From the colleagues we work with to the guests we welcome and from the communities where we are based to the suppliers we support, the world is a rich and diverse place. At Hyatt, we reflect this variety of ideas, cultures, and outlooks on life by making diversity and inclusion an essential part of our business strategy, and by creating a place where we are enriched by our differences.

**OUR FOCUS**

We celebrate a world as diverse as our people and guests. That means the more globally inclusive we are in terms of culture, race, ethnic origin, gender, sexual orientation, age, abilities, perspectives, and styles of thinking, the stronger and more culturally invested our company will be around the world.

We focus on creating a diverse and inclusive workforce that mirrors the communities we serve. This is reflected in our Diversity & Inclusion Framework, see below.

We will continue to build on this Framework to support diversity and inclusion, with a focus on developing a business plan that will further empower women and minorities across the company in the areas of policy, talent pipeline, and career growth and development.

We believe this gives our business a competitive advantage by presenting our hotels as an attractive place to work and stay, and also by enhancing the quality of products and services we provide to our guests and colleagues.

<table>
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<tr>
<th>Our Workforce</th>
<th>Our Workplace</th>
<th>Our Marketplace</th>
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<tbody>
<tr>
<td>Recruit, retain and develop high-performing, talented, and engaged individuals with diverse backgrounds and perspectives.</td>
<td>Educate, advocate, and communicate in order to foster an inclusive, engaging culture and work environment.</td>
<td>Be the preferred global brand in markets we serve by building valued partnerships with our diverse customers, suppliers, investors, shareholders, and developers.</td>
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11th

*in the 50 Best Workplaces for Diversity by Great Place to Work®*
OUR ACTIONS

SUPPORTING COLLEAGUE DIVERSITY

Last year, we joined a coalition of 60 major employers to officially endorse the Equality Act, a landmark bill introduced in the U.S. to protect the rights of LGBTQ+ people from discrimination in areas such as employment, housing, and education. This follows our previous leading efforts, such as including both sexual orientation and gender identity in our Equal Employment Opportunity Policy and being one of the first major hospitality companies to offer same-sex domestic partner benefits.

As a result of ongoing efforts, we are proud to earn recognitions from Great Place to Work® in the categories for African Americans, Asian Americans, Hispanics and Latinos, and millennials, as well as for women.

PROMOTING INCLUSION

Hyatt’s Diversity Business Resource Groups (DBRGs) bring together colleagues who share a common cultural heritage, race, gender, age, or interest. Through mentoring, professional development, and support for community relations, they can help Hyatt to attract, retain, and promote a diverse workforce.

We were proud to launch new DBRGs in 2015, which included Hyatt B.L.A.C.K., Asian-Pacific Islanders, Latinos@Hyatt, and disABILITIES. Each one will build on the work already under way by existing DBRGs, Women@Hyatt, Veterans@Hyatt, and HyPride. We now have nearly 70 local chapters, which are involved in a wide range of initiatives throughout the year, to build awareness about inclusion within and outside of Hyatt.

HyPride

2015 was a landmark year in the U.S. with the Supreme Court’s ruling that the Constitution guarantees a right to same-sex marriage. HyPride joined the nation in celebrating this important milestone with a feature on a prominent billboard outside Chicago’s O’Hare International Airport, digital media stories, and postings on Hyatt’s social media that linked back to our Victory for Love post.

HyPride also received a Business Impact Award at Diversity Best Practices’ Network & Affinity Leadership Congress.

100% score in Human Rights Campaign’s 2015 Corporate Equity Index since 2005. The Index is a national benchmarking survey in the U.S. covering corporate policies and practices relating to LGBTQ+
INTERCULTURAL AWARENESS AND TRAINING

Last year, we updated our diversity and inclusion learning curriculum that revolves around Intercultural Development Inventory® training. More than 300 global executives, leaders, and colleagues have completed the assessment, as well as completing the first of three stages in their journey toward cross-cultural competence.

We further support awareness through regular heritage events and learning programs for colleagues, clients, and community partners as a way of promoting inclusion. These have included celebrations around Martin Luther King Jr. Day and Women’s History Month.

PUTTING DIVERSITY AT THE HEART OF RECRUITMENT

To encourage a more diverse range of candidates to apply for jobs at Hyatt, we have introduced special recruitment cards with details about our job website, which are passed out at all diversity and inclusion events.

We also have strong partnerships with the National Society of Minorities in Hospitality (NSMH), as well as the hospitality management group of the Historically Black Colleges and Universities (HBCU) Consortium.

In 2015, we joined Starbucks and more than 30 leading companies in the U.S. as part of the 100,000 Opportunities Initiative. The coalition kicked off the first Opportunity Fair & Forum held in Chicago. The fair was targeted at opportunity youth who face systemic barriers to jobs and education. This is another example of how we work to recruit people from a diverse range of backgrounds, and our presence at additional 100,000 Opportunities Initiative events has helped fuel our recruitment in cities across the U.S.

MAKING DIVERSITY COUNT

We strive to be a destination of choice for minority customers. As a result, we gain business that is important to Hyatt’s growth. In 2015, over 929 tracked diversity and inclusion referrals were sent to 119 hotels and an additional 102 diversity or minority-related events were booked in 46 hotels. The combined projected room revenue is about $100 million.

Within our supply chain we support diversity through our purchasing decisions and work with an increasing range of businesses. Through our purchasing company Avendra, we contracted with five large minority-owned suppliers, which helped to increase our supplier diversity spend in the U.S. by 11 percent during 2015, surpassing our year-over-year goal of 3 percent.

You can learn more about our supply chain efforts in our Responsible Sourcing Issue Report.