

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”)	2019 Annual Report and 10-K (p. 4 of PDF)
102-2	Activities, brands, products, and services	<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.</p> <p>As of December 31, 2019, 20 of our hotels operated under brands owned by Marriott International, Inc. (“Marriott”) and 3 of our hotels operated under brands owned by Hilton Worldwide Holdings, Inc. (“Hilton”). 14 of our hotels operate under Marriott or Hilton franchise agreements.</p>	2019 Annual Report and 10-K (pp. 4 and 18 of PDF)
102-3	Location of headquarters	Our corporate headquarters are located at 2 Bethesda Metro Center, Suite 1400, Bethesda, Maryland 20814.	2019 Annual Report and 10-K (p. 10 of PDF)
102-4	Location of operations	As of December 31, 2019, we owned 31 premium hotels and resorts throughout North America and the U.S. Virgin Islands (USVI). Our hotels and resorts are primarily categorized as upper upscale, as defined by STR, Inc., and are generally located in high barrier-to-entry markets with multiple demand generators. Our properties are concentrated in key gateway cities and resort destinations.	2019 Annual Report and 10-K (p. 5 of PDF)
102-5	Ownership and legal form	DiamondRock is a publicly traded REIT on the New York Stock Exchange.	2019 Annual Report and 10-K (p. 7 and 10 of PDF)
102-6	Markets served	<p>Our strategy is to apply aggressive asset management, conservative leverage, 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>Our properties are concentrated in key gateway cities and resort destinations. We have properties located in the following markets: Atlanta, Boston, Burlington, Charleston, Chicago, Denver, Fort Lauderdale, Fort Worth, Huntington Beach, Key West, New York, Phoenix, Salt Lake City, San Diego, San Francisco, Sedona,</p>	<p>Company Overview</p> <p>2019 Annual Report and 10-K (pp. 5 and 33 of PDF)</p>

		Sonoma, South Lake Tahoe, Washington D.C., St. Thomas, and Vail.	
102-7	Scale of the organization	As of December 31, 2019, we owned a portfolio of 31 premium hotels and resorts that contain 10,102 guest rooms. We also employed 31 full-time employees. Total revenues for fiscal year 2019 were \$938 million.	2019 Annual Report and 10-K (pp. 4, 42 of PDF)
102-8	Information on employees and other workers	As of December 31, 2019, we had 36 full-time employees. We do not employ any employees at the hotels that we own. Occasionally, we may also engage independent contractors in a limited capacity.	2019 Annual Report and 10-K (p. 42 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) 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.	2019 Annual Report and 10-K (p. 72, 73 of PDF)
102-10	Significant changes to the organization and its supply chain	In 2019, there were no significant changes to our organization or supply chain.	2019 Annual Report and 10-K (p. 56 of PDF)
102-11	Precautionary Principle or approach	DiamondRock engages with our stakeholders, including hotel operators, brands, and general managers to manage the environmental risks our company may face. To address these risks we developed ESG-related policies, we implement an internal Environmental Management System (“EMS”), and 2025 sustainability goals to reduce portfolio energy, carbon, and water intensity by 25%, 40% and 25% respectively from our 2011 baseline.	Sustainability Report Vendor Code of Conduct Human Rights and Labor Rights Policy
102-12	External initiatives	DiamondRock strives to conduct our business in a manner consistent with the United Nations (“UN”) Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We also use the UN Sustainable Development Goals (“UN SDGs”) as a guide for our Company’s ESG-related policies, including our Sustainability Policy.	Sustainability Report Human Rights and Labor Rights Policy
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 senior decision-maker	A statement from our CEO is provided in our Sustainability Report. Additionally, please refer to the CEO letter in our Annual Report.	Sustainability Report 2019 Annual Report and 10-K (“To Our Fellow Shareholders”, pp. 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 report on risks and opportunities management in our GRESB Real Estate Assessment disclosure.	2019 Annual Report and 10-K (p. 12 of PDF) Sustainability Report (GRESB Results)
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	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. 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.	Code of Business Conduct and Ethics
102-17	Mechanisms for advice and concerns about ethics	The Company’s Audit Committee receives, retains, investigates, and acts on complaints and concerns regarding all accounting and auditing matters. 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. DiamondRock also maintains a confidential, third-party hotline, which employees, business partners, and shareholders can submit complaints on matters related to organizational integrity without retaliation.	Code of Business Conduct and Ethics (“Reporting Concerns/Receiving Advice” pp. 6-8) Whistleblower Policies and Procedures
Governance			
102-18	Governance structure	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.	Corporate Governance Guidance on Significant Governance Issues (pp. 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, the Compensation Committee, and the	Corporate Governance

		Nominating and Corporate Governance Committee. The Committees are led by a Committee Chair, and each Committee consists of independent Board members.	Guidance on Significant Governance Issues (p. 8) 2020 Proxy Statement (pp.7-11 of pdf)
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 (“CEO”) until his retirement in 2008.	Board of Directors Guidance on Significant Governance Issues
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 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>	Corporate Governance Nominating and Corporate Governance Committee Charter Guidance on Significant Governance Issues (p. 6)
102-25	Conflicts of interest	<p>Our Code of Business Conduct and Ethics contains our Conflicts of Interest statement. 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 material transaction or relationship that could give rise to a conflict of interest should be reported to the Compliance Officer. The Compliance Officer will then notify the Board of Directors or a committee of the complaint.</p>	Code of Business Conduct and Ethics Guidance on Significant Governance Issues

102-28	Evaluating the highest governance body's performance	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.	Corporate Governance Guidance on Significant Governance Issues (p. 5) 2020 Proxy Statement (p. 19 of pdf)
102-35	Remuneration policies	All of DiamondRock's directors are compensated through an annual retainer, which 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 adopted a Clawback Policy.	2020 Proxy Statement (pp. 27 and 40 of pdf)
102-36	Process for determining remuneration	DiamondRock's executive compensation program consists of base salary, annual cash incentive compensation opportunities, annual long-term equity incentive grants, and limited perquisites. 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.	2020 Proxy Statement (pp. 19, 26, and 31 of pdf) Guidance on Significant Governance Issues (p. 9)
Stakeholder Engagement			
102-40	List of stakeholder groups	Our primary stakeholder groups are stockholders, DiamondRock employees, hotel 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, the employees of our hotel managers at the Lexington Hotel New York, Courtyard Manhattan/Fifth Avenue, Courtyard Manhattan/Midtown East, Hilton Garden Inn/Times Square, Westin Boston Waterfront Hotel, and Hilton Boston Downtown are currently represented by labor unions and are subject to collective bargaining agreements.	2019 Annual Report and 10-K (p. 9 of PDF)
102-42	Identifying and selecting stakeholders	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.	Sustainability Report

102-43	Approach to stakeholder engagement	<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.</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 & 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>2019 Annual Report and 10-K (pp. 26 and 27 of PDF)</p> <p>Sustainability Report</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 disclosures also refer to the same portfolio summarized in our consolidated financial statements.	2019 Annual Report and 10-K (“Notes to Financial Statements”, Exhibit 21 and Schedule III (p. F-12 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 key stakeholders, including our investors.	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	2019 environmental data is restated in the 2020 Sustainability Report due to a minor conversion error. Additionally, historical intensity metrics are also restated.	GRI Content Index
102-49	Changes in reporting	None during the reporting period.	
102-50	Reporting period	Our reporting covers the calendar year of 2019.	GRI Content Index
102-51	Date of most recent report	October 2020	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”)

102-56	External assurance	We did not seek assurance during the reporting period.	GRI Content Index
--------	--------------------	--	-------------------

Specific Disclosures

Economic Category

Indicator	Description	Disclosures	Sources
Category Overview			
103	Management Approach	<p>Our strategy is to apply aggressive asset management, conservative leverage, 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"> • pursue strategic acquisitions; • consider opportunistically raising equity; and • evaluate opportunities to dispose of non-core hotels. <p>Additional information is also provided in our annual Sustainability Report.</p>	<p>2019 Annual Report and 10-K (p. 5 of PDF: “Our Business Strategy”)</p> <p>Sustainability Report</p>
Economic Performance			
201-1	Direct economic value generated and distributed	DiamondRock’s total revenues for fiscal year 2019 were \$938 million. Economic value generated is distributed to our shareholders, employees, and suppliers.	2019 Annual Report and 10-K (p. 42 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 response.	<p>2019 Annual Report and 10-K (pp. 17-18 of PDF; “Our Risks Related to Regulations, Taxes, and the Environment”)</p> <p>2020 GRESB Assessment (Question RA1)</p>
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	<p>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.</p> <p>In 2019, DiamondRock supported 20 organizations, and contributed over \$185,000 in cash donations and \$500,000 in in-kind donations through its corporate giving program that began in 2007.</p> <p>In the USVI where our Frenchman’s Reef and Morningstar Marriott Beach Resort has remained closed due to Hurricane Irma, DiamondRock launched a five-year University of the Virgin Islands</p>	Sustainability Report (“Community Engagement”)

		hospitality scholarship program, committing a total of \$150,000 to the initiative. DiamondRock also donated \$45,000 to renovate Frenchtown's Joseph Aubain Ballfield on the island.	
Anti-Corruption			
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.	2020 GRESB Assessment (Question RM3.2)
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.	Code of Business Conduct and Ethics Whistleblower Policies and Procedures 2020 GRESB Assessment (Question RM3.2)
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period.	

Environmental Category

Indicator	Description	Disclosures	Sources
Category Overview			
103	Management Approach	<p>DiamondRock's environmental targets aim to reduce energy, carbon, and water intensity by 25%, 40%, and 25% respectively by 2025 from our 2011 baseline. (Our 2025 energy and carbon reduction are based on intensity per square foot. Our 2025 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>	Sustainability Report
Energy			
302-1	Energy consumption within the organization	In 2019, direct and indirect energy consumption was 232,550 megawatt hours.	Sustainability Report ("Performance Tables") 2020 GRESB Assessment (Question EN1)

302-3	Energy intensity	In 2019, energy intensity was 29.49 kilowatt hours per square foot.	Sustainability Report (“Performance Tables”) 2020 GRESB Assessment (Question PI1.2)
Water			
303-3	Water withdrawal by source	In 2019, total water consumption was 1,456,641 cubic meters. In 2019, total groundwater withdrawal was 30,907 cubic meters.	Sustainability Report (“Performance Tables”) 2020 GRESB Assessment (Question WT1)
303-2	Water sources significantly affected by withdrawal of water	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.	Sustainability Report
Emissions			
305-1	Scope 1 emissions	In 2019, Scope 1 emissions were 20,228 metric tons of CO ₂ e.	Sustainability Report (“Performance Tables”) 2019 GRESB Assessment (Question GH1)
305-2	Scope 2 emissions	In 2019, Scope 2 emissions were 44,802 metric tons of CO ₂ e.	Sustainability Report (“Performance Tables”) 2019 GRESB Assessment (Question GH1)
305-4	Greenhouse gas (GHG) intensity	In 2019, greenhouse gas intensity was 8.25 kilograms per square foot.	Sustainability Report (“Performance Tables”) 2019 GRESB Assessment (Question GH1)
306-1	Water discharge by quality and destination	In 2019, wastewater discharge totaled 1,393,752 ¹ cubic meters.	Sustainability Report (“Performance Tables”)
306-2	Waste by type and disposal method	DiamondRock generated 7,533 metric tons of waste in 2019, with 6,647 metric tons sent to landfill, 886 metric tons recycled, and 0	Sustainability Report (“Performance Tables”)

¹ We believe that approximately 95% of our water consumption results in wastewater discharge, all through municipal sewage output.

		metric tons incinerated. Furthermore, DiamondRock generated 0 metric tons of Hazardous Waste.	
Supplier Environmental Assessment			
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.	Vendor Code of Conduct

Social Category

Indicator	Description	Disclosures	Sources
Category Overview			
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.	Sustainability Report ("Employee Engagement")
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 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.	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 2019.	Sustainability Report ("Employee Engagement") 2019 GRESB Assessment (Question SE4)
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 2019.	Sustainability Report (“Employee Engagement”)

Diversity and Equal Opportunity

103	Management Approach	DiamondRock provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to 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.	Sustainability Report
405-1	Diversity of governance bodies and employees	DiamondRock’s Board is comprised of 8 members: 6 members are men and 2 members are women. Among our full-time employees, 58% are men and 42% are women. 19% of our full-time employees are under 30 years old, 64% are between 30-50 years old, and 17% are over 50 years old. For additional information on the diversity of our employees, please refer to our performance tables in our 2020 Sustainability Report.	Sustainability Report (“Employee Engagement” and “Performance Tables”) Board of Directors

Human Rights Assessment

103	Management Approach	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. Our Code of Vendor Conduct is also designed in accordance with the guiding principles outlined in the UN Universal Declaration of Human Rights. We also support the American Hotel & 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. 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.	Human Rights and Labor Policy Vendor Code of Conduct Sustainability Report
-----	---------------------	--	--

Local Communities

413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<p>DiamondRock has investments in local community engagement and development programs. In 2019, we supported 20 charities and employees contributed 650 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>	<p>Sustainability Report</p> <p>2019 GRESB Assessment (Question TC6.1)</p>
Supplier Social Assessment			
414-1	New suppliers that were screened using labor practices 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.	Vendor Code of Conduct
Product Health and Safety			
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.	2019 GRESB Assessment (Questions RA1 and DSE1-DSE2.2)
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

SASB Disclosures

Activity Metrics		
Indicator	Description ²	2019
IF-RE-000.A	Number of assets	30
IF-RE-000.B	Leasable floor area (Square Feet)	7,885,177
IF-RE-000.C	Percentage of indirectly managed assets	100%
IF-RE-000.D	Average occupancy rate	78.9%

Energy Management		
Indicator	Description ³	2019
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage (Gigajoules)	837,180
	Percentage grid electricity	Approximately 99%
	Percentage renewable energy	Less than 1%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	-1.2%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating	79%
	Percentage of eligible portfolio that is certified to ENERGY STAR	0%
IF-RE-130a.5	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.

² Does not include Frenchman's Reef & Morning Star Marriott Beach Resort, which is temporarily closed.

³ Does not include properties that were closed during a given year.

Water Management		
Indicator	Description ⁴	2019
IF-RE-140a.1	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%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage, by property subsector	1,456
	Percentage in regions with High or Extremely High Baseline Water Stress	High Baseline Water Stress: 25.3% Extremely High Baseline Water Stress: 11.8%
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	+4.6%
IF-RE-140a.4	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. 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. In 2019, we invested in the following water saving initiatives throughout multiple properties:</p> <ul style="list-style-type: none"> - Installed water saving fill valves in guestrooms - Installed low-flow showerheads in guestrooms - Installed water flow restrictors in guestrooms

⁴ Does not include properties that were closed during a given year.

Management of Tenant Sustainability Impacts		
Indicator	Description ⁵	2019
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	0%
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for water withdrawals	61%
IF-RE-410a.3	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.

Climate Change Adaptation		
Indicator	Description	2019
IF-RE-450a.1	Area of properties located in 100-year flood zones (Square Foot)	2,208,051
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	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. In 2019, we continued to invest in preventive maintenance, including enhancements to roofs, and other structural property elements to protect against weather-related risks.

⁵ Does not include properties that were closed during a given year.