

Source with Purpose

2024 Goal Progress

Sourcing for properties in 145+ countries and territories, Hilton Supply Management, Hilton’s supply chain arm, recognizes the opportunity to drive positive impact across our supply chain. We partner with suppliers to drive innovative, local and sustainable sourcing options and conduct rigorous due diligence, ensuring we operate responsibly and with integrity, accountability and transparency. To further strengthen our impact, we set industry leading supply chain goals that prioritize positive impact across the sourcing lifecycle and align with Hilton’s Travel with Purpose strategy and 2030 goals.



Responsible Sourcing Goals

In partnership with Hilton Supply Management, Hilton has set ambitious responsible sourcing goals and is committed to transparent, public disclosure on our progress. By collaborating with our team members, suppliers and owners, we made significant progress towards these goals in 2024.

Goals	Progress
<p>Embed due diligence across our supply chain and partner with suppliers to advance positive impact.</p> <ul style="list-style-type: none"> <li>Conduct responsible sourcing assessment for all suppliers with high-spend or high-risk products and address any identified risks (including forced labor or trafficking).</li> <li>Create a responsible sourcing collaboration program and engage with tier 1, top-spend suppliers to establish, validate and advance progress towards goals.</li> <li>Incorporate social and environmental criteria into all new supplier registration and RFx processes (RFP, RFI, and RFQ), in addition to all supplier renewals.</li> </ul>	<div> <div> </div> <p>Launched Source with Purpose, our global strategy to advance positive impact across the supply chain and developed resources and tools for suppliers, hotels and team members to source more responsibly.</p> <p>Assessed over 200 suppliers in 2024 through our Human Rights Questionnaire (HRQ), evaluating suppliers’ human rights business practices to ensure the protection of all.</p> <p>Partnered across the industry through the Hospitality Alliance for Responsible Procurement (HARP) to engage EcoVadis-rated suppliers in e-learning plans to advance carbon reduction in the supply chain:</p> <ul style="list-style-type: none"> <li>Achieved EcoVadis ratings for 42% of key suppliers across our Americas and EMEA regions.</li> <li>27% of rated suppliers are engaged in corrective actions.</li> </ul> </div>

Goals	Progress
<p>Promote responsible sourcing of beef, poultry, pork, eggs, seafood, and produce from third-party recognized and/or certified suppliers across our managed hotels.</p> <ul style="list-style-type: none"><li>Source group-housed pork for our Luxury and Full-Service hotels in the U.S. and Europe by the end of 2025 and transition sourcing to gestation crate-free pork as it becomes readily available at scale.</li><li>Continue to ban the procurement of endangered species across all hotels globally and by 2025: (a) Source at least 50% of our seafood globally (in aggregate, by spend) for managed hotels from certified fisheries and farms, including at least 25% from the Marine Stewardship Council (MSC) and the Aquaculture Stewardship Council (ASC); and (b) Engage and partner with remaining seafood suppliers on sustainability improvements and certifications.</li><li>Source 100% of our shell, liquid and egg products* across our global portfolio (owned, managed and franchised hotels) from cage-free sources by the end of 2025.</li></ul>	<div></div> <p>Launched Hilton’s first ever internal resource hub for cage-free eggs and group-housed/crate-free pork, providing all hotels globally with educational guides on how to source eggs and pork more responsibly.</p> <p>Achieved significant year over year progress on sourcing cage-free eggs and group-housed/crate-free pork across our portfolio. Refer to pg. 3 for Hilton’s 2024 progress.</p> <p>Collaborated with industry peers and Birchsreet Systems (third-party hospitality procurement tool) to align on sustainability-related product certifications, claims and attributes to track, and launched supplier pilots to test functionality.</p> <p>Increased tracking of sustainable seafood certifications and programs by expanding to nine US suppliers and achieving 12.4% sustainable seafood sourcing in US managed hotels. Our managed hotels in Japan, Korea &amp; Micronesia continued to lead in Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC) certified sustainable seafood sourcing, achieving 39.9% of certified spend by the end of 2024.</p>
<p>Leverage our large global footprint and deep integration within our communities to expand local sourcing and business with small suppliers.</p> <ul style="list-style-type: none"><li>Encourage and enable our hotels to source more products locally through the establishment of a local sourcing strategy and framework.</li></ul>	<div></div> <p>Achieved sourcing from 2,500+ small businesses with supplier spend exceeding \$446 million in 2024.</p> <p>Across the EMEA region, Hilton properties can now procure as much as 70% of their food locally, fostering a commitment to local sourcing.</p>

\* This does not include products purchased by Hilton portfolio hotels containing egg, where egg is not the primary ingredient (note, Hilton considers all prepared omelets and egg sandwiches as products with egg as the primary ingredient).

## Advancing Animal Welfare Across the Supply Chain

As outlined in our [Animal Welfare Statement](#), Hilton strives to work toward the legal, ethical and humane treatment of animals across our value chain – operations, supply chain and communities. We have continued to expand our reporting disclosures and have made strong progress towards our 2025 cage-free egg and group housed/crate-free pork sourcing goals. We look forward to continuing to track and report on our progress, driving our efforts where supply is readily available and collaborating with our suppliers and partners to support purchasing needs where supply is limited.

### Cage-free Egg Sourcing<sub>1</sub>

#### 2024 Progress

We made substantial progress in increasing cage-free egg sourcing in our hotels around the world from 2023 to 2024, including:

- Across the Americas managed estate (US, Canada, CALA), we increased our cage-free egg sourcing by 29%, including increasing Canada sourcing by over 50 times.
- Across the EMEA managed estate (UK & Ireland, Continental Europe, Middle East & Africa), we increased cage-free egg sourcing, including MEA by 28%.
- Across the APAC managed estate, we nearly tripled our purchasing of cage-free eggs.

Region	%
Americas (managed)	80.1%
United States (managed)	80.9%
United States (franchised)	28.9%
Canada (managed)	53.6%
Canada (franchised)	35.8%
CALA (managed)	24.5%
CALA (franchised)	32.1%
EMEA (managed)	93.8%
United Kingdom & Ireland (managed)	99.8%
United Kingdom & Ireland (franchised)	78.1%
Continental Europe (excluding UK&I) (managed)	91.2%
Continental Europe (excluding UK&I) (franchised)	93.1%
Middle East & Africa (managed)	38.9%
Middle East & Africa (franchised)	42.9%
APAC (managed)	36.1%
Australasia (managed)	87.5%
Australasia (franchised)	41.7%
Greater China & Mongolia (managed)	24.6%
Greater China & Mongolia (franchised)	28.5%
India (managed)	29.2%
India (franchised)	60%
Japan, Korea & Micronesia (managed)	47%
Japan, Korea & Micronesia (franchised)	9.4%
Southeast Asia (managed)	49.6%
Southeast Asia (franchised)	25%

### Continuing Our Progress

#### Cage-free Eggs Projected Glidepath

The below reflects a glidepath to achieving Hilton's 2025 responsible sourcing goal in markets where supply is readily available.

In regions where the supply may not be readily available, we are making efforts to support cage-free egg suppliers. These efforts include participating in regional projects to expand local supply chains and working with a third-party auditor to validate local suppliers. We are also collaborating with industry peers, including the World Sustainable Hospitality Alliance, to evaluate effective solutions to increase cage-free egg sourcing in support of our goals.

Region	2021	2022	2023	2024	2025 Goal*
United States (managed)	59%	53%	57.9%	80.9%	100%
Canada (managed)	<1%	<1%	<1%	53.6%	
United Kingdom & Ireland (managed)	72.2%	80.1%	91.2%	99.8%	
European Union countries (managed)	94.9%	94.6%	92.2%	91%	

\*Where supply is readily available

### 2024 Group-housed / Crate-free Pork Progress<sub>2</sub>

Region	%
United States (managed)	81.9%
Continental Europe (managed)	100%
United Kingdom & Ireland (managed)	100%
Continental Europe (excluding UK&I) (managed)	100%

2 Reporting represents 100% of managed hotels across Hilton full service and luxury brands within each sub-region, based on available purchase data.

1 Reporting represents 100% of managed and franchised hotels across all Hilton brands within each sub-region, based on a combination of available purchase data and self-reported survey responses.