

2025 Sustainability & Social Impact Goals



Nurture Our World

- ▶ **GOAL: By 2025, contribute 15M hours of volunteer service to support our company priorities and community engagement strategy**
Children & Youth: 50% of our volunteer hours will serve children and youth, including those at risk and disadvantaged, by developing their skills, employability and supporting their vitality
- ▶ **GOAL: By 2025, 80% of managed hotels will have participated in community service activities**
 By 2025, 50% of franchised hotels will have participated in community service activities
- ▶ **GOAL: By 2025, 50% of all reported volunteer activities will be skills-based**

Empower Through Opportunity

- ▶ **GOAL: By 2025, invest at least \$35M to increase and deepen programs and partnerships that develop hospitality skills and opportunity among youth, diverse populations, women, people with disabilities, veterans and refugees**
- ▶ **GOAL: By 2023, achieve gender representation parity for global company leadership**



Sustain Responsible Operations

- ▶ **GOAL: Reduce environmental footprint by 15% | 30%* | 45% | 50% across the portfolio by 2025** (from a 2016 baseline; for water/carbon/waste/food waste)
Water: Reduce water intensity by 15%
Carbon: Reduce carbon intensity by 30%*
Waste: Reduce waste to landfill by 45%. Reduce food waste by 50%
Renewable Energy: Achieve a minimum of 30% renewable electricity use
- ▶ **GOAL: 100% of MI hotels will have a sustainability certification, and 650 hotels will pursue LEED certification or equivalent by 2025**
Sustainability Certifications:
 - » By 2025, 100% of hotels will be certified to a recognized sustainability standard
 - » By 2025, 650 open or pipeline hotels will pursue LEED certification or equivalent**Sustainable Building Standards:**
 - » By 2022, LEED certification or equivalent will be incorporated into building design and renovation standards, including select service prototype solutions for high growth markets
 - » By 2022, 100% of all prototypes will be designed for LEED certification
 - » By 2025, MI will partner with owners to develop 250 adaptive reuse projects**MI’s new global HQ will achieve a minimum of LEED Gold certification**
- ▶ **GOAL: Responsibly source 95% in our Top 10 priority categories by 2025**
Responsible Sourcing: By 2025, responsibly source 95%, by spend, of its top 10 categories
 - » Top 10 priority categories include: animal proteins (inclusive of beef, [eggs](#), lamb, pork, and poultry), bottled water, cleaning supplies, cocoa, coffee, guest room amenities, paper products, seafood, sugar, textiles
 - » Marriott International is committed to sourcing 100% of our eggs (shell, liquid, and egg products) from cage-free sources throughout global operations for all owned, managed and franchised properties by the end of 2025. [Read more >](#)**Supplier Requirements/Reviews:**
 - » By 2023, require all contracted suppliers in the top 10 categories to provide information on product sustainability, inclusive of social and human rights impacts
 - » By 2025, MI will require all centrally-contracted suppliers to provide this information**Local Sourcing:** By 2025, locally source 50% of all produce, in aggregate (measured by total spend)
Furniture, Fixtures & Equipment (FF&E): By 2025, ensure that the top 10 FF&E product categories sourced are in the top tier of the Mindclick Sustainability Assessment Program (MSAP) for Marriott
- ▶ **GOAL: By 2022, all properties will have a Serve 360 section on the marriott.com website with hotel impact metrics**

Welcome All and Advance Human Rights

- ▶ **GOAL: By 2025, 100% of on-property associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices**
 Scale the training and resources developed by MI and its community partners to the broader industry to create greater awareness, while developing updated trainings and resources to meet evolving needs and emerging trends
- ▶ **GOAL: By 2025, enhance or embed human rights criteria in our recruitment and sourcing policies and work with our industry to address human rights risks in the construction phase**
- ▶ **GOAL: By 2025, promote a peaceful world through travel by investing at least \$500,000 in partnerships that drive, evaluate and elevate travel and tourism’s role in cultural understanding**



SERVE360
DOING GOOD IN EVERY DIRECTION

*Interim goal pending approval of science-based targets with aim to reach net-zero emissions by no later than 2050