Environmental Policy

DiamondRock Hospitality Company (DiamondRock) recognizes the impact that our properties and projects can have on the environment and Responsible environmental stewardship is a top priority. The goal of DiamondRock's Environmental Policy is to identify environmental risks and opportunities, decrease environmental impact and strive for continual improvement in the environmental performance of our portfolio. DiamondRock is focused on adhering to all applicable environmental regulations and laws wherever we do business. Our Environmental Policy and programs use, as a guideline, the United Nations Sustainable Development Goals ("UN SDGs"). Our environmental stewardship programs and practices focus on the following:

- **Emissions and Energy**
    - By improving operating procedures, investing in efficient energy projects, and monitoring and reporting, DiamondRock strives to reduce energy consumption and carbon emissions in our hotel portfolio. We identify, assess and report on DiamondRock's climate change risks, opportunities and performance in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework. For all development, redevelopment, and renovation projects, DiamondRock focuses on increasing the use of renewable energy and incorporating energy efficiency concepts, projects, and methods.

- **Net-Zero**
    - DiamondRock is dedicated to developing an organizational plan for establishing our approach to net-zero and recognizes the significance of achieving net-zero emissions. We continue to monitor environmental performance against 2030 targets, with the overall goal being to achieve net-zero emissions by 2030 for all scope 1, 2, and 3 emissions. Our current strategy is to concentrate on tasks that can be managed practically and that, as a result, will have effects that extend through 2030. In collaboration with our clients, policymakers, and investors, we are dedicated to adjusting as needed to achieve this crucial global objective.

- **Water Management**
    - DiamondRock acknowledges the right to clean water as a fundamental human right and works toward the conservation of water resources. To ensure equal access to quality water sources, we aim to monitor water risk throughout our portfolio. DiamondRock is committed to reducing water consumption in our portfolio through investment in water efficiency projects, monitoring and reporting, and enhancing operating procedures. For all development, redevelopment, and renovation projects, DiamondRock focuses on the incorporation of water efficiency concepts, projects, and methods.

- **Waste Management**
    - DiamondRock is committed to reducing the total amount of waste generated and improving waste diversion rates and recycling for our corporate offices, construction projects, and at our hotel properties. We expect suppliers to minimize waste and implement policies and procedures to properly dispose of all types of waste, including water, energy, raw materials and processed materials. DiamondRock strives to make sure

development, redevelopment, and renovation projects properly dispose of waste generated.

- **Associate Waste Management**
  - o DiamondRock expects associates to support our programs through properly handling, storing, and disposing of all hazardous materials and wastes, complying with all environmental permits that apply to equipment, operations and properties.

- **Supply Chain Management**
  - o DiamondRock is committed to purchasing services and products that are the most supportive of long-term environmental sustainability. We are committed to sustainably purchasing materials that are locally sourced and have credible sustainability certifications. DiamondRock, with our brand partners and third-party management companies, promote sustainable procurement throughout our value chain and expect our suppliers, vendors and other business partners to adhere to the same standards to which we hold our Company and associates.

- **Local Habitat Management**
  - o DiamondRock is committed to enhancing local biodiversity, reducing risks to habitats and preventing deforestation. We strive to reduce our impact on ecosystems by responsibly managing surrounding environments during development, redevelopment, and renovation projects.

- **Training**
  - o DiamondRock is committed to promoting environmental awareness among our associates and supporting their work in an environmentally responsible manner through training and education opportunities.

- **Reporting Transparency**
  - o DiamondRock strives to ensure transparency with our stakeholders through our annual Environment, Social, and Governance reporting framework. Our Chief Executive Officer oversees all environmental initiatives, which are then directly reported to the Board of Directors.

- **Preservation of Historic Structures**
  - o DiamondRock promotes the preservation and protection of our historical buildings. Within our portfolio, we have several historical buildings which we maintain in accordance with historical building mandates.

DiamondRock is committed to complying with our Environmental Policy at all organizational levels and provides annual corporate policy training for all corporate associates. To promote transparency and reduce risks within our supply chain, we encourage all our stakeholders including partners, suppliers, vendors, operators, and brand partners to follow these same standards and commitments outlined in this Environmental Policy. To enhance the policy, we are committed to engaging with all these stakeholders to continuously develop, evaluate, improve, and implement new initiatives.

To ensure compliance and communication, DiamondRock has an internal Environmental, Social, and Governance committee which oversees ESG efforts and updates our Board of Directors quarterly. Our committee has direct oversight of our procedures and policies.

Revised 12/12/2022

DiamondRock performs annual audits of vendors to ensure practices are in place to conduct business in a manner that is consistent with our Environmental Policy. DiamondRock also reserves the right to amend or modify our Environmental Policy.

This policy is approved by the DiamondRock Board of Directors.