

# 2024 Global Reporting Initiative (GRI)

Hilton Worldwide Holdings Inc. has reported in reference to the GRI Standards for the period January 1, 2024 to December 31, 2024.

## General disclosures

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2024	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 2024, Hilton operated or franchised hotels and resorts in 140 countries and territories.	Refer to About Hilton for more information  2024 Form 10-K (Item 1. Business—“Overview,” p. 3)
	2-2	Entities included in the organization’s sustainability reporting	2024 Travel with Purpose Report  Unless otherwise noted, reported environmental and community impact figures refer to our impact across our operated and franchised portfolio. For the environmental data we report managed hotels for Scope 1 and Scope 2 emissions as they are included within our operational control boundary, which differs from our financial statement boundary. We include franchised hotels as Scope 3.	<a href="#">2024 Travel with Purpose Report</a> (p. 2)
	2-3	Reporting period, frequency and contact point	Our reporting cycle is annual and our reporting period is for the calendar year 2024. Our most recent Travel with Purpose report was published June 2025. For more information, contact us at <a href="mailto:TWP@hilton.com">TWP@hilton.com</a> .	
	2-4	Restatements of information	None during the reporting period	
	2-5	External assurance	2024 Assurance Statement	<a href="#">2024 Assurance Statement</a>
	2-6	Activities, value chain, and other business relationships	Hilton (NYSE: HLT) is a leading global hospitality company with a portfolio of 24 world-class brands.  As reported in our 2024 Form 10-K, at year-end 2024 Hilton operated, franchised or licensed 8,447 properties comprising 1,268,206 rooms in 140 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, 2024, we had 211 million members in our award-winning guest loyalty program, Hilton Honors, an increase of 17 percent from December 31, 2023.  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 2024 Form 10-K (Item 1. Business, pp. 3–15) and Hilton Supply Management website. Additional information on our supply chain and responsible sourcing efforts can be found in our 2024 Travel with Purpose Report (Hilton at-a-Glance, p. 3; Source with Purpose, p. 15), our Hilton Responsible Sourcing Policy, 2030 Responsible Sourcing Goals.	2024 Form 10-K (Item 1. Business, pp. 3–15; Item 7. pp. 39–43)  <a href="#">2024 Travel with Purpose Report</a> (Hilton at-a-Glance, p. 3, Source with Purpose, p. 15)  <a href="#">Hilton Supply Management</a> <a href="#">Responsible Sourcing Goals</a> <a href="#">Responsible Sourcing Policy</a>
	2-7	Employees	As of December 31, 2024, we employed or managed approximately 181,000 individuals at our owned, leased and managed hotels and corporate offices. Our human capital management strategy focuses on attracting, developing and retaining the best talent in the industry.	<a href="#">2024 Form 10-K</a> (Item 1. Business—Human Capital Management, p. 12)

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GRI 2: General disclosures 2024 Continued	2-8	Workers who are not employees	There were approximately 311,000 additional individuals employed by third-party owners working at our franchised properties.	<a href="#">2024 Form 10-K</a> (Human Capital Management, p. 12)
	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 Nominating &amp; Corporate Governance Committee. Hilton's Governance Committee oversees and evaluates programs and risks associated with Board organization, membership and structure, corporate governance and Travel with Purpose matters. In addition, our Board receives quarterly detailed Travel with Purpose performance reviews from management.</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 Company's governance body and its committees can be found here: Hilton Board of Directors; 2025 Proxy Statement (Board Nominee Composition, p. 4)</p>	<p><a href="#">Corporate Governance Guidelines</a> (Role and responsibility of the Board, p. 1)</p> <p><a href="#">2025 Proxy Statement</a> (Board Diversity, p. 3; Nominees for Election to the Board of Directors in 2025, pp. 4-6; Corporate Responsibility and Governance , pp. 8-13)</p> <p><a href="#">Hilton Board of Directors</a></p> <p><a href="#">2024 Travel with Purpose Report</a> (Corporate Responsibility and Governance, p. 21)</p> <p><a href="#">Committee Composition</a></p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
	2-10	Nomination and selection of the highest governance body	See our Nominating and Corporate Governance Committee Charter in the 2025 Proxy Statement (Director Nomination Process, p. 12).	<p><a href="#">Committee Composition</a></p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p> <p><a href="#">Corporate Governance Guidelines</a> (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.	<p><a href="#">Hilton Board of Directors</a></p> <p><a href="#">2025 Proxy Statement</a> (Board Structure, p. 9)</p>
	2-12	Role of the highest governance body in overseeing the management of impacts	Hilton strives to create long-term value for all our stakeholders and strengthen the resilience of our business while also advancing responsible travel and tourism globally through our Travel with Purpose strategy. Hilton integrates Travel with Purpose into our business using multiple governance mechanisms including policies, committees and networks. The Board's Nominating & Corporate Governance Committee reviews and assesses the Travel with Purpose strategy, practices and policies on a quarterly basis, and makes recommendations to the Board as appropriate. Risks including climate change, environmental and social impact, human rights, ethics, fraud, and corruption, are integrated into our ERM Process. We conduct an internal Global Enterprise Risk Survey, engaging over 300 Hilton leaders. The results inform our enterprise-wide strategic planning.	<p><a href="#">2024 Travel with Purpose Report</a> (Corporate Responsibility and Governance, p. 21)</p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
	2-13	Delegation of responsibility for managing impacts	The Board Nominating & Corporate Governance Committee reviews and assesses the Travel with Purpose strategy, practices and policies on a quarterly basis, and makes recommendations to the Board as appropriate. 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. The Board oversees performance to our Travel with Purpose 2030 goals, reviews the environmental and social strategy on an annual and as-needed basis, and ensures the business is managed ethically and responsibly. Our CEO is accountable for key issues and decisions relating to our operations, our hotels, our people, and our engagement within the communities where Hilton hotels are located. The Executive Committee approves major Travel with Purpose initiatives, monitors progress toward our 2030 Goals, and oversees our annual reporting.	<p><a href="#">2024 Travel with Purpose Report</a> (Corporate Responsibility and Governance, p. 21)</p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>

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GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2024 Continued	2-14	Role of the highest governance body in sustainability reporting	The Board oversees performance against our Travel with Purpose 2030 goals, reviews the environmental and social strategy on an annual and as-needed basis, and ensures the business is managed ethically and responsibly. The Board Nominating & Corporate Governance Committee reviews and assesses the Travel with Purpose strategy, practices and policies on a quarterly basis, and makes recommendations to the Board as appropriate. Our CEO is accountable for key issues and decisions relating to our operations, our hotels, our people, and our engagement within the communities where Hilton hotels are located. The Executive Committee approves major Travel with Purpose initiatives, monitors progress toward our 2030 Goals, and oversees our annual reporting.	<a href="#">2024 Travel with Purpose Report</a> (Corporate Responsibility and Governance, p. 21)  <a href="#">Nominating and Corporate Governance Committee Charter</a>
	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 2025 Proxy Statement (Transactions with Related Persons, p. 50) and Corporate Governance Guidelines (p. 2). 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 2025 Proxy Statement.</p> <p>For further information see the Nominating and Corporate Governance Committee Charter “Conflicts of Interest.”</p>	<a href="#">Nominating and Corporate Governance Committee Charter</a>  <a href="#">Hilton Code of Conduct</a> (Conflicts of Interest, p. 17)  <a href="#">Corporate Governance Guidelines</a>  <a href="#">2025 Proxy Statement</a> (Code of Conduct and Ethics and Compliance, p. 12; Transactions with Related Persons, p. 50)
	2-16	Communication of critical concerns	<p>As a core underpinning of our entire organization, our Board of directors oversees our ethics and compliance program. 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>Our Code of Conduct and Human Rights Principles apply to all Hilton Team Members, while our Responsible Sourcing Policy outlines the minimum standards we require of our suppliers. We encourage Team Members to use Hilton Hotline, our anonymous reporting mechanism, to raise concerns regarding potential violations of our Code of Conduct. This is also available externally to suppliers, business partners, consumers and community members.</p>	<a href="#">Ethical Business Conduct at Hilton</a>  <a href="#">2024 Travel with Purpose Report</a> (p. 23)  <a href="#">Hilton Code of Conduct</a>  <a href="#">2024 Form 10-K</a> (Governance, Ethics and Regulatory Compliance, pp. 16-17)
	2-18	Evaluation of the performance of the highest governance body	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 2025 Proxy (Board and Committee Evaluations, p. 12).	<a href="#">Corporate Governance Guidelines</a> “Evaluation of Board Performance”  <a href="#">2025 Proxy Statement</a> (Board and Committee Evaluations, p. 12)
	2-19	Remuneration policies	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.	<a href="#">Corporate Governance Guidelines</a>  <a href="#">Compensation Committee Charter</a>  <a href="#">2025 Proxy Statement</a> (“Compensation of Directors,” pp. 14-15)
	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 Travel with Purpose Strategy. The results of votes of stakeholders (including shareholders) on remuneration policies and proposals can be found in our 2025 Proxy Statement.</p> <p>See 2025 Proxy Statement (pp. 10 and 21)</p>	<a href="#">Compensation Committee Charter</a>  <a href="#">2025 Proxy Statement</a> (pp. 10 and 21)

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GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2024 Continued	2-21	Annual total compensation ratio	See 2025 Proxy Statement (p. 42)	<a href="#">2025 Proxy Statement</a> (p. 42)
	2-22	Statement on sustainable development strategy	See executive statement in our Travel with Purpose Report.	<a href="#">2024 Travel with Purpose Report</a> (p. 3)
	2-23	Policy commitments	The policy commitments for responsible business conduct can be found in Hilton’s Code of Conduct, Human Rights Principles, Hilton Environmental Policy Statement, Hilton Responsible Sourcing Policy, and Slavery and Human Trafficking Statement.	<a href="#">About Hilton</a> <a href="#">Hilton Code of Conduct</a> <a href="#">Hilton Environmental Policy Statement</a> <a href="#">Hilton Responsible Sourcing Policy</a> <a href="#">Hilton Human Rights Principles</a> <a href="#">Slavery and Human Trafficking Statement</a>
	2-24	Embedding policy commitments	We outline how our policy commitments are embedded into business activities and relationships in our Travel with Purpose Report.	<a href="#">2024 Travel with Purpose Report</a> (Corporate Responsibility and Governance, p. 21)
	2-25	Processes to remediate negative impacts	Respect for human rights is a fundamental part of how we operate. Across our global operations and value chain, Hilton works to uphold high standards, with a strong focus on key human rights concerns including forced labor, child labor, human trafficking, and ethical recruitment. Our human rights strategy is informed by the UN Guiding Principles for Business and Human Rights (UNGPs). Our commitments and expectations are established in our Code of Conduct, Human Rights Principles and Responsible Sourcing Policy and include the prohibition of forced labor, child labor, human trafficking and recruitment fees. Our Code of Conduct and Human Rights Principles apply to all Hilton Team Members, while our Responsible Sourcing Policy outlines the minimum standards we require of our suppliers. We encourage Team Members to use Hilton Hotline, our anonymous reporting mechanism, to raise concerns regarding potential violations of our Code of Conduct. This is also available externally to suppliers, business partners, consumers and community members.	<a href="#">2024 Travel with Purpose Report</a> (p. 22)
	2-26	Mechanisms for seeking advice and 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.	<a href="#">Hilton Code of Conduct</a> <a href="#">Hilton Ethics Point Hotline</a> <a href="#">2024 Travel with Purpose Report</a> (p. 22) <a href="#">Hilton Stakeholder Engagement Policy Statement</a>
	2-27	Compliance with laws and regulations	See Legal Proceedings in 2024 Form 10-K.	<a href="#">2024 Form 10-K</a> (Item 3. Legal Proceedings, p. 36)
	2-28	Membership associations	Hilton champions sustainable travel by leading global efforts in destination stewardship and social impact and actively participating in industry groups that support these initiatives. In 2024, Hilton leaders served on the Global Business Travel Association (GBTA) Sustainability Leadership Council, American Hotel & Lodging Association (AHLA) Sustainability Committee Responsible Stay Initiative, World Sustainable Hospitality Alliance (WSHA) Senior Advisory Council and Executive Forum and U.S. Travel Association Sustainable Travel Coalition. We collaborate with these groups to enhance the impact of the hospitality industry, focusing on human rights, hotel efficiency, responsible sourcing, industry education and reporting standardization.	<a href="#">2024 Travel with Purpose Report</a> (p. 7)

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GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2024 Continued	2-29	Approach to stakeholder engagement	<p>Hilton strives to create long-term value for all our stakeholders and strengthen the resilience of our business while also advancing responsible travel and tourism globally through our Travel with Purpose strategy. As one of the world’s largest hospitality companies, Hilton recognizes its responsibility to create positive environmental and community impacts across our operations, supply chain and communities to ensure our properties and surrounding communities remain vibrant and resilient for generations of travelers to come. We have established and maintain a governance structure that supports our strategy by overseeing the management of the business in a manner consistent with the best interests of Hilton and our stakeholders.</p> <p>We are committed to ensuring that responsible and sustainable business practices are embedded across our supply chain through Hilton Supply Management supplier and risk management programs—this starts with understanding our suppliers and their individual business practices. We leverage the Hilton Responsible Sourcing Policy by including it in all supplier contracts and requiring suppliers to meet these standards. We prioritize evaluating our key suppliers, including high-spend and high-risk suppliers, concentrating on their business practices related to environment, ethics, labor and human rights.</p> <p>Learn more about our approach to <a href="#">stakeholder engagement</a>.</p>	<p><a href="#">Hilton Stakeholder Engagement Policy Statement</a></p> <p><a href="#">2024 Travel with Purpose Report</a> (Stakeholder &amp; Supplier Engagement, p. 21)</p> <p><a href="#">2024 Form 10-K</a> (Item 1. Business—“Corporate Responsibility, Environmental Impact, Social Impact” pp. 12-13)</p>
	2-30	Collective bargaining agreements	<p>As of December 31, 2024, approximately 25 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.</p>	<p><a href="#">2024 Form 10-K</a> (Item 1. Business—“Corporate Responsibility—Compensation and Benefits,” p. 13)</p> <p><a href="#">Hilton Stakeholder Engagement Policy Statement</a></p>
GRI 3: Material topics 2024	3-1	Process to determine material topics	<p>We use our Materiality Assessment Report to ensure our strategy aligns with the issues of highest importance to our business and our stakeholders. Hilton routinely assesses materiality to validate that our goals and Travel with Purpose strategies align to material, relevant topics for our business and reporting.</p> <p>Please see <a href="#">2020 Materiality Assessment</a> for more information.</p>	<p><a href="#">Hilton 2020 Materiality Assessment</a></p>
	3-2	List of material topics	<p>For a list of material topics, see the <a href="#">2020 Materiality Assessment</a>.</p>	<p><a href="#">Hilton 2020 Materiality Assessment</a> (pp. 6–7)</p>
	3-3	Management of material topics	<p>We disclose our approach to each of our material topics in our Travel with Purpose Report. Please see the 2024 Travel with Purpose Report for more detail.</p>	<p><a href="#">2024 Travel with Purpose Report</a></p>

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Specific disclosure

MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Economic	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 2024 Form 10-K.	<a href="#">2024 Form 10-K</a> (Item 1. Business pp. 3–15)
		201-1	Direct economic value generated and distributed	The direct economic value generated and distributed by our business is detailed in our 2024 Form 10-K (Item 1. Business—“Overview”; Item 8. Financial Statements and Supplementary Data).	<a href="#">2024 Form 10-K</a> (Item 1. Business, pp. 3-15; Item 8. Financial Statements and Supplementary Data, pp. 58-101)
		201-2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	As one of the world's largest global hospitality companies, with hotels and resorts in 140 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 of our hotels, which could in turn have a negative impact on our results of operations.	<a href="#">2024 Form 10-K</a> (Item 1A. Risk Factors—Climate change could adversely affect our business, p. 29)
		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 2024 Form 10-K (Note 15, Employee Benefit Plans and Note 16, Share-Based Compensation)	<a href="#">2024 Form 10-K</a> (Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note 15, Employee Benefit Plans, Note 16, Share-Based Compensation, pp. 92-97)
	Indirect economic impacts	203	Management disclosure approach	At Hilton, we’re building opportunity for all—within our walls and beyond. Inspired by Conrad Hilton’s belief in the power of hospitality to uplift lives, we’re committed to engaging, supporting, and creating meaningful opportunities for our Team Members and communities. We are committed to uplifting the communities where we live, work and stay—because hospitality is at its best when it strengthens the places we call home. By connecting people with opportunity, investing in local economies and supporting organizations that build more vibrant communities, we are creating a lasting impact far beyond the walls of our hotels.  Please view our 2024 Travel with Purpose Report (Our People, pp. 8–10; Our Communities, pp. 16-18) for further detail.	<a href="#">2024 Travel with Purpose Report</a> (Our People, pp. 8–10; Our Communities, pp. 16-18)
		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 2024 Travel with Purpose Report (Communities pp. 16-18; Hilton Global Foundation pp. 19-20) for further detail.	<a href="#">2024 Travel with Purpose Report</a> (Our Communities pp. 16-18; Hilton Global Foundation pp. 19-20)  <a href="#">Hilton Global Foundation 2024 Impact Report</a>
	Procurement practices	204	Management disclosure approach	Sourcing for properties in 145 countries and territories, Hilton Supply Management (HSM) recognizes the importance of creating positive economic, environmental and community impact across our supply chain. In 2024, we launched Source with Purpose, our global strategy to advance positive impact across the supply chain through responsible and sustainable procurement.	<a href="#">2024 Travel with Purpose Report</a> (Source with Purpose, p. 15)
		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 small suppliers.  Please view our 2024 Travel with Purpose Report ( Source with Purpose, p. 15; Strengthening Communities, p. 17) for more information on local sourcing and spend.	<a href="#">2024 Travel with Purpose Report</a> (Source with Purpose, p. 15; Strengthening Communities, p. 17)
	Anti corruption	205	Management approach disclosure	Our Code of Conduct explicitly prohibits bribery and corruption, and our Anti-Corruption Policy provides our Team Members with additional detailed guidance regarding the requirements of anti-bribery laws applicable to Hilton, bribery risk areas specific to Hilton business activities, and the responsibilities of Team Members to prevent and report potential bribery.  Please see Hilton Code of Conduct for more information.	<a href="#">Hilton Code of Conduct</a>  <a href="#">Risk Management Overview</a>



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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Environmental	Energy	302	Management approach disclosure	We are committed to effective energy management and work with our value chain partners to realize long-term energy reductions and sustainable energy procurement. Our primary source of emissions comes from the operation of our hotels. Actions taken to mitigate our energy footprint in 2024 are outlined in our 2024 Travel with Purpose Report (Energy Efficiency, p. 12).	<a href="#">2024 Travel with Purpose Report</a> (Energy Efficiency, p. 12). <a href="#">2024 CDP Climate Change Questionnaire</a>
		302-1	Energy consumption within the organization	In 2024, our total energy consumption was 21.4 million megawatt hours.  Please view our 2024 Performance Tables for further detail. Our 2024 energy data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.	<a href="#">2024 Performance Tables</a> <a href="#">2024 Assurance Statement</a>
		302-3	Energy Intensity	In 2024, our energy use intensity was 0.2351 megawatt hours per square meter, representing an annual decrease of 2.0% per square meter across the Hilton global portfolio of operated and franchised hotels.  Please view our 2024 Performance Tables for further detail. Our 2024 energy data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.	<a href="#">2024 Performance Tables</a> <a href="#">2024 Assurance Statement</a>
		302-4	Reduction of energy consumption	Across our global operations (operated and franchised hotels), Hilton has reduced total energy use intensity by 31.3% since 2008.  For our managed portfolio only, we have reduced total energy use intensity by 35.4% since 2008. Reductions in energy use have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies.  Refer to our 2024 Performance Tables for further detail on our energy performance and energy reduction activities.	<a href="#">2024 Travel with Purpose Report</a> (p. 12) <a href="#">2024 Performance Tables</a>
	Water & effluents	303	Management approach disclosure	At Hilton, we recognize the importance of optimizing water use and preserving biodiversity as key components of our commitment to sustainable and responsible operations. We work closely with hotels, suppliers, and community partners to enhance water efficiency, improve access to clean water, respect local wildlife, and promote ecological balance. 100% of our hotels were mapped against climate risks and mapped to WWF's Water Risk Filter. We outline actions taken to mitigate our water footprint in the 2024 Travel with Purpose Report. Please view our 2024 Travel with Purpose Report (p. 13) for further detail.	<a href="#">2024 Travel with Purpose Report</a> (p. 13) <a href="#">2024 CDP Climate Change Questionnaire</a> <a href="#">Hilton Environmental Policy Statement</a>
		303-3	Water withdrawal	In 2024, our total water withdrawal was 179,087 megaliters (179.09 million cubic meters). Our water consumption intensity was 492 liters per square meter, representing an annual decrease of 1.8% per square meter across the Hilton global portfolio of operated and franchised hotels.  Across our global operations (operated and franchised hotels), Hilton has reduced total water use intensity by 35.4% since 2008. For our managed portfolio only, we have reduced total water use intensity by 36.3% since 2008.  Please view our 2024 Travel with Purpose Report (Water, p. 19) and 2024 Performance Tables for further detail. Our 2024 water data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.	<a href="#">2024 Travel with Purpose Report</a> (p. 13) <a href="#">2024 Assurance Statement</a> <a href="#">2024 Performance Tables</a>

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Specific disclosure

MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Environmental	Emissions	305	Management approach disclosure	<p>Hilton was the first major hospitality company to set science-based targets for reducing greenhouse gas emissions, aligning with the Science Based Targets initiative (SBTi). In 2024, we implemented key initiatives to enhance energy efficiency, reduce emissions, and promote renewable energy in our hotels. These efforts not only generated cost savings for our owners but also improved operations for our Team Members.</p> <p>We outline actions taken to mitigate our carbon footprint in the 2024 Travel with Purpose Report.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (Energy Efficiency, p. 12; Source with Purpose, p. 15)</p> <p><a href="#">Hilton Environmental Policy Statement</a></p> <p><a href="#">Hilton Energy Stewardship Policy Statement</a></p>
		305-1	Direct (Scope 1) GHG emissions	<p>In 2024, our Scope 1 emissions were 0.44 million metric tons of CO<sub>2</sub>e across our global portfolio of operated properties.</p> <p>Please view our 2024 Performance Tables for further detail. Our 2024 Scope 1 emissions data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		305-2	Energy indirect (Scope 2) GHG emissions	<p>In 2024, our Scope 2 location-based emissions were 2.14 million metric tons of CO<sub>2</sub>e. Our Scope 2 market-based emissions were 2.06 million metric tons of CO<sub>2</sub>e across our global portfolio of operated properties.</p> <p>Please view our 2024 Performance Tables for further detail. Our 2024 Scope 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		305-3	Other indirect (Scope 3) GHG emissions	<p>Per our Operational Control boundary, on-site emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. In 2024, Hilton’s Scope 3 emissions from franchisees were 3.99 million metric tons CO<sub>2</sub>e. The total includes emissions from on-site fuels combustion (1.09 million metric tons CO<sub>2</sub>e) and indirect emissions from the generation of electricity, heat or steam purchased from a utility provider (2.90 million metric tons CO<sub>2</sub>e). In addition, in 2024, we generated Scope 3 emissions of 0.03 million metric tons CO<sub>2</sub>e from employee business and air travel, and 0.11 million metric tons CO<sub>2</sub>e from the disposal of waste associated with our operations. Please view our 2024 Performance Tables for further detail. Our 2024 Scope 3 emissions data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		305-4	GHG emissions Intensity	<p>In 2024, our total Scope 1 and 2 location-based emissions intensity was 0.084 metric tons per square meter, which represents a 3.2% decrease over prior year. Our total 2024 market-based Scope 1 and 2 emissions intensity was 0.081 metric tons per square meter, representing a 5.4% decrease over prior year. Please view our 2024 Travel with Purpose Report (p. 12) and 2024 Performance Tables for further detail. Our 2024 Scope 1 and 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (p. 12)</p> <p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		305-5	Reduction of GHG emissions	<p>Please view our 2024 Performance Tables for further detail.</p>	<p><a href="#">2024 Performance Tables</a></p>
	Effluents and waste	306	Management approach disclosure	<p>Hilton is working to reduce our environmental footprint through innovative waste solutions in our operations and supply chains. In 2023, we exceeded our waste reduction goal. In 2024, we have invested in technology and best practices to minimize food spoilage, donate leftover food, and partner locally to recycle or repurpose food. We also expanded our efforts to divert waste from landfill through sustainable renovation guidance, recycling and reducing single-use plastics.</p> <p>We outline actions and initiatives taken to reduce our waste footprint in the 2024 Travel with Purpose Report.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (p. 14)</p> <p><a href="#">Hilton Environmental Policy Statement</a></p>
		306-2	Management of significant waste related impacts	<p>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.</p> <p>We outline various initiatives taken in 2024 such as food waste management, soap recycling, and reducing single use plastics in our 2024 Travel with Purpose Report. See 2024 Travel with Purpose Report (p. 14)</p>	<p><a href="#">2024 Travel with Purpose Report</a> (p. 14)</p>



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Specific disclosure

MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Environmental Continued	Effluents and waste Continued	306-3	Waste generated	<p>In 2024, total weight of waste generated was 578,398 metric tons, and a breakdown of this total by composition was 478,527 metric tons of landfill waste and 99,871 metric tons of diverted waste across our global portfolio of operated properties.</p> <p>Please view our 2024 Performance Tables for further detail. Our 2024 waste data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		306-4	Waste diverted from disposal	<p>Our 2024 landfill diversion rate for our global operations was 17.3%, while the managed portfolio achieved a diversion rate of 36.8% in 2024. Our diversion rate accounts for ongoing waste streams that are recycled, composted, incinerated for waste-to-energy, or otherwise diverted from landfill.</p> <p>Please view our 2024 Travel with Purpose Report (Waste reduction, p. 14) and 2024 Performance Tables for further detail. Our 2024 waste data has been externally assured on a limited assurance basis, as noted in our 2024 Assurance Statement.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (Waste reduction, p. 14),</p> <p><a href="#">2024 Assurance Statement</a></p> <p><a href="#">2024 Performance Tables</a></p>
		306-5	Waste directed to disposal	<p>In 2024, our landfilled waste was 478,527 metric tons. Our landfilled waste intensity was 0.0052 metric tons per square meter, representing an annual increase of 23.3% per square meter across the Hilton global portfolio of operated and franchised hotels, and offices. Across our global operations, Hilton has reduced landfilled waste intensity by 46.6% since 2008.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (Waste reduction, p. 14)</p> <p><a href="#">2024 Performance Tables</a></p>
	Supplier environmental assessment	308	Management approach disclosure	<p>Sourcing for properties in 145 countries and territories, Hilton Supply Management (HSM) recognizes the importance of creating positive economic, environmental and community impact across our supply chain. In 2024, we launched Source with Purpose, our global strategy to advance positive impact across the supply chain through responsible and sustainable procurement.</p> <p>From our Responsible Sourcing Policy and Animal Welfare Statement to our EcoVadis partnership—which ensures suppliers are responsible and ethical business partners—we feel it’s critical to know where and how our products are made. We hold suppliers to the highest standards and work at every level of the supply chain to advance shared goals.</p> <p>For more information on our responsible sourcing, please see page 15 of our 2024 Travel with Purpose Report.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (Source with Purpose, p. 15)</p> <p><a href="#">Hilton Responsible Sourcing Policy</a></p> <p><a href="#">Hilton Environmental Policy Statement</a></p>
		308-1	New suppliers that were screened using environmental criteria	<p>89 new suppliers were screened using EcoVadis environmental criteria in 2024.</p>	<p>GRI Content Index</p>
Social	Employment	401	Management approach disclosure	<p>At Hilton, we believe the best hospitality makes people feel at home. For our Team Members, this means more than just a job—it’s a pathway to a fulfilling career with access to tools, training, and lifelong learning. In our communities, we’re opening doors for the next generation of hotel owners and making the dream of owning or growing a business attainable for all, shaping a better future for our industry.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (pp. 8-10)</p> <p><a href="#">Hilton Great Places to Work Profile</a></p> <p><a href="#">Hilton Careers Website</a></p> <p><a href="#">Corporate Awards</a></p> <p><a href="#">Hilton Slavery and Trafficking Statement</a></p>
		401-2	Benefits provided to full-time employees	<p>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.</p>	<p><a href="#">Hilton Careers Website (Benefits page)</a></p>
		401-3	Parental Leave	<p>For more information regarding Hilton's policy on parental leave see the Hilton Careers website (Benefits page).</p>	<p><a href="#">Hilton Careers Website (Benefits page)</a></p>

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Specific disclosure

MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Social Continued	Occupational health & safety	403	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.  With a global footprint across 140 countries and territories, written descriptions of occupational health and safety functions vary by region, and reflect local legislative requirements.	<a href="#">Hilton Code of Conduct</a> <a href="#">2024 Travel with Purpose Report</a> (p. 21) <a href="#">Occupational Health and Safety Policy</a>
	Training & Education	404	Management approach disclosure	Our goal at Hilton is to build an always-on, lifelong learning environment, and to train Team Members on the key business needs in an efficient and agile way. Together, we believe we are a workplace of great opportunity where Team Members come for a job and stay for a career. Our wide-range of learning and development opportunities include signature leadership development programs like LAUNCH, access to debt-free education through Guild, and expanded mentorship opportunities for all through MentorcliQ.	<a href="#">2024 Travel with Purpose Report</a> (pp. 8-10)
		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	We continuously strive to offer enhanced learning and development programs and resources to help them achieve their educational and professional goals. Hilton University provides the ability for Team Members to explore new skills or expand expertise through a catalog of over 27K courses from best-in-class partners, including LinkedIn Learning. People Leader Essentials offers a self-paced curriculum to all Team Members on key leadership topics, including effective communication, delegation, prioritization, coaching, and talent development to support current, new and future people leaders at Hilton. We offer additional programs including our LAUNCH rotational program and our Luxury Leader Program.	<a href="#">2024 Travel with Purpose Report</a> (Our People, pp. 8-10)
		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	At Hilton, we’re building opportunity for all—within our walls and beyond. Inspired by Conrad Hilton’s belief in the power of hospitality to uplift lives, we’re committed to engaging, supporting, and creating meaningful opportunities for our Team Members and communities. Today, we continue to be inspired by this belief and guided by our responsibility to positively impact the destinations and communities where we operate. Hilton’s Pathways Program was established to create new career advancement opportunities for new pipelines of talent while generating economic opportunity in the communities where we operate.  See Travel with Purpose Report (Our People, pp. 8–10) and Hilton Great Places to Work profile.	<a href="#">2024 Travel with Purpose Report</a> (Our People, pp. 8–10) <a href="#">Hilton Great Places to Work Profile</a>
		405-1	Diversity of governance bodies and employees	The Company values diversity on an organizational basis and seeks to achieve a mix of Board members that represent a diversity of background and experience. Although the Board does not establish specific goals with respect to diversity, the Company’s Corporate Governance Guidelines provide that any pool of director candidates will include candidates with diverse backgrounds, perspectives and experiences.	<a href="#">2025 Proxy Statement</a> (p. 13) <a href="#">Corporate Governance Guidelines</a>

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Specific disclosure

MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Social Continued	Local communities	413	Management approach disclosure	<p>Hilton Global Foundation (HGF) serves as the primary international philanthropic arm at Hilton. HGF works to create a better world to travel, ensure a sustainable future for generations to come, and supercharge progress towards Hilton 2030 Travel with Purpose Goals.</p> <p>The Hilton Global Foundation partners with and awards grants to organizations that create positive impact in our communities in three key strategic areas:</p> <ul style="list-style-type: none"><li>• Environmental Sustainability</li><li>• Career Development</li><li>• Community Resilience</li></ul>	<p><a href="#">2024 Travel with Purpose Report</a> (pp. 19-20)</p> <p><a href="#">2024 Hilton Global Foundation Impact Report</a></p>
		413-1	Operations with local community engagement, impact assessments and development programs	Our community impact goals are applicable to our global portfolio, with community impact reporting requirements tracked through LightStay.	<a href="#">2024 Travel with Purpose Report</a> (Our Communities, pp. 16-18)
	Supplier social assessment	414	Management approach disclosure	<p>Hilton utilizes the EcoVadis platform to help evaluate business practices related to the environment, labor &amp; human rights, ethics and procurement activities. As a supplier, Hilton itself undergoes an annual EcoVadis sustainability assessment. In 2024, Hilton earned a Silver medal, placing it in the top 15% of companies assessed by EcoVadis. We require our suppliers to have appropriate management systems and comply with our Responsible Sourcing Policy, including Human Rights Principles. To assess their practices, we use data platforms like EcoVadis and Exiger, along with our internal due diligence process which ensures vendors meet and maintain Hilton's standards throughout the contract term.</p>	<p><a href="#">2024 Travel with Purpose Report</a> (p. 5 and p. 22)</p> <p><a href="#">Hilton Responsible Sourcing Policy Statement</a></p>
		414-1	New suppliers that were screened using labor practices criteria	89 new suppliers were screened using EcoVadis social criteria in 2024.	GRI Content Index
	Customer privacy	418	Management approach disclosure	Our management approach to customer privacy is outlined in the Hilton Global Privacy Statement.	<p><a href="#">Hilton Global Privacy Statement</a></p> <p><a href="#">2024 Travel with Purpose Report</a> (p. 21)</p> <p><a href="#">2024 Form 10-K</a> (Item 1. Business, p. 3; Item 1A. Risk Factors, pp. 21-23; Item 1C. Cybersecurity, pp. 33-34)</p>
		418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	No known significant breaches occurred during the reporting period.	GRI Content Index