

REPORT PRESENTED BY THE APPOINTMENTS, REMUNERATION AND CORPORATE GOVERNANCE COMMITTEE OF MINOR HOTELS EUROPE & AMERICAS, S.A. IN RELATION TO THE APPOINTMENT AND RE-ELECTION OF NON-INDEPENDENT DIRECTORS

This Report is formulated in compliance with the provisions of article 529 decies, sixth section of Royal Legislative Decree 1/2010, of July 2, which approves the revised text of the Corporate Companies Act (“**Corporate Companies Act**”) for the purpose of justifying the proposal of appointment and reelection of certain non-independent Directors for consideration by the Board and their subsequent submission to the General Meeting of MINOR HOTELS EUROPE & AMERICAS, S.A. (“MHEA” or the “Company”).

By virtue of the foregoing, below is included, separately, the assessment of the Appointments, Remuneration and Corporate Governance Committee regarding (i) the Director whose appointment is proposed, Mr. Gonzalo Aguilar, and (ii) the Directors whose appointment is proposed for re-election, Mr. Kosin Chantikul and Ms. Laia Lahoz Malpartida.

APPOINTMENT

MR. GONZALO AGUILAR

(a) Description of cv:

A graduate of the University of Phoenix with a degree in Business Administration and Finance, he has completed various programs in real estate economics and finance, asset management, and executive education at top-tier universities and business schools.

Gonzalo’s distinguished hospitality career began in 1994 as a Restaurant Manager at the Denver Marriott Tech Center in Colorado, USA. Over the years, he ascended through various roles, achieving his first General Manager position in 2000. Gonzalo has since held several senior operations roles across the Americas and Europe, showcasing his vast operational expertise and deep understanding of the business. With 30 years of experience at Marriott, he has contributed significantly to the company’s record growth and profitability in the EMEA region as Chief Operating Officer. His tenure has seen major milestones, including the successful integration of AC Hotels post-acquisition by Marriott.

Gonzalo Aguilar, joins Minor Hotels Europe and Americas as CEO effective January 2025.

(b) Evaluation:

The Appointments, Remuneration and Corporate Governance Committee estimates that the curriculum and business career of Mr. Gonzalo Aguilar prove that he has the appropriate skills, experience and merits to carry out the position of Executive Director and reports favorably on the proposed appointment as member of the Board of Directors.

RE-ELECTION

MR. KOSIN CHANTIKUL

(a) Description of cv:

Holds a degree in Economics from Wesleyan University, USA (2000-2004) and studied the Director Certification Program (DCP), he was a member of the Thai Institute of Directors (IOD) (2014).

He began his career at Lehman Brothers, was an associate at Lehman Brothers Principal Transactions Group (until 2008) and subsequently at Nomura Asia Asset Finance (until 2010). In 2012 he was appointed Investments Director at Boutique Asset Management and between 2013 and 2015 he was Group Acquisitions Director for Minor International PCL. Since 2015, he has been responsible for the Minor Group's investments and acquisitions. He has led investments, strategic partnerships and mergers and acquisitions activities in the hospitality sectors on behalf of Minor International PCL and led transactions in Thailand, Indonesia, Malaysia, Vietnam, Cambodia, Australia, United Kingdom, Portugal, Spain, Brazil, Maldives, Seychelles, South Africa, Zambia, Botswana, Lesotho and Mozambique. He is currently Chief Investment Officer of Minor International.

(b) Evaluation:

The Appointments, Remuneration and Corporate Governance Committee, with the abstention of the proprietary director representing the shareholder Minor International PCL and member of the Committee, considers that the curriculum and business career of Mr. Kosin Chantikul prove that he has the competences, experience and adequate merits to perform the position of Proprietary Director and report favorably on the proposed reelection as member of the Board of Directors.

(ii) **MS. LAIA LAHOZ MALPARTIDA**

(a) **Description of cv:**

Graduated in Law from the Pompeu Fabra University, and Master in International Cooperation from the Autonomous University of Barcelona, she has extensive professional experience in the areas of Mergers and Acquisitions, Asset Management and Legal.

She began her career at Garrigues Abogados, later entering the tourism sector in 2004, assuming responsibility for the Legal Department of Hesperia Hotels. Subsequently, she was General Director of Grupo Inversor Hesperia, becoming part of the Management Committee. In 2013, she was appointed SVP Portfolio Management of the Company, where she led the global asset management and rental negotiation strategy. Since 2017 he has been the Chief Assets and Development Officer of MHEA, becoming part of the Management Committee and reporting directly to the CEO, leading the Company's asset strategy and responsibility for global development.

(b) **Evaluation:**

The Appointments, Remuneration and Corporate Governance Committee estimates that the curriculum and business career of Ms. Laia Lahoz Malpartida prove that she has the appropriate skills, experience and merits to carry out the position of Executive Director and report favorably on the proposed reelection as member of the Board of Directors.

In the event that the Board of Directors agrees with this proposal regarding the appointment and re-election of directors, this Committee reports favorably on the increase in the number of members of the Board of Directors, going from ten to eleven directors.

12 May 2025.