

Global Reporting Initiative (GRI)

GENERAL DISCLOSURES

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2022	2-1	Organizational details	Hilton Worldwide Holdings Inc. ("Hilton"). Hilton is a publicly traded company incorporated in the United States. Our corporate headquarters is located at 7930 Jones Branch Drive, McLean, Virginia 22102 in the United States. At year-end 2022, Hilton managed or franchised hotels and resorts in 123 countries and territories.	Refer to About Hilton for more information 2022 Form 10-K (pg. 3)
	2-2	Entities included in the organization's sustainability reporting	2022 Form 10-K (Item 1. Business) Unless otherwise noted, reported environmental and social figures refer to our impact across our owned, managed and franchised portfolio.	2022 Form 10-K (Item 1. Business)
	2-3	Reporting period, frequency and contact point	Our reporting cycle is annual and our reporting period is for the calendar year 2022. Our most recent Environmental, Social and Governance report was published 6 April 2023. For more information, contact us at esg@hilton.com	
	2-4	Restatements of information	None during the reporting period	
	2-5	External assurance	We recognize that the accuracy and credibility of our data is critical to managing our impact and transparently reporting on our performance. That is why we have worked with DEKRA Certification, Inc. to obtain limited independent assurance over our environmental impact data (greenhouse gas emissions, energy, water and waste) since 2013. Since 2018, DEKRA has also provided limited assurance over selected social impact metrics. Please see our 2022 Assurance Statement for more information.	2022 Assurance Statement
	2-6	Activities, value chain, and other business relationships	Hilton (NYSE: HLT) is a leading global hospitality company with a portfolio of 19 world-class brands. As reported in our 2022 Form 10-K , at year-end 2022 Hilton managed or franchised 7,165 properties comprising 1,127,430 rooms in 123 countries and territories. Dedicated to fulfilling our mission to be the world's most hospitable company, Hilton has welcomed more than 3 billion guests in its 100-year history. Our premier brand portfolio includes: our luxury and lifestyle hotel brands, Waldorf Astoria Hotels & Resorts, LXR Hotels & Resorts, Conrad Hotels & Resorts, Canopy by Hilton, Tempo by Hilton, and Motto by Hilton; our full service hotel brands, Signia by Hilton, Hilton Hotels & Resorts, Curio Collection by Hilton, DoubleTree by Hilton, Tapestry Collection by Hilton, and Embassy Suites by Hilton; our focused service hotel brands, Hilton Garden Inn, Hampton by Hilton, Tru by Hilton, Homewood Suites by Hilton and Home2 Suites by Hilton; our new premium economy brand, Spark by Hilton, launched in January 2023; and our timeshare brand, Hilton Grand Vacations. In 2022, Hilton was named to the Dow Jones Sustainability Indices ("DJSI") for the sixth consecutive year, receiving the distinction of Top 5% S&P Global ESG Score, reflecting Hilton's continuous investment in building a leading ESG strategy. What we buy, source, use and serve every day are essential components of the exceptional experience that we aim to deliver to every hotel, every guest, every time. As such, Hilton manages a large global supply chain containing key components, which include food and beverage, information technology, furniture, fixtures, equipment, and operating suppliers (such as linens and apparel). There have been no significant changes to our organization or our supply chain during the reporting period. Additional information on our supply chain and responsible sourcing efforts can be found in our 2022 ESG Report (Hilton at a Glance, p. 4 ; Responsible Sourcing, p. 41-44), our Responsible Sourcing Policy and Hilton's Slavery and Human Trafficking Statement 2021 .	About Hilton 2022 Annual Report 2022 Form 10-K (Item 1. Business) Additional information on our supply chain and responsible sourcing efforts can be found in our 2022 ESG Report (Hilton at a Glance, p. 4 ; Responsible Sourcing, p. 41-44), our Responsible Sourcing Policy and Hilton's Slavery and Trafficking Statement 2021 .

Our reporting follows the Global Reporting Initiative (GRI) disclosure framework, which is an internationally recognized set of indicators for economic, environmental and social aspects of business performance. The tables following set forth how the GRI framework has been applied to our ESG reporting process in alignment with global best practices.

In the GRI Index, we provide our stakeholders with references where they can locate content of interest. We also provide direct answers to specific indicators covered in the GRI framework.

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

GENERAL DISCLOSURES

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2022 CONTINUED			<p>As of December 31, 2022, we employ approximately 159,000 individuals. Our global workforce, only including people working at our managed and leased properties and corporate locations, was 43 percent women. Globally, corporate leadership was 40 percent women and hotel leadership was 25 percent women. As of December 31, 2022, in the U.S., our workforce was 72 percent ethnically diverse, with U.S. corporate leadership being 19 percent ethnically diverse and U.S. hotel leadership being 23 percent ethnically diverse. As of December 31, 2022, our board of directors, excluding management directors, was 50 percent women and 25 percent ethnically diverse.</p> <p>We disclose detailed information about our employees and other workers in the following: 2022 ESG Report (Building a diverse, equitable and inclusive workplace, p. 36) 2022 Annual Report 2022 Form 10-K (Item 1. Business—“Overview”) Hilton Diversity & Inclusion Website</p>	2022 ESG Report (Building a diverse, equitable and inclusive workplace, p. 36) 2022 Annual Report 2022 Form 10-K (Item 1. Business—“Overview”) Hilton Diversity & Inclusion Website Form 10-K (pg. 16)
	2-8	Workers who are not employees	259,000 people were employed by third-party owners and franchisees to work on-property at the independently owned and operated franchise properties in the Hilton portfolio. They, together with our employees, make up our 2022 Hilton Team Members worldwide.	2022 Form 10-K (p. 16)
	2-9	Governance structure and composition	<p>Our ESG efforts are supported by a robust governance structure, designed to ensure our ESG objectives are an important part of our business priorities as we work towards our 2030 Goals. Hilton’s General Counsel & Chief ESG Officer oversees the ESG department, which is responsible for the company’s sustainability strategy, including Hilton’s strategy for addressing climate change. The General Counsel & Chief ESG Officer reports directly to Hilton’s President and CEO, who is the only company executive on Hilton’s Board of Directors. Our board receives periodic updates from our CEO and our General Counsel & Chief ESG Officer on the company’s ESG strategy and initiatives. Quarterly reports on progress towards the 2030 Goals are provided to the Executive Committee, including our CEO. These reports outline Hilton’s progress towards our Travel with Purpose 2030 Goals, including our science-based targets. The Nominating & ESG Committee, one of the three standing committees of Hilton’s Board of Directors, reviews and assesses our ESG strategy and makes recommendations to the board and management as appropriate. The board also receives annual updates on progress towards our 2030 Goals. Significant ESG risks, including risks related to climate change, natural disasters, supply chain disruption, health and safety, and ethics, fraud and corruption are integrated in Hilton’s Enterprise Risk Management program as part of Hilton’s annual Enterprise Risk assessment process. The results of this process are reviewed by our Executive Committee and our board of directors, including the Audit Committee, to inform enterprise-wide strategic planning.</p> <p>Composition of the highest governance body and its committees can be found here: Hilton Board of Directors.</p>	Hilton Board of Directors 2022 ESG Report (Governance, p. 46–47) Committee Composition Nominating and ESG Committee Charter
	2-10	Nomination and selection of the highest governance body	See our Nominating and ESG Committee Charter	Committee Composition Nominating and ESG Committee Charter
	2-11	Chair of the highest governance body	Our board of directors is chaired by Jonathan Gray, a non-executive. Mr. Gray has served as a director of Hilton since 2007. Additional information on Mr. Gray’s background and qualifications can be found on our board of directors webpage .	Hilton Board of Directors
	2-12	Role of the highest governance body in overseeing the management of impacts	<p>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 program as part of Hilton’s annual Enterprise Risk assessment process. The results of this process are reviewed by our Executive Committee and our board of directors, including the Audit Committee and the Nominating and ESG Committee, to inform enterprise-wide strategic planning. The Nominating and ESG Committee is the highest governance body in setting purpose, values and strategy (see Nominating and ESG Committee Charter).</p> <p>Our board receives periodic updates from management on Travel with Purpose initiatives. Quarterly reports on progress towards the 2030 Goals are provided to the Executive Committee, including our CEO.</p> <p>We also engage with stakeholders on an ongoing basis to continuously refine and enhance our strategy, to ensure we are aligning our programs with the issues that matter the most to our business and stakeholders.</p>	Nominating and ESG Committee Charter 2022 ESG Report (Governance, p. 46–47)

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

GENERAL DISCLOSURES

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2022 CONTINUED	2-13	Delegation of responsibility for managing impacts	<p>The board of directors' Nominating and ESG Committee is responsible for periodically reviewing and assessing the company's ESG strategy, practices and policies, including its impact on environmental and human rights issues, animal welfare, responsible sourcing and stakeholder engagement. The Committee's role, responsibility and authority delegated to it by the board are set out in its Committee Charter, and are reviewed and approved annually by the board.</p> <p>Our board receives periodic updates from management on Travel with Purpose initiatives. Quarterly reports on progress towards the 2030 Goals are provided to the Executive Committee, including our CEO. Hilton's General Counsel & Chief ESG Officer oversees Hilton's ESG strategy and reporting efforts, is a member of the Executive Committee and reports directly to the CEO. Our Executive Committee approves major ESG programs and monitors progress towards 2030 Goals, while our CEO is accountable for major ESG-related issues and decisions.</p>	2022 ESG Report (Governance, p.46-47) Nominating and ESG Committee Charter
	2-14	Role of the highest governance body in sustainability reporting	<p>All publicly reported information is reviewed by our SVP and Executive Vice President, General Counsel & Chief ESG Officer. Hilton's General Counsel & Chief ESG Officer oversees the ESG department, which is responsible for the company's sustainability strategy, including Hilton's strategy for addressing climate change. The General Counsel & Chief ESG Officer reports directly to Hilton's President and CEO, who is the only company executive on Hilton's Board of Directors. Our board receives periodic updates from our CEO and our General Counsel & Chief ESG Officer on the company's ESG strategy and initiatives. These reports outline Hilton's progress towards our Travel with Purpose 2030 Goals, including our science-based targets.</p>	Nominating and ESG Committee Charter 2022 ESG Report (Governance, p. 47)
	2-15	Conflicts of interest	<p>See the Nominating and ESG Committee Charter "Conflicts of Interest."</p>	Nominating and ESG Committee Charter Hilton Code of Conduct Corporate Governance Guidelines 2021
	2-16	Communication of critical concerns	<p>Only by speaking up when we suspect potential violations of law or policy can Hilton address issues before they potentially become bigger problems. We have a confidential hotline run by a third party which provides colleagues with a channel to share any ethical concerns they may have. Colleagues are made aware of this through regular internal communications, training, and through a dedicated website (www.HiltonHotline.com).</p>	Ethical Business Conduct at Hilton
	2-18	Evaluation of the performance of the highest governance body	<p>The board conducts annual self-evaluations to determine whether it and its committees are functioning effectively as required by applicable law and the rules of the New York Stock Exchange (NYSE). The board also periodically considers the mix of skills and experience that directors bring to the board to assess whether the board has the necessary tools to perform its oversight function effectively. Each committee conducts an annual self-evaluation that compares the performance of the committee with the requirements of its written charter, and the committees report the results of these assessments to the board.</p>	Corporate Governance Guidelines "Evaluation of Board Performance"
	2-19	Remuneration policies	<p>The compensation practices and policies related to the board are detailed in the Corporate Governance Guidelines "Board Compensation." Our policy for Executive Officers and Directors' remuneration is set out in the Compensation Committee Charter. It is reviewed annually to ensure it remains aligned with strategic objectives.</p>	Corporate Governance Guidelines Compensation Committee Charter
	2-20	Process to determine remuneration	<p>Our policy for Executive Officers and Directors' remuneration is set out in the Compensation Committee Charter. It is reviewed annually to ensure it remains aligned with strategic objectives. Remuneration for some of our hotel leaders is tied to their contributions to Hilton's ESG Strategy.</p> <p>The results of votes of stakeholders (including shareholders) on remuneration policies and proposals can be found in our Proxy Statement.</p> <p>See Proxy Statement (p. 13 and p. 25)</p>	Compensation Committee Charter 2022 Proxy Statement

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

GENERAL DISCLOSURES

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2022	2-21	Annual total compensation ratio	See Proxy Statement (p. 50)	2022 Proxy Statement
	2-22	Statement on sustainable development strategy	See executive statement in our ESG Report.	2022 ESG Report (p. 3)
	2-23	Policy commitments	<p>In 2018, we established our 2030 Goals to enhance our social impact and significantly reduce our environmental footprint by 2030 at the hotels that we manage, including our owned and leased hotels. Our 2030 Goals, which align with the global Sustainable Development Goals (“SDGs”) adopted by the United Nations in 2015, are guided by our evaluation of the social and environmental issues that are critical to our business and our long-term success. In 2022, we reevaluated our environmental impact 2030 Goals and set more ambitious targets. Hilton was the first major hospitality company to set science-based targets that were approved by the Science Based Targets initiative (“SBTi”) and the first major hotel brand to obtain revalidation by SBTi. In June 2022, SBTi verified our near-term targets (1.5°C by 2030), which are in alignment with our updated environmental 2030 Goals to cut emissions intensity of our managed hotel portfolio by 75 percent and of our franchised hotel portfolio by 56 percent, 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.</p> <p>Additional information on our management approach, programs, targets and performance can be found throughout our 2022 ESG Report and in our Environmental Policy Statement. Our values, principles, norms and behaviors can be found throughout the following documents:</p> <p>About Hilton Hilton Code of Conduct Hilton ESG Policy Statement Hilton Responsible Sourcing Policy Hilton Human Rights Principles Slavery and Human Trafficking Statement 2021</p>	About Hilton Hilton Code of Conduct Hilton ESG Policy Statement Hilton Responsible Sourcing Policy Hilton Human Rights Principles Slavery and Human Trafficking Statement 2021
2-24	Embedding policy commitments	We outline how our policy commitments are embedded into business activities and relationships in our ESG Report.	2022 ESG Report (p. 49-51)	
2-25	Processes to remediate negative impacts	Protecting human rights is part of our commitment to promote responsible, inclusive conduct across 100% of our value chain operations. When we become aware of a human rights impact, we immediately dedicate resources to addressing and remediating that impact. Among other things, Hilton may provide training about existing grievance mechanisms, address the root causes of the issue, and remediate individual cases.	2022 ESG Report (p. 42)	
2-26	Mechanisms for seeking advice and raising concerns	<p>Hilton’s policies and practices for responsible business conduct and information on how they are implemented can be found here:</p> <p>Hilton Code of Conduct Hilton Ethics Point Hotline 2022 ESG Report Hilton Stakeholder Engagement Policy Statement</p>	Hilton Code of Conduct Hilton Ethics Point Hotline 2022 ESG Report (p. 49) Hilton Stakeholder Engagement Policy Statement	
2-27	Compliance with laws and regulations	See Legal Proceedings in 2022 Form 10-K .	2022 Form 10-K (Legal Proceedings, p. 42)	
2-28	Membership associations	Our partnerships with key trade associations, business coalitions and NGOs help us to amplify our impact and make collective progress on our shared goals. A list of our partners is provided in our ESG Report.	2022 ESG Report (p. 47)	

CONTINUED

- CONTENTS
- INTRO
- TRAVEL WITH PURPOSE
- GOAL TRACKER
- ENVIRONMENTAL IMPACT
- SOCIAL IMPACT
- GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

GENERAL DISCLOSURES

GRI Standard Title	Disclosure Number	Disclosure Name	Response	Source
GRI 2: GENERAL DISCLOSURES 2022	2-29	Approach to stakeholder engagement	We engage with a broad range of internal and external stakeholders on an ongoing basis, including our Hilton Team Members, franchise employees, guests, policymakers, NGOs and international organizations, investors, owners and suppliers. We engage with stakeholders that can help inform and enhance our business and ESG strategy. From developing hotel concepts and products in partnership with owners and guests, to evolving our internal programs to engage Hilton Team Members and build a common culture with franchise employees, to working with governments on policy reforms, to exchanging ideas with conservation organizations on a variety of products in our supply chain, we view stakeholder engagement as an enabler of continuous improvement, innovation and reputation management.	Hilton Stakeholder Engagement Policy Statement 2022 ESG Report (Stakeholder Engagement, p.11) Toward 2030
			Please see Hilton Stakeholder Engagement Policy Statement and Toward 2030 for more information.	
CONTINUED				
	2-30	Collective bargaining agreements	As of December 31, 2022, approximately 30 percent of our employees worldwide and 40 percent of our employees in the U.S. were covered by various collective bargaining agreements generally addressing pay rates, working hours, other terms and conditions of employment, certain employee benefits and orderly settlement of labor disputes.	2022 Form 10-K (Item 1. Business–“Employees”, p. 18) Hilton Stakeholder Engagement Policy Statement

MATERIAL TOPICS

GRI 3: MATERIAL TOPICS 2022	3-1	Process to determine material topics	In 2020, Hilton undertook a robust evaluation to assess the ESG topics most material to the company. Through this evaluation, more than 200 relevant ESG topics were identified, examined, and then consolidated into a list of 17 material ESG Aspects aligned to industry guidance and sector trends. To assess the materiality of the 17 Aspects, Hilton engaged nearly 1,500 internal (e.g., Hilton leadership, team members) and external (e.g., NGOs, guests, owners and developers, suppliers, and investors) stakeholders through interviews and surveys. Please see 2020 Materiality Assessment for more information.	Hilton 2020 Materiality Assessment
	3-2	List of material topics	In the materiality assessment, Hilton asked internal and external stakeholders to rate the perceived importance of the identified 17 ESG Aspects, and their perception of ESG aspects that are likely to grow in importance over the next three to five years. The results of the stakeholders’ feedback were then mapped onto a Materiality Matrix and Stakeholder Priority Map. Results were presented to and reviewed by Hilton’s executive leadership, including our CEO and the board of directors’ Nominating & ESG Committee.	Hilton 2020 Materiality Assessment (p. 6-7) 2022 ESG Report (p. 6-8)
	3-3	Management of material topics	We disclose our approach towards each of the 17 ESG Aspects and progress in our ESG Report. Community engagement and empowerment —p. 15 Climate action —p. 22-23 Biodiversity and destination stewardship —p. 24 Energy conservation —p. 25-27 Water stewardship —p. 28 Waste management and circular economy —p. 29-30 Economic impact on communities —p. 32; 40 Employee development and wellbeing —p. 33-35 Diversity, equity & inclusion —p. 36-39 Disaster preparedness and response —p. 40 Employee and guest health, safety and security —p. 42; 51 Human rights —p. 42 Engagement with suppliers —p. 41; 43 Healthy, safe and sustainable food —p. 43 Responsible sourcing of goods and services —p. 43 Ethical business practices and regulation compliance —p. 49-51 Policy engagement and advocacy —p. 49	2022 ESG Report

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source	
ECONOMIC	ECONOMIC IMPACTS	201	Management disclosure approach	Hilton’s impact on the economy through its business and relationships with various entities including third-party owners and other strategic partners such as management companies and suppliers is detailed in the 2022 Form 10-K .	2022 Form 10-K (Item 1. Business)
		201-1	Direct economic value generated and distributed	The direct economic value generated by our business is detailed in our 2022 Form 10-K (Item 1. Business—“Overview”). As an example, Hilton’s global procurement and supply chain arm, Hilton Supply Management (HSM), works with more than 85,000 Tier 1 suppliers to source over 482,000 products for hotels around the world, servicing over 14,000 properties, including more than 6,600 non-Hilton-branded hotels.	2022 Form 10-K (Item 1. Business) 2022 ESG Report (Hilton at a Glance, p.4)
		201-2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	As an operator and franchisor of hotel properties in 123 countries and territories, Hilton is subject to the physical effects of climate change, including sea level rise, droughts and intensified storms and other weather events. Damage to 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.	2022 Form 10-K (Risks Related to Operating Our Business, p. 34)
		201-3	Defined benefit plan obligations and other retirement plans	Hilton’s benefit plan obligations and other share-based compensation expenses are detailed in the 2022 Form 10-K (Note 13. Employee Benefit Plans, Note 14, Share-Based Compensation)	2022 Form 10-K (Note 13. Employee Benefit Plans, p. 96-100)
	INDIRECT ECONOMIC IMPACTS	203	Management disclosure approach	We have enhanced our existing Travel with Purpose social goals to further commit to the areas where we can have the greatest impact, including supporting career opportunities, community impact, and responsible, inclusive conduct across our business. Please view our 2022 ESG Report (Social Impact p. 32) for further detail.	2022 ESG Report (Social Impact, p. 32)
		203-1	Infrastructure investments and services supported	Through our Hilton Global Foundation and strategic partnerships with local organizations, we provide disaster relief and help rebuild infrastructure for communities to become more resilient. Please view our 2022 ESG Report (Disaster Relief p. 40) for further detail.	2022 ESG Report (Disaster Relief, p.40) 2022 Assurance Statement
	PROCUREMENT PRACTICES	204	Management disclosure approach	In addition to collaboration across our industry and within the business community, we are focused on achieving change by leveraging the scale of our supply chain. We remain committed to embedding ESG due diligence across our supply chain and partnering with suppliers to advance positive impact in our communities. Furthermore, we leverage our size and scale to expand local sourcing from small businesses and strengthen business with diverse suppliers. Through our award-winning Supplier Diversity Program, we engage women, minority, veteran, disabled and LGBTQ-owned businesses in sourcing opportunities across the company in all categories.	2022 ESG Report (p.41)
		204-1	Proportion of spending on local suppliers	One of Hilton’s Travel with Purpose 2030 Goals is to leverage our large global footprint and deep integration within our communities to expand local sourcing and business with diverse and small suppliers. Our hotels continue to advance local sourcing in their communities, with 50% of our brands having a local sourcing brand standard in place. For a product to be considered locally sourced in the United Kingdom, the product must be made within the United Kingdom. Additionally, in 2022 our Europe and Middle East regions identified local sourcing as a strategic opportunity. Please view our 2022 ESG Report (p.19, 41) for further detail.	2022 ESG Report (p.19, 41)

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source	
ECONOMIC CONTINUED	ANTI CORRUPTION 	205 Management approach disclosure	Bribery and corruption are explicitly prohibited in our Code of Conduct, with oversight from our Group Finance and Risk Management functions. Internal Audits are also conducted at the Group’s hotels and corporate offices in Asia Pacific, Europe and the Middle East. In the United States, these audits are conducted by an independent third-party auditor. Additionally, we conduct background checks on all prospective partners. We maintain a whistleblower policy and procedure to encourage the reporting of any inappropriate activity. Any failures to comply with the Code of Conduct are investigated and disciplinary action is taken as appropriate, up to and including termination. All General Managers and senior colleagues are expected to actively support anti-corruption policies at individual hotels and properties. Certifications of compliance with the Code of Conduct are obtained from all hotels annually, with a mid-year update. Please see Hilton Code of Conduct for more information.	Hilton Code of Conduct	
			We are committed to effective energy management and work with our value chain partners to realize long-term energy reductions and sustainable energy procurement.	2022 ESG Report (p.23, 25–27) Hilton Energy Stewardship Policy Statement 2022 CDP Climate Change Questionnaire	
ENVIRONMENTAL 	ENERGY 	302 Management approach disclosure	Our primary source of emissions comes from the operation of our hotels. In 2022, we saw a resurgence in travel and resulting higher occupancy rates across our global portfolio. As a result, we experienced an increase in utility consumption across energy and water and an increase in waste generation compared to 2020–2021. As the business continues to recover, we aim to remain below pre-pandemic consumption levels and to stay on track to achieve our new and more ambitious 2030 emissions targets. We outline our approach in our Energy Stewardship Policy Statement , and actions taken to mitigate our energy footprint in the 2022 ESG Report.		
			302-1 Energy consumption within the organization	In 2022, our total energy consumption was 19.93 million megawatt hours. Please view our 2022 ESG Report (Performance Table, p. 53) for further detail. Our 2022 energy data has been externally assured, as noted in our 2022 Assurance Statement.	2022 ESG Report (p.53) 2022 Assurance Statement
			302-3 Energy intensity	In 2022, our energy use intensity was 0.2414 megawatt hours per square meter, representing an annual increase of 0.8% per square meter across the Hilton global portfolio of owned, managed and franchised hotels. Please view our 2022 ESG Report (Performance Table, p. 53) for further detail. Our 2022 energy data has been externally assured, as noted in our 2022 Assurance Statement.	2022 ESG Report (p.53) 2022 Assurance Statement
			302-4 Reduction of energy consumption	Across our global operations (owned, managed and franchised hotels), Hilton has reduced total energy use intensity by 37% since 2008. For our managed portfolio only, we have reduced total energy use intensity by 35.7% since 2008. Reductions in energy have been achieved as a result of ongoing energy conservation activities, efficiency projects, and implementation of innovative energy saving technologies. Refer to our 2022 ESG Report (p. 25, 27) for further detail on our energy performance and energy reduction activities.	2022 Form 10-K (Item 1. Business, p. 14) 2022 CDP Climate Change Questionnaire 2022 ESG Report (p. 25, 27)

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source
ENVIRONMENTAL WATER & EFFLUENTS CONTINUED	303	Management approach disclosure	<p>As one of the largest hospitality companies in the world, we recognize that we have a significant water footprint and are committed to demonstrating water stewardship by reducing our water consumption by 50% by 2030 in our managed operations (2008 baseline), and mapping global water risks, with particular emphasis on identifying and implementing innovative solutions in high water risk locations</p> <p>We outline actions taken to mitigate our water footprint in the 2022 ESG Report. Please view our 2022 ESG Report (p. 8, 18, 28) for further detail.</p>	<p>2022 ESG Report (p. 8, 18, 28)</p> <p>2022 CDP Climate Change Questionnaire</p> <p>Hilton Environmental Policy Statement</p>
	303-3	Water withdrawal	<p>In 2022, our total water withdrawal was 155,848.88 megaliters (156 million cubic meters). Our water consumption intensity was 472.05 liters per square meter, representing an annual increase of 8.2% per square meter across the Hilton global portfolio of owned, managed and franchised hotels.</p> <p>Across our global operations (owned, managed and franchised hotels), Hilton has reduced total water use intensity by 38.1% since 2008. For our managed portfolio only, we have reduced total water use intensity by 33.4% since 2008.</p> <p>Please view our 2022 ESG Report (Water, p. 28 and Performance Table, p. 54) for further detail. Our 2022 water data has been externally assured, as noted in our 2022 Assurance Statement.</p>	<p>2022 ESG Report (p. 28, 54)</p> <p>2022 Assurance Statement</p>
EMISSIONS	305	Management approach disclosure	<p>We are committed to leading the hospitality industry toward a net-zero future and reducing our greenhouse gas emissions in line with climate science. In 2022 we strengthened and validated our emissions intensity reduction goals with SBTi, and are committed to cutting emissions by 75% in our managed portfolio, and 56% in our franchised portfolio by 2030.</p> <p>We outline actions taken to mitigate our carbon footprint in the 2022 ESG Report.</p>	<p>2022 ESG Report (p. 22–27)</p> <p>2022 CDP Climate Change Questionnaire</p> <p>Hilton Environmental Policy Statement</p> <p>Hilton Energy Stewardship Policy Statement</p>
	305-1	Direct (Scope 1) GHG emissions	<p>In 2022, our Scope 1 emissions were 0.45 million metric tons of CO₂e.</p> <p>Please view our 2022 ESG Report (Performance Table, p. 53) for further detail. Our 2022 Scope 1 emissions data has been externally assured, as noted in our 2022 Assurance Statement.</p>	<p>2022 ESG Report (p. 53)</p> <p>2022 Assurance Statement</p>
	305-2	Energy indirect (Scope 2) GHG emissions	<p>In 2022, our Scope 2 location-based emissions were 1.92 million metrics tons of CO₂e. Our Scope 2 market-based emissions were 1.90 million metrics tons of CO₂e.</p> <p>Please view our 2022 ESG Report (Performance Table, p. 53) for further detail. Our 2022 Scope 2 emissions data has been externally assured, as noted in our 2022 Assurance Statement.</p>	<p>2022 ESG Report (p. 53)</p> <p>2022 Assurance Statement</p>
	305-3	Other indirect (Scope 3) GHG emissions	<p>Per our Operational Control boundary, on-site emissions at properties owned and operated by franchisees are reported as Scope 3 emissions. In 2022, Hilton’s Scope 3 emissions from franchisees were 4.02 million metric tons CO₂e. The total includes emissions from on-site fuels combustion (0.89 million metric tons CO₂e) and indirect emissions from the generation of electricity, heat or steam purchased from a utility provider (3.20 million metric tons CO₂e). In addition, in 2022, we generated Scope 3 emissions of 17,095 metric tons CO₂e from employee business and air travel, and 86,883 metric tons CO₂e from the disposal of waste associated with our operations.</p> <p>Please view our 2022 ESG Report (Performance Table, p. 53) for further detail. Our 2022 Scope 3 emissions data has been externally assured, as noted in our 2022 Assurance Statement.</p>	<p>2022 ESG Report (p. 53)</p> <p>2022 Assurance Statement</p>

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source
ENVIRONMENTAL EMISSIONS	305-4	GHG emissions intensity	In 2022, our total Scope 1 and 2 location-based emissions intensity was 0.084 metric tonnes per square meter, which represents a 5% increase over prior year. Our total 2022 market-based Scope 1 and 2 emissions intensity was 0.083 metric tonnes per square meter, representing a 5% increase over prior year.	2022 ESG Report (p. 23, 27, 53) 2022 Assurance Statement
CONTINUED	CONTINUED		Please view our 2022 ESG Report (p. 23, 27, and Performance Table, p. 53) for further detail. Our 2022 Scope 1 and 2 emissions data has been externally assured, as noted in our 2022 Assurance Statement .	
	305-5	Reduction of GHG emissions		2022 Form 10-K (Item 1. Environmental Impact)
	306	Management approach disclosure	We are committed to reduce our waste production, increase our diversion from landfill, responsibly handle, store and dispose of all hazardous waste, and reduce food, plastics and packaging waste.	2022 ESG Report (p. 29–30, Performance Table, p. 54) Hilton Environmental Policy Statement
EFFLUENTS AND WASTE			We outline actions and initiatives taken to reduce our waste footprint and promote a circular economy in the 2022 ESG Report.	
	306-2	Management of significant waste related impacts	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.	2022 ESG Report (p. 29–30)
			We outline various initiatives taken in 2022 such as food waste management, soap recycling, and reducing single use plastics in our 2022 ESG Report. See 2022 ESG Report (p. 29–30)	
	306-3	Waste generated	In 2022, total weight of waste generated was 414,792 metric tons, and a breakdown of this total by composition was 342,131 metric tons of landfill waste and 72,661 metric tons of diverted waste across our global portfolio of owned, managed and franchised properties.	2022 ESG Report (p. 54) 2022 Assurance Statement
			Please view our 2022 ESG Report (Performance Table, p. 54) for further detail. Our 2022 waste data has been externally assured, as noted in our 2022 Assurance Statement .	
	306-4	Waste diverted from disposal	Our 2022 landfill diversion rate for our global operations was 17.5%, while the managed portfolio achieved a diversion rate of 35.7% in 2022. Our diversion rate accounts for ongoing waste streams that are recycled, composted, incinerated for waste-to-energy, or otherwise diverted from landfill.	2022 ESG Report (p. 29, Performance Table, p. 54) 2022 Assurance Statement
	306-5	Waste directed to disposal	In 2022, our landfilled waste was 342,130.66 metric tons. Our landfilled waste intensity was 0.0041 metric tons per square meter, representing an annual increase of 11.56% per square meter across the Hilton global portfolio of owned, managed and franchised hotels. Across our global operations, Hilton has reduced landfilled waste intensity by 57.6% since 2008.	
ENVIRONMENTAL COMPLIANCE	307	Management approach disclosure	Our management approach to environmental compliance is outlined in the Hilton Environmental Policy Statement .	Hilton Environmental Policy Statement
	307-1	Non-compliance with environmental laws and regulations	In 2022, Hilton did not identify any known instances of non-compliance with environmental laws and/or regulations.	

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source
ENVIRONMENTAL CONTINUED	SUPPLIER ENVIRONMENTAL ASSESSMENT	308 Management approach disclosure	<p>The Hilton Supply Management Responsible Sourcing & Sustainability team engages procurement and business leaders to assess and mitigate sustainability risks in our supply chain. The team oversees the development of our comprehensive responsible sourcing strategy and guides global decisions related to implementation. All suppliers are required to observe and abide by Hilton’s Responsible Sourcing Policy, which is included in all supplier contracts. We continue to advance our partnership with EcoVadis to assess our critical suppliers’ sustainability risk and performance. We have begun to implement the requirement of existing and new critical suppliers to complete EcoVadis assessment if they have not already done so. EcoVadis assesses a supplier across the four themes of environment, labor & human rights, ethics, and sustainable procurement.</p>	<p>2022 ESG Report (Advancing Responsible Supply Chain, p.19, 43) Hilton Responsible Sourcing Policy Hilton Environmental Policy Statement</p>
			<p>We have conducted a thorough analysis of our most material sourcing categories: seafood, meat and proteins, produce, and apparel and linens. A dedicated role and a cross-functional advisory group now helps to drive responsible sourcing across these categories. This group oversees the development of our comprehensive responsible sourcing strategy and guides global decisions related to implementation. We continued to make incremental progress towards our goal of strengthening responsibly sourced products across our owned, managed and leased properties, including our goal to increase sustainable seafood sourcing from Marine Stewardship Council (MSC) fisheries and Aquaculture Stewardship Council (ASC) farms.</p>	
			<p>308-1 New suppliers that were screened using environmental criteria</p>	<p>110 new suppliers were screened using EcoVadis environmental criteria in 2022.</p>
SOCIAL	EMPLOYMENT	401 Management approach disclosure	<p>At Hilton, we are committed to creating a work environment that is diverse, equitable and inclusive. We prioritize employee wellbeing through a variety of programs such as the Care for All initiative. We seek to provide pathways for career readiness and continued learning and development to our Team Members and work with partners to extend these opportunities to local communities and future Team Members.</p>	<p>2022 ESG Report (p.32–39) Hilton Great Places to Work Profile Hilton Careers Website Corporate Awards Hilton Diversity & Inclusion Website Hilton Slavery and Trafficking Statement 2021</p>
			<p>401-2 Benefits provided to full-time employees</p>	<p>We support the wellbeing and performance of Team Members with industry-leading rewards, recognition and support via a variety of programs including best-in-class PTO, health and welfare benefit plans, retirement savings program, employee stock purchase plan, debt-free education and others.</p>
	OCCUPATIONAL HEALTH & SAFETY	403 Management approach disclosure	<p>Our commitment to a safe and healthy work environment is codified in our Code of Conduct, in which we emphasize that safety requires a commitment from everyone, and each employee is responsible for (1) complying with all applicable safety and health laws and guidelines and (2) identifying and responding to health and safety hazards and security concerns. See Hilton’s Code of Conduct</p> <p>With a global footprint across 123 countries and territories, written descriptions of occupational health and safety functions vary by region, and reflect local legislative requirements.</p>	<p>Hilton Code of Conduct 2022 ESG Report (p.42, 51)</p>

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source	
SOCIAL CONTINUED	404	Management approach disclosure	We offer a variety of robust training and education programs ranging from upskilling, reskilling and leadership training, to offer a work environment that fosters growth and career progression.	2022 ESG Report (p.34)	
		404-1	Average hours of training per year per employee	Hilton employees complete an average of 40 hours of training per year.	
		404-2	Programs for upgrading employee skills and transition assistance programs	<p>Through Hilton University, our online learning platform, all Team Members have access to over 25,000 courses, providing the ability to explore new skills or expand their expertise. We know that leadership skills are important at every stage of someone’s career. That is why all Team Members also have access to leadership development curriculums through our Lead@Hilton platform that includes on-demand, self-paced content.</p> <p>Our goal is to continuously upskill, reskill and multi-skill each Team Member, always seeking to set them up for development and growth within our company. We do this through our robust Job Skills training platform—a consistent, one-stop location for our Team Members to locate digital training checklists, and mobile-enabled resources. In May 2022, we proudly became the first in our industry to partner with Guild Education to provide U.S.-based Team Members with debt-free, continuing education opportunities.</p> <p>From the spring of 2022, Team Members have had access to a wide variety of educational credentials from leading universities and learning providers including high school completion, English language learning, college degrees, professional certifications, and more.</p>	2022 ESG Report (p.34)
	404-3	Percentage of employees receiving regular performance and career development reviews	Hilton Team Members are evaluated through our Performance Management Review process; this includes the setting of objectives, goals and concerns and allowing regular feedback and coaching.		
DIVERSITY & EQUAL OPPORTUNITY	405	Management approach disclosure	To achieve our vision of Diversity, Equity & Inclusion (DE&I), we have set ambitious commitments, built accountability mechanisms into our business, established strong partnerships, and developed targeted training, hiring and work culture development programs to cultivate talent from all backgrounds.	2022 ESG Report (Diversity & Inclusion, p.36-37) Hilton Diversity & Inclusion Website Hilton Great Places to Work Profile	
		405-1	Diversity of governance bodies and employees	As of December 31, 2022, our global workforce, only including people working at our managed and leased properties and corporate locations, was 43 percent women. Globally, corporate leadership was 40 percent women and hotel leadership was 25 percent women. As of December 31, 2022, in the U.S., our workforce was 72 percent ethnically diverse, with U.S. corporate leadership being 19 percent ethnically diverse and U.S. hotel leadership being 23 percent ethnically diverse. As of December 31, 2022, our board of directors, excluding management directors, was 50 percent women and 25 percent ethnically diverse.	Hilton Diversity & Inclusion Website 2022 ESG Report (Diversity & Inclusion, p.36-37) 2022 Form 10-K (p.16)
HUMAN RIGHTS ASSESSMENT	412	Management approach disclosure	Our approach to manage human rights is outlined in the Hilton Human Rights Principles, and the Hilton Slavery and Trafficking Statement.	Hilton Human Rights Principles Hilton Slavery and Trafficking Statement 2021	

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement

GRI

SPECIFIC DISCLOSURES

Material Aspects	Disclosure Number	Disclosure Name	Response	Source
SOCIAL CONTINUED	HUMAN RIGHTS ASSESSMENT CONTINUED	412-2 Employee training on human rights policies or procedures	At Hilton, we are committed to ensuring we train and equip team members to prevent human trafficking. We provide training on this topic through courses with specific audiences and purposes identified. The courses cover Preventing Human Trafficking and Recognizing the Signs, and Key Risks of Modern Slavery in Labor Sourcing.	2022 ESG Report (p.19, 37, 42) Hilton Slavery and Trafficking Statement 2021
			Total number of training hours for human trafficking in 2022: 73,500 hours Percentage of employees trained in 2022 on Preventing Human Trafficking: Managed Hotels—98% Franchised Hotels—70% Additional details can be found in our 2022 ESG Report (p.19, 37, 42) and Hilton Slavery and Trafficking Statement 2021	
	LOCAL COMMUNITIES	413 Management approach disclosure	The Hilton Global Foundation (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:	2022 ESG Report (p.15)
			<ul style="list-style-type: none"> • Climate Action • Destination Stewardship • Career Development • Community Resilience 	
		413-1 Operations with local community engagement, impact assessments and development programs	Our social impact goals are applicable to our global portfolio, with social impact reporting requirements tracked through LightStay.	2022 ESG Report (Social Impact, p.32-43)
	SUPPLIER SOCIAL ASSESSMENT	414 Management approach disclosure	We continue to advance our partnership with EcoVadis to assess our suppliers' sustainability risk and performance. In particular, we prioritize evaluating our high-spend and high-risk suppliers, concentrating on their business practices related to environment, labor and human rights, and ethics. We pay particular attention to high-risk areas such as the use of recruitment agencies for manpower needs and the sourcing of goods in high-risk industries such as textiles, produce, fish and meat.	2022 ESG Report (p.43) Hilton Responsible Sourcing Policy Statement
			All suppliers are required to observe and abide by Hilton's Responsible Sourcing Policy, which is included in all supplier contracts.	
		414-1 New suppliers that were screened using labor practices criteria	110 new suppliers were screened using EcoVadis social criteria in 2022.	
	CUSTOMER PRIVACY	418 Management approach disclosure	Our management approach to customer privacy is outlined in the Hilton Global Privacy Statement	Hilton Global Privacy Statement 2022 2022 ESG Report (p.49)
			418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	No known significant breaches occurred during the reporting period.

CONTENTS

INTRO

TRAVEL WITH PURPOSE

GOAL TRACKER

ENVIRONMENTAL IMPACT

SOCIAL IMPACT

GOVERNANCE

APPENDIX

Performance Tables

SASB

GRI

Certification to ISO

DEKRA Assurance Statement