



2025 CORPORATE RESPONSIBILITY REPORT



FEATURED HERE AND ON THE COVER OCEANSIDE FORT LAUDERDALE BEACH



Efficiency Attributes
Have Reduced Energy
Consumption by

20%

We are renovating our hotel properties to new efficiency standards to support our environmental goals, which include the following at our recently renovated Oceanside Fort Lauderdale Beach Hotel:

HOTEL EFFICIENCY ATTRIBUTES



High efficiency building **HVAC installed** to reduce climate control costs.



Transitioned to **LED lighting** throughout the entire building.



Installed **solar films** on all windows to improve building efficiency.



Environmentally sensitive lighting package.

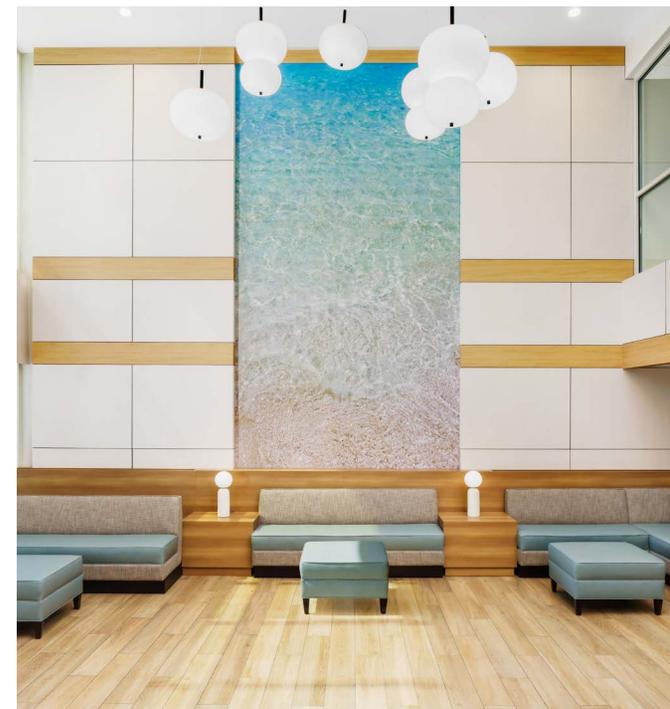


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INTRODUCTION

IN THIS SECTION

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- Company Overview
- About our Program
- 2024 Highlights
- Performance Reduction Targets

AC/Element Miami Brickell



A Message from our President & CEO

Dear Stakeholders,

I am pleased to share the progress we made on our Corporate Responsibility and Sustainability program throughout 2024. Our efforts demonstrate our ongoing commitment to aligning our business practices with the expectations of our stakeholders through efficient and responsible hotel operations, employee wellness, community engagement, and robust governance.

In 2024, we achieved a 26% market-based reduction in greenhouse gas (GHG) emissions per square foot from our 2019 baseline, which is 87% of our 2025 goal. We believe that we will meet our 30% GHG emissions reduction goal by the end of 2025. Our progress is the result of efficiency upgrades, which include smart room technology, solar window films, retro-commissioning, and focusing on energy efficiency during regular maintenance and renovations.

Our commitment to enhancing infrastructure for electric vehicles (EV) also made notable progress with nearly 30% of our properties now having access to EV charging. In total, our guests used approximately 135,000 kWh of electricity for EV

We have achieved a 26% market-based reduction in GHG emissions per square foot from our 2019 baseline, and reduced our energy usage per occupied room by 5% over the prior year. This achievement puts our ambitious 30% emissions reduction goal by the end of 2025 within reach.

charging in 2024, the equivalent of an estimated 14,000 gallons of gasoline consumption, avoiding nearly 80 metric tons of CO2 emissions.

We maintain our longstanding dedication to social responsibility and community engagement through the Summit Foundation and meaningful strategic partnerships. Since the Summit Foundation was created, our charitable contributions have totaled over \$1 million, including a donation to the Asheville Relief Fund to support our associates at our Hotel Indigo – Asheville, NC that were affected by Hurricane Helene. In addition to cash donations, our employees have volunteered approximately 2,000 hours of their time to our communities, supporting charitable organizations like the Susan G Komen Foundation, Partnerships for Children, and We are Blood.

Employee health, safety, and well-being remain paramount to us and we host various events to promote a positive, inclusive, and engaging work culture. Additionally, our steadfast support of industry-wide safety standards such as the American Hotel & Lodging Association's 5-Star

Promise exemplifies our ongoing commitment to creating and maintaining safe and welcoming environments for employees and guests.

Looking forward, we remain confident in our ability to meet our environmental goals and continue to meaningfully support our employees, guests, and communities. Our integrated approach, coupled with robust governance and proactive risk management, ensures we remain resilient and prepared for future challenges and opportunities.

Thank you for your interest in our program.

Jonathan Stanner
President and Chief Executive Officer





SUMMIT AT A GLANCE¹

 **14,553 Guestrooms**

 **97 Properties**

 **Located in 25 States**

 **10,507,293 Total Square Feet**

 **\$732M Total Revenue**

¹ Information as of December 31, 2024 and for the year then ended.

Company Overview

Summit Hotel Properties, Inc. (NYSE: INN) is a lodging real estate investment trust (“REIT”) focused on owning lodging properties with efficient operating models that generate strong risk-adjusted investment returns.

Our high-quality portfolio of lodging properties has been strategically assembled in markets with multiple demand generators and relatively higher barriers to entry.

INVESTMENT THESIS

The key elements of our investment strategy include the following:

- 1 Efficient operating model and best-in-class operating platform
- 2 High-quality, high growth portfolio with broad geographic diversification
- 3 Proven capital allocation strategy
- 4 Strong and flexible balance sheet
- 5 A leading sustainability program



About Our Program

Our corporate responsibility program aims 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 intended to familiarize our stakeholders with our commitment to environmental stewardship, social responsibility, governance, and resiliency, and the results of our program initiatives and activities.

As a publicly traded lodging 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, which provides the world's most widely used greenhouse gas accounting standards. 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 and responsibility 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.

GOALS DASHBOARD

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 2024, we continued to focus on the following highlighted goals that most align with our business.

SUSTAINABLE DEVELOPMENT GOALS

shpreit.com/responsibility/about/



Oceanside Fort Lauderdale Beach

2024 Highlights¹



Achieved a **26% market-based intensity reduction** in greenhouse gas emissions from our 2019 baseline, which is 87% of our year-end 2025 goal.



Achieved a **5% reduction in total energy used** per occupied room from the prior year.



Contracted for approximately 15,500 Green Renewable Energy Credits (RECs), representing 13% of our total electricity consumption, reducing our emissions by nearly 5,400 metric tons of carbon dioxide (MTCO₂e).



Increased the percentage of properties with access to EV charging stations since 2021 from 7% to 28%, which has enabled our guests to avoid nearly 80MTCO₂e of GHG emissions in 2024.



Reduced GHG emissions by nearly 7% over the prior year through the utilization of smart thermostats.



Contributed almost \$1.0 million and volunteered nearly 2,000 service hours to Partnerships for Children and other community-based organizations since the creation of the Summit Foundation.

¹ Information is for the year ended December 31, 2024.



Performance Reduction **Targets**

In 2022, we set intensity reduction targets for GHG emissions and water in alignment with GHG Protocol. Below is a summary of the progress we have made on our reduction targets.

As we approach our year-end 2025 emissions reduction and 2030 water reduction targets, we will continue to identify potential reduction opportunities and the actions to meet those goals. We are currently on track to achieve our existing reduction goals, and we will be evaluating new goals next year.

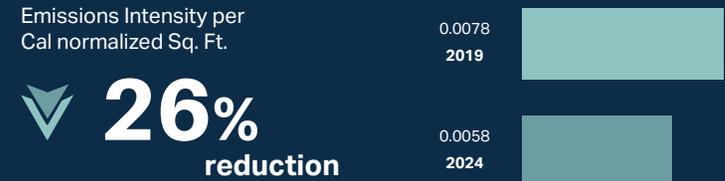
KEY PERFORMANCE INDICATOR ("KPI")	Our Targets	Intensity Metric	Target Year	2019 Baseline Intensity ¹	Intensity Goal ²
Scope 1 & 2 Market-Based Emissions	30% Reduction	MTCO _{2e} / Square Foot	2025	0.0078	0.0055
Water Usage	10% Reduction	KGal/ Rooms Occupied	2030	0.117	0.105

¹ 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.

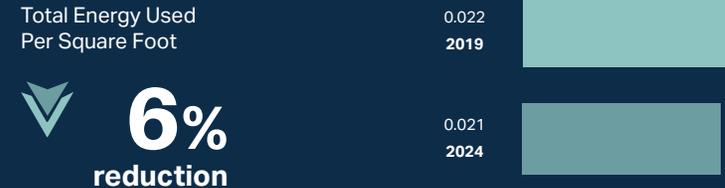
² Metrics per square foot by year-end 2025 from our 2019 baseline year.

Since our 2019 baseline year, we have achieved the following reductions:

EMISSIONS INTENSITY²



ENERGY INTENSITY



87%

progress achieved in meeting our 30% GHG reduction target by the end of 2025.



OUR TARGETS

30%
emissions intensity reduction target

10%
water intensity reduction target



RESPONSIBLE INVESTMENT

IN THIS SECTION

- Program Oversight
- Stakeholder Engagement

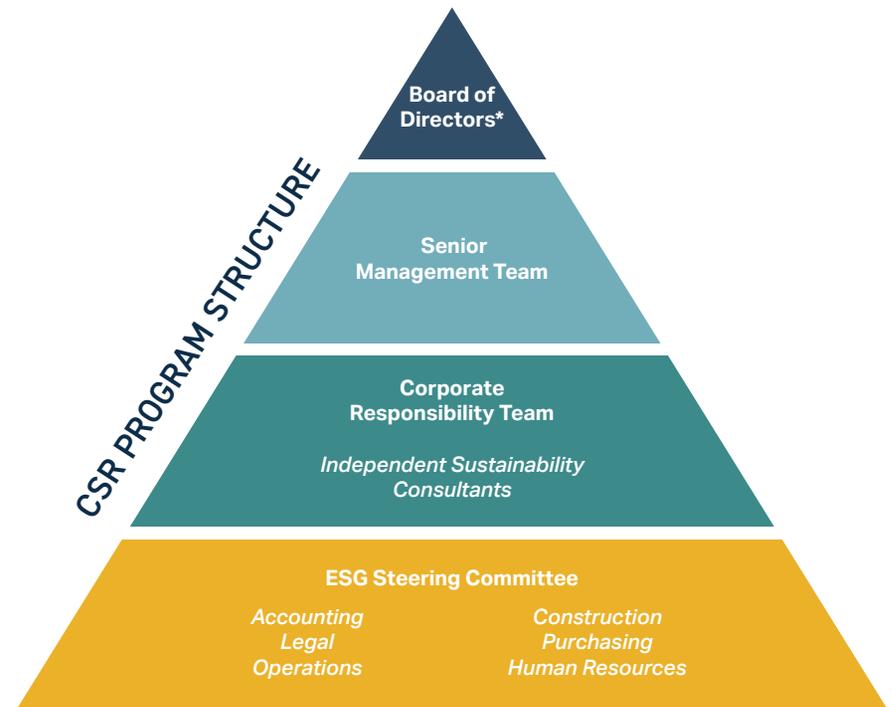
Residence Inn Dallas Frisco and Canopy Dallas Frisco Station



Program Oversight

Our Corporate Social Responsibility (“CSR”) program is led by senior management with oversight from the Nominating and Corporate Governance Committee of our Board of Directors.

Our Governance Committee oversees the strategies around climate change and human capital development. The strategic accomplishments incorporated in our incentive compensation program considers the progress and achievement of our CSR goals. We also have a CSR steering committee, consisting of a cross-functional team, to develop, prioritize and manage our goal initiatives.



*Board of Directors (Nominating and Corporate Governance Committee)



Stakeholder Engagement

We develop and prioritize our CSR activities to align the needs and expectations 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.

STAKEHOLDERS	Influence	Our Activities And Degree of Oversight
Investors and Research Analysts	Direct	<ul style="list-style-type: none"> We report our CSR activities and performance as follows: <ul style="list-style-type: none"> Annual Report on Form 10-K filings with the Securities and Exchange Commission Responsibility section on our website Annual Corporate Responsibility Report Directly with investors to address material CSR topics
Hotel Brands	Direct and Indirect	<ul style="list-style-type: none"> We support the CSR 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. <ul style="list-style-type: none"> 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. Our President & CEO and EVP, Head of Corporate Development also participate as brand advisory council members.
Third-Party Property Management Companies	Direct and Indirect	<ul style="list-style-type: none"> As a public REIT, we partner with leading third-party property management companies to manage the day-to-day operations of our lodging properties.
Suppliers & Vendors	Direct and Indirect	<ul style="list-style-type: none"> We have developed and annually review a Supplier & Vendor Code of Conduct to ensure that labor and materials sourced for our projects meet our standards and values. Summit's indirect supply chain primarily consists of: <ul style="list-style-type: none"> Products and materials sourced by our brand partners Products sourced by property managers and other business partners, such as general contractors. Our partners generally recycle and up-cycle waste where services are available.
Industry Associations	Direct	<ul style="list-style-type: none"> Summit supports our industry through participation with: <ul style="list-style-type: none"> The American Hotel and Lodging Association (AHLA) The American Hotel and Lodging Association Foundation (AHLAF) The National Association of Real Estate Investment Trusts (Nareit) Our President & CEO is a member of the AHLA Board of Directors and the Vice Chairman of the AHLAF Board of Trustees. Our EVP & CFO is a member of the AHLAF No Room For Trafficking (NRFT) Advisory Council. Our ESG program lead also participates as a member of the AHLA Sustainability Committee and AHLAF NRFT Industry Impact Leaders Committee.
Lodging Guests	Indirect	<ul style="list-style-type: none"> The property management companies that we engage to operate our lodging properties have direct interactions with our guests. We closely monitor guest satisfaction at each property with our property managers through: <ul style="list-style-type: none"> Brand distributed surveys Online travel agencies that provide guest reviews Other channels and use the feedback to make operating decisions and enhance guest experience
Corporate Employees	Direct	<ul style="list-style-type: none"> We strive to cultivate a culture of connectedness for our employees based on our values of Passion, Integrity & Excellence. We maintain various employee engagement and professional and personal development opportunities for employees. We promote health, safety and well-being and employee recognition.
Communities	Direct and Indirect	<ul style="list-style-type: none"> 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

SUPPORTING THE UN SDGS



IN THIS SECTION

- Climate Strategy
- Renewable Energy Investments
- Electric Vehicle Charging
- Water
- Maintaining & Operating Sustainable Hotels
- Waste & Recycling
- Responsible Sourcing



2024 REDUCTIONS

26%

reduction in emissions per square foot in 2024 from baseline year 2019, which is 87% of our year-end 2025 reduction target.

20%

reduction in emissions per occupied room in 2024 from baseline year 2019

6%

reduction in total energy consumption per square foot in 2024 from baseline year 2019

Climate Strategy

To meet our GHG emissions reduction target of 30% by the end of 2025, we have developed a climate action plan which includes active energy data management, targeted improvements in building and operational efficiencies, and continued investments in clean energy.

We continue to evaluate and implement various additional strategies to further reduce GHG emissions, including creating additional building efficiencies and carbon offset investments.

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



Renewable Energy Investments

We have contracted for bundled RECs, which have reduced our annual emissions by nearly 5,400 metric tons of CO2, which represents 33% of our 2025 reduction goal, and brown electric usage by over 15,500 MWh.

Renewable energy now accounts for nearly 13% of our electricity procurement. We continue to evaluate various unbundled REC and green tariff REC purchases based on location and other carbon offsets pathways to further our transition to clean energy.



Electric Vehicle **Charging**

We are expanding our electric vehicle (“EV”) charging infrastructure to meet the increasing needs of the growing electric vehicle market.

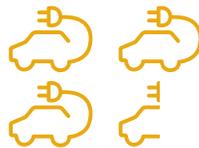
Since 2021, we have expanded the percentage of our properties with access to electric vehicle supply equipment (“EVSE”) from 7% to 28% in 2024. The use of our EV chargers in 2024 eliminated an estimated 14,000 gallons of gasoline consumption, the equivalent of 80MTCO₂e of GHG emissions, and provided sufficient power to EVs to drive approximately 350,000 miles. Providing EV charging stations at our hotel properties supports cleaner transportation and provides the added convenience for our guests to be able to charge their EV’s overnight.

ELECTRIC VEHICLES STATS

The use of our EV chargers in 2024...

Reduced an estimated **14,000** gallons of gasoline consumption

Provided sufficient power to EVs to drive approximately **350,000 MILES**



Water

100% of our lodging properties currently have low-flow faucets, shower heads, and toilets.

We also utilize smart-irrigation management systems and practice passive irrigation and adaptive landscaping at our properties to reduce our water consumption. Our efforts have resulted in a 5% reduction in water usage per square foot in 2024 compared to the baseline year 2019.



5% reduction



in water usage per square foot in 2024 from baseline year 2019.



Maintaining & Operating Sustainable Hotels

We actively support conservation initiatives led by our brand partners and third-party property managers, including bulk toiletries, motion sensor lighting, modified housekeeping services, and voluntary guest linen reuse for stays of two or more days.

As part of our acquisition, development, and renovation strategy, we work to enhance building efficiency and expand green building certifications across our portfolio. Environmental considerations and building efficiency are key components of our due diligence process during property acquisitions, evaluated through comprehensive site assessments.

Guestroom Automation Systems

We invest in building and guestroom automation systems as part of our broader strategy to improve energy efficiency across our portfolio.

These systems allow us to monitor and optimize energy use in real time, significantly reducing consumption and supporting our environmental goals.



Smart Thermostats

In 2024, we increased the number of properties with smart thermostats in guestrooms by approximately 20%. Currently, approximately 25% of our properties have smart thermostats in guestrooms. Our goal is to have smart thermostats in all of our properties within 5 years.

The installed guestroom thermostats provide us with valuable data utilized to further decrease electricity consumption and improve guest comfort. Based on these insights, we have a robust pipeline of smart thermostat installations scheduled in 2025.



Waste and Recycling

We support and maintain the waste and recycling initiatives established by our brand partners and third-party property management companies.

All of our lodging properties have bulk shower amenities and keyless entry systems, which reduce the use of plastics. A portion of the construction materials that we use are made from recycled, post-consumer content, and we recycle and up-cycle construction waste where services are available.

We are evaluating programs to measure and track waste to enable us to expand our recycling efforts and reduce landfill waste.

Responsible Sourcing

We expect 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.

ENVIRONMENTAL METRICS



100% 

of properties with energy & water efficient technologies



Nine
Energy Star
Certified
properties



Two
Leed Silver
Certifications





SOCIAL RESPONSIBILITY

SUPPORTING THE UN SDGS



Onera Fredericksburg

2025 CORPORATE RESPONSIBILITY REPORT

IN THIS SECTION

- Charitable Organization Highlights
- Investing in Our Communities
- Health, Safety, and Well-Being



Charitable Organization Highlights



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 Child 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.

Social Responsibility

We believe that our people, communities, and values are at the heart of our success. We have a culture of engaging in CSR initiatives that are grounded in a long-standing commitment to supporting our employees, championing belonging and well-being, and volunteering and investing in the communities where we live, work and serve.

INVESTING IN OUR COMMUNITIES

We invest in our communities through our 501(c)(3) private foundation, the Summit Foundation, and our employee volunteer program.



Donated approximately **\$1 MILLION** dollars to our community.



Our employees contributed **+2,000** hours of community service.



Supported over **TWENTY** charitable organizations.

We strive to foster an engaged and resilient workforce while positively contributing to our communities. Our goals are guided by our company culture of Passion, Integrity & Excellence, and executed through strategic programs and partnerships that drive long-term value and contribute positively to our communities.



Investing in Our Communities

We invest in our communities through our 501(c)(3) private foundation, the Summit Foundation, and our employee volunteer program. With the Summit Foundation, we work with various charitable organizations to support programs that serve our local communities.

We have a strong culture of maintaining meaningful charitable partnerships to support our community.

In 2024, we supported PFC by participating in the following activities:



ANNUAL GALA

We were a Platinum Sponsor at the PFC Spring Gala where we presented an annual donation of \$25,000 and donated hotel packages valued at an additional \$6,500 for auction. In addition, several corporate employees attended the Gala and made personal donations to the organization.



RAINBOW ROOM

The Rainbow Room is PFC's 24/7 resource center where caseworkers have access to supplies needed to support the children in their care, including diapers, toiletries or clothes. In 2024, we hosted the Summit Foundation Summer Supply Drive where Summit employees purchased "summer essentials" for the PFC-Rainbow Room including bags, towels, pool passes, pool toys and outdoor toys and activities for kids.



HOLIDAY WISHES

PFC's Holiday Wishes program provides gifts to over 7,500 children in foster care in Central Texas during the holiday season. Since our affiliation with PFC, we contributed over 300 gifts to children and families to fulfill their holiday wish lists. We also volunteered approximately 400 service hours to organize and wrap holiday gifts for distribution to the children under PFC's care.



AMPLIFY AUSTIN

Amplify Austin Day is Central Texas’ largest annual giving event, uniting residents across a seven-county region in a powerful 24-hour campaign to support local nonprofits that make a meaningful impact in our communities. Through this fundraising event, contributors can explore and support more than 700 nonprofit organizations. Since its inception in 2013, Amplify Austin Day has raised an impressive \$122 million for 1,507 nonprofits. This online giving initiative is proudly organized by the nonprofit I Live Here I Give Here, with the support of dedicated community partners. In 2025 alone, the event raised \$10 million. In March of 2025, over 40% of Summit employees participated in our company-matched donation drive raising just over \$4,000.



WE ARE BLOOD

We Are Blood is a nonprofit organization originally founded in 1951 as the Travis County Medical Society Blood Bank, with a mission to serve and protect the Central Texas blood supply. Over the decades, it has evolved in name and scope—from serving just a few Austin hospitals to now supporting over 50 hospitals and medical facilities across a 10-county region. Rooted in community, We Are Blood emphasizes the deep, familial connections among its staff, volunteers, and donors. In 2024, we proudly hosted our third annual We Are Blood mobile donation drive with our employees as well as other businesses within our corporate office building. Since 2022, our collective efforts have enabled the donation of enough blood to deliver lifesaving care to over 150 patients—demonstrating the powerful effect our community can make when we come together.



Susan G. Komen

The Susan G. Komen Foundation has been a leader in the fight against breast cancer for over four decades. The organization supports research, community health, global outreach, and policy initiatives in an effort to make the biggest impact against this disease. Their efforts to fuel research have helped reduce breast cancer mortality by more than 42%, and have been a catalyst for the approval of 19 new breast cancer drugs. In 2024, 20 of our employees and family members participated in the Susan G. Komen Austin More Than Pink Walk to help raise awareness for the organization. Additionally, over 40% of our employees donated a total of \$2,000 to Susan G. Komen.



Disaster Response Asheville Relief Fund

When Hurricane Helene struck the Southeastern United States in late September, 2024, the Summit Foundation sprang into action to support Asheville's recovery from the devastating storm with a donation of \$15,000 to the Asheville Relief Fund to support our associates at the Asheville Hotel Indigo that were impacted by the storm. We also supported the recovery efforts by bringing in approximately 300,000 gallons of fresh water by truck to our hotel to continue to service emergency and recovery personnel as well as local individuals in need.





AHLAF 2024 CHARITABLE ENGAGEMENT HIGHLIGHTS¹

CAREERS LAUNCH. LIVES IMPROVE. AN INDUSTRY THRIVES.

- **\$1 million awarded in academic scholarships** to 350+ students
- **60 travel scholarships** awarded to students at HBCUs
- **3,500 members** of the ForWard Network to celebrate, elevate, and create community for women in hospitality
- **400 apprenticeships** enrolled
- **200 opportunity youth** trained in hospitality
- **\$2.2 million completed anti-trafficking training**
- **\$1 million awarded** to 27 community-based organizations that support survivors of human trafficking

¹ 2024 AHLAF Annual Report



AHLAF Foundation

The American Hotel & Lodging Association Foundation (AHLAF) is the charitable giving arm of the American Hotel & Lodging Association, our industry association. The AHLAF’s mission is to inspire, support, and elevate all who work to advance the hotel industry.

Since 2015, Summit has supported the AHLAF as a Four Diamond sponsor and donated approximately \$300,000 to the organization through their Opening Doors Campaign and other fundraising events. In 2023, the Summit Foundation made a 5-year, \$125,000 commitment to the AHLAF No Room for Trafficking (NRFT) Survivor Fund, which directly supports human trafficking survivors. In 2024, Summit donated \$30,000 to AHLAF to support the foundation in its mission.

Also, in 2024 our President & CEO continues as the Vice Chairman of the AHLAF Board of Trustees as Secretary & Treasurer and chairs the OFF-SITE Committee, which is one of the primary fundraising committees of the AHLAF.





Health, Safety, and Well-Being

Promoting employee wellness and safety remains a top priority. In 2024, we had no Occupational Safety and Health Administration claims or known lost days due to workplace injuries.

In addition, we held our second annual wellness event that began with an engaging company-wide lunch & learn featuring guest speaker Dr. Bobby Dubois, who shared insights on the Six Pillars of Health. Over the course of two weeks, employees were invited to engage in a variety of enriching wellness activities designed to promote physical, mental, and emotional well-being.

Highlights included:

- **Off-site Self Defense Class:** Empowering participants with practical safety skills.
- **Equine-Assisted Team Building Experience:** A unique opportunity to strengthen collaboration and communication through guided interaction with horses.
- **In-Office Stretch Lab Sessions:** Employees enjoyed personalized, 15-minute full-body stretches to relieve tension and improve mobility
- **Meal Planning Lunch & Learn:** Presented by H-E-B Nutrition Services, this session offered practical strategies for preparing balanced, nutritious meals.

The wellness event represents a significant initiative in cultivating a culture of health and well-being throughout our organization. In alignment with our ongoing commitment to celebrating our employees and supporting their overall wellness, we host a variety of events throughout the year. These include a month-long walk challenge, Employee Appreciation Day, our annual company picnic, a tailgate potluck and recipe contest, Halloween trick-or-treat festivities, and our year-end holiday party. Each event is thoughtfully designed to foster meaningful connections among colleagues and to recognize the valuable contributions of our employees make to the company and its stakeholders.

Summit offers its employees robust benefits including paid time off, 401(k) plan company matching contributions, health, dental and life insurance, parental leave and a hybrid work environment. We conduct an annual employee engagement survey to solicit feedback from our employees. In 2024, over 90% of our employees reported that they believe that Summit is a great place to work and 98% indicated that they are proud of the charitable activities in which the Company engages.

2024 STATISTICS



\$460,000

401(k) plan company matching contributions

80%

of benefits paid by Summit



Hotel Indigo Asheville

For Our Lodging Guests and Associates

We have committed to **AHLA's 5-Star Promise**, a voluntary commitment to enhance policies, training, and resources, including personal safety devices, that together focus on strengthening safety and security for our lodging guests and associates. In 2024, no human rights violations were filed at our hotel properties.



We also support **AHLA's Safe Stay** initiative, which focuses on enhanced cleaning practices, social interactions and workplace protocols in accordance to Center for Disease Control 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 personal safety devices to associates at all our hotels properties in 2024.





Human Capital Development

We prioritize the growth, engagement, and empowerment of every team member. From onboarding to leadership development, our programs are designed to foster career advancement and long-term retention.



Advocating for All

We proactively participate in key industry associations, such as the National Association of Real Estate Investment Trusts (Nareit) and the AHLA. Holding seats on both the AHLA board and its Foundation enables us to contribute meaningfully to policy development and remain informed about industry trends and challenges. We do not use corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, or contributions to tax-exempt groups such as trade associations.



Training and Education

We offer Summit employees extensive opportunities for professional and personal growth, including external training such as continuing education courses, industry conferences, professional certifications, leadership programs, and have a tuition reimbursement program. Internally, our comprehensive professional development program covers diverse topics, ranging from artificial intelligence to new SEC regulatory guidelines, ensuring our team stays ahead in a rapidly evolving industry.

In 2024, our employees collectively participated in over 400 hours of mandatory training including topics such as artificial intelligence, management, and cybersecurity. We also engaged a third-party to host inclusive leadership training for all employees, including sessions on management essentials, employee and team development, and management tools for success.

TRAINING



Our employees participated in **400 hours** of mandatory training

Training spanned **5 topics** including artificial intelligence, management and cybersecurity





SUPPORTING THE UN SDGS



AC/Element Miami Brickell

2025 CORPORATE RESPONSIBILITY REPORT

GOVERNANCE AND RESILIENCE

IN THIS SECTION

- Long-Standing Policy Highlights
- Corporate Risk Management
- Data Privacy & Cybersecurity
- Resilience Measures



Governance & Resilience

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.

LONG-STANDING POLICY HIGHLIGHTS



Code of Business Conduct & Ethics



Stock Ownership Guidelines for Executive Officers & Directors



Corporate Governance Guidelines



Insider Trading Policy



Corporate Risk Management

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.



Data Privacy & Cybersecurity

Our Board of Directors (the "Board") considers cybersecurity risk as critical to the enterprise and manages the cybersecurity risk oversight function through the Audit Committee. The Audit Committee oversees management's design, implementation and enforcement of our cybersecurity risk management program. Our Chief Risk Officer ("CRO") reports to the Audit Committee and leads the Company's overall cybersecurity function. The Audit Committee receives reports from our CRO on our cybersecurity risks, including briefings on our cyber risk management program. A potentially material cybersecurity incident would be immediately reported to the Audit Committee and management would continue to brief the Audit Committee on management's response to the cybersecurity incident. Audit Committee members also receive presentations on cybersecurity topics from our CRO, supported by our information technology staff, or external experts as part of the Board's continuing education on topics that may affect public companies.

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information. Our cybersecurity risk management program includes a cybersecurity incident response plan. We engage third-party cybersecurity and information technology ("IT") experts who work with our Chief Risk Officer, Chief Financial Officer, and Chief Accounting Officer to review and test our IT environment, and to identify potential risks from cybersecurity threats and proactively mitigate their potential effect; the results of which are presented to management and the Audit Committee of our Board of Directors. Our team of IT experts hold various relevant certifications and have extensive experience in assessing, detecting, responding to and mitigating cybersecurity risks.

Our cybersecurity risk management program is integrated with our overall enterprise risk management program, and shares common methodologies, reporting channels and governance processes that apply across the enterprise risk management program to other legal, compliance, strategic, operational, and financial risk areas.



Our cybersecurity risk management program includes the following key elements:

- Risk assessments designed to help identify material cybersecurity risks to our critical systems, information, services, and our broader enterprise IT environment;
- The use of external cybersecurity service providers, where appropriate, to assess, test or otherwise assist with aspects of our security processes and internal IT and risk management professionals principally responsible for directing (1) our cybersecurity risk assessment processes, (2) our security processes, and (3) our response to cybersecurity incidents;
- Cybersecurity awareness training of employees with access to our IT systems;
- A cybersecurity incident response plan to respond to cybersecurity incidents; and
- A third-party risk management process for service providers.

In addition, our global brand and property management partners have cybersecurity programs that complement our program. Our employees collectively complete approximately 400 hours of cybersecurity training annually to mitigate the risk of a cybersecurity breach.





Resilience Measures

We are continually strengthening our portfolio’s resiliency against climate-related risks, such as earthquakes, hurricanes, windstorms, floods, 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 standby 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. Approximately, 50% of our hotel properties have standby generators for backup power in the event of a natural disaster.

We actively assess the vulnerability of our assets to climate risk and maintain hazard insurance for climate 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 climate risk, with a greater focus on properties located in areas with high environmental risk.

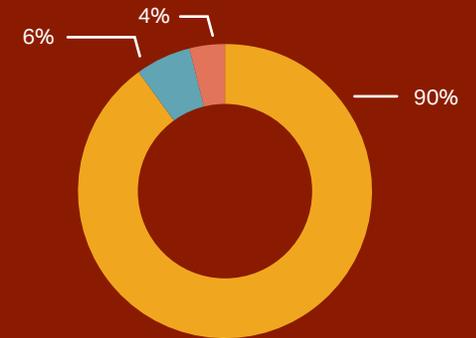
We proactively monitor high risk conditions and prepare for a severe weather event as part of our risk management plan. We partner with a third-party disaster recovery and prevention servicer to prepare and protect our assets and to promptly restore operations following a natural disaster. Summit team members are also on site during a natural disaster to support our lodging associates 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.

NATURAL DISASTER RISK STATISTICS

Percentage of Properties within each Risk Category

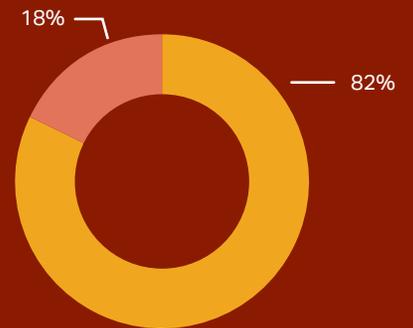
Earthquake

- Minimal Risk
- Moderate Risk
- High Risk



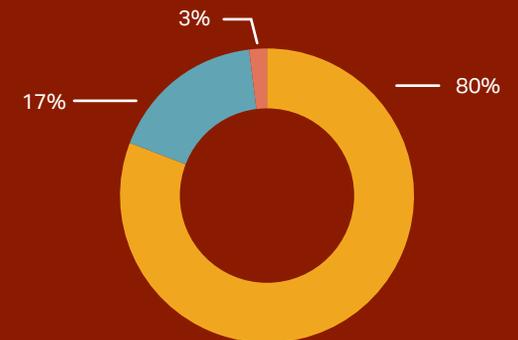
Windstorm/ Hurricane

- Minimal Risk
- High Risk



Flood

- Minimal Risk
- Moderate Risk
- High Risk





Residence Inn - AC Dallas Downtown

APPENDIX

IN THIS SECTION

- 2024 Performance Data
- 2024 GRI Content Index



APPENDIX I

2024 PERFORMANCE DATA¹

ECONOMIC				
	FOR THE YEARS ENDED DECEMBER 31,			
BUSINESS PERFORMANCE (\$'s in millions)	2024	2023	2022	2019 (Baseline Year)
Revenue	\$732	\$736	\$676	\$549
Total Assets	\$2,896	\$2,939	\$3,022	\$2,356
Number of Employees	85	78	74	59
CONSOLIDATED PORTFOLIO				
Number of Properties	97	100	103	72
Cal Norm Square Footage ²	10,507,293	10,863,501	10,747,828	9,712,955
Number of Green Certified Properties (over the past five years)	11	11	10	3
ENVIRONMENTAL				
	FOR THE YEARS ENDED DECEMBER 31,			
GREENHOUSE GAS EMISSIONS ³ (metric tons of CO ₂ equivalent)	2024	2023	2022	2019 (Baseline Year)
Scope 1 Emissions	17,266	17,927	17,118	16,713
Scope 2 Emissions (Market-based)	43,235	44,857	46,572	59,097
Combined Scope 1 and 2 Emissions	60,501	62,783	63,690	75,810
Emissions Intensity (per Square Foot)	0.0058	0.0058	0.0059	0.0078
Emissions Intensity (per Occupied Room)	0.016	0.016	0.017	0.019
Renewables Emission Reductions	5,390	5,004	2,722	
Emissions Intensity from Baseline (per Square Foot)	-26.2%	-26.0%	-24.1%	
Emissions Intensity from Baseline (per Occupied Room)	-20.2%	-15.9%	-13.1%	

¹ Appendix I inventory date produced by Engie Impact.

² Calendar normalized (Cal norm) square footage ensures that metrics such as energy use per square foot and emissions per square foot remain accurate. The portfolio-wide calendar normalized square footage reflects the sum of our hotel assets as of December 31, 2024. It considers dates of operation for all sites, including acquisition (and excluding disposition) square footage going back to our 2019 baseline year.

³ Information provided is based on 93 same-store properties at December 31, 2024.



APPENDIX I

2024 PERFORMANCE DATA¹

	FOR THE YEARS ENDED DECEMBER 31,			
ENERGY CONSUMPTION (MWh)	2024	2023	2022	2019 <i>(Baseline Year)</i>
Total Energy Consumption	219,647	227,745	219,535	216,361
Energy Intensity (per Square Foot)	0.021	0.021	0.020	0.022
Energy Intensity (per Occupied Room)	0.056	0.059	0.058	0.056
Renewable Energy	15,579	15,312	8,034	
Energy Intensity from Baseline (per Square Foot)	-6.2%	-5.9%	-8.3%	
ELECTRIC CONSUMPTION (MWh)				
Total Electric Consumption	120,996	127,727	123,244	119,652
Electric Intensity (per Square Foot)	0.012	0.012	0.011	0.012
Electric Intensity (per Occupied Room)	0.031	0.033	0.033	0.031
Renewables Electricity Percentage	12.9%	12%	6.5%	
Electric Intensity from Baseline (per Square Foot)	-6.5%	-4.6%	-6.9%	
WATER WITHDRAWALS (kGal)				
Total Water Withdrawal	479,031	478,237	458,274	454,613
Water Intensity (per Square Foot)	0.0460	0.045	0.045	0.048
Water Intensity (per Occupied Room)	0.123	0.125	0.122	0.117
Water Intensity from Baseline (per Square Foot)	-5.4%	-7.7%	-7.7%	
Water Discharge (Domestic water)	449,392	452,403	452,219	445,955



APPENDIX II

2024 GRI CONTENT INDEX

The information in this appendix is based on the Global Reporting Initiative ("GRI") disclosure framework.

► For additional information, please visit 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	Company Overview , page 6 2024 Annual Report on Form 10-K , page 3 ("Overview")
102-3	Location of headquarters	Our corporate headquarters are located at 13215 Bee Cave Parkway, Suite B-300, Austin, TX 78738 Company Overview , page 6
102-4	Location of operations	Portfolio Map 2024 Annual Report on Form 10-K , pages 37-39 ("Our Portfolio")
102-5	Ownership and legal form	Summit is a Maryland Corporation and a publicly traded REIT (NYSE: INN).
102-6	Markets served	Company Overview , page 6 Investor Presentation , page 16
102-7	Scale of the Organization	Company Overview , page 6 ESG Performance Data , pages 32-34
102-8	Information on employees and other workers	Stakeholder Engagement , page 12 Stakeholder Engagement , page 12 ("Suppliers & Vendors")
102-9	Supply chain	Responsible Sourcing , page 17 2024 Annual Report on Form 10-K , page 47 ("Our Lodging Property Operating Agreements" and "Capital Expenditures")
102-10	Significant changes to the organization and its supply chain	2024 Annual Report on Form 10-K , page 47 ("Management's Discussion and Analysis of Financial Conditions and Results of Operations")
102-11	Precautionary principle or approach	About Our Program , page 7
102-12	External initiatives	Sustainable Development Goals , page 7
102-13	Membership of Organizations	Stakeholder Engagement , page 12 ("Industry Associations")



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2023 GRI CONTENT INDEX

STRATEGY		
102-14	Statement from most senior decision-maker	A Message from Our President & CEO , page 5
102-15	Key impacts, risks, and opportunities	About Our Program , page 7
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	Human Capital Development , page 25 Corporate Governance Principles , page 27 Code of Business Conduct and Ethics Human Rights Policy
102-17	Mechanisms of advice and concerns about ethics	Corporate Governance Principles Code of Business Conduct and Ethics , pages 6 - 7 ("Reporting any Illegal or Unethical Behavior" and "Compliance Procedures")
GOVERNANCE		
102-18	Governance Structure	Program Oversight , page 11 Governance Documents 2024 Proxy Statement
102-21	Consulting stakeholders on economic, environmental, and social topics	2024 Proxy Statement , page 14 ("Corporate Responsibility Program") Annual Meeting of Stockholders
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement , page 12
102-41	Collective bargaining agreements	None of Summit's employees are represented by a labor union or covered by a collective bargaining agreement. Our third-party property managers are responsible for hiring and maintaining the labor force at each of our lodging properties, two of which employ unionized labor. 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.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement , page 12
102-43	Approach to stakeholder experience	Stakeholder Engagement , page 12



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2023 GRI CONTENT INDEX

REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2024 Annual Report on Form 10-K, Exhibit 21.1 Stakeholder Engagement , page 12
102-46	Defining report content and topic boundaries	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, 2024.
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 2024.
102-51	Date of most recent report	2025
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For more information, contact us at sustainability@shpreit.com .

SPECIFIC DISCLOSURES

Management Approach and Topic-Specific Disclosures

ECONOMIC		
	103 Management approach	About Our Program , page 7 2024 Annual Report on Form 10-K Investor Presentation
Economic Performance	201-1 Direct economic value generated and distributed	Business Performance , page 32 2024 Annual Report on Form 10-K, pages F-5-7 ("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	Resilience Measures , page 30



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2023 GRI CONTENT INDEX

		ECONOMIC
Anti-Corruption	103 Management approach	Code of Business Conduct and Ethics
	205-1 Operations assessed for risks related to corruption	Summit conducts 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 2024, no grievances or concerns were filed through our ethics reporting system.
		ENVIRONMENTAL
Energy	103 Management approach	Climate Strategy , page 14 Environmental Policy ("Key Performance Indicators")
	302-1 Energy consumption within the organization	ESG Performance Data , page 33 Renewable Energy Investments , page 14
	302-3 Energy intensity	ESG Performance Data , page 33
	302-4 Reduction in energy consumption	ESG Performance Data , page 33
Water and Effluents	103 Management approach	Water , page 15 Environmental Policy ("Key Performance Indicators")
	303-3 Water Withdrawal	ESG Performance Data , page 33
	303-4 Water Discharge	ESG Performance Data , page 33
	303-5 Water consumption	ESG Performance Data , page 33



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	103 Management approach	Maintaining and Operating Sustainable Hotels , page 16 Environmental Policy ("Building, Retrofitting and Operating Sustainable Hotels")
Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas.	Maintaining and Operating Sustainable Hotels , page 16
	103 Management approach	Climate Strategy , page 14 Environmental Policy ("Key Performance Indicators")
Emissions	305-1 Direct (Scope 1) GHG emissions	ESG Performance Data , page 32
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Data , page 32
	305-4 GHG emissions intensity	ESG Performance Data , page 32
	305-5 Reduction of GHG emissions	ESG Performance Data , page 32
Waste	103 Management approach	Waste and Recycling , page 17
Supplier Environmental Assessment	103 Management approach	Responsible Sourcing , page 17
	308-1 New suppliers that were screened using environmental criteria	Stakeholder Engagement , page 12 ("Suppliers & Vendors") Supplier & Vendor Code of Conduct
SOCIAL		
		Stakeholder Engagement , page 12 ("Corporate Employees") Health, Safety & Well-being , page 24
Employment	103 Management approach	Human Capital Development , page 25 Health, Safety & Well-being Policy Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")
	401-1 Employee turnover	Human Capital Development , page 25
	401-2 Benefits	Health, Safety & Well-being Policy ("Employee Benefits") 2024 Annual Report on Form 10-K , page 8 ("Human Capital Resources")
	401-3 Parental leave	Health, Safety & Well-being Policy ("Employee Benefits") 2024 Annual Report on Form 10-K , page 8 ("Human Capital Resources")



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MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES
		SOCIAL
	103 Management approach	Health, Safety & Well-being , page 24
Occupational Health and Safety	403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	As our employees primarily work in a professional office environment, there is a low risk of safety incidents occurring each year. In 2024, 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.
	103 Management approach	Human Capital Development , page 25
Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education , page 25 Health, Safety & Well-being Policy ("Work Environment")
	404-3 Percentage of employees receiving regular performance and career development reviews	Health, Safety & Well-being Policy ("Work Environment")
	103 Management approach	Human Rights Policy Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")
Human Rights Assessment	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Responsible Sourcing , page 17 Marriott Human Rights Statement Hilton Human Rights Statement Hyatt Human Rights Statement IHG Human Rights Statement ("Human Rights")



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MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES	SOCIAL
	103 Management approach	Stakeholder Engagement , page 12 ("Communities") Investing in Our Communities , pages 19-23	
Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	Investing in Our Communities , pages 19-23 Summit Foundation	
Supplier Social Assessment	103 Management approach	Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards") Human Rights Policy	
	404-1 New suppliers that were screened using labor practices criteria	Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards") Human Rights Policy	
Public Policy	103 Management approach	Stakeholder Engagement page 12 ("Industry Associations") Industry Engagement , page 23	
	415-1 Political contributions	Industry Engagement , page 23	
Customer Health and Safety	103 Management approach	Stakeholder Engagement pages 12 ("Third-Party Property Management Companies" and "Lodging Guests") Health, Safety and Well-being , page 24	
	416-1 Assessment of health and safety impacts of products and service categories	For Our Lodging Guests and Associates , page 24	
Customer Privacy	103 Management approach	Data Privacy & Cybersecurity , page 28-29	
	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 December 31, 2024, the Company's portfolio consisted of 97 hotels, 53 of which were wholly owned, with a total of 14,557 guestrooms located in 25 states.

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

FORWARD LOOKING STATEMENTS

This is Summit's eighth 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 2024 calendar year, or as otherwise stated. This report includes information, data and statistics from third parties.

Our disclosure and analysis in this 2025 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, 2024 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.



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