

Global Reporting Initiative (GRI)

GENERAL DISCLOSURES

Hilton Worldwide Holdings Inc. has reported in reference to the GRI Standards for the period January 1, 2023 to December 31, 2023

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2023	2-1	Organizational details	Hilton Worldwide Holdings Inc. ("Hilton"). Hilton is a publicly traded company incorporated in the United States. Our corporate headquarters is located at 7930 Jones Branch Drive, McLean, Virginia 22102 in the United States. At year-end 2023, Hilton owned, leased, managed or franchised hotels and resorts in 126 countries and territories.	Refer to About Hilton for more information 2023 Form 10-K (Item 1. Business—“Overview,” p. 3)
	2-2	Entities included in the organization’s sustainability reporting	2023 Form 10-K (Item 1. Business) Unless otherwise noted, reported environmental and social figures refer to our impact across our owned, leased, managed and franchised portfolio.	2023 Form 10-K (Item 1. Business p. 3-18)
	2-3	Reporting period, frequency and contact point	Our reporting cycle is annual and our reporting period is for the calendar year 2023. Our most recent Travel with Purpose report was published May 2024. For more information, contact us at esg@hilton.com	
	2-4	Restatements of information	None during the reporting period	
	2-5	External assurance	We recognize that the accuracy and credibility of our data is critical to managing our impact and transparently reporting on our performance. That is why we have worked with DEKRA Certification, Inc. to obtain limited independent assurance over our environmental impact data (greenhouse gas emissions, energy, water and waste) since 2013. Since 2018, DEKRA has also provided limited assurance over selected social impact metrics. Please see our 2023 Assurance Statement for more information.	2023 Assurance Statement
	2-6	Activities, value chain, and other business relationships	Hilton (NYSE: HLT) is a leading global hospitality company with a portfolio of 23 world-class brands. Brand count includes NoMad, acquired in April 2024. As reported in our 2023 Form 10-K, at year-end 2023 Hilton owned, leased, managed or franchised 7,530 properties comprising 1,182,937 rooms in 126 countries and territories. Our premier brand portfolio includes luxury, lifestyle, full service, focused service and all-suites hotel brands, as well as our timeshare brands. As of December 31, 2023, we had 180 million members in our award-winning guest loyalty program, Hilton Honors, a 19 percent increase from December 31, 2022. Hilton manages a large global supply chain containing key components, which include food and beverage, information technology, furniture, fixtures, equipment, and operating suppliers (such as linens and apparel). There have been no significant changes to our organization or our supply chain during the reporting period. For further information on value chain activities, supplier details, and other business relationships, see our 2023 Form 10-K (Item 1. Business, p. 3-18) and Hilton Supply Management website. Additional information on our supply chain and responsible sourcing efforts can be found in our 2023 Travel with Purpose Report (Hilton at-a-Glance, p. 3 ; Conduct, p. 24-25), our Hilton Responsible Sourcing Policy, 2030 Responsible Sourcing Goals.	About Hilton 2023 Form 10-K (Item 1. Business, p. 3-18; Item 7. p. 43-47) 2023 Travel with Purpose Report (Hilton at-a-Glance, p. 3) Hilton Supply Management Responsible Sourcing Goals Responsible Sourcing Policy

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GRI 2: GENERAL DISCLOSURES 2023	2-7	Employees	<p>As of December 31, 2023, we employed or managed approximately 178,000 individuals at our owned, leased and managed hotels and corporate offices. The global workforce that we employ or manage was approximately 43 percent women. Globally, corporate leadership was approximately 42 percent women and hotel leadership was approximately 24 percent women. As of December 31, 2023, in the U.S., our workforce was approximately 72 percent ethnically diverse, with U.S. corporate leadership being approximately 20 percent ethnically diverse and U.S. hotel leadership being approximately 29 percent ethnically diverse. As of December 31, 2023, our board of directors, excluding management directors, was 50 percent women and 25 percent ethnically diverse.</p> <p>We disclose detailed information about our employees and other workers in the following: 2023 Travel with Purpose Report (Building a Fully Human Experience at Work, p. 18)</p>	<p>2023 Travel with Purpose Report (Building a Fully Human Experience at Work, p. 18)</p> <p>2023 Form 10-K (Item 1. Business—“Overview,” p. 3; Human Capital Management, p.15; Inclusive Culture, p.16)</p> <p>Hilton Diversity & Inclusion Website</p>
	2-8	Workers who are not employees	288,000 people were employed by third-party owners to work on property at independently owned and operated franchised properties in the Hilton portfolio. They, together with individuals we employ or manage, make up our 2023 Hilton Team Members worldwide.	2023 Form 10-K (Human Capital Management, p. 15)
	2-9	Governance structure and composition	<p>Our Board of Directors serves as the ultimate decision-making body of the Company. While the full Board has overall responsibility for risk oversight, it is supported in this function by its Audit Committee, Compensation Committee and Governance Committee. Hilton’s Nominating & ESG Committee reviews and assesses the Company’s ESG strategy, practices and policies, and makes recommendations to the Board as appropriate.</p> <p>Our Board has a majority of independent directors, and all of our Board’s committees are fully independent. Further information on the composition of the highest governance body and its committees can be found here: Hilton Board of Directors; 2023 Proxy Statement (Board Diversity, p. 3)</p>	<p>Corporate Governance Guidelines (Role and responsibility of the Board, p. 1)</p> <p>2024 Proxy (Board Diversity, p. 3; Nominees for Election to the Board of Directors in 2024, p. 4-7; ESG Governance Structure, p. 10-13)</p> <p>Hilton Board of Directors</p> <p>2023 Travel with Purpose Report (Governance, p. 26-29)</p> <p>Committee Composition</p> <p>Nominating and ESG Committee Charter</p>
	2-10	Nomination and selection of the highest governance body	See our Nominating and ESG Committee Charter in the 2024 Proxy (Director Nomination Process, p. 14).	<p>Committee Composition</p> <p>Nominating and ESG Committee Charter</p> <p>Corporate Governance Guidelines (p. 2)</p>
	2-11	Chair of the highest governance body	Our Board of Directors is led by Mr. Steenland, our lead independent director, and Mr. Gray, our Non-Executive Chair. The CEO position is separate from the Chair position. Although we believe that the separation of the Chair and CEO positions is appropriate corporate governance for us at this time, our Board believes that the Company and stockholders are best served by maintaining flexibility to determine whether and when the Chair and CEO positions should be separate or combined to provide the appropriate leadership.	<p>Hilton Board of Directors</p> <p>2024 Proxy Statement (Board Structure, p. 11)</p>

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GRI 2: GENERAL DISCLOSURES 2023	2-12	Role of the highest governance body in overseeing the management of impacts	<p>Significant ESG risks, including risks related to climate change, environmental impact, social impact, health and safety, human rights and ethics, fraud and corruption, are integrated in Hilton’s Enterprise Risk Management program as part of Hilton’s annual Enterprise Risk assessment process. The results of this process are reviewed by our Executive Committee and our board of directors, including the Audit Committee and the Nominating and ESG Committee, to inform enterprise-wide strategic planning. The Nominating and ESG Committee is the highest governance body in setting purpose, values and strategy (see Nominating and ESG Committee Charter). Our board receives periodic updates from management on Travel with Purpose initiatives. Quarterly reports on progress towards the 2030 Goals are provided to the Executive Committee, including our CEO.</p> <p>We also engage with stakeholders on an ongoing basis to continuously refine and enhance our strategy, to ensure we are aligning our programs with the issues that matter the most to our business and stakeholders.</p>	<p>Nominating and ESG Committee Charter</p> <p>2023 Travel with Purpose Report (Governance, p. 26–29)</p>
	2-13	Delegation of responsibility for managing impacts	<p>The board of directors’ Nominating and ESG Committee is responsible for periodically reviewing and assessing the company’s ESG strategy, practices and policies, including its impact on environmental and human rights issues, animal welfare, responsible sourcing and stakeholder engagement. The Committee’s role, responsibility and authority delegated to it by the board are set out in its Committee Charter, and are reviewed and approved annually by the board.</p> <p>Our board receives periodic updates from management on Travel with Purpose initiatives. Quarterly reports on progress towards the 2030 Goals are provided to the Executive Committee, including our CEO. Our Executive Committee approves major ESG programs and monitors progress towards 2030 Goals, while our CEO is accountable for major ESG-related issues and decisions.</p>	<p>Nominating and ESG Committee Charter</p> <p>2023 Travel with Purpose Report (Governance, p. 26–29)</p>
	2-14	Role of the highest governance body in sustainability reporting	<p>All publicly reported information is reviewed by our Executive Vice President of Corporate Affairs and VP of ESG. Hilton’s Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company’s sustainability strategy, including Hilton’s strategy for addressing climate change.</p> <p>Hilton’s Executive Vice President of Corporate Affairs reports directly to Hilton’s President and CEO, who is the only company executive on Hilton’s Board of Directors. Our board receives periodic updates from our CEO and our Executive Vice President of Corporate Affairs on the company’s ESG strategy and initiatives. These reports outline Hilton’s progress towards our Travel with Purpose 2030 Goals, including our science-based targets.</p>	<p>Nominating and ESG Committee Charter</p> <p>2023 Travel with Purpose Report (Governance, p. 26)</p>
	2-15	Conflicts of interest	<p>The highest governance body’s processes to ensure that conflicts of interest are prevented and mitigated are outlined in the Proxy Statement (Transactions with Related Persons, p. 55) and Corporate Governance Guidelines (p. 2)</p> <p>Hilton’s policy on conflicts of interest is outlined here: Hilton Code of Conduct (Conflicts of Interest, p. 17)</p> <p>Conflicts of interest - such as cross-board membership; cross-shareholding with suppliers and other stakeholders; existence of controlling stakeholders; and related parties, their relationships, transactions, and outstanding balances - are disclosed to stakeholders in the Proxy Statement.</p> <p>For further information see the Nominating and ESG Committee Charter “Conflicts of Interest.”</p>	<p>Nominating and ESG Committee Charter</p> <p>Hilton Code of Conduct (Conflicts of Interest, p. 17)</p> <p>Corporate Governance Guidelines 2021</p> <p>2024 Proxy Statement (Code of Conduct and Ethics and Compliance, p. 14; Transactions with Related Persons, p. 55)</p>

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GRI 2: GENERAL DISCLOSURES 2023	2-16	Communication of critical concerns	<p>As a core underpinning of our entire organization, our ethics and compliance program is overseen by our board of directors. Our legal compliance team also monitors a comprehensive and confidential reporting tool to assist management and employees in addressing fraud, abuse and other misconduct in the workplace. The Audit Committee of our board of directors receives regular updates from our legal compliance team on third-party risk and information from our confidential reporting tool.</p> <p>Further information on how to report concerns and seek guidance in various instances can be found in our Code of Conduct.</p> <p>Only by speaking up when we suspect potential violations of law or policy can Hilton address issues before they potentially become bigger problems. We have a confidential hotline run by a third party which provides colleagues with a channel to share any ethical concerns they may have. Colleagues are made aware of this through regular internal communications, training, and through a dedicated website (www.HiltonHotline.com).</p>	<p>Ethical Business Conduct at Hilton</p> <p>Hilton Code of Conduct</p> <p>2023 Form 10-K (Item 1. Business—"Governance, Ethics and Regulatory Compliance," p. 16-17)</p>
	2-18	Evaluation of the performance of the highest governance body	<p>The board conducts annual self-evaluations to determine whether it and its committees are functioning effectively as required by applicable law and the rules of the New York Stock Exchange (NYSE). The board also periodically considers the mix of skills and experience that directors bring to the board to assess whether the board has the necessary tools to perform its oversight function effectively. Each committee conducts an annual self-evaluation that compares the performance of the committee with the requirements of its written charter, and the committees report the results of these assessments to the board. See more details in the 2024 Proxy (Board and Committee Evaluations, p. 14).</p>	<p>Corporate Governance Guidelines "Evaluation of Board Performance"</p> <p>2024 Proxy Statement (Board and Committee Evaluations, p. 14)</p>
	2-19	Remuneration policies	<p>The compensation practices and policies related to the board are detailed in the Corporate Governance Guidelines "Board Compensation." Our policy for Executive Officers and Directors' remuneration is set out in the Compensation Committee Charter. It is reviewed annually to ensure it remains aligned with strategic objectives.</p>	<p>Corporate Governance Guidelines Compensation Committee Charter</p> <p>2024 Proxy Statement ("Compensation of Directors," p. 16-17)</p>
	2-20	Process to determine remuneration	<p>Our policy for Executive Officers and Directors' remuneration is set out in the Compensation Committee Charter. It is reviewed annually to ensure it remains aligned with strategic objectives. Remuneration for some of our hotel leaders is tied to their contributions to Hilton's ESG Strategy.</p> <p>The results of votes of stakeholders (including shareholders) on remuneration policies and proposals can be found in our Proxy Statement.</p> <p>See Proxy Statement (p. 12 and p. 24)</p>	<p>Compensation Committee Charter</p> <p>2024 Proxy Statement (p. 12 and 24)</p>
	2-21	Annual total compensation ratio	<p>See Proxy Statement (p. 50)</p>	<p>2024 Proxy Statement</p>
	2-22	Statement on sustainable development strategy	<p>See executive statement in our Travel with Purpose Report.</p>	<p>2023 Travel with Purpose Report (p. 3)</p>
	2-23	Policy commitments	<p>The policy commitments for responsible business conduct can be found in Hilton's Code of Conduct, Human Rights Principles, ESG Policy Statement, Hilton Responsible Sourcing Policy, and Slavery and Human Trafficking Statement 2021.</p>	<p>About Hilton</p> <p>Hilton Code of Conduct</p> <p>Hilton ESG Policy Statement</p> <p>Hilton Responsible Sourcing Policy</p> <p>Hilton Human Rights Principles</p> <p>Slavery and Human Trafficking Statement 2021</p>
	2-24	Embedding policy	<p>We outline how our policy commitments are embedded into business activities and relationships in our Travel with Purpose Report.</p>	<p>2023 Travel with Purpose Report (p. 26-29)</p>

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GRI 2: GENERAL DISCLOSURES 2023	2-25	Processes to remediate	Protecting human rights is part of our commitment to promote responsible, inclusive conduct across 100% of our value chain operations. When we become aware of a human rights impact, we immediately dedicate resources to addressing and remediating that impact. Among other things, Hilton may provide training about existing grievance mechanisms, address the root causes of the issue, and remediate individual cases. For further information see “Upholding Human Rights, Driving Responsible Conduct” p. 24 of our TWP Report.	2023 Travel with Purpose Report (p. 24)
	2-26	Mechanisms for raising concerns	Mechanisms for raising concerns and practices for responsible business conduct are outlined throughout Hilton's Code of Conduct and the Hilton Stakeholder Engagement Policy Statement. Business conduct concerns can be raised through Hilton's Ethics Point Hotline.	Hilton Code of Conduct Hilton Ethics Point Hotline 2023 Travel with Purpose Report (p. 28) Hilton Stakeholder Engagement Policy Statement
	2-27	Compliance with laws	See Legal Proceedings in 2023 Form 10-K.	2023 Form 10-K (Item 3. Legal Proceedings, p. 40)
	2-28	Membership	Our partnerships with key trade associations, business coalitions and NGOs help us to amplify our impact and make collective progress on our shared goals. A list of our partners is provided in our Travel with Purpose Report.	2023 Travel with Purpose Report (Strategic Partnerships, p. 29)
	2-29	Approach to stakeholder engagement	<p>Hilton strives to create long-term value for all of our stakeholders and strengthen the resilience of our business while also advancing responsible travel and tourism globally through our ESG strategy, which is grounded in our Travel with Purpose goals. As one of the world’s largest hospitality companies, Hilton recognizes its responsibility to create positive environmental and social impact across our operations, supply chain and communities to ensure our hotel properties and surrounding communities remain vibrant and resilient for generations of travelers to come.</p> <p>We engage with stakeholders to help align our ESG programs with the issues that matter the most to them in the context of our business. As part of this effort, we have completed an ESG materiality assessment, leveraging guidance from the Global Reporting Initiative (“GRI”), Sustainability Accounting Standards Board (“SASB”) and the World Economic Forum. We determined that our stakeholders were most focused on climate action; employee development and well-being; an inclusive culture; employee and guest health, safety and security; human rights; and ethical business practices and regulatory compliance. These are topics aligned with our significant ESG risks, which are integrated in Hilton’s Enterprise Risk Management program and are reviewed by our executive committee and board of directors, including the Audit Committee, to inform enterprise-wide strategic planning. Please see Hilton Stakeholder Engagement Policy Statement and Toward 2030 for more information on the purpose and methods for identifying approaches to stakeholder engagement.</p> <p>We engage with a broad range of internal and external stakeholders on an ongoing basis, including our Hilton Team Members, franchise employees, guests, policymakers, NGOs and international organizations, investors, owners and suppliers. We engage with stakeholders that can help inform and enhance our business and ESG strategy. From developing hotel concepts and products in partnership with owners and guests, to evolving our internal programs to engage Hilton Team Members and build a common culture with franchise employees, to working with governments on policy reforms, to exchanging ideas with conservation organizations on a variety of products in our supply chain, we view stakeholder engagement as an enabler of continuous improvement, innovation and reputation management.</p>	Hilton Stakeholder Engagement Policy Statement 2023 Travel with Purpose Report (Stakeholder Engagement, p. 4) 2023 Form 10-K (Item 1. Business—“Environmental, Social and Governance,” p. 12)
	2-30	Collective bargaining agreements	As of December 31, 2023, approximately 30 percent of people employed or managed by us globally and approximately 40 percent of people working in the U.S. were covered by various collective bargaining agreements generally addressing pay rates, working hours, other terms and conditions of employment, certain employee benefits and orderly settlement of labor disputes.	2023 Form 10-K (Item 1. Business—“Environmental, Social and Governance—Compensation and Benefits,” p. 16) Hilton Stakeholder Engagement Policy Statement

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GRI 3: MATERIAL TOPICS 2023	3-1	Process to determine material topics	<p>In 2020, Hilton undertook a robust evaluation to assess the ESG topics most material to the company. Through this evaluation, more than 200 relevant ESG topics were identified, examined, and then consolidated into a list of 17 material ESG Aspects aligned to industry guidance and sector trends.</p> <p>To assess the materiality of the 17 Aspects, Hilton engaged nearly 1,500 internal (e.g., Hilton leadership, team members) and external (e.g., NGOs, guests, owners and developers, suppliers, and investors) stakeholders through interviews and surveys.</p> <p>Please see 2020 Materiality Assessment for more information.</p>	Hilton 2020 Materiality Assessment
	3-2	List of material topics	<p>In the materiality assessment, Hilton asked internal and external stakeholders to rate the perceived importance of the identified 17 ESG Aspects, and their perception of ESG aspects that are likely to grow in importance over the next three to five years.</p> <p>The results of the stakeholders’ feedback were then mapped onto a Materiality Matrix and Stakeholder Priority Map. Results were presented to and reviewed by Hilton’s executive leadership, including our CEO and the board of directors’ Nominating & ESG Committee.</p>	Hilton 2020 Materiality Assessment (p. 6-7) 2023 Travel with Purpose Report (p. 2, 4)
	3-3	Management of material topics	<p>We disclose our approach towards each of the 17 ESG Aspects and progress in our Travel with Purpose Report.</p> <p>Community engagement and empowerment—p. 21-22</p> <p>Climate action—p. 9</p> <p>Biodiversity and destination stewardship—p. 9</p> <p>Energy conservation—p. 12-13</p> <p>Water stewardship—p. 14</p> <p>Waste management and circular economy—p. 15-16</p> <p>Economic impact on communities—p. 17; 21</p> <p>Employee development and wellbeing—p. 18-20</p> <p>Inclusion—p. 18</p> <p>Disaster preparedness and response—p. 21</p> <p>Employee and guest health, safety and security—p. 24; 27</p> <p>Human rights—p. 24</p> <p>Engagement with suppliers—p. 23; 25</p> <p>Healthy, safe and sustainable food—p. 23</p> <p>Responsible sourcing of goods and services—p. 25</p> <p>Ethical business practices and regulation compliance—p. 27-28</p> <p>Policy engagement and advocacy—p. 28</p>	2023 Travel with Purpose Report

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Material Aspects	Disclosure Number	Disclosure Name	Response	Source
ECONOMIC IMPACTS	201	Management disclosure approach	Hilton’s impact on the economy through its business and relationships with various entities including third-party owners and other strategic partners such as management companies and suppliers is detailed in the 2023 Form 10-K.	2023 Form 10-K (Item 1. Business p. 3-18)
	201-1	Direct economic value generated and distributed	The direct economic value generated and distributed by our business is detailed in our 2023 Form 10-K (Item 1. Business—“Overview”; Item 8. Financial Statements and Supplementary Data).	2023 Form 10-K (Item 1. Business, p. 3-18; Item 8. Financial Statements and Supplementary Data, p. 62-103)
	201-2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	As an operator and franchisor of hotels and resorts in 126 countries and territories, we are subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to our hotels resulting from the physical effects of climate change could lower demand for travel to certain locales and affect the performance of certain hotels, which could in turn have a negative impact on our results of operations.	2023 Form 10-K (Item 1A. Risk Factors—Climate change could adversely affect our business, p. 32)
	201-3	Defined benefit plan obligations and other retirement plans	Hilton’s benefit plan obligations and other share-based compensation expenses are detailed in the 2023 Form 10-K (Note 14, Employee Benefit Plans and Note 15, Share-Based Compensation)	2023 Form 10-K (Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note 14, Employee Benefit Plans, Note 15, Share-Based Compensation, p. 94-99)
INDIRECT ECONOMIC IMPACTS	203	Management disclosure approach	At Hilton, we are committed to creating a workplace that is inclusive, offers strong growth opportunities, is driven by purpose, and provides the kind of support that empowers our Team Members around the world to thrive every day. Travel with Purpose enables our organization to extend our hospitality beyond the walls of our hotels, into the thousands of communities in which we operate. By leveraging our broad footprint and our passionate global community of Team Members, we can contribute to community development and resilience. Please view our 2023 Travel with Purpose Report (Social Impact p. 17-25 ; 2030 Goal Tracking p. 7-8) for further detail.	2023 Travel with Purpose Report (Social Impact, p. 17-25 ; 2030 Goal Tracking, p. 7-8)
	203-1	Infrastructure investments and services supported	Through our Hilton Global Foundation and strategic partnerships with local organizations, we provide disaster relief and help rebuild infrastructure for communities to become more resilient. Please view our 2023 Travel with Purpose Report (Community Relief p. 21 ; 2030 Goal Tracking p. 7-8) for further detail.	2023 Travel with Purpose Report (Community Relief, p. 21 ; 2030 Goal Tracking, p. 7-8)
PROCUREMENT PRACTICES	204	Management disclosure approach	Our global procurement and supply chain services team, Hilton Supply Management (HSM), leads a robust program to assess, track and improve our suppliers’ sustainability performance. We prioritize evaluating our high-spend and high-risk suppliers, concentrating on their business practices related to environment, labor and human rights, and ethics. Through our industry-leading Supplier Diversity Program, we have also made meaningful connections with diverse and small businesses.	2023 Travel with Purpose Report (Supplier Diversity, Local Sourcing, p. 23 ; Strengthening Supplier Due Diligence & ESG Performance, p. 25)
	204-1	Proportion of spending on local suppliers	One of Hilton’s Travel with Purpose 2030 Goals is to leverage our large global footprint and deep integration within our communities to expand local sourcing and business with diverse and small suppliers. For a product to be considered locally sourced in the United Kingdom, the product must be made within the United Kingdom. Additionally, in 2023 UK and the Middle East region identified local sourcing as a strategic opportunity. Please view our 2023 Travel with Purpose Report (Supplier Diversity, Local Sourcing, p. 23 ; 2030 Goal Tracking, Conduct, p. 8) for more information on local sourcing and spend.	2023 Travel with Purpose Report (Supplier Diversity, Local Sourcing, p. 23 ; 2030 Goal Tracking, Conduct, p. 8)

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ECONOMIC CONTINUED	ANTI CORRUPTION	205	Management approach disclosure	<p>Bribery and corruption are explicitly prohibited in our Code of Conduct, with oversight from our Finance and Risk Management functions. Risk-based internal audits and other related governance activities are performed at hotels and corporate offices in the U.S., Asia Pacific, EMEA. Additionally, we conduct background checks on all prospective partners. We maintain a whistleblower policy and procedure to encourage the reporting of any inappropriate activity. Any failures to comply with the Code of Conduct are investigated and disciplinary action is taken as appropriate, up to and including termination.</p> <p>All General Managers and senior colleagues are expected to actively support anti-corruption policies at individual hotels and properties. Certifications of compliance with the Code of Conduct are obtained from all hotels annually, with a mid-year update. Please see Hilton Code of Conduct for more information.</p>	Hilton Code of Conduct		
				<p>We are committed to effective energy management and work with our value chain partners to realize long-term energy reductions and sustainable energy procurement.</p> <p>Our primary source of emissions comes from the operation of our hotels. We outline our approach in our Energy Stewardship Policy Statement, and actions taken to mitigate our energy footprint in the 2023 Travel with Purpose Report.</p>	<p>2023 Travel with Purpose Report (Watts, p.12-13; 2030 Goal Tracking, p.7)</p> <p>Hilton Energy Stewardship Policy Statement</p> <p>2023 CDP Climate Change Questionnaire</p>		
ENVIRONMENTAL	ENERGY	302	Management approach disclosure	<p>In 2023, our total energy consumption was 20.8 million megawatt hours.</p> <p>Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) and 2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact”) for further detail. Our 2023 energy data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 31)</p> <p>2023 Assurance Statement</p> <p>2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact,” p. 13-14)</p>		
				302-1	Energy consumption within the organization	<p>2023 Travel with Purpose Report (Performance Table, p. 31) and 2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact”) for further detail. Our 2023 energy data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 31)</p> <p>2023 Assurance Statement</p> <p>2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact,” p. 13-14)</p>
				302-3	Energy Intensity	<p>In 2023, our energy use intensity was 0.2399 megawatt hours per square meter, representing an annual decrease of 0.62% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels.</p> <p>Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) for further detail. Our 2023 energy data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 31)</p> <p>2023 Assurance Statement</p>
				302-4	Reduction of energy consumption	<p>Across our global operations (owned, leased, managed and franchised hotels), Hilton has reduced total energy use intensity by 29.9% since 2008.</p> <p>For our managed portfolio only, we have reduced total energy use intensity by 33.2% since 2008. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies.</p> <p>Refer to our 2023 Travel with Purpose Report (p. 31) for further detail on our energy performance and energy reduction activities.</p>	<p>2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact,” p. 13-14)</p> <p>2023 CDP Climate Change Questionnaire</p> <p>2023 Travel with Purpose Report (p. 12-13)</p>

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ENVIRONMENTAL CONTINUED WATER & EFFLUENTS	303	Management approach disclosure	<p>As one of the largest hospitality companies in the world, we recognize that we have a significant water footprint and are committed to demonstrating water stewardship by reducing our water consumption by 50% by 2030 in our managed operations (2008 baseline), and mapping global water risks, with particular emphasis on identifying and implementing innovative solutions in high water risk locations.</p> <p>We outline actions taken to mitigate our water footprint in the 2023 Travel with Purpose Report. Please view our 2023 Travel with Purpose Report (p. 9; 14) for further detail.</p>	<p>2023 Travel with Purpose Report (p. 9; 14)</p> <p>2023 CDP Climate Change Questionnaire</p> <p>Hilton Environmental Policy Statement</p>
	303-3	Water Withdrawal	<p>In 2023, our total water withdrawal was 174,056 megaliters (174.06 million cubic meters). Our water consumption intensity was 501 liters per square meter, representing an annual increase of 6.1% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels. For information on properties with high baseline water stress, please view our 2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact”).</p> <p>Across our global operations (owned, leased, managed, and franchised hotels), Hilton has reduced total water use intensity by 34.3% since 2008. For our managed portfolio only, we have reduced total water use intensity by 26.5% since 2008.</p> <p>Please view our 2023 Travel with Purpose Report (Water, p. 14 and Performance Table, p. 32) for further detail. Our 2023 water data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 14; 32)</p> <p>2023 Assurance Statement</p> <p>2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—“Environmental Impact,” p. 13-14)</p>
EMISSIONS	305	Management approach disclosure	<p>We outline actions taken to mitigate our carbon footprint in the 2023 Travel with Purpose Report.</p>	<p>2023 Travel with Purpose Report (Watts, p. 12–13; Reducing Carbon in Food & Beverage, p. 13)</p> <p>2023 CDP Climate Change Questionnaire</p> <p>Hilton Environmental Policy Statement</p> <p>Hilton Energy Stewardship Policy Statement</p>
	305-1	Direct (Scope 1) GHG emissions	<p>In 2023, our Scope 1 emissions were 0.49 million metric tons of CO₂e across our global portfolio of owned, leased, and managed properties.</p> <p>Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) for further detail. Our 2023 Scope 1 emissions data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 31)</p> <p>2023 Assurance Statement</p>
	305-2	Energy Indirect (Scope 2) GHG emissions	<p>In 2023, our Scope 2 location-based emissions were 2.10 million metrics tons of CO₂e. Our Scope 2 market-based emissions were 2.08 million metrics tons of CO₂e across our global portfolio of owned, leased, and managed properties.</p> <p>Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) for further detail. Our 2023 Scope 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.</p>	<p>2023 Travel with Purpose Report (p. 31)</p> <p>2023 Assurance Statement</p>

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ENVIRONMENTAL EMISSIONS CONTINUED CONTINUED	305-3	Other indirect (Scope 3) GHG emissions	Per our Operational Control boundary, on-site emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. In 2023, Hilton’s Scope 3 emissions from franchisees were 4.20 million metric tons CO ₂ e. The total includes emissions from on-site fuels combustion (1.02 million metric tons CO ₂ e) and indirect emissions from the generation of electricity, heat or steam purchased from a utility provider (3.18 million metric tons CO ₂ e). In addition, in 2023, we generated Scope 3 emissions of 22,578 metric tons CO ₂ e from employee business and air travel, and 96,013 metric tons CO ₂ e from the disposal of waste associated with our operations. Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) for further detail. Our 2023 Scope 3 emissions data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.	2023 Travel with Purpose Report (p. 31) 2023 Assurance Statement
	305-4	GHG Emissions Intensity	In 2023, our total Scope 1 and 2 location-based emissions intensity was 0.087 metric tonnes per square meter, which represents a 3.6% increase over prior year. Our total 2023 market-based Scope 1 and 2 emissions intensity was 0.086 metric tonnes per square meter, representing a 3.8% increase over prior year. Please view our 2023 Travel with Purpose Report (p. 12 , and Performance Table, p. 31) for further detail. Our 2023 Scope 1 and 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.	2023 Travel with Purpose Report (p. 12; 31) 2023 Assurance Statement
	305-5	Reduction of GHG Emissions	Please view our 2023 Travel with Purpose Report (Performance Table, p. 31) and 2023 Form 10-K (Item 1. Business—Environmental, Social, and Governance—“Environmental Impact”) for further detail.	2023 Form 10-K (Item 1. Business—Environmental, Social, and Governance—“Environmental Impact,” p. 13-14) 2023 Travel with Purpose Report (p. 31)
EFFLUENTS AND WASTE	306	Management approach disclosure	We are committed to reduce our waste production, increase our diversion from landfill, responsibly handle, store and dispose of all hazardous waste, and reduce food, plastics and packaging waste. We outline actions and initiatives taken to reduce our waste footprint and promote a circular economy in the 2023 Travel with Purpose Report.	2023 Travel with Purpose Report (p. 15–16 , Performance Table, p. 32) Hilton Environmental Policy Statement
	306-2	Management of significant waste related impacts	We recognize that waste reduction, recycling, and food upcycling and donation are all critical components of creating a more environmentally friendly hospitality industry. Our waste reduction strategy focuses on supply chain evaluation and sustainable sourcing initiatives, while taking steps to divert remaining waste from landfill through donation, recycling, composting and waste-to-energy incineration. We outline various initiatives taken in 2023 such as food waste management, soap recycling, and reducing single use plastics in our 2023 Travel with Purpose Report. See 2023 Travel with Purpose Report (p. 15–16)	2023 Travel with Purpose Report (p. 15–16)
	306-3	Waste generated	In 2023, total weight of waste generated was 454,181 metric tons, and a breakdown of this total by composition was 367,772 metric tons of landfill waste and 86,409 metric tons of diverted waste across our global portfolio of owned, managed and franchised properties. Please view our 2023 Travel with Purpose Report (Performance Table, p. 32) for further detail. Our 2023 waste data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.	2023 Travel with Purpose Report (p. 32) 2023 Assurance Statement

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ENVIRONMENTAL CONTINUED	EFFLUENTS AND WASTE CONTINUED	306-4	Waste diverted from disposal	Our 2023 landfill diversion rate for our global operations was 19.03%, while the managed portfolio achieved a diversion rate of 39.2% in 2023. Our diversion rate accounts for ongoing waste streams that are recycled, composted, incinerated for waste-to-energy, or otherwise diverted from landfill. Please view our 2023 Travel with Purpose Report (Waste, p. 15–16 ; Performance Table, p. 32) for further detail. Our 2023 waste data has been externally assured on a limited assurance basis, as noted in our 2023 Assurance Statement.	2023 Travel with Purpose Report (Waste, p. 15–16 ; Performance Table, p. 32) 2023 Assurance Statement
		306-5	Waste directed to disposal	In 2023, our landfilled waste was 367,772 metric tons. Our landfilled waste intensity was 0.0042 metric tons per square meter, representing an annual increase of 2.1% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels. Across our global operations, Hilton has reduced landfilled waste intensity by 56.7% since 2008.	2023 Travel with Purpose Report (Performance Table, p. 32)
		308	Management approach disclosure	The Hilton Supply Management Responsible Sourcing & Sustainability team engages procurement and business leaders to assess and mitigate sustainability risks in our supply chain. The team oversees the development of our comprehensive responsible sourcing strategy and guides global decisions related to implementation. All suppliers are required to observe and abide by Hilton’s Responsible Sourcing Policy, which is included in all supplier contracts. We continue to advance our partnership with EcoVadis to assess our critical suppliers’ sustainability risk and performance. We have begun to implement the requirement of existing and new critical suppliers to complete EcoVadis assessment if they have not already done so. EcoVadis assesses a supplier across the four themes of environment, labor & human rights, ethics, and sustainable procurement. We have conducted a thorough analysis of our most material sourcing categories: seafood, meat and proteins, produce, and apparel and linens. A dedicated role and a cross-functional advisory group now helps to drive responsible sourcing across these categories. This group oversees the development of our comprehensive responsible sourcing strategy and guides global decisions related to implementation. We continued to make incremental progress towards our goal of strengthening responsibly sourced products across our owned, managed and leased properties, including our goal to promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels.	2023 Travel with Purpose Report (Responsibly sourced food and beverage, p. 25) Hilton Responsible Sourcing Policy Hilton Environmental Policy Statement
SOCIAL	EMPLOYMENT	308-1	New suppliers that were screened using environmental criteria	110 new suppliers were screened using EcoVadis environmental criteria in 2023. Please view our 2023 Travel with Purpose Report (EcoVadis Supplier Engagement, p. 25) for further detail.	2023 Travel with Purpose Report (EcoVadis Supplier Engagement, p. 25)
		401	Management approach disclosure	At Hilton, we are committed to creating a work environment that is diverse, equitable and inclusive. We prioritize employee wellbeing through a variety of programs such as the Care for All care giving initiative. We seek to provide pathways for career readiness and continued learning and development to our Team Members and work with partners to extend these opportunities to local communities and future Team Members.	2023 Travel with Purpose Report (p. 18–20) Hilton Great Places to Work Profile Hilton Careers Website Corporate Awards Hilton Diversity & Inclusion Website Hilton Slavery and Trafficking Statement 2022
		401-2	Benefits provided to full-time employees	We support the wellbeing and performance of Team Members with industry- leading rewards, recognition and support via a variety of programs including best-in-class PTO, health and welfare benefit plans, retirement savings program, employee stock purchase plan, debt-free education, mental wellness support, flexible schedules, Go Hilton Travel Discount Program and others.	Hilton Careers Website (Benefits Page)

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SOCIAL CONTINUED	403	OCCUPATIONAL HEALTH & SAFETY Management approach disclosure	Our commitment to a safe and healthy work environment is codified in our Code of Conduct, in which we emphasize that safety requires a commitment from everyone, and each employee is responsible for (1) complying with all applicable safety and health laws and guidelines and (2) identifying and responding to health and safety hazards and security concerns. See Hilton’s Code of Conduct	Hilton Code of Conduct 2023 Travel with Purpose Report (p. 28) Occupational Health and Safety Policy
			With a global footprint across 126 countries and territories, written descriptions of occupational health and safety functions vary by region, and reflect local legislative requirements.	
TRAINING AND EDUCATION	404	Management approach disclosure	We offer a variety of robust training and education programs ranging from upskilling, reskilling and leadership training, to offer a work environment that fosters growth and career progression.	2023 Travel with Purpose Report (p. 20)
	404-1	Average hours of training per year per employee	Hilton employees complete an average of 40 hours of training per year.	GRI Content Index
	404-2	Programs for upgrading employee skills and transition assistance programs	Our ‘For All’ learning and leadership development approach delivers a customized experience so that Team Members can learn, develop and grow at every stage of their career. Through Hilton University, our online learning platform, all Team Members have access to over 25,000 courses, providing the ability to explore new skills or expand their expertise. We know that leadership skills are important at every stage of someone’s career. That is why all Team Members also have access to leadership development curriculums through our Lead@Hilton platform that includes on-demand, self-paced content.	2023 Travel with Purpose Report (Learning and Leadership Development for Growth p. 20)
	404-3	Percentage of employees receiving regular performance and career development reviews	Hilton Team Members are evaluated through our Performance Management Review process; this includes the setting of objectives, goals and concerns and allowing regular feedback and coaching. The Company’s performance review program is used to periodically evaluate and assess our Team Members on, at least, an annual basis.	GRI Content Index
DIVERSITY & EQUAL OPPORTUNITY	405	Management approach disclosure	To achieve our vision of an inclusive culture, we have set ambitious commitments, built accountability mechanisms into our business, established strong partnerships, and developed targeted training, hiring and work culture development programs to cultivate talent from all backgrounds. We outline actions and initiatives taken to promote our vision of an inclusive culture in the 2023 Travel with Purpose Report. See Travel with Purpose Report (Building a Fully Human Experience at Work, p. 18–19), Hilton Diversity & Inclusion website and Hilton Great Places to Work profile.	2023 Travel with Purpose Report (Diversity & Inclusion, p. 18–23) Hilton Diversity & Inclusion Website Hilton Great Places to Work Profile

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SOCIAL CONTINUED	DIVERSITY & EQUAL OPPORTUNITY CONTINUED	405-1 Diversity of governance bodies and employees	As of December 31, 2023, the global workforce that we employ or manage was approximately 43 percent women. Globally, corporate leadership was approximately 42 percent women and hotel leadership was approximately 24 percent women.	2023 Form 10-K (Item 1. Business—Environmental, Social and Governance—Human Capital Management—“Inclusive Culture,” p. 16)
			As of December 31, 2023, in the U.S., our workforce was approximately 72 percent ethnically diverse, with U.S. corporate leadership being approximately 20 percent ethnically diverse and U.S. hotel leadership being approximately 29 percent ethnically diverse.	
			As of December 31, 2023, our board of directors, excluding management directors, was 50 percent women and 25 percent ethnically diverse.	
	HUMAN RIGHTS ASSESSMENT	412-2 Employee training on human rights policies or procedures	At Hilton, we are committed to ensuring we train and equip team members to prevent human trafficking. We provide training on this topic through courses with specific audiences and purposes identified. The courses cover Preventing Human Trafficking and Recognizing the Signs, and Key Risks of Modern Slavery in Labor Sourcing.	2023 Travel with Purpose Report (p. 24) Hilton Slavery and Trafficking Statement 2022
			Total number of training hours for human trafficking in 2023: 101,500 hours Percentage of employees trained in 2023 on Preventing Human Trafficking: Managed Hotels – 99%; Franchised Hotels – 92% Additional details can be found in our 2023 Travel with Purpose Report (Upholding Human Rights, Driving Responsible Conduct p. 24) and Hilton Slavery and Trafficking Statement 2022	
	LOCAL COMMUNITIES	413 Management approach disclosure	The Hilton Global Foundation (HGF) seeks to have a positive impact on the communities we serve, with the mission to create a better world to travel for generations to come. HGF awards grants within four focus areas that align to our Travel with Purpose Environmental and Social goals:	2023 Travel with Purpose Report (p. 5) Hilton Global Foundation
			<ul style="list-style-type: none"> • Climate Action • Destination Stewardship • Career Development • Community Resilience 	
		413-1 Operations with local community engagement, impact assessments and development programs	Our social impact goals are applicable to our global portfolio, with social impact reporting requirements tracked through LightStay.	2023 Travel with Purpose Report (2030 Goal Tracking p.8; Social Impact, p. 18–25)

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SOCIAL CONTINUED	414	SUPPLIER SOCIAL ASSESSMENT Management approach disclosure	We continue to advance our partnership with EcoVadis to assess our suppliers’ sustainability risk and performance. In particular, we prioritize evaluating our high-spend and high-risk suppliers, concentrating on their business practices related to environment, labor and human rights, and ethics. We pay particular attention to high-risk areas such as the use of recruitment agencies for manpower needs and the sourcing of goods in high-risk industries such as rubber, cocoa, packaging, paper, textiles, and/or crops (e.g., tea, coffee, soy, palm oil, rice, cotton, bananas). All suppliers are required to observe and abide by Hilton’s Responsible Sourcing Policy, which is included in all supplier contracts.	2023 Travel with Purpose Report (p. 23) Hilton Responsible Sourcing Policy Statement
		414-1	New suppliers that were screened using labor practices criteria	62 new suppliers were screened using EcoVadis social criteria in 2023.
CUSTOMER PRIVACY	418	Management approach disclosure	Our management approach to customer privacy is outlined in the Hilton Global Privacy Statement	Hilton Global Privacy Statement 2023 Travel with Purpose Report (p. 28) 2023 Form 10-K (Item 1. Business, p. 16; Item 1A. Risk Factors, p. 24-26; Item 1C. Cybersecurity, p. 37-38)
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	No known significant breaches occurred during the reporting period.	