Our ambitious 2030 Goals hold us accountable for progress across our operations, supply chain and communities. Through Travel with Purpose, our leaders are using innovation and influence to make meaningful differences in the destinations and communities in which we operate.
## 2030 Goal Updates

In this table, we map our Travel with Purpose 2030 Goals to the corresponding UN Sustainable Development Goals (SDGs) and report our progress to date.

### PAVING THE WAY TO NET ZERO

<table>
<thead>
<tr>
<th>Hilton’s 2030 Goals</th>
<th>SDGs</th>
<th>Progress to Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WATTS</strong></td>
<td><strong>SDGs</strong></td>
<td><strong>Progress to Date</strong></td>
<td><strong>Status</strong></td>
</tr>
<tr>
<td>Science-based targets:</td>
<td>7.2</td>
<td>Committed to new, more ambitious science-based targets, which were validated by the Science Based Targets initiative (SBTi)</td>
<td>Making progress</td>
</tr>
<tr>
<td>Reduce Scope 1 and 2 carbon emissions intensity from managed hotels by (75% MT CO₂e/m², 2008 baseline)</td>
<td>7.3</td>
<td>471% reduction in carbon emissions intensity (managed hotels)</td>
<td>Making progress</td>
</tr>
<tr>
<td>Reduce Scope 3 carbon emissions intensity from franchised hotels by 56% by working collaboratively with franchisees (MT CO₂e/m², 2008 baseline)</td>
<td>7.4</td>
<td>44% reduction in carbon emissions intensity (all hotels)</td>
<td>Making progress</td>
</tr>
<tr>
<td>Align with global environmental certifications that require third-party verification (e.g.. certification to ISO 14001, 50001, 9001; US EPA ENERGY STAR)</td>
<td>7.2</td>
<td>100% of hotels mapped in LightStay against climate risks</td>
<td>Making progress</td>
</tr>
<tr>
<td><strong>WATER</strong></td>
<td><strong>SDGs</strong></td>
<td><strong>Progress to Date</strong></td>
<td><strong>Status</strong></td>
</tr>
<tr>
<td>Reduce water use intensity in our managed operations by 50% (Liters/m², 2008 baseline)</td>
<td>6.3</td>
<td>35.4% reduction in water intensity (managed hotels)</td>
<td>Making progress</td>
</tr>
<tr>
<td>Activate 20 community water projects to increase access and resilience</td>
<td>6.4</td>
<td>38.1% reduction in water intensity (all hotels)</td>
<td>Making progress</td>
</tr>
<tr>
<td><strong>WASTE</strong></td>
<td><strong>SDGs</strong></td>
<td><strong>Progress to Date</strong></td>
<td><strong>Status</strong></td>
</tr>
<tr>
<td>Reduce landfill waste intensity in our managed operations by 50% (MT/m², 2008 baseline)</td>
<td>3.3</td>
<td>65.4% reduction in landfill waste intensity (managed hotels)</td>
<td>On track</td>
</tr>
<tr>
<td>Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen</td>
<td>3.5</td>
<td>576% reduction in landfill waste intensity (all hotels)</td>
<td>On track</td>
</tr>
<tr>
<td>Send zero soap to landfill by recycling all used guest soap bars, where available</td>
<td>3.5</td>
<td>Continued to expand Digital Key and transition hotels to bulk amenities, reducing plastic waste from key cards and miniature toiletry bottles</td>
<td>On track</td>
</tr>
<tr>
<td><strong>Done</strong></td>
<td><strong>On track</strong></td>
<td><strong>Complete</strong></td>
<td><strong>On track</strong></td>
</tr>
<tr>
<td><strong>5,500+ hotels partnered with soap recycling organizations to donate soap to those in need</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Hilton’s 2030 Goals

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<tr>
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<tr>
<td>5.1</td>
<td>Create 5 million learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups</td>
<td>In 2022, we created more than 677,359 learning and career growth opportunities against our 5 million commitment</td>
</tr>
<tr>
<td>5.5</td>
<td>Achieve 50% Gender Diversity at our leadership levels globally by 2027</td>
<td>40% Women at global corporate leadership levels in 2022 (+3 vs. YE2020)</td>
</tr>
<tr>
<td>8.5</td>
<td>Achieve 25% Ethnic Diversity at our leadership levels in the U.S. by 2027</td>
<td>19% Ethnic Diversity at our U.S. corporate leadership levels in 2022 (+2 vs. YE2020)</td>
</tr>
<tr>
<td>8.6</td>
<td>In 2022, training on Diversity &amp; Inclusion/Unconscious Bias and creating a Harassment-Free Workplace was completed by 98% of managed hotels globally</td>
<td></td>
</tr>
</tbody>
</table>

### CAREERS

- **Meaningfully impact 20 million community members**
  - Contribute 10 million volunteer hours
  - Participate in food donation programs, where allowed by law (managed hotels)
  - Award 300+ Action Grants for hotel-led social and environmental impact projects that provide local support for our communities
  - Design, standup and activate a disaster relief program to support our community members and Team Members
  - Leverage our large global footprint and deep integration within our communities to expand local sourcing and business with diverse and small suppliers

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  - Achieve 50% Gender Diversity at our leadership levels globally by 2027
  - Achieve 25% Ethnic Diversity at our leadership levels in the U.S. by 2027

- **Achieve 50% Gender Diversity at our global corporate leadership levels by 2027**
  - 40% Women at global corporate leadership levels in 2022 (+3 vs. YE2020)

- **Achieve 25% Ethnic Diversity at our U.S. corporate leadership levels by 2027**
  - 19% Ethnic Diversity at our U.S. corporate leadership levels in 2022 (+2 vs. YE2020)

- **In 2022, training on Diversity & Inclusion/Unconscious Bias and creating a Harassment-Free Workplace was completed by 98% of managed hotels globally**

### COMMUNITIES

- **Meaningfully impact 20 million community members**
  - Contribute 10 million volunteer hours
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### CONDUCT

- **Promote responsible, inclusive conduct across 100% of our operations**
  - Promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels
  - Embed ESG due diligence across our supply chain and partner with suppliers to advance positive impact
  - Engage guests in supporting responsible travel and destination stewardship

- **Continue making progress on sourcing from Marine Stewardship Council and Aquaculture Stewardship Council certified fisheries, with Japan, Korea and Micronesia becoming our first region to achieve 25% sustainable seafood volume in 2022**
  - Achieved the following egg purchasing from cage-free sources across our Hilton-managed hotels:
    - 54% in the Americas, 46% in EMEA, and 7% in APAC
  - 110 key suppliers invited to complete the EcoVadis Assessment in 2022 to strengthen due diligence and support ESG performance across our supply chain
  - 50% of brands have at least one brand standard requiring local sourcing
  - Introduced Meet with Purpose checklist to enable customers to host more sustainable meetings and events, and launched feature in LightStay to purchase high-quality carbon offsets for carbon neutral meetings
**Public Affairs**

- Advocate for public policies that advance our Travel with Purpose goals
- Actively shape legislation and regulation to advance our corporate objectives, including making progress toward our ESG goals

**Partnerships**

- Create and partner with cross-industry networks to advance Travel with Purpose objectives
- Build long-term relationships with organizations that help advance our enterprise objectives, including our ESG goals and advocacy efforts

**Policies & Reporting**

- Operate through best-in-class measurement (LightStay), governance and oversight
- Continue board oversight with robust quarterly reporting at the committee level and annual reporting on ESG strategy to the full board
- Ensure accountability for LightStay compliance, enterprise risk management, annual trainings, and regular reporting efforts
- Provide mandatory annual training on preventing human trafficking to all hotel Team Members globally

**2030 Goal Updates**

**Hilton's 2030 Goals**

- SDGs Progress to Date

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<tr>
<td>SDG 1</td>
<td>Led advocacy efforts on behalf of our Team Member and owner community to support COVID-related relief and recovery</td>
</tr>
<tr>
<td>SDG 2</td>
<td>Advocated to advance legislation related to preventing human trafficking, immigration reform, climate action, plastic elimination, skills training and apprenticeships programs, and diversity, equity and inclusion</td>
</tr>
<tr>
<td>SDG 3</td>
<td>Monitored forthcoming government regulations related to ESG disclosure requirements</td>
</tr>
<tr>
<td>SDG 4</td>
<td>Led advocacy efforts to stimulate leisure and business travel including removing remaining pandemic-era travel restrictions, tax incentives and funding for destination marketing</td>
</tr>
<tr>
<td>SDG 5</td>
<td>Supported policies to address our workforce needs and travel including removing remaining pandemic-era travel restrictions, tax incentives and funding for destination marketing</td>
</tr>
<tr>
<td>SDG 6</td>
<td>Advanced legislation that helps our hotels become more sustainable including tax incentives for energy-efficiency upgrades and EV charging stations and plastic elimination. Shaped forthcoming government regulations related to ESG disclosure requirements through public comment letters and advocacy</td>
</tr>
</tbody>
</table>

**Partnerships**

- 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’
- Collaborated with expert partners, including ECPAT and It’s a Penalty, on human rights topics
- Continued to work with partners, such as World Wildlife Fund, on sustainable destination management
- In partnership with American Express and Hilton’s ownership community, in 2022 Hilton donated hotel rooms across Europe to support Ukrainian refugees in need

**Policies & Reporting**

- Progressed partnership with EcoVadis to track and validate supplier sustainability performance
- Encouraged all suppliers to observe and abide by Hilton’s Responsible Sourcing Policy, which is included in all corporate and managed property contracts
- Where relevant, routinely incorporated sustainability criteria into our sourcing exercises, catalogs and purchasing data
- 100% of hotels mapped against human rights risks
- Continued to enhance LightStay, including the addition of a Meeting Impact Calculator report to calculate the environmental footprint of meetings and events
- Continued Global Sustainable Tourism Council (GSTC)–Recognized Standard status for LightStay
- 98% of managed hotels completed training on preventing human trafficking
- Quarterly reports on progress delivered to Executive Committee, board and key leaders across the business