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2030 Goal Tracking

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.

**Hilton London Bankside
Beekeeping program**



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.

LEGEND



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PAVING THE WAY TO NET ZERO

	Hilton's 2030 Goals	SDGs	Progress to Date	Status
 WATTS	<p>Science-based targets: Reduce Scope 1 and 2 carbon emissions intensity from managed hotels by (75% MT CO₂e/m², 2008 baseline)</p> <p>Reduce Scope 3 carbon emissions intensity from franchised hotels by 56% by working collaboratively with franchisees (MT CO₂e/m², 2008 baseline)</p> <p>Align with global environmental certifications that require third-party verification (e.g., certification to ISO 14001, 50001, 9001; US EPA ENERGY STAR)</p>	<p> 7.2 7.3 7.a</p> <p> 12.2</p> <p> 13.1 13.3</p>	<p>Committed to new, more ambitious science-based targets, which were validated by the Science Based Targets initiative (SBTi)</p> <p>47.1% reduction in carbon emissions intensity (managed hotels)</p> <p>44% reduction in carbon emissions intensity (all hotels)</p> <p>100% of hotels mapped in LightStay against climate risks</p> <p>Opened Hotel Marcel New Haven, Tapestry Collection by Hilton, believed to be the first net-zero carbon emissions hotel in the U.S.</p> <p>Working in collaboration with Schneider Electric, developed a robust plan of action to achieve our science-based targets by 2030</p> <p>Established LED bulbs as a global brand standard for new builds and existing buildings across all brands</p> <p>Invested in two ESG innovation funds with Fifth Wall, a VC firm that invests in innovative ESG technologies that decarbonize to tackle climate change</p> <p>Expanded roll out of Aquicore, our building analytic program, to 33 managed Hilton properties, cutting energy costs through “low cost and no cost” energy efficiency measures</p>	<p> Making progress</p>
 WATER	<p>Reduce water use intensity in our managed operations by 50% (Liters/m², 2008 baseline)</p> <p>Activate 20 community water projects to increase access and resilience</p>	<p> 6.3 6.4 6.6 6.b</p> <p> 12.2</p>	<p>33.4% reduction in water intensity (managed hotels)</p> <p>38.1% reduction in water intensity (all hotels)</p> <p>9 community water projects completed</p> <p>Mapped 100% of hotels against WWF water risk indices</p> <p>Refreshed our Energy and Water Efficient Design Companion Guide to guide hotels on design decisions that can improve properties' energy and water efficiency</p>	<p> Making progress</p>
 WASTE	<p>Reduce landfilled waste intensity in our managed operations by 50% (MT/m², 2008 baseline)</p> <p>Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen</p> <p>Send zero soap to landfill by recycling all used guest soap bars, where available</p>	<p> 3.3</p> <p> 12.3 12.5</p> <p> 14.1</p>	<p>65.4% reduction in landfilled waste intensity (managed hotels)</p> <p>57.6% reduction in landfilled waste intensity (all hotels)</p> <p>Joined WRI Cool Food program to engage on best practices to reduce food waste and opportunities to adopt lower-emissions food selections</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> <p>Completed a pilot with GOODR, a food waste donation program designed to pick up edible food waste and donate it to local nonprofits</p> <p>Partnered with Winnow, leveraging AI technology to help chefs accurately pinpoint food waste streams to cut costs and tailor purchasing decisions in select hotels across EMEA and APAC</p>	<p> On track</p>

CREATING AN ENGINE OF OPPORTUNITY

S

Hilton's 2030 Goals

Create 5 million learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups

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



CAREERS

SDGs



5.1
5.5



8.5
8.6
8.b



10.2
10.3

Progress to Date

In 2022, we created more than 677,359 learning and career growth opportunities against our 5 million commitment

40% Women at global corporate leadership levels in 2022 (+3 vs. YE2020)

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

Status



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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



COMMUNITIES



1.1
1.2
1.5



11.5



12.3

In 2022, Hilton and the Hilton Global Foundation meaningfully impacted 2,793,920 community members through local support, disaster relief efforts and economic opportunities

Since establishment in 2019, awarded \$8M+ in Hilton Global Foundation grants to more than 130 NGOs and community-based organizations

2,155,702 hours volunteered since 2017, including 344,958 in 2022

Distributed nearly \$3 million in critical financial support to more than 3,600 Team Members impacted by disasters, crisis, and personal hardship instances since 2014

Reached 78,588 refugees since 2015 through volunteering, in-kind donations, purchasing, training, shelter and employment

Awarded 39 Action Grants to nonprofit organizations around the globe for hotel-led social and environmental impact projects

Sourced from more than 2,400 women, minority, veteran, disabled and LGBTQ-owned businesses in 2022

Over \$3.6M of spend moved from imported to local sourcing in 5 EMEA markets



Making progress

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



CONDUCT



12.2
12.5
12.6



14.4
14.b

Continued 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



On track

LEARN MORE
[About our Responsible Sourcing goals](#)

ADVANCING AND MEASURING OUR GOALS

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Hilton's 2030 Goals

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



PUBLIC AFFAIRS

SDGs

Progress to Date

Status

Led advocacy efforts on behalf of our Team Member and owner community to support COVID-related relief and recovery

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

Monitored forthcoming government regulations related to ESG disclosure requirements

Led advocacy efforts to stimulate leisure and business travel including removing remaining pandemic-era travel restrictions, tax incentives and funding for destination marketing

Supported policies to address our workforce needs and attract a diverse and talented workforce through immigration and visa reform, expanded skills training and apprenticeship programs, and commitment to DEI

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



On track

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



PARTNERSHIPS



8.7
8.8

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



12.2

Continued to work with partners, such as World Wildlife Fund, on sustainable destination management



13.1
13.2
13.3

In partnership with American Express and Hilton's ownership community, in 2022 Hilton donated hotel rooms across Europe to support Ukrainian refugees in need

Continuing our legacy of prioritizing innovation, Hilton made an investment in two Fifth Wall climate technology funds that aim to decarbonize the global real estate sector

Committed to grant \$500,000 to AHLA Foundation's No Room for Trafficking (NRFT) Survivor Fund over 3 years



Making progress

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



POLICIES & REPORTING



8.7
8.8

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



On track