

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

15+ YEARS Board of Directors Inclusion and Social Impact Committee



ASSOCIATE

- More than **50%** of Senior Global Leadership is diverse, as well as the Board of Directors.
- More than **50%** of top U.S. leadership is diverse.
- More than **17M** courses completed in 2021 across Marriott's digital learning platforms, spanning **35M+** learning platform sessions.
- **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 in 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.

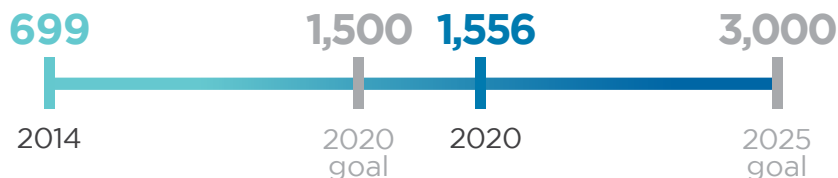
DIGITAL LEARNING

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 10 years.



CUSTOMER

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

#LoveTravels

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, CEO



DIVERSITY, EQUITY & INCLUSION INNOVATION

Respect For All: Putting People First Since 1927

An Educational Campaign To Promote A Culture Of Inclusion

Community Talent Network Teams

Community TNTs provide a framework for focused and transparent conversation on further strengthening our culture of inclusion, enhancing wellbeing, and creating real and sustainable change. Over 2,300 insights generated to drive a sense of belonging.

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 Female Executives, Top 10 and Hall of Fame • 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

45%
Women

U.S. Executives

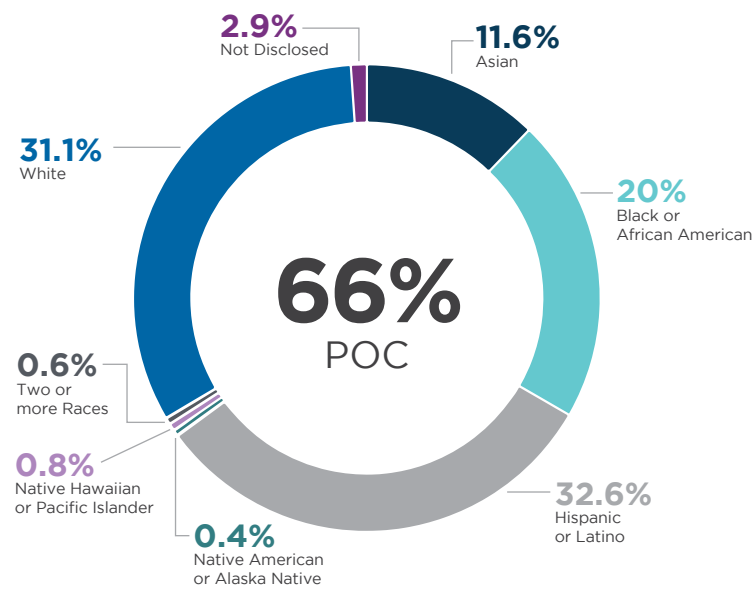
49%
Women

21%
POC

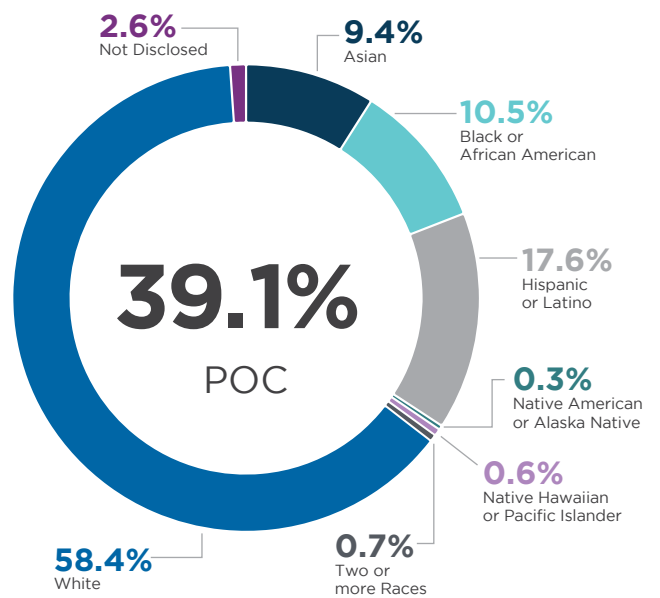


U.S. WORKFORCE

Total Workforce by Race/Ethnicity



Managers by Race/Ethnicity



People of Color by Level



Women by Level



WOMEN IN THE WORKFORCE

