ESG STRATEGIC FRAMEWORK

**Environmental**

- **WATTS**
  - Carbon/Energy
    - Cut managed portfolio emissions intensity by 2030 (1.5°C scenario)
    - Cut franchised portfolio emissions intensity by 2030 (well-below 2°C scenario)
  - Drive toward a net zero future

- **WATER**
  - Cut water use in half by 2030

- **WASTE**
  - Cut waste in half by 2030

**Creating an Engine of Opportunity**

- **Social**
  - Careers
    - Create learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups
  - Communities
    - Meaningfully impact community members
      - Local Support
      - Disaster Relief
      - Economic Opportunities
  - Conduct
    - Promote responsible, inclusive conduct across our value chain operations

**Advancing and Measuring Our Goals**

- **Governance**
  - Public Affairs
    - Advocate for public policies that advance our Travel with Purpose goals
  - Partnerships
    - Create and partner with cross-industry networks to advance Travel with Purpose objectives
  - Policies & Reporting
    - Operate through best-in-class measurement (LightStay), governance and oversight

**Evaluating and Stewarding**

- Environmental
  - Paving the way to net zero
    - Climate action
    - Destination stewardship

- Social
  - Human rights
    - Diversity, equity & inclusion

- Governance
  - Integrity
    - Transparency

**Travel with Purpose**

- Hilton