

PRESS RELEASE

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Scandic continues to invest in the leaders of tomorrow

For 22 years, Scandic has been training future leaders through the company's internal leadership program, Talent@Scandic. Recently, 23 talents from Scandic's five markets were selected to undergo an intensive seven-month training program led by industry representatives, mentors and leadership development managers.

Talent@Scandic is a well-known leadership program within the Nordic hospitality industry. Each year, Scandic's Executive Committee identifies the focus areas and projects that Talent@Scandic participants will delve into based on the company's strategy and direction. The talents are also trained in project management and financial knowledge as well as commercial, leadership and operational development. Additionally, they are matched with mentors from across Scandic to guide them during the program.

- At Scandic, we have a strong focus on knowledge and leadership development. We've been running Talent@Scandic for more than two decades now, and it has clearly demonstrated how investing in developing the skills and leadership of team members lays the foundation for the well-being and performance of our company in addition to creating strong, effective leaders. I look forward to following these future leaders as they develop and I'm convinced they'll go far at Scandic, says Jens Mathiesen, President & CEO of Scandic Hotels Group.
- Continuing to invest in our team members and talent program by training and inspiring role models and effective leaders for the future is extremely important for us at Scandic. Training is an area where we invest a great deal of time and resources to create the prerequisites for people to succeed as leaders within Scandic as well as on a personal level. We're offering our talents a veritable smorgasbord of knowledge, training and inspiration that in seven months will transform them into 23 new team members that are ready to take on leadership positions, says Maud Samuelsson, Group HR Manager who is responsible for leadership development at Scandic Hotels Group.

The Talent@Scandic program is built on Scandic's leadership compass and the concepts Empower, Build trust, Inspire and Collaborate, the basic principles of the company's leadership development.

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About Scandic Hotels Group

Scandic is the largest hotel company in the Nordic countries with a network of about 280 hotels and 58,000 hotel rooms in operation and under development at more than 130 destinations. The company is leading the way in integrating sustainability in all areas and its award-winning Design for All concept ensures that Scandic hotels are accessible to everyone. Well loved by guests and employees, the Scandic Friends loyalty program is the largest in the Nordic hotel industry and Scandic is one of the most attractive employers in the region. Scandic is listed on Nasdaq Stockholm. www.scandichotelsgroup.com