

APPENDIX E GRI INDEX

GRI Content Index

STATEMENT OF USE	GRI 1 USED	APPLICABLE GRI SECTOR STANDARD(S)
Park Hotels & Resorts has reported in reference to the GRI Standards for the period January 1, 2021 to December 31, 2021	GRI 2: General Disclosures, GRI 3: Material Topics	None

GRI 2: General Disclosures 2021

NUMBER	NAME	RESPONSE	SOURCE
2-1	Organizational details	Park Hotels and Resorts Inc. ("Park"). We are the second largest publicly-traded lodging real estate investment trust ("REIT") in the US. We own and lease hotels and resorts primarily in the upper upscale chain scale segment. 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 Worldwide Holdings Inc. completed the spin-off that resulted in our establishment as an independent, publicly traded company. Our corporate headquarters is located at 1775 Tysons Boulevard, 7th Floor, Tysons, VA 22102. Park is publicly traded on the New York Stock Exchange (NYSE: PK). As of February 17, 2022, our portfolio consisted of 54 premium-branded hotels and resorts with approximately 32,000 rooms, located in prime United States ("U.S.") markets with high barriers to entry. Over 86% of our rooms are luxury and upper upscale and all of our rooms are located in the U.S. and its territories.	2021 10-K (pg. 5)
2-2	Entities included in the organization's sustainability reporting	Our annual 10-K filing includes a list of our 54 properties or "interests."	2021 10-K (pgs. 29-30)
2-3	Reporting period, frequency and contact point	Our reporting period is the 2021 calendar year. Our reporting in reference to GRI standards is expected to continue on an annual basis. We provide an update of our sustainability initiatives and programs in our annual Corporate Responsibility Report. For further detail, contact Park Hotels & Resorts, 1775 Tysons Blvd, 7th Floor, Tysons, VA, 22012, (571) 302-5757.	2022 Corporate Responsibility Report (pg. 5) 2021 10-K (pgs. 1, 15)
2.4	Restatements of Information	None during the reporting period	GRI Content Index
2.5	External assurance	Park's 2021 data has not been externally assured	GRI Content Index

GRI 2: General Disclosures 2021 (continued)

NUMBER	NAME	RESPONSE	SOURCE
2-6	Activities, value chain, and other business relationships	<p>Park is the second largest publicly traded lodging 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. 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> <p>Our portfolio is located primarily in markets with high barriers to entry. Over 86% of our rooms are luxury and upper upscale. 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. As of February 17, 2022, our portfolio consisted of 54 premium-branded hotels and resorts with approximately 32,000 rooms.</p> <p>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. In 2021, we sold five hotels. Also in 2021, management of the Select Hotels was transitioned to a third-party hotel management company, and we no longer employ the employees at these hotels.</p>	2021 10-K ('Our Company', pg. 5)
2-7	Employees	<p>As of December 31, 2021, we had 80 corporate employees. All of our employees are in the United States.</p> <p>48% of our corporate employees are male, and 52% are female.</p>	<p>2021 10-K (pg. 13)</p> <p>2022 Corporate Responsibility Report (pg. 56)</p>
2-8	Workers who are not employees	<p>Third-party companies operate and manage hotels and resorts within our portfolio. These companies independently employ thousands of people in functions including service and operational hospitality roles. Within Park corporate offices, we do not regularly employ workers who are not employees. We may engage with external consultants on an ad-hoc basis.</p>	<p>2022 Corporate Responsibility Report (p. 66)</p> <p>GRI Content Index</p>
2-9	Governance structure and composition	<p>Park's Board of Directors is the highest governance body within the Company, comprised of three committees: Audit Committee, Compensation and Human Capital Committee and Nominating, Governance and Corporate Responsibility Committee. Our ESG objectives, reporting and strategy are overseen by our ESG Committee, which is comprised of senior management leaders in the Company, as well as our Chairman and CEO, Thomas J. Baltimore, Jr. The ESG Committee and our Chairman and CEO are informed by our three ESG-related subcommittees: Green Park Committee, Park Cares Committee and Diversity and Inclusion Steering Committee. ESG-related topics are reported directly to the Nominating, Governance and Corporate Responsibility Committee of the Board by the ESG Committee as well as the Chairman and CEO at least on 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 10-11 of our 2022 Corporate Responsibility Report. Park's Board of Directors is currently comprised of 9 Board members, 8 of which are independent directors. 22% of our Board members are women.</p>	<p>Corporate Governance website</p> <p>Board of Directors</p> <p>2022 Corporate Responsibility Report (pgs. 5, 10-11)</p>

GRI 2: General Disclosures 2021 (continued)

NUMBER	NAME	RESPONSE	SOURCE
2-10	Nomination and selection of the highest governance body	Park's Nominating, Governance and Corporate Responsibility ("NGCR") 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 and filling vacancies or newly created directorships. The NGCR Committee considers diversity in terms of age, experience, industry, gender and ethnicity to be an important factor in the consideration and identification of individuals believed to be qualified as candidates to serve on the Board.	Corporate Governance website Nominating, Governance and Corporate Responsibility Committee Charter
2-11	Chair of the highest governance body	Thomas J. Baltimore Jr. is the Chairman of the Board, President, and Chief Executive Officer of Park. Stephen I. Sadove is our lead independent director.	Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	The Board has overall responsibility for overseeing risk and the management of impacts. A fundamental part of this risk oversight is not only understanding the material risks that Park faces and the steps management is taking to manage those risks, but also understanding what level of risk is appropriate for Park. While the full Board has overall responsibility for risk oversight, it is supported in this function by the Audit Committee, the Compensation and Human Capital Committee and the Nominating, Governance and Corporate Responsibility Committee.	2022 Proxy Statement (pg. 28)
2-13	Delegation of responsibility for managing impacts	Park's ESG objectives, reporting and strategy are overseen by our ESG Committee, which is comprised of senior management leaders in the Company, as well as our Chairman and CEO, Thomas J. Baltimore, Jr., and are reported directly to the Nominating, Governance and Corporate Responsibility Committee ("NGCR") of the Board of Directors. The NGCR committee is in turn supported by teams, departments and other internal committees that regularly engage with different and various stakeholders to the business. Our ESG Committee, formed of representatives from our Park Cares Committee, Green Park Committee and Diversity and Inclusion Steering Committee, collects quantifiable data as well as qualitative insights on company practices and external issues. They share their findings and discussions with associates, stockholders, community members, hotel operators and others via regular reports to the Board of Directors. This structure supports our standardization of reporting of our environmental, emissions and efficiency data and projects at both the property and portfolio level and is critical in allowing Park to assess risk as well as to benchmark and prioritize our ESG and sustainability practices.	2022 Proxy Statement (pg. 5)
2-14	Role of the highest governance body in sustainability reporting	Park's ESG objectives, reporting and strategy are overseen by our ESG Committee and Chairman and CEO, Thomas J. Baltimore, Jr., and reported directly to the Nominating and Corporate Governance ("NGCR") Committee of the Board. The NGCR Committee oversees the Company's activities relating to ESG, corporate social responsibility and sustainability matters and the external reporting thereof (including matters relating to climate risk, diversity, political and governmental affairs and the Company's political contributions and lobbying) and to the extent the NGCR Committee deems appropriate, develop and approve, or recommend to the Board for approval, guidelines relating to those matters and/or amendments thereto. The NGCR periodically reviews reports regarding ESG, corporate social responsibility and sustainability matters prepared by the Company's Chief Executive Officer, the ESG Committee and/or the Company's management committee(s), if any, tasked with handling matters related to ESG and discuss such reports with each of management and the Board.	Nominating, Governance and Corporate Responsibility Committee Charter

GRI 2: General Disclosures 2021 (continued)

NUMBER	NAME	RESPONSE	SOURCE
2-15	Conflicts of interest	<p>Parks' policy on conflicts of interest is provided in our Code of Conduct. The Code of Conduct applies to all of our directors, officers and employees.</p> <p>Conflicts of interest in regard to cross-board membership; cross-shareholding with suppliers and other stakeholders; existence of controlling shareholders; and related parties, their relationships, transactions and outstanding balances are then disclosed to stakeholders in the Proxy Statement.</p>	<p>2022 Proxy Statement (pg. 27)</p> <p>Code of Conduct</p>
2-16	Communication of critical concerns	Per Park's Code of Conduct, each Park associate has the obligation to promptly and effectively report compliance issues and concerns such as suspected misconduct or any actual or suspected violations of our Code of Conduct.	Code of Conduct
2-17	Collective knowledge of the highest governance body	Our ESG Committee along with our ESG-related subcommittees (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. The three subcommittees feed in to our ESG Committee, which reports up to the Nominating, Governance and Corporate Responsibility Committee of our Board of Directors. A skills matrix, included in our 2022 Proxy Statement, demonstrates our Board's diversity in skills, qualifications and experience in a number of areas specific to the management of the business.	2022 Proxy Statement (pgs. 5, 21, 28)
2-18	Evaluation of the performance of the highest governance body	The Compensation and Human Capital 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. Our Compensation and Human Capital Committee is required under its charter to oversee the evaluation of the Company's executive officers, including the nature and frequency of the evaluation process.	2022 Proxy Statement (pg. 28)
2-19	Remuneration policies	Information on Park's remuneration policies is provided in our annual Proxy Statement and Compensation & Human Capital Committee Charter.	<p>2022 Proxy Statement (pgs. 26, 28)</p> <p>Compensation and Human Capital Committee Charter</p>
2-20	Process to determine remuneration	The Compensation and Human Capital Committee is responsible for making recommendations to the Board with respect to director compensation. Every year, Park provides stockholders with the opportunity for an advisory (non-binding) vote on our executive compensation program (a "say-on-pay" vote). Additional information regarding Park's process for determining remuneration is provided in our annual Proxy Statement and Compensation and Human Capital Committee Charter.	<p>2022 Proxy Statement (pgs. 26, 28, 44)</p> <p>Compensation and Human Capital Committee Charter</p>
2-21	Annual total compensation ratio	The ratio of the annual total compensation for Park's CEO (our organization's highest-paid individual) to the median annual total compensation for all employees is 38:1.	2022 Proxy Statement (pg. 70)
2-22	Statement on sustainable development strategy	A statement from our CEO is available in our 2022 Corporate Responsibility Report.	2022 Corporate Responsibility Report (pgs. 4-6)

GRI 2: General Disclosures 2021 (continued)

NUMBER	NAME	RESPONSE	SOURCE
2-23	Policy commitments	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. Additional details on Park's approach to managing business risks can be found on pages 17-23 of this report. Park's expectations, values, principles, standards and norms of behavior are outlined in our Code of Conduct. The Code of Conduct applies to all of our directors, officers and employees. All information on human rights policy commitments can be found in the Human Rights Policy.	2022 Corporate Responsibility Report (pgs. 17-23) 2022 Proxy Statement (pgs. 4-8) Code of Conduct Human Rights Policy
2-24	Embedding policy commitments	<p>Park's policies and standards are implemented internally among our associates and committees. Responsibility for ensuring compliance with our codes of conduct and internal policies lies with the Park's Audit Committee which looks after the Company's financial reporting, audit process, internal controls and legal, regulatory and ethical compliance, including our Code of Conduct.</p> <p>Our Human Rights policy aligns with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. 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 formal ESG Scorecard was introduced in 2022 to ensure that specific, objective and material measurement of ESG results were tied to executive compensation.</p>	2022 Proxy Statement (pgs. 25, 27, 44) Code of Conduct Human Rights Policy Vendor Code of Conduct
2-25	Processes to remediate negative impacts	Park's approach can be found in the 'Speaking up' section of our Code of Conduct.	Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Park is committed to maintaining an environment where open, honest communication is the expectation, not the exception. 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.	Code of Conduct Ethics Point
2-27	Compliance with laws and regulations	Per Park's Code of Conduct, we abide by our high standards of business ethics everywhere we operate, and we comply with all applicable laws.	Code of Conduct 2021 10-K (pg. 31)
2-28	Membership associations	Park is a member of the American Hotel Lodging Association ("AHLA"), the National Association of Real Estate Investment Trusts ("Nareit"), Nareit's Real Estate Sustainability Council ("RESC"), which helps to guide Nareit's ESG efforts and priorities, and AHLA's Sustainability Committee.	2022 Corporate Responsibility Report (pg. 12)

GRI 2: General Disclosures 2021 (continued)

NUMBER	NAME	RESPONSE	SOURCE
2-29	Approach to stakeholder engagement	<p>Our key stakeholder groups include investors, brand and management companies, industry associations, associates, suppliers, industry peers, and local communities. We select stakeholders by identifying the groups that may directly or indirectly impact our business. As a business that is committed to acting responsibly and with sound corporate governance, it is important to gather the views and insights of our stakeholders. Our approach to engagement ranges from informal conversations and sharing time to surveys and formal meetings, as described below:</p> <p>Communities – Park spends time volunteering in the communities where our associates live and where our hotels and our corporate headquarters are located. The charitable causes that we contribute to are those that are championed by our associates and engender purpose with Park.</p> <p>Employees – Park’s associates make up the fabric of our organization and are critical to ensuring our business success. Throughout the ongoing COVID-19 pandemic, Park has invested in enhanced programs of health and wellbeing as well as continued to ensure that our industry-leading benefits encourage and help to retain the best talent. We have ongoing engagement programs with our employees, including our Associate Satisfaction and Engagement Survey and continuous feedback.</p> <p>Industry associations – We are an active member of the American Hotel and Lodging Association and Nareit and support these organizations’ work to encourage the development and adoption of ESG best practices in REIT-based investments and hotel properties. We are also part of Nareit’s Real Estate Sustainability Council (RESC) which helps to guide Nareit’s ESG efforts and priorities.</p> <p>Stockholders/investors – Each year, our goal is to improve our ongoing, proactive outreach effort with our stockholders. We report ESG performance through our 10-K filings, Proxy Statement, investor presentations, corporate website and our Corporate Responsibility Report. Our investor relations team regularly communicates with investors, prospective investors and investment analysts. Meetings include in-person, telephone and video conferences and often include participation by our Chief Executive Officer, Chief Financial Officer and other members of our Executive Committee.</p> <p>Suppliers – As Park continues to engage more deeply in ESG, we recognize the important role of our suppliers in helping us to achieve our goals. Our Vendor Code of Conduct includes a preference for suppliers which reflect our corporate values of diversity, namely, a commitment to inclusiveness, and we strive to prioritize suppliers that reflect our values of environmental footprint minimization.</p> <p>Brand and management companies – 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>	2022 Corporate Responsibility Report (pg. 11)
2-30	Collective bargaining agreements	At December 31, 2021, Park employed 0 unionized employees.	2021 10-K (pg. 13)

GRI 3: Material Topics 2021

MATERIAL TOPICS

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
3-1	Process to determine material topics	<p>Park's internal Environmental Management System ("EMS") provides guidance in upholding our Corporate Responsibility Framework and Strategy. Our corporate responsibility strategy has been formalized based on identifying both (i) pertinent risks and opportunities to our business and (ii) an obligation to act responsibly as a Company. Effectively managing these risks and opportunities helps Park achieve operational excellence through active asset management. These risks and opportunities can be categorized in three areas –</p> <ol style="list-style-type: none"> 1. Responsibility in Risk Management 2. Responsibility in Environmental Management 3. Responsibility in Social Commitment <p>These pillars align with our selected UN Sustainable Development Goals.</p> <p>Our EMS guides how we address the identified environmental risks and opportunities, namely, through utilizing a Plan, Do, Check, Act system in alignment with ISO 14001.</p> <p>Park's process to determine material topics based on these three pillars is managed by Park's ESG Committee and its three dedicated ESG subcommittees – the Green Park Committee, the Park Cares Committee and the Diversity & Inclusion Steering Committee – which help drive the oversight of ESG-related issues within the Company. Each subcommittee is comprised of corporate associates and senior management across various departments of the organization and has at least one Executive Committee leader as part of its team. As part of their work, they continuously reach out regularly to a wide group of stakeholders including stockholders and investors, employees (including internal subject matter experts), brand management companies, suppliers and communities to solicit their views of the new issues, areas of concern and emerging trends that Park should be considering in its planning and operations and the risks and opportunities of these issues as related to Park's corporate responsibility. The most important and relevant information to our business defines our reporting content and topic boundaries for the reporting period.</p>	<p>2022 Corporate Responsibility Report (pg. 15)</p> <p>TCFD Disclosure (pg. 66)</p>

GRI 3: Material Topics 2021 (continued)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
3-2	List of material topics	<p>Park provides management approach disclosures on governance, social, and environmental topics in an annual GRI index disclosure</p> <p>Park's material topics with the most significant impacts on the economy, environment and people/human rights include:</p> <ul style="list-style-type: none"> ■ Economic standards: Direct Economic Value, Indirect Economic Impacts, Anti-corruption. ■ Environmental standards: Energy, Water and Effluents, Emissions, Waste, and Supplier Environmental Assessment. ■ Social standards: Employment, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Supplier Social Assessment, Customer Health and Safety, and Customer Privacy. <p>Changes to the list of material topics compared to the previous reporting period include the addition of Supplier Environmental Assessment, and Supplier Social Assessment. These assessments also cover our management companies that operate our hotels. Note that we have removed human rights assessment from this list due to this assessment being moved from the Topic Standards section to the Universal Standards section.</p>	GRI Content Index
3-3	Management of material topics	<p>Park's ESG Committee, which together with our Chairman and CEO report up into the Nominating, Governance and Corporate Responsibility Committee of the Board, guide and manage all ESG-related issues at our company.</p> <p>Park aims to identify and mitigate ESG risks throughout all aspects of our business. Park assesses ESG risks and opportunities by (i) engaging with key stakeholders to understand their priorities and (ii) performing thorough assessments on existing hotel properties. On an annual basis, our Design & Construction Department reviews existing hotel properties for sustainability, energy efficiency and climate impact opportunities. These assessments are completed with internal and external resources and become actionable on a best value basis. Risk assessments are also performed during the due diligence process for new acquisitions, and property condition assessments are commissioned during the due diligence process for dispositions.</p> <p>As is typical with lodging REITs, all of Park's properties are managed by third-party operators who handle the day-to-day operations and implementation of controls for each hotel. As part of our Green Park program, we have developed tools and communications to engage and collaborate with our third-party operators.</p> <p>As part of its enterprise risk management, Park senior management at least annually presents an update to the Audit Committee on identified top risks of the Company, the likelihood of such risk and the impact of such perceived risk. These risks are identified through internal and external stakeholder discussions, property risk assessments, regional climate change and risk preparedness studies, insurer reports and our evaluation of environmental, climate and social impact data. The Audit Committee reviews and discusses enterprise risk each year.</p>	<p>2022 Corporate Responsibility Report (pg. 10)</p> <p>TCFD Disclosure (pgs. 63, 66)</p>

GRI 3: Material Topics 2021: Economic Impacts

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
DIRECT ECONOMIC VALUE			
201-1	Direct economic value generated and distributed	In 2021, Park's total revenues and total operating expenses were \$1,362 million and \$1,536 million, respectively. We also contributed approximately \$170,000 in charitable donations.	2021 10-K (pgs. 15, 57)
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 prudently take advantage of these opportunities and help mitigate the identified risks, we allocate capital on an ongoing basis across our business.	2021 10-K (Sustainability pg. 7 and Risk Factors pgs. 16-28) GRI Content Index TCFD Disclosure (pgs. 64-65)
INDIRECT ECONOMIC IMPACTS			
203-2	Significant indirect economic impacts	Park's indirect economic impacts include employing third party management companies to manage its hotels and resorts, thereby creating numerous jobs and beneficial employment opportunities as part of running its hotels and resorts.	GRI Content Index
ANTI-CORRUPTION			
205	Management approach disclosure	Park strives to deal fairly with business partners, competitors and associates. We do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice. Any violation of Park's Code of Conduct may subject a Park associate to disciplinary action, up to and including termination and possibly legal action, subject to applicable law and depending on the circumstances. All associates are expected to report compliance issues or concerns, such as suspected misconduct or actual or suspected violations of the Code of Conduct, promptly using the "Speaking Up" procedures outlined in the Code of Conduct. Failure to do so is itself a violation of the Code of Conduct. Subject to applicable law, disciplinary measures also can apply to any manager or supervisor who directs, approves or condones any conduct that violates the Code of Conduct.	Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during the reporting period.	GRI Content Index

GRI 3: Material Topics 2021: Environmental

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 302 – ENERGY			
302-1	Energy consumption within the organization	In 2021, total energy consumption was 654,579 MWh with electricity representing 53% of the total and renewables representing 9% of the total energy consumed.	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
302-3	Energy intensity	In 2021, energy intensity was 24.87 kWh per sqft.	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
302-4	Reduction of energy consumption	On a like for like basis across our hotel portfolio, Park has reduced total energy use intensity in our properties by 27% since 2017. These energy reductions have been achieved as a result of on-going energy conservation activities, efficiency projects, new energy-efficient machinery and energy saving technologies.	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
GRI 303 – WATER & EFFLUENTS			
303-3	Water withdrawal	In 2021, our total net freshwater withdrawal across our properties was 1,405,981 kilogallons (5.3 million cubic meters).	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
GRI 305 – EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	In 2021, scope 1 emissions were 52,089 metric tons of CO ₂ e	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
305-2	Energy Indirect (Scope 2) GHG emissions	In 2021, scope 2 emissions were 149,624 metric tons of CO ₂ e	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
305-4	GHG Emissions Intensity	In 2021, greenhouse gas intensity was 6.74 kgCO ₂ e per sqft.	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
305-5	Reduction of GHG Emissions	From 2017 to 2021, on a like for like property basis, Park has reduced our scope 1 & 2 emissions intensity by 28% across our portfolio since 2017.	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)

GRI 3: Material Topics 2021: Environmental (continued)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 306 – EFFLUENTS AND WASTE			
306-3	Waste generated	<p>Total waste generated was 16,242.24 metric tons in 2021.</p> <p>The following shows the category breakdown for how total waste for 2021 was compiled by property:</p> <ul style="list-style-type: none"> ◆ Landfilled Waste: 13,813.25 metric tons ◆ Hazardous Waste: 1.07 metric tons ◆ Diverted Waste: 2,427.91 metric tons 	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
306-4	Waste diverted from disposal	<p>Total weight of waste diverted from disposal was 2,427.91 metric tons in 2021.</p> <p>The following shows the category breakdown for how diverted waste for 2021 was compiled by property:</p> <ul style="list-style-type: none"> ◆ Recycled Waste: 2,427.91 metric tons ◆ Composted Wasted: 0 metric tons 	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
306-5	Waste directed to disposal	<p>Total weight of waste directed to disposal was 13,814.32 metric tons in 2021.</p> <p>The following shows the category breakdown for how disposed waste for 2021 was compiled by property:</p> <ul style="list-style-type: none"> ◆ Landfilled Waste: 13,813.25 metric tons ◆ Hazardous Waste: 1.07 metric tons ◆ Incinerated Waste: 0 metric tons 	2022 Corporate Responsibility Report (ESG Performance Tables, pg. 58)
GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT			
308	Management approach disclosure	<p>Our Vendor Code of Conduct includes a preference for suppliers which reflect our corporate values of diversity, namely, a commitment to inclusiveness, and we strive to prioritize suppliers that reflect our values of environmental footprint minimization.</p> <p>Park reserves the right to evaluate, request certification and documentation for, screen and conduct audits of existing and potential vendors in order to ensure practices are in place to conduct business in a manner that is consistent with Park's policies, including (without limitation) this Vendor Code of Conduct, Park's Environmental Policy and Park's Human Rights Policy.</p>	<p>2022 Corporate Responsibility Report (pgs. 12, 54)</p> <p>Vendor Code of Conduct</p>

GRI 3: Material Topics 2021: Social

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 401 – EMPLOYMENT			
401	Management approach disclosure	Through ongoing employee development programs, comprehensive and competitive compensation and benefits, and a focus on our employees' health and wellbeing, we strive to help our employees in all aspects of their lives.	2021 10-K (pg. 13)
401-2	Benefits provided to full-time employee	<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"> ◆ Health insurance ◆ PTO plan ◆ Company stock plan (LTI) ◆ Bonus eligibility (STI) ◆ 401k match program ◆ Transportation benefits ◆ Paid parental leave ◆ Dedicated programming for returning new parents ◆ Associate gym membership ◆ Ergonomic workstations ◆ Wellness room ◆ Annual flu shot clinic ◆ Employee Assistance Program (EAP) ◆ Mindfulness training ◆ Emotional intelligence workshops 	2022 Corporate Responsibility Report (pg. 43)

GRI 3: Material Topics 2021: Social (continued)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 403 – OCCUPATIONAL HEALTH & SAFETY			
403-1	Occupational Health & Safety Management System	<p>Our Company-wide First Responder Recovery Partners Program is set up to address natural disasters and man-made risks through a three-tiered response system. We have specific mitigation plans to ensure properties are equipped to address disasters prior to an event occurring, as outlined in Park’s proprietary Risk Binder.</p> <p>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.</p>	<p>2022 Corporate Responsibility Report (pg. 17)</p> <p>Code of Conduct</p>
403-6	Promotion of worker health	Park’s health and wellbeing program provides education, training and a series of benefits that come as standard for all associates. These policies and practices are continually reviewed to ensure they remain comprehensive and competitive.	2022 Corporate Responsibility Report (pgs. 42-43)
403-9	Work-related injuries	In 2021, no corporate employees suffered work-related severe injuries or fatalities occurred. To prevent any injuries prior to occurrence, we emphasize active hazard identification and elimination among all employees.	GRI Content Index
GRI 404 – TRAINING & EDUCATION			
404	Management approach disclosure	Human capital development underpins our efforts to successfully execute our Company-wide strategy. We continually invest in our employees’ career growth and provide employees with a wide range of development opportunities. 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. Our leadership team encourages employees to continue education and professional certifications with time away from work and training budgets.	2021 10-K (pg. 14)
404-2	Programs for upgrading employee skills and transition assistance programs	We provide employees at corporate headquarters with leadership development programs, management development series programs, corporate technical “lunch and learn” trainings, REIT tax training, executive coaching and emotional intelligence training. Our leadership team encourages employees to continue education and professional certifications with time away from work and training budgets. Our Corporate Strategy and Design & Construction departments also participate in sustainability training, including Nareit’s ESG JumpStart workshop and REITworks conference. We seek to increase broader awareness and understanding among our staff through Company-wide trainings on diversity and inclusion, unconscious bias and other social issues, as well as an annual anti-bribery/anti-corruption training. In 2021, we added a separate, mandatory training on diversity, equity, inclusion and unconscious bias for corporate employees, and we expanded our training on social issues to include modern slavery/human trafficking awareness. All employees also participate in anti-harassment and compliance training at least once a year.	<p>2021 10-K (pg. 14)</p> <p>2022 Corporate Responsibility Report (pg. 46)</p>

GRI 3: Material Topics 2021: Social (continued)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 404 – TRAINING & EDUCATION (continued)			
404-3	Percentage of employees receiving regular performance and career development reviews	Our employee performance review process includes continuous feedback to encourage immediate and consistent feedback. All employees (100%) receive regular one-on-one feedback sessions in lieu of annual performance reviews to ensure feedback is current to reinforce positive performance.	2022 Corporate Responsibility Report (pgs. 47, 57)
GRI 405 – DIVERSITY & EQUAL OPPORTUNITY			
405	Management approach disclosure	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. Our Diversity and Inclusion Steering Committee meets monthly and works 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. Our Vendor Code of Conduct includes a preference for suppliers which reflect our corporate values of diversity, namely, a commitment to inclusiveness. Our goal is to ensure that diversity and inclusiveness is not just an initiative but rather the foundation for success which is engrained in the fiber of our culture. This culture transcends to every Park associate who can make change happen and ensure that inclusion and diversity are paramount in all our actions, policies, and considerations as an organization.	2022 Corporate Responsibility Report (pgs. 44-45) Vendor Code of Conduct
405-1	Diversity of governance bodies and employees	Park's Board of Directors is comprised of 7 men and 2 women. At our headquarters location, 48% of employees are men, and 52% are women. Please refer to page 45 of our 2022 Corporate Responsibility Report for a breakdown of employee race and age group metrics.	2021 10-K (pg. 14) 2022 Corporate Responsibility Report (pgs. 45, 56-57)
GRI 413 – LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	In 2021, Park supported over 13 organizations and/or programs through charitable contributions, sponsorships and scholarships contributing a total of \$170,000 in cash donations. 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 and worthwhile causes.	2021 10-K (pg. 15) 2022 Corporate Responsibility Report (pgs. 47-50, 56)

Management Approach Disclosures: Social (continued)

NUMBER	DESCRIPTION	DISCLOSURE	REFERENCES
GRI 414 – SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using labor practices criteria	<p>Our Vendor Code of Conduct includes a preference for suppliers which reflect our corporate values of diversity, namely, a commitment to inclusiveness, and we strive to prioritize suppliers that reflect our values of environmental footprint minimization.</p> <p>Park reserves the right to evaluate, request certification and documentation for, screen and conduct audits of existing and potential vendors in order to ensure practices are in place to conduct business in a manner that is consistent with Park's policies, including (without limitation) this Vendor Code of Conduct, Park's Environmental Policy and Park's Human Rights Policy.</p>	<p>2022 Corporate Responsibility Report (pgs. 12, 54)</p> <p>Vendor Code of Conduct</p>
GRI 416 – CUSTOMER HEALTH & SAFETY			
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> <p>Park is committed to the health and safety of our associates, business colleagues and guests. Park strives to provide a healthy and safe environment at all Park facilities and across all operations, which requires a commitment from everyone. Each associate is responsible for understanding and complying with all applicable safety and health laws and guidelines. In addition, each associate is responsible for identifying and responding to health and safety hazards and security concerns.</p>	<p>2022 Corporate Responsibility Report (pg. 23)</p> <p>Environmental Policy</p>
GRI 418 – CUSTOMER PRIVACY			
418	Management approach disclosure	<p>Our third-party hotel operating partners and the brands with which our hotels are affiliated have the responsibility for protecting the privacy of any confidential information related to hotel guests that may be collected at Park properties. Furthermore, Park strives to limit the collection of any third-party information via our corporate website. Park does not collect any personal information or data about hotel guests.</p> <p>Park is committed to safeguarding and handling third party information in accordance with applicable laws, our policies, contractual obligations, and in a manner that protects privacy, preserves customer and associate trust and meets our shareholders' expectations. In addition, Park is committed to collecting, safeguarding and using personal information in a reasonable manner in accordance with laws and in order to fulfill legitimate business purposes.</p>	<p>2022 Corporate Responsibility Report (pg. 55)</p> <p>Code of Conduct</p>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	In 2021, there were no reported substantiated complaints regarding breaches of customer privacy and losses of customer data.	GRI Content Index