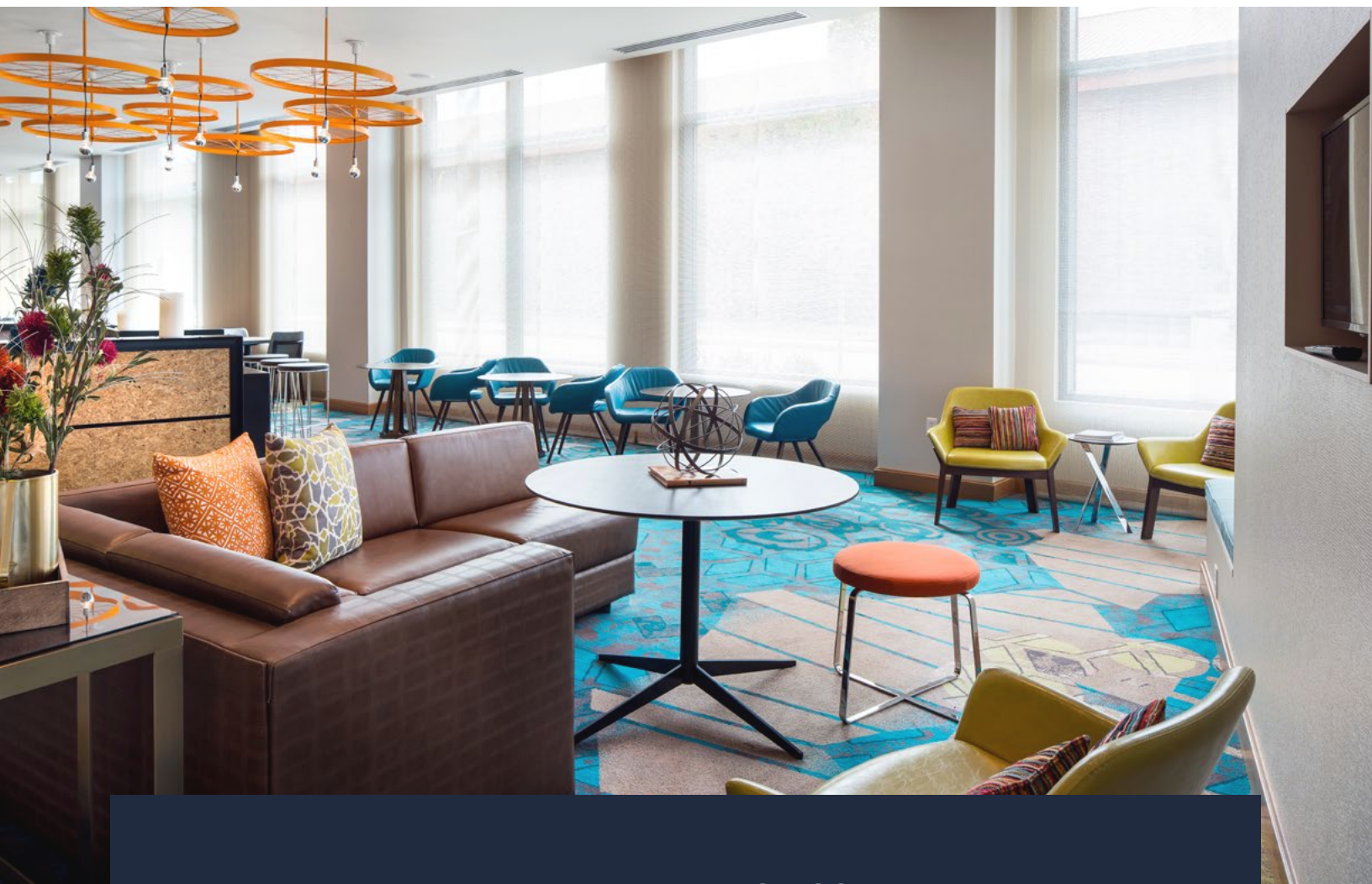


Corporate Responsibility Report

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FEATURED HERE AND ON COVER:

Residence Inn Boston Watertown



LEED Silver Certification



Walkable and transit access



Located in the Arsenal
Yards Brownfield
Redevelopment Area



2 EVC stations and
bicycle storage

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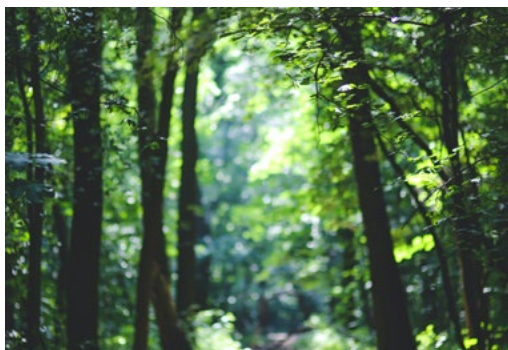
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A Message From Our President & CEO



Jonathan Stanner
President and
Chief Executive Officer

“We continue to collaborate with our associates, brand partners, property managers, guests, suppliers, and other stakeholders to implement programs and initiatives that will have a positive effect on our business, the environment and our communities.”

Dear Stakeholders,

As the new President and Chief Executive Officer of Summit Hotel Properties, Inc., I am pleased to be able to carry on our commitment to corporate responsibility and sustainability. Despite the challenges caused by the COVID-19 pandemic, we have maintained our focus on both creating long-term value and continuing to address the growing importance of environmental, social and governance issues to our investors, customers, employees, and other stakeholders. We continue to collaborate with our associates, brand partners, property managers, guests, suppliers, and other stakeholders to implement programs and initiatives that will have a positive effect on our business, the environment and our communities. We have also broadened our social programs to holistically support and enhance connectivity among our employees.

We have developed a resource management program to reduce our energy and water consumption, greenhouse gas

emissions, and waste. We are continuing to develop our energy and environmental roadmap to set measurable reduction targets and minimize the carbon footprint of our hotels.

We continue to engage our community with our charitable activities, and we have developed plans to expand the activities of the Summit Foundation, our 501(c)(3) non-profit organization, to continue to have a positive effect on our local communities. We also support our industry through our engagement with the AHLA Foundation.

We worked with our business partners to support frontline workers and guests at our hotel properties, including enhanced cleanliness procedures to reduce the risk of the spread of COVID-19. In addition, we are managing and expanding programs to engage our employees to support their overall health and well-being, such as providing workplace flexibility to accommodate the needs of our employees during the COVID-19 pandemic.

We have taken actions to increase diversity, equity and inclusion throughout our organization and business ecosystem. We joined others in our industry to advance human trafficking awareness and prevention and all of our employees have participated in training on human trafficking awareness.

While we are incredibly proud of the progress we have made on our sustainability efforts broadly, we recognize this is an ever-evolving journey and remain committed to raising our standards of excellence on these important initiatives. We recognize our connectedness to all of our stakeholders continues to grow, and we are enthusiastically committed to furthering our mission around environmental stewardship, social responsibility, and governance and resiliency.

Jonathan Stanner

Company Overview

Summit Hotel Properties, Inc. (NYSE: INN) is a leading publicly-traded real estate investment trust focused on owning premium-branded hotels with efficient operating models primarily in the upscale segment of the U.S. lodging industry. Our high-quality portfolio of hotels has been strategically

assembled through prudent capital allocation. Our hotels are located predominately in markets with multiple demand generators and relatively higher barriers to entry. Our investment thesis is built on several fundamental principles:

Summit at a Glance¹

1

Best-in-Class
Operating Platform

2

Flexible Balance Sheet

3

Focused and Efficient
Operating Model

4

Targeted Capital
Allocation Strategy

5

Broad Geographic
Diversification



\$234M
Total Revenue



72
Properties



11,288
Guestrooms



23
States



7,642,518
Total Sq. Footage



47
Employees



40%
Female Employees

¹ Information is for the year ended December 31, 2020.

2020 ESG Highlights



67 of 72 properties are comparable for ESG Metrics



Contracted for **Renewable Energy Certificates (RECs)**, equivalent to powering 152 homes for one year



2 LEED certified properties and **100%** of properties with efficient building technologies



26.4% intensity reduction in greenhouse gas emissions over 2018 baseline, equivalent to removing 3,328 passenger vehicles from the road for one year



20.5% intensity reduction in energy consumption from 2018 baseline.



27.2% intensity reduction in water consumption from 2018 baseline.



Implemented a formal **Sustainable Building Attributes Standards** schedule to begin tracking our sustainable investments



20% of our Independent Board Members were female³



6+ year average tenure for corporate employees and **13+ year average** tenure among senior management



19% of corporate employees were promoted in 2020



Over 85% of corporate employees reporting high levels of satisfaction regarding tools, technologies and resources, work/life balance and flexibility provided in our remote work environment



Hosted our **second annual company-wide wellness challenge** to support the reduction of single-use plastics



New holistic employee wellness portal available to track and improve physical, mental and financial health and well-being



Promoted the health and safety of our hotel guests by supporting the AHLA's **Stay Safe Program** and installing keyless entry, BLE RFID systems throughout our portfolio of hotels



Supported our communities (health care workers and first responders) by taking part in the AHLA's **Hospitality of Hope Initiative**



Hosted **4 socially-distanced community service events** and volunteered **145 hours**



7 charities supported and over **\$106K** donated to organizations in need

¹ Information is for the year ended December 31, 2020.

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

³ As of July 2021, 33% of our Independent Board Members are female.





Responsible Investment



About Our Program

The purpose of our sustainability program is to create long-term value for our stakeholders by investing responsibly in our business, environment, people and communities. Our Corporate Responsibility Report is designed to help our stakeholders better understand our commitment and efforts regarding environmental stewardship, social responsibility and governance and resilience.

As a publicly-traded lodging REIT, we partner with premium hotel brands, including Marriott, Hilton, Hyatt and IHG, and leading third-party management

companies to operate our hotels. We work closely with our brand partners and third-party managers to align, implement and support our collective corporate responsibility program goals and initiatives.

We have included data and information from our portfolio of hotels in our reporting. Information contained herein does not constitute any guarantees or promises with regard to business activities, performances or future results.



Our Corporate Responsibility Goals (CRGs) use the United Nations Sustainable Development Goals (SDGs) as a guideline. Although we recognize that all SDGs are vital, in 2020, we chose to focus on the goals that most align with our business:



<https://www.shpreit.com/responsibility/about/>

*Hyatt Place Chicago/Downtown - The Loop, LEED Silver*

Program Oversight

Summit's CRGs and reporting are overseen by our Senior Vice President & Chief Accounting Officer under the direction and guidance of our President & Chief Executive Officer and the Nominating and Corporate Governance Committee of our Board of Directors. Executive compensation is also tied to the progress of our sustainability program. We have established an ESG committee to achieve our environmental stewardship, social responsibility, and governance and resiliency goals. The committee is comprised of members from our Investor Relations, Operations, and Construction departments.

*Boudler - Marriott*

Stakeholder Engagement

We identify stakeholders and prioritize our sustainability activities based on our values, business structure and degree of oversight since we engage third-party property managers to operate our hotels.

STAKEHOLDERS	INFLUENCE	OUR ACTIVITIES AND DEGREE OF OVERSIGHT
Investors and Analysts	Direct	We report on ESG performance through our 10-K filings, Proxy Statement, corporate website and annual corporate responsibility report. We also engage directly with investors to address ESG topics of interest.
Hotel Brands	Direct and Indirect	<p>We support the sustainability 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 or QA scores, determine our level of adherence to such requirements. A modified scoring system was implemented during the COVID-19 pandemic for increased collaboration and assistance.</p> <p>Our Executive Chairman and Chief Operating Officer also participate as brand advisory council members.</p>
Third-Party Hotel Management Companies	Direct and Indirect	<p>As a public lodging REIT, we partner with leading hotel management companies to manage the day-to-day operations of our hotels.</p> <p>We support the sustainability programs implemented by our third-party property managers. For 2021, we are working to survey our property managers to ensure compliance of our ESG policies and standards.</p>
Suppliers	Direct and Indirect	<p>Summit's direct supply chain primarily consists of building products and materials as well as furniture, fixtures and equipment for hotels in support of renovations or development projects. We have developed a Supplier & Vendor Code of Conduct to ensure that labor and materials sourced for our projects meet our standards and values.</p> <p>Summit's indirect supply chain primarily consists of products and materials sourced by our property managers and other business partners, such as general contractors. Our partners recycle and upcycle waste where services are available.</p>
Industry Associations	Direct	Summit supports the ESG programs for our industry through our participation with the American Hotel & Lodging Association (AHLA) and the National Association of Real Estate Investment Trusts (Nareit). Our Executive Chairman is also a member of the AHLA Board of Directors and the AHLA Foundation Board of Trustees.

Stakeholder Engagement

Continued...

STAKEHOLDERS	INFLUENCE	OUR ACTIVITIES AND DEGREE OF OVERSIGHT
Hotel Guests	Indirect	Our hotel management companies have direct interactions with guests at our hotels. We closely monitor guest satisfaction at each property with our hotel managers through brand distributed surveys, hotel rating agencies, and other channels and use the feedback to inform investment decisions and enhance guest experience.
Corporate Employees	Direct	We strive to cultivate a culture of connectedness for our employees based on our primary values of <i>passion</i> , <i>integrity</i> and <i>excellence</i> . We maintain various employee engagement and personal and professional development opportunities for employees. We promote health, safety and well-being and continuously work to advance diversity, equity and inclusion.
Communities	Direct and Indirect	<p>In 2018, we formed the Summit Foundation, a 503(c)(3) nonprofit private foundation, to provide charitable engagement opportunities for our corporate employees to serve our communities. Please visit https://www.shpreit.com/responsibility/summit-foundation for more information.</p> <p>We work to ensure that our hotel development projects do not negatively effect the communities in which we operate.</p>



2



Environmental Stewardship



Environmental Stewardship Goals



Support and maintain the environmental programs and initiatives established by our brand partners.



Establish a Resource Management Program to improve our environmental performance and enhance asset value.



Set reduction targets for energy, emissions and water in alignment with the Science Based Targets Initiative or STBi.



Increase our number of green certified hotels through acquisition, renovation, construction and tenant engagement programs.



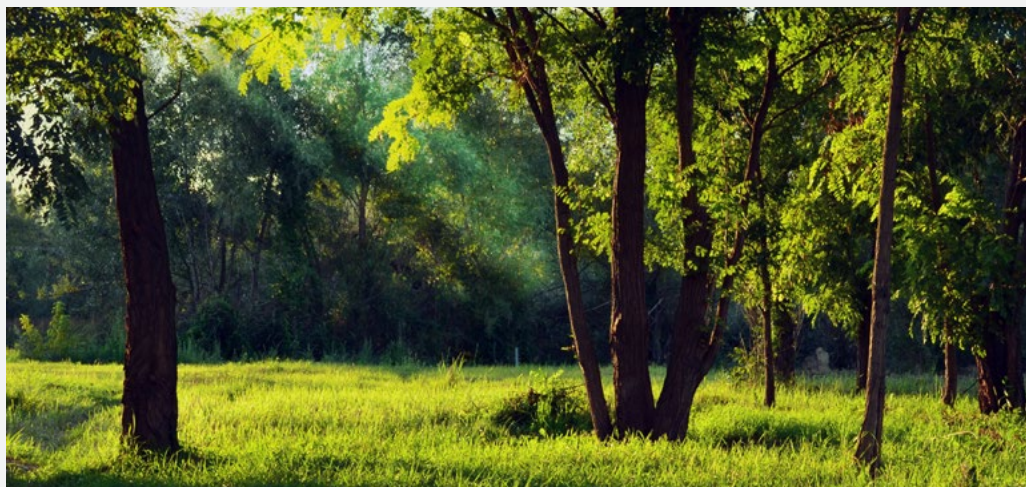
Decrease construction waste through recycling and upcycling.



Increase the recycling participation at our hotels.



Continue to preserve and protect our historical buildings.



<https://www.shpreit.com/responsibility/environmental-stewardship/>

Energy and Emissions

We have a resource management program to reduce our utility consumption and greenhouse gas emissions. We also partner with a third-party energy management and sustainability service (EMS) provider to monitor and analyze our usage. Through quarterly benchmarking and analytics, we are able to identify and remedy anomalies in our usage to avoid waste. We also subscribe to a CDP-accredited carbon manager software to measure and report our Scope 1 and Scope 2 GHG emissions in alignment with emerging global standards via the Greenhouse Gas Protocol.

We use the EPA's Energy Star Portfolio Manager tool to benchmark our environmental performance. In 2020, 100% of our portfolio was in compliance with state and city environmental benchmarking regulations.

In 2020, we experienced a significant reduction in occupancy as a result of the COVID-19 pandemic. In response, we consulted with our EMS provider to perform a utility cost analysis. The analysis was comprised of a rate schedule optimization assessment and a demand charge management assessment. The purpose of the analysis was to refine utility demand projections and reduce minimum energy charges through re-negotiation of certain contracts. The analysis resulted in an annualized savings over the current rate schedules and identified building inefficiencies to reduce future energy waste. Additionally, ancillary benchmarking was performed to identify and remediate billing overages due to meter read estimations.

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



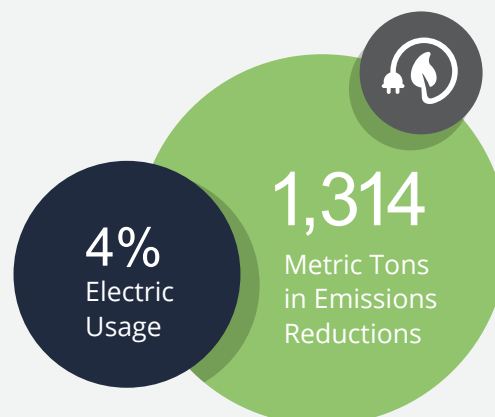
19.8% reduction in energy per square foot as compared to 2019.



21.5% reduction in emissions per square foot as compared to 2019.

Renewable Energy Investments

In 2020, we extended our resource management focus to renewable energy procurement. We contracted our first renewable energy certificates or RECs, of which will result in approximately 1,314 metric tons of associated annual emissions reductions and approximately \$39K in cost savings over the previous contracts.



Beginning in 2021, we expected that 4% of our total electric usage will be sourced from contracted renewables. The 1,314 MTCO_{2e} of emissions deterred from such contracted renewables is equivalent to powering 152 homes for one year.



Hyatt House Miami Airport

Water

Over the past decade, we have installed low-flow faucets, showerheads and toilets throughout our hotels. We have also installed high efficiency washing machines and dishwashers for both guest and hotel staff use. We have installed smart irrigation management systems and practice passive irrigation and adaptive landscaping at many of our properties to optimize our water consumption.

For 2021, we are working to complete our first portfolio-wide water assessment. Utilizing the World Resources Institute's Aqueduct Tool, we are identifying hotels located in areas with either high

or extremely high baseline water stress to evaluate the benefit of installing smart-irrigation management systems and rainwater collection systems.



26.5% reduction in water usage per square foot as compared to 2019

Building, Retrofitting and Operating Sustainable Hotels —

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

Through acquisition, construction and renovation, we are working to increase the number of green building certifications in our portfolio. We evaluate opportunities and climate-related risks as part of our acquisition due diligence process. We assess the sustainable building attributes throughout our portfolio and identify and prioritize property-specific projects to improve our environmental performance and enhance asset value. Our efficiency measures include installation of climate appropriate building structures and systems and equipment and technology upgrades such as LED lighting, smart controls, Energy Star rated appliances and low-flow fixtures.

In 2020, we implemented a sustainable building attributes standards schedule to begin tracking our sustainable investments. We also installed an environmental management system as a pilot project at our Hyatt place – Orlando/ Convention Center to better monitor guestroom thermostats and reduce energy waste.



Environmental Metrics

391%

(or ~\$570,000)

Approximate ROI from our partnership with our EMS provider (direct and indirect costs and energy supply management)

100%

% of portfolio in compliance with city and state environmental regulation requirements utilizing the U.S. EPA's Energy Star Program

100%

% of properties with energy and water efficient technologies

2

Number of Energy Star certified properties

2

Number of LEED Silver Certifications



Responsible Sourcing —

In cooperation with our brand partners and third-party management companies, we endeavor to drive sustainable procurement throughout our value chain. 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 modeled our **Supplier & Vendor Code of Conduct** on the guiding principles outlined in the International Labour Organization (ILO) standards.

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

Waste and Recycling —

We support and maintain the waste and recycling initiatives established by our brand partners and third-party management companies. We partner with Clean the World to recycle our soaps and plastic toiletries. We are also working to minimize the use of plastics throughout our portfolio of hotels by installing keyless entry systems, transitioning to bulk soap dispensers, and eliminating the use of plastic straws and stir sticks.

A portion of the construction materials that we use is made from recycled, post-consumer content, and we recycle and upcycle construction waste where services are available. In 2021, we will continue to upcycle our hard and soft goods during renovation to charitable organizations that provide housing and resources to survivors of human trafficking as an extension of our human rights efforts.



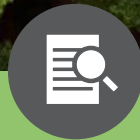
At our corporate offices, we have established a recycling program and have designated bins for hazardous wastes for drop off at Austin Recycle & Reuse. Items include old technology equipment, lightbulbs, batteries and printer and ink cartridges.

Clean Air and Water —

To improve indoor air quality, our hotel properties are transitioning to Minimum Efficiency Reporting Values (MERV) 13 or 14 air filters to better capture the particles that spread infectious diseases, including COVID-19.

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





CASE STUDY:

Single-Use Plastics

We provide our employees with training and educational resources to promote environmental awareness. In 2020, we held a company-wide water challenge to promote awareness of the damaging effects of single-use plastics on the environment. Over the course of the challenge, our team collectively diverted approximately 8,700, 12oz. plastic water bottles from landfills.

Historical Property Preservation

We are committed to the preservation and protection of our historical buildings, as they are a tangible part of their respective community's culture

and heritage. We currently have six registered historical buildings in our portfolio, two of which underwent restorative renovations in 2020.



Hampton Inn & Suites - Baltimore Inner Harbor



CASE STUDY:

Hampton Inn & Suites Baltimore Inner Harbor

Our Hampton Inn & Suites – Baltimore Inner Harbor was built in 1906 by architects Simonson and Pietsch. The building is representative of the grand-scale, classical buildings constructed in the decades after the Great Fire of 1904, which characterize the business and government historic district within Maryland's largest city, Inner Harbor. The building was originally the United States Fidelity & Guaranty Company Building, an insurance and financial services firm founded in Baltimore in 1896. The exterior façade, made of Indiana limestone and sand brick has retained nearly all of its original features, including the windows. The interior of the building has undergone numerous renovations but retains many original finishes and features, including the staircases and lobby. Summit invested approximately \$6 million to restore and preserve the exterior façade to its original historical condition and completed a comprehensive interior renovation that features the USF&G executive offices as hotel suites with original artwork and other historical artifacts featured throughout.

3



Social Responsibility

Social Responsibility Goals



Expand the activities of our charitable foundation to carry out our vision and mission.



Contribute meaningfully to our local communities through volunteer service hours and donation.



Further cultivate a culture of connectedness based on our primary values of *passion, integrity, and excellence*.



Advance a supportive and inclusive work environment where all employees are empowered to succeed.



Provide increased career development opportunities for women and minorities to promote their growth and scope of responsibility.



Require Summit employees to complete human rights training, including harassment and human trafficking awareness and prevention training.

<https://www.shpreit.com/responsibility/summit-foundation/>



Investing in Our Communities

Summit Foundation

The Summit Foundation is a 501(c)(3) nonprofit organization created to expand our charitable activities and to provide increased charitable engagement opportunities to our team members. The vision and mission of the Summit Foundation are as follows:

Vision

To stimulate the development of youth and improve the well-being of families in the communities in which we live, work and serve.

Mission

To empower, inspire and serve our communities by supporting charitable organizations that provide increased opportunity for youth and individuals with special needs, foster educational advancement, develop next generation leaders, and promote environmental responsibility.



Charitable Engagement Highlights

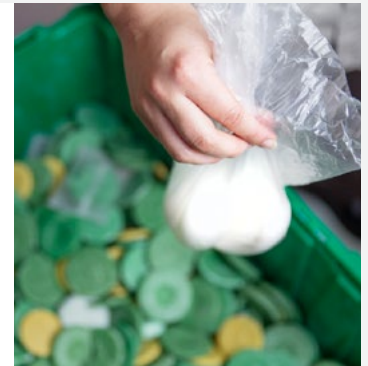
In 2020, Summit Foundation continued to provide socially-distanced, charitable engagement opportunities to Summit employees. We volunteered over 145 hours of community service and donated over \$106,000 to organizations in need.



CLEAN THE WORLD FOUNDATION

We partner with Clean the World Foundation, 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 Clean the World to recycle soap and plastics from our hotel properties.

[Click here](#) for more information about Clean the World



CENTRAL TEXAS FOOD BANK

Widespread school closures related to the COVID-19 pandemic have led to thousands of children in Central Texas left without access to free and reduced cost meal programs. Summit Foundation made a matched donation to help meet the needs of our community. We also volunteered for mobile food pantry distribution.

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



SAFE ALLIANCE

Stay-at-home health and safety orders mandated by government authorities to slow the spread of COVID-19, also led to an unfortunate rise in domestic violence, sexual assault, sex trafficking, and child abuse. To combat this humanitarian crisis, our foundation partnered with SAFE Alliance, a local nonprofit, whose mission it is to stop abuse. As a result of the COVID-19 pandemic, SAFE Alliance has been overwhelmed with an influx of children and families that have come to their shelters with few resources and lacking basic necessities, such as soap, shampoo and toothpaste. To support these victims, Summit employees assembled 1,000 hygiene kits that were donated to the organization for distribution to those in need.

We also participated in SAFE's Holidays Wish List program. Summit employees supported families in need by donating Christmas gifts. Over the past four years, we have supported 20 families, 103 family members and two nonprofit organizations (*Any Baby Can* and *SAFE Alliance*) through our annual giving tree event.

[Click here](#) to learn more about SAFE Alliance



VARIETY - THE CHILDREN'S CHARITY OF TEXAS

We partner with Variety-the Children's Charity of Texas, whose mission it is to support children with special needs and their families by providing resources and empowering experiences. In 2020, we provided educational resources to Variety to teach children about sustainable gardening. We also volunteered for a charitable service event hosted for the organization to raise funds for programs benefitting children with special needs and their families.

[Click here](#) for more information about Variety





AHLA Foundation

Since 2015, Summit has supported the **American Hotel & Lodging Foundation** (AHLAF) as a Two Diamond sponsor and donated over \$166,000 to the organization. Our Executive Chariman is also a member of the Board of Trustees and chairs the Golf Classic Committee.

The AHLAF is the charitable giving arm of the American Hotel & Lodging Association (AHLA), our

industry association. The Foundation's mission is to help people build careers, improve their lives, and strengthen the lodging industry.

In the industry's most challenging year on record, the AHLA Foundation sought to support our employees and industry as hotels were forced to shut down or manage material adverse changes to their businesses. Such support efforts are detailed below.

2020 Charitable Engagement Highlights

- A COVID Relief Fund was launched to provide \$3.5 million worth of free educational resources for two months to help more than 20,000 furloughed employees continue their education and develop industry skills by enrolling in more than 28,000 courses.
- \$1 million was awarded in academic scholarships to help over 300 bachelor and graduate degree hospitality students advance their education during the 2020/2021 academic year.
- A \$100,000 scholarship program was created to partner with 10, two-year hospitality programs around the country for the 2021/2022 academic year.
- A 94% retention rate was achieved among the 1,000 apprentices enrolled in our Lodging Manager Apprenticeship Program, which is focused on advancing employees into management positions.



- The No Room for Trafficking Campaign was established under the auspices of the Foundation — committing to provide long-term support and economic stability for survivors, while advancing training and education to prevent human trafficking in the lodging industry.
- The White House's Pledge to America's Workers Presidential Award was received in recognition of the AHLA's workforce development efforts.



AHLA'S HOSPITALITY FOR HOPE

AHLA's Hospitality for Hope Initiative was created to boost collaboration between the hotel industry and local, state and federal governments to help employees, communities across the country, and the industry during the COVID-19 health crisis.

As part of the initiative, AHLA partnered with state associations to support communities across the country by connecting hotel properties with medical personal, first responders and others effected by the crisis, struggling to find housing and support.

Over 17,000 hotels signed up to participate in the initiative, including all of Summit's opened hotels. We also participated in Hilton's room donation program in partnership with American Express.

[Click here](#) to learn more about Hospitality for Hope



Health, Safety and Well-being



For Our Employees

We believe the health, safety and well-being of our employees, hotel guests and workers and other stakeholders is critical to the continued success of our Company. We are committed to caring for our colleagues, and we continuously work to create an environment that supports their physical, mental and social well-being. In 2020, Summit launched an employee wellness program and personalized portal with health risk assessments, fitness and nutrition tracking, a health and wellness resource library, and an incentive program to reward healthy behavior. The program also includes optional fitness club memberships and free telehealth visits.

In 2020, we participated in our third annual kickball league and implemented our second company-wide health and wellness challenge.

We distributed our second annual employee engagement survey to solicit organizational feedback. Most notably, we received positive feedback regarding our COVID-19 response efforts, specifically relating to (1) enhanced safety and cleanliness measures at our corporate offices, (2) confidence in leadership and our Company's long-term viability, (3) increased communications and resources to create an effective remote work environment, while maintaining a culture of connectedness, and (4) ample flexibility to promote work-life balance. Further, we rolled out a formal pilot hybrid work model in 2021.

We had no OSHA claims or known lost days due to workplace injuries in 2020.

Click here to download our Health, Safety & Well-being Policy.

For Our Hotel Guests and Workers

We are dedicated to taking care of our guests. We have worked with our management companies to ensure compliance with governmental requirements and guidance as well as brand safety and cleanliness standards. Such standards include social distancing protocols, required face coverings, hand sanitizing stations, increased sanitization with hospital-grade disinfectants, and enhanced food safety and hygiene protocols, such as our grab-n-go meal ordering.

We also support **AHLA's Safe Stay** initiative, focused on enhanced hotel cleaning practices, social interactions, and workplace protocols to meet the new health and safety challenges and expectations presented by COVID-19.

Along with many of our peers, Summit has committed to the **AHLA's 5-Star Promise**, a voluntary commitment to enhance policies, training, and resources, including employee safety devices, that together aim at strengthening safety and security for hotel employees and guests.



Learn more about Marriott's **Commitment to Clean**, Hyatt's **Global Care and Cleanliness**, Hilton's **Clean Stay**, and IHG's **Clean Promise** programs to protect the health of guests during the COVID-19 pandemic.



Keyless Entry

To provide a contact free experience for our guests, Summit installed Bluetooth Low Energy Radio Frequency Identification, or BLE RFID, keyless entry systems portfolio-wide. Keyless entry allows for guests to utilize hotel brand Apps on their phones to check in, access their rooms, and check out. We invested approximately \$2 million to complete the project in 2020.

Hyatt House Miami Airport

Human Capital Development

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

characteristic as established by law, in recruiting, hiring, compensation, benefits, termination or any other terms or conditions of employment.

Further, Company policy strictly prohibits any form of harassment in the workplace, including sexual harassment. We provide employees with a variety of means to seek advice and report unethical behavior, including a confidential reporting system hosted by a third-party company. In 2020, no grievances or concerns were filed through our reporting system.

Additionally, we recognize employees throughout the year that demonstrate our core values in their daily performance with awards that signify an individual's contribution to our culture of excellence.

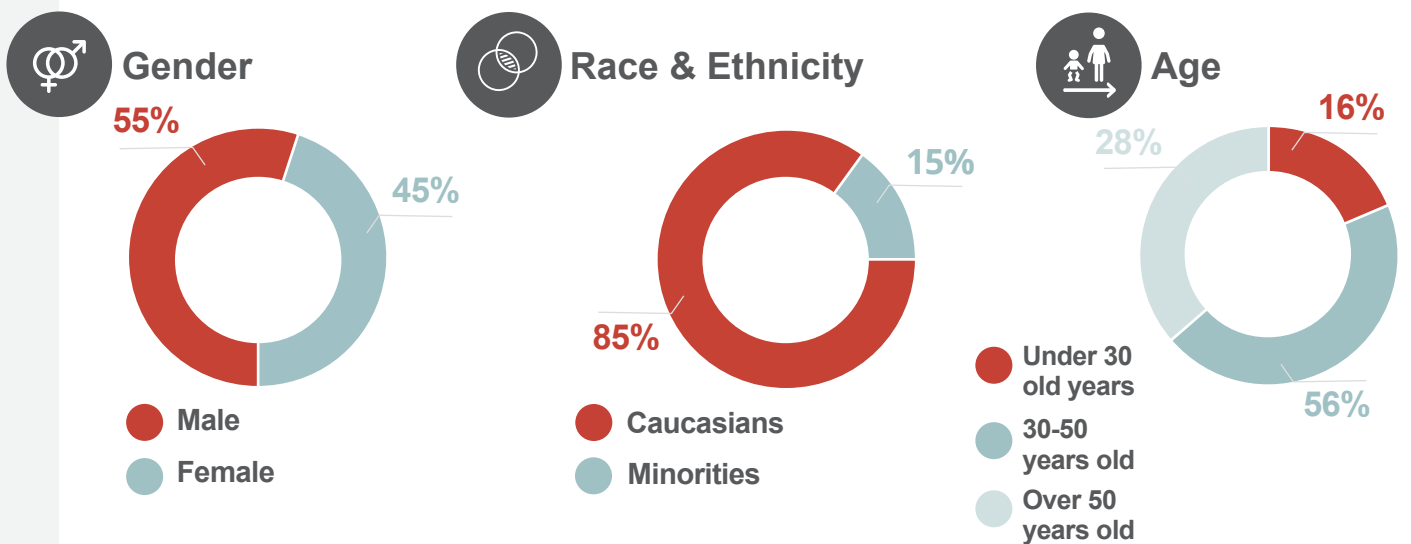


Diversity, Equity and Inclusion

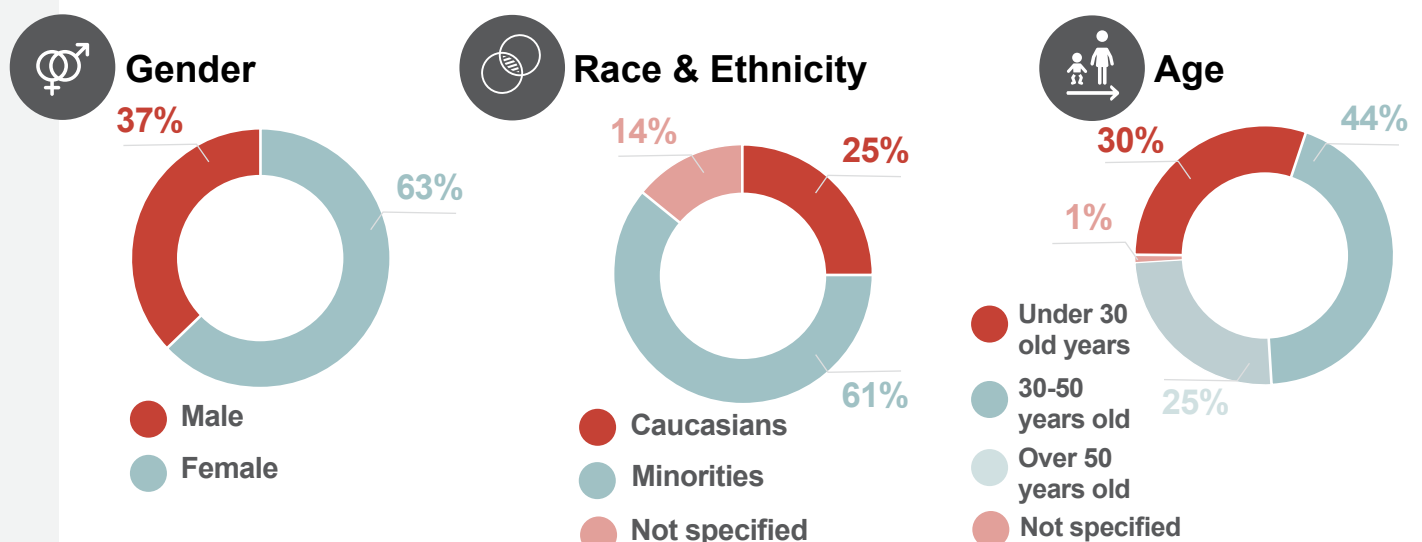
Our Board of Directors and senior management team are committed to diversity, equity and inclusion. We value and embrace diversity and believe that unique perspectives allow for innovation and growth. We support pay equity and equal opportunities for all team members. We work to advance a supportive and inclusive work environment where all employees are empowered to succeed. In 2020, all Summit employees completed Diversity & Inclusion and Unconscious Bias training.

Workforce Composition

Corporate Employees¹



Hotel Employees^{2, 3}



¹ Information is as of September 2021, and is for regular full-time employees of Summit Hotel Properties, Inc.

² Information is as of September 2021 and reflects employees at 67 of our 73 hotels. Percentage of female employees increased from 40% at December 31, 2020.

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

Training and Education

We provide our team members with many opportunities for career and personal development. This includes relevant external training opportunities, such as continuing education, professional certifications and executive and leadership coaching and internal training opportunities, such as our monthly professional development program.



Tuition Reimbursement

We support our employees who wish to continue their education to secure increased responsibility and growth in their professional careers. The Company has established a tuition reimbursement program to assist with expenses in alignment with career development plans.

Advocating For All

Industry Engagement

We actively engage with industry associations through leadership roles to promote public policy. For example, the American Hotel & Lodging Association (AHLA) advocates on behalf of our industry to promote bipartisan policy discussions and action that: (1) protect our guests and improve the guest experience; (2) rein in “illegal hotels”; (3) support the hotel industry’s workforce; and (4) promote travel and tourism. As an AHLA member company that holds both board and executive committee seats, Summit is highly



involved with the organization. However, the Company does not use corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups such as trade associations.

Respecting Human Rights

We understand that human rights issues, such as sexual harassment and human trafficking affect our entire industry. We conduct our business in a manner that respects human rights. We have modeled our human rights program, policies and trainings on the guiding principles outlined in the UN Universal Declaration of Human Rights. All employees are required to complete harassment and human trafficking awareness and prevention training annually. We also support the human rights programs implemented by our brand partners, third-party management companies and industry associations, such as the **AHLA’s No Room for Trafficking Campaign** and **5-Star Promise**. All hotel employees are required by hotel brands to complete human trafficking awareness and prevention training.

We are a partner with **Texas Businesses Against Trafficking** (TBAT), led by the Office of the Texas Secretary of State, Ruth R. Hughes, to combat human trafficking. In 2020, we held a human trafficking

awareness and prevention campaign. Summit employees attended a presentation on Human Trafficking 101, hosted by the Director of SAFE Cares. **SAFE Cares** is a branch program of the SAFE Alliance organization, whose mission is to provide a comprehensive response for survivors of exploitation by creating opportunities to be, and feel, safe and connected. Summit employees also volunteered to assemble 1,000 hygiene kits to be donated to the program.



Click here to download our Human Rights Policy

4



Governance & Resilience

Governance & Resilience Goals



Maintain the highest standards of ethics and corporate governance.



Strike a fair balance for stakeholder rights.



Maintain open and effective lines of communication with stakeholders.



Ensure active risk management to incorporate evolving threats to our business and the integrity and availability of our systems and services.



Maintain the integrity and security of our systems and data.



Continue to strengthen our portfolio against environmental-related risk through active risk management, continuous property enhancements and preventative maintenance.

Click here to access our Corporate Governance documents



Corporate Governance Principles

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

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

Policy Highlights

1

Code of Business
Conduct and Ethics

4

Compensation
Clawback Policy

2

Corporate Governance
Guidelines

5

Insider Trading Policy

3

Stock Ownership Guidelines for
Executive Officers and Directors

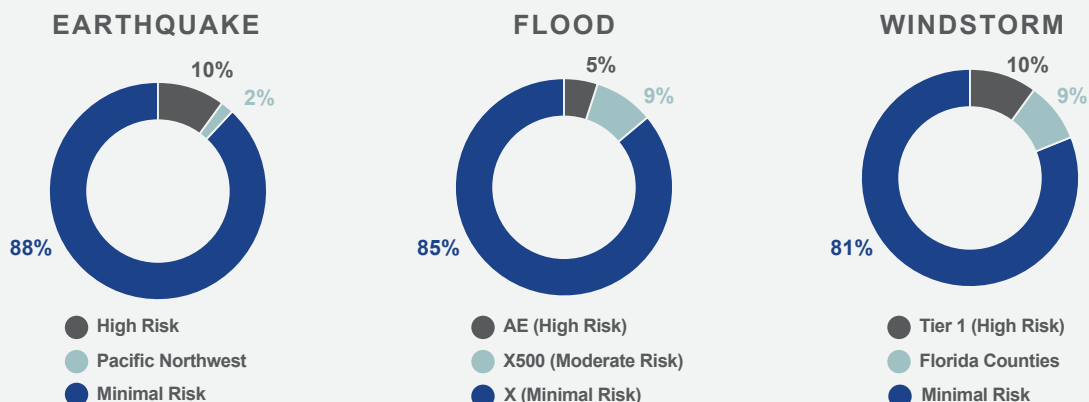


Resilience Measures

We work to strengthen our portfolio’s resiliency against environmental-related risks, such as earthquakes, floods, windstorms, fires, extreme temperatures and drought. Our resilience approach includes active risk management, continuous property enhancements and preventative maintenance. We actively assess the vulnerability of our assets to environmental risk. We have developed a risk management plan and partner with a third-party disaster recovery servicer to protect our assets and promptly restore operations following a natural disaster. We have invested in structural enhancements to fortify our hotels in Florida, Louisiana, Texas and California,

such as replacements and restorations to exterior walls, windows, roofs and doors. We continue to increase our resiliency by investing in stand-by diesel generators and ensuring that critical equipment, including electrical switchgears, major mechanical equipment and telephone switches, are located above grade and above storm surge levels at our coastal properties. We also work with our third-party insurer to perform loss prevention assessments and formulate an action plan to mitigate risk.

Environmental Risk Statistics^{1,2,3}



¹Data provided by Lockton Companies as of December 31, 2020. ²FEMA flood zones obtained from Swiss Re's CatNet. ³Risk measured on a per sq. ft. basis.



Data Privacy and Cybersecurity

It is the responsibility of our hotel management companies to protect the privacy of data and information provided by guests. Summit does not have access to personal data from guests who stay at our properties. As hotel owner, we engage with our third-party management companies to monitor performance and compliance with applicable regulations and industry best practices.

Summit's Audit Committee provides oversight of cybersecurity risks. A goal of Summit's corporate cybersecurity strategy is to provide pertinent and continuing cybersecurity training for all employees, including e-mail phishing training and randomized testing. Summit employees are instructed to report all cyber security events, including suspicious activity to our Information Technology Manager. Summit uses an internal set of applications to actively monitor the threat environment and regularly conducts internal testing to identify potential vulnerabilities to our information technology infrastructure and systems.

Appendices I

2020 ESG Performance Data¹

ECONOMIC

BUSINESS PERFORMANCE (in millions)

	2020	2019
Revenue	\$234	\$549
Total Assets	\$2,233	\$2,355

CONSOLIDATED PORTFOLIO

Number of Properties	72	72
Comparable Properties Evaluated	67	67
Number of LEED Certified Properties	2	2
Total Square Feet in Consolidated Portfolio	7,642,518	7,642,518
Total Square Feet for Comparable Properties	7,101,298	7,101,298

ENVIRONMENTAL

GREENHOUSE GAS EMISSIONS² (metric tons of CO2 equivalents)

	2020	2019
Scope 1 Emissions	8,121	11,165
Scope 2 Emissions	35,273	44,145
Combined Scope 1 and 2 Emissions	43,394	55,310
Emissions Intensity (per Square Foot)	0.006	0.008
Emissions Intensity (per Occupied Room)	0.026	0.018
Like-for-Like Change in Emissions Intensity (per Square Foot)	21.5% reduction from 2019 26.4% reduction from 2018 baseline	
Like-for-Like Change in Emissions Intensity (per Occupied Room)	42.7% increase from 2019 32.3% increase from 2018 baseline	

¹ Information is as of December 31, 2020 and 2019 or for the years then ended.

² 67 out of 72 comparable properties.

2020 ESG Performance Data¹ *Continued...*

ENERGY CONSUMPTION ² (kBtu)	2020	2019
Total Energy Consumption	473,898,898	591,197,030
Energy Intensity (per Square Foot)	67	83
Energy Intensity (per Occupied Room)	285	196
Like-for-Like Change in Energy Intensity (per Square Foot)	19.8% reduction from 2019 20.5% reduction from 2018 baseline	
Like-for-Like Change in Energy Intensity (per Occupied Room)	45.8% increase from 2019 42.9% increase from 2018 baseline	
Occupancy Percentage Change ³	45.2% reduction from 2019 44.7% reduction from 2018 baseline	
ELECTRIC CONSUMPTION ² (kWh)		
Total Electric Consumption	80,524,318	94,247,329
Energy Intensity (per Square Foot)	11.339	13.272
Energy Intensity (per Occupied Room)	48.495	31.204
Like-for-Like Change in Electric Intensity (per Square Foot)	14.6% reduction from 2019 16.4% reduction from 2018 baseline	
Like-for-Like Change in Electric Intensity (per Occupied Room)	55.4% increase from 2019 50.4% increase from 2018 baseline	
WATER WITHDRAWALS ² (kGal)		
Total Water Withdrawals	261,868	356,469
Water Intensity (per Square Foot)	0.037	0.050
Water Intensity (per Occupied Room)	0.158	0.118
Like-for-Like Change in Water Intensity (per Square Foot)	26.5% reduction from 2019 27.2% reduction from 2018 baseline	
Like-for-Like Change in Water Intensity (per Occupied Room)	33.6% increase from 2019 30.8% increase from 2018 baseline	

¹ Information is as of December 31, 2020 and 2019 or for the years then ended.

² 67 out of 72 comparable properties.

³ Occupancy decreased in 2020 as a result of the COVID-19 pandemic.

2020 ESG Performance Data¹ *Continued...*

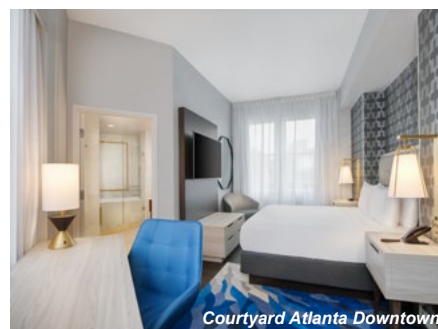
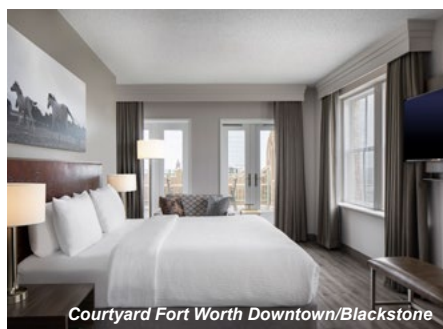
SOCIAL

EMPLOYEES

	2020	2019
Number of employees	47	60
Percentage of female employees	40%	47%
Percentage of male employees	60%	53%

COMMUNITY

Number of charities supported	7	9
Number of employee volunteer hours	145	290
Number of service events held	4	6
Total amount donated to charities and individuals in need	\$106K	\$136K



¹ Information is as of December 31, 2020 and 2019 or for the years then ended.

Appendices II

2021 GRI Content Index

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

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

For additional information, please visit www.globalreport.org

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 2020 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 Portfolio Map 2020 Form 10-K , pages 34-37 ("Properties")
102-5	Ownership and legal form	Summit is a Maryland Corporation and a publicly trade REIT (NYSE: INN)
102-6	Markets served	Company Overview Investor Presentation , page 5 ("Top Markets")
102-7	Scale of the Organization	Company Overview ESG Performance Data , pages 39-41
102-8	Information on employees and other workers	Stakeholder Engagement , pages 10-11 Workforce Composition Please note that Summit does not hire temporary or seasonal workers. In 2020, all of our employees were full-time employees.
102-9	Supply chain	Stakeholder Engagement ("Suppliers") Responsible Sourcing 2020 Form 10-K , pages 36-37 and 55 ("Franchise Agreements", "Hotel Management Agreements" and "Capital Expenditures")

2021 GRI Content Index *Continued...*

DISCLOSURES	DESCRIPTION	REFERENCES
102-10	Significant changes to the organization and its supply chain	2020 Form 10-K , pages 40-41 ("Management's Discussion and Analysis of Financial Conditions and Results of Operations")
102-11	Precautionary principle or approach	About Our Program
102-12	External initiatives	2020 ESG Highlights Sustainable Development Goals AHLA's Hospitality for Hope AHLA's Stay Safe and 5-Star Promise Texas Businesses Against Trafficking
102-13	Membership of Organizations	Stakeholder Engagement ("Industry Associations")
STRATEGY		
102-14	Statement from most senior decision-maker	A Message from Our President & CEO
102-15	Key impacts, risks, and opportunities	About Our Program
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	Human Capital Development Corporate Governance Principles 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 Governance Documents 2020 Proxy Statement
102-21	Consulting stakeholders on economic, environmental, and social topics	2020 Proxy Statement , page 11 ("Corporate Responsibility Program") Annual Meeting of Stockholders
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement , pages 10 -11
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 operators are responsible for hiring and maintaining the labor force at each of our hotels, one of which employs unionized labor (Holiday Inn Express & Suites - San Francisco/Fisherman's Wharf). As 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 , pages 10 -11
102-43	Approach to stakeholder experience	Stakeholder Engagement , pages 10 -11
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2020 Form 10-K , Exhibit 21.1

2021 GRI Content Index *Continued...*

DISCLOSURES	DESCRIPTION	REFERENCES
102-46	Defining report content and topic boundaries	Stakeholder Engagement , pages 10-11 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 disclosures cover 67 out of the 72 properties within our consolidated portfolio as of December 31, 2020. Five of our owned hotels do not have substantial year-over-year usage data for reporting.
102-47	List of material topics	Specific Disclosures: Management Approach and Topic-Specific Disclosures , pages 44-47
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 2020
102-51	Date of most recent report	2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For more information, contact us at pruiz@shpreit.com .

Specific Disclosures:

Management Approach and Topic-Specific Disclosures

MATERIAL TOPICS	GRI DISCLOSURES	RESPONSE
ECONOMIC		
	103 Management approach	About Our Program 2020 Form 10-K Investor Presentation
Economic Performance	201-1 Direct economic value generated and distributed	ESG Performance Data , pages 39-40 Environmental Metrics 2020 Form 10-K , page 39 ("Selected Financial Data")
	201-2 Financial implications and other risks and opportunities for the organization's activities due to climate change	Resilience Measures

2021 GRI Content Index *Continued...*

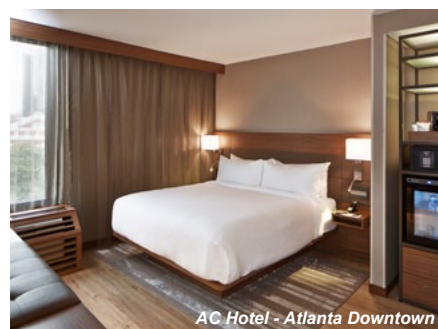
MATERIAL TOPICS	GRI DISCLOSURES	RESPONSE
Anti-Corruption	103 Management approach	Code of Business Conduct and Ethics
	205-1 Operations assessed for risks related to corruption	Summit is committed to conducting its business in compliance with all laws, rules and regulations prohibiting bribery and other corrupt and unethical practices. We annually distribute and require acknowledgement of our Code of Business Conduct and Ethics to all employees. Our Code of Business Conduct and Ethics includes our standards, policies and procedures relating to ethical business conduct, such as anti-bribery and anti-corruption. Additionally, we require employees to complete a related party questionnaire annually to deter conflicts of interest. We also conduct background checks for all employees upon hire.
	205-2 Communications and training on anti-corruption policies and procedures	We annually distribute and require acknowledgement of our Code of Business Conduct and Ethics to all employees. Additionally, we require employees to complete a related party questionnaire annually to deter conflicts of interest.
	205-3 Confirmed incidents	Summit is not involved in any legal cases regarding corrupt practices and has not had any confirmed incidents of corruption. In 2020, no grievances or concerns were filed through our ethics reporting system.
ENVIRONMENTAL		
Energy	103 Management approach	Energy and Emissions Environmental Policy ("Key Performance Indicators")
	302-1 Energy consumption within the organization	ESG Performance Data Renewable Energy Investments
	302-3 Energy intensity	ESG Performance Data
	302-4 Reduction in energy consumption	ESG Performance Data
Water and Effluents	103 Management approach	Water Clean Air and Water Environmental Policy ("Key Performance Indicators")
	303-5 Water consumption	ESG Performance Data
	103 Management approach	Building, Retrofitting and Operating Sustainable Hotels 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.	Building, Retrofitting and Operating Sustainable Hotels
Emissions	103 Management approach	Energy and Emissions Environmental Policy ("Key Performance Indicators")
	305-1 Direct (Scope 1) GHG emissions	ESG Performance Data
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Data
	305-4 GHG emissions intensity	ESG Performance Data
	305-5 Reduction of GHG emissions	ESG Performance Data
Waste	103 Management approach	Waste and Recycling
Supplier Environmental Assessment	103 Management approach	Responsible Sourcing
	308-1 New suppliers that were screened using environmental criteria	Stakeholder Engagement ("Suppliers") Supplier & Vendor Code of Conduct
SOCIAL		

2021 GRI Content Index *Continued...*

MATERIAL TOPICS	GRI DISCLOSURES	RESPONSE
Employment	103 Management approach	Stakeholder Engagement ("Corporate Employees")
		Health, Safety & Well-being , pages 28-29
	401-1 Employee turnover	Human Capital Development , pages 30-32
		Health, Safety & Well-being Policy
		Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")
		2020 ESG Highlights
Occupational Health and Safety	401-2 Benefits	6+ year average tenure for corporate employees and 13+ year average tenure among senior management
		19% of corporate employees were promoted in 2020
	401-3 Parental leave	Health, Safety & Well-being Policy ("Employee Benefits")
		2020 Form 10-K , page 9 ("Human Capital Resources")
		Health, Safety & Well-being Policy ("Employee Benefits")
		2020 Form 10-K , page 9 ("Human Capital Resources")
Training and Education	103 Management approach	Health, Safety & Well-being , pages 28-29
	403-2 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	For Our Employees
	103 Management approach	As our employees are in an office environment, there is a low risk of safety incidents occurring each year. In 2020, 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.
		Human Capital Development , pages 30-32
		Training and Education and Tuition Reimbursement
		Health, Safety & Well-being Policy ("Work Environment")
Diversity and Equal Opportunity	404-2 Programs for upgrading employee skills and transition assistance programs	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	Diversity, Equity and Inclusion
		2020 ESG Highlights
		20% of our Independent Board Members are female
		Workforce Composition
Human Rights Assessment	103 Management approach	Respecting Human Rights
		Human Rights Policy
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supplier & Vendor Code of Conduct ("Labor and Human Rights Standards")
		Responsible Sourcing
		Marriott Human Rights Statement
		Hilton Human Rights Statement
Local Communities	103 Management approach	Hyatt Human Rights Statement
		IHG Human Rights Statement
		Stakeholder Engagement ("Communities")
		Investing in Our Communities , pages 23-27
	413-1 Operations with local community engagement, impact assessments and development programs	Summit Foundation and Charitable Engagement Highlights , pages 23-27
		Summit Foundation

2021 GRI Content Index *Continued...*

MATERIAL TOPICS	GRI DISCLOSURES	RESPONSE
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 ("Industry Associations") Industry Engagement
	415-1 Political contributions	Industry Engagement
Customer Health and Safety	103 Management approach	Stakeholder Engagement ("Third-Party Hotel Management Companies" and "Hotel Guests") Health, Safety and Well-being
	416-1 Assessment of health and safety impacts of products and service categories	For Our Hotel Guests and Workers and Keyless Entry
Customer Privacy	103 Management approach	Data Privacy and Cybersecurity
	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 October 4, 2021, the Company's portfolio consisted of 73 hotels, 61 of which were wholly owned, with a total of 11,398 guestrooms located in 23 states.

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

FORWARD LOOKING STATEMENTS

This report contains statements that are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identifiable by use of forward-looking terminology such as "may," "will," "should," "potential," "intend," "expect," "seek," "anticipate," "estimate," "approximately," "believe," "could," "project," "predict," "forecast," "continue," "plan," "likely," "would" or other similar words or expressions. Forward-looking statements are based on certain assumptions and can include future expectations, future plans and strategies, financial and operating projections or other forward-looking information. Examples of forward-looking statements include the following: capital expenditures or other financial items; descriptions of the Company's plans or objectives for future operations and renovation capital deployed; and descriptions of assumptions underlying or relating to any of the foregoing expectations regarding the timing of their occurrence. These forward-looking statements are subject to various risks and uncertainties, not all of which are known to the Company and many of which are beyond the Company's control, which could cause actual results to differ materially from such statements. These risks and uncertainties include, but are not limited to, the state of the U.S. economy, supply and demand in the hotel industry, and other factors as are described in greater detail in the Company's filings with the Securities and Exchange Commission ("SEC"). Unless legally required, the Company disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events, or otherwise.

For information about the Company's business and financial results, please refer to the "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Risk Factors" sections of the Company's Annual Report on Form 10-K for the year ended December 31, 2020, filed with the SEC, and its quarterly and other periodic filings with the SEC. The Company undertakes no duty to update the statements in this report to conform the statements to actual results or changes in the Company's expectations.

