

At Hilton, we are committed to fostering responsible travel and tourism through our ESG strategy, Travel with Purpose. We recognize our responsibility to be stewards of the environment and maintain and protect the biodiversity and the precious natural and cultural heritage of the communities in which we operate. We are committed to operating in a way that contributes to a sustainable future for our planet, while creating heartfelt experiences for our Guests and meaningful opportunities for our Team Members.*

SCOPE

The Environmental Policy Statement applies to Hilton's corporate offices and Hilton-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 its value chain to elevate their ability to bring positive change in their own operations and business relationships.

As environmental stewards, we commit to:

GOOD GOVERNANCE

- Comply with all laws and regulations pertaining to our operations, and meet all voluntary requirements to which Hilton subscribes. 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.
- Measure, manage and reduce our environmental impact across our global portfolio through our proprietary ESG performance management system LightStay, use of which has been required as a Brand Standard since 2009 for all owned, managed and franchised hotels.
- Annually set and review environmental performance objectives for all hotels through LightStay.
- Conduct regular audits of our environmental and energy management systems, and continue to seek third-party data validation. Our entire portfolio is currently accredited to ISO 9001 (Quality Management), ISO 14001 (Environmental Management) and ISO 50001 (Energy Management).
- Continuously explore innovative solutions to reduce our reliance on natural resources and design our properties for efficiency.

ENVIRONMENTAL STEWARDSHIP

- We will address the following material areas across our value chain:
 - **Energy** - Ensure the responsible use of energy, by reducing consumption, improving energy efficiency and giving preference to renewable energy sources when feasible.
 - **Carbon** - Take action to reduce carbon emissions in line with the 2 degrees pathway established by the United Nations Framework Convention on Climate Change and the Paris Climate Agreement.
 - **Water** - Demonstrate water stewardship by reducing our water consumption and mapping global water risks, with particular emphasis on identifying and implementing innovative solutions in high water risk locations.
 - **Waste** - 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.
 - **Sustainable sourcing** - Integrate consideration of suppliers' environmental sustainability into our purchasing decisions, including giving priority to resource-efficient products and services, local produce, and following our commitments to sustainable food.
 - **Supply chain logistics** - Evaluate opportunities to improve supply chain sustainability, such as using EPA's SmartWay program to measure and improve freight transportation efficiency, where possible.
 - **Animal welfare** - Eliminate the procurement of any endangered species and consider animal welfare in purchasing decisions and operations.
 - **Biodiversity** - Manage risk to the natural habitat of the destinations where we operate by assessing risk to marine and terrestrial biodiversity at our hotels.

STAKEHOLDER ENGAGEMENT

- Raise awareness, train and empower employees to take action on preserving the environment. Provide our employees with the frameworks and tools to achieve efficient performance and reduce our reliance on natural resources.
- Engage Guests in supporting destination stewardship, including raising awareness and promoting respect for our natural and cultural heritage.
- Raise awareness with, build capacity for and expect similar environmental standards from all business partners in our value chain, including our franchisees and suppliers.
- Take steps to engage key partners during the property due diligence process to address climate change risks, and develop ESG risk mitigation plans for new hotel developments and properties entering our portfolio, where applicable.
- Be an environmentally responsible neighbor in our local communities.
- Participate in local, national and international discussions around environmental issues, including climate change.

ENVIRONMENTAL POLICY STATEMENT



- Regularly report our environmental performance to our Hilton leadership, including reporting to our CEO and Board of Directors at a minimum of once per year.
- Transparently communicate our environmental objectives and progress to our external stakeholders on a regular basis, through our annual ESG reporting and other external communications.

**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.

