

2025 EVANS HOTELS

Corporate Social Responsibility Report



WE CARE

People • Community • Environment



A Letter From our **LEADERSHIP TEAM**

Being an active member of the community and a good corporate citizen has been part of Evans Hotels' values since the founding of the Bahia Resort Hotel in 1953. Our family-run business is rooted in the belief that our hotels are both "of the community" and "for the community." This philosophy is reflected in our relationships with our workforce and our guests, as well as the support we provide to the community and our care for the environment.

In order to build and nurture a sustainable organization for the future, our WE CARE corporate social responsibility program focuses on three key areas: our people, our community, and our environment. In this document, we are proud to share our annual report on our efforts and accomplishments in each of these three sectors.



Through the efforts embodied in the WE CARE initiative, Evans Hotels helps ensure that San Diego shines—the oceans, beaches, bays, and parks are clean; our people and communities are healthy and thriving; and there is a wide variety of events and attractions for visitors and residents alike to enjoy.

We are proud of the accomplishments our team has achieved thus far, and look forward to growing our WE CARE program even further in years to come. Together, we can build a cleaner and happier future for our people, our community, and our planet.

Robert H. Gleason

President & Chief Executive Officer

Grace Evans Cherashore

Executive Chairwoman

PEOPLE

Evans Hotels is committed to supporting and enhancing employee well-being through a variety of programs that support and nurture its team professionally and personally. Through these programs, Evans Hotels is able to build a healthy, well-trained workforce that has a strong positive connection to the organization and helps to enhance the guest experience.



1,200 individuals
employed



\$58.8 million
paid to our associates

\$52.6 million
assets in associate
retirement plans



\$16 million
paid in associate benefits



83 learning
and development
opportunities



198 flu shots
given



**35 free on-site
health & wellness**
activities throughout the year



248 biometric
screenings completed



80 promotions
within the company



61 associates
have achieved **30+** years of service
(**41** actively employed & currently
retired associates)

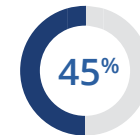
139 (12%) associates
have **20+** years of service

9+ years
average tenure of all associates
with over one year of service

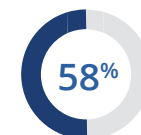
36% managers & supervisors
received advanced training in leadership
development



1,400+ participants
attended our free onsite health &
wellness activities throughout the year



women
in management



racial/ethnic diversity
in management

COMMUNITY

Evans Hotels has a long history of supporting local community organizations that enrich the lives of residents and guests. Through WE CARE, we are dedicated to strengthening our community through donating time, goods, services and cash to causes that ensure San Diego shines for our workforce, their families, and our neighbors.



1.4 million
guests served



\$637,000+
value of cash and in-kind
donations to community
organizations



\$32+ million
paid to local vendors
and purveyors



\$6.9 million
rent paid to
City of San Diego



35 non-profit boards
served by company
management

\$2.4 million
property taxes paid



175 community
organizations
supported



\$11 million
hotel taxes and
assessments paid

\$4.7 million
sales tax collected



ENVIRONMENT

Improving and sustaining the local environment through careful stewardship of natural resources is a key focus at Evans Hotels. The company is dedicated to making the oceans, beaches, bays, and parks healthier and more beautiful through local cleanup efforts, waste diversion, water conservation, and energy efficiency as well as carbon emissions reduction.



Ocean Friendly Restaurants

all 5 restaurants are certified by the Surfrider Foundation



60 associates

donated 180 hours to beach clean-ups



17 consecutive years

certified at the highest level in CA's Green Lodging Program



62 associates

using subsidized public transit



506 tons

food waste composted (100% of collected food waste generated)



41% total waste

diverted from landfills



454 lbs.

waste removed from beaches during clean-ups



981,000 gallons

water saved through laundry recycling efforts



100% paper products

made from recycled materials (napkins, paper towels, toilet paper, printer paper, face tissue, take-out containers, and cups)



8,293 gallons

used cooking oil converted to biodiesel



2,961 lbs.

e-waste recycled



California Green Lodging Program

The California Green Lodging Program acknowledges and certifies environmentally conscious hotels that demonstrate water and energy conservation, waste minimization, recycling, environmentally friendly purchasing, program sustainability, and pollution prevention. The program is committed to demonstrating the highest standards of integrity and environmental ethics for the State of California, as well as encourages state and local government travelers to seek out and give preference to these certified “green” hotels.

These practices enable us to:

- Divert **41%** total waste from our landfills
- Collect **8,293** gallons of used cooking oil to be converted to biodiesel
- Recycle **2,961** pounds of e-waste
- Collect and divert **506** tons of food waste to be composted.
(This constitutes 100% of the food waste generated.)



California Equal Pay Pledge

The California Equal Pay Pledge is a partnership between the Office of the First Partner, the California Commission on the Status of Women and Girls, and the California Labor and Workforce Development Agency to turn the strongest equal pay laws in the nation into the smallest pay gap in the nation.

Evans Hotels is proud to sign the Pledge and join more than 100 major corporate commitments, reaching hundreds of thousands of associates across the state.





THE LODGE TORREY PINES®



CATAMARAN
RESORT HOTEL
and Spa



BAHIA
RESORT HOTEL

About Evans Hotels

San Diego natives and entrepreneurs William D. and Anne L. Evans founded Evans Hotels in 1953 and the company has been an important part of the region ever since. Its portfolio includes two properties on Mission Bay, Catamaran Resort Hotel and Spa and Bahia Resort Hotel, and one AAA Five Diamond property in the prominent seaside community of La Jolla, The Lodge at Torrey Pines. The company, headquartered in San Diego, remains family-owned and committed to the community. For additional information, visit [EvansHotels.com](https://www.EvansHotels.com).

About this Report

This is Evans Hotels' tenth corporate social responsibility WE CARE report. Data included in this report covers the period of January 1 through December 31, 2025. Additional data from prior years is included where specified. The report was published in spring 2026. We intend to provide a report or update on our corporate responsibilities annually.

Looking Forward

At Evans Hotels, we are proud of the accomplishments outlined in our tenth-annual corporate social responsibility report and recognize there is still work to be done. The initiation of WE CARE signifies our deep commitment to the area and also gives us the opportunity to continue improving, helping, and refining what it means to be an active member of the community and a good corporate citizen.

We are dedicated to nurturing our staff professionally and personally, supporting local non-profit organizations, and reducing our environmental impact. We look forward to a bright future as we continue to show how deeply WE CARE about our people, community, and environment for many years to come.

For more information about our corporate social responsibility program efforts, please visit our website at EvansHotels.com/Corporate-Social-Responsibility.

Evans Hotels has demonstrated its commitment to donating, conserving, and volunteering to a variety of causes and non-profit organizations for over 70 years. Evans Hotels debuted WE CARE to reaffirm its core social responsibility values and key areas of focus: **Wellness** and health, **Education**, **Children** and youth, **Arts** and culture, **Responsible** conservation, and **Environmental** stewardship.

WE CARE

People • Community • Environment

