

**CHARTER OF THE
HUMAN RESOURCES COMMITTEE
PURSUIT ATTRACTIONS AND HOSPITALITY, INC.**

Amended September 3, 2025

Purpose

The purpose of the Human Resources Committee (the “Committee”) of the Board of Directors (the “Board”) of Pursuit Attractions and Hospitality, Inc. (the “Company”) is to discharge the Board’s responsibilities relating to compensation of the Company’s executives and employee benefit plans of the Company. The Committee has overall responsibility for approving and evaluating the compensation plans, policies and programs of the Company.

In addition to the powers and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board from time to time consistent with the Company’s bylaws, this Charter, the rules and regulations of the New York Stock Exchange (the “NYSE”) and applicable law.

Committee Membership

The Committee shall consist of no fewer than three members. The members of the Committee shall meet the independence requirements of the NYSE, taking into account the NYSE’s additional independence requirements specific to membership on the Committee. In addition, it is expected that at least two members of the Committee will qualify as “non-employee directors” within the meaning of Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”). The members of the Committee shall be appointed by the Board on the recommendation of the Corporate Governance and Nominating Committee. Committee members may be removed from the Committee by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

Meetings, Procedures and Authority

The Committee shall meet as often as it determines appropriate to perform its duties and responsibilities under this charter. The Committee may request any officer or employee of the Company, the Company’s outside counsel or other advisors, including any compensation consultant, to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

The Committee shall have the authority, to the extent it deems necessary or appropriate, to retain or obtain the advice of consultants, independent legal or other advisers, including any compensation consultant used to assist in the evaluation of director or executive compensation. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to any advisors employed by the Committee, and for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Committee will assess the independence of advisors that provide advice to the Committee, prior to selecting or receiving advice from them, in accordance with applicable NYSE listing standards. However, nothing in this provision requires that any adviser be independent.

The Committee may form and delegate authority to subcommittees consisting of one or more members when appropriate. If and when appropriate to satisfy the requirements of Rule 16b-3 of the Exchange Act, any such subcommittee shall be 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. The Chair shall have the delegated authority to act on behalf of the Committee (a) in connection with the negotiation and execution of engagement letters of outside consultants, legal counsel or other advisors to be retained by the Committee and (b) as may otherwise be determined by the Committee.

It is expected that the Committee will assess at least annually whether the work of compensation consultants involved in determining or recommending executive or director compensation (whether retained by the Committee or management) has raised any conflict of interest and how any such conflict is being addressed for disclosure in the Company's annual proxy statement or otherwise as required by applicable law and stock exchange requirements.

The Committee may delegate to one or more officers of the Company the authority to grant, amend and/or administer awards of cash or options or other equity securities to any employees or other service providers of the Company who, in either case, are not executive officers ("executive officer" means any "officer" as defined in Rule 16a-1(f) under the Exchange Act) of the Company under the Company's incentive-compensation or other equity-based plans as the Committee deems appropriate. Any such delegation must be made in accordance with the terms of the relevant plan, the Company's bylaws and applicable state law.

Duties and Responsibilities

1. *CEO Performance.* The Committee shall annually review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and set the CEO's compensation levels based on this evaluation. In determining the long-term incentive components of CEO compensation, the Committee will consider such factors as the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years.
2. *Executive Officer Compensation.* The Committee shall annually review and approve, for the CEO and the executive officers of the Company, (a) the annual base salary level, (b) the annual incentive opportunity level and granting of incentive awards, (c) the long-term incentive opportunity level, and (d) any special or supplemental benefits.
3. *Employment and Post-Employment Arrangements.* The Committee shall review and approve, or recommend to the full Board (other than the CEO), any employment or post-employment agreement or arrangement (including severance and change in control benefits) applicable to any of the Company's executive officers.
4. *Compensation Philosophy.* The Committee shall periodically review and adopt policies and guidelines, as necessary, regarding the compensation philosophy that applies to all executives.
5. *Equity Compensation Plans.* The Committee shall review, design and approve, or recommend to the Board, and administer long-term, intermediate-term and short-term incentive compensation plans and equity-based plans of the Company.

6. *Equity-Based Awards.* The Committee shall review and approve, or recommend to the full Board, all equity-based awards, including pursuant to the Company's equity-based plans, subject to the ability of the Committee to delegate authority pursuant to this charter and the terms of the applicable plans.
7. *Non-Employee Director Compensation.* The Committee shall review and recommend to the Board the form and amount of compensation for non-employee directors.
8. *Other Benefit Plans.* The Committee shall review and recommend to the Board the adoption and, where applicable, amendment of employee benefit plans. The Committee shall also administer, interpret, amend (where applicable) and carry out such other duties with respect to the Company's employee benefit plans as may be authorized or called for by such plans or the Board.
9. *Compensation Disclosures.* The Committee shall (a) review and discuss with management the Compensation Discussion and Analysis ("CD&A") to be included in the Company's annual proxy statement or annual report on Form 10-K, in accordance with the rules of the Securities and Exchange Commission (the "Commission") and, based on that review and discussion, determine whether or not to recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K, as applicable and (b) prepare the compensation committee report on executive officer compensation as required by the Commission to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the Commission.
10. *Risk Assessment.* When required by applicable Commission rules or NYSE listing standards, the Committee shall consider, on at least an annual basis, whether risks arising from the Company's compensation policies and practices for all employees, including non-executive officers, are reasonably likely to have a material adverse effect on the Company.
11. *Regulatory Compliance.* Monitor the Company's regulatory compliance with respect to compensation matters.
12. *Stock Ownership Guidelines.* The Committee shall establish and monitor stock ownership guidelines for directors and/or executive officers of the Company.
13. *Clawback Policy.* The Committee shall establish, approve, modify and oversee the Company's compensation clawback or similar policies, including a clawback policy that complies with the requirements of the Commission and the NYSE listing standards, and any required recoupment and disclosure.
14. *Talent Development and Corporate Culture.* Review and discuss with management the Company's policies and practices related to its management of human capital resources and corporate culture, including talent development, retention, overall employee wellness and engagement of Company personnel.
15. *Management Evaluation.* The Committee shall provide input concerning the evaluation of senior management.
16. *Reports to the Board of Directors.* The Committee shall report regularly to the Board regarding the activities of the Committee.

17. *Committee Self-Evaluation.* The Committee shall at least annually perform an evaluation of the performance of the Committee.

18. *Review of this Charter.* The Committee shall periodically review and reassess this Charter and submit any recommended changes to the Board for its consideration.