TRAVEL WITH PURPOSE
Hilton’s ESG Strategy

9/19/2023
Harry Chrispin, Senior Manager ESG EMEA
ESG FRAMEWORK
Exploring all areas

**ENVIRONMENTAL**

**PAVING THE WAY TO NET ZERO**

- **CLIMATE ACTION**
  - WATTS CARBON/ENERGY
    - Cut managed emissions intensity by 75% by 2030
    - Cut franchised portfolio emissions intensity by 56% by 2030
    - Drive toward a net-zero future
  - WATER
    - Cut water use intensity by 50% by 2030
  - WASTE
    - Cut landfilled waste intensity by 50% by 2030

- **DESTINATION STEWARDSHIP**

**SOCIAL**

**CREATING AN ENGINE OF OPPORTUNITY**

- **HUMAN RIGHTS**
- **DIVERSITY, EQUITY & INCLUSION**

- CAREERS
  - Create 5 million learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups by 2030
  - 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

- **COMMUNITIES**
  - Meaningfully impact 20 million community members by 2030
    - Local Support
    - Disaster Relief
    - Economic Opportunities

- **CONDUCT**
  - Promote responsible, inclusive conduct across 100% of our value chain operations

**GOVERNANCE**

**ADVANCING AND MEASURING OUR GOALS**

- **INTEGRITY**
- **TRANSPARENCY**

- **PUBLIC AFFAIRS**
  - Advocate for public policies that advance our Travel with Purpose goals

- **PARTNERSHIPS**
  - Create and partner with cross-industry networks to advance Travel with Purpose objectives

- **POLICIES & REPORTING**
  - Operate through best-in-class measurement (LightStay), governance and oversight
RECOGNITION
2022 highlights

6TH CONSECUTIVE YEAR
Earned inclusion on both the World and North America Dow Jones Sustainability Indices

Included in the S&P Global Sustainability Yearbook 2023, receiving the additional distinction of Top 5% S&P Global ESG Score

Inducted into DiversityInc’s Hall of Fame, recognized as the #1 Company for ESG and the only hospitality company on the Supplier Diversity list

Awarded EcoVadis Gold Medal in recognition of sustainability achievement

Named the #2 World’s Best Workplace by Great Place to Work; ranked #2 Best Company to Work for In the U.S. and #1 Best Place to Work in Austria, China, Ireland, Peru, Turkey and Uruguay; and overall, ranked a Best Place to Work in 29 countries

5TH CONSECUTIVE YEAR

Named to PEOPLE® Companies that Care 2022 list

Included in Forbes list of Top 100 Most Customer-Centric Companies

2ND CONSECUTIVE YEAR

Named a 2022 Trendsetter in the CPA-Zicklin Index of Corporate Political Disclosure and Accountability

For a full list, review the 2022 ESG Report Highlights found at: esg.hilton.com/our-reporting/