



ISLAND CARES IMPACT REPORT

Sustainability & Social Impact at
Island Hospitality Management



*Creating a sustainable
future in Hospitality.*

About Island Hospitality

Island Hospitality's portfolio consists of premium brand hotels in desirable and key locations throughout the United States. Our formula for success is a hands-on approach to revenue, customer service, and employee engagement combined with proprietary technology platforms that allow our partners to achieve superior financial results.

77 Properties

10,088 Rooms

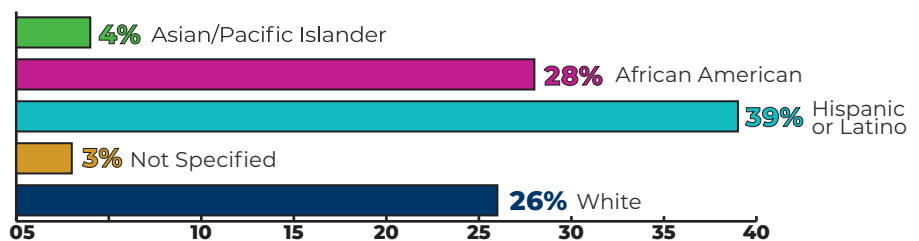
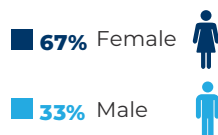
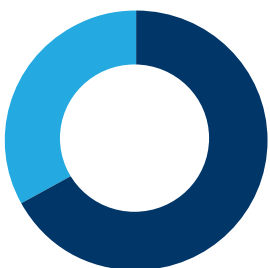
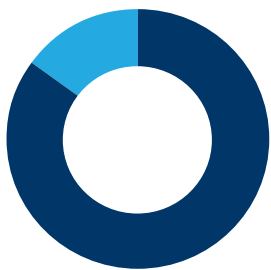


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Corporate Responsibility Strategy

Our corporate responsibility strategy takes a two-pronged approach. We set general sustainability commitments to continue doing well by doing good. To achieve theme commitments, we take a strategic Environmental, Social, and Governance (ESG) approach to ensure that our Commitments are addressed and achieved through our material issues. Furthermore, we believe that utilizing an ESG approach will bolster our corporate responsibility through and enhanced examination of our business impacts.

Overarching Sustainability Commitments

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

- Actively engage as a team to achieve brand level environmental initiatives throughout the portfolio
- Support owners in building resilient hotels to withstand the physical impact of climate change and other environmental considerations
- Maintain the highest standards of health, safety, and well-being for our employees
- Create and sustain lasting relationships with the communities in which we operate

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

Environmental

- Develop conservation programs related to energy, water and waste, and support third-party operators to implement property-level initiatives
- Source suppliers and contractors pursuant to our Supplier Code of Conduct which sets standards for supplier treatment of workers, ethical business practices and impact on environment

Social

- Implement an 'open door' policy to encourage open communications between management and employees
- Provide opportunities for stakeholders to provide confidential feedback
- Monitor employment, labor and human rights regulations and be accountable for compliance
- Prioritize diversity, equity and inclusion in hiring
- Offer advancement and professional development opportunities to associates
- Deliver ongoing associate ESG Training

Governance

- Adopt the following ESG policies:
 - Environmental Policy
 - Human Rights Policy
 - Anti-Harassment Policy
 - Supplier Code of Conduct



**SUSTAINABLE
DEVELOPMENT** GOALS

Island Cares support(s) the
Sustainable Development
Goals of the United Nations



Creating a
Sustainable Future
in Hospitality

Island Cares

Creating a sustainable future in Hospitality

We believe in supporting the communities in which we operate. In addition to our IH Cares nonprofit arm, which provides financial assistance to employees in need, we participate in charitable programs and organization that make a positive impact on the environment, public health, and hunger.

Our Planet

Island Cares supports the Sustainable Development Goals of the United Nations.



Our Community

Island Cares supports the Sustainable Development Goals of the United Nations.



Our People

Island Cares supports the Sustainable Development Goals of the United Nations.



SUSTAINABILITY

Year over Year Reduction of Resources

*Per Occupied Rooms



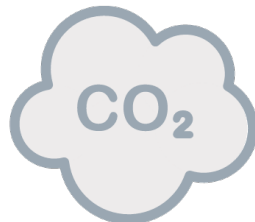
21.4%
Electricity*



11.1%
Water & Sewer*



21.2%
Gas*



20%
Carbon Footprint*

Eliminated the use of



11,155,300
Plastic Bottles

SOCIAL



7,864
Meals
Donated



4,616
Bars of Soap
Recycled



230
Veterans
Impacted



853
Volunteer
Hours Donated



809
Young People
Impacted



827
Women
Impacted



\$25.7K
Local Economic Impact
From Donations

Environmental Impact

Our company has impacted our planet through environmental conscious initiatives. From updating our thermostats to digital, converting pool & spa heaters to solar heaters, and reducing single-use plastics in the hotels, we believe that by taking the small steps to make our operations more sustainable, we are making our impact on our planet more sustainable.



21.4%

**REDUCTION IN
ELECTRICITY**



11.1%

**REDUCTION IN
WATER**



21.2%

**REDUCTION IN
NATURAL GAS**



20%

**REDUCTION
OF CARBON
FOOTPRINT**



11,155,300

**PLASTIC
BOTTLES
ELIMINATED**



1,785

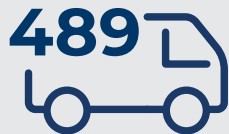
**HOUSES
POWERED**



646.56K

**GAL OF
WATER
SAVED**

**GAS
EMISSIONS**



489

**CARS OFF
THE ROADS**



1,108

**TREES
SAVED**



698

**PARK
BENCHES**

4,616



**BARS OF
SOAP
RECYCLED**



Through partnership with Clean the World® Island Hospitality donates bathroom amenities for recycling into new soap which is then donated to impoverished communities without access to needed hygiene items. These recycled soap bars help fight hygiene-related illnesses and deaths every year.



**SUSTAINABLE
DEVELOPMENT GOALS**

Island Cares support(s) the Sustainable
Development Goals of the United Nations



**1 NO
POVERTY**



**2 ZERO
HUNGER**



**3 GOOD HEALTH
AND WELL-BEING**



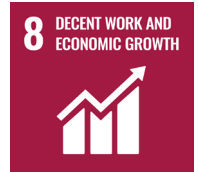
**4 QUALITY
EDUCATION**



**5 GENDER
EQUALITY**



**6 CLEAN WATER
AND SANITATION**



**8 DECENT WORK AND
ECONOMIC GROWTH**



**11 SUSTAINABLE CITIES
AND COMMUNITIES**



**13 CLIMATE
ACTION**



**14 LIFE
BELOW WATER**



**15 LIFE
ON LAND**



**16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS**



**17 PARTNERSHIPS
FOR THE GOALS**

Community Impact

We believe in giving back to the communities in which we serve. Supporting our local communities helps our company and employees thrive through engaging in local partnerships and volunteering in the local community.



Island Cares support(s) the Sustainable Development Goals of the United Nations



230
VETERANS
IMPACTED



809
YOUTH
IMPACTED



827
WOMEN
IMPACTED



7,864
MEALS
DONATED



853
HOURS
VOLUNTEERED

\$25,722 LOCAL ECONOMIC IMPACT FROM DONATIONS

Our Team Members extend their passion for hospitality beyond the walls of our hotels through local, nationwide and global volunteering efforts. This contribution strengthens the communities where we work, live and travel through the following initiatives:

- Donations to the Community Soup Kitchens and Outreach Centers
- Supporting Urban Youth Impact's Back 2 School drive sponsoring students and collecting school supplies
- Donations to the Children's Miracle Network Hospitals
- Participation in the Susan G. Komen Race for the Cure
- Supporting Boston Children's Hospital through public auctions at our hotels
- Donating toys during the holidays for families in need

117 TEAM MEMBERS IMPACTED BY CAREER PATHING

Internal development and career growth has always been a cornerstone of our success at Island Hospitality. This commitment is displayed through a formalized training and development program providing a clear path for any employee with a desire and aptitude to thrive in the hospitality business. Great companies are embedded with a wealth of talent that is developed internally. A company has continued success when key positions of leadership are filled with internal candidates promoted throughout the organization.

It is, for this reason, Island Hospitality is engaged with our Pathways of Leadership Program at all levels of the organization. This unique program fosters employee growth throughout our associates' career with our company and has a clear path to get you where you envision yourself. The program is designed to incorporate associates in all departments and steps in their career. As team members join Island Hospitality from other organizations they too can build on that prior experience and find further growth opportunities within our company by utilizing the tools and resources offered.

Learning and Development

Through our brand partners, Team Members have the opportunity for continuous learning and development with access to an extensive library of free online training. Content is delivered from world-recognized experts including eCornell, Rosetta Stone and SkillSoft in topics ranging from leadership and team building to web design and language learning, team members can prepare for the next step in their career and beyond.

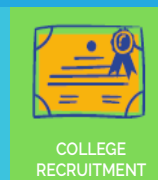


74% OF TEAM MEMBERS ARE ETHNICALLY DIVERSE

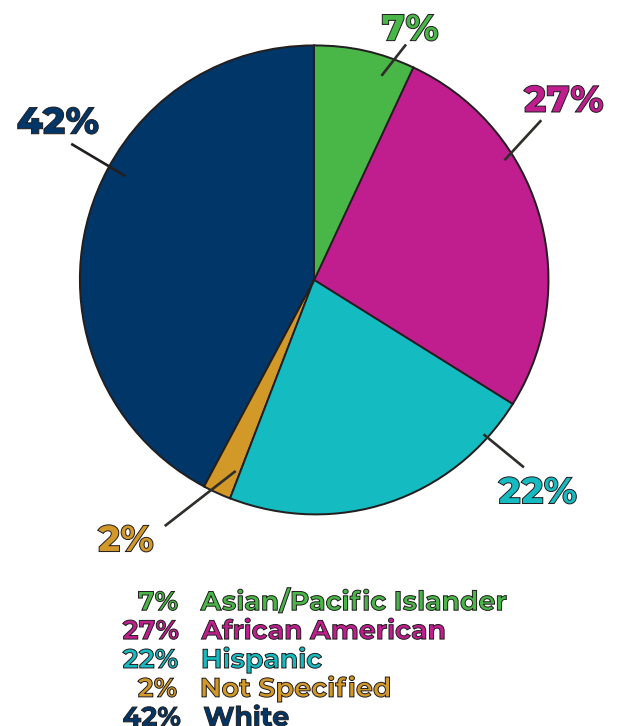


Diversity and inclusion is an integral part of our company's culture and goals at Island Hospitality and we are committed to maintaining this as a top priority across our entire organization. An aspect of being focused on Diversity and Inclusion is to continue to remind and train on Sensitivity in the Workplace. Sensitivity training is a component to appreciating each other's backgrounds and finding respect when working together.

Some of our brand partners require training focused on diversity, inclusion, and unconscious bias awareness. These brands have increased their focus on this Sensitivity Training in recent years. In an effort to fill in any gaps where training is not required, IHM has offered additional training that is required for all employees, regardless of brand affiliation, to ensure that all IHM Team Members stay focused on this important topic.



Internal Promotion Demographics



100% OF EMPLOYEES ARE TRAINED IN HUMAN TRAFFICKING AWARENESS

Global Scope of Human Trafficking

- 40.3 million people are in modern slavery
- 24.9 million in forced labor
- 15.4 million in forced marriage
- There are approximately 5.4 victims of human trafficking for every 1,000 people
- 1 in 4 victims are children
- Out of the 24.9 million people trapped in force labor, 16 million are in the private sector, 4.8 million are in forced sexual exploitation, and 4 million are in forced labor imposed by state authorities
- Women and girls are disproportionately affected
- Accounting for 99% of victims in the commercial sex industry and 58% in other sectors

Human Trafficking intersects with hotels in a variety of ways, including:

- Commercial sex occurring on hotel property
- Traffickers and/or victims use hotels when they travel to different areas
- Victims seek shelter in hotels when they leave their trafficking situations
- Traffickers house their victims in hotels
- Victims may live independently at a hotel
- Victims can be trafficked by hotels
- Victims can be trafficked by a hotel subcontractor

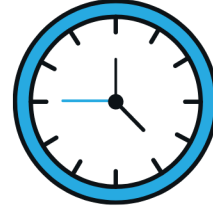


2022 GOALS



8,000

Meals
Donated



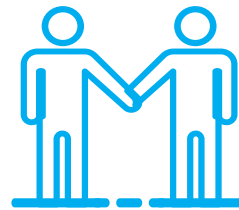
1,000

Volunteer
Hours



\$27,000

Local Economic
Impact from
Donations



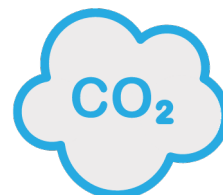
1,000

Young People
Impacted



25%

Increase YOY Impact
on Career Pathing



10%

Decrease in Carbon
Footprint