

2023 CORPORATE SUSTAINABILITY REPORT

ABOUT THIS REPORT

This is RLJ's second annual Corporate Sustainability Report. It covers all Environmental, Social, and Governance (ESG) matters in the 2022 fiscal year and is limited to the hotels that RLJ wholly owned for all twelve months of the year. Additionally, this report discloses historical environment performance data to track progress towards our commitment to lowering our carbon footprint.

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Corporate Responsibility is integral to our overall business strategy and commitment to driving long-term value for all stakeholders.

To Our Stakeholders,

Throughout this past year, the lodging industry once again demonstrated its resiliency by achieving positive momentum across multiple metrics. As our industry moves beyond the impact of the pandemic, we are continuing to build upon our track record of sound corporate responsibility and stewardship. To this end, I am proud to share RLJ's second Corporate Sustainability Report (CSR) which showcases the work our team has done to further our Environmental, Social, and Governance (ESG) program on all fronts. This report encompasses the progress we made on our ESG initiatives in 2022 and also introduces initiatives we began in 2023. Notably, this report includes comprehensive portfolio-wide, property-level data for the first time, showcasing the commendable strides our hotel associates have made in fulfilling our sustainability objectives. As we make progress, we are increasingly coordinating our corporate sustainability efforts with our third-party managers, industry associations, and brands such as Marriott, Hilton, and Hyatt who remain at the forefront of leading sustainability practices in our industry.

With respect to **social responsibility**, RLJ has continued to uphold the leadership mantle with respect to diversity and inclusion, as one of the most diverse organizations in our industry. Today, 49% of our associates and 33% of our Board are women, and over half of our associates and Board members are from ethnically diverse backgrounds, underscoring our steadfast commitment to inclusivity, which has been embedded in RLJ since its beginning. We made further strides in 2022, by joining as a founding donor for NAREIT's Dividends through Diversity Equity and Inclusion grant program, to help foster and grow diversity within the industry.



Leslie D. Hale, President and CEO

Acknowledging the importance of ESG to our stakeholders, in 2022 we strengthened our **corporate governance** by formalizing the oversight of our ESG program as one of the Board responsibilities, delegating oversight of all ESG initiatives to the Nominating and Corporate Governance Committee (NCGC). This new responsibility

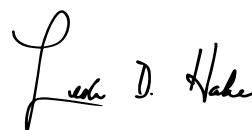
empowers the committee to regularly review progress and updates from the RLJ team and provide their recommendations, thereby enhancing RLJ's responsiveness to evolving sustainable business practices. Moreover, we also introduced ESG compensation goals for senior executives, which have aligned financial incentives with our sustainability objectives.

We remain steadfast in our belief that the sustainability of both our industry and enterprise are closely linked to upholding **environmental stewardship**. In 2022, we demonstrated our commitment to sustainability by investing \$6.6 million across 200+ projects at 81 of our hotels, with approximately 76% of these projects focused on energy or water efficiency. Our in-house design and construction team, a unique feature of RLJ, actively seeks out and prioritizes opportunities where we can advance sustainability initiatives that also help us meet our business goals. For example, as part of our recent conversions, we upgraded and installed equipment that is less energy intensive, which in addition to reducing our overall carbon footprint, will also provide cost savings over their useful lives. Our sustainability efforts were also evident at our recent conversion – The Pierside in Santa Monica, CA – which earned recognition under the EPA's EnergyStar program as a certified hotel. As it relates to waste reduction, we recognize the importance of minimizing waste to reduce the environmental impact of our properties. To this end, we have partnered with an innovative waste management provider for several of our assets in Washington, D.C., to gather insights into our waste management practices and bolster our waste reduction strategies. Through this new partnership we were able to both enhance the understanding of our waste data and also save costs through better waste management practices. Based on the initial success, we are already implementing this initiative at several of our other properties.

At the forefront of all our corporate sustainability efforts are our associates, who remain at the heart of RLJ. Ensuring their wellbeing remains a high priority for us. As we emerged from the pandemic and settled into a hybrid environment, we have worked hard to enhance associate engagement and morale through in-person events, such as monthly lunches, alumni roundtables, and welcoming the team to our new, LEED Platinum Certified corporate headquarters. Our associates have also donated countless hours in support of organizations such as Habitat for Humanity and Don Bosco Cristo Rey, benefitting the communities in which we operate. We further complimented these volunteer hours with charitable giving in aggregate of over \$220,000, thereby further extending the positive impact of our charitable efforts.

Overall, I am excited to share this CSR, which underscores our commitment to progress and accountability in ESG matters. In support of continuing accountability, our CSR aligns with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD). We also remain committed to reducing our carbon emission by 35% by 2030. This report not only celebrates our accomplishments towards upholding our corporate responsibility, but also serves as a roadmap for our continuing journey towards sustainably operating our business, which will create lasting value for our stakeholders.

I extend my appreciation to all our stakeholders, especially our associates, for their support on this remarkable journey.

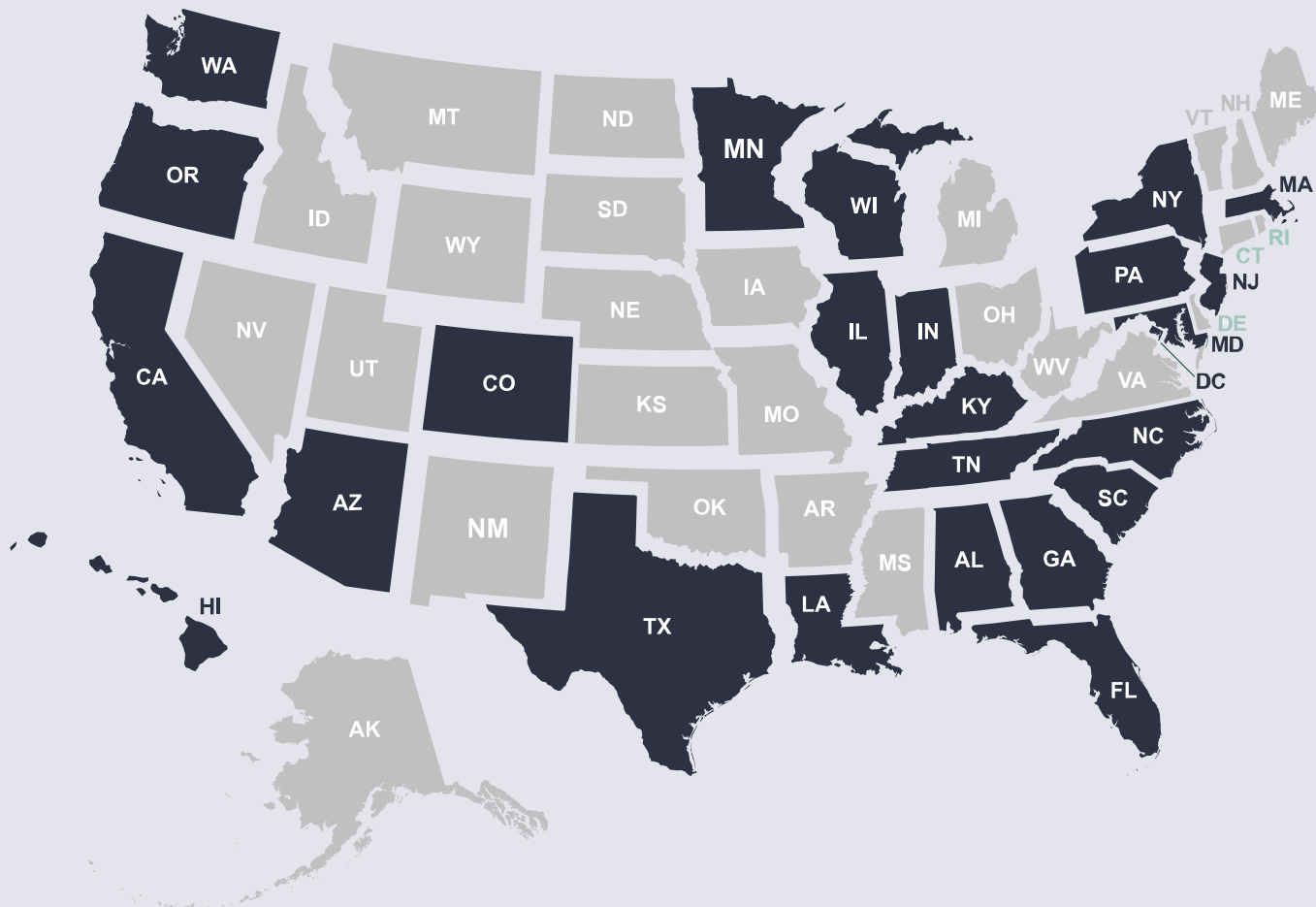


LESLIE D. HALE, PRESIDENT AND CEO

RLJ Lodging Trust is one of the largest U.S. publicly-traded lodging real estate investment trusts (REITs) in terms of both number of hotels and number of rooms. We seek to generate strong returns long term for our shareholders by acquiring, owning, and operating primarily premium-branded, rooms-oriented, high margin hotels in markets that exhibit multiple demand generators and attractive long-term growth prospects.

2022 PORTFOLIO

AS OF DECEMBER 31, 2022



96

HOTELS & RESORTS

23

STATES & TERRITORIES

21.2K

ROOMS

CORE PILLARS OF OUR BUSINESS STRATEGY

DISCIPLINED HOTEL ACQUISITION

We seek to acquire hotel properties at prices where we believe we can enhance value by pursuing proactive investment strategies such as renovation, repositioning, or rebranding.

PROACTIVE ASSET MANAGEMENT

To enhance quality and attractiveness, increase long-term value, and generate attractive returns on investment, we actively monitor and advise our third-party management companies on key aspects of our hotels' operations, including property positioning, physical design, capital planning and investment, guest experience, and overall strategic direction.

A STRONG AND FLEXIBLE BALANCE SHEET

A strong balance sheet is a key competitive advantage that affords us a lower cost of capital and positions us for growth. We structure our debt profile to maintain financial flexibility and a balanced maturity schedule with access to different forms of financing.

DIVERSITY AND INCLUSION

Diversity and inclusion has been a pillar of RLJ since its inception and is part of our Company's DNA. Our culture and practice of diversity and inclusivity boosts motivation, brings new thoughts and ideas to our business, attracts top talent, and helps to retain associates.

ESG HIGHLIGHTS

62%
PROPERTIES

have installed bulk dispensers or non-plastic alternatives to replace mini toiletries

100%
PROPERTIES

have undergone an energy-efficiency assessment in the past three years

TripAdvisor

35
PROPERTIES

TripAdvisors
Green Leaders Program

49% **54%**
Women Ethnically Diverse



AHLA
5-Star
PROMISE
★★★★★

Responsible Stay Signatory

7 OF 9 are
TRUSTEES independent

TRUSTEE
NOMINEES

33% **56%**
Women Ethnically Diverse

ESG APPROACH

As we operate our business, we are committed to fostering diversity and inclusivity in the workplace, demonstrating high ethical standards in the management of our business, and managing our portfolio to reduce climate and other risks along with minimizing our environmental impact. We recognize the importance of ESG to our investors and stakeholders and have strengthened our approach by establishing an internal ESG committee that reports ESG matters directly through our CEO to the Board's Nominating and Corporate Governance Committee.



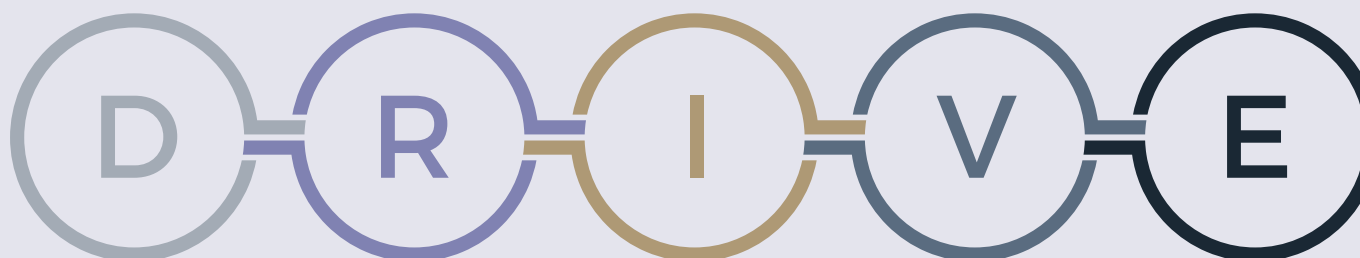
ESG APPROACH

Our corporate responsibility strategy underpins our commitment to ESG, and we continue to integrate our strategy to create long-term shareholder value, while maintaining the highest standards of ethical behavior and effective corporate governance. We also commit to environmental stewardship by investing in projects that reduce our consumption of energy and water and lower our greenhouse gas emissions. Additionally, we strive to generate positive social impact by empowering our associates and supporting our local communities through philanthropy and other community engagement activities.

We formalize our longstanding commitment to greater sustainability through policies which guide our actions. Links to these policies can be found in the Appendix.



Our sustainability strategy aligns our ESG objectives with our commitment to generating long-term shareholder value and alignment to the UN Sustainable Development Goals (UN SDGs) through the following:



DRIVE

revenue growth by following a disciplined investment strategy and through robust asset management (SDG 8)

REDUCE

costs and support green growth through investments in energy and water conservation and other sustainability efforts (SDG 6, SDG 7)

IMPROVE

our human capital by championing our corporate culture of diversity and inclusivity, to boost motivation, attract top talent, and retain associates (SDG 3, SDG 4, SDG 5, SDG 10)

VALIDATE

our sustainability commitments through external benchmarking and transparent reporting (SDG 12)

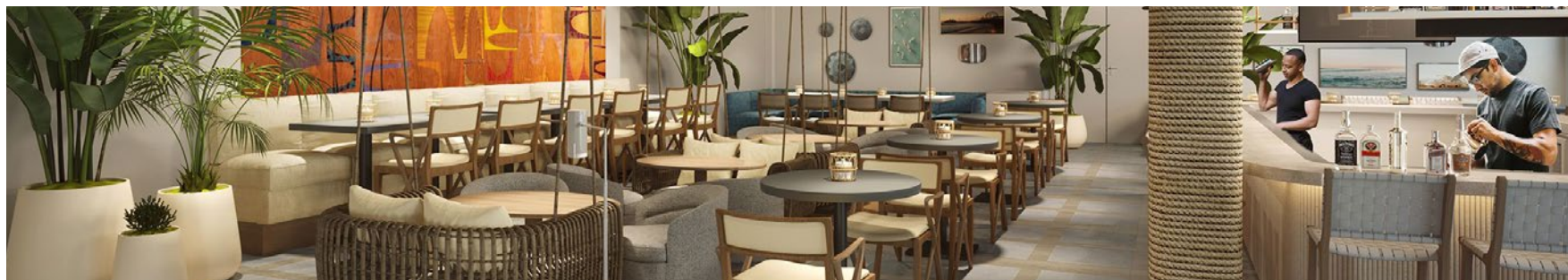
EXPAND

our engagement with our partners, suppliers, and the communities in which we operate (SDG 17)



ESG GOVERNANCE AND OVERSIGHT

ESG GOVERNANCE AND OVERSIGHT



GOVERNANCE STRATEGY

RLJ is committed to conducting our business affairs with integrity, transparency, and professionalism and to treat our associates, customers, and vendors with respect. Our standards are defined by our professionalism, high integrity, ability to exercise sound judgement, and respect for diverse perspectives.

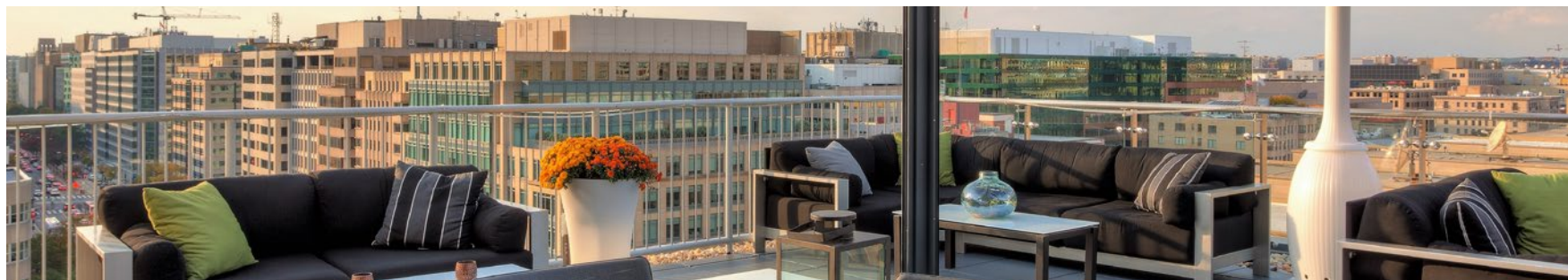
Our Code of Business Conduct and Ethics sets out the specific standards and ethics that RLJ requires all associates and Board of Directors to sign and follow. Our policy addresses the need for honest and ethical conduct; compliance with laws, rules, and regulations; conflicts of interest; confidentiality of information; no retaliation for raising issues or complaints; and the right to a discrimination- and harassment-free workplace.

Ensuring that ESG is fully integrated into all roles and departments in the organization is driven by our accountability to our stakeholders, including our investors, associates, vendors, and third-party management companies. This is essential in how we operate.

The NCGC is the entity within the Board of Directors that is formally responsible for the oversight and management of ESG issues, policies, and programs. The NCGC provides updates and recommendations to the Board quarterly on these matters.

Our CEO is responsible for ensuring that the NCGC is briefed on relevant ESG matters. To support her in these efforts, RLJ established a cross-functional ESG Committee that includes the Company's department heads such as the Chief Operating Officer, Senior Vice President of Administration, and Senior Vice President of Finance, amongst others. The ESG Committee helps to support our ongoing commitment to environmental stewardship, health, and safety; corporate social responsibility; corporate governance and sustainability; and to ensure that we are appropriately addressing risks arising from these areas. Reporting directly to the CEO, the ESG Committee also aids in the development, implementation, and monitoring of initiatives and policies based on the ESG strategy and oversees the communications of our ESG program to internal and external stakeholders.

The ESG Committee plays an active role in incorporating ESG principles into the Company's culture and operations. It maintains metrics, systems, and procedures to track ESG matters and assists the Company's management team in ESG reporting and disclosure, including the collection and review of data and the preparation of draft reports.

ESG
GOVERNANCE
AND OVERSIGHT


CORPORATE GOVERNANCE

Our Board of Trustees acts as the steward of the Company for the benefit of all shareholders. Our trustees bring a wealth of business experience and a track record of excellent business judgment, helping to guide RLJ's business strategy. Together as a Board, they are committed to ensuring our overall business strategy is designed to create long-term value for our shareholders.

Notable features of our corporate governance structure include the following:

- Board responsibility for oversight of strategic and risk management issues, including issues related to ESG and cybersecurity
- Robust Code of Business Conduct and Ethics
- Annual evaluation process for full Board, Board committees, and individual trustees
- Prioritizes shareholder engagement and takes actions to strengthen the Company Lead Independent Trustee
- The Board is elected annually with majority voting standard

- Diversity is a necessary consideration for Board nominations
- 7 of our 9 trustees are independent, including all members of our Board committees
- 3 of 9 (33%) trustee nominees are women, and 5 of 9 (56%) trustee nominees are ethnically diverse
- Separate Chairman and CEO roles
- Active shareholder engagement program; shareholders can amend our bylaws by a majority vote
- Opted out of all of the Maryland business combination, control share acquisition, and unsolicited takeover statutes, and in the future, we cannot opt back into any of these provisions without shareholder approval
- Meaningful stock ownership requirements for the CEO and Executive Chairman (5x base salary) and other executive officers (3x base salary)
- ESG goals tied to senior executive compensation

ESG
GOVERNANCE
AND OVERSIGHT


RISK MANAGEMENT

Our Board of Trustees executes its oversight responsibility of risk management directly and through its committees. Risks related to environmental and social factors fall directly under the NCCC unless they are thematically linked to auditing or compensation activities. Strategic risks, which may include highly significant ESG issues, are directly overseen by the Board and not delegated to one of the committees. Risk management is an area that the members of our Board have deep expertise and experience.

ENTERPRISE RISK MANAGEMENT

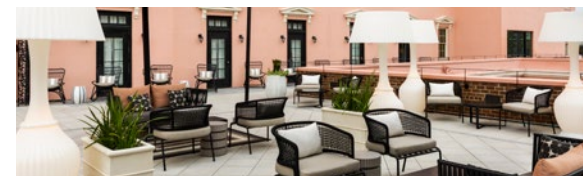
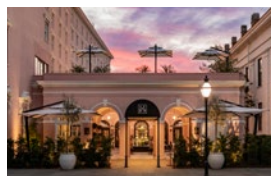
RLJ has integrated Enterprise Risk Management (ERM) throughout the organization, it is core to the Company's operations. Our annual operational and financial risk assessment processes fuse data and expertise from both our internal teams and external consultants. All risks relevant to the RLJ operations are identified and evaluated and are subject to our risk-scoring process. This process scores risks from three primary aspects:

1. **Financial:** the financial and operational impact a risk may have on the Company
2. **Subjective:** the impact the risk may have on the Company considering the Company's risk mitigation activities
3. **Likelihood:** how likely the risk may come to fruition and the timeline of the risk coming to fruition

As part of our strategy and risk management process, we use the following metrics to assess risks and opportunities:

- Financial impact of extreme weather events
- Number of extreme weather events
- Property-level floodplain data and other environmental data gathered as part of our annual property insurance renewal process
- Regulatory / reporting requirements
- Occupancy / demand data at the property, sub-market, and market level
- G&A Budget information – historical and predicted
- Global economic indicators – including inflation, GDP, etc.

ESG GOVERNANCE AND OVERSIGHT



ENVIRONMENTAL RISK MANAGEMENT

Water Scarcity: 34% of our properties (by square footage) are located in areas experiencing high or extremely high water stress. 37% of our water withdrawal comes from properties located in areas experiencing high or extremely high water stress. Our renovations focus on improving water conservation through installing aerators and low-flow faucets and showers to decrease water needs.

Portfolio Vulnerability: 50% of our properties (and 56% by square footage) are located in the states of California, Florida, Louisiana, South Carolina, and Texas. These states are significantly prone to hazards and risks such as hurricanes, drought, fires, or other natural disasters¹. We periodically assess our hotel properties' vulnerability to social and environmental shocks and events and implement our recovery plans to promptly restore operations following natural disaster and other extreme weather.

Climate Change Adaptation: 7% of our properties are in 100-year flood zones. RLJ is investing in increasing the resiliency of our buildings to withstand the physical impacts of climate change, including rising sea levels, changes in precipitation patterns and extreme variability in weather patterns, and increased severity of extreme weather events, such as floods.

GHG Emissions and Management: Our hotels use significant amounts of energy for heating, cooling, and general operations. We encourage low carbon or climate-friendly technologies that both reduce emissions and lead to cost savings.

We include our TCFD in this report which establishes our approach to how RLJ identifies, governs, and forms a strategy to deal with both physical climate risks and transition risks that may affect how we operate in future. More detail can be found on page 19 and in the Appendix.

In addition to monitoring and remediating the risks of climate change, we also monitor risks from regulatory changes, emerging and existing cybersecurity threats, and other forms of threats that have the potential to impact our business.

CYBER RISK MANAGEMENT

The Company takes a proactive approach to its cybersecurity management in order to minimize the broad cyber threats public companies currently face. We closely monitor cyber threats and use the NIST Cybersecurity Framework as the foundation for our cybersecurity approach.

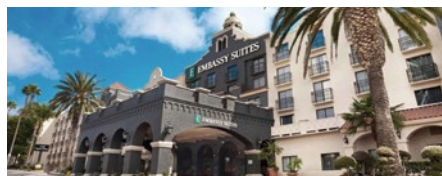
Due to the operating model of REITs, using third-party management, RLJ does not have access to important customer data. Thus, protecting the privacy of our guests is the responsibility of these third-party management companies. We assess the competency of our third-party managers on a routine basis, including their cybersecurity programs.

RLJ takes cybersecurity threats seriously and conducts regular assessments of its cybersecurity preparedness by engaging third-party cybersecurity firms to independently assess our systems.

We require all employees to undergo annual cybersecurity training that is taught by our internal team and external experts. RLJ also regularly conducts internal spear phishing campaigns and other testing to determine the effectiveness of our cybersecurity education and training program. Lastly, our information technology controls are assessed and tested by both the Company's internal and external auditors on a quarterly basis.

1. For example, see [Core Logic's Climate Change Catastrophe Report](#) or [States at Risk Report](#).

ESG GOVERNANCE AND OVERSIGHT



STAKEHOLDER ENGAGEMENT

RLJ seeks to strengthen our ESG efforts through thoughtful engagement with our stakeholders including our shareholders, operators, and employees. This engagement ranges from informal conversations and discussions to formal meetings, and they are all valuable in helping RLJ share its ESG progress and learn about issues and challenges from different viewpoints.

Brand Management Companies: Our asset management team meets with hotel property teams on a regular basis. Together they assess potential equipment and operational investments and identify where opportunities for energy and other environmental improvements and efficiencies might be realized. We are also collaborating with our third-party managers to create training programs regarding sustainability practices for hotel associates, and to identify opportunities and initiatives for each property.

Communities: We commit to supporting important education and housing initiatives for those in need in the communities around our head office and where our hotels are situated. In particular, we have worked with organizations such as the San Miguel School of Washington, D.C., and The Boys and Girls Club, that are focused on underserved young people of color in the Washington, D.C., community.

Employees: RLJ associates are key to our business success. We continually invest in our associates to ensure their wellbeing, training and overall satisfaction from their roles at RLJ. We engage in regular discussions as well as performance reviews to gather and share feedback about the business and our ways of working.

Industry Associations: RLJ is engaged in a number of real estate, hospitality and finance industry organizations through active membership and donations. We are especially present in those that are committed to the empowerment and advancement of women and racial minorities in the business environment. Our memberships and engagements include:

- American Hotel & Lodging Association (AHLA)
- AHLA Foundation
- The National Association of Black Hotel Owners, Operators & Developers (NABHOOD)
- The Robert Toigo Foundation
- The Commercial Real Estate Women's Network (CREW)
- National Association of Real Estate Investment Trusts (NAREIT)

Investors and Shareholders: Over the course of the year, we were actively engaged with a significant number of our shareholders. We discussed topics as wide-ranging as the post-COVID recovery of lodging fundamentals and the execution of the Company's long-term strategic initiatives including our ESG progress, strategy and reporting.

Suppliers: RLJ is committed to the highest business integrity and ethical conduct standards. We expect our vendors to also conduct themselves honestly and ethically and to make similar commitments, engaging their management teams on environmental and social factors material to their business activities. We have incorporated specific questions into our RFP process to collect diversity metrics that will be used to create a baseline and set reasonable targets.



ENVIRONMENTAL SUSTAINABILITY

ENVIRONMENTAL SUSTAINABILITY



ENVIRONMENTAL STRATEGY

RLJ is committed to reducing the prospect of long-term environmental damage and seeks opportunities to do so. We recognize the strategic and financial importance of increasing environmental efficiency within our hotels and evaluating opportunities to invest in programs that will reduce energy and water consumption and reduce waste, while increasing profitability.

Our approach has been to measure and monitor emissions, energy usage, water, and waste across our portfolio while actively pursuing reductions at the property level. Recent and ongoing measures to address resource efficiency have included installing energy-efficient lighting, low-flow water fixtures, building- and guestroom-specific energy management systems, heating upgrades, ventilation, air conditioning, and refrigeration systems, as well as participating in regional demand response programs. One of our properties, the Renaissance Pittsburgh Hotel, is Green Globes certified. Green Globes is a science-based certification system that

ensures a building meets specific criteria around sustainability, health and wellness, and resilience practices. Additionally, our Fairfield Inn and Suites Key West and Embassy Suites – Miami International Airport are certified to the Florida Green Lodging Program. This program is an initiative by the Florida Department of Environmental Protection that designates and recognizes lodging facilities that make a voluntary commitment to conserve and protect Florida's natural resources. We are committed to continue to actively pursue additional certifications for other properties over the next several years.

RLJ is committed to implementing and maintaining measures that bolster our commitment to environmental stewardship. Our goal is to reduce the overall impact of our business practices on the environment, and we are working to do so at both corporate and property levels and through our operating partners and suppliers.

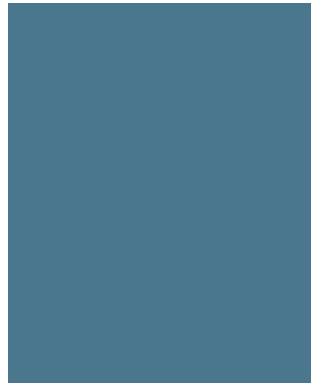
ENVIRONMENTAL
SUSTAINABILITY



CLIMATE CHANGE

RLJ is committed to monitoring and addressing risks due to climate change, including natural and man-made risks. We are consistently engaged in monitoring and identifying potential risks to our portfolio of premium-branded, focused-service, and compact full-service hotels and developing effective mitigation plans. We also seek to communicate identification of climate-related risks and mitigation efforts to our stakeholders.

To mitigate the dangers of extreme weather events, RLJ has implemented a comprehensive extreme weather planning and response process that aims to minimize the dangers of extreme weather to our properties and to assist in the expedient recovery from damages sustained during extreme weather. In addition, we have undergone upgrades at multiple properties to improve storm preparedness as well as impact from rising sea levels and flooding.



CASE STUDY

Hurricane Ian Response

RLJ implements ESG best practices as a form of risk mitigation, especially as it relates to planning around extreme weather events. In September 2022, Hurricane Ian impacted southwestern Florida causing over \$113 billion in damage. It was the third-costliest weather disaster on record and the deadliest to strike Florida in more than 80 years.

As a hotel owner with properties across much of the littoral United States, RLJ prepares for adverse weather and has created a deliberate and exhaustive strategy to best mitigate the effect of destructive storms. As Hurricane Ian hit, the Company and the hotel staff were well prepared, having led pre-storm discussions with management companies, restoration firms, and in-house engineers. RLJ was also in near-constant communication with first responders and restoration contractors and proactively rented generators in anticipation of energy outages. As a result of all of these efforts, business interruption losses were avoided.

Our response to this catastrophic storm was a result of our deep experience with such events, which has enabled us to codify pre-event procedures in our detailed Emergency Response Manual. Due to RLJ's robust preparations, the Company's properties were able to weather the storm with minimal damage and without impact to operations.

ENVIRONMENTAL SUSTAINABILITY



TCFD OVERVIEW

RLJ is also an active portfolio manager, having taken active measures to sell properties with significant capital needs with functional obsolescence and invest in newer properties that are more resource efficient. Climate-related due diligence has now been incorporated into our acquisition process to ensure that we are acquiring properties after completing a thorough environmental assessment. Our renovations also have a sustainability focus where we ensure that green energy, carbon neutrality, and changing consumer behaviors are all taken into consideration.

We engage our associates and stakeholder partners to optimize our sustainability and risk mitigation practices. The TCFD establishes our approach to climate risk identification and mitigation efforts as they relate to the four recommended categories of TCFD: governance, strategy, risk management, and metrics and targets.

ENERGY AND WATER EFFICIENCY INVESTMENTS

Our capital expenditure priorities are focused heavily on projects that, in addition to strengthening our market positioning, also enhance profitability through bringing about energy and water usage reductions and savings. To help enhance the overall environmental efficiency of the RLJ portfolio, we executed over 200 capital expenditure projects for 2022, investing \$6.6M across 81 of our hotels, with approximately 76% of the spending directed towards energy or water efficiency initiatives.

GOVERNANCE	STRATEGY	RISK MANAGEMENT	METRICS AND TARGETS
The Company's Board of Trustees is committed to the oversight of all ESG matters. The NCGC is the Board committee responsible for ESG oversight.	As part of our enterprise risk assessment process, RLJ identifies short, medium, and long-term physical and transition climate-related risks using the same methodologies used to identify other business-related risks.	Climate risks identified as part of our annual enterprise risk assessment processes.	Energy, waste and water intensity, and absolute metrics are disclosed together with Scope 1 and 2 carbon emissions.
The CEO reports to the NCGC on ESG items on a quarterly basis.	Property-level sustainability risk assessments are undertaken.	Proactive collaboration on risk management and mitigation with hotel management companies.	Reduce overall carbon emissions intensity by 35% by 2030 (relative to a 2019 baseline year).
Internal ESG Committee meets on a quarterly basis.	Property-level mitigation plans are in place to lessen the impact of climate-related risks.	Climate-related due diligence part of acquisition process to mitigate potential risks.	YoY performance tracking to assess progress towards targets.

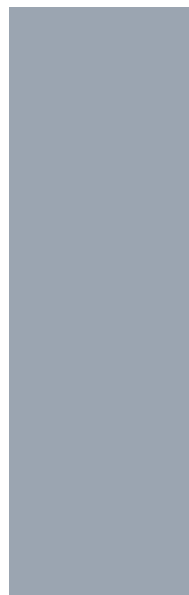
CASE STUDY

Water Stations

In 2022, as part of our strategic commitment to sustainability and enhancement of guest experience, we integrated water stations into our three comprehensive renovation projects. This decision was driven by a dual purpose – to reduce the environmental impact of plastic waste and to offer our guests a convenient, eco-friendlier amenity. The installation of these water stations has been a practical step towards minimizing the use of single-use plastic bottles. In addition to demonstrating our dedication to modern, sustainable practices, this initiative also caters to the evolving preferences of our clientele. Feedback from guests has been positive, with many appreciating the easy access to fresh water and the subtle encouragement towards sustainable choices. This initiative underscores our belief in combining sound operational efficiencies with responsible practices, ensuring that our business, guests, and the environment all benefit.



ENVIRONMENTAL SUSTAINABILITY



ENVIRONMENTAL PERFORMANCE

In 2022, our portfolio operations continued to rebound from pandemic abnormalities – with occupancies steadily increasing, which led to a year-over-year increase in energy and water consumption. However, our energy and GHG intensity on a per square foot basis remained below 2019 levels, reflecting the success of our ongoing initiatives to reduce our environmental footprint.

2022 HIGHLIGHTS²

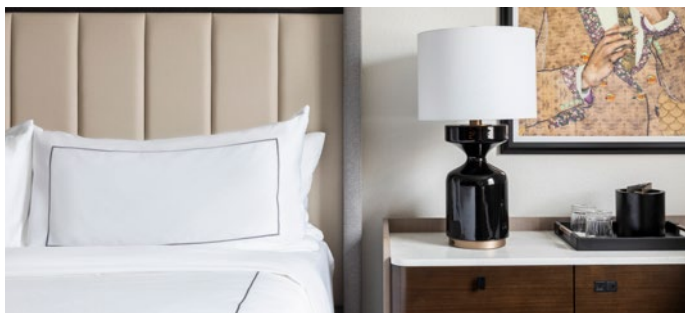
- Energy Intensity per square foot decreased by 10% (on a like-for-like basis) compared to 2019.
- GHG Intensity per square foot decreased by 22% (on a like-for-like basis) compared to 2019.
- Water Intensity per occupied room increased by 5% (on a like-for-like basis) compared to 2019. However, compared to 2021, water intensity decreased by almost 10%.

Relative to 2019, the 2022 decreases in energy and GHG intensities can be attributed to a combination of energy efficiency projects, and increased renewables from the grid and Community Choice Aggregations (CCA), in addition to decreased consumption due to a 12 percentage point drop in occupancy over this period. In addition to reducing our environmental impact, these initiatives have limited the growth of our energy-related expenses.

Though water consumption in 2022 on a per occupied room basis decreased over the prior year, it increased relative to the 2019 baseline, given lower absolute occupancy over that period. Given that our hotels had lower occupancy compared to 2019, water was still needed to clean systems, especially considering heightened cleanliness measures.

2. To better align with our carbon reduction target baseline (30% GHG intensity reduction from a 2019 baseline by 2030), our baseline for all environmental data has been changed to 2019.

ENVIRONMENTAL SUSTAINABILITY



Prior to 2020, we had been steadily reducing water intensity and anticipate that as we return to normalized occupancy and continue on our water efficiency journey, we will return to these lower intensity numbers. Reducing our water consumption is particularly important considering that 37% of our portfolio is in areas experiencing high or extremely high water stress. Reducing our consumption will help mitigate the operational risk associated with future changes to water pricing and the overall water stress.

Our approach to investing in optimizing the overall efficiency of our hotels is reflected in our historical environmental performance across energy, greenhouse gas emissions, and water usage. While we recognize that environmental efficiency is an ongoing journey, we are proud of how our hotels have performed to date. We are also committed to working with our third-party hotel management companies to improve waste tracking, an area that we intend to focus on more in the future.

ENVIRONMENTAL PERFORMANCE	2019 (BASELINE)	2020	2021	2022	2019-2022 LFL % CHANGE
Occupancy Rate	79.0%	34.1%	57.8%	69.1%	-12.3%
Energy Intensity Per Square Foot (kilowatt hours)	25.8	15.6	21.1	23.1	-10.3%
Greenhouse Gas Intensity Per Square Foot (kilograms CO ₂ e)	8.1	6.0	6.2	6.3	-22.0%
Water Intensity Per Occupied Room (gallons)	132.2	195.2	153.7	135.9	+5.3%

We track the efficiency profile of our hotels on a routine basis to monitor progress and identify opportunities.



CASE STUDY

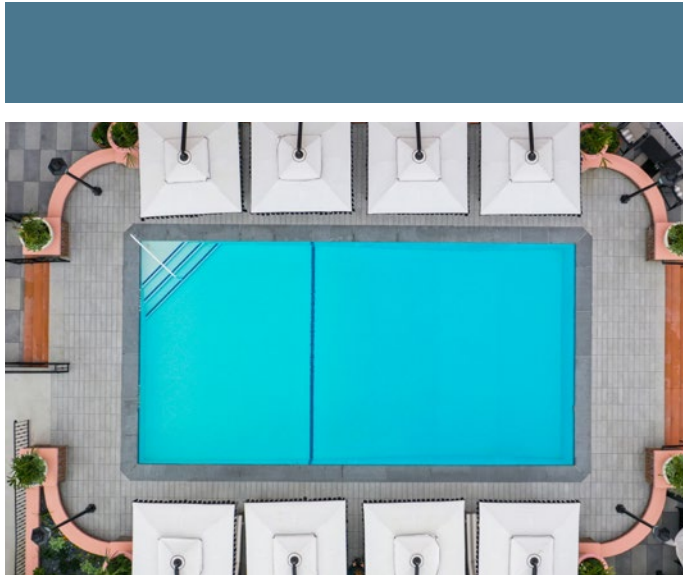
Waste Management Efficiency Study

In Washington, D.C., where we have multiple assets, we have taken the opportunity to test out an alternative waste management product that could address the industry-wide quandary of how best to capture waste data and measure the impact from mitigation efforts. We recently partnered with Road Runner Waste Management on this project given their reputation for consolidating, tracking, and optimizing waste processes.

As a part of their program, Road Runner introduced cameras at our Washington, D.C. properties to monitor and analyze our trash collection process. A standout feature is Road Runner's "Stream Analysis," which tracks the differentiation of "Municipal Solid Waste" from what is sent through "Single Stream Recycling." This analytical approach gives us a clearer understanding of the waste that is being recycled and thereby diverted from ending up in landfills.

While this partnership is still in its early stages, the collaboration with Road Runner has granted us valuable insights into our waste management process and in developing our benchmarking. This data-driven approach will be helpful in devising future waste reduction strategies. The preliminary results are promising, indicating the potential for this program to be extended to other properties in the future.

ENVIRONMENTAL SUSTAINABILITY



WASTE

In addition to reducing our fossil fuel-based energy consumption and water usage, we are mindful of the impact to the environment from waste that is generated at our hotels. RLJ is committed to waste reduction across our corporate office and hotels.

Waste reduction is an area of opportunity for the lodging industry, as capturing accurate measurements of waste collected is not common practice for waste service providers. Continuing engagement with our operators regarding collection of waste data is an area of focus for RLJ. We are currently working with both our third-party managers and the major hotel brands to better account for waste disposal at our hotel properties.

To address plastic waste reduction at our hotels, some of our properties have switched to bulk dispensers to replace plastic toiletry bottles.

PROPERTY-LEVEL BEST PRACTICES

- 47% of our properties have a sustainability champion
- 25% of our properties have a sustainability team
- 16% of our properties are third-party labeled or certified for their operational sustainability initiatives
- 27% of our properties have their energy consumption sub-metered in various key areas of the property
- 25% of our properties divert their food waste
- 30% of our properties have eliminated single-use plastics or reduced them to an absolute minimum

CASE STUDY

Clean the World partner

We are proud to partner with Clean the World Global on their Clean the World Campaign. This collaboration reflects a shared vision of transforming the hospitality industry's challenges into impactful solutions. As the world grapples with many hygiene-related challenges, the thoughtful repurposing of excess soaps and plastic amenities from hotels could offer a meaningful solution. Recognizing this potential, Clean the World emerged and partnered with over 8,100+ hotels to recycle these discarded items. The process is a masterclass in efficiency and sustainability, with participating hotels collecting discarded soaps and amenity bottles in special Clean the World boxes. Once filled, they are shipped to dedicated facilities where soaps are recycled into new bars, and plastic bottles are either responsibly recycled or converted to energy. The soaps then journey to impoverished regions, helping to turn the tide against hygiene-related diseases and deaths.





SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY



Our key human capital management objective is to attract, recruit, hire, develop, and promote deep and diverse talented individuals. Our human resources programs are designed to further develop our talented group of associates and prepare them for critical roles and leadership positions into the future. As part of this objective, we encourage our associates to recognize that they have roles and responsibilities of leadership and citizenry that they can apply outside of their roles within their networks and communities. With this in mind, RLJ encourages corporate associates to contribute ideas for our organization to support.

DIVERSITY AND INCLUSION

RLJ has held the leadership mantle as one of the most diverse organizations within our industry. We firmly believe that by having a successful corporate model built on a diverse workforce, we can better manage our hotels and support inclusivity more widely in the lodging industry as a whole. Our COO is Chair of the Foundation Board at AHLA, and we work synergistically with the association to share best practices.

Our business is committed to anti-racism in all its forms, and we work hard to develop a workplace free of discrimination at all levels of our organization. We recognize that there is potential for discrimination to arise in a number of business processes, including recruitment, remuneration, performance assessment, and advancement. Therefore, we take a proactive approach to ensure that a culture and practice of fairness and equity is embedded across our Company.

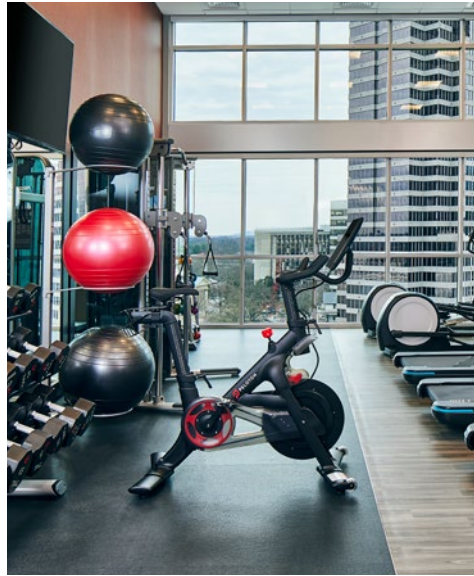
We conduct annual skills development and issues-based trainings for all associates. Our training on diversity and inclusion has been specifically designed with a focus on preventing discrimination and harassment in and beyond our workplace.

Our Company strives to identify a diverse array of candidates when filling roles. For example, we have expanded the formal recruitment within our analyst program to include Hispanic Serving Institutions (HSIs), in addition to Historically Black Colleges and Universities (HBCUs).

Our Company's diversity metrics³, including those of our Board of Directors, are below:

	Number	Gender		Ethnicity					Age	
		Male	Female	White	Black or African American	Asian	Hispanic or Latino	Other	<40	>40
RLJ Corporate HQ	78	51%	49%	42%	37%	13%	5%	2%	30%	70%
RLJ Board of Directors	9	67%	33%	44%	56%	—	—	—	22%	78%

3. Metrics provided as of December 31st, 2022

**SOCIAL
RESPONSIBILITY**


HEALTH AND WELL-BEING

The health and well-being of our RLJ associates is fundamental to our success as a business. We provide a number of industry-leading health benefits to our associates, such as:

- 100% paid medical insurance
- 100% paid dental insurance
- Short- and long-term disability insurance
- Life insurance plans
- 401(k) Retirement Savings Plan with automatic enrollment for all associates
- Annual education stipend for all employees
- Gym membership subsidy

To further promote the health and safety of our associates and of colleagues and guests in our wider communities, RLJ adheres to the AHLA Safe Stay® initiative. We have incorporated all related AHLA Safe Stay policies and procedures into hotel operations so that all parties benefit from our support. We have committed to initiatives that support associate well-being, including the AHLA 5-Star Promise – a voluntary industry pledge to improve and promote workplace safety around sexual violence, assault, and human trafficking. We are also committed to supporting our third-party management companies with integrating the 5-Star Promise principles throughout their hotel operations.



CASE STUDY

Habitat for Humanity 2022 Build Day

RLJ's corporate staff participated in its semi-annual Habitat for Humanity Build Day event in late 2022. An enthusiastic supporter since 2014, RLJ has supported the non-profit both financially and through volunteering.

Each year, RLJ team members have volunteered with the local Montgomery County chapter of the organization, working to provide both restoration services and demolition work for needs-based projects. In 2022, RLJ donated \$30,000 to Habitat for Humanity and participated in two separate build days, including a build day focused on empowering women with an all-female team of associates.



**SOCIAL
RESPONSIBILITY**


RESPONSIBLE LABOR PRACTICES

Our Company complies with all federal, state, and local ordinances and regulations regarding labor and employment. We strive to provide a safe and healthy workplace and comply with applicable laws and regulations, as well as internal requirements. In consultation with our employees, we strive to provide and maintain a workplace that addresses and remediates identified risks of accidents, injury, and health impacts. Our third-party management companies are responsible for hiring and maintaining the labor force at each of our hotels. Although we do not directly employ or manage the workers at our hotels, we promote regulatory compliance, particularly related to labor, with respect to our third-party management companies and other vendors and partners. Our Labor and Human Rights policy demonstrates our commitment to upholding the highest ethical standards across these important social issues.

COMMUNITY ENGAGEMENT AND PHILANTHROPY

RLJ takes seriously its responsibility to strengthen the communities in which we operate. With our corporate headquarters based in the Washington, D.C., metro area, many of the corporate programs we have engaged with over the years are especially focused on benefiting underserved children, young people, and others in need in our nation's capital, including:

- The Washington, D.C., Boys and Girls Club
- Generation Hope (supporting teen parents to obtain college degrees)
- Global Scholars Foundation (supporting college readiness, financial literacy, cultural education, and travel experience for Washington, D.C., high school students)

- Habitat for Humanity of Maryland (assisting with home ownership for low-income residents)
- San Miguel School of Washington, D.C., (an independent, tuition-free Catholic middle school educating boys in grades 6-8 from the District of Columbia and surrounding communities that supports its graduates through high school)

In addition to our work in the Washington, D.C., metro area, we seek opportunities to help the communities in areas where our hotels are located. To connect our associates with their community, RLJ operates an associate volunteer program through a series of events every year. Over the past four years, our associates have donated hundreds of hours of service to organizations such as Habitat for Humanity and Don Bosco Cristo Rey High School.

RLJ maintains a matching gift program for all active full-time associates to encourage and support a culture of generosity and community involvement. The program provides matching funds up to \$1,000 per year to eligible charitable organizations that our associates personally support. Through these donations, RLJ has contributed to approximately 80 different organizations since 2017.



CASE STUDY

Industrial Bank

In 2023, RLJ deposited \$5 million with Industrial Bank, a local minority-owned financial institution that aims to empower under-banked businesses and individuals. Founded in 1993, Industrial Bank is the largest minority-owned commercial bank in the Washington, D.C., metropolitan area and is the sixth largest African American-owned bank in the nation. In 2022, Industrial Bank underwrote 49 commercial loans worth more than \$78 million, and the firm completed more than a dozen community outreach initiatives, primarily focused on improving financial literacy and providing easier access to capital. RLJ's deposit will allow Industrial Bank to continue to underwrite its customers' and borrowers' business ideas and support new opportunities for historically marginalized and under-banked people.

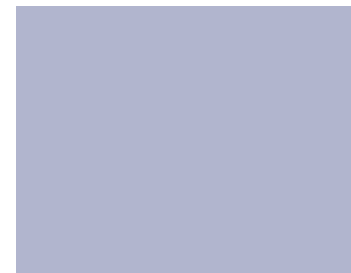


ROADMAP BEYOND 2023

We remain committed to driving overall efficiency across our entire portfolio – balancing sustainability while enhancing profitability. Working collaboratively with our third-party operators and management partners, we regularly pilot projects to understand how we can improve water usage and energy efficiencies, reduce waste, and improve our social positioning within the communities in which we operate. With a portfolio of 96 hotels, RLJ has the opportunity to generate significant efficiencies by sharing best practices across our brands, operating partners, and suppliers. As we look to expand our portfolio, we will continue to integrate sustainability requirements into our acquisition strategy, recognizing both the social and environmental benefits of doing so.

Over the past year, we have enhanced our sustainability policies, expanded our ESG goals, and identified ways to grow our impact within the space. We will continue to monitor and report our progress pertaining to the targets that we set in 2022. These commitments included:

- A 35% overall carbon reduction by 2030 (compared to 2019, based on ISS GHG scoring methodology)
- Working towards devising a corporate strategy to achieve net zero greenhouse gas emissions by 2050
- Continuing to achieve Energy Star™ certifications for hotels
- Working with hotel management teams to identify specific sustainability priorities and initiatives for each property by 2024
- Make progress on the collection and disclosure of waste data



ESG PERFORMANCE DATA TABLES

Portfolio Profile ¹	2019	2020	2021	2022
Number of Properties ²	101	102	94	95
Number of Rooms Sold ²	6,442,267	2,783,150	4,418,094	5,309,604
Number of Available Rooms ²	8,150,085	8,172,414	7,642,735	7,680,547
Occupancy Rate ²	79.0%	34.1%	57.8%	69.1%
Total Square Footage ²	16,075,747	16,431,722	15,465,952	15,671,316
Adjusted EBITDA	\$462m	(\$41.08)m	\$162m	\$336m
Total Revenue	\$1,566m	\$473m	\$786m	\$1,194m
Total Invested in Efficiency Projects	\$941,762	\$3.36m	\$2.06m	\$6.6m

Environmental	2019	2020	2021	2022
Energy				
Energy—Intensity per Square Foot (kWh)	25.83 ³	18.55	21.41	23.10
Energy—Total (MWH)	415,219 ³	304,743	331,077	361,960
Energy—Direct (MWH)	174,789	120,267 ⁴	136,005 ⁴	154,277
Energy—Indirect (MWH)	240,429 ³	184,476 ^{5,6}	195,072 ^{5,6}	207,683
Energy—% of Renewables	7.01% ³	8.18%	8.87%	10.36%
GHG				
GHG Emissions—Intensity per Square Foot	8.07 ³	6.02	6.21	6.26
GHG Emissions—Total (tCO ₂ e)	129,796 ³	98,883	96,079	98,157
GHG Emissions—Scope 1 (tCO ₂ e)	31,732	21,853 ⁴	24,724 ⁴	28,038
GHG Emissions—Scope 2 (tCO ₂ e)	98,065 ³	77,030 ^{5,6}	71,355 ^{5,6}	70,119
Water				
Water—Intensity per Occupied Room (gal)	132.20	195.17	153.74	135.85
Water—Total (kgal) ⁷	851,672	543,189	679,242	721,293

(1) Metrics reported as of December 31 of respective years and as reported in the respective 10-K filing, unless noted otherwise.

(2) Figures match our environmental boundary which excludes properties not under our financial control (UJVs) and partial year properties that were not in the portfolio for the respective full reporting year. 2019 figures were corrected to match the environmental boundary (exclude UJVs). 2021 Number of Properties was corrected to exclude partial year properties sold within the reporting year.

(3) 2019 Indirect Energy and associated metrics were updated to account for corrected Purchased Chilled Water unit conversion factors, which also impacted Total GHG Emissions, Scope 2 GHG Emissions, and GHG Emissions Intensity.

(4) 2020 and 2021 Direct Energy and associated metrics were updated to include Propane data for any properties that previously did not have source data, which also impacted Total GHG, Scope 1 GHG, and GHG Intensity.

(5) 2020 and 2021 Indirect Energy and associated metrics were updated to account for corrected Purchased Chilled Water units and Purchased Steam units, which also impacted Total GHG Emissions, Scope 2 GHG Emissions, and GHG Emissions Intensity.

(6) 2020 and 2021 Indirect Energy and associated metrics were updated to include Purchased Steam and Purchased Chilled Water data for any properties that previously did not have source data, which also impacted Total GHG, Scope 2 GHG, and GHG Intensity.

(7) Irrigation water is excluded from the boundary.

ESG PERFORMANCE DATA TABLES

Social	2019	2020	2021	2022
Employees—Race (%)				
Asian	16%	18%	12%	13%
Black or African American	30%	30%	36%	37%
Hispanic	2%	4%	4%	5%
White	51%	44%	44%	42%
Other	1%	3%	4%	2%
Employees—Gender (%)				
Female	54%	52%	56%	49%
Male	46%	48%	44%	51%
Employees—Age (%)				
Below 30	15%	9%	7%	10%
Between 30 and 50	53%	61%	63%	65%
Above 50	32%	30%	30%	25%
Board				
Independent Trustees (%)	78%	78%	78%	78%
Women (%)	33%	33%	33%	33%
Visible Minority (%)	56%	56%	56%	56%
Board Diversity (women + visible minorities)	67%	67%	67%	67%

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Energy Management			
Code	Topic	Unit	Value
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area	Percentage (%) by floor area	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage	Gigajoules (GJ)	1,303,057
	Percentage grid electricity	Percentage (%)	53.5%
	Percentage renewable	Percentage (%)	10.4%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	Percentage (%)	9.5%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property subsector	Percentage (%) by floor area	100%
	Percentage of eligible portfolio that is certified to ENERGY STAR	Percentage (%) by floor area	0%
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	N/A	During the vetting phase of a potential acquisition, HVAC systems and energy risks are reviewed by RLJ's asset management team to assess financial, operational, and any environmental impact. Additionally, the Company seeks to identify opportunities for investing in efficiency projects, which in addition to mitigating our environmental impact, may also lead to high return on investment (ROI) opportunities.

Water Management			
Code	Topic	Unit	Value
IF-RE-140a.1 ⁽¹⁾	Water withdrawal data coverage as a percentage of total floor area	Percentage (%) by floor area	100%
	Water withdrawal data coverage as a percentage of floor area in regions with high or extremely high baseline water stress	Percentage (%) by floor area	100%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage	Thousand cubic meters (m ³)	2,730,389 m ³
	Percentage in regions with high or extremely high baseline water stress	Percentage (%)	37.1%
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage	Percentage (%)	7.2%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	RLJ conducts water / energy audits annually for its portfolio and identifies water management strategies such as low-flow toilets, faucets and showerheads, the use of native or drought-tolerant landscaping, and the installation of smart irrigation systems to conserve water, which are then considered as part of the entire capital planning process.

(1) Water data coverage does not include irrigation.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Management of Tenant Sustainability Impacts			
Code	Topic	Unit	Value
IF-RE-140a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements	Percentage (%) by floor area	0%
	Associated leased floor area	Square feet (ft ²)	0 ft ²
IF-RE-140a.2	Percentage of tenants that are separately metered or submetered for grid electricity consumption	Percentage (%) by floor area	N/A
	Percentage of tenants that are separately metered or submetered for water withdrawals	Percentage (%) by floor area	N/A
IF-RE-140a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	N/A	<p>RLJ meets regularly with hotel brands (Marriott, Hilton, Hyatt) and third-party management companies to discuss on-going sustainability efforts at hotels. The brands and RLJ all have internal systems and processes to track capex-related sustainability projects.</p> <p>RLJ participates in industry associations to provide stay updated on and provide feedback on industry best practices.</p>

Climate Change Adaptation			
Code	Topic	Unit	Value
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Square feet (ft ²)	1,014,906 ft ²
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	N/A	A description is provided in RLJ's 2022 TCFD report.

Activity Metrics			
Code	Topic	Unit	Value
IF-RE-000.A	Number of assets	Number	95 ⁽²⁾
IF-RE-000.B	Leasable floor area	Square feet (ft ²)	15,659,262 ft ²
IF-RE-000.C	Percentage of indirectly managed assets	Percentage (%) by floor area	100%
IF-RE-000.D	Average occupancy rate	Percentage (%)	69.1%

(2) Data is based on number of assets listed here, which differs from the figure stated in the 10-K. The boundary for environmental data is limited in scope to the hotels and resorts that RLJ wholly owned or possessed as an ownership interest in for all 12 months of 2022, which excludes partial year properties (sold and acquired within 2022).

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INTRODUCTION

RLJ Lodging Trust (the “Company”) is committed to monitoring and addressing climate change and ensuring awareness of the associated risks, natural or man-made, so that we may mitigate the impact to our portfolio of premium-branded, focused service and compact full-service hotels and communicate the risks and our mitigation efforts to our stakeholders.

Our report with respect to the Task Force on Climate-Related Financial Disclosure, showcases the Company’s approach to climate risk identification and mitigation efforts as they relate to the four recommended categories of TCFD: governance; strategy; risk management; and metrics and targets.

The Company understands that both the science and reporting of climate change risk is an evolving field. As such, the Company will continue to monitor and aim to incorporate climate change data, report guidance and best practices emerging from the hospitality sector into Enterprise Risk Management, and other governance and management of ESG matters.

Further, the Company understands that the hospitality industry is uniquely situated to drive change in both guest and supplier behavior. Therefore, the Company will endeavor to identify any opportunities that arise from, or through addressing climate change and communicate those opportunities to its stakeholders.

TCFD OVERVIEW

Governance			
Strategy			
Risk Management			
Metrics and Targets			
<p>Board oversight of ESG matters through the Nominating and Corporate Governance Committee (NCGC)</p> <p>ESG Committee comprised of key leaders across the Company’s departments</p> <p>Reports to the NCGC on a quarterly basis</p>	<p>ESG Committee helps to set the Company’s strategy and programs</p> <p>As part of the Company’s Enterprise Risk Management process; short-, medium-, and long-term climate-related risks are identified and risk is ranked</p> <p>Portfolio composition is reviewed from a climate risk basis</p>	<p>Climate change risks identified during annual risk assessment—short-, medium-, and long-term</p> <p>Corporate and property-level risk mitigation plans developed</p> <p>ESG Committee responsible for assessing identified climate-related risks and analyzing proposed mitigants</p> <p>ESG Committee responsible for reporting climate-related risks and mitigation strategies to the NCGC</p>	<p>Climate-related metrics identified and their applicability identified</p> <p>Targets set in coordination with the Company’s management companies</p> <p>The Company monitors progress against targets and evaluates its performance within the existing governance structure</p>

GOVERNANCE

Disclosure	Response
Describe the Board's oversight of climate-related risks and opportunities.	<p>The Company's Board of Trustees (the "Board") is committed to the oversight of all ESG matters and through a Board resolution, in 2022, appointed the NCGC as the committee responsible for ESG oversight with periodic reporting to the Board as a whole. Additionally, the Company formed a formal committee in 2022 that oversees the Company's strategy with respect to ESG, including but not limited to climate change risk. The ESG Committee reports to the NCGC on a quarterly basis. The ESG Committee includes company department heads such as the Chief Operating Office, Senior Vice President of Administration, Senior Vice President of Finance, and others to ensure a comprehensive and unified approach to ESG efforts across the entire company.</p>
Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Company's Enterprise Risk Management process includes an assessment of all risks relevant to the Company, including climate-related risks. As part of the Company's annual risk assessment process, climate-related risks and opportunities are identified and subject to the Company's risk-scoring process. This process scores risks from three primary aspects:</p> <ol style="list-style-type: none"> 1. Financial: the financial and operational impact a risk may have on the Company 2. Subjective: the impact the risk may have on the Company considering the Company's risk mitigation activities 3. Likelihood: how likely the risk may come to fruition and the timeline of the risk coming to fruition <p>The Company's management team is responsible for mitigating risks to the Company, including climate-related risks. The Company's ESG Committee is responsible for identifying climate-related risk mitigation activities for implementation. These activities include projects designed to reduce the likelihood of climate-related risks negatively impacting the Company's operations. The Company is also responsible for undertaking activities that may decrease the Company's impact on the environment, these activities may include implementing green energy solutions and sustainability projects – such as:</p> <ul style="list-style-type: none"> • Property-level waste reduction measures, etc. • Mechanical improvements for HVAC systems • Updating lighting to energy-efficient LED bulbs • Moving to large-scale amenity products, thereby reducing plastic waste

STRATEGY

Disclosure	Response			
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	<p>The Company, as part of its enterprise risk assessment process, identifies climate-related risks using the same methodologies utilized to identify other business-related risks. These methodologies include: (1) identifying risks to the Company by analyzing historical and current events as well as analyzing potential future scenarios, (2) assessing the impact (negative or positive) the identified risks may have on the Company if they come to fruition, (3) quantifying the financial and operational significance the impacts may have on the Company. As part of its identification of climate-related risks the Company has categorized climate risks into three time horizons:</p> <p>1. Short-term: one to 24 months</p> <p>2. Medium-term: two to five years</p> <p>3. Long-term: greater than five years</p> <p>The Company has defined these time horizons due to the Company's strategy of being long-term holders of its assets and the typical length of a lodging cycle being five to seven years.</p> <p>The Company has identified the following climate-related issues and their applicable time horizon:</p>			
	Risk / Issue	Time Horizon	Type	Impact
	Extreme Weather Events (hurricanes, wildfires, droughts, polar vortexes, etc.)	Short, Medium, and Long	Physical and Transition	<p>Extreme weather events may materially impact the Company's financial performance by negatively impacting the Company's properties by:</p> <p>1. Damaging properties</p> <p>2. Causing property closures</p> <p>3. Deterring customers</p> <p>4. Increased insurance costs due to an increase in the frequency of property damage related to extreme weather events</p> <p>However, extreme weather events may also provide opportunities to the Company:</p> <p>1. Shifting weather patterns may drive customers to new or different geographic locations</p> <p>2. Providing lodging to emergency responders</p>

STRATEGY

Disclosure	Response			
	Risk / Issue	Time Horizon	Type	Impact
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	Rising Sea Levels	Long	Physical	Rising sea levels may materially impact the Company's financial performance by negatively impacting the Company's coastal properties in California, Florida, South Carolina, Louisiana, and Hawaii by posing physical / structural challenges and deterring demand. Rising sea levels may also force the Company to expend additional financial and operational resources for conservation purposes such as shoreline stabilization, etc.
	Global Temperature Changes	Short, Medium, and Long	Physical	Extreme fluctuations in temperature changes and precipitation may materially impact the Company's financial performance by negatively impacting occupancy, demand, and energy needs. Global temperature change may also provide an opportunity for the Company as demand shifts based on temperature changes, increasing the occupancy and demand in locations where the Company owns assets.
	Guest Preferences	Short and Medium	Transition	Guest preferences may materially impact the Company's financial performance by climate-centric guest preferences driving or shifting occupancy / demand to properties that are "green" or are rated as "earth-friendly." This same behavior may both present an opportunity and a risk to the Company across its portfolio.
	Regulatory / Reporting Requirements	Short, Medium, and Long	Physical and Transition	New regulatory / reporting requirements may materially impact the Company's financial performance by increasing the costs of the Company to conduct its operations. These new regulatory requirements could potentially be on items such as energy and water usage, and could dictate: <ul style="list-style-type: none"> • efficiency improvements needed • associated costs with meeting compliance • ongoing monitoring and maintenance to meet reporting needs
	Increased Supply / Inventory Costs	Short, Medium, and Long		Increased supply / inventory costs due to climate-related impacts (raw material availability, regulatory, shipping impacts, productions costs, etc.) may materially impact the Company's financial performance by costs of the Company to conduct its operations.

STRATEGY

Disclosure	Response
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>With 96 properties extending across the continental United States and Hawaii, the Company is one of the largest hospitality focused REITs in the United States by number of hotels owned. As such, assessing climate-related impacts is an integral part of the Company's business, strategy, and financial planning.</p> <p>Impact on Business In the near-term, the largest impact on the Company's business is related to short-term physical risks, such as the climate-related issues identified through our risk assessment process. These issues include extreme weather events, global temperature changes, and increased supply / inventory costs. The impact of these climate-related issues may impact short-term performance of the Company through increased operational costs and changes in demand.</p> <p>The Company has put in place mitigation plans to lessen the impact of these climate-related issues. To mitigate the dangers of extreme weather events, the Company has implemented a comprehensive extreme weather planning / response process that aims to minimize the dangers of extreme weather to our properties and to assist in the expedient recovery from damages sustained during extreme weather. The Company proved this concept through its preparation for and recovery from Hurricane Ian. The Company was able to maintain operations at all properties impacted by the hurricane. This successful lack of disruption was driven by the Company's extreme weather preparation process. In addition, RLJ has invested in upgrades at multiple properties to improve storm preparedness and to better respond to climate-related risks such as rising sea levels and / or flooding.</p> <p>Further, the Company has taken active measures to respond to transition risks and changing guest preferences through the Company's strategic asset disposition and acquisition process, selling older properties, and investing in newer properties that are more sustainable and energy-efficient. The Company's personnel are focused on understanding and proactively addressing changing regulatory / reporting requirements. This proactive approach aims to lessen the implementation costs associated with potential changes. The Company's philosophy is to proactively prepare for the future rather than reacting to changes. With respect to potential supply chain disruption due to physical climate risk, the Company has strategically worked with its purchasing agents to source supplies and inventory items to focus on long-term sustainability.</p> <p>Impact on Strategy The Company has addressed climate-related issues through shifts in its short-, medium-, and long-term strategy. In the short-term the Company has cycled out of older and less efficient properties into newer more energy-efficient buildings. These same properties also represent attractive properties with respect to changing consumer preferences. As part of this process, the Company has acquired several lifestyle-branded hotels affiliated with both Marriott and Hilton, as these lifestyle brands are capturing changing consumer preferences by offering more sustainable options. In addition, the Company is approaching each renovation from a sustainability perspective and ensuring that green energy, carbon neutrality, and changing consumer behaviors are all taken into consideration to ensure the Company is appropriately positioning its assets for future demand while minimizing environmental impact. Lastly, the Company has integrated climate-related due diligence items into its acquisition process to ensure that the Company is acquiring properties with greener footprints.</p> <p>Financial Planning The Company constantly assesses its financial planning process and through robust budgeting ensures current and future capital needs are appropriately planned. The Company takes into consideration climate-related needs into this process—including responding to extreme weather damage at its properties, planning for shifting consumer demands in response to extreme weather and / or short- and medium-term temperature variations, as well as additional costs associated with regulatory / reporting requirements. The Company's process of planning for the future and taking into consideration climate-related issues is a core component of its corporate responsibility.</p> <p>Resilience of the Company's Strategy The Company realizes that the impacts of climate-related risks will continue to change in the near-, medium-, and long-term. As such, the Company has implemented sustainable climate-related risk assessment and oversight processes to ensure that it continuously assesses, monitors, and adapts to changing climate-related issues. The Company will continually adapt its business, strategy and financial planning as climate-related impacts continue to evolve. However, the Company firmly believes that its strategy of investing in premium-branded, focused service and compact full-service hotels is an optimal strategy as it relates to climate-change, as the Company's properties have lower environmental impact given their smaller footprint than larger properties, making the Company's properties attractive to climate-conscious guests while uniquely positioning the Company to be able to respond to climate-related issues in a more nimble fashion than many of the Company's peers.</p>
Investments in low carbon opportunities	<p>In 2022, RLJ invested a total of \$6.6 million more than 200 capital expenditure projects, with approximately 76% addressing energy or water efficiency initiatives.</p> <p>In addition, nine of our properties participate in Community Choice Aggregation (CCA) programs in California. These are opt-out programs, where the CCAs invest in and provide renewable energy to participating customers.</p>

RISK MANAGEMENT

Disclosure	Response
Describe the organization's processes for identifying and assessing climate-related risks.	<p>These recommendations are then analyzed and prioritized internally as part of Capital Expenditure forward planning.</p> <p>The Company, through its ESG Committee and Enterprise Risk processes, assesses climate-related risk as part of its enterprise risk assessment process. The ESG Committee and Enterprise Risk processes identify all risks to the Company and categorizes those risks into key categories. The Company's climate-related risk category includes all risks that are climate driven. Each risk, regardless of its category, is assessed in three ways:</p> <ol style="list-style-type: none"> 1. Financial: the financial and operational impact a risk may have on the Company 2. Subjective: the impact the risk may have on the Company considering the Company's risk mitigation activities 3. Likelihood: how likely the risk may come to fruition and the timeline of the risk coming to fruition <p>Climate risks are assessed using these criteria. As an example, the Company has identified extreme weather as a climate-related risk. Using the Company's risk assessment process, the following ratings have been applied to this risk:</p> <ol style="list-style-type: none"> 1. Financial: Low—the Company's historic property damage from extreme weather events has trended below a financially-material amount, currently assessed at \$12M. Further, the Company maintains comprehensive property insurance with a \$250k deductible for non-CAT events, limiting the Company's financial exposure. 2. Subjective: Low—the Company has implemented a comprehensive pre- and post-extreme weather planning process. This process includes specific property-level plans for hurricanes, freezing weather, wildfires, etc. These plans are implemented by our management companies with the direct guidance of the Company Design & Construction and Risk Departments. The Company's approach has lessened the impact of these extreme weather events on the Company's portfolio while also limiting financial impact from these same events. 3. Likelihood: High—the Company has noted increased trends in extreme weather events and believes that the frequency of these events will continue to remain high.
Describe the organization's processes for managing climate-related risks.	<p>The Company undertakes three-fold approach to managing climate-related risks.</p> <p>First, by actively identifying climate-related risks the Company can more actively assess and mitigate said risks.</p> <p>Second, the Company has implemented processes and procedures to minimize the impact of climate-related risks on the Company's operations and works with its management companies to do the same.</p> <p>Third, the Company actively adjusts its strategy to mitigate the impact of climate-related risks. The Company does not believe there is an ability to fully mitigate the risks associated with climate-related issues; however, by maintaining a proactive approach the Company believes it can adequately identify and respond to lessen the impact of those risks while ensuring that the Company's stakeholders fully understand the Company's approach.</p>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>The Company, through its ESG Committee and Enterprise Risk processes, assesses climate-related risk as part of its enterprise risk assessment process. The ESG Committee and Enterprise Risk processes identify all risks to the Company and categorizes those risks into key categories. The Company's climate-related risk category includes all risks that are climate driven. Each risk, regardless of its category, is assessed in three ways:</p> <ol style="list-style-type: none"> 1. Financial: the financial and operational impact a risk may have on the Company 2. Subjective: the impact the risk may have on the Company considering the Company's risk mitigation activities 3. Likelihood: how likely the risk may come to fruition and the timeline of the risk coming to fruition <p>Climate risks are assessed using these criteria. Once a risk has been identified and assessed, the Company is then responsible for mitigating the risk or accepting the risk. Regardless of the category of a particular risk (including climate-related risks) the Company responds to each risk in the same manner. Further, the Company presents its annual risk assessment to the Audit Committee to provide the Audit Committee the necessary information to conduct its fiduciary duty of assessing the Company's enterprise risk management..</p>

METRICS AND TARGETS

Disclosure	Response
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>RLJ is committed to achieving environmental sustainability and we are committed to minimizing our environmental footprint. In future, RLJ plans to further quantify these environmental objectives through setting environmental reduction targets based on our 2019 baseline across energy, carbon, water, and waste to guide our sustainability efforts. Overall, we are committed to:</p> <ul style="list-style-type: none"> • Reducing our environmental footprint through environmental data benchmarking, efficiency project investments, and implementing sustainability best practices at the asset level. • Reducing our portfolio's energy usage and carbon emissions. • Reducing our portfolio's water consumption by prioritizing efficiency projects in properties located in areas of high or extremely high water stress. • Reducing our waste generation across all operations, including our corporate headquarters. • Monitoring and minimizing our impact on local environments when conducting development, redevelopment, or renovation projects across our portfolio. <p>The Company uses the following metrics to assess climate-related risks and opportunities as part of its strategy and risk management process:</p> <ol style="list-style-type: none"> 1. Financial impact of extreme weather events 2. Number of extreme weather events 3. Property-level floodplain data and other environmental data gathered as part of its annual property insurance renewal process 4. Regulatory / reporting requirements 5. Occupancy / demand data at the property, sub-market, and market level 6. G&A Budget information—historical and predicted 7. Global economic indicators—including inflation, GDP, etc.
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Please reference table on page 33.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	RLJ is committed to setting targets to reduce our carbon emissions intensity (from a 2019 baseline) by 35% by 2030.

METRICS USED BY THE ORGANIZATION TO ASSESS CLIMATE-RELATED RISKS AND OPPORTUNITIES

Category	Metric
GHG Emissions	Scope 1 GHG Emissions
GHG Emissions	Scope 2 GHG Emissions
GHG Emissions	Combined Scope 1 and 2 GHG Emissions
GHG Emissions	GHG Emissions Intensity
Energy	Direct and Indirect Energy Consumption
Energy	Total Energy
Energy	Energy Intensity
Water	Total Water
Water	Water Intensity
Waste	Total Waste Generated
Waste	Waste Landfilled
Waste	Waste Diverted
Waste	Waste Intensity
Waste	Waste Diversion

SCOPE 1, 2, AND 3 GREENHOUSE GAS EMISSIONS

Greenhouse Gas Emissions	Total Greenhouse Gas Emissions (kgCO ₂ e)	Greenhouse Gas Emissions Intensity (kgCO ₂ e / sq ft)
Scope 1	28,038,160	1.79
Scope 2	70,118,720	4.47
Total Scope 1 + Scope 2	98,156,880	6.26
Scope 3	N/A	N/A

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-1	Organizational details	RLJ Lodging Trust (RLJ). RLJ is a self-advised and self-administered Maryland real estate investment trust (REIT) and is publicly-traded on the New York Stock Exchange (NYSE: RLJ). We own primarily premium-branded, high-margin, focused-service, and compact full-service hotels. We are one of the largest U.S. publicly-traded lodging REITs in terms of both the number of hotels and rooms. Our headquarters are located at 7373 Wisconsin Ave, Suite 1500, Bethesda, MD 20814.	2022 10-K
GRI 2: General Disclosures 2022	2-2	Entities included in the organization's sustainability reporting	A list of our 96 properties is provided in our 2022 Annual Report.	2022 10-K 2022 Annual Report
GRI 2: General Disclosures 2022	2-3	Reporting period, frequency, and contact point	The reporting period is the calendar year 2022. Our reporting in alignment with GRI standards is expected to continue on an annual basis. Sean M. Mahoney, Executive Vice President and Chief Financial Officer, RLJ Lodging Trust, phone: 301-280-7774, e-mail: ir@rljlodgingtrust.com	2022 10-K
GRI 2: General Disclosures 2022	2-4	Restatements of information	None	GRI Disclosures
GRI 2: General Disclosures 2022	2-6	Activities, value chain, and other business relationships	RLJ is a self-advised and self-administered Maryland real estate investment trust (REIT) that owns primarily premium-branded, high-margin, focused-service, and compact full-service hotels. We are one of the largest U.S. publicly-traded lodging REITs in terms of both the number of hotels and rooms. Because U.S. federal income tax laws restrict REITs and their subsidiaries from operating or managing hotel properties, we do not operate or manage our hotel properties. Our hotels are geographically diverse and concentrated in major urban markets and drive-to and leisure markets that provide multiple demand generators from business, leisure, and other travelers, attracting long-term growth prospects. As of December 31, 2022, we directly owned 96 hotel properties with approximately 21,200 rooms, located in 23 states and the District of Columbia and also held 50% interest in a joint venture that owned one hotel with 171 rooms. Total revenues were \$1.2 billion for the year ended December 31, 2022. Our supply chain activities are consistent with that of a lodging REIT, which includes office supplies, furniture, fixtures, and equipment (FF&E); operating supplies and equipment (OS&E); and materials associated with continuous asset enhancement through renovations. One hotel was sold within 2022. On December 31, 2022 and 2021, we directly owned 96 and 97 hotel properties, respectively.	2023 Proxy Statement, p. 3 2022 10-K

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-7	Employees	We also employed 76 employees in 2022. At year-end 2022, 58% of our employees were racially diverse, and 49% of our employees were women. Our third-party management companies are responsible for hiring and maintaining the labor force at each of our hotels.	2022 10-K 2023 Proxy Statement, p. 35
GRI 2: General Disclosures 2022	2-9	Governance structure and composition	RLJ's Board of Directors and its committees administer all aspects of corporate governance for RLJ Lodging Trust, including evaluating management's performance and overseeing how management serves shareholders' and other stakeholders' long-term interests. The Nominating and Corporate Governance Committee (the "NGC Committee") has primary oversight for overseeing ESG-related issues, policies, and programs for the Company. Our Board of Trustees is comprised of nine members. Three trustees are women, five are ethnically diverse and seven are independent. Nearly 80% of our Board has deep expertise and experience in risk management. A skills matrix, included in our 2023 proxy statement, demonstrates our Board's diversity in skills, qualifications, and experience. Our Board demonstrates regular refreshment with an average tenure of approximately eight years.	2022 10-K Corporate Governance Highlights 2023 Proxy Statement, p. 4-6
GRI 2: General Disclosures 2022	2-10	Nomination and selection of the highest governance body	Our Board considers many factors in evaluating the suitability of individual trustee candidates, including their general understanding of global business, sales and marketing, finance, and other disciplines relevant to the success of a large, publicly-traded company; understanding of our business and technology; educational and professional background; personal accomplishments; and national, gender, age, and ethnic diversity. The Board is committed to actively seeking highly qualified women and individuals from minority groups to include in the pool from which new trustee candidates are selected. Two-thirds of our trustees being diverse demonstrates this commitment. Additional details on our trustee selection process and criteria can be found in the 2023 Proxy Statement and Charter of the Nominating and Corporate Governance Committee of the Board of Trustees.	2023 Proxy Statement, p. 20-21 Charter of the Nominating and Corporate Governance Committee of the Board of Trustees
GRI 2: General Disclosures 2022	2-11	Chair of the highest governance body	Our founder, Robert L. Johnson, carries out the duties of Executive Chairman. Our Board continues to believe our current leadership structure, including separate positions of Executive Chairman and Chief Executive Officer, provides an effective leadership model that benefits from both individuals' distinct abilities and experience.	2023 Proxy Statement, p. 2

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-12	Role of the highest governance body in overseeing the management of impacts	Members of management engage with a cross-section of shareholders to maintain an active dialogue to ensure a diversity of perspectives is thoughtfully considered on issues including strategy; business performance; risk; culture and workplace topics; compensation practices, and a broad range of environmental, social, and governance issues. Our Board, which receives a summary of all relevant shareholder feedback, leverages the information and responses to help set purpose, assess values, and create long-term shareholder value. The Board and its committees assess whether management has an appropriate framework to manage risks and whether that framework is operating effectively. The Board and its committees regularly engage with management on risk as part of broad strategic and operational discussions that encompass interrelated risks and a risk-by-risk basis. The Board executes its oversight responsibility directly and through its committees, who regularly report back to the Board. Additionally, our risk management processes cover material environmental, social, and corporate governance risks.	2023 Proxy Statement, p. 34-35
GRI 2: General Disclosures 2022	2-13	Delegation of responsibility for managing impacts	The Board exercises direct oversight of strategic risks to the Company and other risk areas not delegated to one of its committees (Audit, Compensation and Nominating, and Corporate Governance). We believe the Board's leadership structure, supermajority of independent trustees, and allocation of oversight responsibilities to appropriate committees provides effective Board-level risk oversight.	2023 Proxy Statement, p. 30
GRI 2: General Disclosures 2022	2-14	Role of the highest governance body in sustainability reporting	Our Board, via the NGC Committee, has the overall responsibility for overseeing ESG-related issues, policies, and programs for the Company. The NCG Committee, with critical support from management, is leading the effort to formulate our strategy with respect to adapting and responding to the risks and opportunities presented by ESG-related matters. Our CEO is responsible for ensuring that the Governance Committee is briefed on relevant ESG matters and that direction from the Governance Committee with respect to ESG oversight and risk is communicated to and implemented by the Company's management. To accomplish this, the CEO provides regular briefings to the Governance Committee on ESG-related matters at its regular meetings.	2022 10-K Governance Committee Overview 2023 Proxy Statement, p. 3
GRI 2: General Disclosures 2022	2-15	Conflicts of interest	Our Code of Business Conduct and Ethics details the processes for ensuring conflicts of interest are avoided and managed.	Code of Business Conduct and Ethics

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-16	Communication of critical concerns	The process for communicating critical concerns to the Board of Trustees is detailed in the Compliance Procedures; Reporting Violations section of our Code of Business Conduct and Ethics. In 2022 there were no critical concerns to report.	Code of Business Conduct and Ethics
GRI 2: General Disclosures 2022	2-17	Collective knowledge of the highest governance body	A skills matrix, included in our 2023 proxy statement, demonstrates our Board's diversity in skills, qualifications, and experience in a number of areas specific to the management of the business through the lens of environmental, social, and governance performance.	2023 Proxy Statement, p. 6
GRI 2: General Disclosures 2022	2-18	Evaluation of the performance of the highest governance body	The Compensation Committee, in consultation with management, will review the Company's policies and procedures with respect to risk assessment and risk management for compensating all employees, including non-executive officers, to determine whether any disclosure is required in connection with Item 402(s) of Regulation S-K, and shall periodically report its findings to the Board.	Compensation Committee Chart, p. 7-8
GRI 2: General Disclosures 2022	2-19	Remuneration policies	Our compensation practices and policies are detailed in our 2023 Proxy Statement and Charter of the Compensation of the Board of Trustees.	2023 Proxy Statement, p. 41-72 Executive Compensation
GRI 2: General Disclosures 2022	2-20	Process to determine remuneration	The Compensation Committee adopted a compensation program designed to link financial and strategic results to executive awards, reward favorable shareholder returns, and enhance our competitive position within our segment of the hospitality industry. The Compensation Committee is committed to protecting shareholders' interests by using fair and objective evaluation processes for our executives and prioritizing the creation of short-term and long-term shareholder value. Most executive compensation is tied directly to the achievement of pre-established individual and corporate goals. We believe these corporate goals help ensure our senior executives' financial interests are aligned with those of our shareholders. We also have a clawback policy to ensure that executives are not unduly enriched in the event of a financial restatement. Additionally, the Compensation Committee, which is comprised solely of independent trustees, retains an independent compensation consultant, FTI Consulting, Inc. We engage our shareholders on executive compensation through our Say-on-Pay vote, which has historically received positive shareholder support.	2023 Proxy Statement, p. 6

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-21	Annual total compensation ratio	The ratio of our President's and Chief Executive Officer's annual total compensation to our median employee's total compensation for the fiscal year 2022 is 46 to 1.	2023 Proxy Statement, p. 75
GRI 2: General Disclosures 2022	2-22	Statement on sustainable development strategy	A statement from our President and CEO, Leslie D. Hale, can be found on our corporate website's corporate responsibility section.	Corporate responsibility section of website
GRI 2: General Disclosures 2022	2-23	Policy commitments	We have a dedicated team of asset management professionals that proactively work with our third-party management companies to address environmental concerns and manage potential risks. At RLJ, we are committed to conducting our business affairs with integrity, transparency, and in full compliance with all applicable laws and regulations. Our business is founded on relationships with our investors, with the third-party management companies that operate our hotels, with each hotel property's brands and franchisors, and with our associates. To strengthen and maintain our relationships, we treat our partners, associates, and shareholders with fairness and in accordance with high ethical and business standards. Additionally, our Board has adopted and maintains a robust Code of Business Conduct and Ethics that applies to our officers (including our President and Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer), trustees, and associates. Our Labor and Human Rights Policy outlines our approach to ensuring fair and equitable labor practices.	2023 Proxy Statement Environmental Policy Code of Business Conduct and Ethics Corporate Governance Guidelines Labor and Human Rights Policy
GRI 2: General Disclosures 2022	2-24	Embedding policy commitments	Our Labor and Human Rights Policy outlines our approach to ensuring fair and equitable labor. Additionally, our Code of Business Conduct and Ethics and Corporate Governance Guidelines support our commitments to human rights and sustainable labor practices by holding our Company, including its Board, associates, and vendors to the highest ethical standards. We also encourage our stakeholders, namely our vendors and third-party hotel management company partners, to adopt similar commitments and implement relevant practices related to human rights and labor rights that are material to their business activities.	Labor and Human Rights Policy Code of Business Conduct and Ethics
GRI 2: General Disclosures 2022	2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics, Human Rights and Labor, Environmental reporting	Code of Business Conduct and Ethics Labor and Human Rights Policy

GRI 2022 DISCLOSURES

RLJ Lodging Trust has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022.

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: General Disclosures 2022	2-26	Mechanisms for seeking advice and raising concerns	We maintain a confidential Ethics Hotline administered and monitored by the Compliance Officer and Chairperson of the Audit Committee. Potential violations may be reported anonymously.	Code of Business Conduct and Ethics Procedures for Accounting and Auditing Matters
GRI 2: General Disclosures 2022	2-27	Compliance with laws and regulations	There were no instances of non-compliance with environmental laws and regulations during the reporting period. There were also no instances of non-compliance with laws or regulations in social and economic areas during the reporting period.	
GRI 2: General Disclosures 2022	2-28	Membership associations	We are involved with several industry associations through active membership and Board and committee involvement. The associations we are currently members of include the American Hotel & Lodging Association (AHLA), American Hotel & Lodging Foundation, and The National Association of Real Estate Investment Trusts® (NAREIT®).	Corporate responsibility section of website
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Our stakeholders include our investors, customers, associates, shareholders, brands and franchisors, and third-party management companies and their employees. We also engage with external suppliers, vendors, contractors, and local communities through our various business activities. We consider the interests of our stakeholders, including investors, to help form our boundaries and content. Over the course of 2022, we reached out to shareholders representing 61% of our shares and accepted every invitation to engage.	GRI Disclosures 2023 Proxy Statement
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	As of December 31, 2022, we had 79 employees, none of whom were subject to collective bargaining agreements. Our third-party management companies are responsible for hiring and maintaining the labor force at each of our hotels, some of whom may be subject to collective bargaining agreements.	2022 10-K, p. 12 Labor and Human Rights Policy

MATERIAL TOPICS

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 3: Material Topics 2022	3-1	Process to determine material topics	<p>Our boundaries and reporting content are defined by the most relevant and material issues faced by our Company. Among the topics identified in our stakeholder engagement exercise were business conditions amid the COVID-19 pandemic and ESG progress, strategy, and reporting. As part of the Company's annual risk assessment process, risks and opportunities are identified and subject to the Company's risk-scoring process. This process scores risks from three primary aspects:</p> <ol style="list-style-type: none"> 1. Financial: the financial and operational impact a risk may have on the Company 2. Subjective: the impact the risk may have on the Company considering the Company's risk mitigation activities 3. Likelihood: how likely the risk may come to fruition and the timeline of the risk coming to fruition 	2023 Proxy Statement, p. 31-32
GRI 3: Material Topics 2022	3-2	List of material topics	<p>Our material topics are addressed through the following GRI Economic, Environmental, and Social standards.</p> <p>Economic standards: Economic Performance, Indirect Economic Impacts, Anti-Corruption, and Anti-Competitive Behavior</p> <p>Environmental standards: Energy, Water and Effluents, Emissions, Waste, and Environmental Compliance</p> <p>Social standards: Employment, Occupational Health and Safety, Training and Education, and Diversity and Equal Opportunity</p>	GRI Disclosures
GRI 3: Material Topics 2022	3-3	Management of material topics	<p>We have a dedicated team of asset management professionals that proactively work with our third-party management companies to address environmental concerns and manage potential risks.</p> <p>RLJ measures and monitors its ESG performance in a number of areas including Board diversity and inclusion, annual efficiency investments for energy and water and environmental performance (energy, greenhouse gas, and water intensity).</p>	<p>2023 Proxy Statement, p. 32</p> <p>Environmental Policy</p> <p>2023 Corporate Sustainability Report</p>

ECONOMIC IMPACTS

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
Direct Economic Value	201	Management approach disclosure	2022 Form 10-K (Item 1, Business)	2022 10-K (Item 1, Business)
	201-1	Direct economic value generated and distributed	2022 Form 10-K	2022 10-K
Anti-Corruption	205	Management approach disclosure	Bribery and corruption are explicitly prohibited in our Code of Conduct, with oversight from our Chief Financial Officer. Internal audits are conducted annually. We maintain a whistleblower policy and procedure to encourage the reporting of any inappropriate activity. Any failures to comply with the Code of Conduct are investigated and disciplinary action is taken as appropriate, up to and including termination. All colleagues are expected to actively support anti-corruption policies.	Code of Business Conduct and Ethics

ENVIRONMENTAL

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
Energy	302	Management approach disclosure	2022 ESG Performance (Environment) RLJ Environmental Policy	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
	302-1	Energy consumption within the organization	In 2022, our total energy consumption was 361,960 megawatt hours. Please view our 2022 Corporate Sustainability Report (Environment) and ESG Performance Table for further detail.	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
	302-3	Energy Intensity	In 2022, our energy use intensity was 23.10 kilowatt hours per square foot, representing an annual increase of 8.0% per square foot across the RLJ portfolio of owned hotels. This increase is primarily attributable to the increase in system-wide occupancy as a result of recovery from the COVID-19 pandemic. Please view our 2022 Corporate Sustainability Report (Environment) and ESG Performance Table for further detail.	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
	302-4	Reduction of energy consumption	Across our operations RLJ has reduced total energy use intensity by 10.51% since 2019. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Significant reductions in 2020 were also primarily attributable to the reduction in system-wide occupancy as a result of the COVID-19 pandemic.	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
Water and Effluents	303	Management approach disclosure	2022 Corporate Responsibility Report (Environment) RLJ Environmental Policy	2023 Corporate Responsibility Report (Environment) and ESG Performance Table

ENVIRONMENTAL

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
	303-3	Water withdrawal	<p>Environmental Sustainability Section and ESG Performance Tables in Corporate Responsibility Report</p> <p>In 2022, our total net freshwater withdrawal was 721,293 kilogallons. Our water consumption intensity was 135.85 gallons per occupied room, representing an annual decrease of 11.6%. Across our operations RLJ has reduced total water use intensity by 2.8% since 2019. Significant reductions in 2020 (and therefore the subsequent increase year on year for 2021) were primarily attributable to the reduction in system-wide occupancy due to the COVID-19 pandemic. Please view our 2022 Corporate Sustainability Report (Environment) and ESG Performance Tables for further detail.</p>	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
Emissions	305	Management approach disclosure	2023 Corporate Responsibility Report (Environment) RLJ Environmental Policy	2023 Corporate Responsibility Report (Environment) and ESG Performance Table
	305-1	Direct (Scope 1) GHG emissions	In 2022, our Scope 1 emissions were 28,038 metric tons of CO ₂ e. Please view our 2022 ESG Performance Table for further detail.	ESG Performance Tables
	305-2	Energy indirect (Scope 2) GHG emissions	In 2022, our Scope 2 emissions were 70,119 metrics tons of CO ₂ e. Please view our 2022 ESG Performance Table for further detail.	ESG Performance Tables
	305-4	GHG emissions intensity	In 2022, our total Scope 1 and 2 location-based emissions intensity was 6.27 kilograms per square foot, which represents a 0.9% increase over the prior year. Please view our 2022 ESG Performance Table for further detail.	ESG Performance Tables
	305-5	Reduction of GHG emissions	From 2019 to 2022, RLJ has reduced our total Scope 1 and 2 emissions intensity by 22.36% across our hotel property portfolio. Reductions in emissions have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Refer to our 2022 ESG Performance Table for further detail on our emissions performance.	ESG Performance Tables
Environmental compliance	307	Management approach disclosure	RLJ Environmental Policy	RLJ Environmental Policy
	307-1	Non-compliance with environmental laws and regulations	In 2022, RLJ did not identify any known instances of non-compliance with environmental laws and / or regulations.	
Supplier Environmental Assessment	308	Management approach disclosure	RLJ Environmental Policy RLJ Vendor Code of Conduct	RLJ Environmental Policy Vendor Code of Conduct

SOCIAL

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
Employment	401	Management approach disclosure	2022 Form 10-K (Item 1. Business) Corporate Responsibility Report (People) Labor and Human Rights Policy	2022 10-K (Item 1. Business) 2023 Corporate Sustainability Report (People) Labor and Human Rights Policy
	401-2	Benefits provided to full-time employees	RLJ 2023 Corporate Sustainability Report p. 28	2023 Corporate Responsibility Report
Training and Education	404-1	Average hours of training per employee per year	RLJ employees complete an average of five hours of training per year.	
	404-2	Programs for upgrading employee skills and transition assistance programs	RLJ has an Analyst program that focuses on training traditionally underrepresented minorities in the REIT industry to become emerging leaders.	
	404-3	Percentage of employees receiving regular performance and career development reviews	All employees are part of an annual performance review process, which includes professional development goals.	
Diversity and Equal Opportunity	405	Management approach disclosure	Corporate Responsibility Report Proxy	2023 Corporate Responsibility Report 2023 Proxy Statement
	405-1	Diversity of governance bodies and employees	Among our Board of Trustees, 33% of the members are women, and 56% are minorities, including our President and Chief Executive Officer. Additionally, at year-end 2021, 52% of our employees were racially diverse, and 56% of our employees were women.	2023 Corporate Responsibility Report 2023 Proxy Statement
Human Rights Assessment	412	Management approach disclosure	RLJ Labor and Human Rights Policy	Labor and Human Rights Policy
Supplier Social Assessment	414	Management approach disclosure	Vendor Code of Conduct	Vendor Code of Conduct
Customer privacy	418	Management approach disclosure	Labor and Human Rights Policy 2022 Proxy	Labor and Human Rights Policy
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	We have not experienced any material information security breaches in the last three years and, as such, have not spent any material amount of capital during this period on addressing information security breaches or paid any material expenses from penalties and settlements related to a material breach.	2023 Proxy Statement



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