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| SASB CODE | METRIC | 2021 | 2020 | 2019 |
|---------------------|---|-------|-------|-------|
| SV-HL-130a.1 | Total energy consumed, in gigajoules per square meter | 0.807 | 0.720 | 1.030 |
| | Total energy consumed, in million gigajoules | 22.19 | 17.84 | 24.60 |
| | Percent total energy from grid electricity | 56.3% | 56.3% | 53.8% |
| | Percent total energy from renewables | 3.0% | 2.6% | 1.4% |

Water Management

| | | | | |
|---------------------|---|-------|-------|-------|
| SV-HL-140a.1 | Amount withdrawn, in cubic meters per square meter | 1.787 | 1.550 | 2.350 |
| | Amount withdrawn, in million cubic meters (m ³) | 49.15 | 38.70 | 56.10 |
| | Amount consumed, in cubic meters per square meter | 0.447 | 0.388 | 0.586 |
| | Amount consumed, in million cubic meters (m ³) | 12.29 | 9.68 | 14.00 |
| | Percent in regions with high or extremely high baseline water stress ¹ | 36.9% | 37.0% | 32.0% |

Ecological Impacts

| | | |
|---------------------|--|---|
| SV-HL-160a.2 | Environmental management policies and practices to preserve ecosystem services | Hilton ESG Policy Statement |
| | | Hilton Environmental Policy Statement |

Waste Management

| | | | | |
|---------------------|---|--------|--------|--------|
| FB-RN-150a.1 | Amount generated, in metric tons per square meter | 0.0042 | 0.0039 | 0.0080 |
| | Amount generated, in million metric tons | 0.11 | 0.10 | 0.19 |
| | Percent food waste ² | 41% | 41% | 41% |
| | Percent diverted from landfills | 32.0% | 33.9% | 34.8% |

Labor Practices

| | | | | |
|---------------------|--|--|--|-------|
| SV-HL-310a.1 | Voluntary turnover rate for lodging facility employees (U.S. only, includes retirements) | 26.2% | 11.7% | 19.0% |
| SV-HL-310a.4 | Policies and programs to prevent worker harassment | Hilton Code of Conduct | Hilton Diversity & Inclusion website | |

We seek to provide material, decision-useful sustainability information to our investors in line with the recommendations of the Sustainability Accounting Standards Board (SASB). We considered SASB's Hotel & Lodging and Restaurant Standards in developing the following table of key sustainability metrics for our managed, owned and leased properties. We also report selected SASB data in our [2021 Form 10-K](#).

PLEASE NOTE

Improvements in environmental measures during the year ended December 31, 2021 are primarily attributable to the reduction in system-wide occupancy as a result of the COVID-19 pandemic, which included the complete or partial suspensions of some hotel operations during the period. The decrease in occupancy resulted in reduced consumption of energy, water and waste at hotels around the world.

¹ While the percentage of hotels in regions with high or extremely high baseline water stress remained consistent at 34 percent between 2019 and 2020, we identified an increase in the percentage of water being consumed in areas of higher water stress. This is partially attributable to some of our larger properties being located in regions that experienced higher levels of occupancy during the COVID-19 pandemic.

² Approximately 41 percent of total waste is estimated to be food waste, based on a sample of approximately 50 food waste reduction pilots worldwide. Hilton continues to refine its food waste reporting in alignment with the WRI's Food Loss and Waste Protocol.