CHATHAM
LODGING TRUST

2024

Corporate Responsibility Report

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Safe Harbor Statement

Under the Private Securities Litigation Reform Act of 1995

This press release may contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995 about Chatham Lodging Trust, including statements regarding future plans, strategies, performance, acquisitions, capital expenditures, future operating results and the timing and composition of revenues, among others, and statements containing words such as “expects,” “believes” or “will,” which indicate that those statements are forward-looking.

Except for historical information, the matters discussed in this press release are forward-looking statements that are subject to certain risks and uncertainties that could cause the actual results or performance to differ materially from those discussed in such statements. Additional risks are discussed in the company’s filings with the Securities and Exchange Commission.

Message from our Chairman of the Board

To Our Shareholders:

Chatham Lodging Trust remains committed to creating value while serving as responsible stewards within our hotels, communities, and industry.

I am proud to present our annual 2024 Corporate Responsibility Report, highlighting our performance, key initiatives, and milestones reached in 2024. This report aligns with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD).

In 2025, we participated in the Global Real Estate Sustainability Benchmark ("GRESB") for the fourth time, securing an impressive overall score of 81/100, ranking 32nd out of 95 listed companies in the Americas region and fourth out of seven in our peer group. We were honored with GRESB's "Green Star" for surpassing the 50% threshold in both the Management and Performance components.

As we progress on our path to net zero by 2050 and pursue our target of cutting absolute carbon emissions by 50% by 2030, environmental stewardship remains critical. Since 2017, we have achieved a 24.1% reduction in greenhouse gas emission intensity, a 11.4% reduction in energy intensity, and a 2.4% water intensity reduction.

As for our baseline year 2017, 2021 – 2024 we received third party verification for our energy, GHG emission, water, and waste data to ensure the accuracy of our environmental statements. In 2024, we invested approximately $9 million in efficiency improvements at our properties to reduce use of energy and water of our equipment and we also work together with our operator and brands to implement operational ESG initiatives.

We maintain a workplace of inclusion and belonging. On our board, 33% of our trustees are female, and 17% are African American. We remain committed to supporting our local communities. As in previous years, our team has supported a variety of charitable organizations through donations and volunteering activities in 2024.

Governance continues to be a key focus at Chatham. The Environmental, Social, and Governance (ESG) Committee, which was established in 2022, has continued its important work - providing oversight and reporting on sustainability and ESG matters, including climate risks, human rights, human capital management, social impact, inclusion and belonging.

As in every report, I want to express my gratitude to all our stakeholders for their support on our sustainability journey. Your continued contributions are critical to our sustainable and responsible future and directly influence the successes of Chatham Lodging Trust.

Thank you for your trust and confidence in Chatham Lodging Trust's leadership and associates.

Jeffrey H. Fisher
Chairman, Chief Executive Officer and President

About Chatham Lodging Trust

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.

As a Company, we are:

- owners of a superior portfolio reflected by top brands and attractive markets;
- specialists with a significantly larger concentration of extended-stay rooms than any other U.S. lodging REIT;
- leaders in ethical corporate governance with a comprehensive Code of Business Conduct;
- stewards of the environment with extensive portfolio and corporate initiatives; and
- corporate citizens committed to inclusive workplaces and positive community relations

Business Strategy

We believe we can create long-term value by pursuing the following strategies:

- Disciplined acquisition of hotel properties
- Opportunistic hotel repositioning
- Aggressive asset management
- Selective hotel development
- Flexible selection of hotel management companies

About Chatham Lodging Trust

2024 Company Attributes

37*
Hotels

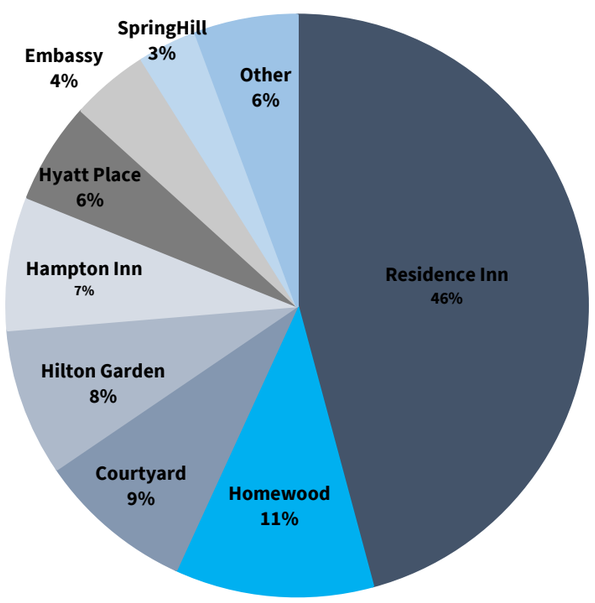
5,596
Guest Rooms

139.0
Full Year RevPAR Index

65%
Extended Stay Rooms as a % Total

35%
Hotel EBITDA Margin

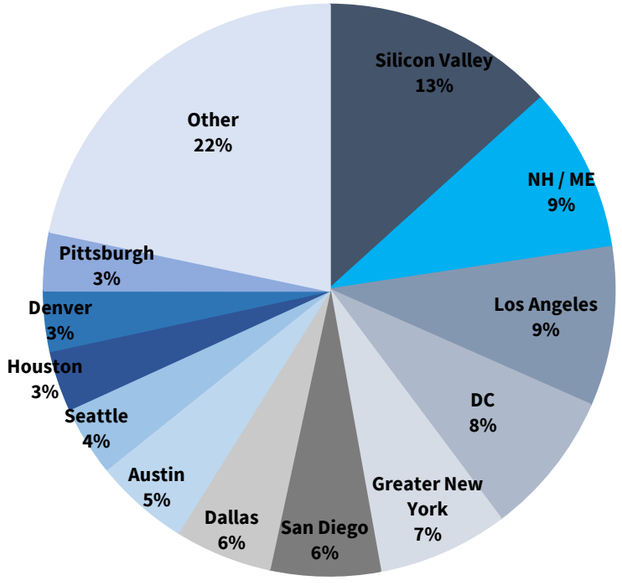
BRAND COMPOSITION



4,401,74
Sq. Feet of Hotel Space

*Figure represents number of hotels owned as of December 31st,2024. Environmental data also includes information from properties owned for only part of the year.

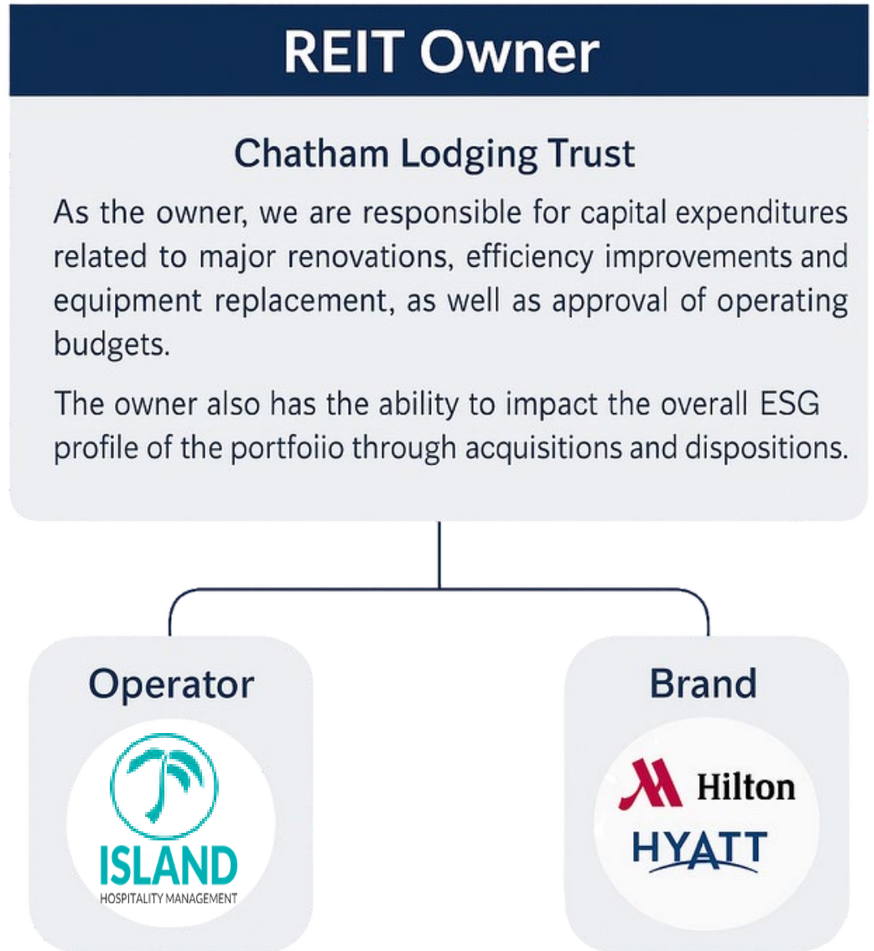
TOP MARKETS



Relationship with Operator and Brands

As an owner of lodging assets, Chatham Lodging Trust's relationships with its management company, Island Hospitality Management, and brand companies are central to our business model. Additionally, our designation as a REIT places strict limitations on performing any services related to management or day-to-day operation of the hotel properties.

We aim to help stakeholders and readers understand this relationship in further detail to provide context for the scope of ways that we can contribute to and influence ESG-related performance at the property-level.



The operator is responsible for daily operations. From an ESG perspective, it is the operator that has control and influence of daily energy and water consumption, adaptation to guest/consumer preferences and behavioral changes and maintenance activities that could influence consumption and efficiencies.

Chatham Lodging Trust leveraged its strong relationships with Island Hospitality to promote ESG initiatives at its hotels. Independently, Island Hospitality prioritizes ESG in all manners of their operations.

As part of its offering to owners, the brands may provide ESG-related support such as software, training, design guidelines, manuals, and more. Brand-level support complements the property-level operations and ESG-related efforts.

Corporate Responsibility Strategy

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.

Overarching Sustainability Commitments

Our sustainability commitments frame our Company's plan to create long-term value by integrating environmental, social, and governance factors into our Company's central value creation strategy, in which we:

- Support hotel operators to achieve brand level environmental initiatives throughout the portfolio
- Build resilient hotels to withstand the physical impact of climate change and other environmental considerations
- Maintain the highest standards of health, safety, and well-being for our employees
- Create and sustain lasting relationships with the communities in which we operate
- Establish accountability through transparent ESG policies and disclosure of important ESG information
- Leverage sustainability to drive value for our stakeholders, including stockholders, employees, suppliers, and external partners

Strategic ESG Approach

We achieve our sustainability commitments by implementing a three-pronged ESG approach.

Environmental

- Conservation programs related to energy, water and waste, with support for third-party operators in implementing property-level initiatives for reaching net zero by 2050.
- Identification of properties with high-risk exposure to the physical impacts of climate change and establishment of best practices for withstanding extreme weather events.
- Sourcing of suppliers and contractors pursuant to our Supplier Code of Conduct which sets standards for supplier treatment of workers, ethical business practices and environmental impact.

Social

- Implementation of an ‘open door’ policy to encourage open communications between management and employees.
- Channels for stakeholders to provide confidential feedback.
- Monitoring of employment, labor and human rights regulations and ensuring compliance.
- Prioritization of inclusion and belonging in hiring
- Delivery of ongoing associate ESG training and associate advancement and professional development opportunities
- Commitment to AHLA’s 5-Star Promise to enhance policies, training and resources to strengthen safety and security.

Governance

- Adherence to the following ESG policies:
  - Environmental Policy
  - Human Rights Policy
  - Anti-Harassment Policy
  - Supplier Code of Conduct
  - Integration of roles for senior leadership and the Board on the oversight of environmental and social risk factors
  - Maintenance of a comprehensive Code of Business Conduct and Corporate Governance Guidelines
  - Establishment of an ESG Committee

Sustainable Development Goals (SDGs)

The UN SDGs are a set of 17 actionable goals that seek to address global challenges and achieve a more sustainable future for all. While we recognize that all the SDGs are important, for 2024 we concentrated on the below goals that most relate to our business:

Good Health & Well -Being

- Support the health and well-being of corporate employees, hotel associates and guests' health safety and wellbeing
- Support Children's Miracle Network
- Support the Soup Kitchen, Boynton Beach
- Committed to AHLA's 5-Star Promise to enhance policies, training and resources to strengthen safety and security
- Participated in OneBlood blood drive

Clean Water and Sanitation

- Implement water initiatives such as auto-sensors, leveraging water-saving technologies, and supporting our operating partners with adopting a linen and towel reuse program

Affordable and Clean Energy

- Maintain property-level initiatives such as energy-efficient design, working with operating partners to mitigate energy consumption, and identify feasible and fiscally reasonable energy conservation opportunities
- Ongoing energy conservation initiatives include energy-efficient lighting, room occupancy sensors, routine energy audits, and electric vehicle charger installation

Reduced Inequalities

- Prioritize belonging and inclusion in hiring
- Inclusion and belonging on Board of Trustees
- Expanded training on DEI matters

Sustainable Development Goals

Responsible Consumption and Production

- Adopted a Supplier Code of Conduct in 2021, expressing expectations of suppliers and vendors
- Procurement of sustainable materials to incorporate into all development projects where feasible
- Support development of waste minimization programs, recycling, reduction of single-use plastics, and reduction of food waste

Climate Action

- Commitment to carbon targets and net zero
- Report under TCFD
- Invest in low carbon opportunities
- Conduct portfolio wide assessment on climate and biodiversity risks

Life Below Water

- Contribute to community beach cleanups and recycling operations in association with the Loggerhead Marine Life Center

Partnership for the Goals

- Partner with AHLA on 5 Star Promise
- Support industry collaboration and engagement by participating in the Cornell Hotel Sustainability Benchmarking (CHSB)
- Engage in the NAREIT Real Estate Sustainability Council

Sustainability Risk and Opportunity Assessment

In 2024, 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 our hospitality portfolio. The study looked at the following risk indicators:

Climate Risk Indicators

Drought risk, Cyclone risk, Temperature change, Flood risk, Precipitation change, Sea level rise, Wildfire risk, and Market Carbon Intensity

Water Risk Indicators

Baseline water stress, Future water stress 2030, Water risk premium, Water intensity (Gallons/Sq. Ft.), Relative market water intensity, Seasonal variability, Future water demand 2030, Future water supply 2030, Untreated connected wastewater, and Eutrophication Potential

Biodiversity Risk Indicators

Proximity to IUCN protected areas, Proximity to species recognized by the IUCN as critically endangered

Socio-economic Risk Indicators

Obesity, Children living in poverty, High school graduation rate, Food insecurity and environment index, Unemployment, Access to healthcare, Commute times and behavior, Access to exercise, Infant mortality rate, Level of insurance, Air pollution, Drinking water pollution, Crime

Through this study, we found the most significant risk categories include:

- **Water** – Around 20% of Chatham's portfolio is at High to Very High overall water risk. The top five properties with highest overall water risk are in Colorado, New York, and California. The risk of water eutrophication affects more than half of Chatham's portfolio. Eutrophication refers to excess nutrient levels in coastal water, leading to algae overgrowth. Baseline water stress affects around 33% of Chatham's portfolio. Baseline water is determined based on the amount of water demand to the amount of water available in the location. Another water related risk includes an expected water utility cost increase over the next five years at more than 20% of Chatham's portfolio.

- **Climate** – Only one of Chatham's properties has high overall climate risk. This property is located in Florida. The most significant climate-related risks for the Chatham portfolio are those of wildfires and temperature changes with more than 30% of the portfolio in high or very high risk zones. Approximately 10% of the portfolio is in areas of high or extremely high risk of floors or cyclones.

- **Biodiversity** – Over 75% of the portfolio (30 out of 39) is within 5km (3.11 miles) of a recognized protected area. All of Chatham's properties are within 20km (12.43 miles) of an endangered or critically endangered species. Across the 39 properties, a total of 1484 threatened species have been identified out of which 48% are critically endangered and 52% are endangered.

- **Socio-economic risk** - The most pressing socio-economic risks around Chatham properties are air pollution, food insecurity, high levels of population without insurance, and high proportion of adults with long commutes and driving alone. Fortunately, many of our properties have programs underway that address these risks and more will be developed going forward. The impacts of climate and water risk on properties, buildings, operations and working conditions, as well as guest experience will be further researched and understood, and we will put adaptive plans in place where necessary. For properties located within 5km of a protected area, we are planning to undertake due diligence to ensure the properties and operations do not negatively impact local biodiversity. We are also planning to support properties in counties with high food insecurity to properly account for food waste at the property level.

Corporate Governance

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 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 inclusion and belonging. The Committee also reviews and oversees the policies and procedures used to prepare sustainability and ESG-related statements and disclosures, including preparation of the Company's annual corporate responsibility report and reviews these statements and disclosures before their publication. The ESG Committee meets at least quarterly. The charter of the ESG Committee is available on our website at www.chathamlodgingtrust.com.

Code Of Business Conduct

Corporate Governance Guidelines

Board Oversight of ESG Risks

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, a Compensation Committee, a Nominating and Corporate Governance Committee and an ESG Committee to provide organizational structure and to adapt to a changing business landscape sustainably.

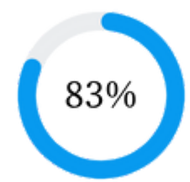
Corporate Governance – Board Makeup

The below graphic illustrates the makeup of our Board based on the 2025 annual proxy statement. If instead the focus was just on the independent trustees, the percentages would be as follows: Independence - 100%; Short Tenure - 67%; Gender Makeup - 33%; and Racial Makeup - 17%.

Chatham has a long history of progressive board refreshment and has added four (4) new board members since 2017.

Independent Trustees

5/6 trustees are independent

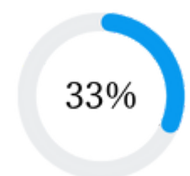


Average Tenure of 7 Years

4/6 trustees have tenure < 10 years

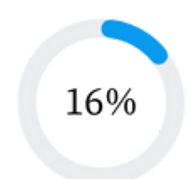
Gender Makeup

2/6 trustees are female



Racial Makeup

1/6 trustees are African - American



ESG Factors in Annual Performance

Executive compensation is partially based on annual performance, and we have included ESG/Governance Factors in performance reviews. These factors apply to Chatham's named executive officers, asset managers, as well as to the employees specifically working on ESG efforts. In 2024, these performance factors included:

- Renewing organizational importance of ESG through commitment to public disclosure, organizational controls and board member inclusion and belonging.
- Implementing new organizational ESG strategies, including public disclosures, organizational controls and board member inclusion and belonging.
- Implementing organizational processes, controls, public disclosures and reporting with respect to ESG initiatives, addressing scoring by ISS and MSCI and identifying opportunities for improvement as well as expanding board member inclusion and belonging.

ESG Policies

In 2021, we established several ESG policies to help drive our strategy, maintain our commitments and achieve our objectives. In 2022, the ESG Committee approved revised and improved versions of the ESG Committee Charter, Human Rights Policy, Environmental Policy and Supplier Code of Conduct.

- **ESG Committee Charter** Outlines the structure of the ESG Committee and responsibilities.
- **Environmental Policy**: Outlines Chatham's commitment to identify and manage the business impacts of environmental risk factors and exercise appropriate due diligence concerning the environmental challenges presented by its properties.
- **Human Rights Policy**: Guides Chatham's commitment to respect of human rights and labor rights within the communities we operate in and to engage our stakeholders in developing, implementing, and evaluating the policy's effectiveness.
- **Supplier Code of Conduct** Establishes the minimum standards that must be met by any Supplier that sells goods to or does business with Chatham regarding the treatment of workers; workplace health and safety; the impact on the environment; and ethical business practices.
- **Anti-Harassment Policy**: Outlines Chatham's prohibition of harassment in any form, including verbal, physical, visual, online, and other forms as well.

Corporate Governance Highlights

We have made strong corporate governance a priority. The following highlights some of the critical elements of our corporate governance practices.

- Commitments to inclusion and belonging on Board of Trustees
- Six of our seven existing trustees are independent
- Lead independent trustee
- Code of Business Conduct acknowledged by all employees
- Insider Trader Policy acknowledged annually by all employees
- Anti-hedging and anti-pledging policy
- Compensation "clawback" policy as a mechanism for executive accountability
- Shareholder rights on amending the Company's bylaws

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.

Investors

Chatham values the views and opinions of our shareholders and believes strong corporate governance practices demand regular outreach and conversations with our shareholders. Management actively engages with shareholders at numerous investor road shows, industry and investment community conferences, and meetings with analysts. We also respond to individual shareholders who express interest in our business. Specifically, we communicated with various shareholders who supported increasing inclusive representation on our Board of Trustees.

Board of Trustees

Chatham depends on our Board of Trustees' expertise and direction to guide our Company and promote good governance. We engage our Board through four full board meetings per year. In 2024, the Board met four times, and all board members attended 75% or more of the Board meetings and meetings of the committees on which they served either in person or by conference call. As outlined in our Corporate Governance Guidelines, trustees are invited and encouraged to attend meetings of shareholders. Additionally, our senior leadership team maintains direct communication with our trustees through regular business updates and the opportunity for two-way communication.

Stakeholder Engagement

Industry Collaboration

Chatham works closely with Island Hospitality Management to maximize top-line performance and margin performance. We also support them with creating sustainable environments for their employees and our guests. In 2024, we continued to benefit from significant asset management and increased collaboration with Island Hospitality Management. We have engaged our third-party operating partner in several ways, including monthly meetings with our asset management team, collaborating with brands to deliver training, such as 100%of associates being trained to recognize signs of human trafficking at all properties. In early 2025, we launched a sustainability survey to all the general managers in charge of operating our hotel properties to assess the properties' environmental and social factors. 34 properties (100% of all properties owned at that point) responded. Results of the survey are provided throughout this report.

With respect to our branded hotels, we work closely with Marriott International, Hilton Worldwide, and Hyatt to follow requirements and guidance pertaining to environmental and social factors, such as waste management, water usage, building safety, and health and wellbeing.

We are a member of NAREIT and the AHLA. We have also supported industry collaboration and engagement by participating in the Cornell Hotel Sustainability Benchmarking Index (CHSB) to benchmark our environmental performance for the last 4 consecutive years and became a member of the NAREIT Real Estate Sustainability Council in 2023. This council brings together over 120 sustainability leaders from across all REIT sectors to address complex environmental challenges and shape the industry's sustainability priorities. Through quarterly meetings and sector-specific task groups, the council provides a platform to discuss critical topics such as reporting standards, market trends, certifications, innovative technologies, and best practices.

Stakeholder Engagement

Employees

At Chatham, we strive to provide each employee with a safe and healthful work environment. We also recognize that having a workplace of inclusion and belonging for our employees is an important asset. Therefore, we are committed to understanding their interests, setting clear expectations, and boosting morale, which is done through various engagements, where applicable. These include:

- Providing orientation on the employee handbook for all new hires, which includes written acknowledgment, and annual refreshments
- Tracking promotion rates of all groups
- Creating an open-door policy across the organization, especially the Human Resources Department
- Undertaking a third-party administered annual associate opinion survey (AOS) to understand employee satisfaction

Local Communities

Chatham is supportive of the communities in which our hotels operate. We aim to promote positive community relations in several ways and rely heavily on Island Hospitality Management to sustain positive community relations. Also, apart of our regular meetings with our third-party hotel management company, community interests may be discussed if that is material to the business updates at the time.

Suppliers

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.

Global Real Estate Sustainability Benchmark (GRESB)

In 2025, we participated in the Global Real Estate Sustainability Benchmark ("GRESB") for the fourth time. We are pleased to share that we maintained strong GRESB performance.

2025 GRESB Score (related to 2024 Performance)

- Chatham earned three of five GRESB Stars
- Chatham received an overall score of 81/100, ranking 32nd out of 95 listed companies in the Americas region, and 4th out of 7 in its peer group
- Chatham earned 27 of 30 available points on the Management component
- Chatham was awarded GRESB's "Green Star" for achieving a score higher than 50% of the points allocated to the Management and Performance components

GRESB SCORE BREAKDOWN

COMPONENT	SCORE
GRESB Score	81/100
Management Score	27/30
Performance Score	54/70

ESG THEME BREAKDOWN

COMPONENT	SCORE
Environmental	47/62
Social	16/18
Governance	19/20

Environmental Policy

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. Together, we address environmental considerations through quarterly meetings where each stakeholder can voice their interests and needs so that our investment decisions in environmental stewardship are holistic. In turn, we have invested in many environmental conservation measures, particularly around energy and water efficiency. In 2024, we managed to invest approximately $9 million in energy efficiency projects. Our focus continues to be on resource management and sourcing responsibility. In 2024, we conducted a portfolio-wide environmental risk assessment to help us understand the material or significant aspects of our environmental footprint.

Chatham Environmental Policy Focus Areas:

- Environmental compliance
- Energy consumption
- Greenhouse gas (“GHG”) emissions
- Water consumption
- Waste generation
- Environmental stress
- Responsible procurement
- Environmental education

Pathway to Net Zero

The 1.5 degree or lower scenario is the global community's accepted limitation on temperature growth to avoid potentially catastrophic changes to the planet. Under this scenario, Chatham anticipates a transformational shift as business, government and society as a whole focus on decarbonizing the way we live and work with an eye toward net-zero by 2050. We recognize that global efforts alone will not be enough to meet the 1.5-degree goal and every individual and business will need to take immediate and sustained action to prevent catastrophic consequences to the planet.

Though our company is at the beginning stages of understanding and undertaking changes in the way we operate; Chatham is currently evaluating the pathway and corresponding budgetary needs required to reduce its emissions toward net zero over the next 30 years. Chatham's pathway to net zero is in alignment with the Hotel Net Zero Methodology, Second Edition June 2023.

Overall, our target is to reach net zero emissions across all scope 1, 2 and 3 emissions by 2050. Our current plan is to focus on activities through 2030, which are managerially tangible and will have further impacts past 2030 as a result. We will report progress toward the 2030 milestones. Our milestones will be updated as industry best practice and expectations evolve.

We are committed to shifting as necessary, in partnership with our customers, lawmakers and investors, to make whatever changes are necessary to meet the critical planetary goal of net zero. As such, we anticipate changes in building standards, pricing, regulation, customer preferences, low carbon products and services. Our newly formed ESG Committee is tasked with further development of the plan for defining our path to net zero.

2030 Environmental Reduction Targets

In early 2023, we set 2030 portfolio-wide environmental intensity reduction targets using a 2017 baseline year.

As part of our efforts to achieve these targets, we track our environmental performance as to carbon (GHG), energy, water and waste. The following are the 2030 reduction targets for 2030 for GHG, energy and water intensity:

GHG Target

- 50% reduction carbon kg CO2e/sq ft by 2030, Net Zero by 2050

ENERGY Target

- 30% reduction energy intensity kwh/sq ft by 2030

WATER Target

- 30% reduction water M3/sq ft by 2030

Environmental Performance

Our commitment to environmental stewardship is evident through our environmental performance since our baseline. Since 2017, we have experienced a 24.1% reduction in our greenhouse gas emission intensity and 11.4% in energy intensity. Additionally, our water intensity is also trending downward having decreased by 2.4% since 2017. Since 2018, the percentage of portfolio coverage for primary waste data went from 38% to 98%.

RESOURCE INTEGRITY	2017 BASELINE	2021	2022	2023	2024	2030 TARGET	% CHANGE17-24
Greenhouse Gas Emission Intensity* (kgCO2e per sq.ft)	7.07	5.16	5.18	5.34	5.36	-50%	-24.1%
Energy Intensity (kilowatt-hours per square foot)	21.49	18.31	18.95	19.21	19.03	-30%	-11.4%
Water Intensity (gallons per occupied room)	131.88	127.46	125.32	124.07	128.68	-30%	-2.4%
Waste Intensity** (lbs. per occupied room)	–	4.24	6.74	7.06	6.87		

*2024 energy consumption and GHG metrics include vehicles, generators, and refrigerants

**Waste data was not yet available in 2017. Therefore, the current baseline year for waste calculations is 2018 with 4.06 lbs. per occupied room

Water

We work to improve water conservation at our properties by developing property-level initiatives to improve efficiency or reduce water consumption. Common examples of our water initiatives include installing auto-sensors, leveraging water-saving technologies, and supporting our operating partners with adopting a linen and towel reuse program.

82% of our hotel properties have low-flow showerheads in over 75% of guestrooms

79% of our hotel properties have low-flow faucets in over 75% of guestrooms

68% of our hotel properties have over 75% of toilets that are low-flush or dual flush

65% of our hotel properties utilize native or drought-tolerant landscaping to reduce irrigation needs

Energy

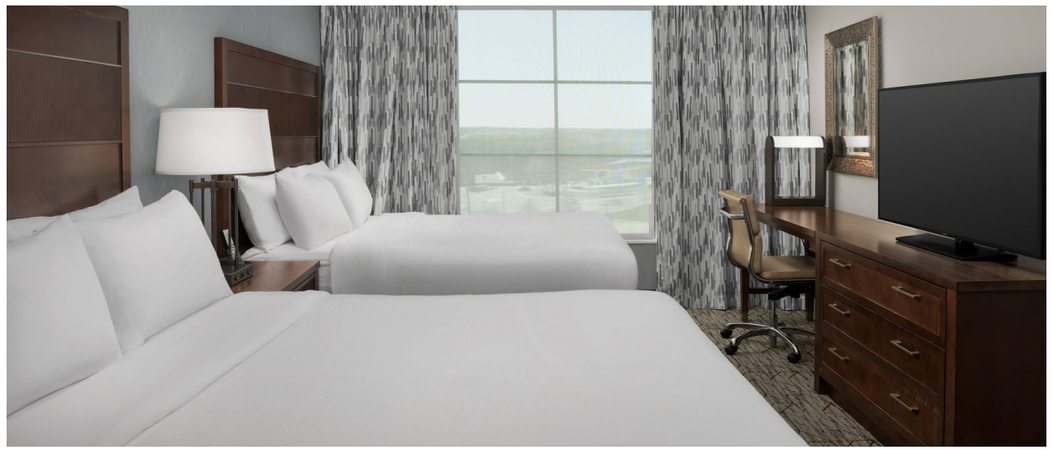
We develop and maintain an energy conservation program where various property-level initiatives are implemented across our portfolio of hotels. Some of those practices include adopting energy-efficient design, working with operating partners to mitigate energy consumption, and identify feasible and fiscally reasonable energy conservation opportunities. Ongoing energy conservation initiatives include energy-efficient lighting, room occupancy sensors, routine energy audits, and electric vehicle charger installation.

100% of our hotel properties have a preventative maintenance plan that checks building mechanical, electrical, and plumbing systems at least quarterly

79% of our hotel properties have implemented at least one energy efficiency measure in the past three years

68% of our hotel properties have more than 75% of their total surface of their property's windows, skylights, and glass doors well adapted to the local climate

62% of our hotel properties have replaced more than 75% of their lights with LEDs



Electric Vehicle Chargers

In addition to our belief in electric vehicles, we are also committed to providing superior service to our hotel guests who drive electric vehicles, to ensure these vehicles stay on the road as long as possible, further amplifying their positive environmental impact.

Therefore, in early 2023, we entered into our first contracts with Tesla, Inc. to install Level 2 Tesla chargers (for use by both Tesla and non-Tesla electric vehicles) at our properties. Tesla installed Level 2 chargers at four (4) properties before unfortunately discontinuing the program. We continue to seek out opportunities to install EV chargers to our other properties.

Waste

We support our operating partners with addressing waste generation and support their development of waste minimization programs, recycling, reduction of single-use plastics, and reduction of food waste, sensors, routine energy audits, and electric vehicle chargers' installation.

Continued mattress recycling program portfolio-wide in connection with all mattress replacements

85% of our hotel properties have implemented a food waste prevention strategy.

82% of our hotel properties have implemented measures to improve waste management in the past three years.

78% of our hotel properties have a recycling program in place for back-of-house areas.

Responsible Procurement

Chatham supports Island Hospitality's expectation of its suppliers to meet the same environmental and social standards as we do for ourselves. Currently, our Hilton-operated hotels participate in the Clean the World soap recycling program. Moreover, since 2019, our Marriott-operated hotels have been using pumped-topped bulk dispensers in all guestrooms. Additionally, our operating partners work closely with Ecolab to ensure the chemicals we use are safe for housekeepers and guests and reduce their environmental footprint

Recycling Soap Bars & Single-Use Amenity Bottles

- At Chatham, we are committed to supporting our hotel properties with minimizing their waste footprint. One way our hotels are reducing waste is by participating in soap recycling through Clean the World – an organization that recycles hotel soap and hotel amenities.

- The donation of soap bars not only diverts hotel waste from landfills, but it also contributes to Clean the World's charitable efforts. That include distribution of repurposed soap bars and hygiene kits for humanitarian causes.

- Additionally, we supported the transition from small single-use amenity bottles to large pump-topped dispensers. At the end of 2023, 100% of our properties have ceased using any small single-use shampoo, conditioner or body wash amenity bottles.

Hotel Design & Construction Certifications

The following properties of our portfolio were certified for sustainability at the time of design and construction.

LEED/Building Design and Construction (BD+C) | Silver

- Hampton Inn & Suites Exeter – 2011

LEED/Building Design and Construction (BD+C) | Certified

- Embassy Suites by Hilton Springfield – 2014

Green Globes/New Construction | 1 Green Globe

- Courtyard Charleston Summerville – 2014

Austin Energy/Austin Energy Green Building - Design & Construction | 1 Star

- Residence Inn Austin Northwest – 2017

In addition to these properties, Chatham also completed the construction of a hotel in Los Angeles County, built to both CalGREEN and LEED Silver standards in 2022.

In addition to these certifications, 12 properties in our portfolio hold an energy star rating of 75 or higher, indicating these properties are top energy performers. 84% of our properties have attained an energy star rating as of December 31st, 2024.

Beyond our new development project, we are committed to sustainable design and construction practices in our other business activities. With respect to renovations, we follow the requirements set forth by our operating partners, including Marriott International and Hilton Worldwide, regarding scope and materials. Common practices include retrofitting and recommissioning energy and water fixtures.

Sustainable Renovations and Recycling Initiatives

In 2024 we invested approximately $20,000,000 to renovate four hotels. These renovations included the replacement of furniture, lighting, and carpet, as well as in some cases new bathroom amenities. During hotel development and renovations, we collaborate closely with our contractors, as well as Marriott and Hilton to align with their sustainability brand standards.

Our commitment to sustainability drives decisions to enhance environmental performance during renovations. This includes upgrading to more efficient lighting, low-flow showerheads, and low-flow toilets. Additionally, we evaluate the condition of furniture to determine whether replacement is necessary. When furniture needs to be replaced, we make sure to donate or recycle items depending on their condition. One ongoing program includes our mattress recycling program, which has been in place for 13 years. Under this program all mattresses removed for replacement are recycled. Since the inception of the program, we have, in collaboration with our logistics partner, recycled a total of 13,227 bed sets (486 in 2024). Our logistics partner is a member of Smartway, an EPA program aimed at reducing truck emissions in the United States.

Data Management and Quality Assurance

Chatham has a robust system for managing and ensuring the quality of its environmental performance data. We engage a third-party utility bill management company to capture data from utility invoices for all our hotel properties and to monitor the usage for any spikes which might indicate leaks or similar issues. In addition, Chatham underwent third-party verification of its GHG emission, energy, water, and waste data with an ANSI-accredited assurance provider for the fourth year. This year, the verifier provided limited assurance for assertions of the 2024 reporting year. The verifier has thoroughly reviewed our environmental reporting boundaries, data gathering procedures, and greenhouse gas (GHG) calculation methodology throughout the assurance process. We are confident that our comprehensive data collection, management, and third-party verification systems underscore our dedication to upholding the highest data accuracy and reporting standards, supporting the needs of investors and third-party reporting organizations.

The Verification Statements are available to download on our website and linked here for 2017, 2021, 2022, 2023, and 2024 respectively.

Social and Human Capital

At Chatham, we believe each of our employees contributes directly to our growth and success. Island Hospitality, as manager of all of our hotels, shares this view. As such, we are firmly committed to providing equal opportunity in all aspects of employment since inclusion and belonging are important assets for our companies. 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.

Social and Human Capital Focus Areas

- **Inclusion and Belonging**
- **Occupational Health & Safety**
- **Community Relations**

Human Capital

The Company believes that each of its employees is an important contributor in the success of the organization. Management aims to provide an inspiring, inclusive work environment where employees feel valued, empowered, and encouraged to make positive differences within the Company and throughout their communities. Chatham operates under the belief that the most successful management provides clear leadership, while empowering employees to make timely and responsible decisions and to take actions necessary to achieve exceptional operating results. The Company offers competitive compensation and benefits, a flexible leave policy and a culture that encourages balance of work and personal life. We also support internal career growth through our internal management development program which helps term members assess and advance in their career goals with the help of a mentor.

The Company emphasizes an open-door policy for communications and conducts regular employee satisfaction surveys, which are used to inform continuous improvement activities. During 2024, all employees at our hotels involved in day-to-day operation were employed by Island Hospitality Management III, LLC, a third-party management company engaged pursuant to hotel management agreements. The Company is committed to the health, safety and security of hotel associates and guests and is proud to support the American Hotel & Lodging Association's 5-Star Promise.

Inclusive Workplaces

The Company is committed to inclusion and belonging and does not tolerate discrimination or harassment in the workplace. The ESG Committee oversees this commitment and we, in partnership with our operator, Island Hospitality, have had an equal employment opportunity policy in place since 2014. We are committed to fostering an environment of inclusivity and belonging that supports the development and advancement of all. We strive to cultivate an atmosphere of listening, learning and acting; treating each other as equals; showing support and respect to each other and our partners; and encouraging freedom of expression and understanding of differences. We appreciate that our employees' unique viewpoints, unique backgrounds and experiences working together lead us to better business outcomes and we attribute this, in part, to our ongoing success. The Company's CEO has pledged to continue to advance inclusion and belonging within our workplace. The scope of this pledge supports equal opportunities. The pledge includes four goals:

1. Make the workplace an inclusive and safe environment for complex and difficult conversations

2. Implement and expand inclusion and belonging training, including unconscious bias education

3. Share best and even unsuccessful practices with other participating CEOs.

4. Have Board oversight for the Company's goal action plans

Occupational Health & Safety

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 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. 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. Additionally, we pledged to the American Hotel & Lodging Association's 5-Star Promise in 2021, having made the following commitments:

- Build on our industry's longstanding commitment to hospitality and a People Culture by continuing to provide industry-wide training and materials on safety and security and retain expert guidance to work with the industry on both inclusion and safety matters.
- Ensure mandatory anti-sexual harassment policies are in place in multiple languages.
- Provide ongoing training and education for employees on identifying and reporting sexual harassment.
- Provide U.S. hotel employees with employee safety devices to help them feel safe on the job.
- Broaden vital partnerships with wide-ranging national organizations that target sexual violence and assault and trafficking and promote workplace safety.

As a Company, we aim to create sustainable livelihoods for our employees. Relating to employee compensation, we provide all our employees with a living wage and company sponsored health benefits, life insurance, short-term disability, sick time, vacation days, and a 401(k) plan. We also offer an on-site gym for all corporate employees as well as our Employee Assistance Plan (EAP), which includes grief and financial counselling as well as further support for mental health issues.

We also promote safe and healthy work environments for the workers at our hotel properties. Highlights include:

100% of our hotel properties change HVAC system filters routinely

74% of our hotel properties only use low or zero VOC paints, finishes and other items for renovations

Community Relations

Chatham is dedicated to many causes. We especially recognize the need for better food security and youth empowerment in our community; and as such have continuously supported charitable organizations focused on these areas. Chatham is supportive of communities around our corporate headquarters, as well as in the communities where our hotels operate. We aim to promote positive community relations through all our business activities. In 2024, our combined Chatham and Island corporate employees' giving and volunteerism has amounted to 228 volunteer hours, 520 young people impacted, 300 women and 80 veterans impacted, $39,671.30 raised for organizations, including $7,100 provided in in-kind donations.

In 2024, we supported the following organizations:

- Susan G. Komen
- Children's Achievement Center
- Soldiers' Angels
- St. Thomas Moore
- The Avenue Church
- ULI
- Toy Drive & Angel Tree
- Goodwill Donation
- Advent-Porter Hospital
- VCA Veterinary Specialists of the Valley
- Doctors Without Borders
- Goodwill/Destiny Church
- Snap! Raise HS Boys Soccer
- American Red Cross
- Beast Philanthropy
- Canoga High School: Save The Llama
- Catholic Charities

Community Relations

Angel Tree

The Angel Tree program was created in 1979 as a way to help local children in need during the Christmas season. The program provides new clothing and toys to more than 1 million children each year. A part of the Salvation Army, the Angel Tree program works by partnering with stores, malls, companies, and corporations. Angel Trees are decorated with numbered paper Angel Tags with the first name, age and gender of a child in need. Sponsors remove one or more tags from the tree and purchase appropriate gifts for the child or children described on the tags. The Salvation Army screens each family and prepares a list of toys and clothing the children want.

Doctors Without Borders

Founded in 1971 to save lives and speak out, Doctors Without Borders teams have cared for tens of millions of people since 1971. Every day, the organization helps to deliver emergency medical aid to people in crisis, with humanitarian projects in more than 75 countries. Above all else, Doctors Without Borders' goal is to do no harm, and is committed to providing the highest quality medical care possible, regardless of where the work takes place. Doctors Without Borders relies on the help of individuals and private institutions to accomplish its goals, with 98% of money coming from such groups in 2024.

VCA Animal Hospitals

VCA Veterinary Specialists of the Valley is a part of the larger VCA family of hometown animal hospitals. Founded in 1986, VCA is committed to making a positive impact for pets, people, and our communities. VCA has cared for over 4.5 million pets across North America and has a network of over 30,000 associates in over 1,000 hospitals worldwide. For over two decades, VCA has helped animal welfare organizations lessen return to shelters, end pet homelessness, and encourage pet adoption nationwide. VCA also partners with over 150 animal shelter and rescue organizations across the United States to provide medial, marketing, and fundraising support.

Chatham Hotel Properties in the Community

We rely heavily on Island Hospitality Management to sustain positive community relations on our behalf as they operate our hotels. Island Hospitality Management has created Island Cares, a 501(c)(3) non-profit organization that was founded on the mission to “act responsibly and with integrity while being a great employer, corporate citizen, and good neighbor". For example, the general manager of Residence Inn San Diego Downtown/Gaslamp is an active director of The Gaslamp Quarter Association® (GQA), a non-profit 501(c)6 merchants association, representing more than 400 businesses located within the boundaries of the Gaslamp Quarter. Other notable local community initiatives that the general managers of our hotel properties serve voluntarily include Marriott Local Business Council, Children’s Hospital fundraising, and the New Hampshire Lodging & Restaurant Association.

IHCares

For Us. By Us.