

## GRI Content Index

Number	Description	Response	References
<b>Organizational Profile</b>			
102-1	Name of the organization	Chatham Lodging Trust	<a href="#">2020 Annual Report</a> (p. 7)
102-2	Activities, brands, products, and services	<p>Chatham Lodging Trust is a self-advised, publicly traded real estate investment trust focused primarily on investing in upscale extended-stay hotels and premium-branded, select-service hotels. Our high-quality hotels are located in major markets with high barriers to entry, near primary demand generators for both business and leisure guests.</p> <p>As of December 31, 2020, our wholly owned hotels included upscale extended-stay hotels that operate under the Residence Inn by Marriott® brand (sixteen hotels) and Homewood Suites by Hilton® brand (seven hotels), as well as premium-branded select-service hotels that operate under the Courtyard by Marriott® brand (five hotels), the Hampton Inn or Hampton Inn and Suites by Hilton® brand (three hotels), the Hilton Garden Inn by Hilton® brand (four hotels), the SpringHill Suites by Marriott® brand (one hotel), the Hyatt Place® brand (two hotels) and all-suite hotels that operate under the upper scale Embassy Suites brand® (one hotel).</p>	<a href="#">Chatham website- portfolio</a> <a href="#">Chatham 10-K FY2020 (PART I, p. 5)</a>
102-3	Location of headquarters	Our corporate headquarters and executive office are located at 222 Lakeview Avenue, Suite 200 West Palm Beach, Florida 33401 United States.	<a href="#">2020 Annual Report</a> (p. 118)
102-4	Location of operations	Chatham operates its hotels in 15 states and the District of Columbia, including California (Silicon Valley, San Diego, Mountain View, Garden Grove, Marina del Rey), Colorado (Denver), Connecticut (Farmington), Florida (Orlando, Fort Lauderdale), Georgia (Savannah), Maine (Portland), Massachusetts (Burlington, Billerica, Dedham), New Hampshire (Exeter, Portsmouth), New York (Holtsville, New Rochelle, White Plains), Pennsylvania (Pittsburgh), Tennessee (Nashville), Texas (Dallas, Houston, San Antonio, Austin), Virginia (Springfield, Vienna), Washington (Seattle).	<a href="#">Chatham 10-K FY2020 (PART I, p. 5)</a>

Number	Description	Response	References
102-5	Ownership and legal form	Substantially all of the Company's assets are held by, and all of its operations are conducted through, the Operating Partnership. Chatham Lodging Trust is the sole general partner of the Operating Partnership and owns 100% of the common units of limited partnership interest in the Operating Partnership ("common units"). Certain of the Company's executive officers hold vested and unvested long-term incentive plan units in the Operating Partnership ("LTIP Units"), which are presented as non-controlling interests on our consolidated balance sheets.	<a href="#">Chatham 10-K FY2020 (PART I, p. 5)</a>
102-6	Markets served	Silicon Valley, San Diego, DC, NH / ME, Los Angeles, Houston, Greater NY, Boston, Seattle, Dallas, and others.	<a href="#">2020 Annual Report</a> (p. 2)
102-7	Scale of organization	As of December 31, 2020, the Company owned 39 hotels with an aggregate of 5,900 rooms located in 15 states and the District of Columbia.	<a href="#">Chatham 10-K FY2020 (PART I, p. 5)</a>
102-8	Information on employees and other workers	As of February 24, 2021, we had 23 employees, 17 of which are shared with or allocated to the NewINK JV and Castleblack Owner Holding, LLC ("Castleblack"), an entity which is 2.5% owned by Mr. Fisher. All persons employed in the day-to-day operations of our hotels are employees of the management companies engaged by our TRS Lessees to operate such hotels. None of our employees are represented by a collective bargaining agreement, however, certain hotel level employees of IHM are represented under a collective bargaining agreement.	<a href="#">Chatham 10-K FY2020 (PART I, p. 13)</a>
102-9	Supply chain	Chatham works with its hotel brand companies, third-party operators, procurement partners, and strategic suppliers on environmental and climate change-related issues. As part of our engagement, Chatham seeks to share our environmental goals and procure sustainable materials to incorporate into our development, redevelopment, and renovation projects where feasible. Additionally, in 2021, we adopted a Supplier Code of Conduct to express our expectations of our suppliers and vendors.	<a href="#">2020 Corporate Responsibility Report</a> (p. 11)
102-10	Significant changes to the organization and its supply chain	In 2020, there were no significant changes to our organization or supply chain.	GRI Content Index

Number	Description	Response	References
102-11	Precautionary principle or approach	Our corporate responsibility strategy takes a two-pronged approach. We set general sustainability commitments to continue doing well by doing good. To achieve these commitments, we take a strategic Environmental, Social, and Governance (ESG) approach to ensure that our commitments are addressed and achieved through our material issues. Furthermore, we believe that utilizing an ESG approach will bolster our corporate responsibility through an enhanced examination of our business impacts.	<a href="#">2020 Corporate Responsibility Report</a> (p. 6)
102-12	External initiatives	See “Social Sustainability” section in the 2020 Corporate Responsibility Report, which outlines our “Social and Human Capital Focus Areas” including, Diversity and Inclusion, Anti-Harassment, Occupational Health & Safety, Anti-Trafficking, and Community Relations.	<a href="#">2020 Corporate Responsibility Report</a> (p. 20-25)
102-13	Membership of associations	Chatham Lodging Trust is a member of NAREIT and the American Hotel & Lodging Association	GRI Index

### Strategy

102-14	Statement from senior decision-maker	See the “Chairman’s Message” section of the 2020 Corporate Responsibility Report for a statement made by our Chairman, CEO, and President Jeffrey H. Fisher.	<a href="#">2020 Corporate Responsibility Report</a> (p. 4)
102-15	Key impacts, risks and opportunities	<p>In our 2020 10-K, we identify risk factors that pose a significant risk to our business.</p> <p>In 2021, the Company conducted environmental, social and regulatory risk assessments to identify risks throughout our portfolio of hotels. Additional information on climate related risks is available in our Task Force for Climate-Related Financial Disclosures (TCFD).</p> <p>In addition, Chatham's executive management team collects and formulates relevant data and information and shares recommendations to the Nominating and Corporate Governance Committee that adopts measures and reports periodically to the Board of Trustees. The Nominating and Corporate Governance Committee of the Board of Trustees have primary responsibility for reviewing and refining our ESG policies, which prescribes the implementation, management, and enhancement of environmental and social programs.</p>	<p><a href="#">2020 Annual Report</a></p> <p><a href="#">2020 Corporate Responsibility Report</a> (p. 8, 9)</p> <p>Task Force for Climate-Related Financial Disclosures (TCFD)</p>

**Ethics and integrity**

102-16	Values, principles, Standards, and norms of behavior	<p>As a Company, we intend to maintain the highest standards of ethical business practices and compliance with all laws and regulations applicable to our business. In turn, we have adopted a corporate code of ethics relating to the conduct of our business by our employees, officers, and trustees. Furthermore, our Board of Trustees has established an Audit Committee, Compensation Committee, and a Nominating and Corporate Governance Committee to provide organizational structure and to adapt to a changing business landscape sustainably.</p> <p>This Code of Conduct covers a wide range of business practices and procedures and is intended to supplement existing policies. It is important that you read and understand it. It does not cover every issue that may arise, but it sets out basic principles to guide all employees, officers, and trustees of the Company.</p>	<p><a href="#">Code of Business Conduct and Ethics</a></p> <p><a href="#">2020 Corporate Responsibility Report</a> (p. 8 of pdf)</p>
102-17	Mechanisms for advice and concerns about ethics	<p>We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind by co-workers, supervisors, customers, or vendors. This applies to recruiting, hiring, promotion, compensation, termination, and other employment actions. Examples of prohibited conduct include making derogatory comments based on racial or ethnic characteristics or unwelcome sexual advances.</p> <p>Each employee has responsibility for maintaining a safe and healthy workplace for all employees by (i) following occupational safety and health rules, (ii) complying with loss prevention programs and (iii) immediately reporting to the employee’s supervisor accidents, injuries and unsafe equipment, practices, or conditions.</p> <p>Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs or alcohol. The use of illegal drugs in the workplace will not be tolerated.</p>	<p><a href="#">Code of Business Conduct and Ethics</a> (p.4-5)</p>

**Governance Structure**

102-18	Governance Structure	Chatham’s executive management team collects and formulates relevant data and information and shares recommendations to the Nominating and Corporate Governance Committee that adopts measures and reports periodically to the Board of Trustees. The Nominating and Corporate Governance Committee of the Board of Trustees have primary responsibility for reviewing and refining our ESG policies, which prescribes the implementation, management, and enhancement of environmental and social programs.	<a href="#">Chatham Proxy Statement 2021</a>  <a href="#">2020 Corporate Responsibility Report</a> (p.8 of pdf)
102-19	Delegating authority	Chatham’s Board of Trustees has overall responsibility for overseeing risk management with a focus on the more significant risks facing the Company. The Board of Trustees takes an active and informed role in the Company’s risk management policies and strategies. At least annually, the Company’s executive officers who are responsible for the Company’s day-to-day risk management practices present to the Board of Trustees a comprehensive report on the material risks to the Company, including credit risk, liquidity risk, information security risk, and environmental risks, including climate risk. At that time, the management team also reviews with the Board of Trustees the Company’s risk mitigation policies and strategies specific to each risk that is identified.	Task Force for Climate-Related Financial Disclosures (TCFD)
102-20	Executive-level responsibility for economic, environmental, and social topics	Chatham’s Executive Officers (management) are responsible for the day-to-day management of risks we face, including climate risk and opportunities. The Officers collect and formulate relevant data and information and share recommendations to the Nominating and Corporate Governance (NCG) Committee that adopts measures and reports periodically to the Board of Trustees. If necessary, the Board of Trustees may delegate specific risk management tasks to the Officers or a committee. Throughout the year, management monitors the Company’s risk profile and updates the Board of Trustees as new material risks are identified or the aspects of a risk previously presented to the Board of Trustees materially change. Chatham is planning to form an internal corporate responsibility / ESG committee that will likely report directly to the Board of Trustees at scheduled intervals.	Task Force for Climate-Related Financial Disclosures (TCFD)
102-22	Composition of the highest governance body and its committees	Chatham’s Board of Trustees is comprised of seven members, of which six are independent.	<a href="#">Corporate Governance Guidelines</a>

102-23	Chair of the highest governance body	Chairman, Chief Executive Officer and President Jeffrey H. Fisher	Board of Directors  <a href="#">2021 Proxy Statement</a>
102-24	Nominating and selecting the highest governance body	<p>The Nominating &amp; Governance Committee (“Governance Committee”) of the Board is responsible for reviewing with the Board the requisite skills and characteristics of new Board members as vacancies occur. The Governance Committee shall also be responsible for reviewing with the Board, on an annual basis, an assessment of (i) the composition of the Board as a whole, (ii) whether a majority of the trustees are “independent” and (iii) the trustees’ diversity, age, skills, and experience in the context of the Board’s needs. Nominees for trusteeship will be reviewed in connection with this assessment. Nominees for trusteeship will be selected by the Governance Committee in accordance with the policies and principles in its charter. The invitation to join the Board should be extended by the Board itself, by the Chairman of the Governance Committee and the Chairman of the Board.</p> <p>The Board believes that the Board should be of sufficient size to include a range of substantive experience but not so large as to impede its efficient operation. The Board presently has seven (7) members. It is the sense of the Board that a size of six (6) to nine (9) is appropriate and most effective. The Board would be willing to expand to a somewhat larger size, however, to accommodate the availability of an outstanding candidate. The Board also recognizes that a change in circumstance may warrant expanding or decreasing the size of the Board.</p>	<p>Charter of the Nomination and Governance Committee of the Board of Directors (p.1)</p> <p>Nominating and Governance Committee Policy Regarding Qualification and Nomination of Director Candidates and Board Profile (p.1)</p> <p><a href="#">2021 Proxy Statement</a></p>
102-25	Conflicts of interest	Conflicts of interest are prohibited as a matter of Company policy, except under guidelines approved by the Board of Trustees. Any employee, officer or trustee who becomes aware of a conflict or a potential or apparent conflict should bring it to the attention of supervisor, manager, or other appropriate personnel (and should consult the procedures described in Section XIII of the Code of Business Conduct and Ethics).	<a href="#">Code of Business Conduct and Ethics (p.3)</a>

102-28	Evaluating the highest governance body's performance	The Board of Trustees will conduct an annual self-evaluation to determine whether it and its committees are functioning effectively. The Governance Committee will receive comments from all trustees and report annually to the Board with an assessment of the Board's performance. This will be discussed with the full Board following the end of each fiscal year. The assessment will focus on the Board's contribution to the Company and specifically focus on areas in which the Board or management believes that the Board can improve. The annual self-evaluation will address the performance of the board as a whole, each of the three committees and each of the individual Board members.	<a href="#">Corporate Governance Guidelines</a>
102-35	Remuneration policies	Our annual Proxy Statement outlines the Company's remuneration policies. The Compensation Committee oversees risks relating to remuneration of our officers and employees.	<a href="#">2021 Proxy Statement</a>
102-36	Process for determining remuneration	Our annual Proxy Statement outlines the Company's process for determining remuneration.	<a href="#">2021 Proxy Statement</a>
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	Our stakeholders include our investors, board of trustees, operating partners & hotel brands, employees, local communities, and suppliers.	<a href="#">2020 Corporate Responsibility Report</a> (p. 10-11)
102-41	Collective bargaining agreements	None of our employees are represented by a collective bargaining agreement, however, certain hotel level employees of Island Hospitality Management (IHM) are represented under a collective bargaining agreement.	<a href="#">2020 Annual Report</a>
102-42	Identifying and selecting stakeholders	Our identified stakeholders are selected by determining the groups or individuals that are directly impacted by our business or directly impact our company.	GRI Content Index
102-43	Approach to stakeholder engagement	We recognize that our Company's success relies on positive relations with all our stakeholders, including our investors, board trustees, operating partners and tenants, employees, local communities, and suppliers. As such, we have ongoing efforts to engage them to understand their interests better.	<a href="#">2020 Corporate Responsibility Report</a> (p. 10)
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	All properties within the Chatham portfolio are included in our Annual Report and 10-K filing. Our sustainability disclosures also refer to the same portfolio summarized in our consolidated financial statements.	<a href="#">2020 Annual Report</a>

102-46	Defining report content and topic boundaries	Reporting content that has been defined considers topics of greatest importance to our company and interest to our key stakeholders, including our investors.	GRI Content Index
102-47	List of material topics	Material aspects are reported using the GRI Reporting Standards in the Specific Disclosures section of the Content Index.	GRI Content Index
102-48	Restatements of information	N/A	GRI Content Index
102-49	Changes in reporting	Reporting has been updated to include waste figures.	2020 Corporate Responsibility Report
102-50	Reporting Period	Our reporting covers the calendar year 2019.	GRI Content Index
102-51	Date of most recent report	2020 Sustainability Report for 2019 reporting year, with update provided in January 2022.	<a href="#">2020 Corporate Responsibility Report</a>
102-52	Reporting cycle	We update our ESG disclosures on an annual basis.	<a href="#">2020 Corporate Responsibility Report</a>
102-53	Contact point for questions regarding the report	Chatham Lodging Trust 222 Lakeview Avenue – Suite 200 West Palm Beach, Florida 33401 561-802-4477	<a href="https://chathamlodgingtrust.com/contact-us/">https://chathamlodgingtrust.com/contact-us/</a>
102-56	External assurance	We did not seek assurance during the reporting period.	

## GRI Content Index: Management Approach Disclosures – Economic

Number	Description	Response / Disclosure	References
<b>Economic Performance</b>			
103	Management Approach	Chatham Lodging Trust ("Chatham") is a self-advised, publicly-traded real estate investment trust focused primarily on investing in upscale extended-stay hotels and premium-branded, select-service hotels. Our high-quality hotels are located in major markets with high barriers to entry, near primary demand generators for both business and leisure guests. Our primary objective is to generate attractive returns for our shareholders through investing in hotel properties at prices that provide strong returns on invested capital, paying meaningful dividends, and generating long-term value appreciation.	<a href="#">2020 Corporate Responsibility Report</a>
201-1	Direct economic value generated and distributed	Chatham's total revenues for fiscal year 2019 were \$ 328,328,000. Economic value generated is distributed to our shareholders, employees, and suppliers.  Chatham's total revenues for fiscal year 2020 were \$144,916,000.	<a href="#">2019 Annual Report</a>  <a href="#">2020 Annual Report</a>
201-2	Financial implications and other risks and opportunities due to climate change	Chatham performs assessments throughout the Company to identify and effectively mitigate risks, including those related to climate change. A list of financial implications and other risks and opportunities due to climate change is located in our Task Force for Climate-Related Financial Disclosures (TCFD).	Task Force for Climate-Related Financial Disclosures (TCFD)
<b>Indirect Economic Impacts</b>			
203-1	Infrastructure investments and services supported	To date <sup>1</sup> , our corporate giving and volunteerism has amounted to 6,300lbs of donated food, 5,705 meals prepared, 2,106 young people impacted and \$21,800 raised for charitable organizations focused on food security and youth empowerment. We are looking forward to continuing our support of food security and youth empowerment.	<a href="#">2020 Corporate Responsibility Report</a>
<b>Anti-Corruption</b>			

<sup>1</sup> As of June 15<sup>th</sup>, 2021

Number	Description	Response / Disclosure	References
205-1	Operations assessed for risks related to corruption	Chatham regularly monitors Company operations for risks related to corruption.	Code of Business Conduct and Ethics
205-2	Communication and training on anti-corruption policies and procedures	From time to time the Company holds information and training sessions to promote compliance with laws, rules and regulations.	<a href="#">Code of Business Conduct and Ethics</a>
205-3	Confirmed incidents of corruption and actions taken	No known incidents of corruption during this reporting cycle.	GRI Content Index

### Management Approach Disclosures: Environmental

Number	Description	Response / Disclosure	References
<b>Energy</b>			
103	Management Approach	At Chatham, we recognize the importance of environmental stewardship in driving long-term shareholder value and creating a portfolio of resilient hotels. We undertake a multi-stakeholder approach to our hotels' environmental stewardship through the ongoing engagement of our third-party operating partners and energy consultant.	<a href="#">2020 Corporate Responsibility Report</a>
302-1	Energy consumption within the organization	In 2019, total energy consumption was 103,804.25 megawatt-hours.	ESG Performance
302-3	Energy intensity	In 2019, total energy intensity was 22.32 kilowatt-hours per square foot.	ESG Performance
302-4	Reduction of energy consumption	In 2019, we saw a -1.59% reduction in energy consumption from 2018.	ESG Performance
<b>Water and Effluents</b>			
303-5	Water consumption	In 2019, total water consumption was 216,959.78 kilogallons.	ESG Performance
<b>Emissions</b>			
305-1	Scope 1 emissions	In 2019, scope 1 emissions were 8,012.29 kgCO <sub>2</sub> e.	ESG Performance
305-2	Scope 2 emissions	In 2019, scope 2 emissions 23,037.5 kgCO <sub>2</sub> e.	ESG Performance

Number	Description	Response / Disclosure	References
305-4	Greenhouse gas intensity (GHG)	In 2019, greenhouse gas emissions were 6.48 per square foot.	ESG Performance

#### Effluents and Waste

306-2	Waste by type and disposal method	In 2019, waste generated was 1239 metric tons, waste intensity was 4.48 pounds per occupied room and the waste diversion rate was 27.5%	ESG Performance
-------	-----------------------------------	---	-----------------

#### Management Approach Disclosures: Social

Number	Description	Response / Disclosure	References
--------	-------------	-----------------------	------------

#### Employment

103	Management Approach	At Chatham, we believe each of our employees contributes directly to our growth and success. As such, we are firmly committed to providing equal opportunity in all aspects of employment since our employees' diversity is an important asset for our Company. We also strive to provide each employee with a safe and healthy work environment, which we aim through setting rules for occupational health and safety, setting loss prevention programs, and creating an environment of open communication. Additionally, we also strive to create positive community relations in the communities where our hotel properties operate.	<a href="#">2020 Corporate Responsibility Report</a>
-----	---------------------	--	--

401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	<p>We provide a competitive benefits package to all full-time employees, which includes health and welfare benefits, such as medical, dental, disability insurance and life insurance benefits. The plans under which these benefits are offered do not discriminate in scope, terms, or operation in favor of officers and trustees and are available to all full-time employees.</p> <p>We have established and plan to maintain a retirement savings plan under section 401(k) of the Internal Revenue Code of 1986, as amended (the "Code"). All eligible employees are able to participate in our 401(k) Retirement Savings Plan, or 401(k) Plan, which allows such employees to defer a portion of their compensation, within prescribed limits, on a pre-tax basis through contributions to the 401(k) Plan.</p>	<a href="#">2021 Proxy Statement</a>
-------	---	---	--------------------------------------

#### Occupational Health & Safety

Number	Description	Response / Disclosure	References
403-6	Promotion of worker health	Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulation, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts. To maintain a healthy and safe workplace, some of our focus areas include workplace security, forced labor and human trafficking, and sustainable and livable work hours, wages, and benefits.	<a href="#">2020 Corporate Responsibility Report</a>
403-9	Work-related injuries	In 2019, Chatham did not report any work-related injuries.	GRI Content Index

### Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs	Chatham offers its employees ongoing training through various channels, including brand collaborations and corporate lunch-and-learns. Training topics include but are not limited to human trafficking, anti-harassment, safety, security and diversity.	<a href="#">2020 Corporate Responsibility Report</a>
403-2	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 Index

### Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	We are committed to equal opportunity and are intolerant of discrimination and harassment. Our Human Rights Policy and Anti-Harassment Policy demonstrate our commitment to respecting human and labor rights and our intolerance for racism, discrimination, and unfair employment practices. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, color, national origin, ethnicity, sex, sexual orientation, gender identity, gender expression, age, disability, veteran status, marital status, genetic information, or any characteristic protected by law.	<a href="#">2020 Corporate Responsibility Report</a> (p. 22 of pdf)
-------	--	---	---

### Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	The Company prioritizes the need to invest in the communities in which our properties are located. In addition, we have made a significant effort to give back to the local charitable organizations in the West Palm Beach area, where our corporate office is located. In combination with IHM, we have engaged in a myriad of events for charitable organizations in a number of ways including participating in race events for charity, collecting food and feeding those in need, and reading and providing gifts to underprivileged children during the holidays. Our employees' volunteer efforts have directly added value to our local community.	<a href="#">2021 Proxy Statement</a>
-------	--	---	--------------------------------------

**Customer Health and Safety**

416-1	Assessment of the health and safety impacts of product and service categories	<p>The health and safety of our employees and guests are of paramount importance. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts.</p> <p>We also expect our suppliers to follow industry specific procedures and safeguards including health and safety inspections.</p>	<a href="#">2020 Corporate Responsibility Report</a>  <a href="#">Supplier Code of Conduct</a>
-------	---	--	--

**Customer Privacy**

418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No known complaints regarding breaches of customer privacy and customer data losses were reported during the reporting cycle.	GRI Index
-------	---	---	-----------