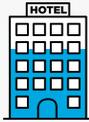


2030 GOALS

- Double our investment in programs that contribute to sustainable solutions and economic opportunity for all (2017 baseline)
- Double our sourcing spend from local, small and medium-sized enterprises and minority-owned suppliers for managed hotels and corporate offices (2017 baseline)
- Double our investment in youth opportunity programs in countries with lowest youth wellbeing (2017 baseline)



On Track

PROGRESS:

- Exceeded our 2014 Open Doors pledge to impact 1 million young people by 2019
- Impacted nearly 11,000 refugees since 2015
- Sourced from 3,476 women-, minority-, veteran-, disabled- and LGBTQ- owned businesses
- 50% of brands have at least one brand standard requiring local sourcing
- Hired more than 30,000 veterans in the U.S. since 2013

YOUTH ENGAGEMENT

Young people are our future Team Members, guests and business partners. Investing in their skills and opportunities is necessary to sustain the growth of our business and the success of our communities. In 2014, Hilton pledged to impact 1 million youth by its centennial anniversary in 2019. We are proud to have surpassed this goal.

We have implemented many programs to connect, prepare and employ youth, including our three flagship programs:

Careers@Hilton is our campaign to raise awareness of hospitality as a career. Hotels and offices hosted over 3,400 projects including job fairs, career guidance talks, trainings and job shadowing events, reaching 208,000 young people.

Opening Doors in Space: Our DoubleTree brand [partnered with Scholastic](#) to engage 140,000 students around hospitality, STEM and space at the occasion of the first cookie baked in space.

We believe economic growth should be inclusive, creating opportunities for all. At Hilton, inclusive growth means that we enable and empower everyone to participate in and benefit from the golden age of travel. We build partnerships and develop innovations to foster inclusive growth across our operations, communities and supply chain.



We track our inclusive growth impact on LightStay and Hilton University, as well as through our Human Resources and partner data.

YOUTH IMPACTED

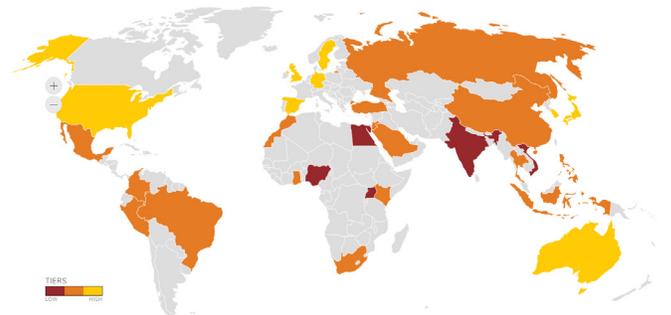


1,300,000+

young people impacted since 2014, exceeding our pledge to Open Doors for 1 million youth by 2019



Passport to Success for Hospitality is a life-skills curriculum co-developed with the International Youth Foundation. The training is available in-person and online. Nearly 8,500 young people have received the training since 2014.



Going forward, we will increase our focus on youth programs in countries with lower youth wellbeing, as informed by the [Global Youth Wellbeing Index](#).

REFUGEE ENGAGEMENT

Hilton was the first hospitality company to join the Tent Partnership for Refugees in 2018, pledging to impact 16,000 refugees through employment, hospitality training programs and procurement from refugee-run businesses by 2030. Hilton also supports refugees through in-kind donations to and skills-based volunteering with refugee centers.

In 2019, we updated LightStay to enable hotels to report their refugee impact, leading to increased representation of our impact. We plan to use this updated data to inform our objectives going forward.

Nearly 11,000

refugees supported through Hilton's volunteering, training, employment and procurement practices since 2015



Hilton McLean Tysons Corner partnered with [Tables Without Borders](#) to welcome Chef Nejat for a month-long paid training program, which culminated in a pop-up dinner series featuring dishes from his home country of Afghanistan.

3,000+

refugees supported in Germany since 2016, exceeding our [Wir Zusammen](#) pledge



Hemamalika Wjeratna, a smallholder producer in Thanthirimale, Sri Lanka, took part in International Fund for Agricultural Development (IFAD) training to learn sound farming practices. Hilton partners with IFAD to connect smallholder farmers to our **hotels in Argentina, Seychelles and Sri Lanka**. Credit: IFAD.

LOCAL SOURCING

We promote local culture and products by sourcing locally. By staying with us, our guests are contributing to our work to break down the barriers for local, small and diverse entrepreneurs to enter hotel supply chains. Hotels self-report impact numbers on LightStay, and we are working towards improving our controls to ensure data quality. We are also in the process of establishing our 2017 spend baseline.



50%

of brands include at least one brand standard requiring local sourcing

COLLECTIVE ACTION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

- Working with the International Tourism Partnership to provide hospitality training and careers to young people from disadvantaged background through the Youth Career Initiative
- Working with the International Fund for Agricultural Development (IFAD) to provide access to market for smallholder farmers that receive technical assistance in the Seychelles, [Sri Lanka](#) and Argentina

