

Chatham Lodging Trust

GRI Content Index

Statement of use:	Chatham Lodging Trust has reported the information cited in this GRI content index for the period 1 January 2022 – 31 December 2022 with reference to the GRI Standards.
GRI 1 used:	GRI 1: Foundation 2021

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Number	Description	Response/Disclosure	References
The organization and its reporting practices			
2-1	Organizational details	<p>Chatham Lodging Trust (“Chatham”) 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>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").</p> <p>Certain executive officers of the Company's hold vested and unvested long-term</p>	<p>Website Home Page</p> <p>2023 10-K (p.5)</p>

Number	Description	Response/Disclosure	References
		<p>incentive plan units in the Operating Partnership ("LTIP Units"), which are presented as non-controlling interests on our consolidated balance sheets.</p> <p>Our corporate headquarters and executive office are located at 222 Lakeview Avenue, Suite 200 West Palm Beach, Florida 33401 United States.</p> <p>As of December 31, 2021, our 39 owned 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>	
2-2	Entities included in the organization's sustainability reporting	<p>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). All 39 hotels are included in both the 10-K filing and annual corporate responsibility report.</p>	2023 10-K (p.5)
2-3	Reporting period, frequency and contact point	<p>Our reporting covers the calendar year of 2022.</p> <p>Our ESG disclosures are updated on an annual basis.</p> <p>Our 10-K was published on 23 February 2023. Our ESG report was published on 20 December 2023. The difference in publication date is primarily related to the lag in the availability of energy data.</p> <p>Contact point for questions about the report or reported information: Chatham Lodging Trust 222 Lakeview Avenue – Suite 200 West Palm Beach, Florida 33401 USA Phone number: 561-802-4477</p>	<p>2023 10-K</p> <p>Website Contact Us</p>
2-4	Restatements of information	There was no restatement of information.	GRI Content Index
2-5	External assurance	We underwent external assurance for the 2021 reporting year as well for the 2022 reporting year.	GRI Content Index

Number	Description	Response/Disclosure	References
			2022 Corporate Responsibility Report (p. 32)
Activities and workers			
2-6	Activities, value chain, and other business relationships	<p>Chatham Lodging Trust was formed as a Maryland real estate investment trust on October 26, 2009. The Company is internally managed and invests primarily in upscale extended-stay and premium-branded select-service hotels. Day-to-day operation of these hotels is managed by Island Hospitality Management.</p> <p>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.</p>	2023 10-K (p.5) 2022 Corporate Responsibility Report (p.5 & 13)
2-7	Employees	<p>As of December 31, 2022, 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 Island Hospitality Management, our operating partner, are represented under a collective bargaining agreement.</p> <p>Sociodemographic information about our employees can be found in the performance tables in our 2022 Corporate Responsibility Report.</p>	2023 10-K (p.13) 2022 Performance tables
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.	GRI Content Index
Governance			
2-9	Governance structure and composition	Chatham’s Board of Trustees is the highest governance body. On December 31, 2022, Chatham’s Board of Trustees was comprised of eight members, of which seven were independent. The Board of Trustees page on our website provides more information about each trustee.	Website Board of Trustees Page Corporate Governance Guidelines (p.4)

Number	Description	Response/Disclosure	References
		<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>The ESG committee is responsible for overseeing and advising 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. 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. Information about the ESG committee can be found in the ESG Committee Charter.</p> <p>More information on the makeup of the board can be found in the performance tables in our 2022 Corporate Responsibility Report.</p>	<p>ESG Committee Charter</p> <p>2022 Performance tables</p>
2-10	Nomination and selection of 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. Each of the members of the Nominating and Corporate Governance Committee must be “independent” within the meaning of the rules of the New York Stock Exchange.</p> <p>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 on December 31, 2023 had eight (8) members. It is the sense of the Board that</p>	Nominating and Corporate Governance Committee Charter

Number	Description	Response/Disclosure	References
		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.	
2-11	Chair of the highest governance body	The Chairperson of the Board of Trustees is Jeffrey H. Fisher, the current President and Chief Executive Officer of Chatham Lodging Trust.	Board of Trustees page
2-12	Role of the highest governance body in overseeing the management of impacts	The Board of Trustees has overall oversight of the company's ESG program and has appointed the responsibility for the program's strategy and delivery to the ESG Committee as outlined in 2-13.	ESG Committee Charter 2023 Proxy Statement (p.12)
2-13	Delegation of responsibility for managing impacts	The Board of Trustees has overall oversight of the company's ESG program. The program's strategy and delivery are the responsibility of the ESG Committee, established in 2022, which meets at least quarterly and reports to the Board. The ESG Committee consists of three trustees - and two non-trustees and is governed by the ESG Committee Charter.	ESG Committee Charter 2023 Proxy Statement (p.12)
2-14	Role of the highest governance body in sustainability reporting	The ESG Committee reviews each Annual Corporate Sustainability Report before it is published.	GRI Content Index
2-15	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>Each transaction involving the Company and Island Hospitality involves a conflict of interest for the Company because of Jeffrey H. Fisher's role as Chairman, President and Chief Executive Officer of the Company and the owner of ninety percent (90%) of Island Hospitality. As a result, the Board of Trustees has developed guidelines for handling such conflicts.</p>	Code of Business Conduct and Ethics (p.2-3) Guidelines for Handling Conflicts of Interest between CLT and IHM
2-16	Communication of critical concerns	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.	Code of Business Conduct and Ethics (p.8)

Number	Description	Response/Disclosure	References
		<p>Examples of prohibited conduct include making derogatory comments based on racial or ethnic characteristics or unwelcome sexual advances.</p> <p>All employees are encouraged to report violations of the Code of Business Conduct and Ethics as outlined in that document. This document can be found on the corporate website.</p> <p>Ethical violations may be reported in confidence and without fear of retaliation. The Company does not permit retaliation of any kind against employees for good faith reports of ethical violations.</p> <p>No critical concerns were communicated in 2022.</p>	
2-17	Collective knowledge of the highest governance body	All trustees received training for unconscious bias in 2022.	2022 Corporate Responsibility Report (p.36)
2-18	Evaluation of the performance of the highest governance body	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.	Corporate Governance Guidelines (p.6)
2-19	Remuneration policies	<p>The Compensation Committee shall annually determine compensation for and review performance of the executive officers, as well as produce a report on executive compensation for inclusion in our Annual Meeting proxy statement and distribution to all shareholders.</p> <p>Our annual Proxy Statement outlines the Company's remuneration policies. The Compensation Committee oversees risks relating to remuneration of our officers and employees.</p> <p>The compensation program of our NEOs has four key components: (i) cash compensation in the form of base salaries and annual cash bonus awards, (ii) long-term incentives in the form of time-based and performance-based restricted common share and LTIP unit awards, (iii) health and welfare benefits, and (iv) severance arrangements under the executives' employment agreements.</p>	2023 Proxy Statement (p.13, 19, 25, 28, 29, 36)

Number	Description	Response/Disclosure	References
		<p>NEO base salaries were increased in 2022 and there are no plans to consider another increase until 2025.</p> <p>All of Chatham’s trustees are compensated through a fixed annual retainer fee. A Committee Chair Fee is also provided to those who lead a committee and for those serving on a committee. The latter fee was raised for all non-chairperson trustees on the Nominating and Corporate Governance Committee in 2022. Additionally, we have a clawback policy in place for executive officers.</p>	
2-20	Process to determine remuneration	<p>Our annual Proxy Statement outlines the Company’s remuneration policies.</p> <p>The Compensation Committee shall annually determine compensation for and review performance of the executive officers, as well as produce a report on executive compensation for inclusion in our Annual Meeting proxy statement and distribution to all shareholders. In 2022, as part of its process for reviewing the performance of our executive officers, the Compensation Committee has considered the recommendations of a compensation consultant engaged by the Compensation Committee.</p> <p>The Compensation Committee also reviews and approves annually the compensation of our independent trustees. In setting independent trustee compensation, the Board of Trustees generally considers the compensation practices and levels for trustees paid by our peer group and by other lodging REITs, as well as the expected time commitment from the independent trustees in such year.</p> <p>In line with the Dodd-Frank Wall Street Reform and Consumer Protection Act, the Company provide shareholders with the opportunity to vote to approve, on a non-binding, advisory basis, the compensation of the Company’s named executive officers as disclosed in this Proxy Statement in accordance with the compensation disclosure rules of the SEC.</p>	2023 Proxy Statement (p. 28, 56)
2-21	Annual Total compensation ratio	<p>For 2022, the annual total compensation of our CEO was \$5,392,984. The median of the annual total compensation of all of our employees (other than our CEO) was \$127,929. As a result, we estimate that the annual total compensation of our CEO was 42.2 times that of the annual total compensation of the median employee.</p> <p>We identified the median employee by total annual compensation for all employees, excluding our CEO, as of December 31, 2022. After identifying the median employee, we calculated annual total compensation for such employee using the same methodology used for calculating the total compensation of our named executive</p>	2023 Proxy Statement (p. 46)

Number	Description	Response/Disclosure	References
		officers as set forth in the Summary Compensation Table included in this Proxy Statement.	
Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	See the “Chairman’s Message” section of the 2022 Corporate Responsibility Report for a statement made by our Chairman, CEO, and President Jeffrey H. Fisher.	2022 Corporate Responsibility Report (p.3)
2-23	Policy Commitments	<p>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 achieve 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.</p> <p>Chatham is governed by policies stipulating responsible business conduct on social and environmental fronts. The policies are communicated to internal and external stakeholders through our website. The Code of Business Conduct and Ethics sets forth the standards of conduct and ethical behavior, and the same level of integrity is expected of our direct suppliers through the Supplier Code of Conduct. The Human Rights Policy reflects our commitment to respect and support the protection of human rights and the Anti-Harassment Policy highlights that we strictly prohibit and do not tolerate unlawful harassment against employees or any other covered persons because of race, religion, creed, national origin, ancestry, sex, gender, age, physical or mental disability, citizenship, genetic information, past, current or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law. We are also deeply committed to continuously improving our portfolio’s environmental performance and bolstering our sustainability efforts through the Environmental Policy.</p>	<p>Code of Business Conduct and Ethics</p> <p>Supplier Code of Conduct</p> <p>Human Rights Policy</p> <p>Anti-Harassment Policy</p> <p>Environmental Sustainability Policy</p>
2-24	Embedding policy commitments	The Board of Trustees has overall oversight of the company’s ESG program. The program’s strategy and delivery are the responsibility of the ESG Committee. The strategy set by the ESG Committee is reflected in the policies as mentioned in disclosure 2-23 and put into practice through operational procedures in collaboration with Island Hospitality Management as well as through efficiency-related investments.	ESG Committee Charter
2-25	Processes to remediate negative impacts	We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination of harassment of any kind by co-workers, supervisors, customers, or vendors. This applies to recruiting, hiring, promotion, compensation, termination, and other employment actions.	Code of Business Conduct and Ethics (p.8)

Number	Description	Response/Disclosure	References
		<p>Examples of prohibited conduct include making derogatory comments based on racial or ethnic characteristics or unwelcome sexual advances.</p> <p>All employees are encouraged to report violations of the Code of Business Conduct and Ethics as outlined in that document. This document can be found on the corporate website.</p> <p>Ethical violations may be reported in confidence and without fear of retaliation. The Company does not permit retaliation of any kind against employees for good faith reports of ethical violations.</p>	
2-26	Mechanisms for seeking advice and raising concerns	<p>We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination of 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>All employees are encouraged to report violations of the Code of Business Conduct and Ethics as outlined in that document. This document can be found on the corporate website.</p> <p>Ethical violations may be reported in confidence and without fear of retaliation. The Company does not permit retaliation of any kind against employees for good faith reports of ethical violations.</p>	Code of Business Conduct and Ethics (p.8)
2-27	Compliance with laws and regulations	<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 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>To the company's knowledge there was no non-compliance with laws or regulations in 2022.</p>	Code of Business Conduct and Ethics GRI Index
2-28	Membership associations	Chatham Lodging Trust is a member of NAREIT and the American Hotel & Lodging Association.	GRI Index

Number	Description	Response/Disclosure	References
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Our stakeholders include our investors, board of trustees, operating partners & hotel brands, tenants, employees, local communities, and suppliers. Our identified stakeholders are selected by determining the groups or individuals that are directly impacted by our business or directly impact our company. 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.	2022 Corporate Responsibility Report (p. 17) GRI Content Index
2-30	Collective bargaining agreements	As of December 31, 2022, 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 Island Hospitality Management, our operating partner, are represented under a collective bargaining agreement.	2023 10-K (p.13)

Number	Description	Response/Disclosure	References
Material topics			
3-1	Process to determine material topics	Material aspects are reported using the GRI Reporting Standards in the Specific Disclosures section of the Content Index. Our annual Property Survey allows us to understand the key sustainability topics of each property.	GRI Content Index
3-2	List of material topics	We have identified the following topics as material for 2022: 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.	GRI Content Index
3-3	Management of material topics	The management of the identified material topics is described in our 2022 Corporate Responsibility Report.	2022 Corporate Responsibility Report

Number	Description	Response/Disclosure	References
Economic Performance			
201-1	Direct economic value generated and distributed	Total revenues for the fiscal year were approximately \$295 million. Economic value generated is distributed to our shareholders, employees, and suppliers. Total hotel operating expenses were approximately \$161 million.	2023 10-K (p.43 - 44)

Number	Description	Response/Disclosure	References
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. 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).	2022 Task Force for Climate-Related Financial Disclosures (TCFD)

Number	Description	Response/Disclosure	References
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	In 2022, our combined Chatham and Island corporate employees' giving and volunteerism has amounted to 259 volunteer hours, 22,500 lbs. of food donated, 342 meals donated, 220 young people, 162 women, and 75 veterans impacted. We also raised \$6,329 for organizations, including \$1,500 in in-kind donations.	2022 Corporate Responsibility Report (p. 38)

Number	Description	Response/Disclosure	References
Anti-corruption			
205-1	Operations assessed for risks related to corruption	Chatham regularly monitors Company operations for risks related to corruption.	GRI Content Index
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	There were no known incidents of corruption during this reporting cycle.	GRI Content Index

Number	Description	Response/Disclosure	References
Energy			
302-1	Energy consumption within the organization	In 2022, direct and indirect energy consumption was 32,547,013 and 51,173,542 kilowatt-hours, respectively.	2022 Performance tables

Number	Description	Response/Disclosure	References
302-3	Energy intensity	In 2022, the energy intensity within the organization was 18.95 kilowatt-hours per square foot. This intensity figure includes the following types of energy: fuel, electricity, heating, cooling, and steam.	2022 Performance tables
302-4	Reduction of energy consumption	In 2022, we have achieved an 11.8% energy intensity reduction against our 2017 baseline.	2022 Performance tables

Number	Description	Response/Disclosure	References
Water and Effluents			
303-3	Water withdrawal	All water consumed is sourced from purchased municipal water. As such, the total water withdrawal from purchased municipal water in 2022 was 735,146 cubic liters.	2022 Performance tables
303-5	Water consumption	In 2022, total water consumption was 735,146 cubic liters.	2022 Performance tables

Number	Description	Response/Disclosure	References
Emissions			
305-1	Direct (Scope 1) GHG emissions	In 2022, scope 1 emissions were 5,898,420 kgCO ₂ e. This calculation included the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2022, EPA eGRID 2020 (Updated Jan, 2022) and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.	2022 Performance tables
305-2	Energy indirect (Scope 2) GHG emissions	In 2022, scope 2 emissions were 16,997,182 kgCO ₂ e. This calculation included the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2022, EPA eGRID 2020 (Updated Jan, 2022) and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.	2022 Performance tables
305-4	Greenhouse gas intensity (GHG)	In 2022, greenhouse gas intensity was 5.18 kgCO ₂ e per square foot. This calculation included all scope 1 and scope 2 emissions and the following gases: CO ₂ , CH ₄ , N ₂ O. The emission factor sources used are EPA Emission Factors for GHG Inventories 2022, EPA eGRID 2020 (Updated Jan, 2022) and the global warming potential rates source used is IPCC Fifth Assessment Report, 100 Year horizon.	2022 Performance tables
305-5	Reduction of GHG emissions	In 2022, we have achieved a 26.7% GHG intensity reduction against our 2017 baseline.	2022 Performance tables

Number	Description	Response/Disclosure	References
Waste			

Number	Description	Response/Disclosure	References
306-3	Waste generated	In 2022, the total waste generated was 4,739 metric tons. Waste data is provided on an individual property level.	2022 Performance tables
306-4	Waste diverted from disposal	In 2022, the total diverted waste was 711 metric tons	2022 Performance tables
306-5	Waste directed to disposal	In 2022, the total non-diverted waste was 4,029 metric tons	2022 Performance tables

Number	Description	Response/Disclosure	References
Employment			
401-2	Benefits provided to full-time 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. 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.</p>	2023 Proxy Statement (p. 35-36)

Number	Description	Response/Disclosure	References
Occupational Health & Safety			
403-6	Promotion of worker health	The health and safety of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable occupational health and safety laws and regulations, 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. 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. Reasonable	<p>Human Rights Policy (p.2)</p> <p>Code of Business Conduct and Ethics (p.4)</p>

Number	Description	Response/Disclosure	References
		accommodations will be made for persons with disabilities as required under the American with Disabilities Act.	
403-9	Work-related injuries	In 2022, Chatham did not report any work-related injuries.	GRI Content Index

Number	Description	Response/Disclosure	References
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.	2022 Corporate Responsibility Report (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 Index

Number	Description	Response/Disclosure	References
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	<p>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. On December 31, 2022, Chatham's Board of Trustees was comprised of eight members: 6 members are male, and 2 members are female. 12.5% of our board is racially diverse.</p> <p>Among our employees, 24% of employees are female, and 76% are male. Also, 12% of employees are under 30 years old, 35% are between 30 and 50 years old, and 53% are over 50 years old. 100% of our employees are employed on a full-time basis.</p>	2022 Performance tables

Number	Description	Response/Disclosure	References
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 Island Hospitality Management, 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.	2022 Corporate Responsibility Report (p. 38)

Number	Description	Response/Disclosure	References
Customer Privacy			
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 during the reporting cycle.	GRI Content Index