

## Health, Safety and Well-Being Policy

To support Apple Hospitality REIT, Inc.'s ("Apple Hospitality" or the "Company") commitment to foster strong, caring relationships and to maximize shareholder value, we are focused on advancing the health, safety and well-being of our employees, the associates at our hotels, our guests and other stakeholders.

### Our Employees

We aim to advance the health, safety and well-being of our employees through our benefits packages, which include, but are not limited to, (i) group health insurance for employees and their families, (ii) short- and long-term disability coverage, (iii) life insurance, (iv) a 401K retirement plan with Company matching, and (v) paid parental leave for both primary and non-primary care givers. We maintain workplace policies to foster a safe work environment free from violence and substance abuse. We continuously promote employee wellness by providing access to a full on-site gym, fitness challenges and programs, ongoing support for mental health and work-life balance, and a workplace that follows cleanliness guidelines set forth by the Centers for Disease Control and Prevention.

### Our Hotel Portfolio

We support the programs and initiatives that Marriott®, Hilton®, Hyatt® and our third-party management companies incorporate to advance the health and safety features of our portfolio, and we will continue to make strategic investments to maximize the health attributes of our hotels, including, but not limited to, investments in sanitation, indoor air quality, moisture management, guest fitness and healthy dining options. We encourage our third-party management companies to adopt best practices in the management and maintenance of our hotels. Aspects of building health that we prioritize with our managers and when investing in new hotels include, but are not limited to, (i) acoustics, (ii) biophilic and inclusive design elements, (iii) natural lighting and ventilation, (iv) spaces for recreation and social interaction, and (v) the thermal comfort of buildings.

### Stakeholder Engagement

We engage with stakeholders across our value chain to support our Health, Safety and Well-being Policy:

- **Developers:** When working with developers to construct new hotels, we will continue to integrate health impact assessments and capitalize on opportunities to implement healthy building amenities and features.
- **Brands:** We are committed to implementing the health, safety and well-being initiatives proposed by Marriott®, Hilton® and Hyatt® at our respective hotels, including enhanced cleanliness protocols to mitigate the impact and spread of infectious or contagious diseases in the U.S. such as COVID-19.
- **Operators:** As a real estate investment trust, we engage third-party management companies to operate our hotels. We carefully vet our third-party management companies and only engage those that we believe are the best in the industry and share our commitment to the well-being of hotel associates and guests. We will continue to collaborate with our third-party hotel management companies to ensure that health, safety and well-being initiatives are available to hotel associates and guests. We will continue to engage with our third-party hotel managers to track their performance on health, safety and well-being initiatives, including enhanced cleanliness protocols to mitigate the impact and spread of infectious or contagious diseases in the U.S. such as COVID-19, and monitor their efforts to further integrate wellness into the guest experience.
- **Suppliers and Contractors:** All suppliers and contractors are subject to our Vendor Code of Conduct, which outlines our expectations for protecting the health and safety of the workers that they employ. We will



actively prioritize suppliers that are able to provide certification, declarations or disclosures with regards to the human health attributes of products, including the ability to mitigate potential adverse impacts to indoor air quality. We will engage with contractors to track their performance on health and safety for workers that are engaged in new construction and major renovation projects.

- **Hotel Guests:** Together with our third-party management companies and brand affiliates, we will actively monitor guest feedback and emerging wellness trends to increase guest satisfaction and loyalty. We are also committed to protecting guest safety and privacy. To support this commitment, we work with our third-party management companies and brand affiliates to ensure that effective guest safety and data security measures are in place. This includes the ongoing maintenance and enhancements to emergency response and preparedness plans, including those related to potential data breaches and the widespread outbreak of infectious or contagious diseases.
- **Industry Associations:** We will continue to engage with industry associations, including the American Hotel & Lodging Association, to advance industry standards and programs to increase the health, safety and well-being of hotel associates and guests.
- **Communities:** Through our Apple Gives employee-led charitable committee, we aim to support organizations that can drive measurable impact to advance health and well-being within our local community and the communities surrounding our hotels.

#### **Governance**

Our Health, Safety and Well-being Policy is supported by the Company's Board of Directors. Our senior management is responsible for providing oversight over this policy's enforcement and providing the Company's Board of Directors with regular reports on its implementation. We commit to reporting publicly to our stakeholders on our progress, and to considering stakeholder feedback to support the ongoing evolution of programs and strategies in support of this policy. The Company's Environmental, Social and Governance ("ESG") Advisory Committee is comprised of key Company leaders and is responsible for overseeing our Health, Safety and Well-Being Policy. Our Chief Financial Officer serves as the executive sponsor for the ESG Advisory Committee.