

NH | HOTEL GROUP
PART OF

MINOR
HOTELS

13

APPENDIX



NH Collection Eurobuilding
Spain

APPENDIX I: TABLE OF INDICATORS

As a result of NH Hotel Group's Policies, the following indicators are available to monitor them.

Indicators	2022	2021
Profile		
Hotel portfolio	350	353
N. of rooms	54,820	55,063
N. of clients	38.9 thousands	35 thousands
Subsidies	46.5 M€	170 M€
Net profit - M€	100.3	(134)
Consolidated revenues - M€	1,759.4 M€	834 M€
Governance		
Members of the Board	9	9
External Independent Directors	3	3
Board attendance	97%	93.6%
Women on the Board	1	0
Board meetings	6	7
Human Rights		
% of hotels that have completed the human rights assessment	86%	ND
No. of human rights non-compliances	0	0
Contribution to associations and NGOs		
Contribution to associations - €	508,596	345,940
Contribution to sectoral associations - €	325,532	285,682
Contribution to non-profit associations - €	3,335	3,465

UP FOR PLANET

Indicators	2022	2021
PRODUCTS AND HOTEL BUILDINGS		
Assets with sustainable certifications	161	161
Energy consumption (kWh)	539,111,757	5.03E+08
Energy ratio (kWh/RN)	52.00	85.87
Hotels located in water-stressed areas	28%	29%
Water withdrawal (m ³)	3,505,320	2,685,102
Water ratio (m ³ /NR)	0,34	0,45
Carbon footprint - CO ₂ emissions (t eq CO ₂)	88,816	88,545
Carbon Footprint - CO ₂ Emissions Ratio (kg eq CO ₂ /RN)	8.57	16.34
PROCESSES AND OPERATIONAL STANDARDS		
% of green electricity consumed in Europe	64%	62%
No. of hotels with electric chargers	64	26
No. of hotels with bicycle rentals	69	48
Emissions Scope 1 - (t eq CO ₂)	44,328	41,673
Emissions Scope 2 - (t eq CO ₂)	44,487	46,872
Emissions Scope 3 - (t eq CO ₂)	298,885	188,490
SUSTAINABLE PURCHASING		
Number of total suppliers	12,532	10,256
Number of active suppliers with signed Codes of Ethics	1,760	1,756
Number of new suppliers with signed Codes of Ethics	87	169
% purchases from local suppliers	89%	83%
Annual purchase volume (CapEx+OpEx)	554.5	295.9

UP FOR PEOPLE

Indicators	2022	2021
EMPLOYEES		
FTEs (no. of employees)	10,995	10,071
Permanent contracts	85%	90%
Voluntary turnover rate	27.7	21.8
Non-voluntary turnover rate	12.9	14.1
Employees in country other than country of origin	22%	23%
Women in the workforce	51%	51%
Women in management positions	44%	44%
Workforce covered by collective bargaining agreement	87%	92%
Employees under 25 years old	10%	7%
Employees between 25 and 40 years old	41%	41%
Employees over 40 years of age	48,9%	52%
No. of nationalities	143	134
Employees with disabilities	101	85
Training		
Hours of training delivered through NH University	157,455	74,759
Hours of training per employee	12.3	8.3
Total investment in training	1,085,746 €	372,611€
Safety, health and well-being		
No. of fatal accidents	0	0
No. of accidents with sick leave	273	134
Frequency Rate Fatal accidents	0	0
Frequency Rate occupational accidents	5.2	10.96
Frequency Rate occupational diseases	0.1	1.4
Severity Index occupational accidents	0.3	0.12
Severity Rate occupational diseases	0	0.01
Absenteeism rate	4.4	3.6

Indicators	2022	2021
CUSTOMERS		
Customer reviews - NH survey	8.5	8.6
Customer Reviews - Online Surveys	8.4	8.3
Number of Customer Care contacts	29,843	24,025
No. of hotels with elements adapted to special needs	346	344
COMMUNITIES		
Social initiatives	28	55
No. of volunteers NH	4,885	605
Investment in social action (thousands €)	136	81
Contribution to NGO Tariff (thousands €)	91	13
Contribution of Bono Amigo + Employee Tariff (thousands €)	179.5	131
Total beneficiaries	60,724	ND
Hotels with a Heart		
Agreements with NGOs	22	13
Free Roomnights	1,438	1,006
Beneficiaries HwH	2,876	2,012
NH volunteers HwH	118	118
Hotels involved	59	14
Together with Love		
Partnerships involved	66	14
NH volunteers TWL	4,767	601
Hotels involved	87	ND
Beneficiaries TWL	57,842	ND

APPENDIX III: RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Areas	Recommendations	Chapter
Governance	The Board's role in oversight climate-related risks and opportunities	The Board is responsible for guaranteeing the long-term stewardship of the NH Hotel Group. The Board reserves the competence to approve Strategy of the Company, which includes the Sustainable Business Pillar, defined as a plan to be ready to operate in a decarbonized world. All climate related issues that the Company has to manage are included under this Strategic Pillar.
	Management's role in assessing and managing climate related risks and opportunities	The Sustainable Executive Committee, co-chaired by the Chief Assets and Development Officer and the Chief People and Sustainable Business Officer, is responsible for providing strategic direction for the management of ESG issues, including climate related.
Strategy	Climate-related risks and opportunities identified over the short, medium, and long term	NH Hotel Group has analyzed the climate risks and opportunities expected to materialize and that could impact the company in 4-time frames (current, short, medium and long term). To determine the relevance of the risk and opportunity, the Company considers its presence in terms of volume of hotels owned or leased, their contribution to the results and their strategic relevance.
	Impact of climate-related risks and opportunities on the NH Hotel Group's businesses, strategy, and financial planning	For those identified risks and opportunities the Company analyzes where, within its value chain, those risk and opportunities may impact: on its supply chain, on its own infrastructure or on its services. As a next step, the Company will progress in quantifying the financial impact of such risks and opportunities.
	Resilience of the strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario	The risk assessment carried out included an analysis of climate scenarios taking into account both physical factors - Representative Concentration Pathways (RCP) - and socioeconomic factors - Shared Socioeconomic Pathways (SSP). The selected scenarios contemplate the limitation of temperature to 2° or less, but also its general characteristics such as typology, diversity, scope.... The scenario chosen to carry out the analysis of climate risks and opportunities. The scenario chosen for the climate risk and opportunity analysis, SSP1 -RCP2.6, was selected due to NH Hotel Group's commitments to reduce carbon emissions, Minor International's commitment to zero net emissions, the TCFD's recommendation to choose at least one scenario of 2° or lower and the IPCC's recommendations.

SUSTAINABLE BUSINESS STRATEGY >
Sustainable Business Governance

NH HOTEL GROUP RESPONSE TO
THE RISKS AND OPPORTUNITIES
ASSOCIATED WITH CLIMATE CHANGE
BASED ON THE TASK FORCE ON
CLIMATE-RELATED FINANCIAL
DISCLOSURE (TCFD) > Strategy

Areas	Recommendations	Chapter	
Risk Management	<p>NH Hotel Group's processes for identifying and assessing climate-related risks</p>	<p>NH HOTEL GROUP RESPONSE TO THE RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE BASED ON THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) > Risk management</p>	
	<p>Processes for managing</p>		<p>Following the NH Hotel Group risk management model, adequate responses and controls are designed for the risks identified and assessed, with the aim at achieving an acceptable Risk Level for the Company.</p>
	<p>climate-related risks</p>		<p>If the risk level is not within the willingness to accept, after the controls and actions undertaken to mitigate it, additional actions will be required to lower the risk level to an acceptable level.</p>
Metrics and targets	<p>Metrics used to assess climate-related risks and opportunities in line with the strategy and risk management process</p>	<p>SUSTAINABLE BUSINESS STRATEGY > Sustainable Business Governance</p>	
	<p>Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the related risks</p>	<p>The carbon footprint is calculated in accordance with the Greenhouse Gas Protocol.</p>	
	<p>Targets used to manage climate-related risks and opportunities and performance against targets</p>	<p>The Company has made the commitment to reduce its carbon emission through its value chain by 20% by 2030. All areas involved to activate the levers to achieve this target and its annual splits work together under the "2030 SBT Plan". The Sustainability Executive Committee follows up the performance of this target and tasks implemented to achieve it.</p>	

APPENDIX IV: TABLE OF CONTENTS NON-FINANCIAL REPORTING AND DIVERSITY LAW 11/2018

Fields	Contents	GRI Standards	Description GRI 2022	Section title
Global	<p>The consolidated statement of non-financial information shall include the information necessary to understand:</p> <ul style="list-style-type: none"> ■ the development ■ the results and position of the group, and the impact of its activity with respect to, at least: <ul style="list-style-type: none"> ■ environmental issues; ■ social issues; ■ respect for human rights; ■ respect for anti-corruption and anti-bribery; ■ as well as personnel issues, including measures taken, where appropriate, to promote the principle of equal treatment and opportunities for women and men, non-discrimination and inclusion of persons with disabilities and universal accessibility. 	---		<p>Chapter: <i>ABOUT THE NON-FINANCIAL INFORMATION STATEMENT</i></p> <p>Chapter: <i>OUR PRESENCE IN THE WORLD 2022</i></p> <p>Chapter: <i>NH HOTEL GROUP BUSINESS MODEL</i></p> <p>Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>. Section: <i>Tax Transparency; Profits and Taxes; Relations with governments and political influence.</i></p> <p>Chapter: <i>PROTECTION OF HUMAN RIGHTS</i></p> <p>Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i></p>
Business model	<p>Brief description of the group's business model, including:</p> <ol style="list-style-type: none"> 1. its business environment; 2. its organisation and structure; 3. the markets in which it operates; 4. its objectives and strategies; 5. the main factors and trends likely to affect its future development. 	2-1	Company Details	<p>Chapter: <i>OUR PRESENCE IN THE WORLD 2022</i></p> <p>Chapter: <i>NH HOTEL GROUP BUSINESS MODEL</i></p>
		2-6	Activities, value chain and other business relationships	Chapter: <i>NH HOTEL GROUP BUSINESS MODEL</i>
		2-7	Employees	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
		2-22	Sustainable Development Strategy Statement	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i>
Policies	<p>A description of the group's policies with respect to such issues, including:</p> <ol style="list-style-type: none"> 1. the due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts; 2. the verification and control procedures, including what measures have been taken. 	3-3	Management approach to each area	<p>Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i></p> <p>Chapter: <i>PROTECTION OF HUMAN RIGHTS</i></p>
Policy results	<p>The results of these policies, including relevant non-financial key performance indicators that allow for:</p> <ol style="list-style-type: none"> 1. the monitoring and evaluation of progress and; 2. that support comparability across societies and sectors, in accordance with national, European or international frameworks of reference used for each subject. 	3-3	Management approach to each area	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>
Risks to ST, MT and LT	<ul style="list-style-type: none"> ■ The principal risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse effect on those areas, and; ■ how the group manages those risks; ■ explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks; ■ information on the impacts identified, including a breakdown of the impacts, in particular the main short, medium and long-term risks, should be included. 	2-12	Role of the highest governance body in overseeing the management of impacts	Chapter: <i>RISK MANAGEMENT</i>

Fields	Contents	GRI Standards	Description GRI 2022	Section title
KPIs	<p>Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability.</p> <ul style="list-style-type: none"> In order to facilitate the comparison of information, both over time and between entities, non-financial key performance indicator standards that can be generally applied and that comply with the European Commission's guidelines in this area and the standards of the Global Reporting Initiative shall be used, and the national, European or international framework used for each subject shall be mentioned in the report. Key non-financial performance indicators should be applied to each section of the non-financial information statement. These indicators must be useful, taking into account the specific circumstances and consistent with the parameters used in its internal risk management and assessment procedures. In any case, the information presented must be accurate, comparable and verifiable. 	N/A		ANNEX 1: TABLE OF INDICATORS
Environmental Issues	Global Environment			
	1. Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment procedures or certification;	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Introduction
	2. The resources devoted to the prevention of environmental risks;	2-12	Role of the highest governance body in overseeing impact management	Chapter: UP FOR PLANET. Section: Introduction
	3. The application of the precautionary principle, the amount of provisions and guarantees for environmental risks.	2-23	Policy commitments	Chapter: UP FOR PLANET. Section: Introduction
	Pollution			
	1. Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment;	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Introduction
	2. Taking into account any form of activity-specific air pollution, including noise and light pollution*.	305-5	Reducing GHG emissions	Chapter: UP FOR PLANET. Section: Introduction
	Circular economy and waste prevention and management			
	Circular economy	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards > Waste management and circular economy
	Waste: waste prevention, recycling, reuse, other forms of recovery and disposal measures;	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards > Waste management and circular economy
		306-2	Management of significant waste-related impacts	Chapter: UP FOR PLANET. Section: Operating processes and standards > Waste management and circular economy
	Actions to combat food waste.	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards > F&B commitments in NH Hotel Group > Fight against food wastage
	Sustainable use of resources			
	Water consumption and water supply according to local constraints;	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards > Water management
		303-3	Water abstraction	Chapter: UP FOR PLANET. Section: Operating processes and standards > Water management
Consumption of raw materials and measures taken to improve the efficiency of their use;	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards	
Direct and indirect energy consumption, measures taken to improve energy efficiency and use of renewable energies.	3-3	Management approach to each area	Chapter: UP FOR PLANET. Section: Operating processes and standards > SBT Plan	
	302-1	Energy consumption within the organisation	Chapter: UP FOR PLANET. Section: Operating processes and standards > SBT Plan	
	302 - 4	Reduction of energy consumption	Chapter: UP FOR PLANET. Section: Sustainable Products and Assets > Energy efficiency plan Chapter: UP FOR PLANET. Section: Operating processes and standards > Responsible energy management	

(*) Light pollution and noise have not been considered an environmental impact for NH Hotel Group's business.

Fields	Contents	GRI Standards	Description GRI 2022	Section title
Environmental Issues	Climate Change			
	The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces;	3-3	Management approach to each area	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Products and Assets</i>
		305-1	Direct GHG emissions (Scope 1)	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating processes and standards > Energy consumption</i>
	Measures taken to adapt to the consequences of climate change;	305-2	Indirect energy-related GHG emissions (Scope 2).	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating processes and standards > Energy consumption</i>
		3-3	Management approach to each area	Chapter: <i>UP FOR PLANET</i> . Section: <i>Introduction; Sustainable Products and Assets</i>
	Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end.	201-2	Direct GHG emissions (Scope 1)	Chapter: <i>RISK MANAGEMENT</i> . Section: <i>NH Hotel Group's Response to The Risks and Opportunities associated to Climate Change Based on the Task Force on Climate-Related Finance Disclosure (TCFD)</i>
		3-3	Indirect energy-related GHG emissions (Scope 2)	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating processes and standards > Energy consumption</i>
Biodiversity protection				
Measures taken to preserve or restore biodiversity;				
Impacts caused by activities or operations in protected areas.	3-3	Management approach to each area	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating processes and standards > Biodiversity management</i>	
Social and Employee issues	Employment			
	Total number and distribution of employees by gender, age, country and occupational classification;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
		2-7	Employees	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Our Team Members</i>
	Total number and distribution of types of employment contracts	405-1	Diversity in governing bodies and employees	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board and Senior Management Remuneration</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
		2-7	Employees	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Quality job creation and talent retention</i>
	Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and occupational classification,	2-7	Employees	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Quality job creation and talent retention</i>
		405-1	Diversity in governing bodies and employees	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board and Senior Management Remuneration</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
	Number of dismissals by sex, age and occupational classification;	401-1	New employee recruitment and staff turnover	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > New hires</i>
	Average salaries and their evolution disaggregated by sex, age and professional classification or equal value;	405-2	Ratio of basic salary and remuneration of women vs. men	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
	Wage gap, the pay for equal or average jobs in society,	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
		405-2	Ratio of basic salary and remuneration of women vs. men	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
	The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender,	405-2	Ratio of basic salary and remuneration of women vs. men	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
		2-19	Remuneration policies	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
Implementation of work disengagement policies,	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Flexibility and work-life balance: from the 'new way of working' to the 'hybrid model'</i>	
Employees with disabilities.	405-1	Diversity in governing and employee bodies	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>	

Fields	Contents	GRI Standards	Description GRI 2022	Section title
Social and Employee issues	Work organisation			
	Organisation of working time	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
	Number of hours of absenteeism	3-3	Absenteeism hours	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
		403-9	Work-related injuries	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Flexibility and work-life balance: from the 'new way of working' to the 'hybrid model'</i>
	Health and safety			
	Health and safety conditions at work;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
	Accidents at work, in particular their frequency and severity, and occupational diseases; disaggregated by sex.	403-9	Injuries due to accidents at work	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
		403-10	Occupational diseases and illnesses	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
	Social relations			
	Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
	Percentage of employees covered by collective bargaining agreements by country;	2-30	Collective bargaining agreements	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Social dialogue with employees</i>
	The balance of collective agreements, particularly in the field of health and safety at work.	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Health, safety and wellbeing at work</i>
	Mechanisms and procedures that the company has in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Social dialogue with employees; Internal communication</i>
	Training			
	Policies implemented in the field of training;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Training "NH University"</i>
	The total number of training hours per professional category.	404-1	Average training hours per year per employee	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Training "NH University"</i>
		404-2	Programs to improve employee skills and transition assistance programs	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Training "NH University"</i>
		404-3	Percentage of employees receiving regular performance and career development appraisals	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Training "NH University"</i>
	Universal accessibility for people with disabilities	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Clients > Hotels that are more accessible every day</i>
	Equality			
	Measures adopted to promote equal treatment and opportunities between women and men;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities;			Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>
The policy against all types of discrimination and, where appropriate, diversity management.	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>			

Fields	Contents	GRI Standards	Description GRI 2022	Section title
Human Rights	Implementation of human rights due diligence procedures; " Implementation of human rights due diligence procedures	3-3	Management approach to each area	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i>
	Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress potential abuses;	406-1	Cases of discrimination and remedial action taken	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i>
	Reporting of human rights abuses;			Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i>
	The elimination of discrimination in employment and occupation;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion > Plan de Igualdad</i>
	The elimination of forced or compulsory labour;	3-3	Management approach to each area	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i>
	The effective abolition of child labour.	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion > Plan de Igualdad</i>
Corruption and bribery	Measures taken to prevent corruption and bribery;	3-3	Management approach to each area	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>
		205-2	Communication and training on anti-corruption policies and procedures	Chapter: <i>PROTECTION OF HUMAN RIGHTS</i> . Section: <i>Human Rights Policy</i>
	Measures to combat money laundering.	205-2	Communication and training on anti-corruption policies and procedures	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Awareness of and training on ethics and conduct</i>
	Contributions to foundations and non-profit organisations.	413-1	Operations with local community participation, impact assessments and development programs	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Sustainable alliances</i> Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Relations with governments and political influence</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities > Introduction</i>
Society	Company commitments to sustainable development			
	The impact of the company's activity on employment and local development;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities > Introduction > Employability</i>
		413-1	Operations with local community participation, impact assessments and development programs	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities</i>
	The impact of the company's activities on local populations and the territory;	413-1	Operations with local community participation, impact assessments and development programs	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities</i>
	The relations maintained with local community actors and the modalities of dialogue with them;	2-29	Stakeholder engagement approach	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders</i>
		413-1	Operations with local community participation, impact assessments and development programs	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders</i> Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i>
Partnership or sponsorship actions.	2-28	Membership of associations	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Sustainable alliances</i>	

Fields	Contents	GRI Standards	Description GRI 2022	Section title
Society	Subcontracting and suppliers			
	Inclusion of social, gender equality and environmental issues in procurement policy; Consideration in relations with suppliers and subcontractors of their social and environmental responsibility;	2-6	Activities, value chain and other business relationships	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i>
		3-3	Management approach to each area	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i>
		204-1	Proportion of expenditure on local suppliers	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Supplier management</i>
		308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria.	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i>
		414-1	New suppliers that have passed selection filters according to the social criteria	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i>
	Monitoring and audit systems and audit results.	3-3	Management approach to each area	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Cientes</i> > <i>Client Health and Safety</i>
		308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria.	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i>
		414-1	New suppliers that have passed selection filters according to the social criteria	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i>
	Consumers			
	Measures for the health and safety of consumers;	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Cientes</i> > <i>Client Health and Safety</i>
	Complaint systems, complaints received and their resolution.	3-3	Management approach to each area	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Cientes</i> > <i>Single Customer Centre tools</i>
	Monitoring and audit systems and audit results.	414-1	New suppliers that have passed selection filters according to the social criteria	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchasing</i> > <i>Approval of suppliers</i> ; <i>Supplier management</i>
		3 - 3	Management approach to each area	
Tax information				
Profits earned on a country-by-country basis	3-3	Management approach to each area	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Tax Transparency</i>	
Taxes on profits paid				
Public subsidies received	201-4	Financial assistance received from the government	The total amount of public subsidies accrued in the year was 46,510,999 euros.	
Corporate Governance		2-9	Governance structure and composition	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Governance Structure</i>
		2-10	Nomination and selection of the highest governing body	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Governance Structure</i>
		2-11	President of the highest governing body	Chapter: <i>CORPORATE GOVERNANCE</i>
		2-13	Delegation of responsibility for impact management	Chapter: <i>CORPORATE GOVERNANCE</i>
		2-15	Conflicts of interest	Chapter: <i>CORPORATE GOVERNANCE</i>
Eligibility and alignment of business activities with the European Taxonomy			Chapter: <i>EUROPEAN UNION TAXONOMY OF SUSTAINABLE ACTIVITIES ANNEX II: II: EUROPEAN TAXONOMY</i>	

Note: In addition to the indicators included in the table, additional information can be found in the following indicators: 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-22, 2-23, 2-29, 201-2, 207-1, 207-2, 207-4.

APPENDIX V: INDEX OF GRI STANDARD CONTENTS

Declaration of use: NH Hotel Group reports GRI standards “with reference” for the period 1 January 2022 to 31 December 2022.

Table of GRI indicators

GRI Standard	Content	Title of the section or direct response
Organisational Profile		
GRI 2: General Contents	2-1 Details of the organisation	Chapter: <i>OUR PRESENCE IN THE WORLD 2022</i>
	2-2 Entities covered by sustainability reporting	Chapter: <i>ABOUT THE NON-FINANCIAL INFORMATION STATEMENT</i> . Section: <i>Contents and Scope</i>
	2-3 Reporting period, frequency and contact information	Chapter: <i>ABOUT THE NON-FINANCIAL INFORMATION STATEMENT</i> . Section: <i>Contents and Scope</i> For more information: Santa Engracia, 120 28003 - Madrid T: +34 91 451 97 18 nh-hotels.com nhhotelgroup.com
	2-4 Restatement of information	The restated KPIs have been specified in their own reporting table throughout the SNFI.
	2-5 External verification	<i>Annex VI: INDEPENDENT VERIFICATION REPORT</i>
	2-6 Business activities, value chain and other business relationships	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Dialogue with our stakeholders</i>
	2-7 Employees	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees</i>
	2-9 Governance structure and composition	Chapter: <i>CORPORATE GOVERNANCE</i>
	2-10 Nomination and selection of the highest governance body	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group</i>
	2-11 Chair of the highest governance body	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group</i>
	2-12 Role of the highest governance body in the management of impacts oversight	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group</i>
	2-13 Delegation of responsibility for impact management	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group</i>
	2-14 Role of the highest governance body in sustainability reporting	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group > Committees</i> Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Sustainable Business Governance</i>
	2-15 Conflicts of interest	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Code of Conduct</i>
	2-16 Communication of critical concerns	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Dialogue with our stakeholders</i>
	2-17 Collective knowledge of the highest governance body	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board of Directors of NH Hotel Group</i>
	2-18 Performance evaluation of the highest governance body	More information in Annual Corporate Governance Report 2022
	2-19 Remuneration policies	Chapter: <i>CORPORATE GOVERNANCE</i>
	2-20 Process for determining remuneration	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > An Equal Opportunity Team > NH Hotel Group's Compensation Model</i>

GRI Standard	Content	Title of the section or direct response
	2-22 Sustainable development strategy statement	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i>
	2-23 Policies and commitments	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>
	2-24 Incorporation of policy commitments	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Chapter: <i>NH Hotel Group And The 2030 Agenda</i>
	2-25 Processes for Remediating Negative Impacts	Chapter: <i>UP FOR PLANET</i>
	2-26 Advisory bodies and ethical concerns	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>
	2-27 Compliance with laws and regulations	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>
	2-28 Membership in associations	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Engaging with governments and political influence > Creating value for our stakeholders > Sustainable Alliance</i>
	2-29 Approach to stakeholder engagement	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Engaging with governments and political influence > Creating value for our stakeholders > Sustainable Alliance</i>
	2-30 Collective Bargaining Agreements	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Social dialogue with employees</i>
Material topics for NH Hotel Group		
Agility and resilience of the business model		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>BUSINESS MODEL OF NH HOTEL GROUP</i> . Section: <i>Evolution of results</i>
GRI 201: Economic Performance		
	201-2 Financial implications and other risks and opportunities arising from climate change	Chapter: <i>RISK MANAGEMENT</i> . Section: <i>NH Hotel Group's Response to The Risks and Opportunities associated to Climate Change Based on the Task Force on Climate-Related Finance Disclosure (TCFD)</i>
	201-4 Financial assistance received from the government	The total amount of public subsidies accrued in the year was 46,510,999 euros.
Corporate governance, business ethics and transparency		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>CORPORATE GOVERNANCE</i>
GRI 207: Tax		
	207-1 Tax approach	
	207-2 Fiscal governance, control and risk management	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Tax Transparency: Profits and Taxes</i>
	207-4 Country by country report	
GRI 205: Anti-corruption		
	205-2 Communication and training on anti-corruption policies and procedures	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i>
	205-3 Confirmed cases of corruption and measures taken	
Cybersecurity and data protection		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>ETHICAL COMMITMENT AND COMPLIANCE SYSTEM</i> . Section: <i>Information security > Privacy and data protection</i>
Protection of human and labour rights		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>PROTECTION OF HUMAN RIGHTSS</i> . Section: <i>Human Rights Compliance; Human Rights Due Diligence</i>
GRI 406: Non-discrimination		
	406-1 Cases of discrimination and remedial action taken	Chapter: <i>PROTECTION OF HUMAN RIGHTSS</i> . Section: <i>Human Rights Compliance</i>

GRI Standard	Content	Title of the section or direct response
Fight against climate change		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Products and Assets; Operating Processes and Standards</i>
GRI 305: Emissions		
	305-1 Direct GHG emissions (Scope 1)	
	305-2 Indirect GHG emissions from energy generation (Scope 2)	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards</i>
	305-5 Reduction of GHG emissions	
Green energy and energy efficiency		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Responsible energy management</i>
GRI 302: Energy		
	302-1 Energy consumption within the organisation	
	302-4 Reduction of energy consumption	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Energy efficiency plan</i>
Responsible management of natural resources and biodiversity		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Biodiversity management</i>
Waste management		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Waste management and circular economy</i>
306 Effluents and waste		
	306-2 Management of significant waste-related impacts	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Waste management and circular economy</i>
Circular model in operations		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Operating Processes and Standards > Waste management and circular economy</i>
Responsible water management		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Water management</i>
GRI 303: Water and effluents		
	303-3: Water withdrawal	Chapter: <i>UP FOR PLANET</i> . Section: <i>Water management</i>
Culture of equality, diversity and inclusion		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Culture of diversity, equality and inclusion</i>
GRI 405: Diversity and equal opportunities		
	405-1 Diversity in governing bodies and employees	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Policy for the selection of board member candidates</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Quality job creation and talent retention; Culture of diversity, equality and inclusion</i>
	405-2 Ratio of basic salary and remuneration of women vs. Men	Chapter: <i>CORPORATE GOVERNANCE</i> . Section: <i>Board and Senior Management Remuneration</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > A team with the same opportunities</i>
Talent, training and professional development		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Introduction; People Strategy; Gestión del rendimiento; Performance Management, Talent Management; Training: "NH University"</i>
GRI 401: Employment		
	401-1 New employee hires and staff turnover	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > New hires</i>

GRI Standard	Content	Title of the section or direct response
GRI 404: Training and education		
	404-1: Average hours of training per year per employee	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Training: "NH University"</i>
	404-2: Employee skills enhancement and transition assistance programmes	
	404-3: Percentage of employees receiving regular performance and career development appraisals	
Channels of communication and dialogue with stakeholders		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Stakeholders > Stakeholder Dialogue</i>
Employee engagement and participation		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Employee Engagement and Involvement; Internal Communication</i>
Safety, health and well-being		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Safety, Health and Wellbeing</i>
GRI 403: Health and safety at work		
	403-9 Injuries due to accidents at work	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Safety, Health and Wellbeing; Turnover and Absenteeism</i>
	403-10 Occupational diseases and illnesses	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Employees > Safety, Health and Wellbeing</i>
Positive impact on the local community and culture		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities > Introduction; Together with Love: Corporate Volunteering; "Hotels with Heart - HwH"; Promoting Youth Employment: Employability Programmes</i>
GRI 413: Local communities		
	413-1 Operations with local community participation, impact assessments and development programmes	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Sustainable Alliance > Dialogue with our stakeholders, Relations with associations</i> Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities > Introduction; NH Response; Together with Love: Corporate Volunteering; Hotels with Heart - HwH, Promoting Youth Employment: Employability Programme; and Alliances with Foundations and NGOs</i>
Responsible value chain		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchaisings > Gestión de proveedores</i>
GRI 204: Acquisition practices		
	204-1 Proportion of expenditure on local suppliers	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchaisings</i>
GRI 308: Environmental assessment of suppliers		
	308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchaisings > Política de Compras; Selección de proveedores; Gestión de proveedores; RISK MANAGEMENT: Proveedores Critico</i>
GRI 414: Social assessment of suppliers		
	414-1 New suppliers that have passed selection filters according to the social criteria	Chapter: <i>UP FOR PLANET</i> . Section: <i>Sustainable Purchaisings > Purchasing Policy; Supplier Management; Risk Management: Critical Suppliers</i>

GRI Standard	Content	Title of the section or direct response
Other relevant issues for NH Hotel Group		
Regulatory environment		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Customers > NH Customer Experience for Individual Customers and Professionals > Key Strategic Initiatives 2022</i>
Financial, non-financial and emerging risks management		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>RISK MANAGEMENT</i> . Section: <i>Risk Management Governance; Risk Management Model; Risk Categories and Identification, Supervision and Monitoring Process</i>
Anticipation of climate change risks		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>RISK MANAGEMENT</i> . Section: <i>NH Hotel Group's Response to The Risks and Opportunities associated to Climate Change Based on the Task Force on Climate-Related Finance Disclosure (TCFD)</i>
Digital transformation for operational efficiency		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>BUSINESS MODEL OF NH HOTEL GROUP DE NH HOTEL GROUP</i> . Section: <i>NH Hotel Group's business strategy > Main digital projects in 2022</i>
Channels of communication and dialogue with stakeholders		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders</i>
Promoting youth employment		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Communities > Employability programs: promotion of youth employment</i>
Sustainable Alliances		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>SUSTAINABLE BUSINESS STRATEGY</i> . Section: <i>Value creation for our stakeholders > Sustainable Alliance</i>
Unique customer experiences. Sustainability, well-being and comfort		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Clients > Communication with customers; Customer Health and Safety</i>
Quality of service and satisfaction		
GRI 3: Material Issues	3-3 Evaluation of the management approach	Chapter: <i>UP FOR PEOPLE</i> . Section: <i>Clients > Experience for individual customers and professionals; Quality Management System; Evolution of Quality Measurement Tools in 2022</i>

APPENDIX VI: INDEPENDENT VERIFICATION REPORT



NH Hotel Group, S.A.

Consolidated Statement of Non-Financial Information ("SNFI")
for the year ended 31 December 2022



This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent verification report

To the shareholders of NH Hotel Group, S.A.:

Pursuant to article 49 of the Code of Commerce, we have verified, with the scope of a limited assurance engagement, the accompanying Consolidated Statement of Non-Financial Information ("SNFI") for the year ended 31 December 2022 of NH Hotel Group, S.A. (Parent company) and subsidiaries (hereinafter "NH Hotel Group") which forms part of the NH Hotel Group's consolidated management report.

The content of the SNFI includes information additional to that required by current mercantile legislation in relation to non-financial information, which has not been covered by our verification work. In this respect, our work was limited solely to verifying the information identified in "Appendix IV: Table of contents Act 11/2018 on non-financial reporting and diversity" and in the "Appendix V: Index of GRI standard contents" included in the accompanying SNFI.

Responsibility of the directors of the Parent company

The preparation of the SNFI included in NH Hotel Group's consolidated management report and the content thereof, are the responsibility of the directors of NH Hotel Group, S.A. The SNFI has been drawn up in accordance with the provisions of current mercantile legislation and using as a reference the criteria of the *Sustainability Reporting Standards* of the *Global Reporting Initiative* ("GRI Standards") as per the details provided for each matter in the "Appendix IV: Table of contents Act 11/2018 on non-financial reporting and diversity" and in the "Appendix V: Index of GRI standard contents" of the aforementioned Statement.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the SNFI to be free of material misstatement due to fraud or error.

The directors of NH Hotel Group, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the SNFI is obtained.

Our independence and quality management

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ("IESBA Code") which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies current international quality standards and maintains, consequently, a quality system that includes policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

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R. M. Madrid, hoja 87.250-1, folio 75, tomo 9.267, libro 8.054, sección 3ª
Inscrita en el R.O.A.C. con el número S0242 - CIF: B-79 031280



The engagement team consisted of professionals specialising in Non-financial Information reviews, specifically in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in a limited assurance independent report based on the work we have performed. We carried out our work in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and in the Guidelines for verification engagements of the Statement of Non-Financial Information issued by the Spanish Institute of Auditors ("Instituto de Censores Jurados de Cuentas de España").

In a limited assurance engagement, the procedures performed vary in nature and timing of execution, and are less extensive, than those carried out in a reasonable assurance engagement and accordingly, the assurance provided is also lower.

Our work consisted of posing questions to management as well as to the various units of NH Hotel Group that were involved in the preparation of the SNFI, of the review of the processes for compiling and validating the information presented in the SNFI, and in the application of certain analytical procedures and review procedures on a sample basis, as described below:

- Meetings with the NH Hotel Group, S.A. personnel to understand the business model, policies and management approaches applied, principal risks relating to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the content of the SNFI for the year 2022, based on the materiality analysis carried out by NH Hotel Group and described in section "Materiality Analysis", taking into account the content required by current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in the SNFI for the year 2022.
- Review of information relating to risks, policies and management approaches applied in relation to material matters presented in the SNFI for the year 2022.
- Verification, by means of sample testing, of the information relating to the content of the SNFI for the year 2022 and that it was adequately compiled using data provided by the sources of the information.
- Obtaining a management representation letter from the directors and management of the Parent company.

Conclusion

Based on the procedures performed in our verification and the evidence we have obtained, nothing has come to our attention that causes us to believe that the SNFI of NH Hotel Group, S.A. and its subsidiaries, for the year ended 31 December 2022 has not been prepared, in all material respects, in accordance with the provisions of current mercantile legislation and using as a reference the criteria of GRI as per the details provided for each matter in the "Appendix IV: Table of contents Act 11/2018 on non-financial reporting and diversity" and in the "Appendix V: Index of GRI standard contents" of the aforementioned Statement.



Emphasis of matter

The Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 relating to the establishment of a framework to facilitate sustainable investments establishes the obligation to disclose information on the manner and extent to which the company's activities are associated with economic activities aligned in relation to the objectives of climate change mitigation and adaptation to climate change for the first time for the year 2022, in addition to the information referring to eligible activities required in the year 2021. Consequently, comparative alignment information has not been included in the accompanying SNFI. On the other hand, to the extent that the information referring to eligible activities in the year 2021 was not required with the same level of detail as in the year 2022, detailed information regarding eligibility is not strictly comparable either in the accompanying SNFI. Additionally, it should be noted that NH Hotel Group's directors have incorporated information on the criteria that, in their opinion, best allow compliance with the aforementioned obligations and that are defined in note "European Union Taxonomy of sustainable activities" of the accompanying SNFI. Our conclusion has not been modified in relation to this matter.

Use and distribution

This report has been drawn up in response to the requirement established in current Spanish mercantile legislation and therefore may not be suitable for other purposes and jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

Original in Spanish signed by
Ramón Abella Rubio

22 February 2023