

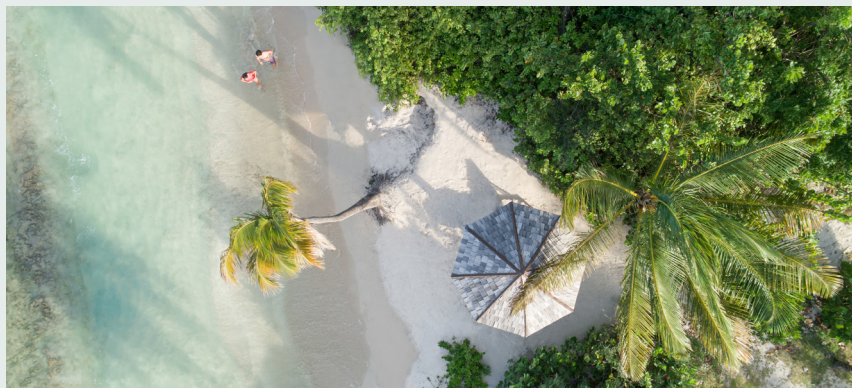


OETKER COLLECTION

Masterpiece Hotels

SUSTAINABILITY REPORT **2023**

Table of contents



INTRODUCTION

3	Foreword of the CEO
4	About this report
5	Executive Summary
8	About us

11 SUSTAINABILITY AT OETKER COLLECTION

12	Our Commitments & Principles
14	Our Sustainability Journey
15	Governance Structure
17	Our Stakeholders
18	United Nations Global Compact & the SDGs

19 OUR COMMITMENTS IN 2023

20 Respect Human Rights

21	Principle 1. Diversity & Inclusion
24	Principle 2. Quality of Life & Safety at Work
27	Principle 3. Education & People Development
30	Principle 4. Good Governance

32 Ensure Responsible Consumption

33	Principle 1. Natural Resources
38	Principle 2. Carbon Footprint
44	Principle 4. Solid Waste & Pollution
47	Principle 5. Responsible Purchasing

50 Raise Environmental Awareness

51	Principle 1. Internal Awareness & Engagement
55	Principle 2. External Awareness & Engagement
57	Principle 3. Transparent Communication

59 Engage with Sustainable Communities

60	Principle 1. Local Business & Heritage of Region
64	Principle 2. Biodiversity
67	Principle 3. Sustainable Partnerships
69	Principle 4. Environmental & Social Projects

72 2024 OUTLOOK

76 APPENDIX

Foreword —

DR. TIMO GRÜNERT

CEO Oetker Collection



As we present the 10th annual sustainability report for Oetker Collection, I am pleased to share that we are once more able to look back on another year with solid progress. This report outlines what our focus has been over the past months, what we have achieved and where our journey will lead us next.

One focus last year was on strengthening our organisation. We reorganised responsibilities, set up sustainability committees in all hotels and significantly intensified the exchange between all those involved.

A particular highlight of the past year was the organisation of an extensive sustainability roadshow. This took us to each of our eleven Masterpiece Hotels for several days. During a total of well over 100 hours of consultations and meetings, the teams at our hotels developed more than 600 individual measures aimed at making our operations more sustainable. This is a remarkable achievement, and I would like to thank everyone who contributed to this great result.

What I also like in this context is the signalling effect it sends out. The pursuit of sustainability is often directly equated with the pursuit of zero emissions. This is undoubtedly one of the most important goals for the coming years. But the concept of sustainability has so many other facets. And instead of focussing on just a few key measures, I think it is much more effective to look at it as a strategy of 1000 small steps. There are so many ways to make our daily lives better and our actions more sustainable, and every member of the organisation should be encouraged to make a contribution, be it small or large.

This report will emphasise this fundamental approach, particularly through the variety of case studies presented in it. Behind every single one of these examples are people who care about their environment and their fellow human beings. This makes them special colleagues and role models for our entire organisation.

I will remain strongly committed to ensuring that we continue on our successful path with great vigour in 2024. In particular, this will also involve measuring our footprint more precisely at various levels, quantifying specific targets and tracking target achievement more accurately. My thanks go to our employees, who are supporting this journey with great commitment and passion. Together, we have made good progress so far and I am confident that this will continue to be the case.

About this report

This report describes our progress in 2023 against our sustainability commitments and the guiding principles. It consolidates Oetker Collection's global data and highlights the individual achievements of our hotels. At the same time, it illustrates our ambition for further progress and improvement.



Report scope

TIMEFRAME:

January 2023 – December 2023

EXCLUSIONS:

The Vineta Hotel, Palm Beach was not open and operational during this reporting period and is therefore not included in this report.

OTHER REPORTING COMMITMENTS:

United Nations Global Compact
Communication on Progress

Executive summary



In 2023, Oetker Collection focused on the organisational stabilisation and enhancement of its sustainability management globally. This included the engagement of more departments and team members into the topic, clearer assignment of actions and responsibilities, a more proactive communication and further development of sustainable data collection.

STRENGTHENING SUSTAINABILITY GOVERNANCE

With the newly appointed Senior Head of Sustainability and the creation of a dedicated Human Rights Officer role within our holding company in 2023, we have strengthened our governance structure across the company. The Sustainability Roadshow executed by the newly appointed sustainability role led to the creation of over 300 case studies on sustainability projects, the development of hotel sustainability roadmaps with more than 600 actions, and the formal appointment of Sustainability Officers at each hotel. The establishment of property-level Officers and Committees has inspired greater connection and collaboration across the portfolio enabling shared progress towards the overarching sustainability commitments.

Moreover, policies central to facilitating consistent practice across all hotels were launched including the Human Rights Declaration, the Responsible Procurement Charter and a new Business Partner Code of Conduct. These ensure that we mitigate environmental and social impacts beyond our direct control to include the activities within the supply chain.

Additionally, joining the Sustainable Hospitality Alliance in 2023 represents an important forward stride in our journey, allowing us to engage in broader discussions on industry-wide environmental and social solutions.

MAINTAINING TRANSPARENT COMMUNICATIONS

This year, our continued commitment to transparent communications was underlined by the revamp of our dedicated sustainability webpage. As with each year since our first report, we continue to submit our Communication on Progress with the United Nations Global Compact to align with international reporting frameworks.

IMPROVING DATA MONITORING

All our operational hotels are registered to the Con-Serve™ data monitoring platform and are committed to quarterly assessments of their resource consumption which notably recorded a reduced reliance on natural gas over the year. The commitment to monitoring is further underlined as several hotels increased their tracking of Scope 3 emissions data, namely, to do with waste. Together with the new Responsible Procurement Charter, the phased collection of Scope 3 GHG emissions data will begin in selected hotels in 2024 alongside adherence to the German Supply Chain Act.

CONTINUED COMMITMENT TO OUR COMMUNITIES

On a property level, our hotels have forged impactful partnerships with community groups and NGOs; from conservation achievements such as artificial reef installation and protection of endangered birds, to social projects including breast cancer awareness and time and monetary donations to support vulnerable people.

OUTLOOK

The groundwork made in 2023 paves the way for reevaluating sustainability priorities next year. Oetker Collection plans a thorough strategy review in 2024, guided by a 'Double Materiality Analysis' to navigate new ownership dynamics and upcoming legislation. We anticipate the revised strategy will incorporate advanced data collection on waste and supply chain sustainability and the year 2024 will have a strong focus on further developing staff training programmes. This strategic shift will enhance sustainability reporting and identify key actions to reduce energy use and emissions.



In 2023

THE MANAGEMENT WAGE RATIO
(FEMALE/MALE) WAS **94%**



43% OF LEADERS ARE FEMALE
(+5% COMPARED TO 2022)

**including managers, department heads
and executive committee*

EMPLOYEES RECEIVED
AN AVERAGE OF **11 HOURS OF TRAINING**



100% OF HOTELS*
ARE REGISTERED TO THE CON-SERVE™ DATA
MONITORING PLATFORM

**operational from January 2023*



WE REDUCED DEPENDENCY ON GAS BY
5,7%
ACROSS THE PORTFOLIO



67% OF ELECTRICITY
ACROSS THE PORTFOLIO
CAME FROM RENEWABLE SOURCES

We appointed **11 SUSTAINABILITY OFFICERS**

A dedicated **HUMAN RIGHTS OFFICER ROLE**
was created

The sustainability Roadshow led to
the identification of **600 ROADMAP ACTIONS**
and documentation of **300 BEST PRACTISES**

We launched a new **SUSTAINABILITY WEBPAGE**

SUSTAINABILITY DATA COLLECTION TARGETS

WASTE STREAMS

Measure the main waste streams in 100% of the hotels



SCOPE 3 EMISSIONS

Measure Scope 3 emissions of 100% of the hotels



● Achieved ● In progress ● Pending

An aerial photograph of a tropical coastline. The top half of the image shows a bright blue sky with scattered white clouds. Below the sky is a vast expanse of turquoise water, which transitions into a shallow, lighter green area near the shore. The bottom right corner shows a strip of white sand beach. The text 'About us' is written in a white, elegant script font, followed by a horizontal line.

About us

Oetker Collection hotels are true masterpieces located in the world's most desirable destinations. Each property is a landmark and a timeless icon of elegance. With deep devotion to local culture and community, the hotels preserve a tradition of legendary European hospitality and genuine family spirit that began in 1872.



11

PROPERTIES



899

KEYS



250

VILLAS & RESIDENCES

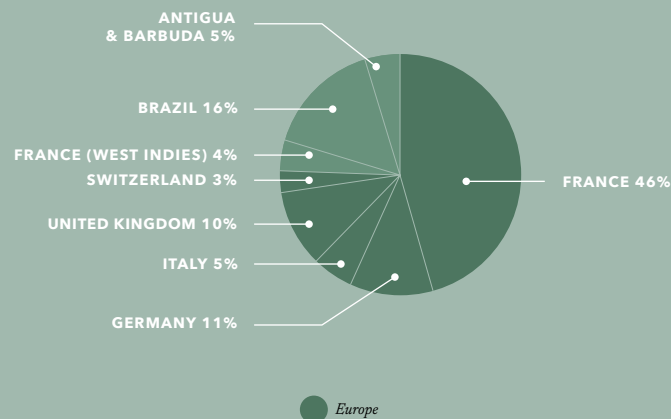
PROMOTED AND RENTED THROUGH
HOTELS OF OETKER COLLECTION

Our business in 2023



3524 EMPLOYEES

KEYS PER COUNTRY CHART



MANAGEMENT

Oetker Hotel Management Company
GmbH (OHMC)
trading as Oetker Collection

MANAGEMENT HEADQUARTERS

Baden-Baden, Germany

WEBSITE

www.oetkercollection.com

OWNERSHIP

Geschwister Oetker Beteiligungen KG
(GOB), registered in Bielefeld, Germany.
(Annual turnover 2.5 billion euros and
more than 8,200 employees).

REVENUE

490 M€*

**represents the sum of all revenues by
the individual affiliated hotels and entities.*

1 L'APOGÉE COURCHEVEL

Est. 2013 / Courchevel 1850, France / 56 Keys / 2 Villas

Nestled into Courchevel 1850's prettiest peak with breathtaking Alpine views, the stylish and contemporary ski chalet boasts cosy warmth and endless adventures at its doorstep.

2 BRENNERS PARK-HOTEL & SPA

Est. 1872 / Baden-Baden, Germany / 100 Keys / 1 Villa

A historic icon in the heart of Germany's beloved Baden-Baden spa city, set within its own private park just a short drive from the Black Forest Mountains.

3 LE BRISTOL PARIS

Est. 1925 / Paris, France / 190 Keys

The Parisian Maison on Rue du Faubourg Saint-Honoré, home to Michelin starred gastronomy and authentic French art de vivre.

4 CHÂTEAU SAINT-MARTIN & SPA

Est. 1954 / Vence, French Riviera / 46 Keys / 6 Villas

Set in the enchanting hilltops of Vence, with breathtaking views over the French Riviera, where romance comes in the form of Michelin starred dining and authentic Provençal charm.

5 EDEN ROCK - ST BARTHS

Est. 1950 / St. Jean Bay, Caribbean / 37 Keys / 200 Villas*

Standing upon a rocky promontory overlooking St Jean Bay, the beloved home-from-home is the original icon of St Barths luxury and leisure, completely renovated for modern sensibility.

* As part of Eden Rock Villa Rental

6 HOTEL DU CAP-EDEN-ROC

Est. 1870 / Cap d'Antibes, French Riviera / 110 Keys / 3 Villas

Perched on the tip of Cap d'Antibes for over 150 years, the Grande Dame is the birthplace of French Riviera glamour, and a magical hideaway for the contemporary traveller.

Find Oetker Collection Masterpiece Hotels around the world



OETKER COLLECTION
Masterpiece Hotels

7 JUMBY BAY ISLAND

Est. 2002 / Antigua, West Indies / 40 Keys / 36 Villas & Residences

Located just 10 minutes off the coast of Antigua and reachable only by boat, carefully preserved nature and a joyful spirit make the private island an unparalleled destination.

8 THE LANESBOROUGH

Est. 1991 / London, UK / 93 Keys

Presiding over Hyde Park Corner in the very heart of the British capital, the historic hotel's butler service, modern British dining and afternoon tea unite the best of London life under one roof.

9 PALÁCIO TANGARÁ

Est. 2017 / São Paulo, Brazil / 141 Keys

Boasting São Paulo's most coveted address surrounded by the tropical foliage of Burle Marx Park, the contemporary palace is a peaceful retreat within Brazil's economic and cultural capital.

10 THE WOODWARD GENEVA

Est. 2021 / Geneva, Switzerland / 26 Keys

The Woodward is an all-suite hotel located on the shore of Lake Geneva with stunning views and opulent interiors exquisitely imagined by architect Pierre-Yves Rochon.

11 HOTEL LA PALMA CAPRI



Est. 1825 / Capri, Italy / 50 Keys

Reimagining a Capri icon, Hotel La Palma, located mere steps from the famous Piazzetta, comprises a rooftop restaurant, a pool deck, a bar and its own beach club.

12 THE VINETA HOTEL PALM BEACH

Est. 1925 / Reopening in 2024 / Palm Beach, USA / 41 Keys

Situated in the heart of Palm Beach, The Vineta Hotel will be located just two blocks off Worth Avenue. Set to open second half of 2024, the hotel will be reborn following a top-to-bottom renovation.

 Owned by Oetker Family  Hotels under management



Sustainability at Oetker Collection

Oetker Collection believes that luxury goes hand in hand with responsibility and recognises that providing exceptional experiences means ensuring they are sustainable by design. Oetker Collection is dedicated to looking after the historic, iconic properties and caring for team members, suppliers, partners and guests, as well as being focused on minimising the environmental footprint, supporting local communities and preserving the cultural and natural heritage of the destinations they serve.

Our Commitments & Principles

We see our roles as patrons of a safe and guaranteed future, and as such our sustainability strategy is underlined by four key *commitments*:

COMMITMENTS



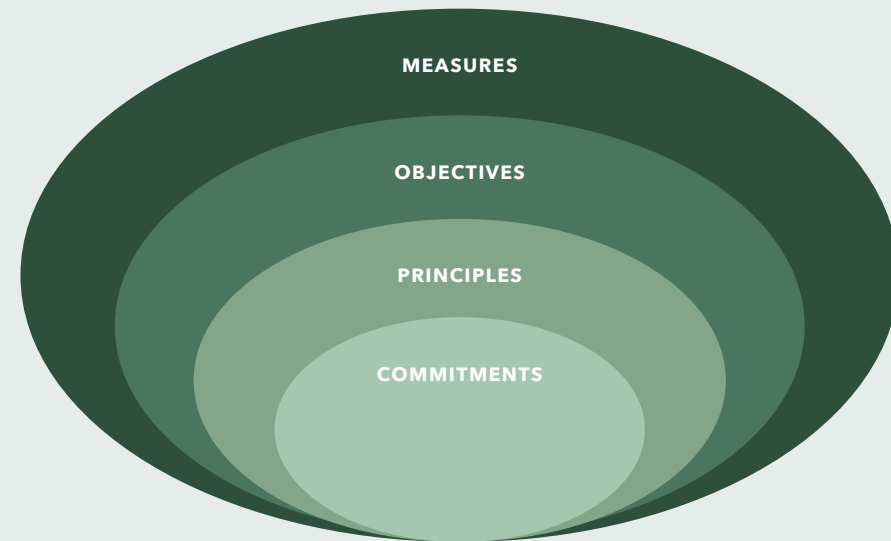
PRINCIPLES

Diversity & inclusion	Education & people development
Quality of life & safety at work	Good governance
Natural resources	Carbon footprint
Solid waste & pollution	Responsible purchasing
Internal awareness & engagement	External awareness & engagement
Transparent communication	
Local business & heritage of region	Sustainable partnerships
Environmental & social projects	Biodiversity

Each **commitment** comprises various principles that formulate our aspirations in key areas of concern.

We then define concrete objectives for each of these principles.

Lastly, concrete measures enable us to achieve our objectives.



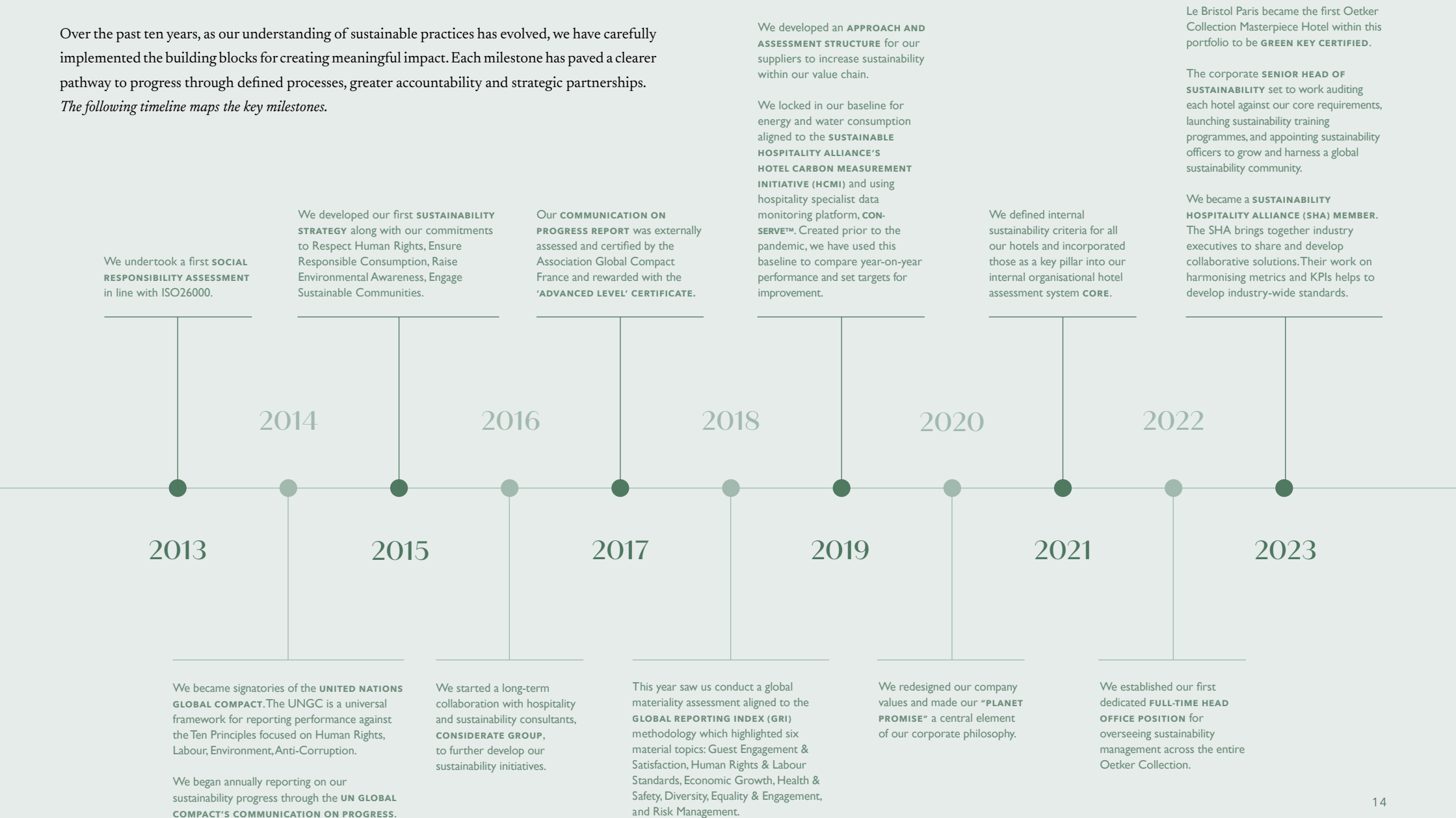
Core sustainability requirements

Oetker Collection features a program, which sets organisational requirements for the operation of its hotels, named Compendium of Organisational Requirements & Expectations (CORE). Since its launch, the program features a dedicated Sustainability Module, which forms the basis of the annual internal sustainability audit of each property. In 2023, these audits were formally conducted on-site by the corporate Senior Head of Sustainability in each hotel where previously they were achieved via self-assessment. The requirements ensure that hotels are working to expectations for meeting the sustainability principles. They are updated periodically to raise expectations and drive continuous progress.

Our sustainability journey

Over the past ten years, as our understanding of sustainable practices has evolved, we have carefully implemented the building blocks for creating meaningful impact. Each milestone has paved a clearer pathway to progress through defined processes, greater accountability and strategic partnerships.

The following timeline maps the key milestones.



Governance Structure

Our sustainability strategy is driven by the dedicated people behind it, a highly engaged team of strong professionals. They belong to a wider governance structure which encourages frequent collaboration and accountability.

The recent appointment of the Senior Head of Sustainability has enabled us to further grow the community of people helping to achieve our sustainability goals and firmly embed sustainability in executive board meeting agendas.

The subsequent designation of sustainability officers has facilitated greater connectivity between group-level ambitions and property-level actions. Meeting every two months provides further opportunities for sustainability officers to share learnings and creative solutions.

SUSTAINABILITY OFFICERS



IMRAN NASAR
Head of Security
The Woodward



MATHIEU BOURDON
Regional Head of Engineering
Le Bristol Paris



CHLOË GANSOINAT
Digital & Quality Manager
Eden Rock - St Barths



PASQUALE AURIEMMA
Executive Head of People & Culture
Hotel La Palma



AMÉLIE PIGEON
Regional CSR Manager
South of France



CARLOS FABBRIS
Executive Head of People & Culture
Palácio Tangará



CASPAR WESENER
Hotel Manager
Brenners Park-Hotel & Spa



SIMON THOMAS
Head Concierge
The Lanesborough



GERARDO RINCON
Director of Facilities
Jumby Bay Island



CHIEF EXECUTIVE OFFICER

The CEO is the overall project sponsor of the company's sustainability efforts and represents this topic among the highest governance body, the Executive Committee.



SENIOR HEAD OF SUSTAINABILITY

The Senior Head of Sustainability develops and leads the sustainability strategy of the company, directly reporting to the CEO. He is responsible for driving its implementation within the hotels and the corporate office whilst guiding other corporate departments to contribute to the group's sustainability targets. The Senior Head of Sustainability heads the global Sustainability Steering Committee and leads the Sustainability Officer at each hotel to drive progress and ensure compliance at property level.

SUSTAINABILITY STEERING COMMITTEE

The Global Sustainability Steering Committee comprises of each property level Sustainability Officer and the corporate Senior Head of Sustainability. The committee meets bi-monthly to exchange best practises, review global policy and create alignment across the group.

SUSTAINABILITY OFFICERS

Each hotel has assigned a Sustainability Officer, who is responsible for the implementation of the sustainability strategy at property level and the hotel's own sustainability roadmap. This person also ensures the involvement of other key hotel departments to drive sustainability progress.

OTHER CORPORATE DEPARTMENTS

Various other corporate departments are directly involved in the execution of the sustainability strategy, such as People & Culture, Finance, Procurement, Communications and Marketing. They work closely with the Senior Head of Sustainability.

SUSTAINABILITY COMMITTEES

Some hotels feature additional Sustainability Committees with representatives from all departments to ensure alignment and use the cross-functional expertise to create wider impact.

Q&A with Paul von Schnurbein, Senior Head of Sustainability



What one thing would you hope the reader can take away about Oetker Collection's progress from this report?

I hope that this report shows how Oetker Collection has stepped up another gear this year to intensify our governance structures that enable meaningful and coherent action. With the appointment of sustainability officers, our membership with the Sustainable Hospitality Alliance, and Le Bristol Paris's Green Key certification, I hope that our momentum and energy for achieving sustainability progress shows through in this report.

Why has Oetker Collection continued to report through the UN Global Compact's Communication Progress?

One of our sustainability principles is to communicate transparently. With the UNGC, we are required to annually report our corporate action related to the Ten Principles which is then publicly listed. By reporting with UNGC, we align to the Sustainable Development Goals which is important to us.

How do you motivate sustainability officers?

It is important to me that sustainability officers feel supported and celebrated. Whilst they have the autonomy to implement their roadmaps creatively, frequent touchpoints provide opportunity for sustainability officers to ask questions and share learnings. The internal communications platform, *PearlNet*, and our daily internal magazine, *Daily Commitment*, are great ways for us to celebrate the successes of our sustainability officers and their teams, raising awareness of their initiatives.

What are the biggest challenges and opportunities for 2024?

We are preparing to conduct a double materiality assessment which will help us refine the material topics to report against. This is a great opportunity to further align our sustainability action with international standards and will allow us to redefine our focus in line with a very comprehensive analysis on our impact. My aim is to have a more refined sustainability strategy and clearer focus on material topics as a result.

Another of our objectives for 2024 is to launch a phased collection of Scope 3 emissions in a selection of hotels to improve data quality of waste and upstream activities. This has historically been a challenge across the industry. In 2024, we will be putting greater emphasis on the processes behind data monitoring and collection.

Our Stakeholders

GUESTS & CONSUMERS

Our guests are the lifeblood of our hotels. We are dedicated to providing them with masterpiece experiences that are both memorable and responsible.

PARTNERS

We work with our partners, such as service providers and hotel associations, to create shared value, not just for our businesses but for the people that work with and for us.

EMPLOYEES

Employees working at all levels within our hotels are the driving force behind our success. By fostering a workplace culture where our employees can harness and develop their talents, we can collectively build a future that nourishes livelihoods and provides memorable experiences.

SUPPLIERS

Through our Responsible Procurement Charter, we engage with our suppliers to promote sustainable sourcing practices and improve environmental and social standards within the supply chain.

SHAREHOLDERS

Shareholders are individuals or entities that own part of our hotel group. We are jointly concerned with how our business operates not just to ensure long-term financial growth but to promote sustainable development.

COMMUNITIES, CIVIL SOCIETY & NGOs

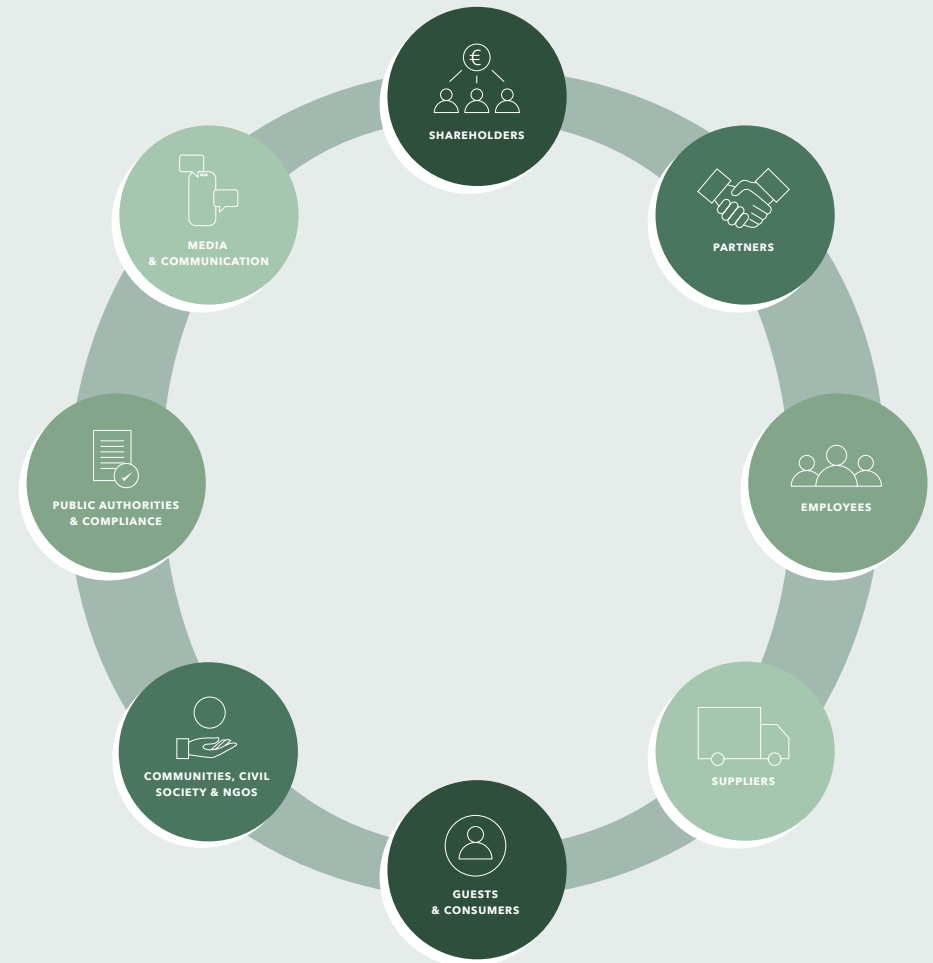
We want to leave a legacy of positive impact and shared prosperity and our work with local communities is a key part of this. Our hotels are committed to engaging with charities and civil society and have raised awareness for locally significant causes.

PUBLIC AUTHORITIES & COMPLIANCE

In our commitment to transparency and excellence, we work alongside public and regulatory bodies to drive progress in line with national and international standards.

MEDIA & COMMUNICATION

Through our numerous media and communication avenues, we can use our voice to raise awareness, inspire action and share milestones with our global audience.



United Nations Global Compact & the SDGs

Oetker Collection proudly continues its commitment to responsible hospitality, by aligning our operations and ethos with the principles of the United Nations Global Compact (UNGC). The UNGC is a voluntary initiative that encourages global businesses to adopt sustainable and socially responsible policies, emphasising human rights, labour, environment, and anti-corruption practices.

Through our formal reporting against the UNGC framework, we not only affirm our dedication to these universal principles but also take meaningful steps towards transparency and accountability. This is why we have continued to report via the Communication on Progress (COP) for the tenth year in a row.

In addition, the UNGC is aligned to the 17 United Nations Sustainable Development Goals (SDGs) which act as the compass for guiding universal sustainable development. By aligning our progress with the UNGC, we embed the SDGs into the fabric of our operations. From reducing our environmental footprint and fostering sustainable consumption and production patterns to promoting sustained, inclusive economic growth and sustainable communities, our initiatives are designed to contribute to these overarching objectives. We pledge to play our part in achieving a better and more sustainable future for all.



Along this report, we also publish the 2023 UNGC Communications on Progress Report, which can be found via this QR-Code.





Our Commitments in 2023 —

Since Oetker Collection is made up of a group of independent Masterpiece Hotels, each hotel has the ability to create and inspire social and environmental action in ways that suit the needs of their staff and their communities, while adhering and contributing to the overall framework and strategy provided by the corporate office.

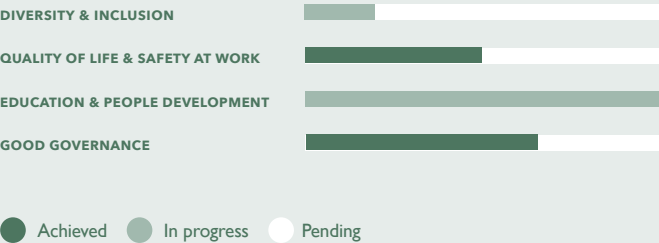
Our hotels are encouraged to share all the wonderful projects and contributions they have made to people and planet in line with Oetker Collection's overall commitments. As a collective, we can create lasting and meaningful change. Please enjoy reading our hotels' initiatives and progress during 2023.

Respect Human Rights

Oetker Collection is devoted to respecting internationally recognised human rights frameworks, including the Universal Declaration of Human Rights and the European Convention of Human Rights and Labour Laws. Adherence to local and international labour regulations is an uncompromising aspect of the Oetker Collection’s core principles.

PROGRESS TRACKER

Each principle is broken down into multiple strategic objectives which are assessed on their progress to date.
Please see Appendix for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

DIVERSITY & INCLUSION

Ensure our stakeholders are treated fairly while combating discrimination.

2

QUALITY OF LIFE & SAFETY AT WORK

Promote an optimum quality of life and safety at work.

3

EDUCATION & PEOPLE DEVELOPMENT

Encourage the development and employability of our employees.

4

GOOD GOVERNANCE

Ensure constant compliance with local labour and environmental regulations.

Principle 1. Diversity & Inclusion

At Oetker Collection, we are working to ensure that our diversity and inclusion practices go beyond compliance to ensure fairness in all interactions with our stakeholders. Oetker Collection’s People & Culture leader describes her mission:

“We believe that every voice, every perspective, and every unique background enriches our collective experience and propels us towards excellence. Inclusion isn’t just a checkbox; it’s a mindset that drives innovation, fosters understanding, and cultivates a workplace where everyone thrives.”



VIRGINIE SAINT-LAURENT
Senior Vice President of People & Culture

In line with requirements under the UNGC and to promote equal opportunities across our business, we continually monitor the gender ratios within managerial positions and with regards to salary. In 2023, the management wage ratio between male and female employees was 94%. Whilst this is a small decrease from the previous year (-3%), the number of women in leadership roles increased by 5% to 41%. We are committed to understanding the reasons behind the gender pay gap within our own processes as well as wider societal influences. We are doing this through dedicated empowerment programmes, awareness raising and continual staff training.



PERCENTAGE SPLIT OF EMPLOYEES BY GENDER PERCENTAGE SPLIT OF COMPANY LEADERS* BY GENDER

**including Managers, Department Heads and Executive Committee*

● Female ● Male

EMPOWERMENT | BRENNERS PARK-HOTEL & SPA

At Oetker Collection, we encourage our hotels to provide opportunities to empower women to reach their goals which we consider is a key component for improving gender equality. That's why **Brenners Park-Hotel & Spa**, for example, have continued their dedicated female leadership programme in partnership with Ellevatr to support women in their career and improve representation at leadership level within the company. In 2023, three more team members participated in the programme.

AWARENESS | LE BRISTOL PARIS | THE LANESBOROUGH

International Women's Day is a day dedicated to celebrating the achievements of women everywhere and raise awareness of the continued discrimination taking place in today's society.

Le Bristol Paris, proud to have achieved a pay parity rate of 97% in 2023 (meaning those in the same roles receive fair pay relative to each other and regardless of gender) and gifted flowers to their over 300 female employees as a token of their appreciation. The gesture was posted to Oetker Collection's internal communication platform, PearlNet, to inspire and call to action their colleagues to continue making a positive difference in this space.

Additionally, **The Lanesborough**, London honours the hard work of six female members of their team in a dedicated International Women's Day video. It explores which female figures inspire them and what it's like to work at The Lanesborough.

Ellevatr

Based in Germany, Ellevatr embodies forward thinking hospitality by serving as a women's network within the hospitality industry. Providing a central platform for information exchange, the Ellevatr community inspires and empowers future female leaders through multiple formats, e.g., expert talks and workshops, organising meet & greets in the city, and hosting invigorating discussion on their dedicated LinkedIn group.



INTERNATIONAL WOMEN'S DAY AT THE LANESBOROUGH



TRAINING | THE WOODWARD | EDEN ROCK – ST BARTHS

Awareness of gender discrimination is also raised through specific training targeting anti-harassment. Anti-harassment training aims to instruct employees on recognising, preventing, and responding to any possible bullying behaviour within the workplace. For example, annual anti-harassment training continues across the portfolio and department specific training was provided by **The Woodward's** Head of Security to internal spa teams. Additionally, **Eden Rock - St Barths** engages in labour law training for managers so all leaders are aware of the expectations and practices to ensure compliance to regulation. Training will continue to be an area of high importance into the new year. This training encompasses anti-harassment not just against women but against people of colour and people with disabilities. We are working to create a more inclusive environment across all our hotels, some of which, for example, are discovering recruitment opportunities for people with disabilities within our business.

FUTURE FOCUS

To bring together the initiatives from our independent hotels and create consistent processes and policies for change across the entire group, Oetker Collection's next goal is to create a dedicated Diversity, Equity & Inclusion Strategy. This will serve as the pathway to celebrating a diverse and inclusive work environment across the whole portfolio.



Principle 2. *Quality of Life & Safety at Work*

Ensuring employee quality of life and safety at work is a principle deeply embedded in our organisational ethos. It involves creating a work environment where employees' physical health and mental wellbeing are supported and enhanced.



HEALTH & SAFETY IN THE WORKPLACE

Health and safety at work is fundamental to an employee's experience at each of our hotels. Aside from essential occupational safety and HACCP training, Oetker Collection hotels have supported staff health and wellbeing through targeted initiatives, which go beyond legal requirements.

Road risk awareness | LE BRISTOL PARIS

In response to a high number of commuter incidents in the city, **Le Bristol Paris** launched an internal awareness campaign on road risks. Handlebar hooks were placed on employees' bikes and motorbikes, posters about security equipment were placed around the employee parking areas and information was displayed on digital screens. From November 2023, an awareness kit was included in the onboarding of new employees using bicycles or motorbikes to travel to work.

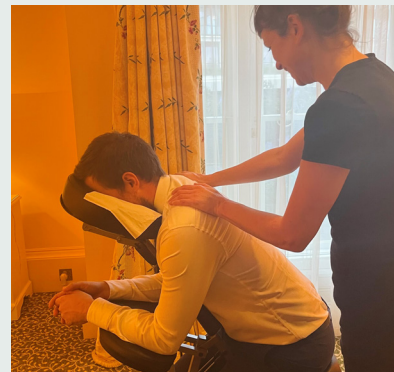
Access to healthcare services | CHÂTEAU SAINT-MARTIN & SPA | HÔTEL DU CAP-EDEN-ROC PALÁCIO TANGARÁ | JUMBY BAY ISLAND

The South of France hotels, **Château Saint-Martin & Spa** and **Hôtel du Cap-Eden-Roc**, invite an osteopath on-site each month to enable employees without means of travel to access healthcare services. In 2023, 41 people attended appointments. In a similar bid to provide employees better access to healthcare, **Palácio Tangará** in Sao Paulo Brazil provided a significant financial contribution to the costs of flu vaccinations to over 150 staff members.

Our commitment to improving quality of life also extends to our guests. A key example of how staff can support guest wellbeing is of the training of **Jumby Bay Island** spa therapists on cancer awareness. In partnership with the Spa 4 Pink foundation, the Jumby Bay Island spa therapists participated in a 5-day training course. The training highlighted the importance of being aware of the different types of cancers, causes and symptoms and side effects of both the cancer and the various treatments. This focus of this training was not about performing a "cancer massage" but rather educating the therapist about the challenges their guests may be facing and how to bring ease in this moment of relaxation. A bonus to this training is that the foundation donates proceeds from the training to support people with cancer and improve access to wellness services.

Health week | PALÁCIO TANGARÁ | THE LANESBOROUGH

Several Oetker Collection hotels dedicated a full week in 2023 to promoting good health and wellbeing amongst their staff teams. At **Palácio Tangará's** health week, 180 employees took part in a free medical check-up (bioimpedance test) whilst 80 staff members took advantage of massage sessions. A series of mini lectures and talks provided information on mental health and prostate and breast cancer awareness, and workshops with nutritionists provided guidance on healthy and sustainable diets. **The Lanesborough** London's welfare week also included a series of activities such as yoga, mindfulness walks and Gong Bath sessions.



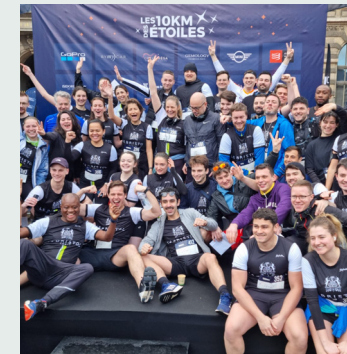
Encouraging sport and exercise

LE BRISTOL PARIS | THE LANESBOROUGH

EDEN ROCK – ST BARTHS | HOTEL LA PALMA CAPRI

To encourage our staff to exercise as much as possible, a cornerstone of a health and wellbeing, and to create social connections, **Le Bristol Paris** and **The Lanesborough** take part in their local football tournament with other inner-city hotel teams, and the **Eden Rock – St Barths** team takes part in tennis tournaments, in 2023 with 30 participants.

Additionally, the F&B department at **Le Bristol Paris** decided to encourage hotel teams to take part in the '10 km des étoiles'. This charity run supports the associations Antoine Alléno (which offers unfailing support to victims under the age of 25) and the Autour des Williams Association (raising awareness for the Williams–Beuren syndrome (WBS)). **Le Bristol Paris** was the most represented hotel in 2023 with 58 participants.



At **Hotel La Palma Capri**, the People & Culture team organized an exclusive experience for our employees – a Pilates class by the sea at Da Gioia. Led by an experienced instructor, they flowed through a series of exercises that connected mind and body.

Boosting Mental Wellbeing | CHÂTEAU SAINT-MARTIN & SPA | HÔTEL DU CAP-EDEN-ROC
EDEN ROCK – ST BARTHS | PALÁCIO TANGARÁ

Of course, supporting the mental wellbeing of our employees is just as important as physical health to enable optimal performance in all aspects of their lives. Importantly, providing space and opportunities for people to relax and connect outside of the working environment is central to creating an improved work-life balance.

Beyond providing discounts for bike schemes, gym memberships and local leisure activities, Oetker Collection hotels invest in social events which promote social connectivity and recognise and celebrate the hard work undertaken by all staff.

For example, Christmas is a special occasion for the hotels **Château Saint-Martin & Spa** and **Hôtel du Cap-Eden-Roc** who provide activities for hoteliers and their families. They host games and cooking and pastry workshops; they eat crêpes and even get a visit from Santa Claus. In 2023, 50 of the employees' children attended the Christmas festivities.

Additionally, **Eden Rock – St Barths** embrace the importance of family for their staff by hosting children's parties. In Brazil, **Palácio Tangará** celebrate the mothers and fathers in the workforce on Mother's and Father's Day through gifting cocktails and self-care cosmetic kits.

FUTURE FOCUS

By investing in employee physical and emotional health, Oetker Collection hotels foster a positive work environment where everyone can thrive. Improved health and wellbeing help not just to deliver exceptional service to our guests but to enable employees to support their families and improve local economies.

As such, Oetker Collection hotels are committed to continual work in this area with annual training and activities to support employee health and wellbeing.



Principle 3. *Education & People Development*

Encouraging the development and employability of our employees is a cornerstone of our commitment to nurturing talent and ensuring a dynamic, skilled workforce. This principle reflects our belief in the potential of our employees and our dedication to providing them with the tools and opportunities they need to grow professionally and personally.

STAFF LEARNING

Training is central for the professional development of our employees and is embedded within the operations across all Oetker Collection hotels. It enables staff members to explore new skills that helps them to unlock new professional opportunities.

Brenner's Academy | BRENNERS PARK-HOTEL & SPA

In 2022, **Brenners Park-Hotel & Spa** launched the new training programme, “Brenners Academy”, to provide opportunities for staff to gain new expertise. Covering all aspects of hospitality such as front of house training, technology support, cookery classes, wine tasting courses, first aid training, and sustainability awareness. In 2023, 35 different workshops took place with over 250 participants resulting in 1,598 training hours. The Brenners Academy monthly newsletter celebrates the achievements of previous workshops and promotes the upcoming classes.



Over 2023, employees received an average of

11

HOURS OF TRAINING



“People First” training programme | PALÁCIO TANGARÁ

At **Palácio Tangará**, Brazil, the “People First” training course took place in July 2023. The course involved 37 participants and focused on how to utilise the potential of the team. It explored how to strengthen team spirit to change attitudes in the workplace and improve services to guests and coworkers. The “People First” workshop was one of several modules delivered as part of a wider training programme, involving over 210 participants and including other skills development such as leadership coaching.

Improving access to online training | LE BRISTOL PARIS

Le Bristol Paris has recognised the need to improve access to computers amongst their workforce to enable team members to conduct online training courses. Computers are placed in staff areas for use when needed.

ADVOCATING LOCAL SKILLS DEVELOPMENT

An important part of our mission to promote education and people development is not just to focus on our present workforce but future generations too. We have a lot of in-house talent across our hotels which employees are always more than willing to share. Being able to share their skills and experiences provides a meaningful opportunity for our employees to witness the value in their work not just for providing memorable experiences for guests but for improving the livelihoods of people in the community.

Student tours | HÔTEL DU CAP-EDEN-ROC | EDEN ROCK – ST BARTHS

Following the example of **Hôtel du Cap-Eden-Roc** who last year welcomed students from the Second Chance School (a programme to support young people without qualifications access the labour market) to a tour of the hotel, **Eden Rock – St Barths** invited students from schools in Guadeloupe and Martinique to the hotel to learn more about what it means to work for at Oetker Collection. With a tour around the main departments and a presentation on the different hospitality jobs, students left with a better understanding of the opportunities that exist within the hospitality sector.



Parasopolis student training programme

PALÁCIO TANGARÁ

Launched in 2017, **Palácio Tangará**’s young talents training course invited a 2023 cohort of 13 students to undergo the 18-month programme. Students are invited from Parasopolis, a low-income district in Sao Paulo, to provide greater opportunities for young people in the area and improve the local economy. At the end of the programme, many of the trainees are hired by the hotel itself or other hotels in the area.

Employment skills with JOB IRL and DEMA1N | HÔTEL DU CAP-EDEN-ROC

As a registered partner with Job IRL and DEMA1N, two French mentorship and job skills platforms, **Hôtel du Cap-Eden-Roc** can support young people build their professional profiles. The platforms enable hotel employees to act as mentors and provide advice for job searching such as CV writing and interview practice.

Job IRL

Job IRL is a unique platform that bridges the gap between young people and the professional world, aiming to inspire and inform the next generation about various career paths. The platform connects students with employers to allow students to explore various career paths, ask questions, and gain a comprehensive understanding of what different professions entail.

DEMA1N

DEMA1N is a free mentoring platform that connects young people with professionals who can support them to develop their employability skills and understand more about their preferred career paths. When mentors and students register to the platform they provide details on their background, academic journey, profession and support needs. This enables more appropriate mentorship connections.



FUTURE FOCUS

Oetker Collection aims to launch a new campaign to promote and encourage more staff to engage in the Masterpiece Academy learning programme. Our aim for 2024 will be to significantly extend the programme's portfolio of courses, which will provide opportunities for people from all backgrounds to enhance their knowledge and skillsets.

Principle 4. *Good Governance*

Ensuring constant compliance with local and international labour and environmental regulations through our reporting with the UN Global Compact, underscoring our commitment to respecting human rights. We demonstrate our compliance in a number of ways.


POLICIES

To allow for consistent compliance, we comply to the following policies directed at ownership level (Geschwister Oetker Beteiligungen KG):

The Declaration of Principle on the Human Rights Strategy of Geschwister Oetker Beteiligungen KG
(newly developed in 2023)

Compliance Management Systems
(including whistle-blowing)

Oetker Collection's publicly available compliance and sustainability related policies can be found via this QR-Code.



SUSTAINABILITY MANAGEMENT STRUCTURE

The official appointment of Sustainability Officers in all properties further formalised the sustainability work being achieved by the hotels' to date. The Sustainability Officer acts as the hotel representative responsible for reporting to the corporate Senior Head of Sustainability. A dedicated person at each hotel is now formally accountable for the property's roadmaps for working towards the sustainability principles and for managing relevant data collection, as well as organising and motivating the wider green team and implementing initiatives.

The roadmaps act as a property-specific strategy for meeting Oetker Collection's sustainability commitments. The Sustainability Officer is responsible for implementing and updating the roadmap which is developed and approved by the hotel's Executive Committee and the corporate Senior Head of Sustainability.

The Sustainability Officers make up the newly created Sustainability Steering Committee who meet bi-monthly and is directed by the Senior Head of Sustainability. Please refer to our Governance Structure (page 15) to understand their relation to the wider leadership.

COMPLIANCE STRUCTURE

Oetker Collection and its holding company, GOB, operate within a comprehensive compliance structure which ensures commitment to international standards and operational integrity.



CERTIFICATION AND MEMBERSHIPS

Certification and memberships enable us to verify our processes and gain a better understanding of industry standards. This ensures that our work is aligned to international expectations and practices as well as be part of developing new solutions.

UN Global Compact



As a principle-based framework, the UNGC encourages companies worldwide to align their strategies and operations with Ten Principles, the first two of which are explicitly focused on human rights. These principles urge businesses to support and respect the protection of internationally proclaimed human rights and to ensure they are not complicit in human rights abuses.

Reporting against the UNGC requires that we disclose the number of non-compliance incidences reported throughout the year with regards to modern slavery. In 2023, this number was 0.



Green Key | LE BRISTOL PARIS

Le Bristol Paris successfully underwent an assessment by the sustainability label Green Key in 2023 and now officially holds the label. By aligning with Green Key standards, which are also recognised by the Global Sustainable Tourism Council, Le Bristol Paris commits not only to environmental sustainability but also to social responsibility practices that safeguard and promote human rights. This includes ensuring fair working conditions, promoting equality and non-discrimination, and providing a safe and healthy environment for both employees and guests.

Sustainable Hospitality Alliance



At the beginning of 2023, Oetker Collection joined the Sustainable Hospitality Alliance (SHA). The SHA is a membership organisation that brings actors within the hospitality industry together to improve the sector's environmental and social impacts. By leveraging the collective strength and reach of its members, SHA addresses critical issues such as climate change, human rights, and youth employment. As a new member, we are excited to join the collaborative conversations and find international solutions in these key areas.

FUTURE FOCUS

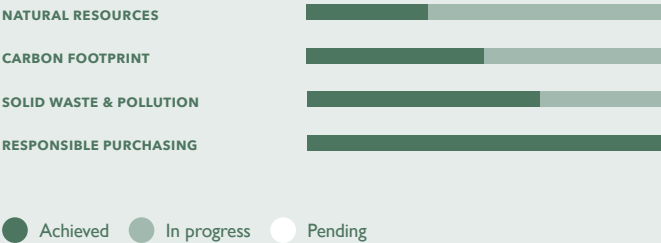
The 2023 newly developed Declaration of Principle on the Human Rights Strategy is an important step for addressing modern slavery and human rights within the supply chain, which was one of our pending objectives. As we move into 2024 and tackle the requirements of the German Supply Chain Act and the Corporate Sustainability Reporting Directive (CSRD), the group owners, Geschwister Oetker Beteiligungen KG (GOB), will develop and finalise a new version of the Code of Business Conduct to ensure consistent and compliant practice across all functions of the business.

Ensure Responsible Consumption

Oetker Collection is committed to responsible consumption, carefully considering the impact of its resource use and environmental footprint. This includes efforts to reduce carbon emissions, minimise effects on biodiversity, and decrease the amount of waste generated.

PROGRESS TRACKER

Each principle is broken down into multiple strategic objectives which are assessed on their progress to date.
Please see Appendix for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

NATURAL RESOURCES

Through innovation reduce our consumption of natural resources.

2

CARBON FOOTPRINT

Actively contribute to the global Carbon Reduction goals.

3

SOLID WASTE & POLLUTION

Manage solid waste and strive to limit any type of pollution.

4

RESPONSIBLE PURCHASING

Purchase responsibly, favouring suppliers who adhere to our principles.

Principle 1. *Natural Resources*

This principle reflects our commitment to minimising our environmental footprint by leveraging new technologies and approaches to resource management. This year, we have focused on further improving the processes for collecting data to enhance our understanding of our consumption and areas for improvement.

CON-SERVE™ DATA MONITORING PLATFORM

What is it?

Powered by Deepki, Considerate Group's Con-Serve™ data monitoring platform enables Oetker Collection hotels to monitor resource consumption patterns and hospitality specific metrics including electricity, gas, water, waste, room nights and occupancy.



ALL OETKER COLLECTION HOTELS ARE ACTIVELY USING CON-SERVE™

*(*Hotel La Palma Capri opened during 2023 and began their registration to the platform.
It is therefore not reflected in the full year data presented on the following pages.)*

How does it work?

Engineers from each hotel upload their consumption data to the platform by the end of each quarter. The data is then presented in a quarterly report and is overlayed with GHG emissions and automated weather data (i.e., heating, and cooling degree days) to provide additional context to that quarter's resource consumption.

What do you do with the information?

Newly implemented in 2023, the hotel's Sustainability Officer together with the engineers meet with the corporate Senior Head of Sustainability and advisors from Considerate Group's Con-Serve™ team to discuss anomalies and identify actions for the next quarter.

ENERGY

Energy footprint

In 2023, Oetker Collection hotels navigated through the complexities of post-pandemic operational adjustments to reinforce its dedication to environmental stewardship. Our energy footprint - encompassing electricity, gas, cooling and heat across all its properties – amounted to 49,829 MWh, an increase of 6.6% compared to our baseline year of 2019. Since then, however, the portfolio has seen the reopening of **Eden Rock – St Barths** in 2021 and the addition of **The Woodward** in 2022. Accounting for these recent additions, our average energy footprint per hotel was reduced significantly by 14.7% from 5,843 MWh in 2019 to 4,983 MWh 2023.

Improvements were seen in terms of reducing our dependency on natural gas across our portfolio by 5.7% in absolute terms. At the forefront of this commitment stands **Brenners Park-Hotel & Spa** where gas now is only used for decorative fireplaces as the kitchen is fully electrified. This saves more than 110 MWh of gas annually.

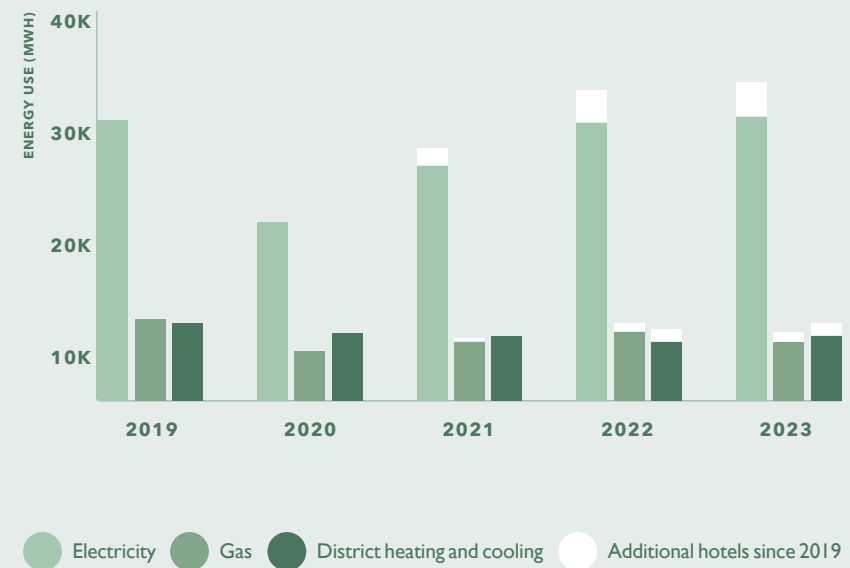
In regards to electricity, the addition of **Eden Rock - St. Barths** and **The Woodward** since 2019 has positively impacted our efficiency. Hotels now use 8.9% less electricity on average per hotel since the baseline year.

In absolute terms, the electricity consumption has increased by 1.0% among the baseline portfolio and by 13.9% in total due to the addition of the two hotels. **L'Apogée Courchevel** stands out in terms of electricity savings performance over the years, effectively reducing their electricity use by 31% since 2019.

When analysed through the lens of energy intensity, this translates to an average of 317.9 kWh per room night.

Whilst this is an increase of 8.8% from the 2019 baseline, mainly driven by lower occupancy levels, the portfolio continues to shift to less carbon intense energy sources, such as renewable electricity.

**OETKER COLLECTION'S ENERGY CONSUMPTION OVER TIME
BY CATEGORY**



Energy efficiency measures

We recognise that optimising energy consumption is enabled through the installation of efficiency technologies. LED lights and motion controls are commonplace across our hotels and engineers are always in conversations with the Con-Serve™ data monitoring team to identify where new sub-metering locations would improve data quality and reduce consumption.

Energy efficiency improvements | THE LANESBOROUGH

In 2023, the engineering team at **The Lanesborough** has undertaken significant energy efficiency improvements, including upgrading to LED lighting in guest and function rooms, and enhancing operations back-of-house, in kitchens, and plant rooms. Advanced HVAC system settings, managed through the Building Management System (BMS), are now demand-based for optimal energy use. The team has rebalanced heating and cooling systems, introduced new pumps and motors with inverters, and rebuilt the main power supply for better efficiency. Additionally, an overhaul of the hot water system and a complete rebuild of the laundry system have been carried out to improve safety, productivity, and energy efficiency.

KNOW maintenance system | THE WOODWARD

The Woodward has implemented the system KNOW Maintenance in order to develop more organised maintenance cycles to increase the lifecycles of machines and reduce the need for new ones.

Behaviour change | L'APOGÉE COURCHEVEL

Behaviour change initiatives are also imperative for driving energy efficiency across all operational departments. Through signage, frequent energy walks, adjustments to standard operating procedures, and dedicated energy saving campaigns, staff are

educated on the numerous ways to optimise the efficiency of equipment (such as lighting and air conditioning) and practices (such as linen reuse schemes).

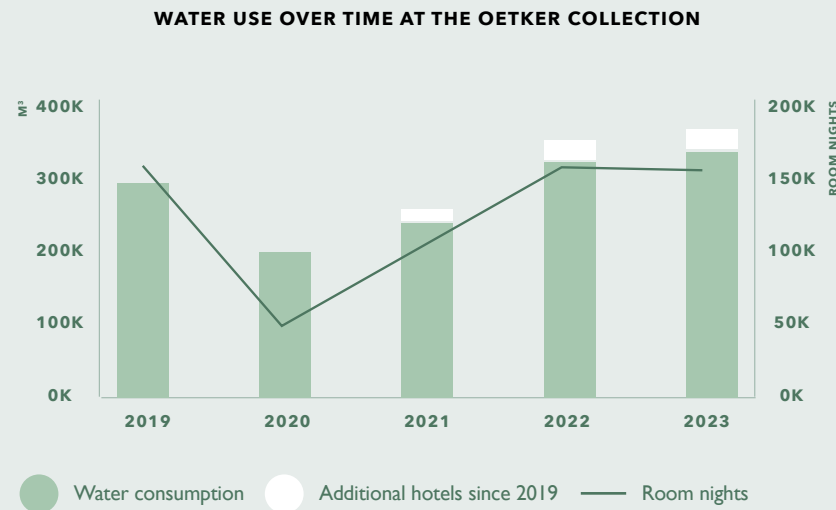
WATER

Water footprint

In 2023, Oetker Collection embarked on a journey to further improve its water stewardship, embracing both challenges and opportunities presented to luxury brands in the face of the climate crisis. As we broadened our portfolio with the addition of new hotels since our 2019 baseline, our collective water usage narrative evolved.

The year witnessed a 25.3% rise in overall water consumption compared to our baseline including the two additional hotels (+ 14.3% among the baseline portfolio), translating to 2.2 m³ per room night, with noteworthy variances across properties. This figure highlights the specific operational dynamics between hotels affecting our overall water footprint, for example **Jumby Bay Island**'s expansion including a new swimming pool and **Palácio Tangará**'s record temperature summer. This rise, albeit contrasted by significant reductions in properties like **L'Apogée Courchevel**, underscores the multifaceted nature of water management within the luxury hospitality sector including island destinations. Despite these challenges, our commitment to reducing water consumption and its environmental impact has remained strong. From **Hôtel du Cap-Eden-Roc**'s water recovery tank, which repurposes wastewater for irrigation, to **Eden Rock – St Barths**' pioneering atmospheric water generator, and **Jumby Bay Island**'s enhanced desalination reverse osmosis system capable of producing nearly 400,000 gallons of fresh water daily, our efforts highlight a proactive approach to conservation and efficiency without depleting local water sources.

The graph below demonstrates that water consumption strongly correlates with occupancy rate, highlighting the importance of implementing water saving initiatives at each hotel. This relationship emphasises the ongoing need for targeted water-saving measures that not only mitigate reliance on potable water but also engage our guests in the conservation conversation.



With water use contributing approximately 4% of our GHG emissions, we remain focussed on water conservation to protect local sources through targeted interventions.

Water saving initiatives

Wastewater tank | HÔTEL DU CAP-EDEN-ROC

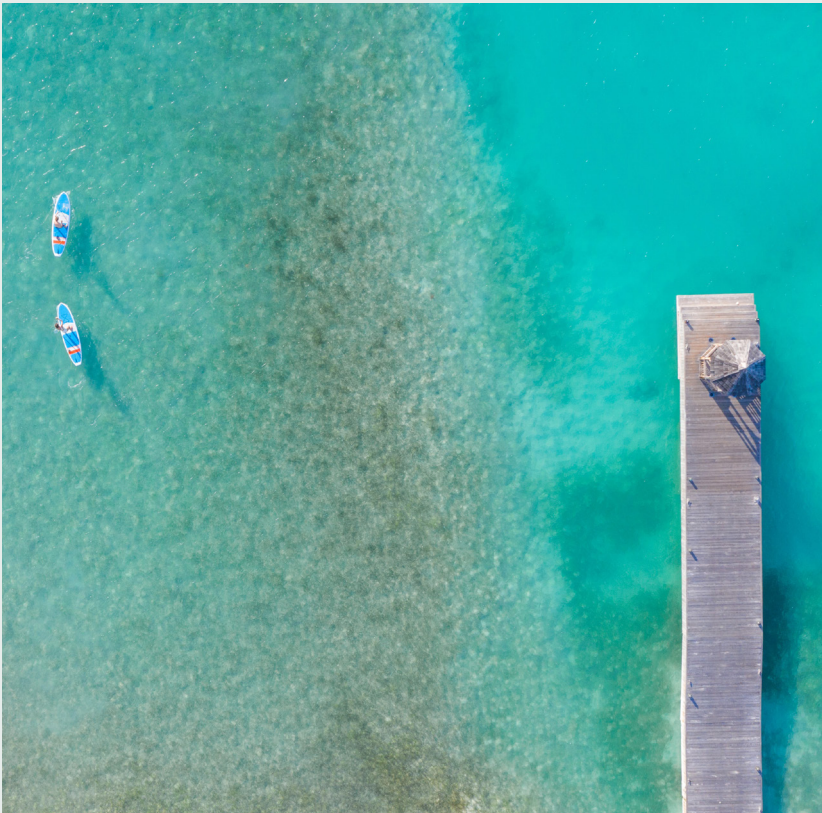
In response to identified high usage areas, particularly within catering operations, **Hôtel du Cap-Eden-Roc** have installed a water recovery tank. Wastewater from ice buckets and unfinished water bottles are poured into the tank and gardening teams and florists utilise the water for irrigation.



Air-to-water generator | EDEN ROCK – ST BARTHS

Eden Rock – St Barths is located on the island of St Barthelémy in the French Caribbean, making fresh water a precious commodity. To address risks of freshwater scarcity, in 2023, the hotel installed a new stand-alone atmospheric water generator, independent from the island's network. Foundations collect water from the humidity in the air which is sterilised through filters and ultra-violet light and turned into fresh drinking water. The water is made available across the property, in the staff canteen, at the beach bar and the restaurant, and can be dispensed into the Eden Rock refillable water bottles, provided complementarily to each guest upon arrival. Eden Rock reduced its water consumption by 2% in 2023 compared to the previous year.





Desalination Reverse Osmosis System | JUMBY BAY ISLAND

In 2023, **Jumby Bay Island** installed its third desalination reverse osmosis system which has the capacity to produce 136,000 gallons of fresh water a day by taking seawater and removing the salts and impurities through high pressure filtering. In the same year, upgrades were made to the other two systems which enables the production of nearly 400,000 gallons of fresh water per day when all systems work together. In parallel, a new bottling plant was installed to allow refillable bottling solutions to reduce plastic waste on the island.

FUTURE FOCUS

Continuing to monitor consumption data remains a priority going into 2024. Quarterly calls with the Con-Serve™ data team will continue to enable us to identify areas for improvement and define actions that will help to achieve our targets. Insights gained will be complemented by best practices shared within our global community of properties. By pooling our knowledge and experiences, we aim to uncover new opportunities for efficiency and sustainability that can be implemented across the portfolio.

Principle 2. *Carbon Footprint*

Understanding the urgency of reducing greenhouse gas (GHG) emissions to mitigate global warming, we are committed to measuring our emissions footprint alongside our consumption, as well as identify measures to make significant reductions. In 2023, we explored ways to further improve the data quality of Scope 3 emissions, a universally complex area for the industry, and implement new initiatives to reduce the sources of GHG emissions.

METHODOLOGY

We collect our carbon footprint through Con-Serve™ and targeted data surveys from our hotels, aligning with the GHG Protocol Corporate Standard. Relevant emissions factors are then applied to each hotel's metrics according to supplier information, the latest DEFRA database, and Hotel Carbon Measurement Initiative (HCMI).

The HCMI is a framework developed by the Sustainable Hospitality Alliance to standardise the way the hotel industry measures and reports on carbon emissions. The HCMI aims to help hotels identify areas for carbon reduction, enhance their sustainability practices, and communicate their carbon footprint transparently to guests, stakeholders, and regulatory bodies.

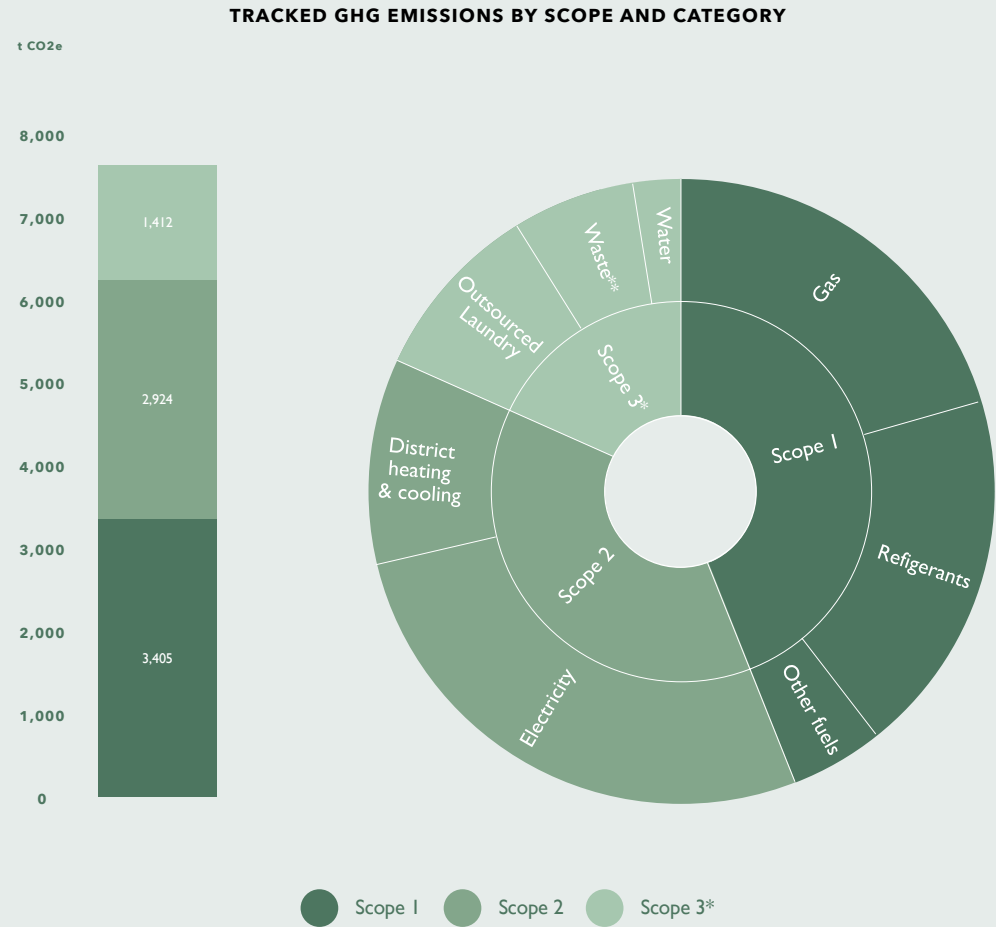
Our Scope 1 emissions result from direct fuel consumed on-site (e.g., fuel-based electricity generation on islands, natural gas for cooking and heating), fugitive emissions from refrigerant refills, and fuels used for cars and boats the hotels own and operate.

Scope 2 emissions include emissions related to the consumption of purchased energy produced elsewhere and are calculated using a market-based approach.

Scope 3 emissions comprise of up- and downstream supply chain emissions and collecting reliable data here is typically much more difficult than for Scope 1 and 2 data. While we strive to expand our Scope 3 emission tracking gradually, we currently include here outsourced laundry data as mandated by the HCMI, but additionally report on emissions related to water use (for all hotels), and waste (for four hotels). We work with our hotels and supply chain stakeholders to continuously improve data availability and quality.

SCOPE 1, 2, & 3 EMISSIONS

In 2023, Oetker Collection continued its mission to improve the precision of our GHG emissions tracking and implementing measures to curtail our carbon footprint across all operational scopes.



**Scope 3 data only includes selected categories based on current data availability.*

***Waste measures only include data of 4 out of 10 hotels.*

Scope 1 emissions

Scope 1 emissions, presented a significant part of the carbon footprint, totalling 3,405 tons CO₂e. This was notably influenced by consumption of natural gas (1,574 tons CO₂e), which underscores the importance of our energy sourcing and consumption strategies; four hotels were responsible for 87% of total gas use, offering the largest opportunities for reduction. In response, **Jumby Bay Island** has taken a leap forward with the extension of solar PV systems, aiming to reduce the reliance on fuel-based generators. Refrigerants, which are often overlooked, emerged as a major contributor (1,464 tons CO₂e), drawing attention to the impact of our cooling systems and the potential for low-GHG alternatives. The use of other fuels (e.g. diesel or petrol) for vehicles and boats contributed with 368 tons CO₂e. Here, **The Lanesborough** is pioneering a shift away from traditional fuel-powered cars with the procurement of electric cars, thereby setting a new standard in our approach to transportation.

Scope 2 emissions

Scope 2 emissions totalled 2,924 tons CO₂e with the majority attributed to non-renewable electricity consumption (2,094 tons CO₂e), followed by district heating and cooling systems employed at three of our hotels (828 and 3 tons CO₂e, respectively). Further improving energy efficiency in collaboration with our stakeholders is our goal. At **The Lanesborough**, the completed implementation of LED technology, new and efficient inverter pumps and motors, and water pipe insulation exemplifies our proactive approach to reducing electricity consumption.

Scope 3 emissions

Lastly, tracked Scope 3 emissions amounted to 1,412 tons CO₂e with the handling of waste from four of our hotels contributing 495 tons CO₂e, revealing the environmental weight of waste management practices. We are actively working with our hotels and stakeholders to roll out more comprehensive tracking of waste data in 2024. At **L'Apogée Courchevel** we have implemented a resourceful food waste conversion process that transforms organic waste into compost, thereby enriching the local ecosystem and closing the loop on food sustainability. Water usage emissions (192 tons CO₂e) point out the less-discussed but critical aspect of water conservation. As a water-sensitive island destination, **Jumby Bay Island** has recently ventured into hydroponic farming; an innovative agricultural practice that requires less water and no soil, significantly reducing our fresh water-dependency while supplying our guests with the freshest, local produce. Furthermore, emissions from outsourced laundry services (725 tons CO₂e) highlight the broader implications of our supply chain decisions and the opportunities for improvements, such as local sourcing and eco-efficient practices.

While we continue to develop our Scope 3 emissions understanding and reporting, enhanced data accuracy will drive targeted interventions for each emission source, from optimising resource usage to expanding our investment in renewable energies and energy-efficient technologies. For example, in 2023, we have launched a Responsible Procurement Charter at portfolio level, which harmonises our procurement practices with our sustainability goals.

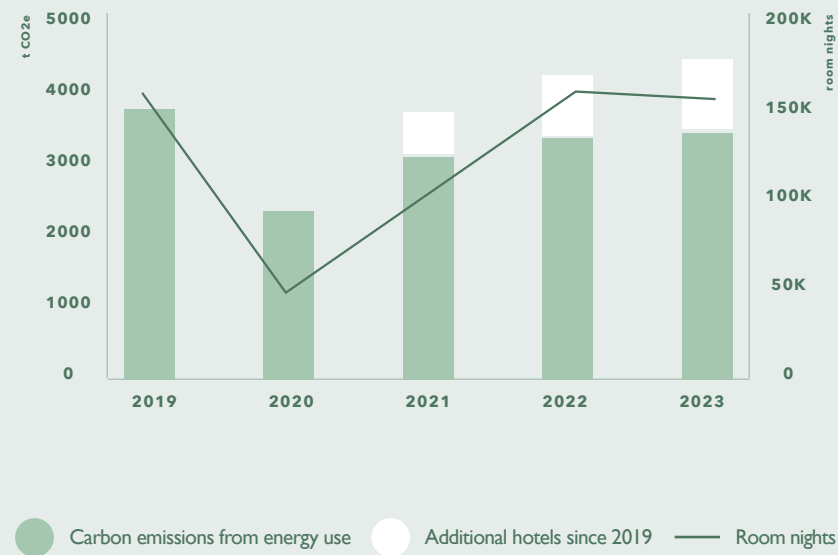
PROGRESS OVER TIME

Reflecting on our journey in terms of carbon emissions over time, we focus on data gathered since the baseline year of 2019 and as hotels were added or reopened since. From the outset, our data encapsulates emissions directly associated with our energy consumption (as part of Scope 1 and 2).

The impact of the COVID-19 pandemic was starkly reflected in a substantial decrease in emissions in 2020, where they dropped from 3,817 to 2,414 tons CO₂e, as a direct response to the reduced operational activity. However, as we navigated past these challenges and resumed fuller operations, our emissions witnessed incremental rises, with our energy-related carbon emissions of our hotels operational in 2019 reaching 3,473 tons CO₂e in 2023 (still representing an effective 9.0% reduction against the baseline year) and 4,498 tons CO₂e for the entire portfolio. This signifies not just a successful return to operational normalcy but also the broader challenges and opportunities that lie ahead in our sustainability journey.

Within this context, the electricity demands of our larger properties, notably **Le Bristol Paris** and **Palácio Tangará**, are important. Their increased consumption, accounting for 30% of the group's electricity-derived emissions, underscores the need for innovative solutions in energy management. Palácio Tangará's record temperature summer and Le Bristol's strategic adoption of aquifer heat pumps represent the need to respond to external factors and activity changes when working towards energy efficiency targets.

OETKER COLLECTION'S YEAR-ON-YEAR TOTAL CARBON EMISSIONS FROM ENERGY USE



Renewable Energy

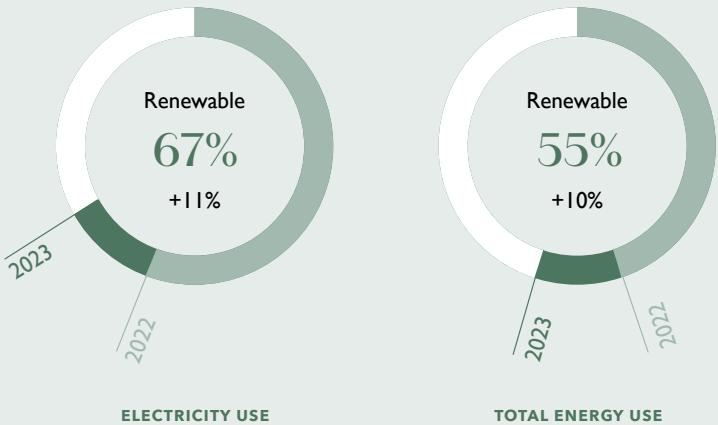
As the portfolio increases its preference for electric power thereby reducing reliance on natural gas consumption, it must also be paired with continued exploration of renewable energy solutions to reduce overall carbon emissions. We continue to work with all our stakeholders, but especially the on-site teams and our suppliers, towards reducing our carbon footprint by continually limiting the reliance on fossil fuels – in 2023 alone, 67% of our electricity came from renewable sources. Many of the Oetker Collection hotels already subscribe to renewable energy tariffs and have installed renewable energy technologies. For example, since its opening in 2022, **The Woodward**, located on Lake Geneva, takes advantage of the district’s hydrothermal technology, GeniLac, which uses the natural cold storage of the lake for space cooling. Additionally, with fewer buildings within its blueprint, the hotel has a comparably low carbon footprint of 8.2 kgCO₂e per room night, compared to the Oetker Collection average of 35.9 kgCO₂e per room night. For other Oetker Collection hotels, 2023 has been a year for further developing renewable energy solutions to reduce dependency on fossil fuels. For example, at **Jumby Bay Island** in the West Indies, the commissioning of the 3MWh solar photovoltaic (PV) system has resulted in approximately 25% of the hotel’s overall electricity make-up consisting of solar power. Further down the equator, **Palácio Tangará** has reduced its dependency on gas generators by establishing a new contract with a green energy supplier which sources its power from hydroelectricity plants. Palácio Tangará will receive the I-REC certificate in early 2024.

I-Rec Certificate

The International Renewable Energy Certificate is an international standard for documenting and tracking electricity generated from renewable sources. These certificates provide verification that the energy consumed by a business was sourced from renewable energy.

Three hotels (**The Woodward**, **The Lanesborough**, and **Brenners Park Hotel & Spa**) are on fully renewable electricity tariffs, and the remaining portfolio of mainland hotels uses at least 50% renewable electricity for their operations. In total, the portfolio electricity mix is made up of 67% renewable energy, a marked increase from 56% in the previous year. Improvements were mainly due to a switch to a new electricity tariff for **Palácio Tangará** and the extension of photovoltaic capacity at **Jumby Bay Island**. Combined with the reduction in gas and fuel use, Oetker Collection sourced 55% of its total energy from renewable sources, which is 10% more than in the year before.

SHARE OF RENEWABLE ELECTRICITY AND ENERGY USE
AT OETKER COLLECTION



Reducing emissions from agricultural production through hydroponic farming

JUMBY BAY ISLAND

Located in the West Indies, food supply to **Jumby Bay Island** often involves long transport routes which can contribute to the overall scope 3 emissions of the hotel. Therefore, Jumby Bay Island embarked on the Nursery and Farm Improvement Project. The project aimed to clean up the area, enhance the layout and drainage, automate the irrigation system, and label all plants to improve crop production and yields. In 2023, a hydroponics facility was successfully commissioned, featuring a drip irrigation grow system, a shade house equipped with rainwater harvesting capabilities, and a water storage facility. Staff received training to manage the system efficiently. By December 2023, the department proudly harvested its first crop of herbs and vegetables from the hydroponics system, including lettuce, kale, arugula, and various herbs and vegetables, distributing samples to homeowners, the staff canteen, and restaurants.



FUTURE FOCUS

The data reveals a multi-faceted – but yet not fully complete – view of our carbon footprint, with a notable percentage of emissions stemming from indirect activities. It also highlights the scope for innovation in managing and mitigating emissions not just directly related to hotel operations but extending our responsibility to our broader value chain. Aligning with its strategic development and forthcoming CSRD legislation, Oetker Collection plans to enhance data collection in 2024, focusing on waste and full CO2 Scope 3 emissions in select hotels. New key performance indicators will monitor the effectiveness of sustainability efforts, aiming to improve sustainability reporting, prioritise impactful actions, and boost the effectiveness of its initiatives.

Principle 3. *Solid Waste & Pollution*

Managing solid waste effectively is central to reducing pollution, emissions and depletion of raw materials. This principle encompasses an approach that targets waste reduction at its source, optimising waste management processes, and minimising our overall environmental footprint.



MINIMISING SINGLE-USE

Oetker Collection hotels have been taking concerted steps to reduce single-use plastics from their hotel operations. For example, new water filtration systems have been installed to eliminate the use of single-use plastic bottles for staff and guests, whilst new water fountains provide opportunity for glass bottles to be filled, cleaned and reused in guest rooms. In some hotels, guests are also gifted branded reusable bottles at registration to spa services for use in the gym.

BE WTR™
LE BRISTOL PARIS | THE WOODWARD

Le Bristol Paris and **The Woodward** have partnered with **BE WTR™**, a provider of water filtration and bottling systems, enabling the hotels to refill glass bottles on-site. The aim is to make this water the primary source of drinking water consumption, not only reducing single-use water bottle waste, but also avoiding carbon emissions through heavy transportation needs.

Additionally, refillable and bulk alternatives for food & beverage products was a key focus for **The Lanesborough** in 2023 to replace individual portions (cereal, sugar, condiment sachets) and significantly reduce the associated plastic waste.

REPURPOSING FOOD WASTE | L'APOGÉE COURCHEVEL

HÔTEL DU CAP-EDEN-ROC

The environmental and cost savings from reducing food waste is immense. By keeping food waste in the biological cycle, i.e., diverting it from landfill, keeps its nutrients in use for new purposes. For example, programmes at **L'Apogée Courchevel** and **Hôtel du Cap-Eden-Roc** repurpose food waste such as vegetable and fruit peelings into compost. In **Hôtel du Cap-Eden-Roc**, 799 tonnes of compost were produced in 2023.



REUSING MATERIALS

Keeping materials in use is an essential component of future approaches for waste reduction. Throughout 2023, Oetker Collection hotels have creatively identified items which can be donated, reused, and repurposed to grant them with a second life.

Turning surplus wallpaper into notebooks | BRENNERS PARK-HOTEL & SPA

As part of the sustainability initiatives developed in line with the renovation of **Brenners Park-Hotel & Spa**, surplus wallpaper stock has been repurposed into beautiful boutique notebooks. The notebooks are gifted to guests and partners as a memento of the heritage of Brenners Park.



UPCYCLING OLD WALLPAPERS



Repurposing textiles | THE LANESBOROUGH | LE BRISTOL PARIS

PALÁCIO TANGARÁ

The **Lanesborough** has identified diversion routes for particular textiles away from landfill. For example, the hotel started an initiative in 2023 to donate surplus uniforms to a local charity. Additionally, damaged and unusable tablecloths are converted into polishing cloths.

Similarly, **Le Bristol Paris** has donated its old uniforms to the association La Cravate Solidaire, which provides the most disadvantaged with professional clothing for job interviews. In total, more than 80 kg of cloth has been donated.

Since 2019, **Palácio Tangará** have donated used linens and towels to the Cruz Verde Hospital for patients with cerebral palsy. Since then, the initiative was continued and in 2023, approximately 1,500 items have been donated.

Converting recycled cooking oil into biofuel | THE WOODWARD

PALÁCIO TANGARÁ

Initiated in 2023, hotels including **The Woodward** and the **Palácio Tangará** partner with providers which collect and recycle cooking oil and transform it into biofuel. In 2023 at The Woodward over 2000 litres of oil were collected and at Palácio Tangará the money raised from the sale of 9200 litres used cooking oil reached R\$45,202.00 which is returned to the employees by funding team events.

Donating old hairdryers | LE BRISTOL PARIS

Initiated in March 2023, **Le Bristol Paris**' old hairdryers are donated to the Fake Hair Don't Care association, which collects hair to make wigs for women with cancer. This year, 20 hair dryers were donated.

Enhancing waste management

LE BRISTOL PARIS

1. Setting up recycling processes

In February 2023, a recycling centre was installed near the delivery bay at **Le Bristol Paris** to facilitate in-house sorting and separation of waste to maximise the number of items that can be recycled. The waste sorted here include coffee capsules, corks, light bulbs, batteries, cigarette butts, gas cartridges, ink cartridges.

2. Monitoring

Waste at the recycling centre is then measured by the waste collection provider who calculates amounts upon collection. A monthly report is shared with the hotel who are able to identify trends and target areas.

3. Waste reduction actions

As a result of continued monitoring, actions are implemented to reduce waste across the hotel. Actions have included:

- Waste Information Day to inform staff of sorting procedures
- Collect vegetable peelings for compost
- Purchasing products in bulk over individual portions
- Engage with suppliers to take back pallets and packaging



Principle 4. *Responsible Purchasing*

Our impact extends beyond our direct activities and includes the environmental and social considerations of the supply chain. This principle pays attention to products and services that we purchase and commits to encouraging our suppliers to adhere to sustainable and ethical practices.

RESPONSIBLE PROCUREMENT CHARTER

In 2023, Oetker Collection launched a new Responsible Procurement Charter. This is a formal document that outlines our commitment to sustainable procurement practices. It serves as a guiding framework for the selection and management of suppliers, emphasising the importance of our core commitments in all purchasing decisions: Human Rights, Responsible Consumption, Environmental Awareness and Sustainable Communities.

The charter details our expectations of our business partners for ensuring compliance with each principle. These expectations are formally specified in the Code of Conduct for Business Partners, included as a key chapter in the Responsible Purchasing Charter. It defines contractual terms for business partners to adhere to regarding compliance and sustainability. It shall apply to all companies of Oetker Collection and its affiliated hotels, both in Germany and abroad.



SUSTAINABLE BRANDS AND PARTNERSHIPS

Oetker Collection hotels have the independence to choose the products and brands that meet their needs and ambitions in line with the Responsible Purchasing Charter. Additionally, in line with recent work in meeting the requirements of the German Supply Chain Act, a risk analysis was conducted in 2023 which assigned risk levels to each supplier. As a result, our Masterpiece Hotels have partnered with numerous ethical and sustainable brands. Here are some examples from **The Lanesborough**, **Hôtel du Cap-Eden-Roc** and **Palácio Tangará**.

Illy Coffee | THE LANESBOROUGH | PALÁCIO TANGARÁ

With a B-Corp certification, illy coffee demonstrates its commitment to the highest standards of social and environmental performance and transparency. Its approach to supply chain engagement is built on four key pillars:

- Selecting and directly working with the finest producers
- Sharing knowledge and training suppliers on sustainable cultivation
- Paying producers above-market rates
- Creating an online community, Circolo illy

Illy coffee aligns to Oetker Collection's commitments by supporting communities and protect environments, create a future of equality and respect.

[Our philosophy \(illy.com\)](https://www.illy.com/our-philosophy)

Ila Organic Beauty Care | THE LANESBOROUGH

Founded by Denise Leicester, ila is an organic skincare product range produced with sacred, natural and ethical integrity. Handcrafted in the Cotswolds, UK, ila products use untainted natural ingredients sourced directly from growers and farmers to support local communities and promote ancient knowledge.

[Organic Skincare – ila \(ilaskin.co\)](https://www.ilaskin.co/)

True Tribe | HÔTEL DU CAP-EDEN-ROC

A Paris-based fashion brand, TRUE TRIBE emphasise the importance of waste minimisation by exclusively producing pieces on-demand. Their “Zero-Waste” shorts are handmade from previous seasons’ fabric scrap wastage.

[Manifesto](#) | [True Tribe -Wild By Nature](#)

Sun Bum | HÔTEL DU CAP-EDEN-ROC

Being Hawaii Act 104 reef compliant, the commitment to protect the planet, people and animals is central to the Sun Bum sunscreen brand. The Hawaii State Legislature bans the sale of non-prescription sunscreens containing Oxybenzone and Octinoxate, chemicals which are found to decrease coral reef's defenses against bleaching. Sun Bum products throughout the U.S. are free from Oxybenzone and Octinoxate and are certified cruelty, paraben and sulphate free.

[About Us](#) | [Cruelty Free Sunscreen, Hair Care & Lip Balm](#) | [Sun Bum](#)

Local produce with Les Ateliers du Bristol

LE BRISTOL PARIS

Since 2017, **Le Bristol Paris** has epitomised local produce and artisanal techniques by hosting ‘Les Ateliers du Bristol’ in the basement of the hotel, its in-house flour mill and bakery serving guest daily with fresh bread and pastries. Since then, the ‘Ateliers’ has evolved to include a chocolate factory, a wine cellar and cheese cave.

In 2023, Le Bristol Paris also introduced a pasta laboratory. Chef Eric Frechon and pasta master Cristina Ternullo joined forces to establish Il Pastificio which crafts and supplies artisanal pasta to the hotel’s restaurant. Like other products of ‘Les Ateliers’, pasta from Il Pastificio is available at the hotel’s restaurants, its boutique as well as online as a symbol of local artisanal talent and creation.



LES ATELIERS DU BRISTOL



FUTURE FOCUS

In the hospitality sector, waste management, especially regarding food waste, is a critical sustainability challenge. However, there is considerable variation in how each of our hotels manage waste. As such, in 2024, the focus will be on improving waste management through training, process enhancements, and even greater emphasis on measuring, monitoring and minimising waste.

Raise Environmental Awareness

Creating sustainable change is not just about what we can do in the here and now but how we spread awareness that ensures long-lasting and meaningful action into the future. Therefore, one of our core commitments is to raise environmental awareness both internally and externally to enable holistic solutions.

PROGRESS TRACKER

Each principle is broken down into multiple strategic objectives which are assessed on their progress to date.

Please see Appendix for details on progress scoring.



● Achieved ● In progress ● Pending

OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

INTERNAL AWARENESS & ENGAGEMENT

Provide the necessary framework and training to operate responsibly at each hotel.

2

EXTERNAL AWARENESS & ENGAGEMENT

Encourage our stakeholder to engage with our sustainability commitments.

3

TRANSPARENT COMMUNICATION

Communicate transparently about our sustainability goals, initiatives and achievements.

Principle 1. *Internal Awareness & Engagement*

Improving internal awareness and engagement through implementing necessary frameworks is fundamental to ensuring that all hotel operations align with best practices in environmental stewardship and social responsibility. This year has seen important developments in producing more concrete sustainability structures to enable clear and communicative progress.

SUSTAINABILITY ROADSHOW

In 2023, one of the first actions by the recently appointed Senior Head of Sustainability was to conduct a Sustainability Roadshow across all Oetker Collection properties. With at least 3 days of workshops covering more than 12 hours of training, meetings and brainstorming, the roadshow resulted in:

- ✓ Designation and training of Sustainability Officers.
- ✓ Identification of more than 600 actions across all hotels for meeting Oetker Collection's sustainability objectives.
- ✓ The development of hotel sustainability roadmaps approved by the respective Executive Committees.
- ✓ Corporate audits and corrective action plans of each hotel in line with the CORE sustainability requirements
- ✓ Documentation over 300 case studies and best practises featuring the varied projects delivered by the hotels.

SUSTAINABILITY COMMITTEES

Led by the Sustainability Officers, hotels are encouraged to create property Sustainability Committees including representatives from each hotel department who meet regularly. The aim is to act as spokespersons for their team to share information and encourage participation in new initiatives.

Some Oetker Collection green teams include...

★ THE WOODWARD GENEVA

The Woodward Geneva's "Greenward Team" was formed in early 2023 and comprise of representatives from all departments to drive and facilitate sustainability action. They have supported with communicating sustainability awareness across internal teams using TV screens and posters in staff areas as well as weekly posts and campaigns via the internal communication platform, PearlNet.

★ EDEN ROCK - ST BARTHS

Eden Rock – St Barths' "Eden Angels" are passionate about the local environment and have organised annual beach clean-ups on the island. In 2023, the Eden Angels organised two clean-ups with 30 participants in each which resulted in 60kg of waste collected in total.

★ PALÁCIO TANGARÁ

Palácio Tangará's "Burle Birds" are an active group of team members from various departments who love to sponsor and host events that benefit local communities.

★ THE LANESBOROUGH

A new team as of this year, The Lanesborough's "Green Guardians" are a group of 10 members from across each department who are keen to create and promote initiatives which inspire positive change across the hotel.

★ JUMBY BAY ISLAND

Jumby Bay Island's Green Team has had a revival in 2023 and now comprises of 11 members. Passionate about the local environment and protecting precious resources, the team have a keen eye on biodiversity and resource saving measures.

INTERNAL AWARENESS CAMPAIGNS

Internal awareness campaigns are central to engaging staff teams in topics that are outside of their usual day-to-day activities. A specific period of time is allocated to explore the topic in more detail through a schedule of activities and communications. The campaigns launched by Oetker Collection hotels in 2023 have varied in scope and covered topics from energy and bees to international women's day and cancer awareness.

Energy Week | HÔTEL DU CAP-EDEN-ROC

At **Hôtel du Cap-Eden-Roc**, hoteliers had the opportunity to participate in energy-related activities over a dedicated Energy Week. 23 participants took part in the iconic energy quiz which explored energy-related best practices and informative statistics.

Zero waste campaigns | CHÂTEAU SAINT-MARTIN & SPA

HÔTEL DU CAP-EDEN-ROC

To raise awareness of waste reduction in the hotels, **Château Saint-Martin & Spa** engaged in many different waste initiatives throughout the year including litter picking of the «Baou» overlooking the hotel, "How long does waste take to decompose?" games and activities, the promotion of reusable water bottles and pocket ashtrays to avoid cigarette waste. Similarly, at **Hôtel du Cap-Eden-Roc**, employees joined a group of over 60 volunteers to take part in the beach clean-up in Antibes which resulted in the collection of 170kg of waste and 8,000 cigarettes butts.



EARTH HOUR

Earth Hour | PALÁCIO TANGARÁ

Every year, Brazil's **Palácio Tangará** participates in the Earth Hour. The campaign encourages people around the world to turn off their lights for one hour to demonstrate symbolic support for the planet. For this event, Palácio Tangará turned off the lights in its restaurants and lobby from 8:30 to 9:30 pm and guests were invited to spend an evening by candlelight and unplugged music. This initiative is always combined with a campaign on social media in order to reach a wider audience.

Local Wildlife Awareness | EDEN ROCK – ST BARTHS | HÔTEL DU CAP-EDEN-ROC

Eden Rock – St Barths invited the association Agence Territoriale de l'Environnement (ATE) to inform to the hotel's staff about local biodiversity. The talk was a chance to learn more about the ways that the hotel staff and guests can help to protect the nature and wildlife in St Barths.

Additionally, at **Hôtel du Cap-Eden-Roc** a photo exhibition on the hotel's biodiversity was held in the staff restaurant. 10 photos of the hotel were exhibited that week.



Beehive Day in the South of France

HÔTEL DU CAP-EDEN-ROC

CHÂTEAU SAINT-MARTIN & SPA

The Oetker Collection hotels in the South of France, **Hôtel du Cap-Eden-Roc** and **Château Saint-Martin & Spa**, celebrated the importance of their local bees by hosting beehive workshops with their on-site beekeepers.

Pink October | THE WOODWARD

EDEN ROCK – ST BARTHS

In October, **The Woodward**, Geneva, organised a breast cancer awareness campaign which shared information about screening and support service and encouraged staff members to wear the symbolic colour pink to draw attention to the cause.

Additionally, Pink October at **Eden Rock – St Barths** involved collaborating with the French Red Cross to make pink ribbons from recycled textiles. In total, 760 ribbons were made to create a symbolic demonstration of support and awareness for breast cancer.





Heartfelt Hosts | BRENNERS PARK-HOTEL & SPA

In 2023, **Brenners Park-Hotel & Spa** initiated a campaign titled “Our 300 Heartfelt Hosts” to celebrate and acknowledge the hard work and achievements of its team members. This campaign, aimed at appreciating the dedication and effort of the staff, was widely shared across various public channels, showcasing the hotel’s commitment to honouring the contributions of its valued employees.

Sharing Moment | EDEN ROCK – ST BARTHS

Launched in 2023, **Eden Rock’s** “Sharing Moment” programme allows opportunity for team members to have dinner with an executive committee member to facilitate honest exchange across hierarchy levels. This enables employees to express their own experiences, ideas and opportunities that executive committee members might not otherwise have received. This planned to continue into 2024 too.

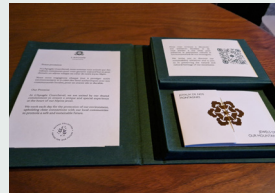
FUTURE FOCUS

It is important to us that our activities continue to align with the needs and expectations of our stakeholders. The anticipated double materiality analysis required of the CSRD will help us redefine what is material to our employees.

Principle 2. *External Awareness & Engagement*

Encouraging stakeholders to engage with our sustainability commitments is central to amplifying our impact and fostering a culture of sustainability across our ecosystem. Oetker Collection hotels work with their external stakeholders in various ways to improve sustainability awareness and participation.

AWARENESS CAMPAIGNS



Guest Information Box | L'APOGÉE COURCHEVEL

The mountain-based hotel, **L'Apogée Courchevel**, installed a new initiative in 2023; a guest information box which utilises QR codes to provide information on the environmental and historical heritage of Courchevel, a map of the area and description of the sustainability initiatives around the hotel.

Branded Water Bottles | HÔTEL DU CAP-EDEN-ROC

Implemented in 2023, guests can purchase a **Hôtel du Cap-Eden-Roc** branded isothermal water bottle. The initiative was launched to respond to the need for reducing plastic waste by providing guests with refillable alternatives which they can use not just at the hotel but when on trips and excursions. The initiative raises awareness to guests about the importance of reducing plastic waste.

Guest Donation Programme | CHÂTEAU SAINT-MARTIN & SPA

In 2022, the **Château Saint-Martin & Spa** worked with a local dressmaker to create a pouch made from its disused furnishing fabrics from sofas, sheets and curtains. Money made from the sale of the pouches to guests is donated to the League for the Protection of Birds which in 2023 received 1,917€. From 2024, a new donation partner is selected; money from the pouch sales will go to the City of Vence for the renovation of the Villa Matisse, a historic building of the region. Additionally, at Château Saint-Martin & Spa guests can also receive small fabric lavender sachets to brighten up their rooms and bags with the fresh smell of lavender harvested from the hotel gardens.





Honey du Cap | HÔTEL DU CAP-EDEN-ROC

Hôtel du Cap-Eden-Roc looks after its own beehives, which help to support the flora of the region. In 2023, guests could taste the fruits of the bees' labours where the honey was offered as part of the breakfast service. Sadly, in the same year, hornets attacked the beehives and honey supplies have dwindled. The priority for the hotel's beekeepers are now to rejuvenate the beehives so they can thrive once more.

St Barths' Charity Partners

EDEN ROCK – ST BARTHS

To celebrate their external partnerships **Eden Rock – St Barths** organised a forum for their charity associations, including the Red Cross, Island Nature Experience (INE) and Surf Association. Each charity had their own stand to educate employees about work which subsequently allows staff to confidently speak about the charities with guests.



FUTURE FOCUS

We are preparing for further engagement with our suppliers as part of the German Supply Chain Act and CRSD. There are many ways we can collaborate with suppliers to support them to improve their sustainability credentials whilst ensuring transparency and stringent reporting. This will be a key objective for 2024.

Principle 3. *Transparent Communication*

Transparent communication about our sustainability goals, initiatives, but also challenges is fundamental to building trust and credibility with our stakeholders and the broader community. This principle emphasises the importance of open, honest, and frequent communication regarding our efforts to achieve sustainability.

DIGITAL MEDIA AND PUBLIC COMMITMENTS



In 2023, the Oetker Collection website launched a newly designed page dedicated specifically to presenting our sustainability journey. It is designed to highlight the core commitments and principles which underline our strategy and provides a space to publish our annual reports and sustainability updates.

The webpage hosts the video statement by Oetker Collection's Chief Executive Officer, Timo Gruenert, which represents a public commitment by the senior leadership to responsible business practice and sets the ambition for all employees to follow. 2023 has also seen our hotels more actively engage with their social media content, sharing news and updates of their activities.

INTERNAL COMMUNICATIONS

There are multiple internal platforms and processes that enable Oetker Collection properties to assess and communicate sustainability progress amongst staff teams. Additionally, PearlNet serves as the internal communication platform for Oetker Collection, functioning much like social media, and is complemented by the «Daily Commitment» magazine. In a bid to normalise and educate about sustainability topics, the Senior Head of Sustainability posts a “Your Weekly Dose of Sustainability” to the intranet including content such as internal activities, news, educational videos.

FORMAL REPORTING

Since becoming a signatory of the UN Global Compact (UNGC) in 2014, Oetker Collection has been actively aligning with its Ten principles and advancing towards the UN Sustainable Development Goals. This commitment involves formally reporting our sustainability journey, emphasising the importance of transparency in our efforts and progress. Annually since 2014, we have published Communication on Progress (COP) Reports, offering clear insight into our sustainability advancements. The reporting encourages us to include a narrative section to summarise the key achievements over the year and a self-assessment questionnaire detailing specific figures. This annual sustainability report forms part of our ongoing UNGC commitment.

The annual COP's can be accessed via the following QR code.



FUTURE FOCUS

We have been a long-standing member of the United Nations Global Compact reporting our impacts through the Communications on Progress for so many years. However, in the coming years, we will become subject to new reporting requirements. The Corporate Sustainability Reporting Directive (CSRD) is a new EU regulation aimed at enhancing transparency in sustainability reporting among companies. The preparation for that will be one of our key objectives of 2024, to undergo the relevant procedures for reporting in line with the CSRD, e.g., conduct a double materiality analysis to redefine the material topics to report against.

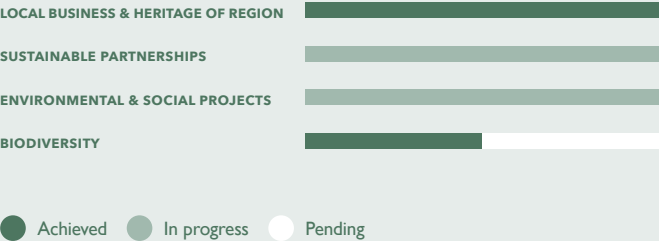
Engage with Sustainable Communities

Working together as a community amplifies our impact far beyond what we can achieve as individuals. Hence, Oetker Collection, with all its hotels, actively engages with its diverse communities, aiming to collaboratively forge a pathway for change.

PROGRESS TRACKER

Each principle is broken down into multiple strategic objectives which are assessed on their progress to date.

Please see Appendix for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

LOCAL BUSINESS & HERITAGE OF REGION

Favour local producers who guarantee the rich heritage of the region.

2

BIODIVERSITY

Understand, protect and restore the biodiversity that surrounds us.

3

SUSTAINABLE PARTNERSHIPS

Commit alongside our partners in projects that are linked to the principles we defend.

4

ENVIRONMENTAL & SOCIAL PROJECTS

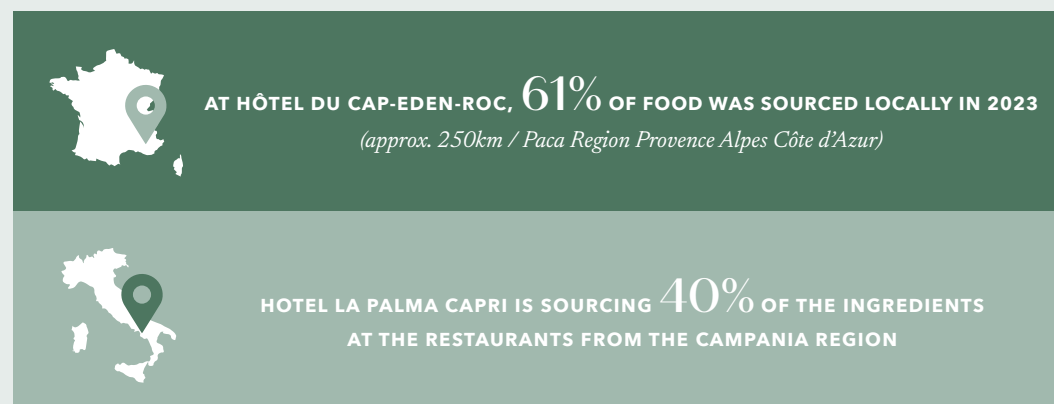
Support local communities engaged in the protection of environmental and social projects.

Principle 1. *Local Business & Heritage of Region*

Collaborating with local producers who ensure the preservation of the region's rich heritage is an important part of how our hotels engage with the places we operate in. This approach not only supports the local economy but also protects and promotes cultural heritage, contributing to the preservation of traditional practices and products. Lots of impact in this area comes from engagement with local food producers and artisans.

LOCAL PRODUCE

Oetker Collection's talented chefs are passionate about working with the freshest and highest quality ingredients sourced from local producers. Collaborating with nearby producers not only supports the local economy, but also allows guests to learn more about the geography and culture of the region.



Furthermore, our chefs love to explore innovative ways of curating menus from the seasonal produce of the area. Engaging in collaborative dialogue with local suppliers enables experimentation with new products and faster responses to supply demands.

Local Supplier campaign | BRENNERS PARK-HOTEL & SPA

In 2023, **Brenners Park-Hotel & Spa** launched a major campaign in collaboration with its local and sustainable food suppliers which included on-site photo shoots which showcase the products and suppliers, whilst hosting site visits, events and training to provide opportunities for shared learnings and the engagement with the hotel's sustainability principles.

Additionally, Brenners Park-Hotel & Spa have taken local production one step further by renting out the neighbouring meadow to nurture their own apple orchid, whilst also engaging with local strawberry farmers. Strawberry and apple picking are a highlight on staff annual calendar and the fruits are then offered to guests on the breakfast menu. The total yield of apple juice in 2023 was 64 litres and the strawberry harvest totalled 56kg.



Kaffeesack cooperation

In 2022, the hotel has increased its engagement with the local roastery «Kaffesack» to offer sustainable high-quality coffee in its all outlets. In 2023, biodegradable coffee capsules were implemented in all rooms and for events. Kaffeesack were one of the many suppliers who participated in the campaign to showcase local suppliers and took part in photoshoots and interviews that allow Brenners Park-Hotel & Spa to promote their collaboration to guests.

Zotter chocolate

Started in 2021, the hotel purchases high quality fairtrade chocolate bar from Zotter. Zotter, an Austrian chocolate, is renowned for its organic, Fairtrade, bean-to-bar chocolates. Zotter's commitment to quality chocolate and ethical standards makes it a distinguished brand in Brenners Park-Hotel & Spa's collection. In 2023, the hotel purchased 1700 bars.



CHÂTEAU SAINT-MARTIN SPA SUSTAINABILITY VIDEO

Olive trees | CHÂTEAU SAINT-MARTIN & SPA

Additionally, the **Château Saint-Martin & Spa** Park features more than 300 olive trees, which harvested every year and made into olive oil. In 2023, 800kg of olives and 150 litres of oil were produced. The bottles are offered and sold to guests as a souvenir of their stay.

In an effort to promote the local culture and produce, Château Saint-Martin & Spa set about producing its first sustainability video, focusing on the theme of the Château's skilled artisans and its rich heritage. The video concept showcases the Château's gastronomic delights like olive oil and honey, and the artisans who bring these treasures to life daily. It also explores the natural biodiversity of the park and the efforts of the gardeners to maintain it. Whilst the final video is yet to be published, the footage provides a historical journey to the castle ruins, offering insights into its past as a fortress inhabited by the famed Templars.

Local flour mill | THE WOODWARD

The **Woodward** has taken significant steps to support local producers and promote responsible consumption. In 2023, a notable example of this commitment was to purchase flour exclusively at a local mill totalling 1,860 kg of flour from Moulins de la Vaux, located in Aubonne (40km from the hotel).

Mapping local producers | HÔTEL DU CAP-EDEN-ROC

Implemented in 2023, a map of **Hôtel du Cap-Eden-Roc's** local producers has been drawn up so that staff and guests can find out where local produce provided in the hotel comes from. It includes information such as the location of the producer, the name of the company and what is grown there.



LOCAL CRAFTS



Artisanal crafts | HOTEL LA PALMA CAPRI

To celebrate its opening, **Hotel La Palma Capri** collaborated with renowned style and decor editor, Gianluca Longo, to create a bespoke capsule collection that represents ultimate Italian luxury. The collection features a range of locally crafted products alongside custom-made goods from Italian and international brands, inspired by the colour palette of Hotel La Palma's interiors and Capri's chic island style.

Additionally, a partnership with a local Naples leather gift manufacturer supplies the hotel with gifts such as luggage tags, bookmarks and business card holders made from 100% regenerated leather, leather fibres, scraps and offcuts, which have been recycled into new material.



FUTURE FOCUS

Our hotels are a valuable member of the communities they operate in. They are also passionate about collaborating with local and regional partners to deliver quality products and services whilst celebrating local culture and heritage. As a group, we will continue to encourage hotels to create new partnerships that add value to their communities.

Exquisite floristry | HÔTEL DU CAP-EDEN-ROC

Hôtel du Cap-Eden-Roc proudly supports their in-house florists who exquisitely curate bouquet and floral arrangements to create beautiful features in guest rooms and public spaces. These floral masterpieces showcase roses grown in Vallauris by the Frères Sassi, local growers renowned for their quality roses and expert craftsmanship.

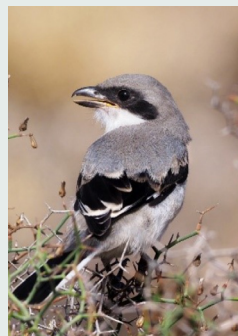
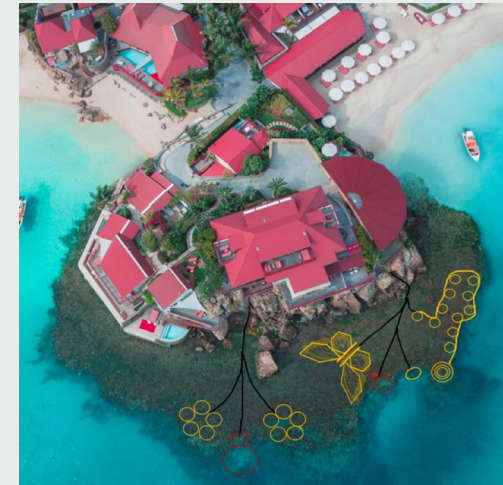
Principle 2. *Biodiversity*

This principle recognises the deep interconnectedness of all living things and our impacts on the ecosystems we operate in. Oetker Collection destinations are fortunate to be surrounded by unique and diverse biodiversity and landscapes. Therefore, we are committed to collaborating with partners who are devoted to the protection of local wildlife.

PARTNERSHIPS FOR PROTECTING BIODIVERSITY

Eden Reef project | EDEN ROCK – ST BARTHS

Eden Rock – St Barths began the association in 2019 with Island Nature St. Barth Experiences (INE) and Ounalao Reef and the Territorial Environment Agency to develop the Eden Reef project. The project aimed to create and install artificial reefs using BioRock technology. In 2023, the original reefs have grown between 222-690cm², and further financial contribution by Eden Rock – St Barths of 50,000 euros will support the continued development of the project including three additional reefs. The ultimate aim is to increase the size of coral reefs from 40sqm to 310sqm by 2025.



Ligue de la Protection des Oiseaux | CHÂTEAU SAINT-MARTIN & SPA

In May 2023, **Château Saint-Martin & Spa** celebrated the renewal of its decade-long partnership with the Ligue de la Protection des Oiseaux (LPO) (“the League for the Protection of Birds”), acknowledging the hotel’s efforts to protect local bird species. The LPO, which audits the hotel’s conservation initiatives every five years, awarded it the recognition again in 2023 for its practices like installing birdhouses, avoiding pesticides, and limiting tree cutting. This partnership has focused on protecting notable species like the «Chevêche» owl and, since 2022, the «pie grièche,» raising donations totalling 14,899 euros.

Additionally, Château Saint-Martin & Spa cares for four beehives on its property, producing honey that is shared with guests at breakfast, further underscoring their commitment to and celebration of local wildlife.

National Forest of the Maures | HÔTEL DU CAP-EDEN-ROC

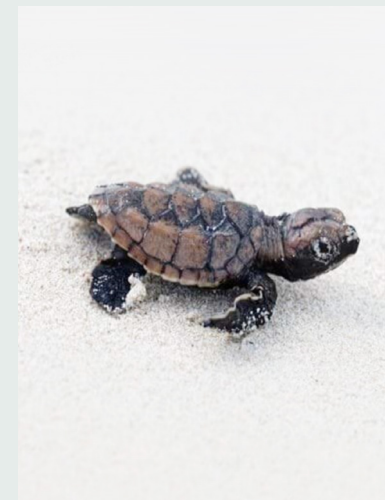
Between 2021 and 2023, guests at **Hôtel du Cap-Eden-Roc** were given the opportunity to donate to a reforestation project within the National Forest of the Maures. This initiative was part of the hotel's effort to engage guests in meaningful environmental conservation activities. Throughout the three-year collaboration, an impressive total of 22,785 euros was raised, directly funding the planting of 1,200 trees. This significant contribution not only helped to restore the vibrant ecosystem of the Maures Forest but also highlighted the collective impact of our guests and staff in supporting environmental stewardship.



Coastal Study & The Hawksbill Project | JUMBY BAY ISLAND

In 2023, Smith-Warner, an environmental consulting firm, undertook a comprehensive study to examine the effects of drainage, groynes, dredging, hurricanes, and other climate-related and man-made impacts associated with both past and future developments. The study aimed to evaluate the quantity and quality of marine life and coastal areas, providing a basis for assessing the environmental impact of development activities. With the findings, **Jumby Bay Island** will now look to formulate actions to mitigate the effects of development and operations.

Jumby Bay Island's Hawksbill Project, launched in 1987, and is concerned with the survival and recovery of hawksbill turtles. During the 2023 season between June and November, observations at Pasture Beach identified 63 turtles and 242 nests. Turtles were tagged using transmitters to track their resilience to climate change and movements post-nesting. This research, part of a broader strategy to integrate with other environmental studies, seeks to inform a sustainable future for both Jumby Bay Island and the hawksbill turtles.



France Nature Environnement | L'APOGÉE COURCHEVEL

In 2023, **L'Apogée Courchevel** initiated a partnership with «France Nature Environnement» to protect natural areas in Savoie, encouraging guest donations to support local biodiversity. Contributions resulted in 2,655.60€ being raised, funding educational workshops and new awareness tools for children.



FUTURE FOCUS

Our teams are passionate about protecting the wildlife surrounding their hotels. They are the driving force behind so many of the incredible initiatives delivered this year. Into 2024, we are keen to ensure that staff teams continue to feel supported and motivated to engage in conservation efforts and we will continue to encourage our hotels to form valuable partnerships with local conservation groups to improve and increase the connectivity of wildlife.

Principle 3. *Sustainable Partnerships*

Collaboration with partners significantly enhances our collective impact, surpassing what is possible on an individual level. That's why Oetker Collection's membership to Sustainable Hospitality Alliance in 2023 is an important step in our sustainability journey. It enables us to contribute to wider discussion on environmental and social solutions for the industry at the same time benefit from learnings from our peers.

At property level, partnerships between the hotels and community groups initiates collective action that creates a unified path towards meaningful change. This year, a key theme was to create partnerships that reduce waste whilst creating social value.

PARTNERSHIPS FOR PURPOSE

Sustainable Hospitality Alliance

The Sustainable Hospitality Alliance (SHA) champions sustainability within the hospitality industry, encouraging hotels to adopt environmentally and socially responsible practices. Through offering tools and resources, SHA aids in reducing hotels' environmental footprint and promotes ethical labour practices. It facilitates industry-wide collaboration to establish sustainability standards, focusing on initiatives like climate change mitigation and community engagement.

Repurposing unused sunglasses

THE WOODWARD

The Woodward has established a charitable partnership with the Pascal Matthieu Association, which collects used sunglasses and ski goggles to aid individuals in the Himalayas suffering from eye damage. In its first year, the hotel team successfully gathered and donated 19 pairs of glasses, demonstrating their commitment to contributing positively to global communities in need whilst diverting waste from landfill.



Soap recycling | THE WOODWARD | CHÂTEAU SAINT-MARTIN & SPA

HÔTEL DU CAP-EDEN-ROC | LE BRISTOL PARIS

Several Oetker Collection hotels work in partnership with Sapocycle, an association which collects, treats and recycles old soaps to redistribute free of charge to people in need. In 2023, 71.5kg of soaps were collected and recycled from **The Woodward**, **Château Saint-Martin & Spa** and **Hôtel du Cap-Eden-Roc**.

A similar programme is used at **Le Bristol Paris** with Clean the World association, where 1,620kg of soap has been collected from the beginning of the partnership over 6 years ago.

**The Giving Bag program**

L'APOGÉE COURCHEVEL | HÔTEL DU CAP-EDEN-ROC

CHÂTEAU SAINT-MARTIN & SPA

EDEN ROCK – ST BARTHS | LE BRISTOL PARIS

For a number of years, several Oetker Collection Hotels feature *The Giving Bag* program, inviting guests to donate their unwanted clothing at the end of their stay to charitable organizations such as the Red Cross or «Secours Populaire.» Since its at **Hôtel du Cap-Eden-Roc** inception, the initiative has gained momentum and 2023 saw the most items collected in the history of the programme at 66 items, underlining the generous participation to social projects by guests whilst reducing textiles waste.

**FUTURE FOCUS**

Our membership to the Sustainable Hospitality Alliance in 2023 allows us to better connect with our industry peers to share solutions and experiences. We hope to take full advantage of this opportunity as we embark into new challenges regarding new regulatory requirements.

At property-level, we will continue to explore partnerships that not only the support the achievement of our commitments and principles but also add value to our communities. This enables a regenerative tourism approach that gives back to our destinations.

Principle 4. *Environmental & Social Projects*

Oetker Collection staff across all hotels have always been keen to give back to their communities. This principle recognises the opportunities our hotels can offer to contribute to global sustainable development challenges and support community-driven solutions. Many charity partnerships and social action projects have been taken place over 2023.

COLLABORATIONS WITH COMMUNITIES

Heartburn Cancer UK | THE LANESBOROUGH

The Lanesborough continues to value their long-lasting partnership with Heartburn Cancer UK (HCUK) which raises awareness of the dangers of persistent heartburn. In 2023, staff at The Lanesborough added to its itinerary of events it has done with the charity by participating in the Hackney Half Marathon and the HCUK charity golf tournament which raised significant financial contributions to the cause. In addition, a guest donation initiative was also introduced, offering guests the option to add £10 per day to their bill as a contribution to the charity. This initiative not only raised funds but also increased awareness about oesophageal cancer, with the total contributions currently being calculated to assess the overall impact.



That's Amore Capri foundation | HOTEL LA PALMA CAPRI

Hotel La Palma Capri has established a partnership with the That's Amore Capri foundation, engaging in charity events both within and beyond Capri. The hotel hosted a charity event and provided catering for another, supporting the Soleterre Charity's missions, including aiding disadvantaged communities and funding cancer research. Additionally, Hotel La Palma collaborated with the Unitalsi charity to support children with disabilities and elderly people in Capri and Naples by donating food and catering for their summer event in 2023.



Combatting poverty | PALÁCIO TANGARÁ

Palácio Tangará has been actively involved in combating poverty in northeastern Brazil through its partnership with the NGO Amigos do Bem. The hotel offered its event space and F&B services for gatherings aimed at raising funds, which amounted to R\$ 8 million in 2023. The hotel also hosts the charity galas, which in 2023 saw 200 attendees and raised R\$ 2 million. Moreover, the hotel's team participated in a Christmas social action, collecting supplies for a Retirement Home and providing gifts and a special afternoon tea for the residents.

Charity Easter and Christmas fundraising

THE WOODWARD

Starting in 2022 and continuing into 2023, the hotel launched a charity sale of Easter Eggs and Christmas Yule Logs, with proceeds benefiting the Action Innocence charity. A total of 1,542 CHF was donated from the sales. Additionally, the hotel hosts an annual gala dinner, which was held this year on 18 September. The gala benefited AGIS («Association Genevoise d'Intégration Sociale»), a respected organization dedicated to fostering connections between volunteers and individuals with disabilities, promoting leisure activities, and supporting families by offering respite from the care responsibilities.



Pastry-making workshops

CHÂTEAU SAINT-MARTIN & SPA

Château Saint-Martin & Spa's hoteliers visited a retirement home, conducting a pastry-making workshop and offering a day filled with activities that culminated in a tasting session of cookies and cocktails.



Antibes Red Cross and Alison Association | HÔTEL DU CAP-EDEN-ROC

Hôtel du Cap-Eden-Roc has maintained a partnership with the Antibes Red Cross for over a decade, hosting annual galas that have collected nearly 500,000€ in donations for various causes. Furthermore, since 2021, the hotel has organised an annual toy collection drive among its employees for the Alison Association, which enables proceeds to support families of children with chronic illness enjoy fun experiences and holidays. The hotel's seamstresses also contribute by creating cuddly toys from fabric scraps and donating to local charities to bring joy to children facing serious illnesses.



The Wish Tree | BRENNERS PARK-HOTEL & SPA

Since 2020, the hotel's restaurants have featured a wish tree, a heartwarming initiative where guests and staff can select wishes from children residing in a local children's home. These wishes, invite participants to purchase and donate desired gifts. The tradition continued into 2023, with 30 gifts lovingly gathered for the children.

The West Indies Regatta | EDEN ROCK – ST BARTHS

A feature in the West Indies Regatta, a culinary contest brings the local community together in a celebration of local flavours and culinary skill. In this spirited competition, culinary staff from **Eden Rock – St Barths** featured on the jury and contributed their expertise to the judging of delicious island cuisine.

The Jumby Bay Island Fund for the community | JUMBY BAY ISLAND

Jumby Bay Island is revered as a tranquil retreat for many, yet many individuals in Antigua and Barbuda with disabilities face daily challenges. The government-run CARE Project provides essential housing and medical support, but improved facilities were required to continue providing necessary services. In 2023, a new facility funded by the Jumby Bay Island Fund and The Maria Holder Memorial Trust was opened. This development underscores the need for continuous support from the community to enhance the lives of others on the island.

Additionally, Jumby Bay Island has been a long standing supported of the Sunshine Home for Girls, a project by the Antiguan division of the Salvation Army supporting

abused women. In 2022, this commitment was manifested through ongoing support for repairs and maintenance at the home, and in 2023, the Jumby Bay Island Fund commissioned the repainting of a beautiful mural on the premise of the shelter representing strength and togetherness.



FUTURE FOCUS

Oetker Collection hotels have together provided monetary and in-kind support for a diverse range of charity partners which has helped to create positive environmental and social change. With the formulation of a more formalised Sustainability Steering Committee, we intend to encourage even more activities like this that can be shared and adopted by other Oetker Collection hotels.



2024 outlook —

The sustainability focus in 2023 was to improve the organisational structure in regards to corporate social responsibility management. The clear assignment of responsibilities, the establishment of sustainability committees, the development of hotel specific sustainability roadmaps and refinement of data collection processes now provide a solid foundation for further and more impactful measures to take place. Oetker Collection will therefore use the opportunity to reevaluate its sustainability priorities in the coming year.

Update to long-term sustainability strategy

1

The foundation of Oetker Collection's sustainability strategy dates back to 2015. Since then, the company has significantly changed in terms of ownership, size, structure and destinations. At the same time, new legislation such as the CSRD is ahead of us, which the company needs to prepare for. Oetker Collection therefore plans to rebuild the long-term corporate sustainability strategy in 2024. The foundation for this strategy review will be a 'double materiality analysis' in line with European Sustainability Reporting Standards (ESRS), which will determine the company's priorities through a structured approach, including extensive research and stakeholder involvement.

Data & reporting

2

In line with the new development of the strategy as well as upcoming legislation, Oetker Collection aims to extend its data collection in 2024. While the double materiality analysis will determine which data points need to be collected, it is already planned to extend measuring waste and CO2 Scope 3 emissions in selected hotels. Additional key performance indicators will be established for the hotels to track progress and impact of the roadmap execution. Both shall enable the company to deliver more advanced sustainability reporting, set impactful priorities and become more effective with its sustainability initiatives.

Energy consumption & carbon emission

3

In 2023, Oetker Collection has started to drive more interactive engagement on the hotel's energy consumption and carbon emission data to train the organisation to manage those measurements more actively. While this process is still ongoing, the aim for 2024 is to identify further impactful actions to lower energy consumption and CO2 emission.

4

Supply chain management & responsible procurement

In line with the increasing challenges in regard to supply chains, upcoming legislation as well as the global impact a company has through its purchasing decisions, Oetker Collection will implement additional processes to identify risks in its supply chain as well as preventive measures to increase the sustainability of its global procurement practices.

5

Waste management & measurement

For the hospitality industry, waste, particularly food waste, is one of the most material sustainability concerns. The level of waste management across the hotels varies greatly. Therefore, this topic will be addressed in 2024 with training, process improvements and the improvements in measuring, monitoring and reducing waste globally.

6

Training & awareness

An effective execution of a sustainability strategy within an organisation depends on the contribution of many – if not all. Therefore, Oetker Collection aims to extend its training programs on sustainability topics in 2024 to reach all individuals of the company. This action shall also inform team members about the collection's initiatives and plans to meet the increasing demand for more sustainability as an employer.

Our path ahead for achieving significant environmental and social progress is a lot clearer since our first report to the UN Global Compact a whole decade ago. Whilst we are proud of our achievements to date, we acknowledge there are still hurdles to jump. However, we remain optimistic that the collective action of our hoteliers, restaurateurs and chefs will ensure the necessary actions are taken to secure a more sustainable future for our planet and the generations to come.





Appendix

TABLE OF OBJECTIVES AND PROGRESS TO DATE

COMMITMENT	PRINCIPLES	OBJECTIVE	COP 2023 PROGRESS
HUMAN RIGHTS	Diversity & Inclusion	Develop a global Equality Strategy	In Progress
		Review all hiring and promotion processes for equal opportunities	Pending
		Discrimination and violence against women and girls is addressed with outsourced service companies	Pending
		Full implementation of global Equality Strategy	Pending
		Every hotel endeavour to employ people with a physical disability	Pending
	Quality of Life & Safety at Work	Develop and implement a training framework on safety at work for all hotels	Achieved
		Develop a framework that supports quality of life for all team members at all hotels	Pending
	Education & People Development	All employees participate in at least one program of the Masterpiece Academy	In Progress
	Good Governance	Adoption of Modern Slavery Act in all hotels	Achieved
		Address Modern Slavery Act with outsourced service companies and suppliers	Pending
		Develop a system ensure awareness on the Oetker Collection Code of Conduct	Achieved
RESPONSIBLE CONSUMPTION	Natural Resources	Reduce average energy consumption per room night by 10% vs. 2018	In Progress
		Reduce average water consumption per room night by 10% vs. 2018	In Progress
		All new hotels will be given specific reduction targets to align with the above	Achieved
	Carbon Footprint	Establish Oetker Collection's global Scope 1 and Scope 2 carbon emissions baseline	Achieved
		Develop specific carbon KPIs and targets for all hotels	In Progress
		Develop a global Climate Investment Program	Removed
		Offer guests to option to donate to the Global Climate Investment Program	Removed
		Establish a Carbon In-Setting Strategy	Removed
	Biodiversity	Each hotel to commit to the protection of 1 species within their surrounding area	In Progress
		Define a global company approach to reduce impact on biodiversity	Pending
	Solid Waste & Pollution	Implement a process to measure and monitor solid waste in all hotels	In Progress
		Establish a sustainable solid waste management plan in all hotels	In Progress
		All hotels use organic fertilizers and pesticides only	Achieved
		Ensure 70% of cleaning products purchased are eco-friendly in each hotel	Achieved
		All hotels provide a fleet of sustainable vehicles for guest use (where applicable)	Achieved
		All applicable hotels provide a car sharing schemes for team members	Achieved

	Responsible Purchasing	Oetker Collection Responsible Purchasing Policy is developed and updated on an annual basis	Achieved
		Implement bulk purchases procedures to reduce transport and packaging in all hotels	Removed
		Increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 50% of global suppliers	Removed
		Increase transparency of our supply chain by increasing the number of replies to the responsible purchasing survey to 100% of Oetker Collection preferred partners	Removed
		Foster dialogue with existing suppliers on Oetker Collection's broader CSR principles.	Achieved
ENVIRONMENTAL AWARENESS	Internal CSR Awareness & Engagement	Develop a global CSR training framework for team members, including onboarding, continuous and online modules	In Progress
		CSR requirements are updated yearly and progress is monitored on an ongoing basis and for each hotel individually	Achieved
		Conduct a thorough materiality analysis with all relevant stakeholders	In Progress
	External CSR Awareness & Engagement	Implement an annual measurement program of the team members' awareness and engagement on the hotels' CSR initiatives	Achieved
		Develop at least one CSR guest experience per year per hotel	Achieved
		Develop at least three CSR events for team members per year per hotel	In Progress
		Offer guests various options to participate in our sustainable service offering	Achieved
	Transparent Communication	Develop and implement a CSR communication strategy, including a new website section, social media plans, PR initiatives and internal communication	Achieved
		Develop and constantly update a CSR section in Oetker Collection's Photo Library	Achieved
SUSTAINABLE COMMUNITIES	Local Business & Heritage of Region	Foster relationships with local and artisanal enterprises at each hotel	Achieved
		Work with and actively support local sustainable companies and enterprises	Achieved
	Sustainable Partnerships	Establish a system to ensure partner collaborations at hotel level are guided by at least one of our CSR principles in order to promote those jointly	In Progress
	Environmental & Social Projects	Every hotel to engage in at least two long-lasting charitable projects where team members and guests can participate in	In Progress

OETKER COLLECTION

Masterpiece Hotels

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