

# APPENDIX B: GLOBAL REPORTING INITIATIVE (GRI)

**Statement of Use:** DiamondRock Hospitality Company has reported to the GRI Standards for the period January 1, 2023 to December 31, 2023

**GRI Used:** GRI 1: Foundation 2021

## GRI CONTENT INDEX: GENERAL DISCLOSURES

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>ORGANIZATIONAL PROFILE</b>			
2-1	Organizational details	<p>DiamondRock Hospitality Company ("DiamondRock") is a lodging-focused Maryland corporation operating as a REIT. Our corporate headquarters are located at 2 Bethesda Metro Center, Suite 1400, Bethesda, Maryland 20814.</p> <p>As of December 31, 2023, we owned a portfolio of 36 premium hotels and resorts that contain 9,746 guest rooms located in 25 different markets in the United States.</p> <p>Cities of operation include Atlanta, Austin, Bethesda, Boston, Burlington, Charleston, Chicago, Denver, Destin, Fort Lauderdale, Fort Worth, Huntington Beach, Key West, Marathon, New Orleans, New York, Phoenix, Pray, Salt Lake City, San Diego, San Francisco, Sausalito, Sedona, Sonoma, South Lake Tahoe, Vail, and Washington D.C.</p> <p>Our hotels and resorts are primarily categorized as luxury and upper upscale as defined by STR, Inc. and are generally located in high barrier-to-entry markets with multiple demand generators. Our portfolio is composed primarily of hotels and resorts located in popular leisure destinations and major urban markets. We consider lodging properties located in major urban markets and resort destinations to be the most capable of generating dynamic cash flow growth and achieving superior long-term capital appreciation.</p>	<a href="#">2023 Annual Report and 10k</a> pg. 6, 7, 38, 46
2-2	Entities included in the organization's sustainability reporting	All properties within the DiamondRock portfolio are included in our Annual Report and 10-K filing. Our sustainability disclosures also refer to the same portfolio summarized in our consolidated financial statements.	<a href="#">2023 Annual Report and 10k</a>
2-3	Reporting period, frequency and contact point	<p>Our reporting covers the calendar year of 2023. We update our ESG disclosures on an annual basis. Questions about this report can be directed towards the information for our corporate headquarters listed below:</p> <p>DiamondRock Hospitality Company 2 Bethesda Metro Center Suite 1400 Bethesda, Maryland 20814 (240) 744-1150</p>	<a href="#">Contact Us</a> web page GRI Content Index
2-4	Restatements of information	No restatements of information	GRI Content Index
2-5	External assurance	<p>DiamondRock's 2023 energy, carbon, and water data is externally assured by First Environment, Inc, an independent ANSI Accredited certification body.</p> <p>Assurance level: Limited</p> <p>Assurance standard used: ISO 14064 – Part 3</p>	GRI Content Index

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>ACTIVITIES AND WORKERS</b>			
2-6	Activities, value chain, and other business relationships	<p>DiamondRock is a REIT that operates as an owner of its lodging properties. We do not operate or control the daily operations of our hotel properties. As of December 31, 2023, we owned a portfolio of 36 premium hotels and resorts that contain 9,746 guest rooms located in 25 different markets in North America.</p> <p>The markets that we target are those that we believe align with our strategic objectives, which include investing in assets in destination markets with constrained supply trends, those that provide geographic diversity relative to our existing portfolio, and those markets that are considered to have high growth potential. Our hotels are concentrated in major urban markets and in destination resort locations and more than 60% of our hotels are operated under a brand owned by one of the leading global lodging brand companies (Marriott International, Inc., Hilton Worldwide, or IHG Hotels &amp; Resorts). As of the date of this report, 16 of our 36 hotels operate under brands owned by Marriott, 3 of our hotels operate under brands owned by Hilton and 3 of our hotels operate under brands owned by IHG.</p> <p>Our properties are concentrated in key gateway cities and resort destinations. As of December 31, 2023, we have properties located in the following markets: Atlanta, Georgia; Austin, Texas; Boston, Massachusetts (2); Burlington, Vermont; Charleston, South Carolina; Chicago, Illinois (2); Denver, Colorado (2); Destin, Florida (2); Fort Lauderdale, Florida (2); Fort Worth, Texas; Huntington Beach, California; Key West, Florida (2); Marathon, Florida; New Orleans, Louisiana; New York, New York (3); Phoenix, Arizona; Pray, Montana; Salt Lake City, Utah; San Diego, California; San Francisco, California (2); Sedona, Arizona (2); Sonoma, California; South Lake Tahoe, California; Washington D.C. (2); and Vail, Colorado.</p> <p>Total revenues for fiscal year 2023 were \$1,074.9 million.</p> <p>DiamondRock's supply chain includes common categories found within a lodging portfolio, such as furniture, fixtures, and equipment (FF&amp;E) and operating supplies and equipment for the hotel assets we own and that need capital improvements or replacement over time. Our supply chain also includes office equipment and supplies that are utilized at our corporate office.</p> <p>On August 1, 2023, we acquired the 117-room Chico Hot Springs Resort and an adjacent ranch located in Pray, Montana for \$31.9 million, including prorations and transaction costs. The acquisition was funded with corporate cash. On October 25, 2023, we acquired the Chico Day Spa adjacent to the hotel for \$0.8 million, including prorations and transaction costs.</p>	<p><a href="#">2023 Annual Report and 10k</a> pg. 6, 20, 21, 46, 47, F-12</p> <p><a href="#">Company Overview</a> web page</p> <p>2024 Corporate Responsibility Report</p>
2-7	Employees	<p>As of December 31, 2023, we had 33 full-time employees in the United States market. 36% of employees are racially diverse, and 36% are women. All employees involved in the day-to-day operation of the Company's hotels were employed by third-party management companies engaged pursuant to hotel management agreements. Occasionally, we may also engage independent contractors in a limited capacity.</p>	<p>2024 Corporate Responsibility Report</p> <p><a href="#">2023 Annual Report and 10k</a> pg. 11</p>
2-8	Workers who are not employees	<p>As of December 31, 2023, we employed 33 full-time employees. During 2023, all employees involved in the day-to-day operation of our hotels were employed by third-party management companies engaged pursuant to hotel management agreements. Occasionally, we may also engage independent contractors in a limited capacity.</p>	<p><a href="#">2023 Annual Report and 10k</a> pg. 11</p>

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>GOVERNANCE</b>			
2-9	Governance structure and composition	<p>Information on our corporate governance and Board structure is disclosed on our corporate website. Our CEO, who is also a member of our Board, oversees our sustainability initiatives and investments.</p> <p>During 2023, the Board of Directors was comprised of eight members, seven of which are Independent Directors, two of which are racially diverse, and two of which are women. The tenures of active board members range from three years to twenty years. Board Committees include the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee. The Committees are led by a Committee Chair, and each Committee consists of independent Board members.</p>	<p><a href="#">Corporate Governance</a> web page</p> <p><a href="#">Proxy Statement</a> pg. 14</p>
2-10	Nomination and selection of 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. There are six members of the committee, all of which are independent members. Two members are racially diverse, and two are women.</p> <p>The nominee(s) should have the highest personal and professional integrity, demonstrate exceptional ability and judgment, and shall be most effective, in conjunction with the other nominees to the Board, in collectively serving the long-term interests of the stockholders.</p> <p>The Board nominates new directors only from candidates identified, screened, and approved by the Nominating and Corporate Governance Committee, including any candidates recommended to the committee by stockholders.</p> <p>The Board does not have a fixed policy as to whether the role of the CEO and Chair should be separate. The Board should be free to make these choices in any manner that it deems best for the Company at a given point in time.</p>	<p><a href="#">Corporate Governance</a> web page</p>
2-11	Chair of the highest governance body	<p>The Chairman of the Board of Directors is William W. McCarten, who formerly served as our Chief Executive Officer (“CEO”) until his retirement in 2008.</p>	<p><a href="#">Board of Directors</a> web page</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Nominating and Corporate Governance Committee of the Board of Directors is responsible for reviewing and monitor the Company’s goals, policies, programs and strategies related to environmental stewardship, climate related risks and opportunities, responsible investment, corporate citizenship, human rights, human capital management and other social and public matters of significance to the Company. The NCG Committee regularly reports to the Board.</p>	<p>2024 Corporate Responsibility Report</p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
2-13	Delegation of responsibility for managing impacts	<p>The Nominating Committee may establish and delegate authority to subcommittees consisting of one or more of its members, when the Nominating Committee deems it appropriate to do so in order to carry out its responsibilities.</p> <p>At the management level, the Chief Executive Officer (CEO) is responsible for assessing and managing sustainability risks and opportunities, and reports to the Board’s NCG Committee. In support of the CEO, our Chief Financial Officer (CFO), General Counsel and Vice President of Investments also have sustainability related objectives within their responsibilities and these objectives have predetermined consequences on their bonus compensation plans.</p>	<p>2024 Corporate Responsibility Report</p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
2-14	Role of the highest governance body in sustainability reporting	<p>In 2023, our cross-department Corporate Responsibility Committee, comprised of our Chief Financial Officer, General Counsel, internal associates and external advisors, continued to enhance our responsibility efforts, track responsibility initiatives, and uncover new areas of opportunity. The Corporate Responsibility Committee reports to our Nominating and Corporate Governance Committee quarterly and our Board of Directors annually. Pursuant to its charter, our Nominating and Corporate Governance Committee reviews and approves the Company’s activities, goals and policies concerning environmental stewardship and social responsibility matters in addition to its role concerning governance matters.</p>	<p><a href="#">Proxy Statement</a> pg. 38</p>

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>GOVERNANCE</b> <small>CONTINUED</small>			
2-15	Conflicts of interest	Our Code of Ethics contains a conflicts of interest policy to reduce potential conflicts of interest. Our conflicts of interest policy provides that any material transaction or relationship that reasonably could be expected to give rise to a conflict of interest should be reported promptly to the compliance officer, who must then notify our Board of Directors or a committee of our Board of Directors. Actual or potential conflicts of interest involving a director, executive officer or the compliance officer should be disclosed directly to our Chairman of our Board of Directors and the Chair of our Nominating and Corporate Governance Committee. A “conflict of interest” occurs when a director’s, officer’s or employee’s personal interest interferes with our interests.	<a href="#">Code of Business Conduct and Ethics</a>
2-16	Communication of critical concerns	Every employee is encouraged to act proactively by asking questions, seeking guidance and reporting suspected violations of the Code and other policies and procedures of DiamondRock, as well as any violation or suspected violation of applicable law, rule or regulation arising in the conduct of the DiamondRock’s business or occurring on DiamondRock’s property. DiamondRock’s management shall periodically report to the Board of Directors or a committee thereof on these compliance efforts including, without limitation, periodic reporting of alleged violations of the Code and the actions taken with respect to any such violation.	<a href="#">Code of Business Conduct and Ethics</a>
2-18	Evaluation of the performance of the highest governance body	Our Nominating and Corporate Governance Committee oversees the annual self-evaluation of the Board of Directors and annually assess the Board’s performance and make recommendations for improvement. The Compensation Committee reviews and approves the corporate goals and objectives that may be relevant to the compensation of the Company’s CEO.	<a href="#">Corporate Governance</a> web page
2-19	Remuneration policies	We compensate our directors through an annual retainer as opposed to per meeting fees. We have structured their compensation in this manner in order to simplify and clarify director compensation as each of our three standing committees was comprised of all independent directors in 2023 and often a meeting might discuss matters involving the area of responsibility of more than one committee.  The annual retainer is based on a competitive market, individual role, experience, performance, and potential. Annual performance-based cash incentives are rewards which are tied to the Company’s business plan and performance objectives. Additionally, we have a Clawback Policy.	<a href="#">Proxy Statement</a> pg. 41 2024 Corporate Responsibility Report
2-20	Process to determine remuneration	Our executive compensation program consists of base salary, annual cash incentive compensation opportunities, annual long-term equity incentive grants and limited perquisites.  Our Compensation Committee is responsible for determining the amount and composition of compensation paid to our Chief Executive Officer and reviews and approves or makes recommendations to our Board of Directors with respect to the compensation for all other executive officers. Our Compensation Committee exercises its independent judgment in reviewing and approving the executive compensation program as a whole, as well as specific compensation levels for each executive officer.  We grant equity awards to align the interests of our executives with those of our stockholders, and to create incentives for our executives to protect and grow stockholder value, including through maintenance and growth of our dividend.	<a href="#">Proxy Statement</a> pg. 43, 47, 52

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>GOVERNANCE</b> <small>CONTINUED</small>			
2-21	Annual total compensation ratio	<p>For 2023, the annual total compensation of Mr. Brugger of \$4,937,320 as shown in the Summary Compensation Table above, was approximately 18.9 times the annual total compensation of \$260,949 of a median employee calculated in the same manner.</p> <p>We identified the median employee using the annual base salary and target annual cash incentive compensation, as of December 31, 2023, plus the grant date fair value of any long-term equity incentive awards granted in 2023 for all individuals, who were employed by us on December 31, 2023, the last day of our payroll year (whether employed on a full-time, part-time, or seasonal basis)</p>	<a href="#">Proxy Statement</a> pg. 67, 68
<b>STRATEGY, POLICIES, AND PRACTICES</b>			
2-22	Statement on sustainable development strategy	A statement from our CEO is provided in our Sustainability Report. Additionally, please refer to the CEO letter in our Annual Report.	2024 Corporate Responsibility Report
2-23	Policy commitments	<p>DiamondRock engages with our stakeholders, including hotel operators, brands, and general managers to manage the environmental risks our company may face.</p> <p>To address these risks we developed ESG-related policies, we implement an internal Environmental Management System (“EMS”), and 2030 sustainability goals to reduce portfolio energy, carbon, and water intensity by 30%, 50% and 20% respectively from our 2019 baseline.</p> <p>DiamondRock’s Code of Business Conduct and Ethics aids our company’s directors, officers, and employees in making ethical and legal decisions when conducting DiamondRock’s business and performing their day-to-day duties, and is disclosed on our corporate website.</p> <p>DiamondRock’s Board of Directors (or a committee of the Board) is responsible for administering the Code. The Board of Directors has delegated day-to-day responsibility for administering and interpreting the Code to a Compliance Officer. Our General Counsel has been appointed DiamondRock’s Compliance Officer under this Code.</p> <p>DiamondRock Hospitality Company (DiamondRock) strives to conduct business in a manner that is consistent with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We also aim to comply with all applicable human rights and labor rights laws, including International Labour Organisation (ILO). Likewise, we expect our vendors, contractors, business partners and hotel operators to adhere to these principles and laws. This policy applies to DiamondRock and our affiliated entities.</p> <p>In 2023, we updated our existing Environmental Policy, our Human Rights &amp; Labor Rights Policy and our Vendor Code of Conduct. We also adopted a Cybersecurity Policy.</p>	2024 Corporate Responsibility Report <a href="#">Vendor Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics</a>

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>STRATEGY, POLICIES, AND PRACTICES <small>CONTINUED</small></b>			
2-24	Embedding policy commitments	<p>In 2023, our cross-department Corporate Responsibility Committee, comprised of our Chief Financial Officer, General Counsel, internal associates and external advisors, continued to enhance our responsibility efforts, track responsibility initiatives, and uncover new areas of opportunity. The Corporate Responsibility Committee reports to our Nominating and Corporate Governance Committee quarterly and our Board of Directors annually. Pursuant to its charter, our Nominating and Corporate Governance Committee reviews and approves the Company's activities, goals and policies concerning environmental stewardship and social responsibility matters in addition to its role concerning governance matters.</p> <p>DiamondRock seeks to conduct its business in compliance with both the letter and the spirit of applicable laws, rules and regulations. No director, officer or employee shall engage in any unlawful activity in conducting DiamondRock's business or in performing his or her day-to-day company duties, nor shall any director, officer or employee instruct others to do so. DiamondRock expects its directors, officers and employees to exercise reasonable judgment when conducting DiamondRock's business. DiamondRock encourages its directors, officers and employees to refer to the Code of Business Conduct and Ethics frequently to ensure that they are acting within both the letter and the spirit of the Code.</p> <p>We require all employees to complete periodic human rights training, including harassment and human trafficking prevention training and expect and encourage the operators of our lodging properties to do the same. DiamondRock hosts and offers monthly corporate-wide training classes on topics ranging from governance, human rights, environmental policies, communication, computer skills, social issues, design and construction, investments, company finance, self-improvement, and corporate achievement. We also support our third-party management companies' efforts to conduct sustainability related training for their employees.</p>	<p><a href="#">Proxy Statement</a> pg. 38</p> <p><a href="#">Code of Business Conduct and Ethics</a></p> <p><a href="#">Human Rights and Labor Rights Policy</a></p>
2-25	Processes to remediate negative impacts	Refer to the Human Rights & Labor Rights Policy and the Code of Business Conduct and Ethics for information on remediating negative impacts	<p><a href="#">Human Rights and Labor Rights Policy</a></p> <p><a href="#">Code of Business Conduct and Ethics</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p>DiamondRock maintains a confidential, third-party hotline, which employees, business partners, and shareholders can submit complaints on matters related to organizational integrity without retaliation.</p> <p>The Company's Audit Committee receives, retains, investigates, and acts on complaints and concerns regarding all accounting and auditing matters.</p> <p>The Company's Nomination and Governance Committee receives, retains, investigates, and acts on complaints and concerns regarding all governance and corporate ethics matters. The Company's General Counsel receives, retains, investigates, and acts on complaints and concerns regarding all other items.</p>	<p><a href="#">Code of Business Conduct and Ethics</a></p> <p><a href="#">Whistleblower Policies and Procedures</a></p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
2-27	Compliance with laws and regulations	None during the reporting period.	<a href="#">GRI Content Index</a>
2-28	Membership associations	DiamondRock is a member of the National Association of Real Estate Investment Trusts ("NAREIT").	<a href="#">GRI Content Index</a>

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>STAKEHOLDER ENGAGEMENT</b>			
2-29	Approach to stakeholder engagement	<p>Our primary stakeholder groups are stockholders, DiamondRock employees, hotel employees, customers, management companies, brand companies, suppliers, partners, communities, and industry associations.</p> <p>We identify and select our primary stakeholders by determining the groups or individuals that we need to collaborate with in order to achieve our ESG-related goals and objectives.</p> <p>As a lodging REIT, success requires collaborating with key stakeholders (stockholders, employees, customers, management companies, brand companies, suppliers, partners, communities, and industry associations) and working with our management companies to identify opportunities that help us achieve our ESG objectives. We are committed to enhancing the value of our sustainability platform through open and transparent communications with our stakeholders.</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> <p>We also support the American Hotel &amp; Lodging Association (AHLA) 5-Star Promise and our hotel operators in the effort to advance safety and security for employees and guests across our industry.</p>	<p>2024 Corporate Responsibility Report</p> <p><a href="#">2023 Annual Report and 10k</a></p> <p>GRI Content Index</p>
2-30	Collective bargaining agreements	<p>None of our employees is a member of any union.</p> <p>During 2023, all employees involved in the day-to-day operation of our hotels were employed by third-party management companies engaged pursuant to hotel management agreements. The employees of our hotel managers at the Courtyard New York Manhattan/Fifth Avenue, Courtyard New York Manhattan/Midtown East, Hilton Garden Inn New York/Times Square Central, Westin Boston Seaport District and The Dagny Boston are currently represented by labor unions and are subject to collective bargaining agreements.</p>	<p><a href="#">2023 Annual Report and 10k</a> pg. 11</p>
<b>MATERIAL TOPICS</b>			
3-1	Process to determine material topics	<p>Reporting content that has been defined considers topics of greatest importance to our company and interest to our key stakeholders, including our investors.</p> <p>We are committed to strong environmental, social and governance practices and related disclosure. We are committed to enhancing the value of our sustainability platform through open and transparent communications with our stakeholders. Our sustainability objectives are designed to support our Company's vision and strategic principles through measures to:</p> <ul style="list-style-type: none"> <li>■ reduce energy and water consumption;</li> <li>■ increase profitability at our hotels;</li> <li>■ proactively manage environmental risks; and</li> <li>■ make positive contributions to communities.</li> </ul>	<p><a href="#">Proxy Statement</a> pg. 38</p>

# GRI: GENERAL DISCLOSURES CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>MATERIAL TOPICS</b> <small>CONTINUED</small>			
3-2	List of material topics	Material aspects are reported using the GRI Reporting Standards in the Specific Disclosures section of the Content Index. No changes were made during the reporting period. Topics include economic performance, anti-corruption, energy, water, emissions, waste, employment, health and safety, training and education, diversity, local communities, supply chain, and socioeconomic compliance.	GRI Content Index
3-3	Management of material topics	<p>DiamondRock engages with our stakeholders, including hotel operators, brands, and general managers to manage the environmental risks our company may face.</p> <p>To address these risks we developed ESG-related policies, we implement an internal Environmental Management System (“EMS”), and 2030 sustainability goals to reduce portfolio energy, carbon, and water intensity by 30%, 50% and 20% respectively from our 2019 baseline.</p> <p>In 2023, our cross-department Corporate Responsibility Committee, comprised of our Chief Financial Officer, General Counsel, internal associates and external advisors, continued to enhance our responsibility efforts, track responsibility initiatives, and uncover new areas of opportunity. The Corporate Responsibility Committee reports to our Nominating and Corporate Governance Committee quarterly and our Board of Directors annually. Pursuant to its charter, our Nominating and Corporate Governance Committee reviews and approves the Company’s activities, goals and policies concerning environmental stewardship and social responsibility matters in addition to its role concerning governance matters.</p>	2024 Corporate Responsibility Report <a href="#">Vendor Code of Conduct</a> <a href="#">Proxy Statement</a> pg. 38

# GRI: MANAGEMENT APPROACH DISCLOSURES

In this section, we provide management approach disclosures for the following economic topics: performance, indirect impacts, and anti-corruption.

## ECONOMIC

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>ECONOMIC PERFORMANCE</b>			
103	Management Approach	<p>Our strategy is to apply aggressive asset management, prudent financial strategy, and disciplined capital allocation to high quality lodging properties in North American urban and resort markets with superior growth prospects and high barriers-to-entry.</p> <p>We plan to strategically allocate capital in order to create value depending on our cost of capital. If our cost of capital is attractive, we expect to:</p> <ul style="list-style-type: none"> <li>■ pursue strategic acquisitions in line with our target asset type;</li> <li>■ consider opportunistically raising equity; and</li> <li>■ evaluate opportunities to dispose of non-core hotels.</li> </ul>	<p><a href="#">2023 Annual Report and 10k</a> pg. 6-7</p> <p>2024 Corporate Responsibility Report</p>
201-1	Direct economic value generated and distributed	DiamondRock's total revenues for fiscal year 2023 were \$1,074.9 million. Economic value generated is distributed to our shareholders, employees, and suppliers. Operating expenses were \$925.4 million and net income was \$86.6 million.	<a href="#">2023 Annual Report and 10k</a> pg. F-7
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 Assessment response. DiamondRock's TCFD Report provides disclosure on the impact of Climate change risks and opportunities on business, strategy, and financial planning.	<p>2024 Corporate Responsibility Report</p> <p>TCFD Report</p> <p>GRESB Assessment</p>
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 2023, DiamondRock supported five organizations, and contributed in-kind donations worth \$1,500,000 through its corporate giving program that began in 2007.	2024 Corporate Responsibility Report
<b>ANTI-CORRUPTION</b>			
205-1	Operations assessed for risks related to corruption	DiamondRock monitors all risks related to corruption that may affect performance and reporting on an annual basis.	GRESB Assessment
205-2	Communication and training about anti-corruption policies and procedures	All DiamondRock employees must review and annually affirm compliance with our Code of Conduct and Business Ethics.	<p><a href="#">Code of Business Conduct and Ethics</a></p> <p><a href="#">Whistleblower Policies and Procedures</a></p> <p>GRESB Assessment</p>
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period.	

# GRI: MANAGEMENT APPROACH DISCLOSURES CONTINUED

## ENVIRONMENTAL

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>ENERGY</b>			
103	Management approach disclosure	<p>DiamondRock’s environmental targets aim to reduce energy, carbon, and water intensity by 30%, 50%, and 20% respectively by 2030 from our 2019 baseline. (Our 2030 energy and carbon reduction are based on intensity per square foot. Our 2030 water target is based on intensity per occupied room.)</p> <p>We also invest in energy, water, and waste ROI projects, including LED installations, boiler and chiller replacements, low-flow fixtures, and bulk amenity dispensers.</p> <p>Our internal EMS aims for continuous portfolio performance improvement.</p>	2024 Corporate Responsibility Report
302-1	Energy consumption within the organization	In 2023, direct and indirect energy consumption was 225,209 megawatt hours.	2024 Corporate Responsibility Report
302-3	Energy intensity	In 2023, energy intensity was 28.7 kilowatt hours per square foot.	2024 Corporate Responsibility Report
<b>WATER AND EFFLUENTS</b>			
103	Management approach disclosure	We conducted a 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 include baseline water stress, flood occurrence, and drought severity. The results of the water risk assessment help to inform water efficiency investments and initiatives.	2024 Corporate Responsibility Report
303-5	Water consumption	In 2023, total water consumption was 1,455,758 cubic meters.	2024 Corporate Responsibility Report
<b>EMISSIONS</b>			
305-1	Direct (Scope 1) GHG emissions	In 2023, Scope 1 emissions were 19,015 metric tons of CO <sub>2</sub> e.	2024 Corporate Responsibility Report
305-2	Energy Indirect (Scope 2) GHG emissions	In 2023, Scope 2 emissions were 41,686 metric tons of CO <sub>2</sub> e.	2024 Corporate Responsibility Report
305-4	GHG Emissions Intensity	In 2023, greenhouse gas intensity was 7.74 kilograms per square foot.	2024 Corporate Responsibility Report
<b>WASTE</b>			
306-3	Waste generated	DiamondRock generated 7,929 metric tons of waste in 2023, with 6,843 metric tons sent to landfill, and 0 metric tons incinerated. Furthermore, DiamondRock generated 0 metric ton of Hazardous Waste.	2024 Corporate Responsibility Report
306-4	Waste diverted from disposal	DiamondRock generated 7,929 metric tons of waste in 2023, with 1,087 metric tons recycled.	2024 Corporate Responsibility Report
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
103	Management approach	DiamondRock’s Vendor Code of Conduct outlines our expectations and minimum standards for vendors to conduct business with integrity, comply with regulations, protect human rights, provide a safe and healthy working environment, and responsibly manage environmental impacts. Our Vendor Code of Conduct is designed in accordance with the guiding principles outlined in the UN Universal Declaration of Human Rights.	<a href="#">Vendor Code of Conduct</a>

# GRI: MANAGEMENT APPROACH DISCLOSURES CONTINUED

## SOCIAL

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>EMPLOYMENT</b>			
103	Management approach	We believe prioritizing employee well-being is a key element for attracting and retaining the best and most talented associates. All DiamondRock employees receive competitive benefits, in addition to training and education opportunities.	<a href="#">Vendor Code of Conduct</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All DiamondRock full-time employees are provided 100% coverage of the premium for health care and dental insurance, group term life insurance and short and long-term disability insurance. In addition, annual education financial assistance is offered to employees who wish to further their professional education. Eight weeks of parental leave is also provided to all employees.	2024 Corporate Responsibility Report
401-3	Parental Leave	All DiamondRock employees receive up to eight weeks of paid parental leave.	2024 Corporate Responsibility Report
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-9	Work-related injuries	DiamondRock's employees had no lost or absentee days due to workplace hazards or injuries in 2023.	2024 Corporate Responsibility Report GRESB Assessment
<b>TRAINING AND EDUCATION</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	All employees are encouraged and entitled to annual financial assistance of up to \$10,000 to further their professional education, alongside mentorship and community engagement opportunities.	2024 Corporate Responsibility Report
404-3	Percentage of employees receiving regular performance and career development reviews	All DiamondRock employees received a mid-year and annual performance review in 2023.	2024 Corporate Responsibility Report
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
103	Management Approach	DiamondRock provides equal employment opportunities (EEO) to all potential and current employees regardless of race, ethnicity, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws.	2024 Corporate Responsibility Report
405-1	Diversity of governance bodies and employees	In 2023, DiamondRock's Board was comprised of 8 members: 6 members were men and 2 members were women.  Among our full-time employees, 64% are men and 36% are women.  24% of our full-time employees are under 30 years old, 36% are between 30-50 years old, and 39% are over 50 years old.  For additional information on the diversity of our employees, please refer to our performance tables in our 2024 Corporate Responsibility Report.	2024 Corporate Responsibility Report <a href="#">Board of Directors</a> web page

# GRI: MANAGEMENT APPROACH DISCLOSURES SOCIAL CONTINUED

NUMBER	DESCRIPTION	RESPONSE/DISCLOSURE	REFERENCES
<b>LOCAL COMMUNITIES</b>			
103	Management Approach	<p>DiamondRock strives to conduct our business in a manner that is consistent with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>Our Code of Vendor Conduct is also designed in accordance with the guiding principles outlined in the UN Universal Declaration of Human Rights.</p> <p>We also support the American Hotel &amp; Lodging Association (AHLA) 5-Star Promise and our hotel operators in the effort to advance safety and security for employees and guests across our industry.</p> <p>The majority of the hotels that we own operate under a brand owned by Marriott or Hilton. These brands also have human rights policies and trainings for their hotels.</p>	<p><a href="#">Human Rights and Labor Rights Policy</a></p> <p><a href="#">Vendor Code of Conduct</a></p> <p>2024 Corporate Responsibility Report</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>DiamondRock has investments in local community engagement and development programs. In 2023, we supported 5 charities and employees contributed 550 volunteer hours.</p> <p>Additionally, each of our owned hotel's brands and management companies is engaged in targeted community development and engagement programs where our hotels are located.</p>	2024 Corporate Responsibility Report
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
414-1	New suppliers that were screened using social criteria	We encourage and expect our stakeholders, vendors, suppliers, tenants, and all other business partners to comply with the standards outlined in our Vendor Code of Conduct, including human rights and labor practices. DiamondRock reserves the right to perform audits of vendors to ensure practices are in place to conduct business in a manner that is consistent with our Vendor Code of Conduct.	<a href="#">Vendor Code of Conduct</a>
<b>CUSTOMER HEALTH AND SAFETY</b>			
416-1	Assessment of the health and safety impacts of product and service categories	For all new acquisitions, DiamondRock will assess properties for health, safety, and well-being.	GRESB assessment

# APPENDIX C: SUSTAINABILITY ACCOUNTING STANDARDS BOARD DISCLOSURES (SASB)

## ACTIVITY METRICS

INDICATOR	DESCRIPTION	2023
<b>ACTIVITY METRICS</b>		
<b>IF-RE-000.A</b>	Number of assets	36
<b>IF-RE-000.B</b>	Leasable floor area (Square Feet)	7,962,185
<b>IF-RE-000.C</b>	Percentage of indirectly managed assets	100%
<b>IF-RE-000.D</b>	Average occupancy rate	72%

## SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

INDICATOR	DESCRIPTION	2023
<b>ENERGY MANAGEMENT</b>		
<b>IF-RE-130a.1</b>	Energy consumption data coverage as a percentage of total floor area*	100%
<b>IF-RE-130a.2</b>	Total energy consumed by portfolio area with data coverage (Gigajoules)*	810,752
	Percentage grid electricity*	54%
	Percentage renewable energy*	8.1%
<b>IF-RE-130a.3</b>	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	0.3%
<b>IF-RE-130a.4</b>	Percentage of eligible portfolio that has an energy rating	100%
	Percentage of eligible portfolio that is certified to ENERGY STAR	14%
<b>IF-RE-130a.5</b>	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Across our portfolio, we continue to make strategic investments in energy reduction projects. DiamondRock's EMS guides our portfolio management strategy, as we aim for continuous improvement through an ISO 14001-aligned process of "plan", "do", "check", and "act". Additionally, we monitor and report on energy performance, and consider other environmental risks specific to the locations and regions where our hotels are located.

\* Does not include properties which were closed, acquired, or disposed in 2023.

## SASB: SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS CONTINUED

INDICATOR	DESCRIPTION	2023
<b>WATER MANAGEMENT</b>		
<b>IF-RE-140a.1</b>	Water withdrawal data coverage as a percentage of total floor area*	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress	100%
<b>IF-RE-140a.2</b>	Total water withdrawn by portfolio area with data coverage, by property subsector (m3)*	1,455,758
	Percentage in regions with High or Extremely High Baseline Water Stress	High Baseline Water Stress: 22.2%  Extremely High Baseline Water Stress: 16.7%
<b>IF-RE-140a.3</b>	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	0.7%
<b>IF-RE-140a.4</b>	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>As part of our risk mitigation strategy, DiamondRock takes a strategic approach to portfolio management by continuing to conduct portfolio-wide water risk assessments to determine properties most likely to have both current and future water risks.</p> <p>We will continue monitoring potential changes in the cost, availability, and consumption of water in key markets where are properties are located, and leveraging risk assessments to inform future decision making on capital expenditures for water efficiency projects, including technologies to reduce and reuse water at properties. The large majority of our properties have already invested in the following water saving initiatives:</p> <ul style="list-style-type: none"> <li>■ Water saving fill valves in guestrooms</li> <li>■ Low-flow showerheads in guestrooms</li> <li>■ Water flow restrictors in guestrooms</li> </ul>

INDICATOR	DESCRIPTION	2023
<b>MANAGEMENT OF TENANT SUSTAINABILITY IMPACTS</b>		
<b>IF-RE-410a.1</b>	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	0%
<b>IF-RE-410a.2</b>	Percentage of tenants that are separately metered or submetered for grid electricity consumption, by property subsector	36%
	Percentage of tenants that are separately metered or sub metered for water withdrawals	24%
<b>IF-RE-410a.3</b>	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	We continuously engage with our properties and general managers to ensure continuous environmental improvement of our portfolio.

\* Does not include properties which were closed, acquired, or disposed in 2023.

# SASB: SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS CONTINUED

INDICATOR	DESCRIPTION	2023
<b>CLIMATE CHANGE ADAPTATION</b>		
<b>IF-RE-450a.1</b>	Area of properties located in 100-year flood zones (Square Foot)	608,569
<b>IF-RE-450a.2</b>	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	<p>As part of our risk mitigation strategy, DiamondRock takes a strategic approach to portfolio management by continuing to conduct portfolio-wide risk assessments to determine properties most likely to have climate risk exposure. We conducted a climate risk assessment, inclusive of drought, cyclone, and flood-related risks. We will continue monitoring energy and water cost and consumption in key markets where are properties are located and leveraging risk assessments to inform future decision making on capital expenditures. We continue to invest in preventive maintenance, including enhancements to roofs, and other structural property elements to protect against weather-related risks. DiamondRock also discloses a description of its strategy for mitigating risks in Risk Management section of the TCFD Report.</p>