

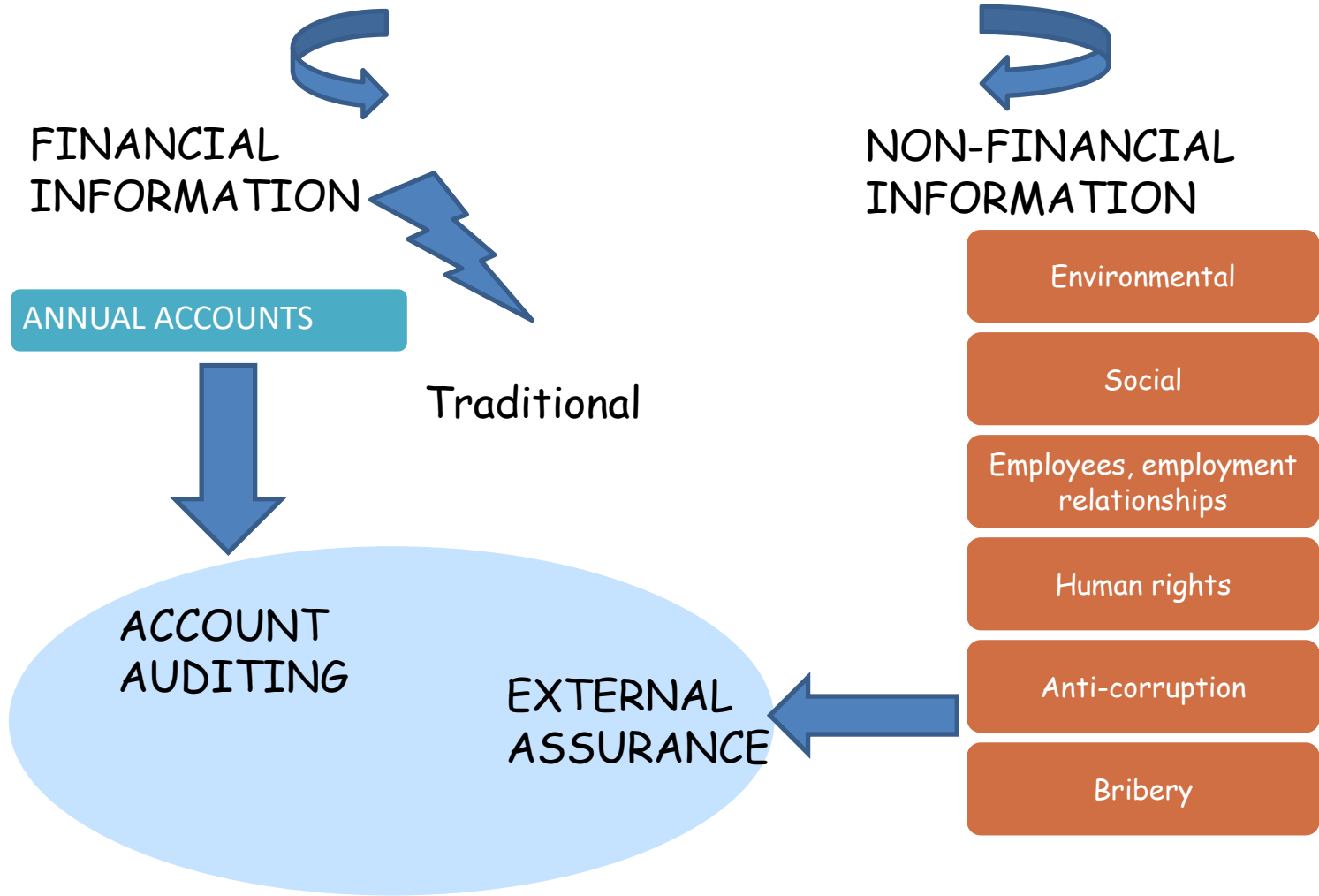
## LIFE CITYAdaP3 project

# CSR Reporting and Disclosure (Non-Financial Information Statement)

**Pr. Esther Ortiz**

**University of Murcia/EFRAG PTF-ESRS**

# INFORMATION DISCLOSED BY COMPANIES



## NON-FINANCIAL INFORMATION

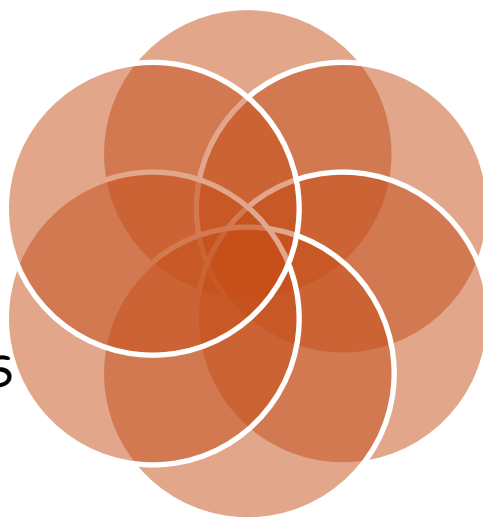
-SEPARATE FINANCIAL REPORT VS NON-FINANCIAL

-VOLUNTARY/COMPULSORY DISCLOSURE

-HETEROGENEOUS FORMAT AND CONTENT

-INTERNATIONALLY ACCEPTED

-REQUIRED BY STAKEHOLDERS



## AUDITING/ASSURANCE OF NON-FINANCIAL INFORMATION

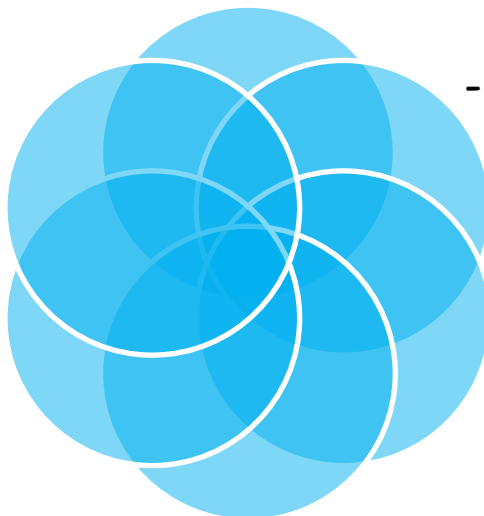
-EXTERNAL AUDIT

-VOLUNTARY/COMPULSORY

-DIFFERENT ASSURANCE AREAS

-DIFFERENT ASSURANCE PROVIDERS

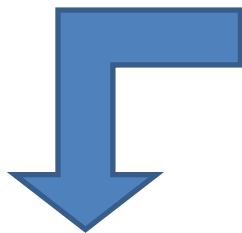
-REQUIRED BY STAKEHOLDERS



# Legal requirements in Spain for Non-Financial Information Statement Law 11/2018

DIRECTIVE  
2013/34/EU  
2014/95/EU

TRANSPOSITION  
IN SPAIN



LAW 11/2018 of 28th of December,

That modified the Code of Commerce, the Consolidated Law of Capital Companies, approved by Royal Legislative Decree 1/2010, de 2nd of July, and the Law 22/2015, of 20th of July, of Accounts Audit.

on NON-FINANCIAL INFORMATION  
AND DIVERSITY

-Guide for implementing Law 11/2018 (ICAC, April 2021)

-Consultation to ICAC on the enforceability of disclosing the NFIS and uploading it on their website BOICAC N° 125/2021 Consultation n° 3.

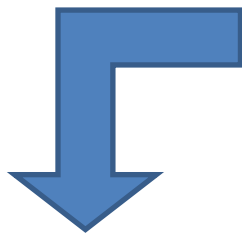
# Legal requirements in Italy for the Statement Report

## LEGISLATIVE DECREE

### 30th DECEMBER/2016, N.264

DIRECTIVE  
2013/34/EU  
2014/95/EU

TRANSPOSITION  
IN ITALY



Attuazione della direttiva 2014/95/UE del Parlamento europeo e del Consiglio del 22 ottobre 2014, recante modifica alla direttiva 2013/34/UE per quanto riguarda la comunicazione di informazioni di carattere non finanziario e di informazioni sulla diversità da parte di talune imprese e di taluni gruppi di grandi dimensioni.

Information:

[https://www.congreso.es/docu/docum/ddocum/dosieres/sleg/legislatura\\_12/spl\\_15/pdfs/20.pdf](https://www.congreso.es/docu/docum/ddocum/dosieres/sleg/legislatura_12/spl_15/pdfs/20.pdf)



# What is the Non-Financial Information Statement (NFIS)?

Guide for implementing Law 11/2018 (ICAC, April 2021)

The NFIS will only be completed if it covers all the information required by the Law and is included in the management report, or a separate report is disclosed and this is indicated in the management report

# What must be included in the NFIS?

The non-financial statement will include the information needed for understanding the company's...

Development

Results

La situación

Impact

Environment and social issues

Human rights-oriented and against corruption and bribery

Related to the employees

Policies adopted to promote gender equality and opportunities for men and women

Non-discrimination and inclusion measures for people with disabilities; universal accessibility

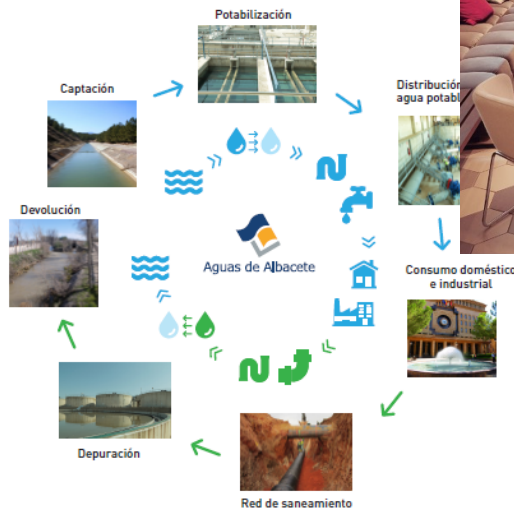
# How to report this information?

Flexible regulation, GRI being the most accepted

Diverse format: Qualitative information + Quantitative information (indicators)

## 2. Nuestras operaciones

### 2.3 El ciclo del agua



## THE NEW NH

### OUR VISION

ONE DAY, WHENEVER ANYONE CONTEMPLATES A TRIP TO A CITY FOR AN OVERNIGHT STAY OR MEETING, FOR BUSINESS OR PLEASURE, THEY WILL ALWAYS ASK THEMSELVES: "IS THERE AN NH HOTEL AT MY DESTINATION?"

This clear and specific vision is the approach guiding the performance and commitment of the people who are part of the Group. Our ambition is that NH becomes the consumers' choice, offering them memorable experiences by exceeding their expectations and making them feel special.

At the same time, our vision seeks to turn the Group into the best choice for who wish to grow with us, with a global and flexible proposition, with motivated teams who are proud of what they do, with efficient management tools and unique solutions. The Company wants to offer its executives the best management opportunities with a top tier operator in the urban and business segments.

Above all, our vision seeks to maximize returns for shareholders who place their trust in NH Hotel Group. On 2016, the Strategic Plan was reviewed, allowing the accomplishment of the goals set in the horizon of the Plan 2017-2018:

- Between 12% and 15% target for return on capital employed (ROCE) (vs. 10% and 9%).

- Between 3.0 and 3.5 times net debt ratio on earnings before interest, taxes, depreciation and amortization (EBITDA) (vs. 3.0 and 4.0).

- Reach a sustainable EBITDA of €250M between 2017 and 2018.

\* ROCE = recurring EBITDA / Own Funds + Net Debt + Working Capital.

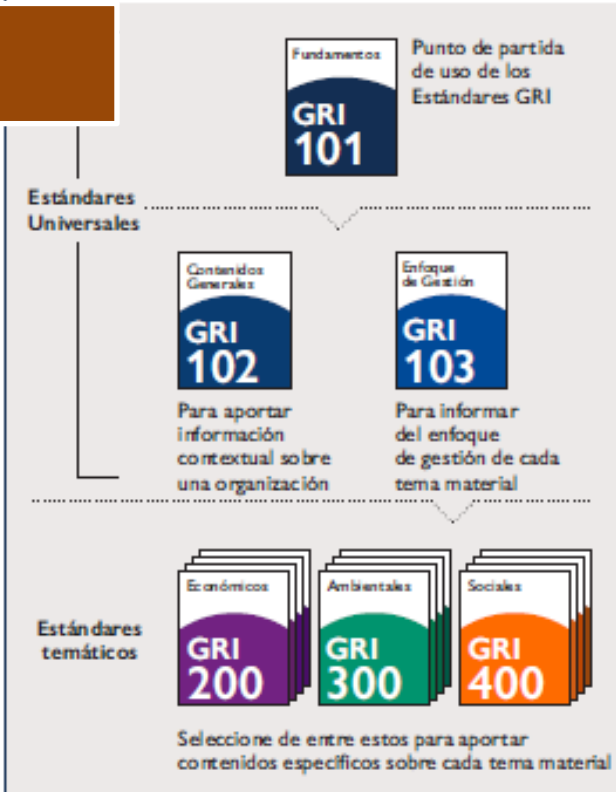
### NEW CULTURE

Always committed to customer service, the Group's corporate culture has allowed it to differentiate itself within the sector since its establishment.

Inspired by its vision, the New NH culture includes past and present in its two-year Strategic Plan, for which the beliefs that will guide the day-to-day activities of the New NH.

The New NH culture is reflected in the eight beliefs that perfectly describe our way of being in the Company:

1. We are obsessed with delivering memorable experiences.
2. We are proud to serve.
3. We strive to be the best, even if we are not the biggest.
4. We are all responsible for our results.
5. We care for our people. Our people care for our guests.
6. We are active in the communities where we live.
7. We are young minded.
8. We enjoy what we do. ...and we do it with a smile.



# GRI Regulation

Universal

Thematic

Sectorial



# What must be included in the NFIS? INDICATORS

## II. Social information related to employees

- Employment
- Work organization
- Health and security
- Social relationships
- Training
- Accesibility for disabled people
- Equality

- Disaggregated information
- Measures and policies adopted

# What must be included in the NFIS?

## INDICATORS

Work  
organization

- Time management
- Total absence hours
- Measures to promote familiar conciliation and responsible shared parenting

Health and  
Security

- Health and security conditions in the workplace
- Accidents at the workplace
- Frecuency and severity
- Occupational diseases

## COMPANIES REQUIRED TO REPORT NON-FINANCIAL INFORMATION

CURRENTLY, FROM THE IMPLEMENTATION OF THE TRANSITIONAL DISPOSITION in the third year (from 1st of January 2021)

**CAPITAL COMPANIES**  
-Incorporated Company  
-Limited Company  
-Partnership limited by shares

+

**BUSINESS GROUPS**

SMEs?

More than  
250  
employees

Public interest entities

OR

ASSETS > 20 mill. (€)

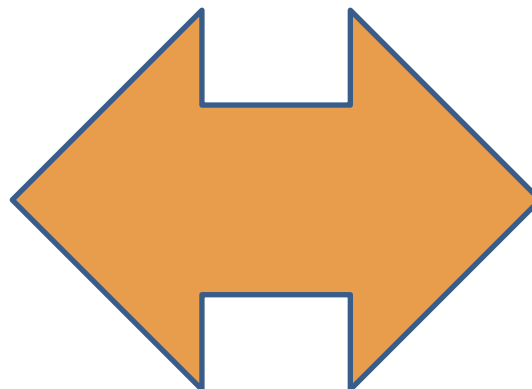
or

NET REVENUES > 40 mil. (€)

## WHERE IS THE NON-FINANCIAL INFORMATION INCLUDED?

### Management Report

- Individual
- Consolidated



### Separate non-financial information report

- indicate expressly that the information is part of the management report
- The management report will also indicate expressly the existence of the non-financial report



# AUDITING AND VERIFICATION OF NON-FINANCIAL INFORMATION

## AUDITING

Assesing non-financial information required is included in the management report

Or, if it has been disclosed in a separate non-financial information statement, checking that it has been noted in the management report

The same person can't prepare and verify the information



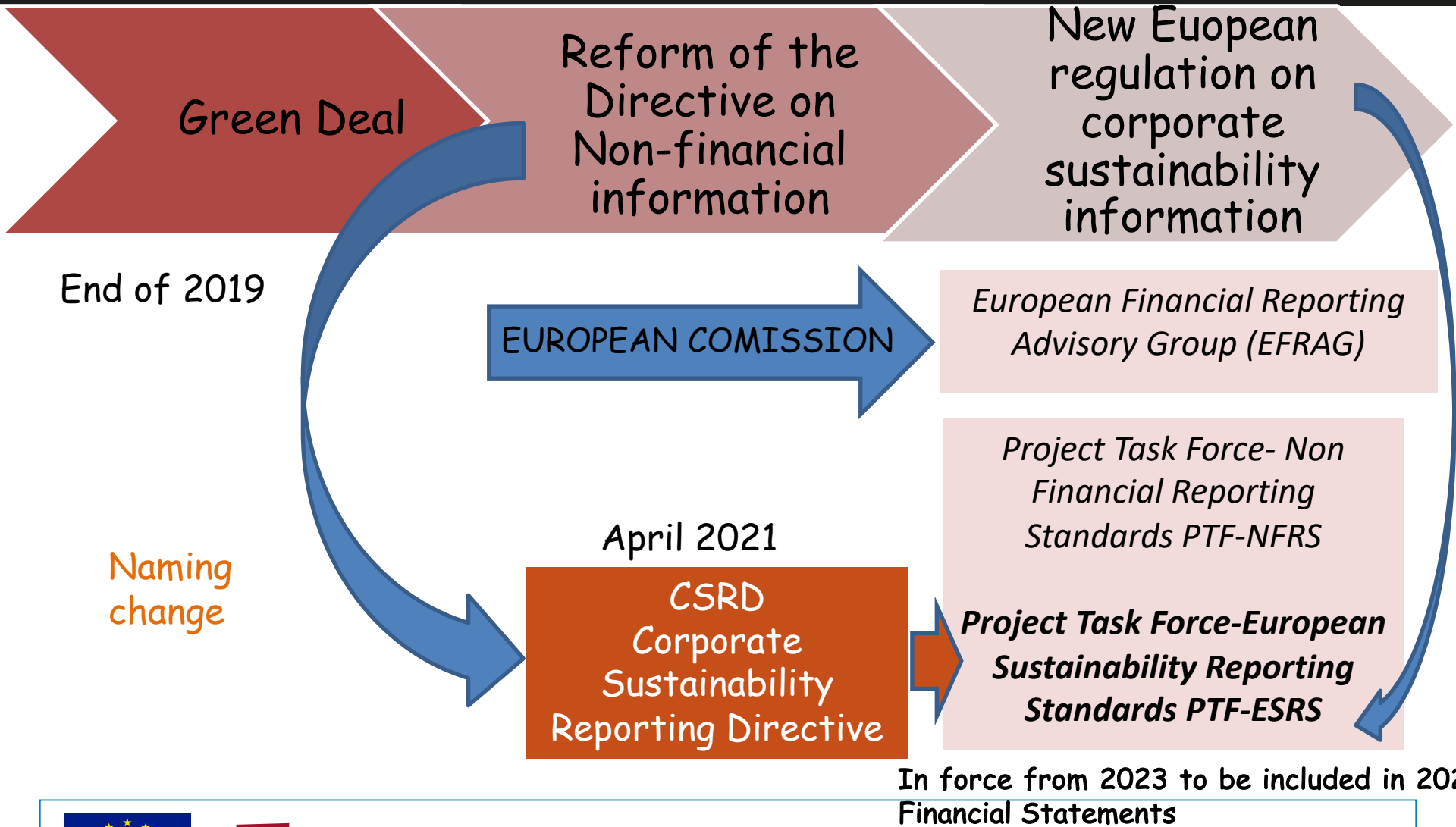
The same person can audit and verify the information

## VERIFICATION

Information included in the non-financial report

It can be verified by an external verification provider, not necessarily by and auditor

The assuring report must be disclosed included in the annual accounts





LIFECITYADAP3