



SUMMIT
HOTEL PROPERTIES


**2024 CORPORATE
RESPONSIBILITY REPORT**





FEATURED HERE AND ON THE COVER
MARRIOTT BOULDER

**REDUCTIONS IN
HOTEL CONSUMPTION**

 **17%**
reduction in electric
usage from 2019

 **25%**
reduction in natural
gas usage from 2019

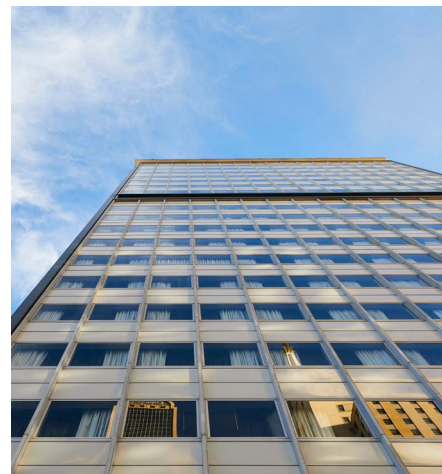
HOTEL EFFICIENCY ATTRIBUTES:



**2023 ENERGY STAR
CERTIFICATION**



**ELECTRIC VEHICLE
CHARGING STATIONS**



**LED LIGHTING &
WINDOW RETROFIT**



BULK TOILETRIES

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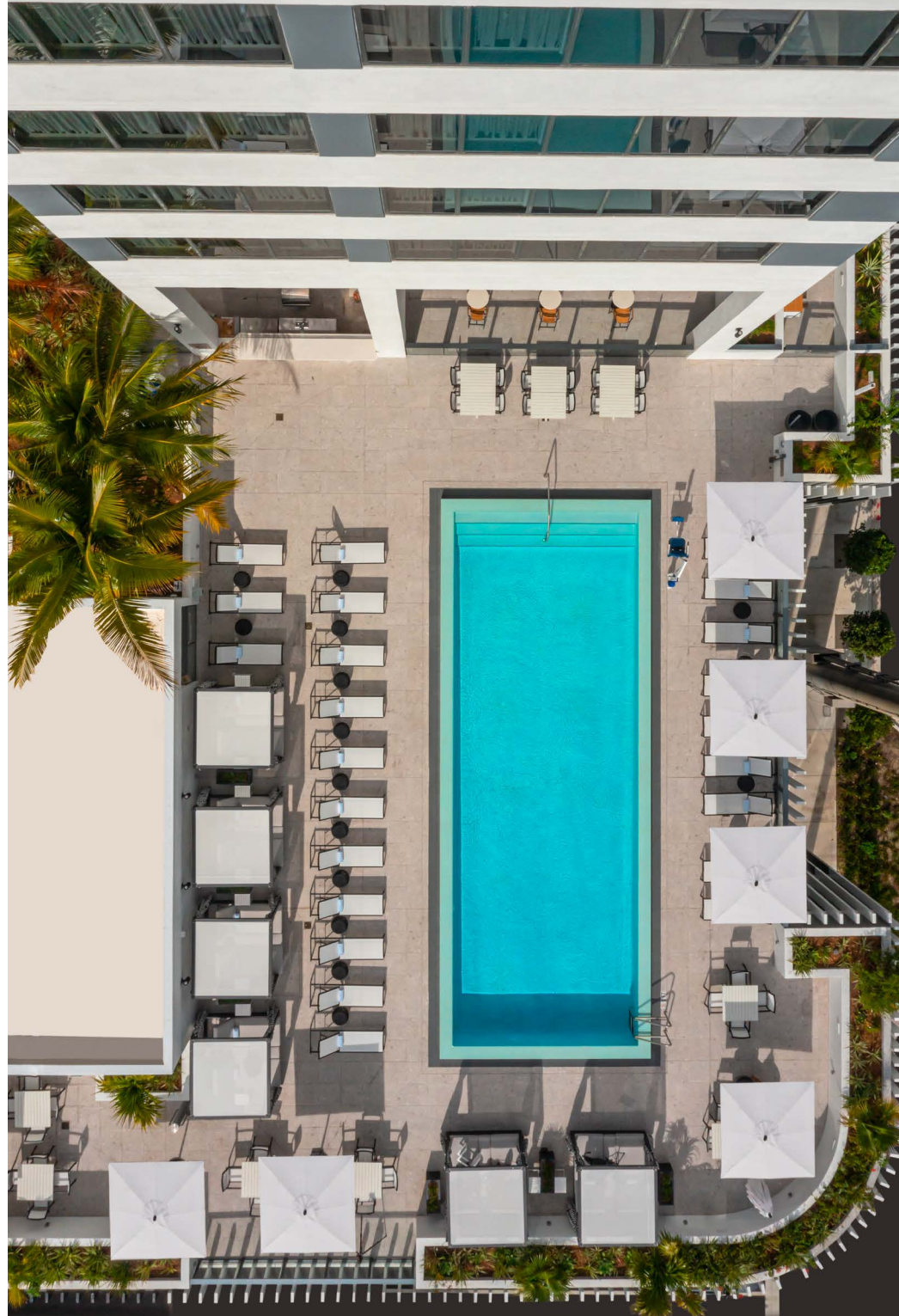
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A MESSAGE FROM OUR PRESIDENT & CEO

DEAR STAKEHOLDERS,

I am excited to share the continued progress we made in advancing our Environmental, Social, and Governance (ESG) program and initiatives in 2023. We recognize that the ESG landscape continues to evolve and we believe our program addresses the interests of our many stakeholders. Our commitment to sustainability and responsibility has not only strengthened our organization but also exemplifies our dedication to having a positive effect on all of these constituencies.

We have already reached 87% of the reduction goal for GHG emissions that we are working to achieve by the end of 2025. The reductions were driven by a decrease in energy consumption and an increase in clean energy investments. We expanded our infrastructure to support the transition to electric vehicles, with a 35% increase in properties equipped with electric vehicle charging stations, and we enhanced our building efficiencies with a 50% increase in properties equipped with energy management systems year-over-year.

Our commitment to community engagement remains steadfast with our contributions and charitable activities reaching \$840,000 and 1,400 service volunteer hours to support 55 charitable organizations, respectively. We remain firmly committed to combating human trafficking. In 2023, we joined the American Hotel and Lodging Association (“AHLA”) Foundation No Room for Trafficking (“NRFT”) Advisory Council and pledged \$125,000 to the NRFT Survivor Fund. This initiative directly supports survivors of human trafficking and aligns with our values of social responsibility and ethical business practices.

We continue to foster a diverse, equitable, and inclusive work culture. We are committed to recognizing and rewarding excellence, ensuring that promotions are based on merit and performance. Our efforts have been met with positive feedback, with the vast majority of our employees affirming the Company’s positive work culture and effective leadership. In 2023, 80% of promotions were earned by employees from underrepresented groups based on merit, and we established a Milestone Anniversary Program to recognize and reward tenured employees for their loyal service, with 15% of our workforce celebrating over a decade of service with our organization.

Ensuring the health, safety, and well-being of our corporate employees and hotel associates is paramount. In 2023, we hosted our inaugural Holistic Health & Wellness week, including segments and activities focused on social, physical, nutritional, mental, and financial wellness. Additionally, we invested in biophilic and inclusive design upgrades to our corporate offices, including a wellness room for personal health needs. We also provided safety devices to all associates at our properties in support of the AHLA’s 5-Star Promise.

As we continue to advance our ESG program and initiatives, we are determined to have a positive effect on our environment and communities. We are excited for current and future opportunities to further enhance our ESG program to support our values of passion, integrity and excellence .

Thank you for taking the time to read our report.



Jonathan Stanner
President and Chief Executive Officer

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“We have already reached 87% of the reduction goal for GHG emissions that we are working to achieve by the end of 2025. The reductions were driven by a decrease in energy consumption and an increase in clean energy investments.”

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COMPANY OVERVIEW

Summit Hotel Properties, Inc. (NYSE: INN) is a self-managed lodging real estate investment trust (“REIT”) focused on owning lodging properties with efficient models that generate strong investment returns. At December 31, 2023, our portfolio consisted of 100 properties with a total of 14,912 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.



INVESTMENT THESIS


The key elements of our investment strategy include the following:

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

SUMMIT AT A GLANCE¹

 **14,912 Guestrooms**

 **100 Properties**

 **Located in 24 States**

 **10,863,501 Total Sq. Ft. Evaluated**

 **\$736M Total Revenue**

¹Information at December 31, 2023 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 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 supplies 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. We will be subject to SEC climate-related disclosure requirements once enforced. We will also be subject to California SB 261 requirements beginning in 2026, and we have already begun preparation to meet these requirements.

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 2023, we continued to focus on the following highlighted goals that most align with our business.

2023 ESG HIGHLIGHTS¹

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Achieved at 26% market-based intensity **reduction in greenhouse gas emissions** from our 2019 baseline, a 35% improvement over the prior year in meeting our reduction target.



Contracted for approximately 15,000 **Green Renewable Energy Credits (RECs)**, an 88% increase over 2022.



Increased the number of properties with **electric vehicle charging equipment** in our portfolio from 23% in 2022 to 30% in 2023, a 30% increase.



Increased the number of properties with **smart guestroom automation systems** in our portfolio by 60% from 2022.



Contributed over \$840,000 and volunteered over 1,500 service hours to **Partnerships for Children** and other community-based organizations since the founding of our charity committee in 2017.



Hosted our first annual **Holistic Health & Wellness week**, including segments and activities related to social, physical, nutritional, mental, and financial health and wellness.



Completed **biophilic and inclusive design** upgrades to our corporate offices, including a wellness room for personal health needs.



Achieved a positive response of over 80% from employees that our company has a **positive work culture and effective leadership**.



Over 80% of **promotions** in 2023 were earned by employees from underrepresented groups.



Provided **personal safety devices** to all properties in our portfolio in support of the AHLA's 5-Star Promise.



More than 15% of our employees have over 10 **years of service**.



Established a **Milestone Anniversary Program** to reward tenured employees for their years of loyal service to the company.



Joined the **AHLA Foundation No Room for Trafficking (NRFT) Advisory Council** and made a 5-year, \$125,000 commitment to NRFT Survivor Fund, which directly benefits victims of human trafficking.

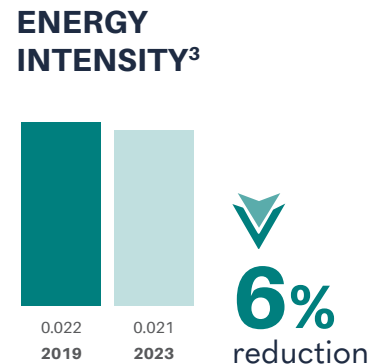
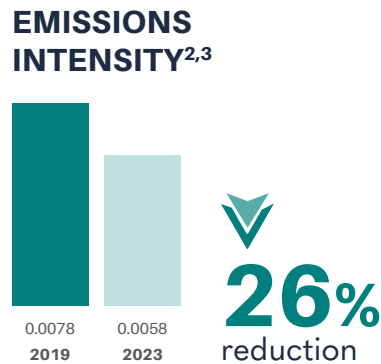
¹Information is for the year ended December 31, 2023.

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 pathways and the actions to meet or surpass our goals. We are currently on track to meeting our current 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 ¹
Scope 1 & 2 Market-Based Emissions	30%	MTCO ₂ e/ Square Foot	2025	0.0078	0.0055
Water Usage	10%	KGal/Rooms Occupied	2030	0.117	0.105

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



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

¹2019 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.

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

³Emissions reductions can be attributed to a 24% decrease in Scope 2 MB emissions, including a 12% increase in clean energy investments, 7% increase in Scope 1 emissions, and an 11% increase in square footage from our 2019 baseline.

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PROGRAM OVERSIGHT

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Our ESG program is led by senior management with oversight from the Nominating and Corporate Governance Committee of our Board of Directors. Our Governance Committee oversees our strategies around climate change and human capital development. 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-functional team, to develop, prioritize and manage our goals and initiatives.

ESG PROGRAM STRUCTURE

**Board of Directors (Nominating and Corporate Governance Committee)*



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.

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STAKEHOLDERS	INFLUENCE	OUR ACTIVITIES AND DEGREE OF OVERSIGHT
Investors and Research Analysts	Direct	We report our ESG activities and performance in our Annual Report on Form 10-K filings with the 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	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. Our President & CEO and SVP, Head of Operations also participate as brand advisory council members.
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.
Suppliers & Vendors	Direct and Indirect	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 & 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 products and materials sourced by our brand partners, 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	Summit supports our industry through participation with the 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. Our EVP & CFO is a member of the AHLAF 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	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 brand distributed surveys, online travel agencies that provide guest reviews, 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 Passion, Integrity & Excellence. 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.

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PROGRESS ON 2023 GOALS

Hyatt Place Oklahoma City/Bricktown



ENVIRONMENTAL GOALS

- Evaluate additional investments in clean energy, including on-site solar.
- 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.
- 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.
- Pilot a decommissioning project for recycling and upcycling hard and soft goods during renovations.
- **To be completed in 2024:** Develop a standard operating procedure for recycling and upcycling waste during renovations.



SOCIAL RESPONSIBILITY GOALS

- Contribute over \$150,000 and 250 hours of volunteer service to support our local communities in 2023.
- Support our community partner, Partnerships for Children, with various initiative and programs.
- Host a Holistic Health & Wellness Week to promote employee health & well-being, including social, physical, nutrition, financial and mental wellness segments in 2023.
- Complete biophilic and inclusive design upgrades to our corporate offices, including a wellness room in 2023.
- Transition newly acquired properties to key-less entry and provide personal safety devices to each property within a year.
- 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.



GOVERNANCE GOALS

- Meet common industry stakeholders rights in 2023.
- Evaluate additional investments to mitigate environmental risk to increase resiliency.
- Further enhance policies to meet new SEC guidelines in 2023.
- Continued compliance with all ethics and corporate governance requirements in 2023.
- Conduct property risk assessments annually to ensure proper maintenance and safety.



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SUPPORTING THE UN SDGS:



ENVIRONMENT STEWARDSHIP GOALS



Continue to improve our building efficiencies by increasing the number of properties in our portfolio with **energy management systems** from 40% in 2023 to 45% in 2024.



Continue to promote the transition to clean energy by installing **electric vehicle supply equipment** across more than 35% of our portfolio by year-end 2024, an increase of 15% compared to 2023.



Increase properties in our portfolio with **smart irrigation systems** by 25% over 2023.



Continue to increase our number of **green certified lodging properties** by 15% over 2023.



Continue to pursue additional investments in **clean energy**, including on-site solar and other carbon offsets.



Partner with **IncentiFind**¹ to prioritize decarbonization efforts in 2024.

¹IncentiFind helps property owners and developers find incentive capital for their real estate investment projects.
shpreit.com/responsibility/environmental-stewardship/



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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 are continuing to evaluate various reduction pathways to achieve our emissions reduction target, including consideration of rebate and incentive and sustainable financing options available to improve our building efficiencies as well as additional carbon offset investments.

CLIMATE TECHNOLOGY

In 2023, we worked with our energy management and sustainability service provider to implement a CDP-accredited automated, real-time emissions calculation tool. The dynamic intelligence tool has capabilities to track Scope 1, 2 and 3 emissions to target property-specific efficiency projects to accelerate decarbonization and maintain building performance standards. In 2024, we will continue to explore artificial intelligence-powered innovation in the decarbonization space to advance our climate strategy.

[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 5,000 metric tons of CO₂ and brown electric usage by over 15,000 MWh. This represents a 90% increase in investments in clean energy over 2022. We are evaluating various unbundled REC and green tariff REC purchases based on location and other carbon offsets pathways to continue to promote the transition to clean energy.

¹Equivalent based on U.S. EPA's GHG Equivalencies Calculator: <http://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

26%

REDUCTION in emissions per square foot in 2023 from BASELINE Year 2019

6%

REDUCTION in energy per square foot in 2023 from BASELINE Year 2019

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In 2023, 12% of our total electric usage was sourced from contracted renewable energy.

The 5,000 MTCO₂e of emissions avoided from such contracted renewables is equivalent to powering over 650 homes for one year.¹



AHLA RESPONSIBLE STAY INITIATIVE

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:



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.

Summit is committed to industry efforts to advance sustainability in the lodging sector and has endorsed the Responsible Stay initiative. We are engaged as a member of the AHLA Sustainability Committee and energy and water subcommittee for Responsible Stay. Through committee membership, we will continue to work to strengthen environmental policies, education, and resources for hotel guests, operators, suppliers, and ownership groups in support of our planet and communities.

AHLA
RESPONSIBLE STAY
 Click here to learn more about Responsible Stay.

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ELECTRIC VEHICLE CHARGING

We are continuing to expand our electric vehicle charging infrastructure to meet the increasing needs of the growing electric vehicle market. Since 2021, we have expanded the percentage of our properties with electric vehicle supply equipment (“EVSE”) from 7% to 30%. We plan to install EVSE at an additional five hotels in 2024, an increase of 15% over 2023. We will continue to expand our electric vehicle charging network to additional properties in the future to support increasing infrastructure trends.

WATER

Utilizing the World Resources Institute’s Aqueduct Tool, we have identified that approximately 30% of the properties in our portfolio are located in areas with high or extremely high baseline water stress. Water stress zones indicate areas where the demand for water exceeds the available supply, leading to potential water scarcity, environmental degradation, and socio-economic challenges such as reduced agricultural productivity and increased competition for water resources. We prioritize water efficiency projects at properties located in these areas to help mitigate water stress.

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 20% of our hotel properties 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. In 2024, we are increasing the number of properties in our portfolio with smart-irrigation management systems to 25%. We are also installing chemical urinals to reduce water consumption at five of our properties that have convention or large meeting spaces.



8% REDUCTION in water usage per square foot in 2023 from BASELINE Year 2019.



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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.

Through acquisition, development, and renovation, we are working to improve our overall building efficiencies, increase the number of green building certifications in our portfolio, and maintain building performance standards. We evaluate building efficiencies and environmental-related risk through site assessments as part of our acquisition due diligence process. In 2024, we are expanding our due diligence process to include additional ESG evaluation criteria. Summit development projects generally are designed to Leadership in Energy and Environmental Design (LEED) standards. We have developed sustainability product standards to be implemented with renovation projects. In 2024, we have partnered with IncentiFind for major renovation projects to best capitalize on rebates or other incentives made available through the Inflation Reduction Act of 2022.

We have an active energy management program to improve energy efficiency. The program consists of on-site building tune-ups, environmental audits, and implementation of recommended efficiency measures. In 2023, environmental audits were conducted at seven of our hotel properties, which resulted in additional retrofit projects or operational changes to enhance the energy efficiency of our properties. Through this program, we have increased the number of properties in our portfolio with ENERGY STAR® certifications by 10% during 2023. In 2024, we are undertaking additional actions to increase the number of properties in our portfolio with green certifications by an additional 15%.

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CASE STUDY: HVAC RETROFITS

In 2023, we completed HVAC retrofits at four of our hotel properties. At our Residence Inn by Marriott Cleveland Downtown, we installed seven high efficiency roof top units. Since installation, we have reduced electric consumption at the hotel by over 16% from the prior year.



BUILDING & GUESTROOM AUTOMATION SYSTEMS

In 2023, we increased the number of properties with smart guestroom thermostats by 60% over the prior year. The smart guestroom thermostats deliver peak energy efficiency by adjusting for real-time occupancy patterns. For properties with these systems installed in 2023, we have reduced our energy usage by approximately 45% from the prior year. Approximately 40% of the hotels in our portfolio have building or guestroom automation systems. We are working to increase the number of hotels with guestroom automation systems to 45% of our portfolio by the end of 2024.

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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. All of our hotel properties have bulk shower amenities and key-less entry systems. We are also reducing the use of plastics throughout our portfolio by eliminating plastic straws and stir sticks.

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.

At our corporate office, we have designated bins for hazardous waste for drop off at Austin Recycle & Reuse. Items include single-stream recycling, used ink cartridges, electronics, small appliances, batteries, and light bulbs. Since 2017, we have recycled 600 gallons of material through Austin Resource Recovery. We also utilize electronic document sharing and collaboration to reduce paper use.



Clean the World®

For over five years, 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:

23,000 kgCO2e
carbon footprint reduction



30,000 lbs.
of waste diverted



4,000 kWh
of energy generated

122,000 gal.
of water saved



35,000

people supported

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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 have a green roof at our Hyatt Place Chicago/ Downtown-The Loop hotel to limit temperatures and improve air quality and stormwater management. We also utilize low-emitting materials such as low-volatile organic compound paints and other products to mitigate air contaminants.

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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. In 2024, we are working to integrate the Common Materials Framework (“CMF”) into our design and purchasing policies and procedures to promote holistic material sustainability in our construction activities. CMF provides structure and transparency for material sustainability in five areas, including ecosystem health, social health & equity, circular economy, climate health, and human health. We have also partnered with Procure Impact to promote supplier diversity in all our hotel markets. Procure Impact is a marketplace for products sourced from underrepresented populations.



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

ENVIRONMENTAL METRICS

NINE ENERGY STAR CERTIFIED PROPERTIES



100% of properties with energy & water efficient technologies.



TWO LEED SILVER CERTIFICATIONS



398%

approximate return on investment from our partnership with our energy management service provider.

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SUPPORTING THE UN SDGS:



SOCIAL RESPONSIBILITY GOALS



Contribute cumulatively over \$1 million in direct donations and 1,500 volunteer service hours to support community-based organizations by year-end 2024.



Leverage our partnership with Procure Impact to promote supplier diversity in our local communities.



Provide opportunity for all employees to participate in inclusive leadership training.



Increased our tuition reimbursement to employees by 50% and expanded the program to include relevant professional development opportunities.



Provide 100 hours of Artificial Intelligence training to equip employees with the skills and knowledge to drive innovation and maintain our competitive edge in the industry in 2024.



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INVESTING IN OUR COMMUNITIES

The Summit Foundation is a 501(c)(3) nonprofit private organization created with a vision to provide a more equitable future for the communities in which we live, work and serve, while continuing to foster our company culture of Passion, Integrity & Excellence.



CHARITABLE ENGAGEMENT HIGHLIGHTS

In 2023, the Summit Foundation provided several charitable engagement opportunities to Summit employees to support our local communities. In 2023, we volunteered over 350 hours of community service and donated over \$185,000 to 25 community-based organizations.

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SINCE FOUNDING OUR CHARITY COMMITTEE IN 2017, WE HAVE:



Donated over **\$840K**



Volunteered **1,400** service hours



Supported **55** charitable organizations

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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. Since forming our community partnership with PFC in 2021, we have volunteered over 500 service hours and collectively donated over \$130,000 in direct and in-kind donations to the organization.

IN 2023, WE SUPPORTED PFC BY PARTICIPATING IN THE FOLLOWING ACTIVITIES:



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. PFC’s Rainbow Room supported over 7,500 kids in 2023. Summit Foundation has hosted Back-to-School Supply Drives and a Diaper Drive in support of PFC’s Rainbow Room, collecting and donating 6,600 diapers and 150 backpacks and school supplies. Summit employees have also volunteered 150 service hours to organize supplies for distribution. In 2024, we will host an internal supply drive to collect and donate summer bags for kids connected to foster care in Central Texas. The summer bags will include a City of Austin season swim pass and other fun in the sun essentials.



HOLIDAY WISHES

PFC’s Holiday Wishes program provides gifts to over 6,800 children in foster care in Central Texas during the holiday season. Over the past eight years, we have sponsored 200 children and families to provide gifts on their holiday wish lists. The past two years of sponsorship have been through Holiday Wishes. We have also volunteered 250 service hours to organize and wrap holiday gifts for distribution. In 2024, we will provide IT support to automate PFC’s systems and processes for Holiday Wishes.



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. We have set up a virtual Heart Gallery exhibit at our Hampton Inn & Suites Austin - Downtown/Convention Center hotel.



YES & KING MENTORING

PFC provides youth and music mentoring services to children in foster care. In 2023, we supported PFC’s KING music mentoring program by building custom storage cabinets for their musical instruments. Summit employees have also volunteered as youth mentors and attended KING recitals in support of these services. In 2024, we will host a hospitality-related workshop for YES mentees to connect kids to opportunities in the lodging industry and to advance their educational and career development.

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PARTNERSHIPS
for
Children



Click here for more information about Partnerships for Children.



NOURISHING LIVES HERE



CENTRAL TEXAS FOOD BANK

MEMBER OF FEEDING AMERICA

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DISASTER RELIEF EFFORTS

In 2023, we supported disaster relief efforts after the devastating earthquakes in Syria and Turkey and wildfires in Maui, Hawaii. We contributed to community-based organizations that provided relief services to those affected, including **Save the Children** and **Marriott's TakeCare Relief Fund**.

LEARN MORE



- 1 Click here for more information about Amplify Austin.
- 2 Click here to learn more about We are Blood.
- 3 Click here for more information about the Central Texas Food Bank.



AMPLIFY AUSTIN

Amplify Austin Day was founded by I Live Here I Give Here in 2013 and is the most significant day of giving in Central Texas. For a 24-hour period, Amplify Austin brings the community together to support local nonprofits. Over the past 11 years, this fundraising event has raised over \$110M to support more than 700 local nonprofits. Since 2022, Summit has raised over \$20,000 for 27 nonprofits during Amplify Austin Day by hosting company-matched donation drives. In March 2024, 50% of Summit employees participated in our company-matched donation drive raising nearly \$5,000, which was matched by the company. A majority of the donations raised went to our community partner, PFC.



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 2023, we hosted our second annual We are Blood mobile donation drive for Summit employees and other personnel in our building complex to give blood. Since 2022, we have facilitated the donation of enough blood to provide lifesaving care for over 100 patients, an increase of 150% over the prior year.



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 850 families in Central Texas through the Central Texas Food Bank's mobile food pantry event, volunteering over 100 service hours and donating \$4,000 to the organization. In 2023, Summit employees distributed food to approximately 400 families in Central Texas.



AHLA 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 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 \$270,000 to the organization through their Opening Doors Campaign and other fundraising events. Our President & CEO serves on 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. In 2023, 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.



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AHLAF 2023 CHARITABLE ENGAGEMENT HIGHLIGHTS¹

CAREERS LAUNCH. LIVES IMPROVE. AN INDUSTRY THRIVES.

- **2,000+** apprentices placed across three career tracks.
- **20** students in historically black colleges and universities supported through mentorship to advance a diverse workforce.
- **1.6 Million** hotel personnel trained to recognize human trafficking.
- **\$3.7 Million** raised through the No Room for Trafficking Survivor Fund.
- **2,700** students participated in ForWard Thinking.
- **\$375K** in grants to train opportunity youth for entry level jobs.
- **\$1 Million+** in academic scholarships.

¹ 2023 AHLAF Annual Report.

HEALTH, SAFETY & WELL-BEING FOR OUR EMPLOYEES

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 holistic health and well-being. In 2023, we hosted our first annual Holistic Health & Wellness Week. Wellness Week included professionally hosted segments and dynamic activities related to social, physical, nutritional, mental, and financial health and wellness. To accommodate our growing workforce, we also increased the size of and renovated our corporate offices spaces in 2023. Our newly redesigned corporate office spaces incorporate biophilic and inclusion design upgrades as well as a wellness room for personal health needs.

Since 2019, we have hosted an annual company-wide wellness challenge during which employees track their daily step count with a goal to walk 10,000 steps daily. Over the past six years, more than 50% of our employee population has participated in this challenge to collectively walk over 6,000 miles annually or 40,000 miles total. We have also sponsored recreational sports leagues to foster culture and physical fitness. We have an Employee Stay Program to promote employee travel and work-life balance. Our Employee Stay Program provides discounted hotel stays for Summit employees and their friends and family. We completed our fifth 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, effective leadership, and charitable engagement efforts. We had no Occupational Safety and Health Administration claims or known lost days due to workplace injuries in 2023.

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

FOR OUR LODGING GUESTS & 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 2023, 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 with 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 2023.

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EMPLOYEE STATS

 **\$420K**
paid out in 401k company
matching funds

 **10,000**
hours of paid-time off taken

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

 **12 weeks**
paid Parental Leave

 **Hybrid**
work environment

HUMAN CAPITAL DEVELOPMENT

We are committed to fostering a culture of continuous growth and development based on our company values of *Passion, Integrity, and Excellence*. We believe in recognizing and celebrating employee contributions, promoting employee health and well-being, championing diversity, equity, and inclusion, and providing ample opportunities for training and education. By investing in our people in these key areas, we empower them to thrive personally and professionally, driving innovation, collaboration, and success for our organization. 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 hotline hosted by a third-party company. In 2023, no grievances or concerns were filed through our reporting system.

HUMAN CAPITAL DEVELOPMENT HIGHLIGHTS

80%

of promotions were earned by employees from underrepresented groups, based on merit and performance



15%

of employees with over 10 years of service



Eleven

employee recognition awards through our Caribiner Recognition Program



100

professional development hours completed at the Texas Conference for Women



2023 Texas Conference for Women

EMPLOYEE RECOGNITION PROGRAM

We believe that employees should be recognized and shown appreciation for the value they bring to our organization. We have established two programs to promote employee recognition at Summit, our Carabiner Award Program and Milestone Anniversary Program. Our Carabiner Award Program rewards employees for going above and beyond their traditional roles and responsibilities and exhibiting our company values of *Passion, Integrity, and Excellence*. In 2024, we expanded our employee recognition efforts to include our Milestone Anniversary Program, of which grants stock awards to tenured employees in the organization as a reward for years of loyal service.

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DIVERSITY, EQUITY & INCLUSION

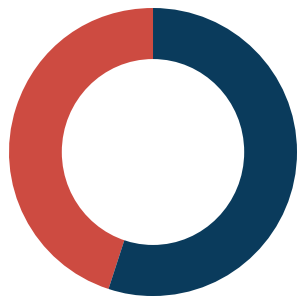
Our company is committed to diversity, equity and inclusion. We value and embrace diversity and believe that unique perspectives allow for innovation and growth. We support pay equity and equal opportunities for all team members. We work to advance a supportive and inclusive work environment where all employees are empowered to succeed. All Summit employees complete Diversity, Equity & Inclusion and Unconscious Bias training annually. Our corporate employee population has grown by approximately 46% over 2021. Employees from historically underrepresented groups have increased from 48% in 2021 to 54% in 2023.

WORKFORCE COMPOSITION

CORPORATE EMPLOYEES¹

GENDER

- MALE
- FEMALE



2023
 ● 55%
 ● 65%

CORPORATE EMPLOYEES¹

RACE & ETHNICITY

- CAUCASIANS
- MINORITIES

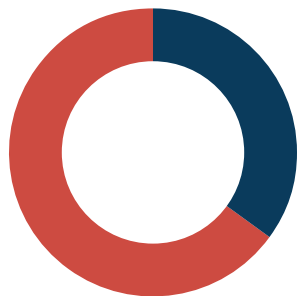


2023
 ● 78%
 ● 22%

HOTEL ASSOCIATES^{2,3}

GENDER

- MALE
- FEMALE



2023
 ● 35%
 ● 65%

HOTEL ASSOCIATES^{2,3}

RACE & ETHNICITY

- CAUCASIANS
- MINORITIES
- NOT SPECIFIED



2023
 ● 20%
 ● 73%
 ● 7%

¹ Information is as of 12.31.2023, and is for regular, full-time employees of Summit Hotel Properties, Inc.

² Information is as of 12.31.2023, and reflects employees at 94 of our 100 hotels.

³ Associates at our hotels are not employees of Summit Hotel Properties, Inc. but are employees of our third-party managers that operate our hotels.

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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 that provides training and education for employees on an array of topics, from AI to new SEC regulatory requirements. In 2023, employees attended over 25 industry conferences. We also have a Tuition Reimbursement program to assist with education expenses in alignment with career development plans. In 2024, we have expanded our Tuition Reimbursement program to include relevant professional development opportunities and increased tuition reimbursement by 150% over 2023. We will provide over 150 hours of training and education opportunities to all Summit employees in 2024. In 2024, we 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.

HOTEL TRAINING DAY PROGRAM

We have established a Hotel Training Day program 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 30 Summit employees have worked an aggregate of 150 hours at our Hampton Inn & Suites Austin-Downtown/ Convention Center hotel in Austin, TX under the program. We have hosted five lodging training days since inception and will continue the program for new Summit employees.



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ADVOCATING FOR ALL

INDUSTRY ENGAGEMENT

We actively engage with industry associations through company membership and leadership roles to promote public policy that supports our industry and business, such as the National Association of Real Estate Investment Trusts (“Nareit”) and the AHLA. As an AHLA member company and holding both board and executive committee seats, we participate in policy developments and stay abreast of industry issues. However, 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.

RESPECTING HUMAN RIGHTS

We conduct our business in a manner that respects human rights. All Summit employees are required to complete harassment and human trafficking awareness and prevention training annually. This equates to over 120 hours of human rights training annually. All lodging associates are also required by our hotel brands to complete human trafficking awareness and prevention training. Over 1.6 million hotel personnel have been trained to identify and report suspected human trafficking since 2020.

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 **AHLAF’s No Room for Trafficking (NRFT)** initiative and **5-Star Promise**.

In 2023, our EVP & CFO joined the AHLAF NRFT Advisory Council to further promote human trafficking training and awareness and provide survivor support on behalf of our industry. In 2023, Summit Foundation made a 5-year, \$125,000 commitment to the AHLAF NRFT Survivor Fund. The NRFT Survivor Fund has raised \$3.7 million, which will fund community-based organizations that support the economic stability of human trafficking survivors. The goal of the survivor fund is to help prevent re-victimization by empowering and equipping survivors with resources to support them on their path forward, from emergency housing to career development, and other critical needs. In 2023, \$500,000 of the funds raised were distributed to four nonprofit organizations, including Safe House Project, Restore NYC, University of Maryland Safe Center, and Businesses Ending Slavery & Trafficking (“BEST”).

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



Exposure for AHLA NRFT and Summit Foundation in 2024 Superbowl Program to promote human trafficking awareness and prevention.

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SUPPORTING THE UN SDGS:



GOVERNANCE & RESILIENCE GOALS



Complete 250 hours of advanced **cybersecurity training** to mitigate cybersecurity risk.



Implement additional investments in **on-site energy storage systems** for lodging properties located in areas with high environmental risk for increased resiliency in 2024-2025 program year.



Further enhance policies and procedures to meet new SEC **Cybersecurity and Climate Disclosure** guidelines.

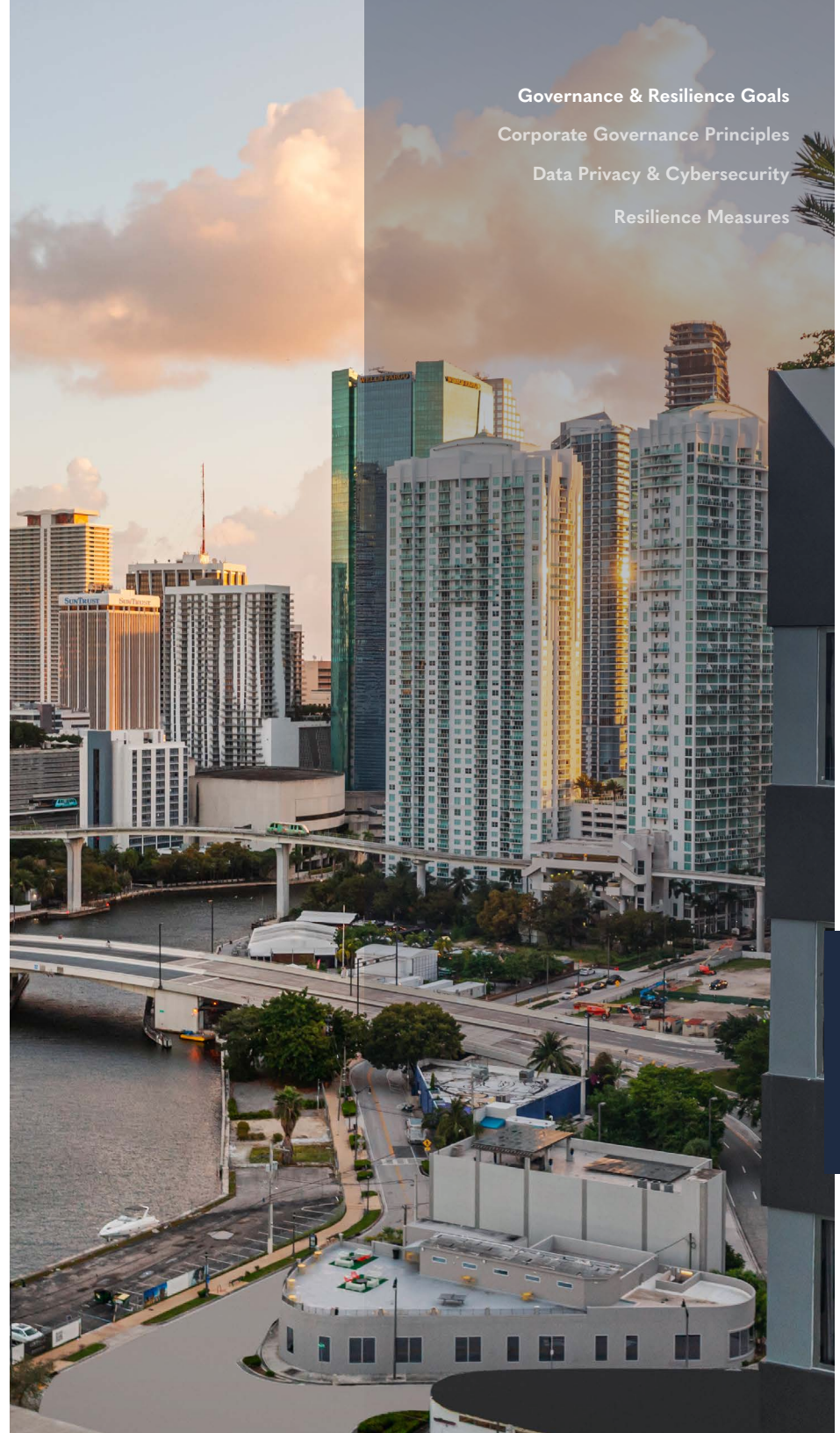


Continued compliance with all **ethics and corporate governance** requirements in 2024.



Conduct in-depth **property and risk assessments** for at least 10% of our properties in 2024.

[Click here to access our corporate governance documents.](#)



Governance & Resilience Goals

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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 - Houston Downtown

Governance & Resilience Goals
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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

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. We also updated our Clawback Policy in 2023 to comply with new SEC rules.



DATA PRIVACY & CYBERSECURITY

AC Hotel - Oklahoma/Bricktown

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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”) periodically reports to the Audit Committee and leads the Company’s overall cybersecurity function. The Audit Committee receives regular 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 periodic 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. Our CRO supervises efforts to prevent, detect, mitigate, and re-remediate cybersecurity risks and incidents through various means, which include briefings from internal personnel; threat intelligence and other information obtained from governmental, public, or private sources, including external cybersecurity service providers; and alerts and reports produced by security tools deployed in our IT environment.

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. 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 information technology (“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 management partners have cybersecurity programs that compliment our program. In 2023, we have not identified risks from known cybersecurity threats, including as a result of any prior cybersecurity incidents, that have materially affected us, including our operations, business strategy, consolidated financial position, or results of operations. Summit employees will complete over 250 hours of cybersecurity training in 2024 to help mitigate the risk of a cybersecurity breach.

RESILIENCE MEASURES

We work to strengthen 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. In 2023, we engaged a third-party to evaluate installation of additional on-site energy storage systems to support critical infrastructure and services during 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. In 2023, inspections were conducted at 10 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.

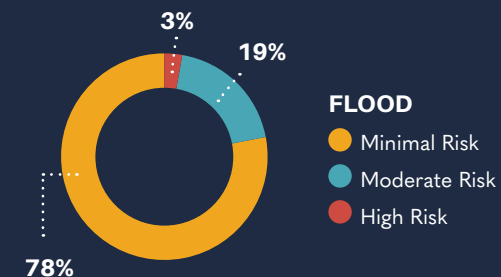
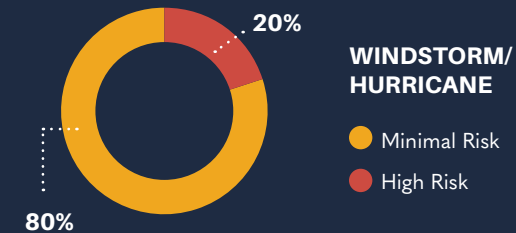
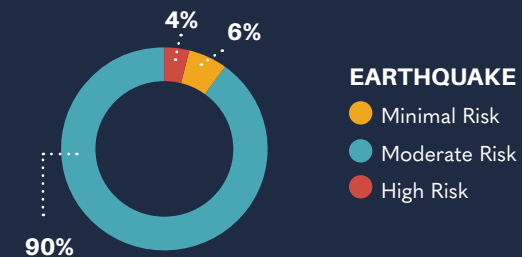
We proactively monitor high risk conditions and prepare for a severe weather event as part of our risk management plan. We partner with a third-party disaster recovery and prevention servicer to prepare and protect our assets and to promptly restore operations following a natural disaster. Summit team 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. In 2023, we experienced no climate-related disasters.

¹ Data provided by Lockton Companies as of December 31, 2023.

² FEMA flood zones obtained from Swiss Re's Catnet.

³ Risk measured on a per sq. ft. basis.

NATURAL DISASTER RISK STATISTICS^{1,2,3}



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2023 ESG PERFORMANCE DATA¹

ECONOMIC				
FOR THE YEARS ENDED DECEMBER 31,				
BUSINESS PERFORMANCE (\$'s in millions)	2023	2022	2021	2019 (Baseline Year)
Revenue	\$736	\$676	\$362	\$549
Total Assets	\$2,939	\$3,022	\$2,265	\$2,356
CONSOLIDATED PORTFOLIO				
Cal Norm Square Footage ²	10,863,501	10,747,828	10,281,304	9,712,955
Number of Green Certified Properties (over the past five years)	11	10	7	3
ENVIRONMENTAL				
FOR THE YEARS ENDED DECEMBER 31,				
GREENHOUSE GAS EMISSIONS (metric tons of CO ₂ equivalent)	2023	2022	2021	2019 (Baseline Year)
Scope 1 Emissions	17,927	17,118	15,946	16,713
Scope 2 Emissions (Market-based)	44,857	46,572	48,134	59,097
Combined Scope 1 and 2 Emissions	62,783	63,690	64,080	75,810
Emissions Intensity (per Square Foot)	0.0058	0.0059	0.0062	0.0078
Emissions Intensity (per Occupied Room)	0.016	0.017	0.019	0.019
Renewables Emission Reductions	5,004	2,722	1,330	
Emissions Intensity from Baseline (per Square Foot)	-26%	-24.1%	-20.1%	
Emissions Intensity from Baseline (per Occupied Room)	-15.9%	-13.1%	-0.8%	

¹ Appendix I inventory data 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, 2023. It considers dates of operation for all sites, including acquisition (and excluding disposition) square footage going back to our 2019 baseline year.

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2023 ESG PERFORMANCE DATA¹

ENERGY CONSUMPTION (MWh)	FOR THE YEARS ENDED DECEMBER 31,			
	2023	2022	2021	2019 (Baseline Year)
Total Energy Consumption	227,745	219,535	206,359	216,361
Energy Intensity (per Square Foot)	0.021	0.020	0.020	0.022
Energy Intensity (per Occupied Room)	0.059	0.058	0.062	0.056
Renewable Energy	15,312	8,034	3,493	
Energy Intensity from Baseline (per Square Foot)	-5.9%	-8.3%	-9.9%	
Energy Intensity from Baseline (per Occupied Room) ³	6.9%	5%	11.9%	
ELECTRIC CONSUMPTION (MWh)				
Total Electric Consumption	127,727	123,244	117,159	119,652
Electric Intensity (per Square Foot)	0.012	0.011	0.011	0.012
Electric Intensity (per Occupied Room)	0.033	0.033	0.035	0.031
Renewables Electricity Percentage	12%	6.5%	3%	
Electric Intensity from Baseline (per Square Foot)	-4.6%	-6.9%	-7.5%	
Electric Intensity from Baseline (per Occupied Room)	8.5%	86.5%	14.9%	
WATER WITHDRAWALS³ (kGal)				
Total Water Withdrawal	478,237	458,274	429,869	454,613
Water Intensity (per Square Foot)	0.045	0.045	0.044	0.048
Water Intensity (per Occupied Room)	0.125	0.122	0.130	0.117
Water Intensity from Baseline (per Square Foot)	-7.7%	-7.7%	-9.7%	
Water Intensity from Baseline (per Occupied Room)	6.9%	4.3%	10.9%	
Water Discharge (Domestic water)	452,403	452,219	423,828	445,955
Water Consumption (Irrigation)	25,834	23,684	21,547	26,489

³ Increases in water intensity per occupied room is driven by a 2% 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 base load being distributed across a lesser number of occupied rooms. Additionally, increases in water intensity per occupied room is driven by a 4% increase in weekend verse weekday travel, which generally results in an increased number of occupants per room for leisure rather than business travel.

APPENDIX I

2023 ESG PERFORMANCE DATA¹

SOCIAL				
FOR THE YEARS ENDED DECEMBER 31,				
CORPORATE EMPLOYEES	2023	2022	2021	2019 (Baseline Year)
Number of Employees	79	72	54	60
Percentage of Female Employees	45%	47%	44%	47%
Percentage of Minority Employees	22%	22%	13%	15%
COMMUNITY ENGAGEMENT				
Number of Charities Supported	24	10	9	9
Number of Employee Volunteer Hours	360	280	75	290
Number of Service Events Held	12	7	4	6
Total Amount Donated to Charities and Individuals in Need	\$190,000	\$140,000	\$51,000	\$136,000
RESILIENCY				
FOR THE YEARS ENDED DECEMBER 31,				
NATURAL DISASTERS & CATASTROPHIC EVENTS	2023	2022	2021	2019 (Baseline Year)
Total Events	21	27	4	5
Total Properties Affected	13	19	18	5
Total Cost	\$113,000	\$1,109,000	\$1,596,000	\$69,000
Total Cost Recovered	N/A, did not meet deductible	\$383,000	\$459,000	N/A, did not meet deductible
Cost % of Total Assets	0.00%	0.02%	0.05%	0.003%

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2023 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 2023 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
102-4	Location of operations	Company Overview , page 6 Portfolio Map 2023 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 10
102-7	Scale of the Organization	Company Overview , page 6 ESG Performance Data , pages 40-42
102-8	Information on employees and other workers	Stakeholder Engagement , pages 12 Workforce Composition , page 31
102-9	Supply chain	Stakeholder Engagement , page 12 (“Suppliers & Vendors”) Responsible Sourcing , page 22 2023 Annual Report on Form 10-K , pages 39-40 and 59 (“Our Lodging Property Operating Agreements” and “Capital Expenditures”)
102-10	Significant changes to the organization and its supply chain	2023 Annual Report on Form 10-K , pages 44-45 (“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 AHLA’s Stay Safe and AHLA’s 5-Star Promise , pages 30 & 33 AHLA No Room for Trafficking , page 33
102-13	Membership of Organizations	Stakeholder Engagement , page 12 (“Industry Associations”)

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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 29 Corporate Governance Principles , page 36 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 2023 Proxy Statement
102-21	Consulting stakeholders on economic, environmental, and social topics	2023 Proxy Statement , page 21 (“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 employs 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 , pages 12

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REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2023 Annual Report on Form 10-K , Exhibit 21.1
102-46	Defining report content and topic boundaries	Stakeholder Engagement , page 12 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, 2023.
102-47	List of material topics	Specific Disclosures: Management Approach and Topic-Specific Disclosures , pages 44-48
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 2023.
102-51	Date of most recent report	2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For more information, contact us at mcromwell@shpreit.com .

SPECIFIC DISCLOSURES

Management Approach and Topic-Specific Disclosures

ECONOMIC		
	103 Management approach	About Our Program , page 7 2023 Annual Report on Form 10-K Investor Presentation
Economic Performance	201-1 Direct economic value generated and distributed	Business Performance , page 40 2023 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 38

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ECONOMIC		
	103 Management approach	Code of Business Conduct and Ethics
Anti-Corruption	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 2023, no grievances or concerns were filed through our ethics reporting system.
ENVIRONMENTAL		
Energy	103 Management approach	Climate Strategy , page 16 Environmental Policy ("Key Performance Indicators")
	302-1 Energy consumption within the organization	ESG Performance Data , page 40 Renewable Energy Investments , page 16
	302-3 Energy intensity	ESG Performance Data , page 40
	302-4 Reduction in energy consumption	ESG Performance Data , page 40
Water and Effluents	103 Management approach	Water , page 18 Clean Air and Water , page 21 Environmental Policy ("Key Performance Indicators")
	303-3 Water Withdrawal	ESG Performance Data , page 40
	303-4 Water Discharge	ESG Performance Data , page 40
	303-5 Water consumption	ESG Performance Data , page 40

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MATERIAL TOPICS	GRI DISCLOSURES	REFERENCES
Biodiversity	103 Management approach	Building, Retrofitting and Operating Sustainable Hotels , page 19 Environmental Policy ("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.	Building, Retrofitting and Operating Sustainable Hotels , page 19
Emissions	103 Management approach	Climate Strategy , page 16 Environmental Policy ("Key Performance Indicators")
	305-1 Direct (Scope 1) GHG emissions	ESG Performance Data , page 40
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Data , page 40
	305-4 GHG emissions intensity	ESG Performance Data , page 40
	305-5 Reduction of GHG emissions	ESG Performance Data , page 40
Waste	103 Management approach	Waste and Recycling , page 21
Supplier Environmental Assessment	103 Management approach	Responsible Sourcing , page 22
	308-1 New suppliers that were screened using environmental criteria	Stakeholder Engagement , page 12 ("Suppliers & Vendors") Supplier & Vendor Code of Conduct
SOCIAL		
Employment	103 Management approach	Stakeholder Engagement , page 12 ("Corporate Employees") Health, Safety & Well-being , page 30 Human Capital Development , page 29 Health, Safety & Well-being Policy Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")
	401-1 Employee turnover	Human Capital Development , page 29
	401-2 Benefits	Health, Safety & Well-being Policy ("Employee Benefits") 2023 Annual Report on Form 10-K , page 9 ("Human Capital Resources")
	401-3 Parental leave	Health, Safety & Well-being Policy ("Employee Benefits") 2023 Annual Report on Form 10-K , page 9 ("Human Capital Resources")

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Occupational Health and Safety	103 Management approach	Health, Safety & Well-being , page 30	
	403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	For Our Employees , page 30 As our employees primarily work in a professional office environment, there is a low risk of safety incidents occurring each year. In 2023, 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.	
Training and Education	103 Management approach	Human Capital Development , page 29	
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education , page 32 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")	
Diversity and Equal Opportunity	103 Management approach	Diversity, Equity & Inclusion , page 31	
	405-1 Diversity of governance bodies and employees	2023 ESG Highlights , page 8 Workforce Composition , page 31	
Human Rights Assessment	103 Management approach	Respecting Human Rights , page 33 Human Rights Policy Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Responsible Sourcing , page 22 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 25-28	
Local Communities	413-1 Operations with local community engagement, impact assessments and development programs	Investing in Our Communities , pages 25-28 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 33	
	415-1 Political contributions	Industry Engagement , page 33	
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 30	
	416-1 Assessment of health and safety impacts of products and service categories	For Our Lodging Guests and Associates , page 30	
Customer Privacy	103 Management approach	Data Privacy & Cybersecurity , page 37	
	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 [June 28], 2024, the Company's portfolio consisted of [96] hotels, [54] of which were wholly owned, with a total of [14,256] guestrooms located in 24 states.

For additional information, please visit the Company's website, www.shpreit.com, and follow the Company on Twitter at @SummitHotel_INN and on Facebook at facebook.com/SummitHotelProperties.

FORWARD LOOKING STATEMENTS

This is Summit's seventh 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 2023 calendar year, or as otherwise stated. This report includes information, data and statistics from third parties.

Our disclosure and analysis in this 2024 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, 2023 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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