

To Our Stakeholders,

At RLJ, we value and know that people are at the center of the hospitality industry. Our associates come from diverse backgrounds, our hotels serve guests from all walks of life and we impact the communities in which we operate in myriad ways. As such, we are committed to supporting these communities through our inclusive hiring and labor practices, responsible environmental and sustainability efforts, and our philanthropic endeavors. Therefore, even as we navigate an uncertain environment created by the COVID-19 pandemic, we remain steadfastly committed to the Environmental, Social, and Governance (ESG) matters which are tied to the overall sustainability of our business.

I am especially proud of our long-standing commitment to the importance of diversity in the workplace. The principles of diversity and inclusion have been embedded in RLJ since its founding by Robert L. Johnson, an iconic and highly successful African American entrepreneur. As a result, we have maintained a diverse board of trustees and employee base since the Company's inception. Today, one third of our board is composed of women and half are racially diverse. Among our associates, more than 50% are African American, Latinos or Asian-Americans and half of our employees are women. While we are proud of our diversity and the example our Company has provided to the industry, we also recognize that much work needs to be done in our communities, especially as it relates to advancing young people of color. To address this, I have signed the CEO Action for Diversity and Inclusion™, which pledges support towards developing more inclusive and diverse workplaces. Furthermore, RLJ has directed significant financial contributions to empower minority and underrepresented individuals in the communities in which we operate, by supporting organizations such as the Robert Toigo foundation, N Street Village, Habitat for Humanity and the Boys & Girls Clubs of Greater Washington. For nearly 10 years, we partnered with Don Bosco Cristo Rey High School, which placed high school students in our offices to learn the industry and practical business skills. Since going public, RLJ has donated approximately \$4 million to these organizations through our philanthropic efforts, which has positively impacted the lives of many.

As we operate our business, we continue to maintain our longstanding focus on sound environmental stewardship. We diligently follow strategies across a wide range of functions that reduce our environmental impact, such as investing in areas that allow us to effectively monitor and reduce our water and energy usage while optimizing overall efficiency. We are also pursuing initiatives and investments within our asset management and design and construction functions that reduce environmental risks. As a testament to our commitment, over the years we have focused on a number of efficiency projects. Since 2015 alone, we have invested in

over 130 efficiency projects, which has allowed us to reduce our energy usage by 5.9 million kWh and our water usage by 20,000 kGal. Our environmental policies are formalized in our ESG disclosures and, given our commitment to reducing our environmental impact, we intend to enhance our program to continue to identify and mitigate climate and other environmental risks.

Another important aspect of our corporate responsibility policy is practicing strong corporate governance to safeguard the interests of our shareholders. In addition to maintaining a highly diverse Board, we place great emphasis on maintaining an independent Board and are committed to continuing refreshment. Four new Board members have joined in the past four years, and their energy, new perspectives and diverse skill sets have contributed to our Board's sound decision-making.

Overall, our corporate responsibility is integral to our overall business strategy and commitment to driving long-term shareholder value. We believe that by continuing to maintain an inclusive corporate culture and investing in underserved communities, following strong corporate governance practices and making progress towards reducing our environmental impact, we have laid the foundation for operating our business in a socially responsible basis. As we look forward, we intend to continue our efforts in this direction and to also enhance our environmental, social and governance disclosures. I want to thank all our stakeholders, including our associates for their support and contribution to RLJ and its corporate responsibility efforts.

Sincerely,

Leslie D. Hale

President and Chief Executive Officer

