

TRAVEL WITH PURPOSE 2030 GOALS

Our Travel with Purpose strategy aims to create positive environmental and social impact supported by best-in-class governance practices, across our operations, supply chain and communities.

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ENVIRONMENTAL

BUILDING A MORE SUSTAINABLE FUTURE



WATTS CARBON/ENERGY

Science-based targets:

Reduce Scope 1 and 2 emissions intensity from managed hotels by **75%** MT CO₂e/m², 2008 baseline

Reduce Scope 3 emissions intensity from franchised hotels by **56%**, MT CO₂e/m² by working collaboratively with franchisees; 2008 baseline

Align with global environmental certifications that require third-party verification (e.g., certification to ISO 14001, 50001, 9001; U.S. EPA ENERGY STAR)



WATER

Reduce water use intensity in our managed operations by **50%** Liters/m², 2008 baseline

Activate 20 community water projects to increase access and resilience



WASTE

Reduce landfilled waste intensity in our managed operations by **50%** MT/m², 2008 baseline

- Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen
- Send zero soap to landfill by recycling all used guest soap bars, where available

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SOCIAL

CREATING AN ENGINE OF OPPORTUNITY



CAREERS

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

Aspire to reach **50%** Gender Diversity at our corporate leadership levels globally by 2027

Aspire to reach **25%** Ethnic Diversity at our corporate leadership levels in the U.S. by 2027



COMMUNITIES

Meaningfully impact **20 million** community members by 2030

- 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



CONDUCT

Embed ESG due diligence across our supply chain and partner with suppliers to advance positive impact

Promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels

Engage guests in supporting responsible travel and destination stewardship

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GOVERNANCE

LEADING WITH INTEGRITY AND TRANSPARENCY



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 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 AND REPORTING

Operate through best-in-class measurement (LightStay), governance and oversight

- Ensure accountability for LightStay compliance, enterprise risk management and annual trainings
- Continue board oversight with robust quarterly reporting at the committee level and annual reporting on our Travel with Purpose strategy to the full board
- Provide mandatory annual training on preventing human trafficking to all hotel Team Members globally

