

HILTON WORLDWIDE DIVERSITY AND INCLUSION

We are a company of diverse cultures serving diverse guests, with more than 40 languages being spoken by our Team Members. Our diverse Team Members in more than 4,600 owned, managed and franchised hotels across more than 100 countries continue to remind us of the importance of celebrating diversity and inclusion throughout our company.

Our diversity and inclusion approach is aligned with our Mission to become the preeminent global hospitality company. We seek to leverage the unique cultures of our global communities, and to develop culture, talent and marketplace strategies to create a work environment of inclusiveness.

As such, we hold ourselves and all of our Team Members to the highest standards of integrity, ethics and service excellence. We will achieve and maintain this status by living our core values; attracting the best and brightest talent; and valuing and leveraging the diversity of our Team Members, Guests, Suppliers, Partners and Owners.

Culture

We seek to understand our unique global cultures to ensure that all our Team Members are seen, heard, valued and respected. As a result, our senior leadership is committed to investing in programs that promote diversity, such as inclusion training and celebrations of international traditions and customs. We also aim to increase our presence in local communities through Team Member volunteerism, partnerships and giving programs.

One example of our commitment is our Team Member Resource Groups, which promote professional growth and share unique insights with the company through each group's unique vantage point. Groups include: African American; Asian and Pacific Islander; Hispanic/Latino; Lesbian, Gay, Bisexual, Transgender (LGBT) & Friends; Veterans; Abilities; and Women. We also offer Team Members diversity training courses through Hilton Worldwide University, our internal online training platform.

Talent

An integral part of our Talent Management strategy is to create an inclusive work environment. Embracing diversity in thought, background and opinion not only adds to our talent pool but also provides significant value to our global business operations by fostering innovation and competition. We value the diversity of our Team Members and strive to continue attracting strong talent by building local hiring pipelines and providing coaching, mentoring and leadership development opportunities for all Team

Members. We have built relationships with select leading Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to recruit top talent within hospitality programs.

Marketplace

We continually promote diversity within our marketplace through initiatives such as our Supplier Diversity Program and development of property ownership opportunities for women and diverse groups.

Supplier Diversity:

We source our products from a wide range of vendors and suppliers through our Supplier Diversity Program by forging supplier relationships that reflect the cultural diversity of our portfolio of hotels. Over the last decade, we have cultivated relationships with thousands of women, minority and veteran owned businesses.

Ownership Diversity:

In 2004, we were the first major hotel company to develop an effective outreach program to further educate minority and female entrepreneurs on becoming owners of our properties. We also promote ownership through the National Association of Black Hotel Owners, Operators & Developers (NABHOOD), the Latino Hotel & Restaurant Association (LHRA) and the Asian American Hotel Owners Association (AAHOA), as founding sponsor and long-term supporter.



OUR DIVERSITY AND INCLUSION PARTNERSHIPS:

- Ascend
- Asian American Hotel Owners Association (AAHOA)
- American Hotel & Lodging Educational Foundation (AHL&EF)
- American Resort Development Association (ARDA)
- GLAAD (Gay & Lesbian Alliance Against Defamation)
- Human Rights Campaign (HRC)
- International Gay & Lesbian Travel Association (IGLTA)
- Latino Hotel & Restaurant Association (LHRA)
- League of United Latin American Citizens (LULAC)
- National Association for the Advancement of Colored People (NAACP)
- National Association of Black Accountants, Inc. (NABA)
- National Association of Black Hotel Owners, Operators & Developers (NABHOOD)
- National Business & Disability Council (NBDC)
- National Center for American Indian Enterprise Development (NCAIED)
- National Council of La Raza (NCLR)
- National Minority Supplier Development Council (NMSDC)
- National Society of Black Engineers (NSBE)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- National LGBTQ Task Force
- National Urban League (NUL)
- Out & Equal Workplace Advocates
- U.S. Black Chambers, Inc. (USBC)
- United States Hispanic Chamber of Commerce (USHCC)
- US Pan Asian American Chamber of Commerce (USPAACC)
- Women's Business Enterprise National Council (WBENC)

HILTON WORLDWIDE DIVERSITY AWARDS & RECOGNITION

We are honored to be widely recognized for our efforts to foster diversity and inclusion. Some of our awards and honors include:

    	<p>AffinityInc Magazine</p> <ul style="list-style-type: none"> • Top Corporation for LGBT Economic Empowerment 2015 <p>Black EOE Journal</p> <ul style="list-style-type: none"> • Top Diversity Employer 2014 & 2015 • Top Supplier Diversity Program 2014 & 2015 <p>Civilian Jobs</p> <ul style="list-style-type: none"> • Most Valuable Employers (MVE) for Military 2015 <p>DiversityBusiness.com</p> <ul style="list-style-type: none"> • Top 50 Organizations for Multicultural Business Opportunities, 40th Place 2014 & 2015 <p>DiversityInc</p> <ul style="list-style-type: none"> • Top 50 Companies for Diversity, 47th Place 2015 • 25 Noteworthy Companies 2014 • Top 10 Companies for Supplier Diversity 2014 & 2015 • Top 10 Companies for Veterans 2014 • Top Diversity Employer of Women 2014 	     	<p>Hispanic Network Magazine</p> <ul style="list-style-type: none"> • Top Diversity Employer 2014 & 2015 • Top Supplier Diversity Program 2014 & 2015 <p>Human Rights Campaign</p> <ul style="list-style-type: none"> • Corporate Equality Index Rating of 100% 2014 & 2015 <p>LATINA Style 50</p> <ul style="list-style-type: none"> • Top 50 Companies for Latinas to Work 2014 & 2015 <p>LATINO Magazine</p> <ul style="list-style-type: none"> • LATINO 100 - Companies Providing the Most Opportunities for Latinos 2014 & 2015 <p>League of United Latin American Citizens</p> <ul style="list-style-type: none"> • Corporate Equality Award 2014 <p>LOGO</p> <ul style="list-style-type: none"> • Top 72 Most Transgender Friendly Companies 2015 • The 25 Most LGBT-Friendly Brands, Trailblazing Company, 7th Place 2015
     	<p>DiversityPlus Magazine</p> <ul style="list-style-type: none"> • Top 30 Champions of Diversity, Fred Lona, Senior Director, Supplier Diversity 2014 <p>DOD/Seven Seals Award</p> <ul style="list-style-type: none"> • Seven Seals Award, Employer Support of the Guard and Reserve/DOD, Melissa Stirling, Director, Military Programs 2014 <p>Equality Virginia</p> <ul style="list-style-type: none"> • Virginia Fairness Accreditation Company for LGBT Equality 2015 <p>Empire State Pride Agenda</p> <ul style="list-style-type: none"> • Equality@Work Award 2014 <p>G.I. Jobs Magazine</p> <ul style="list-style-type: none"> • Top 100 Military Friendly® Employer, 56th Place 2015 • Top Military Friendly® Spouse Employer 2015 <p>Hispanic Business Magazine</p> <ul style="list-style-type: none"> • Top 50 Companies for Diversity 2014 & 2015 	     	<p>MilitaryTimes.com</p> <ul style="list-style-type: none"> • Best for Vets: Employers, 11th Place 2016 • Best for Vets: Employers, 13th Place 2015 <p>National LGBTQ Task Force</p> <ul style="list-style-type: none"> • Corporate Leadership Award 2015 <p>National Minority Supplier Diversity Council</p> <ul style="list-style-type: none"> • Corporate Trailblazer Award, Fred Lona, Senior Director, Supplier Diversity 2015 <p>Professional Woman's Magazine</p> <ul style="list-style-type: none"> • Top Diversity Employer for Women, 2014 & 2015 • Top Supplier Diversity Program for Women 2014 & 2015 <p>United States Hispanic Chamber of Commerce</p> <ul style="list-style-type: none"> • LGBT Business Advocate Award, Jon Muñoz, Senior Director, Global Diversity and Inclusion 2015 <p>UPTOWN Magazine</p> <ul style="list-style-type: none"> • Catalyst Award, Bill Kornegay, Senior Vice President, Supply Management 2015

