

**MELIÁ HOTELS INTERNATIONAL, S.A. (the “Company”)**, in compliance with Law 6/2023, of 17th of March, on Securities Markets and Investment Services, in relation to article 17 of (EU) Regulation no.596/2014 of the European Parliament and of the Council of 16 April 2014, hereby informs the National Securities Market Commission (CNMV) of the following;

## OTHER RELEVANT INFORMATION

As a complement to the OIR published on April 3, 2025 (number 33894), the Company is interested in publishing the following additional information in relation to item 3.2 of the agenda of the next General Shareholders' Meeting, related to the long-term variable remuneration scheme for the years 2025 to 2027.

### Long-term variable remuneration scheme for the years 2025 to 2027

**Duration of the plan:** financial years 2025 to 2027, linked to the achievement of the Company's strategic objectives.

**The target amount** (100%) of such long-term variable compensation will be the sum corresponding to 70% of the annual fixed salary of the Chairman and Chief Executive Officer, multiplied by each of the three years of the plan's duration. According to the provisions of the current Compensation Policy, the maximum amount to be received will be 150% of such amount.

**Objectives:** the long-term variable remuneration scheme 2025-2027 is composed of the following sets of objectives:

- i. **Share value performance:** this objective has a weight of 20% of the total plan and its details will be submitted for approval at the General Shareholders' Meeting to be held on May 8, 2025.
- ii. **Financial Solvency:** this objective has a weight of 30% of the total plan and is aimed at maintaining the Group's commitment to reduce its indebtedness, as well as working on the optimization of its cash flow from operations.
- iii. **Business objectives:** this objective has a weight of 30% of the total plan and is aimed at driving the improvement of EBITDA (*Earnings Before Interest, Taxes, Depreciation and Amortization*) margins, improving revenues and increasing the contribution of third-party fees as part of the Company's expansion strategy.
- iv. **Sustainability objectives:** this objective has a weight of 10% of the total plan and aims to enhance and strengthen the Group's commitment to sustainability.
- v. **Quality and service objectives:** this objective has a weight of 10% of the total plan and aims to ensure that customer satisfaction levels and employee commitment meet the highest standards in the sector.

This is without prejudice to the fact that, once the details have been approved, they will be included in the Annual Directors' Remuneration Report for the 2025 financial year, which will be published in the first quarter of the 2026 financial year.

In line with the principles of good governance, the payment of the long-term variable remuneration will be made after a reasonable period of time, following the end of the last fiscal year of the third year (i.e. in 2028).

Palma (Mallorca), on 29th April, 2025  
Meliá Hotels International, S.A.