



SUMMIT  
HOTEL PROPERTIES

# CORPORATE RESPONSIBILITY REPORT

# 2023







FEATURED HERE AND ON THE COVER

# RESIDENCE INN STEAMBOAT SPRINGS



2022 Energy Star  
Certification



LED Lighting & Energy Star  
Rated Appliances & Windows



Energy Efficiency  
Systems



Low-Flow Faucets,  
Shower Heads & Toilets





**SUMMIT**  
HOTEL PROPERTIES

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## A MESSAGE FROM OUR PRESIDENT & CEO

"Over the past year, we have developed a climate action plan to achieve our emissions reduction target of 30% by year-end 2025. Our climate plan includes active data and energy management programs and systems to enhance building and operational efficiencies and continued investments in clean energy."



### Dear Stakeholders,

At Summit Hotel Properties, we are excited to continue our commitment to building a best-in-class ESG program and are pleased to report on the tremendous progress we have made over the past year. Over the past year, we have developed a climate action plan to achieve our emissions reduction target of 30% by year-end 2025. Our climate plan includes active data and energy management programs and systems to enhance building and operational efficiencies and continued investments in clean energy. As of year-end 2022, we have reduced our emissions by 15% from our 2019 baseline year by reducing our energy consumption by 7% from our 2019 baseline year and increasing the percentage of our electricity sourced from clean energy to 6%. We have expanded our electric vehicle charging infrastructure by 15% and increased the number of properties with ENERGY STAR® certifications by 60% over the prior year. We are undertaking water reduction actions, such as installing additional smart-irrigation management systems and implementing changes to our guest services to reduce water consumption.

Our efforts relating to diversity, equity and inclusion have resulted in our corporate employee workforce becoming increasingly diverse over the past year with individuals from underrepresented groups employed with our company increasing from 48% at year-end 2021 to 56% at year-end 2022. As of December 31, 2022, women comprised 47% of our workforce and other underrepresented groups represented 22% of our workforce, an increase of 3% and 9%, respectively, over the prior year.

We have also continued our deep commitment to supporting our local communities through the Summit Foundation and other company charitable activities. Over the past year, we have contributed over \$140,000 to several community-based organizations. Our employees have contributed over 280 service hours to our community partner, Partnerships for Children, to support their various resource programs, as well

as other local nonprofit organizations. As the charitable giving arm of the American Hotel & Lodging Association, I have joined the AHLA Foundation Board of Trustees, which works to support the hard working people in our industry and increase community engagement. We have also joined the AHLA Foundation Industry Impact Leaders Committee as an active participant in the lodging industry's efforts to combat human trafficking.

We have developed new social programs to promote greater inclusion and connectivity between our employees and our operating partners, such as our Hotel Training Day Program and Employee Stay Program. Our Hotel Training Day Program enables employees to work alongside hotel staff and our Employee Stay Program encourages our employees to visit our hotels. Both of these programs enable our employees to gain firsthand insights into the front-line activities and challenges related to the operations of our lodging properties.

We continue to work closely with our brand partners, property managers, joint venture partners, suppliers, industry associations, and other business partners to achieve our collective sustainability goals. We continue to purposefully pursue progress in our ESG program because we are committed to meeting the needs of all of our stakeholders and achieving our goals related to environmental stewardship, social responsibility, governance, and resiliency. We are pleased to share the results that we have achieved to-date, and we are committed to making thoughtful investments to further enhance our ESG program.

**Thank you for your interest in our company and our ESG program. We hope you will find our report useful and insightful.**

Jonathan Stanner

President and Chief Executive Officer



# COMPANY OVERVIEW

Summit Hotel Properties, Inc. (NYSE: INN) is a self-managed lodging real estate investment trust focused on owning lodging properties with efficient models that generate strong investment returns. At December 31, 2022, our portfolio consisted of 103 properties with a total of 15,334 guestrooms located in 24 states.

Our high-quality portfolio of lodging properties has been strategically assembled in markets with multiple demand generators and relatively higher barriers to entry. The key elements of our investment strategy that we believe will allow us to create long-term stakeholder value include the following:

## INVESTMENT THESIS

Our investment thesis is built on several fundamental principles:

- 1 Efficient Operating Model & Best-in-Class Platform**
- 2 High-Quality, High Growth Portfolio with Broad Geographic Diversification**
- 3 Leading Capital Allocation Strategy**
- 4 Flexible & Strong Balance Sheet**
- 5 Established ESG Program**

## SUMMIT AT A GLANCE<sup>1</sup>



**15,334** Guestrooms

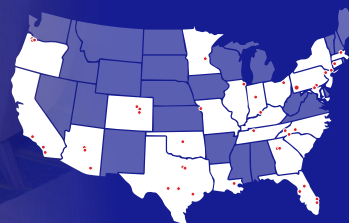


**\$676M**  
Total Revenue



**11,104,340**  
Total Sq. ft. evaluated

**103**  
Properties



**LOCATED IN  
24 STATES**

Homewood Suites - Midland

<sup>1</sup>Information at December 31, 2022 and for the year then ended.

## ABOUT OUR PROGRAM

The purpose of our ESG program is to create long-term value for our stakeholders by aligning the needs and expectations of our stakeholders with our responsibilities to the environment and communities in which we operate. Our Corporate Responsibility report is designed to help our stakeholders better understand our commitment and efforts regarding environmental stewardship, social responsibility and governance and resiliency.

As a publicly traded lodging real estate investment trust ("REIT"), we partner with premium hotel brands, including Marriott® International, Inc. ("Marriott"), Hilton® Worldwide ("Hilton"), Hyatt® Hotels Corporation ("Hyatt"), and InterContinental® Hotels Group ("IHG") and leading third-party property management companies to operate our lodging properties. We work closely with our brand partners, property managers and joint venture partners to align, implement and support our collective corporate responsibility program goals and initiatives.

We have set performance reduction targets for greenhouse gas emissions and water using the Greenhouse Gas Protocol ("GHG Protocol") as a guideline. We have aligned our program with the Global Reporting Initiative ("GRI") and

the Task Force on Climate-Related Financial Disclosures ("TCFD") frameworks to identify sustainability issues that are material to our business. We continually monitor current and proposed regulatory requirements to identify and proactively prepare for the effect they may have on our business.

We have included data and information about our portfolio of lodging properties in our reporting. This report also contains certain forward-looking statements about our future plans, goals and performance expectations. Forward-looking statements, which are based on certain assumptions and describe our future plans, strategies and expectations, are generally identifiable by use of the words "may," "could," "expect," "intend," "plan," "seek," "anticipate," "believe," "estimate," "predict," "forecast," "project," "potential," "continue," "likely," "will," "would" or similar expressions. Forward-looking statements should not be relied upon since they involve known and unknown risks, uncertainties and other factors that are, in some cases, beyond our control and which could materially affect actual results, performances or achievements. Accordingly, there is no assurance that our expectations will be realized.



**Our Corporate Responsibility Goals ("CRGs") use the United Nations Sustainable Development Goals ("SDGs") as a foundational guideline. Although we recognize that all SDGs are vital, in 2022, we continued to focus on the goals that most align with our business (highlighted below):**



## 2022 ESG HIGHLIGHTS<sup>1,2</sup>



Achieved a 15% market-based intensity reduction in **emissions** from 2019 baseline, equivalent to removing over 1,000 passenger vehicles from the road for one year.<sup>2</sup>



Contributed over \$140,000 and volunteered over 280 service hours to **Partnerships for Children** and other community-based organizations.



Produced a 7% intensity reduction in **energy consumption** from 2019 baseline.



Achieved a positive response of over 85% from employees that our company is a great place to work and has a positive work **culture**.



Contracted for approximately 8,000 **Green RECs** equivalent to powering over 500 homes for one year.<sup>2</sup>



Increased the composition of our Independent **Board Members** that are from underrepresented groups from 29% in 2021 to 43% in 2022.



Increased the number of properties with **Electric Vehicle Supply Equipment** in our portfolio from 7% in 2021 to 22% in 2022.



Increased the percentage of our corporate level **minority workforce** from 13% in 2021 to 22% in 2022.



Achieved an 8% intensity reduction in **water consumption** from 2019 baseline.



Increased diversity of corporate level employees from **underrepresented groups** from 48% in 2021 to 56% in 2022.



Increased the number of **ENERGY STAR® Certified** properties in our portfolio by 60%.



Joined the **AHLA Foundation Board of Trustees and Industry Impact Leaders Committee** to increase community engagement within our industry.



Endorsed the **AHLA Responsible Stay initiative** to demonstrate our commitment to sustainability and to align ourselves with industry initiatives.



Established a **Hotel Training Day Program** for employees to learn more about the day-to-day operations at our hotels and to foster teamwork and connectedness amongst employees and with our operating partners.



Completed a portfolio-wide transition to bulk shower amenities to **reduce waste**.



Increased connectedness with our operating partners and team by implementing an **Employee Stay Program**.

<sup>1</sup> Information is for the year ended December 31, 2022.

<sup>2</sup> Equivalent based on U.S. EPA's GHG Equivalencies Calculator: <http://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.



## PERFORMANCE REDUCTION TARGETS<sup>1</sup>

In 2022, we completed our efforts with our energy management and sustainability service provider to inventory our Scope 1 and Scope 2 GHG emissions and to finalize our intensity reduction target for emissions. We also completed a portfolio-wide water risk assessment and set an intensity reduction target for water usage. Due to the evolving nature of our portfolio, we have made the decision to set intensity reduction targets rather than absolute reduction targets. We believe setting intensity reduction targets will better reflect progress towards our goals and will provide a more direct comparison of our environmental impact relative to our peers. Below is a summary of the progress we have made on our reduction targets.



**30%**  
**EMISSIONS INTENSITY  
REDUCTION TARGET**

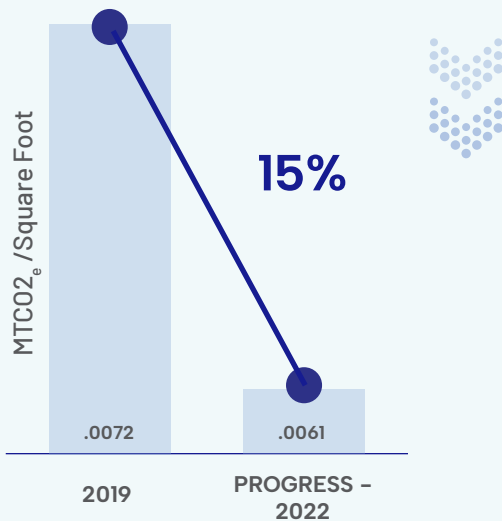


**10%**  
**WATER INTENSITY  
REDUCTION TARGET**

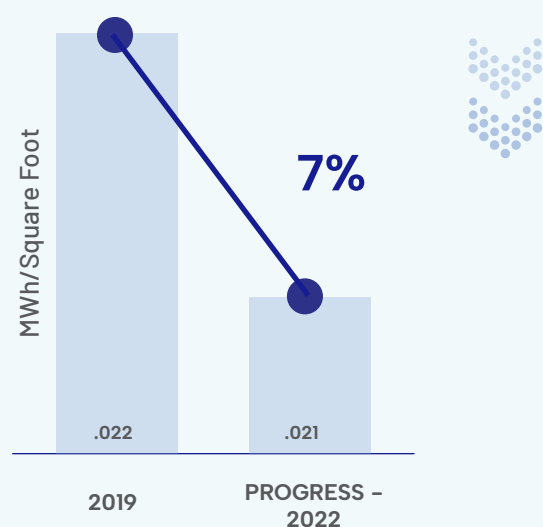
Key Performance Indicator ("KPI")	Intensity Reduction Percentage	Intensity Metric	Target Year	2019 Baseline Intensity	Intensity Goal
Scope 1 & 2 Market-Based Emissions	30%	MTCO <sub>2</sub> <sub>e</sub> / Square Foot	2025	0.0072	0.0050
Water Usage	10%	KGal/Rooms Occupied	2030	0.117	0.105

### SINCE OUR 2019 BASELINE YEAR, WE HAVE ACHIEVED THE FOLLOWING REDUCTIONS:

#### EMISSIONS REDUCTION<sup>2</sup>



#### ENERGY REDUCTION



<sup>1</sup>The 2019 Baseline Year data is adjusted for changes in our portfolio over time such that performance information in subsequent years against the 2019 Baseline Year is based on the same hotel properties for both the subsequent year in which performance is being measured and the 2019 Baseline Year.

<sup>2</sup>Per square foot by year-end 2025 from our 2019 baseline year.



# RESPONSIBLE INVESTMENT

11 Program Oversight

12 Stakeholder Engagements



Canopy Hotel New Orleans Downtown





## PROGRAM OVERSIGHT

Our ESG program is led by senior management with oversight from the Nominating and Corporate Governance Committee of our Board of Directors. A component of executive compensation is based on the progress of our ESG program and achievement of our ESG goals to align management incentives with the success of our program. We also have an ESG steering committee, consisting of a cross-function team of staff members, to develop, prioritize and manage our goals and initiatives.

## STAKEHOLDER ENGAGEMENT

We develop and prioritize our ESG activities to align the needs and expectation of our stakeholders with our responsibilities to the environment and communities in which we operate. We have a broad stakeholder group based on the nature of our industry and business operations.



*Holiday Inn Express & Suites Oklahoma City Downtown/Bricktown*

STAKEHOLDERS	INFLUENCE	OUR ACTIVITIES AND DEGREE OF OVERSIGHT
Investors and Analysts	Direct	We report our ESG activities and performance in our Annual Report on Form 10-K filings with the Securities and Exchange Commission ("SEC"), the Responsibility section on our website, and in our annual Corporate Responsibility Report. We also engage directly with investors to address material ESG topics.
Hotel Brands	Direct and Indirect	<p>We support the ESG programs and initiatives established by our brand partners and adhere to their standard operating procedures, including safety protocols, as well as construction, design and product standards. Our Quality Assurance ("QA") scores assist in determining our performance related to such requirements. We participate on our brand sustainability platforms to meet the ESG requirements of our brand partners.</p> <p>Our President &amp; CEO and SVP, Head of Operations also participate as brand advisory council members.</p>
Third-Party Property Management Companies	Direct and Indirect	As a public REIT, we partner with leading third-party property management companies to manage the day-to-day operations of our lodging properties.



## STAKEHOLDER ENGAGEMENT

STAKEHOLDERS	INFLUENCE	OUR ACTIVITIES AND DEGREE OF OVERSIGHT
Suppliers & Vendors	Direct and Indirect	<p>Summit's direct supply chain primarily consists of building products and materials, as well as furniture, fixtures and equipment for lodging properties in support of renovations or development projects. We have developed and annually review a Supplier &amp; Vendor Code of Conduct to ensure that labor and materials sourced for our projects meet our standards and values.</p> <p>Summit's indirect supply chain primarily consists of products and materials sourced by our brand partners, property managers and other business partners, such as general contractors. Our partners generally recycle and upcycle waste where services are available.</p>
Industry Associations	Direct	Summit supports our industry through participation with the American Hotel & Lodging Association (AHLA) and the National Association of Real Estate Investment Trusts (Nareit). Our President & CEO is a member of the AHLA Board of Directors and AHLA Foundation Board of Trustees. We have staff members that also participate on the AHLA Sustainability Committee and AHLAF Industry Impact Leaders Committee.
Lodging Guests	Indirect	The property management companies that we engage to operate our lodging properties have direct interactions with guests of our lodging properties. We closely monitor guest satisfaction at each property with our property managers through brand distributed surveys, lodging rating agencies, and other channels and use the feedback to make operating decisions and enhance guest experience.
Corporate Employees	Direct	We strive to cultivate a culture of connectedness for our employees based on our values of <i>Passion, Integrity &amp; Excellence</i> . We maintain various employee engagement and professional and personal development opportunities for employees. We promote health, safety and well-being, employee recognition, and continually work to advance diversity, equity and inclusion.
Communities	Direct and Indirect	The Summit Foundation, a 501(c)(3) nonprofit private foundation, provides community engagement opportunities for our corporate employees to serve our local communities. For more information, please visit the Responsibility section of our website.



# ENVIRONMENTAL STEWARDSHIP

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Sustainable Hotels | Responsible Sourcing
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Transition newly acquired properties to **keyless entry** and provide **employee safety devices** to each property within a year.



Evaluate additional investments in **clean energy**, including on-site solar.



Continue to increase our number of **green certified lodging properties** by 10% over 2022.



Continue to improve our building efficiencies by increasing the number of properties in our portfolio with **guestroom automation systems** by 35% over the prior year.

## • ENVIRONMENTAL STEWARDSHIP • • GOALS



Develop a **standard operating procedure** for recycling and upcycling waste during renovations.



Pilot a **decommissioning project** for recycling and upcycling hard and soft goods during renovations.



Continue the transition to clean energy by further increasing the number of properties in our portfolio with **electric vehicle supply equipment** by 25% over the prior year.

15%

REDUCTION in emissions  
per square foot in 2022  
from BASELINE Year  
2019

7%

REDUCTION in energy  
per square foot in 2022  
from BASELINE YEAR  
2019



## CLIMATE STRATEGY

In 2022, we set an emissions intensity reduction target in alignment with the GHG protocol. **We have set a target to reduce our GHG emissions intensity per square foot by 30% from our 2019 baseline year by year-end 2025.** To set our emissions reduction target, we worked with our energy management and sustainability service provider to inventory our Scope 1 and Scope 2 GHG emissions and energy usage, and benchmarked our performance relative to our peers and brand partners to determine the level of reductions that would be appropriate for us to address climate change risks.

We accumulate and analyze usage data for our properties to identify and remedy property-level usage anomalies to avoid waste. We have installed active energy management systems to enhance our building and operational efficiencies, and we continued to make investments in renewable energy.

**We have set a target to reduce our emissions intensity per square foot by 30% from our 2019 baseline year by year-end 2025.**

[Click here to download our Environmental Policy.](#)

## RENEWABLE ENERGY INVESTMENTS

We have contracted for bundled renewable energy certificates ("RECs"), which have reduced our annual emissions by nearly 3,000 metric tons and electric usage by over 8,000 MWh. Such metrics represent a 130% and 105% increase, respectively for investments in clean energy over 2021. We are evaluating various rooftop solar and battery storage projects for lodging properties to further our transition to clean energy sources.



In 2022, 6% of our total electric usage was sourced from contracted renewable energy.



The nearly 3,000 MTCO<sub>2</sub>e of emissions avoided from such contracted renewables is equivalent to powering over 500 homes for one year.





## AHLA RESPONSIBLE STAY INITIATIVE



*Courtyard Atlanta Downtown*

In 2022, the AHLA launched the Responsible Stay initiative. The purpose of the Responsible Stay initiative is to further strengthen the lodging industry's commitment to sustainability. The initiative focuses on four core principles:

1. Reduce carbon emissions, including energy efficiency
2. Water conservation
3. Waste reduction
4. Responsible sourcing practices

**Summit is committed to these efforts and has endorsed the Responsible Stay initiative.**

► [Click here to learn more about Responsible Stay.](#)



**Optimizing energy efficiency** through operational improvements and adoption of clean energy technologies.



**Ensuring the reduction of water usage** by implementing water-efficient practices in core areas like laundry, food and beverage, and landscaping.



**Investing in waste reduction programs** and new, innovative alternatives to reduce, reuse, and recycle waste across our properties.



**Sourcing responsibly and prioritizing sustainability in supply chains** to prevent harmful environmental and social impacts.



## ELECTRIC VEHICLE CHARGING

The rapid adoption of electric vehicles will require a broader network of electric vehicle supply equipment ("EVSE"). To meet this need, we are expanding our electric vehicle charging infrastructure.

In 2022, we expanded the percentage of our properties with EVSE from 7% in 2021 to 22% in 2022. We will install EVSE at an additional six hotels in 2023 and continue to expand our EV network to additional properties in the future.





## WATER

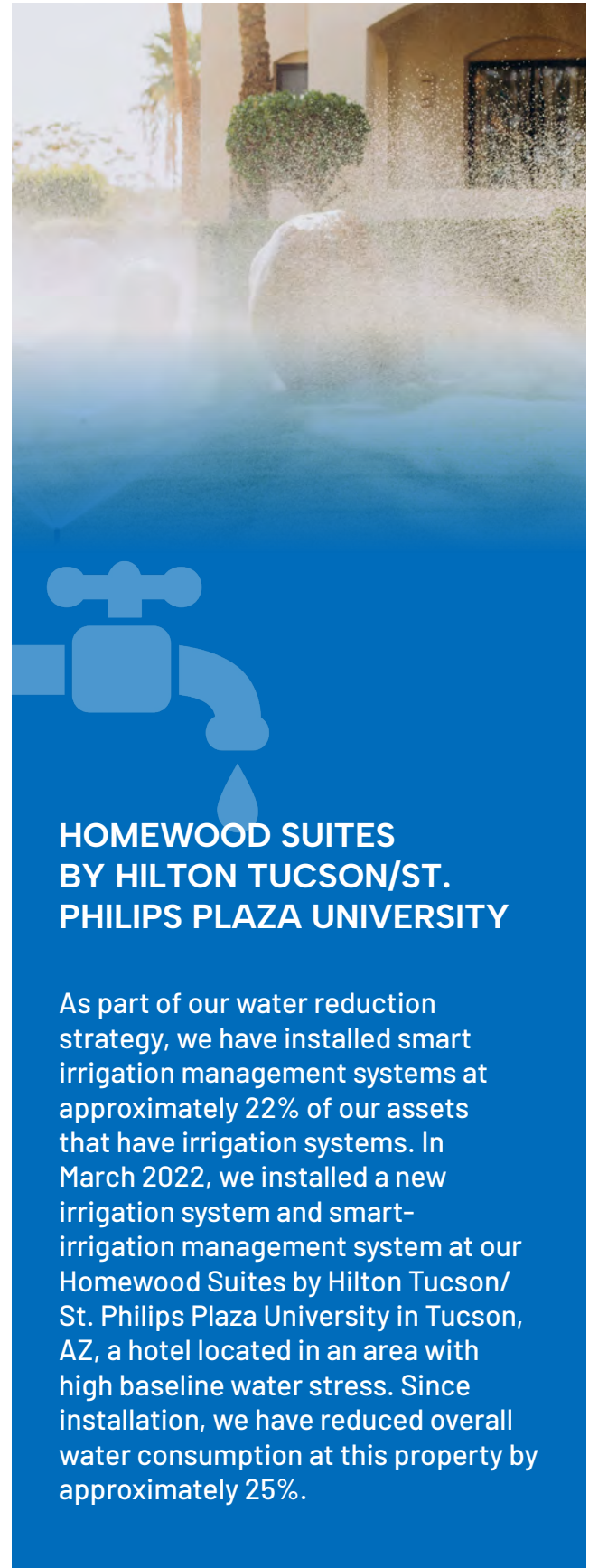
Utilizing the World Resources Institute's Aqueduct Tool, we have completed a portfolio-wide water risk assessment to identify assets located in areas with either high or extremely high baseline water stress to prioritize water efficiency projects. We have identified 33 properties in our portfolio that are located in areas with high or extremely high baseline water stress. Based on the results of the assessment, **we have set a target to reduce our water intensity per occupied room by 10% from our 2019 baseline year by year-end 2030.**

All of our lodging properties currently have low-flow faucets, shower heads and toilets. We have also installed high efficiency washing machines and dishwashers at our hotels. We have installed smart-irrigation management systems and practice passive irrigation and adaptive landscaping at 10% of our assets to reduce our water consumption for irrigation. We will make additional investments in smart-irrigation management systems at all properties with irrigation systems located in areas with high or extremely high baseline water stress. We will also install chemical urinals at our properties with convention or large meeting spaces to reduce water consumption.

**We have set a target to reduce our water intensity per square foot by 10% from our 2019 baseline year by year-end 2030.**

# 8%

**REDUCTION in water usage per square foot in 2022 from BASELINE YEAR 2019**

### HOMWOOD SUITES BY HILTON TUCSON/ST. PHILIPS PLAZA UNIVERSITY

As part of our water reduction strategy, we have installed smart irrigation management systems at approximately 22% of our assets that have irrigation systems. In March 2022, we installed a new irrigation system and smart-irrigation management system at our Homewood Suites by Hilton Tucson/ St. Philips Plaza University in Tucson, AZ, a hotel located in an area with high baseline water stress. Since installation, we have reduced overall water consumption at this property by approximately 25%.

## BUILDING, RETROFITTING & OPERATING SUSTAINABLE HOTELS

We support and maintain conservation initiatives established by our brand partners and third-party property management companies, such as linen reuse and modified cleaning services.

We have increased the number of properties with ENERGY STAR® certifications in our portfolio by 60% during 2022. Based on our survey of sustainable building attributes throughout our portfolio, we have developed sustainability initiatives to be completed in connection with new development and renovation projects. We are currently renovating 10 properties for which we will invest approximately \$25 million in these initiatives.

In 2022, we established an active energy management program to improve energy efficiency. The program consists of on-site building tune-ups and audits and implementation of recommended energy measures. In 2023, we have completed environmental audits at eight of our hotels, which resulted in additional initiatives that we will undertake to enhance the energy efficiency of our properties.

### ENVIRONMENTAL METRICS



#### EIGHT ENERGY STAR CERTIFIED PROPERTIES

# 100%



of properties with energy & water efficient technologies.

# 100%



of portfolio in compliance with city & state environmental regulation requirements utilizing the U.S. EPA's ENERGY STAR® program.



#### TWO LEED SILVER CERTIFICATIONS

# 367%

367% approximate ROI from our partnership with our EMS provider on a \$444,000 investment (direct and indirect cost and energy supply management).



### RESPONSIBLE SOURCING

We encourage our suppliers, vendors and other business partners to adhere to the same environmental, social, ethical and governance standards to which we hold ourselves. We have developed standard operating procedures to qualify and approve suppliers and vendors. We have modeled our Supplier & Vendor Code of Conduct on the guiding principles outlined in the International Labour Organization (ILO) standards.


► [Click here to view our Supplier & Vendor Code of Conduct.](#)





## BUILDING & GUESTROOM AUTOMATION SYSTEMS

In 2022, we have expanded the installation of energy management thermostats in our hotel properties. The energy management thermostats combine smart occupancy sensors with software features to reduce energy consumption when rooms are unoccupied. We have reduced our energy usage and cost as a result of these systems by approximately 20% at these properties. Approximately 30% of the assets in our portfolio have building or guestroom automation systems. We expect to increase the number of hotels with guestroom automation systems by approximately 35% in 2023.



**30%**  
OF THE LODGING  
PROPERTIES IN  
OUR PORTFOLIO  
HAVE BUILDING  
OR GUESTROOM  
AUTOMATION  
SYSTEMS.

## WASTE & RECYCLING

We support and maintain the waste and recycling initiatives established by our brand partners and third-party property management companies. In 2022, we completed the transition to bulk shower amenities. We are also reducing use of plastics throughout our portfolio by installing keyless entry systems and eliminating the use of plastic straws and stir sticks. Currently, 100% of our properties have keyless entry systems.

A portion of the construction materials that we use is made from recycled, post-consumer content, and we recycle and upcycle construction waste where services are available. In 2023, we will establish standard operating procedures for recycling and upcycling flooring materials related to renovations.

At our corporate offices, we have designated bins for hazardous waste for drop off at Austin Recycle & Reuse. Items include single-stream recycling, used ink cartridges, electronics and small appliances, batteries & light bulbs. Since 2017, we have recycled 70 cubic feet of material through Austin Resource Recovery. We also utilize electronic document sharing and collaboration to reduce paper use.



Since 2018, we have partnered with Clean the World Foundation (CTW), a global health organization committed to improving the quality of life for vulnerable communities around the world. They provide sustainable resources,

programming, and education focused on water, sanitation, and hygiene for people affected by poverty, homelessness, or humanitarian or natural crises. We engage CTW to recycle soap and plastics from our hotel properties.

**By recycling soap and other toiletries, we have garnered the following resource savings:**

**21,000 kgCO<sub>2</sub>e**

**carbon footprint reduction**



**4,000 kWh**  
**of energy generated**



**113,000 gallons**  
**of water saved**



**28,000 lbs. of waste diverted**

**32,000**

**people**  
**supported**



## CLEAN AIR & WATER

Our construction activities prioritize preventing pollution by controlling soil erosion, waterway sedimentation and airborne dust generation. Specifically, we use Stormwater Pollution Prevention Plans ("SWPPP") and green roof technology where applicable. We also utilize low-emitting materials such as low-VOC ("volatile organic compound") paints and other products to mitigate air contaminants.

To support the transition to clean energy, we are working to install EVSE throughout our portfolio. We are also evaluating a transition of our hotel shuttle fleet to electric vehicles.





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Contribute over \$150,000 and 250 hours of volunteer service to **support our local communities** in 2023.



Support our community partner, **Partnerships for Children**, by building custom storage for their KING mentoring program musical instruments in 2023.



Host a **Holistic Health & Wellness Week** to promote employee health & well-being, including social, physical, nutrition, financial and mental wellness segments in 2023.

## SOCIAL RESPONSIBILITY GOALS



Complete **biophilic and inclusive design** upgrades to our corporate offices, including a wellness room in 2023.

Provide at least 100 hours of **increased development opportunities for underrepresented groups** to promote their growth and scope of responsibility in 2023.



Complete over 150 hours of **human rights training**, including harassment and human trafficking awareness and prevention training in 2023.





## INVESTING IN OUR COMMUNITIES



The Summit Foundation is a 501(c)(3) nonprofit organization created to support our charitable activities and to provide increased charitable engagement opportunities to our team members.

### CHARITABLE ENGAGEMENT HIGHLIGHTS

In 2022, the Summit Foundation provided several charitable engagement opportunities to Summit employees in support of our local communities. **Together, we volunteered over 280 hours of community service and donated over \$140,000 to 10 community-based organizations.**

Since founding our charity committee in 2017, we have:



Donated over  
**\$750K**



Volunteered  
**1,100**  
service hours



Supported  
**42**  
charitable  
Organizations

## PARTNERSHIPS FOR CHILDREN



We have a community partnership with Partnerships for Children (“PFC”). PFC was founded in 2003 to bridge the gap between limited government resources and the growing needs of children and families in the care of Children Protective Services (“CPS”). The mission of PFC is to make tomorrow better than today by supporting and empowering children, youth, and families involved in CPS. Although the Summit Foundation supports other community-based organizations, PFC is our primary community partner. The partnership consists of a substantial donation made to the organization annually and various hosted service events for Summit employees in support of PFC’s resource programs. Since forming our community partnership with PFC in 2021, we have volunteered over 240 service hours and collectively donated \$102,000 in direct and in-kind donations to the organization.

► [Click here for more information about Partnerships for Children.](#)

### IN 2022, WE SUPPORTED PFC BY PARTICIPATING IN THE FOLLOWING ACTIVITIES:



#### Rainbow Room

The Rainbow Room is PFC’s resource center where caseworkers have access to supplies needed to support the children in their care, including diapers, toiletries, or clothes. In 2022, the Summit Foundation hosted both a Diaper Drive and Back-to-School Supply Drive in support of PFC’s Rainbow Room, collecting and donating 6,600 diapers and 100 backpacks and school supplies to support 6,000 kids. Summit employees also volunteered 95 service hours to organize supplies for distribution.



#### Holiday Wishes

PFC’s Holiday Wishes program provides gifts to over 6,000 children in foster care in Central Texas during the holiday season. In 2022, we sponsored 35 children to provide gifts on their holiday wish lists. We also volunteered 146 service hours to organize and wrap holiday gifts for distribution.



#### Heart Gallery

The Heart Gallery is a community engagement initiative that uses professional portraits displayed in the community, combined with weekly local news segments to connect families interested in adoption to children in foster care. Over 400 children in Central Texas have been adopted from the Heart Gallery. In 2022, we set up a virtual Heart Gallery exhibit at our Hampton Inn & Suites Austin – Downtown/Convention Center hotel.



#### Foster Community | KING & YES Mentoring

In 2022, we hosted a presentation by PFC’s mentoring director to promote their music and teen mentoring programs as well as share details and experiences with the foster care community. In 2023, we are supporting PFC’s KING mentoring program by building custom storage spaces for their musical instruments.



## AMPLIFY AUSTIN



Amplify Austin Day was founded by I Live Here I Give Here in 2013 and is the biggest day of giving in Central Texas. For a 24-hour period, Amplify Austin brings the community together to support local nonprofits. Any donations made on Amplify Austin Day are matched by the organization's generous sponsors to further support local causes. Over the past ten years, this fundraising event has raised over \$100M to support more than 700 local nonprofits. Since 2022, Summit has raised over \$11,000 for 17 nonprofits during Amplify Austin Day by hosting a company-matched donation drive. We raised \$4,000 from 38 employees during the event in March 2023, which was matched by the company. A majority of the donations raised went to our community partner, Partnerships for Children.

► [Click here for more information about Amplify Austin.](#)

## WE ARE BLOOD



We are Blood was founded in Central Texas in 1951 with a mission to provide and protect the community blood supply, to inspire Central Texans to save lives locally, and to always treat everyone served as family. In 2022, we hosted our first annual We are Blood mobile donation drive for Summit employees and other employees in our building complex to give blood. During the drive, we facilitated the donation of enough blood to provide lifesaving care for almost 40 patients.

► [Click here to learn more about We are Blood.](#)

## CENTRAL TEXAS FOOD BANK



A leader in the fight against hunger for nearly 40 years, the mission of the Central Texas Food Bank is to nourish hungry people and lead the community in the fight against hunger. Since 2018, we have supported over 600 families in Central Texas through the Central Texas Food Bank's mobile food pantry event, volunteering over 70 service hours and donating \$4,000 to the organization. In March 2023, Summit employees distributed food to approximately 150 families in Central Texas.

► [Click here for more information about the Central Texas Food Bank.](#)



## AHLA FOUNDATION

The American Hotel & Lodging Association Foundation is the charitable giving arm of the American Hotel & Lodging Association, our industry association. The AHLA Foundation's mission is to help people build careers, improve their lives, and strengthen the lodging industry.

Since 2015, Summit has supported the AHLA Foundation as a Two Diamond sponsor and donated approximately \$225,000 to the organization through their Opening Doors Campaign and other special events. Our President & CEO also serves on the AHLA Foundation Board of Trustees and chairs the OFF-SITE Committee, which is one of the primary fundraising committees of the AHLAF.

<sup>1</sup>2022 AHLAF Annual Report.



## 2022 CHARITABLE ENGAGEMENT HIGHLIGHTS<sup>1</sup>

### CAREERS LAUNCH LIVES IMPROVE AN INDUSTRY THRIVES

- **1,400+** Apprentices enrolled across two career tracks.
- **50+** Industry Executives built inclusive leadership skills to advance DE&I.
- **800K+** Employees trained to recognize human trafficking.
- **\$2 Million** raised through the No Room for Trafficking Survivor Fund.
- **4,000** Students participated in Castell@College.
- **125K+** Job seekers explored hotel career through the new 'A Place to Stay' digital ad campaign.
- **\$175K** in grants to train opportunity youth for entry level jobs.
- **\$1 Million+** in academic scholarships.



## HEALTH, SAFETY & WELL-BEING

### FOR OUR EMPLOYEES



**57%**  
of promotions were earned  
by employees of under-  
represented groups



**\$400k**  
paid out in 401k company  
matching funds



**8,000 HOURS**  
of paid-time off taken



**80%**  
of total cost of employee  
benefits paid by company

We believe the health, safety and well-being of our employees, lodging guests and associates and other stakeholders is critical to the continued success of our company. We are committed to caring for our colleagues and continuously work to create an environment that supports their physical, mental and social well-being. In 2022, we hosted our fourth annual company-wide wellness challenge during which 40 employees collectively walked 6,300 miles. We also sponsored a kickball team to foster culture. We established an Employee Stay Program to promote employee travel and work-life balance. Our Employee Stay Program provides discounted lodging stays for Summit employees and their friends and family. We also distributed our fourth annual employee engagement survey to solicit organizational feedback. Most notably, a high majority of employees reported positive feedback and year-over-year improvements relating to our work culture, training and education, and diversity and inclusion efforts. We had no OSHA claims or known lost days due to workplace injuries in 2022. In 2023, we have hosted a Holistic Health & Wellness Week to promote employee health and well-being, including segments for social, physical, nutritional, financial and mental wellness.

► [Click here to view our Health, Safety & Well-being Policy.](#)

### FOR OUR LODGING GUESTS & ASSOCIATES

We are dedicated to taking care of our lodging guests and associates. We have worked with our lodging property managers to ensure compliance with governmental regulations and guidance as well as brand safety and cleanliness standards.

Along with many of our peers, we have committed to **AHLA's 5-Star Promise**, a voluntary commitment to enhance policies, training, and resources, including employee safety devices, that together focus on strengthening safety and security for our lodging guests and associates.



We also support **AHLA's Safe Stay** initiative, which focuses on enhanced cleaning practices, social interactions and workplace protocols in accordance to CDC guidelines and recommendations of other public health authorities.



#### EMPLOYEE SAFETY DEVICES

As part of our commitment to the AHLA's 5-Star Promise, we have provided employee safety devices to over 57% of the hotels in our portfolio. We intend to provide employee safety devices to all associates of our lodging properties by the end of 2023.

# HUMAN CAPITAL DEVELOPMENT

We are committed to cultivating a culture of connectedness based on our values of Passion, Integrity, and Excellence. We strive to always be guided by our fundamental values and ethical standards to provide our team members with a fair and equitable work environment. We annually distribute and require acknowledgment of an employee handbook to all employees that provides direction on relevant policies related to conducting our business in accordance with our core values. We believe that equal employment opportunity is a fundamental principle and do not tolerate discrimination against any person on the basis of race, color, religious creed, sex, age, gender, gender identity, national origin, ancestry, present or past history of mental disability, learning disability, physical disability, marital status, pregnancy, genetic information, sexual orientation or any other protected characteristic as established by law, in recruiting, hiring, compensation, benefits, termination or any other terms or conditions of employment.



Further, Company policy strictly prohibits any form of harassment in the workplace, including sexual harassment. We provide employees with a variety of means to seek advice and report unethical behavior, including a confidential reporting system hosted by a third-party company. In 2022, no grievances or concerns were filed through our reporting system.

## HUMAN CAPITAL DEVELOPMENT HIGHLIGHTS



**33% GROWTH**  
in employee  
population

**SEVEN**  
carabiner  
award recipients



**6+ YEARS**  
average tenure  
for employees



**600 LESSONS**  
completed through  
online training.



## EMPLOYEE RECOGNITION PROGRAM

We have an employee recognition program, our Carabiner Award Program, that rewards employees for going above and beyond their traditional roles and responsibilities and exhibiting our company values of Passion, Integrity & Excellence. In 2022, 18 employees were nominated, and seven employees were awarded a Carabiner Award.



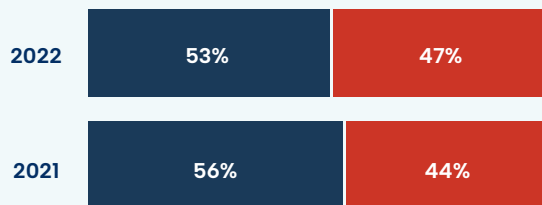
# DIVERSITY, EQUITY & INCLUSION

Our company is committed to diversity, equity and inclusion. We value and embrace diversity and believe that unique perspectives allow for innovation and growth. We support pay equity and equal opportunities for all team members. We work to advance a supportive and inclusive work environment where all employees are empowered to succeed. All Summit employees complete Diversity, Equity & Inclusion and Unconscious Bias training annually. Over the past year, our corporate employee population has grown by approximately 33% and employees from historically underrepresented groups increased from 48% in 2021 to 56% in 2022.

## WORKFORCE COMPOSITION

### CORPORATE EMPLOYEES<sup>1</sup>

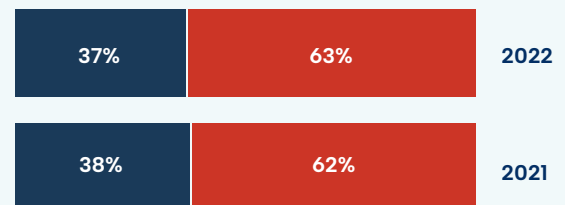
#### GENDER



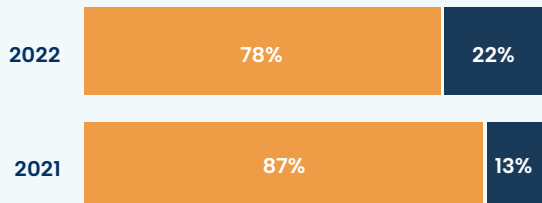
MALE FEMALE

### HOTEL EMPLOYEES<sup>2,3</sup>

#### GENDER

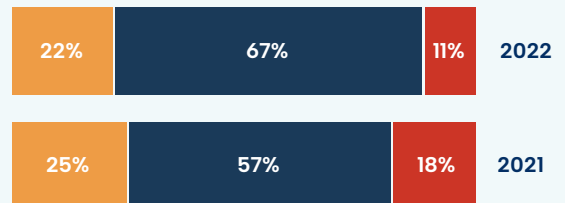


#### RACE & ETHNICITY

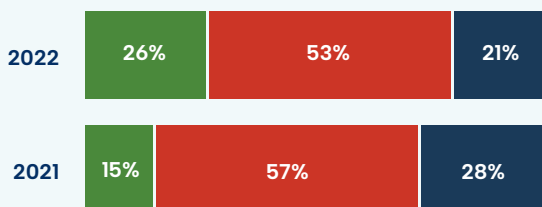


CAUCASIANS MINORITIES NOT SPECIFIED

#### RACE & ETHNICITY

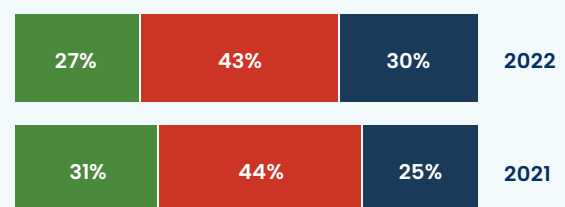


#### AGE



UNDER 30 YEARS OLD 30-50 YEARS OLD OVER 50 YEARS OLD

#### AGE



<sup>1</sup> Information is as of 12.31.2022, and is for regular, full-time employees of Summit Hotel Properties, Inc.

<sup>2</sup> Information is as of 12.31.2022 and reflects employees at 97 of our 103 hotels.

<sup>3</sup> Employees at our hotels are not employees of Summit Hotel Properties, Inc. but are employees of our third-party managers that operate our hotels.

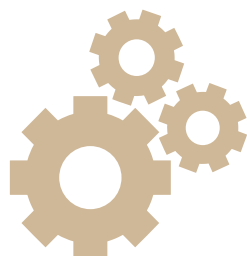


## TRAINING & EDUCATION

We provide Summit employees with many opportunities for professional and personal development. This includes relevant external training and education opportunities, such as continuing education courses, industry conferences, professional certifications and leadership training. We also sponsor employee membership for professional associations. Internally, we have a professional development program or "Lunch-n-Learn" Series Program that provides training and education for employees on an array of topics, from public speaking to capital markets. We also have a Tuition Reimbursement program to assist with expenses in alignment with career development plans. In 2022, we offered online training programs to all Summit employees pursuant to which employees benefited from 120 hours of development programming and completed 600 lessons.







## HOTEL TRAINING DAY PROGRAM

In 2022, we established our Hotel Training Day program. The purpose of the program is to create greater awareness of the day-to-day operations at our hotels, create connectedness with our lodging associates, and foster teamwork among Summit volunteers. A total of 26 Summit employees have worked an aggregate of 130 hours at our Hampton Inn & Suites Austin - Downtown/ Convention Center hotel under the program. We have hosted four lodging training days thus far and will expand the program for current and new employees on a quarterly basis.



## ADVOCATING FOR ALL

### INDUSTRY ENGAGEMENT

We actively engage with industry associations through leadership roles to promote public policy that supports our industry and business. For example, the American Hotel & Lodging Association (“AHLA”) advocates on behalf of our industry to promote bipartisan policy discussions and action that: (1) protect our guests and improve the guest experience; (2) rein in “illegal hotels”; (3) support the hotel industry’s workforce; and (4) promote travel and tourism. As an AHLA member company that holds both board and executive committee seats, Summit is highly involved with the organization. However, the Company does not use corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, or contributions to tax-exempt groups such as trade associations.



## RESPECTING HUMAN RIGHTS

We understand that human rights issues, such as sexual harassment and human trafficking, affect our industry. We conduct our business in a manner that respects human rights. We have modeled our human rights program, policies and trainings on the guiding principles outlined in the United Nations Universal Declaration of Human Rights. All Summit employees are required to complete harassment and human trafficking awareness and prevention training annually. All lodging associates are also required by our hotel brands to complete human trafficking awareness and prevention training.



We support the human rights efforts implemented by our brand partners, third-party property management companies and industry associations by implementing initiatives such as the **AHLA's No Room for Trafficking Campaign** and **5-Star Promise**. In 2022, our ESG staff joined the AHLAF Industry Impact Leaders Committee to further promote human trafficking training and awareness and provide survivor support on behalf of our industry.

We are a partner of **Texas Businesses Against Trafficking (“TBAT”)**, led by the Office of the Texas Secretary of State, to combat human trafficking. In 2022, we hosted a human trafficking awareness and prevention campaign for our employees along with the Office of the Texas Governor's Child Sex Trafficking Team to create awareness and learn how to identify and report possible human trafficking crimes. The training provided an overview of the efforts made by Texas government agencies and community-based organizations that are actively working to combat the human trafficking epidemic, including Texas legislative policy changes. In 2022, we also posted National Human Trafficking Hotline signage in all public restrooms throughout our portfolio.

► [Click here to download our Human Rights Policy.](#)





# GOVERNANCE & RESILIENCE

**36** Governance & Resilience Goals

**37** Corporate Governance Principles

**38** Resilience Measures

**40** Data Privacy & Cybersecurity





Continued compliance with all **ethics and corporate governance** requirements in 2023.

Meet common industry **stakeholders rights** in 2023.



Further enhance policies to meet **new SEC guidelines** in 2023.

## GOVERNANCE & RESILIENCE GOALS



Evaluate additional investments in on-site battery storage systems for lodging properties located in areas with high environmental risk for **increased resiliency** in 2023-2024 program year.

Conduct **property risk assessments** annually to ensure proper maintenance and safety.





# CORPORATE GOVERNANCE PRINCIPLES

We are committed to maintaining the highest moral and ethical standards of corporate governance through our Code of Business Conduct and Ethics and expect our suppliers, vendors and other business partners to adhere to the same standards.

AC Hotel Dallas Downtown

## LONG-STANDING POLICY HIGHLIGHTS

Our Board of Directors has adopted and annually reviews the following policies or guidelines:



Code of  
Business  
Conduct &  
Ethics



Corporate  
Governance  
Guidelines



Stock  
Ownership  
Guidelines for  
Executive  
Officers &  
Directors



Compensation  
Clawback  
Policy



Insider  
Trading  
Policy

# RESILIENCE MEASURES

We work to strengthen our portfolio's resiliency against environmental-related risks, such as earthquakes, floods, hurricanes, windstorms, fires, extreme temperatures, and drought. Our resilience approach includes continuous property enhancements, preventative maintenance, and active risk management and preparedness efforts.

We have invested in structural enhancements to fortify our high risk properties in California, Texas, Louisiana and Florida, such as replacements and restorations to exterior walls, windows, roofs and doors. We continue to increase our resiliency by investing in stand-by diesel generators and ensuring that critical equipment, including electrical switchgears, major mechanical equipment and telephone switches are properly maintained and located above grade and above storm surge levels at our coastal properties. In 2023, we have engaged a third-party to evaluate installation of on-site energy storage systems to support critical infrastructure and services during a natural disaster.

We actively assess the vulnerability of our assets to environmental risk and maintain hazard insurance for environmental risks. We work with our third-party insurers to perform, at a minimum, 10 property risk assessment inspections annually. Properties are selected for inspection based on their level of environmental risk, with a greater focus on properties located in areas with high environmental risk. In 2022, inspections were conducted at 12 of our hotels. The purpose of the inspections is to assess the physical condition of our assets for proper maintenance and safety measures and to provide recommendations for corrective action. In addition to strengthening the resiliency of our assets, property inspections have resulted in reductions in coverage premiums.

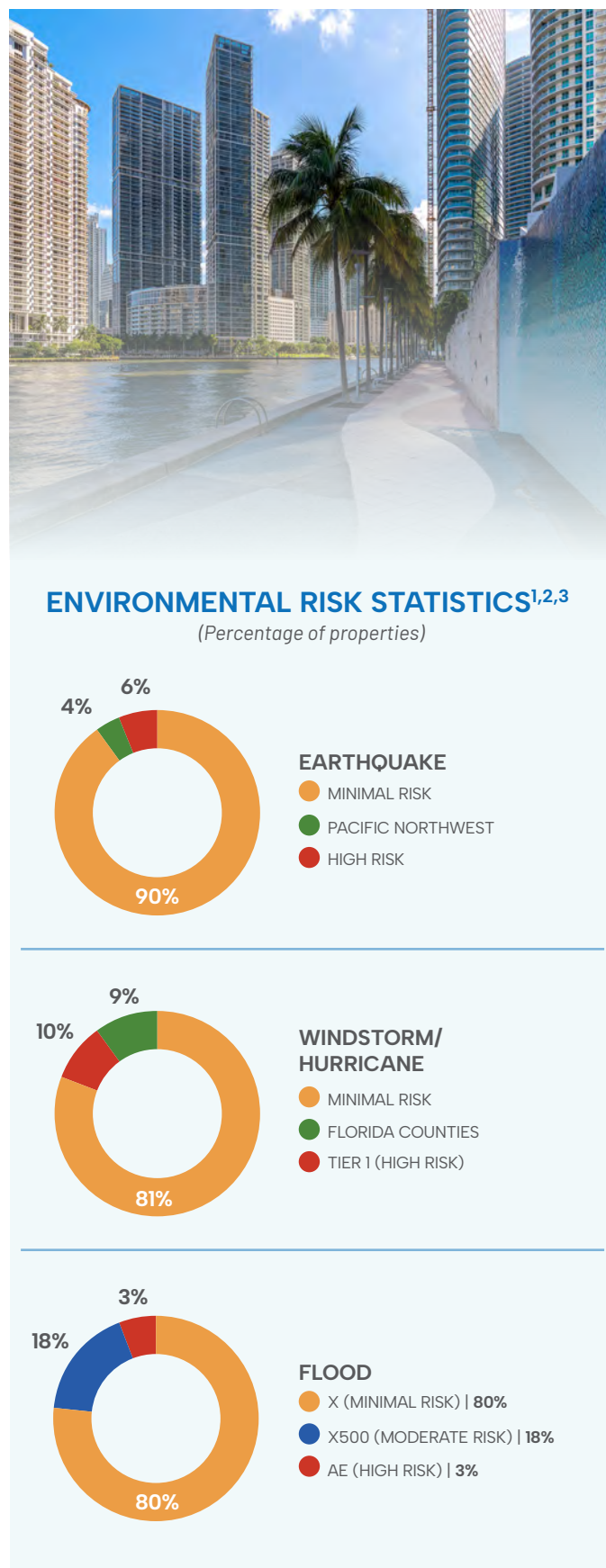
We proactively monitor high risk conditions and prepare for a severe weather event as part of our risk management plan. We partner with a third-party disaster recovery and prevention servicer to prepare and protect our assets and to promptly restore operations following a natural disaster. Summit team members are also on site during a natural disaster to support our lodging employees and guests and ensure they have ample provisions. Additional preparedness efforts include third-party weather advisory alerts and a dedicated Summit hotline for disaster relief.

We have refined our Risk Management Program to incorporate evolving threats to our business model, assets and the integrity and availability of our systems and services. We review and update our corporate risk matrix with our Board of Directors annually and formulate action plans to mitigate risk.

<sup>1</sup> Data provided by Lockton Companies as of December 31, 2022.

<sup>2</sup> FEMA flood zones obtained from Swiss Re's Catnet.

<sup>3</sup> Risk measured on a per sq. ft. basis.







## PREPARING FOR HURRICANE IAN<sup>1</sup>

In September 2022, Hurricane Ian hit the southwestern coast of Florida as a category 4 hurricane. A catastrophic storm surge and over 20 inches of rain caused major flooding across the Florida peninsula.

Hurricane Ian affected operations at four of our eight Florida lodging properties. In preparation for Hurricane Ian, our internal emergency response team worked with our third-party disaster recovery and prevention servicer and property managers to inspect and secure our properties. This included ensuring that the parking lot and rooftop drains were open and flowing and free of debris and securing any loose equipment or outdoor furniture on property grounds. Summit team members were also mobilized on-site to ensure our guests and associates had the necessary resources to sustain operations. Such preparedness efforts resulted in minimal property damage and disruption to operations as well as no injury to guest or associates.



<sup>1</sup><https://www.weather.gov/ilm/HurricaneIan>





# DATA PRIVACY & CYBERSECURITY

*Hilton Garden Inn Houston/Galleria Area*

Our Board of Directors, primarily through the Audit Committee, oversees management's approach to managing cybersecurity risks. We work with our brand partners and third-party property management companies, whose services include protecting the privacy of data and information provided by guests. We do not have access to personal data from guests who stay at our lodging properties. We engage with our brand partners and third-party property management companies to monitor performance and compliance with applicable regulations and industry best practices.

The goal of our corporate cybersecurity strategy is to minimize the risks associated with a cybersecurity event. We provide pertinent and continuing cybersecurity training for all employees, such as e-mail phishing training. Our employees are instructed to report all cybersecurity events, including suspicious activity to our Information Technology team. We use various hardware and software systems to actively monitor the threat environment.

In the event of a cybersecurity breach, we would coordinate our response with our brand partners and property management companies and other cybersecurity experts to mitigate theft, damage or disruption to our information technology infrastructure and systems. We also carry cybersecurity insurance to mitigate losses from a cybersecurity breach. To our knowledge, we had no cybersecurity breaches in 2022.

In 2022, we engaged a third-party auditor to perform cybersecurity assessments of three of our management companies. The purpose of the audit was to evaluate technology policies, processes, logical controls, operating systems, applications and network infrastructure components supporting key business functions. Following completion of the audits, the third-party auditor presented their report and recommendations of proposed minor corrective actions to our Board of Directors, senior management team and the respective third-party property managers.

In 2023, the SEC formally adopted final rules requiring disclosure of information about a material cybersecurity incident on Form 8-K within four business days of determining that the incident is material. The rules require us to describe the processes we use to assess, identify and manage cybersecurity risks, as well as oversight by our Board of Directors of such risks and management's role in assessing and managing such risks.

We are required to provide the risk management, strategy and governance disclosures in our Annual Report on Form 10-K for the year ended December 31, 2023. We will make all required disclosures on a timely basis as required by the SEC's final rules related to cybersecurity.





# APPENDICES

- 42 2022 ESG Performance Data
- 45 Global Reporting Initiative Index

# APPENDIX I

## 2022 ESG PERFORMANCE DATA<sup>1,2</sup>

ECONOMIC			
BUSINESS PERFORMANCE (\$'s in millions)	2022	2021	2019 (Baseline Year)
Revenue	\$676	\$362	\$549
Total Assets	\$3,022	\$2,265	\$2,356
CONSOLIDATED PORTFOLIO			
Cal Norm Square Footage <sup>3</sup>	11,104,340	10,641,806	10,073,457
Number of Green Certified Properties (over the past five years)	10	7	3
ENVIRONMENTAL			
GREENHOUSE GAS EMISSIONS (metric tons of CO <sub>2</sub> equivalent)	2022	2021	2019 (Baseline Year)
Scope 1 Emissions	17,811	16,610	17,460
Scope 2 Emissions (Market-based)	50,375	49,427	55,329
Combined Scope 1 and 2 Emissions	68,185	66,037	72,790
Emissions Intensity (per Square Foot)	0.0061	0.0062	0.0072
Emissions Intensity (per Occupied Room)	0.017	0.019	0.018
Renewables Emission Reductions	2,722	1,330	
Emissions Intensity from Baseline (per Square Foot)	-15%	-14.1%	
Emissions Intensity from Baseline (per Occupied Room)	-2.8%	6.2%	

<sup>1</sup> Inventory data produced by Engie Impact.

<sup>2</sup> Information is as of December 31, 2022, 2021 and 2019 and for the years then ended.

<sup>3</sup> Calendar normalized (Cal norm) square footage ensures that metrics such as energy use per square foot and emissions per square foot remain accurate. (Ex: If you have a 10,000 square foot site only open for half of the calendar year, reporting the 6 months of energy use per total square feet [i.e., 10,000 sqft] would artificially decrease your energy intensity. Instead, a more accurate metric would be to report the 6 months of energy use per a calendar-normalized square footage value that is adjusted for the 6 months of operation [i.e., 5,000 sqft].) The portfolio-wide calendar normalized square footage reflects the sum of our hotel assets as of December 31, 2022. It considers dates of operation for all sites, including acquisition (and excluding disposition) square footage dating back to our 2019 baseline year.



## 2022 ESG PERFORMANCE DATA<sup>1,2</sup>

ENERGY CONSUMPTION (MWh)	2022	2021	2019 (Baseline Year)
Total Energy Consumption	230,417	213,934	224,952
Energy Intensity (per Square Foot)	0.021	0.020	0.022
Energy Intensity (per Occupied Room)	0.059	0.062	0.056
Renewable Energy	8,034	3,493	
Energy Intensity from Baseline (per Square Foot)	-7.1%	-10%	
Energy Intensity from Baseline (per Occupied Room) <sup>3</sup>	6.3%	11%	
ELECTRIC CONSUMPTION (MWh)			
Total Electric Consumption	130,730	121,798	124,810
Electric Intensity (per Square Foot)	0.012	0.011	0.012
Electric Intensity (per Occupied Room)	0.034	0.035	0.031
Renewables Electricity Percentage	6.1%	2.9%	
Electric Intensity from Baseline (per Square Foot)	-5%	-8%	
Electric Intensity from Baseline (per Occupied Room)	8.7%	14%	
WATER WITHDRAWALS <sup>3</sup> (kGal)			
Total Water Withdrawal	475,903	445,375	472,444
Water Intensity (per Square Foot)	0.045	0.044	0.048
Water Intensity (per Occupied Room)	0.122	0.129	0.117
Water Intensity from Baseline (per Square Foot)	-7.7%	-10%	
Water Intensity from Baseline (per Occupied Room)	4.5%	10%	
Water Discharge (Domestic water)	452,219	423,828	445,955
Water Consumption (Irrigation)	23,684	21,547	26,489

<sup>1</sup> Inventory data produced by Engie Impact.

<sup>2</sup> Information is as of December 31, 2022, 2021 and 2019 and for the years then ended.

<sup>3</sup> Increases in water intensity per occupied room is driven by a 4% decrease in occupancy from 2019. Occupancy-driven water usage is associated with guestrooms, kitchen, and laundry, which is estimated to account for 60-70% of average annual water use. The increase in intensity is the result of the water baseload being distributed across a lesser number of occupied rooms. Additionally, increases in water intensity per occupied room is driven by a 3% increase in leisure travel versus business travel from 2019, which generally results in an increased number of occupants per room.

## 2022 ESG PERFORMANCE DATA<sup>1,2</sup>

SOCIAL			
CORPORATE EMPLOYEES	2022	2021	2019 (Baseline Year)
Number of Employees	72	54	60
Percentage of Female Employees	47%	44%	47%
Percentage of Minority Employees	22%	13%	15%
COMMUNITY ENGAGEMENT			
Number of Charities Supported	10	9	9
Number of Employee Volunteer Hours	280	75	290
Number of Service Events Held	7	4	6
Total Amount Donated to Charities and Individuals in Need	\$140,000	\$51,000	\$136,000
RESILIENCY			
NATURAL DISASTERS & CATASTROPHIC EVENTS	2022	2021	2019 (Baseline Year)
Total Events	28	4	5
Total Properties Affected	20	18	5
Total Cost	\$1,525,000	\$1,596,000	\$69,000
Total Cost Recovered	\$388,000 <sup>3</sup>	\$459,000	N/A, did not meet deductible
Cost % of Enterprise Value	0.05%	0.05%	0.003%

<sup>1</sup> Inventory data produced by Engie Impact.

<sup>2</sup> Information is as of December 31, 2022, 2021 and 2019 and for the years then ended.

<sup>3</sup> Anticipated total cost recovered based on status of pending claims.



# APPENDIX II

## 2022 GRI CONTENT INDEX

To facilitate stakeholders in understanding and benchmarking our corporate responsibility performance, Summit's reporting follows the Global Reporting Initiative (GRI) disclosure framework, which is an internationally recognized set of indicators for economic, environmental and social topics of business performance.

In the GRI Index, we provide references to locate content in this report and external sources on our corporate website as well as direct answers to indicators. The GRI guidelines help companies in selecting material content and key performance indicators.

► For additional information, please visit [www.globalreport.org](http://www.globalreport.org).

### GRI 101 GENERAL DISCLOSURES

DISCLOSURES	DESCRIPTION	REFERENCES
ORGANIZATIONAL PROFILE		
102-1	Name of the Organization	Summit Hotel Properties, Inc. ("Summit")
102-2	Activities, brands, products and services	<a href="#">Company Overview</a> , page 6 <a href="#">2022 Annual Report on Form 10-K</a> , page 3 ("Overview")
102-3	Location of headquarters	Our corporate headquarters are located at 13215 Bee Cave Parkway, Suite B-300, Austin, TX 78738
102-4	Location of operations	<a href="#">Company Overview</a> , page 6 <a href="#">Portfolio Map</a> <a href="#">2022 Annual Report on Form 10-K</a> , pages 36-38 ("Our Portfolio")
102-5	Ownership and legal form	Summit is a Maryland Corporation and a publicly traded REIT (NYSE: INN).
102-6	Markets served	<a href="#">Company Overview</a> , page 6 <a href="#">Investor Presentation</a> , page 10
102-7	Scale of the Organization	<a href="#">Company Overview</a> , page 6 <a href="#">ESG Performance Data</a> , pages 42-44
102-8	Information on employees and other workers	<a href="#">Stakeholder Engagement</a> , pages 12-13 <a href="#">Workforce Composition</a> , page 31
102-9	Supply chain	<a href="#">Stakeholder Engagement</a> , page 13 ("Suppliers & Vendors") <a href="#">Responsible Sourcing</a> , page 20 <a href="#">2022 Annual Report on Form 10-K</a> , pages 39-40 and 59 ("Our Lodging Property Operating Agreements" and "Capital Expenditures")
102-10	Significant changes to the organization and its supply chain	<a href="#">2022 Annual Report on Form 10-K</a> , pages 43-44 ("Management's Discussion and Analysis of Financial Conditions and Results of Operations")
102-11	Precautionary principle or approach	<a href="#">About Our Program</a> , page 7
102-12	External initiatives	<a href="#">Sustainable Development Goals</a> , page 7 <a href="#">AHLA's Stay Safe</a> and <a href="#">AHLA's 5-Star Promise</a> , pages 29 & 34 <a href="#">Texas Businesses Against Trafficking</a> , page 34
102-13	Membership of Organizations	<a href="#">Stakeholder Engagement</a> , page 13 ("Industry Associations")

## APPENDIX II | 2022 GRI CONTENT INDEX

DISCLOSURES	DESCRIPTION	REFERENCES	STRATEGY
102-14	Statement from most senior decision-maker	<a href="#">A Message from Our President &amp; CEO</a> , page 5	
102-15	Key impacts, risks, and opportunities	<a href="#">About Our Program</a> , page 7	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms of behavior	<a href="#">Human Capital Development</a> , page 30 <a href="#">Corporate Governance Principles</a> , page 3 <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Human Rights Policy</a>	
102-17	Mechanisms of advice and concerns about ethics	<a href="#">Corporate Governance Principles</a> <a href="#">Code of Business Conduct and Ethics</a> , pages 6 – 7 (“Reporting any Illegal or Unethical Behavior” and “Compliance Procedures”)	
GOVERNANCE			
102-18	Governance Structure	<a href="#">Program Oversight</a> , page 11 <a href="#">Governance Documents</a> <a href="#">2022 Proxy Statement</a>	
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">2022 Proxy Statement</a> , page 12 (“Corporate Responsibility Program”) <a href="#">Annual Meeting of Stockholders</a>	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement</a> , pages 12-13	
102-41	Collective bargaining agreements	<p>None of Summit’s employees are represented by a labor union or covered by a collective bargaining agreement.</p> <p>Our third-party property managers are responsible for hiring and maintaining the labor force at each of our lodging properties, one of which employs unionized labor (Holiday Inn Express &amp; Suites – San Francisco/Fisherman’s Wharf). We are not the employer nor bound by any collective bargaining agreements. It is the responsibility of each property’s management company to enter into such labor contracts.</p>	
102-42	Identifying and selecting stakeholders	<a href="#">Stakeholder Engagement</a> , pages 12-13	
102-43	Approach to stakeholder experience	<a href="#">Stakeholder Engagement</a> , pages 12-13	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	<a href="#">2022 Annual Report on Form 10-K</a> , Exhibit 21.1	
102-46	Defining report content and topic boundaries	<a href="#">Stakeholder Engagement</a> , pages 12-13 <p>To define reporting and topic boundaries, we assess topics and disclosures of greatest interest to investors and key stakeholders considering materiality both within and outside our organization. Our corporate responsibility report includes properties within our consolidated portfolio as of December 31, 2022.</p>	
102-47	List of material topics	<a href="#">Specific Disclosures: Management Approach and Topic-Specific Disclosures</a> , pages 47-49	
102-48	Restatements of Information	None during the reporting period.	
102-49	Changes in reporting	None during the reporting period.	
102-50	Reporting period	Our reporting period is calendar year 2022.	
102-51	Date of most recent report	2022	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	For more information, contact us at <a href="mailto:mcromwell@shpreit.com">mcromwell@shpreit.com</a> .	



## APPENDIX II | 2022 GRI CONTENT INDEX

### SPECIFIC DISCLOSURES

#### Management Approach and Topic-Specific Disclosures

MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES
ECONOMIC		
Economic Performance	103 Management approach	<a href="#">About Our Program</a> , page 7 <a href="#">2022 Annual Report on Form 10-K</a> <a href="#">Investor Presentation</a>
	201-1 Direct economic value generated and distributed	<a href="#">Business Performance</a> , page 42 <a href="#">2022 Annual Report on Form 10-K</a> , pages F-5-6 ("Consolidated Balance Sheets" and "Consolidated Statements of Operations")
	201-2 Financial implications and other risks and opportunities for the organization's activities due to climate change	<a href="#">Resilience Measures</a> , page 38
Anti-Corruption	103 Management approach	<a href="#">Code of Business Conduct and Ethics</a>
	205-1 Operations assessed for risks related to corruption	Summit is committed to conducting its business in compliance with all laws, rules and regulations prohibiting bribery and other corrupt and unethical practices. We annually distribute and require acknowledgement of our Code of Business Conduct and Ethics to all employees. Our Code of Business Conduct and Ethics includes our standards, policies and procedures relating to ethical business conduct, such as anti-bribery and anti-corruption. Additionally, we require employees to complete a related party questionnaire annually to deter conflicts of interest. We also conduct background checks for all employees upon hire.
	205-2 Communications and training on anti-corruption policies and procedures	We annually distribute and require acknowledgement of our Code of Business Conduct and Ethics to all employees. Additionally, we require employees to complete a related party questionnaire annually to deter conflicts of interest.
	205-3 Confirmed incidents	Summit is not involved in any legal cases regarding corrupt practices and has not had any confirmed incidents of corruption. In 2022, no grievances or concerns were filed through our ethics reporting system.
ENVIRONMENTAL		
Energy	103 Management approach	<a href="#">Climate Strategy</a> , page 16 <a href="#">Environmental Policy</a> ("Key Performance Indicators")
	302-1 Energy consumption within the organization	<a href="#">ESG Performance Data</a> , page 43 <a href="#">Renewable Energy Investments</a> , page 16
	302-3 Energy intensity	<a href="#">ESG Performance Data</a> , page 43
	302-4 Reduction in energy consumption	<a href="#">ESG Performance Data</a> , page 43
Water and Effluents	103 Management approach	<a href="#">Water</a> , page 19 <a href="#">Clean Air and Water</a> , page 22 <a href="#">Environmental Policy</a> ("Key Performance Indicators")
	303-3 Water Withdrawal	<a href="#">ESG Performance Data</a> , page 43
	303-4 Water Discharge	<a href="#">ESG Performance Data</a> , page 43
	303-5 Water consumption	<a href="#">ESG Performance Data</a> , page 43

## APPENDIX II | 2022 GRI CONTENT INDEX

MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES
Biodiversity	103 Management approach	<a href="#">Building, Retrofitting and Operating Sustainable Hotels</a> , page 20 <a href="#">Environmental Policy</a> ("Building, Retrofitting and Operating Sustainable Hotels")
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas.	<a href="#">Building, Retrofitting and Operating Sustainable Hotels</a> , page 20
Emissions	103 Management approach	<a href="#">Climate Strategy</a> , page 16 <a href="#">Environmental Policy</a> ("Key Performance Indicators")
	305-1 Direct (Scope 1) GHG emissions	<a href="#">ESG Performance Data</a> , page 42
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">ESG Performance Data</a> , page 42
	305-4 GHG emissions intensity	<a href="#">ESG Performance Data</a> , page 42
	305-5 Reduction of GHG emissions	<a href="#">ESG Performance Data</a> , page 42
Waste	103 Management approach	<a href="#">Waste and Recycling</a> , page 22
Supplier Environmental Assessment	103 Management approach	<a href="#">Responsible Sourcing</a> , page 20
	308-1 New suppliers that were screened using environmental criteria	<a href="#">Stakeholder Engagement</a> , page 13 ("Suppliers & Vendors") <a href="#">Supplier &amp; Vendor Code of Conduct</a>
SOCIAL		
Employment	103 Management approach	<a href="#">Stakeholder Engagement</a> , page 13 ("Corporate Employees") <a href="#">Health, Safety &amp; Well-being</a> , page 29 <a href="#">Human Capital Development</a> , page 30 <a href="#">Health, Safety &amp; Well-being Policy</a> <a href="#">Supplier &amp; Vendor Code of Conduct</a> ("Labor and Human Rights Standards")
	401-1 Employee turnover	<a href="#">Human Capital Development</a> , page 30
	401-2 Benefits	<a href="#">Health, Safety &amp; Well-being Policy</a> ("Employee Benefits") <a href="#">2022 Annual Report on Form 10-K</a> , page 9 ("Human Capital Resources")
	401-3 Parental leave	<a href="#">Health, Safety &amp; Well-being Policy</a> ("Employee Benefits") <a href="#">2022 Annual Report on Form 10-K</a> , page 9 ("Human Capital Resources")
Occupational Health and Safety	103 Management approach	<a href="#">Health, Safety &amp; Well-being</a> , page 29
	403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">For Our Employees</a> , page 29 As our employees are in an office environment, there is a low risk of safety incidents occurring each year. In 2022, there were no lost days due to workplace injuries for both Summit employees and contractors. Summit has had no work-related fatalities for our employees.



## APPENDIX II | 2022 GRI CONTENT INDEX

MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES
Training and Education	103 Management approach	<a href="#">Human Capital Development</a> , page 30
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Training and Education</a> , page 32 <a href="#">Health, Safety &amp; Well-Being Policy</a> ("Work Environment")
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Health, Safety &amp; Well-being Policy</a> ("Work Environment")
Diversity and Equal Opportunity	103 Management approach	<a href="#">Diversity, Equity &amp; Inclusion</a> , page 31
	405-1 Diversity of governance bodies and employees	<a href="#">2022 ESG Highlights</a> , page 8 <a href="#">Workforce Composition</a> , page 31
Human Rights Assessment	103 Management approach	<a href="#">Respecting Human Rights</a> , page 34 <a href="#">Human Rights Policy</a> <a href="#">Supplier &amp; Vendor Code of Conduct</a> ("Labor and Human Rights Standards")
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Responsible Sourcing</a> , page 20 <a href="#">Marriott Human Rights Statement</a> <a href="#">Hilton Human Rights Statement</a> <a href="#">Hyatt Human Rights Statement</a> <a href="#">IHG Human Rights Statement</a> ("Human Rights")
	103 Management approach	<a href="#">Stakeholder Engagement</a> , page 13 ("Communities") <a href="#">Investing in Our Communities</a> , pages 25-28
Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	<a href="#">Investing in Our Communities</a> , pages 25-28 <a href="#">Summit Foundation</a>
	103 Management approach	<a href="#">Supplier &amp; Vendor Code of Conduct</a> ("Labor and Human Rights Standards") <a href="#">Human Rights Policy</a>
Supplier Social Assessment	404-1 New suppliers that were screened using labor practices criteria	<a href="#">Supplier &amp; Vendor Code of Conduct</a> ("Labor and Human Rights Standards") <a href="#">Human Rights Policy</a>
	103 Management approach	<a href="#">Stakeholder Engagement</a> , page 13 ("Industry Associations") <a href="#">Industry Engagement</a> , page 34
Public Policy	415-1 Political contributions	<a href="#">Industry Engagement</a> , page 34
	103 Management approach	<a href="#">Stakeholder Engagement</a> , pages 12-13 ("Third-Party Property Management Companies" and "Lodging Guests") <a href="#">Health, Safety and Well-being</a> , page 29
Customer Health and Safety	416-1 Assessment of health and safety impacts of products and service categories	<a href="#">For Our Lodging Guests and Associates</a> , page 29
	103 Management approach	<a href="#">Data Privacy &amp; Cybersecurity</a> , page 40
Customer Privacy	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period for Summit.

# GENERAL DISCLOSURES



## ABOUT SUMMIT HOTEL PROPERTIES

Summit Hotel Properties, Inc. is a publicly-traded real estate investment trust focused on owning premium-branded hotels with efficient operating models primarily in the Upscale segment of the lodging industry. As of September 12, 2023, the Company's portfolio consisted of 101 hotels, 57 of which were wholly owned, with a total of 15,035 guestrooms located in 24 states.

For additional information, please visit the Company's website, [www.shpreit.com](http://www.shpreit.com), and follow the Company on Twitter at @SummitHotel\_INN and on Facebook at [facebook.com/SummitHotelProperties](https://facebook.com/SummitHotelProperties).

## FORWARD LOOKING STATEMENTS

This is Summit's sixth annual Corporate Responsibility Report. In this report, Summit references ESG reporting frameworks and standards, including the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD). The quantitative and qualitative metrics included in this report cover Summit's operations for the 2022 calendar year, or as otherwise stated. This report includes information, data and statistics from third parties.

Our disclosure and analysis in this 2023 Corporate Responsibility Report contain forward-looking statements that set forth anticipated results based on management's plans and assumptions. Such statements give our current expectations or forecasts of future events; they do not relate strictly to historical or current facts. We have tried, wherever possible, to identify each such statement by using words such as "anticipate," "estimate," "expect," "project," "intend," "plan," "believe," "will," "target," "forecast" and similar expressions in connection with any discussion of future operating or financial performance. In particular, these forward-looking statements include those relating to future actions, future acquisitions or dispositions, future capital expenditures plans, future performance or results of current and anticipated expenses, interest rates or the outcome of contingencies.

We cannot guarantee that any future results discussed in any forward-looking statements will be realized, although we believe that we have been prudent in our plans and assumptions. Achievement of future results is subject to risks, uncertainties and potentially inaccurate assumptions, including those risk factors discussed in our Annual Report on Form 10-K for the year ended December 31, 2022 and in other filings with the Securities and Exchange Commission. Should known or unknown risks or uncertainties materialize, or should underlying assumptions prove inaccurate, actual results could differ materially from those anticipated at the time the forward-looking statements are made. We undertake no obligation to publicly update forward-looking statements, whether as a result of new information, future events or otherwise.



