

Sustainable Operational Guide General Management

Content:

Company's Sustainability approach:

At Minor Hotels, we operate with the ambition of leading responsible action in the hotel sector, actively contributing to sustainable development. To this end, we work with the aim of offering innovative and efficient services to our customers, shareholders, suppliers, employees and society as a whole, with the desire to become a benchmark company in sustainability.

Under this commitment, the Environmental and Climate Change Policy aims to establish a common and cross-cutting framework from which all employees can act and make decisions based on environmental implications, ensuring that all hotels' activities are carried out in a way that does not compromise the needs of present and future generations. The Policy includes general and specific commitments related to climate change mitigation and adaptation, energy efficiency, promotion of renewable energies as well as other commitments related to the environment such as the circular economy, the protection of biodiversity and compliance with the law and any voluntary commitment made by MHE&A by incorporating them into strategic decision-making. *Further information can be found in "Environmental and Climate Change Policy".*

In our commitment to the Planet, we work to minimize our impact on climate change, increase resource efficiency and develop more sustainable services. We also seek to reduce the footprint we generate through our purchases and seek partnerships with suppliers who share our commitment.

Some noteworthy initiatives include: The digitization of processes through tools such as FastPass, tablets at reception and Mobile Guest Service, to reduce paper consumption; green mobility services such as car sharing, bicycle rental, and charging points for electric cars; responsible catering, through the purchase of certified products from local suppliers or the creation of urban gardens in hotels; the reduction of single-use plastics, such as our 100% recycled PET amenities with EcoLabel certification, or biodegradable accessories and the efficient management of waste considering circular economy and local regulations.

Main responsibilities

In addition to the MHEAs commitment to the sustainability values the General Management will be responsible for communicating on the hotel's sustainability performance to all employees as well as on the objectives in terms of sustainability in an effective manner. Likewise, it must be capable of answering possible questions from any member of the team or guests, either at the hotel itself or through any available means of communication (email, comments on Trip Advisor, Booking.com, Review Pro etc.).

We are able to state that MHEAs is a sustainable company and committed to the Sustainability. Over the past years the Company has implemented several procedures and strategies that have achieved both the reduction in its carbon footprint and in the consumption of resources (water and energy). The same occurs in terms of managing waste efficiently.

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Focus projects & tools:

- Certification program

The Company promotes energy efficiency in its hotels to reduce its environmental impact. To this end, it has developed a Sustainable Certification Program to help control consumption and emissions, prioritize investments, and improve returns. Minor Hotel Europe & Americas have ISO certifications in environmental management and energy efficiency, as well as other recognized sustainability certifications, including BREEAM, LEED, Green Key, Hoteles Más Verdes, Biosphere, DGNB, WELL H&S and Green Growth. The Company's goal for 2028 is to ensure that all its consolidated hotels are certified in the most relevant tourism-specific certifications and the most appropriate certifications for each hotel.

- Bioscore: The Bioscore recognition is based on an independent assessment of a hotel's sustainability level through a rating system that uses ESG (Environmental, Social and corporate Governance) criteria. This system aligns the most relevant parameters of the main internationally recognized eco-labels, providing a comprehensive, standardized overview of hotels' sustainability efforts. The annual certification process covers the entire portfolio and involves completing a questionnaire. *Further information can be found in "OI-06-GP-03 Bioscore".*

- Communication

The Company has recently developed the Sustainability Factsheet tool, which enables the creation of highly illustrative documents showing each hotel's sustainability performance. These documents can be used internally to help team members easily identify current initiatives, and externally by the commercial, sales and events departments to showcase the hotel's good practices to interested customers. This information is fed into the tool and updated each year based on responses to the Bioscore questionnaire. Note: The responsibilities for creating and approving fact sheets will be defined and communicated when the project is launched.

- Training

Every employee in the company has access to a course focused on Sustainability Management called "Environmental Awareness", please notice that it is mandatory for all team members and GMs should be aware of the competition status. In addition, MHEA is developing a training program focus on operational teams (both regional teams and hotel General Managers) with the goal to enhance understanding of key ESG regulatory frameworks and how they impact daily operations and hotel sustainability performance. Through this training, aligned with the company's sustainability strategy and delivered through clear, approachable language and an innovative learning system, the aim is to empower teams to effectively respond to today's environmental and social challenges. The course will start soon, and users will be informed in advance.

- Sustainable M&E

All the events at each of our hotels are sustainable ones. In addition, with the new events proposition, the Company calculates and offsets the carbon footprint attributed to the most relevant events held at the hotels. The most relevant events are considered to be those in which, due to the number of people in attendance, the commitment could have a greater impact both among guests and society as a whole. The Company has developed a tool that allows anyone to see how much carbon an event emits. If any clients request this

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information, the hotel can provide it. *To find out how to access this information and communicate it to clients, please refer to the “OI-03-GP-03 BI Sustainability Report” section “Carbon Footprint Calculator”*

- Consumptions

All the hotels of the Group have implemented the "DEEPI" software for the recording and the control of consumption that allows comparing the water and energy use on a month-to-month basis with the same period of the previous year. This allows one to easily identify the possible deviations in order to analyze the causes, and therefore, take the appropriate measures. *Further information can be found in “OI-01-GP-03 Consumptions”.*

- Zero Waste

The Company is committed to circular management and the reduction of waste generation. A specific project is currently in progress to ensure the correct management and monitoring of waste. The main goals are to assure legal compliance, reduce potential financial and reputational risks, meet reporting requirements as a Company, and achieve waste objectives set by the European Union. Hotels not included in the Zero Waste Project must report their waste information through Deepki. *Further information can be found in “OI-02-GP-03 Waste Management”*

- Internal reports

- BI Sustainability Report: This report allows users to analyze different KPIs and data regarding the environmental performance of hotels, as well as the financial costs directly related to consumption (Building Engineering and Maintenance area). *Please refer to “OI-03-GP-03 BI Sustainability Report” for further information.*
- BI Zero Waste Report: This report allows users to analyze different KPIs and data regarding the waste management at hotels such as waste generation per waste type, waste ratios, waste destinations, etc. Also, users can find the financial performance comparing budget vs actual costs. *Please refer to “OI-04-GP-03- BI Waste Report” for further information (will be available in 1Q 2026).*

Documents associated	Owner	Version
Environmental and Climate Change Policy	Sustainable Business Department	2023
OI-06-GP-03 Bioscore	Sustainable Business Department	2025
Sustainable Operational Guide MICE	Sustainable Business Department	2025
OI-03-GP-03 BI Sustainability Report	Sustainable Business Department	2024
OI-01-GP-03 Consumptions	Sustainable Business Department	2024
OI-02-GP-03 Waste Management	Sustainable Business Department	2024
OI-04-GP-03- BI Waste Report	Sustainable Business Department	2026

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