Environmental, Social *and* Governance.

2023 ESG GUIDE

OMNI

HOTELS & RESORTS





Kurt Alexander
PRESIDENT

PRESIDENT MESSAGE

Sustainability *through* Responsibility.

DEAR STAKEHOLDERS,

Omni has demonstrated a long-standing commitment to making decisions that drive shareholder value and returns. Many of these decisions can track to Environmental, Social and Governance. We pride ourselves on being great members of the local communities we serve. We treat our employees with dignity and respect, and create places and spaces inspired by a destination. In our hotels and resorts, people come together to gather, connect and form lifelong memories – as is synonymous with the Omni brand.

We've been focused on building our brand across North America since 1958 and have had consistent, private family ownership since 1996. We have a long-term ownership mindset, which means we don't make decisions for the quarter or year or based on what is trendy. The core of our success has been rooted in exceeding the expectations of our guests, associates and owners – what we refer to as our Trilogy.

We exceed the expectations of our guests not only by delivering a consistent, quality experience at every property, but also by being authentically engaged in the communities in which we operate through our philanthropy and involvement in a variety of uplifting programs. We exceed the expectations of our associates by fostering a family-oriented culture where every person feels valued and supported. Finally, we exceed the expectations of our owners by making the right decisions for the long-term health of the business, and we direct our capital to support this promise.

Our goal is to remain grounded in these principles while continuing to identify new opportunities to better align our business toward sustainability. Join us in embracing the next chapter of the Omni journey!

Table *of* Contents.

COMPANY OVERVIEW 04

ENVIRONMENTAL 05

- MATERIALS & CIRCULARITY 07
- CLIMATE ACTION 08
- ENERGY EFFICIENCY 09
- WATER MANAGEMENT 10

SOCIAL 11

- SOCIAL IMPACT 12
- PHILANTHROPY 13
- DIVERSITY, EQUITY, INCLUSION 15
- ACCESSIBILITY 16

GOVERNANCE 17

ABOUT OMNI HOTELS AND RESORTS

Company Overview.

OUR VISION

To empower our family of associates to provide an exceptional guest experience served up with authentic local flavor.

OUR Mission

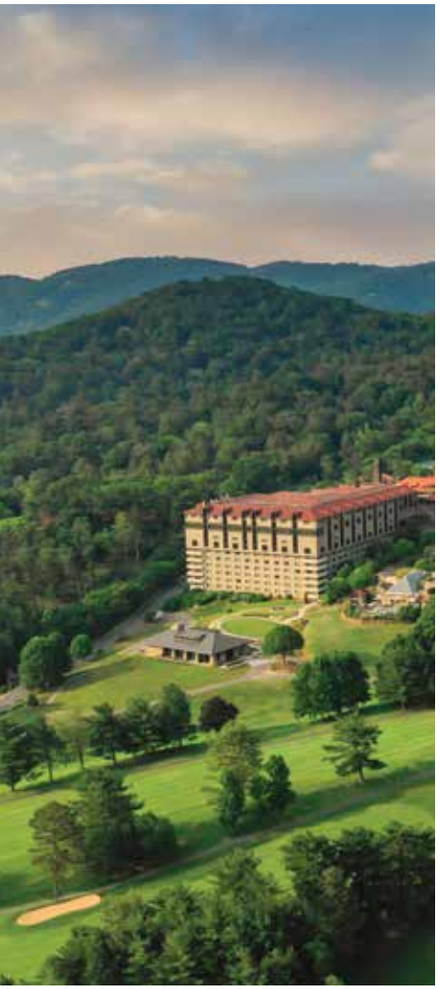
We create memorable experiences inspired by the heart and soul of a destination.

OMNI AT A GLANCE

1958	20,000	23,000+	50+	2.3M+ SQF	200+
FOUNDED	EMPLOYEES	GUEST ROOMS	LOCATIONS	MEETING SPACE	RESTAURANTS

FAMILY OWNED FOR OVER SIXTY YEARS

Omni Hotels & Resorts was born in 1958, when the Dunfey brothers opened their first hotel. Today, the tradition of hands-on, private ownership continues with the Rowling family. At Omni, hospitality is much more than just the business we are in. It's an ethos. A way of life. It isn't just what we do, it's who we are. Our brand of hospitality is unscripted and unconditional, and that's what sets Omni apart. Ours is a place where intuitive kindness manifests itself in simple acts of genuine hospitality.





Environmental.

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ENVIRONMENTAL

Focused on Sustainability.

At Omni, we are committed to minimizing our impact on the environment. We strive to reduce consumption and waste across all of our hotels and minimize the use of single-use plastic.

We are finding ways to utilize local producers and suppliers wherever possible to reduce our environmental impact and carbon footprint. Our initiatives are driven by our vision to create ever-more sustainable practices.







ENVIRONMENTAL

Materials *and* Circularity.

A circular economy is built around sustainable management of materials across manufacturing, procurement and end use – namely, materials are used for more than one purpose and are recycled at the end of the product's lifecycle. Moving to a circular economic model will be key to creating a sustainable future, and Omni is working to reduce waste through the following practices:

- Reducing plastic water bottle use at meetings and events, providing shared use options.
- Installing bulk shower dispensers for guest bathroom amenities to reduce single-use plastics.
- Offering Forest Stewardship Council (FSC) certified or recycled paper and aiming to reduce overall use of printed materials.
- Waste Management: Recycling plastic, glass, paper and cardboard in all communities where recycling is available.
- Providing guests and clients with recycling bins for other paper goods.
- Extending renovation cycles in hotels and refreshing, retouching, or regenerating existing furniture to align with the circular economy.
- Shopping locally at antique and resale stores to re-purpose pre-loved accessories and décor and bring local flavor to hotels.

ENVIRONMENTAL

Climate Action.



It comes as no surprise that global business practices affect the Earth's climate, and efforts within the business community will be key as we collectively strive to address the challenges associated with climate change. We believe that successful business strategies are often closely aligned with what is best for the environment. Omni is taking the following actions to reduce its carbon footprint and offset its climate impact:

- Sourcing food and beverage options locally, reducing carbon footprint.
- Enhancing earth-to-table, or seasonal, culinary options, requesting organic/ natural products.
- Reducing the impact of laundry services by changing bed linens and towels every three days, unless requested otherwise, and not replacing hung towels.
- Creating natural herb gardens with native plants.
- Planting trees to recognize major milestones and celebrations.



ENVIRONMENTAL

Energy Efficiency.

Increasing energy efficiency is one of the twin pillars of sustainable energy policy, along with moving to renewable energy sources. As such, energy efficiency is an essential part of Omni's ESG strategy. Here is how Omni is increasing energy efficiency across its operations:

- Ecologically Friendly Laundry Processes: Sourcing energy-efficient equipment and non-toxic detergents.
- Using LED light bulbs in all new build and renovated hotels, while methodically converting all other hotels to more energy-efficient lighting options.
- Sourcing energy-efficient equipment for new hotels and when replacing old equipment.
- Exploring use of hybrid vehicles for all new purchases and/or leases.
- Installing/replacing smart sensor thermostats designed for energy conservation in guest rooms.
- Reminding associates to turn off unused lights and reduce HVAC usage.
- Investing in new, energy efficient HVAC and energy management systems across 60% of hotels.









ENVIRONMENTAL

Water Management.

Omni recognizes that fresh water is a finite resource that is a basic human right, fundamental to healthy ecosystems and vital to the functioning of a global economy. Increasing demand, climate change and pollution are pressuring global water resources, which is why it is critical for businesses to adopt responsible approaches that aid conservation. Omni is committed to ensuring sustainable water practices at its properties through the following initiatives:

- Installing tankless water heating systems as required.
- Using fixtures that meet current water conservation standards.
- Utilizing reclaimed water as a primary irrigation source to hydrate almost 60% of Omni golf properties.



Social.

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SOCIAL

IMPACT.



FEEDING® AMERICA

We are committed to being a good neighbor to those in the communities we serve. From donating unused and excess food to local food banks and shelters to encouraging staff to carpool or use mass transportation, we are dedicated to improving the quality of life in the areas in which we operate. Omni makes a positive social impact through the following initiatives:

- **Stance Coffee:** Stance Coffee, which is exclusive at Omni Hotels & Resorts, is the first program of its kind in the hospitality space. It delivers transparently traded, Farmer Direct Verified coffee to its customers. Through good and bad harvests, we ensure fair market value for coffee is one constant farmers can count on.
- **Say Goodnight to Hunger:** This program collects donations that directly benefit food banks in the 42 communities where Omni operates. For each completed stay at any Omni property, one meal will be donated to a family in need. Since launching Say Goodnight to Hunger in 2016, Omni has donated over 20 million meals to help Feeding America provide nutritious meals to children, families and seniors across the United States.
- **Move for Hunger:** This non-profit organization collaborates with companies across North America to collect excess, unopened food from people who are relocating and deliver it to local food banks to fight hunger and reduce food waste.
- **Shared Hope:** We sponsor this organization, which writes legislation for state leaders to address human trafficking.
- **ECPAT USA:** This organization provided Omni licenses to house its anti-human trafficking course, which is offered through our Omniversity. This training is available for all associates in all states to complete at their own discretion.
- **Omni Junior Chefs:** The Omni Junior Chefs program offers our youngest guests a nutritional and enriching experience. With a nourishing yet delicious menu, a welcome tote that doubles as a lunch bag and organic snacks to enjoy upon checking-in, healthy eating can be fun and enjoyable at all ages. Junior Chefs are also given a Say Goodnight to Hunger postcard to color and turn into the front desk to donate a meal to Feeding America.

Engaging *with* Communities.

PHILANTHROPY

One of Omni's core values is collaborating with local communities through job programs, training, toy and food drives, charity walks and much more to ensure we have a positive impact on society. We also plan to organize volunteer and mentoring events to further serve local communities. Omni's commitment to philanthropy begins within the company with Omni Circle, a program that provides financial assistance to Omni Hotels & Resorts associates whose lives have been affected by disasters, accidents and other emergencies. We even offer our employees time off to volunteer at organizations of their choosing. We also contribute to a number of faith-based charities; educational and developmental youth programs; financial assistance initiatives; organizations promoting outdoor recreation; healthcare providers; addiction recovery programs; and more:

- Omni Circle
- ACT
- Behind Every Door
- Dallas Arboretum
- Friends of Katy Trail
- Hope Farm
- I AM a Golfer Foundation
- Magdalen House
- Men of Nehemiah
- The Gatehouse
- The Stewpot
- Southwestern Medical Foundation
- Union Gospel Mission
- Voice of Hope
- CURE International
- First Liberty
- Hope International
- Samaritans Purse
- Starfish Project
- Young Life



SOCIAL

Empowering *our* People.



ENHANCING DIVERSITY, EQUITY + INCLUSION

Omni values the equal treatment of all, and our employees are united by their love of hospitality. Our core value of All Together helps us create a workplace culture where everyone feels like they belong – regardless of gender, age, color, disability or religion. Furthermore, we consistently foster an inclusive environment to unlock every associate's growth potential. We encourage employees to DREAM BIG, to challenge themselves and pursue stretch roles. We develop new strategies, mentorship and sponsorship programs and initiatives. Our Omni family support each other, and this allows us to grow future leaders with unique gifts, talents and abilities from within.

- **eCornell:** Through its partnership with Cornell University, the leader in hospitality education, Omni offers a select number of pre-paid courses to high-potential individuals, along with course discounts for all other associates. Course certificates include Diversity, Equity and Inclusion, Leading a Culture of Service Excellence, and Women in Leadership, among others.
- **McKinsey & Company – Leaders Academy:** This 12-week program offers Black, Hispanic-Latino and Asian leaders two programs, Executive Leadership and Management Accelerator, designed to expand their leadership skills and foster career growth opportunities.
- **The DEI Council** is committed to advising leadership on how best to foster an inclusive environment to unlock every associate's growth potential. We are a better company when we leverage each associate's power to fulfill their career dreams and ensure equal access to professional opportunities.





SOCIAL

Accessibility.

Accessibility is an important component of an organization's Social strategy. Specifically, accessibility is the practice of ensuring physical and digital environments, products, services and information can be used by people of all abilities, including those with temporary or permanent disabilities. All Omni Hotels adhere to local, regional and national standards within the American Disabilities Act. New builds are designed to meet standards at the time of construction, and Omni regularly modifies its legacy properties to also fulfill these requirements to ensure its properties are accessible to guests, clients and employees, alike.





Governance.

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GOVERNANCE

Guided by *our* CORE VALUES.

Omni is a private, for-profit company guided by strong codes of conduct and business ethics. Our executive leadership – ownership, a private board of directors and an internal audit, is fully committed to the initiatives outlined in our ESG strategy. We train our employees to align with our ESG policies within their job roles, to ensure consistency and professionalism throughout our organization. Omni also incorporates standards for ESG-related initiatives set forth by the American Hotel and Lodging Association as well as the Events Industry Council.



Power of All

Be empowered to do the right thing for each other and our guests to create a memorable experience.

Heart for All

Champion our communities by living the culture and supporting those in need.

All Together

Embrace our Omni family to support each other and grow future leaders from within.

All for One

Achieve success by satisfying the needs of our Trilogy: All associates, guests and owners.



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