Total Energy Consumption	1,352,596	1,349,405	1,445,208	1,503,585	1,637,911
Energy Intensity (Kilowatt Hours per Square Foot)	26.52	26.13	26.66	27.11	28.66
Cumulative Reduction Energy Intensity (per Square Foot) From 2008 Baseline	14.7%	15.9%	14.2%	12.8%	7.8%

## WATER CONSUMPTION

IN KILO-GALLONS	2018	2017	2016	2015	2014
Total Water Consumption	2,674,889	2,596,514	2,840,255	2,974,706	3,689,982
Water Intensity (per Occupied Room)	0.18	0.17	0.18	0.18	0.19
Cumulative Reduction Water Intensity (per Occupied Room) From 2008 Baseline	22.1%	25.1%	21.1%	19.4%	17.4%

\* Environmental performance data covers Host's international consolidated portfolio. We also report on our domestic consolidated portfolio's environmental performance in our annual 10-K filing and ESG Performance page on our corporate website.

# GLOBAL REPORTING INITIATIVE (GRI)

## CONTENT INDEX & PERFORMANCE TABLES

To facilitate stakeholders in understanding and benchmarking our corporate responsibility performance, Host's reporting follows the Global Reporting Initiative (GRI) disclosure framework, which is an internationally recognized set of indicators for economic, environmental and social topics of business performance.

In the GRI Index, we provide references to locate content in this report as well as provide direct answers to indicators and direct readers to external sources on our corporate website.

The GRI guidelines help companies in selecting material content and key performance indicators. For additional information, please visit [www.globalreporting.org](http://www.globalreporting.org).

## GENERAL DISCLOSURES:

DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
<b>ORGANIZATIONAL PROFILE</b>			
102-1	Name of the organization	Host Hotels & Resorts, Inc. ("Host")	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Explanatory Note, p. 9 of PDF)</li> </ul>
102-2	Activities, brands, products and services	<p>Host operates as a self-managed and self-administered REIT with a consolidated lodging portfolio in addition to non-controlling interests in joint ventures.</p> <p>Host owns but not does operate the hotels in our lodging portfolio. Our hotel managers are responsible for daily operations at the hotels.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (The World's Largest Lodging REIT, pp. 2-3 of PDF and Our Consolidated Hotel Portfolio, pp. 23-27 of PDF)</li> </ul>
102-3	Location of headquarters	Our corporate headquarters are located at 4747 Bethesda Avenue, Suite 1300, Bethesda, MD 20814.	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (10-K Cover Page, p. 7 of PDF)</li> </ul>
102-4	Location of operations	As of February 21, 2019, we owned a portfolio of 93 hotel properties, of which 88 are in the United States and five are located in Brazil and Canada.	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Item 1. Business, p. 13 of PDF)</li> </ul>
102-5	Ownership and legal form	Host is a Maryland Corporation and a publicly traded REIT.	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Explanatory Note, p. 9 of PDF)</li> </ul>
102-6	Markets served	<p>Our strategy is to own a diversified portfolio of high-quality hotels in major urban markets and resort destinations primarily focused in the United States.</p> <p>Our goal is to be the preeminent owner of high-quality lodging real estate in growing markets in the U.S. and to generate superior long-term returns for our stockholders throughout all lodging cycles through a combination of appreciation in asset values, growth in earnings and dividend distributions.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (The World's Largest Lodging REIT, pp. 2-3 of PDF and Business Strategy, pp. 13-16)</li> <li>• <a href="#">2019 Investor Presentation</a> (p. 2)</li> </ul>

DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
102-7	Scale of the organization	<p>As of February 21, 2019, we owned a consolidated portfolio of 93 hotel properties and had 184 employees, all of which work in the United States, including our regional offices in Miami and San Diego. We do not employ temporary or seasonal workers; nor do we employ the employees at the hotels we own.</p> <p>In addition, we own non-controlling interests in five domestic joint ventures, one international joint venture and a timeshare venture in Hawaii.</p> <p>Total revenues for fiscal year 2018 were \$5.5 billion.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (The World's Largest Lodging REIT, pp. 2-3 of PDF and Business Strategy, pp. 13-16, Employees, p. 28 of PDF; Selected Financial Data, p. 56 of PDF)</li> </ul>
102-8	Information on employees and other workers	<p>As of February 21, 2019, we had 184 employees of which 44% were men and 56% were women. Most of our employees are full-time employees. In limited instances, we employ part-time employees. Host also engages a limited number of contractors for professional and project management services at the corporate-level.</p>	<ul style="list-style-type: none"> <li>• GRI Content Index</li> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Employees, p. 28 of PDF)</li> </ul>
102-9	Supply chain	<p>Our direct supply chain primarily consists of building materials, major mechanical equipment and furniture, fixtures and equipment for hotels in support of renovations in our consolidated lodging portfolio. Additionally, we procure office supplies and equipment for our corporate offices.</p> <p>The majority of our procurement spend is among our set of approximately 125 strategic suppliers. In collaboration with three third-party procurement advisory firms, we vet and access the viability of our select set of strategic suppliers on an ongoing basis. In 2018, these strategic suppliers comprised more than 80% of spend.</p> <p>In 2018, we spent approximately \$474 million on capital expenditures, of which \$200 million represented return on investment (ROI) capital expenditures and \$274 million represented renewal and replacement projects.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Managers and Operational Agreements, pp. 19-22 of PDF and Capital Projects, p. 64 of PDF)</li> <li>• <a href="#">Suppliers</a></li> </ul>
102-10	Significant changes to the organization and its supply chain	<p>None during the reporting period.</p>	<ul style="list-style-type: none"> <li>• GRI Content Index</li> </ul>
102-11	Precautionary principle or approach	<p>Host proactively works with its hotel managers to manage potential environmental risks, including those related to climate change.</p> <p>Within our corporate responsibility framework, our three themes have corresponding policies, targets and metrics to address environmental risks and opportunities.</p> <p>We also utilize our ISO 14001-certified environmental management system to support the ongoing assessment and monitoring risks at our owned hotels.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Strategy and Themes</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Questions C2-C3, pp. 9-45)</li> <li>• 2018 GRESB Survey (R03 and Resilience Module)</li> </ul>

DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
102-12	External initiatives	<p>Host aims to support the United Nations Sustainable Development Goals through our corporate responsibility framework.</p> <p>We are guided by the United Nations Universal Declaration of Human Rights in our support and respect of the protection of human rights within our influence, condemning all forms of human trafficking and exploitation of children. We support all laws issued to prevent and punish such crimes.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">Human Rights Policy</a></li> </ul>
102-13	Membership of associations	Host maintains active membership and/or committee participation in industry associations and advocacy organizations, including the American Hotel & Lodging Association (AHLA), The Center for Hospitality Research at the Cornell University School of Hotel Administration, The National Association of Real Estate Investment Trusts® (NAREIT), Real Estate Roundtable® (RER), Urban Land Institute and the U.S. Travel Association.	<ul style="list-style-type: none"> <li>• <a href="#">Industry Associations</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (CC12.3)</li> </ul>

## STRATEGY

102-14	Statement from the most senior decision-maker about the relevance of sustainability and organization's strategy	<p>Our President and Chief Executive Officer James Risoleo provides direct oversight of Host's corporate responsibility strategy, themes, reporting and investments.</p> <p>Mr. Risoleo's perspectives on corporate responsibility inform our disclosures. Mr. Risoleo also shares his perspectives on corporate responsibility through industry engagement and interviews.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Letter to Our Stockholders, pp. 5-6 of PDF)</li> <li>• 2018 GRESB Survey (MA4)</li> </ul>
102-15	Key impacts, risks, and opportunities	<p>Host reports on key impacts, risks and opportunities in our annual CDP Climate Change and GRESB disclosures.</p> <p>Additional information can be also found in the corporate responsibility webpages on our corporate website.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Strategy and Themes</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C2, pp. 9-40)</li> <li>• 2018 GRESB Survey (R03 and Resilience Module)</li> </ul>

DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards, and norms of behavior	Host maintains its Code of Business Conduct and Ethics and corporate values of Excellence, Partnership, Integrity and Community, referred to as EPIC.	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">What Makes Us Special</a></li> <li>• <a href="#">Human Rights Policy</a></li> </ul>
102-17	Mechanisms for advice and concerns about ethics	<p>Host maintains a confidential hotline that can be accessed by telephone and e-mail. Officers and employees who use the hotline are guaranteed confidential treatment. Potential violations can also be reported to a third-party website.</p> <p>We maintain an “open door” policy to encourage seeking advice on any ethical questions or concerns in good faith without fear of retaliation.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a> (The Importance of Speaking Up)</li> </ul>
<b>GOVERNANCE</b>			
102-18	Governance structure of the organization, including committees of the highest governance body and those responsible for decision-making on economic, environmental and social impacts.	<p>We provide information on our governance structure and board composition on our company website.</p> <p>Host’s President and Chief Executive Officer and the Nominating and Corporate Governance Committee of our Board of Directors are responsible for oversight of our corporate responsibility strategy and program.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Governance</a></li> <li>• <a href="#">2019 Proxy Statement</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C1, pp. 3-9)</li> </ul>



DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Engaged stakeholders include investors and analysts, hotel managers, suppliers, industry associations, employees and community organizations.	<ul style="list-style-type: none"> <li>• <a href="#">Stakeholder Engagement</a></li> </ul>
102-41	Collective bargaining agreements	<p>None of Host's employees are covered by collective bargaining agreements.</p> <p>Our third-party managers are responsible for hiring and maintaining the labor force at each of our hotels, some of which employ unionized labor. As we are not the employer nor bound by any collective bargaining agreement, we do not negotiate with any labor organization, and it is the responsibility of each property's manager to enter into such labor contracts. Our ability, if any, to have any material impact on the outcome of these negotiations is restricted.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Employees, pp. 28-29 of PDF, "Risk Factors, pg. 37 of PDF)</li> </ul>
102-42	Identifying and selecting stakeholders	<p>To achieve our commitments to Responsible Investment, Environmental Stewardship and Corporate Citizenship, we collaborate with key stakeholders affected by our business to understand their expectations and interests related to environmental and social issues.</p> <p>These stakeholders include our investors, employees, third-party hotel managers, suppliers, industry associations and local communities.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Stakeholder Engagement</a></li> </ul>
102-43	Approach to stakeholder engagement	<p>On our corporate website, we report on our approach to engagement with corporate responsibility-related stakeholders and key topics of focus.</p> <p>On a monthly basis, our third-party management companies present guest satisfaction data collected at each of our hotels. In 2018, our composite guest satisfaction scores were 4.34 out of 5 points.</p> <p>Key drivers of guest satisfaction (including check-in experience, cleanliness and the condition of rooms and the overall property) are assessed. We work with our hotel managers to understand their action plans should customer satisfaction issues arise and have recognized properties with exceptional customer satisfaction during past General Managers awards ceremonies.</p> <p>We also actively support the AHLA Worker Safety Initiative and the 5-Star Promise, a pledge to provide hotel employees across the U.S. with employee safety devices (ESDs) and commit to enhanced policies, trainings and resources that together are aimed at enhancing hotel safety, including preventing and responding to sexual harassment and assault.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Investors &amp; Analysts</a></li> <li>• <a href="#">Hotel Managers</a></li> <li>• <a href="#">Suppliers</a></li> <li>• <a href="#">Industry Associations</a></li> <li>• <a href="#">Employees</a></li> <li>• <a href="#">Community</a></li> </ul>

DISCLOSURES	DESCRIPTION	RESPONSE	REFERENCES
<b>REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements	A list of subsidiaries is provided in our Annual Report. Our corporate responsibility disclosures cover our consolidated portfolio and do not cover investments and joint ventures where we do not have a controlling interest.	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Notes to Financial Statements, Exhibit 21.1: Subsidiaries, pp. 161-178)</li> </ul>
102-46	Defining report content and topic boundaries	To develop our corporate responsibility framework and its three themes, we engaged in a formal materiality assessment that included more than 30 stakeholder interviews. To define reporting content for our GRI Specific Standard Disclosures, we assess topics and disclosures of greatest interest to investors and key stakeholders considering materiality both within and outside our organization.	<ul style="list-style-type: none"> <li>• GRI Content Index (Management Approach and Topic-Specific Disclosures)</li> </ul>
102-47	List of material topics	Please refer to our Management Approach Disclosures in this GRI Content Index, where we have provided disclosures on selected economic, environment and social topics.	<ul style="list-style-type: none"> <li>• GRI Content Index (Management Approach and Topic-Specific Disclosures)</li> </ul>
102-48	Restatements of information	None during the reporting period.	<ul style="list-style-type: none"> <li>• Not Applicable</li> </ul>
102-49	Changes in reporting	None during the reporting period.	<ul style="list-style-type: none"> <li>• Not Applicable</li> </ul>
102-50	Reporting period	Our reporting period is calendar year 2018.	<ul style="list-style-type: none"> <li>• Not Applicable</li> </ul>
102-51	Date of most recent report	2018	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> </ul>
102-52	Reporting cycle	Our corporate responsibility disclosures are submitted on an annual basis.	<ul style="list-style-type: none"> <li>• Not Applicable</li> </ul>
102-53	Contact point for questions regarding the report	For more information, contact us at corporate.responsibility@hosthotels.com.	<ul style="list-style-type: none"> <li>• Not Applicable</li> </ul>
102-56	External assurance	We received assurance for our greenhouse gas emissions, energy consumption, water withdrawals and measured waste performance metrics during the reporting period.	<ul style="list-style-type: none"> <li>• GRI Content Index (Appendix II: Assurance)</li> </ul>

## SPECIFIC DISCLOSURES: Management Approach and Topic-Specific Disclosures

### ECONOMIC


GRI INDICATORS	RESPONSE	REFERENCES
<b>ECONOMIC PERFORMANCE</b>		
103	<b>Management approach</b>  <p>Our goal is to be the preeminent owner of high-quality lodging real estate and to generate superior risk-adjusted long-term returns to our stockholders throughout all lodging cycles through a combination of appreciation in asset values, growth in earnings and dividend distributions.</p> <p>Our corporate responsibility framework is focused on increasing profitability and value for our company, investors, employees, stakeholders and communities. To proactively address risks and opportunities relevant to our business, we maintain a targeted focus on three themes: Responsible Investment, Environmental Stewardship and Corporate Citizenship.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Our Strategy</a></li> <li>• <a href="#">2018 Annual Report and 10-K Filing</a></li> <li>• <a href="#">Corporate Responsibility Strategy and Themes</a></li> <li>• <a href="#">2019 Investor Presentation</a></li> </ul>
201-1	<b>Direct economic value generated and distributed</b>  <p>Total revenues for fiscal year 2018 were \$5.5 billion and net income was \$1,151 million. Cash generated was distributed to our stockholders through dividends, to employees through wages and benefits, to suppliers through procurement activities and to communities through charitable contributions.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a></li> <li>• <a href="#">Corporate Citizenship</a></li> </ul>
201-2	<b>Financial implications and other risks and opportunities for the organization's activities due to climate change</b>  <p>In our annual CDP Climate Change responses, we provide details on the potential financial implications of physical, regulatory and other risks and opportunities associated with climate change.</p>	<ul style="list-style-type: none"> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C2, pp. 9-40)</li> <li>• 2018 GRESB Survey (R03 and Resilience Module)</li> </ul>
201-3	<b>Coverage of the organization's defined benefit plan obligations</b>  <p>We contribute to defined contribution plans for the benefit of employees who meet certain eligibility requirements and who elect participation in the plans. The discretionary amount to be matched by the Company is determined annually by Host's Board of Directors. Our recorded liability for this obligation is not material.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Profit Sharing and Postemployment Benefits Plans, p. 139 of PDF)</li> <li>• <a href="#">Careers</a></li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
INDIRECT ECONOMIC IMPACTS		
103 Management approach	<p>At Host, we demonstrate how a small staff can make a big difference. Guided by our EPIC corporate values, we aim to support local communities through financial support, community engagement and volunteer service.</p> <p>Our Service Team, comprised of employee volunteers, helps select and organize community service events for the company.</p> <p>Host made a five-year pledge to support the American Hotel &amp; Lodging Educational Foundation. Host also actively supports Junior Achievement of Greater Washington, which delivers programs to foster work-readiness, entrepreneurship and financial literacy skills. We have completed our fifth year of partnering with Junior Achievement where our employees volunteer their time to help teach personal finance to students in Montgomery County where our corporate headquarters are located.</p> <p>Host has expanded its relationship with Habitat for Humanity Metro Maryland, where we volunteer to help provide housing to low-income families within our local community near corporate headquarters.</p> <p>Near our corporate headquarters, we have supported the Chesapeake watershed as part of the Alliance for the Chesapeake Bay's Project Clean Stream — conducting water quality monitoring tests, recording the location of invasive plants and collecting micro-trash, which is extremely harmful to local wildlife. We also protected biodiversity within the Potomac River and its surrounding lands and waters by volunteering with Potomac Conservancy, the region's leading clean water advocate.</p> <p>When evaluating investments, we consider social and economic impacts, such as pedestrian walkways, traffic flow, crime and adjacent uses, and work closely with local regulators to address any potential community concern prior to design and development.</p> <p>When we engage in design and development activities, our approach is guided by our Ground Up Design and Construction Policy and considers local community and regulatory input in addition to property-specific considerations as reflected in permits obtained for the project.</p> <p>For new development and re-development projects, we follow the LEED® design criteria, which can identify additional opportunities to create positive local community impacts during design, implementation and occupancy. We also monitor impacts through the establishment of systems to ensure compliance with local regulations and permits.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Corporate Citizenship</a></li> </ul>



GRI INDICATORS	RESPONSE	REFERENCES
	<p>During construction, we consider potential local community impacts, which may include noise, dust, traffic and accessibility. Many projects are subject to city and local jurisdictions including those regarding sound, light and work hours. For noise, we use decibel meters and schedule construction activities during times approved by local authorities. We consider and use alternative construction techniques to reduce noise when feasible. We also control dust through site treatments and develop traffic control plans that include routes for construction vehicles to minimize their impact on the local environment.</p> <p>We have also made substantial investments over the five years to support individuals with disabilities and compliance with Americans with Disabilities Act (ADA) Standards for Accessible Design and associated best practices. When renovating our hotels, we engage ADA consultants to survey the impacted area and incorporate accessible design into our construction program. During acquisition due diligence, we engage consultants to perform assessments to determine the level of ADA compliance as well as future modifications required.</p>	
<b>203-1</b> <b>Infrastructure investments and services supported</b>	<p>In 2018, Host contributed to over 135 charities and programs to support local communities and address targeted issues, including public health and youth empowerment.</p> <p>We have also made a five-year pledge totaling \$500,000 to support the American Hotel &amp; Lodging Educational Foundation Opening Doors to Opportunity campaign and completed our fifth year of teaching financial literacy to students with Junior Achievement of Greater Washington.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Corporate Citizenship</a></li> </ul>
<b>ANTI-CORRUPTION</b>		
<b>103</b> <b>Management approach</b>	<p>In addition to our Code of Conduct, Host maintains a separate Antibribery Compliance Manual.</p> <p>Annual compliance with our standards and processes is certified by Host directors, officers and employees. We conduct background checks for all employees holding sensitive positions and all new hires.</p> <p>Additional practices include monthly analysis and annual testing of Host's books, records and accounts; audits regarding Host's activities in high-risk countries; detailed guidelines concerning gifts, travel and entertainment involving foreign officials or charities; and monthly third-party vendor checks.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• 2018 GRESB Survey (PD3 and R01-R02)</li> </ul>
<b>204-1</b> <b>Operations assessed for risks related to corruption</b>	<p>Host engages in a formal 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.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (R01-R02)</li> </ul>
<b>204-2</b> <b>Communication and training on anti-corruption policies and procedures</b>	<p>All Host directors, officers and employees must complete annual compliance training and certification.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (PD7 and R01-R02)</li> </ul>
<b>204-3</b> <b>Confirmed incidents</b>	<p>Host is not involved in any legal cases regarding corrupt practices.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (PD7)</li> </ul>

## ENVIRONMENTAL

GRI INDICATORS	RESPONSE	REFERENCES
ENERGY		
103 Management approach	<p>Host has established a 2020 target to reduce energy consumption per square foot by 15% (measured against our Company's 2008 base year). In 2018, we were on track to achieve this target with 14.7% reduction compared to our 2008 baseline.</p> <p>Over the past five years, we have completed nearly 800 projects to help increase our energy efficiency. These projects include renewable energy investments, building automation systems, lighting updates and enhancements to our HVAC and central plants.</p> <p>Host has initiated a pilot project using a cloud-based building analytic tool that uses algorithms based on our hotel's building management systems to monitor energy performance in real-time and help identify and validate new energy ROI projects. The tool will also help us to establish technical operational efficiency baselines for our hotels for our HVAC, chillers and boilers.</p> <p>We also utilize our ISO 14001-certified environmental management system and internal price of carbon, which focuses on continuous improvement to increase the energy efficiency of our portfolio.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Responsible Investment</a></li> <li>• <a href="#">Environmental Stewardship</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Questions C2-4, pp. 9-56)</li> <li>• 2018 GRESB Survey</li> </ul>
302-1 Energy consumption within the organization   Assured by third-party verifier	<p>In 2018, total energy consumption was 1,352,596 mega-watt hours.</p> <p>Historical performance data and our assurance statement can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C8, pp. 73-115)</li> <li>• 2018 GRESB Survey (PI1)</li> </ul>
302-3 Energy intensity	<p>In 2018, energy intensity was 26.52 megawatt hours per square foot.</p> <p>Historical performance data can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C6.10, pp. 68-69)</li> <li>• 2018 GRESB Survey (PI1)</li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
WATER		
103 Management approach	<p>Host has established a 2020 target to reduce water consumption per square foot by 25% (measured against our Company's 2008 base year). In 2018, we were on track to achieve this target with a 22% intensity reduction compared to our base year.</p> <p>Our current water reduction initiatives include the use of low-flow fixtures and waterless urinals. In 2018, we invested in new water efficiency projects at 12 hotels in Arizona, California, Georgia, Ontario and the Washington D.C. metro area.</p> <p>We continue to implement new water saving technologies. We have installed smart irrigation systems that use cloud-based applications to automate schedules based on weather forecasts and landscape-specific parameters. Irrigation systems on many of our golf courses are even more sophisticated, enabling the control of individual sprinkler heads to deliver water with pinpoint precision and avoid overwatering. In 2018, we also utilized xeriscaping as part of the redevelopment of The Phoenician, A Luxury Collection Resort.</p> <p>We have implemented on-site wastewater laundry recycling systems and high efficiency laundry equipment, which are estimated to use 70% less water.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Responsible Investment</a></li> <li>• <a href="#">Environmental Stewardship</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C2.3 - Risk 6, pp. 23-24)</li> <li>• 2018 GRESB Survey (R06)</li> </ul>
303-1 Water withdrawal by source  ✓ Assured by third-party verifier	<p>In 2018, total water consumption was 10,125,556 cubic meters (2,674,889 kilo-gallons). The source is municipal water use.</p> <p>Historical performance data and our assurance statement can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• 2018 GRESB Survey (PI3)</li> </ul>

GRI INDICATORS		RESPONSE	REFERENCES
EMISSIONS			
103	Management approach	<p>To support global action on climate change, Host became an early adopter of setting a science-based target to reduce greenhouse gas emissions in alignment with the 2-degree Celsius pathway. Host's GHG reduction target was the first in the hospitality industry to be verified by the Science Based Targets initiative (SBTi). In 2018, we invested nearly \$40 million in completed projects which, combined with prior investments, have helped reduce emissions per square foot by 35.1% compared to our 2008 baseline (ahead of our targeted reduction of 28% by 2020).</p> <p>We also invest in low carbon technologies to enable decentralized renewable energy. We have completed a multi-year project to install a 500-kilowatt solar photovoltaic (PV) system at the Fairmont Kea Lani, Maui. Including the solar PV system at Hyatt Regency Maui Resort and Spa, we generate and own 1.15 megawatts in on-site solar capacity and have a 600-kilowatt solar PPA at The Phoenician, a Luxury Collection Resort. In 2018, we completed a large-scale solar PV system at our newly acquired Andaz Maui at Wailea Resort. Nearly all of our hotels in Hawaii have PV systems to generate on-site solar either in place or in development. Host is also the guarantor of a \$5.2 million fuel cell PPA at Sheraton San Diego Hotel &amp; Marina.</p> <p>Additionally, we have begun to apply an internal price of carbon to help inform investment decisions in energy efficiency technologies and low carbon energy sources. Our internal price of carbon is designed to align with the recommendations set forth in a joint-report of the World Bank and the International Monetary Fund.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Responsible Investment</a></li> <li>• <a href="#">Environmental Stewardship</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a></li> </ul>
305-1	Scope 1 emissions ✓ Assured by third-party verifier	<p>In 2018, Scope 1 emissions were 110,298 metric tons of carbon dioxide equivalents (CO2e).</p> <p>Historical performance data and our assurance statement can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• 2018 GRESB Survey (PI2)</li> </ul>
305-2	Scope 2 emissions ✓ Assured by third-party verifier	<p>In 2018, Scope 2 location-based emissions were 279,606 metric tons of carbon dioxide equivalents (CO2e). Market-based emissions were 280,452 metric tons of CO2e.</p> <p>Historical performance data and our assurance statement can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• 2018 GRESB Survey (PI2)</li> </ul>
305-3	Scope 3 emissions ✓ Assured by third-party verifier	<p>In 2018, Scope 3 emissions for leased office space at our corporate headquarters and regional offices were 733 metric tons of carbon dioxide equivalents (CO2e). Scope 3 emissions from business travel were 369 metric tons of CO2e.</p> <p>We also estimate 82,469 metric tons of CO2e for purchased goods and services using the Quantis/WRI Scope 3 Evaluator for spend in categories associated with Host's purchases of furniture, fixture and equipment and other renovations spend. Categories include construction, metals, paper, rubber and plastics, leather, electrical equipment, textiles and wood products.</p>	<ul style="list-style-type: none"> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C6.5, pp. 62-67)</li> <li>• 2018 GRESB Survey (PI2)</li> </ul>



GRI INDICATORS		RESPONSE	REFERENCES
305-4	Greenhouse gas emissions intensity	<p>In 2018, greenhouse gas intensity was 7.65 kilograms of carbon dioxide equivalents (CO2e) per square foot.</p> <p>Historical performance data can also be found in the Appendices to this GRI Content Index.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C6.10, pp. 68-69)</li> <li>• 2018 GRESB Survey (PI2)</li> </ul>
305-5	Reduction of greenhouse gas emissions	<p>In 2018, we completed nearly 190 emission reduction projects estimated to reduce emissions by 15,714 metric tons of carbon dioxide equivalents (CO2e). Additionally, our third-party hotel managers continued to implement process efficiency projects and guest and employee behavioral change initiatives to reduce emissions.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C4.3, pp. 49-55)</li> </ul>

## EFFLUENTS AND WASTE

103	Management approach	<p>Host has established a target to divert waste from at least 50% of our major renovation projects. Since 2014, we have diverted more than 3,200 tons of wall coverings, carpets, carpet pads, case goods, mattresses and other materials.</p> <p>Our third-party management companies, which include Marriott®, Hyatt®, Hilton® and other third-party operators, track the amount of waste that is both sent to landfill and diverted from landfills through recycling and other measures, including the conversion of waste to energy.</p> <p>Our hotels utilize innovative methods to divert food waste from landfills, which include composting, on-site food bio-digesters, donations to local pig farms and converting food waste into livestock feed. Two of our hotels were pilot participants in a new joint-project between the World Wildlife Fund, AHLA and the Rockefeller Foundation to reduce food waste.</p> <p>As of 2018, 43 of our owned hotels recycle kitchen oils from food and beverage operations, which are converted to generate energy. Over the past three years, nearly 1.5 million pounds of kitchen oil has been collected, which has also reduced transport emissions and increased productivity. We estimate 11,270 fewer trips to rendering tanks in 2018.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Responsible Investment</a></li> <li>• <a href="#">Environmental Stewardship</a></li> <li>• 2018 GRESB Survey (R07)</li> </ul>
306-2	<p>Waste by type and disposal method</p> <p>✓ Assured by third-party verifier</p>	<p>In 2018, 33,637 metric tons of operational waste generated. 11,610 metric tons of waste generated was recycled, and the remainder was sent to landfill.</p> <p>The coverage for reported waste data is based on approximately 77% of our portfolio.</p>	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> <li>• 2018 GRESB Survey (PI4)</li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
103 Management approach	<p>We have developed strong relationships with our strategic suppliers, which currently represent approximately 80% of total FF&amp;E spend through procurement agents in Host managed renovation projects.</p> <p>When evaluating suppliers, we engage to assess potential physical supply risks, which includes impacts from climate change volatility. In collaboration with our procurement partners, we also perform a full 3-year financial review of new suppliers to ensure that they are viable. We also assess the environmental performance and practices of suppliers using our Supplier Excellence Survey.</p> <p>Additionally, we try to ensure that we have multiple sources and various options for items. We maintain strong supplier relationships so that we can take appropriate measures to identify solutions and alternatives when physical events occur. To mitigate physical risks, we assess whether suppliers have flood prevention measures in place when we visit factories that may be at risk.</p> <p>We engage with suppliers both directly and in collaboration with our brands (including Marriott®, Hilton® and Hyatt®) and strategic procurement partners to identify energy efficiency projects and capital procurement initiatives, which include, but are not limited to: LED lighting; energy efficient televisions; occupancy and sensor-based guestroom HVAC controls; and low-flow showerheads, toilets and faucets. As an owner and not a manager, we also engage with suppliers representing our direct spend, which is primarily comprised of furniture, fixtures and equipment and construction.</p> <p>In our supply chain engagement with brands, suppliers, designers and architects, we seek to identify sustainable construction materials that use recycled/repurposed materials and low VOC paint that are locally manufactured and have third-party certifications.</p> <p>We value innovation and strive to foster and embed leading practices across our portfolio when feasible and/or appropriate and collaborate with our strategic suppliers toward our sustainable procurement strategy. For example, since developing an alternative pathway for compliance that provided an industry solution to historical challenges for existing full-service hotels and resorts seeking LEED certification, we have continued to increase the number of LEED-certified hotels in our portfolio.</p> <p>Host now owns eight LEED-certified properties, including two LEED EBOM Gold-certified properties.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C12.1a, pp. 121-124)</li> <li>• <a href="#">Suppliers</a></li> <li>• <a href="#">Employees</a></li> </ul>
308-1 New suppliers that were screened using environmental criteria	<p>Using our Materials Selection Policy, we actively identify opportunities to procure recycled, local, low VOC and third-party certified materials for our construction and renovation projects.</p> <p>Our dedicated Green Team, which is led by our Office Services and Facilities manager and includes cross-functional representatives across Host, also implements environmentally preferable purchasing initiatives at corporate headquarters.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (Question C12.1a, pp. 121-124)</li> <li>• <a href="#">Suppliers</a></li> <li>• <a href="#">Employees</a></li> </ul>

## SOCIAL

GRI INDICATORS	RESPONSE	REFERENCES
EMPLOYMENT		
103 Management approach	<p>Our success is dependent on our ability to recruit and retain highly qualified and motivated individuals. To be a top employer, we provide competitive compensation and a focused, individualized approach to training and development.</p> <p>As part of our contractual agreements, our third-party hotel managers are responsible for hiring and managing labor employed at our owned hotels.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Careers</a></li> <li>• <a href="#">What Makes Us Special</a></li> </ul>
401-1 Employee turnover	<p>In 2018, our voluntary turnover rate was 5.2%. As of December 31, 2018, the average tenure for employees was nearly 10 years.</p>	<ul style="list-style-type: none"> <li>• GRI Content Index</li> </ul>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We offer some of the most comprehensive and competitive benefits packages in the industry.</p> <p>We emphasize work/life balance and aim to provide employees with flexible working hours (including paid time off in addition to holidays and reduced working hours during Summer Fridays). As part of Host's Flexible Work Policy, Host supports flexible work arrangements that allow employees to balance work and personal commitments, including flex time and telework. Managers and their employees are encouraged to communicate openly and honestly throughout the course of a flexible work arrangement in order to monitor the success of the arrangement on factors including, but not limited to: employee performance, employee workload, employee accessibility and the success of the team in accomplishing results.</p> <p>On a per-request basis, we offer flexible schedule options to employees, including flex time with non-traditional in/out-of-office hours. We also offer work from home arrangements, and have invested in information technology systems to support this practice. If an employee's job is well-suited for telecommuting, we make all reasonable efforts to allow for remote work. As part of Host's Flexible Work Policy, we generally support telework arrangements up to two days per week per employee.</p> <p>To support parents, flexible spending account (FSA) dependent care is provided to employees. We also have an adoption and surrogacy assistance program, wherein eligible employees who meet the program's conditions can be reimbursed for up to \$25,000 per child of qualified expenses.</p> <p>Additional employee benefits include income protection and an employee assistance program.</p> <p>Further information on benefits provided to all full-time employees in addition to benefits available to other eligible employees are described on our corporate website.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Careers</a> (Total Rewards)</li> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Profit Sharing and Postemployment Benefits Plans, p. 139 of PDF)</li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
401-3 Parental leave	Host's parental leave policy applies to birth, adoption, or placement for foster care. During each rolling 12-month period, an employee who meets this criterion is eligible for eight weeks of paid parental leave, which can be taken consecutively or in minimum increments of one day at the employee's discretion, at any time within 12 months of the child's birth, adoption, or placement for foster care. If an employee chooses to take the eight weeks of Parental Leave consecutively, the employee is eligible for a transition period of four weeks during which they may work 80% of their weekly scheduled hours at full pay.	<ul style="list-style-type: none"> <li>• <a href="#">Careers</a> (Total Rewards)</li> </ul>

## OCCUPATIONAL HEALTH AND SAFETY

103	Management approach	<p>As Host's employees work in an office environment, we invest in ergonomics, and focus on wellness and preventive care.</p> <p>Host's Wellness program is designed to promote and support the physical and emotional well-being of our employees. Services offered to employees include (1) an interactive portal where employees can track fitness, nutrition and other indicators of health and well-being, (2) on-site fitness classes (including yoga, bootcamp and Zumba), (3) access to health coaches via the wellness portal and phone, (3) a competitive incentive program to reward healthy endeavors both in and out of the office, (4) a health risk assessment where employees can receive a wellness score and (5) wellness workshops that provide in-depth information on health topics.</p> <p>Host also provides employees with free preventive care services (including flu shots, routine check-ups and screenings) and offers health program and service discounts through our company's insurance provider. Through our healthcare provider, employees have access to weight management programs, tobacco cessation programs, fitness club memberships, acupuncture, chiropractic care, massage therapy and the Healthyroads™ mind/body program. Additionally, we have introduced a second medical plan option for employees who prefer a lower deductible.</p> <p>In 2018, we focused on a different wellness theme each month and held a Walk at Lunch day, water challenge, movement challenge and our seventh annual Bike to Work day. We also provided employees with new wellness resources, which included newsletters, webinars and access to virtual doctors.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (PD2 and SE12 )</li> </ul>
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>As our employees are in an office environment, there is a low risk of safety incidents occurring each year. In 2018, there were no known lost days due to workplace injuries.</p> <p>We also engage contractors that are focused on safety, and provide regular reporting on safety performance at renovation projects.</p> <p>We have a historical record of no work-related fatalities.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (SE3.2 and NC12)</li> </ul>



GRI INDICATORS		RESPONSE	REFERENCES
TRAINING AND EDUCATION			
103	Management approach	<p>Host provides employees with internal training opportunities. We also fund and support external training and education for employees. Additionally, tuition assistance is available for eligible employees in alignment with career development plans.</p> <p>As an example, departmental leaders participate in an offsite leadership program where they receive executive coaching and focus on team-effectiveness to elevate organizational performance.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Careers</a> (Total Rewards)</li> <li>• 2018 GRESB Survey (SE3 and NC12)</li> </ul>
404-2	Programs for upgrading employee skills and transition assistance programs	Programs include external and internal trainings, certification exams, tuition reimbursement, executive and leadership coaching, continuing education and professional memberships.	<ul style="list-style-type: none"> <li>• <a href="#">Careers</a> (Total Rewards)</li> <li>• 2018 GRESB Survey (SE1 and NC12)</li> </ul>
404-3	Percentage of employees receiving regular performance and career development reviews	In 2018, all Host employees received performance reviews. We also encourage regular and ongoing feedback and quarterly check-ins tied to performance and career development.	<ul style="list-style-type: none"> <li>• <a href="#">ESG Performance</a></li> </ul>
DIVERSITY AND EQUAL OPPORTUNITY			
103	Management approach	<p>As part of our director selection, Host's Board is committed to a diversified membership in terms of professional background, experience, thought, perspective, age, tenure, gender and ethnicity. Of the last six Board members added are either women or bring diversity to the Board.</p> <p>We strive to maintain a diverse workforce and inclusive culture in alignment with our EPIC values. We also maintain strict anti-discrimination and equal opportunity policies and emphasize respect in the workplace. Additionally, we utilize compensation benchmarking surveys to monitor gender pay equity in addition to Host's overarching compensation practices.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Meeting Proxy</a> (Snapshot of Director Diversity of Experience)</li> <li>• <a href="#">What Makes Us Special</a></li> <li>• <a href="#">Human Rights Policy</a></li> </ul>
405-1	Diversity of governance bodies and employees	<p>Four of Host's 11 Board members (36%) are women.</p> <p>Our workforce is composed of 44% men and 56% women. 40% of management positions are held by women.</p> <p>Workforce composition by age is as follows: 4% (Under 30 years), 58% (30-50 years old) and 38% (Over 50 years old).</p> <p>Workforce composition by minority group is as follows: 65% (White), 34% Minority.</p> <p>Please note that employees who did not self-report have been excluded from the percentage breakdowns as provided above.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2019 Proxy Statement</a> (page 8, Snapshot of Director Diversity of Experience)</li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
HUMAN RIGHTS ASSESSMENT		
103 Management approach	<p>We are guided by the United Nations Universal Declaration of Human Rights in our support and respect of the protection of human rights within our influence. We condemn all forms of human trafficking and exploitation of children and support all laws issued to prevent and punish such crimes.</p> <p>We endeavor to conduct our business operations according to these fundamental rights, and we expect the same commitment from all of our suppliers and other business partners.</p> <p>Nearly 90% of the hotels in Host's consolidated portfolio are managed by Marriott® and Hyatt®, each of which conduct ongoing human rights risks assessment and training for their employees who work at our owned hotels. The remaining 10% of hotels are managed by Hilton®, Accor® and best-in-class independent operators of boutique hotels. Hilton®, for example, has embedded human rights due diligence into its Enterprise Risk Management System and is focused on creating and partnering with cross-industry networks to support policies for advancing international human rights as part of its 2030 Travel with Purpose goals.</p> <p>Our supply chain is heavily concentrated among a set of carefully-vetted strategic suppliers, including sustainability leaders such as Herman Miller and Interface. For example, Host's top five suppliers comprised nearly 25% of total FF&amp;E spend through procurement agents in 2018. We also utilize third-party procurement firms to reduce potential human rights risks within our supply chain.</p> <p>We are committed to supporting efforts to combat human trafficking and exploitation within the broader tourism industry. In collaboration with the AHLA and Marriott®, Host supported the development of a new industry 5-Star Promise and was the first lodging REIT to join. As part of the 5-Star Promise, our industry and brands have committed to broadening vital partnerships with wide-ranging national organizations that target sexual violence and assault and trafficking and promote workplace safety, including the National Alliance to End Sexual Violence (NAESV), End Child Prostitution and Trafficking (ECPAT-USA) and Polaris.</p> <p>Host also supports other human rights organizations through our own giving initiatives, including RAINN (Rape, Abuse &amp; Incest National Network) and organizations to support the LGBTQ community, including The Trevor Project, DC Center for the LGBT Community and National LGBT Task Force.</p> <p>In 2019, Host also endorsed the Business Coalition for the Equality Index in collaboration with the Human Rights Coalition.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Host performs due diligence background checks regarding all joint venture partners, hotel managers and similar third parties.</p> <p>We have entered into management agreements with industry leading brands including Marriott®, Hyatt® and Hilton® and independent operators to manage the daily operations of our owned properties.</p> <p>These brands have developed human rights policies and procedures (including risk assessments) in alignment with international standards and best practices.</p> <p>In 2018, Marriott®, Hyatt® and Hilton® all continued to evolve and enhance their human rights programs and commitments.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Marriott Human Trafficking Transparency Statement</a></li> <li>• <a href="#">Hyatt Human Rights Statement</a></li> <li>• <a href="#">Hilton Slavery and Human Trafficking Statement</a></li> </ul>

## LOCAL COMMUNITIES

103	Management approach	<p>We are committed to being a responsible corporate citizen and to strengthening our local communities through financial support, community engagement and volunteer service. Our Service team, comprised of employee volunteers, helps select and organize community service events for the company.</p> <p>These efforts are managed through the Corporate Citizenship theme in our corporate responsibility framework.</p> <p>Guided by our EPIC values, we are proud of the outsized investments of time, talent and resources that our team of less than 200 employees has made to support our local community and the key markets where we own hotels. Over the past five years, we have volunteered more than 2,000 hours across nearly 40 volunteer service events among our employees.</p> <p>Each year, Host supports charities and philanthropic organizations through strategic and industry relationships, sponsorships, financial contributions, emergency relief and volunteerism—with a focus on organizations that promote public awareness and advance research, education, leadership development initiatives and organizations that improve the health and lives of underprivileged men, women and children in addition to promoting sustainable tourism.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Corporate Citizenship</a></li> <li>• <a href="#">Community</a></li> </ul>
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GRI INDICATORS	RESPONSE	REFERENCES
413-1 Operations with local community engagement, impact assessments and development programs	<p>We actively engage in the community in our primary location of operation of Bethesda, Maryland. In 2018, our employees volunteered 670 hours of community service at 13 company-organized service events. We also supported over 135 charities and programs to support local communities.</p> <p>We have been recognized as the top fundraising team in the history of Best Buddies Friendship Walk, which is the leading walk in the country supporting inclusion for people with intellectual and developmental disabilities.</p> <p>We also prepared and donated over 15,000 packaged meals that will feed up to 90,000 people in developing countries around the world. Additionally, following Hurricanes Harvey, Irma and Maria, our company and employees donated \$150,000 to hurricane relief efforts, which included purchasing 10,000 comfort kits for Hurricane Irma victims.</p> <p>Host also engages in the American Red Cross's Ready 365 Giving program and participates in an ongoing collaboration with the American Red Cross to organize donations for disaster relief efforts in our global community.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Corporate Citizenship</a></li> <li>• <a href="#">Community</a></li> </ul>

## SUPPLIER SOCIAL ASSESSMENT

103	Management approach	<p>We engage with suppliers in partnership with our strategic procurement partners and brands responsible for daily operations at our hotels. In collaboration with our procurement partners, we perform a detailed review of suppliers to ensure that they are viable.</p> <p>We also screen suppliers using our Supplier Excellence Survey, which includes a set of questions of labor and human rights practices.</p> <p>We have developed strong relationships with our strategic suppliers, which currently represent approximately 80% of addressable total spend.</p> <p>To promote social benefits in our supply chain, we seek to procure certified products including fair trade coffee and Forest Stewardship Council-certified printer and copier paper at our corporate offices.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (C12.1)</li> <li>• <a href="#">Suppliers</a></li> <li>• <a href="#">Employees</a></li> </ul>
414-1	New suppliers that were screened using labor practices criteria	<p>Written acknowledgment of Host's standards and expectations with regards to human rights and labor practices occurs when suppliers sign our contracts, which require them to abide by Host's Supplier Code of Conduct.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Human Rights Policy</a></li> </ul>

GRI INDICATORS	RESPONSE	REFERENCES
PUBLIC POLICY		
103 Management approach	<p>Our Code of Business Conduct and Ethics prohibits the use of company funds or assets to make political contributions.</p> <p>We engage on public policy indirectly through our affiliations with trade associations. For example, Host is an active member of NAREIT and is supportive of its efforts to redesign the current Better Buildings Initiative (BBI) tax deduction to offer a credit that is more generous and will encourage REITs to retrofit their properties, and of its endorsement of the Section 179D tax deduction for energy efficient buildings.</p> <p>Host is also an active participant of the RER, which has also supported reforming Section 179D of the United States tax code to encourage investments in energy retrofits. The RER has also advocated the need for cost-effective policies and energy efficiency incentives to the U.S. Environmental Protection Agency.</p> <p>In 2018, Host continued to support the AHLA's Sustainability Committee's initiative to help evaluate and advance the use of ENERGY STAR® scores for the hospitality sector. Host also participated in an AHLA Sustainability and Finance Committee project to update the latest edition of the Uniform System of Accounts for the Lodging Industry (USALI) to include best practices in reporting sustainability metrics.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a> (pp. 23-24)</li> <li>• <a href="#">CDP 2018 Climate Change Information Request</a> (C12.3)</li> </ul>
415-1 Political contributions	<p>In our 2019 Annual Meeting Proxy Statement, we disclose the amount of dues paid to trade associations allocated to lobbying, which was reported as approximately \$80,000 in 2018.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2019 Proxy Statement</a> (Political Contributions Policy and Trade Association Memberships, page 20)</li> </ul>



GRI INDICATORS	RESPONSE	REFERENCES
<b>CUSTOMER HEALTH AND SAFETY</b>		
103 <b>Management approach</b>	<p>As the building owner, we actively invest in enhancements to our hotels' spas and fitness centers to incorporate state-of-the-art equipment and leading-edge services. We also conduct technical building assessments to monitor indoor air quality and make capital investments to comply with safety regulations including the Americans with Disabilities Act.</p> <p>Our hotels provide guests with access and a growing number of opportunities to promote health and well-being during their stays. These opportunities include healthy and organic food choices, the option to have in-room air purifiers or select a hypoallergenic room or one with available workout equipment.</p> <p>During the design and development of properties, we identify and execute on opportunities to enhance health, well-being, safety and satisfaction of the guests who will stay at the hotels. As the building owner, we request that our management companies perform building assessments, and monitor indoor air quality through our moisture management and indoor air quality program. We make capital investments to comply with regulations including the ADA Standards for Accessible Design. To define expectations and procedures for contractors, we utilize our Safety Management for Managed Construction Project Policy and Renovation Checklists. We also monitor contractor safety at new construction and major renovations projects.</p> <p>During occupancy, it is the responsibility of the third-party hotel managers to ensure guest health and well-being. As the owner, we engage with the hotel managers to monitor performance and execution of identified opportunities and best practices. Our asset managers also conduct quarterly, on-site full business reviews at our consolidated hotels to assess risks and opportunities. Full business reviews are supported by monthly review calls with each hotel's general manager.</p> <p>With oversight from our Asset Management team, our third-party management companies, which include Marriott®, Hyatt® and Hilton®, are increasingly integrating health and well-being into the guest (or occupant) experience. Properties, including The Ritz-Carlton, Amelia Island, are increasingly emphasizing wellness as a competitive differentiator. For example, The Ritz-Carlton, Amelia Island has created a wellness festival for guests, a "Masters in Wellness" program and launched a social media and marketing campaign to further promote wellness. Our Westin properties have launched an industry-leading "Let's Rise" wellness campaign.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (PD2 and SE13)</li> </ul>
416-1 <b>Assessment of the health and safety impacts of product and service categories</b>	<p>We identify opportunities to enhance guest and employee health, safety and well-being during the design, development and occupancy of properties in our capacity as an owner. Examples include the testing of indoor air quality and our Moisture Management and Indoor Air Quality program.</p>	<ul style="list-style-type: none"> <li>• 2018 GRESB Survey (PD2 and SE13)</li> </ul>

GRI INDICATORS		RESPONSE	REFERENCES
CUSTOMER PRIVACY			
103	Management approach	<p>It is the responsibility of the third-party management companies to protect the data privacy of financial and other forms of information provided by guests.</p> <p>As the owner, we engage with the third-party management companies to monitor performance on this topic.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Risk Factors, pp. 42-43 of PDF)</li> </ul>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Our organization does not have access to personal data from guests who stay at our properties. Our third-party management companies are responsible for securing data provided to them by guests.	<ul style="list-style-type: none"> <li>• <a href="#">2018 Annual Report and 10-K Filing</a> (Risk Factors, pp. 42-43 of PDF)</li> </ul>



**Assurance Statement related to  
Greenhouse Gas Emissions Inventory for Calendar Year 2018  
prepared for Host Hotels & Resorts, L.P.**

**Terms of Engagement**

This Assurance Statement has been prepared for Host Hotels & Resorts, L.P.

Lloyd's Register Quality Assurance Inc. (LR) was commissioned by Host Hotels & Resorts, L.P. (Host) to assure its GHG Emissions Inventory and performance assertion for the calendar year 2018 (hereafter referred to as "the Report").

The Report relates to direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions, and other indirect (Scope 3) GHG emissions. The Scope 3 GHG emissions include leased facilities, business travel, and purchased goods. All emission scopes include only Carbon Dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), and Nitrous Oxide (N<sub>2</sub>O).

The Performance Assertion includes Host's "like-for-like" year-on-year GHG emissions performance, progress towards attainment of their GHG emissions intensity target of a reduction of 28 percent by 2020 against the 2008 baseline, global water consumption, global measured waste generation, and direct and indirect energy consumed.

The following GHG emission sources and environmental performance data were excluded from the Report on the basis of their de minimis contribution and sense-checked:

- Direct water withdrawals from ground sources;
- Waste from durable goods; and
- Mobile GHG emissions from the combustion of vehicle fuel.

The reported waste generation data represents 77% of the total portfolio.

**Management Responsibility**

Host's management was responsible for preparing the Report and for maintaining effective internal controls over the data and information disclosed. LR's responsibility was to carry out an assurance engagement on the Report in accordance with our contract with Host.

Ultimately, the Report has been approved by, and remains the responsibility of Host.



### LR's Approach

Our verification has been conducted in accordance with ISO 14064–3:2006 *Specification with guidance for validation and verification of greenhouse gas assertions* and LR's verification process to provide limited assurance that GHG emissions and environmental data, as presented in the Report, have been prepared in conformance with the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol: *A Corporate Accounting and Reporting Standard*, and Host's internal reporting processes.

To form our conclusions the assurance engagement was undertaken as a sampling exercise and covered the following activities:

- Reviewed processes related to the control of GHG emissions and environmental data and records;
- Interviewed relevant staff of the organization responsible for managing GHG emissions and environmental data and records; and
- Verified historical GHG emissions and environmental data and records at an aggregated level for the calendar year 2018.

### Level of Assurance & Materiality

The opinion expressed in this Assurance Statement has been formed on the basis of a limited level of assurance and at a materiality of the professional judgment of the Verifier.

### LR's Opinion

Based on LR's approach nothing has come to our attention that would cause us to believe that the total Scope 1, Scope 2, and Scope 3 GHG emissions and environmental data disclosed in the Report, as summarized in Table 1 below, are not materially correct and the Report has not been prepared in accordance with the WRI/WBCSD GHG Protocol, except for the qualifications below:

- The emission factor for chilled water was unable to be confirmed, as it was not transparently reported within the calculation platform. This non-conformance is not material.
- LR verified the performance metrics based on the calendar year 2017 GHG Inventory and the formula used to calculate percent change. The 2008 baseline has not been verified.

Signed

Dated: June 28, 2019

A handwritten signature in black ink, appearing to read 'Matthew J. Moore'.

LR Lead Verifier

On behalf of Lloyd's Quality Assurance, Inc.,  
1330 Enclave Parkway, Suite 200,  
Houston, TX 77077  
LR reference number: UQA4002121

**Table 1. Summary of Host GHG Emissions Inventory and Environmental Data 2018**

Description	Quantity	Unit
Scope 1	110,298	Metric Tonne CO <sub>2</sub> e
Scope 2 (location-based)	279,606	Metric Tonne CO <sub>2</sub> e
Scope 2 (market-based)	280,452	Metric Tonne CO <sub>2</sub> e
Scope 3 - Business Travel	369	Metric Tonne CO <sub>2</sub> e
Scope 3 - Upstream Leased Assets	733	Metric Tonne CO <sub>2</sub> e
Scope 3 – Purchased goods	82,469	Metric Tonne CO <sub>2</sub> e
Year-on-Year Performance	-5.71	Percent change
Performance towards GHG intensity target	-35.09	Percent change
Water consumption	2,674,889	kGal
Measured waste generated*	33,637	Short Tons
Scope 1 Energy Data	608,999	kWh
Scope 2 Energy Data	743,598	kWh

\* Waste generation data is only representative of 77% of the total Host portfolio.

This Assurance Statement is subject to the provisions of this legal section:

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Due to inherent limitations in any internal control, it is possible that fraud, error, or non-compliance with laws and regulations may occur and not be detected. Further, the verification was not designed to detect all weakness or errors in internal controls so far as they relate to the requirements set out above as the verification has not been performed continuously throughout the period and the verification carried out on the relevant internal controls were on a test basis. Any projection of the evaluation of control to future periods is subject to the risk that the processes may become inadequate because of changes in conditions, or that the degree of compliance with them may deteriorate.

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