



1

**ABOUT THE
CONSOLIDATED
STATEMENT OF NON-
FINANCIAL INFORMATION
- SUSTAINABILITY REPORT**

NH Collection Firenze Porta Rossa
Florence, Italy

ABOUT THE CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION - SUSTAINABLE BUSINESS REPORT

This Consolidated Statement of Non-Financial Information 2023 (hereinafter CSNFI or "the Report"), is presented as a separate report and forms part of the Consolidated Directors' Report for 2023 of NH Hotel Group (hereinafter "the Company" or "the Group"). It deals extensively, clearly and transparently with the Company's Sustainable Business Strategy, concentrating in a single document:

- The Company's response to the legal requirements of Act 11/2018 of 28 December on non-financial and diversity reporting, as well as Act 5/2021 of 12 April amending the Companies Act (Consolidating Act) and the EU 2017/C215/01 guidelines for reporting its performance in relation to non-financial information. .
- The Sustainable Business Report, which follows the standards of the Global Reporting Initiative (GRI).
- Regulation (EU) 2020/852 of the European Parliament and of the Council, of 18 June 2020, on the establishment of a framework to facilitate sustainable investment, the first delegated act of which establishes the obligation to disclose information on the manner and the extent to which the enterprise's activities are associated to economic activities that are considered to be environmentally sustainable. See the chapter '[European Union Taxonomy of sustainable activities](#)', and [Appendix II: European Taxonomy](#)'.
- The recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). See the chapter "[NH Hotel Group's Response to the Risks and Opportunities associated to Climate Change based on the Task Force on Climate-related Financial Disclosure \(TCFD\)](#)".
- Commitment to the Ten Principles of the United Nations Global Compact and the Sustainable Development Goals (ODS) approved by the United Nations General Assembly, which NH Hotel Group integrates into its strategy and which are detailed in the section '[NH Hotel Group and the 2030 Agenda](#)'.

The CSNFI was drawn up by the Board of Directors of NH Hotel Group on 8 February 2024, and was signed by all its members, with the specifications resulting from the Directors' Statement of Responsibility for the purposes of the provisions of article 118.2 of Royal Legislative Decree 4/2015, of 23 October, approving the Securities Market Act (Consolidating Act), recording the delegation by certain Board members of other Board members to sign on their behalf.

This Report and the previous Sustainable Business Reports are published in digital format and are available at the [corporate website](#).

Contents

The definition of the contents of the Report is based on matters that are relevant for the activity of NH Hotel Group and its main stakeholders, based on the [Double Materiality Analysis](#), updated annually. The Group has different systems for dialog with its stakeholders, [dialog with our stakeholders](#), which are a source of analysis in defining the relevant content to be included in the report. The results of this communication allow mechanisms to be kept active to identify needs, as well as aspects of major relevance to include in the Report, and the monitoring of the commitments and success in dealing with the challenges presented in the previous year.

To elaborate the Double Materiality Analysis, the Company's strategy and objectives, the Sustainable Business strategy, and material issues at sector level defined by the Sustainable Hospitality Alliance and by UNWTO are taken into account, as well as the main social and sustainability trends, the requirements of different reporting and sustainability frameworks, such as the Global Reporting Initiative (GRI) and Act 11/2018 on Non-Financial and Diversity Reporting, which responds to Directive 2014/95/EU of the European Parliament and in accordance with Directive 2022/2464 as regards corporate sustainability reporting (CSRD).

As far as the quality of the information is concerned, NH Hotel Group seeks to convey a balance, reflecting both the positive and negative aspects of its performance in the key materiality areas identified in 2023, offering its stakeholders information on the progress in material matters for their knowledge and to compare with other enterprises or industries. The complete Materiality Analysis can be consulted in the corresponding section of this Report.

Scope

This Report sets out the seventeenth Annual Sustainable Business Report of NH Hotel Group. It includes the Group's activity and principal results in 2023 (from 1/01/2023 to 31/12/2023), including its performance in the economic, environmental, social and governance sphere.

The Report shows NH Hotel Group's management of the impacts, both positive and negative, that the Company generates. The information reported corresponds to a control perimeter aligned with the subsidiaries that consolidate in the Consolidated Financial Statements. This scope reflects the consolidated perimeter (owned and leased hotels, central services and headquarters). However, certain indicators also include a reporting perimeter that has a corporate scope (hotels under ownership, lease, management and franchise as well as central services and headquarters). Throughout the Report, the perimeter in respect of which each item of information is reported is explicitly indicated.

Furthermore, in the case of information referring to chapter entitled UP FOR PEOPLE, full-time equivalent (FTE) figures are included for all types of team members (except Outside Labor, Extra Labor and Trainees) considering hotels under ownership, lease and management based on the data in NH Hotel Group's ERP SAP HCM.

In the case of information on energy and water consumption, and on the carbon footprint, the data are reported according to the consolidated perimeter based on conservative criteria (minimum age of 6 months in the Company's portfolio, excluding data from central services and headquarters as they are not material compared to the data recorded in hotels).

In cases where the information disclosed is not broken down according to these two perimeters, this may be due to two situations: either it is not managed directly by the Company or it is not possible to break down the information. In this regard, the Company undertakes to continue working on internal data management.

Likewise, where the scope of the information varies from the criteria described above, this will be explicitly indicated.

Geographic presence of NH Hotel Group in 2023

	Consolidated perimeter (hotels owned and leased)	Corporate perimeter (hotels under owned, lease, management and franchised)
Number of hotels in the world	298	350
Number of countries in which NH Hotel Group has activity	23	30
Numbers of rooms	48,300	55,626
Team members*	12,436	14,431

* Data from FTEs. Does not include franchises.

Figures as of 31.12.2023.

In December NH Hotel Group acquired five hotels in Portugal, which therefore became part of the Group's consolidated perimeter (a situation reflected in the table). Until then these hotels were included in the Group's corporate perimeter (hotels under management). Considering this milestone, the business reality for more than 95% of the reporting period is the inclusion of these five hotels in the corporate perimeter. It is from this standpoint that all the information in the SNFI - Sustainably Business Report of NH Hotel Group is reported, except for the Business Model chapter which shows the hotel structure as of 31.12.2023.