

| Factor | Definition | | |
|---------------------------------|--|--|-----------------------------------|
| Type of plan | The Performance Share Plan consists in awarding an amount in form of Performance Shares (calculated as a percentage of the fixed salary). The number of Performance Shares is determined by dividing said amount by the price of the share at grant. Performance Shares will be converted into shares of NH HOTEL GROUP, S.A. upon prior fulfillment of certain performance conditions | | |
| Duration | 5 years: the Plan is divided into 3 independent overlapping cycles with a vesting period of 3 years each, granted annually | | |
| Dilution | The estimated dilution of the new share request is around 1%. | | |
| Vesting | Performance shares cliff vest after three years. The performance period also is of three years. | | |
| Performance conditions | Metric | Weight | Achievement |
| | | | 1 st in the peer group |
| | | | Above 75 th percentile |
| | | | 75 th percentile |
| | | | Below 75 th percentile |
| | | | Median |
| | | | Below median |
| | | | 120% |
| | | | 100% |
| | | | 80% |
| | | | Below 80% |
| | | | 110% |
| | | 100% | |
| | | 90% | |
| | | Below 90% | |
| | | <i>Share price growth</i> | |
| | | According to NH Financial expectations | |
| Individual participation limits | CEO's LTI grant represents on a target basis the 60 percent of his fixed salary (300.000€) and the 90 percent on a maximum scenario (450.000€ under the first cycle and up to EUR 1.4 million under the plan). | | |
| Administration | This plan is administered by the board of directors. The remuneration committee shall submit proposals with regard to beneficiaries. | | |
| Eligibility | Executive directors, senior management and other key employees (approx. 100 individuals). Non-executive directors excluded. | | |
| Cost of the plan | Up to 5.4 million for each cycle on a maximum scenario (up to EUR 16.2 million under the plan). | | |