



Advancing our Purpose of Care

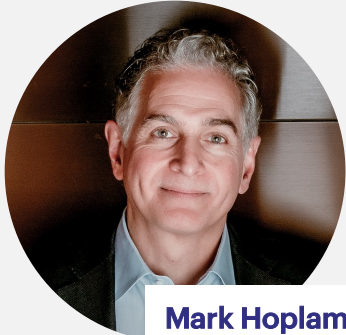
# Diversity, Equity and Inclusion at Hyatt

2022 Report



# Our Journey to Building a More Inclusive and Equitable World

At Hyatt, we lead with our purpose – to care for people so they can be their best – and we continuously reflect on our actions, policies and procedures, and our company culture to cultivate environments that celebrate integrity, respect, empathy and inclusion. As part of our Diversity, Equity & Inclusion (DE&I) journey, we are proud of these efforts and are committed to transparently sharing our progress as well as the areas in which we still have work to do.



**Mark Hoplamazian**  
President & CEO



**Malaika Myers**  
Chief Human Resources Officer

Through World of Care, our global approach to advancing care for the planet, people and responsible business, Hyatt is prioritizing inclusion at all levels of our organization. We believe that Hyatt’s global teams should reflect the wide breadth of experiences and perspectives found in the communities in which we operate around the world, and we are committed to ensuring that our DE&I practices are more than just words on a page – it’s about putting empathy and care into action to create tangible progress that helps foster an organization of belonging and accountability and drives superior results for all of our stakeholders.

We understand that while diversity may look different around the world, inclusion is felt universally, which is why our strategy encompasses unique perspectives from our colleagues, guests and members, customers and owners to foster a true sense of belonging and bring our company values to life. We all have a role to play in cultivating an environment in which every individual can thrive and where being part of Hyatt means always having space to be you.

On the following pages is our third annual DE&I Report which includes our 2022 reporting data – as well as the Hyatt colleagues and hotels behind the numbers.

## Our three-year progress milestones across our 2025 *Change Starts Here* commitments include:

- **Who we employ, develop and advance:** We’re nearly three-quarters of the way (70%) to achieving our 2025 goal of doubling the representation of women in key senior-level roles outside of the U.S. Additionally, we’ve added over 360 women in senior leadership roles across the globe and 759 managers who identify as a person of color within the U.S.
- **Who we support:** Six organizations received multi-year grant commitments totaling \$1M\* USD over three years from the Hyatt Hotels Foundation under the *Change Starts Here* Grant Program.

- **Who we buy from and work with:** We have identified and added over 500 new Black suppliers since 2020 and that number grows each month. As of the end of 2022, Black suppliers account for 34% of our total diverse and women-owned supplier spend, leading us to surpass our 2025 *Change Starts Here* goal, and an overall increase in the contribution of our diverse- and women-owned spend as we maintain our focus and aim for achievement in this area.

Looking to 2025, we are very focused on the work ahead to achieve our *Change Starts Here* commitments, and while we are encouraged by the progress we have made, even more profound is our energy to do more. And when inclusion is brought to life through the words and actions of our approximately 189,000\*\* colleagues, we create an unstoppable force for good that demonstrates the power of creating a culture of empathy, respect and care.

We look forward to sharing our progress with you as our DE&I journey continues.

With gratitude,  
Mark Hoplamazian & Malaika Myers

\*\$1M includes fees such as, but not limited to, administrative and consulting.

\*\*Inclusive of colleagues working at our corporate and regional offices and our managed, franchised, owned and leased properties.



### Our Purpose

We care for people so they can be their best.

### Our Vision

A world of understanding and care.

### Our Mission

To deliver distinctive experiences for guests.

### Our Core Values

In 2022, Hyatt and Apple Leisure Group introduced a new set of shared values to bring our cultures together in a unified way:

Empathy. Experimentation. Inclusion. Integrity. Respect. Wellbeing.



Over the past 65+ years, Hyatt has been committed to putting people at the heart of our business. When someone walks through our doors, as a colleague or as a guest, our hope is that they feel an environment of belonging and safety, and can engage with Hyatt as their full, authentic self. In taking this approach, we continuously evaluate how to cultivate safer, healthier and more comfortable spaces for our workforce, industry and communities. As we look at our progress year over year, our focus is on actions and impact, not words. I'm proud of how far we've come, and excited to share this year's report as a means of accountability for future progress."



**Tyronne Stoudemire**  
Senior Vice President,  
Global DE&I and  
Co-Chair of Hyatt's  
Global DE&I Council



**World of Care**

Hyatt's global approach to advancing care for the planet, people and responsible business.



**Caring for People**

We care for the wellbeing of our colleagues, guests, customers, owners and communities and are creating a culture of opportunity for all.



**Diversity, Equity & Inclusion**

We believe that embedding DE&I in every part of our business is the manifestation of our purpose. We are cultivating an environment in which inclusion is reflected across our actions and behaviors, policies and procedures, and workplace culture diversity of perspectives drives better outcomes.



**Change Starts Here**

Our [Change Starts Here](#) commitments serve as a call upon ourselves to do better and be better and take bold steps to accelerate our DE&I efforts through actionable commitments.

**We are making progress toward these aspirations in three areas, outlined below:**

**Who We Employ, Develop and Advance**

2025 Goal

- Double representation for women and people of color groups respectively in key leadership roles, which includes doubling the representation of Black leaders (U.S. only) by 2025, compared to 2020.

**Who We Support**

2025 Goals

- Hiring 45% of participants in RiseHY – a global program providing career pathways for young people aged 16–24 who are disconnected from the economy by not working and not going to school – in the United States by 2025.
- Make financial contributions totaling \$1M\* USD through the *Change Starts Here* Grant Program (funded by the Hyatt Hotels Foundation) by 2025.

**Who We Buy From and Work With**

2025 Goal

- Continue expanding Hyatt's reach beyond existing supply chains and identifying diverse suppliers to support racial equity. In particular, achieve 10% of Black supplier spend as a percentage of all diverse- and women- owned supplier spend by 2025 (U.S. only).



# Employing and Advancing Diverse Talent

## Change Starts Here: Who We Employ, Develop and Advance

### GOAL

Double representation for women and people of color groups respectively in key leadership roles, which includes doubling the representation of Black leaders (U.S. only) by 2025, compared to 2020.

### PROGRESS



- We're nearly three-quarters of the way (70%) to achieving our 2025 goal of doubling the representation of women in key senior-level roles outside of the U.S.

## 2022 Highlights

- In the U.S., nearly **50% of our entry-level managers are women and almost 55% of our entry-level managers identify as a person of color.**
- Since June 2020, **we've added over 360 women in senior leadership roles** across the globe and 759 people of color managers within the U.S.
- We distributed a **Career Interest Survey** for colleagues to express their professional goals, in an effort to help advance talent across the U.S.
- Hyatt continued to link the achievement of our inclusion and diversity goals to compensation for leaders at Hyatt.
- Hyatt joined the **Tent Partnership for Refugees**, a global coalition of 250 companies committed to hiring and supporting refugees, and committed to hiring 500 refugees into full-time or part-time roles over three years globally by 2025.

We are focused on hiring, promoting and retaining diverse talent to increase representation of women and people of color, particularly ensuring that our leadership reflects the rest of the organization and the communities in which our hotels operate.

The **INSPIRIT Mentoring Program** was created to embrace equity and empower female leadership growth. For more than four years, we have facilitated more than 170 mentor and mentee relationships across 18 countries in the Europe, Middle East & Africa (EAME) region.



I am fortunate to be a part of INSPIRIT and learn from mentors who I have always looked up to. Their constant support and inspiration led me to embrace new opportunities and take a leap of faith from my role as Marketing Communications Manager to the pre-opening General Manager of Ronil Goa – the first JdV by Hyatt hotel in India. Now, I am extremely fortunate to help launch INSPIRIT's India program for more than 150 mentors and mentees."

**Pratiti Rajpal**, General Manager, Ronil Goa a JdV by Hyatt Hotel (Goa)

In furtherance of our **Internal Recruiting & Hiring Guidelines**, we are working to provide a level playing field for career growth for all colleagues, regardless of background. We continue to audit our hiring and promotion processes to support an inclusive selection process.



I'm very proud to work for a company that enables long-term careers and convenes diverse talent through purposeful hiring practices. Supporting our colleagues in areas of development and networking, as well as creating awareness about diversity in our industry and reaching out to their communities to find and create opportunity, is a main focus"

**Monique Dekker**, Senior Vice President, Human Resources (EAME)

**Hyatt Regency Paris Étoile** (France) hired Hanna, a refugee from Ukraine, to work in the guest lounge and supported her newfound culture integration with French-language classes.



I'm very grateful to Hyatt. I chose to work in Hyatt because it's an international hotel, where the same expatriates like me work. I feel comfortable and confident here and all my expectations are fulfilled, thank you." – Hanna

**Grand Hyatt San Antonio River Walk** (Texas) welcomed 14 refugees from Afghanistan to join their housekeeping, stewarding and laundry teams.



I love my work in Hyatt," says **Bakhtawar** in Housekeeping.

"Hyatt is my family and I respect to all and would like to work together. And I committed to work 12 more months."



# Supporting the Communities in Which Hyatt Operates

## At Hyatt, access to quality healthcare is not up for debate.

We are committed to providing colleagues with access to the quality healthcare they need. Our company's comprehensive healthcare plans have always provided inclusive medical care coverage and our focus on caring for the wellbeing of our colleagues remains, no matter the political landscape.

- We offer benefits surrounding reproductive care, sexual wellness care (including coverage of PrEP and PEP for HIV prevention and treatment), and gender-affirming care to enrolled colleagues at U.S. managed properties and corporate offices.



## At Hyatt, we understand allyship means advocacy.



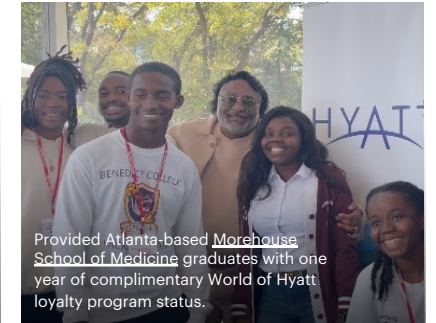
We honor the LGBTQ+ community and recognize the collective role that each of our hotels and offices play in cultivating an environment where every individual feels the freedom to be their authentic self. Through our sponsorship of the Human Rights Campaign, Hyatt publicly supported The Respect for Marriage Act and Discrimination is Bad for Business call to action. Hyatt also achieved 100% ranking on the Human Rights Campaign Corporate Equality Index 2022 and was recognized as one of the "Best Places to Work for LGBTQ+ Equality," a list which we have ranked on for 19 years and counting.

## At Hyatt, we see potential in the next generation of diverse talent.

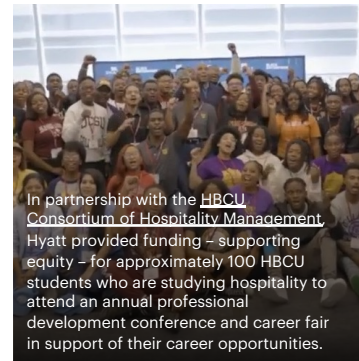
Hyatt actively collaborates with Historically Black Colleges and Universities (HBCUs) to help educate students on future careers in hospitality and tourism. **2022 efforts include:**



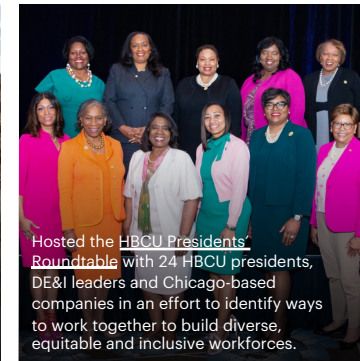
Sponsored Black Enterprise's Smart Hackathon, which gathered 125 students from 25 HBCUs across the U.S. for a 24-hour coding competition, with the winning team from Morehouse College presenting their coding concept to Hyatt's C-Suite leaders.



Provided Atlanta-based Morehouse School of Medicine graduates with one year of complimentary World of Hyatt loyalty program status.



In partnership with the HBCU Consortium of Hospitality Management, Hyatt provided funding – supporting equity – for approximately 100 HBCU students who are studying hospitality to attend an annual professional development conference and career fair in support of their career opportunities.



Hosted the HBCU Presidents Roundtable with 24 HBCU presidents, DE&I leaders and Chicago-based companies in an effort to identify ways to work together to build diverse, equitable and inclusive workforces.



Sponsored the United Negro College Fund (UNCF)'s annual New Orleans Mayor's Masked Ball, which raises more than \$1 million USD to support scholarships for local HBCU students annually.



As a recipient of the Lifetime Achievement – M.A.S.K.E.D. Award from UNCF, it's been my honor to engage in my personal interests. Throughout my 45-year tenure with Hyatt, they have given me a platform to raise over \$12 million and keep over 2,000 students in school, and as a graduate of an HBCU myself, I feel that education is the equalizer. Serving a higher purpose is the true culture of Hyatt."

**Michael Smith**, General Manager, Hyatt Regency New Orleans (Louisiana)

## Who We Support — Change Starts Here Grant Program

To advance Hyatt’s DE&I commitments, the Hyatt Hotels Foundation introduced the *Change Starts Here* Grant Program to support community-based organizations (CBOs) focusing on:

- 1 Magnifying long-term focus on helping Opportunity Youth through RiseHY
- 2 Strengthening Chicago communities
- 3 Supporting small & diverse-owned businesses

The Hyatt Hotels Foundation is investing \$1 million\* USD to six CBOs over 2022, 2023 and 2024. Throughout 2022, the grant recipients located in Chicago, Atlanta and Minneapolis used the funds to further various vocational, business development and community development needs.



Our multi-year partnership with the Hyatt Hotels Foundation and Hyatt has been essential as a major component of the Black Man Lab employment assistance programming as well as building competent leaders within the workforce. The partnership has tremendously helped in meeting our goals of doing whatever we can to bridge the gap in assisting our young Black men with not only finding employment but also positioning themselves as leaders within their community.”

**Marty Monegain**  
Executive Director,  
The Black Man Lab Foundation



Change Starts Here Grant Program grantee, **The Black Man Lab Foundation** in Atlanta, Georgia



### Reaching Opportunity Youth

**The Black Man Lab Foundation** has been conducting workshops focused on general business and entrepreneurship skills to more than 100 young Black men in Atlanta with the goal of securing work placement.

**The Male Mogul Initiative** has been using funding from the *Change Starts Here* Grant Program to enable its Gap Innovation Program and provide leadership and professional development training to young men with the goal of securing full-time employment in Chicago.



### Strengthening Chicago Communities

**The Greater West Town Community Development Project** has been providing more than 80 participants in its Vocational Skills Program with stipends to assist with basic needs and living expenses, as well as access to basic adult education and skills-based training.

**Urban Juncture Foundation** has been using funding to renovate spaces for its Cook’s Corner Program, which small culinary enterprises can use for training, networking and coaching needs.



### Supporting Small & Diverse-Owned Businesses

**Allies for Community Business** has been providing financial assistance to small, diverse-owned businesses in Chicago to cover coaching and business growth and development educational sessions.

**Neighborhood Development Center** has been using funding to establish a new program geared toward Black and Latina women entrepreneurs to receive coaching, financial education and mentorship from other local business owners.



\*\$1M includes fees such as, but not limited to, administrative and consulting.



# Supporting the Communities in Which Hyatt Operates

## Change Starts Here: Who We Support

We will invest in our Chicagoland hometown community by supporting organizations committed to strengthening the support network for underserved populations, with a special focus on members of the Black and African American population and young people in those communities.

### GOAL

Make financial contributions totaling \$1M\* USD through the *Change Starts Here* Grant Program (funded by the Hyatt Hotels Foundation) by 2025.

### PROGRESS



- Six organizations received multi-year grant commitments totaling \$1M\* USD over three years from the Hyatt Hotels Foundation under the *Change Starts Here* Grant Program.

## 2022 Highlights

- Deposited a meaningful portion of our cash on hand into money market mutual funds benefiting Black-owned financial institutions. Additionally, Hyatt engaged **Loop Capital**, a Chicago-based Black-owned investment bank and advisory firm, as a co-manager on our July 2023 bond offering, further representing Hyatt's commitment to support minority-owned banks and creating positive social impact.
- Continued to support RiseHY nonprofit partners through the **Hyatt Community Grant Program**, which is funded by the Hyatt Hotels Foundation.
- Supported organizations in Chicago, Illinois focused on strengthening the support network for underserved populations.

## Active involvement in the following organizations:



Change Starts Here Grant Program grantee, Greater West Town Community Project in Chicago, Illinois



# Who We Support — RiseHY

## Change Starts Here: Who We Support

### GOAL

Hire 45% of participants in RiseHY – a global program providing career pathways for young people aged 16–24 who are disconnected from the economy by not working and not going to school, and who are frequently members of Black and African American communities – in the United States by 2025.

### PROGRESS



- 42%\* of RiseHY participants are members of Black and African American communities.

**Hospitality is one of the few industries where you can enter with little experience or no degree and find meaningful work to build a fulfilling career.**

At Hyatt, this means adopting an innovative approach to attracting and identifying talent, being a catalyst for change in addressing youth unemployment by opening doors to new opportunities and building a diverse workforce for the hospitality industry of the future.

In 2018, we introduced [RiseHY](#), our global commitment to helping Opportunity Youth – young people aged 16-24 who are disconnected from the economy by not working and not going to school – prepare for and secure employment opportunities in the hospitality field.



### OUR PARTNERS

Hyatt Community Grant recipient, Bali Children Foundation, with colleagues from **Andaz Bali** and **Hyatt Regency Bali (Indonesia)**

We partner with community-based organizations (CBOs), non-governmental organizations (NGOs) and nonprofits around the world to bring RiseHY to life. These relationships are foundational to identifying Opportunity Youth and connecting them with entry-level roles that broaden their vocational skills.

For example, **Hyatt properties in Indonesia** partner with the **Bali Children Foundation** to provide schooling for Opportunity Youth until year twelve, as well as hospitality scholarships and internships, furthering their chances of future full-time employment.



### OUR PARTICIPANTS

Natalia, RiseHY participant and waitress at **Grand Hyatt Bali (Indonesia)**

Creating work opportunities for Opportunity Youth in the hospitality industry is essential to providing young people with the skills, experience and confidence they need to build successful careers.

For example, Natalia sparked her passion toward a career in hospitality and secured an apprenticeship at **Grand Hyatt Bali** through the **Sumba Hospitality Foundation**. RiseHY has helped Natalia meet new people, provide income for her family and explore her community even further.



Hyatt Community Grant recipient, Education for Employment, with colleagues from **Grand Hyatt Amman**



Education for Employment Jordan (EFE) is proud to partner with Hyatt, which has a sincere commitment towards youth empowerment. Receiving a Hyatt Community Grant will help us provide more vocational opportunities for youth in Jordan and enable them to generate a sustainable income.”

**Ghadeer Khuffash**

CEO, Education for Employment Jordan

# Who We Support — RiseHY

## GOAL

Hyatt and Hyatt hotels around the world commit to hiring 10,000 Opportunity Youth by 2025.

## PROGRESS

Since launching RiseHY in 2018, over 4,000 Opportunity Youth were hired and promoted across global properties.

Continued to strengthen existing collaborations through the Hyatt Community Grant program, including **Les Déterminés**, a mentorship center for young adults that is creating opportunities for RiseHY participants across Hyatt properties in France. Watch more [here](#).

Welcomed new community-based organizations into RiseHY, including **Spoons Cambodia**, which supports a one-year training and internship program focused on core hospitality areas such as housekeeping, food and beverage or cooking at **Park Hyatt Siem Reap** (Cambodia).

RiseHY gained momentum at **Hyatt Zilara Cancun** (Mexico) as **three-fourths (75%)** of the property's RiseHY participants were hired in 2022.



Hotels in the Americas region have hired the most Opportunity Youth to date, with **Hyatt Regency Chesapeake Bay** (Maryland) and **Grand Hyatt Baha Mar** (Bahamas) each surpassing **200 hires** at their respective properties.

# Creating Opportunities for Diverse Suppliers

## Change Starts Here: Who We Buy From and Work With

Supporting diverse suppliers across the U.S. has long been a part of Hyatt's history, with actionable efforts to include Black, Latino, Asian, female and veteran suppliers into our supply chain opportunities and expand our purchasing with diverse-owned businesses.

### GOAL

Achieve 10% of Black supplier spend as a percentage of all diverse- and women-owned supplier spend by 2025 (U.S. only).

### ACHIEVED



- Surpassed 2025 Black supplier spend goal. As of year-end 2022, Black supplier spend accounted for 34% of all diverse- and women-owned supplier spend and over 500 new Black suppliers have been identified since 2020.

## 2022 Highlights

Introduced **Caption by Hyatt**, a new lifestyle brand within the select service category that furthers Hyatt's commitments across its portfolio to hire diverse talent, vendors, artisans and suppliers.



Hyatt hotels continued to support the small, local and diverse businesses in their communities and helped both new and long-time suppliers grow their businesses and reach their goals.

**Back of House Concepts** is a local staffing agency that connects community members with work opportunities. Through a multi-year partnership, **Hyatt Regency Seattle** (Washington) has welcomed more than 100 colleagues into stewarding, housekeeping and engineering roles. Watch more [here](#).



I moved from Ghana, West Africa to New York City where I got my first job as a hotel dishwasher, and I realized, I can grow in this industry and bring more people along. I then spent over three years as the Food & Beverage Manager for Hyatt hotels in Seattle, Washington to establish the relationships and resources needed to launch Back of House Concepts. In partnership and collaboration with Hyatt and the *Change Starts Here* program, we have grown into an organization supporting over 200 employees."

**Kelvis Quaynor**  
Founder & President,  
Back of House Concepts



Mark Henry brought the local cuisine and flavors from his hometown in Jamaica to Washington, D.C. when he founded **Island Bwoy Cuisine**. Now, the culinary team at **Hyatt Regency Washington on Capitol Hill** (Washington, D.C.) uses the company's jerk seasoning and sauces at its on-property restaurant. Watch more [here](#).



# Celebrating DE&I Across Hyatt Globally

At Hyatt, we are passionate about building a holistically diverse workforce and creating spaces where our colleagues can be their most authentic selves and celebrate each other's background, cultures and point of view.

In partnership with Hands On Educational Services Inc., “**Hands on @Hyatt**” has provided hospitality training to 5,000 individuals with disabilities at over 30 Hyatt properties since 1998.



After participating in Hands on @Hyatt, Jimmy was hired permanently as a cook in 2014 and now helps to train new students at **Hyatt Regency Jacksonville Riverfront** (Florida) and provides natural support for students who are deaf. Jimmy was also recognized by the Mayor of Jacksonville.



Laci's epilepsy condition impacted her confidence to be able to perform her job when joining the team at **Hyatt Regency Indian Wells Resort & Spa** (California). She confided in her colleague, Sara, to discuss their personal and professional experiences with epilepsy and her worries quickly eased.

Female colleagues joined members of Hyatt's executive team, including Malaika Myers, Joan Bottarini and Margaret Egan, to share their stories in honor of **International Women's Day**.



“International Women's Day resonates with me because I was the first Mexican, Spanish-speaking Marketing Manager at Apple Leisure Group. I believe that it is important to recognize the accomplishments and contributions that women make across their organization, family and society as a way to keep them motivated and eager to achieve more.”

**Ana Rueda**  
Marketing Manager, Hyatt Inclusive Collection

**Hyatt Regency Mainz** (Germany), in collaboration with the **Women@Hyatt Diversity Business Resource Group** (DBRG) Germany chapter, hosted a panel with local female professionals from various industries, including education, healthcare and communications, instilling a sense of community and motivation around female career growth. Watch more [here](#).



“We are encouraged by the unique likes, hobbies and backgrounds of each of our colleagues and are open to creating opportunities where they can explore ways to bring these passions to their day-to-day roles.”

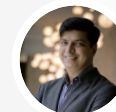
**Katrin Melle**  
Regional Vice President, Diversity, Equity & Inclusion (EAME)

Hyatt colleagues around the world celebrated Holi, a two-day Hindu festival also known as the Festival of Love, the Festival of Colors or the Festival of Spring.



“Happy Holi to everyone from Dubai!”

**Arnab Ghosh**  
Guest Services, Hyatt Regency  
Dubai Creek Heights (UAE)



“Happy Holi to everyone in the Hyatt family!”

**Tarun Goswami**  
Director of Events,  
Grand Hyatt Gurgaon (India)

To show solidarity with members of the LGBTQ+ community and cultivate inclusive environments rooted in care, Hyatt invites colleagues to include their personal gender pronouns within their email signature and digital workplace profiles.



“I love that I work for a company that is committed to providing an inclusive, diverse working environment that is rooted in the equality of ALL people.”

**Tamara Gibbs**  
Area Director of Sales, Hyatt Place Emeryville (California)

# Our Diversity, Equity and Inclusion Representation Today

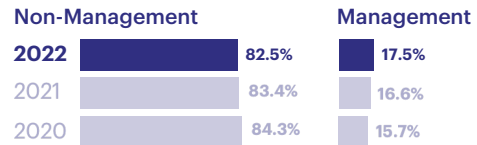
In upholding our commitment to sharing progress each year, we are proud to highlight our efforts to develop leaders who represent the diverse communities in which our hotels operate, while also transparently sharing the areas where we have work to do.

## Workforce Breakdown (%)

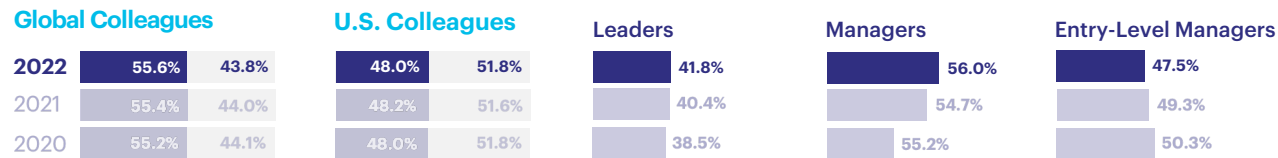
### Global Colleagues\*



### U.S. Colleagues



## Gender (%)



Continued to increase representation of women in leadership positions in the U.S., with a focus on continuing to raise the number of women in entry-level manager roles looking ahead.



Miraval Austin (Texas)

Hyatt House Johannesburg Standton (South Africa)



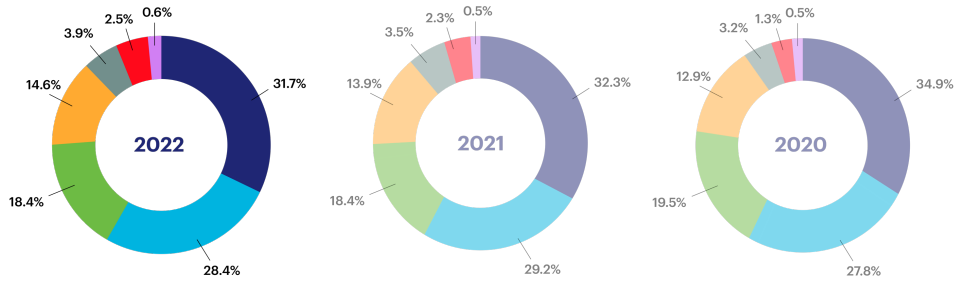
Hyatt's unique focus on its purpose – to care for people so they can be their best – is what drew me into the company. I often say that when I first joined, I had never felt as welcomed into a community before because of the impact this purpose has. It is transcended globally across stakeholders, regions, cultures and languages and is brought to life by an engaging environment where people care about you personally and take action to make you feel accepted and included. Most importantly, it was both refreshing and encouraging to step into an environment where I saw leaders across the organization that look like me."



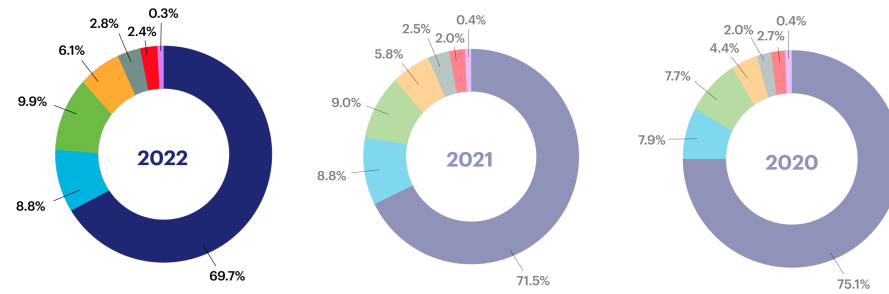
**Danielle Banks**  
Associate Vice President,  
Loyalty Finance, Hyatt

# Race/Ethnicity (U.S. Colleagues)

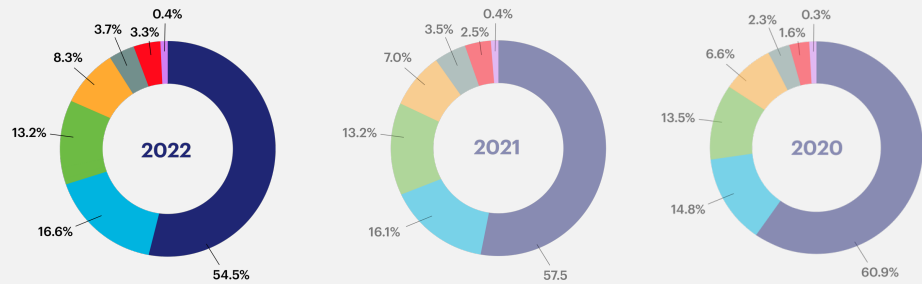
## Workforce



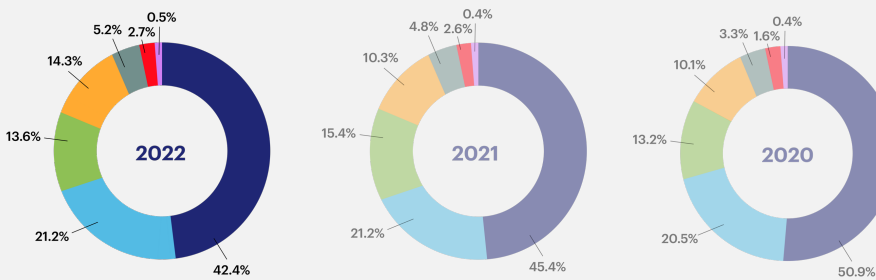
## Leaders



## Managers



## Entry-Level Managers

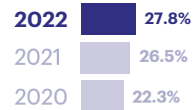


## People of Color

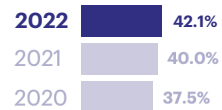
### Colleagues



### Leaders



### Managers



### Entry-Level Managers



We are inspired by our continual progress to **increase representation of people of color at all levels** across the U.S. workforce, including growth among colleagues, leaders, managers and entry-level managers.

People of Color (POC) includes those who identify as Black/African American, Asian/Pacific Islander, Hispanic/Latinx, Native American or multiracial.

Our 2022 Equal Employment Opportunity Report (EEO-1) will be made available at a future date.

All data as of December 31, 2022. In November 2021, Hyatt acquired Apple Leisure Group. Due to the timing for the companies to integrate and the time required to synchronize Environmental, Social and Governance (ESG) data, this report does not include this new business.



# Diversity, Equity & Inclusion Governance at Hyatt

## Hyatt's Global Diversity, Equity and Inclusion Council

Co-chaired by Hyatt President and CEO, Mark Hoplamazian, and Hyatt's Global Senior Vice President of DE&I, Tyrone Stoudemire, the council plays an important role in embedding DE&I across all areas of our business and fostering the feeling of belonging throughout Hyatt. In 2022, we named our second cohort of 18 council members who are actively advancing Hyatt's DE&I commitments across global offices and hotels.

## Diversity Business Resource Groups (DBRG)

Our DBRGs represent our colleagues' diverse cultures, backgrounds and viewpoints and help foster inclusive environments. Each group is sponsored by at least one senior executive at Hyatt, someone who intentionally does not identify as part of the group in the spirit of advocacy and a tactic to advance their personal allyship and inclusion journey, while helping enact change across the organization.



### Asian-Pacific Islanders

Executive Sponsors: **Margaret Egan**, Executive Vice President, General Counsel and Secretary and **Paul Devitt**, Senior Vice President, Regional Operations



### Hyatt B.L.A.C.K.

Executive Sponsors: **Mark Vondrasek**, Chief Commercial Officer and **Mark Pardue**, Senior Vice President, Field Operations



### disABILITIES

Executive Sponsors: **James Werner**, Senior Vice President, Audit Services and **Gus Vonderheide**, Vice President, Global Sales



### HyPride

Executive Sponsors: **Joan Bottarini**, Chief Financial Officer and **Kristy Paddack**, Vice President of IT Enterprise Applications



### Latinos@Hyatt

Executive Sponsors: **Malaika Myers**, Chief Human Resources Officer and **Eileen Rainey**, Vice President, Transaction & Real Estate Taxes



### Middle Eastern & North Africa (MENA)

Executive Sponsors: **Susan Santiago**, Senior Vice President, Lifestyle and Miraval Operations and **Asad Ahmed**, Senior Vice President, Commercial Services



### Veterans@Hyatt

Executive Sponsors: **Jack Horne**, Global Head of Sales & Revenue and **Jessica White**, Senior Vice President of Global Property & Guest Services



### Women@Hyatt

Executive Sponsors: **Pete Sears**, Group President, Americas and **Liz Bauer**, Senior Vice President, Finance, Americas

## World of Care Committee

Composed of senior executives and subject experts across relevant functional areas, the **World of Care Committee** advances organizational understanding and collaboration for Environmental, Social and Governance (ESG) topics. The committee is chaired by Hyatt's Executive Vice President, General Counsel and Corporate Secretary with input and collaboration by Hyatt's senior leaders and subject matter experts across the company. Hyatt's **World of Care Steering Committee** also includes the Chief Financial Officer and Chief Human Resources Officer and has direct responsibility for the alignment of Hyatt's principles across regions. The Chair reports World of Care progress to the Board's Nominating and Corporate Governance Committee.

## Reporting

We provide meaningful information that meets the evolving needs of our stakeholders through a variety of materials, including our Global Reporting Initiative (GRI) Index, Commitment to Inclusion and Human Rights Statement, among others, and disclosing our CDP response and EEO-1 data. All of Hyatt's policies related to World of Care can be viewed [here](#).



To learn more, visit [hyatt.com/worldofcare](https://hyatt.com/worldofcare)

## 2022 Awards & Recognitions

### Built In

*Best National Companies to Work For*

### Built In

*Best Paying Companies*

### Diversity Woman

*Best Companies for Women*

### Fortune

*Best Companies to Work For*

### Forbes

*America's Best Employers for Diversity*

### Forbes

*World's Best Employers*

### Forbes

*World's Top Female-Friendly Companies*

### Fortune

*Best Large Workplaces for Women*

### Fortune

*World's Most Admired Companies*

### Human Rights Campaign

*Best Places to Work for LGBTQ+ Equality*  
*Ranked for 19 consecutive years*

### People and Great Place to Work®

*100 Companies That Care®*