



Lighting the Way

G6 HOSPITALITY 2023 ENVIRONMENTAL, SOCIAL, GOVERNANCE REPORT



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A Message from Our CEO

At G6 Hospitality, we’re deeply committed to making a positive impact on the world and in the communities in which we serve. Our simple but effective business model is designed to create opportunities for everyone, from our guests to our valued team members and dedicated franchise owners, most of whom are small business owners. Throughout this report, you’ll learn how we’re “Lighting the Way” toward a better future, from reducing our environmental impact by implementing LED lights and low-flow water fixtures across our brands to providing robust community support for survivors of human trafficking.

In 2022, we proudly introduced our “Light Her Way” program to guide women towards franchise ownership within the hospitality sector. We are expanding our program initiatives to support other underrepresented groups, enhancing access and knowledge about opportunities in hotel ownership.

We continue to combat human trafficking in the lodging industry, and support organizations that provide vital services to survivors, such as New Friends New Life, the National Center for Missing and Exploited Children (NCMEC), and the Rebecca Bender Initiative.

For over six decades, our promise to “Leave the Light On” for travelers has grown to encompass our entire ecosystem — from team members

and franchise owners to suppliers. We hold ourselves and our partners accountable for sustained engagement in these critical areas.

As we navigate an ever-evolving landscape, our commitment to ESG principles remains resolute. We recognize that our success is intricately tied to the well-being of our planet and communities, driving us to continuously improve and evolve our practices for future generations.

I invite you to delve into our annual ESG report and join us on this journey towards a more sustainable and socially responsible future. Together, we have the power to effect meaningful change and perpetuate the spirit of “Lighting the Way.”



With appreciation,
Julie Arrowsmith
President & CEO





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About G6 Hospitality

We operate our business in alignment with our values: Respect, Care, Fun and Winning Spirit. We celebrate our iconic heritage of providing a great experience to our guests, team members, franchisees and partners. We embrace our business model on fairness, honesty, trust, and communication, providing an environment for long-term successful partnerships.

AT A GLANCE

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BRANDS

1,475
OPEN PROPERTIES

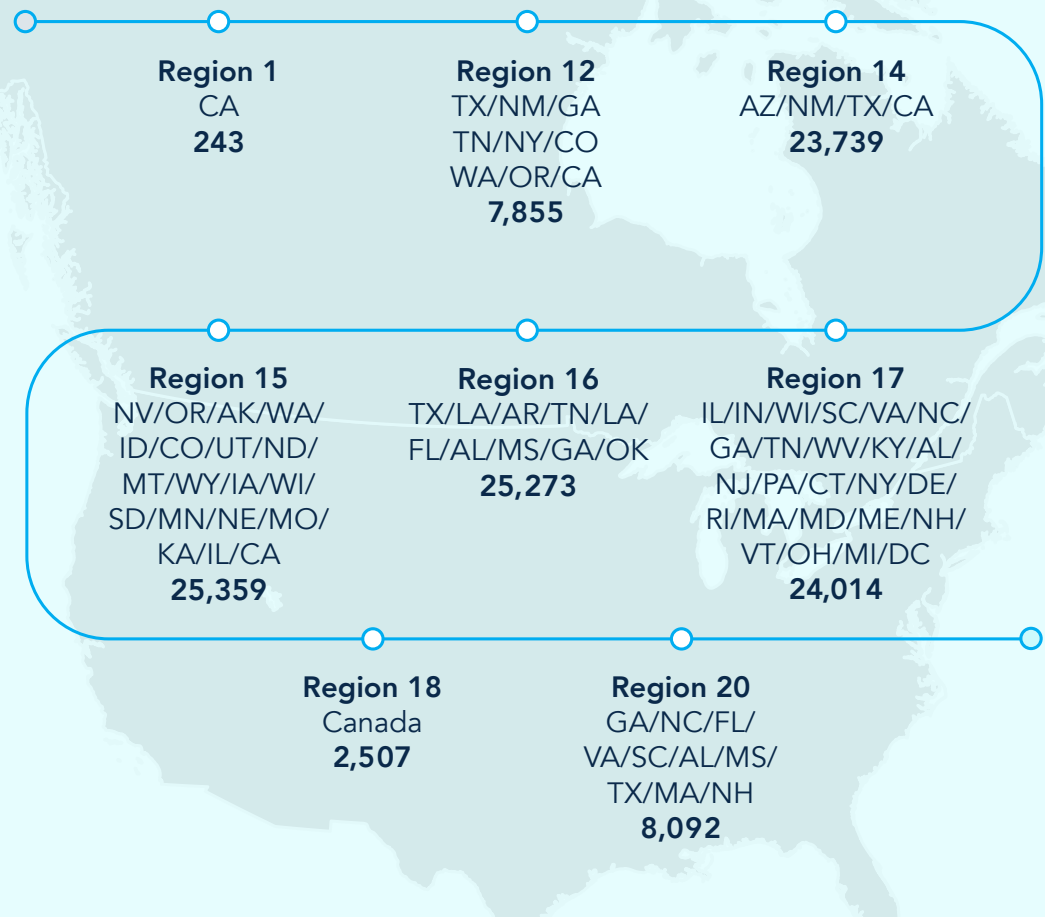
117,082
NUMBER OF ROOMS

U.S. and Canada
COUNTRIES IN WHICH WE OPERATE

5.6 Million
MY6 MEMBERS



U.S. & CANADA # OF ROOMS



We'll Leave the Light On. For You.™

In 2023, G6 Hospitality expanded its footprint to encompass nearly 1500 Motel 6 and Studio 6 economy lodging locations across the United States and Canada.

We originally opened our doors with a commitment to providing clean and comfortable rooms for just \$6 a night. While much has evolved since then, our dedication to hassle-free travel experiences remain unwavering. We firmly believe that everyone has a right to travel.

Whether it's your first adventure or your hundredth, we strive to make travel accessible to everyone.





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Hotel Management magazine ranked Motel 6 #6 in its "Top Select Service Chains" survey and G6 Hospitality #10 in its "Top Hotel Companies" survey



U.S. Veterans Magazine named G6 Hospitality and Motel 6 | Studio 6 Top Veteran-Friendly Companies



Motel 6 | Studio 6 Canada named CFA Franchisees' Choice Designation for Third Consecutive Year



We have received letters of recognition and appreciation from many law enforcement agencies, including LA County District Attorney's Office, and Contra Costa County Sheriff's Office, to name just a few, for our partnership and efforts to protect public safety and our community.

Chief Development Officer Tina Burnett named to the annual Women Leading Travel & Hospitality Report

G6 Hospitality named Dallas Business Journal Leaders in Diversity





Our Goals and Commitment

Leading into the future means prioritizing responsible business practices and responding to the needs of our team members, guests, franchisees, and communities. Lighting the Way, our ESG platform, is our commitment to operating our business with respect and care for our guests, partners and our local communities.





ESG Platform

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Lighting the Way

Protecting the Planet

WE PROMOTE SUSTAINABLE SOLUTIONS.

We do our part to respect the environment and protect the planet. We work side-by-side with our team members, owners, guests and neighbors to build healthy and thriving communities.

Opening Doors

WE CREATE A PLACE WHERE EVERYONE FEELS WELCOME, VALUED AND SAFE.

We are committed to helping our team members grow and advance their careers, and we commit to advancing diversity and belonging throughout G6 and the broader hospitality industry. We focus on safety protocols as protecting our communities, team members and guests is paramount.

Operating Responsibly

WE OPERATE ETHICALLY TO BUILD A CULTURE OF TRUST.

With a heart for service, we maintain high standards of ethics and integrity and operate on a foundation of sound corporate governance.



Our commitment to Lighting the Way makes G6 Hospitality's Motel 6 and Studio 6 the place teammates choose to work, owners choose to invest and guests choose to stay.



Our Commitment

We are working diligently to build upon the longstanding legacy of our business. Our path forward is clear: we will hold ourselves accountable and improve our performance every day to provide a positive experience at every property for every guest in every community where we operate. We envision a world where travel is accessible for all and communities are well-supported.

**THIS IS OUR PASSION.
THIS IS OUR PROMISE.**

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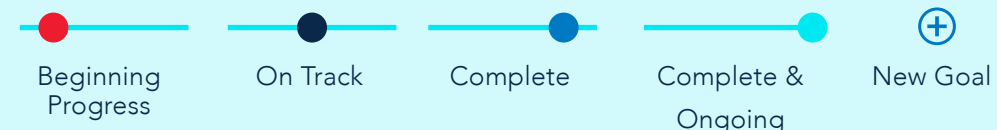
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LEGEND



We commit to the following by 2025:



PROTECTING THE PLANET

- Track and disclose GHG Emissions data and progress ●
- Commit to identifying sustainable solution opportunities/programs for franchisees for EV stations and water efficiency ⊕
- Require LED lights across all hotels in the system ●
- Require low flow water fixtures across all hotels in the system ●
- Minimize soap to landfill by recycling all used guest soap bars where available ●



OPENING DOORS

- Double our investment in programs that contribute to sustainable solutions and economic opportunity for all ●
- Provide unconscious bias assessments and training to all team members and franchise owners ●
- Commit to conducting pay equity assessments across the enterprise ●
- Commit to creating a National Day of Service ●
- Commit to participating in the AHLA Foundation Apprenticeship program ●
- Provide anti-human trafficking training to 100% of corporate support team members and franchise owners annually ●
- Expand our proprietary training across the economy lodging industry ●



OPERATING RESPONSIBLY

- Incorporate Safety & Security as a component of Brand Standards ●
- Outline a framework for how the organization measures cyber-risk ●
- Provide training to franchisees on preventing crime through environmental design ●
- Track and document PCI-DSS compliance for 100% of franchised properties ●
- Commit to having 100% of our material contract suppliers acknowledge our Vendor Code of Conduct ●

Lighting the Way Through the United Nations Sustainable Development Goals



Lighting the Way is intrinsic to who we are through all of our business practices. Inspired by our Heart for Service, we recognize the importance and need to play our part in helping the international community reach the global Sustainable Development Goals (SDGs). Adopted by the United Nations in 2015, these goals serve as the blueprint to achieve a better and more sustainable future for all.

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PROTECTING THE PLANET



We champion sustainable practices within our communities and acknowledge our vital role in safeguarding the planet. As we improve and support our assets, we prioritize responsible consumption and sourcing to minimize our environmental footprint.



OPENING DOORS



We strive to establish an inclusive environment where everyone feels respected and appreciated. Our commitment extends to investing in the communities where we operate, emphasizing diversity, equity, and inclusion across all aspects of our business operations. This ensures a secure and welcoming environment for everyone involved. We are dedicated to prioritizing the safety and well-being of our team members, guests, and the broader communities we serve.



OPERATING RESPONSIBLY



We uphold the highest ethical standards for ourselves and our partners, cultivating a culture of trust that permeates all aspects of our business operations.





Environment: Protecting the Planet

WE PROMOTE SUSTAINABLE SOLUTIONS

We strive to use our business to promote sustainable operations and do our part to preserve the environment. At G6 Hospitality, we are committed to managing our operations efficiently to minimize the impact of our business on the planet. We are focused on integrating more sustainable and efficient practices across our business – from the design and daily operations of our hotels, to setting a positive example as leaders in our communities.





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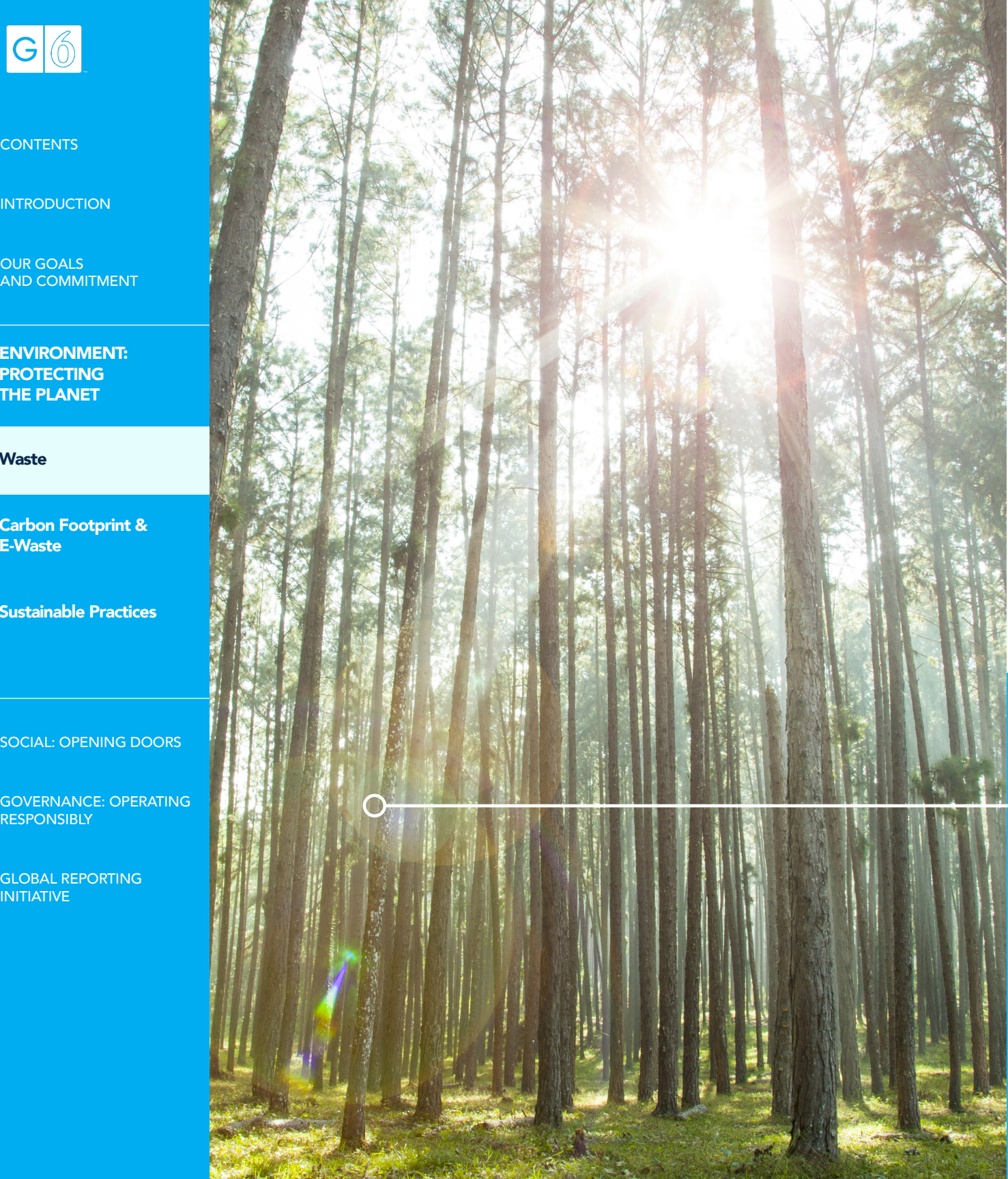
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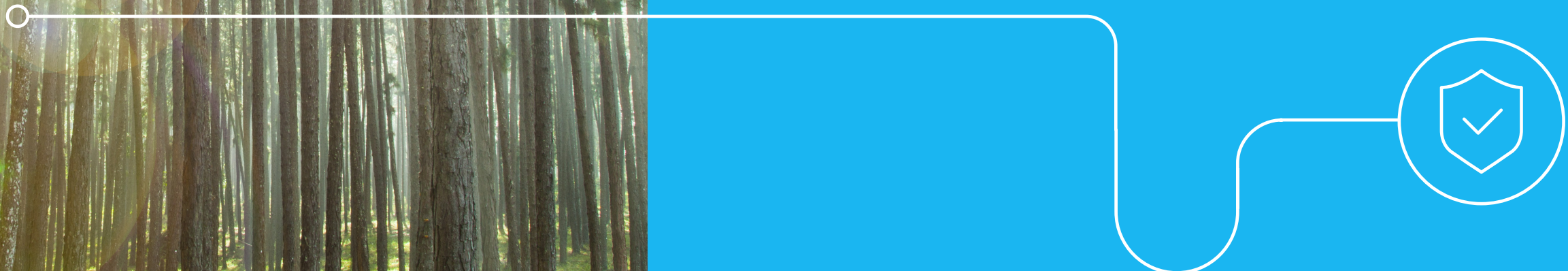


Protecting the Planet

We reduce waste by not creating it. Sustainable operations is firmly embedded in the DNA of the Motel 6 and Studio 6 operational models. Source reduction is a well-established sustainability principle and our “what you need, when you need it” approach leads to less waste, a reduced carbon footprint and increased efficiency which drives value for owners, operators and guests while making a positive impact on our environment.

To that end, the Motel 6 and Studio 6 design and operational model does not include or require:

- Exercise rooms, restaurants, bars, business centers, conference rooms, event spaces and other common areas that give rise to much of the waste that is generated by the hospitality industry. This allows owners to avoid the 5% of “unavoidable food waste” that is written off by traditional limited service, full service and luxury service hotels.
- Single-use plastics in guest rooms or food service. This encourages guests to use sustainable practices when they travel. As many hotel companies must determine how to eliminate single-use plastics without compromising guest expectations, we make a positive impact on our environment while appealing to more eco-conscious consumers and the next generation of travelers.



Corporate Support Team Basic Carbon Footprint



**KWH ELECTRIC USED 2023:
16% REDUCTION**



**MCF GAS USED 2023:
24% REDUCTION**



**WATER USAGE FOR 2023:
11% REDUCTION**



**1,142 METRIC TONS OF CARBON
DIOXIDE (CO2) EQUIVALENT**



**COVERING A BUILDING SPACE OF
272,443 SQUARE FOOTAGE**

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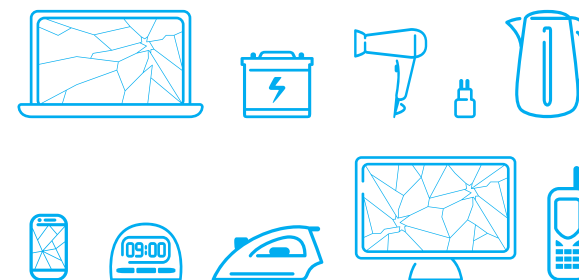
Equipment Recycling

E-waste is a catchall term for computer hardware and other electronic equipment that is broken beyond repair or has reached the end of its useful service life. E-waste can be dangerous if it is not disposed of correctly. Many electronic products carry toxic elements in their internal components such as beryllium, cadmium, mercury and lead. These toxins can pollute soil and ground water. G6 Hospitality is committed to safely recycling its e-waste through certified partners.

DONATIONS TO CHARITY INCLUDED:

- 54 Smart phones
- 218 Tablets

**G6 PREVENTED OVER 6.3 TONS
OF E-WASTE THROUGH CERTIFIED
RECYCLING PARTNER.**



Sustainable Practices

G6 Hospitality is dedicated to integrating practical and sustainable enhancements into the design and construction of our hotels during new builds and renovations. We actively monitor and manage water usage and energy consumption at our owned properties. To achieve our 2025 goal, we have updated our brand standards to extend specific requirements across our system. In 2024 we aim to identify and report on all environmentally sustainable solutions implemented across our portfolio.

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UPGRADES



Updated brand standards to reduce housekeeping frequency conserving natural resources and reducing use of potentially toxic cleaning chemicals.



Sharp Bio-hazardous Waste Containers included across the portfolio in updated brand standards.

LIMITED AMENITIES



No single use plastics in operational model



Improve efficiency in cleaning guestrooms, laundering linens and tery

THIRD-PARTY COLLABORATION ANOMALY MANAGEMENT



Oversight for water consumption anomalies help identify and troubleshoot leaks, usage spikes, and more.



No food waste



Require recyclable products for coffee service



Many of our franchisees are demonstrating their own initiative and commitment to sustainability by installing solar panels, electric vehicle charging stations and various energy efficiency tools at their properties.

OPERATIONAL BEST PRACTICES



Air Conditioner Cleaning / Filter replacements and annual cleaning improves unit efficiency and lengthens life of the unit, cutting back on waste



Thermostat setting protocols and best practices to help control energy consumption throughout our properties



Energy efficient guestroom fixtures include low-flow sink aerators and shower heads



Social: Opening Doors

WE CREATE A PLACE WHERE EVERYONE FEELS WELCOME AND VALUED. THE SAFETY AND WELLBEING OF EVERYONE WHO WALKS THROUGH OUR DOORS IS CENTRAL TO EVERYTHING WE DO.

Creating a place where our team members can advance their personal and professional pursuits is key to making our guests feel welcome. We are committed to supporting our team members and fostering their growth by advancing learning and development, diversity and belonging, and wellbeing.

We want our guests to feel confident when staying at our properties. Protecting those who choose to stay or work with us is a top priority.



Lightkeeper Service Culture

Our Lightkeeper Service Culture is built upon our values and we follow them in all of our interactions. We call our values Beacons of Light:



HEART FOR SERVICE



CARE



RESPECT



OWN THE EXPERIENCE



HEART FOR SERVICE

We put our guests and fellow team members first. We show up prepared to serve others as we would wish to be served.



RESPECT

We look for the best in others. We value the fact that everyone is different, and we treat everyone with respect.



CARE

We find opportunities to make others' days better and brighter. We look for ways to show we care — in small and big ways.



OWN THE EXPERIENCE

We are responsible for delivering great service experiences. We aim to be our best in every interaction. When problems occur, we own the solution.



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Advancing Diversity and Belonging

We respect, value and actively celebrate diversity. We strive to create an environment where the guests, franchise owners, team members, suppliers and partners who walk through our doors feel included and are treated equitably.

Diversity in the Workplace

G6 Hospitality recognizes the importance of building a diverse workforce, with targeted efforts to further increase representation across our organization and at leadership levels. Total corporate headcount by December 31, 2023 was 236 team members.

Gender Identity (Self-Disclosed)

CORPORATE



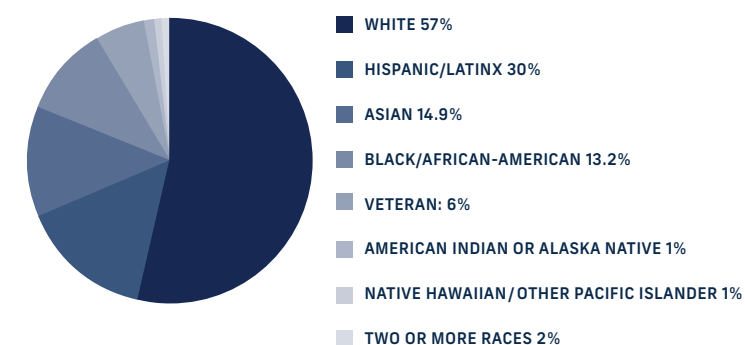
Gender Identity

EXECUTIVE COMMITTEE

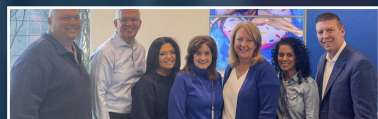


Ethnic Diversity

CORPORATE



To ensure all feel welcome at our properties, we implemented a G6 Values Hotline for guests to voice any concerns that may relate to diversity and inclusion. All reports are then investigated by our corporate office within 24-hours.



Culture of Belonging

Our purpose is creating a welcoming place where guests choose to stay, and where our team members choose to work. We work to promote and advance a culture of diversity, inclusion, equality and belonging in the workplace and community where all individuals are encouraged to be their authentic selves.

DIVERSITY IN LEADERSHIP

The council on Diversity, Inclusion & Equity (CODE@6) understands that workplace diversity in our leadership means greater depth and breadth of experience and perspective. We are committed to strategies aimed at building representation at all levels of our organization. Our ongoing practice involves reviewing the demographic makeup of our workforce, enhancing efforts to attract and retain individuals from underrepresented backgrounds, and facilitating their progression into leadership roles. Today, over 50% of our C-suite, which is inclusive of members representing Hispanic and Asian backgrounds, is female.

INCLUSIVE COMMUNITY ENGAGEMENT

The council on Diversity, Inclusion & Equity (CODE@6) recognizes that inclusive community engagement is a crucial aspect of fostering a positive company culture for our team members and franchise owners. Our team members consistently, including our annual National Day of Giving, engage with local organizations to create positive impact, foster relationships, and contribute to social well-being. Our franchise owners maintain partnerships with diverse suppliers and vendors, reflecting our commitment to diversity.

FRANCHISEE DIVERSITY

CODE@6 strives to have a diverse franchisee population and is committed to representing the communities we live in and serve. Through our partnerships with third-party organizations such as the National Association of Black Hotel Owners, Operators & Developers, Hotel Opportunities Latin America, Latino Hotel Association, Asian American Hotel Owners Association, and the American Hotel and Lodging Association, we strive to build relationships and create development opportunities for underrepresented minorities and women.

LEARNING & DEVELOPMENT

The council on Diversity, Inclusion & Equity (CODE@6) collaborates closely with the Learning & Development team, equipping team members and franchise owners with educational resources such as Blue Ocean Brain, which offers micro-learning lessons that focus on Diversity, Equity and Inclusion in the workplace. We strive to ensure that all our team members feel a sense of belonging at work and our curriculum focuses on enabling our leaders with tools to ensure our team members feel welcomed, known, included, supported, and connected.

OWNERS ADVISORY COUNCIL

The Owners Advisory Council is a group of appointed representatives that own one or more of our properties. This group provides input and recommendations on matters that impact ownership, branding, franchising and operations.

YOUNG PROFESSIONALS COUNCIL

The Young Professionals Council is a group of motivated, active, millennials that are fully integrated with hotel management and development and own one or more of our properties. This group strives to promote the franchise and development of our brands, while also focusing on creating new initiatives by partnering with various internal departments.



Our Council on Diversity, Inclusion & Equity (CODE@6), represents a broad range of diverse perspectives to educate and advise G6 Hospitality and our leaders around milestones and social issues.

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- **Motel 6/Studio 6 has always offered clean, comfortable rooms at an affordable rate**, making trips accessible for budget-friendly travelers. We continue with our efforts to focus on the too often overlooked, multicultural travelers.
- **We put real Economy Movers and their authentic stories front-and-center** in our work, truly shining a light on how and why they travel.
- **We integrated diversity throughout everything** creating one diverse 360 campaign effort that spoke directly to guests.
- **We backed every campaign with a brand action** to support our Economy Mover guests and their communities.

SKI FOR ALL

We partnered with the Share Winter Foundation to provide a winter full of ski trips for youths who might not have had the opportunity otherwise. This initiative not only promoted inclusivity in winter sports but also demonstrated our commitment to empowering diverse communities.

Additionally, our partnership with IndyPass, a collection of independent resorts, aimed to make skiing more affordable and accessible. Through this partnership, My6 members received 10% off season passes, while existing IndyPass holders received 10% off their stay at Motel 6.

PETS STAY FREE

We partnered with Sperling's Best Places to identify top pet-friendly road trip destinations across the U.S., aligning with our commitment to creating a welcoming environment for everyone, including pets. During National Pet Month, National Pet Day, and National Dog Day, we highlighted our partnership with Patriot Paws, a non-profit

organization that matches dogs with families in need. This initiative not only promoted pet-friendly travel but also supported a cause that aligns with our values of inclusivity and community support.

MUSIC MOMENTS

Motel 6, Proud Sponsor of Opening Acts™, partnered with Music Health Alliance in an effort to provide music industry professionals with access to healthcare through services that protect, direct and connect them with medical and financial solutions.

TRUCKERS

Motel 6 partnered with Red Eye Radio and Trucker Path to show appreciation for truckers, who played a crucial role in keeping the economy moving during challenging times. This initiative aimed to create a sense of belonging and appreciation for truckers, aligning with our commitment to valuing and supporting all members of our community.



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Veterans

We appreciate the sacrifices of those in our armed forces and are committed to supporting them both during and after their service.

- Through our Operation Next Step program, G6 Hospitality supports veterans and their families as they transition to the next phase of their careers.
- We support the military community with financial and in-kind donations to Dallas-area and national organizations, such as Carry the Load, the National Guard and Armed Services YMCA..
- Motel 6 and Studio 6 offer all active and retired military personnel and their families up to a 10% discount at all locations.





Team Member Wellbeing

We take a holistic approach to supporting the physical, mental and financial wellbeing of our team members.

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TWO WEEKS OF PARENTAL LEAVE AT 100% FOR BIRTH AND NON BIRTH PARENTS.

COMMUNITY SERVICE

Our G6 corporate team members have a Heart for Service and are committed to giving back to their communities. To support this commitment, G6 offers two community service days per year. One of those days is allocated for a company-sponsored community service day, while the second day is used for team members to give back to a charity of their choice.

TUITION REIMBURSEMENT

The annual reimbursement, of up to \$10,000, has been meticulously crafted to provide essential financial support for a profoundly meaningful journey. The company will assist eligible team members with the opportunity to obtain, maintain or improve job-related skills through participation in courses of study at an accredited institution or organization specializing in job- and career-related education and training.

HEALTH & WELLNESS

We offer comprehensive benefits to support our team members' wellbeing, such as medical, dental and vision plans, virtual doctor visits, wellness programs, flexible spending accounts, life and disability insurance and a team member assistance program. G6 also utilizes a hybrid work schedule to allow team members to achieve greater work-life balance.

MENTAL HEALTH

In partnership with our healthcare provider, we offer mental wellbeing benefits such as personalized therapy, motivational and behavioral therapy and support group sessions. G6 offers a Mental Health Day to allow team members a day to recharge and rejuvenate their mental health.

CHILD ADOPTION/PLACEMENT

G6 is proud to introduce the new Child Adoption/Foster Child Placement Reimbursement benefit. Team Members are provided certain financial reimbursement benefits which reflect our deep commitment to the significance of family.

RELIEF FUND FOR TEAM MEMBERS AND FRANCHISEE EMPLOYEES

Our Care@6 Team Member Relief Fund is an anonymous fund created to support both G6 team members and employees of our franchise owners in financial hardship due to unforeseen circumstances, such as a weather-related event, excess medical bills or family emergency.

PET ADOPTION REIMBURSEMENT

As a pet friendly brand, G6 provides certain reimbursements to Team Members who choose to adopt a pet from a shelter or rescue.





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Diversity Incentive Ownership Program

In 2022, G6 launched its [“Light Her Way.”](#) which provides tools and resources to women seeking hotel ownership opportunities. Following the launch of Light Her Way, G6 also launched Light The Way serving all underrepresented groups to achieve the same goal as Light Her Way.

We have always promoted the belief that everyone has the right to travel, but it is just as important that everyone has the right to ownership. The launch of “Light The Way” will empower all underrepresented groups on their path to ownership and is an example of how we live up to our values.

“Light The Way” is a franchise roadmap providing knowledge and dedicated expertise for underrepresented entrepreneurs on the path to hotel ownership. Those interested will gain insight into construction and renovation, market identification, financing, and the brand application process, as well as access to additional resources to support the launch and continuing operations of their property.





Safeguarding Journeys

We prioritize the safety and security of our guests and franchise employees at every step. In the hospitality industry, providing a safe and secure environment is paramount to fostering trust and ensuring a positive experience for everyone who walks through our doors.

We have implemented brand standards designed to keep teams and guest safe. We focus on cleanliness, trained franchise staff, physical security, DNR (Do Not Rent) procedures and collaboration with local law enforcement.

SAFETY AND SECURITY

Our Safety and Security team responds promptly to serious incidents and supports our owners. We deploy our Rapid Response Team when incidents occur with human trafficking and sexual assaults to review and follow up with law enforcement. We stand with victims and survivors in the fight against human trafficking.



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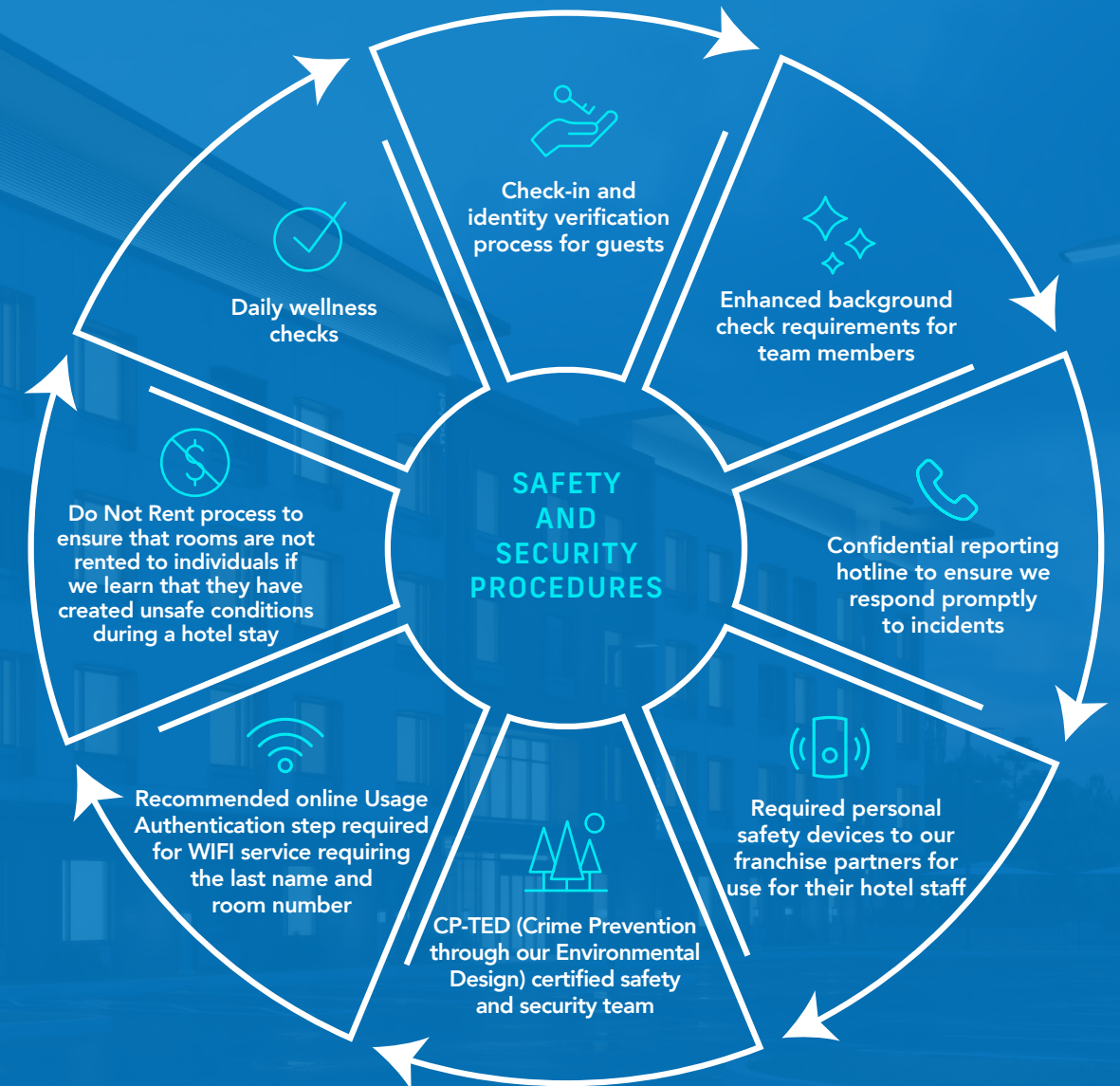
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POLICIES AND PROCEDURES TO ENSURE THE SAFETY OF TEAM MEMBERS AND GUESTS

As part of our commitment to operating responsibly, we evaluate and implement Brand Standards annually and recommend best practices to our franchise owners. G6 policies and procedures are designed to deter crime at our hotels, including human trafficking. We continue to refine and enhance our policies and procedures to respond to the evolving and adaptive nature of the crime.



Learning & Development

We are committed to providing team members with the opportunity to obtain, maintain or improve job-related skills.



CULTIVATING LEADERS AT EVERY LEVEL, CREATING OWNERSHIP AT EVERY TURN

Leadership Development Programs Customized to Address Ideal Leader Qualities at G6

LEARNING@LIGHTSPEED

We remain on the leading edge of online and digital training, all supporting a mobile continuing education environment. We have a dedicated learning platform, Learning@Lightspeed with over 6,000 registered users and where members have access to training across a variety of topics to help them build skills for their current and future roles. Our online training platform is available to both our team members and franchisees and includes more than 200 courses – over 31,415 courses have been completed in Learning@Lightspeed.

FRANCHISEE TRAINING

In 2023, we launched our state-of-the-art Leadership Development programs. Additionally, we offer access to Blue Ocean Brain which is a micro-learning platform that provides relevant, accessible learning that reflects the challenges facing today's leaders.

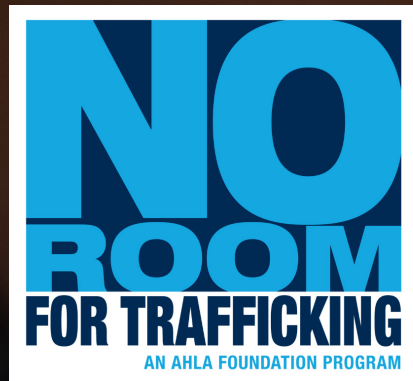
EDUCATION ASSISTANCE

We provide reimbursement opportunities for our corporate support office team members, giving them an opportunity to participate in courses of study at an accredited institution or organization specializing in job and career-related education and training. Also all G6 Corporate team members are eligible for up to the IRS annual reimbursement limit of \$5,250. We also encourage our team members to attend hospitality related conferences and events.

VIDEO-BASED LEARNING

We have an engaging and effective strategy for integrating video-based learning experiences that cater to diverse learning needs and preferences. In 2023 we produced over 130 video supporting Sales, Systems Training, Cyber Security, Communications and Franchise Support.

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Commitment to Human Rights

G6 HOSPITALITY CONDEMNS ALL FORMS OF HUMAN TRAFFICKING.

Trafficking of people violates basic human rights and constitutes a global societal problem in which multiple stakeholders must partner to eradicate this problem. G6, with a focus on its Motel 6 and Studio 6 brands, takes a proactive, zero-tolerance stance on human trafficking. There is nothing more important to G6 than the safety and well-being of our guests, our team members, our franchise owners, and the communities in which we operate. G6 implements a variety of practices that help to identify and prevent human trafficking through enhanced safety and security procedures; employee and franchise education, training and response; and partnerships and advocacy.

“We recognize the ongoing impact the hotel industry has on combatting human trafficking, and in 2022, we were proud to be a **\$250,000 inaugural donor** of the American Hotel & Lodging Association Foundation’s, ‘No Room for Trafficking Survivor Fund’. Since then, the fund has provided community-based organizations with resources they need to engage and support human trafficking survivors.”



Farah Bhayani
General Counsel &
Chief Compliance Officer

SURVIVOR SUPPORT

We continue to support the AHLA Foundation “No Room for Trafficking” program to expand the hotel industry’s ongoing work to support human trafficking prevention and survivors. The partnership isn’t just financial. G6 participated in the No Room for Trafficking Summit in July – where hospitality industry leaders, alongside public and private sector partners, learned about emerging trends and areas of innovation. During the Summit, the AHLA Foundation announced its investment of \$500K in four organizations as part of its inaugural grant cycle: Business Ending Slavery & Trafficking (\$75K); University of Maryland SAFE Center for Human Trafficking Survivors (\$200K); Safe House Project (\$100K) and Restore (\$125K). Collectively, the four Survivor Fund grantees have helped 643 survivors receive emergency services to support their exit from human trafficking; 514 survivors have been prepared for employment through trainings and coaching sessions; 240 individuals have been prepared to provide workforce training to survivors; 80 survivors have been connected with employment opportunities; and 66 survivors have secured non-exploitive employment.



Education, Training and Response

Our commitment to anti-trafficking efforts is made clear through our comprehensive awareness, training and response program. The Rapid Response Team plans, coordinates and executes anti-human trafficking awareness training ahead of signature events. We often partner with law enforcement to support our efforts.

As we transitioned to a franchise model, we prioritized education and training so that our franchisees understand the importance of remaining vigilant. Our Safety and Security and Legal teams have

become recognized experts in the field and shine a spotlight on the best practices recommended to detect and deter this crime in hotels.

We train all corporate support team members, as well as franchise owners and their property team members, to be the “eyes and ears” of our brand and to notify local police and the G6 Hotline upon observing any signs of suspected human trafficking or prostitution.



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THE ROOM NEXT DOOR is offered through G6’s online learning management system. All G6 Hospitality corporate support team members and franchise owners are required to provide this training to their hotel team members.



WHAT’S BEHIND THE DOOR is a video series designed to supplement G6’s anti-trafficking training efforts. The short videos highlight a single topic to enhance The Room Next Door Training by keeping G6’s anti-trafficking efforts top of mind.



ENHANCED REPORTING AND TRAINING to ensure franchise owners proactively mitigate issues identified and escalate to law enforcement and the G6 Hotline and G6 Safety & Security team. This training has led to an increase in escalation and reporting of human trafficking activity and enables our Safety & Security team to respond promptly and provide additional training as appropriate.



THE RAPID RESPONSE TEAM responds promptly to reports of suspected trafficking activity to investigate and ensure adherence to anti-human trafficking policies. The team works closely with local law enforcement and anti-trafficking and survivor organizations in the community.



G6 SOAP PACKAGING includes the National Human Trafficking Hotline on the back. This packaging was created to provide in-room collateral in a space where someone is alone and has access to this resource.



AMBER ALERTS G6 implemented AMBER Alerts on the Company’s property management system for all hotels. This life-saving tool has empowered Motel 6 and Studio 6 properties across the country to play a part in keeping their communities safe and helping reunite missing children with their families. This tool has already led to successful rescues.



THE G6 ACCOUNTABILITY INITIATIVE is designed to encourage accountability and excellence in reporting incidents of trafficking and other proactive anti-trafficking measures. Through awareness and training programs, franchise owners and their team members are taught to report incidents to law enforcement, hotel management, and the company.

Similarly, failure to report trafficking may result in termination of franchise agreement (pursuant to Brand Standards), additional action from the Rapid Response Team, routine requests for data and check-ins and/or additional trainings. G6 updated signage for franchisees to utilize in public areas. G6 requires all its franchisees to comply with all anti-trafficking signage ordinances throughout the country.



Through our **BRAND STANDARDS AND FRANCHISE OWNER CODE OF CONDUCT**, we set the ethical standards by which our franchisees must operate, setting clear expectations on our efforts to combat trafficking.



Survivor Support, Partnership and Advocacy

G6 Hospitality recognizes that trafficking survivors often face significant challenges in accessing resources and social services to rebuild their lives. G6 remains committed to providing for survivors, aiding in their support, and working with anti-trafficking task forces and organizations to assist in the rescue of victims.

G6 partners with anti-trafficking and survivor service organizations as well as law enforcement. In addition to being an ECPAT-USA member, we are a member of the Texas Businesses Against Trafficking Alliance. Through our active membership in the American Hotel & Lodging Association, G6 participates in the industry-wide "No Room for Trafficking" campaign, issue round tables, public awareness, and state advocacy days. In addition, we provide financial support to several organizations working at the forefront of anti-trafficking efforts and survivor support programs including New Friends New Life and Truckers Against Trafficking. G6 works with law enforcement anti-trafficking units (in compliance with G6's privacy policy) across the country to support efforts to prevent and respond to trafficking incidents. G6 also partners with law enforcement agencies across the U.S. and Canada to provide operational support using our assets.

We continued to work with our long-term partners, including New Friends, New Life, Texas Business Against Trafficking Alliance, ECPAT International and It's A Penalty. G6 added partnerships with the Rebecca Bender Initiative, International Association of Human Trafficking Investigators, the Arizona Anti-Trafficking Network, the National Center for Missing and Exploited Children.



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Governance: Operating Responsibly

WE OPERATE ETHICALLY TO BUILD A CULTURE OF TRUST.

We integrate our Lightkeeper Culture into our business and maintain a robust governance program designed to achieve our ESG goals and ensure we operate with high ethical standards. Reputations and trust are built over time, but they can be lost in a moment. So we strive to Do the Right Thing always. Our commitment creates a culture where team members are encouraged to speak up and take action.



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Oversight by Management

G6’s Executive Team, owners and all leaders are committed to strong governance practices. G6 is also committed to transparent leadership from all stakeholders including its franchise owners. We have created the following councils and committees to further strengthen and build our institutional culture of trust:

ESG COMMITTEE

Our Environmental, Social and Governance committee oversees our ESG strategy and helps develop measurable, sustainable goals as we continue on our ESG journey. The committee meets on a quarterly basis and oversees the production of annual reporting and updates on our progress toward our 2025 Goals.

The committee consists of representatives from key areas of expertise throughout the organization including: legal, risk management, safety and security, communications, public relations, human resources, training and development, construction, design and renovation, finance and tax, franchise and corporate operations support.

The committee’s executive oversight includes our Chief Executive Officer, General Counsel and Chief Compliance Officer, and Chief Human Resources Officer.

FRANCHISE REVIEW COMMITTEE

Cross-functional team responsible for reviewing current processes, franchise properties’ compliance and determining appropriate actions.

ENTERPRISE RISK MANAGEMENT COMMITTEE

Select leaders responsible for identifying company’s top risks and collaborating with stakeholders to implement mitigation strategies.

ANTI-HUMAN TRAFFICKING TASK FORCE

Cross-functional team responsible for oversight, central coordination and management of our anti-human trafficking program.





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Doing the Right Thing: Our Compliance Program

The success of our business is dependent on the trust and confidence we earn from our team members, guests, vendors and partners. We launched our first compliance manual in the form of a Code of Conduct in 2019. Our Code of Conduct ensures integrity remains at the heart of everything we do. We also require employees and franchisees to take additional trainings, such as Code of Conduct, Privacy and Information Security, and Anti-Human Trafficking throughout the year to maintain a culture of compliance.

Annual trainings and compliance touch points can include:

ANTI-CORRUPTION POLICY

Our success is also based on the quality of the services we provide to our guests and never on unethical or illegal behavior. We do not tolerate acts of bribery or corruption. Our Anti-Corruption policy underscores our commitment to complying with laws and regulations where we conduct business around topics such as bribery, extortion and retaliation.

DIVERSITY, ANTI-HARASSMENT AND ANTI-RETALIATION POLICIES

G6 Hospitality strives to create an environment where all who walk through our doors feel included and are treated equitably. We do not tolerate any form of discrimination or harassment based on race, religion, color, national origin, gender, sexual orientation, disability, age or any other characteristic protected by applicable law and we prohibit retaliation against anyone who reports a concern or participates in an investigation. Our comprehensive diversity policy outlines our philosophy on diversity and belonging as well as our key focus areas.

CONFLICTS OF INTEREST STATEMENT

We expect all team members to conduct themselves with the highest level of integrity in all dealings with other team members, guests, suppliers, vendors, contractors, and any others doing business with G6. We avoid conflicts or the appearance of a conflict between our company's interests and our personal interests. We ensure that our business decisions are based on merit and fair treatment and avoid conflicts of interest.

COMPLIANCE CORNER

We believe that affecting change and culture in an organization isn't a one-time training event, and we employ strategies to embed ethics into our daily culture. In 2020, we began "Compliance Corner" which provides short engaging videos, articles and messages from leaders as a monthly resource on compliance and risk topics for our team members.



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HOTLINES

In 2022, we updated and rolled out an enhanced Hotline to make reporting and responding to incidents easier for our team members and franchisees. We believe everyone should feel comfortable speaking up, particularly with respect to ethics and safety concerns. All team members are encouraged to report instances of questionable, unethical behavior along with safety and security incidents through the G6 Hotline. All reported instances are investigated to determine the appropriate course of action.

In 2020, we activated a Values Hotline for our guests to report situations where we are not living up to our values. It gives our guests a voice and provides us with insight into situations where we are not meeting our commitment to ensuring all guests feel welcome at our hotels.

OWNER'S AND SUPPLIER'S CODE OF CONDUCT

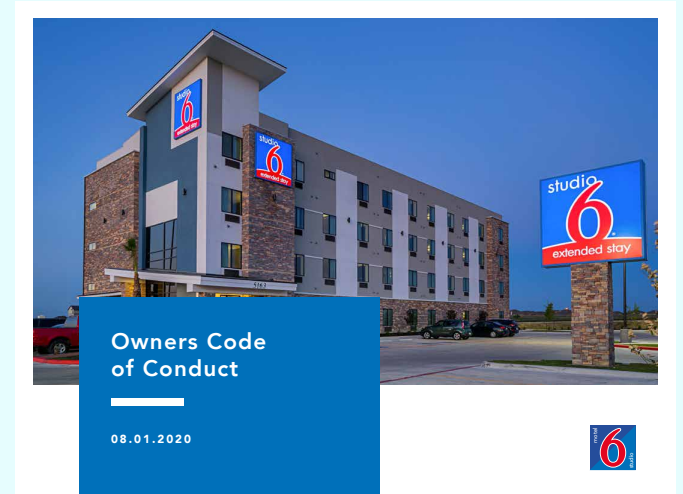
Our Code of Conduct isn't just for our team members. In 2020, we also rolled out an Owner's Code of Conduct for our franchisees and a Supplier's Code of Conduct to ensure those with whom we do business hold themselves to the same high standards of conduct. These Codes ensure integrity remains at the heart of everything we do and serves as a guide for our owners and suppliers to make thoughtful and ethical decisions.

DUE DILIGENCE

We conduct enhanced due diligence on all of our new franchisees, development consultants and key vendors in order to maintain our integrity standards.

BRAND STANDARDS

Motel 6 and Studio 6 require all properties to follow minimum standards that are outlined in our Brand Standards. These standards are the guide to ensure our owners deliver on our Brand Promise: To deliver clean, comfortable rooms and great experiences at all Motel 6 and Studio 6 hotels. Some of our ESG related requirements include reducing the use of plastics and styrofoam for guest use and encouraging use of recyclable products.





OVERSIGHT & ENTERPRISE RISK ASSESSMENT

On an annual basis we conduct and review an enterprise risk assessment to identify key risks to our brand and business. It is our steadfast belief that we are responsible for ensuring that we mitigate operational risks to the extent that we are able. We engage in a methodical review of our business and operational risks to ensure that we are deploying resources thoughtfully and intentionally. Although operational risks and risk profiles change over time, some of our current areas of focus are our team members and guests. We have focused on a number of risk areas, including some of the following: Discrimination Prevention, Human Trafficking, Data Security & Privacy, Fraud, and Guest Safety.

To continue enhancing the protection of our brands we've implemented the following:

- Senior leadership and Safety and Security team increased focus with hands on education and site visits. The team conducted trainings on Do Not Rent policies, Anti-Human Trafficking awareness, and physical security.
- Safety and Security conducted due diligence on new properties identified by the Development team, providing additional requirements to enable guest safety.
- Implemented a data analytics solution that will identify red flags that could indicate fraudulent behavior and revenue avoidance.
- G6 continued franchise business reporting packages for performance and quality reviews to enhance business operations.
- Visits are conducted by Brand Performance team to review business operations.



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Cybersecurity and Data Privacy at G6

We are committed to protecting the privacy and security of the data we collect. We handle the personal data of our team members, guests, vendors and third parties with care and vigorously protect it. Our Information Security Policy and Privacy Policy outline our process for collecting personal information and how it is used, as well as the oversight of the function at G6 Hospitality.

IT GOVERNANCE

Our Chief Information Security Officer (CISO) is responsible for establishing and maintaining the company's security posture and strategy, informed by the company's overall business goals and priorities. The CISO conducts detailed quarterly briefings with the CEO and Chief Information Officer and holds regular security briefings with the full G6 Executive Team. Our CISO also acts as a subject matter expert to the G6 Enterprise Risk Management Team, which oversees and steers all enterprise risk management activities, including maintaining and publishing the G6 Enterprise Risk Register.

We use a risk-based approach to both IT governance and the application of security and privacy controls. This allows the company to place the greatest emphasis and spending on those areas with the potential greatest impact to the company, its guests, team members, and franchisees.

We align with the NIST CSF (National Institute of Standards and Technology Cybersecurity Framework) to manage security risks and aid in regulatory compliance.

REGULATORY COMPLIANCE

We comply with all relevant data privacy and data breach laws in the 50 U.S. states, U.S. territories, the District of Columbia, and Canada. Our CISO and Legal team track and monitor pending legislation to ensure that G6 complies fully with all future laws and regulations as well.

We are fully compliant with the Payment Card Industry Data Security Standards (PCI DSS) and undergo annual audits by an external assessment firm.

Our websites and mobile applications meet all applicable Americans with Disabilities (ADA) standards for access and use.

PRIVACY PROGRAM

G6 Hospitality is dedicated to ensuring the confidentiality of the guest, team member, and franchisee personal information entrusted to it. To meet this obligation, we publish a comprehensive Privacy Policy outlining the personal information it collects, the purpose to which this information is used, and the parties with whom it is shared. This policy also provides a way for individuals to exercise their privacy rights under applicable laws. G6 Hospitality does not sell, trade, or rent personal information to parties outside the company and our franchisees.



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CYBERSECURITY PROGRAM

G6 Hospitality is dedicated to developing and maintaining an ever evolving, best in class, cybersecurity posture to protect sensitive information and infrastructure. G6 employs a multi-layered, defense-in-depth approach to secure its systems, networks, and information. The company’s goal is to provide its team members, franchisees, and customers with security and privacy protections that meet or exceed industry standards in the most cost-effective manner possible.

G6 Hospitality integrates security and data privacy standards and controls into all applicable business processes, including software development, product and partner selection, communications, project management, contract negotiation, e-commerce, and customer interaction.

VENDOR RISK MANAGEMENT

As companies increasingly rely on external parties for data processing and critical services, the ability of these external parties to protect the sensitive information and access with which they are entrusted is critical. G6 Hospitality relies on a thorough and mature Third-Party Risk Management Program to ensure all G6 partners meet the company’s security and privacy standards before granting access or sharing information with them. Third parties that are critical to revenue or handle sensitive G6 information are monitored throughout the year to ensure these standards are maintained.

AWARENESS – A CULTURE OF SECURITY AND PRIVACY

G6 strives to create a strong security culture through an extensive security and fraud awareness program for all team members. G6 employs a wide variety of training options, including monthly video-based training, phishing and social engineering simulation, dedicated PCI training for those who deal with credit card information, informal “lunch & learn” sessions, company bulletins, and testing of its cyber incident response plans for both technical teams and executives.

CLOUD MIGRATION

For several years now, G6 has undergone an enterprise-level digital transformation. A critical part of this transformation has been to move key functions to the cloud and reduce reliance on on-site technical resources. This effort allowed G6 to take advantage of not only the elasticity and resiliency of the cloud, but also allowed the company to focus on the improved security, governance, risk, and compliance architecture being built into these services, including container security, API security, cloud HSM, and SecDevOps. A benefit of this effort has been a significant reduction in the physical space and electric power needs of the company, furthering our commitment to our environmental goals.



Public Policy and Advocacy

We are committed to representing our diverse interests in the communities where we live and operate. Our leaders serve on the boards or actively participate in numerous public policy and advocacy groups including:

- **International Franchise Association** – World’s largest membership organization for franchisors, franchisees and franchise suppliers that provides industry-leading events, advocacy, education and growth opportunities to the franchise community
- **American Hotel & Lodging Association (“AHLA”) Foundation** – Helps people build careers, improve their lives, and strengthen the lodging industry by giving them the necessary tools, resources and education.
- **AHLA Executive Committee and Advocacy Cabinet** – Provides strategic advice and direction to AHLA’s advocacy agenda and policies leading to AHLA’s advocacy positions, engagement with policymakers and community leaders and representation of the hospitality industry
- **Texas Hotel Lodging Association Board** – Largest state hotel association in the nation advocating for legislation and providing resources to promote the lodging industry in Texas.

We support the right of our team members, as individuals, to participate personally in the political process, including making political contributions. G6 Hospitality’s political contributions are strictly regulated and must always be approved by the Legal/ Compliance Department. Our policy does not allow team members to use company funds or resources for personal political activities, including contributions to political candidates or parties.



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Our Partnerships

We strive to have a diverse franchisee population and are committed to representing the communities we live in and serve.

INDUSTRY COLLABORATORS:

- National Association of Black Hotel Owners, Operators & Developers (NABHOOD)
- Hotel Opportunities Latin America
- Latino Hotel Association
- Asian American Hotel Owners Association (AAHOA)
- American Hotel and Lodging Association (AHLA)
- California Hotel & Lodging Association
- Florida Restaurant & Lodging Association
- Illinois Hotel & Lodging Association
- New York State Hospitality & Tourism Association
- Ohio Hotel & Lodging Association
- Texas Hotel & Lodging Association
- Washington Hospitality Association

SUPPORT THROUGH BOARD MEMBERSHIPS:

- **Julie Arrowsmith, President and CEO**
AHLA Board of Directors and Finance and Audit Committee
- **Farah Bhayani, General Counsel & Chief Compliance Officer**
AHLA Foundation, No Room for Trafficking Advisory Council, Co-Chair
- **Tina Burnett, Chief Development Officer**
Texas Hotel & Lodging Association (THLA), Board Member
- **Adam Cannon, Chief Brand Officer**
New Friends New Life, Board of Directors
- **Mary Fregia, Chief Human Resources Officer**
Advisory Board for University of Texas at Dallas, Jindal School of Management

- **Mark VanBeest, VP, Brand Services & External Affairs**
Sacramento Regional Family Justice Center, Emeritus Board Member, The Initiative Advancing the Blue & Black Partnership, Advisory Board Member
- **Stan Welch**
AHLA Foundation, Safety & Security Committee, Co-Chair

Our commitment to our community captures the spirit of our team members, leadership and our owners. We serve our communities through volunteerism, including our National Day of Service, and philanthropy, with a focus on veterans, racial justice, underserved youth and disaster relief.

COMMUNITY INITIATIVES WE SUPPORT INCLUDE:

- AHLA ForWard
- Armed Services YMCA
- New Friends New Life
- Truckers Against Trafficking
- PACT
- Texas Businesses Against Trafficking
- Humane Society
- IAHTI - International Association of Human Trafficking Investigators
- Carry the Load
- Equality Texas
- America Competes/Texas Competes
- The Hispanic Leadership Summit/Hispanic Star
- National Guard Anniversary Commemoration
- University of North Texas, College of Merchandising, Hospitality and Tourism
- It's a Penalty
- Music Health Alliance
- San Diego Rotary Club
- LA Galaxy Partnership
- Share Winter Foundation
- National Center for Missing and Exploited Children
- Arizona AntiTrafficking Network





Global Reporting Initiative

Our reporting follows the Global Reporting Initiative (GRI) disclosure framework, an internationally recognized set of indicators for economic, environmental and social aspects of business performance. Our report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards as it pertains to sector and material topics. G6 plans to reference the Universal Standards in future reporting.





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102-2	Activities, brands, products and services	Company Overview (page 4)
102-3	Location of headquarters	4001 International Pkwy, Carrollton, TX 75007
102-4	Location of operations	Company Overview (page 4)
102-5	Ownership and legal form	G6 Hospitality LLC is owned by Blackstone Inc.
102-6	Markets Served	Company Overview (page 4)
102-7	Scale of the organization	Company Overview (page 4)
102-8	Information on employees or other workers	Opening Doors (page 16)
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102-14	Statement from senior decision-maker	Message from our CEO (page 3)
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102-16	Values, principles, standards and norms of behavior	Ethics & Compliance (pages 15 & 30)
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102-44	Key topics and concerns raised	Operating Responsibly (page 30)

REPORTING PRACTICES

102-45	Entities included in the consolidated financial statements	Entities are included as evidenced in our FDD here: Motel 6 and Studio 6 .
102-46	Defining report content and topic boundaries	We have defined report content in consideration of our value chain impacts and the information of greatest interest to our stakeholders.
102-49	Changes of reporting	Issuance of first ESG report from G6 Hospitality to serve as baseline for future reporting.
102-50	Reporting period	Our first reporting period is 2019-2021, with annual reporting afterwards.
102-51	Date of most recent report	December 2021 (covering 2019-2021 year to date at time of issuance).
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Bhayani_Farah@g6hospitality.com

ECONOMIC

201-1	Economic performance	Access to our economic performance can be found here: Motel 6 and Studio 6 .
203-1	Indirect economic performance	Protecting the Planet (page 13)
205-1	Communication and training on anti-corruption policies and procedures	Operating Responsibly (page 30)

ENVIRONMENTAL

302-1	Energy	Protecting the Planet (page 12)
303-1	Water	Protecting the Planet (page 13)
306-1	Waste	Protecting the Planet (page 11)



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403-1	Occupational Health and Safety	Safeguarding Journeys (page 22)
404-1	Training and Education	Opening Doors (page 24)
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102-51	Date of most recent report	December 2021 (covering 2019-2021 year to date at time of issuance).
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Bhayani_Farah@g6hospitality.com



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