Hilton
FOR THE STAY

Travel with Purpose

2025 Report



ROKU KYOTO, LXR Hotels & Resorts, Japan

Hilton
FOR THE STAY™

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Conrad Tulum Riviera Maya, Mexico

A message from our CEO

Conrad Hilton believed hospitality could change the world, and that idea still shapes who we are today. It unites more than 500,000 of us around the world in the simple belief that meaningful change starts with how we show up for each person we serve.

Our Travel with Purpose program is how we bring that belief to life, and it's central to every aspect of our business. When we invest in our people, operate responsibly and strengthen the communities where we do business, we become an engine of opportunity across the 143 countries and territories where we operate.

Our People—building opportunities for all

Our people and our culture are at the center of our business strategy. In my 18 years at Hilton, nothing makes me prouder than the way we've transformed our culture into the best in the world.

In 2025, Hilton was named the #1 World's Best Workplace for the second time in three years, reinforcing the belief that being a great place to work ultimately makes Hilton the best place to stay. We were also recognized as a Great Place to Work in 67 countries with #1 rankings in 18, and named the top hospitality employer across Asia, Europe and Latin America.

This year, we continued investing in Hilton University and launched our redesigned mobile-first learning platform globally. We also introduced our first-ever centralized, no-cost language learning program, offering unlimited access to six languages, on-demand group classes, AI-powered role-play, and optional one-to-one instruction.

Our Hotels—creating sustainable stays

In 2025, we made meaningful progress toward creating more sustainable stays. We became the first hospitality company to join the U.S. Food Waste Pact and continued to exceed our goal of reducing waste by 50% across our hotels through stronger recycling, adoption of AI-informed food waste management platforms, and food waste donation efforts.

One of our most successful food waste reduction programs is Green Ramadan. We expanded the program to 45 hotels across 14 countries in the Middle East, South Asia and Africa, eliminating 2.6 tons of food waste and earning recognition as the World's Leading Sustainable Partnership with our partner, Winnow.

Additionally, we continued giving our owners the practical tools they need to keep driving progress, from Water and Energy Efficiency Playbooks to technology partnerships, and design standards that build efficiency in from the start. I'm grateful to our owner community for their continued partnership in these efforts.

Our Communities—strengthening where we live, work and stay

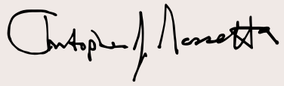
Every time we open our doors to guests, we're also opening our doors to the communities where we operate—a responsibility we're proud to carry as we help strengthen the places where we live, work, and stay.

Through the Hilton Global Foundation, we awarded grants to organizations tackling urgent challenges across workforce development, sustainability and community resilience. During Travel with Purpose Week, about 2,000 hotels, along with all of our corporate offices, came together to support more than 132,000 community members and divert over 206,000 pounds of waste. These efforts contributed to more than 1.8 million volunteer hours logged by Hilton Team Members globally in 2025. That spirit of service is foundational to our hospitality and, in the U.S., we were honored with Keep America Beautiful's Power of Beauty Award recognizing our Team Members' efforts.

This year, I'm especially proud of our collaboration across the industry to build and deploy an updated human trafficking prevention training, made available free of charge to independent hotel owners, operators and brands. This effort builds on Hilton's long-standing commitment to addressing human trafficking and represents a unified step forward in strengthening prevention efforts.

Looking ahead

Travel with Purpose isn't a program we run alongside our business. It's central to our strategy and how we bring our founding vision to life—filling the earth with the light and warmth of hospitality while creating opportunities for our Team Members, guests, owners, communities and shareholders. Thank you for being part of this journey.



Christopher J. Nassetta
President and Chief Executive Officer

Hilton at-a-glance*

233M+
Guests

510K
Team Members globally

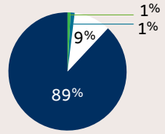
Includes ownership, managed and franchised property and corporate Team Members

25
Brands

143
Countries & territories

9K+
Properties

Includes hotels, timeshares and strategic partner hotels as of December 31, 2025

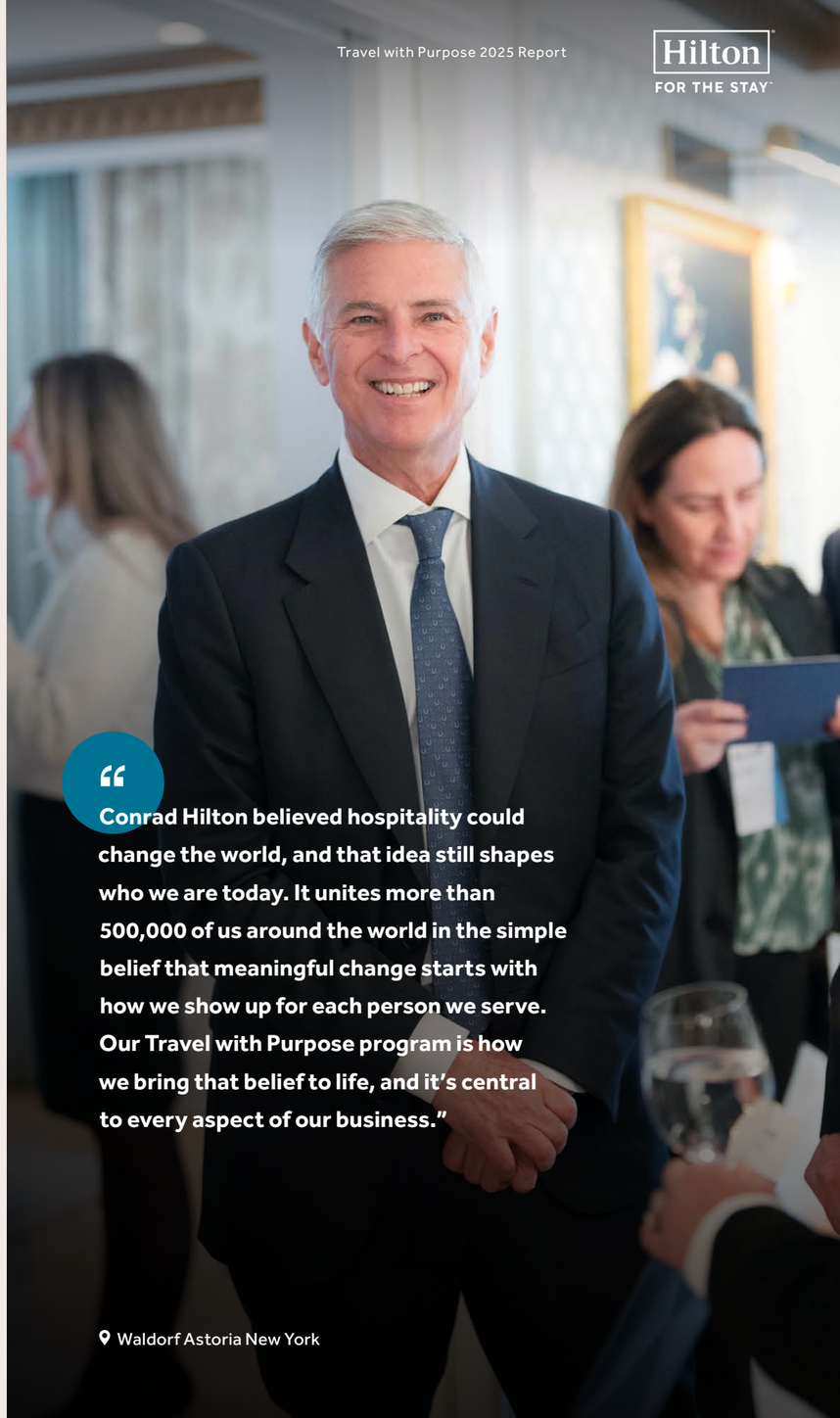


Franchised*	89%	8,125
Managed	9%	873
Timeshare	1%	114
Ownership	1%	46

*Includes strategic partner hotels

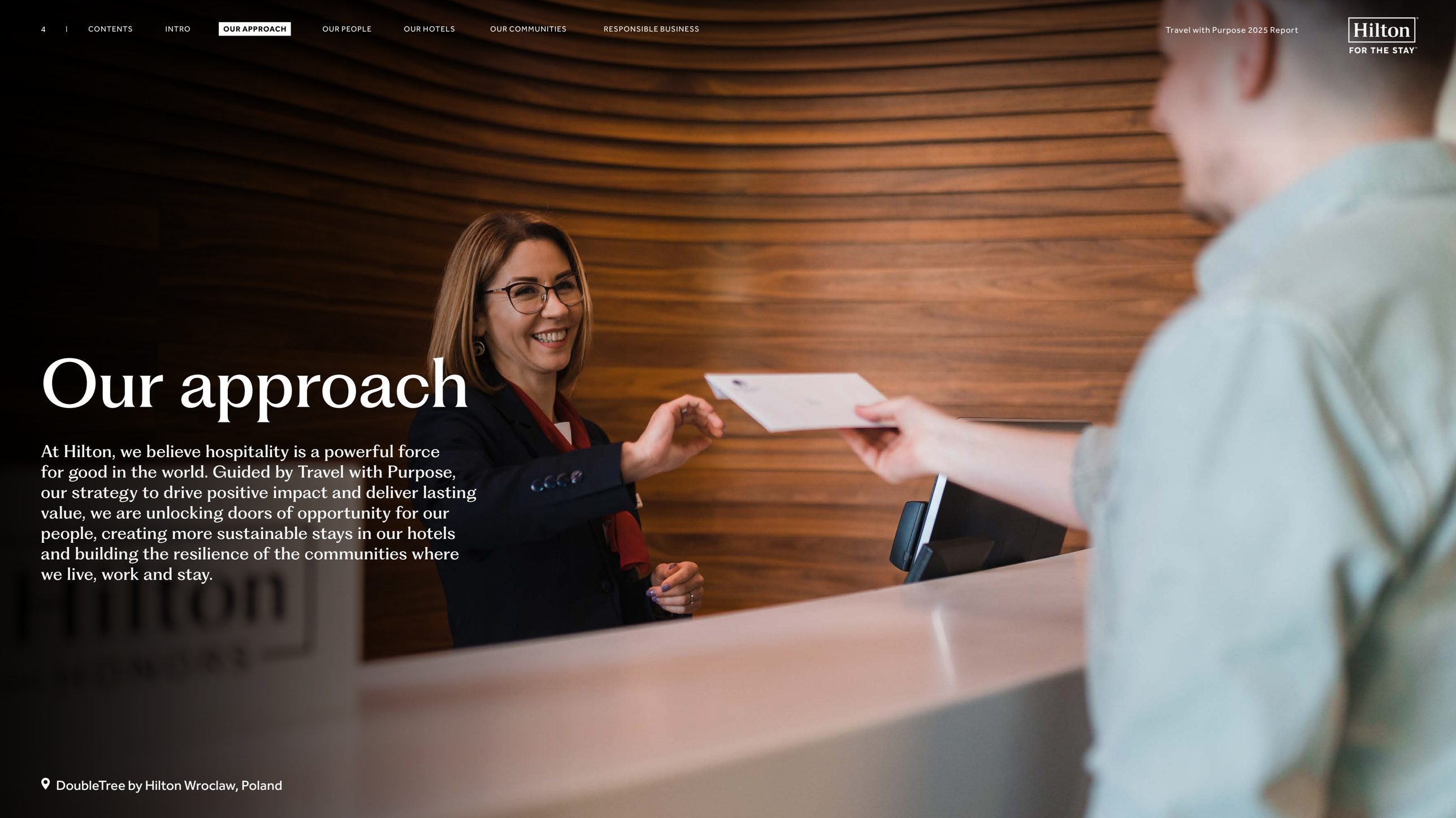
Learn more
A detailed description of our business can be found in our public filings

*Numbers as of the year ended December 31, 2025



"Conrad Hilton believed hospitality could change the world, and that idea still shapes who we are today. It unites more than 500,000 of us around the world in the simple belief that meaningful change starts with how we show up for each person we serve. Our Travel with Purpose program is how we bring that belief to life, and it's central to every aspect of our business."

Waldorf Astoria New York



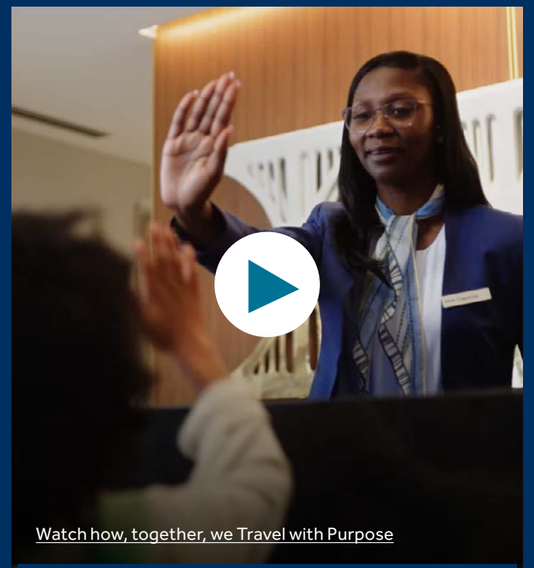
Our approach

At Hilton, we believe hospitality is a powerful force for good in the world. Guided by Travel with Purpose, our strategy to drive positive impact and deliver lasting value, we are unlocking doors of opportunity for our people, creating more sustainable stays in our hotels and building the resilience of the communities where we live, work and stay.

DoubleTree by Hilton Wroclaw, Poland

Travel with Purpose

Travel with Purpose is good for our people, hotels, communities and guests—and it's good for our business.



Watch how, together, we Travel with Purpose

At Hilton, a check-in has never been just a check-in. It's the first step in a moment that marks the beginning of something bigger. It marks the moment, where together, we Travel with Purpose.

Delivering meaningful guest experiences

Our People

Building opportunities for all

As a business of people serving people, Hilton invests in programs that create pathways to meaningful career growth and unlock opportunities for a brighter future.

SPOTLIGHT

For over a decade, Hilton has partnered with DC Central Kitchen (DCCK) to support culinary education, create career pathways, combat hunger and poverty, and advance food recovery initiatives. Through its award-winning Culinary Job Training Program, DCCK equips adults and youth impacted by incarceration, homelessness, and trauma with skills for hospitality careers. Hilton Global Foundation has sponsored graduating classes from the program since 2023.



Hilton Team Member and DCCK Alumnus, Joseph Tolbert, III, volunteers during Travel with Purpose Week

Our Hotels

Creating more sustainable stays

At Hilton, sustainable business is good business: enhancing energy efficiency, reducing water use and waste, protecting biodiversity and sourcing responsibly all enable a better stay for our guests.

SPOTLIGHT

At Hilton London Bankside, sustainability shapes every stay. Rooftop solar panels, air-source heat pumps and low-waste kitchens cut impact while enhancing comfort. Guests can explore by bike, while community partnerships strengthen local ties, creating thoughtfully designed stays guests can feel good about, and supporting cleaner energy and community connections.



Hilton London Bankside, U.K.

Our Communities

Strengthening where we live, work and stay

Hilton invests in the communities where we operate, partnering with local businesses and community groups, promoting destination stewardship, and supporting community resilience.

SPOTLIGHT

At Waldorf Astoria Costa Rica Punta Cacique, guests can enjoy experiences that blend volunteerism and local culture. Team Members plant native trees and restore trails in the Guanacaste Conservation Area, while guests experience traditionally sourced cuisine featuring coastal seafood, yucca and corn, and immersive cooking experiences that bring regional heritage to life.



Waldorf Astoria Costa Rica Punta Cacique, Guanacaste, Costa Rica

Responsible Business

Operating with accountability, integrity and transparency

At Hilton, we operate with accountability, integrity and transparency—from strong governance and reporting to efforts to protect human rights to ethical practices that build trust with guests, partners and communities.

Learn more
How Hilton is driving progress through Travel with Purpose

How we engage with our stakeholders

2025 Key highlights

In 2025, we advanced our Travel with Purpose strategy with measurable impact across our people, our hotels and our communities.

686K+
Learning and career growth opportunities created

$119M
In financing secured by aspiring hotel owners through the **Unlocking Doors** program

Certification to ISO Standards across our global portfolio

- 14001 Environmental Management Systems
- 50001 Energy Management Systems
- 9001 Quality Management Systems

50.9%
Reduction in carbon emissions intensity for managed hotels since 2008 baseline

36.0%
Reduction in carbon emissions intensity for franchised hotels since 2008 baseline

37.1%
Reduction in water intensity for managed hotels since 2008 baseline

64.7%
Reduction in landfill waste intensity for managed hotels since 2008 baseline

135
Estimated tons of plastics reduced through the use of Digital Key

74%
Of hotels globally provide guests **access to hydration stations or have an on-site bottling plant**

~$18M
Total philanthropic donations*

1.8M+
Volunteer hours logged

2.5M+
Community members meaningfully impacted through local support, disaster relief efforts and economic opportunities

Led development of updated human trafficking prevention training

In partnership with industry peers and Protect All Children from Trafficking (PACT)

* Donation number includes grants distributed from the Hilton Global Foundation, support from the Team Member Assistance Fund, hotel philanthropic donations (self-reported in LightStay), and value of 20,000 room nights donated in partnership with American Express for the Los Angeles wildfires.



Hilton Team Members celebrate #1 World's Best Workplace award

Recognition

#1
World's Best Workplace
by Fortune and Great Place to Work

#2
Companies that Care
by PEOPLE

$1.59B
Sustainability Perceptions Value according to Brand Finance, the **highest ranking hotel brand** and among the top brands globally

Silver Medal
by EcoVadis for sustainability management

100 Best Corporate Citizens
by 3BL

World's Leading Sustainable Partnership—Green Ramadan Hilton/Winnow
by World Sustainable Travel & Hospitality Awards

Power of Beauty Award for Corporate Volunteerism
by Keep America Beautiful

Corporate Citizen Award for Best Disaster Response and Community Resilience Program
by U.S. Chamber of Commerce Foundation

2030 Goal tracker

Learn more
Our Reporting

We report annually on our ambitious 2030 Goals, which are aligned with the United Nations Sustainable Development Goals (SDGs) and hold us accountable to report transparently on our progress.

This tracker reflects our progress and ongoing efforts, along with the current status of each goal. Our progress is supported by best-in-class measurement through LightStay, strong governance and robust oversight. Our emissions goals are set as science-based targets aligned with the Science Based Targets initiative (SBTi), reinforcing our commitment to reducing greenhouse gas emissions in line with climate science.

Our People

STATUS KEY | MAKING PROGRESS | ON TRACK | ACHIEVED

CATEGORY	2030 GOAL	STATUS	PROGRESS AND ONGOING EFFORTS	LEARN MORE
Careers **SDG 8** DECENT WORK AND ECONOMIC GROWTH	Create 5M learning and career growth opportunities for all		3.1M+ Learning and career growth opportunities created since 2022 686K+ Learning and career growth opportunities created in 2025	

Our Communities

CATEGORY	2030 GOAL	STATUS	PROGRESS AND ONGOING EFFORTS	LEARN MORE
Communities **SDG 1** NO POVERTY **SDG 3** GOOD HEALTH AND WELL-BEING **SDG 11** SUSTAINABLE CITIES AND COMMUNITIES **SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION	Meaningfully impact 20M community members		9.6M+ Community members meaningfully impacted since 2022 2.5M+ Community members meaningfully impacted in 2025	
	Contribute 10M volunteer hours		4.8M+ Volunteer hours logged since 2017 1.8M+ Volunteer hours logged in 2025	
	Award 300+ Action Grants for hotel-led social and environmental impact projects that provide local support for our communities		341 Action Grants awarded since 2022 103 Action Grants awarded in 2025	Hilton Global Foundation Impact Report
	Standup and activate a disaster relief program to support our community members and Team Members		$5.7M+ Aid distributed to 9.3K+ Team Members in need since the Team Member Assistance Fund (TMAF) was created in 2014 $567K+ Aid distributed to 830+ Team Members in need in 2025 Utilized our disaster response program to support communities impacted by disasters, including the wildfires in Los Angeles, flash flooding in Central Texas, an earthquake in Myanmar and a hurricane in Jamaica.	Team Member Assistance Fund
	Engage guests in supporting responsible travel and destination stewardship		Continued to support sustainable travel through fostering local partnerships, sustainable meetings and events, and immersive experiences. Offered customers the opportunity to host more sustainable events through our Meet with Purpose (MWP) program. 76K+ meetings quantified their environmental footprint through the Meeting Impact Calculator tool.	
	Leverage our large global footprint and deep integration within our communities to expand local sourcing and business with small suppliers		Achieved sourcing from 2K+ small businesses in 2025. Across the Europe, Middle East and Africa (EMEA) region, Hilton properties can procure 30–70% of their food locally, with countries such as South Africa and Morocco at 80–90%.	

2030 Goal tracker

Our Hotels

Learn more
Our Reporting

STATUS KEY | MAKING PROGRESS | ON TRACK | ACHIEVED

CATEGORY	2030 GOAL	STATUS	PROGRESS AND ONGOING EFFORTS	LEARN MORE
Emissions reduction **SDG 7** AFFORDABLE AND CLEAN ENERGY **SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION **SDG 13** CLIMATE ACTION	Reduce Scope 1 and 2 carbon emissions intensity from managed hotels by 75% (MT CO_2e/m^2)		**50.9%** Emissions intensity reduction from managed hotels since 2008 baseline **2.8% pts*** vs. 2024	Roadmap to Emissions Intensity Reduction
	Reduce Scope 3 carbon emissions intensity from franchised hotels by 56% (MT CO_2e/m^2)		**36.0%** Emissions intensity reduction from franchised hotels since 2008 baseline **3.3% pts*** vs. 2024	Science Based Targets initiative
	Align with global environmental certifications that require third-party verification		Facilitated ongoing certification to three ISO standards through DEKRA's comprehensive audit process for our global hotel portfolio, ensuring top international standards for environmental, energy and quality management ISO 14001 Environmental Management Systems | ISO 50001 Energy Management Systems | ISO 9001 Quality Management Systems	Certification to ISO Standards
Water efficiency **SDG 6** CLEAN WATER AND SANITATION **SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION	Reduce water use intensity in our managed operations by 50% (liters/m^2)		**37.1%** Water intensity reduction in our managed operations since 2008 baseline **0.8% pts*** vs. 2024	
	Activate 20 community water projects to increase access and resilience		**17** Total community water projects **2** Community water projects in 2025	HGF Impact Report
Waste reduction **SDG 3** GOOD HEALTH AND WELL-BEING **SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION **SDG 13** CLIMATE ACTION	Reduce landfilled waste intensity in our managed operations by 50% (MT/m^2)		**64.7%** Reduction in landfilled waste intensity in our managed operations since 2008 baseline **4.1% pts*** vs. 2024	
	Send zero soap to landfill by recycling all used guest soap bars (Where available)		**2.9M+** Bars of soap donated in 2025 | 80% of hotels enrolled with soap recycling organizations in 2025	
	Participate in food donation programs where allowed by law (Managed hotels)		Required all managed hotels in North America to have a food donation program	
	Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen		Empowered our hotels with the Hotel Kitchen platform. Developed by World Wildlife Fund (WWF) and American Hotel & Lodging Association (AHLA), this platform offers ongoing, actionable guidance and food waste reduction action plans. In 2025, scaled Green Ramadan across 45 hotels in 14 countries in EMEA and Asia Pacific (APAC). Globally, 73% of hotels report having a food-waste reduction program in place.	Hotel Kitchen Platform
Source with Purpose **SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION **SDG 14** LIFE BELOW WATER	Embed due diligence across our supply chain and partner with suppliers to advance positive impact		**~80%** Of our high-spend and high-risk suppliers completed our Human Rights Questionnaire in 2025 **170+** Suppliers were invited by Hilton in 2025 to become part of the Hospitality Alliance for Responsible Procurement (HARP) network **145** Key suppliers globally received EcoVadis ratings in 2025	Source with Purpose Animal Welfare Statement
	Promote responsible sourcing of beef, poultry, pork, eggs, seafood and produce from third-party recognized and/or certified suppliers across our managed hotels		Drove progress on responsible sourcing of beef, poultry, pork, eggs, seafood and produce	Responsible Sourcing Policy Responsible Sourcing Goals Progress

*Reflects change in total reduction percentage from baseline compared to prior year

Travel with Purpose leadership

Through our Travel with Purpose strategy, Hilton has consistently demonstrated strong leadership in advancing environmental and community impact. In pursuit of our Travel with Purpose 2030 Goals, set in 2018, we have expanded the reach of our impact, pioneered innovative solutions, and championed responsible travel for our communities, owners, Team Members and guests.

2018

Set Travel with Purpose 2030 Goals

First major hospitality company to set science-based targets

for greenhouse gas emissions reduction, validated by the Science Based Targets initiative (SBTi).

SCIENCE BASED TARGETS



DoubleTree by Hilton Hotel Alice Springs, Australia

2019

Launched Hilton Global Foundation

to support the advancement of Travel with Purpose and expand our community impact.

Hilton Global Foundation



Second Servings of Houston

Celebrated 10 years of LightStay

our proprietary data management platform to track energy, water, waste and carbon across hotels and corporate offices.

LightStay

2020

Completed a materiality assessment

to identify the environmental and community issues most relevant to our business, informing program priorities and aligning with international standards and frameworks.



Hilton London Heathrow Airport, U.K.

Donated up to 1M rooms

through a partnership with American Express to donate rooms to frontline medical professionals during the COVID-19 crisis.

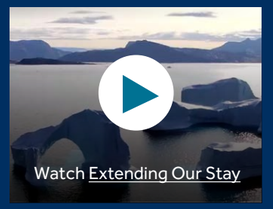
2021

Completed our Disaster Response Playbook

enabling us to more efficiently and effectively support response to disasters in our communities.

Launched sustainable travel documentary series

called "Extending Our Stay," a six-part docuseries on sustainable travel that profiles people around the world driving change, hotels making a difference and tangible ways consumers and travelers can make small changes that add up to big impact.



Watch Extending Our Stay

2022

Launched global LED lighting program

to accelerate hotel transition to energy-efficient LED lighting that cuts utility costs and extends equipment life.

Introduced the Roadmap to Emissions Intensity Reduction

a robust action plan, developed in consultation with global sustainability leader Schneider Electric, projecting our areas of emissions reduction based on our development pipeline, projected costs and efficiency.

Partnered with Go Hilton

Hilton's Team Member travel program benefit, to enact $1 fee program to support the Hilton Global Foundation and the Team Member Assistance Fund, allowing Hilton to support 2x the number of Team Members through the program.

GO Hilton

2023

Achieved 2030 waste reduction goal

Launched Meet with Purpose checklist

to provide tools and suggestions tools for customers to host more sustainable meetings and events.

First hospitality company to be named the #1 World's Best Workplace



#1 World's Best Workplace award event

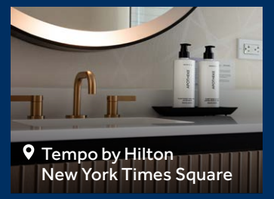
Co-founded the Hospitality Alliance for Responsible Procurement (HARP)

which engages EcoVadis-rated suppliers in decarbonization e-learning plans to advance carbon reductions in the supply chain.

2024

Transitioned to full-size bath amenities

cutting annual single-use plastics by nearly 3.7M pounds in the first year, with growing savings every year since.



Tempo by Hilton New York Times Square

Achieved 10 years of certification to ISO standards

- ISO 14001 Environmental
- ISO 50001 Energy
- ISO 9001 Quality

Expanded our turnkey solutions

by adding a Water Efficiency Playbook to our suite of sustainability-focused turnkey programs to increase hotel efficiency and cut costs for our owners.

2025

Achieved our 300+ Action Grants goal

Hilton Team Members logged 1.8M+ volunteer hours

a milestone which reflects years of positive impact and takes Hilton nearly halfway to our 2030 volunteer goal.

Led development of updated survivor-informed human trafficking prevention training

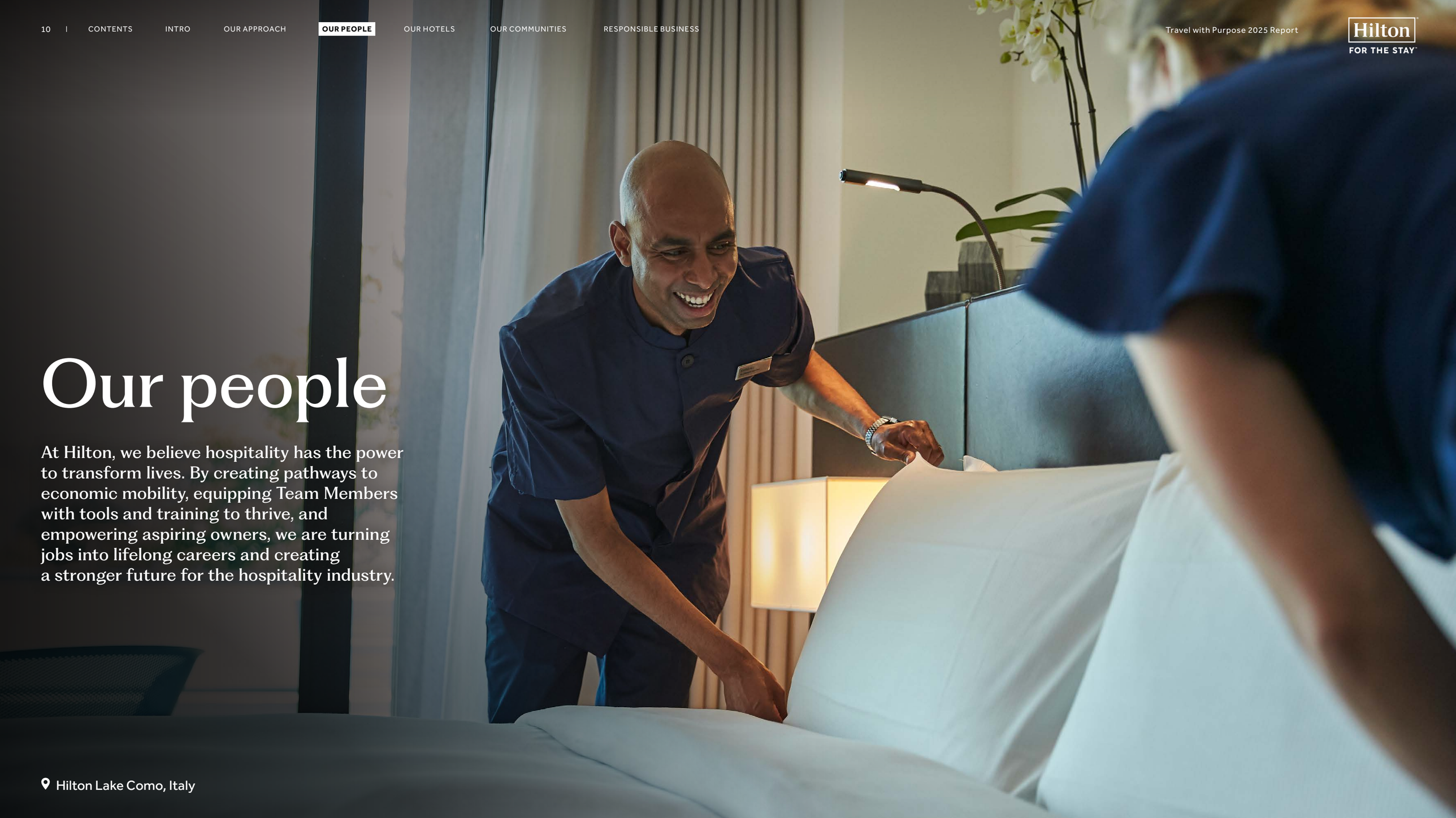
Named #1 World's Best Workplace for the second time

First hospitality company to sign the U.S. Food Waste Pact

an initiative focused on reducing food waste in the U.S., co-led by nonprofits ReFED and World Wildlife Fund (WWF).

Our people

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.



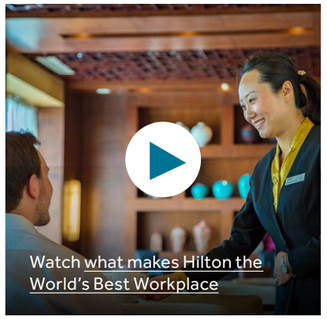
Hilton Lake Como, Italy

Best place to work. Best place to stay.

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: that culture is a driver of business.

Happy team. Happy guests.

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.



Workplace community

Team Member Resource Groups

Established more than a decade ago, all of Hilton's eight global Team Member Resource Groups (TMRGs) are open to every Team Member and celebrate the many unique cultures and meaningful contributions of our global population of Team Members. These groups work to establish community, deepen connections, elevate talent and drive business innovation—empowering every Team Member to play an active role in developing and maintaining our world-renowned "For All" culture.

SPOTLIGHT

Women's TMRG hosts leadership conversation with Hilton Board

In May, we hosted an inspiring leadership discussion featuring the four women directors of Hilton's board. This in-person event was open to all and live streamed globally, engaging thousands of Team Members. Sponsored by the Women's TMRG, the discussion highlighted leadership lessons, resilience, Hilton's authentic culture, and the vital role of TMRGs in fostering community.


Women's TMRG leadership conversation with Hilton Board

Recognition programs

Thrive Sabbatical & Thrive Reset

Hilton's 2025 Thrive Sabbatical and Thrive Reset programs give Team Members worldwide the opportunity to recharge, pursue personal passions and give back to their communities. Now in its ninth year, the initiative reflects Hilton's commitment to supporting professional, physical and mental well-being while fostering a fully human experience at work for more than 500,000 Team Members.

SPOTLIGHT

Thrive Sabbatical winner

Edina Siwawa, steward, DoubleTree by Hilton Dubai Jumeirah Beach, UAE, plans to set up a baking skills facility for women in Zambia, empowering them to start home bakeries and achieve financial independence.

Learn more
Hilton Team Members Thrive

"Receiving the Thrive Sabbatical has empowered me to give back to my community and invest in my future. Hilton has shown me what it truly means to care for your team, nurture talent, and create opportunities that change lives."

— **Edina Siwawa**, steward, DoubleTree by Hilton Dubai Jumeirah Beach, UAE



2025 Recognition for our award-winning culture

Great Place To Work.

#1 Rankings in 18 countries

Australia
Austria
Bahrain
China
Dominican Republic
France
India
Italy
Kuwait
Netherlands
New Zealand
Peru
Sri Lanka
Switzerland
United Kingdom
United States
Uruguay
Vietnam



67
Countries recognized Hilton as a Great Place to Work

93%
Of Team Members globally say Hilton is a great place to work

Top Hospitality Company
In Asia, Europe, Latin America

19
Countries recognized Hilton as a Great Place to Work for Women, including recognition for the seventh consecutive year as the #1 Best Workplace for Women in the U.S.

Learn more
Hilton again named No. 1 World's Best Workplace

"Hilton's culture has been the cornerstone of my 50-year journey with the company. The people-first culture fosters a supportive environment where every Team Member thrives, enabling us to deliver exceptional guest experiences. This culture shaped my career and passion for hospitality."



— **Andreas Jersabeck**, General Manager of Waldorf Astoria Cairo Heliopolis

Learn more
Andreas celebrates 50 Years of Hilton Hospitality

A great place to work. A great place to grow.

At Hilton, our people are the heart of hospitality—and their growth is our top priority. For us, it's more than providing a job; it's about creating a clear pathway to a meaningful career, supported by tools, training and lifelong learning that unlock every Team Member's full potential. We invest in long-term success because when our Team Members thrive, our guests and our business do too.

Learning opportunities

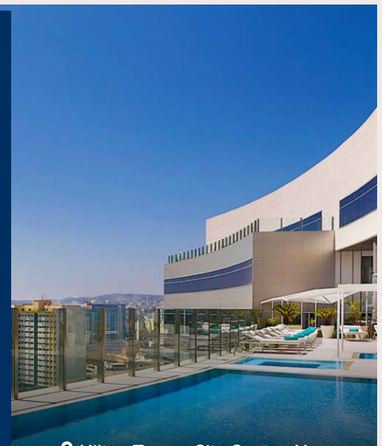
Hilton University

Reimagined in 2025, Hilton University is a modern, mobile-enabled learning platform that unites education and leadership development 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.

> **"Hilton University helped unlock my potential by transforming the way I approach my work and interact with our clients. The Sale Skills Training program has helped me build stronger long-term partnerships and has made me more confident and effective in my role. I'm so grateful to Hilton for supporting my growth both professionally and personally."**
>
> **— Randa Harrak,** Cluster Sales Executive, Hilton Tanger City Center & Hilton Garden Inn Tanger City Center, Morocco



Hilton Tanger City Center, Morocco

Industry-leading learning tools

As part of our commitment to lifelong learning, Team Members have access to an ever-evolving suite of industry-leading tools and programs to help them reach their full potential, including:

Global Language Learning Program

In October 2025, Hilton launched its first-ever centralized, no-cost, language learning solution for corporate and managed hotel Team Members around the world. This language learning initiative reflects our belief that communication is the key to connection.

The program offers unlimited self-study access to six languages, unlimited on-demand group classes, and AI-powered role-play practice scenarios. Additionally, Team Members can enroll in private, 1:1 language instruction.

Mentoring and Coaching

We are committed to cultivating and preparing our Team Members for the next level of leadership through direct engagement and advocacy. Hilton's mentorship program, powered by MentorcliQ, and our coaching program, through BetterUp, provide personalized support, build managerial capabilities and empower future leaders to foster inclusive, high-performing teams that strengthen our culture and drive long-term success.

Guild

Hilton was the first hospitality company to offer access to tuition-free, barrier-free educational opportunities to its eligible U.S. Team Members through Guild. Beginning on day one of employment, Hilton Team Members have access to Guild's platform of educational programs, including GED/high school completion, certificates, college prep, and associates and bachelor degrees.

SPOTLIGHT

At Hilton Americas-Houston, several Team Members have embraced the opportunity to learn and grow through Guild-supported programs, including hospitality management, digital marketing, information technology, English language learning, and more.

Learn more
About what these Team Members learned and how it is already making an impact

4K+
Team Members engaged in our mentoring programs in 2025

10K+
Mentoring hours recorded in 2025

99%
Of coaching sessions were rated positively by participating Team Members, with the majority reflecting exceptional or highly favorable experiences

Career growth opportunities

All of our leadership development programs anchor to our leadership capabilities—Dream Big, Inspire Others, and Make It Happen—which build upon Conrad Hilton's leadership philosophy and define what it means to be a uniquely Hilton leader.

Developing early talent

LAUNCH

To build a pipeline of future leaders from the start of their Hilton careers, LAUNCH is an early-career rotational program that offers participants a 24-month journey through on-property roles in cities around the world and rotations across key business areas in Hilton's global headquarters in the U.S.

Management Development Program

Our early career program for hotel-based roles focuses on developing leadership capabilities and hotel operations acumen to prepare participants for a first-time managerial role.

Developing emerging leaders

LEAP

Global leadership development program for top talent Corporate Senior Directors and Directors with both virtual and in-person sessions focused on business acumen, leadership capabilities, communicating to influence, mental well-being and resilience, and working across the matrix.

Executive Development Program (EDP)

Global leadership development program for Corporate Senior Directors and newly promoted Vice Presidents that focuses on accelerating the development of future enterprise leaders, with focus on leadership capabilities, strategic thinking, executive presence, business acumen and sustainable leadership.

SHINE

Global development program to support our identified internal talent in their transition into Hotel Director and Hotel Manager/General Manager roles through training, project opportunities and exposure to leadership.

69%
Of General Manager roles in our managed hotels were filled by internal talent in 2025

Leadership Excellence (LX)

Global leadership development program for nominated and selected Corporate Vice Presidents and General Managers in owned and managed properties. The program provides an in-depth, thought-provoking and practical learning experience that gives participants a strong business edge.

Luxury Leader Program

Launched in 2025, this six-month hybrid learning experience is designed to strengthen Hilton's luxury talent pipeline by developing newly hired or promoted General Managers through strategic luxury leadership, brand advocacy and innovation.

> **"The LX Program provided the opportunity to learn directly from Hilton's senior leadership and to connect with peers from across the organization. I gained new perspectives on leadership, strengthened my strategic thinking, and reflected on how I could continue growing as a leader while supporting my team in meaningful ways."**
>
> **— Ann Kang,** General Manager, Hilton Nagoya, Japan

Opening pathways towards a career at Hilton.

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.

Career pathway

Hilton Global Foundation partner programs

Some of the organizations we partner with through the Hilton Global Foundation to bring this work to life around the world include:

DC Central Kitchen (United States)

Hilton's long-standing partnership with DC Central Kitchen centers on expanding employment pathways by supporting its nationally recognized Culinary Job Training program, which equips individuals facing barriers such as incarceration, homelessness and trauma with the technical and professional skills needed to build sustainable careers in hospitality.

International Youth Foundation (Mexico)

Hilton partners with the International Youth Foundation to support its JuventudES program in Mexico City, helping equip vulnerable young people with essential job skills, training and employer connections that empower them to build lasting, meaningful careers.

Only A Pavement Away (United Kingdom)

Together, Hilton and Only A Pavement Away work to empower individuals facing homelessness, including veterans and prison leavers, by offering training, career development and financial support to overcome barriers to employment.

Hands on Tokyo (Japan)

Hands on Tokyo offers a Life Skills Program for youths with developmental and intellectual challenges. Through their "LIVES KITCHEN" food truck, supported by the Hilton Global Foundation, participants gain essential skills and work experience in the culinary sector, helping them build a path to greater independence.



International Youth Foundation


Hands on Tokyo

Learn more
About the impact we are making through the Hilton Global Foundation

Career pathway

Supporting growth for future hospitality talent

To inspire and expand talent in the hospitality industry, Hilton launched Hilton Cares, a scholarship program designed to create opportunities for growth and advancement for current and aspiring students. Through Hilton Cares, Hilton and the Hilton Global Foundation awarded scholarships to 27 Hilton Team Members and 63 members of the community.

Recognition

Hilton receives Scholarship America's Irving Innovation Award

Hilton received recognition for Hilton Cares Scholarship Program, recognizing innovative, student-focused efforts to make lifelong learning accessible, removing barriers to opportunity and committing to workforce development.



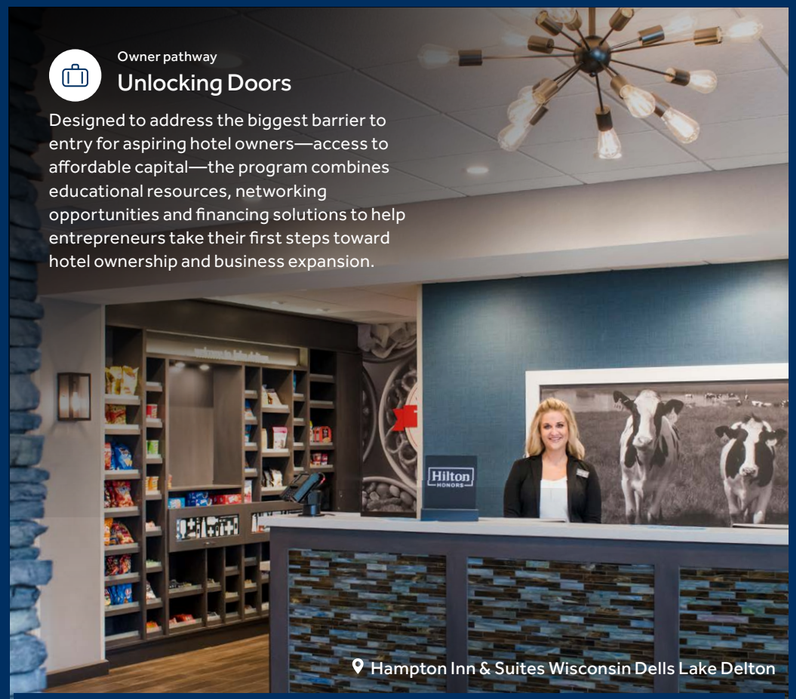
I was inspired to apply for the Hilton Cares Scholarship because Hilton truly commits to its people. The scholarship felt like a meaningful way to keep growing my education while staying connected to a company that values lifelong learning and personal growth."

— **Shanice Atkins**, Commis Chef, Barbados Hilton Resort

Learn more
How our Team Members plan to use their Hilton Cares scholarships

Opening pathways towards hotel ownership.

Hilton's Unlocking Doors program continues to open new pathways for aspiring entrepreneurs to own or grow businesses in hospitality.



Owner pathway

Unlocking Doors

Designed to address the biggest barrier to entry for aspiring hotel owners—access to affordable capital—the program combines educational resources, networking opportunities and financing solutions to help entrepreneurs take their first steps toward hotel ownership and business expansion.

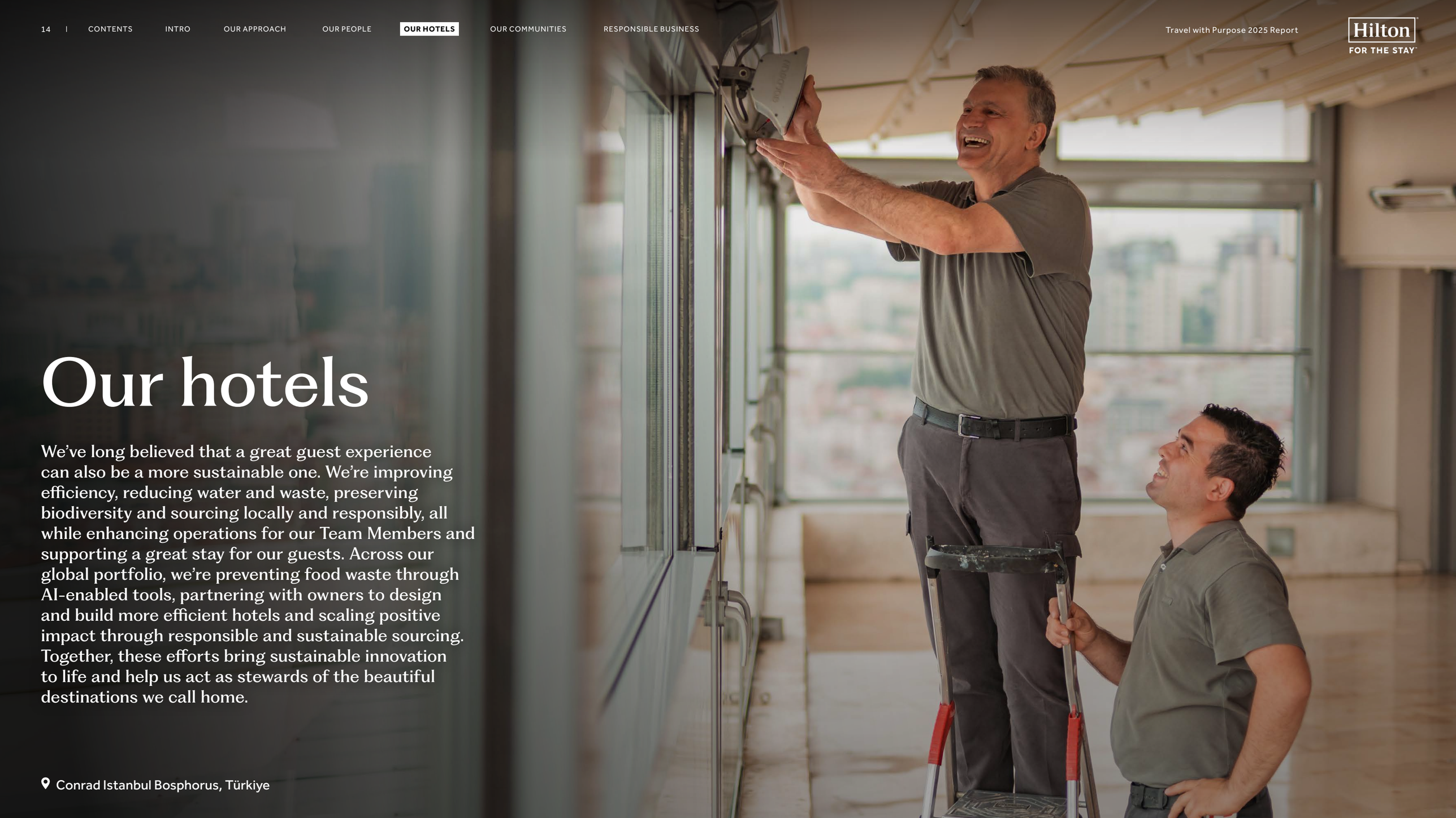
Hampton Inn & Suites Wisconsin Dells Lake Delton

Through our partnership with Bridge, a digital capital lending platform by Foro Holdings, Unlocking Doors connects new hotel owners and suppliers with the tools they need to succeed. Participants gain access to more than 100 lenders across the U.S., enabling them to secure financing for their first Hilton build or to help a supplier expand operations.

By the end of 2025, program participants secured $119M in financing through Bridge, turning their vision of hospitality ownership and growth into reality. Unlocking Doors is helping to build a more dynamic future for the industry—one entrepreneur at a time.

Our hotels

We've long believed that a great guest experience can also be a more sustainable one. We're improving efficiency, reducing water and waste, preserving biodiversity and sourcing locally and responsibly, all while enhancing operations for our Team Members and supporting a great stay for our guests. Across our global portfolio, we're preventing food waste through AI-enabled tools, partnering with owners to design and build more efficient hotels and scaling positive impact through responsible and sustainable sourcing. Together, these efforts bring sustainable innovation to life and help us act as stewards of the beautiful destinations we call home.



Conrad Istanbul Bosphorus, Türkiye

Strategic solutions. Sustainable operations.

Hilton's sustainability strategy is designed to deliver a win for our business, a win for our communities and a win for the planet. By helping our hotels operate more efficiently and responsibly, we support owners in managing costs, empower Team Members and give guests stays they can feel good about. It's proof that when purpose is built into the business, it drives performance and resilience.

Partnering for cleaner operations

Hilton's emissions reduction strategy is a phased action plan developed in consultation with sustainability leader Schneider Electric. Our Roadmap to Emissions Intensity Reduction guides our business, 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.

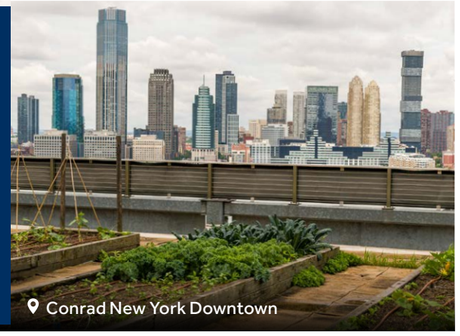
SPOTLIGHT

Energy efficiency

Sustainable operations powered by a shared commitment

At Conrad New York Downtown, sustainable operations are embedded into the hotel's daily practices and supported by a shared commitment from both ownership and Team Members. Waste reduction, rooftop agriculture and reduction of single-use plastics contribute to more sustainable stays, while food donation and career exposure initiatives strengthen connections with the local community. Guided by ownership that supports sustainability as a core part of delivering exceptional guest experiences, the hotel operates with purpose built into the business.

> **Sustainability and community impact have always been a cornerstone for our ownership and our Team Members when it comes to delivering exceptional guest experiences."**
>
> — **Chintan Dadhich**, General Manager, Conrad New York Downtown



Conrad New York Downtown

Empowering owners with resources and solutions

Hilton offers a range of resources to support owners throughout their sustainability journey, including turnkey programs with trusted providers, enabling cost-saving choices that create shared value for owners, guests and the environment.

Water/energy efficiency

Water efficiency and energy program playbooks

In 2025, Hilton introduced the Energy Program Playbook, adding to a suite of turnkey programs including the Water Efficiency Playbook and LED Lighting Program. These robust resources offer strategies to save water and reduce energy consumption while maintaining exceptional guest experiences. By implementing high-performing water and energy efficiency solutions, hotels can reduce consumption, lower costs and conserve resources. Through Hilton Supply Management, properties also gain access to cost-effective agreements with leading water management and energy efficiency providers in the U.S., simplifying implementation and accelerating savings.

Emissions reduction

Advancing renewable energy through strategic procurement

Hilton's Energy Procurement Program helps hotels and owners manage energy costs while advancing access to cleaner energy. The program also enables procurement of renewable and low-carbon electricity through Hilton Supply Management, where available. In 2025, renewable electricity adoption accelerated across Hilton globally: 35% of managed hotels and offices across EMEA operate under renewable electricity contracts and, in India, six hotels source 100% of their electricity through open-access renewable energy purchase agreements.

U.S. managed hotels increased their renewable electricity supply flow by an estimated 88% year over year, consuming approximately 152M kWh of renewable energy— enough to power an estimated 14.5K homes for a year.

SPOTLIGHTS

Hampton Inn & Suites LAX El Segundo entered a procurement contract for 100% renewable electricity. In addition to reducing emissions, the contract is expected to save the hotel approximately $40K annually, demonstrating how effective energy procurement can deliver both environmental impact and long-term operational value.



Hampton Inn & Suites LAX El Segundo

Conrad Istanbul Bosphorus and Hilton Imperial Dubrovnik entered long-term solar power purchase agreements (PPAs) expected to deliver 8M+ kWh of renewable electricity annually, supplying 70% of the hotels' electricity demands.



Conrad Istanbul Bosphorus, Türkiye, solar farm

Certification to ISO standards

Hilton has maintained certification to three internationally recognized ISO management system standards across our global portfolio since 2014:*

- 14001 Environmental Management Systems
- 50001 Energy Management Systems
- 9001 Quality Management Systems

This ongoing certification, verified annually through DEKRA's comprehensive audit process, reinforces our leadership in sustainable operations and continuous improvement. As the world's largest hotel portfolio certified to these standards, Hilton provides globally consistent, independently validated assurance that our environmental, energy and quality management practices meet the highest international benchmarks.

This consistency matters: unlike regional certifications that vary in rigor or recognition, ISO standards are globally identical, giving guests, partners and owners full confidence that a Hilton in any market operates to the same trusted standards. The result is measurable value—reduced environmental impact, improved efficiency, stronger operational performance and enhanced trust across the hospitality industry.

*As of February 2026, certain brands and countries are excluded from the certification scope. Excluded brands include Graduate, NoMad, LivSmart, Outset Collection and Apartment Collection. All Hampton by Hilton hotels within China are also excluded. Per ANAB requirements, all hotel brands within Russia and Belarus are excluded from certification.

Learn more
Hilton's global certification to three ISO standards

DEKRA



Delfins Beach Resort, Tapestry Collection by Hilton, Bonaire

Sustainable stays. Meaningful experiences.

We are continuously creating programs and opportunities to support our hotels in reducing emissions intensity, water usage, and waste generation, while enabling our guests to travel more sustainably. Having exceeded our 2030 waste reduction goal ahead of schedule, we remained above the 50% reduction mark in 2025 and are expanding programs to divert waste from landfill through sustainable renovations, recycling, and reducing single-use plastics.

Sustainable stays in action

Energy efficiency

LED lighting transition

Hilton properties worldwide are transitioning to energy-efficient LED lighting to reduce energy use and deliver long-term utility savings, while enhancing guest experience. 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.

SPOTLIGHT

Hilton Hawaiian Village Waikiki Beach Resort, Honolulu, HI, has completed the transition to LED, installing 20K+ bulbs and fixtures and achieving a 14% reduction in energy use through this and other efficiency projects.



Watch
How Hilton Hawaiian Village optimizes efficiency and sustainable operations

Emissions reduction

Expanded EV charging

EV charging is becoming an expectation for many travelers and an important part of supporting guests. Hilton is expanding EV charging across the portfolio, giving owners more resources, suppliers and sourcing options and enabling our guests to travel more sustainably. Guests can search hotels with EV chargers easily on the Hilton Honors app or hilton.com.

2.4K+

Hotels offer
EV charging



Hilton McLean Tysons Corner

Sustainability

Sustainable design

Hilton equips owners, design teams and hotels with resources like our global Sustainable Design Checklists to design and operate hotels that minimize environmental impact and lower emissions.

Learn more
How Hilton is building and operating sustainable hotels

SPOTLIGHT

Opened in 2025, Hilton Garden Inn Brussels Airport delivers comfortable, healthy and lower-impact stays for guests. The building integrates geothermal energy, 600+ solar panels and a design that reduced concrete use by an estimated 30%. Powered by 100% renewable electricity, with smart energy controls and high-efficiency water fixtures, the hotel has received triple sustainability certification—BREEAM Excellent, WELL Gold and DGNB Gold—the only hotel in Belgium to receive all three major designations.

Learn more
How the HGI Brussels Airport blends comfort and sustainability



Hilton Garden Inn Brussels Airport, Belgium

Sustainable tourism

Leading sustainable travel through industry collaboration

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.

Leading the way in sustainable stays

Recognition

Celebrating impact through the Travel with Purpose Awards

In 2025, Hilton introduced the Travel with Purpose Awards to recognize hotels across our global portfolio delivering standout progress toward our 2030 Goals. Inaugural winners, announced in early 2026, demonstrate measurable environmental and community impact in action.

Learn more
How our TWP Award winners are leading with purpose and delivering measurable impact

Sustainability leadership

Travel with Purpose hotel champions

It's our incredible Team Members who bring Travel with Purpose to life in our hotels. Across the world, our hotels are designating Travel with Purpose hotel champions to oversee and coordinate sustainability and community impact efforts at their hotel. In 2025, 560+ champions are leading these efforts, making a positive impact, delivering meaningful stays and leading with purpose.



"Being a TWP Champion allows me to have an impact not just in my own community but across the region, allowing me to see the amazing impact we have as a company."

— **Nick Boyd**, TWP Champion, General Manager, DoubleTree by Hilton Surabaya

SPOTLIGHTS



Hilton New Orleans Riverside

The Hilton New Orleans Riverside demonstrates strong Travel with Purpose leadership through an engaged sustainability committee driving environmental performance and innovation. The committee advances waste reduction, recycling, composting and operational integration. Since 2023, efficiency upgrades delivered 2.4M kWh savings. In 2025, 35% waste diversion contributed to 3.3M+ pounds diverted since 2023.



Conrad London St James, U.K.

Travel with Purpose Champion Miriam Koopman advanced sustainability across Conrad London St James and Hilton London Metropole. She strengthened LightStay reporting, launched a 28 Days of Sustainability campaign, and delivered practical waste reduction actions. By making sustainability engaging and positive, Miriam energized teams, embedded impact into operations and inspired progress.

Learn more
How our guests can experience responsible travel practices at our hotels

How Team Members are leading Travel with Purpose

Elevating taste. Reducing waste.

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 at reducing 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.

Collaborating to reduce food waste

Sustainability leadership

First hospitality company to sign the U.S. Food Waste Pact

In 2025, Hilton joined the U.S. Food Waste Pact, an initiative co-led by ReFED and World Wildlife Fund (WWF) with the aim to reduce food waste in the U.S.

Learn more
Hilton's efforts in reducing food waste

Partnerships

Collaborating with WWF on Low Waste Events initiative

In 2025, Hilton participated in the U.S. Food Waste Pact's low-waste events pilot, advancing solutions to reduce food waste at meetings. Through this pilot with WWF, Signia by Hilton Orlando reviewed their standard practices to identify opportunities to reduce food waste at a designated event. Through careful menu variety and production management, they made changes that cut bread and salad dressing waste by 50%, and diverted 90%+ lunch buffet waste from landfill. Across the two-day event, 100+ pounds of food were safely reused and 200+ pounds of food were donated.



Hilton Too Good To Go meals

Partnerships

Partnering with Too Good To Go across Europe

Hilton has partnered with Too Good To Go in Europe to combat food waste by connecting surplus food from our restaurants and buffets with local communities. Participating hotels pack unsold items into Surprise Bags, listed on the app at a reduced price for pickup. To date, 100+ Hilton hotels are active on the platform, saving 170K+ meals—equivalent to 460+ tons of CO_2e—while strengthening community connections.

Learn more
About Hilton's partnership with Too Good To Go

Scaling up technology to reduce food waste

Hilton has deployed Winnow, an AI-powered food waste management platform, in 220+ hotels globally to track, analyze and cut food waste. This technology is helping kitchens identify patterns, reduce overproduction and rethink traditional service models.

2025 global impact across Hilton hotels using Winnow

60%
Average food waste reduction

7M+
Meals saved

13K+
CO_2 equivalent avoided

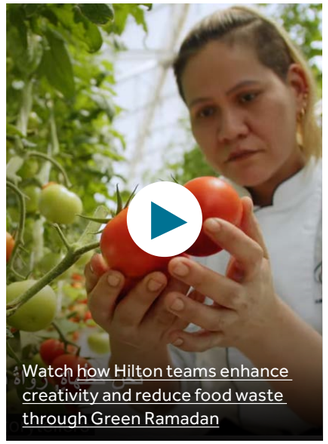
Food waste

Delivering measurable food waste reduction through Green Ramadan

Through campaigns like Green Breakfast and Green Ramadan, Hilton hotels are using the powerful combination of technology, responsible sourcing and behavior change to deliver powerful results. Building on the momentum of previous years, the 2025 Green Ramadan program marked the initiative's biggest rollout yet, scaled across 45 hotels in 14 countries in EMEA and APAC, and serving 340K+ guests.

The program saw great impact including a 26% reduction in post-consumer plate waste, avoiding 2.6 tons of food waste—the equivalent of 6K+ meals.

Learn more
Hilton's Green Ramadan initiative and 2025 impact


Watch how Hilton teams enhance creativity and reduce food waste through Green Ramadan

Recognition

Hilton and Winnow were recognized as the World's Leading Sustainable Partnership 2025 by the World Sustainable Travel & Hospitality Awards for Green Ramadan

Learn more
Hilton's recognition for Green Ramadan program

Sustainable food practices in action at our hotels

SPOTLIGHTS


Hilton Bogotá, Colombia

At Hilton Bogotá, an organic kitchen garden supplies a rotating harvest of herbs and vegetables to the hotel's restaurants, creating a hyper-local dining experience while reducing environmental impact.


Hilton Tokyo, Japan

In Japan, 12 Hilton hotels have partnered with Revo International to recycle cooking oil into sustainable aviation fuel (SAF), recycling 16+ tons of used cooking oil in 2025.


Hilton Kuala Lumpur, Malaysia

At Hilton Kuala Lumpur, Winnow AI-powered tracking has reduced post-consumer plate waste during Green Ramadan by nearly 50%. An on-site organic digester diverts 3.6K+ pounds of waste from landfill. The culinary team upcycles food scraps into creative dishes, while the BoomGrow vertical farm supplies sustainably grown leafy greens. The hotel also donates surplus food to Kechara Food Kitchen, to support the local community.


Watch how Conrad Koh Samui's on-site farm puts delicious and sustainable ingredients center stage

At Conrad Koh Samui, Sustainability Manager Payap Khunkhayan transforms his passion for sustainability and farming into immersive guest experiences. The on-site farm produces 6K+ pounds of fruits and vegetables monthly, supplying up to 70% of kitchen produce seasonally, plus 6K+ free-range eggs for restaurants and bars. Guests join daily tours and harvesting and animal feeding, while the hotel composts 2+ tons of food waste each month. For this work and impact, Payap received the 2025 Hilton CEO Light & Warmth Award honor.

Source with Purpose. Scale positive impact.

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 local 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.

Learn more
Responsible Sourcing Goals Progress


Hagia Sofia Mansions Istanbul, Curio Collection by Hilton, Türkiye

Responsible sourcing

HSM holds suppliers to the highest standards of ethics and human rights. Through our Responsible Sourcing Policy, Animal Welfare Statement, and partnership with EcoVadis, we ensure transparency and accountability across every level of the supply chain. These measures help us understand where and how products are made and advance shared goals for responsible,a sustainable business practices.


Hilton Singapore Orchard, Singapore

Ensuring responsible partnerships

Hilton continued to participate in 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. In 2025, Hilton invited 170+ suppliers to join the HARP network. Hilton's engagement contributed to 500+ suppliers added to the HARP supplier network by all member companies during the year.

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.

Partnership

EcoVadis assessment

Hilton utilizes the EcoVadis platform to help evaluate business practices related to the environment, labor and 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.

SILVER | Top 15% ecovadis Sustainability Rating SEP 2025

EcoVadis supplier engagement

HSM leads a program to assess, track and improve our suppliers' sustainability performance. We prioritize evaluating our key suppliers (high-spend and high-risk suppliers), concentrating on their business practices related to environment, labor and human rights, and ethics. "High spend" includes suppliers with whom HSM's contracted annual spend is greater than $1 million. "High risk" includes suppliers providing Hilton with labor or manufacturing rubber, cocoa, packaging, paper, textiles and/or crops.

Animal welfare

Hilton is committed to the ethical treatment of animals across our supply chain. We are taking action to drive the cage-free egg transition globally. We continued to maintain positive momentum in 2025 and again demonstrated significant improvement in cage-free egg sourcing and group-housed/crate-free pork goals in our hotels globally. Additionally, our managed hotels in Japan, Korea and Micronesia continued to lead in Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC) certified sustainable seafood sourcing, and some APAC countries procured more than 40%.

Learn more
Animal Welfare Statement
Responsible Sourcing Policy

Partnerships

World Sustainable Hospitality Alliance

In 2025, Hilton 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 and education across the hospitality industry.

SPOTLIGHTS

Accelerated responsibly sourced pork and cage-free egg transition in the U.S.

In 2025, we completed the transition to 100% responsibly sourced bacon and breakfast sausage products and completed initiating the transition to 100% cage-free eggs 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 to cage-free eggs at a cost-competitive rate, complementing significant progress across our managed portfolio.

Expanding cage-free egg supply across Asia-Pacific

In 2025, we established new sourcing agreements and significantly increased purchasing of cage-free eggs with 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.

Strengthened cage-free egg supply across Brazil

In 2025, we continued to drive progress across other regions where cage-free egg supply is developing, including in Brazil. As of January 2026, we achieved 100% cage-free egg sourcing in our managed hotels in Brazil as a result of enhanced education and supplier engagements.

Source with Purpose

Sustainable and local sourcing

Protecting and restoring the planet's resources is critical, and our supply chain plays a vital role in advancing that effort. We engage suppliers to help drive a low-carbon future, increase the use of more sustainable materials, and reduce waste to landfill across every stage of the product life cycle. Through local sourcing, education, and development, we also work to enable suppliers to become more responsible.

2K+

Small businesses were contracted by HSM worldwide in 2025

Reducing emissions and waste through sustainable sourcing

Partnership

Scope 3 emissions reporting

Hilton has partnered with Watershed, a leading sustainability data platform, to enhance the accuracy and efficiency of our enterprise-wide greenhouse gas reporting. This collaboration enables centralized calculation, tracking and management of our Scope 3 emissions associated with our supply chains.

Sustainability

Defining sustainable product materials

Choosing truly sustainable products can be challenging amid a maze of certifications and claims. To simplify this process, HSM developed U.S. Sustainable Product Resource Guides, covering four key categories: Food & Beverage Consumables, F&B Disposables, Operating Supplies & Equipment, and Property Operations. These guides identify trusted certifications and highlight reliable products, helping hotels make informed choices that deliver more sustainable guest experiences. Region-specific guides for APAC and EMEA are planned to follow.

SPOTLIGHT

Reducing waste through sustainable umbrellas

Hilton partners with DripDrop across 150+ hotels in EMEA to replace umbrellas with a self-service rental model that encourages reuse and accountability. The program achieves a 95% return rate, significantly reducing waste while enhancing the guest experience. DripDrop umbrellas are made from recycled plastic, and through DripDrop's partnership with rePurpose Global, the program helped remove 8.4K+ lbs of plastic waste in 2025, turning a common amenity into measurable environmental impact.



Hilton Garden Inn Vilnius, Lithuania

Partnership

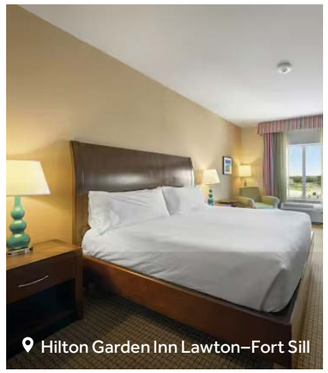
Renovation waste diversion guidance

As part of Hilton's turnkey vendor programs, we developed a resource that connects U.S. hotels and owners with vetted waste-diversion partners to support more sustainable renovations. These partners help responsibly repurpose furniture, amenities and materials during construction projects, reducing landfill waste, advancing circular sourcing practices, and lowering the environmental impact of renovations across the portfolio.

SPOTLIGHT

Diverting renovation materials from landfill to the community

During a full-property renovation, Hilton Garden Inn Lawton–Fort Sill partnered with a local nonprofit to divert furniture from 125 guest rooms away from landfill. Beds, mattresses, chairs, lamps and essential items are being redistributed to households in need, supporting approximately 250 families facing homelessness, disaster recovery or hardship. Building on this impact, the hotel continues working with additional partners to donate guest room and public area furniture, aiming to place most used furnishings into the community.



Hilton Garden Inn Lawton–Fort Sill

Sourcing locally to support communities and reduce impact

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.

SPOTLIGHTS

Local sourcing in action

Hilton Manila Newport World Resorts works with over 30 local farmers in Benguet to integrate locally sourced produce into the hotel's menu. The hotel uses close to 80% of local produce, including ingredients like strawberries, purple potatoes and tamarillo, significantly reducing its carbon footprint while supporting the farmers' livelihoods.



Produce sourced from local farm in Manila, Philippines

Investing locally to strengthen communities

In early 2025, Hilton expanded its commitment to local sourcing and community investment across the Caribbean and Latin America (CALA) region through the launch of a new Heart of House design program. By partnering with local print vendors, hotels source custom graphics locally, supporting small businesses while creating spaces that reflect regional culture. These locally produced designs transform Heart of House areas into inspiring environments where Team Members feel valued and connected, enhancing the experience behind the scenes while strengthening local economies.



CALA Heart of House local design

Sustainable seafood with local impact

At Hilton Port Moresby, Papua New Guinea, local sourcing supports community livelihoods while delivering fresh, responsibly sourced seafood to guests. Through a partnership with a small, family-run seafood business based in the coastal village of Kalo, the hotel sources handline-caught tuna, mud crab, octopus and mackerel using sustainable, traditional fishing methods. Guests can also enjoy an authentic local experience where dishes are cooked using a traditional earthen oven mumu pit.



Hilton Port Moresby Hotel & Residences, Papua New Guinea

Reducing single-use plastics for more sustainable stays.

Hilton is reducing single-use plastics in our hotels through thoughtful operational changes and sustainable sourcing. By eliminating unnecessary plastics, replacing them with lower-impact alternatives, and enabling reuse, we are creating more sustainable stays for our guests and reducing waste. These initiatives help protect the destinations guests love, improving guest convenience and enhancing the hotel experience.

Here are some of the ways that many hotels are working to reduce plastics, shrinking our environmental footprint and enhancing our guests' experience. Hilton works to scale these initiatives through brand standards, innovative partnerships, and optimized pricing for hotels through Hilton Supply Management.

Reducing plastic use

Full-size bath amenities

are required by brand standard across Hilton's global portfolio, avoiding 3.7M+ pounds of plastic usage annually as compared to miniature bottles



Removing unnecessary plastic wrapping
around items such as slippers and cups



Extending longevity of items before replacement
such as televisions and gym equipment



Replacing with reusables

Reusable dishware, drinkware and flatware

must be used in restaurants at all full-service, luxury and lifestyle hotels



Sustainable laundry bags
made from cloth or recyclable paper



Reusable cups
in guest rooms and gyms



Eliminating single-use items

Digital Key

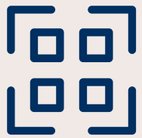
is offered at more than 80% of Hilton's properties, eliminating 100+ tons of plastic annually



Plastic-free beverage options
at meetings and events



Digital signage and QR codes
instead of printed materials



Identifying sustainable alternatives

Guest room amenities

such as toothbrushes, shaving razors and combs, are increasingly made from more sustainable materials, such as cornstarch, bamboo, wheatstraw or wood



Key cards
made from bamboo or recycled plastic



Straws, stir sticks, and cocktail picks
must be made of natural or biodegradable materials



Enabling guests to reduce

Water refill stations or on-site bottling

are available at more than 70% of hotels globally, providing guests the opportunity to hydrate with reusable bottles or cups



Single-use amenities
available on request instead of automatically provided



Reusable bottle options
for guests to use during stay



Our communities

At Hilton, we are dedicated to being responsible stewards of the communities where we operate by supporting them in times of need, investing in local businesses, inspiring service and protecting biodiversity. Hilton and the Hilton Global Foundation (HGF) are working to create a better world to travel through destination stewardship, career development and community resilience. Together, these efforts demonstrate that hospitality is a powerful force for good in the communities where we live, work and travel.



Hilton CEO, Chris Nassetta, volunteers alongside Team Members at DC Central Kitchen meal packing event

Global purpose. Local impact.

Hilton's 500K+ Team Members are the power behind Hilton's global impact, extending Hilton hospitality beyond the walls of their hotels and into their own communities. They bring Hilton's founding purpose to life and drive our Travel with Purpose strategy forward, giving back through volunteerism, expanding pathways for people and mobilizing in times of need in the communities where we live, work and stay.

~$18M

Total philanthropic donations in 2025*

Expanding opportunities through hospitality skills

China

Across China, Hilton hotels are expanding opportunity for people with disabilities through hands-on hospitality training. Waldorf Astoria Xiamen co-created a tailored training textbook with a special education school. Conrad Hong Kong delivered dining-etiquette workshops, while Hilton Fuzhou and DoubleTree Zhuhai Hengqin fostered belonging through family engagement and collaborative skills activities.



Hilton Fuzhou, China

United Kingdom

DoubleTree by Hilton Brighton Metropole partnered with Team Domenica to advance learning and development opportunities for people with learning disabilities and autism. Through supported internships, mentoring and job coaching, participants developed hospitality skills and built confidence for long-term employment. The Hilton UK Foundation also contributed toward the renovation of Team Domenica's new pub, which is fully staffed by people with disabilities.

Learn more
How Hilton and Team Domenica are expanding community career opportunities



DoubleTree by Hilton Brighton Metropole, U.K.

India

Hilton Bengaluru Embassy Manyata Business Park worked with Oceanik Education Society to conduct a culinary skills training program for students with disabilities and other disadvantaged groups. They also provided scholarships to 15 students to complete their studies and gain employment at our hotels in Bengaluru.



Hilton Bengaluru Embassy Manyata Business Park, India

* Donation number includes grants distributed from the Hilton Global Foundation, support from the Team Member Assistance Fund, hotel philanthropic donations (self-reported in LightStay), and value of 20,000 room nights donated in partnership with American Express for the Los Angeles wildfires.

Giving back to communities through volunteerism

Disaster relief

Los Angeles wildfire relief

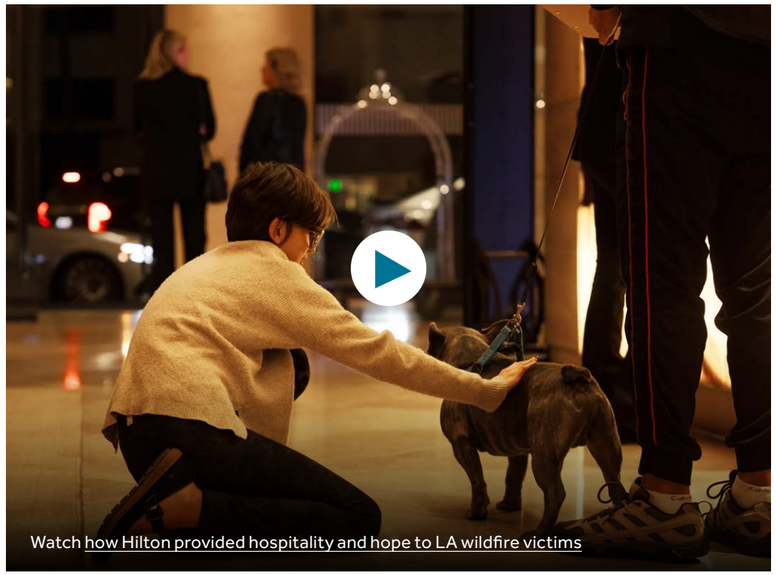
Hilton partnered with American Express and 211 LA to donate 20,000 complimentary hotel nights to families displaced by the 2025 Los Angeles wildfires, providing safety and stability within days for more than 7,000 people. Thousands of Team Members mobilized across 80 hotels, creating comfort zones, pet-friendly spaces, and donation hubs, while the Hilton Global Foundation (HGF) supported first responders.

20K

Complimentary hotel nights provided

7K+

People supported



Watch how Hilton provided hospitality and hope to LA wildfire victims

Nourishing local communities

Hilton Team Members in the U.S. packed 8.6K meals and Hilton Global Foundation gave a $200K grant for DC Central Kitchen's Culinary Job Training Program—nourishing communities and empowering future leaders.

Cleaning beaches with purpose

Hilton Team Members in Singapore collected nearly 300 pounds of plastic and general waste and nearly 200 pounds of seaweed for the Ocean Purpose Project—repurposing plastic into hydrogen fuel and seaweed into fertilizer.

Community impact

Travel with Purpose Week

Travel with Purpose Week (TWPW), Hilton's annual week to celebrate and amplify the positive impact created by Hilton Team Members in communities around the world, empowers Team Members to make a positive impact beyond the walls of their hotels and spread the light and warmth of hospitality into their communities.

2025 Travel with Purpose Week Impact

132K+

Community members meaningfully impacted

1.9K+

Volunteer events hosted

206K lbs

Waste diverted from landfill



Watch
How Hilton amplified positive impact during Travel with Purpose Week 2025

Protecting biodiversity. Supporting communities.

Hilton is committed to helping the beautiful destinations where we operate remain vibrant, resilient and welcoming for generations to come. Through destination stewardship and delivering meaningful guest experiences, we balance the needs of travelers, local communities and the environment, striving to make every destination stronger because Hilton is there.

Preserving destinations and resources through partnership and action

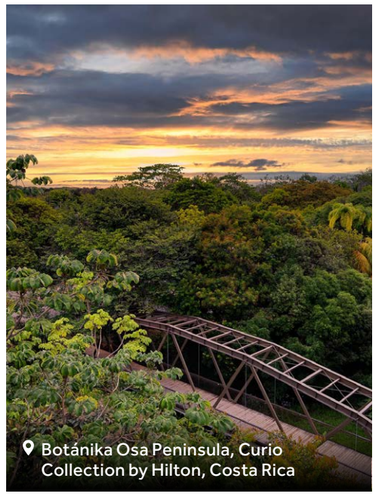
As a global hospitality leader, Hilton recognizes our responsibility to safeguard the nature around our hotels, and we are taking actions to mitigate the impacts of our operations on local biodiversity.

In partnership with World Wildlife Fund (WWF), Hilton has developed biodiversity guidance for our hotels and guests, sharing meaningful steps properties and guests can take to safeguard ecosystems. By integrating biodiversity considerations into sustainable development and operations, Hilton is helping to raise awareness and restore ecosystems, filling the earth with the light and warmth of hospitality while creating lasting value for destinations and communities.

Destination stewardship

Protecting biodiversity through partnership with BioSur

Located on Costa Rica's Osa Peninsula, one of the world's most biodiverse regions, Botánika Osa Peninsula, Curio Collection by Hilton and HGF partner with BioSur to protect critical ecosystems. Botánika partners with BioSur to host the largest insect museum in southern Costa Rica with 6K+ species of endemic butterflies, beetles and moths, and educates guests and the local community. In 2025, continued HGF support expanded the Río Nuevo Nature Reserve by 80+ acres and safeguarded 540+ surrounding acres, bringing total conservation impact to 629+ acres and advancing long-term biodiversity protection across Costa Rica landscapes.


Botánika Osa Peninsula, Curio Collection by Hilton, Costa Rica

Water efficiency

Community water projects

In 2025, Tempo by Hilton continued its partnership with the Hilton Global Foundation and Planet Water Foundation to expand community access to clean, safe water through AquaTower installations. One new tower was built in 2025, bringing the total to four since the partnership began. Together, these projects now support the daily drinking water needs of up to 7.2K people, strengthening community resilience.

100%

Of our hotels were mapped against climate risks and mapped to WWF's Water Risk Filter

Learn more
How Tempo and HGF are creating lasting impact in communities facing water scarcity

Destination stewardship

Protecting coral through community action

To help safeguard Okinawa's coral reefs from soil runoff, Hilton Okinawa Sesoko Resort partnered with local farmers—visiting farmland and supporting the planting of vetiver grass to stabilize soil ahead of typhoon season. The hotel also hosted an educational craft workshop using upcycled vetiver leaves, engaging guests and local elementary students in learning how soil erosion affects the health of nearby coral ecosystems.


Hilton Okinawa Sesoko Resort, Japan

Restoring coastal ecosystems through local partnership

At DoubleTree by Hilton Dubai Business Bay, destination stewardship comes to life through hands-on action to protect the natural environments that make the destination thrive. In collaboration with Emirates Marine Environmental Group (EMEG), the hotel supported a mangrove plantation initiative that planted 100 mangrove saplings—strengthening coastal resilience and supporting marine biodiversity. Team Members also contributed to coral reef rehabilitation and marine debris removal, helping restore vital ecosystems that protect shorelines and sustain local communities. Through partnerships and purposeful action, the hotel is contributing to healthier coastlines and more resilient destinations for generations to come.


DoubleTree by Hilton Dubai Business Bay, United Arab Emirates

Delivering meaningful experiences through destination stewardship

Creating connection through exploring local environments

At DoubleTree by Hilton Napa Valley, guests are invited to experience the destination in a deeper, more meaningful way through a self-guided tour that brings the hotel's sustainability journey to life. A curated scavenger hunt encourages guests to explore native wildlife and fruit-bearing plants across the property, while interpretive touch points explain how thoughtful design supports the local environment. Sustainability continues throughout the guest experience, from solatube skylights that naturally illuminate hallways and common spaces, to solar panels that generate 10% of the hotel's electricity and a reflective roof that reduces cooling demand.



DoubleTree by Hilton Napa Valley

Recognition for leadership in volunteerism and community resilience

Hilton earns 2025 Corporate Citizen Award

In recognition for delivering meaningful impact for communities across the country and around the world, Hilton won the 2025 Corporate Citizen Award for Best Disaster Response and Community Resilience Program from the U.S. Chamber of Commerce Foundation—celebrating Hilton's leadership in turning hospitality into a lifeline during the LA wildfires.

Learn more
U.S. Chamber of Commerce Foundation Names Winners of the 2025 Citizens Awards

Hilton recognized with Power of Beauty Award

Hilton received the 2025 Keep America Beautiful Power of Beauty Award for Corporate Volunteerism, recognizing leadership in sustainability, beautification and volunteerism. During Travel with Purpose Week 2024, Team Members from Washington, D.C., Dallas and Atlanta collected and recycled 6K pounds of litter.

Learn More
Keep America Beautiful 2025 Power of Beauty Award

Hilton Global Foundation

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 Travel with Purpose 2030 Goals.

$22M+
In grants since Foundation's launch in 2019





Learn more about our HGF grantees and impact in our 2025 HGF Impact Report

"The Hilton Global Foundation is committed to spreading the light and warmth of hospitality by partnering with organizations that strengthen communities, expand access to opportunity and protect the destinations where people travel. Through these partnerships, we help create lasting pathways to amplify our impact and build a better future around the world."

— **Katherine Lugar**, EVP, Corporate Affairs, and President, Hilton Global Foundation



Divers remove debris from the Florida Keys National Marine Sanctuary through Hilton Global Foundation's support of the National Marine Sanctuary Foundation's Goal: Clean Seas Florida Keys Program

2025 foundation impact at-a-glance*

2.3M+
Meals distributed

2.4M+
Pounds of food donated

2.1M+
Pounds of waste diverted from landfill

26K+
Learning and career growth opportunities created

10K+
Opportunities for youth

995K+
Community members meaningfully impacted

Learn more
About Hilton's total global giving and impact

*Impact reflects programmatic work completed in 2025 by HGF-funded grantees, regardless of when grant funds were disbursed.

Team Member Assistance Fund

The Team Member Assistance Fund (TMAF) has supported Hilton Team Members facing natural disasters, personal hardships and unexpected crises since its launch in 2014. Powered by a $1-per-room-per-night contribution from Go Hilton, Hilton's Team Member travel program, TMAF has significantly expanded our capacity to support Team Members in times of need, deepening the positive impact the Foundation is able to provide to Team Members.

"TMAF support was so instrumental in helping us secure our home following the [Hurricane Milton] storm. We needed tarps, clamps and sandbags and the funds were used to secure the roof until we could get a company out to help. I only have great feedback—this program helped save our home …"

"TMAF assistance had a tremendous positive impact. It allowed my family to travel to attend my little brother's funeral service. This support made an emotionally overwhelming situation more manageable during a very painful time …"

— Hilton Team Members who received personal hardship support through TMAF in 2025

TMAF impact

Since 2014, TMAF has distributed

$5.7M+
To 9.3K+ Team Members in need

Team Members supported globally in 2025

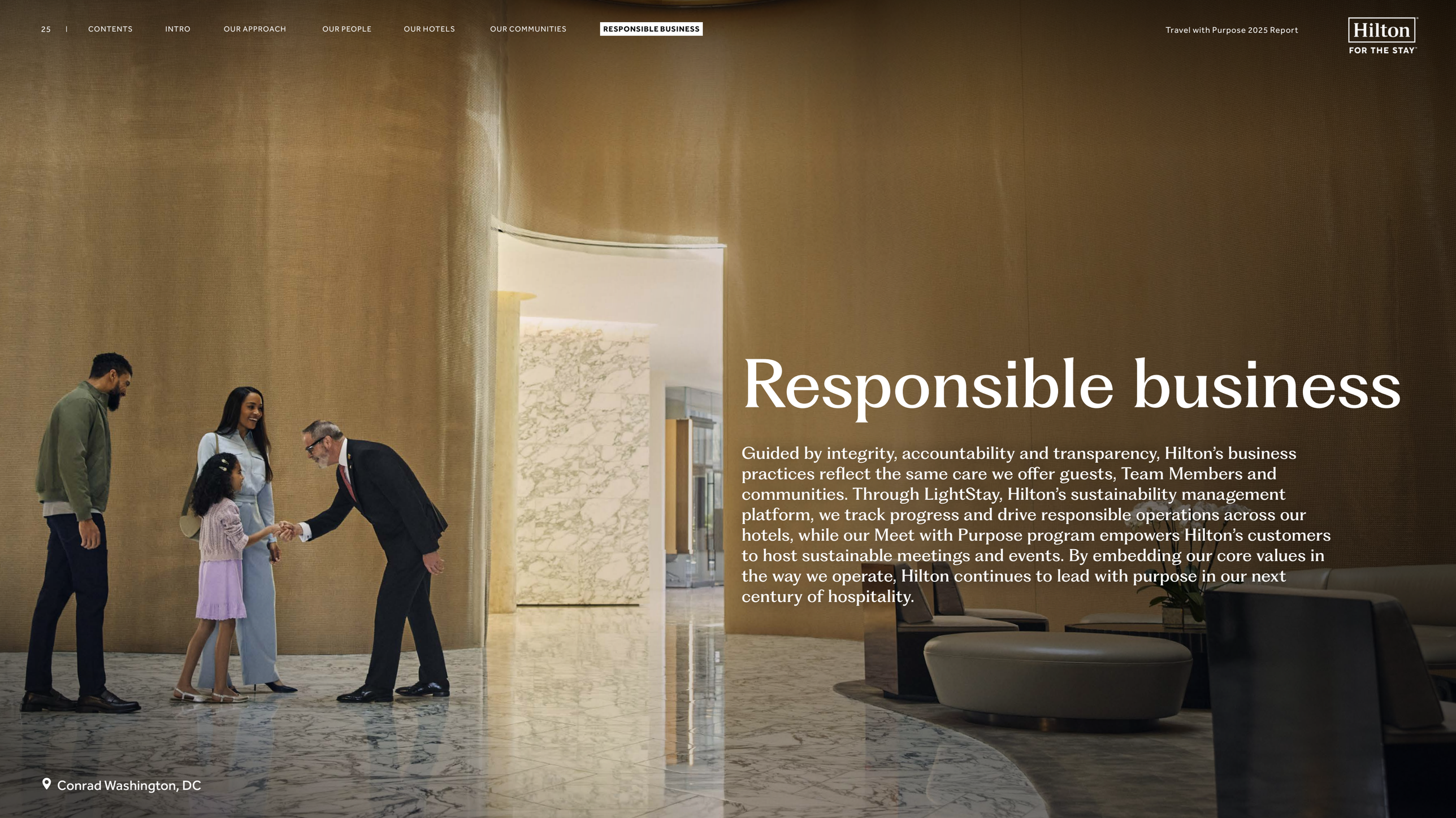
830+
Team Members received $567K+ in aid

Aid distribution by hardship

Hotel hardship	26%
Natural disaster	35%
Personal hardship	39%

Responsible business

Guided by integrity, accountability and transparency, Hilton's business practices reflect the same care we offer guests, Team Members and communities. Through LightStay, Hilton's sustainability management platform, we track progress and drive responsible operations across our hotels, while our Meet with Purpose program empowers Hilton's customers to host sustainable meetings and events. By embedding our core values in the way we operate, Hilton continues to lead with purpose in our next century of hospitality.



Conrad Washington, DC

Corporate responsibility and governance

As one of the world's largest hospitality companies, Hilton recognizes the importance of operating responsibly, within our own operations, our supply chain, and in the thousands of communities where we operate. We have established and maintain a governance structure that supports our Travel with Purpose strategy by overseeing the management of the business in a manner consistent with the long-term interests of Hilton and our stakeholders.

Learn more
2026 Proxy Statement (Corporate Responsibility and Governance)

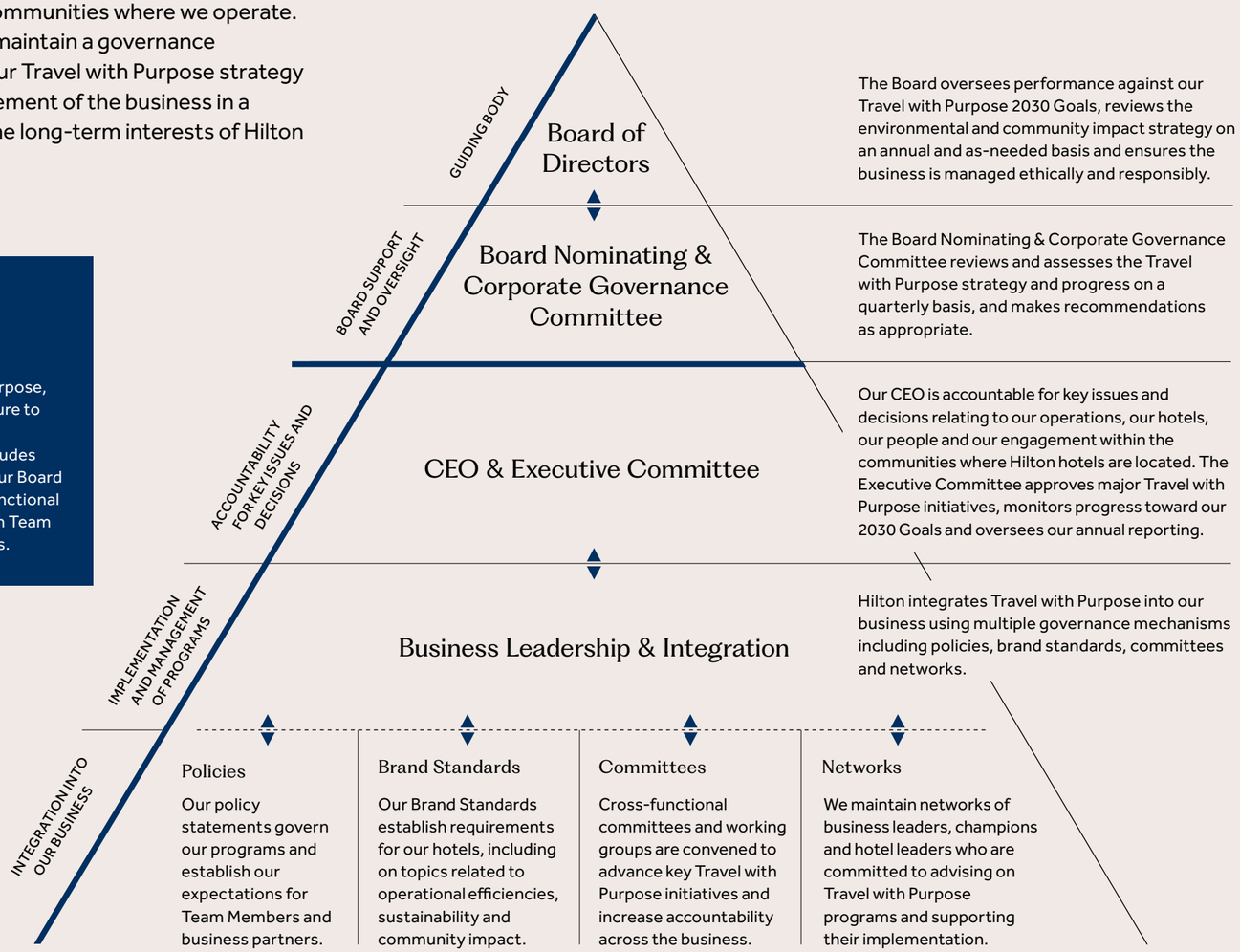
Corporate Governance Guidelines

Materiality Assessment

Our Policies

Oversight of Travel with Purpose

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.



Assessing & managing risks in our operations

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.

Learn more
Risk Management Overview

Supplier engagement

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, ethical, labor and human rights business practices.

Learn more
Responsible Sourcing & Supplier Management

Data tracking & performance in LightStay

LightStay is our award-winning system for measuring and reporting our progress toward our Travel with Purpose Goals. Our properties track energy, water, waste and associated utility cost reduction projects that are underway, as well as community volunteerism and charitable donations. Robust reports inform our properties of their progress on a regular basis. LightStay also enables hotels to report the environmental impact of stays, meetings and events to our customers.

The third party that hosts the LightStay platform undergoes external audits to provide assurance over its control environment.

Learn more
LightStay

Hilton leadership in sustainability reporting

Hilton's VP and Global Head of Sustainability spoke to fellow sustainability leaders in Boston at the 2025 Reuters Sustainability Reporting USA conference, sharing the importance of robust data and strong controls, as well as the importance of technology and teamwork.



Human rights

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, human trafficking and unethical recruitment.

Learn more
Slavery and Human Trafficking Statement

Our Policies

Advancing our human rights program

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, guests and community members.

Preventing human trafficking

Mandatory training on preventing human trafficking

All hotel-based Team Members globally must complete mandatory training on preventing human trafficking on an annual basis. With the launch of our new training, Corporate Team Members will also be required to take the training in 2026. The course empowers hospitality employees to identify potential signs of human trafficking, monitor situations vigilantly and report potential activity. We post information about how to identify signs of human trafficking for sexual exploitation and forced labor at managed hotels globally as required by law.

Modern slavery in labor sourcing training

In 2019, we developed a tailored course on the risks of forced labor in labor sourcing and donated the training to members of the World Sustainable Hospitality Alliance. Within Hilton, this training is available to all Team Members and is mandatory for Team Members in EMEA directly involved in recruitment and outsourcing. These training resources are also made available to franchised hotels, labor agencies, suppliers and other business partners. In addition, our Safety and Security teams and external partners provide in-person training on identifying and combating human trafficking to hotel Team Members. These trainings are provided on a risk basis, often prior to major local events like the Super Bowl, Olympics and World Cup.

In 2025, we began participation in a cross-industry initiative focused on the prevention of human trafficking and modern slavery around the FIFA World Cup, which will be held in cities across North America in the summer of 2026.

Identifying, preventing and mitigating risks

Our operations

We recognize that hotels around the world may be exploited by traffickers for commercial sexual exploitation and that labor exploitation can occur in hospitality operations.

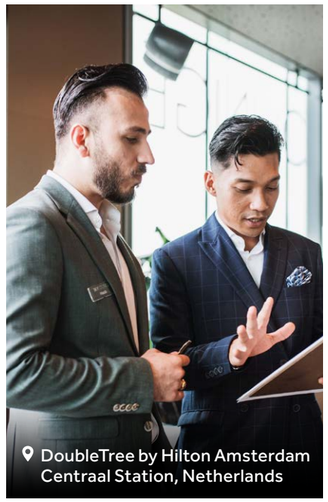
To mitigate human rights risks during the development and construction phase, we carry out due diligence reviews of potential hotel owners, and we provide our Code of Conduct and Human Rights Principles to all potential owners. Prior to agreeing to develop a hotel in a new country, we conduct country-level due diligence, which includes a review of human rights risks.

To identify risks in our operations, we map hotels against more than 10 external human rights indices from Verisk-Maplecroft and share the risk profiles with our properties. We upload the risk profiles into LightStay to increase the awareness among our hotels. Leased and managed hotels are required to escalate potential violations of human rights to the corporate Safety & Security team.

Our suppliers

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. Identified suppliers in selected regions must complete an EcoVadis assessment, which includes a human rights component.

We prohibit recruitment fees and require the same from our business partners. If allegations arise that labor agencies forced employees to pay recruitment fees, we immediately reimburse the employees for the fees they were forced to pay. All regions conduct standard supplier due diligence reviews and additional due diligence on labor agencies before adding them to a regional list of approved suppliers.



DoubleTree by Hilton Amsterdam Centraal Station, Netherlands

SPOTLIGHT

Partnerships

Human trafficking prevention training

Building on Hilton's years-long commitment to ensure our Team Members recognize and address signs of human trafficking, in 2025 Hilton led a partnership with Hyatt and Intercontinental Hotels Group (IHG) to create an updated, modernized and survivor-informed training curriculum designed to empower Team Members to recognize, respond to and report instances of trafficking. Developed in partnership among the three hospitality companies, Protect All Children from Trafficking (PACT), and Unboxed Training & Technology, the training leverages live-action video storytelling and has been made available to the industry, free of charge.

Learn more
About Hilton's collaboration to develop updated human trafficking training

Partnerships

Collaborative efforts to protect human rights

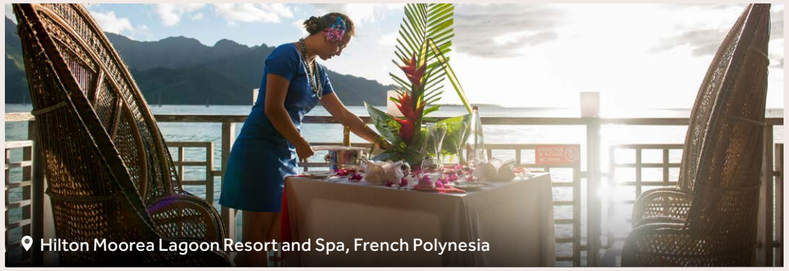
Empowered Network
In early 2026, Hilton and the Hilton Global Foundation announced a $500K grant to Empowered Network, a U.S.-based organization that delivers prevention programming and long-term support for human trafficking survivors.

Protect All Children from Trafficking (PACT)
Our corporate partnership helps mitigate the risks associated with child sexual exploitation and trafficking in the hospitality industry.

World Sustainable Hospitality Alliance (The Alliance)
We are a member of The Alliance's Human Rights Working Group and collaborate with our industry peers to improve our collective understanding and efforts on human rights.

American Hotel & Lodging Association Foundation (AHLAF)
We committed $500K from 2022 to 2025 to the No Room For Trafficking Survivor Fund to support the fight against human trafficking in the hospitality sector. The funds support trafficking survivors through direct financial grants and career development that can set them up for stability and success.

Hospitality Alliance for Responsible Procurement (HARP)
As co-founders of HARP, we work with other hospitality companies to improve performance of suppliers, including on human rights.



Hilton Moorea Lagoon Resort and Spa, French Polynesia

Purposeful meetings. Powerful impact.

Every meeting at a Hilton hotel is a chance to make a meaningful impact. Hilton's industry-leading Meet with Purpose (MWP) program empowers customers to host responsible meetings and events that align with their sustainability goals—without compromising on experience. Through innovative tools and thoughtful practices, we help customers minimize environmental impact and support local communities, while experiencing exceptional hospitality.

Meet with Purpose is built on three pillars that make planning sustainable meetings and events simple and meaningful: gather, nourish, and impact. A customer can work with their hotel to find opportunities to bring each of these pillars to life in their event. The journey begins with a report from Hilton's Meeting Impact Calculator, which provides a customized understanding of the environmental footprint and community impact of a specific meeting. Customers can then work with the hotel, utilizing Meet with Purpose resources, to make choices that improve the sustainability of their meeting, including creating company-specific Meet with Purpose packages that enable consistent experiences when they host events at Hilton hotels around the world.

Learn more
Meet with Purpose

Meet with Purpose pillars

Gather

Host meetings that minimize environmental footprint.

Tools that empower action

- Meeting Impact Calculator
- Meet with Purpose Checklist
- Pre-travel guidance for attendees

Nourish

Serve climate-conscious menus that delight guests.

Choices that are eco-friendly

- Food waste reduction
- Low-carbon menus
- Locally sourced foods

Impact

Give back to communities where you gather.

Opportunities for impact

- Volunteer activities
- Donate excess food

Learn more
Community impact & volunteering

Sustainability tool

Meeting Impact Calculator

Available across Hilton's global portfolio, the Meeting Impact Calculator helps customers estimate and reduce an event's footprint with actionable choices. Powered by our award-winning LightStay platform, customers can easily estimate, reduce and offset carbon emissions. Using property- and event-specific data, the tool provides a custom report detailing projected carbon, energy, water and waste. Paired with Hilton's Meet with Purpose Checklist, customers can make informed choices and take practical steps to minimize environmental impact while enhancing community impact.

76K+

Meetings quantified their environmental footprint through the Meeting Impact Calculator tool in 2025

Making eco-friendly choices to minimize impact

At the Hilton McLean Tysons Corner, a customer meeting demonstrated how sustainable choices elevate the guest experience while minimizing the meeting impact. Together the team eliminated plastic water bottles, promoted Digital Key, served low-carbon menus and diverted food waste from landfill. Culinary excellence shone through plant-forward dishes, whole-ingredient cooking and inventive cocktails crafted from remnant ingredients, helping the customer meet sustainability goals while delivering an exceptional, memorable event.



Hilton McLean Tysons Corner

Sustainable meetings in action

Meet with Purpose isn't just good for the planet—it's good for business. Customers increasingly seek partners who share their values, and Hilton delivers with solutions that combine responsibility and hospitality. Together, we're creating meetings that matter.

SPOTLIGHTS

Meetings that drive impact and customer loyalty

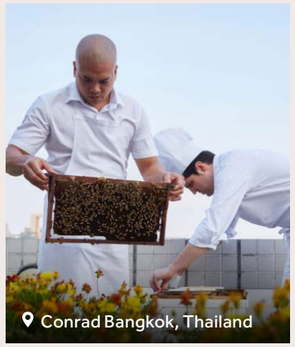
The Hilton Prague Atrium worked with a customer on a customized Meet with Purpose package to reduce the environmental footprint of events, making it easy for the customer to return and see their choices reflected. Events hosted at the hotel eliminate plastic water bottles in the meeting space, donate leftover food, and support a local nonprofit—plus all emissions are offset.

70%

Of Hilton Prague Atrium's food & beverage ingredients come from local suppliers

Partnering with customers to provide climate-conscious meeting menus

At Conrad Bangkok, Meet with Purpose enables customers to incorporate sustainable food & beverage practices into their meetings through thoughtfully designed experiences. The hotel partners with customers to offer climate-conscious menus supported by the city's first hotel rooftop aviary, which supplies honey for on-site kitchens while enhancing urban biodiversity. AI-powered Winnow technology helps measure and reduce food waste, inspiring creative dishes such as watermelon rind in Thai green papaya salad. Coffee grounds are repurposed into BBQ charcoal, herbs and vegetables are harvested from the on-site garden, and surplus food is donated to the local community, helping customers host meetings that are both memorable and more sustainable.


Conrad Bangkok, Thailand

Meetings that minimize environmental footprint

The Hilton San Francisco Union Square partnered with a medical association on an interactive meeting with sustainability and community impact moments woven throughout the experience. From plant-based menus to reducing individually wrapped buffet items to making energy efficient choices in the meeting space, the event allowed the customer to host an event aligned with their organizational values and priorities.

1K+

Hygiene kits assembled and donated

> **"The team at Hilton San Francisco Union Square was able to help us execute initiatives geared towards sustainability and community engagement as we continue to try to have a positive impact on our environment and communities."**
>
> — Customer

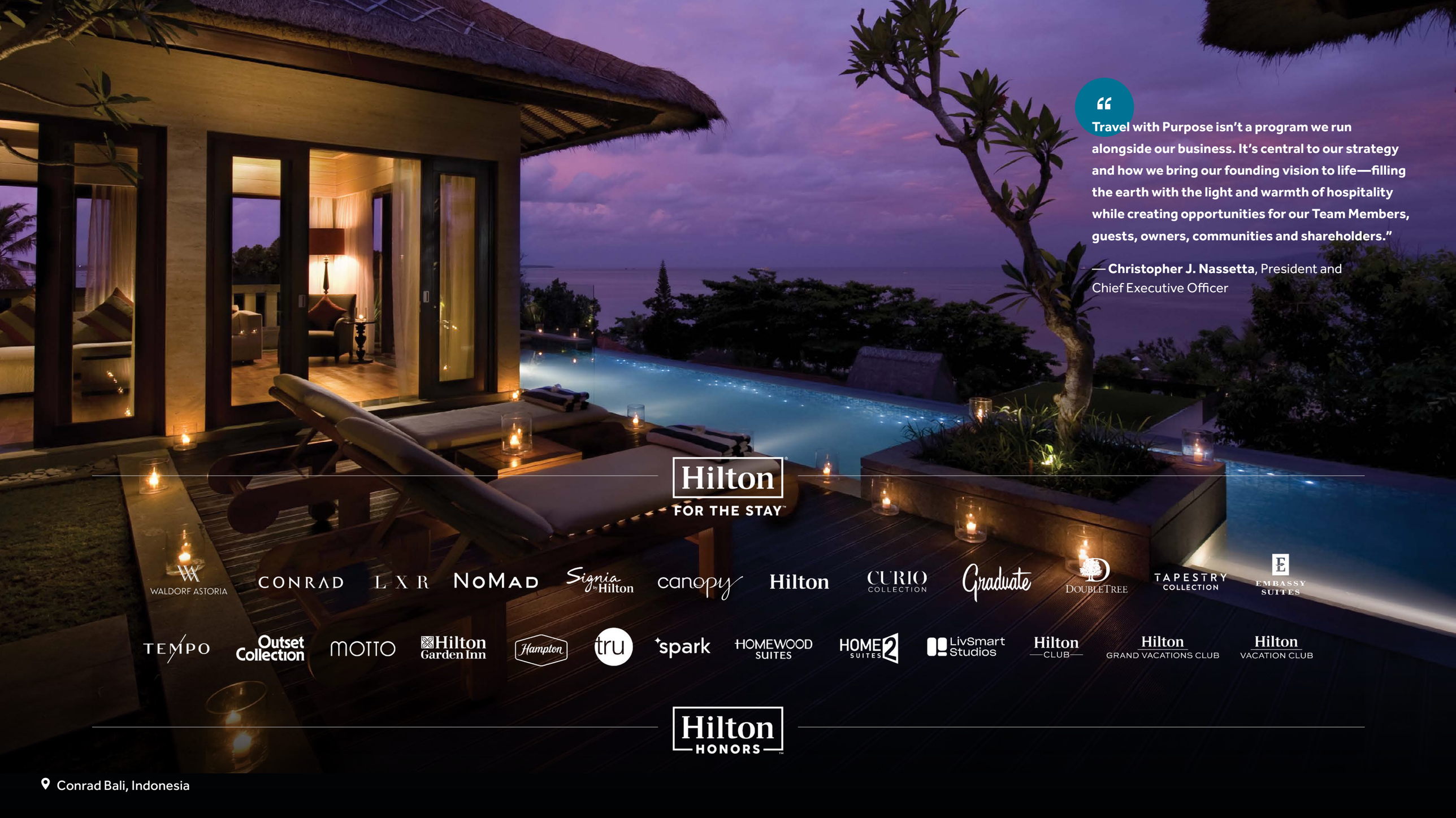
Notes about this report

This report provides an annual update about Hilton's Travel with Purpose (TWP) strategy and performance. It has been prepared in reference to the Global Reporting Initiative (GRI) Standards and integrates the recommendations of the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD). Our strategy and reporting practices are informed by our materiality assessment. In addition to the information found in this report, we externally report on our Travel with Purpose strategy, programs and progress towards our 2030 Goals on our website, travelwithpurpose.hilton.com, with data tables available on the Our Reporting page of the website. We obtain third-party limited assurance over selected data disclosed in this report, as indicated in our 2025 Assurance Statement. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted.

We define Team Members as employees at Hilton corporate offices and owned, leased and managed properties, and employees of franchisees who work on property at independently owned and operated hotels in the Hilton portfolio. In this report, goals and progress updates, references to Hilton's "managed hotels" or "managed portfolio" include all hotels we operate, including owned, leased and managed hotels. Unless otherwise noted, reported environmental and community figures refer to our impact across our owned, leased, managed and franchised portfolio. Information about our supply chain is provided by our global procurement and supply chain arm, Hilton Supply Management (HSM). HSM works with 4K+ suppliers worldwide to source products for hotels around the world, serving 25K properties, of which about half are non-Hilton branded hotels and non-hotel businesses.



Grand Hotel des Sablettes Plage, Curio Collection by Hilton, La Seyne-sur-Mer, France



> **Travel with Purpose isn't a program we run alongside our business. It's central to our strategy and how we bring our founding vision to life—filling the earth with the light and warmth of hospitality while creating opportunities for our Team Members, guests, owners, communities and shareholders."**
>
> — **Christopher J. Nassetta**, President and Chief Executive Officer

Hilton
FOR THE STAY™

WALDORF ASTORIA · CONRAD · LXR · NoMad · Signia by Hilton · canopy · Hilton · CURIO COLLECTION · Graduate · DoubleTree · TAPESTRY COLLECTION · EMBASSY SUITES

TEMPO · Outset Collection · MOTTO · Hilton Garden Inn · Hampton · tru · spark · HOMEWOOD SUITES · HOME2 SUITES · LivSmart Studios · Hilton CLUB · Hilton GRAND VACATIONS CLUB · Hilton VACATION CLUB

Hilton
HONORS™

Conrad Bali, Indonesia