

SASB Table

GRI Standard Title	SASB Code	Metric	2023	2022	2021	2020
ENERGY MANAGEMENT	SV-HL-130a.1	Total energy consumed, in gigajoules per square meter	0.897	0.863	0.807	0.720
		Total energy consumed, in million gigajoules	26.78	24.48	22.19	17.84
		Percent total energy from grid electricity	57.0%	56.7%	56.3%	56.3%
		Percent total energy from renewables	2.7%	4.0%	3.0%	2.6%
WATER MANAGEMENT	SV-HL-140a.1	Amount withdrawn, in cubic meters per square meter	2.144	1.942	1.787	1.551
		Amount withdrawn, in million cubic meters (m ³)	64.04	55.07	49.15	38.69
		Amount consumed, in cubic meters per square meter	0.536	0.485	0.447	0.388
		Amount consumed, in million cubic meters (m ³)	16.01	13.77	12.29	9.67
		Percent in regions with high or extremely high baseline water stress	39.3%	38.9%	36.9%	37.0%
ECOLOGICAL IMPACTS	SV-HL-160a.2	Environmental management policies and practices to preserve ecosystem services			Hilton ESG Policy Statement	Hilton Environmental Policy Statement
WASTE MANAGEMENT	FB-RN-150a.1	Amount generated, in metric tons per square meter	0.0056	0.0051	0.0042	0.0039
		Amount generated, in million metric tons	0.17	0.14	0.11	0.10
		Percent food waste ¹	41%	41%	41%	41%
		Percent diverted from landfills	39.2%	35.7%	32.0%	33.9%
LABOR PRACTICES	SV-HL-310a.1	Voluntary turnover rate for lodging facility employees (U.S. only, includes retirements)	20.4%	24.5%	26.2%	11.7%
	SV-HL-310a.4	Policies and programs to prevent worker harassment			Hilton Code of Conduct	Hilton Diversity & Inclusion website

We seek to provide information to our investors in line with the recommendations of the Sustainability Accounting Standards Board (SASB). We considered SASB’s Hotel & Lodging Standards in developing the following table of key sustainability metrics for our managed, owned and leased properties. We also report selected SASB data in our [2023 Form 10-K](#).

¹ Approximately 41 percent of total waste is estimated to be food waste, based on a sample of approximately 50 food waste reduction pilots worldwide. Hilton continues to refine its food waste reporting in alignment with the WRI’s Food Loss and Waste Protocol.