

Source with Purpose

2025 Goal Progress

Sourcing for properties in 150+ countries and territories, Hilton Supply Management, Hilton’s supply chain arm, recognizes the opportunity to drive positive impact across our supply chain. We partner with suppliers to drive innovative, local and sustainable sourcing options and conduct rigorous due diligence, ensuring we operate responsibly and with integrity, accountability and transparency. To further strengthen our impact, we set industry leading supply chain goals that prioritize positive impact across the sourcing lifecycle and align with Hilton’s Travel with Purpose strategy and 2030 goals.

Responsible Sourcing Goals

In partnership with Hilton Supply Management, Hilton has set ambitious responsible sourcing goals and is committed to transparent, public disclosure on our progress. By collaborating with our Team Members, suppliers and owners, we made significant progress towards these goals in 2025.

Supplier Due Diligence

Goals	Progress
Embed due diligence across our supply chain and partner with suppliers to advance positive impact. • Conduct responsible sourcing assessments for all suppliers with high-spend or high-risk products and address any identified risks (including forced labor or trafficking). • Create a responsible sourcing collaboration program and engage with tier 1, top-spend suppliers to establish, validate and advance progress towards goals. • Incorporate social and environmental criteria into all new supplier registration and RFs processes (RFP, RFI, and RFQ), in addition to all supplier renewals.	Continued to refine and strengthen Source with Purpose, our global strategy to advance positive impact across the supply chain, engaging suppliers, hotels, and Team Members to support more responsible sourcing. Human Rights Questionnaire Assessed nearly 80% of our high-spend and high-risk suppliers in 2025 through our Human Rights Questionnaire (HRQ), evaluating suppliers’ human rights business practices to ensure fair practices and protection for all people associated with our business. EcoVadis Participated in the Hospitality Alliance for Responsible Procurement (HARP) to engage new suppliers that were not yet part of the HARP network and advance supplier due diligence efforts through the EcoVadis assessment. • 145 key suppliers received EcoVadis ratings across our Americas, EMEA and APAC regions. • 170+ suppliers were engaged to become part of the HARP network, bringing the total number of HARP suppliers added by all members in 2025 to more than 500.

Responsibly Sourced Products

Goals	Progress
Promote responsible sourcing of beef, poultry, pork, eggs, seafood, and produce from third-party recognized and/or certified suppliers across our managed hotels. - Source 100% of our shell, liquid and egg products* across our global portfolio (owned, managed and franchised hotels) from cage-free sources by the end of 2025. - Source 100% group-housed pork for our Luxury and Full-Service managed hotels in the U.S. and Europe by the end of 2025 and transition sourcing to gestation crate-free pork as it becomes readily available at scale. - Continue to ban the procurement of endangered species across all hotels globally and by 2025: (a) Source at least 50% of our seafood globally (in aggregate, by spend) for managed hotels from certified fisheries and farms, including at least 25% from the Marine Stewardship Council (MSC) and the Aquaculture Stewardship Council (ASC); and (b) Engage and partner with remaining seafood suppliers on sustainability improvements and certifications.	Cage-Free Eggs and Group-Housed Pork Achieved significant year over year progress on sourcing cage-free eggs and group-housed/crate-free pork across our portfolio. Detailed progress updates are included on pages 3-6. Contributed to industry sourcing research led by the World Sustainable Hospitality Alliance (WSHA) with an aim to explore viable solutions for increased cage-free egg sourcing and promote transparent, responsible supply chains across the industry. This work includes an assessment of cage-free egg supply in key countries globally and a review of levers to expand supply. Sustainable Seafood Continued to ban the procurement of endangered species and continued tracking sustainable seafood certifications and programs in our Americas and APAC regions. Our managed hotels in Japan, Korea & Micronesia continue to lead in Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC) certified sustainable seafood sourcing, achieving 36% of certified spend and U.S. managed hotels nearly doubled to 22% by the end of 2025. Our EMEA region is set to begin tracking sustainable seafood in the first half of 2026. Identifying Sustainable Products Continued working with BirchStreet Systems, a third-party hospitality procurement tool, to integrate sustainability-related product certifications, claims and attributes to enable tracking and reporting of sustainable products. Successfully completed over 40 supplier pilots to incorporate sustainability data tagging for 1,100+ eggs and seafood SKUs. The tagging is now a permanent feature within BirchStreet for catalogue suppliers and promotes identification and purchasing of sustainable products by properties.

Local and Inclusive Sourcing

Goals	Progress
Leverage our large global footprint and deep integration within our communities to expand local sourcing with small businesses. Encourage and enable our hotels to source more products locally through the establishment of a local sourcing strategy and framework.	Achieved sourcing from 2,100+ small businesses in 2025. Across the EMEA region, Hilton hotels can now procure as much as 70% of their food locally, with some markets at more than 90%, fostering a commitment to local sourcing.

Advancing Animal Welfare Across the Supply Chain

Hilton is committed to the ethical treatment of animals across our supply chain and continues to take action to transition to cage-free eggs and group-housed/crate-free pork globally. We remain committed to regularly and transparently reporting on these products, maintaining positive momentum, and demonstrating significant progress.

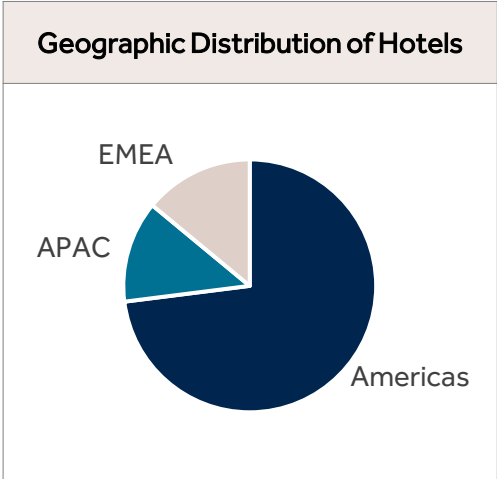
In 2025 and the first half of 2026, we achieved many notable milestones in our ongoing journey toward our goal of sourcing 100% cage-free eggs globally. We have made significant progress across our portfolio, which is distributed geographically, per the chart below. Our largest market is the U.S., which comprises 94% of the Americas region. We are committed to continuing to make progress as quickly as feasible in the remainder of 2026 and beyond.

Americas: We completed initiating the 100% cage-free egg transition across all Hampton by Hilton, Home2 Suites by Hilton, Homewood Suites by Hilton and Tru by Hilton hotels in the United States, which represents about half of Hilton’s global franchised portfolio. We’ve leveraged the scale of these operations and continued our transition of cage-free eggs at a cost-competitive rate, complementing significant progress across our managed portfolio.

We accelerated the transition to cage-free products in Canada. The full impact of this next phase will take a few months longer into 2026, as non-cage-free product inventories need to be depleted before the corresponding increase in cage-free egg purchasing will take place.

EMEA: We continued our progress across EMEA, achieving 97% across Europe with multiple European Union markets, achieving 100%, including Austria, Belgium, Germany, Luxembourg, the Netherlands, Poland and Switzerland.

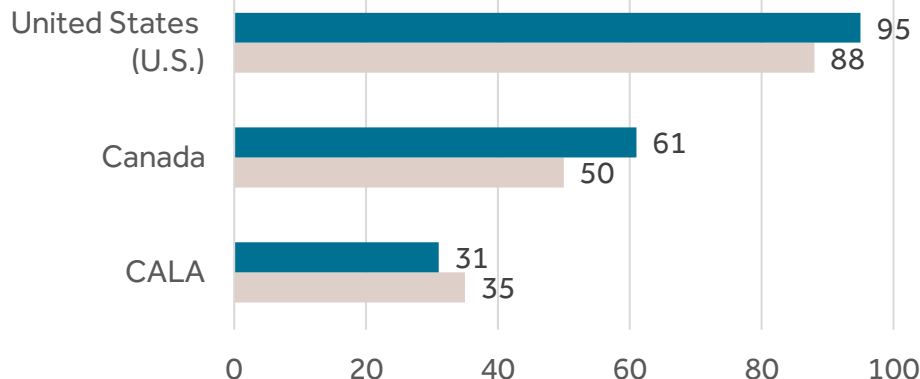
APAC: We expanded supply across Asia Pacific (APAC). We established new sourcing agreements and significantly increased purchasing of cage-free eggs with newly certified humane farmers across the region where supply has historically been limited and cost premiums have been high. This work includes additional cage-free sourcing agreements in China, India, Indonesia, Japan, Malaysia, Philippines, Singapore, Thailand, and Vietnam.



Cage-Free Egg Sourcing Progress (%)¹

Managed (M) Franchised (F)

Americas (managed): 93%



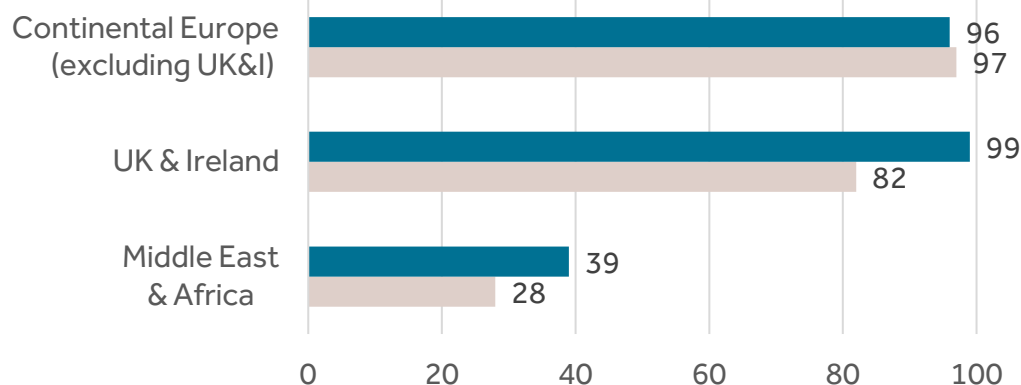
Highlights

Achieved 95% cage-free egg sourcing in U.S. managed hotels and more than tripled cage-free egg sourcing to 88% in U.S. franchised hotels. Achieved 100% cage-free egg sourcing in Brazil managed hotels.

Improvement since 2023*

U.S.: **↑ 37 % pts** U.S.: **↑ 72 % pts**
 Canada: **↑ 60 % pts**
 CALA: **↑ 30 % pts**

EMEA (managed): 96%



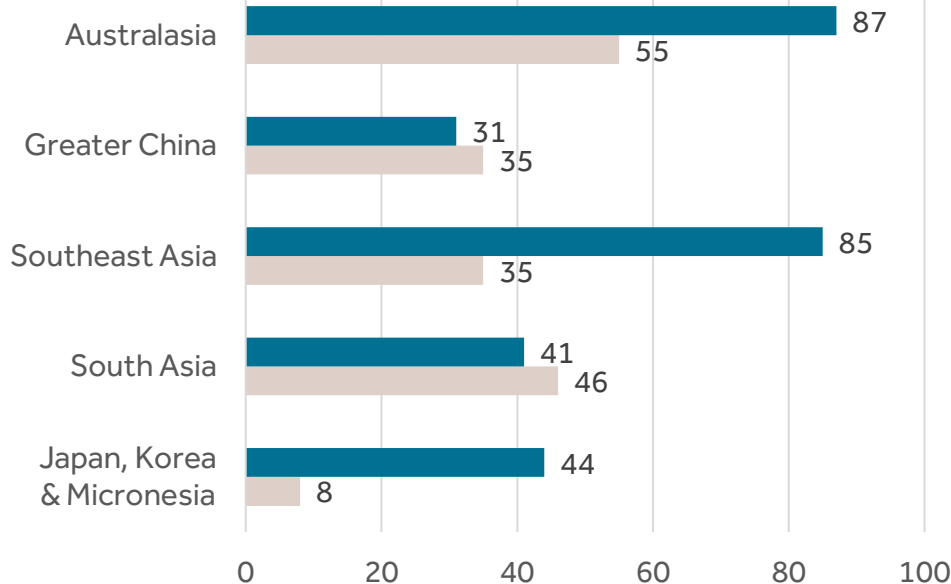
Highlights

Achieved 100% cage-free sourcing in Austria, Belgium, Germany, Luxembourg, the Netherlands, Poland and Switzerland and more than 90% in Italy.

Improvement since 2023*

Continental Europe: **↑ 18 % pts** (excluding UK&I)
 UK & Ireland: **↑ 7 % pts**
 Middle East & Africa: **↑ 28 % pts**

APAC (managed): 42%



Highlights

Achieved 100% cage-free egg sourcing in Fiji, New Zealand and the Philippines, and more than 95% in Malaysia and Thailand. Other notable progress includes 87% cage-free egg sourcing in Australia and 93% in Singapore, and more than tripling cage-free egg sourcing in Indonesia and Vietnam.**

Improvement since 2023*

Australasia: **↑ 31 % pts**
 Greater China: **↑ 31 % pts**
 Southeast Asia: **↑ 74 % pts**
 South Asia: **↑ 36 % pts**
 Japan, Korea & Micronesia: **↑ 31 % pts**

¹ Reporting includes managed and franchised hotels across all Hilton brands within each sub-region, based on a combination of available purchase data and hotel-reported survey responses.

*In 2023, reporting was limited to managed hotels, except for in the U.S. and UK&I. UK&I franchised hotels have maintained 82%.

** This data reflects managed hotels, which represent ~90% of hotels in these countries.

What We are Driving Towards

Even with our substantial progress, supply chain challenges still exist. Global supply chain complexities, regional differences in cage-free egg availability, varying regulatory environments, and unregulated certifications are all barriers to scaling global sourcing. Avian influenza continues to have unfortunate and significant impacts on egg supply in key markets during periodic outbreaks.

Our procurement teams around the world work continuously to evaluate potential suppliers to ensure our animal welfare requirements are met, while also assessing volume capacity and ensuring safe and high-quality products are procured for our hotels.

Action Plan

We remain committed to achieving
100% cage-free eggs globally.

Principles of our Commitment

Continue to **drive progress** and **provide transparent reporting**.

In challenging markets, we will continue to implement the **below key actions to drive progress in 2026 and beyond as quickly as feasible.**

Solicit feedback and **guidance from stakeholders** and **maintain cage-free purchasing** in markets that have transitioned.

Key Actions

Enhance internal resource hubs and comprehensive guides for hotels to promote responsible sourcing, covering certification standards and best procurement practices.

Invest in education on cage-free egg procurement for culinary and operations teams, and suppliers.

Engage cage-free farms, producers, and distributors to support transitioning to certified cage-free egg procurement, particularly in the Asia-Pacific region.

Work to define the requirements for self-certification as a "cage-free farm" in regions where formal certification is limited.

Update procurement platforms to identify and prioritize cage-free egg sourcing options that support hotel sourcing requirements.

Conduct supplier audits and validations to verify compliance with cage-free egg standards, especially in markets where supply has been limited.

Continue farm visits to meet producers and observe from whom and where hotels purchase their eggs.

Group-Housed Pork Progress (%)²

During 2025, we continued to drive meaningful progress in our ongoing journey toward our goal of sourcing 100% group-housed pork and transitioning to gestation crate-free pork as it becomes readily available at scale in Luxury and Full-Service managed hotels in the U.S., UK & Ireland, and Continental Europe. This included our ongoing collaboration with pork producers to responsibly source group-housed and crate-free pork products where available.

We completed initiating the 100% bacon and breakfast sausage transition across all Hampton by Hilton, Home2 Suites by Hilton, Homewood Suites by Hilton and Tru by Hilton hotels in the U.S., which represents about half of Hilton's global franchised portfolio.

We anticipate that the newly available group-housed and crate-free pork products made available in 2025 to our hotels in the U.S. will be purchased in higher volumes in 2026.

2025 Progress

