

Chatham Lodging Trust

2024 GRI Content Index

Statement of use:	Chatham Lodging Trust has reported the information cited in this GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI Standards.
GRI 1 used:	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Website Home Page 2025 10-K (“Overview” - p.5)
	2-2 Entities included in the organization’s sustainability reporting	2025 10-K (“Item 2. Properties” - p.37) 2024 Corporate Responsibility Report (“About Chatham Lodging Trust” - p.5)
	2-3 Reporting period, frequency and contact point	2025 10-K (p.1, “Available Information” - p.14) Website Contact Us 2024 Corporate Responsibility Report (“Chairman’s Message” - p.4)
	2-4 Restatements of information	There was no restatement of information.
	2-5 External assurance	2024 Corporate Responsibility Report (“Data Management and Quality Assurance” - p. 32)
	2-6 Activities, value chain, and other business relationships	2025 10-K (“Item 1. Business – Overview” - p.5) 2024 Corporate Responsibility Report (“About Chatham Lodging Trust” - p.5, “Relationship with Operator and Brands” – p.7, “Stakeholder Engagement” – p.17-19)
	2-7 Employees	2025 10-K (“Human Capital” - p.13) 2024 Performance Tables (“Social Performance” – p.2)
	2-8 Workers who are not employees	Third-party companies operate and manage hotels and resorts within our portfolio. These companies independently employ people in functions including service and operational hospitality roles. Within Chatham’s corporate offices, we do not regularly employ workers who are not employees. We may engage with external consultants on an ad-hoc basis.
	2-9 Governance structure and composition	Website Board of Trustees Page Corporate Governance Guidelines (“Board Committees” - p.4) ESG Committee Charter 2024 Performance Tables (“Social Performance” – p.2-3)
	2-10 Nomination and selection of the highest governance body	Nominating and Corporate Governance Committee Charter 2025 Proxy (“Nominating and Corporate Governance Committee” – p.13-14)
	2-11 Chair of the highest governance body	Website Board of Trustees Page (“Jeffrey H. Fisher”)

2-12 Role of the highest governance body in overseeing the management of impacts	ESG Committee Charter 2025 Proxy (“ESG Committee” – p.14, “Leadership Structure and Risk Oversight” – p.21-22)
2-13 Delegation of responsibility for managing impacts	ESG Committee Charter 2025 Proxy (“ESG Committee” – p.14, “Leadership Structure and Risk Oversight” – p.21-22)
2-14 Role of the highest governance body in sustainability reporting	ESG Committee Charter 2025 Proxy (“ESG Committee” – p.14)
2-15 Conflicts of Interest	Code of Business Conduct and Ethics (“Conflicts of Interest” - p.2-3) Guidelines for Handling Conflicts of Interest between Chatham Lodging Trust and Island Hospitality Management Inc.
2-16 Communication of critical concerns	Code of Business Conduct and Ethics (“Reporting any Illegal or Unethical Behavior” - p.7, “Compliance Procedures” – p.7-8) No critical concerns were communicated in 2024.
2-17 Collective knowledge of the highest governance body	Corporate Governance Guidelines (“Trustee Orientation and Continuing Education” - p.6)
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines (“Annual Performance Evaluation” - p.6)
2-19 Remuneration policies	2025 Proxy (“Compensation Committee” – p.13, “Trustee Compensation” – p.20, “Executive Compensation” – p.26-40)
2-20 Process to determine remuneration	2025 Proxy (“Compensation Committee” – p.13, “Determining Compensation for Our Named Executive Officers” – p.28-29, Proposal 3: Advisory Vote on Executive Compensation” – p.60)
2-21 Annual Total compensation ratio	2025 Proxy (“Pay Ratio Disclosure” – p.49)
2-22 Statement on sustainable development strategy	2024 Corporate Responsibility Report (“Chairman’s Message” - p.4)
2-23 Policy Commitments	2024 Corporate Responsibility Report (“ESG Policies” - p.16) Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Anti-Harassment Policy Environmental Policy Corporate Governance Guidelines Guidelines for Handling Conflicts of Interest between Chatham Lodging Trust and Island Hospitality Management Inc.

	2-24 Embedding policy commitments	2024 Corporate Responsibility Report (“Corporate Governance” – p.13, “ESG Policies” - p.16) ESG Committee Charter 2025 Proxy (“ESG Committee” – p.14, “Leadership Structure and Risk Oversight” – p.21-22)
	2-25 Processes to remediate negative impacts	Code of Business Conduct and Ethics (“Reporting any Illegal or Unethical Behavior” - p.7, “Compliance Procedures” – p.7-8)
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics (“Reporting any Illegal or Unethical Behavior” - p.7, “Compliance Procedures” – p.7-8)
	2-27 Compliance with laws and regulations	Code of Business Conduct and Ethics To the company’s knowledge there was no non-compliance with laws or regulations in 2024.
	2-28 Membership associations	2024 Corporate Responsibility Report (“Stakeholder Engagement” – p.18)
	2-29 Approach to stakeholder engagement	2024 Corporate Responsibility Report (“Stakeholder Engagement” – p.17-19)
	2-30 Collective bargaining agreements	2025 10-K (“Human Capital” - p.13)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Corporate Responsibility Report (“Sustainable Risk and Opportunity Assessment” – p.12, “Stakeholder Engagement” – p.17-18) 2024 TCFD (“Process for identifying and assessing climate related risks and opportunities” – p.7)
	3-2 List of material topics	We have identified the following topics as material for 2023: Economic performance, Indirect economic impacts, Anti-corruption, Energy, Water and effluents, Emissions, Waste, Employment, Occupational health & safety, Training and education, Diversity and equal opportunity, and Local communities.
	3-3 Management of material topics	2024 Corporate Responsibility Report 2024 TCFD (“Processes for managing climate related risks and opportunities” – p.7-8)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 10-K (“Revenue” - p.43, “Hotel Operating Expenses” – p.44-45)
	201-2 Financial implications and other risks and opportunities due to climate change	2024 TCFD (“Impact on Business, Strategy and Financial Planning” – p. 4-5)
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Chatham creates jobs through employing third party management companies to manage its hotels.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chatham regularly monitors Company operations for risks related to corruption.
	205-2 Communication and training on anti-corruption policies and procedures	Code of Business Conduct and Ethics
	205-3 Confirmed incidents of corruption and actions taken	There were no known incidents of corruption in 2024.

GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Performance Tables (“Environmental Performance” – p.4)
	302-3 Energy intensity	2024 Performance Tables (“Environmental Performance” – p.4) The intensity figure disclosed includes the following types of energy: natural gas and purchased electricity.
	302-4 Reduction of energy consumption	2024 Corporate Responsibility Report (“Environmental Performance” – p.24)
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	2024 Performance Tables (“Environmental Performance” – p.4) All water consumed is sourced from purchased municipal water.
	303-5 Water consumption	2024 Performance Tables (“Environmental Performance” – p.4)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Performance Tables (“Environmental Performance” – p.4) The emissions calculation included the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2024, EPA eGRID 2022 (Updated Jan, 2024), EPA eGRID 2023 (Updated Jan, 2025), and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Performance Tables (“Environmental Performance” – p.4) The emissions calculation included the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2024, EPA eGRID 2022 (Updated Jan, 2024), EPA eGRID 2023 (Updated Jan, 2025), and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.
	305-4 Greenhouse gas intensity (GHG)	2024 Performance Tables (“Environmental Performance” – p.4) The emissions calculation included the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2024, EPA eGRID 2022 (Updated Jan, 2024), EPA eGRID 2023 (Updated Jan, 2025), and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.
	305-5 Reduction of GHG emissions	2024 Corporate Responsibility Report (“Environmental Performance” – p.24)
GRI 306: Waste 2020	306-3 Waste generated	2024 Performance Tables (“Environmental Performance” – p.4) Waste data is provided at an individual property level.
	306-4 Waste diverted from disposal	2024 Performance Tables (“Environmental Performance” – p.4)
	306-5 Waste directed to disposal	2024 Performance Tables (“Environmental Performance” – p.4)
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	2025 Proxy (“Retirement Savings Opportunities” – p.38, “Health and Welfare Benefits” – p.39) 2024 Corporate Responsibility Report (“Human Capital” – p.34, “Occupational Health & Safety” – p.36)

GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	2024 Corporate Responsibility Report (“Occupational Health & Safety” – p.36) Human Rights Policy (“Occupational Health & Safety” – p.1-2) Code of Business Conduct and Ethics (“Workplace Responsibilities” – p.4)
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	In 2024, Chatham did not report any work-related injuries.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Corporate Responsibility Report (“Strategic ESG Approach – Social” – p.9, “Stakeholder Engagement” – p.19, “Inclusive Workspaces” – p.35, Occupational Health & Safety” – p.36)
	404-3 Percentage of employees receiving regular performance and career development reviews	All Chatham employees receive regular performance and/or career development reviews. During these performance reviews, supervisors and employees discuss areas of improvement and opportunities for growth.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Performance Tables (“Social Performance” – p.2-3)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2024 Corporate Responsibility Report (“Community Relations” – p.37-38) 2024 Performance Tables (“Social Performance” – p.3)
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No known complaints regarding breaches of customer privacy and customer data losses were reported in 2024.