

**DIAMONDROCK HOSPITALITY COMPANY:
GRI CONTENT INDEX**



The following index provides DiamondRock Hospitality Company’s stakeholders with content that reflects the Global Reporting Initiative (GRI) disclosure framework to evaluate and understand our Company’s Environmental, Social and Governance (ESG) performance. Our GRI Content Index references information within our online Sustainability Report, Annual Report, 10-K, Global Real Estate Sustainability Benchmark (GRESB) response, and Corporate Governance webpages.

GENERAL DISCLOSURES:

Indicator	Description	Disclosures	Sources
Organizational Profile			
102-1	Name of the organization	DiamondRock Hospitality Company (“DiamondRock”)	2016 Annual Report and 10-K (p. 21 of PDF)
102-2	Activities, brands, products, and services	DiamondRock is a REIT that operates as an owner of its lodging properties. Each hotel is managed by a third party, and a substantial number of DiamondRock’s hotels are operated under global lodging brands, including Marriott®, Starwood® and Hilton®.	2016 Annual Report and 10-K (p. 21 of PDF)
102-3	Location of headquarters	Our corporate headquarters are located at 3 Bethesda Metro Center, Suite 1500, Bethesda, Maryland, 20814.	2016 Annual Report and 10-K (p.19 of PDF)
102-4	Location of operations	Our hotel portfolio operates in 17 different markets in North America and the U.S. Virgin Islands. Our primary business is to acquire, own, asset-manage, and renovate full-service hotel properties in the United States.	2016 Annual Report and 10-K (p. 21 of PDF)
102-5	Ownership and legal form	DiamondRock is a publicly traded REIT on the New York Stock Exchange.	2016 Annual Report and 10-K (p. 22 of PDF)
102-6	Markets served	Our properties are concentrated in key gateway cities, and in resort destinations primarily categorized as upper upscale properties in high barrier-to-entry markets with multiple demand generators. We have properties located in Atlanta, Boston, Burlington, Charleston, Chicago, Denver, Fort Lauderdale, Fort Worth, Huntington Beach, Key West, New York, Salt Lake City, San Diego, San Francisco, Sonoma, Washington D.C., U.S. Virgin Islands, and Vail.	2016 Annual Report and 10-K (pgs. 13, 22, and 98 of PDF)

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102-7	Scale of the organization	As of December 31, 2016, we owned a portfolio of 26 premium hotels and resorts that contain 9,472 guest rooms. Total revenues for fiscal year 2016 were \$897 million.	2016 Annual Report and 10-K (pgs. 21 and 57 of PDF)
102-8	Information on employees and other workers	As of December 31, 2016, we had 26 full-time employees.	2016 Annual Report and 10-K (p. 27 of PDF)
102-9	Supply chain	DiamondRock’s supply chain includes common categories found within a lodging portfolio, such as furniture, fixtures and equipment (FF&E) for the hotel assets we own and that need capital improvements or replacement overtime. Our supply chain also includes office equipment and supplies that are utilized within our corporate office.	2016 Annual Report and 10-K (p. 32 of PDF)
102-10	Significant changes to the organization and its supply chain	In 2016, we sold three properties: Hilton Garden Inn Chelsea/New York City, Hilton Minneapolis, and Orlando Airport Marriott.	2016 Annual Report and 10-K (p. 60 of PDF)
102-11	Precautionary Principle or approach	DiamondRock’s supply chain includes common categories found within a lodging portfolio, such as furniture, fixtures and equipment for the hotel assets we own and that need capital improvements or replacement overtime. Our supply chain also includes office equipment and supplies that are utilized within our corporate office.	2016 Annual Report and 10-K (p. 32 of PDF)
102-12	External initiatives	None during the reporting period.	Not Applicable
102-13	Membership of associations	DiamondRock is a member of the National Association of Real Estate Investment Trusts (“NAREIT”).	GRI Content Index
Strategy			
102-14	Statement from the most senior decision-maker about the relevance of sustainability and organization’s strategy	A statement from our CEO has been provided in our Sustainability Report. Additionally, please refer to the CEO letter in our Annual Report.	Sustainability Report 2016 Annual Report and 10-K (To Our Fellow Shareholders, pgs. 16-18 of PDF)
102-15	Key impacts, risks, and opportunities	In our annual 10-K filing, we provide disclosures on our risk factors. With regards to sustainability, we reported on risk	2016 Annual Report and 10-K (p. 28 of PDF)

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		and opportunities management in the “Risks and Opportunities” section of the GRESB Survey.	2017 GRESB Survey (Questions 12-20)
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	DiamondRock adheres to its Code of Business Conduct and Ethics, which is disclosed on our corporate website.	Code of Business Conduct and Ethics
102-17	Mechanisms for advice and concerns about ethics	Any DiamondRock employee can seek advice on ethical and lawful behavior and matters related to organizational integrity without retaliation.	Code of Business Conduct and Ethics (Reporting Concerns/Receiving Advice pgs. 6-7) Whistleblower Policies and Procedures 2017 GRESB Survey (Question 12)
Governance			
102-18	Governance structure of the organization, including committees of the highest governance body and those responsible for decision-making on economic, environmental and social impacts.	Information on corporate governance and board structure information is disclosed on our corporate website. Our CEO, who is also a member of our Board, provides oversight over our sustainability investments and initiatives.	Corporate Governance Guidance on Significant Governance Issues (pgs. 3-5) Sustainability Report
102-22	Composition of the highest governance body and its committees	The Board of Directors is comprised of eight members, of which six are Independent Directors. Board Committees, include the Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee. The Committees are led by a Committee Chair, and each consist of independent Board members.	Corporate Governance Guidance on Significant Governance Issues (p. 8) 2017 Proxy Statement (p. 12)
102-23	Chair of the highest governance body	The Chairman of the Board of Directors is William W. McCarten, who formerly served as our Chief Executive Officer until his retirement in 2008.	Board of Directors Guidance on Significant Governance Issues (p. 6)

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102-24	Nominating and selecting the highest governance body	<p>The Nominating and Corporate Governance Committee is responsible for identifying qualified individuals to become board members, and recommending that the Board select the director nominees for election at each annual meeting of stockholders.</p> <p>The skills, depth and breadth of business experience or other background characteristics proposed director candidate are all considered in the selection process.</p>	<p>Corporate Governance</p> <p>Guidance on Significant Governance Issues (p. 4)</p>
102-25	Conflicts of interest	<p>Our Code of Ethics contains our conflict of interest policy. Any transaction or relationship expected to be a conflict of interest is reported to the Compliance Officer, who then notifies our Board of Directors or a Committee.</p> <p>Any potential or actual conflicts of interest involving a director, officer, or the Compliance Officer are disclosed to the Chairman of the Board of Directors and the Chairman of the Nominating and Governance Committee.</p>	<p>Corporate Governance</p> <p>Guidance on Significant Governance Issues (p. 6)</p> <p>2017 Proxy Statement (p. 18)</p>
102-28	Evaluating the highest governance body's performance	<p>Our Nominating and Corporate Governance committee oversees the annual self-evaluation of the Board of Directors. The Compensation Committee evaluates our CEO's performance for the goals and objectives that were established for the CEO.</p>	<p>Corporate Governance</p> <p>Guidance on Significant Governance Issues (pgs. 5 and 7)</p> <p>2017 Proxy Statement (p. 14)</p>
102-35	Remuneration policies	<p>All of DiamondRock's directors are compensated through an annual retainer, based on competitive market, individual role, experience, performance, and potential. Annual performance-based cashed incentives are rewards, which are tied to the Company's business plan and individual goals. Additionally, we have adopted a Clawback Policy.</p>	<p>2017 Proxy Statement (pgs. 19-21, 23, 32-33)</p>
102-36	Process for determining remuneration	<p>Our Compensation Committee determines the amount and composition of compensation paid to our CEO and all other executive officers in the fourth quarter of each year. An independent consultant advises the Compensation</p>	<p>2017 Proxy Statement (p. 25)</p> <p>Guidance on Significant Governance Issues (p. 9)</p>

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		Committee on compensation program design and amounts that we should pay to our executives.	
Stakeholder Engagement			
102-40	List of stakeholder groups	Our primary stakeholder groups are our stockholders, employees, management companies, brand companies, suppliers, partners, communities, and industry associations.	Sustainability Report
102-41	Collective bargaining agreements	None of DiamondRock's employees are a member of any union.	2016 Annual Report and 10-K (p. 27 of PDF)
102-42	Identifying and selecting stakeholders	Our stakeholders are identified and selected by determining the groups or individuals that we need to collaborate with to for success.	Sustainability Report
102-43	Approach to stakeholder engagement (including customer satisfaction)	<p>As a lodging REIT, success requires collaborating with key stakeholders (stockholders, employees, management companies, brand companies, suppliers, partners, communities, and industry associations) and working with our management companies to identify opportunities that help us achieve our sustainability objectives.</p> <p>We rely on our hotel management companies to actively manage customer (or guest) satisfaction based on the individual property and brand standards, while DiamondRock still plays a role in oversight of said initiatives, and works to collaborate with the properties for improvement.</p>	2016 Annual Report and 10-K (p. 34 of PDF) Sustainability Report
Reporting Practice			
102-45	Entities included in the consolidated financial statements	All properties within the DiamondRock portfolio are included in the Annual Report. Our sustainability disclosure also refers to the same portfolio summarized in our consolidated financial statements.	2016 Annual Report and 10-K (Notes to Financial Statements, Exhibit 21 and Schedule III (p.129 of PDF))
102-46	Defining report content and topic boundaries	Reporting content that has been defined considers topics of greatest importance to our company and interest to our stakeholders	GRI Content Index

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102-47	List of material topics	Material aspects are reported using the GRI Reporting Standards in the Specific Disclosures section of the Content Index.	GRI Content Index
102-48	Restatements of information	There are no known restatements of information provided in previous reports.	Not Applicable
102-49	Changes in reporting	None during the reporting period.	Not Applicable
102-50	Reporting period	Our reporting covers the calendar year of 2016.	GRI Content Index
102-51	Date of most recent report	2016	Sustainability Report
102-52	Reporting cycle	We update our ESG disclosures on an annual basis.	GRI Content Index
102-53	Contact point for questions regarding the report	DiamondRock Hospitality Company 3 Bethesda Metro Center Suite 1500 Bethesda, Maryland 20814 (240) 744-1150	Corporate Website (Contact Us)
102-56	External assurance	We did not seek assurance during the reporting period.	GRI Content Index

SPECIFIC DISCLOSURES:

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ECONOMIC CATEGORY

Indicator	Description	Disclosures	Sources
Category Overview			
103-1 to 103-3	Management Approach Disclosures	We report on our management approach for economic performance in our Annual Report. Additional information is also provided in our annual sustainability report.	2016 Annual Report and 10-K (p. 22 of PDF: Our Business Strategy) Sustainability Report
Economic Performance			
201-1	Direct economic value generated and distributed	Total revenues for fiscal year 2016 were \$896.6 million. Economic value generated is distributed to our shareholders, employees and suppliers. We also make financial contributions to charitable organizations each year.	2016 Annual Report and 10-K (p. 62 of PDF)
201-2	Financial implications and other risks and opportunities due to climate change	We provide disclosure on how the outcomes of sustainability risk assessments are used to mitigate financial risk in our annual GRESB survey.	2016 Annual Report and 10-K (p. 42-43 of PDF; Our Risks Related to Regulations, Taxes and the Environment) 2017 GRESB Survey (Question 15.2)
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	At our corporate headquarters, we strive to give back and support local charities in addition to national charities that promote education, environmental conservation and public health. In 2016, DiamondRock contributed \$65,000 in charitable donations through its corporate giving program that was started in 2007.	Sustainability Report (Community Engagement)
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	DiamondRock monitors all risks related to corruption on an annual basis that may affect performance and reporting.	2017 GRESB Survey (Questions 12 and 13)

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205-2	Communication and training on anti-corruption policies and procedures	All DiamondRock employees must review and annually affirm compliance with our Code of Conduct and Business Ethics.	2017 GRESB Survey (Question 13) Whistleblower Policies and Procedures
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period.	2017 GRESB Survey (Question 14)

ENVIRONMENTAL CATEGORY

Indicator	Description	Disclosures	Sources
Category Overview			
103-1 to 103-3	Management Approach Disclosures	We provide disclosures on our management approach to environmental performance in our annual sustainability report and GRESB survey responses.	Sustainability Report 2017 GRESB Survey (Questions 15-23)
Energy			
302-1	Energy consumption within the organization	In 2016, direct and indirect energy consumption was 256,767 megawatt hours.	ESG Performance Data & Results 2017 GRESB Survey (Question 25.1)
302-3	Energy intensity	In 2016, energy intensity was 33.23 kilowatt hours per square foot.	ESG Performance Data & Results 2017 GRESB Survey (Question 25.2)
Water			
303-1	Water withdrawal by source	In 2016, total water consumption was 421,682 kilo-gallons.	ESG Performance Data & Results 2017 GRESB Survey (Question 27.1)

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303-2	Water sources significantly affected by withdrawal of water	We conduct an annual water risk assessment using the World Resources Institute's Aqueduct tool and the Ecolab Water Risk Monetizer. Based on the location of our properties, we consider our exposure on a site-by-site basis to a series of risks, which included baseline water stress, flood occurrence and drought severity. The results of the water risk assessment help to inform water efficiency investments and initiatives.	Sustainability Report
Emissions			
305-1	Scope 1 emissions	In 2016, Scope 1 emissions were 25,504 metric tons of CO ₂ e.	ESG Performance Data & Results 2017 GRESB Survey (Question 26.1)
305-2	Scope 2 emissions	In 2016, Scope 2 emissions were 54,986 metric tons of CO ₂ e.	ESG Performance Data & Results 2017 GRESB Survey (Question 26.1)
305-4	Greenhouse gas (GHG) intensity	In 2016, greenhouse gas intensity was 10.42 kilograms per square foot.	ESG Performance Data & Results 2017 GRESB Survey (Question 26.2)

SOCIAL CATEGORY

Indicator	Description	Disclosures	Sources
Category Overview			
103-1 to 103-3	Management Approach Disclosures	We provide disclosures on our management approach with regarding to managing social topics, including those pertaining to our employees and communities, in our annual sustainability report and GRESB survey responses.	Sustainability Report (Employee Engagement) 2017 GRESB Survey (Questions 11, 32, 33, 35.1, 35.2)
Employment			

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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All DiamondRock full-time employees are given 100% coverage for health care, dental, life, and short and long-term disability insurance. In addition, annual education financial assistance is offered to employees who wish to further their professional education. Parental leave is also provided to all employees.	Sustainability Report (Employee Engagement)
401-3	Parental Leave	All DiamondRock employees receive up to eight weeks of paid parental leave.	Sustainability Report (Employee Engagement)
Occupational Health and Safety			
403-1	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	DiamondRock's employees had no lost or absentee days due to workplace hazards or injuries in 2016.	2017 GRESB Survey (Questions 35.2 and NC13.2)
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	All employees are encouraged and entitled to annual financial assistance to further their professional education, alongside mentorship and community engagement opportunities.	Sustainability Report (Employee Engagement)
404-3	Percentage of employees receiving regular performance and career development reviews	All DiamondRock employees received a mid-year and annual performance review in 2016.	GRI Content Index
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	DiamondRock's board is comprised of eight members: 7 members are male and 1 member is female. Among our full-time employees, 62% are male and 38% are female. 31% of our full-time employees are under 30 years old, 54% are between 30-50 years old, and 15% are over 50 years old.	ESG Performance Data & Results Sustainability Report (Employee Engagement)
Local Communities			

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413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	DiamondRock has investments in local community engagement, and development programs. Additionally, each of our owned hotel's brands and management companies are engaged in targeted community development and engagement programs where are hotels are located.	Sustainability Report 2017 GRESB Survey (Question 42.1)
Product Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	All hotels within the DiamondRock portfolio are assessed for health, safety and well-being for any new acquisition.	2017 GRESB Survey (Questions 15.2, NC11-12.2)
Customer Privacy			
419-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None during the reporting period.	GRI Content Index