

Environmental Social and Governance Steering Committee Charter

Purpose:

The Environmental Social and Governance Steering Committee (“ESG Committee”) purpose is to support the Company’s on-going commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to the Company (collectively “ESG Matters”). The ESG Committee is a cross-functional management committee of the Company. It will assist the Senior Leadership Team of the Company in (a) setting general strategy relating to ESG Matters, (b) developing, implementing, and monitoring initiatives and policies based on that strategy, (c) overseeing communications with employees, investors and stakeholders with respect to ESG Matters, and (d) monitoring and assessing developments relating to, and improving the Company’s understanding of ESG Matters.

Duties and Responsibilities:

The duties and responsibilities of the ESG Committee shall be as follows:

- a. Assist in setting the Company’s general strategy with respect to ESG Matters, and to consider and recommend policies, practices, and disclosures that conform with the strategy;
- b. To oversee the Company’s reporting and disclosure with respect to ESG Matters;
- c. To assist in overseeing internal and external communications regarding the Company’s position or approach to ESG Matters;
- d. To consider current and emerging ESG Matters that may affect the business, operations, performance or public image of the Company or are otherwise pertinent to the Company and its stakeholders, and to make recommendations on how the Company’s policies, practices and disclosures can adjust to or address current trends;
- e. To make periodic visits, as individual members or as a Committee, to hotel locations in order to become familiar with the nature of the operations and review relevant objectives, procedures and performance with respect to ESG Matters;
- f. To put systems in place, as deemed necessary and appropriate, to monitor ESG Matters;
- g. To advise the Company on stockholder proposals and other significant stakeholder concerns relating to ESG Matters;
- h. To review and assess this Charter annually and recommend any proposed changes for approval; and
- i. To perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may from time to time be requested.

Meetings:

The committee shall meet quarterly and on occasion as deemed necessary or appropriate.

Committee Members:

The ESG Committee will include officers and associates that the chair deems appropriate, taking into account such employee's expertise in relevant and varied disciplines, including environmental, health and safety, operations, facilities, design & construction, legal, investor relations, government affairs, corporate governance, finance, human resources and communications. Initial committee members are as follow:

- General Counsel - Chair
- Assistant General Counsel & Vice President
- Senior Vice President, Chief Customer Experience Officer
- Vice President of Real Estate
- Vice President of Finance and Investor Relations
- Vice President of Human Resources Field
- Vice President, Talent Management & Associate Engagement
- Senior Director of Procurement/Strategic Sourcing
- Environmental Health and Safety Manager