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FROM OUR CEO

With a guiding mission of delivering long-term, industry-leading total returns to shareholders, the need for an authentic Environmental, Social & Governance (ESG) strategy has become increasingly clear to our company, Pebblebrook Hotel Trust. To fulfill our mission and achieve our corporate objectives, environmental and social risks and opportunities have emerged as a key consideration in meeting our shareholders' expectations.

In 2018, our commitment to ESG became more vital as we completed a substantial corporate acquisition, which not only expanded our portfolio to 63 properties but presented us with the opportunity to review and align a sustainability program. This major expansion of our business widened our footprint and our reach. Now, we have a better opportunity to more thoroughly support our company members, operators, and partners to make responsible decisions while also investing in efficiencies that positively affect our bottom line. We began our journey to formalizing a sustainability program by forming an ESG Committee that is charged with creating relevant ESG policies, setting base-lines, engaging stakeholders, and encouraging continuous monitoring and improvement.

The convergence of sustainability trends with stakeholder interests, both of investors and other stakeholders, such as our employees and our communities, sets the framework for our ESG strategy. We aim to create and sustain a strategy that not only resonates with our internal stakeholders but also succeeds with our external partners and vendors. Our commitment to ESG is helping to frame our vision of Corporate Responsibility, and Pebblebrook aspires to be a leader on all fronts among lodging REITs. Beginning with responsible deci-

sion-making and setting the foundation for our properties to operate sustainably, we intend to address several issues; however, the issue of plastic waste has emerged as a key near-term opportunity. Many Pebblebrook properties have already taken steps to reduce single-use plastics, particularly plastic straws. Therefore, we will begin our journey to becoming a single-use plastic-free REIT, not only by engaging stakeholders and improving environmental efficiencies but also through setting targets.

Transparency and disclosure are essential to our ESG strategy; therefore, Pebblebrook is pledging to international reporting standards such as the Global Reporting Initiative (GRI) and the Global Real Estate Sustainability Benchmark (GRESB). Finally, we would like to acknowledge the many individuals who have committed to working towards a sustainable future for Pebblebrook Hotel Trust, now and hereafter.

Jon E. Bortz
Chairman, President and Chief Executive Officer



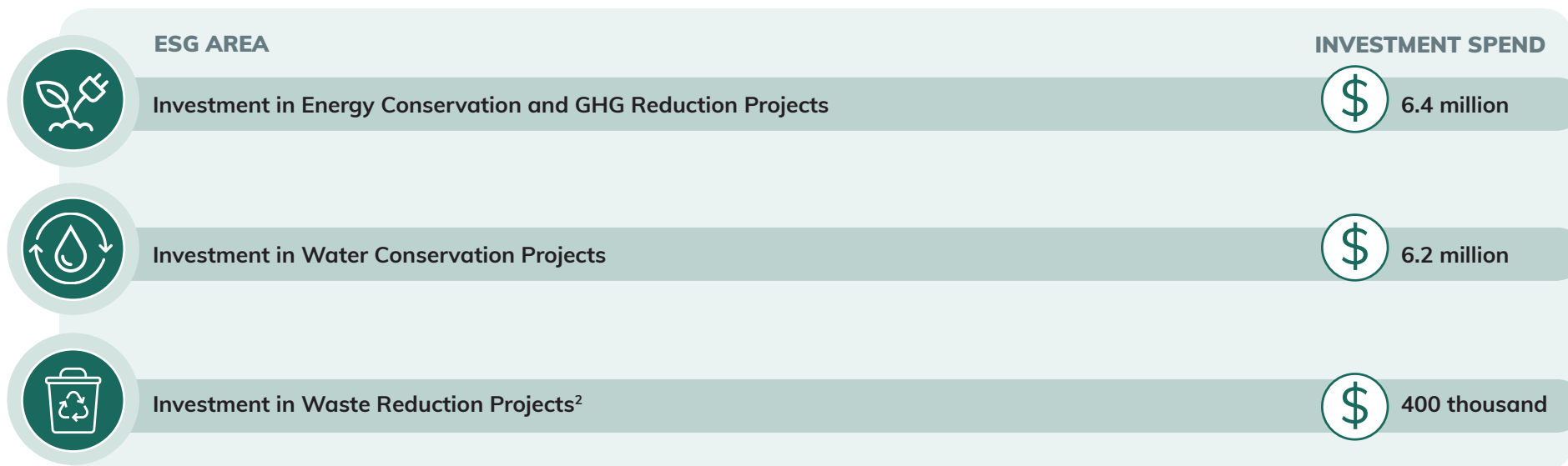


KEY HIGHLIGHTS



Key Highlights

INVESTMENT HIGHLIGHTS 2016-2018¹



Environmental Highlights²

- Over **93%** of our properties use an environmental management system
- Over **54%** of our properties have a minimum of 90% LED property lighting
- Over **73%** of our properties have a minimum of 90% low flow toilets

- Over **88%** of our properties use low- or no-VOC paints, finishes and other items for renovations or additions

- Over **63%** of our properties have eliminated plastic straws

- Nearly **\$13** million spent on environmental initiatives
- Organized annual **Pebby Awards** for internal green engagement at the hotel operating level.

¹ All metrics represent YE 2018 figures unless otherwise stated

² All percentages, referring to a percentage of portfolio, are based on survey responses from 61 properties

Key Highlights

2018 HIGHLIGHTS

Environmental Impact Reduction Metrics

	Baseline	2018	% Change
Energy intensity (kWh per sq. ft)	30.88 ³	27.29	-11.6%
Water intensity (gallons per occupied room)	143.53 ⁴	136.13	-5.1%
Greenhouse gas emission intensity (kg per sq. ft)	9.03 ⁵	6.85	-24.2%
Waste generated per occupied room (lbs)	28.42 ⁶	28.42	0.00%

Social Highlights

Age Diversity

UNDER 30 YEARS OLD 34%
30 TO 50 YEARS OLD 47%
OVER 50 YEARS OLD 19%



Gender Diversity

- Two out of six independent board members are women
- Board Diversity: 2 women, 1 ethnic minority
- 58% of employees are women

Health & Well-Being

- A non-fraternization policy was instituted in light of the #MeToo movement
- Desk Wellness Series
- Health Incentive Program

Community Engagement



\$70,000
in charitable donations



125
volunteer hours



Community Work Day

90% of staff Involved

100 Hours Contributed



24
Hotel GMs sitting on local boards and committees

³ 2013 figures will be used as the baseline year

⁴ 2014 figures will be used as the baseline year

⁵ 2013 figures will be used as the baseline year

⁶ 2018 figures will be used as the baseline year



ABOUT PEBBLEBROOK



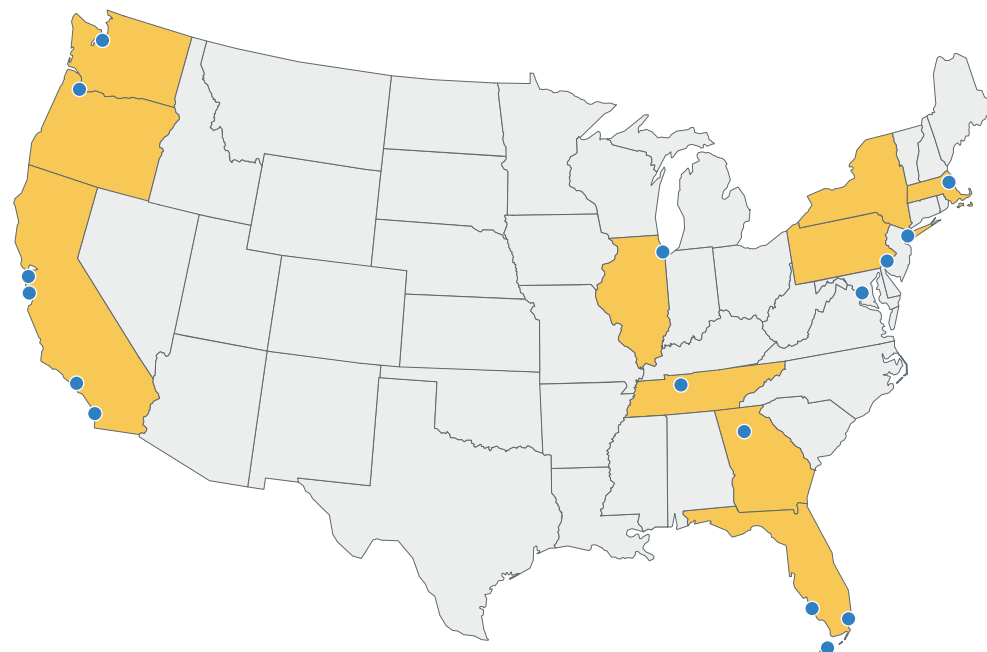
About Pebblebrook

Pebblebrook Hotel Trust is a premier lifestyle lodging REIT with a diversified portfolio of 63 hotels and resorts throughout the United States at the end of 2018. With over 15,000 rooms nationwide after the major corporate acquisition, Pebblebrook has become the largest urban lifestyle-oriented hotel owner in the United States. We possess a powerful mix of Urban Lifestyle Hotels, Unique Lifestyle Resorts, and Urban Major Brands.

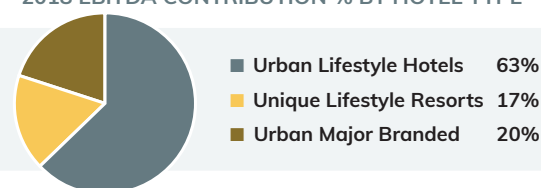
Mission

Among our 48 Urban Lifestyle Hotels, Pebblebrook takes three distinct approaches to asset ownership: Urban Iconic⁷, Urban Contemporary⁸, and individually curated urban lifestyle hotels known as the “Unofficial Z Collection.” For the eight Unique Lifestyle Resorts, they offer unique lifestyle experiences in top drive-to-resort settings in the U.S. including Key West, Naples (Florida), San Diego, Santa Cruz, and the Pacific Northwest. Moreover, we have seven branded hotels offering more traditional hotel experiences in desirable urban locations including Boston, San Diego, and Chicago with major brands such as Westin, InterContinental, and Hyatt.

As a hotel property owner, we rely on our major branded hotel operators to drive sustainability in all Pebblebrook properties. Examples include appointing green champions and seeking more environmentally friendly operational supplies and equipment, among many others. Our overall ESG strategy supports our independent and third party operators to position our company as an ESG leader in the US lodging sector. Pebblebrook has committed to delivering long-term, industry-leading total returns to shareholders, including a reliable stream of income, through opportunistic investment in high-quality lodging properties, and utilizing a conservative capital structure. Maintaining this mission is guided by essential principles and values such as humility, honesty and integrity, respect, and the relentless pursuit of continuous improvement.



2018 EBITDA CONTRIBUTION % BY HOTEL TYPE



PORTFOLIO HIGHLIGHTS



63
PROPERTIES



15,253
GUESTROOMS



12,696,814⁹
SQUARE FOOTAGE

CORE VALUES

- All for one and one for all
- Conduct ourselves with the highest degree of honesty and integrity
- Treat everyone with respect
- Relentlessly pursue continuous improvement (we are never satisfied)
- Be humble
- Have fun and celebrate successes

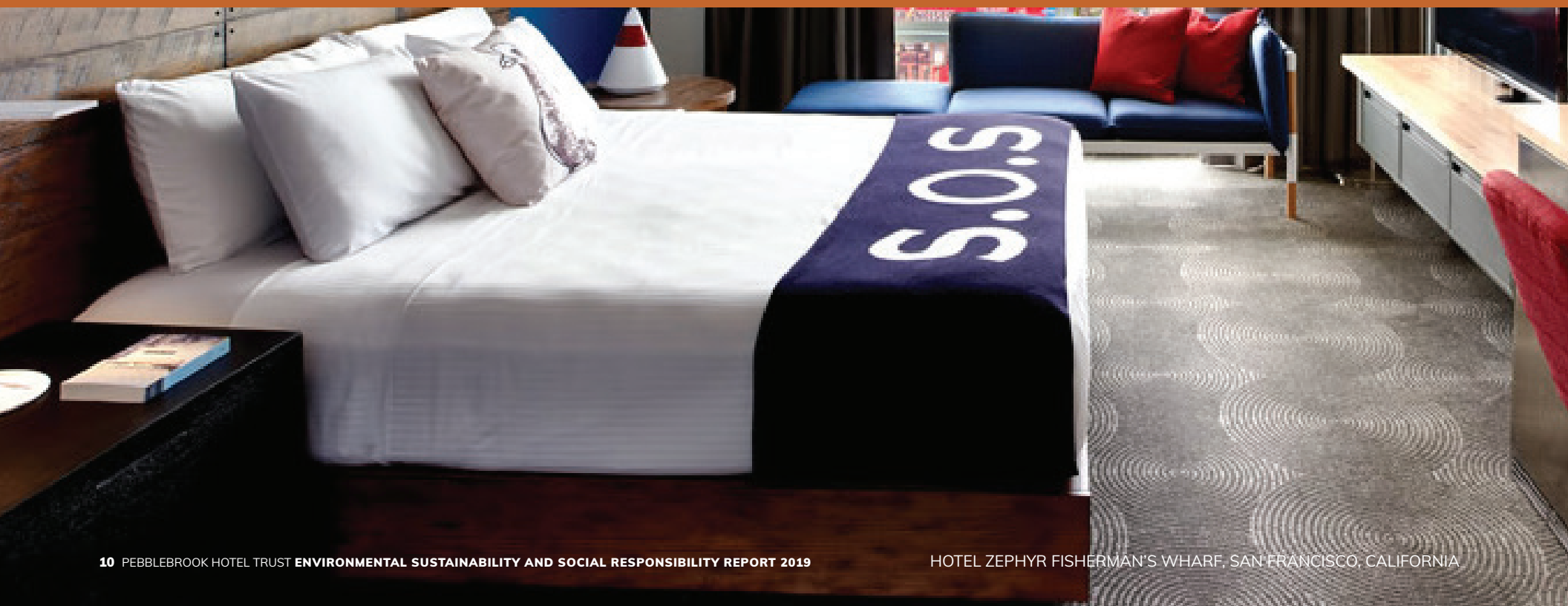
⁷ Distinctive, urban, lifestyle-oriented, independent and soft branded hotels with a sophisticated, iconic design and standout features, each with a unique story and soul

⁸ Exceptional independent, soft-branded and lifestyle branded urban hotels with unparalleled locations, offering authentic, unique experiences and lifestyle lodging

⁹ Reflecting 61 properties



ESG STRATEGY



More and more, investors are seeking information related to our ESG efforts and progress, and we strive to keep up with this trend by broadening our business interests to disclose our ESG data completely. Currently, we pursue programs and initiatives that not only reduce the environmental impact of properties but also ensure a positive contribution is made to the local community. From an environmental perspective, Pebblebrook invests in projects that improve the efficiency of energy usage and water consumption and reduce waste production while monitoring performance via detailed benchmarking throughout the portfolio.

ESG Core Aims

- Exhibit transparency
- Create sustainable livelihoods for employees and partners
- Reduce the carbon footprint at both the property- and portfolio-level
- Invest responsibly into projects that support the surrounding community
- Hold ourselves and relevant stakeholders to the highest standard of ethical corporate governance
- Assist our hotel operators to eliminate single-use plastics in more than 60% of the portfolio

Each of our hotels are managed by third-party operators and employees that work at these hotels are employees of that respective management company. We work closely with our operating partners to encourage increased awareness of environmentally responsible operating decisions as well as creating a respectful and safe work environment.

Our approach to social responsibility captures both internal (operators and employees) and external (suppliers and vendors) stakeholders. We ensure that our employees and operators are provided with high-quality working conditions and the tools for sustained success. Furthermore, we integrate our properties into the local community by encouraging use of local suppliers and promoting community engagement through volunteering and donations.

A sound corporate governance structure is vital to the successful implementation of an ESG strategy. At Pebblebrook, we place a high priority on diversity and inclusion, which is evident in our board of trustees and employee age and gender compositions. Furthermore, we promote transparency and accountability through an unrivaled dedication to our code of business conduct and ethics, and accessible policies regarding anti-corruption, anti-bribery, anti-fraud, and whistleblowing. In our commitment to these ESG goals, we established the following committees to thread these core values throughout our engagements: [Nominating and Corporate Governance Committee](#), [Compensation Committee](#), [Audit Committee](#), and the newly formed [ESG Committee](#).

ESG Committee

To encourage a sustained commitment to ESG standards, an ESG Committee is essential. The purpose of our committee is to add a sustainability lens to decision-making at all levels of our company. Accordingly, the ESG committee acts as a cross-departmental link for all ESG risks and opportunities. Our committee will act as a liaison between upper management and asset managers during semi-annual planning sessions and monthly operations meetings. The current members of the ESG Committee are charged with holding Pebblebrook to a high standard of social and environmental responsibility. The ESG Committee is chaired by Phillip M. Miller. It consists of seven individuals, which includes our Chief Financial Officer, Raymond Martz.



Committee Members	Committee Role	Department	Title
Phillip M. Miller	Chairperson	Board of Trustees	Lead Independent Trustee
Cydney C. Donnell	Member	Board of Trustees	Independent Trustee
Bonny W. Simi	Member	Board of Trustees	Independent Trustee
Raymond Martz	Member	Finance and Investor Relations	Chief Financial Officer
Susan Patterson	Member	Administration	Vice President
Gabrielle Gordon	Member	Finance and Investor Relations	Vice President
Austin Segal	Member	Asset Management	Director

ESG Risks

Our commitment also arises from our understanding of the significant risks associated with inaction towards environmental sustainability issues. We identified five key risks pertinent to our business model:

- a.** Climate change, which brings about rising sea levels, greater fluctuation and extremes in weather patterns, and increased frequency and severity of weather events such as hurricanes, floods, and droughts could affect our hotels and their surroundings, as well as the production of goods and services which our hotels depend on.
- b.** Environmental degradation and the loss of ecosystem goods and services would compromise our clean air, water, and food. This may result in increased cost to building, renovating, and operating hotels.
- c.** Rising public concern towards environmental issues gives sustainable businesses a competitive edge and businesses which are found to be both

non-compliant with environmental laws and regulations, as well as lagging in resource conservation efforts, could suffer from a bad reputation.

- d.** Business competitors pursuing sustainability could also become more competitive through innovative approaches to capital allocation and monetary savings gained alongside energy and operational efficiency improvements.
- e.** Toughening of environmental laws and regulations penalize businesses that are unable to keep up with the changes.
- f.** Because U.S. federal income tax laws restrict REITs and their subsidiaries from operating or managing a hotel, we do not operate or manage any of our hotel properties. Instead, we retain third-party managers to operate the hotels pursuant to management contracts. Our ESG philosophy and practices may be impacted by the business decisions made by our third-party managers.



ESG Opportunities

To address ESG risks practically, we transformed our ESG commitments, which are outlined in the Environmental Sustainability Policy, our Code of Business Conduct and Ethics and our Vendor Code of Conduct, into opportunities under the framework of our business strategy, which drives our relentless approach to generate superior returns for our shareholders. To ensure we carry this through in practice, we decided to undertake a unique approach to ESG management. Instead of the traditional three pillars of sustainability approach, Pebblebrook will use its business model as a framework and thread elements of ESG throughout each stage: Transact, Vision, Assess, Reposition, Operate, and Re-Evaluate. Using this approach, we anticipate risk factors will be minimized, and key ESG opportunities will be explored.

1 TRANSACT

Underperforming assets may not be performing well in terms of utility usage and design for sustainability and guest experience.

Example: Conducting environmental due diligence and technical assessments prior to acquisition and for a major renovation.

2 VISION

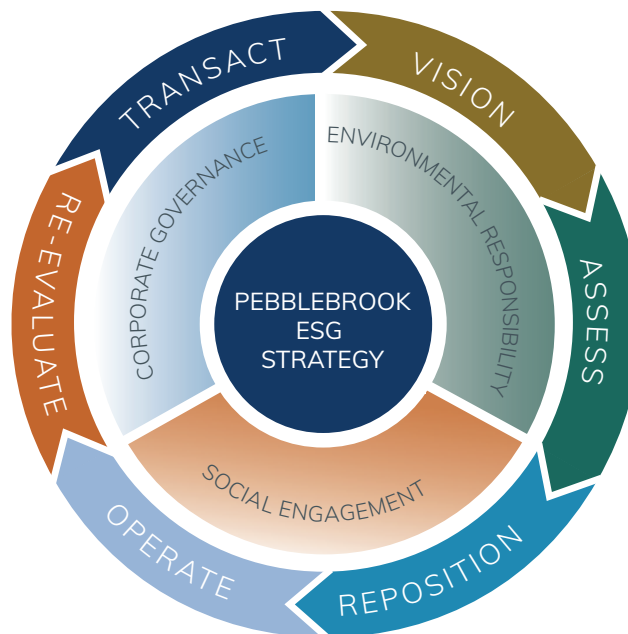
Create an authentic personality for the hotel through community engagement, local design, sourcing and other efforts that support the narrative.

Example: Showcasing local artwork throughout the hotel common areas and guestrooms, and feature seasonal, 100-mile menus in dining establishments.

3 ASSESS

Assess the hotel through an ESG lens to ensure the guest experience is not infringing on the environment or human rights.

Example: Conducting climate-related risk assessments, and continuously engage with General Managers through satisfaction surveys and implementing best practices from the AHLA and our other operating partners.



4 REPOSITION

Thread environmental friendliness throughout the entire renovating and re-launching process, and ensure the hotel is positioned for maximizing the health and wellness of guests and associates.

Example: Positioning properties to exemplify healthy lifestyle aspects for hotel guests and employees.

5 OPERATE

Help our operators find innovative ways to leverage ESG efforts to enhance the guest experience holistically while also improving operational efficiencies that reduce utility consumption.

Example: Setting environmental targets for energy usage, water consumption and waste generation and monitor performance against them routinely.

6 RE-EVALUATE

Constantly track and update ESG targets to improve hotel value through environmental and social initiatives.

Example: Evaluating against sustainability indexes such as GRI and GRESB.

Blending ESG and Lifestyle Branding

At Pebblebrook, we focus on unique, experiential, lifestyle urban hotels and resorts by differentiating ourselves through asset repositioning into the lifestyle theme. The “Unofficial Z Collection” truly embraces the lifestyle brand. Most recently, Hotel Modera in downtown Portland was rejuvenated into The Hotel Zags Portland – the sixth addition to our “Unofficial Z Collection.”

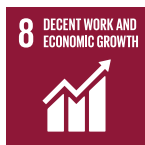
Lifestyle experiences are intrinsically tied to aspects of health and wellness, locally sourced food, respecting the environment, and authentic local experiences. Therefore, we view our sustainability initiatives and lifestyle branding as a symbiotic relationship to both elevate guest experiences while operating efficiently. Lifestyles of Health and Sustainability (LOHAS) consumers emerged as a key target market for Pebblebrook given their informed purchase decision-making based on personal, family and community health, environmental sustainability, and social justice. There are over 100 million self-identifying LOHAS people worldwide, and most consider themselves global citizens who love to travel, purchase environmentally friendly food, and opt for products made under fair trade guidelines.¹⁰ Furthermore, LOHAS consumers are highly informed and cannot be lured by greenwashing strategies.

Why Lifestyle Hotels?

- Ability to generate higher EBITDA per key
- More flexible marketing and operational strategies including implementing sustainability practices given lack of or reduced brand restrictions, especially with non-branded lifestyle properties; enhanced control over capital reinvestment projects – scope, design, and timing
- Higher demand growth due to secular trends from both business and leisure travelers
- Higher multiples are consistently achieved on asset sales due to terminable management agreements and limited encumbrances of franchise or brand agreements
- Better operating performance throughout the economic cycle – more loyal guests and more flexible operating standards

SDG Spotlight

Our ESG approach also focuses closely on the UN Sustainable Development Goals (SDGs). The opportunities that we intend to pursue in our strategy will attempt to contribute to the reduction of the risks that apply to the SDGs. At Pebblebrook, we are focusing on the following SDGs: issues that relate to Decent Work and Economic Growth, Sustainable Cities and Communities, Responsible Consumption and Production, Climate Action, and Life on Land; however, we recognize that all 17 goals could be directly and indirectly contributed to through our engagements.



Going forward, we will use the SDGs to help inspire and frame our programs so we can play our role in contributing to the global development agenda. We aspire to contribute to all 17 SDGs. Currently, we are rolling out various renewable energy initiatives at several properties,¹¹ which will directly contribute to Goal 7 – Affordable and Clean Energy. For example, Chaminade Resort & Spa is currently developing an onsite solar energy project that may reduce energy usage and carbon emissions at the property in the near future.

¹⁰ https://www.lohas.se/wp-content/uploads/2015/07/Superbrands2010LOHAS_CarlPeyron.pdf

¹¹ Properties engaging in solar energy projects include Chaminade Resort & Spa

ENVIRONMENTAL RESPONSIBILITY



Environmental Responsibility

Pebblebrook sees environmental sustainability as an integral part of our business and ESG strategies, one which bolsters our ability to deliver long-term, industry-leading total returns to our shareholders. We are deeply committed to pursuing continuous improvement of our portfolio's environmental performance and take active steps to promote the engagement of stakeholders, from hotel operators to vendors, in our sustainability efforts.

With over 93% of our portfolio using an environmental management system, our commitment to environmental sustainability is deeply rooted. We continuously evaluate energy usage, water consumption, and waste production by running detailed benchmarking throughout our portfolio internally and through participation in the Cornell Hotel Sustainability Benchmarking Index. We also engage third party consultants to assess energy performance and further reduce the environmental impact of our standing investments. Moreover, we responded to the potential risk of climate-related hazards and extreme weather events through the development of a disaster recovery plan to protect our standing investments.


Historically, Pebblebrook has focused on utility efficiency and asset repositioning. At the InterContinental Buckhead, energy efficiency lighting was implemented throughout the property, including back-of-house areas to reduce overall energy usage. At the Hotel Zephyr Fisherman's Wharf, old shipping containers were repurposed and commissioned into wall linings throughout the property. Old computers were transformed into artwork, and old aluminum cans line fire pits. Similar projects have been implemented throughout our portfolio.

To engage our properties, we developed annual property recognition awards known as the Pebby Awards, which recognize properties for various operational


achievements, including outstanding environmental stewardship. This initiative has raised the environmental conservation bar since numerous properties have made outstanding strides in energy efficiency since the program's inception.

Green Championship At Our Hotels

Since our inception, Pebblebrook has emphasized sustainability across many facets of its operations. Two noteworthy initiatives include green champions and environmentally-friendly products. At Pebblebrook, we designate green champions in many of our hotels. These individuals are key to our ESG commitments since they are charged with overseeing all sustainability initiatives. They work primarily with hotel employees to instill sustainable practices throughout the property. Another instance of our environmental stewardship includes the implementation of more environmentally friendly toiletries in our guestrooms. A majority of our properties have replaced the use of small plastic toiletry bottles with larger permanent dispensers, greatly reducing the consumption of



■ Over **93%** of our properties use an environmental management system



■ Over **55%** of our properties have a Sustainability Coordinator or Green Champion

Environmental Responsibility

	Baseline ¹²	2018	% Change
Energy intensity (kWh per sq. ft)	30.88	27.29	-11.6%
Water intensity (gallons per occupied room)	143.53	136.13	-5.1%
Greenhouse gas emission intensity (kg per sq. ft)	9.03	6.85	-24.2%
Waste generated per occupied room (lbs)	28.42	28.42	0.00%

Environmental Performance Progress

The corporate acquisition completed in 2018 presented the opportunity to expand our utility consumption commitments into a holistic ESG strategy. An essential part of a sustainability program is the tracking of environmental performance and progress towards set targets. We began by setting up the framework for tracking environmental performance. Our improved efficiency in energy use, water consumption, and waste generation are testament to our sincere ESG commitments. Going forward, we will set targets to track our progress and continuously challenge ourselves to perform more efficiently from an environmental perspective.

In the past, we made the effort to invest in efficiency projects that will have an impact on our environmental footprint, an aim we continuously pursue. The table above shows the progress we made, as a REIT, over recent years resulting from those investments. Since 2013, we decreased our intensities in energy usage and carbon emissions by 11.6% and 24.2%, respectively. Furthermore, our water intensity has dropped by 5.1% between our baseline year and 2018. Finally, we established 2018 as the baseline year for Waste in order to begin our waste tracking with a baseline year of credible data.



Over **54%** of our properties have a minimum of **90%** LED property lighting; nearly **\$13** million spent on environmental initiatives.

¹² The baseline year for Energy and Carbon, Water and Waste are 2013, 2014 and 2018, respectively

Environmental Responsibility



Energy and Carbon

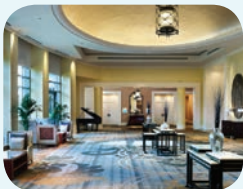
In 2018, we invested \$2.8 million in energy conservation and GHG reduction projects. The use of efficient LED lighting has become standard practice at Pebblebrook, and over 54% of our portfolio has a minimum of 90% LED property lighting. Also, over 63% of our properties have high-efficiency boilers, intelligent heating and cooling thermostats, energy-efficient chillers, kitchen ventilation improvements, and other energy-efficient upgrades. For example, Hotel Chicago Downtown replaced all boilers throughout the hotel to high-efficiency alternatives. Moreover, The Westin Michigan Avenue contributed to GHG intensity reduction through the implementation of variable frequency drives to large motors throughout the property.

With climate change adaptation being an environmental objective at Pebblebrook, we are committed to lowering the carbon footprint of our standing investments. This year, our actual GHG intensity decreased by 24.2% against our baseline year, which is largely the result of the increase in carbon efficiency of the electric power grid. For example, the Westin San Diego Gaslamp Quarter invested in a STEM energy project, which helped the property conserve energy with AI-powered energy storage.

Over the coming months, Pebblebrook will be implementing several energy-related projects to further promote utility efficiency in our portfolio including the solar panel project at Chaminade Resort & Spa in Santa Cruz, California. Furthermore, nine of our properties are engaged in utility demand response programs including the Westin Michigan Avenue Chicago, by reducing or shifting their electricity usage during peak periods.

2018 Property Leaders in Energy Usage Rate Reduction¹³

INTERCONTINENTAL
BUCKHEAD ATLANTA



28% decrease



HOTEL VINTAGE PORTLAND



24% decrease



SIR FRANCIS DRAKE

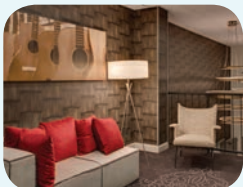


12% decrease



2018 Property Leaders in GHG Emissions Rate Reduction¹⁴

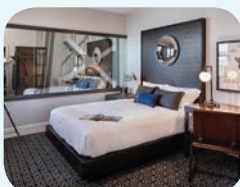
UNION STATION HOTEL
NASHVILLE



33% decrease



HARBOR COURT
SAN FRANCISCO



30% decrease



THE NINES PORTLAND



24% decrease



¹³ Percent change from baseline

¹⁴ Percent change from baseline

Recent Energy Projects (2018)



Hilton San Diego Resort & Spa
LED Lighting and Panel installation (\$129k)



Paradise Point Resort & Spa
Guestroom Electrical Panel Replacement (\$375k)

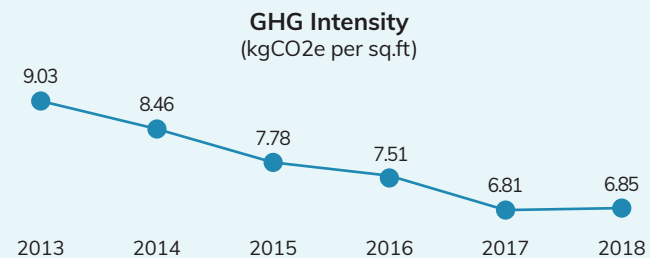


The Marker Key West
Property-wide HVAC Project (\$1.3m)

Decrease in GHG intensity from portfolio level baseline



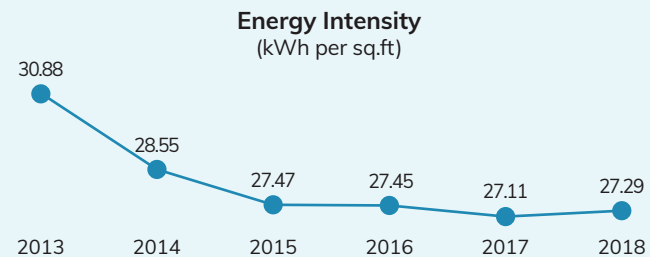
↓
24.2%



Decrease in Energy usage range from portfolio level baseline



↓
11.6%



Environmental Responsibility

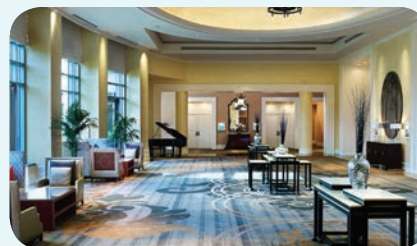


Water

Unlimited access to water has become a standard in the hotel industry, given its importance to creating a comfortable environment for guests. In response to the findings of the water risk assessments in the US, Pebblebrook has committed to water conservation at our properties where, in 2018, \$1.4 million was invested in water conservation projects. During the repositioning of Hotel Modera Portland to The Hotel Zags Portland, a guest room toilet flapper replaced high-flow toilets, which has an annualized water reduction rate of 2.5 million gallons. Where applicable, stormwater management measures are implemented to minimize runoff and protect adjacent natural resources. Other water conservation projects include installing low-flow faucets and showerheads during renovations. Between 2016 and 2018, InterContinental Buckhead has invested over \$200,000 in linen-less banquet tables to reduce water consumption from laundry. Across the portfolio, Pebblebrook is shifting to better overall water conservation with a slight reduction in water intensity. Details are provided in the Performance Tables on [page 29](#) of this report.

- Over 85% of our properties have a minimum of 90% high-efficiency faucets
- Over 83% of our properties have a minimum of 90% high-efficiency showerheads
- Over 73% of our properties have a minimum of 90% low flow toilets

Recent Water Projects (2018)



InterContinental Buckhead, Atlanta
Linen-less Banquet Tables
(\$53k)



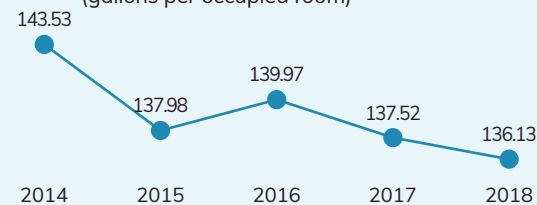
Hotel Spero, San Francisco
Replacement of Cooling Towers
(\$230k)

Decrease in portfolio-level Water Consumption rate



↓
5.1%

Water Intensity
(gallons per occupied room)



2018 Property Leaders in Water Consumption Rate Reduction¹⁵

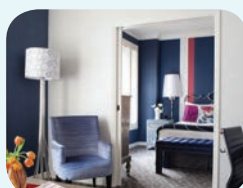
SKAMANIA LODGE



88% decrease



THE MARKER, SAN FRANCISCO



52% decrease



HOTEL ZEPPELIN, SAN FRANCISCO



49% decrease



¹⁵ Percent change from baseline

Environmental Responsibility

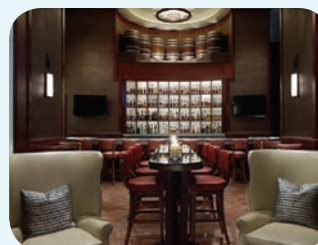


Waste

According to the American Hotel and Lodging Association, a 300-room hotel can generate upwards of three tons of waste per day.¹⁶ With this in mind, we encourage our properties to participate in recycling programs in both the guestroom and public spaces. Over 77% and 65% of our properties actively recycle in both common areas and guestrooms, respectively. In addition, many of our properties have or are preparing to, engage in programs that reduce single-use plastics, most notably plastic straws. Many properties are using innovative strategies to improve waste efficiency, most notably a grease to bio-diesel recycling program that 10 properties carry out. This, and other waste reduction projects, have led to notable achievements in waste efficiency at hotels such as Hotel Monaco Seattle and The Nines Portland with waste diversion rates of 46.7% and 60.2%, respectively.

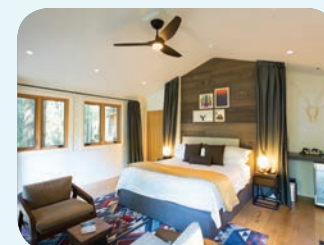
Since repositioning underperforming properties into lifestyle hotels is a core value at Pebblebrook, we strive to reuse or recycle building materials that are removed as part of the renovation projects. This includes the liquidation of existing furniture so that it finds a second life and is not disposed. Where possible, demolition and construction debris are sent to recycling facilities diverting it from landfills. Additionally, 90% of the materials removed from hotels, as part of renovation projects are reused or recycled.¹⁷

Recent Waste Reduction Projects (2018)



InterContinental Buckhead, Atlanta

Food Digester Machine (\$50k)



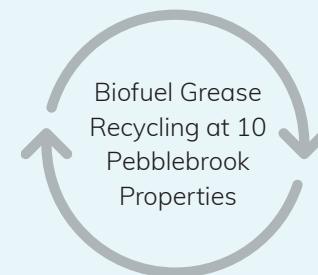
Skamania Lodge

Garbage Compactor & FryLow (\$37k)



The Westin San Diego Gaslamp Quarter

Grease Trap Replacement (\$40k)



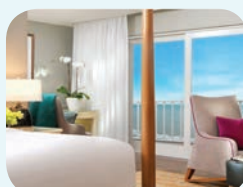
2018 Property Leaders in Waste Diversion¹⁸

HILTON SAN DIEGO RESORT & SPA



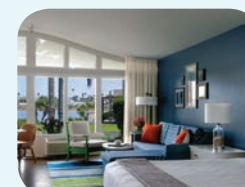
15% increase

LAPLAYA BEACH & GOLF RESORT



39% increase

PARADISE POINT RESORT & SPA



50% increase

¹⁶ <https://www.ahla.com/resources/implement-recycling-program-4>

¹⁷ Waste Diversion rates for hotels are calculated by dividing the quantity of waste diverted from landfills (i.e. recycled, donated or reused) by total waste generated

¹⁸ Relative percentage change in Waste Diversion rate between 2018 and 2017 figures

Environmental Procurement

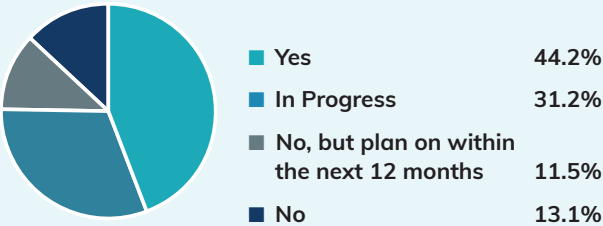
Responsible purchasing is a key focus area in Pebblebrook’s ESG strategy. Following the guidelines set by international organizations such as the United Nations Global Compact, environmental specifications are highlighted in supplier contracts to ensure the goods and materials consumed by Pebblebrook properties are environmentally friendly. Low-to-zero VOC paints and adhesives have become a staple throughout the renovation and repositioning process. Furthermore, protocols for controlling and eliminating airborne particulates are enforced as well. Where possible, FSC-certified lumber and wood are utilized in both the construction phase of hotel repositioning and for a property’s Furniture, Fixtures & Equipment (FFE).



Our Role in the Plastic Pandemic

On May 11, 2019, approximately 180 governments from around the world came together to discuss the threat to our planet from plastic waste. For decades, we, as a planet, have relied heavily on plastics yet the repercussions are now that 100 million tons of plastic (from land-based sources) are now floating in our oceans. Here at Pebblebrook, we take longevity seriously and want to set an example to the rest of the lodging sector that action is needed now. Specifically, 63% of our properties have eliminated plastic straws. Therefore, we are committed to reducing single-use plastics throughout our portfolio to an absolute minimum and eliminate where possible. Currently, 44% of our portfolio have eliminated, or reduced to an absolute minimum, single-use plastic. Many of the remaining properties are either in the process of implementing plastic waste strategies or planning to address this issue within the next 12 months. Our goal is to eliminate single-use plastics in more than 60% of our portfolio in the near future.

HAS THE PROPERTY/ELIMINATED SINGLE-USE PLASTICS OR REDUCED TO AN ABSOLUTE MINIMUM?



RENOVATIONS AT HOTEL ZEPHYR FISHERMAN'S WHARF



Old shipping containers as walling lining



Old computers as artwork



Cans used in fireplace

SOCIAL ENGAGEMENT



Social Engagement

Health & Safety

Creating a healthy environment for our guests, employees, and contractors is a top priority at Pebblebrook. We are joining the “Healthy Building” movement by trying to create a high quality indoor work environment, which includes the utilization of building systems, equipment, and materials that enhance and promote indoor environmental quality, including appropriate temperature, humidity, lighting, air quality, CO2 levels, and acoustics. Additionally, we work with the various properties to eliminate identified or potential indoor air pollutants as part of any project we undertake. On-the-job safety is prioritized, and workers on major renovation and new construction projects undergo a project orientation that educates them on the rules, regulations, and Standard Operating Procedures (SOPs) about site safety as well as the steps to take during an emergency.

To maximize comfort in operation and maintenance, cutting-edge technology such as automatic temperature, humidity and ventilation controls are implemented. While occupants are given some control input, property engineers and technicians establish appropriate standards for the hotel environment, which are monitored through building management systems. Hotel Monaco Seattle and Hotel Vintage Seattle both implemented smart thermostats in their guestrooms in 2017. At our corporate office, employees are provided with top-notch health and wellness benefits. Ergonomically, we provide employees with standing desks, ergonomic desk chairs, a desk wellness series, and complimentary fitness center memberships. Furthermore, there were no reported injuries from 2016 to 2018 at Pebblebrook Hotel Trust.



HOTEL VINTAGE SEATTLE, SEATTLE, WASHINGTON



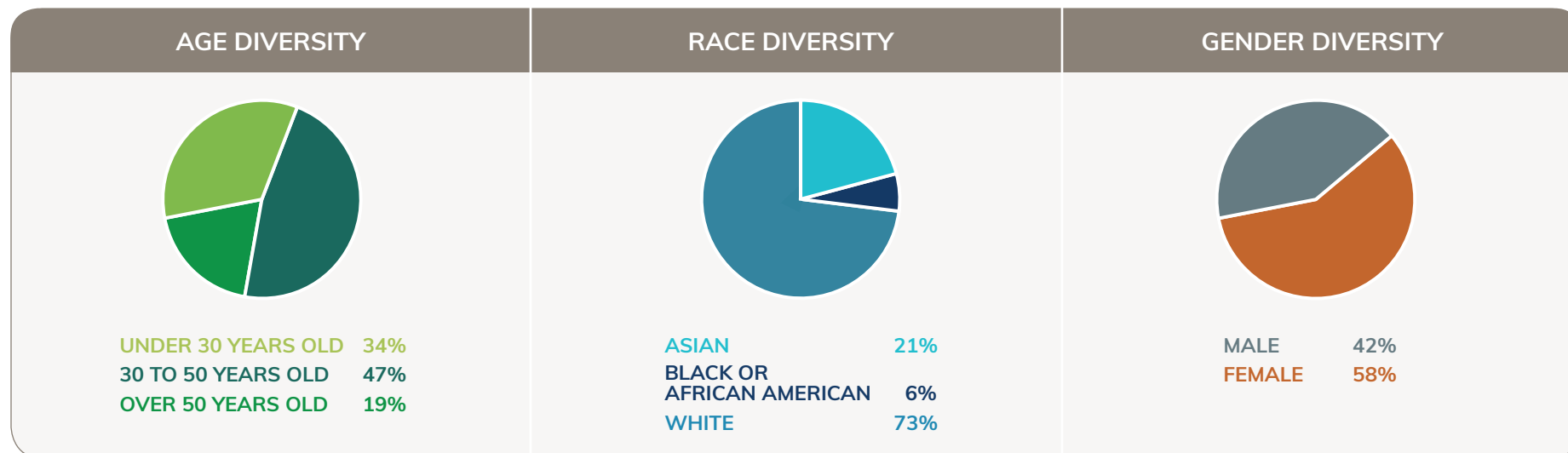
HOTEL MONACO SEATTLE, SEATTLE, WASHINGTON

Employee

The diversity of our company's employees is a tremendous asset. Pebblebrook is committed to creating and maintaining a work environment of respect for all human beings regardless of race, gender identity, sexual orientation, accessibility needs, religion, political orientation, and culture. Given our work environment is all office staff, we do not have issues of human trafficking or modern slavery. Furthermore, employees are carefully vetted to ensure they are hired from legitimate employment agencies. In 2018, a non-fraternization policy was instituted in light of the #MeToo movement to eliminate any instances of sexual harassment in the workplace. Prior to the annual Executive Planning Session, an Employee Satisfaction survey is administered, and the results are shared with the executive planning committee. A 2018 Employee Satisfaction Survey was not administered in 2018 due to the corporate acquisition. The next survey will be administered in 2020, which will then continue on an annual basis.

Regarding professional development, we administer a three-year rotational analyst program for young professionals with leadership potential. The analyst pro-

gram is a development and training program that allows recent college graduates an opportunity to grow their early career under the direct leadership of a Vice President at the company. Analysts may contribute to any of our three major functional areas: Asset Management, Investments, or Strategic Planning/Corporate Finance. Analysts are typically tasked with overseeing the financial performance and analyzing metrics associated with a portfolio of hotels, or by reviewing the company's performance on a financial or investment basis. Through the program, Financial Analysts are assigned a direct mentor in order to discuss career progression and development. As the third year commences, the company will assist each Financial Analyst in taking their next career step, whether it be at the company, at another company or through a graduate school program. Furthermore we foster the continuous development of our associates by encouraging professional development. One of Pebblebrook's associates is an active member of the Castell Project – a program designed for high-potential women in the hospitality industry preparing to enter the C-suite.



Social Engagement

Community

Through volunteering, donations, and sourcing locally, Pebblebrook is deeply committed to our community. In 2018, our 26 employees volunteered over 125 hours, and over \$70,000 was donated to registered charities. Organizations that Pebblebrook engages through volunteering or donations include Capital Area Food Bank, Community of Hope, Food & Friends, MANNA, Dress for Success, Cystic Fibrosis Foundation, Make-A-Wish Foundation, and Be the Match Bone Marrow Foundation, among others. In 2018, our annual Community Work Day was held in the garden of the Capital Area Food Bank – an organization that provides 32 million meals worth of fruits, vegetables, and groceries in Washington DC, Maryland, and Virginia.¹⁹



\$70,000 Total Amount of Charitable Donations



125 Total Volunteer Hours²⁰



4.5 Average Volunteer Hours Per Employee



Pebblebrook is an active member of both NAREIT and AHLA, both of whom have focused on sex trafficking, harassment, forced labor, minimum wage, and other social issues. As a member of the Board of AHLA, our CEO has taken an active part in some of the educational campaigns for these social issues.

Training and monitoring sex trafficking, harassment and other social issues



Pebblebrook Hotel Trust strongly supports AHLA's 5-Star Promise. Our pledge to AHLA complements the practices and policies in-place by our company and our hotel operating partners which are designed to ensure that the hotel employees at our more than 60 owned hotels across the United States abide by the law, respect individual's rights, and do not tolerate sexual

harassment of any type at our properties. We have dedicated a significant amount of resources to assist our hotel operators with sexual harassment awareness, training, and avoidance programs, in addition to training and resources to prevent human trafficking. We will continue to engage with our hotel operators to provide the resources to further assist them in ensuring the safety of our hotel employees and our guests. Pebblebrook has committed to funding the purchase of hotel employee safety devices for use at all our owned hotels by the end of 2020, as well as to provide funding for additional training and education programs on sexual harassment and human trafficking at our corporate level and our hotel properties. Through our pledge to the 5-Star Promise, Pebblebrook intends to contribute to positive, industry-wide improvements to continue to make hotels a safe place for all our employees and guests.

¹⁹ <https://www.capitalareafoodbank.org/fact-sheets-and-faqs/>

²⁰ Excludes the employees who joined from LaSalle Hotel Properties in November 2018



GOING FORWARD

Pebblebrook takes its commitments seriously. While we rely on our major branded hotel operators to drive sustainability in their hotels that we own, we plan to undertake a more proactive approach to supporting our independent and third party operators in the following initiatives over the short-term to position our company as an ESG leader in the US lodging sector.²²

Environmental Responsibility



Environmentally efficient and responsibly source materials will be used in the renovation process as readily achievable

Social Engagement



Conduct ESG surveys with vendors and Subject Matter Experts to discover sustainable practices and hold stakeholders accountable to responsible practices. Vendors include architects, interior designers, purchasing agents, landscape architects, engineers, operators, and restaurateurs, among others



Continuously improve and update our annual corporate associate satisfaction survey for Pebblebrook employees while also supporting hotel property management with developing and administering satisfaction surveys of hotel employees



Provide resources and training for properties to establish green committees

²¹ This report contains forward-looking statements that are subject to risks and uncertainties. These forward-looking statements include information about possible or assumed future results of Pebblebrook Hotel Trust's business, plans and objectives.

These forward-looking statements are based on Pebblebrook's beliefs, assumptions, estimates and expectations of future performance, taking into account information currently available to Pebblebrook. These beliefs, assumptions, estimates and expectations can change as a result of many possible events or factors, not all of which are known to Pebblebrook. If a change occurs, Pebblebrook's business, plans and objectives may vary materially from these forward-looking statements. You should carefully consider these risks when you make an investment decision concerning Pebblebrook's securities.

²² Our commitments are currently focused on our hotel operations, separate from leased space to other tenants.



PERFORMANCE TABLES AND GRI INDEX

Performance Tables and GRI Index

ESG Performance Data Tables

Company Profile	2016		2017		2018	
Total Number of Properties	63		63		63	
Total Number of Rooms	15,253		15,253		15,253	
Economic Performance	2016		2017		2018	
Revenue (In thousands)	\$816,421		\$769,317		\$828,678	
Adjusted EBITDA	\$273.2M		\$233.1M		\$254.9M	
Revenue Per Available Room (RevPAR)	\$211.28		\$207.33		\$202.10	
Occupied Rooms	4,479,974		4,422,486		4,409,532	
Occupancy Rate	84.25%		83.17%		82.93%	
Social and Governance Performance ²³	2016 ²⁴		2017 ²⁴		2018	
EMPLOYEES						
Total Number of Corporate Employees	26		28		53	
Employee Demographics						
Percent Male Employees	35%		43%		42%	
Percent Female Employees	65%		57%		58%	
Percent Asian	12%		14%		21%	
Percent Black or African American	0%		4%		6%	
Percent Hispanic or Latino	4%		0%		0%	
Percent White	85%		82%		73%	
Percent Other	0%		0%		0%	
Percent under 30 years old	35%		43%		34%	
Percent 30 – 50 years old	54%		43%		47%	
Percent over 50 years old	12%		14%		19%	
BOARD OF DIRECTORS						
Total Number of (Independent) Board Members	(6)	7	(6)	7	(6)	7
Percent Male	(67%)	71%	(67%)	71%	(67%)	71%
Percent Female	(33%)	29%	(33%)	29%	(33%)	29%
Percent Diverse		43%		43%		43%
DONATIONS AND COMMUNITY SERVICE						
Total Amount of Charitable Donations					\$70,000	
Total Volunteer Hours					125 ²⁵	
Average Volunteer Hours Per Employee					4.5	

²³ Pebblebrook company employees at year-end respective calendar year

²⁴ Excluding social and governance data prior to major corporate acquisition

²⁵ Excludes the employees who joined from LaSalle Hotel Properties in November 2018

Performance Tables and GRI Index

ESG Performance Data Tables

Environmental Performance ²⁶	2016	2017	2018
Floor Area Coverage for Intensity Metrics	12,080,088	12,155,926	12,155,926
Occupied Rooms for Intensity Metrics	4,394,399	4,422,486	4,409,532
Investment in Energy Conservation and GHG Reduction Projects	\$2,685,958	\$912,319	\$2,788,318
Investment in Water Conservation projects	\$2,343,780	\$2,437,671	\$1,385,963
Investment in Waste Reduction projects ²⁷	\$138,191	\$97,500	\$147,078

ENERGY	Baseline ²⁸	2016	2017	2018
Total Energy Consumption (megawatt hours)		331,626	329,597	331,708
Total Direct Energy Consumption (megawatt hours)		156,618	158,965	159,143
Total Indirect Energy Consumption (megawatt hours)		175,008	170,632	172,566
Total Energy Consumption of Electric Power (kilowatt hours)		160,920,656	155,681,862	156,644,639
Energy Consumption per square foot (kilowatt hours)	30.88	27.45	27.11	27.29
% Energy from Renewables ^{29 30}		10.81%	10.72%	10.59%
GREENHOUSE GAS EMISSIONS	Baseline ³¹	2016	2017	2018
Total Greenhouse Gas Emissions (metric tons CO2e)		90,685	82,722	83,245
Total Scope 1 Emissions (metric tons CO2e)		28,465	28,886	28,861
Total Scope 2 Emissions (metric tons CO2e)		62,220	53,836	54,384
Greenhouse Gas Emissions per square foot (kgCO2e)	9.03	7.51	6.81	6.85
WATER	Baseline ³²	2016	2017	2018
Total Water Consumption (kilo-gallons) ³³		615,083	608,176	600,290
Water Consumption per occupied room (gallons)	143.53	139.97	137.52	136.13
WASTE ³⁴	Baseline ³⁵	2016	2017	2018
Waste Generated per occupied room (pounds)	28.42			28.42
Non-diverted waste per occupied room (pounds)	19.78			19.78
Waste Diversion Rate (%)	30%			30%

²⁶ First five items are based on survey responses from 61 properties

²⁷ Based on year of project completion

²⁸ Baseline year for Energy is 2013

²⁹ Based on percentage of energy from renewables from EPA eGRID, including hydro

³⁰ The same percentages of renewables were used uniformly to calculate all three years of data

³¹ Baseline year for Carbon is 2013

³² Baseline year for Water is 2014

³³ 100% of water consumption purchased through municipal utilities

³⁴ Based on 18.9% (2016) and 20.79% (2017,2018) of the portfolio by floor area

³⁵ Baseline year for Waste is 2018

ESG Performace Data Tables

Best Practices and Specifications ³⁶	2018
GENERAL	
Properties with a Green Team	36.1%
Properties with a sustainability coordinator or green champion	55.7%
Properties labelled or certified for operational sustainability initiatives	14.7%
Properties with an environmental management system	93.4%
Properties with on-site laundry	44.3%
Properties that conduct assessments regarding flooding, climate change adaptation, biodiversity, and/or building and safety materials	27.9%
ENERGY EFFICIENCY	
Properties with a preventive maintenance plan that checks building energy and water equipment quarterly	96.7%
More than 90% of property guestrooms contain occupancy sensors	60.7%
More than 90% of property windows have reflective and/or insulating characteristics	22.9%
More than 90% of property lighting is LED	54.1%
Properties with High Efficiency Boilers (>85% efficiency)	63.9%
Properties with High Efficiency Chillers (>85% efficiency)	42.6%
Building re-commissioning has been conducted in the past 3 years	34.4%
Properties benchmarked with Energy Star	95.1%
Properties received the Energy Star Label	9.8%
WATER EFFICIENCY	
Properties with a water efficiency program	44.3%
More than 90% of property toilets are low flow	73.8%
More than 90% of property faucets are efficient	85.2%
More than 90% of property showerheads are efficient	83.6%
Properties that installed a leak detection system for water piping or toilet tanks	3.3%
Properties with a smart irrigation system and/or automatic sprinkler system equipped with moisture sensors	18.0%
Properties that reuse gray water	6.6%

³⁶ First five items are based on survey responses from 61 properties

ESG Performace Data Tables

Best Practices and Specifications ³⁷	2018
WASTE MANAGEMENT	
Properties with food waste tracking	24.6%
Properties with recycling in common areas	77.0%
Properties with recycling bins in guestrooms	65.6%
Properties that have eliminated plastic straws	63.9%
Properties that engage in composting	50.8%
Properties that have eliminated single-use plastic or reduced to an absolute minimum	44.3%
HEALTH & WELL-BEING	
More than 90% of guestrooms are non-smoking	98.4%
Properties with routine carbon monoxide and radon testing	59.0%
Properties with specifications regarding low-or no-VOC paints, finishes and other items for renovations or additions	88.5%
Properties that check and change HVAC filters routinely	98.4%

³⁷ First five items are based on survey responses from 61 properties

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Pebblebrook Hotel Trust ("Pebblebrook")	2018 Annual Report and 10-K (p. 6 of PDF)
102-2	Activities, brands, products, and services	Pebblebrook is a REIT that is an owner of its lodging properties. Each hotel is managed by a third-party management contract, and brands are categorized into Urban Lifestyle (47 properties), Unique Lifestyle (8 properties), and Urban Major Branded (8 properties). Major brands including Marriott® and Hilton Worldwide®.	2018 Annual Report and 10-K (p. 4 and 11 of PDF)
102-3	Location of headquarters	Our headquarters are located at 4747 Bethesda Avenue, Suite 1100, Bethesda, MD 20814.	2018 Annual Report and 10-K (p. 33 of PDF)
102-4	Location of operations	We are a publicly traded REIT and the largest owner of urban and resort lifestyle hotels in the United States, across 16 urban and resort markets with a focus on the west coast gateway cities.	2018 Annual Report and 10-K (p. 2 of PDF)
102-5	Ownership and legal form	Pebblebrook Hotel Trust is an internally managed hotel investment company and is publicly traded on the New York Stock Exchange under the symbol PEB.	2018 Annual Report and 10-K (p. 6 and 9 of PDF)
102-6	Markets served	<p>Our company invests in hotel properties located primarily in major U.S. cities in markets with high barriers-to-entry that also provide diverse sources of meeting and room night demand generators. Furthermore, our company targets investments in resort properties located near our primary urban target markets, as well as in selected destination resort markets.</p> <p>Our investments are in both branded and independent full-service hotels in the "upper upscale" segment in cities including Atlanta, Boston, Chicago, Key West, Los Angeles, Miami, Nashville, Naples, New York, Philadelphia, Portland, Santa Monica, San Diego, San Francisco, Seattle, and Washington D.C.</p>	2018 Annual Report and 10-K (p. 10, 33 and 34 of PDF)
102-7	Scale of the organization	<p>As of December 31, 2018, we owned a portfolio of 63 premium hotels and resorts that contain 15,253 guest rooms.</p> <p>Total revenues for the fiscal year were \$829 million.</p>	2018 Annual Report and 10-K (p. 29, 41, 72 of PDF)

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
ORGANIZATIONAL PROFILE			
102-8	Information on employees and other workers	As of December 31, 2018, we had 50 full-time and 3 part-time employees. None of our employees is a member of a union; however, some employees of the hotel managers at several of our hotels are currently represented by labor unions and are subject to collective bargaining agreements.	2018 Annual Report and 10-K (p. 13 of PDF)
102-9	Supply chain	Our management agreements with major hotel franchisors require the managers to furnish chain services that are generally made available to other hotels managed by such operators. Such services may, for example, include: the development and operation of computer systems and reservation services; management and administrative services; marketing and sales services; human resources training services; and additional services as may from time to time be more efficiently performed on a national, regional or group level.	2018 Annual Report and 10-K (p. 35 of PDF)
102-10	Significant changes to the organization and its supply chain	<p>On November 30, 2018 we completed our merger with LaSalle Hotel Properties ("LaSalle"), which added 36 properties to our portfolio.</p> <p>These properties include: Ville Florence San Francisco on Union Square, Hotel Vitale, The Marker San Francisco, Hotel Spero, Chaminade Resort & Spa, Harbor Court Hotel San Francisco, Viceroy Santa Monica Hotel, Le Parc Suite Hotel, Hotel Amarano Burbank, Montrose West Hollywood, Chamberlain West Hollywood Hotel, Grafton on Sunset, The Westin Copley Place Boston, The Liberty A Luxury Collection Hotel Boston, Hyatt Regency Boston Harbor, Onyx Hotel, Hotel Palomar Washington Dc, Sofitel Washington DC Lafayette Square, The Liaison Capitol Hill, George Hotel, Mason & Rook Hotel, Donovan Hotel, Rouge Hotel, Topaz Hotel, Hotel Madera, Paradise Point Resort & Spa, Hilton San Diego Gaslamp Quarter, Solamar Hotel, L'Auberge Del Mar, Hilton San Diego Resort & Spa, The Heathman Hotel, Southernmost Beach Resort, The Marker Key West, The Roger New York, Hotel Chicago Downtown Autograph Collection, and The Westin Michigan Avenue Chicago.</p>	2018 Annual Report and 10-K (p. 9 and 78 of PDF)
102-13	Membership of associations	Pebblebrook is a member of NAREIT and AHLA.	Sustainability Report

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
STRATEGY			
102-14	Statement from the most senior decision-maker about the relevance of sustainability and organization's strategy	Pebblebrook's overall sustainability strategy is highlighted in the Letter from CEO section of the annual sustainability report.	Letter from CEO, Sustainability Report
102-15	Key impacts, risks, and opportunities	Disclosures on risk factors can be found in our Annual Report on Form 10-K and the Sustainability Report.	ESG Strategy, Sustainability Report 2018 Annual Report on Form 10-K (p. 13 to 28 of PDF)
ETHICS AND INTEG			
102-16	Values, principles, standards, and norms of behavior	Pebblebrook adheres to a code of conduct that promotes honest and ethical conduct; full, fair, accurate, timely and understandable disclosure; compliance with applicable laws and governmental rules and regulations; and ensure the protection of the company's legitimate business interests. The Code of Business Conduct and Ethics may be found on the corporate website.	Code of Business Conduct and Ethics
102-17	Mechanisms for advice and concerns about ethics	Assistance for seeking advice and concerns over ethics are outlined in both the Code of Business Conduct and Ethics and Whistleblower Policy, which may be found on the corporate website.	Code of Business Conduct and Ethics Corporate Governance Guidelines (p. 3 of PDF) Whistleblower Policy

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
GOVERNANCE			
102-18	Governance structure of the organization, including committees of the highest governance body and those responsible for decision-making on economic, environmental and social impacts.	Pebblebrook's corporate governance and board structure can be found on the corporate website. These guidelines highlight the size of the board, communication with the Board of Trustees, the Lead Trustee and the Audit Committee, among others.	Corporate Governance Guidelines
102-22	Composition of the highest governance body and its committees	The Board of Trustees is comprised of 7 members who provide governance and oversight of Pebblebrook on behalf of our shareholders. The Board has three standing committees: the Audit Committee, the Compensation Committee and the Nominating and Corporate Governance Committee.	2019 Proxy Statement
102-23	Chair of the highest governance body	The Chairperson of the Board of Trustees is Jon E. Bortz, the current President and Chief Executive Officer of Pebblebrook Hotel Trust since its inception in October 2009.	2019 Proxy Statement
102-24	Nominating and selecting the highest governance body	<p>The Nominating and Corporate Governance Committee is appointed to assist the Board by identifying individuals qualified to become Board members, and to recommend to the Board the trustee nominees for the next annual meeting of shareholders.</p> <p>The qualifications and biographical information will be reviewed during the screening, assessment and selection of candidates of the Board.</p>	2019 Proxy Statement Corporate Governance Guidelines (p. 1,2 of PDF)
102-25	Conflicts of interest	<p>Trustees will disclose any potential conflicts of interests to the Board and, if appropriate, refrain from voting on a matter in which they may have a conflict.</p> <p>The process of reporting conflicts of interest by any stakeholder (employee, manager, trustee) can follow the compliance procedures outlined in Section 14 of the Code of Business Conduct and Ethics to ensure prompt and consistent action against violations of the Code.</p> <p>None of our named executive officers has any indebtedness to the Company or any relationship with the Company other than as an employee and shareholder.</p>	Corporate Governance Guidelines (p. 4 of PDF) Code of Business Conduct and Ethics (p. 4,5 of PDF) 2019 Proxy Statement (p. 25 of PDF)

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
GOVERNANCE			
102-28	Evaluating the highest governance body's performance	<p>Robust Annual Board Self-Assessment: The Nominating and Corporate Governance Committee conducts an annual evaluation of the Board and each trustee to elicit and deliver feedback.</p> <p>The Compensation Committee shall annually review and approve corporate goals and objectives relevant to CEO compensation, evaluation the CEO's performance in light of those goals and objectives and recommend to the Board the CEO's compensation level based on this evaluation.</p>	<p>Corporate Governance Guidelines (p. 4 of PDF)</p> <p>2019 Proxy Statement (p. 20 of PDF)</p>
102-35	Remuneration policies	All of Pebblebrook's independent trustees are compensated by a fixed annual retainer. A Committee Chair Fee is also provided to those who lead a committee. Additionally, we adopted a Clawback Policy.	2019 Proxy Statement (p. 30, 31, 44 of PDF)
102-36	Process for determining remuneration	The Compensation Committee engaged FPL Associates L.P. ("FPL") to assist with its responsibilities related to the Company's independent trustee compensation and executive compensation programs.	2019 Proxy Statement (p. 30, 31 of PDF)
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Our primary stakeholder groups are our shareholders, employees, customers, management companies, brand companies, suppliers, partners, communities and industry associations.	Social Engagement, Sustainability Report
102-41	Collective bargaining agreements	None of our employees is a member of a union; however, some employees of the hotel managers at several of our hotels are currently represented by labor unions and are subject to collective bargaining agreements.	2018 Annual Report on Form 10-K (p. 13 of PDF)
102-42	Identifying and selecting stakeholders	Our identified stakeholders are selected by determining the groups or individuals that are directly impacted by our business or directly impact our company.	Social Engagement, Sustainability Report

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
102-43	Approach to stakeholder engagement (including customer satisfaction)	<p>The approach to stakeholder engagement by our company requires the collaboration with key identified stakeholders and sustainable relationships with management companies to identify opportunities and challenges that impact our internal and external stakeholders. This collaboration is integral to achieving both strategic and sustainability objectives.</p> <p>It should be noted that Pebblebrook relies heavily on its management contracts to uphold the highest levels of guest and employee satisfaction at its properties. Furthermore, we ensure that management contracts are provided the support to achieve unrivalled stakeholder satisfaction.</p>	Social Engagement, Sustainability Report
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	All 63 hotels are included in both the Annual Report and 10-K filing.	2018 Annual Report on Form 10-K (p. 72 of PDF) Notes to the Consolidated Financial Statements
102-46	Defining report content and topic boundaries	Reporting content that has been defined considers topics of greatest importance to our company and interest to our stakeholders.	GRI Content Index
102-47	List of material topics	Material aspects are reported using the GRI Reporting Standards in the Specific Disclosures section of the Content Index.	GRI Content Index
102-48	Restatements of information	This is the first year of ESG reporting.	Not Applicable
102-49	Changes in reporting	This is the first year of ESG reporting.	Not Applicable
102-50	Reporting period	Our reporting covers the calendar year of 2018.	GRI Content Index
102-51	Date of most recent report	This is the first year of ESG reporting.	Not Applicable
102-52	Reporting cycle	This is the first year of ESG reporting.	Not Applicable

Performance Tables and GRI Index

GRI Index

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
GOVERNANCE			
102-53	Contact point for questions regarding the report	Pebblebrook Hotel Trust 4747 Bethesda Avenue Suite 1100, Bethesda, MD 20814 Phone number: (240) 507-1300 info@pebblebrookhotels.com	Corporate Website (Contact Us)
102-56	External assurance	We did not seek any assurance during the reporting period.	2019 Proxy Statement (p. 33 of PDF)

SPECIFIC DISCLOSURES: Economic category

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
CATEGORY OVERVIEW			
103-1 to 103-3	Management Approach Disclosures	The business objectives and strategies regarding acquisitions and investments, asset management, financing strategies, competition, and others are disclosed in our Annual Report and 10-K filing.	2018 Annual Report and 10-K (p. 10-13 of PDF) Business Objectives and Strategies
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	Total revenues for the fiscal year were approximately \$829 million.	2018 Annual Report and 10-K (p. 41 of PDF)
201-2	Financial implications and other risks and opportunities due to climate change	This is the first year of reporting.	Not Applicable
INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	This is the first year of reporting.	Not Applicable
ANTI-CORRUPTION			
205-3	Confirmed incidents of corruption and actions taken	There was no incident of corruption in 2018.	GRI Content Index

Performance Tables and GRI Index

GRI Index

SPECIFIC DISCLOSURES: Environmental category

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
CATEGORY OVERVIEW			
103-1 to 103-3	Management Approach Disclosures	Over 93% of our properties have an environmental management system. We continuously evaluate energy usage, water consumption, and waste production by running detailed benchmarking throughout our portfolio internally and through participation in the Cornell Hotel Sustainability Benchmarking Index. Our disaster recovery plan has also been developed to manage potential risks of climate-related hazards.	Environmental Responsibility, Sustainability Report
ENERGY			
302-1	Energy consumption within the organization	In 2018, direct and indirect energy consumption was 331,708 megawatt hours.	ESG Performance Data
302-3	Energy intensity	In 2018, energy intensity was 27.29 per square foot.	ESG Performance Data
WATER			
303-1	Water withdrawal by source	In 2018, total water consumption was 600,290 kilo-gallons.	ESG Performance Data
EMISSIONS			
305-1	Scope 1 emissions	In 2018, scope 1 emissions were 28,861 metric tons CO ₂ e.	ESG Performance Data
305-2	Scope 2 emissions	In 2018, scope 2 emissions were 54,384 metric tons CO ₂ e.	ESG Performance Data
305-4	Greenhouse gas (GHG) intensity	In 2018, greenhouse gas intensity was 6.85 per square foot.	ESG Performance Data

Performance Tables and GRI Index

GRI Index

SPECIFIC DISCLOSURES: Social category

INDICATOR	DESCRIPTION	DISCLOSURES	SOURCES
CATEGORY OVERVIEW			
103-1 to 103-3	Management Approach Disclosures	Pebblebrook is committed to creating and maintaining a healthy and safe environment for guests and employees. We respect the diversity of our company's employees and their human rights. As employees are a tremendous asset, we have a comprehensive career plan to nurture these talents.	Social Engagement, Sustainability Report
TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	Pebblebrook has a three-year rotational analyst program that acts as a leadership development program from young emerging leaders.	Social Engagement, Sustainability Report
DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	<p>Pebblebrook's board of directors is comprised of six independent members: 4 members are male, and 2 members are female.</p> <p>Among our full-time employees, 42% of employees are male and 58% are female. Also, 34% of employees are under 30 years old, 47% are between 30 and 50 years old, and 19% are over 50 years old.</p>	ESG Performance Tables