



Effective as of August 8, 2024

PARK HOTELS & RESORTS INC. HUMAN RIGHTS POLICY

Park Hotels & Resorts Inc. and its subsidiaries (collectively, “Park”) 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. Park also encourages its hotel operators to uphold the ideals expressed in this policy and urges them to adopt similar policies concerning the hotels they manage for Park and when acting on behalf of Park.

FAIR LABOR AND HUMAN RIGHTS

Park complies with the employment and labor laws in every country and region in which we operate. We support fundamental human rights for all people. This means, among other things, that:

- We will not employ individuals who are under 15 years of age or the lawful age of employment (whichever is higher) in any country in which we operate. We also expect our suppliers and business partners to commit to the same threshold.
- We comply with all wage and compensation requirements as defined under applicable local laws and regulations, including those relating to minimum wages, and at a minimum provide legally mandated benefits. We also support the rights of Park’s associates and employees of hotel operators working at each of Park’s properties to earn a living wage.
- We will not exceed the maximum hours of work defined by applicable law and will appropriately compensate overtime.
- We will not use forced labor, including prison, bonded or debt labor.
- We will not allow physical punishment or abuse of any associate.
- We respect the ability of Associates to exercise their lawful right of free association.
- We respect the lawful rights of our associates to choose (or not choose) collective bargaining representation.
- We recognize and respect associates’ rights to form, join and participate in unions of their choice without fear of retaliation, intimidation, or harassment, in accordance with ILO Convention No. 87.
- We aim to combat modern slavery in the supply chain, including development, redevelopment and renovation projects, and expect all hotel operators to have and enforce policies and programs to combat modern slavery.
- We aim to promote economic inclusion when selecting suppliers and encourage suppliers to adhere to human rights.

- We acknowledge the right to clean water and sanitation is a fundamental human right. We aim to ensure our activities do not negatively impact basic needs, including access to food, water, sanitation or healthcare of local communities.
- We aim to ensure our activities do not negatively impact local livelihoods, including access to natural resources, housing and transportation.
- We comply with international and national good practices and local guidance to properly manage, promote, protect and preserve indigenous communities and cultural and historical sites.
- We aim to ensure equal opportunity and do not discriminate based on gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity or other discrimination factors.
- We are committed to conducting business in compliance with all laws prohibiting bribery and other corrupt practices. We prohibit bribery, including the use of facilitation payments, which are improper payments to gain business advantages. Park's policy regarding bribery and other corrupt practices are set forth in detail in Park's Business Practices Policy.

DIVERSITY, EQUITY AND INCLUSION

Park's culture is built on the foundation of open communication and collaboration through which we embrace the diversity and inclusion of all associates. Diversity, inclusion and equity are primary considerations in everything we do, and they are an important part of how we evaluate ourselves in terms of managing our business, selecting and developing our associates and a factor in establishing external partnerships. Park has established a Diversity & Inclusion Steering Committee that strives for the following:

- We are committed to continually focus on being a positive catalyst for change in enhancing diversity, inclusion, and equity. We do this both internally and externally through recruitment, associate development, mentorship, education, advocacy, and community outreach.
- We are committed to establishing a framework for change 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.
- We are committed to ensuring that inclusion and diversity are paramount in all our actions, policies, and considerations as an organization.
- We aim to protect the rights of minority groups and women.
- We are committed to gender pay equity.

TRANSPARENCY AND REPORTING

Park is committed to ensuring associate compliance with its various policies by providing annual mandatory trainings for all associates. This annual training includes sessions on Park's ethics and corporate policies, including Park's Code of Conduct, Business Practices Policy, Whistleblower Policy, Insider Trading Policy and Information Security Policy. Additional annual mandatory

training session have included training on topics such as diversity and inclusion, anti-harassment, unconscious bias and human trafficking.

Park also maintains a whistleblower hotline where human rights reports can be submitted, either anonymously or with identification, via a telephone hotline or online. Each report is reviewed, investigated and handled until conclusion by either Human Resources or the General Counsel Office.

Park aims to ensure transparency with our stakeholders through our annual corporate responsibility disclosures. Initiatives pertaining to human rights, fair labor and diversity, equity and inclusion are overseen by the Corporate Responsibility Committee and the Chief Executive Officer and are directly reported to the Nominating, Governance & Corporate Responsibility Committee of the Board at least on an annual basis.

This policy has been recommended by the Corporate Responsibility Committee and approved by Park's Chief Executive Officer as of the Effective Date.