

PRESS RELEASE

May 23, 2024

21 new industry talents graduate from Scandic's leadership program

Last year, Scandic's Executive Committee selected 21 people to participate in the company's internal leadership program, Talent@Scandic. Together with industry representatives, mentors and leadership experts, the talents worked intensively over the past seven months, getting ready to take on leadership roles within the company. And now, they have finally graduated!

Scandic has run its leadership program, Talent@Scandic, for more than 20 years to develop future leaders within the company. The program focuses on business intelligence and commercial leadership, and it is grounded on the company's strategy and future direction. During the course of the year, participants were trained in commercial, leadership and operational development as well as project management and financial knowledge. The talents have now taken the next step toward new leadership roles within Scandic.

- Training and securing the talents of the future has always been a success factor for us at Scandic. And just as in previous years, we'll be eagerly following their progress. Leading a company that invests substantially in skills development is something I'm proud of, and I'm very much looking forward to meeting our new leaders all over the company for many years to come, says Jens Mathiesen, President & CEO of Scandic Hotels Group.
- By developing team members' knowledge, we can ensure we remain a skilled organization, and it is incredibly exciting to see these 21 new industry talents take the next step in their careers. During the past seven months, they have worked with industry representatives, mentors and leadership experts to gain a broader understanding of the company, the hospitality industry and, of course, personal leadership development, 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. As part of the program, participants work on development projects within the framework of Scandic's long-term strategy which are then presented to Scandic's Executive Committee. The ambition is for one or more of the projects to be implemented within the company to contribute to Scandic's continued efforts within various focus areas.

- We can see that synergies and efficiency increase when we develop our team members. It is absolutely crucial to consider team members' perspectives and ideas to succeed as a company, and this is also very much in line with how we work to incorporate trust and responsibility in our leadership, concludes Jens.

For more information, please contact:

Oscar Brehmer, Communication Manager, Scandic Hotels Group

Email: oscar.brehmer@scandichotels.com

Phone: +46 721 709 297

Maud Samuelsson, Group HR Manager at Scandic Hotels Group

Email: maud.samuelsson@scandichotels.com

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