2025 SASB Table

We seek to provide information to our investors in line with the recommendations of the Sustainability Accounting Standards Board (SASB). We considered SASB's Hotel & Lodging Standards in developing the following table of key sustainability metrics for our operated properties.

METRIC	SASB CODE	METRIC	2025	2024	2023	2022
Energy management	SV-HL-130a.1	Total energy consumed, in gigajoules per square meter	**0.854**	**0.8675**	0.897	0.863
		Total energy consumed, in million gigajoules	**27.11**	**26.70**	26.78	24.48
		Percent total energy from grid electricity	**56.9%**	**57.5%**	57.0%	56.7%
		Percent total energy from renewables	**6.2%**	**4.3%**	2.7%	4.0%
Water management	SV-HL-140a.1	Amount withdrawn, in cubic meters per square meter	**1.833**	**1.8573**	2.144	1.942
		Amount withdrawn, in million cubic meters (m^3)	**58.20**	**57.16**	64.04	55.07
		Amount consumed, in cubic meters per square meter	**0.458**	**0.4643**	0.536	0.485
		Amount consumed, in million cubic meters (m^3)	**14.55**	**14.29**	16.01	13.77
		Percent in regions with high or extremely high baseline water stress	**46.6%**	**47.8%**	39.3%	38.9%
Ecological impacts	SV-HL-160a.2	Environmental management policies and practices to preserve ecosystem services				Hilton TWP Policy Statement Hilton Environmental Policy Statement
Waste management	FB-RN-150a.1	Amount generated, in metric tons per square meter	**0.0054**	**0.0058**	0.0056	0.0051
		Amount generated, in million metric tons	**0.17**	**0.18**	0.17	0.14
		Percent food waste[1]	**41%**	**41%**	41%	41%
		Percent diverted from landfills	**39.0%**	**36.8%**	39.2%	35.7%
Labor practices	SV-HL-310a.1	Voluntary turnover rate for lodging facility employees (U.S. only, includes retirements)	**14.9%**	**17.3%**	20.4%	24.5%
	SV-HL-310a.4	Policies and programs to prevent worker harassment				Hilton Code of Conduct

1 Approximately 41 percent of total waste is estimated to be food waste, based on a sample of approximately 50 food waste reduction pilots worldwide. Hilton continues to refine its food waste reporting in alignment with the WRI's Food Loss and Waste Protocol.