

# 2030 Goal Tracking




















Reporting annually on our ambitious 2030 Goals holds us accountable for sharing progress in our operations, supply chain and communities. In this table, we map our Travel with Purpose 2030 Environmental and Social Goals to the corresponding UN Sustainable Development Goals (SDGs) and report our progress to date.

These goals continue to be supported by [our Governance Goals](#), including operating through best-in-class measurement (LightStay), governance and oversight. See our governance goals and read about our practices in the Governance section of this report. See our additional environmental and social progress [here](#).

**GOAL STATUS LEGEND**

-  Ongoing
-  Making progress
-  On track
-  Complete

## **E** ENVIRONMENTAL BUILDING A MORE SUSTAINABLE FUTURE

SDGs	HILTON'S 2030 GOALS	PROGRESS AND MILESTONES	STATUS
 <b>WATTS</b>	 Reduce Scope 1 and 2 carbon emissions intensity from managed hotels by 75% (MT CO <sub>2</sub> e/m <sup>2</sup> , 2008 baseline)	<ul style="list-style-type: none"> <li>Achieved 45.1% reduction in carbon emissions intensity from 2008 baseline for managed hotels as of end of year (EOY) 2023</li> </ul>	
	 Reduce Scope 3 carbon emissions intensity from franchised hotels by 56% by working collaboratively with franchisees (MT CO <sub>2</sub> e/m <sup>2</sup> , 2008 baseline)	<ul style="list-style-type: none"> <li>Achieved 25.1% reduction in carbon emissions intensity from 2008 baseline for franchised hotels as of EOY 2023</li> </ul>	
	 Align with global environmental certifications that require third-party verification (e.g., certification to ISO 14001, 50001, 9001; US EPA ENERGY STAR)	<ul style="list-style-type: none"> <li>Facilitated ongoing certification to ISO standards for our hotel portfolio, including ISO 14001 (Environmental Management), ISO 50001 (Energy Management) and ISO 9001 (Quality Management)</li> </ul>	
 <b>WATER</b>	 Reduce water use intensity in our managed operations by 50% (Liters/m <sup>2</sup> , 2008 baseline)	<ul style="list-style-type: none"> <li>Achieved 26.5% reduction in water intensity from 2008 baseline for managed hotels as of EOY 2023</li> </ul>	
	 Activate 20 community water projects to increase access and resilience	<ul style="list-style-type: none"> <li>Completed 12 community water projects to increase access to clean water and protect the water resources in the communities where we operate since 2019, including <b>three</b> in 2023</li> </ul>	
 <b>WASTE</b>	 Reduce landfilled waste intensity in our managed operations by 50% (MT/m <sup>2</sup> , 2008 baseline)	<ul style="list-style-type: none"> <li>Achieved 63.7% reduction in landfilled waste intensity from 2008 baseline for managed hotels as of EOY 2023</li> </ul>	
	 Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen	<ul style="list-style-type: none"> <li>Utilized the <a href="#">Hotel Kitchen Toolkit</a> and other resources to provide valuable food waste reduction guidance to all hotels</li> </ul>	
	 Send zero soap to landfill by recycling all used guest soap bars, where available	<ul style="list-style-type: none"> <li>82% of hotels partnered with soap recycling organizations</li> </ul>	

**S SOCIAL**  
CREATING AN ENGINE OF OPPORTUNITY

GOAL STATUS LEGEND

- Ongoing
- Making progress
- On track
- Complete

SDGs	HILTON'S 2030 GOALS	PROGRESS AND MILESTONES	STATUS
<b>CAREERS</b>	<b>5 GENDER EQUALITY</b> Create 5 million cumulative learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups	<ul style="list-style-type: none"> <li>Created a total of 1.5M+ learning and career growth opportunities since 2022, including 860k+ in 2023</li> </ul>	
	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> Aspire to achieve global gender parity and 25% U.S. ethnic representation at our corporate leadership levels by the end of 2027	<ul style="list-style-type: none"> <li>As of year-end 2023 our corporate leadership is 42% women (global)</li> <li>As of year-end 2023 our corporate leadership is 20% ethnically diverse (US)</li> </ul>	
	<b>10 REDUCED INEQUALITIES</b>		
<b>COMMUNITIES</b>	<b>1 NO POVERTY</b> Meaningfully impact 20 million community members	<ul style="list-style-type: none"> <li>Hilton and the HGF meaningfully impacted community members through local support, disaster relief efforts and economic opportunities, collectively impacting 5.48M+ community members since 2022</li> </ul>	
	<b>3 GOOD HEALTH AND WELLBEING</b> Contribute 10 million volunteer hours	<ul style="list-style-type: none"> <li>Achieved 2.5M+ total reported volunteer hours since 2017, including 377k+ in 2023</li> </ul>	
	<b>11 SUSTAINABLE CITIES AND COMMUNITIES</b> Award 300+ Action Grants for hotel-led social and environmental impact projects that provide local support for our communities	<ul style="list-style-type: none"> <li>Awarded 117 Action Grants since 2022 to nonprofit organizations around the globe for hotel-led social and environmental impact projects</li> </ul>	
	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Participate in food donation programs, where allowed by law (managed hotels)	<ul style="list-style-type: none"> <li>Required all managed hotels in North America to have a food donation program</li> </ul>	
	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Design, standup and activate a disaster relief program to support our community members and Team Members	<ul style="list-style-type: none"> <li>Revised and implemented Disaster Response Playbook</li> <li>Distributed nearly \$4 million in critical financial support to 6k+ Team Members impacted by disasters, crisis and personal hardship instances since 2014, including \$865k+ to 3.4k+ Team Members in 2023</li> </ul>	
	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Leverage our large global footprint and deep integration within our communities to expand local sourcing and business with diverse and small suppliers	<ul style="list-style-type: none"> <li>Achieved sourcing from 2,200+ diverse and small businesses and our supplier spend with these valued partners exceeded \$467 million in 2023</li> <li>Dedicated substantial efforts to elevate locally sourced food offerings in the EMEA region including in the United Kingdom (UK) the Netherlands, Germany, Egypt, the UAE and Saudi Arabia</li> </ul>	
<b>CONDUCT</b>	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Embed ESG due diligence across our supply chain and partner with suppliers to advance positive impact	<ul style="list-style-type: none"> <li>Launched the Human Rights Questionnaire (HRQ) within our supplier risk management tool to assess human rights risks associated with high-spend and high-risk suppliers</li> <li>Achieved EcoVadis ESG ratings for 30% of key suppliers across our Americas and EMEA regions; 19% of rated suppliers are engaged in corrective actions</li> </ul>	
	<b>14 LIFE BELOW WATER</b> Promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels	<ul style="list-style-type: none"> <li>Continued to make progress on responsible sourcing of beef, poultry, pork, eggs, seafood and produce. Learn more about our <a href="#">progress on our responsible sourcing goals</a></li> </ul>	
	Engage guests in supporting responsible travel and destination stewardship	<ul style="list-style-type: none"> <li>Continued to support sustainable travel through offering EV chargers, sustainable meetings and events and low carbon menu offerings</li> </ul>	