



# APPENDIX D GRI CONTENT INDEX

## GENERAL DISCLOSURES:

Our General Disclosures provide company information relating to our operations, strategy and governance structure, in addition to engagement with stakeholders and reporting approach.

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>ORGANIZATIONAL PROFILE</b>			
102-1	Name of the organization	Park Hotels and Resorts Inc. ("Park")	<a href="#">2020 10-K Filing</a> (Cover Page of 10-K)
102-2	Activities, brands, products and services	<p>Park is the second largest publicly traded lodging real estate investment trust ("REIT") with a diverse portfolio of market-leading hotels and resorts with significant underlying real estate value. We own and lease hotels and resorts primarily in the upper upscale chain scale segment.</p> <p>Our objective is to be the preeminent lodging REIT, focused on consistently delivering superior, risk-adjusted returns to stockholders through active asset management and a thoughtful external growth strategy while maintaining a strong and flexible balance sheet.</p>	<a href="#">2020 10-K Filing</a> (Our Company, pg. 4 of 10-K)
102-3	Location of headquarters	Our corporate headquarters is located at 1775 Tysons Boulevard, 7th Floor, Tysons, VA 22102.	<a href="#">2020 10-K Filing</a> (Cover Page of 10-K)
102-4	Location of operations	<p>As of February 26, 2021, our portfolio consisted of 60 premium-branded hotels and resorts with over 33,000 rooms in the United States.</p> <p>In February 2020, we sold 2 hotels, including our Hilton hotel in São Paulo, Brazil, thereby marking our exit from international markets.</p>	<a href="#">2020 10-K Filing</a> (pg. 4, 71 of 10-K)
102-5	Ownership and legal form	<p>Park is a publicly traded REIT.</p> <p>We were originally formed as Hilton Hotels Corporation, a Delaware corporation, in 1946 and existed as a part of one of Hilton's business segments. On January 3, 2017, Hilton Parent completed the spin-off that resulted in our establishment as an independent, publicly traded company.</p>	<a href="#">2020 10-K Filing</a> (Our Company, pg. 4 of 10-K)
102-6	Markets served	<p>Park is focused on consistently delivering superior risk-adjusted returns to stockholders through active asset management and a thoughtful external growth strategy while maintaining a strong and flexible balance sheet.</p> <p>Our portfolio is located primarily in markets with high barriers to entry. Over 86% of our portfolio is classified as luxury or upper upscale, based on total portfolio rooms.</p> <p>Our high-quality portfolio includes hotels in major urban and convention areas, including New York City, Washington, D.C., Chicago, San Francisco, Boston, New Orleans and Denver; premier resorts in key leisure destinations, including Hawaii, Orlando, Key West and Miami Beach; and hotels adjacent to major gateway airports, such as Los Angeles International, Boston Logan International and Miami International, as well as hotels in select suburban locations.</p>	<a href="#">2020 10-K Filing</a> (Our Company, pg. 4, 5, 34 of 10-K)



## GENERAL DISCLOSURES (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>ORGANIZATIONAL PROFILE (continued)</b>			
102-7	Scale of organization	<p>As of February 26, 2021, our portfolio consisted of 60 premium-branded hotels and resorts with over 33,000 rooms. In 2020, we closed our three laundry facilities.</p> <p>As of December 31, 2020, we had 182 employees, including corporate employees and employees of the Select Hotels (hotels operated by Park).</p> <p>As of year-end 2020, our total revenues were \$852 million. Our Select Hotels generated \$8.5 million, or 1.0% of our total revenues.</p>	2020 10-K Filing (pgs. 4, 6, 12, 59 of 10-K)
102-8	Information on employees and other workers	<p>As of December 31, 2020, we had 182 employees, comprised of 85 corporate employees and 97 employees of the Select Hotels. We may also engage with external consultants on an ad-hoc basis. All of our employees are in the United States.</p> <p>48% of our corporate employees are male, and 52% are female. At our Select Hotels, 34% are male and 66% are female. Our third-party hotel management companies manage daily operations and oversee efforts by frontline employees, except for our Select Hotels.</p>	2020 10-K Filing (Employees, pg. 12, of 10-K) 2021 Corporate Responsibility Report Performance Tables
102-9	Supply chain	Our supply chain extends to suppliers engaged in design and construction services; construction materials and equipment; furniture, fixtures and equipment ("FF&E"); food and beverage supplies; office supplies, including computer equipment; laundry facility supplies and equipment; and other lodging-related supplies and equipment.	2021 Corporate Responsibility Report GRI Index
102-10	Significant changes to the organization and its supply chain	<p>In February 2020, we sold two hotels, the Hilton Sao Paulo Morumbi and the Embassy Suites Washington D.C. Georgetown. Our sale of the Hilton Sao Paulo in Brazil marked our exit from the international market and we now only own hotels in the United States and its territories.</p> <p>We closed all three of our laundry facilities in 2020.</p>	2020 10-K Filing (pgs. 6 and 71 of 10-K)
102-11	Precautionary principle or approach	<p>Park's corporate responsibility strategy of Responsible Risk Mitigation, Responsible Environmental Management, and Responsible Social Commitment aims to manage our business risks, including those related to climate change.</p> <p>Additional details on Park's approach to managing business risks can be found on page 39 of this report.</p>	2021 Corporate Responsibility Report GRI Index
102-12	External initiatives	<p>In 2019, Park became a signatory of the CEO Action for Diversity &amp; Inclusion™ to advance diversity and inclusion within Park's workplace.</p> <p>Per our Human Rights Policy, we aim to conduct operations that are consistent with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>Furthermore, Park's corporate responsibility strategy supports the achievement of the United Nations Sustainable Development Goals ("UN SDGs") through our three focus areas.</p> <p>We also annually participate in the Cornell Hotel Sustainability Benchmarking ("CHSB") Index.</p>	2021 Corporate Responsibility Report GRI Index Human Rights Policy
102-13	Membership of associations	Park is a member of the American Hotel Lodging Association, the National Association of Real Estate Investment Trusts ("Nareit"), and Nareit's Real Estate Sustainability Council ("RESC"), which helps to guide Nareit's ESG efforts and priorities.	2021 Corporate Responsibility Report GRI Index



## GENERAL DISCLOSURES (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>STRATEGY</b>			
102-14	Statement from senior decision-maker	A statement from our CEO is available in our 2021 Corporate Responsibility Report GRI Index.	2021 Corporate Responsibility Report GRI Index
102-15	Key impacts, risks and opportunities	<p>In our 2020 10-K filing, we identified risk factors that are related to our business. We also report on our Company's risk in our GRESB disclosure.</p> <p>For a full analysis on the climate related risks and opportunities pertinent to Park's business, please refer to our TCFD disclosure.</p> <p>In October 2021, we updated our Environmental and Human Rights Policies and our Vendor Code of Conduct, which consider risk factors related to our business.</p> <p>Additional details on Park's approach to assessing, mitigating and reporting on climate-related risks and opportunities can be found on page 40 of this report.</p>	<p>2020 10-K Filing (Risk Factors pgs. 14-27 of 10-K)</p> <p>TCFD Disclosure</p> <p><a href="#">Environmental Policy</a></p> <p><a href="#">Human Rights Policy</a></p> <p><a href="#">Vendor Code of Conduct</a></p> <p><a href="#">2021 GRESB Survey (Risk Management)</a></p> <p>2021 Corporate Responsibility Report GRI Index</p>
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards and norms of behavior	<p>Park's expectations, values, principles, standards and norms of behavior are outlined in our Code Conduct.</p> <p>The Code of Conduct applies to all of our directors, officers and employees, including our President and Chief Executive Officer; Executive Vice President, Chief Financial Officer; Executive Vice President, Chief Investment Officer; and Senior Vice President and Chief Accounting Officer.</p>	<p><a href="#">Code of Conduct</a></p> <p><a href="#">2021 Proxy Statement</a> (pg. 22)</p>
102-17	Mechanisms for advice and concerns about ethics	<p>Park is committed to maintaining an environment where open, honest communication is the expectation, not the exception.</p> <p>Concerns about ethics or violations of the Code of Conduct can be reported directly to the Company, or anonymously through EthicsPoint, Park's third-party hotline.</p>	<p><a href="#">Code of Conduct</a></p> <p><a href="#">EthicsPoint</a></p>
<b>GOVERNANCE STRUCTURE</b>			
102-18	Governance Structure	<p>Park's Board of Directors is the highest governance body within the Company, comprised of three committees: Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee.</p> <p>Our ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr, who is informed by our three ESG-related committees: Green Park Committee, Park Cares Committee, and Diversity and Inclusion Steering Committee. ESG-related topics are reported directly to the Nominating and Corporate Governance Committee of the Board by our CEO on at least an annual basis.</p> <p>Additional information on our Company's governance structure is available on our Corporate Governance webpage, and further details about our ESG-related committees can be found on pages 9-10 of this report.</p>	<p><a href="#">Corporate Governance</a></p> <p>2021 Corporate Responsibility Report GRI Index</p>



## GENERAL DISCLOSURES (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>GOVERNANCE STRUCTURE (continued)</b>			
102-20	Executive-level responsibility for economic, environmental, and social topics	Park's ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr., and reported directly to the Nominating and Corporate Governance Committee of the Board.	2021 Corporate Responsibility Report GRI Index
102-22	Composition of the highest governance body and its committees	<p>Park's Board of Directors is comprised of 10 Board members, 9 of which are independent directors. Additionally, 20% of our Board members are women.</p> <p>The Board of Directors' three Committees include the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee.</p>	<p><a href="#">Board of Directors</a></p> <p><a href="#">Corporate Governance</a></p> <p>2021 Corporate Responsibility Report GRI Index</p>
102-23	Chair of the highest governance body	<p>Thomas J. Baltimore Jr., is the Chairman of the Board, President, and Chief Executive Officer of Park.</p> <p>Gordon M. Bethune is our lead independent director.</p>	<a href="#">Board of Directors</a>
102-24	Nominating and selecting the highest governance body	Park's Nominating and Corporate Governance Committee is responsible for identifying the individuals qualified to become Board members, recommending the persons to be nominated by the Board for election as directors, or filling vacancies or newly created directorships.	<p><a href="#">Corporate Governance</a></p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p>
102-25	Conflicts of interest	<p>Park's policy on conflicts of interest is provided in our Code of Conduct.</p> <p>The Code of Conduct applies to all of our directors, officers and employees, including our President and Chief Executive Officer; Executive Vice President, Chief Financial Officer; Executive Vice President, Chief Investment Officer; and Senior Vice President and Chief Accounting Officer.</p>	<p><a href="#">Code of Conduct</a> (pg. 6-7)</p> <p><a href="#">2021 Proxy Statement</a> (pg. 22)</p>
102-27	Collective knowledge of highest governance body	Our internal ESG-related committees (Green Park Committee, Park Cares Committee, and Diversity and Inclusion Steering Committee) were established to enhance the collective knowledge of ESG topics of our Company.	2021 Corporate Responsibility Report GRI Index
102-28	Evaluating the highest governance body's performance	The Compensation Committee is responsible for overseeing our executive officers' goals, objectives, compensation, and benefits, including overall compensation structure, policies and programs, and recommendations to the Board concerning director compensation.	<p><a href="#">2021 Proxy Statement</a> (pg. 21)</p> <p><a href="#">Compensation Committee Charter</a></p>
102-32	Highest governance body's role in sustainability reporting	Park's ESG objectives, reporting and strategy are directly overseen by our Chairman and CEO, Thomas J. Baltimore, Jr., and reported directly to the Nominating and Corporate Governance Committee of the Board.	2021 Corporate Responsibility Report GRI Index
102-35	Remuneration policies	Information on Park's remuneration policies is provided in our annual proxy statement and Compensation Committee Charter.	<p><a href="#">2021 Proxy Statement</a> (pgs. 62-63)</p> <p><a href="#">Compensation Committee Charter</a></p>
102-36	Process for determining remuneration	<p>The Compensation Committee is responsible for making recommendations to the Board with respect to director compensation.</p> <p>Additional information regarding Park's process for determining remuneration is provided in our annual proxy statement and Compensation Committee Charter.</p>	<p><a href="#">2021 Proxy Statement</a> (pg. 21)</p> <p><a href="#">Compensation Committee Charter</a></p>



## GENERAL DISCLOSURES (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Our key stakeholder groups include investors, brand and management companies, industry associations, associates, suppliers, industry peers, and local communities.	2021 Corporate Responsibility Report GRI Index
102-41	Collective bargaining agreements	Park engages in collective bargaining agreements with a number of its employees.  At year end 2020, Park employed 26 unionized employees. This accounted for 27% of Park's total Select Hotels employees.	<a href="#">2020 10-K Filing</a> (pg. 12)
102-42	Identifying and selecting stakeholders	We select stakeholders by identifying the groups that may directly or indirectly impact our business.	2021 Corporate Responsibility Report GRI Index
102-43	Approach to stakeholder engagement	<p>Park actively engage with our partners, employees, and other stakeholders to better understand their priorities, enabling us to embed environmental and social responsibility into our Company.</p> <p><b>Stakeholder Engagement Approach</b></p> <p><b>Employees:</b> We consistently engage with our employees, including our Associate Satisfaction and Engagement Survey and continuous feedback, to encourage immediate and consistent feedback.</p> <p><b>Brand and Management Companies:</b> We engage with hotel brands to gain insights into their ESG-related programs and explore opportunities for future collaboration, both by working individually with our brand partners and in partnership with our lodging REIT peers. We continually meet with property teams to identify potential ESG projects such as energy efficiency investments. Furthermore, we conduct monthly meetings with property managers to discuss the integration of ESG initiatives at the property level.</p> <p><b>Industry Associations:</b> We are an active member of the American Hotel and Lodging Association and Nareit and support these organization's work to encourage the development and adoption of ESG best practices in REIT-based investments and hotel properties.</p> <p><b>Communities:</b> Through our Park Cares Committee, we engage with local communities to support organizations and individuals alike through events or programs with charitable donations, sponsorships, and volunteer hours. Furthermore, our hotels also regularly engage with their communities through monetary donations and in-kind donations.</p>	2021 Corporate Responsibility Report GRI Index
<b>REPORTING PRACTICES &amp; MATERIALITY</b>			
102-45	Entities included in the consolidated financial statements	Our annual 10-K filing includes a list of properties or "interests."	<a href="#">2020 10-K Filing</a> (pgs. 28-29)
102-46	Defining report content and topic boundaries	<p>The most important and relevant information to our business defines our reporting content and topic boundaries for the reporting period.</p> <p>A portion of this content includes continuous stakeholder engagement, including engagement of internal subject matter experts, identifying Company priorities, and risk and opportunities along with their understanding of corporate responsibility.</p>	GRI Index – Disclosures



## GENERAL DISCLOSURES (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>REPORTING PRACTICES &amp; MATERIALITY (continued)</b>			
102-47	List of material topics	Park provides management approach disclosures on governance, social, and environmental topics in an annual GRI index disclosure.	GRI Index – Disclosures
102-48	Restatements of information	2017 and 2018 environmental (energy, carbon, water, and waste) data were restated due to increased data availability.	2021 Corporate Responsibility Report pgs. <a href="#">18-19</a> , <a href="#">47</a>
102-49	Changes in reporting	No changes in reporting were reported during the reporting cycle.	GRI Index – Changes in reporting
102-50	Reporting Period	Our reporting period is the 2020 calendar year.	2021 Corporate Responsibility Report GRI Index
102-51	Date of most recent report	November 3, 2021	2021 Corporate Responsibility Report GRI Index
102-52	Reporting cycle	We provide an annual update of our sustainability initiatives and programs in our Corporate Responsibility Report.	2021 Corporate Responsibility Report GRI Index
102-53	Contact point for questions regarding the report	Park Hotels & Resorts 1775 Tysons Boulevard, 7th Floor Tysons, VA 22102 (571) 302-5757	<a href="#">Park – Contact Us</a>
102-56	External assurance	We did not receive external assurance during this reporting cycle.	2021 Corporate Responsibility Report GRI Index



## MANAGEMENT APPROACH DISCLOSURES: ECONOMIC

Our economic management approach disclosures provide information on the following topics: performance, indirect impacts and anti-corruption.

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	In 2020, Park's total revenues and total operating expenses were \$852 million and \$2,116 million, respectively. We also contributed over \$144,000 in charitable donations.	2020 10-K Filing (pg. 59 of 10-K) 2021 Corporate Responsibility Report GRI Index
201-2	Financial implications and other risks and opportunities due to climate change	Park discloses risk factors related to our business in our annual 10-K filing. This includes financial implications and risks due to natural disasters, climate change or availability of natural resources. Park specifically addresses the financial implications of climate related risks and opportunities across the business in our TCFD disclosure. Our Corporate Responsibility Report outlines both the transitional and physical risks of climate change to our Company and is informed by the work of our internal Green Park Committee. In response to the financial risk of these factors, we assess both sustainability related opportunities and climate-change related risks across our portfolio. To seize these opportunities and eliminate the identified risks, we allocate capital on an ongoing basis across our business.	2020 10-K Filing (Sustainability pg. 6 and Risk Factors pgs. 14-27 of 10-K) 2021 Corporate Responsibility Report GRI Index TCFD Disclosure
<b>INDIRECT ECONOMIC IMPACTS</b>			
103	Management Approach	We are committed to supporting the communities where we work and own properties. Our Park Cares Committee is comprised of corporate employees and engages with local individuals and organizations through volunteer work, charitable donations, sponsorships and volunteer hours. Our Park Cares Committee plans to further engage community organizations, including those that support the hospitality industry, as well as youth.	2021 Corporate Responsibility Report GRI Index
203-1	Infrastructure investments and services supported	We supported 13 organizations through charitable donations, sponsorship donations and/or volunteer hours and donated \$144,000 in charitable donations in 2020.	2021 Corporate Responsibility Report GRI Index



## MANAGEMENT APPROACH DISCLOSURES: ECONOMIC (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>ANTI-CORRUPTION</b>			
103	Management Approach	<p>Park's Code of Conduct outlines our Company's expectations, values, principles, standards, and norms of behavior and is applicable to all employees, officers, and directors of Park and its subsidiaries.</p> <p>The Vendor Code of Conduct sets standards and expectations for Park's vendors for ethical business practices, labor practices, human rights and environmental stewardship.</p> <p>For additional guidance that surpasses what is included in the Code of Conduct, employees are expected to consult Park's policies and seek advice from the General Counsel Office.</p>	<p><a href="#">Code of Conduct</a></p> <p><a href="#">Vendor Code of Conduct</a></p>
205-1	Operations assessed for risks related to corruption	Park regularly assesses operations for risks related to corruption.	<a href="#">Code of Conduct</a>
205-2	Communication and training on anti-corruption policies and procedures	<p>Park is committed to conducting its business in compliance with all laws prohibiting bribery and other corrupt practices.</p> <p>All associates participate in several trainings, including anti-bribery and anti-corruption, harassment, diversity and inclusion, and compliance, all on an annual basis.</p>	<p><a href="#">Code of Conduct</a></p> <p>2021 Corporate Responsibility Report GRI Index</p>
205-3	Confirmed incidents of corruption and actions taken	No known incidents of corruption were confirmed during the reporting cycle.	GRI Index – Disclosures





## MANAGEMENT APPROACH DISCLOSURES: ENVIRONMENTAL

Our environmental management approach disclosures provide information on the following topics: energy, water and effluents, emissions, and effluents and waste.

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we continually monitor and report on our hotel portfolio's energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company's environmental performance.</p> <p>In 2020, we invested over \$4.0 million in energy efficiency projects, including HVAC, cooling tower and chiller upgrades and replacements.</p>	2021 Corporate Responsibility Report GRI Index
<b>ENERGY</b>			
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we continually monitor and report on our hotel portfolio's energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company's environmental performance.</p> <p>In 2020, we invested over \$4.0 million in energy efficiency projects, including HVAC, cooling tower and chiller upgrades.</p>	2021 Corporate Responsibility Report GRI Index
302-1	Energy consumption within the organization	In 2020, total energy consumption was 592,877 MWh.	ESG Performance Tables
302-3	Energy intensity	In 2020, energy intensity was 18.55 kWh per sq. ft.	ESG Performance Tables



## MANAGEMENT APPROACH DISCLOSURES: ENVIRONMENTAL (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>WATER AND EFFLUENTS</b>			
303-5	Water consumption	In 2020, total water consumption was 1,201,705 kilogallons.	ESG Performance Tables
<b>EMISSIONS</b>			
305-1	Scope 1 emissions	In 2020, scope 1 emissions were 43,965 metrics tons CO <sub>2</sub> e.	ESG Performance Tables
305-2	Scope 2 emissions	In 2020, scope 2 emissions were 140,992 metrics tons CO <sub>2</sub> e.	ESG Performance Tables
305-4	Greenhouse gas intensity (GHG)	In 2020, greenhouse gas intensity was 5.79 kg. per sq. ft.	ESG Performance Tables
<b>EFFLUENTS AND WASTE</b>			
103	Management Approach	<p>Protecting the environment is a top priority for Park. Responsible environmental activity is good for both our business and the communities we serve. Park is committed to complying with all applicable environmental laws and regulations wherever we do business. Additionally, we continually monitor and report on our hotel portfolio's energy, carbon emissions, water, and waste impact, while seeking opportunities to improve our environmental performance and drive progress towards our internal goals.</p> <p>Our Green Park Sustainability Playbook establishes environmental sustainability expectations across our portfolio, leveraging proven interventions through technology or operational practices that generate cost savings, maintain guest comfort, and drive asset value.</p> <p>Furthermore, our Park Green Committee is responsible for implementing environmental, energy and sustainability projects across our portfolio. These projects impact our Company's environmental performance.</p> <p>In 2020, we invested over \$4.0 million in energy efficiency projects, including HVAC, cooling tower and chiller upgrades.</p>	2021 Corporate Responsibility Report GRI Index
306-2	Waste by type and disposal method	<p>In 2020, total waste generated was 9,642 metric tons.</p> <p>In 2020, 7,388 metric tons of waste was sent to landfill and 2,252 metric tons was recycled. Park also generated 1 metric ton of hazardous waste, while no waste was composted or incinerated.</p> <p>By utilizing composting and recycling methodologies, we diverted 23%, or 2,252 metric tons, of waste from being sent to the landfill.</p>	ESG Performance Tables



## MANAGEMENT APPROACH DISCLOSURES: SOCIAL

Our social management approach disclosures provide information on the following topics: employment, occupational health and safety, training and education, diversity and opportunity, local communities, customer health and safety and customer privacy.

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>EMPLOYMENT</b>			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We provide our employees at Corporate headquarters with health and wellness programs and initiatives, including health care benefits and paid parental leave. A summary of benefits for Corporate employees includes the following:</p> <ul style="list-style-type: none"> <li>◆ Health insurance (paid fully by Park)</li> <li>◆ One Medical memberships (paid fully by Park)</li> <li>◆ PTO plan (paid fully by Park)</li> <li>◆ Company stock plan (LTI)</li> <li>◆ Bonus eligible (STI)</li> <li>◆ 401k match program</li> <li>◆ Paid parental leave</li> <li>◆ Transportation benefits</li> <li>◆ Associate gym membership</li> <li>◆ Ergonomic workstations</li> <li>◆ Wellness room</li> <li>◆ Annual flu shot clinic</li> <li>◆ Employee Assistance Program ("EAP")</li> <li>◆ Dedicated programming for returning new parents</li> <li>◆ Mindfulness training</li> <li>◆ Emotional intelligence workshops</li> </ul>	2021 Corporate Responsibility Report GRI Index
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>			
403-1	Occupational health and safety management system	In 2020, we rolled out our Company-wide First Responder Program to address natural disaster and man-made risks through a three-tiered system. We created specific mitigation plans to ensure properties are equipped to address disasters prior to an event occurring.	2021 Corporate Responsibility Report GRI Index
403-6	Promotion of worker health	We are committed to improving the health, safety and well-being of our employees and business colleagues. Our employees are responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, we are each responsible for identifying and responding to health and safety hazards and security concerns throughout our Company.	2021 Corporate Responsibility Report GRI Index
403-9	Work-related injuries	<p>In 2020, no corporate employees suffered work-related severe injuries or fatalities occurred.</p> <p>To prevent any injuries prior to occurrence, we emphasize active hazard identification and elimination among all employees.</p>	2021 Corporate Responsibility Report GRI Index



## MANAGEMENT APPROACH DISCLOSURES: SOCIAL (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>TRAINING AND EDUCATION</b>			
103	Management Approach	<p>All of our employees participate in educational and professional development programs at our Company. In addition, select employees also receive ESG-specific training, executive coaching, and/or technical skill development.</p> <p>Our leadership team encourages employees to continue education and professional certifications with time away from work and training budgets.</p>	2021 Corporate Responsibility Report GRI Index
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We provide employees at Corporate headquarters with developmental and educational opportunities such as Management Development Series programs, Corporate Technical "lunch and learn" Trainings and REIT Tax Training. Selected associates participate in our Leadership Development Program and Executive Coaching.</p> <p>All employees also participate in an annual anti-bribery and anti-corruption training and harassment, diversity and inclusion, and compliance training at least annually. We also conducted mandatory emotional intelligence training for all Corporate associates in 2020, and plan to do additional trainings on this topic on an as-needed basis going forward.</p>	2021 Corporate Responsibility Report GRI Index
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Our employee performance review process includes continuous feedback to encourage immediate and consistent feedback.</p> <p>All employees receive regular one-on-one feedback sessions in lieu of annual performance reviews to ensure feedback is current to reinforce positive performance.</p>	2021 Corporate Responsibility Report GRI Index
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
103	Management Approach	<p>We pride ourselves on creating a respectful, professional and inclusive workplace for everyone. Park values the unique perspectives that a workforce with diverse cultures, ages, genders, and ethnicities brings to our processes. We embrace this diversity that we strongly feel enhances our success.</p> <p>In 2019, Park's CEO, Thomas J. Baltimore Jr., signed the CEO Action for Diversity &amp; Inclusion.</p> <p>In 2020, we established the Diversity and Inclusion Steering Committee to address topics related to diversity and inclusion. Since its formation, the committee has continued to meet monthly and work thoughtfully in evaluating our current and prospective initiatives and partnerships to ensure they align with Park's culture and support our diversity and inclusion mission.</p> <p>We have updated our Vendor Code of Conduct to include a preference for suppliers which reflect our corporate values of diversity, namely, a commitment to inclusiveness.</p>	2021 Corporate Responsibility Report GRI Index
405-1	Diversity of governance bodies and employees	<p>Park's Board of Directors is comprised of 8 men and 2 women.</p> <p>At our headquarters location, 48% of employees are men, and 52% are women. At our Select Hotels, 39% of employees are men, and 61% are women.</p> <p>Please refer to page 45 of our 2021 Corporate Responsibility Report GRI Index for a breakdown of employee race and age group metrics.</p>	<p>2021 Corporate Responsibility Report GRI Index</p> <p><a href="#">Board of Directors</a></p>



## MANAGEMENT APPROACH DISCLOSURES: SOCIAL (CONTINUED)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
<b>HUMAN RIGHTS ASSESSMENT</b>			
412-3	Significant investment agreements and contract that include human rights clauses or that underwent human rights screening	<p>Our Human Rights policy aligns with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>We also expect our vendors to conduct business in a manner that aligns with our values and commitment to responsible business practices, including upholding human and employment rights as outlined in our Vendor Code of Conduct.</p>	<p><a href="#">Human Rights Policy</a></p> <p><a href="#">Vendor Code of Conduct</a></p>
<b>LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>In 2020, Park contributed \$144,000 in charitable donations to over 13 organizations.</p> <p>Our Company and third-party hotel management companies are also engaged with their local communities, and raise funds through in-kind and monetary donations, as well as contribute volunteer hours and provide meals to various organizations.</p>	2021 Corporate Responsibility Report GRI Index
<b>CUSTOMER HEALTH AND SAFETY</b>			
416-1	Assessment of the health and safety impacts of product and service categories	<p>We are committed to the health and safety of our employees and business colleagues.</p> <p>Our employees are responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, we are each responsible for identifying and responding to health and safety hazards and security concerns throughout our Company.</p>	2021 Corporate Responsibility Report GRI Index
<b>CUSTOMER PRIVACY</b>			
418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No known substantiated complaints regarding breaches of customer privacy and losses of customer data were reported during 2020.	2021 Corporate Responsibility Report GRI Index