

Diversity, Equity & Inclusion

A report on our progress in the Americas

A snapshot of actions taken in the DE&I space in 2020/21



Contents

- 04 Forward from Elie Maalouf
- 07 Pillars and commitments
- 08 Listen & Learn
- 14 Advocate
- 18 Act

“

It's a very powerful thing when a company creates an environment that is truly understanding of others, is fair, and unafraid of difference, and that's what I know we have at IHG.

– Keith Barr, CEO



Forward from Elie Maalouf

CEO, Americas & Chair of the Americas Diversity, Equity & Inclusion (DE&I) Board

At IHG, we are deeply committed to doing what's right for our colleagues, hotels, owners and guests. Our purpose, *True Hospitality for Good*, drives our actions across our global organization with hotels and offices in more than 100 countries to make the world a better, more welcoming place for everyone.

We want IHG to be a place where everyone can truly thrive in a culture that welcomes diversity, acts inclusively and ensures equality.

We also believe in taking action and delivering outcomes. We had already established an Americas Diversity, Equity and Inclusion Board as part of our global efforts, with a mission to continue building a workplace and workforce that represents

the communities around us. Last year in the Americas, we took the initiative after the deaths of George Floyd and others to do more to make sure that everyone working in the region has the the same welcoming and inclusive experience we are committed to.

We worked together with many IHG colleagues and last June, we published 12 commitments to strengthen our culture of inclusion and increase the diversity of our leadership and talent. These commitments are reflected within both the strategic priorities that form our Next strategy, and our 10-year Journey to Tomorrow responsible business action plan.

We worked together with many IHG colleagues and last June, we published 12 commitments to strengthen our culture of inclusion and increase the diversity of our leadership and talent. These commitments are reflected within both the strategic priorities that form our Next strategy, and our 10-year Journey to Tomorrow responsible business action plan.

The issues we are tackling are among the most complex and difficult in society. We realize we are on a multi-year journey and it's one we custom-built together for IHG. We know we have set ambitious goals, and realize we have more work ahead to reach them. Nonetheless, over the last year, we have made real measurable progress with contributions from so many of you.

We have increased the ethnic and gender diversity of our leadership, rolled out our unconscious bias training, provided a new advanced talent program for multicultural colleagues, and supported legislation that condemns racial injustice. We made sure our colleagues were given time to exercise their right to vote, and gave our support to community partnerships that are consistent with our values. There is much more you can read in the report ahead.

Today we are pleased to share the Americas DE&I Progress Update: a one-year snapshot of the actions taken against the commitments we set out. We encourage you to take a moment to read through the highlights and see what we've achieved together.

I wish to especially thank our present and previous DE&I board members, our employee resource groups, my partners in Human Resources and Communications, and all of you at IHG who have contributed your time and energy to build this encouraging momentum.

Thank you for everything you are doing to strengthen our IHG culture.




Listen & Learn

01. Establish a program of leader-led listening and conversation sessions for corporate and hotel colleagues to gain insights and perspectives
02. Roll out unconscious bias training for 10,000+ US corporate and managed hotel employees by the end of 2020
03. Deliver ongoing inclusive leadership learning programs and resources for people managers
04. Develop an Inclusion Index to track perception of culture and behaviors in our colleague engagement survey
05. Educate and enforce our zero-tolerance on racial discrimination



Advocate

06. Launch a bespoke program to develop Black leadership talent and build partnerships with organizations dedicated to the growth of our Black colleagues
07. Require diverse candidate shortlist and interview panel processes
08. Support legislation that drives change in racial justice and equity



Act

09. Double representation of ethnically diverse colleagues in Americas-based corporate leadership roles over the next four years
10. Paid day of leave for US corporate colleagues to vote in national elections; additional floating paid holiday to observe cultural and religious events or for other personal use
11. Support education, employability and empowerment in the community through partnerships with the National Urban League and National Center for Civil and Human Rights
12. Offer IHG Rewards Club members the opportunity to donate loyalty points to support US partners that promote racial justice and equity

Americas Diversity, Equity & Inclusion Board



Elie Maalouf
CEO, Americas
Chair, Americas Diversity, Equity
& Inclusion Board



Steve Brooks*
Vice President, Global
Procurement, Commercial
& Technology



Anuja Gagoomal
Vice President,
Loyalty & Commercial
Partnerships



Tamara Laster
Vice President,
Global Sales Strategy



Connor Smith
Vice President, Brand +
Marketing, Kimpton Hotels
& Restaurants



Jay Caiafa
Chief Operating Officer,
Americas



Michael Glover
Chief Financial
Officer, Americas



Nicole Lewis
Senior Manager,
Diversity & Inclusion



Julienne Smith*
SVP, Development –
Upscale Transactions
& Asset Management,
Americas



Raymond Co
Senior Vice President,
HR - Americas & Global
Learning



Niles Harris
General Manager
InterContinental®
Los Angeles Downtown



Renée Mathewson
Head of Internal &
Operations
Communications,
Americas



Sofia Vandaele
General Manager
InterContinental®
New York, The Barclay



Liz Freedman
Head of Talent and
Diversity & Inclusion,
Americas



Emma Hind
Director, Revenue
Strategy Enablement



Sherry Nielsen
Corporate Counsel,
Employment, Americas



Cesar Wurm
Vice President,
Commercial, Americas

* Also a member of IHG's Global DE&I Board



Pillars and
commitments



Listen & Learn

We are taking the time to talk to each other, but more importantly, to listen to each other. We will keep important conversations going and work to increase awareness within our company.



Commitment 1

Establish a program of leader-led listening and conversation sessions for corporate and hotel colleagues

Leaders were encouraged to engage in a series of listening sessions with their teams and peers to learn from one another and gain insight and perspectives that can help us continue growing together as an organization.

Gathering together to Listen & Learn

In the last 12 months, IHG colleagues around the world have engaged in a series of town halls, listening sessions, meetings, panel discussions and workshops to listen and learn from one another.

10 listening sessions with more than 100 leaders in attendance.





Our most highly-engaged and meaningful sessions include:

BERG Courageous Conversations Town Hall (June 3, 2020). Hosted by our Black Employee Resource Group (BERG), we brought together colleagues from across the Americas region following the death of George Floyd. Elie answered colleagues' questions about DE&I initiatives and how IHG planned to move forward. 200 colleagues attended.

D&I Discussion Town Hall (June 5, 2020). Featuring Elie Maalouf, George Turner and Claire Bennett, our executive leaders shared their perspectives on the social injustice and civil unrest taking place in the US and IHG's commitment to take action. The virtual town hall also featured a panel discussion with BERG members who shared how they were feeling, personal experiences and hope for the future. 1,700 colleagues attended.

Black History Month Event Town Hall (Feb. 1, 2021). Hosted by BERG, we brought together colleagues from across the Americas region to hear from Keith and Elie on Black History Month and the importance of diversity, equity and inclusion at IHG. Colleagues also heard from our Kimpton and UK colleagues on their respective efforts. 300 colleagues attended.

PATH Speaks: Violence and Racism Against AAPI Community (March 24, 2021). Elie, Michael Glover and Raymond Co spoke with Asian American colleagues who shared their personal experiences and spoke to the increase in violence against the Asian American community. 400 colleagues attended.

Celebrating DE&I at IHG

Throughout the year, we hosted a series of events and activities to spotlight the great diversity we have at IHG, including:

- > Hispanic Heritage Month (October)
- > US Inclusion Week 2020 (November)
- > Martin Luther King Jr. Day (January)
- > Black History Month (February)
- > International Women's Day / Women's History Month (March)
- > Asian American and Pacific Islander Month (May)
- > Pride Month (June)

Celebrating DE&I at IHG

Hispanic Heritage Month (September & October)

IHG is proud to celebrate Hispanic Heritage Month in September, which honors the culture and contributions of Hispanic and Latino Americans and recognizes the histories of those whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. In honor of Hispanic Heritage Month, we recognized several of our Hispanic and Latino colleagues from across the region, whose contributions and positive influence help make IHG a great place to work, ensuring we continue to deliver True Hospitality for Good. [Learn more here.](#)

The employee resource group, SOMOS, hosted a Hispanic Leadership Panel on Sept. 24, 2020, featuring leaders of Hispanic descent, including Jorge Apaez, who shared their personal stories about their cultural backgrounds and experiences.

US Inclusion Week 2020 (November)

The first US Inclusion Week kicked off Nov. 16, 2020, to celebrate our diverse workforce and demonstrate the importance of inclusion at IHG. In partnership with our ERGs, we hosted a series of events throughout this week that highlighted our commitment to DE&I, celebrated the contributions of our colleagues and resource groups, and shared how we continue to cultivate a culture of belonging. The next Inclusion Week will be held globally in October 2021.

Martin Luther King Jr. Day (January)

IHG observes the federal holiday in honor of Dr. Martin Luther King, Jr.'s life and legacy, which is designated as a national day of service to encourage all Americans to volunteer to improve their communities. IHG is committed to supporting and encouraging our colleagues who are out in their communities serving at food pantries, cleaning up beaches and thanking first responders. We presented five community involvement opportunities for our colleagues in the Americas given the virtual nature of the events.

Black History Month (February)

In honor of Black History Month in February 2021, BERG hosted a series of virtual events to provide cultural awareness and historical context to

colleagues. Events covered a wide range of topics from arts and music to diversity and inclusion, politics, education and innovation. To kick-off the month, Keith Barr and Elie Maalouf hosted a town hall and shared remarks on Black History Month and the importance of DE&I at IHG.

International Women's Day / Women's History Month (March)

International Women's Day (IWD) is a celebration of social, economic, cultural, and political achievements of women from all walks of life. Throughout the week of March 8, 2021, all corporate colleagues were invited to attend virtual events, volunteer with local organizations that support women and girls, and join conversations about the 2021 IWD theme, "Choose to Challenge".

Female GMs at several of our franchised hotels (managed by Valor Hospitality) – including Hotel Indigo Orange Beach, Alabama; Crowne Plaza Suffern, New York; Kimpton Banneker, Washington, D.C.; among others – shared their personal stories about why celebrating women's achievements is so important. See more [here.](#)



Celebrating DE&I at IHG

Asian American and Pacific Islander Month (May)

Each year in May, the US celebrates Asian American and Pacific Islander (AAPI) Heritage Month. This month recognizes the influence, history, culture and achievements of the Asian American and Pacific Islanders community.

In celebration of AAPI Heritage Month, PATH ERG hosted a series of events throughout the month of May, including a town hall where Asian American and Pacific Islander colleagues shared their unique, personal stories and cultural backgrounds. This was a great opportunity for colleagues to learn about and celebrate the diversity of our workplace. In addition to our internal celebrations, IHG also partnered with the team at the InterContinental Washington D.C. – The Wharf hotel and [Chef Kevin Tien](#), chef at the hotel's Moon Rabbit restaurant, to create a program to raise funds for the national nonprofit [Stop AAPI Hate](#), which aims to raise awareness and work to end racism toward the AAPI community.

Chef Kevin developed a signature dish that was offered for a limited time at the following InterContinental hotels for in-restaurant dining in May: InterContinental Los Angeles Downtown, InterContinental San Francisco Moscone, InterContinental San Diego, InterContinental Buckhead Atlanta,

InterContinental Houston Medical Center, InterContinental Cleveland and InterContinental Boston.

Ten percent of the proceeds from the promotional dish sold at all hotels went to Stop AAPI Hate.

Pride Month (June)

In June 2020, we celebrated Pride Month, but unlike other years, we did things a little differently to not only reflect the limitations placed upon us by Covid-19, but to also acknowledge the public scrutiny of racism and inequality among Black communities, particularly in the US. In collaboration with leaders and our BERG and Out & Open ERGs, we emphasized the importance of inclusivity. We also switched our visual support for Pride month from painting IHG's logo in the traditional rainbow colors, to a more inclusive Pride flag that reflected the rights of both people of color and the transgender community.

See examples of how the [Hotel Indigo Waco Baylor](#) and [Hotel Indigo Atlanta Downtown](#) celebrated Pride month as part of the #ColorofPride campaign, and colleagues from the Crowne Plaza Atlanta Midtown took part in local celebrations [here](#) and [here](#).





Commitment 2

Roll out unconscious bias training for 10,000+ US corporate and managed hotel employees by the end of 2020

Unconscious bias training in the US and Canada

IHG launched its unconscious bias training, Conscious Inclusion: Understanding Bias, to US and Canada-based corporate colleagues, CMH general managers and hotel managers to continue developing a greater understanding of our differences with respect to one another's views.

The interactive virtual sessions were delivered by professional facilitators in the DE&I space and included videos, exercises, self-reflection, and dialog about diversity, unconscious bias and micro inequities, and the impact these have in the workplace.

Training will launch for MLAC corporate colleagues and all frontline CMH hotel colleagues in the second half of 2021. Moving forward, it will be offered monthly and incorporated into onboarding for all corporate and CMH colleagues.



1,507

US and Canada corporate colleagues completed the training. (71% participation rate)



469
people
managers



92
classes
facilitated

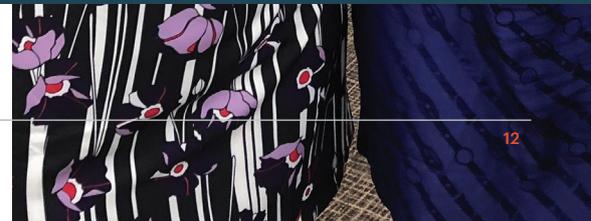


3,014
hours of
learning



“

I hope IHG continues to promote and provide resources for this incredibly important topic so that I can continue to build new habits and awareness. It will make us all better team members and ambassadors for positive change.



Commitment 3

Deliver ongoing inclusive leadership learning programs and resources for people managers

Work Life Summit: Working and leading inclusively

In support of continued conversations across the organization, IHG released new resources on the IHG Work Life Summit dedicated to helping colleagues work and lead inclusively and prioritize learning, action and advocacy. One section is dedicated for Leading Inclusively for Managers.

DE&I SharePoint

IHG updated the [Americas Diversity, Equity and Inclusion page](#) to provide resources for people managers and colleagues. The site provides educational resources and materials to help leaders gain a better understanding of the complexities of DE&I and the role they can play successfully moving the agenda forward.

Commitment 4

Develop an Inclusion Index to track perception of culture and behaviors in our Colleague HeartBeat survey

Colleague HeartBeat Inclusion Index

We are developing an Inclusion Index and have started the first phase of testing our approach with a representative sample of colleagues globally to help us benchmark perspectives on the inclusiveness of our culture. Later this year, we will launch the survey to all corporate colleagues as part of our Colleague HeartBeat survey. This new index will focus on:

- > Understanding our sense of belonging
- > Valuing differences
- > Inclusive practices

Colleague HeartBeat is our annual employee engagement survey for IHG colleagues to share their views and experiences at work as it relates to career development, company practices and more. Insights from the survey help us to understand how we can continue building IHG as a great place to work.

Commitment 5

Educate and enforce our zero-tolerance policies on racial discrimination

New Corporate Colleague Handbook

We are committed to fair and just treatment for all and challenge injustice and intolerance wherever we see it. We have a zero-tolerance policy for discrimination of any type, and these values are reflected in our new colleague handbook for U.S.-based corporate colleagues.

All new and existing colleagues were asked to acknowledge the new [Colleague Handbook](#).

We continue to review our existing company policies and practices to ensure diversity, equity and inclusion for all.



Advocate

We must stand up and support what is right for our colleagues and communities. We will continue to support important causes in the fight for equality and implement policies within our company to support these principles. Advocacy is an integral part of how we can effect change – and this is only the start.



Commitment 6

Launch a bespoke program to develop Black leadership talent and build partnerships with organizations dedicated to the growth of our Black colleagues

Developing our leaders with ASCEND

To retain and accelerate top talent across the business and advocate for diverse colleagues, IHG rolled out ASCEND, a nine-month program in the US designed to support and increase ethnic representation in corporate leadership roles at IHG.

The first program includes 20 high-potential black colleagues at the director level and provides these leaders with unique opportunities to advance their careers through development, sponsorship and 1:1 mentoring with senior leadership.



20

black colleagues participating



20

sponsors at the SVP or VP level
(Band 3 and 4 respectively)

The next cohort will kick off in Q4 2021 and will be open to director level multiracial/ethnic colleagues.

Building a talent pipeline with an HBCU

To build a strong pipeline of future Black talent at IHG, we are in the process of developing a key partnership with a historically Black college and/or university, potentially in the Atlanta area. We are hoping to announce a selected partnership later this year. This partnership would include providing internships, rotational programming, hospitality learning opportunities, and other corporate support for the college or university.



Commitment 7

Require a diverse candidate shortlist and interview panel processes

Increasing our diversity in hiring at IHG

We are committed to increasing representation within our hiring practices and ensuring equity in our interviews and candidate selection. We continue to build out specific processes, tools and learnings to support a more inclusive talent acquisition process. This includes diverse candidate slates and interview panels and hiring guides to support these efforts.

For 2021, our leadership teams, in partnership with their Talent Resourcing Partner, have established commitments to ensure diverse slates for leadership level roles.





Commitment 8

Support legislation that drives change in racial justice and equity

We continue to work with local businesses and community organizations to address legislative action that drives change and supports equity for all.

Legislative Engagement in Georgia

Georgia Hate Crimes bill

IHG called for the passage of the Georgia Hate Crimes bill, which empowers law enforcement and prosecutors to seek enhanced sentencing in cases where the victim is targeted out of hate or bias, and supported efforts to pass it (signed into law in June 2020). Before this, Georgia was one of only five states in the country without hate crime legislation.

Replacing Georgia's Citizen's Arrest Statute

IHG has worked with industry partners to encourage the passage of [HB 479](#), legislation that repeals and replaces Georgia's 150-year-old Citizen's Arrest Statute. HB479 revises certain arrest powers, closing some legal loopholes that could be used to justify acts of vigilantism.

Metro Atlanta Chamber (MAC) Action for Racial Equity pledge

IHG signed the Metro Atlanta Chamber (MAC) Action for Racial Equity pledge, which supports our ongoing commitment to promote a culture of inclusion where everyone feels safe, respected and valued. We joined 180+ Atlanta based companies, including Coca-Cola, Delta Air Lines and Georgia Power, promising to address the issue of racial inequity through a multi-year, multi-step action plan.

Human Rights Campaign

IHG is a member of the Human Rights Campaign's (HRC) Business Coalition for Equality, a group of leading US employers that support the Equality Act; federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.



IHG is also a signatory on HRC's Business Statement Opposing Anti-LGBTQ State Legislation. This statement expresses opposition to harmful legislation aimed at restricting the access of LGBTQ people in society.

Atlanta Committee for Progress

The Atlanta Committee for Progress (ACP), a group of business and community leaders that collaborate with and advise the Mayor of Atlanta, developed a Racial Equity Framework to tackle racial inequities locally. Elie is a member of the ACP.



20

Under-resourced schools in the Atlanta Public Schools system identified by ACP were adopted by companies and supported with volunteer hours. IHG adopted Boyd Elementary School



IHG donated to Atlanta Technical College's Gap Fund to help students with financial challenges

Taking a stand for change

History has shown that peaceful protests and petitions are drivers of change to push for fair treatment of all. IHG encouraged colleagues to make a stand online by signing a petition to show that we will not stand for injustice.

- > [Justice for George Floyd](#)
- > [Justice for Ahmaud Arbery](#)
- > [Justice for Breonna Taylor](#)
- > [Justice for Belly Mujinga](#)

March on Washington

On Aug. 28, our hotels in the D.C. area and colleagues from across IHG joined together to support the 2020 Virtual March on Washington and honor the 57th anniversary of the historic march and the delivery of Martin Luther King's iconic "I Have a Dream" speech. People from all walks of life gathered to take part in peaceful marches and a series of interactive events – both in person and virtually – to raise awareness and end prejudice, injustice and racism.

Elie joined our guests and colleagues at The Willard InterContinental Washington D.C., the hotel where Dr. King finalized his speech and spent the night before his address, to commemorate the event and share the importance of coming together to drive positive change.

Employee networks

Our employee networks – often referred to as Employee Resource Groups (ERGs) – have been an integral part of our organization since 2016. These voluntary, colleague-led groups are made up of individuals with common interests, backgrounds, demographics or beliefs who join together to create a community that is diverse and inclusive. They bring together members who personally identify with the network's scope or those who stand with our diverse colleagues as an ally. We encourage colleagues to get involved and create new groups or chapters in existing networks.



1200

colleagues involved in at least one employee network



Throughout the year, these employee-led groups have hosted a series of virtual town halls, events and celebrations with hundreds of colleagues in attendance.



It was an incredible experience. To be united with people from all races, genders, ages – even during a pandemic – was a monumental moment in history and I'm so proud to be one of many to experience it.

– Christopher Mulero, HR Manager



We're proud to support our employee networks in the Americas



BERG, our Black Employee Resource Group, aims to increase the impact of Black colleagues on our business and has been instrumental in enabling courageous conversations while driving change in support of our response to racial inequality in the US.



Baby Boomers & GenXers provides members with resources to share their experience and insights and encourage opportunities for professional development.



FAVE, our Field and Virtual Employees network, gives remote employees a sense of team citizenship, engagement and inclusion, and encourages professional development.



Hype is dedicated to supporting employees in the first decade of their careers, although it is open to all ages and experience levels.



DAWN, our Disability and Wellbeing Network, provides members with a safe environment in which they can share their experiences of living with a health condition or disability.



Lean In's mission is to empower women to achieve their ambitions through small peer groups, which meet regularly to learn and grow together and provide advice and sounding boards.



Out & Open provides employees with a platform to participate in LGBTQ+ focused conversations and activities and support their local LGBTQ+ community.



PATH, Pan-Asians for True Hospitality, celebrates and promotes Asian ideas and culture throughout IHG, while establishing a platform for development and inclusion.



Somos promotes the cultural diversity and professional development of our Hispanic and Latino employees and creates a supportive and inclusive working environment.



Veterans supports colleagues who are military veterans or active service members, a spouse or family member of a veteran or serving member of the military.



Act

It's a time for action – both individually and collectively – and we encourage our colleagues to support causes and organizations that advance equality for all. Whether it's by supporting organizations fighting for social justice or through volunteerism, we recognize that actions speak louder than words, and we all need to rise to this moment.



Commitment 9

Double representation of ethnically diverse colleagues in Americas-based corporate leadership roles over the next four years

We recognize there is not enough diverse representation in our senior leadership. Through our commitments, we must focus on career progression and have committed to doubling our representation of ethnically diverse colleagues in US-based corporate leadership over the next four years.

We are making good progress against our target in the first year of what is a four-year journey.



8

US-based VP roles filled with candidates from ethnically diverse backgrounds in the last year



As of May 2021, we have increased our ethnic and female diversity in US-based corporate leadership roles (Bands 3 and 4)



Commitment 10

Paid day of leave for US corporate colleagues to vote in national elections; additional floating paid holiday to observe cultural and religious events or for other personal use

2021 US Presidential Election

We encourage colleagues to participate in the civic process and help make a difference in their communities. To ensure our U.S.-based team members (excluding CMH GMs) had the opportunity to exercise their right to vote in the 2020 General and 59th Presidential Election and/or volunteer at a local polling station in their community, IHG gave corporate colleagues a day of paid time off on Nov. 3, 2020 and will continue to provide a day of paid time for national elections in the future.



Thanks to IHG for making Election day a paid day off! I served as a Precinct Election Officer in my county in Warren Co, Ohio for Election Day.

— Christina Mayrhofer, Manager, Revenue Management Portfolio



Commitment 11

Support education, employability and empowerment in the community through partnerships with the National Urban League and National Center for Civil and Human Rights

Community Partnerships

Our key partnerships with the National Urban League, National Center for Civil and Human Rights, and Jobs for America's Graduates demonstrates our commitments to improve DE&I at IHG and support our communities through education, employability and empowerment.

National Urban League (NUL): A historic civil rights organization dedicated to economic empowerment, equality and social justice. Building on IHG's long-standing commitment to supporting economic empowerment and employability through partnerships with community organizations, our partnership with the NUL supports further workforce development efforts.

Our actions:

Financially supported the expansion of the National Urban League's Urban Apprenticeship Jobs Program (UAJP) in Atlanta and Chicago. This program creates career pathways for young adults through social support services, pre-apprenticeship and registered apprenticeship programs.

National Center for Civil and Human Rights (NCCHR): The NCCHR museum walks visitors through the history of the civil rights movement in the US and shows how it ties into the global struggle for human rights.

Our actions:

- Sponsored several free admission days at the center for more than 800 attendees, which included colleagues, their families, and the general public. Students and teachers from our partner schools in Atlanta – Boyd Elementary School and Booker T. Washington High School – also attended.
- Members of our Black Employee Resource Group (BERG) and the Americas DE&I Board volunteered at the event.

- Supported the costs associated with making the museum safe for staff and visitors, including providing protective equipment and health screening technology.
- Distributed commemorative post cards to attendees featuring the first Black-owned franchise hotel in the US: Holiday Inn Tuskegee (1971).
- Continue to look at ways to support and leverage NCCHR's [Equal Dignity Campaign](#), which works to engage individuals in learning about and advocating for racial equity.

Jobs for America's Graduates (JAG): A national nonprofit organization serving our nation's youth, designed to keep young people in school through graduation and set them up to have a successful education and subsequent careers.

Our actions:

- Contributed to the launch of JAG's LOVE (Lifting Our Voices for Equity) Project, which supports JAG students as they explore social justice issues, identify challenges in their communities, and work collectively to make positive change through civic awareness and engagement.
- Funded micro-grants to help bring their project ideas to life in their local communities.

Additional Community Support

While our community efforts span across the globe, we continue to partner with other corporations and nonprofits to support underserved communities that surround our America's headquarters in Atlanta. Our programs and partnerships help provide access to the resources students and teachers need.

InspirEDU: IHG donated more than 200 personal devices to InspirEDU, an Atlanta-based education nonprofit, which provides marginalized students with access to home learning opportunities.

IHG Hotel & Resorts' LinkedIn post about IHG colleagues doing their part, received 328 reactions.

Booker T. Washington High School: IHG sponsors Booker T. Washington High School's culinary arts program through our support of the Westside Future Fund (WFF). The high school is located on Atlanta's Westside, and 100% of students come from low-income families.

Our actions:

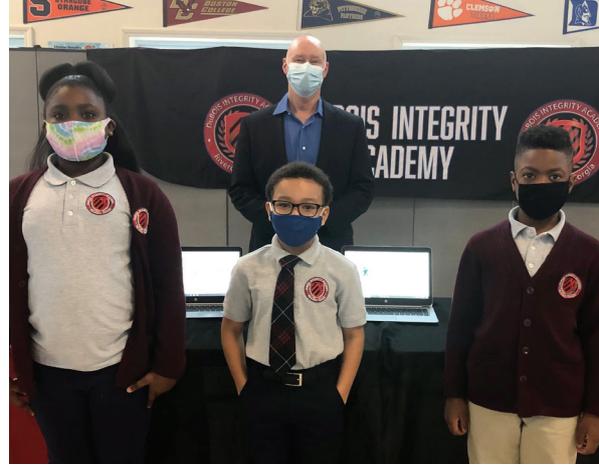
- > IHG donated to cover costs of uniforms and non-skid shoes. In the past, uniforms were shared among students, but due to Covid-19, all students needed their own uniforms.
- > IHG colleagues hosted a resume workshop, helping more than 100 students build their resumes.



Commitment 12

Offer IHG Rewards members the opportunity to donate loyalty points to support our US partners that promote racial justice and equity

From 2021, we will be offering IHG Rewards members the opportunity to join us in our fight for racial justice and equality for all. In addition to the National Center for Civil and Human Rights, we will be adding the National Urban League to our rewards catalog, which allows members to donate rewards points to support economic empowerment, equality and social justice.



Hospitality is fundamentally about connecting people and caring for our communities, and we take particular pride in supporting the important efforts of those working to make a difference in our hometown. We're happy to provide access to critically-needed technology devices and to support InspirEDU's work to advance education equity for all students.

— **Randy Lummus**, IHG Vice President, Corporate Applications – Technology Services

IHG[®] HOTELS & RESORTS



SIX SENSES

REGENT



KIMPTON
HOTELS & RESTAURANTS

HOTEL
INDIGO

VOCO



CROWNE PLAZA



avid

ATWELL
SUITES



CANDLEWOOD
SUITES

IHG[®] REWARDS