Hilton FOR THE STAY

Limited Assurance Verification

for Hilton Inc.
Publicly Reported 2025 Greenhouse Gas, Environmental, and Social Data

DEKRA

Performed By

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Assurance summary

Hilton Worldwide Holdings Inc. (Hilton) engaged DEKRA Certification, Inc. (DEKRA) to perform an independent third-party limited assurance engagement for selected environmental and social metrics reported by Hilton for calendar year (CY) 2025. Hilton publicly discloses this information through multiple channels, including, but not limited to CDP (formerly the Carbon Disclosure Project), and its *Travel With Purpose* website (https://travelwithpurpose.hilton.com.) The Limited Assurance Verification was conducted in accordance with *ISO 14064-3 - Specification with guidance for the validation and verification of greenhouse gas assertions.*

Reporter	Hilton Worldwide Holdings Inc.
Assurance Provider	DEKRA Certification, Inc.
Reporter Contact	Bharati Bhosale
Lead Verifier	David Jonas
Senior Reviewer	James Giannantonio
Reporting Year	2025
Reporting Scheme	Various – CDP (formerly the Carbon Disclosure Project), GRI, SASB and Hilton TWP report
Geographical Scope of Assurance	Worldwide
Assurance Scope	CO_2, CH_4, N_2O emissions; Water Use; Energy Use; Waste Generation and Landfill Diversion; Year on Year Changes
Organizational Boundaries	Corporate facilities and owned and managed hotels for Scope 1 and Scope 2 greenhouse gas (GHG) emissions.
Operational Boundaries	Scope 1 and Scope 2, and select Scope 3 categories
Objectives	An evaluation of the following: • Accuracy of publicly reported environmental data, including GHG emissions, water and energy use, and waste generated and diverted from landfills; • Accuracy of publicly reported social impact data volunteering hours, disaster relief and Action Grants funds distributed and anti-trafficking trainings; and • The organization's controls over its reported corporate responsibility data
Criteria	*ISO 14064-3:2019 - Specification with guidance for the validation and verification of greenhouse gas assertions.*
Level of Assurance	Limited Assurance
Materiality	5%
Assurance Findings	**Positive Verification**

Limited Assurance Verification Opinion

Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, DEKRA has issued the following verification opinion:

Positive Verification

DEKRA concludes with limited assurance that there is **no evidence** that Hilton's GHG and other environmental claims in the following Tables:

- Are not materially correct
- Are not a fair representation of the GHG emissions data and information; and
- Are not prepared in accordance with the applicable World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Standards

Qualifications: None

Table 1 – Greenhouse gas emissions

INDICATOR	2025 TOTAL – $MTCO_2e$	INTENSITY – $MTCO_2e/m^2$	INTENSITY – CHANGE FROM 2024
Scope 1 Direct emissions	477,871	0.0150	4.7%
Scope 2 Indirect emissions (Location-based)	2,084,001	0.0656	-5.4%
Scope 2 Indirect emissions (Market-based)	1,965,471	0.0619	-7.6%
Scope 1 + 2 emissions (Location-based)	2,561,872	0.0807	-3.7%
Scope 1 + 2 emissions (Market-based)	2,443,342	0.0769	-5.4%
Scope 3 emissions from Franchises (Market-based)	4,011,353	0.0630	-4.9%
Scope 3 emissions from Landfilled Waste	99,141	0.00312	-10.5%
Scope 3 emissions from Business Travel	22,942	—	-13.8%*

*Based on Absolute Values

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Table 2 – Other environmental data

INDICATOR	2025 TOTAL	INTENSITY	INTENSITY – CHANGE FROM 2024
Energy consumption (MWh)	**MWh**	**MWh/m²**	**%**
Managed (Hotels + Corporate Offices)	7,531,542	0.2372	-1.6%
Franchised	14,561,386	0.2288	-1.4%
Total	22,092,928	0.2316	-1.5%
Water consumption	**Megaliters**	**Liters/m²**	**%**
Managed (Hotels + Corporate Office)	14,550	458	-1.3%
Franchised	31,190	490	-3.2%
Total	45,740	479	-2.5%
Water withdrawals	**Megaliters**	**Liters/m²**	**%**
Managed (Hotels + Corporate Office)	58,199	1,833	-1.3%
Franchised	124,759	1,960	-3.2%
Total	182,958	1,918	-2.5%
Landfilled waste	**Metric Tons**	**MT/m²**	**%**
Managed (Hotels + Corporate Office)	105,469	0.0033	-10.4%
Franchised	371,987	0.0058	-2.2%
Total	477,456	0.0050	-4.1%
Waste diverted from landfill	**Metric Tons**	**MT/m²**	**%**
Managed (Hotels + Corporate Office)	67,441	0.00212	-1.4%
Franchised	34,564	0.00054	-1.7%
Total	102,005	0.00107	-1.8%
Waste diversion rate (%)			
Managed (Hotels + Corporate Office)	39.0%	—	6.1%
Franchised	8.5%	—	0.4%
Total	17.6%	—	1.9%

Table 3 – Social impact data

INDICATOR	2025 TOTAL
Disaster relief funds distributed to Hilton Team Members through the Team Member Assistance Fund in 2025	$567,510
Volunteering (number of hours logged)	1,832,087
Grants awarded to community partners through the Hilton Global Foundation	$2,660,690
Team members supported by the Team Member Assistance Fund	834
Mandatory Anti-Trafficking Training - (% of General Managers attesting all hotel Team Members have completed)	Managed: 99.8%
	Franchised: 90.2%
Local Sourcing and small business: Number of diverse and small businesses supported	2,148

GHG claim evaluation

The information presented in Tables 1 through 3 (the "Reported Data") is centrally managed at Hilton's corporate headquarters in McLean, Virginia. For the purposes of this assurance engagement, the data presented in Tables 1 and 2 is classified as environmental data, while the data presented in Table 3 is classified as social impact data.

The environmental data is derived from utility and operational data reported by more than 7,900 managed and franchised properties through LightStay, Hilton's environmental and community impact management platform. LightStay, which was launched in 2009, was developed to track sustainability performance across Hilton's global portfolio and to support the adoption of best practices aimed at reducing environmental impacts. Hilton works in close collaboration with ei3, the platform's technology partner and system host, to continually enhance LightStay's functionality for hotel owners, operators, and management teams.

As a global brand standard, all managed and franchised hotels are required to use LightStay to report environmental and social impact data to Hilton. Under the current brand standard, hotels are required to input the following information into LightStay monthly:

- Energy consumption from all applicable sources, including electricity, natural gas, steam, chilled water, and other fuels.
- Water consumed from all sources, including municipal supply and other sources.
- Waste generation and disposition, including landfilled waste and diverted waste streams (e.g., recycling, organics, and other diversion methods).
- All applicable volunteering events and charitable contributions including food donations, bath amenities, linens, furniture, fixtures and equipment (FF&E), and other donated materials.
- As a brand standard, all hotels are required to establish annual reduction targets and maintain active initiatives related to energy efficiency, water conservation, and waste reduction.

Hilton tracks and supports hotel compliance with the LightStay brand standards globally through the use of LightStay compliance alerts, monthly compliance reports, and direct communications with the Regional Property Operations and Brand Performance teams.

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LightStay Data Management System

The LightStay system is designed to support the accurate collection of data across Hilton's global hotel portfolio. The system incorporates multiple features intended to accommodate regional operating differences and support data quality, including the following:

- Global conversions: LightStay enables hotels to enter data in a variety of consumption units, consistent with their utility bill, and provides flexibility to enter costs in local currency.
- Property variables: LightStay automatically populates weather and room occupancy monthly. Floor area and other key details are included in the Property Profile, which all properties are required to complete as a brand standard.
- Greenhouse gas calculations: Hilton utilizes *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)*. Historical emissions factors for electricity, natural gas, and other energy sources are stored in LightStay and used to calculate the hotel's Scope 1, Scope 2, and Scope 3 emissions. Location-based electricity CO2e emission factors are updated annually in LightStay for the current calendar, based on the most recent and accurate source data available for the country or subregion.
- Compliance Alerts: The LightStay system generates monthly alerts for incomplete or out-of-range consumption values. Hotels have 60 days to enter their utility bills, or they will receive an alert message in LightStay. Hotels must address all outstanding alerts within 30 days to remain in compliance with the brand standards.
- LightStay Training: All new hotels must complete an online LightStay training course through Hilton University within three months of opening. Advanced courses are available, and LightStay offers extensive user guidance and how-to-guides.
- LightStay Support: Hotels are encouraged to contact the LightStay Support team to help understand their alerts and correct any data input errors. LightStay Support attempts to contact hotels directly to resolve major data issues and may also correct obvious decimal or unit errors, with notification sent to the hotel.

Since 2010, utility and operational data collected through LightStay has been used to support Hilton's external reporting of energy, GHG emissions, water consumption, and waste management performance. Hilton and its consultants have applied a consistent methodology, adapted to meet the company's Travel with Purpose goals.

Consistent with Hilton's 2030 Travel with Purpose goals, sustainability performance is measured and reported using floor area intensity metrics, expressed as consumption per square meter of total gross building area.

Reporting scopes:

Scope 1 includes direct GHG emissions from all onsite fuel combustion at Hilton's managed and corporate properties. These emissions primarily arise from the use of natural gas for comfort heating and hot water generation.

Scope 2 includes indirect GHG emissions with the consumption of purchased electricity at Hilton's managed hotel properties and corporate offices. Electricity-related carbon dioxide equivalent (CO_2e) emission factors for the applicable reporting geographies were verified based on country or subregion specific source data, including, where applicable, the U.S. Environmental Protection Agency's (EPA) eGRID, the UK's Department for Environment Food and Rural Affairs (DEFRA), and International Energy Agency (IEA) datasets.

Scope 3 includes applicable indirect emissions resulting from franchised hotel operation, including both onsite fuel use and purchased electricity consumption. Scope 3 emissions also include emissions associated with landfilled waste generated at managed hotel properties and Hilton's corporate business travel activities. Again, CO_2 emission factors were verified for different countries and subregions based on international standard data.

Risk evaluation

Sufficiency, Appropriateness, and Material misstatement

The completeness and reliability of the data, along with the appropriateness of the automated LightStay calculations and subsequent corporate level analysis, were evaluated based on data sufficiency, methodological appropriateness, and the risk of material misstatement.

Sufficiency Risk. Given the high proportion of reporting properties (7,972) relative to the total population, which includes 7,040 franchised properties, 907 managed properties, and 25 corporate offices, the risk of data insufficiency was assessed as **Low**. Annual sustainability results are based on an evaluation of year-over-year results for a reference group of properties for which data was verified as complete and accurate for aggregated reporting purposes. For the 2025 reporting period, the reference group represented approximately 94% of total managed properties. Analysis of the reference group's performance supplied the average values (by region) used to complete and correct data from the remaining properties. Data gathered using the LightStay system has been verified at the site level by DEKRA site sampling, included in Hilton's ISO 9001, ISO 14001, and ISO 50001 site visits. Data anomalies are analyzed at the site level and corrective actions are implemented.

Appropriateness Risk. The automated calculations in LightStay (floor area normalization) have been verified for this and all previous reporting cycles and no errors have been found. Hence, the Risk of inappropriate analysis in the LightStay system was determined to be **Low**. Data, once it is reported into LightStay, is also analyzed at the corporate level annually for anomalies and missing data, and properties are excluded from the reference group.

Materiality Risk. The risk of material misstatement was assessed as **Low**. During the initial data analysis, Hilton identified a single property exhibiting significant anomalies that resulted in an overstatement of energy consumption metrics by approximately 2.4%. To ensure a more representative dataset exhibiting a normal distribution, this property was excluded from the final analysis. This adjustment was reviewed by DEKRA and determined to be appropriate.

The materiality of the applied methodology was further evaluated by comparing results derived from unmodified (raw) data for all non-anomalous properties against results produced using the final (reported) dataset with all normalization factors applied. At the global level, the raw data indicated an emissions intensity of 0.0666 metric tons CO_2e per square meter, while the normalized reported dataset indicated an emissions intensity of 0.0693 metric tons CO_2e per square meter. The resulting variance of 4.1% is within the established 5% materiality threshold, and the fact that the reported result reflects a higher emissions intensity than the raw data provides additional confidence that the applied methodology did not understate reported emissions.

Other environmental claims

Water and Waste Data were both reported into LightStay using the same platform as the energy and GHG data reviewed above. During the data cleansing process, the properties' water use and waste stream data were evaluated, consistent with the criteria regarding missing and anomalous data above, to determine the reference group and to estimate impacts by excluded and new hotels. Water anomalies were added to the audited group (see 'Materiality Risk' above).

Community Impact Data. Properties report on volunteer events and participation through LightStay. The summary report of the number of volunteer hours reported was reviewed. Numeric outliers were identified, and the specific entries within LightStay were reviewed. No discrepancies were noted.

Hilton provides community grants through the Hilton Global Foundation to properties requesting funds for social or environmental projects. A review of the HGF Total Giving spreadsheet confirmed the amount of grants awarded to community partners by Hilton in 2025.

Hilton provides support to team members through the Team Member Assistance Fund. A review of the TMAF_2025_Revised spreadsheet provided by Hilton confirmed the number of team members supported matched what is being reported for 2025. No discrepancies were noted.

About DEKRA

DEKRA Certification Inc. is a Management System certification company that has provided ISO 9001, 14001 and 50001 certification services to Hilton since 2010.

Beginning in 2008, DEKRA (then operating as KEMA Registered Quality, Inc.) has provided independent validation services to Hilton for their LightStay Program. DEKRA did not assist or consult with Hilton at any time in generating the Reported Data within the scope of the verification. DEKRA has procedures in place to ensure its work is free from bias and is not unduly influenced by outside parties. DEKRA employees and contractors who participated in assurance activities were free from personal, financial, or other relationships that would potentially compromise their impartiality.

Likewise, the personnel who performed assurance activities were all experienced environmental, sustainability, and social responsibility auditors. The competence of these individuals is continually monitored and recorded. All assurance activities were subject to DEKRA's peer review and quality assurance processes.

Attested by

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