

2025 Global Reporting Initiative (GRI)

Hilton Worldwide Holdings Inc. has reported in reference to the GRI Standards for the period January 1, 2025 to December 31, 2025.

General disclosures

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2025	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 2025, Hilton operated or franchised hotels and resorts in 143 countries and territories.	Refer to About Hilton for more information 2025 Form 10-K (Item 1. Business—Overview, p. 3)
	2-2	Entities included in the organization’s sustainability reporting	2025 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.	2025 Travel with Purpose Report (p. 29)
	2-3	Reporting period, frequency and contact point	Our reporting cycle is annual and our reporting period is for the calendar year 2025. Our most recent Travel with Purpose report was published May 2026. For more information, contact us at TWP@hilton.com .	
	2-4	Restatements of information	None during the reporting period	
	2-5	External assurance	2025 Assurance Statement	2025 Assurance Statement
	2-6	Activities, value chain, and other business relationships	Hilton (NYSE: HLT) is a leading global hospitality company with a portfolio of 25 world-class brands. As reported in our 2025 Form 10-K, at year-end 2025 Hilton operated, franchised or licensed 9,158 properties comprising 1,351,351 rooms in 143 countries and territories as of December 31, 2025. Founded in 1919, Hilton has been an innovator in the industry for over 105 years, driven by the vision of founder Conrad Hilton “to fill the earth with the light and warmth of hospitality.” Our premier brand portfolio includes luxury, lifestyle, full service, focused service and all-suites hotel brands, as well as timeshare brands. As of December 31, 2025, we had 243 million members in our award-winning guest loyalty program, Hilton Honors, an increase of 15 percent from December 31, 2024. 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 2025 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 2025 Travel with Purpose Report (Hilton at-a-Glance, p. 3; Source with Purpose, pp. 18–20), our Hilton Responsible Sourcing Policy, 2030 Responsible Sourcing Goals.	2025 Form 10-K (Item 1. Business, pp. 3–15; Item 7. pp. 37–41) 2025 Travel with Purpose Report (Hilton at-a-Glance, p. 3, Source with Purpose, pp. 18–20) Hilton Supply Management Responsible Sourcing Goals Responsible Sourcing Policy

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GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
GRI 2: General disclosures 2025 Continued	2-7	Employees	As of December 31, 2025, we employed or managed approximately 182,000 individuals at our leased and managed hotels and corporate offices. Our human capital management strategy focuses on attracting, developing and retaining the best talent in the industry, and our executive committee reviews talent strategy and succession plans on a quarterly basis to assess current and future talent needs. We want to build a strong employee-centered culture that creates connectivity, camaraderie and trust among all employees, which then supports our employees in delivering positive experiences to guests at our hotels. Hilton’s commitment to building strong culture focuses on creating a workplace that offers strong growth opportunities and is driven by purpose. This dedication has earned Hilton global recognition as the 2025 #1 World’s Best Workplace by Fortune and Great Place to Work, marking the ninth consecutive year as the top hospitality company in the world. Hilton was recognized as a Great Place to Work in 67 countries in 2025, achieving #1 rankings in 18 markets, including the U.S. During the year ended December 31, 2025, we continued to see sustained indicators of workforce stability, with retention improving versus last year and hiring volume aligned with normalized business operations. We continue to review our benefits and programmatic offerings to ensure we remain competitive, are investing in our employees’ development and well-being and are enhancing our recruiting strategies to tap into new pools of talent.	2025 Form 10-K (Item 1. Business— Our People: Building Opportunities for All, p. 9 and Human Capital Management, p.10)
	2-8	Workers who are not employees	There were approximately 328,000 additional individuals employed by third-party owners working at our franchised properties.	2025 Form 10-K (Our People: Building Opportunities for All, p. 9)
	2-9	Governance structure and composition	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 & 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. 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 Company’s highest governance body and its committees can be found here: Hilton Board of Directors; 2026 Proxy Statement (Board Nominee Composition, p. 2).	Corporate Governance Guidelines (Role and responsibility of the Board, p. 1) 2026 Proxy Statement (Board Nominee Composition, p. 2; Nominees for Election to the Board of Directors in 2026, pp. 4–6) Hilton Board of Directors 2025 Travel with Purpose Report (Corporate Responsibility and Governance, p. 26) Committee Composition Nominating and Corporate Governance Committee Charter
	2-10	Nomination and selection of the highest governance body	See our Director Nomination Process in the 2026 Proxy Statement (p. 12).	Committee Composition 2026 Proxy Statement (Director Nomination Process, p. 12) Corporate Governance Guidelines (p. 2)
	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.	Hilton Board of Directors 2026 Proxy Statement (Board Structure, p. 9)

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GRI 2: General disclosures 2025 Continued	2-12	Role of the highest governance body in overseeing the management of impacts	As one of the world’s largest hospitality companies, Hilton recognizes its responsibility to create positive environmental and community impact 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. We manage risk through a comprehensive Enterprise Risk Management (ERM) framework supported by strong governance, operational controls, and enterprise-wide engagement. We evaluate risks across our hotels and supply chains, provide safety and security training for Team Members, equip teams with a global crisis communication app for emergency response, and maintain a strong commitment to protecting customer data privacy. Key risks are embedded in our ERM process, supported by an annual Global Enterprise Risk Survey.	2025 Travel with Purpose Report (Corporate Responsibility and Governance, p. 26) Nominating and Corporate Governance Committee Charter 2025 Form 10-K (Sustainability and Community Impact, p. 9)
	2–13	Delegation of responsibility for managing impacts	To effectively advance and operationalize Travel with Purpose, we have established a structure to provide strong guidance and oversight. This structure includes frequent engagement with our Board and executives, and cross-functional ownership and feedback from Team Members across the business. The Board oversees performance against our Travel with Purpose 2030 goals, reviews the environmental and community impact 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 and progress on a quarterly basis, and makes recommendations to the Board as appropriate.	2025 Travel with Purpose Report (Corporate Responsibility and Governance, p. 26) Nominating and Corporate Governance Committee Charter
	2-14	Role of the highest governance body in sustainability reporting	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.	2025 Travel with Purpose Report (Corporate Responsibility and Governance, p. 26) Nominating and Corporate Governance Committee Charter
	2-15	Conflicts of interest	The highest governance body’s processes to ensure that conflicts of interest are prevented and mitigated are outlined in the 2026 Proxy Statement (Transactions with Related Persons, p. 56) 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) 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 2026 Proxy Statement. For further information see the Nominating and Corporate Governance Committee Charter “Conflicts of Interest.”	Nominating and Corporate Governance Committee Charter Hilton Code of Conduct (Conflicts of Interest, p. 17) Corporate Governance Guidelines 2026 Proxy Statement (Code of Conduct and Ethics and Compliance, p. 12; Transactions with Related Persons, p. 56)
	2-16	Communication of critical concerns	As a core underpinning of our entire organization, our board of directors oversees our ethics and compliance program, which requires all Hilton employees to conduct themselves at the highest standards with respect to all ethics and compliance matters. Our Code of Conduct establishes a set of global business principles, with our compliance organization, training, risk management and monitoring activities tailored to address unique risks by geography, business line, function and level. The Code of Conduct is supported by robust compliance policies addressing risk areas such as corruption, trade sanctions, insider trading, privacy, confidential information, antitrust and escalation of concerns. 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.	Ethical Business Conduct at Hilton 2025 Travel with Purpose Report (p. 27) Hilton Code of Conduct 2025 Form 10-K (Governance, Ethics and Regulatory Compliance, p. 12)

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GRI 2: General disclosures 2025 Continued	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 2026 Proxy (Board and Committee Evaluations, p. 12).	Corporate Governance Guidelines (Evaluation of Board Performance) 2026 Proxy Statement (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.	Corporate Governance Guidelines Compensation Committee Charter 2026 Proxy Statement (Compensation of Directors, pp. 14–15)
	2-20	Process to determine remuneration	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 2026 Proxy Statement. See 2026 Proxy Statement (pp. 10, 20–21)	Compensation Committee Charter 2026 Proxy Statement (pp. 10, 20–21)
	2-21	Annual total compensation ratio	See 2026 Proxy Statement (p. 44)	2026 Proxy Statement (p. 44)
	2-22	Statement on sustainable development strategy	See executive statement in our Travel with Purpose Report.	2025 Travel with Purpose Report (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.	About Hilton Hilton Code of Conduct Hilton Environmental Policy Statement Hilton Responsible Sourcing Policy Hilton Human Rights Principles Slavery and Human Trafficking Statement
	2-24	Embedding policy commitments	We outline how our policy commitments are embedded into business activities and relationships in our Travel with Purpose Report.	2025 Travel with Purpose Report (Corporate Responsibility and Governance, p. 26)

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GRI 2: General disclosures 2025 Continued	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 is committed to upholding high standards, with a strong focus on key human rights concerns including forced labor, child labor human trafficking, and unethical 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 the 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.	2025 Travel with Purpose Report (p. 27)
	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 the Hilton Hotline.	Hilton Code of Conduct Hilton Hotline 2025 Travel with Purpose Report (p. 27) Hilton Stakeholder Engagement Policy Statement
	2-27	Compliance with laws and regulations	See Legal Proceedings in 2025 Form 10-K.	2025 Form 10-K (Item 3. Legal Proceedings, p. 34)
	2-28	Membership associations	Hilton champions sustainable travel by leading global efforts in destination stewardship and community impact and actively participating in industry groups that support these initiatives. In 2025, Hilton leaders continued to serve on the Global Business Travel Association (GBTA) Sustainability Leadership Council, American Hotel & Lodging Association (AHLA) Sustainability Committee, and World Sustainable Hospitality Alliance (WSHA) Senior Advisory Council and Executive Forum. 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.	2025 Travel with Purpose Report (p. 16)
	2-29	Approach to stakeholder engagement	Hilton strives to create long-term value for all our stakeholders and strengthen the resilience of our business while also advancing our positive impact and delivering meaningful guest experiences 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 impact 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. We embed sustainable practices across our supply chain through Hilton Supply Management programs by understanding supplier practices. We require suppliers to meet our Responsible Sourcing Policy standards and prioritize assessing high-spend and high-risk suppliers on environmental, ethics, labor, and human rights business practices. Learn more about our approach to stakeholder engagement.	Hilton Stakeholder Engagement Policy Statement 2025 Travel with Purpose Report (Stakeholder & Supplier Engagement, p. 26) 2025 Form 10-K (Item 1. Business—“Sustainability and Community Impact” p. 9)

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GRI 2: General disclosures 2025 Continued	2-30	Collective bargaining agreements	As of December 31, 2025, approximately 25 percent of people employed or managed by us globally and approximately 45 percent of people working in the U.S. were covered by various collective bargaining agreements that generally address pay rates, working hours, other terms and conditions of employment, certain employee benefits and orderly settlement of labor disputes.	2025 Form 10-K (Item 1. Business—“Our People: Building Opportunities for All—Compensation and Benefits,” p. 10) Hilton Stakeholder Engagement Policy Statement
	GRI 3:	Material topics		
	2025			
GRI 3: Material topics 2025	3-1	Process to determine material topics	Please see 2020 Materiality Assessment for more information.	Hilton 2020 Materiality Assessment
	3-2	List of material topics	For list of material topics, see 2020 Materiality Assessment.	Hilton 2020 Materiality Assessment (pp. 6–7)
	3-3	Management of material topics	We disclose our approach to each of our material topics in our Travel with Purpose Report. Please see the 2025 Travel with Purpose Report for more detail.	2025 Travel with Purpose Report

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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Economic	Economic impacts	201	Topic management	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 2025 Form 10-K.	2025 Form 10-K (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 2025 Form 10-K (Item 1. Business—Overview; Item 8. Financial Statements and Supplementary Data).	2025 Form 10-K (Item 1. Business, pp. 3–13; Item 8. Financial Statements and Supplementary Data, pp. 54–97)
		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 143 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.	2025 Form 10-K (Item 1A. Risk Factors—Climate change could adversely affect our business, p. 27)
		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 2025 Form 10-K (Note 14, Employee Benefit Plans and Note 15, Share-Based Compensation)	2025 Form 10-K (Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note 14, Employee Benefit Plans, Note 15, Share Based Compensation, pp. 88–93)
	Indirect economic impacts	203	Topic management	At Hilton, we believe hospitality has the power to change lives. We create pathways for lifelong career growth and open doors for all. By equipping Team Members with tools and training to thrive, and empowering aspiring owners with education, networking, and access to capital, we’re building a more inclusive and vibrant future for hospitality. We are dedicated to being responsible stewards of the communities where we operate by investing in local businesses, supporting disaster relief, inspiring service, and preserving cultural heritage. We are bringing together peers across the hospitality industry to confront and prevent human trafficking throughout the travel journey, while the Hilton Global Foundation and our community-focused programs advance environmental sustainability, career development, and community resilience. Together, these efforts reflect our belief that travel can be a powerful force for good—helping communities thrive and grow stronger because Hilton is there. Please view our 2025 Travel with Purpose Report (Our People, pp. 10–13, Our Communities, pp. 21-24) for further detail.	2025 Travel with Purpose Report (Our People, pp. 10–13, Our Communities, pp. 21–24)
		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 2025 Travel with Purpose Report (Our Communities, pp. 21-23; Hilton Global Foundation, p. 24) for further detail.	2025 Travel with Purpose Report (Our Communities, p. 21–23; Hilton Global Foundation, p. 24) Hilton Global Foundation 2025 Impact Report

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Economic Continued	Procurement practices	204	Topic management	As the world’s largest hospitality-focused procurement and supply chain provider, Hilton Supply Management (HSM) delivers end-to-end solutions and 24/7 support to 25K+ properties globally, sourcing in partnership with 4K+ suppliers. Through our global responsible sourcing strategy, Source with Purpose, HSM prioritizes responsible, sustainable, and inclusive sourcing to create positive economic, environmental, and community impact. By embedding these principles into partnerships—rooted in service and powered by scale—HSM delivers unmatched ability to drive savings, overcome challenges, and create lasting value, playing a critical role in advancing Hilton’s commitment to responsible travel and tourism worldwide. In 2025, Hilton continued to partner across the industry through the Hospitality Alliance for Responsible Procurement (HARP) to engage EcoVadis-rated suppliers on performance improvement and increase the number of our suppliers rated by EcoVadis. 170+ suppliers were engaged to become a HARP supplier, expanding the industry’s understanding of our suppliers’ business practices. To strengthen human rights protections, we assess high-risk, high-spend suppliers through our Human Rights Questionnaire, evaluating business practices to ensure respect and protection for all individuals across our supply chain.	2025 Travel with Purpose Report (Source with Purpose, pp. 18–20)
		204-1	Proportion of spending on local suppliers	Our hotels have a powerful impact in their communities by investing in products from local artisans, farmers and small businesses while enhancing the experience for their guests. Please view our 2025 Travel with Purpose Report (Source with Purpose, pp. 18–20) for more information on local sourcing and spend.	2025 Travel with Purpose Report (Source with Purpose, pp. 18–20)
	Anti corruption	205	Topic management	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.	Hilton Code of Conduct Risk Management Overview
	Energy	302	Topic management	By embedding sustainability throughout the journey, our hotels deliver experiences guests can feel good about. Through this focus on sustainable operations and meaningful experiences, we continue to advance our commitments to reduce environmental impact and protect the destinations we serve. Hilton properties worldwide are transitioning to energy-efficient LED lighting to enhance guest experience, reduce energy use, and deliver long-term utility savings. To support this shift, hotels are leveraging Hilton resources and partnerships, including cost-effective agreements with leading U.S. LED providers through HSM-supported contracts.	2025 Travel with Purpose Report (Our Hotels, pp. 14–20).
		302-1	Energy consumption within the organization	In 2025, our total energy consumption was 22.1 million megawatt hours. Please view our 2025 Performance Tables for further detail. Our 2025 energy data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement
		302-3	Energy Intensity	In 2025, our energy use intensity was 0.2316 megawatt hours per square meter, representing an annual decrease of 1.5% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels. Please view our 2025 Performance Tables for further detail. Our 2025 energy data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement

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Environmental Continued	Energy Continued	302-4	Reduction of energy consumption	Across our global operations (owned, leased, managed and franchised hotels), Hilton has reduced total energy use intensity by 32.3% since 2008. For our managed portfolio only, we have reduced total energy use intensity by 36.4% since 2008. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Refer to our 2025 Travel with Purpose Report (pp. 8, 14–17) and 2025 Performance Tables for further detail on our energy performance and energy reduction activities.	2025 Performance Tables 2025 Travel with Purpose Report (pp. 8, 14–17)
	Water effluents	303	Topic management	By embedding sustainability throughout the journey, our hotels deliver experiences guests can feel good about. Through this focus on sustainable operations and meaningful experiences, we continue to advance our commitments to reduce environmental impact and protect the destinations we serve. In 2025, Tempo by Hilton continued their partnership with the Hilton Global Foundation and Planet Water Foundation to install AquaTowers, increasing water access and resilience in communities in need. Additionally, 100% of our hotels were mapped against climate risks and mapped to WWF’s Water Risk Filter. Please view our 2025 Travel with Purpose Report (pp. 8, 14–17, 23) for further detail.	2025 Travel with Purpose Report (pp. 8, 14–17, 23) Hilton Environmental Policy Statement
		303-3	Water withdrawal	In 2025, our total water withdrawal was 182,958 megaliters (182.96 million cubic meters). Our water consumption intensity was 479 liters per square meter, representing an annual decrease of 2.5% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels. Across our global operations (owned, leased, managed, and franchised hotels), Hilton has reduced total water use intensity by 37.1% since 2008. For our managed portfolio only, we have reduced total water use intensity by 37.1% since 2008. Please view our 2025 Travel with Purpose Report (pp. 8, 14–17) and 2025 Performance Tables for further detail. Our 2025 water data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Travel with Purpose Report (pp. 8, 14–17) 2025 Performance Tables 2025 Assurance Statement
Emissions		305	Topic management	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). We continue to advance this commitment through initiatives that improve energy and water efficiency, cut emissions, and expand renewable energy use—delivering cost savings for owners and improving operations for Team Members. Hilton’s emissions reduction strategy is a phased action plan developed in consultation with sustainability leader Schneider Electric. It guides hotels and owners through informed decisions that cut emissions and deliver cost savings, while advancing toward our emissions intensity reduction goals. This collaborative approach enables strategic investments that accelerate progress and maximize impact. Our Roadmap to Emissions Intensity Reduction starts with low-cost operational improvements, then moves to owner-led investments in high-impact energy efficiency projects, retrofits, and electrification. Next, we advance to off-site renewable energy procurement and end-of-life equipment upgrades, followed by on-site renewable generation.	2025 Travel with Purpose Report (pp. 8, 14–20) Roadmap to Emissions Intensity Reduction Hilton Environmental Policy Statement Hilton Energy Stewardship Policy Statement
		305-1	Direct (Scope 1) GHG emissions	In 2025, our Scope 1 emissions were 0.48 million metric tons of CO₂e across our global portfolio of owned, leased, and managed properties. Please view our 2025 Performance Tables for further detail. Our 2025 Scope 1 emissions data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement

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Environmental Continued	Emissions Continued	305-2	Energy indirect (Scope 2) GHG emissions	In 2025, our Scope 2 location-based emissions were 2.08 million metrics tons of CO₂e. Our Scope 2 market-based emissions were 1.97 million metrics tons of CO₂e across our global portfolio of owned, leased, and managed properties. Please view our 2025 Performance Tables for further detail. Our 2025 Scope 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement
		305-3	Other indirect (Scope 3) GHG emissions	Per our Operational Control boundary, on-site emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. In 2025, Hilton's Scope 3 emissions from franchisees were 4.01 million metric tons CO₂e. The total includes emissions from on-site fuels combustion (1.14 million metric tons CO₂e) and indirect emissions from the generation of electricity, heat or steam purchased from a utility provider (2.87 million metric tons CO₂e). In addition, in 2025, we generated Scope 3 emissions of 22,942 metric tons CO₂e from employee business and air travel, and 99,141 metric tons CO₂e from the disposal of waste associated with our operations. Please view our 2025 Performance Tables for further detail. Our 2025 Scope 3 emissions data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement
		305-4	GHG emissions intensity	In 2025, our total Scope 1 and 2 location-based emissions intensity was 0.081 metric tons per square meter, which represents a 3.6% decrease over prior year. Our total 2025 market-based Scope 1 and 2 emissions intensity was 0.077 metric tons per square meter, representing a 5.4% decrease over prior year. Please view our 2025 Travel with Purpose Report (p. 8) and 2025 Performance Tables for further detail. Our 2025 Scope 1 and 2 emissions data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Travel with Purpose Report (pp. 8, 14–17) 2025 Performance Tables 2025 Assurance Statement
		305-5	Reduction of GHG emissions	Please view our 2025 Performance Tables for further detail.	2025 Performance Tables
	Effluents and waste	306	Topic management	Hilton is redefining hotel dining across its world-class portfolio of brands and properties. With a focus on creating thoughtful, locally inspired concepts that blend bold creativity with operational scale, Hilton is reshaping the guest experience and setting a new standard for innovation in hospitality while pioneering initiatives aimed to reduce food waste and advancing smarter, more sustainable kitchen practices. We are taking innovative steps and making investments in cutting edge technology to serve up a great dining experience for our guests while reducing waste. We outline various initiatives taken in 2025 such as food waste management, soap recycling, and reducing single use plastics in our 2025 Travel with Purpose Report. See 2025 Travel with Purpose Report (pp. 8, 14–20).	2025 Travel with Purpose Report (pp. 14–20) Hilton Environmental Policy Statement
		306-2	Management of significant waste related impacts	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. We outline various initiatives taken in 2025 such as food waste management, soap recycling, and reducing single use plastics in our 2025 Travel with Purpose Report. See 2025 Travel with Purpose Report (pp. 8, 14–20).	2025 Travel with Purpose Report (pp. 8, 14–20)
		306-3	Waste generated	In 2025, total weight of waste generated was 579,462 metric tons, and a breakdown of this total by composition was 477,456 metric tons of landfill waste and 102,005 metric tons of diverted waste across our global portfolio of owned, managed and franchised properties. Please view our 2025 Performance Tables for further detail. Our 2025 waste data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Performance Tables 2025 Assurance Statement

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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Environmental Continued	Effluents and waste Continued	306-4	Waste diverted from disposal	Our 2025 landfill diversion rate for our global operations was 17.60%, while the managed portfolio achieved a diversion rate of 39.0% in 2025. Our diversion rate accounts for ongoing waste streams that are recycled, composted, incinerated for waste-to-energy, or otherwise diverted from landfill. Please view our 2025 Travel with Purpose Report (Waste, p. 8) and 2025 Performance Tables for further detail. Our 2025 waste data has been externally assured on a limited assurance basis, as noted in our 2025 Assurance Statement.	2025 Travel with Purpose Report (Waste, pp. 8, 14–20) 2025 Performance Tables 2025 Assurance Statement
		306-5	Waste directed to disposal	In 2025, our landfilled waste was 477,456 metric tons. Our landfilled waste intensity was 0.0050 metric tons per square meter, representing an annual decrease of 4.1% per square meter across the Hilton global portfolio of owned, leased, managed and franchised hotels, and offices. Across our global operations, Hilton has reduced landfilled waste intensity by 48.8% since 2008.	2025 Travel with Purpose Report (Waste, pp. 8, 14–20) 2025 Performance Tables
	Supplier environmental assessment	308	Topic management	As the world’s largest hospitality-focused procurement and supply chain provider, Hilton Supply Management (HSM) delivers end-to-end solutions and 24/7 support to 25K+ properties globally, sourcing in partnership with 4K+ suppliers. Through our global responsible sourcing strategy, Source with Purpose, HSM prioritizes responsible, sustainable, and inclusive sourcing to create positive economic, environmental, and community impact. By embedding these principles into partnerships—rooted in service and powered by scale—HSM delivers unmatched ability to drive savings, overcome challenges, and create lasting value, playing a critical role in advancing Hilton’s commitment to responsible travel and tourism worldwide. For more information on our responsible sourcing, please see pages 18–20 of our 2025 Travel with Purpose Report.	2025 Travel with Purpose Report Source with Purpose, pp. 18–20) Hilton Responsible Sourcing Policy Hilton Environmental Policy Statement
		308-1	New suppliers that were screened using environmental criteria	34 new suppliers were screened using EcoVadis environmental criteria in 2025.	GRI Content Index
Social	Employment	401	Topic management	In 2025, Hilton was named the #1 World’s Best Workplace by Great Place to Work and Fortune—for the second time in just three years. This is a milestone moment: we are the first and only hospitality company to earn this distinction, and now we’ve done it twice. More than a ranking, this recognition affirms what we’ve always believed: building a world-class culture is the foundation of a world-class business. For more than 100 years, Hilton has been a business of people serving people. Our commitment to our Team Members is at the heart of everything we do. When we take care of our people, they create extraordinary experiences for our guests. Simply put, being the world’s best place to work has made it possible for us to become the world’s best place to stay. For additional information on our management approach towards our Team Members, please view our 2025 Travel with Purpose Report (pp. 10–13).	2025 Travel with Purpose Report (pp. 10–13) Hilton Great Places to Work Profile Hilton Careers Website Corporate Awards Hilton Slavery and Trafficking Statement
		401-2	Benefits provided to full-time employees	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.	Hilton Careers Website (Benefits Page)
		401-3	Parental leave	For more information regarding Hilton’s policy on parental leave see the Hilton Careers website (Benefits page).	Hilton Careers Website (Benefits Page)

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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Social Continued	Occupational health & safety	403	Topic management	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 143 countries and territories, written descriptions of occupational health and safety functions vary by region, and reflect local legislative requirements.	Hilton Code of Conduct 2025 Travel with Purpose Report (p. 25) Occupational Health and Safety Policy
	Training & Education	404	Topic management	At Hilton, we believe hospitality has the power to transform lives. By creating pathways to economic mobility, equipping team members with tools and training to thrive, and empowering aspiring owners, we are turning jobs into lifelong careers and creating a stronger future for the hospitality industry. For additional information on the programs offered to our employees, please view our 2025 Travel with Purpose Report (pp. 10–13).	2025 Travel with Purpose Report (Our People, pp. 10–13)
		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	Reimagined in 2025, Hilton University is a modern, mobile-first learning platform that unites education, leadership development, and career planning into an accessible, personalized experience for Hilton’s global workforce. The new Hilton University offers a dynamic home page that refreshes weekly topics curated for Team Members, including leadership insights, Thrive at Hilton content, and Team Member submitted course recommendations to amplify their voices in a new way. The platform also features customizable language options to support our global workforce, along with unified, intelligent search that brings together content from across Hilton, LinkedIn, Harvard, eCornell, and more. At Hilton, we know that every career path is unique and every step forward deserves to be celebrated. Together, these enhancements make growth more accessible, personalized, and engaging than ever. With Hilton University, Team Members can build confidence, develop new skills and unlock their full potential. For additional information on the programs offered to our employees, please view our 2025 Travel with Purpose Report (pp. 10–13).	2025 Travel with Purpose Report (Our People, pp. 10–13)
		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

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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Social Continued	Diversity & Equal Opportunity	405	Topic management	At Hilton, we believe hospitality has the power to transform lives. By creating pathways to economic mobility, equipping team members with tools and training to thrive, and empowering aspiring owners, we are turning jobs into lifelong careers and creating a stronger future for the hospitality industry. Influenced by Conrad Hilton himself, we believe that hospitality can be a powerful force for good. 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 Programs are at the heart of this mission and are just one of the many ways we’re creating career opportunities around the world. They were established to provide talent and resources that drive career growth in local communities, creating meaningful and lasting impact around the world. See Travel with Purpose Report (Our People, pp. 10–13) and Hilton Great Places to Work profile.	2025 Travel with Purpose Report (Our People, pp. 10–13) Hilton Great Places to Work Profile
		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.	2026 Proxy Statement (pp. 12–13) Corporate Governance Guidelines
	Local communities	413	Topic management	Hilton Global Foundation (HGF) serves as the primary international philanthropic arm of Hilton. HGF works to create a better world to travel, preserve our beautiful destinations for future generations of travelers, and accelerate progress towards Hilton’s 2030 Travel with Purpose Goals.	2025 Travel with Purpose Report (pp. 7, 24) 2025 Hilton Global Foundation Impact Report
		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.	2025 Travel with Purpose Report (Our Communities, pp. 20–23)
	Supplier social assessment	414	Topic management	Hilton utilizes the EcoVadis platform to help evaluate business practices related to the environment, labor & human rights, ethics and procurement activities. As a supplier, Hilton itself undergoes an annual EcoVadis sustainability assessment. In 2025, Hilton earned a Silver medal, placing it in the top 15% of companies assessed by EcoVadis.	2025 Travel with Purpose Report (pp. 18–20) Hilton Responsible Sourcing Policy Statement
		414-1	New suppliers that were screened using labor practices criteria	34 new suppliers were screened using EcoVadis social criteria in 2025.	GRI Content Index

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MATERIAL ASPECTS		DISCLOSURE NUMBER	DISCLOSURE NAME	RESPONSE	SOURCE
Social Continued	Customer privacy	418	Topic management	Our management approach to customer privacy is outlined in the Hilton Global Privacy Statement.	Hilton Global Privacy Statement 2025 Travel with Purpose Report (p. 27) 2025 Form 10-K (Item 1. Business, p. 13; Item 1A. Risk Factors, pp. 14–17; Item 1C. Cybersecurity, pp. 31–32)
		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