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 our 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 $5M 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 2025, 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%
» Commit to analyze the opportunity to set a science-based target by 2018
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 2020, LEED certification or equivalent will be incorporated into building design and renovation standards, including select service prototype solutions for high growth markets
» By 2020, 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

Welcome All and Advance Human Rights

GOAL: By 2020, all properties will have a Serve 360 section on the marriott.com website with hotel impact metrics

GOAL: By 2025, 100% of associates will have completed human rights training, including on human trafficking awareness, responsible sourcing and recruitment policies and practices
By end of 2018, implement the new human trafficking required training to reach 80% of our associates, as well as scale the training developed by MI and its community partners to the broader industry and academia

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