

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.

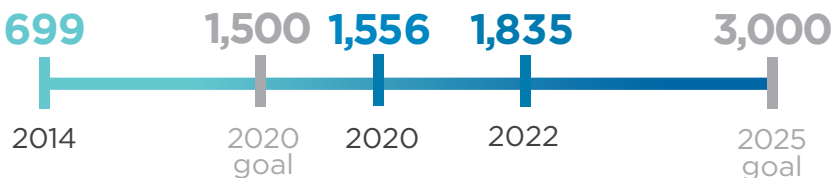
DIGITAL LEARNING

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



SUPPLIER

\$6B+ 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.

LoveTravels

BY MARRIOTT INTERNATIONAL

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.



“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



CEO Direct Reports

57%
Women

Global Executives

47%
Women

U.S. Executives

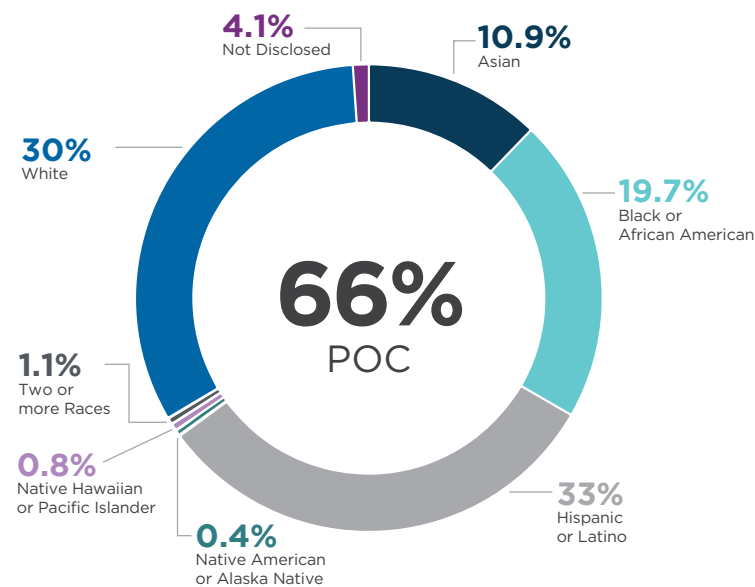
51%
Women

22%
POC

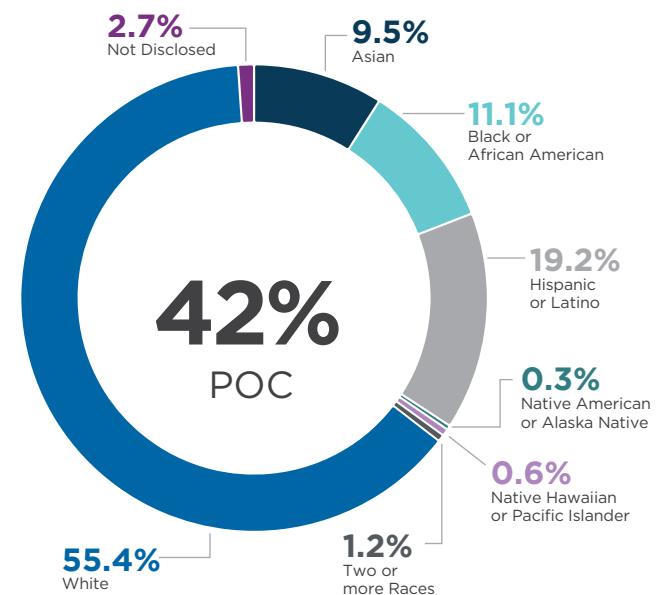


U.S. WORKFORCE

Total Workforce by Race/Ethnicity*



Managers by Race/Ethnicity*



People of Color by Level



Women by Level



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



WOMEN IN THE WORKFORCE

