Hilton Worldwide, Inc.

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Terms of disclosure for corporate questionnaire 2024 - CDP

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10/23/2024, 06:07 pm

Contents

C1. Introduction

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Hilton is one of the largest hospitality companies in the world, with 7,530 properties comprising 1,182,937 rooms in 126 countries and territories as of December 31, 2023. Founded in 1919, Hilton has been an innovator in the industry for more than 100 years. Our premier brand portfolio includes luxury, lifestyle, full service, focused service and all-suites hotel brands, as well as our timeshare brands. As of December 31, 2023, we had 180 million members in our award-winning guest loyalty program, Hilton Honors. We operate our business through a management and franchise segment and an ownership segment, each of which is reported as a segment based on delivering a similar set of products and services and being managed separately given its distinct economic characteristics. The management and franchise segment includes all of the hotels we manage for third-party owners, and all franchised hotels that license our intellectual property, including our brand names, trademarks and service marks, and to which we provide other contracted services, but the day-to-day services of the hotels are operated or managed by someone other than us. Revenues from this segment include: (i) management and franchise fees charged to third-party hotel owners; (ii) licensing fees from our strategic partners, including co-branded credit card providers; and (iii) fees for managing hotels in our ownership segment. The ownership segment primarily derives revenues from nightly hotel room sales, food and beverage sales and other services at our consolidated owned and leased hotels. As of December 31, 2023, we employed or managed approximately 178,000 individuals at our owned, leased and managed hotels and corporate offices. There were approximately 288,000 additional individuals employed by third-party owners working at our franchised properties. Hilton strives to create long-term value for all stakeholders and strengthen the resilience of our business while also advancing responsible travel and tourism globally through our ESG strategy, which is grounded in our Travel with Purpose (TWP) goals. We continue to make progress towards our TWP 2030 Goals, including: environmental — building a more sustainable future with well-defined targets for watts (carbon and energy), water and waste; social - supporting and advancing careers, communities and responsible conduct; and governance - advancing and measuring our goals with a focus on integrity and transparency through our company policies and reporting mechanisms, our external partnerships and our public affairs work. Our 2030 Goals align with the global Sustainable Development Goals adopted by the United Nations in 2015 and are guided by our evaluation of the social and environmental issues that are critical to the long-term success of our business. Our TWP efforts are supported by a governance structure that is designed to ensure the objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. LightStay, our proprietary and award-winning data management system, is used to measure, manage and report many of Hilton's key environmental and social performance metrics, including, carbon emissions, energy, water, waste, volunteer hours, in-kind donations and efficiency projects. It provides owners with visibility into utility performance and allows Hilton to analyze and report collective progress toward achieving our 2030 Goals while delivering meaningful data and reporting to our customers. We remain committed to reducing greenhouse gas emissions in line with climate science. Hilton was the first global hospitality company to set science-based targets in 2018 that were validated by the Science Based Targets initiative (SBTi). As climate science continued to evolve, we set more ambitious targets in 2022. In 2022, SBTi validated our near-term targets (1.5C by 2030) to cut carbon emissions intensity of our managed hotel portfolio by 75% and of our franchised hotel portfolio by 56%, with 2008 as

our baseline. We continue to work toward our 2030 Goal of reducing water and waste intensity at the hotels we operate, including those that are owned, leased and managed, by 50 percent, with 2008 as our baseline. Our greenhouse gas inventory reporting boundary is operational control and is used for CDP and additional external GHG reporting. Operational control is defined as companies, entities, or groups over which operational control is exercised. This applies to our owned and managed portfolio. However, Hilton's TWP and climate change strategies, along with LightStay requirements for measurement and improvement in carbon and energy efficiency, and water use, and waste generation extend to all franchised hotels globally. Hilton has integrated energy and climate-related issues into our business objectives for years through our continued focus on improving the environmental performance of our hotels and driving responsible travel and tourism across our industry.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2023	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.5) Provide details on your reporting boundary.

(1.5.1) Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?

Select from:
☑ No

(1.5.2) How does your reporting boundary differ to that used in your financial statement?

In our financial statements, managed hotels are not consolidated due to the lack of financial control, however, environmental performance data is reported for our owned and managed properties based on operational control. Franchised hotels are an integral part of our business model. Our CDP disclosure covers environmental data for owned, managed and franchised properties across our global portfolio.
[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

HLT

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	Select from: ☑ No, this is confidential data	*N/A*

[Fixed row]

(1.24) Has your organization mapped its value chain?

	Value chain mapped	Description of mapping process and coverage
	Select from: ☑ Yes, we have mapped or are currently in the process of mapping our value chain	*N/A*

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	Select from:	*Select from:*	*N/A*

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	☑ No, but we plan to within the next two years	☑ Other, please specify :N/A	

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

N/A

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

N/A

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ No

(2.1.3) To (years)

30

(2.1.4) How this time horizon is linked to strategic and/or financial planning

N/A
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

(2.2.1.1) Process in place

Select from:

☑ Yes

(2.2.1.2) Risks and/or opportunities evaluated in this process

Select from:

☑ Risks only

(2.2.1.3) Is this process informed by the dependencies and/or impacts process?

Select from:

☑ Yes

(2.2.1.6) Explain why you do not have a process for evaluating both risks and opportunities that is informed by a dependencies and/or impacts process

N/A
[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Quantitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WWF Water Risk Filter

Other

☑ Other, please specify :Hilton LightStay Tool

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Declining ecosystem services

☑ Increased ecosystem vulnerability

☑ Water availability at a basin/catchment level

☑ Water quality at a basin/catchment level

Policy

☑ Mandatory water efficiency, conservation, recycling, or process standards

☑ Regulation of discharge quality/volumes

☑ Statutory water withdrawal limits/changes to water allocation

Market

☑ Inadequate access to water, sanitation, and hygiene services (WASH)

☑ Other market, please specify :Implications of water on your key commodities/raw materials

Reputation

☑ Stakeholder conflicts concerning water resources at a basin/catchment level

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Water utilities at a local level
☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Hilton utilizes the WWF-DEG Water Risk Filter given the tool's extensive coverage of over 40 risk drivers and contextual issues at the river basin level. Each hotel's water risk is assessed using the tool, and the findings of this assessment (along with recommendations and tips) are shared with the hotel via our LightStay platform. The risk analysis is updated annually. We also leverage our LightStay tool and hotel data, including monthly water withdrawals by source, water costs, occupancy and weather data, and other profile data.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Quantitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify **:**Verisk Maplecroft

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Wildfires

☑ Other acute physical risk, please specify **:**Tsunami Hazard, Volcanic Hazard, Seismic Hazard

Chronic physical

☑ Changing temperature (air, freshwater, marine water)

☑ Water stress

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Local communities

☑ NGOs

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

On an annual basis, Hilton maps its global portfolio of hotels against a series of 30 ESG risk indices provided by Verisk-Maplecroft, including 2030 Climate Change Exposure and Climate Change Vulnerability Indices that are based on RCP 8.5. To specifically assess the physical risk of climate change across different climate-related scenarios, this year we mapped our hotels against a series of risk indices related to climate change exposure and vulnerability, flood hazard, water stress, and temperature changes. The indices that we used included analysis of the current state of climate-related risk, as well as RCPs 2.6, 4.5 and 8.5, where risk data was available. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations).

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Quantitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

☑ Other commercially/publicly available tools, please specify :Verisk Maplecroft Risk Indices

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Declining ecosystem services

☑ Increased ecosystem vulnerability

☑ Water availability at a basin/catchment level

☑ Water quality at a basin/catchment level

Policy

☑ Mandatory water efficiency, conservation, recycling, or process standards

☑ Regulation of discharge quality/volumes

☑ Statutory water withdrawal limits/changes to water allocation

Market

☑ Inadequate access to water, sanitation, and hygiene services (WASH)

☑ Other market, please specify :Implications of water on your key commodities/raw materials

Reputation

☑ Stakeholder conflicts concerning water resources at a basin/catchment level

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Suppliers

☑ Regulators

☑ Local communities

☑ Water utilities at a local level

☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Hilton's supply chain risk assessment procedures for water risk use the water risk indicators within the Verisk-Maplecroft indices, mapped against our operating areas. Risk assessments are updated yearly, enabling us to continually assess sustainability risks. We also use the EcoVadis platform to identify and address environmental risks, including water (and other ESG) risks in our supply chain.

Row 4

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Quantitative only

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Medium-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WWF Water Risk Filter

Databases

☑ Maplecroft Global Water Security Risk Index

Other

☑ Other, please specify :Hilton LightStay Tool

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Declining ecosystem services

☑ Increased ecosystem vulnerability

☑ Water availability at a basin/catchment level

☑ Water quality at a basin/catchment level

Policy

☑ Mandatory water efficiency, conservation, recycling, or process standards

☑ Regulation of discharge quality/volumes

☑ Statutory water withdrawal limits/changes to water allocation

Market

☑ Inadequate access to water, sanitation, and hygiene services (WASH)

☑ Other market, please specify :Implications of water on your key commodities/raw materials

Reputation

☑ Stakeholder conflicts concerning water resources at a basin/catchment level

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Suppliers

☑ Regulators

☑ Local communities

☑ Water utilities at a local level

☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Hilton utilizes the WWF-DEG Water Risk Filter given the tool's extensive coverage of over 40 risk drivers and contextual issues at the river basin level. Hilton also utilizes the Verisk Maplecroft Global Water Risk Security index tool to assess water risk and water stress across our global regions. The risk analysis is updated annually. Consistent with Travel with Purpose, our ESG strategy, and water stewardship commitments, our water risk assessment also includes franchised hotels, which are not under Hilton's direct operational control. Each franchised hotel's water risk is assessed using the tool, and the findings of this assessment (along with recommendations and tips) are shared with the hotel via our LightStay platform. We also leverage our LightStay tool and data, including monthly water withdrawals by source, water costs, occupancy and weather data, and other hotel profile data to assess risk across our global portfolio.

Row 5

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Market

☑ Other market, please specify **:**Assess management's risk tolerance levels

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Other, please specify **:**Hotel's under Hilton's portfolio

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets." Climate change risks are considered in Hilton's annual Enterprise Risk Management assessment processes. Our Enterprise Risk Management team distributes Hilton's Global Enterprise Risk Survey to leaders across the global business on an annual basis. The Risk Survey informs Hilton's strategic objectives, and the results of the survey are shared with Hilton's Executive Committee, Board of Directors and Audit Committee to inform enterprise-wide strategic planning, assess management's risk tolerance levels and determine what constitutes an appropriate level of risk for the company.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

	Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed	Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities	Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities
	Select from: ☑ No	*Select from:* ☑ Other, please specify :N/A	*N/A*

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we are currently in the process of identifying priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

N/A

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.6) Metrics considered in definition

Select all that apply
☑ Frequency of effect occurring
☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring
☑ Other, please specify **:**WWF Water Risk Filter

(2.4.7) Application of definition

Definition of climate and water risk-related substantive financial or strategic impact on our business: (1) Economic high risk: based on current or future negative financial impacts and potential for negative impact on regional operations or guest experience. (2) Environmental high risk: based on potential for legal non-compliance or negative cost impacts through remediation or recovery efforts. (3) Social high risk: based on potential negative impact on brand, reputation, and stakeholder relationships as well as potential for legal non-compliance. For water - using the WWF Water Risk Filter, we align and evaluate the factors that may potentially impact our current global hotel operations and expansion in specific geographic markets. We also seek to identify specific areas and river basins where Hilton's water stewardship initiatives and engagement would have the greatest value. Measures used to identify substantive change: In our screening of hotels for further analysis and potential inclusion, we initially consider those hotels with an overall WWF basin risk of 3.5 or greater (med high to high). We then evaluate all hotels (managed/direct operations and franchised/value chain) within that river basin over other key risk indicators to determine the primary driver within each basin and to identify priority areas for collective action: (1) Economic high risk is aligned with WWF Physical Risk indicators (2) Environmental high risk is aligned with Regulatory Risk indicators (3) Social high risk is aligned with Reputation Risk indicators Threshold indicating a substantive change: Typically, the primary risk type and risk driver will have an average basin risk of at least 4.0. We consider any scores greater than 3.5 to be substantive.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	Please explain
	Select from: ☑ No, we do not identify and classify our potential water pollutants	*N/A*

[Fixed row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Other, please specify :N/A

(3.1.3) Please explain

N/A
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical
☑ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Direct operations

(3.1.1.9) Organization-specific description of risk

Climate change could adversely affect our business. As an operator and franchisor of hotels and resorts in 126 countries and territories, we are subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to our hotels resulting from the physical effects of climate change could lower demand for travel to certain locales and affect the performance of certain of our hotels, which could in turn have a negative impact on our results of operations. Additionally, our competitors may have sustainability initiatives that resonate more with guests and property owners than our initiatives do, which may cause reduced consumer demand at our hotel properties in favor of other brands.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

At this time we are not able to publish an estimate for the potential financial impact of this risk. Potentially avoided risks are unknown given the uncertainty of physical risks from climate change that may result in catastrophic loss. We note that the bulk of the financial impact of an extreme weather event would be borne by insurance rather than by Hilton. However, any loss of this nature, whether insured or not, could potentially adversely affect our operational results and prospects for growth.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Increase insurance coverage

(3.1.1.28) Explanation of cost calculation

N/A

(3.1.1.29) Description of response

To mitigate the physical risk resulting from extreme weather events in the short term we work collaboratively with our property owners and franchisees who invest significantly in disaster preparedness for properties located in high-risk areas, including investing in on-site power generation systems to ensure that our properties can maintain their power in the event of an emergency. In the long term, we believe that following our pathway to achieving our science-based targets will help us contribute to halting the harmful impacts of global climate change.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk6

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Yangtze River (Chang Jiang)

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Yangtze River basin as pollution/water quality with an average score of 4.6. Increased population and demand on municipal supply may contribute to higher risk for our hotels in this basin in terms of water availability and water quality for drinking, cooking, bathing, and other potable water needs. Effect on direct operations: While our current hotel operations in the Yangtze River basin represent less than 1% of Hilton's operations and global revenues, these water risks are relevant to Hilton's planned growth and success in the Greater China and Mongolia Area. Should there be declining water issues, this could lead to increased costs for required mitigation practices to be put in place or it could slow down future development opportunities.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Constraint to growth

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently, we are not able to publish an estimate for the financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Participation in environmental collaborative industry frameworks, initiatives and/or commitments

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

WWF has a water stewardship team in Shanghai that focuses on the Yangtze. Through our work with WWF, we know that significant collective action is underway in the basin. The largest threats include pollution, 105 large dams planned or under construction, inter-basin water transfer and other water infrastructure, over-fishing, and illegal fishing. WWF are also focused on mitigating risks around climate change and storm water runoff, and identifying supply chain opportunities.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.9) Organization-specific description of risk

As an operator & franchisor of hotels in 126 countries and territories, we're subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to our hotels resulting from the physical effects of climate change could lower demand for travel to certain locales and affect the performance of certain of our hotels, which could have a negative impact on our results of operations. To assess this risk, we have mapped our global portfolio of hotels against a series of 30 ESG risk indices provided by Verisk-Maplecroft, including 2030 Climate Change Exposure and Climate Change Vulnerability Indices that are based on RCP 8.5. To specifically assess the physical risk of climate change across different climate-related scenarios, we also map our hotels against a series of risk indices related to climate change exposure and vulnerability, flood hazard, water stress, and temperature changes. The indices that we used included analysis of the current state of climate-related risk, as well as RCPs 2.6, 4.5 and 8.5, where risk data was available. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations). We also work with our environmental partner, WWF, to assess flood risk at each of our properties around the world, and we seek to mitigate this risk by assisting our properties with flood preparedness.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

At this time we are not able to publish an estimate for the potential financial impact of this risk. Potentially avoided risks are unknown given the uncertainty of physical risks from climate change that may result in catastrophic loss. We note that the bulk of the financial impact of an extreme flooding event would be borne by insurance rather than by Hilton. However, any loss of this nature, whether insured or not, could potentially adversely affect our operational results and prospects for growth.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop flood emergency plans

(3.1.1.28) Explanation of cost calculation

N/A

(3.1.1.29) Description of response

To mitigate the physical risk resulting from rising sea levels we invest in flood preparedness at our hotels. We have also developed a Disaster Response Playbook, which is deployed when hotels face disasters, including flooding. In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.9) Organization-specific description of risk

Current and future carbon taxes pose financial risk by increasing utility costs and decreasing net operating income to Hilton as well as our management and franchise clients. The UK and various EU countries have already implemented carbon taxes or carbon-implicated taxes. Similar situations can be seen elsewhere in the world.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

At this time we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of direct operations

(3.1.1.28) Explanation of cost calculation

N/A

(3.1.1.29) Description of response

We use LightStay, our proprietary environmental and social impact management system as the primary method to mitigate risk and drive energy efficiency across our global portfolio of hotels. LightStay tracks carbon reduction savings potential or achievement resulting from energy efficiency improvement projects. By increasing awareness of these impacts, we see greater opportunity to drive energy efficiency and renewable energy projects. LightStay includes the following features: (1)Performance tracking for our global portfolio of hotels, with reporting at the individual hotel, region, and Corporate level; (2) Environmental impact tracking of energy, water, waste, building and property operations, and improvement projects; (3) Calculates the carbon footprint of any meeting or events (4) Measures sustainability indicators across 200 operational, design and construction practices through an annual survey; (5) Benchmarks peer performance between similar

Hilton properties; (6) Utilizes data-driven modeling to predict and analyze utility consumption and costs; (7) Aligns with the requirements of ISO 14001 (Environmental Management), and ISO 50001 (Energy Management); and (8) Environmental data verified annually by an independent third party.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Other market risk, please specify **:**Availability and/or pricing of reasonable substitutes

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.9) Organization-specific description of risk

Hilton Supply Management (HSM) supports the Hilton enterprise Travel with Purpose program through our Responsible Sourcing & Sustainability Program. HSM is focused on identifying key collaborators, developing relationships, and negotiating with suppliers around the world to source goods and services aligned with our Travel with Purpose 2030 goals. Given the size and scale of our company, we note that available supply of reasonable substitutes in certain parts of the world can be a challenge. We expect that new technologies and suppliers will continue to join the marketplace as the transition to a low carbon economy continues, but we recognize that sourcing substitute lower emissions products can represent a challenge and a risk for an organization of our size.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Other, please specify **:**Difficulty sourcing lower emissions products

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

At this time we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Improve monitoring of upstream and downstream activities

(3.1.1.28) Explanation of cost calculation

N/A

(3.1.1.29) Description of response

HSM leads a program to assess, track and improve our suppliers' sustainability performance. During the supplier screening process to identify significant suppliers, we determine the business relevance of the supplier (via annual spend), and risk associated with the supplier's commodity, sector and country of operation in the areas of environment, labor & human rights, and governance (e.g. data privacy, finance). In 2023, we continued to advance our risk evaluation and mitigation approach, strengthening the integration of our Risk Assess module and Human Rights Questionnaire and EcoVadis Assessment into our procurement platform for suppliers. We expanded our engagement with suppliers in our EcoVadis program across the Americas and EMEA regions. We also joined industry peers to launch the Hospitality Alliance for Responsible Procurement (powered by EcoVadis) to demonstrate our commitment to advancing sustainability across our shared supply chains. More information on our supplier screening process is available in our ESG supply chain and risk mitigation approach resource: https://mysupplymanagement.com/media/n33nqczw/hsm-approach-to-esg-risk-management.pdf

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☑ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.9) Organization-specific description of risk

Climate change will likely increase humanitarian demands in developing world countries as well as localities impacted by severe weather events and natural disasters. Food and water shortages, competition for resources and political instability will likely impact the supply chain as well as the ability of local communities to meet basic human needs. Changes in ownership or management practices, perceptions of our ESG practices, perception of guest or employee health or safety, the occurrence of accidents or injuries, cyber-attacks, security breaches, natural disasters, crime, failure of suppliers, franchisees or business partners to comply with relevant regulations and contractual requirements can harm our reputation, create adverse publicity and cause a loss of consumer confidence in our business. Because of the global nature of our brands and the broad expanse of our business and hotel locations, events occurring in one location could negatively affect the reputation and operations of otherwise successful individual locations. We have a rich history of community investment, and our founder's legacy of generosity

permeates throughout our organization; it is our responsibility to support our Team Members and the communities where we live, work and travel in times of crisis. Hilton sees increased future opportunity to make a difference globally with our Travel with Purpose commitment to responsible tourism and our 2030 Goals.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

At this time we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with local communities

(3.1.1.28) Explanation of cost calculation

N/A

(3.1.1.29) Description of response

Managed through Travel with Purpose and our commitment to community service. Current initiatives include: (1) Our Team Members extend our hospitality beyond the walls of our hotels through our global volunteering programs. With the combined power of more than 465,000 team members globally, we contribute our time and expertise to strengthen the communities where we work and live. Since 2017, Hilton team members have contributed over 2,500,000 volunteer hours, including over 377,000 hours in 2023. (2) In 2019, we launched the Hilton Global Foundation (formerly Hilton Effect Foundation) ("HGF") as a vehicle to deepen our efforts in social impact. HGF seeks to have a positive impact on the communities we serve, with the mission to create a better world to travel for generations to come. HGF awards grants within four focus areas that align to our Travel with Purpose Environmental and Social goals: a) Climate Action b) Destination Stewardship c) Career Development d) Community Resilience. Throughout 2023, HGF distributed over 4.4 million to organizations around the world through Annual Grants, Disaster Relief Grants, and Action Grants to support our four funding priorities.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk7

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Other chronic physical risk, please specify **:**Water scarcity

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Other, please specify **:**All California

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in California as scarcity with an average score of 4.1. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and processes. Additionally, if overall water availability declines due to continued drought, hotels in this river basin may face significant cuts in their water allotment or face increases in water costs making it more expensive to operate and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Upfront costs to adopt/deploy new practices and processes

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Due to the risks and the ongoing local awareness of water-related issues, California was selected as one of Hilton's initial pilot locations. So far, an in-depth risk analysis has been carried out, including gathering information about actions taken to date, local stakeholders and impacts seen from the local water crisis. This information has been used to create a set of recommendations for actions which is being reviewed to determine priorities for activation.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk8

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Ganges - Brahmaputra

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Ganges River basin as pollution/water quality with an average score of 4.6. According to WWF, the Ganges River basin occupies 30% of the land area of India and is heavily populated, increasing in population density downstream to Bangladesh, which is the most densely populated country in the world. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently, we are not able to publish an estimate for the financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our 2030 Travel with Purpose Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk9

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Mexico

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Panuco

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Panuco River basin as pollution/water quality with an average score of 4.6. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to reduced demands for products and services and increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our 2030 Travel with Purpose Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk10

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Mexico

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Santiago

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Santiago River basin as pollution/water quality with an average score of 5.0 (the highest possible risk). Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to reduced demand for products and services and increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:
☑ Likely

(3.1.1.14) Magnitude

Select from:
☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:
☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending
☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hilton's long-term strategy to address high-risk geographic regions is addressed in our 2030 Travel with Purpose Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk11

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Turkey

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Tigris & Euphrates

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Tigres and Euphrates river basin as pollution/water quality with an average score of 5.0 (the highest possible risk score). Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing, and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our Travel with Purpose 2030 Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk12

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Yongding He

(3.1.1.9) Organization-specific description of risk

Method for impact identification: The WWF Water Risk filter identifies the highest basin related risks as pollution, ecosystem impacts and reputation risk, with an average basin risk score of 3.5 and a pollution risk score of 5.0, the highest possible. Increased population and demand on municipal supply may contribute to higher risk for our hotels in this basin in terms of water availability and water quality for drinking, cooking, bathing, and other potable water needs. Impact on operations: While our current hotel operations in the Yongding He River basin represent less than 1% of Hilton's operations and global revenues, these water risks are relevant to Hilton's growth strategy in the Greater China and Mongolia Area. Should there be declining water issues, this could lead to increased costs for required mitigation practices to be put in place or it could slow down future development opportunities.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Constraint to growth

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include

tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our Travel with Purpose 2030 Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk13

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Other chronic physical risk, please specify **:**Water scarcity

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Egypt

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Nile

(3.1.1.9) Organization-specific description of risk

Method for impact identification: The WWF Water Risk filter identifies the highest water risk in the Nile River basin as scarcity with an average score of 4.4 and a pollution score of 4.4. Additionally, the UN have predicted that they will face severe water scarcity by 2025. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing, and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and processes. Additionally, if overall water availability declines due to continued drought, hotels in this river basin may face significant cuts in their water allotment or may have to turn to more costly technology.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Upfront costs to adopt/deploy new practices and processes

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our Travel with Purpose 2030 Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk14

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Mexico

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Bravo

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the Bravo River basin as pollution/water quality with an average score of 4.6. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to reduced demand for products and services and increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our Travel with Purpose 2030 Goals. We will achieve these goals through a comprehensive and

coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk15

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Declining water quality

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ St. Lawrence

(3.1.1.9) Organization-specific description of risk

Method of impact identification: The WWF Water Risk filter identifies the highest water risk in the St. Lawrence river basins as pollution/water quality with an average score of 5.0, the highest level of risk. Impact on operations: Increased population and demand on municipal supply may contribute to higher long-term risk for our

hotels in this basin in terms of water availability and quality for drinking, cooking, bathing and other potable water needs, leading to the need for higher investment in mitigation strategies such as new practices and technologies. Declining water quality could also lead to increased costs for water treatment and increased water prices, making it more expensive to operate in the country and reducing returns.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Upfront costs to adopt/deploy new practices and processes

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently we are not able to publish an estimate for the potential financial impact of this risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Other policies or plans, please specify **:**Brand standards for water measurement and reduction goals

(3.1.1.28) Explanation of cost calculation

Costs are incorporated into ongoing operational expenditure at both the hotel and corporate level. At this time, we are not able to publish the cost of response.

(3.1.1.29) Description of response

Our hotels are expected to set improvement goals around water management. Through LightStay, every hotel in our portfolio is required to regularly report and monitor all sources of water use against an improvement goal. In addition to this, hotels are required to always have an active water-related sustainability improvement project registered. We have created resources, which are available to all, to engage hotels in more efficient water management. The resources include tips on how to reduce water use, a training course about both the importance of water and what Team Members can do to conserve it, as well as a video which explains water stewardship. Hotels are encouraged to raise awareness with their teams and review their plans to reduce their environmental impacts. Hilton's long-term strategy to address high-risk geographic regions is addressed in our Travel with Purpose 2030 Goals. We will achieve these goals through a comprehensive and coordinated water stewardship strategy that focuses on the following areas of our value chain: (1) hotels and guests, (2) suppliers and services, and (3) communities and watersheds.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

	Explanation of financial figures
Climate change	*N/A*
Water	*N/A*

[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

China

☑ Yangtze River (Chang Jiang)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

36

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 36 hotels in the Yangtze River Basin, located in Shanghai and surrounding area. The hotels have an average overall basin risk of 3.5 (medium-high risk). This total is comprised of 35 managed hotels and 1 franchised hotel. While the facilities in the Yangtze River Basin represent less than 1% of Hilton's operations and global revenues, these water risks are relevant to Hilton's planned growth and success in the Greater China and Mongolia Area.

Row 2

(3.2.1) Country/Area & River basin

China

☑ Yongding He

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

8

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 8 hotels in the Yongding He River Basin, located in Beijing and surrounding area. The hotels have an average overall basin risk of 3.4 (medium-high risk), but a pollution risk of 5 (highest risk). This total is comprised of 8 managed hotels and 0 franchised hotels. While the facilities in the Yongding He River Basin represent less than 1% of Hilton's operations and global revenues, these water risks are relevant to Hilton's planned growth and success in the Greater China and Mongolia Area.

Row 3

(3.2.1) Country/Area & River basin

Egypt

☑ Nile

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

10

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 10 hotels in the Nile River Basin, located in Cairo and surrounding area. The hotels have similar operations and an average overall basin risk of 3.6 (medium-high risk). This total is comprised of 10 managed hotels and 0 franchised hotels. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water risks and stewardship is important to Hilton's operations, reputation and business success in Egypt and greater Middle East region.

Row 4

(3.2.1) Country/Area & River basin

India

☑ Ganges - Brahmaputra

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

7

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 7 hotels in the Ganges River Basin, located in New Delhi, Gurgaon, and surrounding area. The hotels have an average basin risk of 4.0 (high risk). This total is comprised of 7 managed hotels and 0 franchised hotels. While these facilities represent a small percentage of Hilton's operations and global revenues, attention to water risks and stewardship is important to Hilton's operations, reputation, and business expansion in India.

Row 5

(3.2.1) Country/Area & River basin

Mexico

☑ Bravo

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

102

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 102 hotels in Monterrey, Chihuahua, Juarez, and surrounding area. The hotels have an average basin risk of 3.4 (medium-high risk). This total is comprised of 3 managed hotel and 99 franchised hotels. While these facilities represent approximately 1.1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in Mexico.

Row 6

(3.2.1) Country/Area & River basin

Mexico

☑ Panuco

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

7

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 7 hotels in Mexico City and surrounding area. These hotels have an average basin risk of 3.4 (medium-high risk). This total is comprised of 3 managed hotels and 4 franchised hotels. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in Mexico.

Row 7

(3.2.1) Country/Area & River basin

Mexico

☑ Santiago

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

20

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 20 hotels in Guadalajara, Queretaro, and surrounding area. These hotels have an average basin risk of 3.4 (medium-high risk), but a pollution risk of 5 (highest risk). This total is comprised of 5 managed hotels and 15 franchised hotels. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in Mexico.

Row 8

(3.2.1) Country/Area & River basin

Turkey

☑ Tigris & Euphrates

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

6

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 6 hotels in Turkey. All hotels have 100% municipal water supply, with an average overall basin risk of 3.1 (medium risk), but a pollution risk of 5 (highest risk). This total is comprised of 2 managed hotels and 4 franchised hotels. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in Turkey.

Row 9

(3.2.1) Country/Area & River basin

United States of America

☑ Other, please specify **:**All California

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

238

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 238 hotels in California. The hotels have an average basin risk of 3.5 (medium-high risk). This total is comprised of 20 managed hotels and 218 franchised hotels across locations in the California River Basin. This represents approximately 3.75% of Hilton's global portfolio and stewardship is important to Hilton's operations, reputation, and business expansion in California.

Row 10

(3.2.1) Country/Area & River basin

South Africa

☑ Other, please specify **:**All

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

2

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 2 hotels throughout South Africa. The hotels have an average basin risk of 3.4 (medium-high risk). This total is comprised of 1 managed hotel and 1 franchised hotel. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in South Africa.

Row 11

(3.2.1) Country/Area & River basin

India

☑ Krishna

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

3

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 3 hotels in India located in cities or coastal regions. The hotels have similar operations and an average overall basin risk of 3.9 (high risk). This total is comprised of 2 managed hotels and 1 franchised hotel. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water risks and stewardship is important to Hilton's operations and business success in India region.

Row 12

(3.2.1) Country/Area & River basin

China

☑ Huang He (Yellow River)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

3

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 3 hotels across China in the Huang He. The hotels have an average basin risk of 3.4 overall (medium-high risk). This total is comprised of 3 managed hotels and 0 franchised hotels. Attention to water risks and stewardship is important to Hilton's operations and business success in China.

Row 13

(3.2.1) Country/Area & River basin

Thailand

☑ Chao Phraya

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

6

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 6 hotels in the Chao Phraya River Basin. The hotels have similar operations and an average overall basin risk of 3.5 (medium-high risk). This total is comprised of 6 managed hotels and 0 franchised hotels. While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water risks and stewardship is important to Hilton's operations, reputation and business success in Thailand.

Row 14

(3.2.1) Country/Area & River basin

United States of America

☑ St. Lawrence

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

12

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ Less than 1%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

Data has been aggregated for 12 hotels in the Chicago area, located in the St. Lawrence River Basin. The hotels have an average basin risk of 3.3 (medium-high risk). This total is comprised of 0 managed hotels and 12 franchised hotels, but a pollution risk of 5 (highest risk). While these facilities represent less than 1% of Hilton's operations and global revenues, attention to water stewardship is important to Hilton's operations, reputation, and business expansion in Chicago.
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	

[Fixed row]

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:*

	Environmental opportunities identified
	☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Move to more energy/resource efficient buildings

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.8) Organization specific description

Climate change poses a critical threat to our planet and an important challenge to the resiliency of the travel and tourism industry. At Hilton, we've made mitigating the environmental impact of our operations a high priority, as we know it is crucial to build and operate sustainable, efficient hotels and to serve as good stewards of the

beautiful destinations where we operate. One of the largest opportunities that we have realized through our sustainability efforts has been significant reductions in operating costs as our hotels continually seek to improve their efficiency in energy, carbon, waste and water. From 2008-2023, Hilton has reduced its total market-based emissions intensity by 45.1%, waste intensity by 63.7%, energy use intensity by 33.2% and water use intensity by 26.5% per square meter across our globally owned and managed portfolio.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently, we are not able to publish an estimate for the potential financial impact of this opportunity.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.23) Explanation of financial effect figures

To date we have achieved over 1.38 billion cumulative savings in watts, water, and waste costs across our system since 2009 by measuring, monitoring, and improving our efficiency, as reported through our utility performance in LightStay (our proprietary environmental and social data management system).

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

N/A

(3.6.1.26) Strategy to realize opportunity

To further improve our energy efficiency, all Hilton properties worldwide are in the process of completing a full transition to interior and exterior energy-efficient LED lighting. This initiative will enhance the guest experience, reduce hotel energy consumption, and generate long-term cost savings on electric bills. To ease the transition, in 2023 we developed a suite of adoption tools and resources, including negotiating cost-effective relationships with preferred turnkey LED lighting providers in the U.S. Our owners and developers are critical partners in the advancement of a more sustainable future for the hospitality industry. Hilton developed Sustainable Design Checklists for these partners to support informed decisions on sustainability.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp5

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Increased brand value

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.8) Organization specific description

Through our global footprint and operations, we see an opportunity through technologies, more efficient equipment, and behavioral changes to improve water conservation and efficiencies across several areas of the business. Good water stewardship is essential to protecting and preserving this increasingly scarce natural resource. We work closely with our hotels, our suppliers and our community partners to reduce water consumption across our global operations and improve water availability and quality in communities facing water risks around the world. Our hotels implement a variety of projects to reduce their water use, including landscaping with drought tolerant plants, capturing stormwater, recycling water and installing high-efficiency showerheads, toilets and faucets. Team Members report these projects in LightStay where they can track their water consumption to make data-informed decisions to drive further reduction.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Unknown

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Financial implications will vary significantly depending on the hotel's operations, but we estimate that implementation just of low-water laundry technologies could save us 10% in total water consumption across our hotels. Please note this figure represents potential water cost savings to be realized by the owners of hotels that we manage (Operational Control) and does not represent savings realized directly by Hilton on its financial statements. Hilton derives most of its revenues from long-term hotel management, franchise and related fees paid by third-party owners and franchisees. The added value and reduced risk we provide to our owners through our global commitment to sustainability enhances our fee revenues and client relationships. The financial impact is presented in terms of potential management and franchise fees resulting from this opportunity, in terms of both retention and new business. We depend on our long-term management and franchise contracts with third-party owners and franchisees for a significant portion of our management and franchise fee revenues. The success and sustainability of our management and franchise business depends on our ability to perform under our management and franchise contracts and maintain good relationships with third-party owners and franchisees.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.25) Explanation of cost calculation

N/A

(3.6.1.26) Strategy to realize opportunity

Our Meet with Purpose program allows customers to integrate environmental and social considerations into their meetings and events, aligned with their own ESG goals, and create positive impact in both the attendee experience and within the communities they visit. Using the Meeting Impact Calculator on our LightStay platform, we can work with customers to estimate the carbon emissions associated with their meeting or event. This information can be used along with the Meet with Purpose Checklist to make informed choices that can reduce the environmental impact of an event. Hilton also has a carbon neutral meeting offering which allows us to offset the resulting emissions with high quality offsets purchased by Hilton on behalf of our customers. The offsets are third party verified and registered through the Climate Action Reserve or Verified Carbon Standard, and customers receive a certificate of credit towards their climate impact goals. As an example, in 2023, carbon offsets equivalent to 650 passenger vehicles driven for one year were purchased on behalf of customers hosting meetings and events at managed hotels in Australasia (AUA).

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.8) Organization specific description

The Meet with Purpose program was launched to help clients create meaningful change in both the attendee experience and within the communities they visit. Inspired by the connections we make through global travel, Hilton practices hospitality in more sustainable and impactful ways than ever before. The Hilton Meet with Purpose Checklist can help you make decisions to gather more sustainably and lower the environmental impact of your meeting or event. Our Meet with Purpose offerings and our Meet with Purpose Checklist allows clients to: 1) Gather sustainably; 2) Nourish attendees and communities; and 3) Impact the destination. Additionally, through our Meet with Purpose offering, we partner with our corporate customers to quantify and plan sustainable meetings by providing them with reporting that projects carbon emissions for their event, as well as options to reduce those emissions. For any remaining unavoidable emissions, Hilton offers customers the opportunity to purchase high quality, verified Gold Standard or Verified Carbon Standard carbon offsets from a third party to address the environmental footprint.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently, we are not able to publish an estimate for the potential financial impact of this opportunity.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.25) Explanation of cost calculation

N/A

(3.6.1.26) Strategy to realize opportunity

Hilton's Meet with Purpose program is designed to make it easier for meeting professionals to reduce waste and incorporate health and wellness into their meetings and events. Meet with Purpose provides meeting professionals with sustainable choices to incorporate into events that not only enhance the experiences of attendees, but also align with many customers' ESG goals. Inspired by Hilton's ESG strategy, Travel with Purpose, Hilton gathered feedback from customers and sales Team Members to identify the most pressing sustainability issues for meetings and events. Through LightStay, we help our group clients meet their ESG goals and minimize the environmental impact of their events. LightStay's Meeting Impact Calculator enables all Hilton Sales and Marketing teams to calculate the carbon footprint of any event at one of our hotels. Since 2022, we have rolled out Meet with Purpose checklist with actionable ideas to enable customers to plan and host sustainable meetings and events. Through Carbon Neutral Meeting offering in the Meet with Purpose program, we partner with guests and corporate clients to reduce greenhouse gas emissions from guest nights, meetings and events. We offer our clients verified Gold Standard or VCS carbon offsets to address the remaining emissions.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Use of recycling

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.8) Organization specific description

We recognize that waste reduction, recycling, and food upcycling and donation are all critical components of creating a more environmentally friendly hospitality industry. Our waste reduction strategy focuses on supply chain evaluation and sustainable sourcing initiatives, while taking steps to divert remaining waste from landfill through donation, recycling, composting and waste-to-energy incineration. In 2023, we launched a terry donation program in the U.S. and Canada in which hotels partner with local animal shelters to donate old towels, bathmats and handcloths, which are repurposed for bedding, bathing, and medical needs, diverting an estimated 138k pounds of towels from landfill. To measure, manage, and mitigate food waste across key markets in the Middle East, the Green Ramadan initiative was implemented in three of Hilton's hotels: Waldorf Astoria Lusail Doha, Conrad Dubai, and Hilton Riyadh Hotel & Residences.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Currently, we are not able to publish an estimate for the potential financial impact of this opportunity.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

N/A

(3.6.1.26) Strategy to realize opportunity

Hilton is committed to implementing a food waste reduction program in every kitchen to reduce unnecessary waste from our food and beverage operations. At COP28, we collaborated with Winnow and ne'ma, the United Arab Emirates (UAE) National Food Loss and Waste initiative, to announce the results of the "Green Breakfast" pilot program, which saw a 62% reduction in pre- and post-consumer food waste across breakfast operations in 13 UAE-based hotels in a four-month period. We also encourage our hotels to utilize the Hotel Kitchen Toolkit, developed by the World Wildlife Fund and American Hotel Lodging Association (AHLA), which guides hotels through techniques for reducing food waste in every step of the food and beverage process: preventing food loss and waste before it arises through thoughtful menu planning; recovering wholesome, otherwise wasted food for donation, where possible; and channeling food scraps toward other uses such as animal feed and compost. All of this is supported by data tracking through LightStay (our proprietary ESG management system) to enable decision-making. Individual properties can visualize their waste performance in LightStay and see the proportion of food loss & waste volumes. Our 2030 Goals help us track progress across our operations, supply chain and communities. We are committed to reducing our waste intensity by 50% based of a 2008 baseline. This includes reducing food waste.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.8) Organization specific description

Through our global footprint and operations, we see an opportunity through technologies, more efficient equipment, and behavioral changes to improve water conservation and efficiencies across several areas of the business. Our hotels implement a variety of projects to reduce their water use, including landscaping with drought tolerant plants, capturing stormwater, recycling water and installing high-efficiency showerheads, toilets and faucets. Team Members report these projects in LightStay where they can track their water consumption to make data-informed decisions to drive further reduction. Hilton leverages its global footprint to promote investment and adoption of water efficient products and innovative technologies through various channels and vendor partnerships.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Unknown

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Financial implications will vary significantly depending on the hotel's operations, but we estimate that implementation just of low-water laundry technologies could save us 10% in total water consumption across our hotels. Please note this figure represents potential water cost savings to be realized by the owners of hotels that we manage (Operational Control) and does not represent savings realized directly by Hilton on its financial statements. Hilton derives most of its revenues from long-term hotel management, franchise and related fees paid by third-party owners and franchisees. The added value and reduced risk we provide to our owners through our global commitment to sustainability enhances our fee revenues and client relationships. The financial impact is presented in terms of potential management and franchise fees resulting from this opportunity, in terms of both retention and new business. We depend on our long-term management and franchise contracts with third-party owners and franchisees for a significant portion of our management and franchise fee revenues. The success and sustainability of our management and franchise business depends on our ability to perform under our management and franchise contracts and maintain good relationships with third-party owners and franchisees.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.25) Explanation of cost calculation

N/A
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

	Explanation of financial figures
Climate change	*N/A*
Water	*N/A*

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Standards for director qualifications are included in the "Board Composition" section of our Nominating and ESG Committee Charter and in the "Board Composition, Structure and Policies" section of our Corporate Governance Guidelines. (Please refer to the Nominating and ESG Committee Charter on page 2 and in the Corporate Governance Guidelines on page 2.)

(4.1.6) Attach the policy (optional)

nominating-and-esg-committee-charter-2020-final-v1.pdf,Hilton Corporate Governance Guidelines.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply
☑ Other C-Suite Officer
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :ESG Governance Structure

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

(4.1.2.7) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Other C-Suite Officer

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :ESG Governance Structure

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

(4.1.2.7) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030

Goals, reviews and assesses our ESG strategy and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Other C-Suite Officer

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :ESG Governance Structure

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

(4.1.2.7) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ Consulting regularly with an internal, permanent, subject-expert working group
☑ Engaging regularly with external stakeholders and experts on environmental issues
☑ Integrating knowledge of environmental issues into board nominating process
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience
☑ Active member of an environmental committee or organization

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes

	Management-level responsibility for this environmental issue
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify **:**Executive Vice President, Corporate Affairs

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy, and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.

Water

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify **:**Executive Vice President, Corporate Affairs

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :Executive Vice President, Corporate Affairs

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy, and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Our ESG efforts are supported by a robust governance structure, designed to ensure our Travel with Purpose objectives are an important part of our business and strategic priorities as we work towards our 2030 Goals. Executive Vice President of Corporate Affairs oversees the ESG department, which is responsible for the company's sustainability initiatives, including Hilton's environmental and social impact strategy. Hilton's Executive Vice President of Corporate Affairs is a member of the Executive Committee ("EC") and reports directly to the CEO. EC receives at least quarterly updates on our ESG programs and progress toward our 2030 Goals. The Nominating & ESG Committee, one of the three standing committees of Hilton's Board of Directors, receives quarterly reports on progress towards our 2030 Goals, reviews and assesses our ESG strategy and makes recommendations to the Board and management as appropriate. The Board of Directors also receives annual updates on progress towards our 2030 Goals.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.3) Please explain

Hilton strives to advance responsible travel through our ESG strategy, which is grounded in our Travel with Purpose (TWP) goals. Our TWP 2030 goals are: environmental — building a more sustainable future with well-defined targets for watts (carbon and energy), water and waste; social — supporting and advancing careers, communities and responsible conduct; and governance — advancing and measuring our goals with a focus on integrity and transparency through our company policies and reporting mechanisms, our external partnerships and our public affairs work. The 2023 annual cash incentive for Named Executive Officers program was based on 3 categories (financial performance, business area performance and organizational strength objectives), with a significant portion of our performance goals conditioned on objective and quantitative targets. Our commitment to ESG is part of our organizational strength objectives, which includes our 2030 Goals driving responsible travel and tourism globally

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.3) Please explain

Hilton strives to advance responsible travel through our ESG strategy, which is grounded in our Travel with Purpose (TWP) goals. Our TWP 2030 goals are: environmental — building a more sustainable future with well-defined targets for watts (carbon and energy), water and waste; social — supporting and advancing careers, communities and responsible conduct; and governance — advancing and measuring our goals with a focus on integrity and transparency through our company policies and reporting mechanisms, our external partnerships and our public affairs work. The 2023 annual cash incentive for Named Executive Officers program was based on 3 categories (financial performance, business area performance and organizational strength objectives), with a significant portion of our performance goals conditioned on objective and quantitative targets. Our commitment to ESG is part of our organizational strength objectives, which includes our 2030 Goals driving responsible travel and tourism globally
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Executive Vice President, Corporate Affairs

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :long-term, performance-based executive compensation

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

Emission reduction

☑ Reduction in emissions intensity

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

Engagement

☑ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Hilton's Environmental Social and Governance programs are overseen by the Executive Vice President of Corporate Affairs who reports directly to the President & CEO and is a member of the Executive Committee. The 2023 annual cash incentive for Named Executive Officers (NEOs) program was based on three categories (financial performance, business area performance and organizational strength objectives), with a significant portion of our performance goals conditioned on objective and quantitative targets. Our commitment to ESG is incorporated within our organizational strength objectives, which includes our 2030 Goals driving responsible travel and tourism globally, and our ongoing commitment to building an employee-centric and inclusive culture.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The Executive Vice President of Corporate Affair's bonus potential is tied to the overall management of sustainability issues and advancement of Hilton's 2030 Goals, including advancement social impact goals (donations, volunteerism, and inclusivity). Their performance objectives include ensuring the advancement of Travel with Purpose and driving awareness of our 2030 Goals, programs and commitments among key stakeholders (including guests Team Members, owners, and investors) and working with policymakers and industry groups to advance our position on sustainability.

Water

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Site manager

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify **:**Recognition

(4.5.1.3) Performance metrics

Resource use and efficiency

☑ Improvements in water efficiency – direct operations

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Individual hotels, General Managers and staff are recognized throughout the calendar year for sustainability-related best practices. In the Europe, Middle East and Africa managed portfolio, the engineering team of best performing hotel receives recognition within the Driving Value Program. The GMs in these regions also have their performance/ compensation tied to sustainability goals. Hotels are required to be LightStay compliant to be qualified to win brand awards.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Business unit manager

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Reduction in emissions intensity

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

Engagement

☑ Increased engagement with suppliers on environmental issues

☑ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Bonus potential for Hilton's VP of Global ESG and regional VPs of Property Operations is tied to performance toward carbon, energy, water and waste reduction targets and is continually monitored, and results are reported quarterly to regional leadership and the Hilton Executive Committee. Performance objectives for VP of Global ESG and Regional VPs of Property Operations include achievement of Hilton's science-based carbon targets and other environmental goals. They are accountable to provide tools and resources, employee awareness and engagement, and partnership implementation and results. Director of Property Operations at

each hotel is incentivized to achieve energy reduction targets and science-based carbon reduction targets. VPs of Operations EMEA and General Managers at EMEA Managed hotels are incentivized for compliance with LightStay brand standard which helps track and manage our reduction goals.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The incentive programs are designed to motivate business unit managers to focus on strategic business objectives and organizational strength which includes the overall management of climate change issues. This includes validation, certification, and reporting of annual efforts and progress towards Hilton's 2030 Goals for carbon, energy, water, and waste, hotel performance metrics and measurement as well as tools and resources, employee awareness and engagement, and partnership implementation and results. Bonus potential for hotel Directors of Property Operations/Engineering is tied to the attainment of ESG goals, including reduction in energy consumption and carbon emissions for the hotel's operations. In addition, regional programs are in place that reward engineering teams with the best overall sustainability results, including energy year-over-year consumption reductions, waste reduction efforts, sustainability related training, etc.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Demonstrate water stewardship by reducing our water consumption and mapping global water risks, with particular emphasis on identifying and implementing innovative solutions in high water risk locations.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems

☑ Commitment to respect legally designated protected areas

Water-specific commitments

☑ Commitment to reduce water consumption volumes

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Hilton-Environmental-Statement.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Manage risk to the natural habitat of the destinations where we operate by assessing risk to marine and terrestrial biodiversity at our hotels.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems
☑ Commitment to respect legally designated protected areas

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

Hilton-Environmental-Statement.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Climate change

(4.6.1.2) Level of coverage

Select from:
☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply
☑ Direct operations
☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Take action to reduce carbon emissions in line with the 2 degrees pathway established by the United Nations Framework Convention on Climate Change and the Paris Climate Agreement.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Other environmental commitment, please specify **:**Commitment to respect legally designated protected areas

Climate-specific commitments

☑ Other climate-related commitment, please specify **:**Reduce carbon emissions aligned with the well below 2-degrees and with efforts to limit the increase to 1.5°C.

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Hilton-Environmental-Statement.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Science-Based Targets Initiative (SBTi)

☑ UN Global Compact

(4.10.3) Describe your organization's role within each framework or initiative

In 2018, Hilton was the first major hospitality company to set science-based targets to reduce our greenhouse gas emissions in line with climate science. As climate science has continued to evolve, we reevaluated our environmental 2030 Goals and set more ambitious targets in 2022. In June 2022, SBTi validated our near-term targets (1.5C by 2030), which are in alignment with our updated environmental 2030 Goals. Hilton is the only hospitality company to join the UN Global Compact at the Participant level. We've been a signatory to the UNGC since 2012, and we have committed to the UNGC's human rights principles.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

2023-Travel-with-Purpose-Report-ADA-final.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Voluntary government register

☑ Non-government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

N/A

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Hilton conducted a strategic review of our Travel with Purpose 2030 Goals in 2021 to ensure our goals are in line with climate science and best-in-class programs. As a result of this process, we created our ESG Strategic Framework. One of the three components of the Governance pillar is the commitment to advocate for public policies that advance our Travel with Purpose Goals, which are themselves aligned with the Paris Agreement. This strategic framework focuses and drives our ESG

activities across the organization, and progress toward these commitments are reported quarterly to our Executive Committee, and annually in our public reporting. This process ensures high-visibility and accountability to ensure our engagement activities are consistent with our overall strategy.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

☑ Other, please specify **:**N/A

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

N/A
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Inflation Reduction Act

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence

☑ Corporate environmental reporting

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization's proposed alternative approach to the policy, law, or regulation

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets." In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Inflation Reduction Act

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Financial mechanisms (e.g., taxes, subsidies, etc.)

☑ Subsidies on infrastructure

☑ Subsidies on products or services

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization’s position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization’s proposed alternative approach to the policy, law, or regulation

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as “Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets.”. In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 3

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Policies aimed at making travel more sustainable

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Financial mechanisms (e.g., taxes, subsidies, etc.)

☑ Subsidies for renewable energy projects

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets.". In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 4

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

SEC Climate Disclosure Rule, Inflation Reduction Act, discussions related to making the travel industry more sustainable

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Financial mechanisms (e.g., taxes, subsidies, etc.)

☑ Subsidies on infrastructure

☑ Subsidies on products or services

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization’s position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization’s proposed alternative approach to the policy, law, or regulation

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as “Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets.”. In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 5

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

SEC Climate Disclosure Rule

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence

☑ Transparency requirements

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets.". In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 6

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Infrastructure Investment and Jobs Act, Inflation Reduction Act.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Energy and renewables

☑ Renewable energy generation

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Policies that address climate change and align with our commitments are central to Hilton achieving its 2030 goals. We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets.". In the long term, we believe that our science-based targets will help us contribute to halting the harmful impacts of global climate change.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify **:**World Travel and Tourism Council (WTTC)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our Chief Executive Officer served as the WTTC's Chairman from 2017 to 2020. Under our CEO's leadership, a common agenda between the WTTC and the UN Framework Convention on Climate Change was developed. Citing the need to transform dialogue into action, our CEO has advocated for the industry to take action on climate change and to pave the way for the travel and tourism industry to engage more effectively in the delivery of global goals around climate change. The WTTC works to raise awareness of travel and tourism as one of the world's largest industries. The WTTC Climate Change Task Force works to identify industry priority action areas for the future and to evaluate industry progress against climate change commitment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Other trade association in North America, please specify **:**US Travel Association

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Hilton works alongside the association and their members to shape policy positions including holding a position on the Executive Committee of their Board of Directors and sitting on the Sustainable Travel Coalition. The USTA advocates on sustainability, including spotlighting industry progress by showcasing innovative technologies and calling attention to the ongoing actions and leadership of travel professionals in the sustainability space; amplifying industry goals and commitments to conservation, best practices, waste and emission reductions and both long and short-term investments; highlighting why sustainability matters and the importance of it as a core to travel's future identifying and promoting proactive policies to help the industry achieve its goals; and defending against harmful policies that slow progress toward sustainability goals or penalize the industry without progress.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Another global environmental treaty or policy goal, please specify **:**Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Other trade association in North America, please specify **:**Roundtable, American Hotel and Lodging Association (AHLA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The American Hotel & Lodging Association represents all segments of the U.S. lodging industry and focuses on strategic advocacy and communication. Their advocacy includes supporting policies that help its membership meet their sustainability goals. The AHLA advocated for the adoption of the Energy Efficiency Commercial Buildings Deduction and the Alternative Fuel Infrastructure Tax Credits to provide tax incentives to help offset the cost of investing in energy efficiency through building upgrades and the expansion of EV charging stations at hotels. The AHLA is continuing to expand and develop their policy positions to support sustainability. Hilton is a member of the American Hotel and Lodging Association (AHLA) and chairs the AHLA's Sustainability Committee, which focuses on environment, engineering and ESG for the hotel and lodging industry. Our CFO and President, Global Development serves as Chair of the Executive Committee of the AHLA. Hilton's Vice President of ESG testified before the U.S. Senate Commerce Subcommittee on Tourism, Trade and Export Promotion on how to build a sustainable travel and tourism sector while balancing the needs of business, visitors, and local communities. Highlighted the priorities of the industry.

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify **:**Sustainable Hospitality Alliance

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Sustainable Hospitality Alliance brings together the world's leading international hotel companies to provide a voice for environmental and social responsibility in the industry. Hilton is a founding member of this travel industry consortium, participates in various working groups and supports and advises on their sustainability initiatives, including the Sustainable Hospitality Alliance's goals on carbon, water, youth and human rights and their 'Pathway to Net Positive Hospitality' which aims to drive change through helping hotels focus on the most material issues and providing necessary tools and resources.

Row 5

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ US Chamber of Commerce

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The US Chamber is actively engaged in solutions to combat climate change The Chamber recognizes the role the private sector has in developing, financing, building and operating solutions to reduce emissions and combat climate change. Hilton is a member of the U.S. Chamber and engages through membership in their policy working groups and providing feedback on their policy positions.
[Add row]

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In other regulatory filings

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Strategy

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

12-14

(4.12.1.7) Attach the relevant publication

2023-Annual-Report-10-K.pdf

(4.12.1.8) Comment

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Strategy

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

All pages

(4.12.1.7) Attach the relevant publication

2023-Travel-with-Purpose-Report-ADA-final (1).pdf

(4.12.1.8) Comment

Row 3

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Emission targets

(4.12.1.6) Page/section reference

Attached is a list of companies taking action published on SBTi website. Please refer to Row 3565, all columns for Hilton.

(4.12.1.7) Attach the relevant publication

companies-taking-action.xlsx

(4.12.1.8) Comment

Row 4

(4.12.1.1) Publication

Select from:

☑ In other regulatory filings

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Strategy

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

8-15

(4.12.1.7) Attach the relevant publication

sec-show.pdf
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ IEA B2DS

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Regulators, legal and policy regimes

☑ Methodologies and expectations for science-based targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our science-based targets were developed using the absolute contraction approach, which is in line with the 1.5 degree and B2DS pathway for our Managed (Scope 1 & 2). We also used World Sustainable Hospitality Alliance (WSHA) data to estimate the variance in hotel industry growth projections compared to overall commercial buildings, and adjusted the level of intensity and absolute reductions needed to meet the most ambitious climate target for our industry. The calculations are based on estimated annual growth in room count, normalized by the average gross floor area of guestrooms in various segments of our portfolio to arrive at the growth projections of floor area.

(5.1.1.11) Rationale for choice of scenario

We have used SBTi's latest and most ambitious guidance to model our targets. The base year selected for our SBT is 2019 while our target year is 2030 which is within a 15-year horizon to align with the SBTi. We separated out the pathway, and reduction target into two sets, one for our Scope 1 & 2 emissions for our Managed portfolio for which we have operational control, and our Scope 3 emissions from franchised properties. As a result, 100% of our current and projected portfolio is covered within the boundary for our target and carbon budget.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Chronic physical

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Hilton conducted the analysis for water stress analysis using WWF Water Risk Filter and undertook a comparative analysis against water stress analysis using Verisk Maplecroft indices.

(5.1.1.11) Rationale for choice of scenario

Water stress is a risk factor for our company. Water stress could disrupt our hotel operations and impact on our sales and revenues. To assess the risk, we mapped all of our hotels against a water stress index (among various other indices) by Verisk Maplecroft. The indices that we used included analysis of the current state of climate-related risk as well as RCPs 4.5 and 8.5 through 2030. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations). We also use the WWF water risk filter tool, to assess flood risk at each of our properties around the world, and we seek to mitigate this risk by assisting our properties with flood preparedness.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We performed quantitative climate-related scenario analysis against RCPs 2.6, 4.5 and 8.5. To specifically assess the physical risk of climate change across different climate-related scenarios, we mapped our global portfolio of hotels against a series of Verisk Maplecroft risk indices related to climate change exposure and vulnerability, flood hazard, water stress, and temperature changes. The indices that we used included analysis of the current state of climate-related risk, as well as RCPs 2.6, 4.5 and 8.5, where risk data was available. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations).

(5.1.1.11) Rationale for choice of scenario

We mapped our global portfolio, including franchised hotels, against Verisk-Maplecroft risk indices related to climate change exposure and vulnerability, flood/coastal flood hazard, water stress, tropical storm and cyclone hazard, etc. for the three climate scenarios, modelling the projected impacts of climate change on our portfolio in 2030. This timeframe was selected to align with our SBTs and our company's long-term business strategy. The results of the analysis continue to inform and strengthen Hilton's internal risk management and future external reporting.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We performed quantitative climate-related scenario analysis against RCPs 2.6, 4.5 and 8.5. To specifically assess the physical risk of climate change across different climate-related scenarios, we mapped our global portfolio of hotels against a series of Verisk Maplecroft risk indices related to climate change exposure and vulnerability, flood hazard, water stress, and temperature changes. The indices that we used included analysis of the current state of climate-related risk, as well as RCPs 2.6, 4.5 and 8.5, where risk data was available. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations).

(5.1.1.11) Rationale for choice of scenario

We mapped our global portfolio, including franchised hotels, against Verisk-Maplecroft risk indices related to climate change exposure and vulnerability, flood/coastal flood hazard, water stress, tropical storm and cyclone hazard, and etc. for the three climate scenarios, modelling the projected impacts of climate change on our portfolio in 2030. This timeframe was selected to align with our SBTs and our company's long-term business strategy. The results of the analysis continue to inform and strengthen Hilton's internal risk management and future external reporting.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We performed quantitative climate-related scenario analysis against RCPs 2.6, 4.5 and 8.5. To specifically assess the physical risk of climate change across different climate-related scenarios, we mapped our global portfolio of hotels against a series of Verisk Maplecroft risk indices related to climate change exposure and vulnerability, flood hazard, water stress, and temperature changes. The indices that we used included analysis of the current state of climate-related risk, as well as RCPs 2.6, 4.5 and 8.5, where risk data was available. This risk assessment includes an assessment of the physical risk across our global portfolio, including franchised hotels (downstream operations).

(5.1.1.11) Rationale for choice of scenario

We mapped our global portfolio, including franchised hotels, against Verisk-Maplecroft risk indices related to climate change exposure and vulnerability, flood/coastal flood hazard, water stress, tropical storm and cyclone hazard, and etc. for the three climate scenarios, modelling the projected impacts of climate change on our portfolio in 2030. This timeframe was selected to align with our SBTs and our company's long-term business strategy. The results of the analysis continue to inform and strengthen Hilton's internal risk management and future external reporting.

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Hilton conducted the analysis for water stress under RCP 4.5 (SSP2) and RCP 8.5 (SSP2) using Verisk Maplecroft indices and undertook a comparative analysis against water stress analysis using WWF Water Risk Filter. The time horizon for Verisk Maplecroft analysis is to 2030.

(5.1.1.11) Rationale for choice of scenario

Water stress is a risk factor for our company. Water stress could disrupt our hotel operations and impact on our sales and revenues. To assess the risk, we mapped our global portfolio of hotels against a water stress index (among various other indices) by Verisk Maplecroft. The indices that we used included analysis of the current state of climate-related risk as well as RCPs 4.5 and 8.5 through 2030. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations). We also use the WWF water risk filter tool, to assess flood risk at each of our properties around the world, and we seek to mitigate this risk by assisting our properties with flood preparedness.

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0ºC and above

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Hilton conducted the analysis for water stress under RCP 4.5 (SSP2) and RCP 8.5 (SSP2) using Verisk Maplecroft indices and undertook a comparative analysis against water stress analysis using WWF Water Risk Filter. The time horizon for the Verisk Maplecroft analysis is to 2030.

(5.1.1.11) Rationale for choice of scenario

Water stress is a risk factor for our company. Water stress could disrupt our hotel operations and impact on our sales and revenues. To assess the risk, we mapped our global portfolio of hotels against a water stress index (among various other indices) by Verisk Maplecroft. The indices that we used included analysis of the current state of climate-related risk as well as RCPs 4.5 and 8.5 through 2030. This risk assessment includes an assessment of the physical risk for each of our hotels in our portfolio of properties, including franchised hotels (downstream operations). We also use the WWF water risk filter tool, to assess flood risk at each of our properties around the world, and we seek to mitigate this risk by assisting our properties with flood preparedness.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

We seek to address the following focal questions using climate-related scenario analysis: (1) How can we adapt our current pipeline to operate more efficiently with lower emissions? (2) What working groups and roadmaps do we need to accomplish transformational change? (3) How can we engage and direct our future pipeline to be aligned with our carbon ambitions? With respect to these focal questions, here is a summary of the results of the climate-related scenario analysis: This work is currently on-going. Our approved SBTs have given us a roadmap and we are following a deep review process and then taking actions. Scopes 1 and 2 reductions will be met through efficiency projects, on site renewables, power purchase agreements and electrification of our buildings. For our franchises, Hilton has committed to a carbon reduction goal of below 2C. To achieve this ambitious goal for properties that we do not own or manage, we are establishing turnkey programs to make opting in easier and more efficient for owners. In the years ahead, we also envision enhancing our brand standards to require higher efficiencies while at the same time, helping our owners to cut operational costs. Strengthened brand building standards and energy efficiency requirements are being put in place to ensure that we are able to meet our pipeline goals within our climate responsibilities.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Resilience of business model and strategy

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Our annual enterprise risk assessment processes assess transition risks in addition to physical risks internally. Each risk is examined in terms of its exposure and our management's capability to address the issue, and an appropriate mitigation plan is put in place. ESG leadership provides a quarterly update to the NESG Committee on Travel with Purpose activities, including initiatives to address water. The Board receives these risk updates on an annual basis. In regular discussions with our property owners, Hilton also evaluates vulnerabilities of our hotels against different risk scenarios with an acknowledgment of specific adaptation and resilience planning initiatives.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

N/A

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Hilton has a dedicated ESG email inbox where we collect regular information from our stakeholders about our ESG. We also communicate about ESG in both our Hilton Annual 10-K Report and in our annual Travel with Purpose report.

(5.2.9) Frequency of feedback collection

Select from:

☑ Annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our 2030 Goals closely align with the United Nations' SDGs and include emissions-reduction targets validated by the Science Based Targets initiative (SBTi) and aligned with the Paris Climate Agreement. Hilton was the first major hospitality company to set science-based targets to reduce our greenhouse gas emissions in line with climate science. In 2022, we undertook a rigorous process to evaluate our existing targets, assess our current and projected greenhouse gas inventory and align the data to the latest methodology from the Science Based Targets initiative (SBTi). This allowed us to set new, enhanced targets grounded in the realities of the latest climate science. Achieving these targets will require a relentless focus on energy efficiency, electrification and a transition to renewable power across our portfolio of hotels. Our Roadmap to Emissions Intensity Reduction (See 2023 Travel with Purpose report) describes our phased implementation strategy to reach our goals. Our phased implementation strategy to reduce our emissions begins with operational shifts that require limited resources to implement, followed by investments in high-impact energy efficiency projects. In the next stage, we work toward off-site renewable energy procurement and end-of-life equipment replacement, as well as high-efficiency retrofits and electrification measures. The final phases of the roadmap focus on on-site renewable electricity generation and, as a last step, the purchase of renewable energy certificates (RECs) and carbon offsets for any remaining unavoidable emissions. This waterfall approach enables Hilton to make informed decisions and has helped us chart the path to achieving our emissions intensity reduction of 75% for managed properties and 56% across our franchised portfolio by 2030.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

In 2023, we made meaningful progress on this strategy, advancing key initiatives that will enable our hotels to operate more sustainably and support greater integration of environmental considerations in the design, construction and renovation processes. Details in key areas as follow: • Achieved 45.1% reduction in carbon emissions intensity from 2008 baseline for managed hotels as of end of year (EOY) 2023 • Achieved 25.1% reduction in carbon emissions intensity from 2008 baseline for franchised hotels as of EOY 2023 • Achieved 34.3% reduction in water intensity (per square meter) from 2008 baseline across our globally operations (owned, leased, managed, and franchised hotels) • Achieved 26.5% reduction in water intensity (per square meter) from 2008 baseline for managed hotels as of EOY 2023 • Achieved 56.7% reduction in landfilled waste intensity from 2008 baseline across our globally operations (owned, leased, managed, and franchised hotels) • Achieved 63.7% reduction in landfilled waste intensity from 2008 baseline for managed hotels as of EOY 2023

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

Hilton 2023 Travel with Purpose Report.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ Water

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As an operator and franchisor of hotels and resorts in 126 countries and territories, we are subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to our hotels resulting from the physical effects of climate change could lower demand for travel to certain locales and affect the performance of certain hotels, which could in turn have a negative impact on our results of operations. We've made mitigating the environmental impact of our operations a high priority, as we know it is crucial to build and operate sustainable, efficient hotels and to serve as good stewards of the destinations where we operate. Hilton was the first major hospitality company to set science-based targets to reduce our greenhouse gas emissions in line with climate science. In 2022, we undertook a process to evaluate our existing targets, assess our current and projected greenhouse gas inventory & align the data to the latest methodology from SBTi. This allowed us to set new, enhanced targets grounded in the realities of the latest climate science. Achieving these targets will require a relentless focus on energy efficiency, electrification and a transition to renewable power across our portfolio of hotels. Our Roadmap to Emissions Intensity Reduction describes our phased implementation strategy to reach our goals. In 2023, we made progress on this strategy, advancing key initiatives that will enable our hotels to operate more sustainably and support greater integration of environmental considerations in the design, construction and renovation processes. Our Meet with Purpose program is an example of a strategic business decision that was influenced by climate-related opportunities. Our Meet with Purpose program allows customers to integrate environmental and social considerations into their meetings and events, aligned with their own ESG goals, and create positive impact in both the attendee experience and within the communities they visit. Using the Meeting Impact Calculator on our LightStay platform, we can work with customers to estimate the carbon emissions associated with their meeting or event. This information can be used along with the Meet with Purpose Checklist to make informed choices that can reduce the environmental impact of an event. Water stewardship is essential to protecting & preserving this increasingly scarce resource. We work closely with our hotels, suppliers & community partners to reduce water consumption across our global operations and improve water availability & quality in communities facing water risks around the world. Our hotels implement a variety of projects to reduce their water use: landscaping with drought tolerant plants, capturing stormwater, recycling water & installing high-efficiency showerheads, toilets & faucets. These projects are reported in LightStay to track their water consumption & make data-informed decisions to drive further reduction,

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As an operator and franchisor of hotels and resorts in 126 countries and territories, we are subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to our hotels resulting from the physical effects of climate change could lower demand for travel to certain locales and affect the performance of certain of our hotels, which could in turn have a negative impact on our results of operations. Hilton strives to create long-term value for all of our stakeholders and strengthen the resilience of our business while also advancing responsible travel and tourism globally through our ESG strategy, which is grounded in our Travel with Purpose goals. In 2018 we undertook a detailed analysis of our environmental and social risks and opportunities, including those related to climate change. As a result of that assessment, we developed our Travel with Purpose 2030 Goals. Hilton was the first global hospitality company to set science-based targets in 2018 that were validated by the Science Based Targets initiative ("SBTi"), in our effort to reduce carbon emissions in line with the goals outlined in the Paris Climate Agreement. As climate science has continued to evolve, we reevaluated our environmental impact 2030 Goals and set more ambitious targets in 2022. In 2022, SBTi verified our near-term targets (1.5C by 2030) to cut carbon emissions intensity of our managed hotel portfolio by 75% and of our franchised hotel portfolio by 56%, with 2008 as our baseline. We continue to work toward our 2030 Goal of reducing water and waste intensity at the hotels we operate, including those that are owned, leased and managed, by 50 percent, with 2008 as our baseline. To achieve our reduction targets, in 2022, we partnered with a global leader in the field of sustainability and energy procurement to help map out a phased implementation strategy to help us make informed decisions and chart a path to achieving our energy reduction goals. To further strengthen our commitment to climate action, we have invested in two Fifth Wall Climate Technology Funds to accelerate the adoption of innovative decarbonization technologies. In support of our Travel with Purpose 2030 Goals, we align with manufacturers, distributors and suppliers who are equally committed in their resolve to protect and preserve our planet and communities. To drive this positive impact, we leverage our Hilton Responsible Sourcing Policy by including it in all supplier contracts and requiring all companies to meet these standards.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

While Hilton does not have any investments that we classify as R&D expenses (based on our business model, and reflecting that we don't manufacture products), our global Brand Innovation and Planning (BIP) department is focused on driving innovation across the business. Our BIP team has been looking closely at the increased customer demand for more sustainable offerings in our hotels, including the need to address climate-related innovation opportunities to differentiate Hilton from our competition. To further strengthen our commitment to climate action, we have invested in two Fifth Wall Climate Technology Funds to accelerate the adoption of innovative decarbonization technologies.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As an operator and franchisor of hotels and resorts in 126 countries and territories, we're subject to the physical effects of climate change, inc. sea level rise, droughts, intensified storms and other weather events. Such climate-related damage could lower demand for travel to certain areas, negatively impacting the performance of our hotels and our overall results. In 2018 we undertook a detailed analysis of our environmental and social risks & opportunities, inc. those related to climate change. This led to the development of our Travel with Purpose 2030 Goals. Hilton was the first global hospitality company to set science-based targets in 2018 that were validated by the Science Based Targets initiative (SBTi). As climate science evolved, we reevaluated our 2030 Goals and set more ambitious targets in 2022. SBTi verified our near-term targets in 2022, aiming to reduce carbon emissions intensity by 75% in our managed hotel portfolio and by 56% in our franchised portfolio by 2030, using 2008 as the baseline. We continue to work toward our 2030 Goal of reducing water and waste intensity at the hotels we operate, inc. those that are owned, leased and managed, by 50%, with 2008 as baseline. In 2022, we partnered with a global leader in the field of sustainability and energy procurement to help map out a phased implementation strategy to help us make informed decisions and chart a path to achieving our energy reduction goals. To further strengthen our commitment to climate action, we have invested in 2 Fifth Wall Climate Technology Funds to accelerate the adoption of innovative decarbonization technologies. Although we believe that our environmental impact 2030 Goals are ambitious yet attainable, there can be no assurance that we will be able to meet them. As climate science evolves we may further refine our environmental impact 2030 Goals. We evaluate our climate change risks and report our progress annually, with our reporting prepared in accordance with the GRI standards, while integrating the recommendations of the SASB and the TCFD. Our portfolio of properties are certified to ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 50001 (Energy) standards, which marks 12 years of certification to ISO 14001 and ISO 9001 and 9 years for ISO 50001. Further, in alignment with our science-based targets, we continue to take steps to increase our sourcing of renewable energy at our hotels around the

world. In the Europe, Middle East and Africa region, nearly 30% of the hotels we operated, which includes our owned and leased hotels, as well as our Watford and Glasgow corporate offices, were supplied with 100% renewable energy during 2023. In the U.S., we continue to have a renewable energy option for our managed hotels. Through our Meet with Purpose offering, we partner with corporate customers to quantify and plan sustainable meetings by providing them with reporting that projects carbon emissions for their event, and options to reduce those emissions
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply
☑ Revenues
☑ Indirect costs
☑ Assets

(5.3.2.2) Effect type

Select all that apply
☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply
☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

We define climate change risks as "Shifts in global or regional climate patterns, leading to an increase in the severity/frequency of extreme weather events, rising sea levels, and sustained higher temperatures, all of which may result in risk to current operations and future development in at-risk markets." Significant ESG risks, including risks related to climate change, environmental impact, social impact, health and safety, human rights and ethics, fraud, and corruption, are integrated in

Hilton's Enterprise Risk Management (ERM) program as part of Hilton's annual Enterprise Risk assessment process. Climate-related opportunities have influenced our financial planning for indirect costs related to the operational efficiency of our buildings, including utility costs. By operating our hotels more efficiently, we can reduce our environmental impact, contribute to our 2030 Goals and science-based targets, and significantly lower utility costs. Utilities are the second highest expense at a hotel after labor. Reducing utility consumption can provide substantial financial benefits. LightStay, our proprietary and award-winning environmental and social data management system, is used to measure, manage and report many of Hilton's key environmental and social performance metrics, including, carbon emissions, energy, water, waste, volunteer hours, in-kind donations and efficiency projects. It provides owners with visibility into utility performance and allows Hilton to analyze and report collective progress toward achieving our 2030 Goals while delivering meaningful data and reporting to our customers. From 2008-2023, Hilton has reduced its total market-based emissions intensity by 45.1%, waste intensity by 63.7%, energy use intensity by 33.2%, and water use intensity by 26.5% per square meter across our globally owned and managed portfolio. These savings are significant to our bottom line and demonstrate how integrating climate-related opportunities into our financial planning has created value for us and our owners.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

Select from:
☑ Yes

(5.5.2) Comment

While Hilton does not explicitly classify such efforts as R&D expenses, our company consistently invests in exploring, assessing, and piloting products and services that will improve the efficiency of our hotels and reduce the carbon-footprint of our operations. To strengthen our commitment to climate action, we have invested in two Fifth Wall Climate Technology Funds to accelerate the adoption of innovative decarbonization technologies. All Hilton properties worldwide are in the process of completing a full transition to interior and exterior energy–efficient LED lighting. This initiative will enhance the guest experience, reduce hotel energy consumption, and generate long-term cost savings on electric bills. To ease the transition, in 2023 we developed a suite of adoption tools and resources, including negotiating cost-effective relationships with preferred turnkey LED lighting providers in the U.S. In 2023, Hilton partnered with the World Resources Institute's CoolFood Program to gain insight into environmentally friendly dining practices as we seek to expand our sustainable menu options with plant-rich and delicious meals. Nearly 30 Hilton properties across the United Kingdom teamed up with Klimato to introduce carbon labeling on their restaurant menus. Using Klimato's carbon impact calculation methodologies, participating hotels now label menu items as low-, medium-, or high-carbon dishes, based on footprint per individual serving. In the months since implementation, low- and medium-carbon meals have become increasingly popular among guests, encouraging chefs to expand the number of options when curating their menus.
[Fixed row]

(5.5.6) Provide details of your organization's investments in low-carbon R&D for real estate and construction activities over the last three years.

Row 1

(5.5.6.1) Technology area

Select from:
☑ Other, please specify **:**Low-carbon products used within hotels

(5.5.6.2) Stage of development in the reporting year

Select from:
☑ Basic academic/theoretical research

(5.5.6.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

To strengthen our commitment to climate action, in 2022 we invested in two Fifth Wall Climate Technology Funds to accelerate the adoption of innovative decarbonization technologies. Both funds aim to decarbonize the global real estate sector: an early-stage fund focused on "moonshot" technologies and a late-stage fund comprising of patented manufactured and ready-to-install innovations.

Row 3

(5.5.6.1) Technology area

Select from:

☑ Other, please specify **:**Integration of renewable energy sources in buildings

(5.5.6.2) Stage of development in the reporting year

Select from:

☑ Large scale commercial deployment

(5.5.6.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

In 2021, Hilton researched, tested, and developed an electric vehicle (EV) charging program, which fully launched in early 2022. This initiative included a detailed assessment of the EV charging eco system and the impact and needs that would be required on property. We assessed providers and their feasibility as possible partners for our hotels. In this process, we considered varying implementation models, with a focus on investment make-ready, product and O&M flexibility, such as a charging-as-a service model. Hilton's EVC program also considered the electrical systems' impact, incentives and rebates, the provision of Green-e RECs, etc., and deployed these program and providers as optional partners to our portfolio of hotels in the U.S. While this initiative does not reduce the carbon footprint of our hotels, it provides a service that allows our guests to reduce their own emissions when they travel and allows them piece of mind for those with range anxiety. It also enables our hotels to electrify their own fleets. EV charging points are now available at well over 1,600 hotels, and the EV charging program is serving as a template for a broader rollout globally.
[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: ☑ No, and we do not plan to in the next two years	*Select from:* ☑ Not an immediate strategic priority	*N/A*

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

	Engaging with this stakeholder on environmental issues	Environmental issues covered
		☑ Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ Yes, we assess the dependencies and/or impacts of our suppliers
Water	*Select from:* ☑ Yes, we assess the dependencies and/or impacts of our suppliers

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend

☑ Product safety and compliance

☑ Regulatory compliance

(5.11.2.4) Please explain

N/A

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend

☑ Product safety and compliance

☑ Regulatory compliance

(5.11.2.4) Please explain

N/A
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.3) Comment

Our global procurement and supply chain services team, Hilton Supply Management (HSM),leads a robust program to assess, track and improve our suppliers' sustainability performance. We prioritize evaluating our high-spend and high-risk suppliers, concentrating on their business practices related to environment, labor and human rights, and ethics. Through our industry leading Supplier Diversity Program, we have also made meaningful connections with diverse and small businesses. All suppliers required to accept our Responsible Sourcing Policy which references Hilton's Human Rights Principles, Environmental Statement, Energy Stewardship Statement and Animal Welfare Statement.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.3) Comment

Our global procurement and supply chain services team, Hilton Supply Management (HSM),leads a robust program to assess, track and improve our suppliers' sustainability performance. We prioritize evaluating our high-spend and high-risk suppliers, concentrating on their business practices related to environment, labor and human rights, and ethics. Through our industry leading Supplier Diversity Program, we have also made meaningful connections with diverse and small businesses. All suppliers required to accept our Responsible Sourcing Policy which references Hilton's Human Rights Principles, Environmental Statement, Energy Stewardship Statement and Animal Welfare Statement.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier scorecard or rating

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify **:**If a supplier doesn't meet Hilton’s minimum scores, they are consulted and follow-up actions may be required. This includes but is not limited to committing to an EcoVadis Corrective Action Plan to improve their score when assessed the following year

(5.11.6.12) Comment

Hilton leverages the EcoVadis platform to assess suppliers’ ESG performance. EcoVadis, the world’s largest provider of business sustainability ratings, is a collaborative platform where buyers and suppliers engage to assess and improve sustainability performance. Through their trusted methodology (based on international frameworks such as the Global Reporting Initiative and the United Nations Global Compact), EcoVadis assesses business practices related to the environment, labor & human rights, ethics, and procurement activities. Suppliers also receive access to the EcoVadis Academy, an e-learning platform that provides training and guidance on improvement areas. All of HSM’s corporate buyers are trained in the Hilton EcoVadis program

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier scorecard or rating

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Other, please specify **:**If a supplier doesn't meet Hilton's minimum scores, they are consulted and follow-up actions may be required. This includes but is not limited to committing to an EcoVadis Corrective Action Plan to improve their score when assessed the following year

(5.11.6.12) Comment

Hilton leverages the EcoVadis platform to assess suppliers' ESG performance. EcoVadis, the world's largest provider of business sustainability ratings, is a collaborative platform where buyers and suppliers engage to assess and improve sustainability performance. Through their trusted methodology (based on international frameworks such as the Global Reporting Initiative and the United Nations Global Compact), EcoVadis assesses business practices related to the environment, labor & human rights, ethics, and procurement activities. Suppliers also receive access to the EcoVadis Academy, an e-learning platform that provides training and guidance on improvement areas. All of HSM's corporate buyers are trained in the Hilton EcoVadis program.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Other, please specify **:**Hilton’s implementation of EcoVadis assessment among our suppliers began in 2021 so its impact is still being determined.

(5.11.7.3) Type and details of engagement

Information collection

☑ Other information collection activity, please specify **:**Understanding supplier behavior. We collect climate-related information through EcoVadis which asks climate specific questions.

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Other, please specify **:**Hilton’s implementation of EcoVadis assessment among our suppliers began in 2021 so its impact is still being determined.

(5.11.7.3) Type and details of engagement

Information collection

☑ Other information collection activity, please specify **:**Understanding supplier behavior. We collect climate-related information through EcoVadis which asks climate specific questions.

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.6) Effect of engagement and measures of success

Hilton is committed to implementing a food waste reduction program in every kitchen to reduce unnecessary waste from our food and beverage Operations. To measure, manage, and mitigate food waste across key markets in the Middle East, the Green Ramadan initiative was implemented in three of Hilton's hotels: Waldorf Astoria Lusail Doha, Conrad Dubai, and Hilton Riyadh Hotel & Residences. The first week of the campaign served to create a data baseline, after which additional behavioral interventions were incorporated into the buffet and dining areas – including visual prompts and key messages from UNEP West Asia's 'Recipe of Change' Sustainable Ramadan initiative. Each participating hotel aimed to close the loop across the food value chain by focusing on composting, local sourcing, sustainable gastronomy, and food donations, among others. The hotels also adopted carbon emission labelling across its buffet stations, which encouraged diners to make climate-conscious food choices. By offering smaller portions, live cooking stations, and artfully reduced food displays, the campaign – which served 27,000 guests – was able to break through the food waste awareness barriers with an educational and interactive approach. Hilton's pioneering initiative proved effective, seeing a 61% reduction – equating to serving over 8,600 meals, and preventing almost 4.8 tonnes of waste and over 14 tonnes of CO2 emissions. https://www.youtube.com/watch?v=I36HDRQfDPA

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Good water stewardship is essential to protecting and preserving this increasingly scarce natural resource. We work closely with our hotels, our suppliers and our community partners to reduce water consumption across our global operations and improve water availability and quality in communities facing water risks around the

world. Our guests can have a measurable impact on our water consumption during their stay with us, and our goal is to educate and help our guests reduce the impacts of their stay. Engagement with our guests is of particular importance in areas of high-water risk as we need to raise awareness to encourage guests to join in with our water conservation efforts.

(5.11.9.6) Effect of engagement and measures of success

Engagement strategy: We are continually identifying new ways to engage with our guests around our environmental impacts, including around our water stewardship through guest-facing communication both in-property and online.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Other

☑ Other, please specify **:**Carbon neutral meetings for corporate customers

(5.11.9.6) Effect of engagement and measures of success

Our Meet with Purpose program allows customers to integrate environmental and social considerations into their meetings and events, aligned with their own ESG goals, and create positive impact in both the attendee experience and within the communities they visit. Using the Meeting Impact Calculator on our LightStay platform, we can work with customers to estimate the carbon emissions associated with their meeting or event. This information can be used along with the Meet with Purpose Checklist to make informed choices that can reduce the environmental impact of an event. Hilton also has a carbon neutral meeting offering which allows us to offset the resulting emissions with high quality offsets purchased by Hilton on behalf of our customers. The offsets are third party verified and registered through the Climate Action Reserve or Verified Carbon Standard, and customers receive a certificate of credit towards their climate impact goals. As an example, in 2023, carbon offsets equivalent to 650 passenger vehicles driven for one year were purchased on behalf of customers hosting meetings and events at managed hotels in Australasia (AUA).

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify **:**Franchises

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Rationale: We believe that it is our responsibility to ensure that our franchise partners are provided with information and resources to manage their impacts across their value chains in a responsible way.

(5.11.9.6) Effect of engagement and measures of success

Strategy: To engage with our franchises, our Travel with Purpose 2030 Goals and LightStay reporting requirements for water efficiency extend to all hotels, including franchised operations. We also engage with franchised properties in areas of high-water risk to ensure they can benefit from our learnings and the resources we create.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	Select from: ☑ No, and we do not plan to within the next two years

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Per the Operational Control boundary, Hilton's Scope 1 emissions consist of direct greenhouse gas emissions from Hilton's owned and managed portfolio operations, and Hilton's Scope 2 emissions consist of indirect greenhouse gas emissions from energy purchased from our owned and managed portfolio, excluding franchisees. Emissions from franchisees are reported as Scope 3.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify **:**Owned, Managed and Franchised

(6.1.2) Provide the rationale for the choice of consolidation approach

Hilton is reporting water withdrawals for 100% of its global portfolio of owned, managed and franchised hotels fully operating and enrolled in LightStay as of December 31, 2023.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Biodiversity is a component of our environmental policy. We manage risk to the natural habitat of the destinations where we operate by assessing our impact on marine and terrestrial biodiversity at our hotels. We map our global portfolio against Verisk-Maplecroft's Climate Change Vulnerability Index. The Verisk-Maplecroft's Climate Change Vulnerability Index monitors our biodiversity risks and maps against multiple climate scenarios. The results of this risk analysis are shared with our hotels using LightStay (our proprietary ESG management system). We have also mapped our U.S. hotels against 100-year flood zone areas, as designated by the U.S. Federal Emergency Management Agency. Our process considers the impact-related biodiversity risk presented by building or operating a hotel in a specific location. Additionally, as our business relies on the preservation of ecologically significant locations for the maintenance and growth of the travel and tourism sector in those places, our process also considers dependency-related biodiversity risk.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☑ No

[Fixed row]

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure

[Fixed row]

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Fugitive emissions from refrigerants and mobile combustion of owned and operated vehicles have been excluded (HFC, PFC, SF6, NF3 emissions)

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions are not relevant

(7.4.1.10) Explain why this source is excluded

We have excluded fugitive emissions from refrigerants and mobile combustion of owned and operated vehicles as these have proved insignificant in research, and the GHG protocol's recent calculation tool indicating that due to the Kigali amendment phasing them out, companies exclude refrigerant emissions.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

*The exclusions include 1% for vehicles and 1 % for refrigerant fugitive emissions. Each of fugitive emissions vehicles and for refrigerants represented 25,701 MTCO2e. The calculation is therefore 25,701 MTCO2e * 2 51,402 MTCO2e.*
[Add row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

476036

(7.5.3) Methodological details

Per the Operational Control boundary, Hilton's Scope 1 emissions consist of direct greenhouse gas emissions from Hilton's owned and managed portfolio operations, excluding franchisees. Emissions from franchisees are reported as Scope 3. SBTi verified Hilton's near-term targets (1.5C by 2030), with 2019 as the base year. Hilton's 2030 Goals, reported in our Travel with Purpose report, are set against a 2008 baseline calculated in line with our SBTi targets.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1949324

(7.5.3) Methodological details

Per the Operational Control boundary, Hilton's Scope 2 emissions consist of indirect greenhouse gas emissions from energy purchased from our owned and managed portfolio, excluding franchisees. Emissions from franchisees are reported as Scope 3 emissions. SBTi verified Hilton's near-term targets (1.5C by 2030), with 2019 as the base year. Hilton's 2030 Goals, reported in our Travel with Purpose report, are set against a 2008 baseline calculated in line with our SBTi targets.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1931834

(7.5.3) Methodological details

Per the Operational Control boundary, Hilton's Scope 2 emissions consist of indirect greenhouse gas emissions from energy purchased from our owned and managed portfolio, excluding franchisees. Emissions from franchisees are reported as Scope 3 emissions. SBTi verified Hilton's near-term targets (1.5C by 2030), with 2019 as the base year. Hilton's 2030 Goals, reported in our Travel with Purpose report are set against a 2008 baseline calculated in line with our SBTi targets.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

117772

(7.5.3) Methodological details

As a global brand standard, all managed and franchised hotels are required to input energy, water, and waste data into LightStay. Waste data includes landfill and diverted waste streams (recycled, organic, other) is tracked on LightStay. Our environmental impact data (greenhouse gas emissions, energy, water, and waste) is externally verified on an annual basis by our external auditor, DEKRA Certification, Inc. Reported emissions are based on primary data of franchised hotels with complete LightStay waste data deemed accurate for reporting purposes. Total emissions have been extrapolated to include 100% of the total portfolio during the reporting year.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

26754

(7.5.3) Methodological details

Total emissions from our global business travel is calculated based on travel data as recorded on Hilton's corporate travel booking platform. This captures business travel comprising car rentals, train, and air travel by all corporate office employees. In addition, corporate jet travel data is provided by the service provider. Mileage, distance, and destination details provided for all travel is used to calculate the emission footprint. The methodology used to calculate emissions is The Greenhouse Gas Protocol. CO2 emissions factors were verified for different countries and subregions based on international standard data. Our environmental impact data (greenhouse gas emissions, energy, water, and waste) is externally verified on an annual basis by our external auditor, DEKRA Certification, Inc. Additional details on data sufficiency, appropriateness, and material misstatement is included in our assurance report.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3884715

(7.5.3) Methodological details

Per our Operational Control boundary, onsite emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. In 2023, Hilton's Scope 3 emissions from franchisees were estimated at 4,202,841 MT CO2e. Our primary source of emissions comes from the operation of our hotels.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

489016

(7.6.3) Methodological details

Hilton tracks emissions in the calendar year, which aligns with our financial year Jan 1st - Dec 31st. Per the Operational Control boundary, Hilton’s Scope 1 emissions consist of direct greenhouse gas emissions from Hilton’s owned and managed portfolio operations, excluding franchisees. Emissions from franchisees are reported as Scope 3. Our primary source of emissions comes from the operation of our hotels. Our goal is an emissions intensity reduction goal. Our Intensity reduction progress is on page 31 of our Travel with Purpose Report.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2095366

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2081095

(7.7.4) Methodological details

Hilton tracks emissions in the calendar year, which aligns with our financial year Jan 1st - Dec 31st. Per the Operational Control boundary, Hilton’s Scope 2 emissions consist of indirect greenhouse gas emissions from energy purchased from our owned and managed portfolio, excluding franchisees. Emissions from franchisees are reported as Scope 3 emissions. In 2023, our Scope 2 location-based emissions were 2,095,366 metric tons of CO2e. Our Scope 2 market-based emissions were 2,081,095 metrics tons of CO2e. Our primary source of emissions comes from the operation of our hotels. From 2008-2023, we reduced our total market-based emissions intensity by 45.1% across our owned and managed properties and by 43.5% across our entire portfolio including franchises. In addition to emissions

intensity reduction goals, we prepared internal absolute targets as reported above which were calculated as part of our SBTi application. Our Intensity reduction progress is on page 31 of our Travel with Purpose Report
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

While Hilton does not currently report publicly on Scope 3 emission associated with purchased goods and services, we have prepared those calculations for our SBTi application, and continue to advance on our efforts to track, manage, and report on Scope 3 emissions categories over the long run.

Capital goods

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Hilton focuses on tracking and reduction of emissions from waste, business travel, and franchise emissions, keeping in line with SBTi requirements. Emissions resulting from Capital Goods were calculated for SBTi. Emissions have not been calculated for the reporting year 2023.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

Hilton focuses on tracking and reduction of emissions from waste, business travel, and franchise emissions, keeping in line with SBTi requirements. Emissions resulting from fuel and energy related activities were calculated for our SBTi application. Emissions have not been calculated for the reporting year 2023.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

Hilton focuses on tracking and reduction of emissions from waste, business travel, and franchise emissions, keeping in line with SBTi requirements. Emissions resulting from upstream transportation and distribution were calculated for our SBTi application. Emissions have not been calculated for the reporting year 2023.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

96013

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

☑ Other, please specify **:**Quantis Scope 3 Evaluator tool and EPA WARM coefficients

(7.8.5) Please explain

We have calculated our emissions from waste generated in operations using the US Environmental Protection Agency Climate Change Emissions Index. Per the EPA each pound of trash thrown away will emit approximately 0.94 pounds of CO2e in the form of methane. Emissions are based on primary reported waste data for owned and managed hotels under Hiltons operational control as of December 2023. From this reference group landfill waste totals are extrapolated to include 100 of the Hilton owned and managed portfolio. Estimates for excluded or new hotels are based on the brand average landfill waste intensity with totals then converted to GHG emissions.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

22578

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify **:**GHG Protocol methodology

(7.8.5) Please explain

Total emissions from our global business travel is calculated based on travel data as recorded on Hilton's corporate travel booking platform. This captures business travel comprising car rentals, train, and air travel by all corporate office employees. In addition, corporate jet travel data is provided by the service provider. Mileage, distance, and destination details provided for all travel is used to calculate the emission footprint. The methodology used to calculate emissions is The Greenhouse Gas Protocol. CO2 emissions factors were verified for different countries and subregions based on international standard data. Our environmental impact data (greenhouse gas emissions, energy, water, and waste) is externally verified on an annual basis by our external auditor, DEKRA Certification, Inc. Additional details on data sufficiency, appropriateness, and material misstatement is included in our assurance report.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

Hilton focuses on tracking and reduction of emissions from waste, business travel, and franchise emissions, keeping in line with SBTi requirements. Emissions resulting from employee commuting were calculated for our SBTi application. Emissions have not been calculated for the reporting year 2023.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Use of sold products

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Hilton focuses on tracking and reduction of emissions from waste, business travel, and franchise emissions, keeping in line with SBTi requirements. Emissions resulting from end of life treatment of sold products were calculated for our SBTi application. Emissions have not been calculated for the reporting year 2023.

Downstream leased assets

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Franchises

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4202841

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Franchise-specific method

☑ Other, please specify **:**Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.8.5) Please explain

Reported emissions are based on primary data of franchised hotels with complete LightStay energy data deemed accurate for reporting purposes. Total emissions have been extrapolated to include 100% of the total franchised building area enrolled in LightStay during the reporting year. Estimates for hotels with incomplete data are based on the brand average emissions intensity. (MT/ m2), with prorated estimates for new hotels based on the date of opening or conversion to Hilton.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable to our business model
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:*

	Verification/assurance status
	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

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(7.9.1.5) Page/section reference

50-52

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

2023-Travel-with-Purpose-Report-ADA-final.pdf

(7.9.2.6) Page/ section reference

50-52

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

2023-Travel-with-Purpose-Report-ADA-final.pdf

(7.9.2.6) Page/ section reference

50-52

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Waste generated in operations

☑ Scope 3: Business travel

☑ Scope 3: Franchises

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

2023-Travel-with-Purpose-Report-ADA-final.pdf

(7.9.3.6) Page/section reference

50-52

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

78715

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

3.4

(7.10.1.4) Please explain calculation

2023 gross global emissions increased by approximately 3.35% due increase in occupancy compared to the prior year. In 2023, total occupied room nights increased. (Calculation: 78,715 MT increase/2,350,694 MT prior year gross global emissions x 100).

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

125465

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

5.3

(7.10.1.4) Please explain calculation

Gross global emissions are estimated to have increased by approximately 5.3% due to the growth of Hilton's managed portfolio in 2023. (Calculation: 125,564 MT increase/2,350,694 MT prior year gross global emissions x 100).
[Fixed row]

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

488234

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

342

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

440

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

2176

(7.16.2) Scope 2, location-based (metric tons CO2e)

7992

(7.16.3) Scope 2, market-based (metric tons CO2e)

7992

Aruba

(7.16.1) Scope 1 emissions (metric tons CO2e)

550

(7.16.2) Scope 2, location-based (metric tons CO2e)

4356

(7.16.3) Scope 2, market-based (metric tons CO2e)

4356

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

6621

(7.16.2) Scope 2, location-based (metric tons CO2e)

27880

(7.16.3) Scope 2, market-based (metric tons CO2e)

27880

Austria

(7.16.2) Scope 2, location-based (metric tons CO2e)

7981

(7.16.3) Scope 2, market-based (metric tons CO2e)

7617

Azerbaijan

(7.16.1) Scope 1 emissions (metric tons CO2e)

1322

(7.16.2) Scope 2, location-based (metric tons CO2e)

3186

(7.16.3) Scope 2, market-based (metric tons CO2e)

3186

Bahrain

(7.16.2) Scope 2, location-based (metric tons CO2e)

2799

(7.16.3) Scope 2, market-based (metric tons CO2e)

2799

Barbados

(7.16.1) Scope 1 emissions (metric tons CO2e)

297

(7.16.2) Scope 2, location-based (metric tons CO2e)

2888

(7.16.3) Scope 2, market-based (metric tons CO2e)

2888

Belarus

(7.16.2) Scope 2, location-based (metric tons CO2e)

2738

(7.16.3) Scope 2, market-based (metric tons CO2e)

2738

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

489

(7.16.2) Scope 2, location-based (metric tons CO2e)

1287

(7.16.3) Scope 2, market-based (metric tons CO2e)

1200

Botswana

(7.16.1) Scope 1 emissions (metric tons CO2e)

70

(7.16.2) Scope 2, location-based (metric tons CO2e)

1108

(7.16.3) Scope 2, market-based (metric tons CO2e)

1108

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

2007

(7.16.2) Scope 2, location-based (metric tons CO2e)

10476

(7.16.3) Scope 2, market-based (metric tons CO2e)

10476

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

555

(7.16.2) Scope 2, location-based (metric tons CO2e)

1496

(7.16.3) Scope 2, market-based (metric tons CO2e)

1496

Cabo Verde

(7.16.1) Scope 1 emissions (metric tons CO2e)

51

(7.16.2) Scope 2, location-based (metric tons CO2e)

1625

(7.16.3) Scope 2, market-based (metric tons CO2e)

1625

Cameroon

(7.16.1) Scope 1 emissions (metric tons CO2e)

954

(7.16.2) Scope 2, location-based (metric tons CO2e)

3873

(7.16.3) Scope 2, market-based (metric tons CO2e)

3873

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

8134

(7.16.2) Scope 2, location-based (metric tons CO2e)

15817

(7.16.3) Scope 2, market-based (metric tons CO2e)

15817

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

118226

(7.16.2) Scope 2, location-based (metric tons CO2e)

455555

(7.16.3) Scope 2, market-based (metric tons CO2e)

455555

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1645

(7.16.2) Scope 2, location-based (metric tons CO2e)

7368

(7.16.3) Scope 2, market-based (metric tons CO2e)

7368

Croatia

(7.16.1) Scope 1 emissions (metric tons CO2e)

228

(7.16.2) Scope 2, location-based (metric tons CO2e)

1138

(7.16.3) Scope 2, market-based (metric tons CO2e)

1138

Cyprus

(7.16.1) Scope 1 emissions (metric tons CO2e)

543

(7.16.2) Scope 2, location-based (metric tons CO2e)

1462

(7.16.3) Scope 2, market-based (metric tons CO2e)

1462

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

2820

(7.16.2) Scope 2, location-based (metric tons CO2e)

8101

(7.16.3) Scope 2, market-based (metric tons CO2e)

6610

Dominican Republic

(7.16.1) Scope 1 emissions (metric tons CO2e)

67

(7.16.2) Scope 2, location-based (metric tons CO2e)

943

(7.16.3) Scope 2, market-based (metric tons CO2e)

943

Egypt

(7.16.1) Scope 1 emissions (metric tons CO2e)

16149

(7.16.2) Scope 2, location-based (metric tons CO2e)

53979

(7.16.3) Scope 2, market-based (metric tons CO2e)

53979

Estonia

(7.16.1) Scope 1 emissions (metric tons CO2e)

3

(7.16.2) Scope 2, location-based (metric tons CO2e)

2373

(7.16.3) Scope 2, market-based (metric tons CO2e)

2373

Eswatini

(7.16.1) Scope 1 emissions (metric tons CO2e)

38

(7.16.2) Scope 2, location-based (metric tons CO2e)

1225

(7.16.3) Scope 2, market-based (metric tons CO2e)

1225

Ethiopia

(7.16.1) Scope 1 emissions (metric tons CO2e)

2135

(7.16.2) Scope 2, location-based (metric tons CO2e)

516

(7.16.3) Scope 2, market-based (metric tons CO2e)

516

Fiji

(7.16.1) Scope 1 emissions (metric tons CO2e)

968

(7.16.2) Scope 2, location-based (metric tons CO2e)

4255

(7.16.3) Scope 2, market-based (metric tons CO2e)

4255

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

980

(7.16.2) Scope 2, location-based (metric tons CO2e)

5334

(7.16.3) Scope 2, market-based (metric tons CO2e)

5334

French Polynesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

166

(7.16.2) Scope 2, location-based (metric tons CO2e)

2255

(7.16.3) Scope 2, market-based (metric tons CO2e)

2255

Georgia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1525

(7.16.2) Scope 2, location-based (metric tons CO2e)

2432

(7.16.3) Scope 2, market-based (metric tons CO2e)

2432

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

33

(7.16.2) Scope 2, location-based (metric tons CO2e)

35187

(7.16.3) Scope 2, market-based (metric tons CO2e)

31454

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

2044

(7.16.2) Scope 2, location-based (metric tons CO2e)

4444

(7.16.3) Scope 2, market-based (metric tons CO2e)

4444

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

218

(7.16.2) Scope 2, location-based (metric tons CO2e)

380

(7.16.3) Scope 2, market-based (metric tons CO2e)

380

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

5223

(7.16.2) Scope 2, location-based (metric tons CO2e)

27556

(7.16.3) Scope 2, market-based (metric tons CO2e)

27556

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

2480

(7.16.2) Scope 2, location-based (metric tons CO2e)

28762

(7.16.3) Scope 2, market-based (metric tons CO2e)

28762

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1012

(7.16.2) Scope 2, location-based (metric tons CO2e)

2231

(7.16.3) Scope 2, market-based (metric tons CO2e)

1910

Israel

(7.16.1) Scope 1 emissions (metric tons CO2e)

2381

(7.16.2) Scope 2, location-based (metric tons CO2e)

11581

(7.16.3) Scope 2, market-based (metric tons CO2e)

11581

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

5439

(7.16.2) Scope 2, location-based (metric tons CO2e)

20405

(7.16.3) Scope 2, market-based (metric tons CO2e)

20405

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

16803

(7.16.2) Scope 2, location-based (metric tons CO2e)

66730

(7.16.3) Scope 2, market-based (metric tons CO2e)

66730

Jordan

(7.16.1) Scope 1 emissions (metric tons CO2e)

713

(7.16.2) Scope 2, location-based (metric tons CO2e)

5586

(7.16.3) Scope 2, market-based (metric tons CO2e)

5586

Kazakhstan

(7.16.1) Scope 1 emissions (metric tons CO2e)

386

(7.16.2) Scope 2, location-based (metric tons CO2e)

10026

(7.16.3) Scope 2, market-based (metric tons CO2e)

10026

Kenya

(7.16.1) Scope 1 emissions (metric tons CO2e)

129

(7.16.2) Scope 2, location-based (metric tons CO2e)

1399

(7.16.3) Scope 2, market-based (metric tons CO2e)

1399

Kuwait

(7.16.1) Scope 1 emissions (metric tons CO2e)

112

(7.16.2) Scope 2, location-based (metric tons CO2e)

14045

(7.16.3) Scope 2, market-based (metric tons CO2e)

14045

Lebanon

(7.16.1) Scope 1 emissions (metric tons CO2e)

8125

(7.16.2) Scope 2, location-based (metric tons CO2e)

633

(7.16.3) Scope 2, market-based (metric tons CO2e)

633

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

2626

(7.16.2) Scope 2, location-based (metric tons CO2e)

44962

(7.16.3) Scope 2, market-based (metric tons CO2e)

44962

Maldives

(7.16.1) Scope 1 emissions (metric tons CO2e)

28540

Malta

(7.16.1) Scope 1 emissions (metric tons CO2e)

379

(7.16.2) Scope 2, location-based (metric tons CO2e)

5189

(7.16.3) Scope 2, market-based (metric tons CO2e)

5189

Mauritius

(7.16.1) Scope 1 emissions (metric tons CO2e)

338

(7.16.2) Scope 2, location-based (metric tons CO2e)

1644

(7.16.3) Scope 2, market-based (metric tons CO2e)

1644

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

8452

(7.16.2) Scope 2, location-based (metric tons CO2e)

44538

(7.16.3) Scope 2, market-based (metric tons CO2e)

44538

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

767

(7.16.2) Scope 2, location-based (metric tons CO2e)

7464

(7.16.3) Scope 2, market-based (metric tons CO2e)

7464

Myanmar

(7.16.1) Scope 1 emissions (metric tons CO2e)

372

(7.16.2) Scope 2, location-based (metric tons CO2e)

1083

(7.16.3) Scope 2, market-based (metric tons CO2e)

1083

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

2316

(7.16.2) Scope 2, location-based (metric tons CO2e)

12940

(7.16.3) Scope 2, market-based (metric tons CO2e)

11552

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

1262

(7.16.2) Scope 2, location-based (metric tons CO2e)

5374

(7.16.3) Scope 2, market-based (metric tons CO2e)

5374

Nigeria

(7.16.1) Scope 1 emissions (metric tons CO2e)

4206

(7.16.2) Scope 2, location-based (metric tons CO2e)

10038

(7.16.3) Scope 2, market-based (metric tons CO2e)

10038

Oman

(7.16.1) Scope 1 emissions (metric tons CO2e)

337

(7.16.2) Scope 2, location-based (metric tons CO2e)

4266

(7.16.3) Scope 2, market-based (metric tons CO2e)

4266

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

511

(7.16.2) Scope 2, location-based (metric tons CO2e)

3609

(7.16.3) Scope 2, market-based (metric tons CO2e)

3609

Papua New Guinea

(7.16.1) Scope 1 emissions (metric tons CO2e)

126

(7.16.2) Scope 2, location-based (metric tons CO2e)

1740

(7.16.3) Scope 2, market-based (metric tons CO2e)

1740

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

353

(7.16.2) Scope 2, location-based (metric tons CO2e)

1409

(7.16.3) Scope 2, market-based (metric tons CO2e)

1409

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

1080

(7.16.2) Scope 2, location-based (metric tons CO2e)

17180

(7.16.3) Scope 2, market-based (metric tons CO2e)

17180

Poland

(7.16.2) Scope 2, location-based (metric tons CO2e)

6378

(7.16.3) Scope 2, market-based (metric tons CO2e)

6378

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

498

(7.16.2) Scope 2, location-based (metric tons CO2e)

3221

(7.16.3) Scope 2, market-based (metric tons CO2e)

2981

Puerto Rico

(7.16.1) Scope 1 emissions (metric tons CO2e)

1904

(7.16.2) Scope 2, location-based (metric tons CO2e)

16768

(7.16.3) Scope 2, market-based (metric tons CO2e)

16768

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

1975

(7.16.2) Scope 2, location-based (metric tons CO2e)

68700

(7.16.3) Scope 2, market-based (metric tons CO2e)

68700

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

4202

(7.16.2) Scope 2, location-based (metric tons CO2e)

11164

(7.16.3) Scope 2, market-based (metric tons CO2e)

11164

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

341

(7.16.2) Scope 2, location-based (metric tons CO2e)

1350

(7.16.3) Scope 2, market-based (metric tons CO2e)

1350

Russian Federation

(7.16.1) Scope 1 emissions (metric tons CO2e)

886

(7.16.2) Scope 2, location-based (metric tons CO2e)

15970

(7.16.3) Scope 2, market-based (metric tons CO2e)

15970

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1917

(7.16.2) Scope 2, location-based (metric tons CO2e)

105203

(7.16.3) Scope 2, market-based (metric tons CO2e)

105203

Seychelles

(7.16.1) Scope 1 emissions (metric tons CO2e)

3236

(7.16.2) Scope 2, location-based (metric tons CO2e)

2786

(7.16.3) Scope 2, market-based (metric tons CO2e)

2786

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

436

(7.16.2) Scope 2, location-based (metric tons CO2e)

9677

(7.16.3) Scope 2, market-based (metric tons CO2e)

9677

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

836

(7.16.2) Scope 2, location-based (metric tons CO2e)

2911

(7.16.3) Scope 2, market-based (metric tons CO2e)

2911

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

1112

(7.16.2) Scope 2, location-based (metric tons CO2e)

4815

(7.16.3) Scope 2, market-based (metric tons CO2e)

4459

Sri Lanka

(7.16.1) Scope 1 emissions (metric tons CO2e)

500

(7.16.2) Scope 2, location-based (metric tons CO2e)

10412

(7.16.3) Scope 2, market-based (metric tons CO2e)

10412

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

24

(7.16.2) Scope 2, location-based (metric tons CO2e)

1785

(7.16.3) Scope 2, market-based (metric tons CO2e)

1779

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

547

(7.16.2) Scope 2, location-based (metric tons CO2e)

3625

(7.16.3) Scope 2, market-based (metric tons CO2e)

3623

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

166

(7.16.2) Scope 2, location-based (metric tons CO2e)

660

(7.16.3) Scope 2, market-based (metric tons CO2e)

660

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

2935

(7.16.2) Scope 2, location-based (metric tons CO2e)

40813

(7.16.3) Scope 2, market-based (metric tons CO2e)

40813

Trinidad and Tobago

(7.16.1) Scope 1 emissions (metric tons CO2e)

675

(7.16.2) Scope 2, location-based (metric tons CO2e)

5762

(7.16.3) Scope 2, market-based (metric tons CO2e)

5762

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

12701

(7.16.2) Scope 2, location-based (metric tons CO2e)

32129

(7.16.3) Scope 2, market-based (metric tons CO2e)

32129

Ukraine

(7.16.1) Scope 1 emissions (metric tons CO2e)

649

(7.16.2) Scope 2, location-based (metric tons CO2e)

2564

(7.16.3) Scope 2, market-based (metric tons CO2e)

2564

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

6404

(7.16.2) Scope 2, location-based (metric tons CO2e)

140101

(7.16.3) Scope 2, market-based (metric tons CO2e)

140101

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

28453

(7.16.2) Scope 2, location-based (metric tons CO2e)

67559

(7.16.3) Scope 2, market-based (metric tons CO2e)

62077

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

152032

(7.16.2) Scope 2, location-based (metric tons CO2e)

499828

(7.16.3) Scope 2, market-based (metric tons CO2e)

499028

Uruguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

360

(7.16.2) Scope 2, location-based (metric tons CO2e)

1737

(7.16.3) Scope 2, market-based (metric tons CO2e)

1737

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

48

(7.16.2) Scope 2, location-based (metric tons CO2e)

2917

(7.16.3) Scope 2, market-based (metric tons CO2e)

2917

Zambia

(7.16.1) Scope 1 emissions (metric tons CO2e)

50

(7.16.2) Scope 2, location-based (metric tons CO2e)

1077

(7.16.3) Scope 2, market-based (metric tons CO2e)

1077
[Fixed row]

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

Row 1

(7.17.1.1) Business division

Canopy

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

2251

Row 2

(7.17.1.1) Business division

Conrad

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

41986

Row 3

(7.17.1.1) Business division

Curio

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

17264

Row 4

(7.17.1.1) Business division

DoubleTree

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

58137

Row 5

(7.17.1.1) Business division

Embassy Suites

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

16903

Row 6

(7.17.1.1) Business division

Hampton

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4817

Row 7

(7.17.1.1) Business division

Hilton

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

279187

Row 8

(7.17.1.1) Business division

Hilton Garden Inn

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

11317

Row 9

(7.17.1.1) Business division

Hilton Grand Vacation Club

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

303

Row 10

(7.17.1.1) Business division

Home2 Suites

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

162

Row 11

(7.17.1.1) Business division

Homewood Suites

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

1401

Row 12

(7.17.1.1) Business division

LXR

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

432

Row 13

(7.17.1.1) Business division

Signia Hilton

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

5300

Row 14

(7.17.1.1) Business division

Tapestry

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

372

Row 15

(7.17.1.1) Business division

Waldorf Astoria

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

49184
[Add row]

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

Row 1

(7.20.1.1) Business division

Canopy

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

12278

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

12194

Row 2

(7.20.1.1) Business division

Conrad

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

186308

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

185039

Row 3

(7.20.1.1) Business division

Curio

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

62339

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

61914

Row 4

(7.20.1.1) Business division

DoubleTree

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

370799

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

368273

Row 5

(7.20.1.1) Business division

Embassy Suites

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

46642

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

46324

Row 6

(7.20.1.1) Business division

Hampton

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

32823

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

32599

Row 7

(7.20.1.1) Business division

Hilton

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

1125294

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

1117630

Row 8

(7.20.1.1) Business division

Hilton Garden Inn

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

113969

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

113193

Row 9

(7.20.1.1) Business division

Hilton Grand Vacation Club

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

3006

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

2986

Row 10

(7.20.1.1) Business division

Home2 Suites

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

499

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

495

Row 11

(7.20.1.1) Business division

Homewood Suites

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

4851

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

4818

Row 12

(7.20.1.1) Business division

LXR

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

7493

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

7442

Row 13

(7.20.1.1) Business division

Signia Hilton

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

11438

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

11360

Row 14

(7.20.1.1) Business division

Tapestry

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

1454

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

1445

Row 15

(7.20.1.1) Business division

Waldorf Astoria

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

116172

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

115381
[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Scope 2, market-based emissions (metric tons CO2e)
Consolidated accounting group	*489016*	*2095366*	*2081095*

[Fixed row]

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1046

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hiltons Sales system captures data on hotel stays booked through the clients corporate account Each of our hotels is required to use our LightStay ESG management system to report utility data enabling us to provide actual emissions data for these room nights Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1397

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

2912

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Other allocation method, please specify :Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Other unit, please specify :Room nights

(7.26.9) Emissions in metric tonnes of CO2e

172

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 5

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

924

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 6

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

440

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 7

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1885

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 8

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

4650

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 9

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1000

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 10

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1290

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 11

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

1652

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 12

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

2330

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 13

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

195

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 14

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

104

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 15

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

7

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 16

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

2906

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 17

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

400

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 18

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

2670

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.

Row 19

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Other allocation method, please specify **:**Allocation based on number of room nights

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Other unit, please specify **:**Room nights

(7.26.9) Emissions in metric tonnes of CO2e

856

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Emissions from 2023 room nights, as captured in Hilton Sales platforms.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Hilton's Sales system captures data on hotel stays booked through the client's corporate account. Each of our hotels is required to use our LightStay ESG management system to report utility data, enabling us to provide actual emissions data for these room nights. Emissions are calculated in accordance with the GHG Protocol and our emissions data is externally verified by our third-party assurance provider.
[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 3

(7.27.1) Allocation challenges

Select from:

☑ Other, please specify **:**Managed account setup

(7.27.2) Please explain what would help you overcome these challenges

Customers must have established a managed corporate account with Hilton in order for Hilton to collect the relevant information required to allocate emissions.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

	Do you plan to develop your capabilities to allocate emissions to your customers in the future?
	Select from: ☑ No

[Fixed row]

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ Yes
Consumption of purchased or acquired cooling	*Select from:* ☑ Yes
Generation of electricity, heat, steam, or cooling	*Select from:*

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

3051

(7.30.1.3) MWh from non-renewable sources

2553521

(7.30.1.4) Total (renewable and non-renewable) MWh

2556572

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

193425

(7.30.1.3) MWh from non-renewable sources

4049525

(7.30.1.4) Total (renewable and non-renewable) MWh

4242950

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.3) MWh from non-renewable sources

151704

(7.30.1.4) Total (renewable and non-renewable) MWh

151704

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.3) MWh from non-renewable sources

94926

(7.30.1.4) Total (renewable and non-renewable) MWh

94926

Consumption of purchased or acquired cooling

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.3) MWh from non-renewable sources

394074

(7.30.1.4) Total (renewable and non-renewable) MWh

394074

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

709

(7.30.1.4) Total (renewable and non-renewable) MWh

709

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

197184

(7.30.1.3) MWh from non-renewable sources

7243749

(7.30.1.4) Total (renewable and non-renewable) MWh

7440933
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ Yes

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

10409519

(7.30.7.4) MWh fuel consumed for self-generation of heat

10409519

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

37296

(7.30.7.4) MWh fuel consumed for self-generation of heat

37296

Gas

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

2131972

(7.30.7.4) MWh fuel consumed for self-generation of heat

2117456

(7.30.7.7) MWh fuel consumed for self- cogeneration or self-trigeneration

14516

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

384253

(7.30.7.4) MWh fuel consumed for self-generation of heat

384253

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

12963039

(7.30.7.4) MWh fuel consumed for self-generation of heat

12948524

(7.30.7.7) MWh fuel consumed for self- cogeneration or self-trigeneration

14516
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

709

(7.30.9.2) Generation that is consumed by the organization (MWh)

709

(7.30.9.3) Gross generation from renewable sources (MWh)

709

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

709

Heat

(7.30.9.1) Total Gross generation (MWh)

326

(7.30.9.2) Generation that is consumed by the organization (MWh)

326

Cooling

(7.30.9.1) Total Gross generation (MWh)

18292

(7.30.9.2) Generation that is consumed by the organization (MWh)

18292
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify **:**Contract with suppliers or utilities, with a supplier-specific emission rate, not backed by electricity attribute certificates

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

90323.5

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 2

(7.30.14.1) Country/area

Select from:
☑ Portugal

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify **:**Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5400.5

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 3

(7.30.14.1) Country/area

Select from:
☑ Switzerland

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

286.7

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 4

(7.30.14.1) Country/area

Select from:
☑ Spain

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8078.6

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 5

(7.30.14.1) Country/area

Select from:
☑ Czechia

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

11977.5

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 6

(7.30.14.1) Country/area

Select from:

☑ Austria

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9354.7

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

Row 7

(7.30.14.1) Country/area

Select from:

☑ Sweden

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1815.1

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

Row 8

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

15152.6

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

Row 9

(7.30.14.1) Country/area

Select from:

☑ Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3460.5

(7.30.14.6) Tracking instrument used

Select from:
☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

Row 10

(7.30.14.1) Country/area

Select from:
☑ Germany

(7.30.14.2) Sourcing method

Select from:
☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

36495.3

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

Row 11

(7.30.14.1) Country/area

Select from:

☑ Belgium

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify :Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2173.8

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

Row 12

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Other, please specify **:**Energy attribute certificates, Guarantees of Origin

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8905.9

(7.30.14.6) Tracking instrument used

Select from:

☑ GO

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Albania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Algeria

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Anguilla

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

17514.47

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17514.47

Armenia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Aruba

(7.30.16.1) Consumption of purchased electricity (MWh)

9545.83

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9545.83

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

61100.72

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

61100.72

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

11314.75

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

8121.17

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

19435.92

Azerbaijan

(7.30.16.1) Consumption of purchased electricity (MWh)

6981.82

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6981.82

Bahamas

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Bahrain

(7.30.16.1) Consumption of purchased electricity (MWh)

6134.08

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6134.08

Barbados

(7.30.16.1) Consumption of purchased electricity (MWh)

6328.25

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6328.25

Belarus

(7.30.16.1) Consumption of purchased electricity (MWh)

3725.96

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3725.96

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

2629.25

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2629.25

Belize

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Bolivia (Plurinational State of)

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Botswana

(7.30.16.1) Consumption of purchased electricity (MWh)

2427.72

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2427.72

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

22958.3

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

22958.30

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

3278.54

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3278.54

Cabo Verde

(7.30.16.1) Consumption of purchased electricity (MWh)

3561.79

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3561.79

Cameroon

(7.30.16.1) Consumption of purchased electricity (MWh)

6696.5

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

4549.63

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11246.13

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

34664.46

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

34664.46

Cayman Islands

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Chile

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

971795.57

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

40121.67

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

2828.62

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1014745.86

China, Macao Special Administrative Region

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

16146.61

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16146.61

Congo

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Costa Rica

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Croatia

(7.30.16.1) Consumption of purchased electricity (MWh)

2493.43

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2493.43

Curaçao

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Cyprus

(7.30.16.1) Consumption of purchased electricity (MWh)

3205.06

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3205.06

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

14487.16

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14487.16

Dominican Republic

(7.30.16.1) Consumption of purchased electricity (MWh)

2067.1

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2067.10

Ecuador

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Eygpt

(7.30.16.1) Consumption of purchased electricity (MWh)

118297.81

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

118297.81

El Salvador

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Estonia

(7.30.16.1) Consumption of purchased electricity (MWh)

3869.27

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2010.04

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5879.31

Eswatini

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ethiopia

(7.30.16.1) Consumption of purchased electricity (MWh)

1130.37

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1130.37

Faroe Islands

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Fiji

(7.30.16.1) Consumption of purchased electricity (MWh)

9515.23

(7.30.16.2) Consumption of self-generated electricity (MWh)

189.64

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9704.87

Finland

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

France

(7.30.16.1) Consumption of purchased electricity (MWh)

11011.24

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1221.14

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12232.38

French Polynesia

(7.30.16.1) Consumption of purchased electricity (MWh)

4941.52

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4941.52

Georgia

(7.30.16.1) Consumption of purchased electricity (MWh)

5330.2

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5330.20

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

44142.05

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

38840.26

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

82982.31

Greece

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guam

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guatemala

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Honduras

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

9739.57

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9739.57

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

833.73

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

833.73

Iceland

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

60390.65

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

60390.65

Indonesia

(7.30.16.1) Consumption of purchased electricity (MWh)

62395.7

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

962.52

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

63358.22

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

4185.57

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4185.57

Israel

(7.30.16.1) Consumption of purchased electricity (MWh)

25380.96

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

25380.96

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

38768.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

518.87

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

9768.07

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

49055.36

Jamaica

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

114416.1

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

65332.99

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

179749.09

Jordan

(7.30.16.1) Consumption of purchased electricity (MWh)

12241.97

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12241.97

Kazakhstan

(7.30.16.1) Consumption of purchased electricity (MWh)

13825.5

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

12299.9

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

26125.40

Kenya

(7.30.16.1) Consumption of purchased electricity (MWh)

3066.87

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3066.87

Kuwait

(7.30.16.1) Consumption of purchased electricity (MWh)

26404.26

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

11110.26

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

37514.52

Latvia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Lebanon

(7.30.16.1) Consumption of purchased electricity (MWh)

1388.2

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1388.20

Lithuania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Luxembourg

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

98535.75

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

98535.75

Maldives

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Malta

(7.30.16.1) Consumption of purchased electricity (MWh)

11370.92

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11370.92

Mauritius

(7.30.16.1) Consumption of purchased electricity (MWh)

3603.58

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3603.58

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

97606.43

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

97606.43

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

16358.16

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16358.16

Myanmar

(7.30.16.1) Consumption of purchased electricity (MWh)

2373.47

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2373.47

Namibia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Nepal

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

20444.7

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

7370.22

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

27814.92

New Caledonia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

11776.58

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11776.58

Nicaragua

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Nigeria

(7.30.16.1) Consumption of purchased electricity (MWh)

21998.67

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

21998.67

North Macedonia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Oman

(7.30.16.1) Consumption of purchased electricity (MWh)

9144.76

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

516.72

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9661.48

Panama

(7.30.16.1) Consumption of purchased electricity (MWh)

7908.64

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7908.64

Papua New Guinea

(7.30.16.1) Consumption of purchased electricity (MWh)

3813.66

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3813.66

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

3086.9

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3086.90

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

30920.93

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

17083.96

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

48004.89

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

9450.7

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

6834.13

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16284.83

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

6532.07

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6532.07

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

136951.97

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

34541.94

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

171493.91

Puerto Rico

(7.30.16.1) Consumption of purchased electricity (MWh)

36748.39

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

36748.39

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

24465.56

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24465.56

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

2359.8

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

903.07

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3262.87

Russian Federation

(7.30.16.1) Consumption of purchased electricity (MWh)

19368.85

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

23964

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

43332.85

Saint Kitts and Nevis

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Saint Lucia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Saudi Arabi

(7.30.16.1) Consumption of purchased electricity (MWh)

198602.87

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

81121.57

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

279724.44

Serbia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Seychelles

(7.30.16.1) Consumption of purchased electricity (MWh)

6105.21

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6105.21

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

21208.23

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

21208.23

Sint Maarten (Dutch part)

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovakia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

6378.48

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6378.48

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

9771.26

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9771.26

Sri Lanka

(7.30.16.1) Consumption of purchased electricity (MWh)

22817.91

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

22817.91

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

2195.41

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2571.68

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4767.09

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

4531.28

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

5923.25

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

10454.53

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

1446.21

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1446.21

Tajikistan

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

89442.97

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

89442.97

Timor-Leste

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Trinidad and Tobago

(7.30.16.1) Consumption of purchased electricity (MWh)

12627.71

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12627.71

Tunisia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

70411.96

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

70411.96

Uganda

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ukraine

(7.30.16.1) Consumption of purchased electricity (MWh)

5174.38

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

670.38

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5844.76

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

267649.84

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

99995.19

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

15789

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

383434.03

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

131034.83

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

7563.89

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

138598.72

United Republic of Tanzania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

1017419.08

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

153871.67

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1171290.75

Uruguay

(7.30.16.1) Consumption of purchased electricity (MWh)

3805.69

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3805.69

Uzbekistan

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

6392.14

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6392.14

Zambia

(7.30.16.1) Consumption of purchased electricity (MWh)

2361.2

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2361.20
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0002511

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2570111

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

10235000000

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

6.3

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Change in revenue

Row 2

(7.45.1) Intensity figure

14.4388

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2570111

(7.45.3) Metric denominator

Select from:

☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

178000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

2.3

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other, please specify **:**Change in FTE

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

0.57

(7.52.3) Metric numerator

Landfilled Waste Generated - Managed (MT)

(7.52.4) Metric denominator (intensity metric only)

Total Full Employee (managed only)

(7.52.5) % change from previous year

1.3

(7.52.6) Direction of change

Select from:

☑ Decreased

Row 2

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

0.01

(7.52.3) Metric numerator

Landfilled Waste Generated - Managed (MT)

(7.52.4) Metric denominator (intensity metric only)

Thousands (Dollars) Total Revenues

(7.52.5) % change from previous year

5.3

(7.52.6) Direction of change

Select from:
☑ Decreased

Row 3

(7.52.1) Description

Select from:
☑ Other, please specify **:**Scope 3 Emissions

(7.52.2) Metric value

0.42

(7.52.3) Metric numerator

Total Scope 3 emissions (MT CO2e)

(7.52.4) Metric denominator (intensity metric only)

Thousands (Dollars) Total Revenues

(7.52.5) % change from previous year

10.2

(7.52.6) Direction of change

Select from:
☑ Decreased
[Add row]

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:
☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:
☑ 1.5°C aligned

(7.53.1.5) Date target was set

06/08/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

476036

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

1949324

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

2425360.000

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

98

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

46.2

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

1304843.680

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

489016

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

2081095

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2570111.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

-12.92

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Emissions from stationary combustion of fuels in our global portfolio of managed hotels, as well as emissions from purchased district heating and cooling which are accounted for the purposes of this application as Scope 1. Scope 2 includes emissions from purchased electricity used in our global portfolio of managed hotels. We have excluded fugitive emissions from refrigerants and mobile combustion of owned and operated vehicles as these have proved insignificant in research, and the GHG protocol's recent calculation tool indicating that due to the Kigali amendment phasing them out, companies exclude refrigerant emissions.

(7.53.1.83) Target objective

Hilton commits to reduce absolute Scope 1 & 2 GHG emissions 46% by 2030 from a 2019 base year

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Hilton was the first major hospitality company to set science-based targets in 2018. At the end of 2023 we had achieved a 45% reduction in carbon emissions intensity (managed hotels). As climate science has continued to evolve, we reevaluated our environmental 2030 Goals and set more ambitious targets in 2022. SBTi revalidated our near-term targets (1.5C by 2030), to cut emissions intensity of our managed hotel portfolio by 46%, with 2019 as our baseline. Most reductions in scopes 1 and 2 emissions will come from energy efficiencies and grid decarbonization. Our brand standards are being continually updated to ensure that our properties are using the most efficient products, operate in the most efficient ways and are required through brand guidelines to take more efficient actions.

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:

☑ 2°C aligned

(7.53.1.5) Date target was set

06/08/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 14 – Franchises

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.27) Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

3884715.0

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

3884715.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

3884715.000

(7.53.1.48) Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

73.3

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

73.3

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

27.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

2816418.375

(7.53.1.72) Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

4202841

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

4202841.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

4202841.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

-29.78

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Per the Operational Control boundary, Hilton's Scope 1 emissions consist of direct greenhouse gas emissions from Hilton's owned and managed portfolio operations, excluding franchisees. Emissions from franchisees are reported as Scope 3.

(7.53.1.83) Target objective

Hilton has a Science Based Target to reduce franchise absolute Scope 3 emissions 27.5% by 2030 from a 2019 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Hilton was the first major hospitality company to set science-based targets to reduce our greenhouse gas emissions in line with climate science. In 2022, we undertook a rigorous process to evaluate our existing targets, assess our current and projected greenhouse gas inventory and align the data to the latest methodology from the Science Based Targets initiative (SBTi). This allowed us to set new, enhanced targets grounded in the realities of the latest climate science. Per our Operational Control boundary, onsite emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. We collaborate and share feedback with our franchise owners on relevant Travel with Purpose programs and help pilot new sustainability initiatives, whether during design and construction, renovation, or in operations. In 2023, Hilton's Scope 3 emissions from franchisees were estimated at 4,202,841 MT CO2e. Achieving a 25.1% reduction in carbon emissions intensity from 2008 baseline for franchised hotels by EOY 2023. Our Intensity reduction progress can be found on page 31 of our Travel with Purpose Report https://esg.hilton.com/wp-content/uploads/sites/4/2024/07/2023-Travel-with-Purpose-Report-final.pdf
[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

	Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)	Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)
Row 1	*0.0000000000*	*0.0000000000*
Row 2	*0.0000000000*	*0.0000000000*
Row 3	*0.0000000000*	*0.0000000000*

[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 2

(7.54.2.1) Target reference number

Select from:

☑ Oth 1

(7.54.2.2) Date target was set

05/31/2018

(7.54.2.3) Target coverage

Select from:
☑ Other, please specify

(7.54.2.4) Target type: absolute or intensity

Select from:
☑ Intensity

(7.54.2.5) Target type: category & Metric (target numerator if reporting an intensity target)

Waste management
☑ metric tons of waste generated

(7.54.2.6) Target denominator (intensity targets only)

Select from:
☑ square meter

(7.54.2.7) End date of base year

12/31/2008

(7.54.2.8) Figure or percentage in base year

0.0094

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

0.0047

(7.54.2.11) Figure or percentage in reporting year

0.0034

(7.54.2.12) % of target achieved relative to base year

127.6595744681

(7.54.2.13) Target status in reporting year

Select from:

☑ Achieved and maintained

(7.54.2.15) Is this target part of an emissions target?

This target is a separate waste reduction target, which directly contributes to reducing carbon emissions and support our company's climate strategy and Travel with Purpose 2030 Goals. Hilton has set the goal to reduce landfilled waste by 50% for managed properties under Hilton's operational control from a 2008 baseline. In 2023, our landfill waste intensity was.0034 metric tons per square meter for our managed properties, representing a 64% decrease over our 2008 Baseline.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☑ Other, please specify **:**Hilton Travel With Purpose 2030 Goals

(7.54.2.18) Please explain target coverage and identify any exclusions

In 2018, we set our ambitious Travel with Purpose 2030 Goals to hold ourselves accountable for the environmental and social progress we aim to create in our business. Our 2030 Goals closely align with the United Nations' Sustainable Development Goals (SDGs). Additionally, Hilton has set the following waste reduction

goals: Reduce landfilled waste intensity in our managed operations by 50% MT/m², 2008 baseline; Reduce food waste across our global operations by implementing a food waste reduction program in every kitchen; Send zero soap to landfill by recycling all used guest soap bars, where available. In 2023, our managed landfilled waste was 102,142 metric tons. Our managed landfilled waste intensity was 0.0034 metric tons per square meter. Across our global operations (owned, managed and franchised hotels), Hilton has reduced landfilled waste intensity by 56.7% since 2008. For our managed portfolio only, we reduced our landfilled waste intensity by 64% overall since 2008. Progress on our 2030 Goals can be found on page 7 of our Travel with Purpose Report https://esg.hilton.com/wp-content/uploads/sites/4/2024/07/2023-Travel-with-Purpose-Report-final.pdf

(7.54.2.19) Target objective

Hilton has set the goal to reduce landfilled waste by 50% for managed properties under Hilton's operational control from a 2008 baseline.

(7.54.2.21) List the actions which contributed most to achieving this target

Our waste reduction strategy focuses on supply chain evaluation and sustainable sourcing initiatives, while taking steps to divert remaining waste from landfill through donation, recycling, composting and waste-to-energy incineration. We have adopted a prevention, recovery and recycling strategy across our hotels in the Americas and EMEA regions and piloted the program in Asia Pacific.
[Add row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*`Numeric input*
To be implemented	*98*	*9822*
Implementation commenced	*5*	*84*
Implemented	*630*	*29130*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

12589

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2885180

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

8009189

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Estimates include data for 360 lighting improvement projects, based on project descriptions, costs and estimated monetary savings entered by hotels in LightStay and deemed accurate for aggregated reporting.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Other, please specify **:**HVAC and Building Systems Improvement Projects

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

11190

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

2660416

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

8691017

(7.55.2.7) Payback period

Select from:
☑ 16-20 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

Estimates include data for 133 energy improvement projects, based on project descriptions, costs and estimated monetary savings entered by hotels in LightStay and deemed accurate for aggregated reporting. CO2e savings are calculated using location-based emissions factors for each facility.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Insulation

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

502

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

103487

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

258725

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Estimates include data for 11 projects, based on descriptions, costs and estimated monetary savings entered by hotels in LightStay and deemed accurate for aggregated reporting.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Other, please specify **:**Energy Efficient Equipment and Processes

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4401

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

1182974

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

5098943

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Estimates include data for 48 projects, based on project descriptions, costs and estimated monetary savings entered by hotels in LightStay and deemed accurate for aggregated reporting.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 2

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

LightStay helps drive investment in energy efficiency and other emission reduction activities, through its data-driven modelling capabilities to predict and analyze utility consumption and costs. The project module captures project costs and utility savings.

Row 3

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Through LightStay, we educate and actively engage employees in implementing best practices that reduce energy, water, and waste impacts across all hotel operations. All departments (property operations/engineering, housekeeping, sales, food and beverage, management and front desk operations) participate annually in LightStay's Operations Survey. We also continually engage all of our Team Members on sustainability topics using our internal Hilton electronic newsletters. Additionally, Hilton employees serve as Travel with Purpose Champions and/or serve on ESG committees at our hotels and corporate offices around the world.

Row 4

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Hilton uses energy and emissions reporting requirements to drive emissions reduction improvements based on requirements in the individual global regions.

Row 5

(7.55.3.1) Method

Select from:

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

Bonus potential for hotel Directors of Property Operations/Engineering in EMEA is tied to the attainment of sustainability goals, including reduction in energy consumption and carbon emissions for the hotel's operations. Performance indicators are defined based on previous year consumption for each region. Measures used are hotels' energy intensity (kBTU per square meter) and CO2e in pounds per square meter. In addition, regional programs are in place that reward engineering teams with the best overall sustainability results, including energy year-over-year consumption reductions, waste efforts, sustainability related training, etc.

Row 6

(7.55.3.1) Method

Select from:

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

Hilton has a dedicated ESG budget, which is used for ongoing management and expansion of LightStay, research and development, stakeholder engagement and other activities that we utilize to help drive emissions reductions across Hilton's global portfolio. Individual regions have dedicated budgets for emissions reduction activities to support their managed hotels in compliance, financial evaluation of capital improvements, stakeholder engagement, innovation projects and other initiatives.
[Add row]

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 2

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Other, please specify :GHG Protocol

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :Sustainable meeting offering

(7.74.1.4) Description of product(s) or service(s)

Through our Meet with Purpose sustainable meeting offering, we partner with our guests and corporate clients to reduce greenhouse gas emissions from guest nights, meetings and events. In 2022, we developed the Meet with Purpose Checklist that our teams use as a road map for conversations with customers that seek to plan more sustainable meetings. This checklist provides thoughtful tips to integrate Gather—Nourish—Impact concepts from the beginning to the end of any meeting or event and empowers meeting planners and travel managers to make impactful purchasing decisions. Using our LightStay system, Meet with Purpose provides meeting planners with a quantified report of the projected carbon emissions from their meeting, as well as with options to reduce emissions, waste and other environmental impacts customized to the group's specific conference needs. Hilton also has a carbon neutral meeting offering which allows us to offset the resulting emissions with high quality offsets purchased by Hilton on behalf of our customers. The offsets are third-party verified and registered through the Climate Action Reserve or Verified Carbon Standard, and customers receive a certificate of credit towards their climate impact goals. As an example, in 2023, carbon offsets equivalent to 650 passenger vehicles driven for one year were purchased on behalf of customers hosting meetings and events at managed hotels in Australasia (AUA).

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

[Add row]

C9. Environmental performance - Water security

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

LightStay, our proprietary and award-winning ESG management system, is used to measure, manage and report many of Hilton's key environmental and social performance metrics, including, carbon emissions, energy, water, waste, volunteer hours, in-kind donations and efficiency projects. Hilton is reporting water withdrawals for its global portfolio of owned, managed and franchised hotels fully operating and enrolled in LightStay as of December 31, 2023.

(9.2.4) Please explain

2023 water totals include primary data for Hilton enrolled properties worldwide, by building area, based on metered water use data entered in LightStay deemed accurate and complete. Annual water totals have been extrapolated to include 100% of the global portfolio, with consumption estimates based on the brand average per square meter. We have included prorated water estimate for newly-enrolled properties based on the hotel opening or conversion date.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

LightStay, our proprietary and award-winning ESG management system, is used to measure, manage and report many of Hilton's key environmental and social performance metrics, including, carbon emissions, energy, water, waste, volunteer hours, in-kind donations and efficiency projects. Hilton is reporting water withdrawals by source for its global portfolio of owned, managed and franchised hotels fully operating and enrolled in LightStay as of December 31, 2023.

(9.2.4) Please explain

Water source data for individual properties is collected through our annual LightStay survey. This data is then used to calculate Water withdrawals – volumes by source. 2023 water totals include primary data for Hilton enrolled properties worldwide, by building area, based on metered water use data entered in LightStay deemed accurate and complete.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Quarterly

(9.2.3) Method of measurement

LightStay, our proprietary and award-winning ESG management system, is used to measure, manage and report many of Hilton's key environmental and social performance metrics, including, carbon emissions, energy, water, waste, volunteer hours, in-kind donations and efficiency projects. Hilton is reporting water consumption for its global portfolio of owned, managed and franchised hotels fully operating and enrolled in LightStay as of December 31, 2023.

(9.2.4) Please explain

2023 water totals include primary data for Hilton enrolled properties worldwide, by building area, based on metered water use data entered in LightStay deemed accurate and complete. Annual water totals have been extrapolated to include 100% of the global portfolio, with consumption estimates based on the brand average per square meter. We have included prorated water estimate for newly-enrolled properties based on the hotel opening or conversion date.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

As part of our annual LightStay survey responded to by all properties across both our managed and franchised portfolio, we ask a number of questions about water measurement and management. Data for individual properties using recycled water is collected through our annual LightStay survey.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

174056

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ Higher

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in business activity

(9.2.2.6) Please explain

Hilton is committed to reducing our water use intensity (Liters/m²) in our managed operations by 50% by 2030, (2008 baseline). Hilton has reduced total water use intensity by 34.3% since 2008. Our primary water use is driven from the operation of our hotels. As our future growth relies on adding new properties globally, including engaging new franchises, we anticipate that our absolute water consumption will increase overall. To manage and ultimately reduce water consumption, Hilton integrates our environmental policies and best practices into our business through our Brand Standards which govern the development, renovation, and operation of every Hilton-branded hotel property. Occupancy at our owned, leased, and managed properties exceeded 2022 levels. As such, we experienced a year-over-year increase in consumption of energy, water and waste in 2023 in-line with the year-over-year increase in occupancy. We remain steadfast in our commitment to achieve our 2030 Goals.

Total discharges

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

Total consumption

(9.2.2.1) Volume (megaliters/year)

43514

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☑ Higher

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in business activity

(9.2.2.6) Please explain

Hilton is committed to reducing our water use intensity (Liters/m²) in our managed operations by 50% by 2030, (2008 baseline). Hilton has reduced total water use intensity by 34.3% since 2008. Our primary water use is driven from the operation of our hotels. As our future growth relies on engaging new franchises, we anticipate that our absolute water consumption will increase overall. To manage and ultimately reduce water consumption, Hilton integrates our environmental policies and best practices into our business through our Brand Standards which govern the development, renovation, and operation of every Hilton-branded hotel property. Occupancy at our owned, leased, and managed properties exceeded 2022 levels. As such, we experienced a year-over-year increase in consumption of energy, water and waste in 2023 in-line with the year-over-year increase in occupancy. We remain steadfast in our commitment to achieve our 2030 Goals.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

55523.86

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.4.5) Five-year forecast

Select from:

☑ Lower

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

31.90

(9.2.4.8) Identification tool

Select all that apply

☑ WWF Water Risk Filter

(9.2.4.9) Please explain

We map our hotels against the WWF-DEG Water Risk Filter and use the data to analyze current and future water risks across our portfolio. This data is made available on LightStay so that our hotel teams can understand and address water risks specific to their geolocation. Using the WWF-DEG Water Risk Filter, we evaluate factors that may potentially impact our current global hotel operations and expansion in specific geographic markets. We also study specific areas and river basins where our water stewardship initiatives would have the greatest value. The reported figures pertain to the global portfolio of managed and franchised properties.
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:
☑ Relevant

(9.2.7.2) Volume (megaliters/year)

894.96

(9.2.7.3) Comparison with previous reporting year

Select from:
☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in business activity

(9.2.7.5) Please explain

Fresh surface water represents approximately 0.8% of total water withdrawals from all sources at Hilton owned and managed properties worldwide. Reported rainwater withdrawals represent approximately 0.6% of total water withdrawals from all sources at Hilton owned and managed properties worldwide.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

2789.89

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

Seawater withdrawals represent approximately 4.4% of total water withdrawals from all sources at Hilton owned and managed properties worldwide. Total includes 36 hotels and out of which 9 with 100% seawater source.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

2435.5

(9.2.7.3) Comparison with previous reporting year

Select from:
☑ Higher

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in business activity

(9.2.7.5) Please explain

Groundwater withdrawals represent approximately 3.8% of total water withdrawals from all sources at Hilton owned and managed properties worldwide.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:
☑ Not relevant

Produced/Entrained water

(9.2.7.1) Relevance

Select from:
☑ Not relevant

Third party sources

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

57919.14

(9.2.7.3) Comparison with previous reporting year

Select from:
☑ Higher

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in business activity

(9.2.7.5) Please explain

Municipal supply represents approximately 90.4% of total water withdrawals from all sources at Hilton owned and managed properties worldwide. Total municipal withdrawals have been extrapolated to include 100% of the O&M portfolio, including prorated amounts for new hotels. Reported totals are based on an analysis of primary data for 90% of hotels, open as of January 2022, with complete 2022-2023 municipal water data entered in LightStay deemed accurate for reporting purposes.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:
☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

547

(9.3.3) % of facilities in direct operations that this represents

Select from:

☑ 1-25

(9.3.4) Please explain

The number of facilities exposed to water risk includes our managed (direct operations) and franchised hotels (rest of value chain) properties assessed through the WWF Water Risk Filter across our global portfolio.
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 2

(9.3.1.1) Facility reference number

Select from:

☑ Facility 3

(9.3.1.2) Facility name (optional)

Nile hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

Egypt

☑ Nile

(9.3.1.8) Latitude

30.05

(9.3.1.9) Longitude

31.23

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

1131.64

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.17) Withdrawals from groundwater - renewable

41.8

(9.3.1.20) Withdrawals from third party sources

1089.84

(9.3.1.27) Total water consumption at this facility (megaliters)

282.91

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 16.2% due to increased occupancy and hotels back in operation.

Row 3

(9.3.1.1) Facility reference number

Select from:

☑ Facility 1

(9.3.1.2) Facility name (optional)

Yangtze River hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

China

☑ Yangtze River (Chang Jiang)

(9.3.1.8) Latitude

31.19

(9.3.1.9) Longitude

121.39

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2772.18

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

327.17

(9.3.1.16) Withdrawals from brackish surface water/seawater

31.95

(9.3.1.17) Withdrawals from groundwater - renewable

26.04

(9.3.1.20) Withdrawals from third party sources

2387.02

(9.3.1.27) Total water consumption at this facility (megaliters)

693.05

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 34.8% due to increased occupancy and hotels back in operation.

Row 4

(9.3.1.1) Facility reference number

Select from:

☑ Facility 4

(9.3.1.2) Facility name (optional)

Ganges hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

India

☑ Ganges - Brahmaputra

(9.3.1.8) Latitude

28.42

(9.3.1.9) Longitude

77.1

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

276.21

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

4.68

(9.3.1.17) Withdrawals from groundwater - renewable

95.9

(9.3.1.20) Withdrawals from third party sources

175.64

(9.3.1.27) Total water consumption at this facility (megaliters)

69.05

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 7.5% due to increased occupancy and hotels back in operation.

Row 5

(9.3.1.1) Facility reference number

Select from:

☑ Facility 5

(9.3.1.2) Facility name (optional)

Bravo hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

Mexico

☑ Bravo

(9.3.1.8) Latitude

25.78

(9.3.1.9) Longitude

-100.11

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2301.22

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Lower

(9.3.1.17) Withdrawals from groundwater - renewable

379.37

(9.3.1.20) Withdrawals from third party sources

1921.85

(9.3.1.27) Total water consumption at this facility (megaliters)

575.3

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Lower

(9.3.1.29) Please explain

2023 total water withdrawals decreased by 6.9%.

Row 6

(9.3.1.1) Facility reference number

Select from:

☑ Facility 6

(9.3.1.2) Facility name (optional)

Panuco hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

Mexico

☑ Panuco

(9.3.1.8) Latitude

19.44

(9.3.1.9) Longitude

-99.15

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

158.41

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.17) Withdrawals from groundwater - renewable

2.14

(9.3.1.20) Withdrawals from third party sources

156.27

(9.3.1.27) Total water consumption at this facility (megaliters)

39.6

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 9.6% due to increased occupancy and hotels back in operation.

Row 7

(9.3.1.1) Facility reference number

Select from:

☑ Facility 10

(9.3.1.2) Facility name (optional)

California hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

United States of America

☑ Other, please specify **:**All, California

(9.3.1.8) Latitude

33.69

(9.3.1.9) Longitude

-116.31

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

6604.97

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

33.4

(9.3.1.16) Withdrawals from brackish surface water/seawater

3.82

(9.3.1.17) Withdrawals from groundwater - renewable

38.78

(9.3.1.20) Withdrawals from third party sources

6528.97

(9.3.1.27) Total water consumption at this facility (megaliters)

1651.24

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

2023 total water withdrawals decreased by 2.9%.

Row 8

(9.3.1.1) Facility reference number

Select from:

☑ Facility 8

(9.3.1.2) Facility name (optional)

Tigris and Euphrates hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

Turkey

☑ Tigris & Euphrates

(9.3.1.8) Latitude

37.15

(9.3.1.9) Longitude

38.78

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

91.04

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

1.63

(9.3.1.17) Withdrawals from groundwater - renewable

9.63

(9.3.1.20) Withdrawals from third party sources

79.78

(9.3.1.27) Total water consumption at this facility (megaliters)

22.76

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 55.0% due to increased occupancy and hotels back in operation.

Row 9

(9.3.1.1) Facility reference number

Select from:

☑ Facility 7

(9.3.1.2) Facility name (optional)

Santiago hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

Mexico

☑ Santiago

(9.3.1.8) Latitude

20.65

(9.3.1.9) Longitude

-103.39

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

235.53

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

16.89

(9.3.1.17) Withdrawals from groundwater - renewable

78.71

(9.3.1.20) Withdrawals from third party sources

139.93

(9.3.1.27) Total water consumption at this facility (megaliters)

58.88

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

2023 total water withdrawals increased by 2.5% due to increased occupancy and hotels back in operation.

Row 10

(9.3.1.1) Facility reference number

Select from:

☑ Facility 2

(9.3.1.2) Facility name (optional)

Yongding He hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

China

☑ Yongding He

(9.3.1.8) Latitude

39.91

(9.3.1.9) Longitude

116.41

(9.3.1.10) Located in area with water stress

Select from:
☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

637.67

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:
☑ Higher

(9.3.1.16) Withdrawals from brackish surface water/seawater

41.19

(9.3.1.20) Withdrawals from third party sources

596.48

(9.3.1.27) Total water consumption at this facility (megaliters)

159.42

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 40.6% due to increased occupancy and hotels back in operation.

Row 11

(9.3.1.1) Facility reference number

Select from:

☑ Facility 11

(9.3.1.2) Facility name (optional)

South Africa: Other hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

South Africa

☑ Other, please specify :South Africa (Other)

(9.3.1.8) Latitude

-33.94

(9.3.1.9) Longitude

18.46

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

52.41

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0.61

(9.3.1.20) Withdrawals from third party sources

51.8

(9.3.1.27) Total water consumption at this facility (megaliters)

13.1

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

2023 total water withdrawals increased by 32.6% due to increased occupancy and hotels back in operation.

Row 12

(9.3.1.1) Facility reference number

Select from:

☑ Facility 9

(9.3.1.2) Facility name (optional)

St. Lawrence (Chicago) hotels

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.7) Country/Area & River basin

United States of America

☑ St. Lawrence

(9.3.1.8) Latitude

41.88

(9.3.1.9) Longitude

-87.63

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

198.91

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

11.62

(9.3.1.20) Withdrawals from third party sources

187.29

(9.3.1.27) Total water consumption at this facility (megaliters)

49.73

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

2023 total water withdrawals increased by 4.1% due to increased occupancy and hotels back in operation.
[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☑ 76-100

(9.3.2.2) Verification standard used

DEKRA's approach for water verification followed ANSI-ASQ National Accreditation Board (ANAB) standards, including LightStay data review and on-site verification of municipal water billing data for the required sample size. DEKRA Certification Inc. provides annual independent validation services for our reporting, including annual verification of LightStay sustainability results and hotel data used for reporting of GHG emissions, energy use, water use, and waste disposal. A copy of DEKRA's 2023 Assurance Report can be found here: https://esg.hilton.com/wp-content/uploads/sites/4/2024/05/2023-Assurance-Statement.pdf

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☑ 76-100

(9.3.2.2) Verification standard used

DEKRA's approach for water verification followed ANSI-ASQ National Accreditation Board (ANAB) standards, including LightStay data review and on-site verification of municipal water billing data for the required sample size. DEKRA Certification Inc. provides annual independent validation services for our reporting, including annual verification of LightStay sustainability results and hotel data used for reporting of GHG emissions, energy use, water use, and waste disposal. A copy of DEKRA's 2023 Assurance Report can be found here: https://esg.hilton.com/wp-content/uploads/sites/4/2024/05/2023-Assurance-Statement.pdf

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☑ 76-100

(9.3.2.2) Verification standard used

DEKRA's approach for water verification followed ANSI-ASQ National Accreditation Board (ANAB) standards, including LightStay data review and on-site verification of municipal water billing data for the required sample size. DEKRA Certification Inc. provides annual independent validation services for our reporting, including annual verification of LightStay sustainability results and hotel data used for reporting of GHG emissions, energy use, water use, and waste disposal. A copy of DEKRA's 2023 Assurance Report can be found here: https://esg.hilton.com/wp-content/uploads/sites/4/2024/05/2023-Assurance-Statement.pdf
[Fixed row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

(9.5.1) Revenue (currency)

10235000000

(9.5.2) Total water withdrawal efficiency

58802.91

(9.5.3) Anticipated forward trend

As our future growth relies on adding new properties globally, including engaging new franchises, we anticipate that our absolute water consumption will increase overall. To manage and ultimately reduce water consumption, Hilton integrates our environmental policies and best practices into our business through our Brand Standards. Team Members report projects to reduce water use in LightStay where they can track their water consumption to make data-informed decisions to drive further reduction.
[Fixed row]

(9.12) Provide any available water intensity values for your organization's products or services.

Row 1

(9.12.1) Product name

Owned and Managed Hotels

(9.12.2) Water intensity value

536

(9.12.3) Numerator: Water aspect

Select from:
☑ Water consumed

(9.12.4) Denominator

29,875,618

(9.12.5) Comment

liters/m2

Row 2

(9.12.1) Product name

Franchised Hotels

(9.12.2) Water intensity value

482

(9.12.3) Numerator: Water aspect

Select from:
☑ Water consumed

(9.12.4) Denominator

57,015,118

(9.12.5) Comment

liters/m2

Row 3

(9.12.1) Product name

Owned and Managed Hotels

(9.12.2) Water intensity value

2144

(9.12.3) Numerator: Water aspect

Select from:
☑ Water withdrawn

(9.12.4) Denominator

29,875,618

(9.12.5) Comment

liters/m2

Row 4

(9.12.1) Product name

Franchised Hotels

(9.12.2) Water intensity value

1930

(9.12.3) Numerator: Water aspect

Select from:
☑ Water withdrawn

(9.12.4) Denominator

57,015,118

(9.12.5) Comment

liters/m2
[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ No

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ No, and we do not plan to address this within the next two years

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:

☑ Important but not an immediate business priority

(9.14.4) Please explain

While we do not classify our current products and/ or services as low impact, we embed water stewardship throughout our global operations. We work closely with our hotels, our suppliers and our community partners to drive water reduction and conservation as well as improve water availability and quality in all our locations around the world. Our hotels implement a variety of projects to reduce their water use, including landscaping with drought tolerant plants, capturing stormwater, recycling water and installing high-efficiency showerheads, toilets and faucets.

[Fixed row]

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category
Water pollution	*Select from:* ☑ No, and we do not plan to within the next two years
Water withdrawals	*Select from:* ☑ Yes
Other	*Select from:* ☑ Yes

[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 2

(9.15.2.1) Target reference number

Select from:
☑ Target 2

(9.15.2.2) Target coverage

Select from:
☑ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Community engagement

☑ Other community engagement, please specify :Activate 20 community water projects to increase access and resilience.

(9.15.2.4) Date target was set

12/31/2017

(9.15.2.5) End date of base year

12/31/2017

(9.15.2.6) Base year figure

0.0

(9.15.2.7) End date of target year

12/31/2030

(9.15.2.8) Target year figure

20.0

(9.15.2.9) Reporting year figure

12

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

60

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Sustainable Development Goal 6

(9.15.2.13) Explain target coverage and identify any exclusions

We have committed to activating 20 community water projects to increase access and resilience in destinations where we operate. To date, we have supported 12 water projects with our partners, which achieved the following estimated impact in 2023.

(9.15.2.16) Further details of target

Good water stewardship is essential to protecting and preserving this increasingly scarce natural resource. We work closely with our hotels, our suppliers and our community partners to reduce water consumption across our global operations and improve water availability and quality in communities facing water risks around the world. Our hotels implement a variety of projects to reduce their water use, including landscaping with drought tolerant plants, capturing stormwater, recycling water, and installing high-efficiency showerheads, toilets and faucets. Team Members report these projects in LightStay where they can track their water consumption to make data-informed decisions to drive further reduction.

Row 4

(9.15.2.1) Target reference number

Select from:

☑ Target 1

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water withdrawals

☑ Other water withdrawals, please specify **:**Reduce water use intensity in our managed operations by 50% Liters/m², 2008 baseline

(9.15.2.4) Date target was set

12/31/2018

(9.15.2.5) End date of base year

12/31/2008

(9.15.2.6) Base year figure

729

(9.15.2.7) End date of target year

12/31/2030

(9.15.2.8) Target year figure

365

(9.15.2.9) Reporting year figure

536

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

53

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Sustainable Development Goal 6

(9.15.2.16) Further details of target

As part of our Travel with Purpose 2030 Goals, we have committed to reduce water consumption intensity in our managed operations by 50% (liters/m2) by 2030 (2008 baseline). Given the continued growth of the Hilton portfolio, the water use intensity metric is the most relevant for measuring performance over time. The per floor area metric is also the most commonly used sustainability metric in the built environment and helps Hilton better understand and compare performance between brands, regions and other variables. Hilton's reduction target for water use intensity is also highly relevant to the goal of achieving water security, and drives water conservation, efficiency projects and awareness at the corporate, regional and hotel level.
[Add row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

	Targets in place
	Select from: ☑ Yes

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
Legally protected areas	*Select from:* ☑ Data not available
UNESCO World Heritage sites	*Select from:* ☑ Data not available
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Data not available
Ramsar sites	*Select from:* ☑ Data not available
Key Biodiversity Areas	*Select from:* ☑ Data not available
Other areas important for biodiversity	*Select from:* ☑ Data not available

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Waste data

☑ Fuel consumption

☑ Base year emissions

☑ Renewable Electricity/Steam/Heat/Cooling generation

☑ Year on year change in absolute emissions (Scope 3)

☑ Renewable Electricity/Steam/Heat/Cooling consumption

☑ Renewable fuel consumption
☑ Energy attribute certificates (EACs)
☑ Year on year change in emissions intensity (Scope 1 and 2)
☑ Other data point in module 7, please specify **:Emissions breakdown by region**
☑ Year on year change in emissions intensity (Scope 3)
☑ Year on year change in absolute emissions (Scope 1 and 2)

(13.1.1.3) Verification/assurance standard

Climate change-related standards
☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Hilton has third-party assurance on the following data points: •Year on year change in absolute emissions for Scope 1 and 2 • Year on year change in absolute emissions for Scope 3 franchise, business travel and waste • Year on year change in intensity emissions for Scope 1 and 2 • Year on year change in intensity emissions for Scope 3 franchise, business travel and waste • Emissions breakdown by region • Emissions breakdown by managed, franchised and global • Fuel consumption • Waste data • Renewable Electricity/ Steam/ Heat/ Cooling consumption • Renewable Electricity generation • Renewable fuel consumption • EACs • Base year emissions

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2023-Assurance-Statement.pdf

Row 8

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply
☑ Water

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Water security
☑ Water consumption– total volume

☑ Other data point in module 9, please specify **:**Water consumption: year over year comparison

(13.1.1.3) Verification/assurance standard

General standards

☑ Other general verification standard, please specify **:**ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

DEKRA Certification Inc. (DCI) provides annual independent validation services for our ESG reporting, including annual verification of LightStay outputs and hotel data used for reporting of GHG emissions, energy use, water use, and waste disposal. The validation is a systematic application of verification procedures by knowledgeable reviewers for evaluating and reviewing a subset of reported data, calculations, and data management systems. The validation involved a thorough review of meter reads, billing data, calculations and methodologies. This approach, which follows ISO 14064-3 standards, is intended to provide a level of assurance and credibility to meet the needs associated with voluntary non-financial public reporting. Based on their review and on-site verification audits, DCI provides limited assurance that the reported 2023 water use (withdrawals) are accurate. A copy of DEKRA's 2023 Assurance Report can be found here: https://esg.hilton.com/wp-content/uploads/sites/4/2024/05/2023-Assurance-Statement.pdf

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2023-Assurance-Statement.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information
	N/A

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Vice President, Global ESG

(13.3.2) Corresponding job category

Select from:

☑ Other, please specify

[Fixed row]