

## Non-financial information

First half of 2019

### Environmental Strategy

#### ■ Evaluated by Science Based Target initiative (SBTi)

CO<sub>2</sub> emission reductions

#### ■ Certified green energy

59% global portfolio  
100% portfolio in Spain and Europe

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#### ■ Participation in CDP Water Security

Measurement of water footprint

#### ■ Artificial intelligence for energy efficiency

Investment: €4.2m  
Expected impact: 66tn CO<sub>2</sub> reduction in 5 years and €14m cost reduction

### Circular economy and innovation in waste management

Organic waste project with TIRME and biogas production project with EMAYA

Soap for Hope project for soap recycling and workplace inclusion

26 hotels in Asia and America

**38%**

Portfolio certified in sustainability

### Social Strategy

Portfolio assessed regarding human rights principles

**94%**

Adding the right to digital disconnection

**Second Equality Plan**

Hotel positions analysed regarding ergonomics and risks

**100%**

“Incorpora” workplace insertion programme with Obra Social La Caixa

**185** people in 49 hotels

### Corporate Governance

#### ■ New independent director

27.2% of women on the Board of Directors and 54% are independent directors

#### ■ AENOR

First travel company to achieve AENOR certification for its Criminal Compliance system

#### ■ ESG objectives

100% of executives and managers with ESG objectives in their variable bonus

### Supply chain

■ ESG evaluation of suppliers by Eco Vadis

■ Supplier Code of Ethics and Complaint Channel managed by the Ethics Committee