

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY STATEMENT

At Hilton, it has been our responsibility for more than 100 years to fill the earth with the light and warmth of hospitality. Our ESG strategy, Travel with Purpose, is intended to advance responsible travel and tourism globally and to drive positive social and environmental change across our operations, our supply chain and our communities.

SCOPE

This ESG Policy Statement applies to Hilton's corporate offices and Hilton's owned, leased and managed hotels. Hilton expects its suppliers and business partners to comply with all laws and regulations, and is committed to working with owners, franchise partners, and others in our value chain to elevate their ability to bring positive change in their own operations and business relationships.

Travel with Purpose establishes our commitment to:

BUSINESS ETHICS

- Comply with all laws and regulations where we operate. Where national law and international standards differ, we shall respect the law of the land, while seeking ways to advance international standards consistent with this Statement.
- Act with the highest standard of integrity and consistent with Hilton's Code of Conduct.

GOVERNANCE AND MANAGEMENT

- Measure, track and analyze our environmental and social impact across our portfolio.
- Integrate ESG considerations into our business decisions.
- Communicate progress towards our goals through our annual ESG reporting and other external communications.
- Provide our Team Members* with opportunities to engage in corporate responsibility efforts through training, tools and volunteering.
- Raise awareness of responsible travel and tourism with our guests.
- Assess opportunities to coordinate our ESG efforts with local, national and international governing bodies, NGOs, and our business partners.
- Regularly report our performance to our Hilton leadership, including reporting to our CEO and Board of Directors at a minimum of once per year.

ENVIRONMENTAL STEWARDSHIP

- Seek opportunities to reduce our impact on the local environment, including reducing our energy, carbon, water and waste footprint in our operations and across our global value chain.
- Establish processes that promote a preference for environmentally sustainable products.
- Consider animal welfare and wildlife trafficking in purchasing decisions and operations.

RESPECT FOR ALL

- Respect and support fundamental human rights for all people across the value chain, including combatting all forms of human trafficking.
- Foster a culture of inclusion and diversity for Team Members, Guests and local communities alike.
- Offer equal opportunity to all in employment, training, development and advancement.

INCLUSIVE ECONOMY

- Invest in the communities in which we operate, including investing in local talent.
- Encourage Team Members to volunteer their skills and time to local organizations.
- Strive to source products and services locally.
- Respect and preserve the natural and cultural heritage of the communities in which we operate.
- Engage and educate guests about the role they can play in experiencing our destinations respectfully, responsibly and sustainably.

**Team Members include employees at Hilton corporate offices and its owned and managed properties, and employees of franchisees who work on-property at independently owned and operated franchise properties in the Hilton portfolio.*

Hilton reserves the right to amend or modify this Statement. Last updated April 2021.

