

2030 Goal Tracking

Our 2030 Goals align with the UN's Sustainable Development Goals (SDGs) and targets. The corresponding SDG for each of Hilton's 2030 Goals is included below, as well as an update on our progress.



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Environmental Paving the way to net zero

HILTON'S 2030 GOALS	SDGs	PROGRESS TO DATE	STATUS
<p>WATTS</p> <p>Science-based targets: Reduce Scope 1 and 2 carbon intensity from managed hotels by 61%, and work with franchisees to reduce Scope 3 carbon intensity from franchised hotels by 52% (MT CO₂e/m², 2008 baseline)</p> <p>Adopt a global standard for responsible travel and tourism, complementing our existing environmental certifications</p>	 7.2 7.3 7.a	<p>Developed new, more ambitious science-based targets, which are currently under review with the Science Based Targets initiative (SBTi)</p> <p>50% reduction in carbon emissions intensity (managed hotels)*</p> <p>43% reduction in carbon emissions intensity (all hotels)*</p> <p>Signed on as the first hospitality company to commit to the U.S. Department of Energy Better Climate Challenge</p> <p>Sourced 100% renewable electricity for one-third of our owned, managed and leased hotels in the EMEA region, as well as our Watford and Glasgow offices, and offered renewable energy option for U.S. managed hotels</p> <p>Continued to enhance LightStay, including the addition of a Meeting Impact Calculator to calculate the environmental footprint of meetings and events</p> <p>Achieved Global Sustainable Tourism Council (GSTC)-Recognized Standard status for LightStay</p> <p>100% of hotels mapped against climate risks</p>	 On track
<p>WATER</p> <p>Reduce water use in our managed operations by 50% (liters/m², 2008 baseline)</p> <p>Activate 20 context-based water projects in our communities and watersheds of top water risk</p>	 6.3 6.4 6.6 6.b	<p>39% reduction in water intensity (managed hotels)*</p> <p>43% reduction in water intensity (all hotels)*</p> <p>3 context-based water pilots completed</p> <p>Mapped 100% of hotels against WRI and WWF water risk indices</p> <p>Continued investment in community water stewardship efforts through the Hilton Effect Foundation</p> <p>Refreshed Energy and Water Efficient Design Companion Guide to guide hotels on design decisions that can improve properties' energy and water efficiency</p>	 Making progress
<p>WASTE</p> <p>Reduce landfilled waste in our managed operations by 50% (MT/m², 2008 baseline)</p> <p>Reduce food waste sent to landfill by 50% in our managed operations (MT/m², 2017 baseline)</p> <p>Send zero soap to landfill by recycling all used guest soap bars, where available</p>	 3.3	<p>70% reduction in landfilled waste intensity (managed hotels)*</p> <p>62% reduction in landfilled waste intensity (all hotels)*</p> <p>Established global food waste reduction program</p> <p>Collaborated with WWF and the hotel industry to develop a standardized waste measurement methodology</p> <p>Continued to expand Digital Key and transition hotels to bulk amenities, reducing plastic waste from key cards and miniature toiletry bottles</p> <p>5,500+ hotels partnered with soap recycling organizations to donate soap to those in need</p>	 On track

* Improvements in environmental measures during 2021 are partially attributable to the continued reduction in system-wide occupancy as a result of the COVID-19 pandemic.

Social Creating an Engine of Opportunity

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<p>CAREERS</p> <p>Double our investment in youth opportunity programs in countries with lowest youth well-being (2017 baseline)</p> <p>Fulfill Hilton's commitment to achieve global gender parity and 25% US ethnic representation at our corporate leadership levels by 2027</p>	<p>5.1, 5.5 8.5, 8.6, 8.b 10.2, 10.3</p>	<p>In partnership with the International Youth Foundation (IYF), launched Passport to Success Concierge to provide free soft-skills training to young people interested in exploring or building careers in travel and tourism</p> <p>Continued to provide Hilton Effect Foundation grant support to partners supporting youth opportunity, including IYF, The Memorial Foundation, and Springboard</p> <p>39% women at global corporate leadership levels (+2 vs YE2020)</p> <p>19% ethnically diverse at corporate leadership levels in the US (+2 vs YE2020)</p> <p>In 2021, training on Diversity & Inclusion/Unconscious Bias and creating a Harassment-Free Workplace was completed by 94% of managed hotels in the U.S., as well as 90% of managed hotels globally</p>	<p>On track</p>
<p>COMMUNITIES</p> <p>Double our investment in programs that contribute to sustainable solutions and economic opportunity for all (2017 baseline)</p> <p>Contribute 10 million volunteer hours</p> <p>Double our monetary response, empowerment efforts and investment in resiliency against natural disasters (2017 baseline)</p> <p>Support our Team Members affected by disasters</p> <p>Participate in food donation programs, where allowed by law (managed hotels)</p> <p>Double Action Grants for hotel-led social and environmental impact projects in our communities</p> <p>Promote environmental awareness and open our LightStay technology in school educational programs</p>	<p>1.1, 1.2, 1.5 11.5 12.3</p>	<p>Since established in 2019, awarded \$5M+ in Hilton Effect Foundation grants to more than 50 NGOs and community-based organizations</p> <p>1,810,744 hours volunteered since 2017, including 197,824 hours in 2021</p> <p>Distributed more than \$2.5M in critical financial support to more than 2,500 Team Members impacted by disasters and crises since 2014</p> <p>Positively impacted more than 25,000 refugees since 2015 through volunteering, in-kind donations, purchasing, training and employment</p> <p>Committed to the TENT Partnership for Afghan Refugees, expanding on existing commitments to hire refugees and mentor LGBTQ+ refugees</p> <p>All managed hotels in North America are required to have food donation programs in place</p>	<p>On track</p>
<p>CONDUCT</p> <p>Sustainably source (e.g., certified) all meat and poultry, produce, seafood and cotton at managed hotels (where available)</p> <p>Double our sourcing spend from local, small and medium-sized enterprises and minority-owned suppliers for managed hotels and corporate offices (2017 baseline)</p> <p>Create framework for collaboration program with top-tier suppliers</p> <p>Train employees at Hilton-managed hotels on relevant environmental and social issues</p> <p>Engage guests in supporting responsible travel in destination hot spots</p>	<p>12.2, 12.5, 12.6 14.4, 14.b</p>	<p>We continue to make incremental progress on sourcing 25% of our global seafood volume for managed properties from Marine Stewardship Council (MSC) fisheries and Aquaculture Stewardship Council (ASC) farms</p> <p>Prior to the pandemic, cage free eggs represented 88% of egg volume in our managed hotels in the Americas and decreased to 53% in 2021. We are working toward reaching pre-pandemic levels globally moving forward</p> <p>Sourced from more than 2,500 women-, minority-, veteran-, disabled- and LGBTQ-owned businesses in 2021</p> <p>50% of brands have at least one brand standard requiring local sourcing</p> <p>54% of hotel leaders report their Team Members have completed our anti-human trafficking training</p> <p>Launched "Extending Our Stay" series to engage guests in our Travel with Purpose strategy and inspire them to travel responsibly</p> <p>Launched refreshed Meet with Purpose program to incorporate environmental and social impact into customer meetings and events</p>	<p>Making progress</p>

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Governance Advancing and measuring our goals

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<p>PUBLIC AFFAIRS</p> <p>Shape ESG legislation and regulation to advance Hilton's Travel with Purpose 2030 Goals</p> <p>Advocate for policies that support and advance climate action, destination stewardship, human rights, and diversity, equity and inclusion</p>		<p>Led advocacy efforts on behalf of our Team Member and owner community to support COVID-related relief and recovery</p> <p>Advocated to advance legislation related to anti-human trafficking, immigration reform, climate action, plastic elimination, skills training and apprenticeships programs, and diversity, equity and inclusion</p> <p>Monitoring forthcoming government regulations related to ESG disclosure requirements</p>	<p>Making progress</p>
<p>PARTNERSHIPS</p> <p>Create and partner with cross-industry networks to advance Travel with Purpose goals, including advancing international human rights and a low-carbon future</p>	<p>8.7, 8.8 12.2 13.1, 13.2, 13.3</p>	<p>Participated in Sustainable Hospitality Alliance and World Travel & Tourism Council committees and working groups and contributed to the development of the industry's "Net Positive Pathway"</p> <p>Signed UN Global Compact</p> <p>Collaborated with expert partners on human rights topics, including ECPAT and It's a Penalty</p> <p>Led engagement with key industry trade organizations</p> <p>Continued to work with partners, such as World Wildlife Fund, on sustainable destination management</p> <p>Collaborate with corporate partners on shared ESG goals and values, including partnership with American Express on distributing 1 million rooms to medical professionals at the frontlines of the battle against COVID-19 and partnership with Lyft to sponsor rides to increase access to vaccines</p>	<p>On track</p>
<p>POLICIES & REPORTING</p> <p>Encourage suppliers to set goals and validate through auditing and incentive program</p> <p>Increase data visibility by incorporating social and environmental criteria into supplier registration and inquiry processes</p> <p>Embed human rights due diligence across our global operations and in our supply chain, and partner with suppliers to address any form of forced labor or trafficking</p>	<p>8.7, 8.8</p>	<p>Progressed partnership with EcoVadis to track and validate supplier sustainability performance</p> <p>All suppliers are encouraged to observe and abide by Hilton's Responsible Sourcing Policy, which is included in all property contracts</p> <p>Where relevant, routinely incorporate sustainability criteria into our sourcing exercises, catalogs and purchasing data</p> <p>100% of hotels mapped against human rights risks, and 100+ country-level human rights briefs and mitigation plans developed</p>	<p>On track</p>