

January 30, 2023

Hilton is committed to promoting and protecting human rights across our supply chain and in countries where we operate and welcomes the opportunity to provide the facts about Hilton's presence in Myanmar.

As a global hospitality company, Hilton primarily franchises hotels, with a small percentage of our portfolio representing owned and managed properties. We have had a presence in Myanmar since 2014, managing three properties. The Hilton Mandalay and the Hilton Ngapali Resort & Spa have been closed since spring of 2020 and the Hilton Nay Pyi Taw is open under reduced operations.

Hilton conducts thorough due diligence on the parties with which Hilton has a commercial relationship and operates in strict accordance with applicable trade sanctions. Hilton has no business relationships with Myanmar military entities or persons and is not engaged in any activities that result in funds from Hilton being transferred to sanctioned parties.

In response to political developments in Myanmar, Hilton undertook a review of the ownership structures for all Hilton-branded properties in the country. That review included updating due diligence, which confirmed that no Myanmar individuals subject to U.S. sanctions appear in the hotel owner structures for any of the properties that Hilton manages in the country.

Hilton also enhanced our control processes and mechanisms to continuously monitor trade sanctions and human rights developments in Myanmar with the assistance of specialized outside counsel and due diligence vendors.

In addition to being committed to a robust due diligence program, Hilton also is dedicated to promoting human rights. We conduct our business operations in a manner that respects human rights as defined in the International Bill of Human Rights and avoids complicity in human rights abuses. We are a signatory to the United Nations (UN) Global Compact, and we consider the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises as best practices for managing human rights risks.

Since Hilton entered Myanmar in 2014, over 500 job opportunities have been created and we established the Hilton Vocational Training Centre. Hilton-branded properties have also offered support to many non-governmental organisations and embassy liaison offices, fostering important connections between Myanmar and the rest of the world.

Hilton also recognizes its responsibility to its Team Members in Myanmar. Although Hilton's operations in the country are reduced, more than 80 percent of our Team Members in Myanmar are either on full payroll or are provided modified pay. Additionally, Hilton operates a Team Member Assistance Fund that provides financial aid to Team Members impacted by disaster and hardship. In 2022, Hilton's Team Member Assistance Fund supported over 160 Team Members experiencing financial hardship in Myanmar.