

# Environmental, Social, and Governance (ESG) Efforts

## AT MARRIOTT INTERNATIONAL

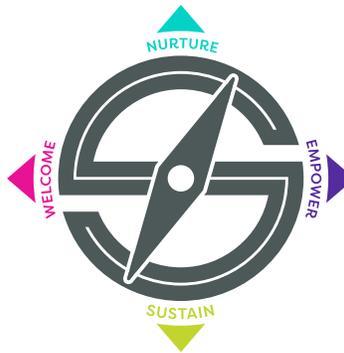
Our sustainability and social impact platform, Serve 360: Doing Good in Every Direction, guides our commitment to make a positive and sustainable impact wherever we do business, delivering value for associates, customers, owners, the environment, and communities around the world.

### 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)



**SERVE 360**  
DOING GOOD IN EVERY DIRECTION

**Marriott**  
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## NURTURE Our World



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



## SUSTAIN Responsible Operations



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



## 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

# GOVERNANCE EFFORTS



**Board Oversight**



**Business Ethics**



**Data Privacy**



**Cybersecurity**



**Public Policy**

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.



**SERVE 360**  
DOING GOOD IN EVERY DIRECTION

For more information on Marriott International's ESG efforts and progress, please visit [Marriott.com/Serve360](https://www.marriott.com/serve360).

AS OF OCTOBER 2022

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