



NOMINATING AND ESG COMMITTEE CHARTER

The Board of Directors (the “Board”) of Hilton Worldwide Holdings Inc. (the “Company”) has established a Nominating and ESG¹ Committee of the Board (the “Committee”) with the authority and duties described herein.

Purpose

The purpose of the Committee is to:

1. advise the Board concerning appropriate composition of the Board and its committees consistent with the criteria approved by the Board;
2. identify individuals qualified to become Board members;
3. recommend to the Board the persons to be nominated by the Board for election as directors at any meeting of stockholders or to fill vacancies or newly created directorships that may occur between such meetings;
4. recommend to the Board the members of the Board to serve on the various committees of the Board;
5. develop and recommend to the Board a set of corporate governance guidelines applicable to the Company and assist the Board in complying with them;
6. oversee the evaluation of the Board and the Board’s committees; and
7. assist the Board in overseeing the Company’s ESG programs.

Composition

1. **Number.** The Committee shall consist of such number of directors as the Board shall from time to time determine.
2. **Independence.** If required by any applicable rules of the New York Stock Exchange (“NYSE”), each member of the Committee shall be an “Independent Director” (as that term is defined by such applicable rules).
3. **Nomination and Chair.** The Committee and its Chair shall be nominated and elected by the Board, upon the recommendation of the 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.

¹ “Environmental, Social and Governance.”

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.

Board Selection, Composition and Evaluation

1. **Criteria**. Establish criteria for the selection of new directors to serve on the Board.
2. **Identification of Candidates**. Identify individuals believed to be qualified as candidates to serve on the Board and recommend to the Board the candidates for election as directors at any meeting of stockholders and the persons to be elected by the Board to fill any vacancies on the Board. In identifying candidates for membership on the Board, the Committee shall take into account all factors it considers appropriate, which may (but need not) include the factors identified in the Company's Corporate Governance Guidelines.
3. **Re-election of Directors**. Review and make recommendations to the Board as to whether members of the Board should stand for re-election. Consider matters relating to the action, if any, to be taken with respect to the discontinuation of a member of the Board of his or her directorship.
4. **Nomination by Stockholders**. Evaluate candidates for nomination for election to the Board of Directors recommended by stockholders on a substantially similar basis as it considers other nominees. In that connection, the Committee may adopt such procedures for the submission of recommendations as it deems appropriate.
5. **Background Review**. Conduct all necessary and appropriate inquiries into the backgrounds and qualifications of possible candidates to serve on the Board.
6. **Independence; Conflicts of Interest**. Consider questions of independence and possible conflicts of interest of members of the Board and executive officers, and whether a candidate has special relationships, interests or a specific agenda that would impair his or her ability to effectively represent the interests of all stockholders.
7. **Board Composition**. Review and make recommendations, as the Committee deems appropriate, regarding the composition and size of the Board in order to ensure the Board has the requisite combined expertise and its membership consists of persons with sufficiently diverse and independent backgrounds.
8. **Director Resignations**. Recommend whether or not the Board should accept the resignation of a director tendered in accordance with the Company's Corporate Governance Guidelines, unless delegated by the Board to another committee of the Board.
9. **Evaluation of Board**. Oversee evaluation of the Board and its committees, including in accordance with any applicable rules of the NYSE.

Committee Selection, Composition and Evaluation

10. **Committee Members**. Recommend members of the Board to serve on the committees of the Board, giving consideration to the criteria for service on each committee as set forth in the charter for that committee, as well as to any other factors the Committee deems relevant, and where appropriate, make recommendations regarding the removal of any member of any committee.

11. Committee Chairs. Recommend members of the Board to serve as the Chairs of the committees of the Board.
12. Committee Composition. Monitor the structure and operations of the various committees of the Board, the qualifications and criteria for membership on each committee of the Board and, as circumstances dictate, make any recommendations regarding periodic rotation of directors among the committees and impose any term limitations of service on any committee of the Board.
13. Review of Committee Performance. Review, including in accordance with any applicable rules of the NYSE, the Company's Corporate Governance Guidelines as well as the charter, composition (including the "independence" of committee members and financial expertise of audit committee members) and performance of each committee of the Board in conjunction with such committee under review and recommend to the Board any changes to the foregoing.

Corporate Governance

14. Certificate of Incorporation; Bylaws. Review the adequacy of the Company's certificate of incorporation and bylaws and recommend to the Board, if appropriate, amendments to the certificate of incorporation and bylaws.
15. Corporate Governance Guidelines. Develop and recommend to the Board corporate governance guidelines and other policies and guidelines as appropriate. The Committee shall, from time to time as it deems appropriate, review and reassess the adequacy of such corporate governance guidelines and other policies and recommend any proposed changes to the Board for approval.
16. Board Meeting Procedures. Review policies relating to meetings of the Board and its committees and meetings of stockholders.
17. Board Leadership Structure. Periodically review the Board's leadership structure and make recommendations to the independent directors concerning the same.

ESG and Public Affairs

18. ESG Oversight. Provide oversight of management's efforts to ensure that the Company's commitment to ESG strategy is reflected in its business operations. Periodically review and assess the Company's ESG strategy, practices and policies, and, if appropriate, make recommendations to the Board concerning the same. Monitor the Company's progress towards its ESG goals.
19. ESG Strategy. Review external ESG-related developments that are likely to have significant impact on the Company's ability to conduct business appropriately as a good corporate citizen. Act as a sounding board and provide guidance and recommendations to management on the strategic direction of the Company's ESG programs.
20. Public Affairs. Periodically review the Company's public policy objectives, advocacy strategy and political activities to ensure alignment with corporate priorities.

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.
3. Reports to the Board. The Committee shall report regularly to the Board.

4. Charter. The Committee shall, from time to time as it deems appropriate or as required by applicable NYSE rules, review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
5. Independent Advisors. The Committee shall have the authority to engage such independent legal and other advisors and consultants as it deems necessary or appropriate to carry out its responsibilities. Such independent advisors and consultants may be the regular advisors and consultants to the Company. The Committee is empowered, without further action by the Board, to cause the Company to pay the compensation of such advisors and consultants as established by the Committee. The Committee also shall have sole authority to retain and to terminate any search firm to be used to assist it in identifying candidates to serve as directors of the Company, including sole authority to approve all fees payable to such search firm and any other terms of retention.
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 August 31, 2021.