GLOBAL DIVERSITY, EQUITY & INCLUSION
INVESTING IN ASSOCIATES AND PROVIDING ACCESS TO OPPORTUNITY

KEY MILESTONES

95 YEARS Culture of Inclusion
25+ YEARS Supplier Diversity Program & Diverse Hotel Ownership Initiative
20+ YEARS Women’s Leadership Development Initiative
20 YEARS Board of Directors Inclusion and Social Impact Committee

ASSOCIATE

- More than 50% of the Board of Directors and top U.S. leadership is diverse.
- 50% of CEO Direct Reports are women, and 42% are people of color.*
- More than 23M learning items were completed in 2022 across Marriott’s digital learning platforms, spanning 73M+ learning platform page views.
- DiversityInc #1 company for Diversity, Equity and Inclusion across all industries in 2020.
- The first and only hospitality company inducted into the DiversityInc Hall of Fame for Diversity & Inclusion since 2021.
- Great Place to Work Legends™ Company and the only hospitality company on the Fortune 100 Best Companies list each year since its inception in 1998.
- Proud to partner with Howard University to create the Arne M. Sorenson Hospitality Fund to help develop the next generation of industry leaders.

DIGITAL LEARNING

Global digital learning platforms available in 17 languages. Provides the tools, resources and support associates need to be their best and continue to grow wherever they are.

DIVERSE OWNED HOTELS

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2020 Goal</th>
<th>2020</th>
<th>2022</th>
<th>2025 Goal</th>
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</thead>
<tbody>
<tr>
<td>699</td>
<td></td>
<td>1,500</td>
<td>1,556</td>
<td>1,835</td>
<td>3,000</td>
</tr>
</tbody>
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SUPPLIER

$6B+ SPENT with diverse owned companies over the past 11 years.

CUSTOMER

Purpose Driven Marketing: Showcasing our commitment to diversity, inclusion, and social good to bond with consumers over our shared values.

When Love Travels, the world is a more inclusive and peaceful place.

#LoveTravels is our support and celebration of people pursuing inclusion, equality, peace, and human rights.

*As of March 2023

Data as of YE 2022
“Putting people first in each moment of every day is the heart of our inclusive culture. We are passionate about welcoming everyone and creating experiences that bridge differences and help shape a better world.”

– ANTHONY CAPUANO, PRESIDENT AND CEO

DIVERSITY, EQUITY & INCLUSION INNOVATION

Respect For All: Putting People First Since 1927
An Educational Campaign To Promote A Culture Of Inclusion

Associate Resource Groups
Associate Resource Groups (ARGs) represent vibrant, diverse communities that will enable our associates to strengthen their networks, grow their skills, celebrate their backgrounds, and give back to the communities where they live and work.

Cultural Competence Program
17,000+ Associates reached since 2019
30+ Culture Day Trainings
A deep dive, immersive experience into 13 customer cultures.

Room For All
Accessible room of the future geared toward travelers with disabilities.
In 2018, we created the ‘Room For All’, a concept room to help us understand what the “accessible room of the future” might look like.

DiversityInc Hall of Fame • Seramount Top Companies for Women Executives • Seramount 100 Best Companies and Hall of Fame • National Organization on Disability, Leading Disability Employers • Human Rights Campaign Corporate Equality Index - 100% • Fortune 100 Best Companies to Work For • LATINA Style Top 50 • WEConnect International Top 10 Global Champions for Supplier Diversity & Inclusion • Asia Society Best Employer • AAPD and Disability: IN Disability Equality Index - Score 100
U.S. Executives

CEO Direct Reports
57% Women

Global Executives
47% Women

U.S. Executives
51% Women 22% POC

U.S. WORKFORCE

Total Workforce by Race/Ethnicity*

- 66% POC
- 30% White
- 0.8% Native Hawaiian or Pacific Islander
- 1.1% Two or more Races
- 19.7% Black or African American
- 10.9% Asian
- 0.4% Native American or Alaska Native
- 33% Hispanic or Latino
- 4.1% Not Disclosed

Managers by Race/Ethnicity*

- 42% POC
- 55.4% White
- 9.5% Asian
- 11.1% Black or African American
- 19.2% Hispanic or Latino
- 0.6% Native Hawaiian or Pacific Islander
- 1.2% Native American or Alaska Native
- 1.1% Two or more Races
- 5% Other

People of Color by Level

- 22% EXECUTIVE
- 31% MID-LEVEL MANAGER
- 47% ENTRY-LEVEL MANAGER

Women by Level

- 51% EXECUTIVE
- 50% MID-LEVEL MANAGER
- 56% ENTRY-LEVEL MANAGER

*Includes Marriott associates at properties, headquarters, corporate offices, customer engagement centers (CECs), and managed and owned/leased hotels.

WOMEN IN THE WORKFORCE

GLOBALLY
44%

IN THE U.S.
54%

Data as of YE 2022
Executives include VPs and above