

**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”)	2017 Annual Report and 10-K (p. 7 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 the majority (more than 80%) of DiamondRock’s hotels are operated under global lodging brands, including Marriott® and Hilton Worldwide®. In 2017, 13 of our hotels operated under Marriott or Hilton franchise agreements.	2017 Annual Report and 10-K (p. 12, 25 and 26 of PDF)
102-3	Location of headquarters	Our corporate headquarters are located at 2 Bethesda Metro Center, Suite 1400, Bethesda, Maryland, 20814.	2017 Annual Report and 10-K (p.17 of PDF)
102-4	Location of operations	Our hotel portfolio operates in 18 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.	2017 Annual Report and 10-K (p. 49 of PDF)
102-5	Ownership and legal form	DiamondRock is a publicly traded REIT on the New York Stock Exchange.	2017 Annual Report and 10-K (p. 7 and 10 of PDF)
102-6	Markets served	Our properties are concentrated in key gateway cities, and in resort destinations primarily categorized as premium full-service hotels 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, Sedona, Sonoma, Washington D.C., U.S. Virgin Islands and Vail.	2017 Annual Report and 10-K (pgs. 42 and 90 of PDF)

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102-7	Scale of the organization	As of December 31, 2017, we owned a portfolio of 28 premium hotels and resorts that contain 9,630 guest rooms. Total revenues for fiscal year 2017 were \$870 million.	2017 Annual Report and 10-K (pgs. 11, 42 and 48 of PDF)
102-8	Information on employees and other workers	As of December 31, 2017, we had 29 full-time employees.	2017 Annual Report and 10-K (p. 5 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.	2017 Annual Report and 10-K (p. 22 of PDF)
102-10	Significant changes to the organization and its supply chain	In 2017, we acquired two properties: L’Auberge de Sedona and Orchards Inn Sedona.	2017 Annual Report and 10-K (p. 50 of PDF)
102-11	Precautionary Principle or approach	In 2018, DiamondRock set 2025 sustainability goals to reduce portfolio energy, carbon and water intensity by 25%, 40% and 25% respectively from our 2011 baseline.	Sustainability Report
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 is provided in our Sustainability Report. Additionally, please refer to the CEO letter in our Annual Report.	Sustainability Report 2017 Annual Report and 10-K (To Our Fellow Shareholders, pgs. 3-6 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 and opportunities management in the “Risks and Opportunities” section of the GRESB Assessment.	2017 Annual Report and 10-K (p. 18 of PDF) 2018 GRESB Assessment (Questions RO1-RO7)

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		Additionally, we developed 2025 energy, carbon and water intensity reduction targets to further mitigate risks.	Sustainability Report
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 2018 GRESB Assessment (Question PD3)
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, six of which 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 Committee consists of independent Board members.	Corporate Governance Guidance on Significant Governance Issues (p. 8) 2018 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 are all considered in the candidate selection process.</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>Corporate Governance 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 Guidance on Significant Governance Issues (p. 6) 2018 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 Nominating and Corporate Governance Committee is responsible for establishing the evaluation criteria and implementing the evaluation process. The Compensation Committee evaluates our CEO's performance against the goals and objectives that were established for the CEO.</p>	<p>Corporate Governance Guidance on Significant Governance Issues (pgs. 7 and 8) 2018 Proxy Statement (p. 14)</p>
102-35	Remuneration policies	<p>All of DiamondRock's directors are compensated through an annual retainer, which is based on competitive market, individual role, experience, performance and potential. Annual performance-based cash incentives are rewards,</p>	<p>2018 Proxy Statement (pgs. 11, 14,19-21, 23 and 36)</p>

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		which are tied to the Company's business plan and individual goals. Additionally, we adopted a Clawback Policy.	
102-36	Process for determining remuneration	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 Committee on compensation program design and amounts that we should pay to our executives.	2018 Proxy Statement (p. 25) Guidance on Significant Governance Issues (p. 9)
Stakeholder Engagement			
102-40	List of stakeholder groups	Our primary stakeholder groups are our stockholders, employees, customers, 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. Please note that, while none of our employees are subject to collective bargaining agreements, our third-party hotel managers have employees at the Lexington Hotel New York, Courtyard Manhattan/Fifth Avenue, Courtyard Manhattan/Midtown East, Hilton Garden Inn/Times Square, Frenchman's Reef & Morning Star Marriott Beach Resort, Westin Boston Waterfront, and Hilton Boston Downtown who are currently represented by labor unions and are subject to collective bargaining agreements.	2017 Annual Report and 10-K (p. 16 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 for success.	Sustainability Report
102-43	Approach to stakeholder engagement (including customer satisfaction)	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	2017 Annual Report and 10-K (p. 25 of PDF) Sustainability Report

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		<p>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>	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	All properties within the DiamondRock portfolio are included in our Annual Report and 10-K filing. Our sustainability disclosure also refers to the same portfolio summarized in our consolidated financial statements.	2017 Annual Report and 10-K (Notes to Financial Statements, Exhibit 21 and Schedule III (p. F-11 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
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 2017.	GRI Content Index
102-51	Date of most recent report	2017	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 2 Bethesda Metro Center Suite 1400 Bethesda, Maryland 20814 (240) 744-1150	Corporate Website (Contact Us)

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102-56	External assurance	We did not seek assurance during the reporting period.	GRI Content Index
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**SPECIFIC DISCLOSURES:
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.	2017 Annual Report and 10-K (p. 10-11 of PDF: Our Business Strategy) Sustainability Report
Economic Performance			
201-1	Direct economic value generated and distributed	Total revenues for fiscal year 2017 were \$870 million. Economic value generated is distributed to our shareholders, employees and suppliers. We also contributed \$108,000 to charitable organizations in 2017.	2017 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 Assessment.	2017 Annual Report and 10-K (p. 42-43 of PDF; Our Risks Related to Regulations, Taxes and the Environment) 2018 GRESB Assessment (Question RO3.2)
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 2017, DiamondRock contributed \$108,000 in charitable donations through its corporate giving program that was started in 2007.	Sustainability Report (Community Engagement)

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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.	2018 GRESB Assessment (Questions RO1 and RO2)
205-2	Communication and training on anti-corruption policies and procedures	All DiamondRock employees and consultants must review and annually affirm compliance with our Code of Conduct and Business Ethics.	2018 GRESB Assessment (Question RO2) Whistleblower Policies and Procedures
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period.	2018 GRESB Assessment (Question PD7)

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 Assessment responses.	Sustainability Report 2018 GRESB Assessment (Questions RO3.1, RO3.2, RO4, RO5, RO6, RO7, ME1, ME2 and ME3)
Energy			
302-1	Energy consumption within the organization	In 2017, direct and indirect energy consumption was 217,426 megawatt hours.	ESG Performance Data 2018 GRESB Assessment (Question P11.1)
302-3	Energy intensity	In 2017, energy intensity was 29.46 kilowatt hours per square foot.	ESG Performance Data 2018 GRESB Assessment (Question P11.2)

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Water			
303-1	Water withdrawal by source	In 2017, total water consumption was 351,420 kilo-gallons. In 2017, total groundwater withdrawal was 30,604 kilo-gallons.	ESG Performance Data 2018 GRESB Assessment (Question PI3.1)
303-2	Water sources significantly affected by withdrawal of water	We conduct 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.	Sustainability Report
Emissions			
305-1	Scope 1 emissions	In 2017, Scope 1 emissions were 18,165 metric tons of CO2e.	ESG Performance Data 2018 GRESB Assessment (Question PI2.1)
305-2	Scope 2 emissions	In 2017, Scope 2 emissions were 44,495 metric tons of CO2e.	ESG Performance Data 2018 GRESB Assessment (Question PI2.1)
305-4	Greenhouse gas (GHG) intensity	In 2017, greenhouse gas intensity was 8.49 kilograms per square foot.	ESG Performance Data 2018 GRESB Assessment (Question PI2.2)

SOCIAL CATEGORY

Indicator	Description	Disclosures	Sources
Category Overview			

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103-1 to 103-3	Management Approach Disclosures	We provide disclosures on our management approach with regard to social topics, including those pertaining to our employees and communities in our annual sustainability report and GRESB Assessment responses.	Sustainability Report (Employee Engagement) 2018 GRESB Assessment (RO3.1, RO3.2, RO4, RO5, RO6, RO7, ME1, ME2 and ME3)
Employment			
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 2017.	2018 GRESB Assessment (Question SE3.2)
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	All employees are encouraged and entitled to annual financial assistance of up to \$10,000 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 2017.	GRI Content Index
Diversity and Equal Opportunity			

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405-1	Diversity of governance bodies and employees	<p>DiamondRock’s board is comprised of eight members: 7 members are men and 1 member is a woman.</p> <p>Among our full-time employees, 62% are men and 38% are women. 32% of our full-time employees are under 30 years old, 48% are between 30-50 years old, and 20% are over 50 years old.</p>	<p>ESG Performance Data</p> <p>Sustainability Report (Employee Engagement)</p>
Local Communities			
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 our hotels are located.	<p>Sustainability Report</p> <p>2018 GRESB Assessment (Question SE11.1)</p>
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.	2018 GRESB Assessment (Questions RO3.2 and 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