



# E

Environmental

## PAVING THE WAY TO NET ZERO

CLIMATE ACTION  
DESTINATION STEWARDSHIP



### WATTS CARBON/ENERGY

Cut managed portfolio emissions intensity by **75%** by 2030 (1.5°C scenario)



Cut franchised portfolio emissions intensity by **56%** by 2030 (well-below 2°C scenario)

Drive toward a **net-zero** future



### WATER

Cut water use by **50%** by 2030



### WASTE

Cut waste by **50%** by 2030



# S

Social

## CREATING AN ENGINE OF OPPORTUNITY

HUMAN RIGHTS  
DIVERSITY, EQUITY & INCLUSION



### CAREERS

Create **5 million** learning and career growth opportunities for Team Members and communities with a focus on **underrepresented groups** by 2030



Achieve **gender parity** at global leadership levels by 2027



Achieve **ethnic diversity** in 25% of leadership levels in the US by 2027



### COMMUNITIES

Meaningfully impact **20 million** community members by 2030



- ✓ Local Support
- ✓ Disaster Relief
- ✓ Economic Opportunities



### CONDUCT

Promote **responsible, inclusive conduct** across **100%** of our value chain operations



# G

Governance

## ADVANCING AND MEASURING OUR GOALS

INTEGRITY  
TRANSPARENCY



### PUBLIC AFFAIRS

**Advocate** for public policies that advance our Travel with Purpose goals



### PARTNERSHIPS

Create and partner with **cross-industry networks** to advance Travel with Purpose objectives



### POLICIES & REPORTING

Operate through **best-in-class** measurement (LightStay), governance and oversight

