



## **PEBBLEBROOK HOTEL TRUST ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE CHARTER**

### **PURPOSE**

The Environmental, Social and Governance (ESG) Committee is appointed by the Board (1) to assist the Board in implementing Pebblebrook's core value of Relentlessly Pursue Continuous Improvement through environmental responsibility and creating a positive social impact; (2) to recommend to the Board ESG guidelines applicable to the Company; and (3) to support the Board in its annual review of ESG performance.

### **COMMITTEE MEMBERSHIP**

The ESG Committee shall consist of no fewer than three independent trustees whose independence meets the requirements of the New York Stock Exchange and the federal securities laws and regulations.

The members of the ESG Committee shall be appointed and replaced by the Board of Trustees.

On occasion, the ESG Committee may invite non-committee members to attend meetings on issues related to Pebblebrook's sustainability and ESG approach.

### **MEETINGS**

The ESG Committee shall meet on a quarterly basis or as required.

### **COMMITTEE AUTHORITY AND RESPONSIBILITIES**

The function of the ESG Committee shall be to review and make recommendations on:

1. establishing and continuously improving an ESG approach to management;
2. any concerns made by shareholders that are linked to ESG matters;
3. identification and implementation of best ESG practices that align with the guiding principles and mission of Pebblebrook;
4. program development and enhancement pertaining to ESG-related risks and opportunities;
  - a. improving utility consumption efficiency through initiatives that reduce energy use, water consumption, waste generation and carbon emissions;
  - b. creating a positive social impact by embedding health and wellness practices, human rights, supplier evaluation, local sourcing, and other social sustainability initiatives into workspaces and standard operating procedures;
  - c. initiatives to promote diversity, inclusion and gender parity;

*(continued)*



5. compliance with ESG-related legislation;
6. a publicly disclosed annual Sustainability Report and other sustainability reporting needs; and
7. any other duties related to ESG- related topics that may arise.

The ESG Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The ESG Committee shall annually review its own performance.