

About the Report & Forward-Looking Statements

About the Report

Information and data within the following three documents: 2025 Serve 360 Report: Global Progress, 2025 Serve 360 Report: Around The World Highlights, and 2025 Serve 360 Report: Performance Tables & Appendices (collectively, the Report) represent Marriott International, Inc.’s (Marriott, Marriott hotels, company, we, our) global operations from our portfolio of owned, leased, managed, franchised, and certain licensed hotels, unless otherwise indicated.

The Report reflects performance data for year-end 2024, unless otherwise indicated. Data in the Report may be rounded and represent estimations or approximations and may be based on assumptions. Financial metrics are reported in U.S. dollars. Human capital information applies to associates whose employment is managed by Marriott, unless otherwise stated. “Associates” and “Workforce” refer to employees at owned / managed / leased hotels, unless otherwise noted. Specific highlights, projects, programs, metrics, or initiatives in the Report may apply only to select regions, hotels, Business Councils, or associates. Please refer to the specific descriptions within the Report for further details on the scope of these highlights, projects, programs, or initiatives. Note, programs described in the Report may represent multi-year initiatives and may not only have occurred in the reporting year (2024).

Serve 360 Goals, including progress against those targets, represent managed, owned, leased, franchised, and certain licensed properties, unless otherwise stated. If applicable, the following boundaries apply to certain Serve 360 Goals and related data, unless otherwise stated: Macro global certification data exclude Design Hotels®, Homes & Villas by Marriott Bonvoy®, timeshares, The Ritz-Carlton Yacht Collection, and above property locations. Macro global and regional greenhouse gas (GHG) emissions and energy data exclude Design Hotels®, Homes & Villas by Marriott Bonvoy®, timeshares, and MGM. Macro global and regional water data exclude Design Hotels®, Homes & Villas by Marriott Bonvoy®, timeshares, The Ritz-Carlton Yacht Collection, and MGM. Macro global waste data exclude Design Hotels®, Homes & Villas by Marriott Bonvoy®, timeshares, residences, The Ritz-Carlton Yacht Collection, Sonder by Marriott Bonvoy®, above property locations, and MGM. Please note, MGM hotels that are branded as The Luxury Collection®, W Hotels®, Autograph Collection®, and Tribute Portfolio are included in global and regional GHG emissions, energy, and water data and global waste data. GHG emissions, energy, and water intensity metrics include only validated data. Total Scope 1 and 2 GHG emissions, energy, and water data include extrapolation, if actual data is unavailable. There are a small number of non-hotel facilities under Marriott’s operational control that are currently excluded from the inventory boundary due to an immaterial quantity of emissions.

Progress against Marriott’s renewable electricity goal includes a combination of on-site generation, purchased off-site renewable energy, and purchased energy attribute certificates.

References to our own or third-party websites and links to such websites are provided for informational purposes and the reader’s convenience. The information or data included on these websites or accessible at these links is not incorporated into, and should not be deemed to be a part of, this Report.

In addition, we use the term “hotel owners” throughout this Report to refer, collectively, to owners of hotels and other lodging offerings operating in our system pursuant to management agreements, franchise agreements, license agreements, or similar arrangements, and we use the term “hotels in our system” to refer to hotels and other lodging offerings operating in our system pursuant to such arrangements, as well as hotels that we own or lease. The terms “hotel owners” and “hotels in our system” exclude Homes & Villas by Marriott Bonvoy®, timeshare, residential, and The Ritz-Carlton Yacht Collection®.

Standards of measurement and performance made in reference to our environmental, social, governance, and other sustainability plans and goals may be based on protocols, processes, and assumptions that continue to evolve and are subject to change in the future, including due to the impact of future rulemaking. The Report discloses in reference to the Global Reporting Initiative (GRI) Standards and reflects the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD) frameworks. Please note that information contained in the Report does not constitute a guarantee, commitment, or promise with regard to business activities, performance, or future results. The statements in the Report are made as of the publication date of the Report, unless otherwise indicated, and we undertake no obligation to update these statements to reflect subsequent events or circumstances.

Forward-Looking Statements

The Report contains certain forward-looking statements based on Marriott management’s current assumptions and expectations, including statements regarding our sustainability and social impact targets, goals, commitments, programs, and other business plans, initiatives, and objectives. These statements are typically accompanied by the words “aim,” “hope,” “believe,” “estimate,” “plan,” “expect,” “goal,” “commit,” “intend,” “strive,” “target,” “will,” “may,” “can,” “potential,” “continue,” “future,” “endeavor,” or similar expressions concerning anticipated future events and expectations that are not historical facts. We undertake no obligation to publicly update or revise these statements, whether as a result of new information,

future events, or otherwise. The forward-looking statements speak only as of the date of this Report, and undue reliance should not be placed on these statements. Goals, targets, intentions, ambitions, or expectations described in the Report are aspirational and subject to change and are not guarantees or promises that all goals, targets, intentions, ambitions, or expectations will be met. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Our actual future results, including the achievement of our targets, intentions, ambitions, goals, or commitments, could differ materially from these statements, including as the result of changes in circumstances, assumptions not being realized, changes in related regulations or enforcement priorities, shifts in consumer demand for various products and services, scientific or technological developments, the competitive nature of our industry, economic and other global, national, and regional conditions and events, the quality and reputation of our Company and our brands, actions by our hotel owners or others that could adversely affect our image and reputation, and other risk factors discussed in our U.S. Securities and Exchange Commission filings, including in our most recent Annual Report on Form 10-K and in our subsequent Quarterly Reports on Form 10-Q, which can be found on the Investor Relations page of Marriott’s website at www.marriott.com.

A number of our sustainability and social impact goals, targets, intentions, ambitions, or expectations may depend on the adoption of certain behaviors and activities by third parties, including our customers, hotel owners, and suppliers. If those third parties do not adopt certain behaviors, commitments, or activities, we may not be able to meet some goals. Additionally, we are engaged in certain projects that, should they not perform as we expect, could negatively affect our ability to meet some goals on time or at all. We make claims about such projects, including about our funding, partnerships, and the potential effects on third parties’ sustainability efforts; however, there can be no guarantee that our products, projects, or funding efforts will have the effects we anticipate or intend.

We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in our reports filed with the SEC referenced above carefully in evaluating the forward-looking statements in the Report. Marriott cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects.

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