

**2025 SERVE 360 REPORT**

# Performance Tables & Appendices

**Marriott®**  
INTERNATIONAL



**SERVE360**  
DOING GOOD IN EVERY DIRECTION



# Performance Tables

## PROPERTY DATA

### 2024 Regional Presence<sup>1</sup>

Regions	Total Properties	Company-Operated <sup>2</sup>	Franchised / Licensed / Other	Residential	Total Rooms
United States & Canada	6,235	632	5,531	72	1,043,224
Asia Pacific excluding China	629	444	165	20	143,177
Greater China	589	420	167	2	172,388
Europe, Middle East & Africa	1,295	417	849	29	234,167
Caribbean & Latin America	518	119	385	14	90,248
Timeshare	93	-	93	-	22,750
Yacht	2	-	2	-	377
<b>Total</b>	<b>9,361</b>	<b>2,032</b>	<b>7,192</b>	<b>137</b>	<b>1,706,331</b>

(1) Metrics do not include Homes & Villas by Marriott Bonvoy®.

(2) Company-operated properties include managed, owned, and leased hotels.

### 2024 Top Markets

Markets	Total Properties	Total Rooms	Markets	Total Properties	Total Rooms
United States	6,006	1,002,970	United Kingdom	158	26,568
China	563	165,213	Germany	123	25,433
Canada	299	58,861	United Arab Emirates	84	24,858
Mexico	290	43,491	Japan	111	23,468
India	154	29,576	Thailand	67	17,440

This Report includes forward-looking statements, which are subject to various risks, uncertainties, and factors that could cause our actual results to differ materially from these statements. Such risks, uncertainties, and factors include the 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. We undertake no obligation to 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. 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.

Please [click here](#) for additional information and important cautionary language about forward-looking statements, other information about content included in this Report, and information regarding references to our own or third-party websites, which are not part of this Report. Report Publication Date: July 31, 2025.

## GLOBAL ENVIRONMENTAL DATA

### Scope 1 & 2 Greenhouse Gas (GHG) Emissions

GHG Emissions (metric tons CO2e)	2019 (baseline) <sup>3</sup>	2024 <sup>4</sup>
Scope 1	1,313,062	1,273,630
Scope 2: Location-based	5,299,482	5,370,293
Scope 2: Market-based	5,336,064	5,364,156

### Scope 3 GHG Emissions

GHG Emissions (metric tons CO2e)	2019 (baseline) <sup>5</sup>	2024
Scope 3	13,334,239	12,097,741

Please refer to the [press release](#) for information on Marriott International’s science-based targets.

### GHG Emissions Intensity<sup>6</sup>

GHG Emissions Intensity (kilograms CO2e per m2 of conditioned space)	2019 (baseline) <sup>3</sup>	2024
GHG Emissions Intensity	117.0	98.6

(3) The baseline year for emissions data reporting, global and regional, was updated to 2019 to align with Marriott International’s science-based targets.

(4) Select GHG emissions, energy, and water data was independently assured to a limited level of assurance by ERM CVS. Please see [Marriott’s 2025 External Assurance Statement](#) for additional information on assurance standards, and overall assurance process, including the scope, activities, and conclusions of ERM CVS’s engagement.

(5) The baseline year for Scope 3 was updated to 2019, along with the categories included, to align with Marriott International’s science-based targets. Scope 3 represents emissions from categories 1, 2, 3, 5, 7, and 14.

(6) GHG emissions intensity metrics are based on Scope 2 market-based emissions and include Scope 3 franchised market-based emissions.

# Performance Tables

## GLOBAL ENVIRONMENTAL DATA

### Energy

Energy Consumption (million megawatt hours)	2016 (baseline)	2022	2023	2024 <sup>7</sup>
Managed Properties	16.4	16.9	17.8	18.2
Franchised Properties	13.0	15.3	15.3	18.2

Energy Intensity (kilowatt hours per m2 of conditioned space)	2016 (baseline)	2022	2023	2024
Energy Intensity	334.4	291.2	301.5	298.1

### Water

Total Water Consumption <sup>8</sup> (million cubic meters)	2016 (baseline)	2022	2023	2024 <sup>7</sup>
Managed Properties	130.7	129.4	136.7	144.1

Water Intensity (cubic meters per occupied room)	2016 (baseline)	2022	2023	2024
Water Intensity	0.841	0.788	0.763	0.737

### Waste

Landfilled Waste Intensity (kilograms per m2 of conditioned space)	2019 (baseline) <sup>9</sup>	2024
Landfilled Waste Intensity	6.59	5.05

Landfilled Food Waste Intensity (kilograms per m2 of conditioned space)	2019 (baseline) <sup>9</sup>	2024
Landfilled Food Waste Intensity	2.11	1.50

(7) Select GHG emissions, energy, and water data was independently assured to a limited level of assurance by ERM CVS. Please see [Marriott's 2025 External Assurance Statement](#) for additional information on assurance standards, and overall assurance process, including the scope, activities, and conclusions of ERM CVS's engagement.

(8) Total water consumption represents managed properties only.

(9) The baseline year for waste intensity reporting was determined based on data availability.

## REGIONAL ENVIRONMENTAL DATA

### GHG Emissions Intensity<sup>10</sup>

GHG Emissions Intensity (kilograms CO2e per m2 of conditioned space)	2019 (baseline) <sup>11</sup>	2024
Asia Pacific excluding China	176.3	164.9
Canada	67.6	61.5
Caribbean & Latin America	82.4	92.5
Europe, Middle East & Africa	139.1	108.6
Greater China	135.1	114.8
United States	100.0	78.0

(10) GHG emissions intensity metrics are based on Scope 2 market-based emissions and include Scope 3 franchised market-based emissions.

(11) The baseline year for emissions data reporting, global and regional, was updated to 2019 to align with Marriott International's science-based targets.

### Energy Intensity

Energy Intensity (kilowatt hours per m2 of conditioned space)	2016 (baseline)	2022	2023	2024
Asia Pacific excluding China	385.0	312.5	337.9	346.1
Canada	433.5	371.9	378.2	376.4
Caribbean & Latin America	328.6	280.3	290.3	287.2
Europe, Middle East & Africa	365.3	329.2	330.8	329.6
Greater China	314.1	248.3	282.2	268.4
United States	314.3	286.1	287.9	282.7

# Performance Tables

## REGIONAL ENVIRONMENTAL DATA

### Water

Water Intensity (cubic meters per occupied room)	2016 (baseline)	2022	2023	2024
Asia Pacific excluding China	1.511	1.351	1.416	1.347
Canada	0.627	0.601	0.593	0.570
Caribbean & Latin America	1.225	0.964	1.318	0.977
Europe, Middle East & Africa	0.852	0.701	0.742	0.688
Greater China	1.343	1.573	1.324	1.235
United States	0.650	0.654	0.558	0.555

## GLOBAL & REGIONAL SUPPLY CHAIN DATA <sup>12</sup>

Location	2024 Cage-Free Egg Procurement (cage-free spend %)	2024 Responsible Pork Procurement (responsible pork spend %)
<b>Global</b>	59.47%	17.06%
Asia Pacific excluding China (managed)	52.04%	27.26%
Australia, New Zealand & Pacific Islands (managed)	83.32%	62.02%
East Asia (managed)	56.72%	4.51%
South Asia (managed)	53.69%	67.12%
Southeast Asia (managed)	42.65%	21.22%
Greater China (managed)	49.17%	3.41%
Canada	63.19%	1.86%
Canada (managed)	88.28%	0.51%
Canada (franchised)	27.23%	3.81%
Caribbean & Latin America	71.49%	17.50%
Caribbean & Latin America (managed)	76.83%	20.97%
Caribbean & Latin America (franchised)	0.05%	2.54%
Europe, Middle East & Africa (managed)	42.72%	40.63%
Africa (managed)	8.12%	62.39%
Europe (managed)	93.44%	37.51%
Middle East (managed)	0.97%	0%
United States	68.15%	18.65%
United States (managed)	91.99%	24.43%
United States (franchised)	49.45%	13.46%

(12) Based on available data. Data represents managed and franchised properties, unless otherwise stated.

# Performance Tables

HUMAN CAPITAL DATA <sup>13, 14</sup>

## Global Workforce

Location	2024
Global	418,000
Asia Pacific excluding China	92,000
Caribbean & Latin America	27,000
Europe, Middle East & Africa	90,000
Greater China	77,000
United States & Canada	132,000
	2024
Non-Management	84%
Management	16%
Women	44%
Men	56%
Total Voluntary Turnover Rate (includes retirements)	2024
Total Voluntary Turnover Rate (includes retirements)	20%

CEO Direct Reports		2024	
People of Color <sup>15</sup>		42%	
Women		50%	
Men		50%	
Global Executives <sup>16</sup>	2024	Global Managers	2024
Women	48%	Women	44%
Men	52%	Men	56%

(13) All metrics represent year-end data.

(14) Includes associates employed by Marriott and employed by property owners but whose employment is managed by Marriott.

(15) People of Color and Associates by Race/Ethnicity represent individuals aligned with U.S. self-reported ethnicities.

(16) Defined as vice president and above roles.

# Performance Tables

## HUMAN CAPITAL DATA <sup>17, 18</sup>

### United States Associates <sup>19</sup>

Associates	2024
Total Associates	121,000
Non-Management	79%
Management	21%
Full-time	86%
Part-time	14%
Women	54%
Men	46%
Associates Represented by Labor Unions	16%
Generation	2024
Baby Boomers	16%
Generation X	33%
Millennials	43%
Generation Z	8%

Women	2024
Executives <sup>20</sup>	51%
Mid-level Management	50%
Entry-level Management	56%
Management (all levels) <sup>21</sup>	54%
Senior Management	46%
Mid-level and Other Management	54%
Non-Management	53%
IT/Engineering Positions	33%
Promoted (of total promoted)	53%
New Hires (of total new hires)	53%
Attrition Rate	53%

People of Color <sup>22</sup>	2024
Executives <sup>20</sup>	24%
Mid-level Management	34%
Entry-level Management	49%

Race/Ethnicity <sup>22</sup>	2024 Associates	2024 Managers
Asian	11.4%	11.1%
Black/African American	17.8%	11.2%
Hispanic/Latinx	34.7%	19.5%
Native American/Alaska Native	0.4%	0.2%
Native Hawaiian/Pacific Islander	0.8%	0.6%
Two or More Races	1.5%	1.7%
White	27.9%	52.5%
Other	0.0%	0.0%
Unknown	5.5%	3.2%
People of Color <sup>22</sup>	66.6%	44.4%

Race/Ethnicity <sup>22</sup>	2024 Women Associates	2024 Men Associates
Asian	11.3%	11.7%
Black/African American	18.3%	17.3%
Hispanic/Latinx	35.3%	34.0%
Native American/Alaska Native	0.4%	0.4%
Native Hawaiian/Pacific Islander	0.8%	0.9%
Two or More Races	1.5%	1.5%
White	27.6%	28.2%
Other	0.0%	0.0%
Unknown	5.0%	6.1%
People of Color <sup>22</sup>	67.5%	65.7%

(17) All metrics represent year-end data.

(18) Includes associates employed by Marriott and employed by property owners but whose employment is managed by Marriott.

(19) Includes Marriott employees at company-operated properties, customer care centers, and above-property operations. Due to rounding, percentages may not always equal 100% or their corresponding figure.

(20) Defined as vice president and above roles.

(21) To align with external definitions, Marriott also includes "Management (all levels)" broken down by Senior and Mid-level/Other.

(22) People of Color and Associates by Race/Ethnicity represent individuals aligned with U.S. self-reported ethnicities.

# GRI Index

<b>Statement of Use</b>	Marriott International, Inc. has reported the information cited in this index for the period January 1–December 31, 2024, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

Disclosure	Indicator	Description	Response / Location
<b>GRI 2 — General Disclosures</b> <b>The Organization and its Reporting Practices</b>	2-1	Organizational details	<b>2025 Serve 360 Report: Global Progress</b> , pages 2–4 <b>2024 Annual Report</b> , pages 4–10
	2-2	Entities included in the organization's sustainability reporting	<b>2025 Serve 360 Report: About the Report &amp; Forward-Looking Statements</b>
	2-3	Reporting period, frequency, and contact point	<b>2025 Serve 360 Report: About the Report &amp; Forward-Looking Statements</b> <a href="mailto:sustainability@marriott.com">sustainability@marriott.com</a>
	2-4	Restatements of information	None during the reporting period.
	2-5	External assurance	<b>2025 External Assurance Statement</b>
<b>GRI 2 — General Disclosures</b> <b>Activities and Workers</b>	2-6	Activities, value chain, and other business relationships	<b>2025 Serve 360 Report: Global Progress</b> , pages 2–4, 6 and 20 <b>2024 Annual Report</b> , pages 4–10 In 2024, Marriott hotel and headquarters' supply chain spend was approximately \$12.6 billion.
	2-7	Employees	<b>2025 Serve 360 Report: Global Progress</b> , pages 4 and 17 <b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , pages 5–6 <b>2024 Annual Report</b> , pages 9–10 <b>EEO-1 Report</b>
	2-8	Workers who are not employees	<b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , pages 5–6 <b>2024 Annual Report</b> , pages 9–10 <b>Responsible Business Principles for Franchisees</b> <b>Global Procurement Supplier Conduct Guidelines</b>
<b>GRI 2 — General Disclosures</b> <b>Governance</b>	2-9	Governance structure and composition	<b>2025 Proxy Statement</b> , pages 4–6 and 12–38
	2-10	Nomination and selection of the highest governance body	<b>2025 Proxy Statement</b> , pages 4–5, 10, 16–29, and 35 <b>Governance Principles</b> <b>Nominating and Corporate Governance Committee Charter</b>
	2-11	Chair of the highest governance body	<b>2025 Proxy Statement</b> , pages 5 and 12–13
	2-12	Role of the highest governance body in overseeing the management of impacts	<b>2025 Serve 360 Report: Global Progress</b> , pages 17–18 <b>2025 Proxy Statement</b> , pages 32–34 and 37 <b>Governance Principles</b>
	2-13	Delegation of responsibility for managing impacts	<b>2025 Serve 360 Report: Global Progress</b> , pages 17–18 <b>2025 Proxy Statement</b> , pages 32–34 and 37
	2-14	Role of the highest governance body in sustainability reporting	<b>2025 Serve 360 Report: Global Progress</b> , page 18 <b>2025 Proxy Statement</b> , pages 32–34 and 37 Marriott's Board of Directors was provided with the opportunity to review the 2025 Serve 360 Report.

# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 2 — General Disclosures Governance</b> (continued)	2-15	Conflicts of interest	<a href="#">Audit Committee Charter</a> , page 5 <a href="#">Governance Principles</a> , pages 6–7 <a href="#">Business Conduct Guide</a>
	2-16	Communication of critical concerns	<a href="#">2025 Proxy Statement</a> , page 38 <a href="#">Governance Principles</a> , page 7
	2-17	Collective knowledge of highest governance body	<a href="#">2025 Proxy Statement</a> , pages 15–29 <a href="#">Governance Principles</a> , pages 2–3
	2-18	Evaluation for the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> , page 35 <a href="#">Governance Principles</a> , page 6 <a href="#">Nominating and Corporate Governance Committee Charter</a>
	2-19	Remuneration policies	<a href="#">2025 Proxy Statement</a> , pages 41–52 <a href="#">Governance Principles</a> , page 8
	2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a> , pages 41–52 <a href="#">Governance Principles</a> , page 8 <a href="#">Human Resources and Compensation Committee Charter</a>
	2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> , pages 61–62
<b>GRI 2 — General Disclosures Strategy, Policies, and Practices</b>	2-22	Statement on sustainable development strategy	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 4
	2-23	Policy commitments	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 19–20 <a href="#">Business Conduct Guide</a> <a href="#">Policies and Position Statements</a>
	2-24	Embedding policy commitments	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 19–20 <a href="#">Business Conduct Guide</a> <a href="#">Policies and Position Statements</a>
	2-25	Processes to remediate negative impacts	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 19 <a href="#">2025 Proxy Statement</a> , page 37 <a href="#">Business Conduct Guide</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 19 <a href="#">Business Conduct Guide</a> , pages 3–4
	2-27	Compliance with laws and regulations	In 2024, there were no known instances of noncompliance with laws and regulations that the company believed could be material to the company taken as a whole, except as disclosed in the company’s filings with the U.S. Securities and Exchange Commission (SEC).
	2-28	Membership associations	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 22 <a href="#">Modern Slavery Statement</a>



# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 2 — General Disclosures</b> <b>Stakeholder Engagement</b>	2-29	Approach to stakeholder engagement	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , pages 5–6, 11–14, 18, 20, and 22 <a href="#"><u>2025 Proxy Statement</u></a> , page 38 <a href="#"><u>Governance Principles</u></a> , pages 8–9
	2-30	Collective bargaining agreements	<a href="#"><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></a> , page 6 <a href="#"><u>2024 Annual Report</u></a> , page 9
<b>GRI 3 —</b> <b>Material Topics<sup>23</sup></b>	3-1	Process to determine material topics	The Serve 360 Report was informed by a prior sustainability and social impact assessment, which included interviews representing owners, customers, industry associations, and non-governmental organizations. Marriott considered topics and information prioritized by environmental, social, and governance research firms, which may also represent the investment community.
	3-2	List of material topics	A list of topics is included in this GRI Index.
<b>GRI 201 —</b> <b>Economic Performance</b>	3-3	Management of material topics	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , pages 10–11
	201-1	Direct economic value generated and distributed	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , pages 10–11 <a href="#"><u>2024 Annual Report</u></a> , pages 24–28
	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#"><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></a> , page 16 <a href="#"><u>2024 CDP Response</u></a> , pages 32 and 36
	201-3	Defined benefit plan obligations and other retirement plans	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , page 16 <a href="#"><u>2024 Annual Report</u></a> , page 45
<b>GRI 203 —</b> <b>Indirect Economic Impacts</b>	3-3	Management of material topics	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , pages 10–11 <a href="#"><u>Nurture Our World</u></a>
	203-1	Infrastructure investment and services supported	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , pages 10–11 <a href="#"><u>Nurture Our World</u></a>
<b>GRI 204 —</b> <b>Procurement Practices</b>	3-3	Management of material topics	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , page 20 <a href="#"><u>Sustain Responsible Operations</u></a> <a href="#"><u>Policies and Position Statements</u></a>
	204-1	Proportion of spending on local suppliers	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , page 20
<b>GRI 205 —</b> <b>Anti-Corruption</b>	3-3	Management of material topics	<a href="#"><u>2025 Serve 360 Report: Global Progress</u></a> , page 19 <a href="#"><u>Business Conduct Guide</u></a>

(23) For these purposes, GRI defines “material topics” as topics that represent the organization’s most significant impacts on the economy, environment, and people.

# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 205 — Anti-Corruption</b> (continued)	205-2	Communication and training about anti-corruption policies and procedures	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, page 19</p> <p><b><u>Business Conduct Guide</u></b></p> <p>Marriott's Ethics and Compliance Program encompasses policies, training, risk assessments, and controls that target critical risk areas, including anti-harassment and anti-discrimination, anti-corruption, anti-money laundering, antitrust, and global trade sanctions. The company's ethics and compliance policies prohibit commercial bribery and bribery of government officials. This includes requirements for Marriott associates to comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, the PRC Anti-Unfair Competition Law (China), and the laws of other countries and territories where the company operates.</p> <p>Marriott's Code of Conduct, the Business Conduct Guide, helps associates uphold our long tradition of doing business with integrity. It describes expectations and commitments and provides an overview of key policies, as well as guidance on what is right, not just what is legal. Marriott's Business Conduct Guide is available in 15 languages.</p>
	3-3	Management of material topics	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, pages 8-9</p> <p><b><u>Sustain Responsible Operations</u></b></p> <p><b><u>Sustainability Policy</u></b></p> <p><b><u>2024 CDP Response</u></b></p>
<b>GRI 302 — Energy</b>	302-1	Energy consumption within the organization	<p><b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b>, page 3</p> <p><b><u>2025 External Assurance Statement</u></b></p>
	302-3	Energy intensity	<p><b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b>, page 3</p> <p><b><u>2025 External Assurance Statement</u></b></p>
	302-4	Reduction of energy consumption	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, pages 8-9</p> <p><b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b>, page 3</p> <p><b><u>2025 Serve 360 Report: Around the World</u></b>, page 5</p>
	302-5	Reductions in energy requirements of products and services	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, pages 8-9</p> <p><b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b>, page 3</p> <p><b><u>2025 Serve 360 Report: Around the World</u></b>, page 5</p>
	3-3	Management of material topics	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, page 9</p> <p><b><u>Sustain Responsible Operations</u></b></p> <p><b><u>Sustainability Policy</u></b></p> <p><b><u>2024 CDP Response</u></b></p>
<b>GRI 303 — Water and Effluents</b>	303-1	Interactions with water as a shared resource	<p><b><u>2025 Serve 360 Report: Global Progress</u></b>, page 9</p> <p><b><u>2024 CDP Response</u></b>, pages 382-406</p>
	303-3	Water withdrawal	<p><b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b>, pages 3-4</p> <p><b><u>2025 External Assurance Statement</u></b></p>

# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 304 — Biodiversity</b>	3-3	Management of material topics	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 5 <a href="#">Nurture Our World Sustainability Policy</a> <a href="#">2024 CDP Response</a> , pages 39, 44–45, 47, 51–52, 56–57, 68–75, 375–381, and 407–410
	304-3	Habitats protected or restored	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 5 <a href="#">2025 Serve 360 Report: Around the World</a> , pages 5–6 and 12 <a href="#">Nurture Our World</a>
<b>GRI 305 — Emissions</b>	3-3	Management of material topics	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 8–9 and 20 <a href="#">Sustain Responsible Operations Sustainability Policy</a> <a href="#">2024 CDP Response</a>
	305-1	Direct (Scope 1) GHG emissions	<a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , page 2 <a href="#">2025 External Assurance Statement</a>
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , page 2 <a href="#">2025 External Assurance Statement</a>
	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , page 2 <a href="#">2025 External Assurance Statement</a>
	305-4	GHG emissions intensity	<a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , pages 2–3 <a href="#">2025 External Assurance Statement</a>
	305-5	Reduction of GHG emissions	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 8–9 <a href="#">2025 Serve 360 Report: Around the World</a> , page 5
<b>GRI 306 — Waste</b>	3-3	Management of material topics	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 9 <a href="#">Sustainability Policy</a>
	306-2	Management of significant waste-related impacts	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 9
	306-4	Waste diverted from disposal	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 9 <a href="#">2025 Serve 360 Report: Around the World</a> , pages 5, 7, 9, and 12
<b>GRI 308 — Supplier Environmental Assessment</b>	3-3	Management of material topics	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 20 <a href="#">Sustain Responsible Operations Global Procurement Supplier Conduct Guidelines Policies and Position Statements</a>
	308-1	New suppliers that were screened using environmental criteria	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 20 <a href="#">2025 Serve 360 Report: Around the World</a> , page 11

# GRI Index

Disclosure	Indicator	Description	Response / Location
GRI 401 — Employment	3-3	Management of material topics	<b>2025 Serve 360 Report: Global Progress</b> , page 16 <b><u>Business Conduct Guide</u></b> <b><u>Careers</u></b>
	401-1	New employee hires and employee turnover	<b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , page 5
	401-3	Parental leave	<b><u>Overview of Marriott Benefits</u></b> Associates in the U.S. (including the U.S. Virgin Islands and excluding Puerto Rico) with at least one continuous year of employment are eligible to receive eight weeks of fully paid parental leave benefits after the birth or adoption of a child. New moms enrolled in Marriott’s Short-Term Disability plans may also receive up to seven weeks of maternity coverage after giving birth, for a total of 15 weeks of benefits. In 2024, the parental leave retention rate was 94%; and the women-only parental leave retention rate was 91% (based on the above boundary location of the U.S. (including the U.S. Virgin Islands and excluding Puerto Rico)).
GRI 403 — Occupational Health and Safety	3-3	Management of material topics	<b>2025 Serve 360 Report: Global Progress</b> , page 16 <b><u>Business Conduct Guide</u></b> , page 32
	403-2	Hazard identification, risk assessment, and incident investigation	Under Marriott’s internal policies, managed and franchised hotels are required to have a designated Crisis Management Plan. Marriott also has an Occupational Health and Safety Administration-aligned Hazard Communication Plan for managed hotels in the U.S. and in several international jurisdictions. The Marriott-managed internal Risk Management Policy requires that the company, including hotels, develop plans to maintain the safety of guests, associates, and visitors and mitigate the impact of adverse incidents on customers, associates, property owners, partners, and other stakeholders, before, during, and after adverse incidents.  Incidents that occur at managed and franchised hotels and meet specified thresholds are escalated by the hotel via the global crisis incident line for investigation purposes. Managed hotels are also required to report security- and injury-related incidents through their respective claims processes.
	403-4	Worker participation, consultation, and communication on occupational health and safety	Marriott encourages the establishment of safety committees at managed hotels.
	403-5	Worker training on occupational health and safety	Marriott’s Global Safety & Security team provides training, policy enforcement, and technical expertise in safety and security management. In the U.S. and Canada, hotel associates are required to undergo mandatory safety and security training. Internationally, mandatory training varies by country and safety threat conditions.  To provide associates with skills to de-escalate high-conflict situations, Marriott’s Global Safety & Security team released a digital learning series that provides actionable tips and real-life scenarios to guide associates through handling common escalating interactions, with modules tailored to the roles of associates, managers, and security officers.
	403-6	Promotion of worker health	<b>2025 Serve 360 Report: Global Progress</b> , page 16
	403-9	Work-related injuries	In 2024, at managed locations in the U.S., Marriott had no known work-related fatalities; Marriott’s injury frequency rate was 5.44; and Marriott’s lost time injury rate (indemnity claims) was 1.7 (injuries per 200,000 man-hours).

# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 404 — Training and Education</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , pages 14–15
	404-1	Average hours of training per year per employee	<p>In July 2024, Marriott implemented significant changes to modernize our new Learning Experience Platform and overall learning strategy. The updated Digital Learning Zone (DLZ) emphasizes reinforcement questions over time instead of extensive one-time learning events and high screen time, resulting in a reduction in total training hours but improving efficacy and knowledge retention. Marriott’s DLZ enhances associate engagement through tailored learning and communications, providing essential learning resources precisely when and how they are needed, while maintaining comprehensive skill development through evidence-based learning methods.</p> <p>In 2024, managed and franchised associates completed approximately 2.8 million hours of digital-based training (excludes classroom-based learning events) or approximately 3.28 DLZ hours per associate. Additionally, more than 242,000 managed and franchised associates completed classroom-based learning events in 2024.</p>
	404-2	Programs for upgrading employee skills and transition assistance programs	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 15
	404-3	Percentage of employees receiving regular performance and career development reviews	<p>Marriott uses an annual Leadership Performance Acceleration (LPA) cycle to provide performance feedback. This allows managers and associates to navigate the current fast-paced business environment with a focus on growth, quality year-round coaching, and accelerated professional development.</p> <p>Managers and associates work together to establish a process to share comments or ask for feedback regularly. They are encouraged to record feedback in our internal system during check-ins or one-on-one meetings. Associates may also participate in 360-feedback or other leadership assessments to support their development.</p> <p>In 2024, approximately 95% of eligible associates completed LPA performance reviews.</p>
<b>GRI 405 — Diversity and Equal Opportunity</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 17 <b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b> , pages 5–6
	405-1	Diversity of governance bodies and employees	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 17 <b><u>2025 Serve 360 Report: Performance Tables &amp; Appendices</u></b> , pages 5–6
<b>GRI 408 — Child Labor</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 12 <b><u>Modern Slavery Statement</u></b>
	408-1	Operations and suppliers at significant risk for incidents of child labor	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 12 <b><u>Modern Slavery Statement</u></b>
<b>GRI 409 — Forced or Compulsory Labor</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 12 <b><u>Modern Slavery Statement</u></b>
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 12 <b><u>Modern Slavery Statement</u></b>
<b>GRI 413 — Local Communities</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , pages 10–11 <b><u>Nurture Our World</u></b>
	413-1	Operations with local community engagement, impact assessments, and development programs	<b><u>2025 Serve 360 Report: Global Progress</u></b> , pages 10–11 <b><u>Nurture Our World</u></b> <b><u>2025 Serve 360 Report: Around the World</u></b> , pages 4, 6, 8, 10, and 12

# GRI Index

Disclosure	Indicator	Description	Response / Location
<b>GRI 414 — Supplier Social Assessment</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 20 <b><u>Sustain Responsible Operations</u></b> <b><u>Global Procurement Supplier Conduct Guidelines</u></b> <b><u>Policies and Position Statements</u></b>
	414-1	New suppliers that were screened using social criteria	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 20 <b><u>2025 Serve 360 Report: Around the World</u></b> , page 11
<b>GRI 415 — Public Policy</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 22 <b><u>Political Activity</u></b> Marriott participates in the political process to promote its interests and business objectives, without regard to the personal political preferences of its executives. The company supports candidates seeking elected office at the federal, state, and local level in the U.S. through Marriott’s voluntarily employee-funded Political Action Committee (PAC). Marriott engages with associations and business convening groups for a wide variety of purposes, including engaging with customers, sharing best practices, and collaborating on policy advocacy activities. Engagement with such groups is not an endorsement of actions or statements of these groups.
	415-1	Political contributions	<b><u>Political Activity</u></b> The Marriott International, Inc. Political Action Committee (MARPAAC) is a nonpartisan PAC (funded by voluntary contributions made by eligible associates). Over the course of the 2024 election cycle, MARPAAC’s total disbursements were \$369,260, and all disbursements are publicly disclosed on the Federal Election Commission’s website. MARPAAC evaluates candidates at the local, state, and federal levels prior to making contributions. Decisions surrounding campaign contributions are based on several factors, including a candidate’s understanding of hospitality and travel industry issues and their alignment with Marriott’s policy priorities.  MARPAAC contributions to state and local candidates in the U.S. accounted for roughly half of the 2024 cycle spend, with the other half going to federal committees.
<b>GRI 416 — Customer Health &amp; Safety</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , pages 12 and 22 <b><u>Business Conduct Guide</u></b> , page 32
	416-1	Assessment of the health and safety impacts of product and service categories	Marriott mandates Food Safety Brand Standards for its hotel brands, including standards for food handling, personal hygiene, training and certification, and facility cleanliness and condition, as well as Hazard Analysis and Critical Control Points (HACCP) monitoring to proactively identify risks that may lead to foodborne outbreaks. Food managers receive food safety certifications and food allergen training, and food handlers are required to receive food safety training.  In 2024, Marriott launched Pathspot, globally, to monitor temperatures, improve frequency of handwashing, and streamline HACCP processes. The Pathspot solution eliminates paper logs and resources and includes a hand scanner that detects potential contaminants after a handwash.
<b>GRI 418 — Customer Privacy</b>	3-3	Management of material topics	<b><u>2025 Serve 360 Report: Global Progress</u></b> , page 21 <b><u>2024 Annual Report</u></b> , pages 19-20 <b><u>Business Conduct Guide</u></b> , pages 23-24 and 32 <b><u>Privacy Center</u></b>
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b><u>2024 Annual Report</u></b> , pages 19-21 and 54 <b><u>SEC Filings</u></b>

# SASB Index

SASB® Industry Standards: Hotels & Lodging

Topic	Code	Description	Response / Location
Energy Management	SV-HL-130a.1	Total energy consumed; Percent total energy from grid electricity; Percent total energy from renewables	<b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , page 3 13.3 million megawatt hours of direct energy was consumed globally and 23.1 million megawatt hours of indirect energy was consumed globally; 56.6% consumed from grid electricity; 3.4% consumed from renewables at managed and franchised properties, globally
Water Management	SV-HL-140a.1	Total water withdrawn; Total water consumed, Percentage of each in regions with high or extremely high baseline water stress	<b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , page 3 Approximately 68 million cubic meters consumed (47.1%) in regions with high or extremely high baseline water stress at managed properties, globally
Ecological Impacts	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	<b>2025 Serve 360 Report: Global Progress</b> , page 5 <b>Policies and Position Statements</b>
Labor Practices	SV-HL-310a.1	Voluntary and involuntary turnover rate for lodging facility employees	<b>2025 Serve 360 Report: Performance Tables &amp; Appendices</b> , page 5
	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	In 2024, there was approximately \$23 million in monetary losses as a result of legal proceedings associated with alleged labor law violations in the U.S. Of this amount, approximately \$12 million was paid following an adverse finding by an administrative agency or court; note that one case accounts for a significant majority of this amount. In that case, the parties reached a post-judgment settlement after the trial court entered a judgment in favor of a certified class following a bench trial. The remaining approximately \$11 million was associated with settlements or voluntary payments where there were no adverse findings.
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	<b>Business Conduct Guide</b> <b>Policies and Position Statements</b>
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	135 managed properties are located in areas with extremely high coastal flood risk, globally; 256 managed properties are located in areas with extremely high riverine flood risk, globally
Activity Metrics	SV-HL-000.A	Number of available room-nights <sup>24</sup>	Approximately 477 million
	SV-HL-000.B	Average occupancy rate (percent) <sup>24</sup>	Approximately 69.8%
	SV-HL-000.C	Total area of lodging facilities	Approximately 22.4 million square meters
	SV-HL-000.D	Number and percentage of managed lodging facilities	1,981 (approximately 21.2%)
		Number and percentage of owned and leased lodging facilities	51 (approximately 0.5%)
		Number and percentage of franchised/licensed/other lodging facilities	7,097 (approximately 75.8%) <sup>25</sup>
		Number and percentage of timeshare lodging facilities	93 (approximately 1.0%)
		Number and percentage of yachts	2 (less than 1%)
		Number and percentage of residences	137 (approximately 1.5%)

(24) For comparable properties only, worldwide systemwide occupancy. Marriott defines comparable properties as hotels in the company’s system that were open and operating under one of the company’s brands since the beginning of the last full calendar year (since January 1, 2023, for the 2024 fiscal year period) and have not, in either 2024 or 2023 (1) undergone significant room or public space renovations or expansions, (2) been converted between company-operated and franchised, or (3) sustained substantial property damage or business interruption. Marriott’s comparable properties also exclude MGM Collection with Marriott Bonvoy, Design Hotels, The Ritz-Carlton Yacht Collection, and timeshare properties. Systemwide statistics include data from Marriott’s franchised properties in addition to Marriott’s company-operated properties.

(25) Excludes timeshares and yachts.



# TCFD Index

Marriott’s Task Force on Climate-related Financial Disclosures (TCFD) index is aligned with the four sections of the TCFD framework: (1) governance, (2) strategy, (3) risk management, and (4) metrics and targets.

Disclosure		Response / Location
<b>GOVERNANCE</b> Governance of Climate-Related Risks and Opportunities	Board’s Oversight of Climate-Related Risks and Opportunities	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 18 <a href="#">2024 CDP Response</a> , pages 38–42 <a href="#">Inclusion &amp; Social Impact Committee Charter</a> <a href="#">2025 Proxy Statement</a> , page 34
	Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities	<a href="#">2025 Serve 360 Report: Global Progress</a> , page 18 <a href="#">2024 CDP Response</a> , pages 46–49 and 52–54
<b>STRATEGY</b> The Actual and Potential Impacts of Climate-Related Risks and Opportunities on Business, Strategy, and Financial Planning	Climate-Related Risks and Opportunities Identified Over Short-, Medium-, and Long-Term Horizons	<a href="#">2024 CDP Response</a> , pages 32 and 36 <a href="#">2024 Annual Report</a> , pages 14–15
	Impact on Business, Strategy, and Financial Planning	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 5 and 8–9 <a href="#">2024 CDP Response</a> , pages 32 and 36
	Resilience of Strategy, Including Impact of Different Climate-Related Scenarios	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 5 and 8–9 <a href="#">2024 CDP Response</a> , pages 99–101, 104–106, and 110–111
<b>RISK MANAGEMENT</b> The Process to Identify, Assess, and Manage Climate-Related Risks	Process for Identifying and Assessing Climate-Related Risks	<a href="#">2024 CDP Response</a> , pages 22–28 <a href="#">2025 Proxy Statement</a> , page 37
	Processes for Managing Climate-Related Risks	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 5 and 8–9 <a href="#">2024 CDP Response</a> , pages 32 and 112–113
	Process for Integration into Overall Risk Management	<a href="#">2024 CDP Response</a> , pages 22–27 <a href="#">2025 Proxy Statement</a> , page 37
<b>METRICS AND TARGETS</b> The Metrics and Targets Used to Assess and Manage Relevant Climate-Related Risks and Opportunities	Metrics Used to Assess Climate-Related Risks and Opportunities	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 5–9 <a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , pages 2–4 <a href="#">2024 CDP Response</a> , pages 145–162, 173–215, and 264–348
	Scope 1, 2, and 3 GHG Emissions	<a href="#">2025 Serve 360 Report: Performance Tables &amp; Appendices</a> , page 2
	Targets Used and Performance Against Targets	<a href="#">2025 Serve 360 Report: Global Progress</a> , pages 6–9



