Environmental, Social, and Governance (ESG) Efforts

AT MARRIOTT INTERNATIONAL

Our sustainability and social impact platform, Serve 360: Doing Good in Every Direction, guides our commitment to make a positive and sustainable impact wherever we do business, delivering value for associates, customers, owners, the environment, and communities around the world.

**NURTURE Our World**

Aiming to make the communities where we do business **better places to live**, work and visit through charitable contributions, volunteerism, ecosystem restoration and reforestation initiatives, and disaster relief programs.

**WELCOME ALL**

and Advance Human Rights

Fostering a **safe and inclusive world for travel** for all people, while prioritizing the fight against some of the industry’s highest-risk and most pressing issues, including human trafficking, child exploitation, and forced labor.

**EMPOWER**

Through Opportunity

Committed to a **culture of inclusion in our workforce**, supply chain, and beyond by providing access to opportunity to populations that have faced historical barriers to education and employment.

**SUSTAIN**

Responsible Operations

Embedding sustainability into our business strategy from hotel design to the guest experience, by reducing environmental impacts, designing and operating sustainable hotels, and sourcing responsibly, while mitigating climate-related risk.

**Awards:**

- **World’s Most Admired Companies**, Fortune

- **100 Best Companies to Work For® in 2022** by Great Place to Work® and Fortune Magazine

- Listed on the **Bloomberg Gender-Equality Index**

- Named to the **DiversityInc Hall of Fame**

- **Best Places to Work for Disability Inclusion**, Disability:IN and American Association of People with Disabilities (AAPD)
SUSTAIN
Responsible Operations

NU RT URE
Our World

Committed to set science-based emissions reduction targets and reach net-zero emissions by no later than 2050, joining Race to Zero via the most ambitious standard, Business Ambition for 1.5

Reducing food waste by 50% and waste to landfill by 45% by 2025, including the reduction of single-use plastics such as the elimination of tiny, single-use toiletry bottles which when fully implemented is expected to prevent ~500 million tiny bottles annually from going to landfills

Contributing to associates and their families affected by the war in Ukraine and supporting humanitarian organizations providing on the ground relief, including over $3 million in hotel-level financial and in-kind support

Planting 415,000+ trees over the last several years while contributing to innovative ecosystem restoration and carbon sequestration projects around the world

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EMPOWER Through Opportunity

Aiming to achieve global gender parity in executive positions by 2023 and achieve 25 percent people of color representation in executive positions in the United States by 2025

Committing to reach 3,000 diverse and women-owned hotels by 2025

WELCOME ALL and Advance Human Rights

Working to train 100% of on-property associates to recognize and respond to potential situations of human trafficking in hotels, with more than 950,000 trained so far

Donated training and other materials to make educational resources available to the wider hospitality industry
Cascading from our Board of Directors, CEO, and executive team to associates working at hotels across our 30 brands, a series of complementary committees, councils, teams and leaders provide structure and oversight to advance our ESG efforts. With Board level Committees overseeing topics from ESG to inclusion to cybersecurity, and robust policies and training programs to maintain the highest of standards regarding business ethics and data privacy, Marriott International is committed to building a healthier, more sustainable world.

For more information on Marriott International’s ESG efforts and progress, please visit Marriott.com/Serve360.

AS OF OCTOBER 2022