

Appendix A

GRI Content Index

Number	Description	Response	References
Organizational Profile			
102-1	Name of the organization	Chatham Lodging Trust	Chatham 10-K FY2021 (PART I, p. 5)
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, 2021, our hotels include upscale extended-stay hotels that operate under the Residence Inn by Marriott® brand (seventeen hotels), Homewood Suites by Hilton® brand (seven hotels), and the TownePlace Suites by Marriott® brand (one hotel), 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>	<p>Chatham website home page</p> <p>Chatham 10-K FY2021 (PART I, p. 5)</p>
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.	Chatham 10-K FY2021 (PART I, p. 5)
102-4	Location of operations	Chatham operates its hotels in 16 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), Minnesota (Minneapolis), 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).	Chatham 10-K FY2021 (PART I, p. 5)

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.	Chatham 10-K FY2021 (PART I, p. 5)
102-6	Markets served	<p>Silicon Valley, San Diego, DC, NH / ME, Los Angeles, Houston, Greater NY, Boston, Seattle, Dallas, and others.</p> <ul style="list-style-type: none"> • NH/ME: 13% • Greater NY: 11% • Silicon Valley: 9% • Dallas: 7% • Los Angeles: 7% • Houston: 7% • San Diego: 6% • Washington, D.C.: 5% • Other: 35% 	2021 Corporate Sustainability Report (p. 4)
102-7	Scale of organization	As of December 31, 2021, the Company owned 41 hotels with an aggregate of 6,169 rooms located in 16 states and the District of Columbia.	Chatham 10-K FY2021 (PART I, p. 5)
102-8	Information on employees and other workers	As of February 25, 2021, we had 17 employees. 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.	Chatham 10-K FY2021 (PART I, p. 5)

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.	2021 Corporate Responsibility Report (p.10)
102-10	Significant changes to the organization and its supply chain	In 2021, there were no significant changes to our organization or supply chain.	GRI Content Index
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.	2021 Corporate Responsibility Report (p.5)
102-12	External initiatives	See "Social Sustainability" section in the 2021 Corporate Responsibility Report, which outlines our Human Capital, Diverse and Inclusive Workspace, Anti-Harassment, Occupational Health & Safety, Anti-Trafficking, and Community Relations.	2021 Corporate Responsibility Report (p. 16-18)
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 2021 Corporate Responsibility Report for a statement made by our Chairman, CEO, and President Jeffrey H. Fisher.	2021 Corporate Responsibility Report (p. 2)
102-15	Key impacts, risks and opportunities	<p>In our 2021 10-K, we identify risk factors that pose a significant risk to our business.</p> <p>In 2021, we conducted a portfolio wide assessment of water risk, climate risk, biodiversity proximity, socio-economic indicators, and transition risk of regulation and policy via research of relevant local policies for the hospitality portfolio. 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>2020 Corporate Responsibility Report (p. 7)</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. 4</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>Code of Business Conduct and Ethics</p> <p>2020 Corporate Responsibility Report (p. 8)</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>Code of Business Conduct and Ethics (p.4-5)</p> <p>2021 Corporate Responsibility Report (p.25)</p>
Governance Structure			
102-18	Governance Structure	<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, Nominating and Corporate Governance Committee and an ESG Committee to provide organizational structure and to adapt to a changing business landscape sustainably.</p> <p>In February 2022, the Board of Trustees established an Environmental, Social and Governance (ESG) Committee. The ESG Committee consists of three trustees - and two non-trustees and provides ESG oversight to the Company and reports to the full Board of Trustees. This new committee oversees and advises the Board on the Company's goals, strategies, and commitments related to sustainability and ESG, including climate risks and opportunities, human rights and human capital management, community and social impact, and diversity and inclusion.</p>	2021 Corporate Responsibility Report (p.10)

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 and the ESG Committee that adopt measures and report 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 formed an ESG committee in 2022 that reports directly to the Board of Trustees at least quarterly.	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 eight members, of which seven are independent.	Board of Trustees 2021 Corporate Responsibility Report (p.10)
102-23	Chair of the highest governance body	Chairman, Chief Executive Officer and President Jeffrey H. Fisher	Board of Trustees

102-24	Nominating and selecting the highest governance body	<p>The Nominating & 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 eight (8) 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>
102-25	Conflicts of interest	<p>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).</p>	<p>Code of Business Conduct and Ethics (p.3)</p>
102-28	Evaluating the highest governance body’s performance	<p>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.</p>	<p>Corporate Governance Guidelines</p>

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.	2021 Proxy Statement
102-36	Process for determining remuneration	Our annual Proxy Statement outlines the Company's process for determining remuneration.	2021 Proxy Statement
Stakeholder Engagement			
102-40	List of stakeholder groups	Our stakeholders include our investors, board of trustees, operating partners & hotel brands, tenants, employees, local communities, and suppliers.	2021 Corporate Responsibility Report (p. 9)
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.	2021 Annual Report
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.	2021 Corporate Responsibility Report (p. 9)
Reporting Practice			
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 include the properties that were in the portfolio for the entire reporting year.	2021 Annual Report
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	N/A	
102-50	Reporting Period	Our reporting covers the calendar year 2021.	GRI Content Index
102-51	Date of most recent report	05/23/2022	2021 Corporate Responsibility Report (p.)
102-52	Reporting cycle	We update our ESG disclosures on an annual basis.	2021 Corporate Responsibility Report (p.)
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	Contact US
102-56	External assurance	We are undergoing external assurance for the 2021 reporting year.	GRI Content Index 2021 Corporate Responsibility Report (p. 22)

Management
Approach Disclosures
– Economic

Number	Description	Response / Disclosure	References
Economic Performance			
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.	2021 Corporate Responsibility Report (pg. 4)
201-1	Direct economic value generated and distributed	Chatham's total revenues for fiscal year 2021 were \$203,975,000. Economic value generated is distributed to our shareholders, employees, and suppliers.	2021 Annual Report
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)
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	In 2021, our combined Chatham and Island corporate employees' giving and volunteerism has amounted to 141 volunteer hours, 85 lbs of food donated, 1125 meals donated, 226 young people impacted, \$5,000 raised for organizations.	2021 Corporate Responsibility Report (pg. 19)
Anti-Corruption			
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.	Code of Business Conduct and Ethics
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
Energy			
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.	2021 Corporate Responsibility Report (pg. 13)
302-1	Energy consumption within the organization	In 2021, total energy consumption was 82,527.56 megawatt-hours.	ESG Performance
302-3	Energy intensity	In 2021, total energy intensity was 18.31 kilowatt-hours per square foot.	ESG Performance
302-4	Reduction of energy consumption	In 2021, we saw a -16.4% reduction in energy consumption from 2017.	ESG Performance
Water and Effluents			
303-5	Water consumption	In 2021, total water consumption was 175,810 kilogallons.	ESG Performance
Emissions			
305-1	Scope 1 emissions	In 2021, scope 1 emissions were 5,632,380 kgCO ₂ e.	ESG Performance
305-2	Scope 2 emissions	In 2021, scope 2 emissions 17,622,493 kgCO ₂ e.	ESG Performance
305-4	Greenhouse gas intensity (GHG)	In 2021, greenhouse gas emissions were 5.16 kgCO ₂ e per square foot.	ESG Performance

Effluents and Waste

306-2	Waste by type and disposal method	In 2021, total waste was 2,114 US tons. 1,622 US tons, or 76.7%, was Landfilled. 492 US tons, or 23.3%, was recycled.	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.	2021 Corporate Responsibility Report (pg. 18)
401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	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. 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. Our 401(k) Plan is intended to help our employees save a portion of their cash compensation for retirement in a tax efficient manner. We match employees' annual contributions, within prescribed limits, dollar for dollar up to 3% of each employee's compensation contributed and 50% of each employee's contributions above such 3% threshold, up to 5% of such employee's compensation. The employee matching contributions vest immediately to the employee.	2022 Proxy Statement (pg. 36)

Occupational Health & Safety			
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.	2021 Corporate Responsibility Report (pg. 19)
403-9	Work-related injuries	In 2021, 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 on topics like to human trafficking, anti-harassment, safety, security and diversity.	2021 Corporate Responsibility Report (pg. 19)
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 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.	2021 Corporate Responsibility Report (p.18)
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 events for charity, engaging in food drives, and reading and providing gifts to children and families in need during the holidays. Our employees' volunteer efforts have directly added value to our local community. The Company released its 2020 Corporate Responsibility Report in March 2021 and supplemented it in January 2022.	2022 Proxy Statement (pg. 22)

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 are of paramount importance. 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.</p> <p>We also expect our suppliers to follow industry specific procedures and safeguards including health and safety inspections.</p>	<p>2021 Corporate Responsibility Report (pg. 19)</p> <p>Supplier Code of Conduct</p>
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