

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 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 Energy Stewardship Policy Statement applies to Hilton's corporate offices and Hilton 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 our value chain to elevate their own ability to perform effective energy management, realize long-term energy reductions and assist with sustainable energy procurement.

HILTON'S ENERGY JOURNEY

Hilton has significantly reduced our environmental consumption over the last decade, as described in our ESG Report. Hilton uses LightStay, our award-winning ESG performance management system, to calculate, analyze and report the environmental impact of each of our hotels globally.

HILTON'S ENERGY COMMITMENT

In May 2018, Hilton committed to cut our environmental footprint in half by 2030 as part of our Travel with Purpose 2030 goals. One of the key components of our long-term environmental strategy is our science-based carbon target.

A Science-Based Target (SBT) is a quantified, time-bound goal to reduce greenhouse gas (GHG) emissions consistent with the emissions reductions stipulated in the 2015 Paris Climate Agreement. Hilton was the first major hotel brand to set science-based targets, and Hilton's targets have been externally verified by the Science Based Targets initiative (SBTi) as aligned to the level of decarbonization required to keep global temperature increase below 2°C.

Our SBTs will require Hilton to reduce our Scope 1 and 2 carbon emissions intensity (GHG emissions per m²) by 61% from a 2008 baseline. This target applies to our owned and managed hotels and requires an incremental year-on-year reduction through 2030 and beyond.

In order to achieve Hilton's Energy Commitment and targets, we have developed a comprehensive and coordinated energy strategy. To further our energy stewardship and continually improve our energy and carbon performance, Hilton commits to:

GOOD GOVERNANCE

- Comply with all laws and regulations relating to mandatory reduction in carbon emissions or energy intensity, or carbon/energy reporting of our operations.
- Maintain an internationally recognized Energy Management System (ISO 50001) across the entire portfolio, and use this as a basis to promote and drive energy efficiency across our hotels.
- Utilize LightStay, the company's environmental and energy performance management system, to measure and track energy consumption for all our hotels.
- Monitor energy through LightStay's consumption prediction and alert system, and utilize the system's internal benchmarking to continue to set property-level energy reduction targets, which are reviewed and updated annually.
- Explore innovative solutions to reduce our reliance on fossil fuel-based energy resources and advocate property design for efficiency and sustainability from the outset, following internationally recognized standards and best practices.
- Obtain independent third-party verification of our ISO 50001 certification and of the LightStay environmental data, to ensure the accuracy of the information and data that we are reporting externally.

ENERGY EFFICIENCY

- Promote energy productivity in alignment with the commitments made through The Climate Group's EP100 program.
- Use LightStay to continually identify and track lower performing hotels and target those hotels for energy efficiency support, through self-assessment tools (such as the Europe, Middle East and Africa Hilton Health Check), energy audits and other measures.
- Use the annual LightStay review to identify new energy efficiency actions for the forthcoming year.
- Use existing Hilton Return on Investment tools (such as the Hilton Verified Energy ROI Tool) to focus improvement efforts on energy efficiency across our global owned and managed hotels, and enable hotels to make the business case for investment in proven technologies.
- Continually improve, update and create new self-assessment and verification tools to support hotels to identify and successfully implement energy reduction actions.
- Continually improve the quality of refurbishments, following internationally recognized standards and best practices to bridge the gap between compliance with local building codes and "best in class" low-energy and low-water consumption hotels.
- Maximize operational performance of hotels by focusing on efficiencies.
- Explore opportunities to integrate innovative energy saving solutions, such as "Connected Room," across the global portfolio.

ENERGY STEWARDSHIP POLICY STATEMENT



RENEWABLE ENERGY

- Promote improved global access to affordable clean energy through our participation in collaborative associations.
- Work with owners to identify opportunities to invest in small and large-scale renewable and low carbon technologies, where they make sound financial and practical sense and promote hotel energy self-sufficiency.
- Explore green energy contracts where possible and promote the demand for green energy supply.

STAKEHOLDER ENGAGEMENT

- Raise awareness, train and empower Team Members on the importance of energy efficiency and key actions that can improve energy management.
- Empower Team Members to promote and implement energy efficiency.
- Provide our Team Members with the framework and tools to identify opportunities and improve energy performance.
- Engage Guests in supporting energy reduction, including raising awareness of our energy efficiency initiatives and promoting our Travel with Purpose 2030 commitments.
- Provide our corporate clients with information about the energy use associated with staying at our hotels, actions the customers can take to help reduce environmental impact and information on the steps being taken by specific hotels to reduce energy consumption.

**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.

