Hilton

Compensation Committee Charter

The Board of Directors (the "Board") of Hilton Worldwide Holdings Inc. (the "Company") has established a Compensation Committee of the Board (the "Committee") with the authority and duties described herein.

I. Purpose

The purpose of the Committee is to assist the Board in fulfilling its responsibilities relating to compensation matters, including with respect to the compensation of the Company's executive officers.
For purposes of this Charter, the term "executive officer" means a member of the Company's Executive Committee or an officer who is subject to Section 16 of the Securities Exchange Act of 1934, as amended (the "Exchange Act").

II. Composition

1. *Number*. The Committee will consist of two or more members of the Board.
2. *Independence*. Each member of the Committee shall be an "Independent Director" as defined under Nasdaq Rule 5605(a)(2) and shall meet the additional independence criteria specific to compensation committee service set forth under Nasdaq Rule 5605(d)(2)(A).
3. *Nomination and Chair*. The Committee and its Chair shall be nominated and elected by the Board upon the recommendation of the Nominating and Corporate Governance Committee.
4. *Compensation*. The compensation of Committee members shall be as determined by the Board.
5. *Successors and Removal*. Each member of the Committee shall be appointed by the Board and shall serve until such member's successor is duly elected and qualified or until such member's earlier resignation or removal. The Board may remove members of the Committee with or without cause.

III. Responsibilities

The following functions shall be the common recurring activities of the Committee in carrying out its responsibilities outlined in this Charter. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee shall discharge its responsibilities, and shall assess the information provided to it by the Company's management and others, in accordance with its business judgment.

1. Compensation for Executive Officers and Directors.
    a. *Compensation*. Determine and approve or recommend to the Board for approval, the compensation of the Company's Chief Executive Officer (the "CEO") and other executive officers, including salary, bonus and incentive compensation; executive perquisites; equity compensation; severance arrangements; change-in-control benefits and other forms of compensation. The Committee shall meet without the presence of the CEO when approving or deliberating on CEO compensation but may, in its discretion, invite the

CEO to be present during the approval of, or deliberations with respect to, other executive officer compensation.

b. *Corporate Goals and Objectives*. Review and approve corporate goals and objectives relevant to CEO compensation and other executive officer compensation (and such other officers as the Committee wishes to review), in each case including annual performance objectives, if any; evaluate the performance of the CEO and other executive officers (and such other officers as the Committee wishes to review) in light of such goals and objectives at least annually and determine and approve the CEO's compensation level based on such evaluation.
c. *Effectiveness*. Review periodically the Company's executive compensation programs to assess whether they are effective in achieving their intended purposes and develop and monitor policies regarding equity holding requirements, clawback of executive compensation, equity granting, executive perquisites, say-on-pay and such other matters as the Committee deems appropriate.
d. *Say on Pay*. Discuss the results of the stockholder advisory vote on "say on pay" and general market reactions to executive compensation, if any, with regard to the named executive officers.
e. *Risk Management*. Consider periodically whether the incentives and risks arising from the Company's compensation policies and practices for all employees are reasonably likely to have a material adverse effect on the Company.
f. *Director Compensation*. Periodically review and make recommendations to the Board with respect to director compensation.
g. *Delegation to Management*. To the extent permitted by applicable law and consistent with the requirements of applicable law, all compensation decisions for employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company are delegated to management.
h. *Evaluation of Executive Officers*. Oversee the evaluation of the Company's executive officers, including the nature and frequency of the evaluation process, the persons subject to evaluation, the conduct of the evaluations and assessments of the performance of the Company's executive officers, to be discussed periodically with the Board.
i. *Succession Planning*. Coordinate with the Board's Chair succession planning as it relates to the CEO. If it is determined that a new CEO should be hired, the Committee shall manage the process of identifying and selecting the new CEO.

2. Plan Administration.
   a. *Plan Review and Delegation*. Review and approve, or recommend for approval by the Board, the Company's incentive compensation plans and equity-based plans that are subject to Board approval and oversee the activities of individuals responsible for administering those plans. To the extent permitted by applicable law and the provisions of a given plan, and consistent with the requirements of applicable law and such plan, the Committee may recommend that the Board delegate to one or more executive officers of the Company the power to grant equity awards pursuant to such plan to employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company.

b. *Plan Awards and Administration*. Review and approve, or recommend for approval by the Board, all equity-based and annual incentive awards, including pursuant to the Company's equity-based and other incentive plans, except as otherwise delegated in accordance with Section 2.a above. The Committee shall exercise all rights, authority and functions of the Board under all of the Company's equity-based plans, including, without limitation, the authority to interpret the terms thereof; provided, however, that except as otherwise expressly authorized to do so by this Charter, any such plan or a resolution of the Board, the Committee shall not be authorized to amend any such plan.
c. *Executive Perquisites*. Review policies and practices with respect to executive perquisites, including the type and amount of perquisites received by executive officers at least annually. The Committee shall receive detailed reports from the Company's General Counsel at least annually of the implementation and operation of the Company's perquisite reporting program.
d. *Benefits Oversight*. Oversee and delegate authority to any committees established to administer the Company's welfare, benefits and retirement plans, including, but not limited to, the Company's Global Benefits Administrative Committee, Global Benefits Investment Committee and Appeals Committee.
e. *Other Plans*. Review and monitor employee pension, profit sharing and benefit plans.

3. Reports.
   a. *Compensation Committee Report*. Prepare the Compensation Committee Report on executive officer compensation as required by the rules and regulations of the Securities and Exchange Commission (the "SEC") to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC, if and when applicable.
   b. *Compensation Discussion and Analysis*. Review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") to the extent the CD&A is required in any SEC filing. If applicable, the Committee shall consider whether it will recommend to the Board that the CD&A be included in any required SEC filing.

IV. Procedures and Administration

1. *Meetings*. The Committee shall meet as often as it deems necessary to perform its responsibilities and remain in compliance with any applicable law or regulation. The Committee shall keep such records of its meetings as it deems appropriate.
2. *Subcommittees*. The Committee may form and delegate authority to one or more subcommittees (including a subcommittee consisting of a single member), as it deems appropriate from time to time under the circumstances, including, without limitation, a sub-committee composed solely of two or more members that have been determined to be "Non-Employee Directors" within the meaning of Rule 16b-3 under the Exchange Act when appropriate to satisfy the requirements of Section 16b-3 of the Exchange Act .
3. *Reports to the Board*. The Committee shall report regularly to the Board.
4. *Charter*. The Committee shall annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
5. *Appointment, Oversight and Compensation of Consultants, Counsel and Advisors*.

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The Committee shall have the authority and direct responsibility, and may, in its sole discretion, retain, obtain the advice of and terminate any compensation consultant, legal counsel or other advisers as it deems necessary or appropriate to carry out its responsibilities. The Committee shall be directly responsible for the appointment, compensation and oversight of the compensation consultant, legal counsel or other adviser retained by the Committee. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any compensation consultant, legal counsel or other adviser retained by the Committee. The Committee will undertake an independence assessment prior to selecting any compensation consultant, legal counsel or other advisers that will provide advice to the Committee as may be required by Nasdaq Rule 5605(d)(3)(D) or as may otherwise be required by Nasdaq from time to time. It is expected that the Committee will evaluate, on at least an annual basis, whether any work provided by the Committee's compensation consultant raised any conflict of interest. Finally, it is expected that the Committee shall pre-approve any services to be provided to the Company or its subsidiaries by any of the Committee's compensation consultants.

6. *Investigations*. The Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it shall deem appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.
7. *Action*. A majority of the members of the Committee shall constitute a quorum. The Committee shall act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. Without a meeting, the Committee may act by unanimous written consent of all members.
8. *Additional Powers*. The Committee shall have such other powers and responsibilities as may be delegated to it from time to time by the Board. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise shall be exercised and carried out by the Committee as it deems appropriate without the requirement of Board approval, and any decision made by the Committee (including any decision to exercise or refrain from exercising any of the powers delegated to the Committee hereunder) shall be at the Committee’s sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the Committee shall have and may exercise all the powers and authority of the Board.
9. *Evaluation*. The Committee shall perform a review and evaluation, at least annually, of the performance of the Committee and its members, including by reviewing the compliance of the Committee with this Charter. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.

As adopted November 11, 2026.