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Foreword .

DR. TIMO GRÜNERT

CEO Oetker Collection



With this report, I am delighted to once again present our sustainability actions and achievements across Oetker Collection's Masterpiece Hotels for 2024. This is a testament to the hard work and dedication of our team members, whose efforts have been instrumental in driving our progress and ensuring that we continue to make a positive impact on our communities.

As the topic of sustainability becomes more and more entrenched into our cultural and political conversations, so too does its importance within Oetker Collection.

Notably, we have made the purposeful move to embed the responsibility for sustainability into the senior leadership team of Oetker Collection to ensure greater attention to it in our decision making. We thereby also demonstrate to our colleagues, guests and stakeholders that sustainability is central to our operations and will continue to be a priority in the future.

This is also reflected in our recent advancements with the Corporate Sustainability Reporting Directive (CSRD) which has been an important part of this year's journey. It provided verification of the key environmental and social impact areas for our stakeholders and gives us food for thought as we consider the future evolution of our sustainability strategy.

Beyond compliance, this report is yet another showcase of the work our hoteliers are doing to increasingly embrace sustainable hospitality in all of its facets. From conservation efforts and community sponsorship to energy saving initiatives and carbon literacy training, each of our Masterpiece Hotels have participated in meaningful change that promotes environmental health and social well-being. None of this would be possible without the drive and commitment by our colleagues and the community partnerships forged along the way.

As we move into 2025, we continue to work towards reducing our ecological footprint with focus on the requirements of the CSRD. Additionally, we are planning to launch a communication campaign on sustainability initiatives, which shall further engage our stakeholders into our efforts. Personally, I will continue to give a voice to sustainability to ensure it remains a central component of our strategic direction, and I would like to extend my heartfelt thanks to all my colleagues for their unwavering dedication to turning ambitions to action. I hope their passion shines through this report. Please enjoy!

About this report ___

This report presents our progress against our sustainability commitments and the guiding principles in 2024. It highlights the individual advancements and achievements of our Oetker Collection Masterpiece Hotels and consolidates our global data. At the same time, it illustrates our ambition for further progress and improvement.



TIMEFRAME:

January 2024 - December 2024

EXCLUSIONS:

The Vineta Hotel, Palm Beach is due to open in 2025 and was hence not operational during this reporting period. It is therefore not included in this report.

OTHER REPORTING COMMITMENTS:

United Nations Global Compact

Communication on Progress

NOTE ON DATA:

This report presents numbers and measurements on various sustainability topics. The intention of this is to illustrate a transparent overview of where the hotel group stands. However, given the challenge of collecting coherent data across a portfolio, some numbers, graphics, calculations and measurements include estimations and assumptions.

Executive summary



DOUBLE MATERIALITY ASSESSMENT

In response to the launch of the Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality assessment which was instrumental in identifying the key reporting metrics that will guide our sustainability efforts moving forward. This year, we began to operationalise data collection processes in alignment with the findings of the materiality assessment, ensuring that our reporting is both accurate and reflective of our sustainability priorities.

MEASURING EMISSIONS

In 2024, Le Bristol Paris and Château Saint-Martin & Spa conducted an analysis of their Scope 3 greenhouse gas emissions whilst six of eleven of the hotels are now comprehensively tracking their waste data. These actions have enabled a better understanding of our carbon footprints and identified areas for reduction into 2025. Using data monitoring platform Con Serve™, Oetker Collection hotels continue to measure their energy, water consumption and carbon emissions in accordance with the Hotel Carbon Measurement Initiative (HCMI) and beyond.

BUILDING A CULTURE OF SUSTAINABILITY

With sustainability now represented at senior management level, the culture of environmental and social responsibility has become further embedded into everyday operations and decision-making across the portfolio. Sustainability Officers are dedicated to implementing and overseeing sustainability initiatives at each hotel. In 2024, their involvement in local sustainability networks has fostered stronger community ties and promotes collective actions towards shared goals. Our hotels are now able to view their progress through a hotel-level sustainability index, presented on the recently introduced Sustainability Dashboard. Furthermore, the Masterpiece Academy by Oetker Collection provides new opportunities since 2024 to enhance and engage in sustainability knowledge through modules such as waste management and greenhouse gas emissions.

GIVING BACK TO COMMUNITIES

A key part of our DNA is that our hotels are very well connected to their respective communities. This report is a testament of the incredible activities our hotels have participated in with local people. From sponsorship of sportspeople and renovation of cultural sites to raising awareness and fundraising for charities, Oetker Collection hotels are proud to support and promote the meaningful causes from within the places in which they reside.



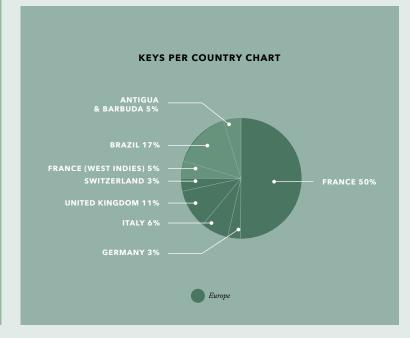


ABOUT US OUR BUSINESS IN 2024



Our business in 2024





 $Numbers\ only\ include\ businesses\ which\ were\ operational\ in\ 2024.$

BRAND

Oetker Collection

MANAGEMENT

Oetker Hotel Management Company GmbH (OHMC)

MANAGEMENT HEADQUARTERS

Baden-Baden, Germany

WEBSITE

www.oetkercollection.com

OWNERSHIP

Hotel Le Bristol, Château St. Martin & Spa, and Oetker Hotel Management Company GmbH are owned, directly or indirectly, by Geschwister Oetker Beteiligungen KG (GOB), registered in Bielefeld, Germany. Consolidated annual turnover of approx. 2.5 billion euros and more than 8,200 employees.

REVENUE 422 M€*

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

Masterpiece Hotels

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.

*Due to renovations, only 22 rooms operational in 2024.

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. 1953 | 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

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 Kevs

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 | Launching in 2025 | 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.

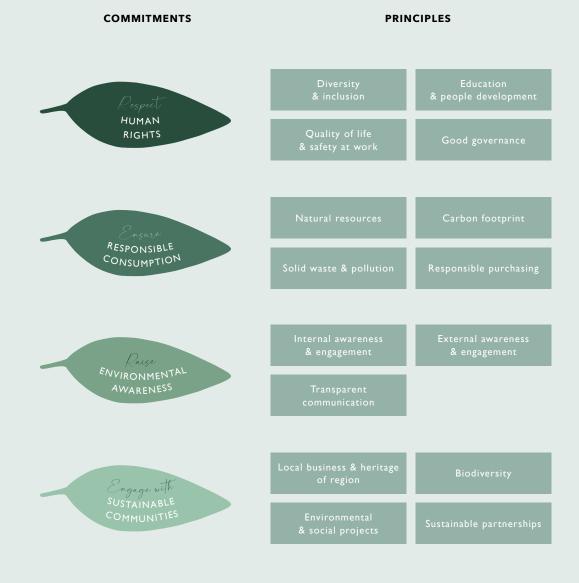
Owned by Geschwister Oetker Beteiligungen KG or Dr. August Oetker KG





Our Commitments & Principles

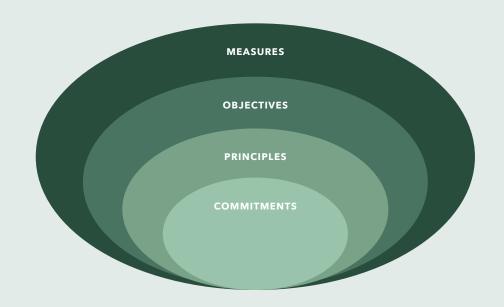
At Oetker Collection, our roles as patrons of a safe and guaranteed future are guided by the four key *commitments* of our sustainability strategy:



SUSTAINABILITY AT OETKER COLLECTION OUR COMMITMENTS & PRINCIPLES

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

We then define concrete objectives for each of these principles, which are broken down further into individual Compendium of Organisational Requirements & Expectations (CORE), applicable to all hotels.



CORE

Compendium of Organisational Requirements & Expectations

Oetker Collection features a programme which sets organisational expectations for the operation of its hotels, CORE. Since its launch, the programme features a dedicated Sustainability Module, which forms the basis of the annual internal sustainability audits of each property.

In 2024, hotels underwent a self-assessment and consultation of their performance against the CORE criteria with Oetker Collection's Vice President Sustainability. 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 Journey Continues...

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. *This timeline maps the key milestones:*

We have developed our first SUSTAINABILITY STRATEGY along our commitments to Respect Human Rights, Ensure Responsible Consumption, Raise Environmental Awareness, Engage Sustainable Communities.

Our COMMUNICATION ON PROGRESS REPORT was externally assessed and certified by the Association Global Compact France and rewarded with the 'ADVANCED LEVEL' CERTIFICATE.

We locked in our baseline for energy and water consumption aligned to the SUSTAINABLE HOSPITALITY ALLIANCE'S HOTEL CARBON MEASUREMENT INITIATIVE (HCMI) and using hospitality specialist data monitoring platform, CONSERVE™. Created prior to the pandemic, we have used this baseline to compare year-on-year performance and set targets for improvement.

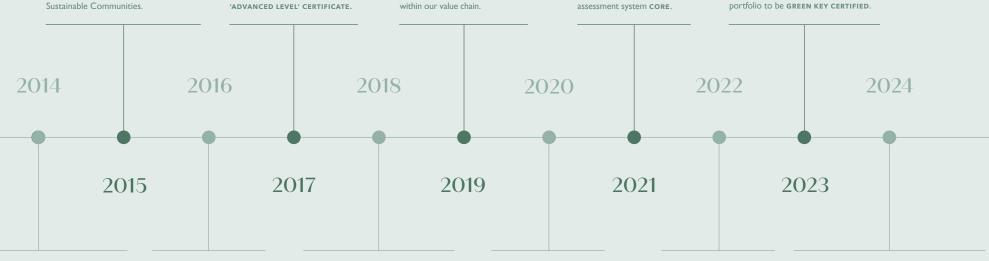
We developed an APPROACH AND ASSESSMENT STRUCTURE for our suppliers to increase sustainability within our value chain.

We defined internal sustainability criteria for all our hotels and incorporated those as a key pillar into our internal organisational hotel

We became a WORLD SUSTAINABILITY HOSPITALITY ALLIANCE (WSHA) MEMBER. The WSHA brings together industry executives to share and develop collaborative solutions. Their work on harmonising metrics and KPIs helps to develop industry-wide standards.

The corporate SENIOR HEAD OF SUSTAINABILITY SEt to work auditing each hotel against our core requirements, launching sustainability training programmes, and appointing sustainability officers to grow and harness a global sustainability community.

Le Bristol Paris became the first Oetker Collection masterpiece hotel within this portfolio to be **GREEN KEY CERTIFIED**.



We became signatories of the UNITED NATIONS GLOBAL COMPACT. The UNGC is a universal framework for reporting performance against the Ten Principles focused on Human Rights, Labour, Environment, Anti-Corruption.

We began annually reporting on our sustainability progress through the UN Global Compact's Communication on Progress.

We started a long-term collaboration with hospitality and sustainability consultants, **CONSIDERATE GROUP**, to further develop our sustainability initiatives.

This year saw us conduct a global materiality assessment aligned to the **GLOBAL REPORTING INDEX (GRI)** methodology which highlighted six material topics: Guest Engagement & Satisfaction, Human Rights & Labour Standards, Economic Growth, Health & Safety, Diversity, Equality & Engagement, and Risk Management.

We redesigned our company values and made our "PLANET PROMISE" a central element of our corporate philosophy.

We established our first dedicated FULL-TIME HEAD OFFICE POSITION for overseeing sustainability management across the entire Oetker Collection.

Oetker Collection undertook a double MATERIALITY ASSESSMENT to identify ongoing impact areas to be addressed by its sustainability reporting.

Le Bristol Paris and Chateau Saint Martin & Spa conducted full SCOPE 3 GREENHOUSE GAS EMISSIONS ASSESSMENTS to gain a better understanding of impact and reduction opportunities. Six of eleven hotels are now measuring and tracking waste streams with the aim to better control and hence reduce waste generation.

Governance Structure

Our sustainability strategy is driven by the dedicated people behind it. They belong to a wider governance structure which encourages frequent collaboration and accountability.

This year, the Senior Head of Sustainability has been promoted to the role of Vice President Sustainability and appointed to the Senior Leadership Team, underscoring Oetker Collection's commitment to sustainability at the highest level. By elevating this role to senior leadership, Oetker Collection demonstrates that sustainability is a core strategic priority, integrating it more deeply within executive decision-making.

SUSTAINABILITY OFFICERS



IMRAN NASAR
Head of Security
The Woodward



EVANE LAMAISON

Sustainability Manager

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



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.



VICE PRESIDENT SUSTAINABILITY

The Vice President develops and leads the sustainability strategy of the company, representing the topic within the Senior Leadership Team and directly reporting to the CEO. He is responsible for driving the implementation of sustainability practises within the hotels and the corporate office whilst guiding other corporate departments to contribute to the group's sustainability targets. The Vice President 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 Vice President 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 Vice
President 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, Vice President Sustainability



"We now adopt a 360-degree approach, aiming to integrate sustainability across all facets of our strategy."

How do we further progress sustainability across Oetker Collection?

Progressing sustainability across Oetker Collection requires us to look more deeply at the integration of sustainability into our operations through our governance structures. Beyond the inclusion of sustainability at group level, the work of our sustainability officers at each hotel is vital in operationalising initiatives. However, we recognise the time commitment required to drive continuous progression. For this reason, Le Bristol has recently employed their first full-time sustainability manager who, supported by a trainee, is responsible for overseeing sustainability across the hotel. This is an important milestone for driving progress and illustrates our direction of travel in which we wish to increase resource around the sustainability agenda, whether that's creating specific roles or empowering teams with particular operational support and dedicated expertise.

How do you motivate sustainability officers?

Stakeholder interest and demand for responsible practices have grown significantly, particularly in the wake of the Covid-19 pandemic, which heightened awareness of environmental and social issues. Sustainability has become an increasing expectation from our stakeholders. Guests are prioritising responsible travel choices, ownership groups are recognising sustainability as a key factor in investment decisions, and the travel trade is placing greater emphasis on environmental and social commitments. Governments are strengthening legislation, making sustainability an operational necessity and our team members increasingly value working for a company with strong sustainability principles, which strengthen our employer brand, and help attract and retain talent - both within our organisation and across the industry. We now adopt a 360-degree approach, aiming to integrate sustainability across all facets of our strategy. It is important we remain dynamic to align our efforts with stakeholder expectations, fostering trust, and delivering tangible, positive impacts through our sustainability initiatives.

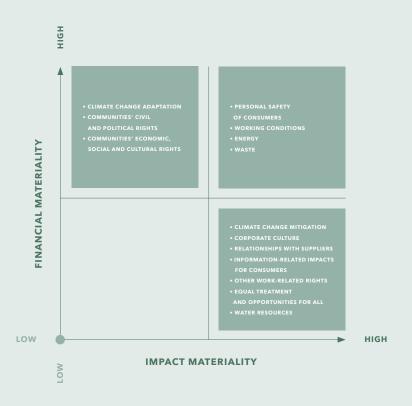
Material topics for Oetker Collection

Within 2024, Oetker Collection conducted a comprehensive double materiality assessment to align with the Corporate Sustainability Reporting Directive (CSRD) requirements, evaluating both impact materiality and financial materiality. This dual approach, supported by stakeholder engagement and a rigorous due diligence process, enabled the company to assess its material environment, social, governance (ESG) issues and opportunities.

The process identified crucial ESG topics such as energy, climate change mitigation, waste, water resources, and biodiversity. The results will shape Oetker Collection's future sustainability reporting under the CSRD framework.

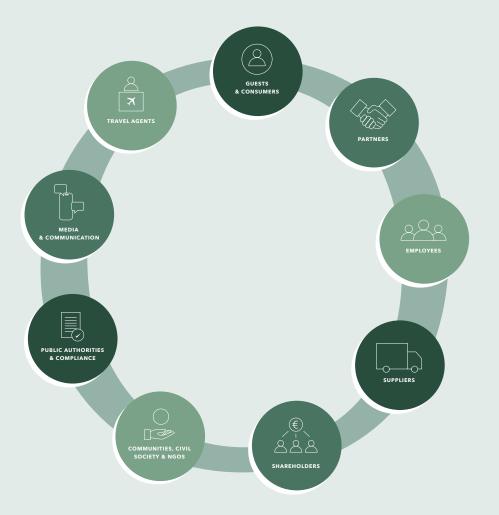
Corporate Sustainability Reporting Directive

The Corporate Sustainability Reporting Directive (CSRD) is an EU directive requiring large companies to report detailed information on environmental, social, and governance factors. It aims to enhance transparency, allowing stakeholders to make informed decisions based on standardised, comparable sustainability data. The entities among Oetker Collection, which are owned by Geschwister Oetker Beteiligungen KG, will report in line with CSRD as part of the holding report.



Our Stakeholders

Our commitment to sustainability is strengthened through ongoing engagement with our stakeholders, whose insights and collaboration are essential to shaping our environmental and social initiatives. Consequently, the following stakeholders were considered as part of the double materiality assessment.



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.

TRAVEL AGENTS

Travel agents are key partners in shaping exceptional and responsible travel experiences. Through our collaboration, we inspire guests to choose stays that align with our commitment to environmental and social stewardship.

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) year-on-year.

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 2024 UNGC Communications on Progress Report, which can be found via this QR-Code.





OUR COMMITMENTS IN 2024 RESPECT HUMAN RIGHTS

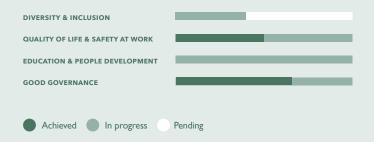
Respect Human Rights

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:

DIVERSITY & INCLUSION

Ensure our stakeholders are treated fairly while combating discrimination.

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. Embracing the diverse perspectives and backgrounds of our employees enhances creativity, teamwork and service quality, leading to a richer guest and team member experience.

KEY MESSAGES FROM ACROSS THE PORTFOLIO IN 2024

- The percentage of women leaders increased from 43% in the previous year to 45.2%.
- The average job tenure across the portfolio is 4.3 years with the highest average tenure achieved at **Brenners**Park-Hotel & Spa with 6,7 years.
- More than 40,000 hours of training were provided to employees.

DIVERSITY AT OETKER COLLECTION

We are continuously seeking to improve how we report on our diversity and inclusion across the portfolio. For example, in 2024, hotels including **Hotel La Palma** and **Palácio Tangará** dedicated a standalone report to salary transparency and diversity information, offering insights into gender and diversity pay gaps. The People & Culture team at **Hotel La Palma** compiled a detailed report highlighting the ethnic, age, and gender diversity of seasonal hires. Shared during the final team meeting of the season, the report revealed that by mid-June, 68 non-Italian employees had been hired, representing 24 different nationalities across Europe, the Americas, Asia, Oceania, and Africa. The report underscored the importance and value of inclusivity throughout the hotel.



7,073

*including Managers, Department Heads and Executive Committee



PERCENTAGE SPLIT OF EMPLOYEES BY AGE

Under 30

30-

0-50

Above 5



DIVERSITY AT OETKER COLLECTION

Zero Discrimination Day | JUMBY BAY ISLAND

To honour Zero Discrimination Day, **Jumby Bay Island** shared a message from the Managing Director with all employees, reinforcing the importance of cultivating a workplace rooted in respect, equality, and inclusivity. The message encouraged team members to recognise and celebrate diversity, actively challenge discrimination, and contribute to a culture where everyone feels valued and supported.

International Women's Day | PALÁCIO TANGARÁ

Oetker Collection hotels marked International Women's Day with a series of thoughtful initiatives celebrating the talent of all women that make up our Masterpiece Hotels. At **Palácio Tangará**, a dedicated video paid tribute to the achievements of female team members, accompanied by a gesture of appreciation—flowers distributed by the People & Culture team.

Women's Leadership | BRENNERS PARK-HOTEL & SPA

Brenners Park-Hotel & Spa has fostered women's leadership through its dedicated programme for female talent, launched in 2022 in partnership with Elevatr. The programme aims to increase female representation at leadership level, with three team members participating in 2023.

Women's Wellbeing | JUMBY BAY ISLAND

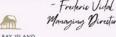
At **Jumby Bay Island**, the team celebrated the day with a breakfast and yoga session, creating a space for reflection, recognition, and wellbeing for women on site.



March lst is Zero Discrimination Day, which reminds us of our shared responsibility to promote equality, respect and inclusion within our workplace and beyond.

At Jumby Bay Island, we believe that diversity is our strength. On this day, let us reaffirm our commitment to fostering a space where everyone feels valued and empowered, regardless of their background, identity, religious beliefs, sexual orientation, gender or race.

Join us in celebrating our differences and promoting a workplace where everyone can thrive.



JUMBY BAY ISLAND



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.

CHAMPIONING SAFETY AND HEALTH AWARENESS

Our employees are at the heart of everything we do and offer at Oetker Collection. They create the luxury experiences our guests enjoy and provide support and friendship to their colleagues. Their wellbeing is therefore very important to us. This year has seen our hotels deliver various initiatives to promote safety and healthy living.

Wellness at Work | LE BRISTOL PARIS
PALÁCIO TANGARÁ | L'APOGÉE COURCHEVEL

Often the life of a hotelier is fast-paced, therefore it is paramount that we encourage and support our staff to take care of their physical and mental health so they can enjoy a flourishing work-life balance. From well-being weeks at Le Bristol Paris, Hotel La Palma and Palácio Tangará which promoted exercise and massage sessions, nutritional staff lunch menus and free medical check-ups, to cancer awareness campaigns including Pink October and Blue November providing employees with information on early detection and family support. Additionally, L'Apogée Courchevel partnered with addiction awareness association "Le Pelican" who visited the hotel in December to share information about addiction risks, including tobacco, alcohol, and drugs. The informal session, held during the staff's lunch break, encouraged open conversations and provided valuable support.









Road safety | LE BRISTOL PARIS | EDEN ROCK - ST BARTHS

Our commitment to safety at work extends also to road safety, a risk prevalent all over the world. This year, **Le Bristol Paris** relaunched its road safety campaign in May where the different types of road risks were highlighted each day and practical advice was provided through an interactive quiz involving 70 participants. Similarly, **Eden Rock – St Barths** partnered with "ESRI: Safe on the Road to the Islands" to enhance road safety awareness as part of an interactive workshop aboard the "Sécuribus".

ACTIVE HOTELIERS

Fostering team spirit and promoting an active lifestyle is a common ambition across many of our Oetker Collection hotels.

Fitness Programme | JUMBY BAY ISLAND

At **Jumby Bay Island**, Global Wellness Day on 8 June 2024 served as the launch of a 10-week fitness programme led by the spa manager, inviting team members and guests to reflect on the question: "How can I live a healthier and better life?" The initiative aimed to promote a culture of living well, encouraging both personal reflection and collective awareness around wellness.

Walk the Talk | THE WOODWARD GENEVA

The Woodward proudly participated in the 5th edition of Walk the Talk in Geneva, organized by the World Health Organisation on Sunday, 26 May to promote health and well-being.

Eden Rockers Year of Sports

Running, tennis, Pilates, yoga, pétanque and swimming, our hoteliers engage in many different sports. Take a look at some of the activities Eden Rockers participated in this year.



Eden Rock partnered with St Barth Triathlon for an exciting swimming relay, where six employees competed in an 8 x 400-meter freestyle event.



A two-day tennis tournament was organised for the Eden Rockers with 30 participants on the tennis courts in St Jean.



An innovative programme for ERockers, named ER Stronger, aims to enhance the health and well-being of all employees through strength and endurance training including yoga sessions led by an expert coach.

FEELING AT HOME AT OETKER COLLECTION

It is important to us that our employees feel a sense of belonging within each Masterpiece Hotel, after all we spend much of our day with the people we work with. Many initiatives were delivered this year to get to know our employees' interests and their families better.

Lunch with the General Manager | HOTEL LA PALMA

In 2024, **Hotel La Palma** launched 'Lunch with the GM', an eagerly awaited initiative by the entire team. During the season, the general manager sat down with 45 employees to get to know them better and find out, from their experiences, what could be improved at the hotel, all while enjoying a delicious lunchtime menu.

Family days | LE BRISTOL PARIS | EDEN ROCK - ST BARTHS

Ever wondered what it's like to see your partner, parent or friend at work? Le Bristol Paris and Eden Rock – St Barths opened their doors to their hoteliers' families to explore their place of work and meet fellow colleagues. At Le Bristol Paris, they invited their special guests on a tour of the almost century-old hotel with all its interesting history, even stopping at the newly renovated "honeymoon" suite, and were presented with a Le Bristol Paris souvenir as a parting gift. Eden Rock – St Barths' 'Open Doors Day' invited families on a VIP tour of the Eden Spa, Eden Boutique, Sand Bar Restaurant, Rémy Bar and Salon. They were given freshly made refreshments and home-made chocolate cookies to end the day. The days proved to be great ways to strengthen the feeling of belonging and strengthen the connections between life at work and home.







Christmas with our families | HÔTEL DU CAP-EDEN-ROC

CHÂTEAU SAINT MARTIN & SPA

Christmas is a celebrated time, one of many celebrations of faith and festivities within our hoteliers. It is an opportunity to spend time with our families and enjoy delicious food, music and games. For example, **Hôtel du Cap-Eden-Roc** and **Château Saint Martin & Spa** invited their employees' children to site to host lots of games and theatre shows and provide tasty crêpes from our kitchen and pastry chefs. Of course, to end the afternoon, Santa Claus himself paid a visit and distributed gifts and well wishes. This year over 50 children attended.

New staff canteen jumby bay island | Le bristol paris

At **Jumby Bay Island**, enhancing the everyday experience of team members remains a priority. In 2024, the hotel refurbished the staff canteen and locker rooms, creating more comfortable, functional, and welcoming spaces. At **Le Bristol Paris**, a similar focus on employee wellbeing led to the full renovation of the staff canteen. Refreshed with new furniture and décor, the space has been transformed into a more inviting environment for team members to enjoy. To mark the occasion, a naming contest was organised, and the winning entry – "Le 106" – now proudly identifies the newly revamped canteen.



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.

CELEBRATING TALENT

Our Masterpiece Hotels are built upon the skills and expertise of all who work within them. Our employees support, learn from and celebrate each other through the many initiatives delivered across the collection.

Housekeeping and bartending on St Barths

EDEN ROCK - ST BARTHS

A week-long awareness campaign for International Housekeeping Week at Eden Rock - St Barths celebrated the dedication and talent of their housekeeping team. Employees across the hotel gathered to enjoy food and drinks together to praise the brilliant work of the team. Their Housekeeping Manager Angélique shared, "The work of the Housekeeping teams is essential to the well-being of our guests, friends and ERockers. Their commitment, professionalism and attention to detail contribute to maintaining the high standards that we offer our on a daily basis." Elsewhere on the island, the new recruit to the bartending team had the opportunity to showcase his talents the St Barths Gourmet Festival where he presented his special 'Monkeys Odessey' cocktail. His creativity and flair earned him the top spot on the podium, a proud moment for all the Eden Rock team.





OUR COMMITMENTS IN 2023 RESPECT HUMAN RIGHTS I **PRINCIPLE 3**





Additionally, hoteliers participated in a cross-exposure programme by experiencing another hotel in Antigua as guests. This was an equal exchange as the Hoteliers from the Curtain Bluff Resort also visited **Jumby Bay Island** and shared in the experience. These opportunities gave hoteliers a chance to view the service from a fresh perspective, analyse what they do well and what they can improve upon and overall, have a greater appreciation for the impact that their role as a service provider.



Vis ma vie | Château Saint Martin & SPA | HÔTEL DU CAP-EDEN-ROC

To facilitate cross-departmental understanding and encourage collaboration, the 'Vis ma vie' programme at Château Saint-Martin & Spa and Hôtel du Cap-Eden-Roc offers team members the chance to spend half a day discovering the perks and challenges of another department. Further enriching the employee experience, in 2024, Hôtel du Cap-Eden-Roc hosted seasonal workshops open to all staff, covering a diverse range of topics such as the hotel's history, fish filleting techniques, complaint management, culinary skills, and even the art of ironing a shirt!

Cross property training opportunities | JUMBY BAY ISLAND

For **Jumby Bay Island**, investing in the growth of local employees is a key part of the hotel's commitment to long-term, inclusive development. In 2024, six team members were given the opportunity to travel to other hotels within the portfolio to expand their knowledge of luxury hospitality and gain valuable international exposure.

SHARING GOOD PRACTICE

There is a wealth of knowledge and experience amongst our employees that we are committed to nurturing and developing. Equally, many of our employees are passionate about passing on their skills to next generations. In 2024, we created new partnerships and training opportunities to support the development of our employees and local communities.

Employee Development at Oetker Collection

Oetker Collection's learning programme, Masterpiece Academy, has launched a new chapter within its e-learning module, fully dedicated to sustainability awareness. The launch was supported by a comprehensive internal campaign, which was met with strong enthusiasm and high participation from employees. This updated offering is designed to strengthen expertise in responsible management and increase awareness of environmental and social issues across the group. In addition to this relaunch, the Academy is also delighted to partner with Cornell University to offer exclusive professional development opportunities to team members at a heavily discounted rate.

As valued members of the Oetker Collection family, employees can advance their skills through a variety of online courses and certificate programmes, including hospitality management, leadership, AI strategy, sustainability and much more—all crafted by Cornell's leading faculty and top instructional designers.

Building on this initiative, **Palácio Tangará** partnered with SENAC University to deliver a courses and diplomas to their employees at reduced rates. Eight employees and counting have benefited from this partnership in 2024.

Brenners Academy | Brenners Park Hotel & Spa

Brenners Academy continues to thrive providing a variety of training courses to colleagues, including front office management, first aid and the study of wine. The monthly newsletter keeps the teams up to date with upcoming training opportunities.



Principle 4. Good Governance

Sustainability is not a challenge unique to just one hotel. Sustainability needs to be addressed by all sectors in all countries. The organisation of sustainability management is therefore an important element of working towards our shared goals. Using internationally recognised frameworks and certifications ensures consistency in reporting across the sector and a blueprint for good practice.

SUSTAINABILITY MANAGEMENT STRUCTURE

By embedding sustainability within senior leadership team, Oetker Collection aims to foster a culture of responsibility and stewardship, ensuring that consideration of the environment and society is integrated across all operations. 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 VP Sustainability. This dedicated person at each hotel is 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 VP Sustainability.

To allow for consistent compliance, Oetker Collection features a variety of Policies, which are applicable to all affiliated entities. These policies are either released by Oetker Collection or at ownership level, directed by Geschwister Oetker Beteiligungen KG (GOB). In 2024, GOB has released a new Code of Conduct, which features a publicly available version (see next page) and an internal version, which includes more comprehensive guidance for team members.

The launch of the CSRD puts greater weight onto the reporting and compliance requirements for sustainability. Therefore, the VP Sustainability is responsible for contributing to the strategic direction and risk management in line with sustainable practice, ensuring financial and operational stability of the portfolio in harmony with thriving communities and landscapes.

OUR COMMITMENTS IN 2024

POLICIES

CODE OF CONDUCT

New version since 2024 by Geschwister Oetker Beteiligungen KG Among others, sustainable commitments and business partner expectations such as ecological responsibilities and social accountability are highlighted.

DECLARATION OF PRINCIPLE ON THE HUMAN RIGHTS STRATEGY

by Geschwister Oetker Beteiligungen KG
Serves as a framework for our corporate and business
activities with the aim of fulfilling our responsibility towards
people and the environment.

RESPONSIBLE PROCUREMENT CHARTER

by Oetker Collection

Designed to outline the expectations Oetker Collection has for its business partnerships, ensuring alignment with sustainability goals and practices.

BUSINESS PARTNER CODE OF CONDUCT

by Oetker Collection

Defines terms and conditions for business partners we aim all our suppliers and partners to adhere to regarding compliance and sustainability.

COMPLIANCE MANAGEMENT SYSTEMS

by Oetker Collection

Available to all employees as well as third parties. All reported matters will be treated in strict confidence and carefully investigated, with action taken where necessary.

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



COMPLIANCE STRUCTURE

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

COMPLIANCE OFFICER

The Compliance Officer is the first point of contact for all Compliance Coordinators within each hotel and oversees all activities and potential issues in reference to compliance or anti-corruption. This role is held by the Chief Financial Officer, Jens Hackebeil.

COMPLIANCE COORDINATORS

Within each hotel there is an allocated role for addressing each of the respective topics and who are in direct and frequent contact with the department heads to help manage and communicate any potential compliance issues. This role is usually held by the hotels' Head of Finance.

HUMAN RIGHTS OFFICER

The Human Rights Officer is appointed at holding level and responsible for overseeing compliance with human rights standards across the portfolio.The role involves developing relevant policies and procedures are in place to ensure ethical practices in operations and supply chains.

CERTIFICATION AND MEMBERSHIPS

Certifications and memberships ensure our work aligns with international expectations and practices. They help us validate our processes and enhance our understanding of industry standards, while also contributing to the development of new solutions.

United Nations Global Compact



Swisstainable Label | THE WOODWARD GENEVA

This year, The Woodward Geneva was delighted to be awarded Level 1 Committed of the Swisstainable label by Switzerland Tourism. The recognition demonstrates the hotels engagement with sustainable practice aligned to the expectations of the region. The levels of the award provide a clear pathway to continuous improvements which the team are keen to climb to contribute to more responsible and respectful tourism for our beautiful planet.



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 2024, this number was 0.



Green Key recertification | LE BRISTOL PARIS

Le Bristol Paris was recertified for its Green Key accreditation in 2024, showing continual improvement in its sustainability efforts. By aligning with Green Key standards, which are also recognized 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.



World 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. We are excited to join the collaborative conversations and find international solutions in these key areas.



I-Rec certification | PALÁCIO TANGARÁ

Palácio Tangará continues to maintain its International Renewable Energy Certificate, which verifies that the electricity consumed by the hotel is sourced from renewable energy. This certification ensures that the hotel's energy use is transparently documented and aligned with international standards for renewable energy sourcing.



DRIVING PROGRESS THROUGH EMPOWERMENT AND REPORTING

Sustainability Committees and Ambassadors | OETKER COLLECTION

Empowering teams is vital for facilitating sustainable change across Oetker Collection. An important part of this is ensuring the right support is in place to encourage and promote action and drive progress. Most of our hotels have a Sustainability Committee made up of representatives across departments and are led by their nominated sustainability officer. Monthly meetings with ambassadors from each department allow teams to explore new sustainability initiatives and improvements, however large or small.

Amplifying the thoughts and feedback from ambassadors in this way has empowered teams to make changes independently and strengthens the culture of sustainability across the hotel.

RIGHT IMAGE: AN EXAMPLE OF AN INITIATIVE DRIVEN BY THE SUSTAINABILITY AMBASSADORS WITHIN THE HOUSEKEEPING TEAM AT CHÂTEAU SAINT-MARTIN & SPA.



Reporting and Communication

CHÂTEAU SAINT-MARTIN & SPA

Building on the work of the green teams, new interactive reporting mechanisms have allowed **Château Saint-Martin & Spa** to keep all employees informed about the hotel's sustainability actions and key statistics. Each month, key metrics are reported and communicated via simple infographics. The use of QR codes and email signatures has helped to provide easy access to the latest progress updates and success stories, encouraging greater visibility and awareness across the team and our clients.



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:

NATURAL RESOURCES

Through innovation reduce our consumption of natural resources.

7

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

The adoption of innovative technologies and resource management strategies is central to minimising our environmental impact. However, it begins with data collection to gain deeper insights and identify opportunities for improvement. This is a key focus for Oetker Collection hotels in their ambition for reducing consumption of natural resources.

CON-SERVE™ DATA MONITORING PLATFORM

Oetker Collection collects and analyses utility data to calculate carbon emissions already since 2018. In order to do so, Considerate Group's Con-ServeTM 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. Since 2024, the platform now benefits from increased data collection and automation capabilities following Con-Serve'sTM partnership with Deepki, a leading real estate data platform.



ENERGY

Energy footprint

As a major sustainability performance indicator, Oetker Collection focuses on analysing its portfolio's energy intensity to assess the effectiveness of initiatives each year. The graph illustrates the total energy consumption in kilowatt-hours (kWh) per room night across our portfolio, broken down by energy source. Although there was an increase in energy intensity in 2024 from the 2019 baseline, since post-pandemic operations, there has been a downwards trend and a reduction between 2023 and 2024. There are multiple factors which have contributed to this:

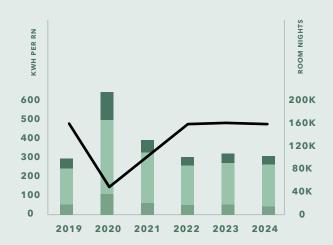
A shift from energy sources such as gas towards electrification is common in the journey towards decarbonisation. In 2024, **Le Bristol Paris** reduced their reliance on district cooling in favour of aquifer heat pumps. Whilst this increases electricity use, it is an important step to reducing carbon emissions, when also combined with renewable energy sources. It is also for this reason that **Hotel La Palma** is fully electrified for heating, cooling and kitchen equipment. However, **Hotel La Palma**, submitted a full year of energy use data to the Con-Serve data monitoring platform for 2024 after its first season of operations having opened in mid-2023. Due to being fully electrified, the hotel's energy consumption contributes to the increase in overall electricity use in 2024.

Con-Serve[™] helps to identify patterns and trends including energy consumption demand against atmospheric temperatures. Outside temperatures affect the demand for heating and cooling. For example, this year, **Palácio Tangará** saw a warmer-than-usual summer which resulted in higher cooling demand and led to increased electricity consumption. Furthermore, in 2024, issues with billing and meter readings at **L'Apogée Courchevel** were resolved, giving a more accurate reading of energy usage compared to the previous year and resulting in an increase in consumption data.

In the same way, due to ongoing renovation works at **Brenners-Park Hotel & Spa**, the 2024 data was not wholly representative of usual operations. The property saw higher energy intensity per room night as a result of lower occupancy, since only 20 of the 100 hotel rooms were operational in that year. However, the hotel uses the ongoing modernisation as an opportunity to implement energy efficiency technologies and equipment and to invest in renewable energy generation on-site.

These factors collectively explain the observed changes in energy consumption across the portfolio in 2024, highlighting Oetker Collection's ongoing efforts to improve energy efficiency and sustainability, some of which are presented in the following.

PORTFOLIO ENERGY INTENSITY PER ROOM NIGHT

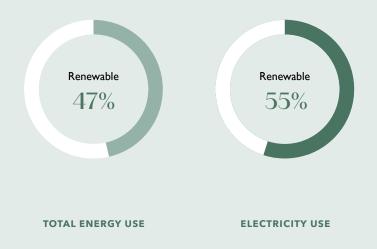




Renewable energy

Across the portfolio, hotels continue to seek renewable energy sources to combine energy efficiency measures with decarbonisation efforts. In 2024, the renewable energy proportion of the portfolio's total electricity mix came to 55%. Additionally, in tandem with reductions in natural gas, Oetker Collection sourced 47% of its total energy from renewable sources.

Into 2025, Oetker Collection hotels will continue to explore energy tariffs that prefer renewable sources as well as identify and implement opportunities to generate their own clean energy.



ENERGY EFFICIENCY MEASURES

Reducing the energy use of cooling systems is a significant challenge for all hotels, not just those in the Oetker Collection portfolio. A focus for Oetker Collection hotels has been around finding suitable technologies that maximise efficiency in tune with guest behaviours.

Chilled water technology | BRENNERS PARK-HOTEL & SPA

As part of the renovation of the hotel, the air conditioning systems is undergoing modernisation towards more energy-efficient technologies. A state-of-the-art air conditioning system has been installed in a specially constructed cellar room within the hotel. It relies on a chiller that cools the entire hotel efficiently as opposed to energy-intensive split units in the guest rooms. These have been removed and replaced by a central cooling supply based on energy-saving chilled water technology. This change not only contributes to a considerable reduction in electricity consumption, but also significantly improves the hotel's carbon footprint.

Solar PV installation | BRENNERS PARK-HOTEL & SPA

As part of the renovation works at Brenners-Park Hotel & Spa, and in close dialogue with the conservation authorities, photovoltaic panels are being installed on the flat part of the roof which otherwise remains hidden from the view of guests and passers-by. The panels convert solar energy into valuable electricity and thus help to fully decarbonise part of the hotel's energy consumption. Keep up to date with the modernisation journey here:



BRENNERS - THE NEW ERA

WATER

Water footprint

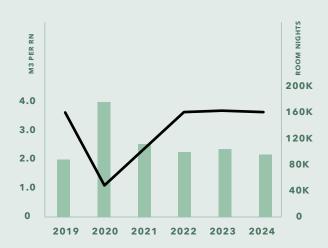
Water is an important resource for hotels due to guest amenities, from showers, kitchens, pools and spas. Therefore, Oetker Collection hotels are focused on understanding their consumption and implementing projects to reduce it. They do this by recording water use intensity which describes water consumption (m3) per room night (RN). In 2024, there was an increase in water use intensity against the 2019 baseline but a decrease since the previous year. In part, this trend responds to the fact that the 2019 baseline reflects a smaller number of hotels in operation. As additional hotels were incorporated into the portfolio over the following years, foundational water consumption rose correspondingly, driven by the inherently high water demands of hotel amenities such as pools and spas. This explains the increase in water use intensity in 2024 against the 2019 baseline. However, by 2021, most hotels had joined the portfolio and since then, water use intensity has shown a downward trend.

This decreasing pattern, particularly between 2023 and 2024 can be attributed to the work Oetker Collection hotels have done to better understand their water usage and implement water saving measures. For example, improved metering has enabled a clearer outlook on water usage at daily and weekly intervals where once hotels relied on biannual billing estimates. This enables reduced time to insight and allows properties to investigate anomalies and issues much earlier. Jumby Bay Island is a good example of this in practice. They identified and responded to water leakages on the property, which subsequently saw a decrease in their water consumption between 2023 and 2024.

Water usage is a priority area for Oetker Collection hotels. Therefore, many water saving measures have been implemented across the portfolio, including the installation of low flow taps, reduced laundry policies, rainwater harvesting and guest awareness raising.

PLEASE READ THE EXAMPLES FROM EDEN ROCK - ST BARTHS ON THE NEXT SLIDE

PORTFOLIO WATER USE INTENSITY PER ROOM NIGHT





Water savings at Eden Rock – St Barths

To promote sustainable water usage and conservation, Eden Rock - St Barths has implemented several initiatives aimed at reducing water consumption, including:

RAINWATER COLLECTION

The hotel has featured extensive tanks to collect rainwater for garden irrigation and toilet flushes. The system ensures that rainwater is effectively utilised, reducing the reliance on freshwater sources.

LOW-FLOW SHOWERHEADS

In 2024, the hotel installed low-flow showerheads in all staff accommodations. This initiative aims to reduce water flow in everyday habits.

BEACH BAR WATER AWARENESS

At the Beach Bar, staff actively promote awareness about water consumption. They close showers left running by guests, educate children on the importance of saving water, and encourage them to play in the sea instead of using the showers.



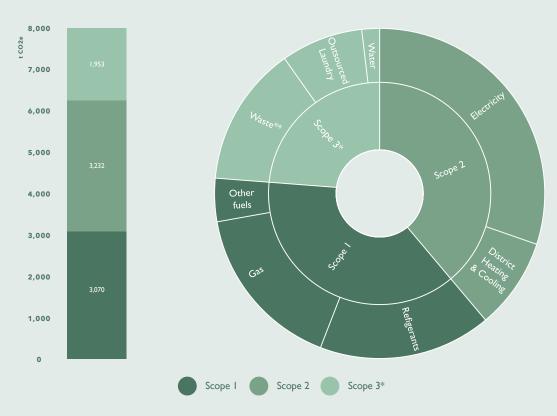
THE RESULTS?

These initiatives have led to a significant reduction in water usage across the hotel. The rainwater collection system has decreased the demand for freshwater, while the low-flow showerheads have contributed to water savings in staff accommodations. The Beach Bar's awareness efforts have fostered a culture of water conservation among guests. By continuing to implement and expand these practices, the hotel aims to further reduce its environmental impact and promote responsible water consumption.

Principle 2. Carbon Footprint

Reducing carbon emissions is a global challenge with scope 3 emissions being a particularly challenging area across the sector. With greater insight into consumption and emissions hotspots, our goal is to identify targeted measures for reductions across all emissions categories.

BREAKDOWN OF SCOPE 1, 2 AND 3 EMISSIONS CATEGORIES (TCO2E)



*Scope 3 data only includes selected categories based on current data availability in line with HCMI methodology, plus Waste and Water emissions.

^{**}Waste data collected from 6 out of 11 hotels, with estimated figures from the other 5 hotels.

DATA COLLECTION

In 2024, Oetker Collection continued its mission to improve the precision of greenhouse gas emissions tracking and to implement measures to reduce the carbon footprint across all operational scopes.

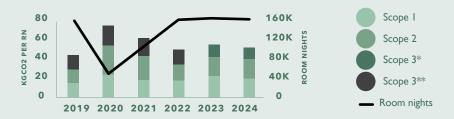
Oetker Collection hotels track their carbon footprints using Con-Serve™ and specialised data surveys from our hotels, ensuring alignment with the GHG Protocol Corporate Standard and the Hotel Carbon Measurement Initiative (HCMI). Relevant emissions factors are applied to each hotel's metrics based on supplier data, the latest Department for Environment, Food & Rural Affairs (DEFRA UK) database.

The HCMI, developed by the World Sustainable Hospitality Alliance, provides a standardised framework for the hotel industry to measure and report carbon emissions. This initiative helps hotels pinpoint areas for carbon reduction, improve sustainability practices, and transparently communicate their carbon footprint to guests, stakeholders, and regulatory bodies.

However, the graph shows the inclusion of waste and water emissions which goes beyond HCMI expectations for emissions reporting. In 2024, the data availability for waste improved across the portfolio, with six hotels now providing information for different waste streams.

For the remaining hotels which continue to explore waste tracking, their data has been estimated retrospectively for the years 2019 to 2022 by scaling the portfolio average (from collected hotels) against room night numbers across the portfolio. This keeps the portfolio average consistent whilst providing a reasonable estimate for the waste consumption at the hotels where waste is not currently tracked. It will also avoid overly misleading waste emission figures and drastic changes when there is greater availability of data at these hotels.

SCOPE 1, 2, & 3 EMISSIONS



*Scope 3 data includes selected categories based on current data availability; and also includes

Waste and Water additional to the HCMI methodology.

**Historical Scope 3 data based on estimations, see "Data Collection".

In 2024, emissions intensity, i.e., total emissions per room night, decreased from the previous year in line with a reduction in overall energy consumption between 2023 and 2024. As operations shifted towards greater electrification with **Le Bristol Paris**' implementation of aquifer heat pumps, there is a reduction in Scope 1 emissions and an increase in Scope 2, resulting in a decrease of total emissions This is an expected trend on a decarbonisation journey.

With regards to scope 3 emissions, this year saw greater data availability of waste with six hotels now tracking a variety of waste streams – a category which Oetker Collection voluntarily tracks outside of the HCMI methodology. Although there are still some hotels which rely on estimates as they explore processes for monitoring, there is sufficient data for additional categories such as water and outsourced laundry. Overall, between 2023 and 2024 there is a marked reduction in scope 3 emissions.

To further their understanding of these scope 3 hotspots, Le Bristol Paris and Château Saint-Martin & Spa have undergone separate carbon emissions assessments. Although the results are not currently included in the portfolio's 2024 data, they have helped to identify where efforts should be focused.

CARBON REDUCTION INITIATIVES

Energy Audit | THE WOODWARD GENEVA

In 2024, **The Woodward Geneva** conducted an energy audit to investigate options to reduce energy consumption. The exercise suggested over 10 different measures ranging from low-cost solutions such as replacement of small kitchen appliances to larger investment options including the modernisation of ventilation systems. The report was a helpful tool for prioritising action into 2025.

Carbon Footprinting | Le Bristol Paris | Château Saint-Martin & Spa

Le Bristol Paris and Château Saint-Martin & Spa worked with third-party organisations to help build their understanding of their carbon footprint. The report was provided in 2024 concerning their 2023 consumption and broke down emissions by category. They reaffirmed the need to focus efforts on the reduction of Scope 3 categories, as for example, for Le Bristol Paris 'goods and services' represented approximately 65% of their total footprint.

Data storage reduction initiative | EDEN ROCK - ST BARTHS

Digital carbon footprints are gaining more and more awareness within operations across many sectors. Contributing factors include, the energy consumption required to manufacture, power and dispose of a device, data centres and servers; the energy required to transmit data sent via email, social media and other digital platforms and for storing data via cloud-based systems.

The IT team at Eden Rock - St Barths identified that this was an area that could be

tackled through communications and behaviour change amongst the staff community. They shared messages including tips and statistics. The initiative found that people had a better understanding of what a digital footprint is and how they can contribute to reducing it.

Offsetting business travel emissions | OETKER COLLECTION

As a hospitality company with hotels located globally, Oetker Collection relies strongly on daily digital interactions. However, strengthening relationships through personal exchange is a business necessity. Creating meaningful human connection is at the core of our value promise. This goes hand in hand with a need for travel and taking flights to reach our international destinations, particularly for our corporate team members. We do acknowledge that this contributes to pollution and carbon emissions. Oetker Collection has therefore partnered with atmosfair and pledged to compensate the CO_2 emissions of all business flights by corporate office team members. This initiative entails making a financial contribution to a certified project in Nepal, which supports the installation of small biogas plants, avoiding the need for deforestation and reliance on non-renewable biomass for cooking and clean water. In total, the project saves 730.000 tonnes of CO_2 per year in over 240,000 biogas plants.



Principle 3. Solid Waste & Pollution

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

MINIMISING SINGLE-USE

In 2024, the data availability improved across many Oetker Collection hotels, with six hotels now providing waste data. Where hotels have seen a spike in total waste generation in 2024, this can largely be explained by the expanded collection of information for different waste streams. However, it is helpful to note, each hotel collects particular waste streams dependent on their operational capacity and regional regulations and limitations. As a result, it is difficult to make direct comparisons between total waste generated at each property. However, what all hotels have in common is their desire to reduce waste across their operations. This has involved working with third-party organisations and communities to extend the value of materials beyond the hotels' use of them.

WASTE BY HOTEL (IN TONS) - YEAR 2024

CHÂTEAU SAINT-MARTIN & SPA	64
HÔTEL DU CAP-EDEN-ROC	473
LE BRISTOL PARIS	564
THE LANESBOROUGH	247
PALÁCIO TANGARÁ	550
L'APOGÉE COURCHEVEL	129

*Due to geographical differences in waste collection, different hotels track different streams of waste.

CHAMPIONING THE WASTE HIERARCHY

The waste hierarchy underlines the waste management practices across the Oetker Collection portfolio. It is a guiding framework that can be practiced in the many different contexts of each hotel. Here are a few examples.



Reduce

Ozone water treatment | HÔTEL DU CAP-EDEN-ROC | L'APOGÉE COURCHEVEL

The tri-oxygenated water systems treat water using ozone particles removing toxins and contaminants and reducing the need to use chemical treatment products.

Reducing bottle waste | LE BRISTOL PARIS

The partnerships with BE WTR and the installation of water fountains offer still and sparkling water options without the need for creation of plastic or glass bottle waste.

Waste collection net | HÔTEL DU CAP-EDEN-ROC

On the other side of waste reduction, is the capture of waste pollution. The hotel installed two waste collection nets behind the delivery bay and at the entrance to the Eden Roc restaurant. Thanks to this system, we removed 17kg of waste in 2023 and around 40kg from the start of 2024 season.



Reuse



Reusable slippers | L'APOGÉE COURCHEVEL

L'Apogée Courchevel is enhancing its sustainable practices by switching to washable and reusable slippers from December 2024, reducing single-use waste and promoting longevity in guest amenities.

Composting | HÔTEL DU CAP-EDEN-ROC

At **Hôtel du Cap-Eden-Roc**, composting has been a cornerstone of sustainable operations since 2018. Each season, vegetable and fruit peelings from the kitchen, restaurant and room service breakfasts are collected and transformed into 9 tonnes of compost.



Recycle

Monitoring waste | OETKER COLLECTION

Many of our hotels have now introduced waste monitoring processes that help to identify baselines and build a clearer picture of where efforts can be focused. Hotels such as **Le Bristol Paris** and **Palácio Tangará** obtained detailed analytics provided by their waste disposal companies, with further analysis of related emissions using Con-Serve™. Waste analysis data is now recorded and reviewed to identify trends and opportunities for reduction.

Green nudges for better waste practice | THE LANESBOROUGH

LE BRISTOL PARIS

The look and location of waste areas and how information is presented are important aspects to consider when encouraging behaviour change. That's why, in 2024, **The Lanesborough** refurbished its waste management area whilst new communication materials were introduced for employees at **Le Bristol Paris**.

Oil recycling | PALÁCIO TANGARÁ

Palácio Tangará continues its long-standing initiative to collect and recycle kitchen oil from both the hotel and employees. Since 2020, the proceeds from oil sales have been reinvested into team member activities. In 2024, approximately 18,000 litres of oil were recycled, raising R\$35,000 to support another successful staff party.

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.

Brenners Park-Hotel & Spa Renovation... A sneak peek!

In 2024, **Brenners Park Hotel & Spa** was well into the renovation which marks a new era for the historic hotel. So far, it has been an exciting journey of design and construction underlined by sustainable and innovative thinking.

The materials we use and purchase have been key considerations throughout the process. A particular highlight of this approach is the integration of Dornbracht ReCrafted fittings in all bathrooms in our guest rooms and public areas. Dornbracht, a renowned German company with a long tradition, stands for outstanding design and durability. With the innovative ReCrafted program, Dornbracht offers the opportunity to refurbish classic fittings by hand and give them a second life. This process not only saves important resources but also reduces CO2 emissions by around 40 percent compared to new production.



Additionally, the renovation has sought opportunities to source materials locally. For example, the woodwork within the renovation is made entirely from hardwood sourced from the sustainably managed forests of the Black Forest. The use of hardwood from the Black Forest not only guarantees excellent quality and durability but also promotes the local economy and minimises environmental impact through shorter transport routes.

The renovation is still underway but there are already many stories of creative design and sustainable thinking that we can't wait to share with you.

In the meantime, keep an eye on our monthly progress updates:



FINDING NEW VALUES IN MATERIALS THROUGH PARTNERSHIPS

Discarded materials are referred to as 'waste' when they are perceived to no longer hold value. Across Oetker Collection, we work with many different partners to give new life to these materials.

Turning plastic caps into cash and clipboards | EDEN ROCK - ST BARTHS LE BRISTOL PARIS

In 2024, Le Bristol Paris renewed its partnership with Coeur2Bouchons, first established in 2019. This initiative collects plastic caps and lids, which are then resold to a French recycler. The proceeds help finance equipment for people with disabilities.

At Eden Rock – St Barths, a similar partnership with CAP EcoIsland collects plastic caps and transforms them into clipboards for use by their housekeeping teams.



New life for nylon

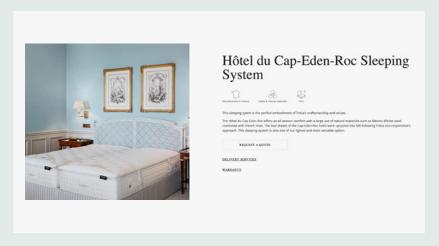
LE BRISTOL PARIS

Le Bristol Paris also partnered with Ecollant, a French startup dedicated to collecting and recycling used nylon tights, the fibres of which are used in new garments.



From linen to mattress | HÔTEL DU CAP-EDEN-ROC

At **Hôtel du Cap-Eden-Roc**, a partnership with French company TRECA has given new life to recycled hotel linens. In 2024, 200kg of linen were collected and transformed into 100 bespoke mattresses, now used in guest rooms or available for purchase.



RESPONSIBLE SOURCING

Hospitality across the Oetker Collection portfolio is concerned with providing guests with Masterpiece experiences through sustainable operations. Responsible sourcing is important across our hotels, including consideration of locality, materials and reuse potential.

Nespresso | THE LANESBOROUGH

The Lanesborough sources the coffee for their hotel rooms and event spaces from Nespresso who have partnered with the Rainforest Alliance as part of their AAA Sustainable Quality™ programme. The initiative is centred on delivering positive impact through the way it addresses farm management, community resilience and wider systemic solutions within its sourcing of its products. As a result, 94% of Nespresso coffee is sourced from farms within the AAA programme, with 56% coming from certified Rainforest or Fairtrade farms.

New sustainability amenity brand | JUMBY BAY ISLAND

At **Jumby Bay Island**, 2024 marked the introduction of a new brand of bathroom amenities that aligns with the hotel's commitment to sustainability and guest wellbeing. The chosen partner, St. Lucy Botanists, champions holistic beauty and environmental responsibility, offering products that deliver exceptional experiences inspired by nature.

Employee welcome kits | EDEN ROCK - ST BARTHS

At Eden Rock – St Barths, welcome kits for new employees, apprentices, and interns have been redesigned using more environmentally conscious materials such as cork, linen, and wheat straw, whilst each team member also receives a stainless-steel water bottle to encourage reuse.



Alpine teas from Jardins d'Alice

CHÂTEAU SAINT-MARTIN & SPA

At Château Saint-Martin & Spa, the commitment to supporting local businesses extends to guest experiences. Guests staying in suites and villas are welcomed with organic, locally sourced teas and infusions from Les Jardins d'Alice, harvested in the Alpes Maritimes. Beautifully presented by the housekeeping team, these gifts offer a thoughtful and locally inspired welcome.



English Wine Week

THE LANESBOROUGH

The Lanesborough also celebrated local produce during English Wine Week by hosting a ticketed wine dinner in June 2024 in partnership with Nyetimber. This event, part of the hotel's Wine Dinners Programme, was co-hosted by Head Sommelier Raffaele and a representative from Gusbourne, raising awareness of home-grown wines and celebrating English viticulture.



Working with local business

BRENNERS PARK-HOTEL & SPA

In October 2024, apprentices from Brenners Park-Hotel & Spa had the opportunity to take an exclusive tour behind the scenes of a local bakery. During the visit, they gained valuable insights into the various artisanal processes involved in producing high-quality baked goods. They were particularly impressed by the attention to detail and the care with which each ingredient is handled.

Additionally, in 2024, **Brenners Park-Hotel & Spa** partnered with DIBBERN, Germany's first private porcelain manufactory, originally founded in 1814 and reopened in 1997. DIBBERN's Fine Bone China is crafted exclusively in southern Germany using traditional hand-turning and pressing techniques, ensuring the highest standards of quality and artistry.



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.

INTERNAL AWARENESS & ENGAGEMENT

EXTERNAL AWARENESS & ENGAGEMENT

TRANSPARENT COMMUNICATION

Achieved In progress Pending

OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

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

Internal awareness raising is essential for creating a culture of sustainability across the portfolio. It is centred on aligning our hotel operations through communications and engagement and providing opportunities for development and training.

DEVELOPING SUSTAINABILITY UNDERSTANDING

Developing a strong foundational understanding of environmental and social challenges is an essential part of driving positive change. Across Oetker Collection, this has manifest in training, awareness campaigns and internal communications.

Oetker Collection's Masterpiece Academy and Carbon Literacy

In 2024, Oetker Collection's head office developed a suite of internal training modules to support understanding of and accessibility to sustainability knowledge and skills across the portfolio. Individual Oekter Collection hotels have then built upon this training within their own settings.



For example, at **The Lanesborough**, the Head of Engineering ran a carbon awareness training session which explored the impact of greenhouse gas emissions on climate change and provided practical guidance on reducing carbon footprints. This initiative not only enhanced awareness but also empowered employees to take meaningful steps toward sustainability.

Competition for Climate | HÔTEL DU CAP-EDEN-ROC

EDEN ROCK - ST BARTHS

At **Hôtel du Cap-Eden-Roc**, this year's Pearl Net contest embraced the theme «Objective O Carbon», encouraging teams to showcase their efforts in saving water and energy, reducing waste, and promoting sustainable mobility. From 19 June to 3 July, employees submitted photos highlighting their sustainability initiatives, using the hashtag #Ocarbone for a chance to win an exclusive guest experience. Similarly, **Eden Rock** – **St Barths** engaged employees through a sustainability-themed photo contest, fostering creativity and awareness around environmental action.





Good practice guidance | LE BRISTOL PARIS

Le Bristol Paris has taken steps to integrate sustainability into daily operations by providing each department with an updated eco-actions guide. Distributed in January 2024, this resource helps employees optimise efforts within their respective areas, ensuring that sustainable practices are embedded across all aspects of hotel operations.





Climate Fresk | OETKER COLLECTION

Corporate Head of I.T. and accredited Climate Fresk host Florian, has generously led Climate Fresk workshops for team members across Oetker Collection. These sessions have helped deepen understanding of the causes and consequences of climate change, offering a collaborative and engaging space to reflect on environmental responsibility. This initiative is a great example of how team members can contribute their expertise beyond their usual roles to inspire positive change.

INTERNAL AWARENESS CAMPAIGNS

Often led by the hotel's Green Teams, sustainability awareness campaigns play a vital role in educating and inspiring action across our internal teams. Various impactful campaigns were delivered throughout 2024 and have successfully raised awareness and driven positive change across the portfolio.

Daily tips for reducing food waste | Château Saint-Martin & Spa

At **Château Saint-Martin & Spa**, employees benefited from a hands-on approach to reducing food waste. Over the course of a week, the staff restaurant's cook shared daily tips on minimising waste during meal preparation, equipping team members with practical knowledge to integrate into their routines.



Sustainability Weeks | LE BRISTOL PARIS
THE WOODWARD

Sustainability Week during September 2024 was an opportunity for employees across **Le Bristol Paris** to engage in and learn about various topics including waste reduction, sign language and even beekeeping! Elsewhere in Europe, **The Woodward's** Veggie Week was held in collaboration with some of Switzerland's top chefs, promoting plant-based cuisine and encouraging sustainable food choices among guests and employees alike.

Through the various posters, interactive quizzes and guided tours of **Le Bristol Paris**' beehives, these campaigns brought teams together to learn more about what sustainability means and how it relates to our daily lives.



Earth Hour | PALÁCIO TANGARÁ

This year, Palácio Tangará once again supported global environmental awareness efforts by participating in Earth Hour. Since 2018, the hotel has encouraged both guests and employees to turn off lights for one hour as a symbolic act of commitment to sustainability, reinforcing the importance of collective action in reducing energy consumption.

Annual Dashboard | OETKER COLLECTION

As part of internal awareness and engagement efforts, the Annual Sustainability Dashboard provides a high-level overview of sustainability progress across Oetker Collection and its hotels. While a more standardised and measurable database of results – such as CO₂ emissions, waste, and social impact – is in development, it currently focuses on the implementation of sustainability practices, serving as an indicative tool to promote engagement and understanding.

Principle 2. External Awareness & Engagement

Oetker Collection hotels collaborate with external partners in creative ways to enhance sustainability awareness and encourage active participation by guests and communities. By engaging with diverse stakeholders, we can amplify the impact of sustainability initiatives across Oetker Collection destinations.

ENGAGING GUESTS

Engaging guests is crucial for fostering a sense of responsibility and participation in sustainable behaviours. As our hotels build a culture internally of good practice, it is important to communicate efforts externally to unify and amplify action. Here are a few examples of how Oetker Collection hotels are addressing this.

In-room communications | HÔTEL DU CAP-EDEN-ROC | LE BRISTOL PARIS

Le Bristol Paris and Hôtel du Cap-Eden-Roc have included communications on sustainability within their room directories. They display their eco-gestures, or Sustainable House Rules, in each room to encourage guests to participate in the hotel's efforts, aligning luxury living with environmental responsibility.

Sustainability Badge | LE BRISTOL PARIS

More and more guests are choosing to stay in places that will not only provide a memorable experience, but that reduce their impact on the local communities and environment. Booking.com's sustainability badge is one way for prospective guests to filter their options. In 2024, **Le Bristol Paris** was pleased that their commitment to responsible hospitality was recognised by the sustainability badge on Booking.com, illustrating that the hotel has met expectations for sustainable practice as outlined by the booking platform.

The Eden Reef Project Eden Rock - St Barths

Eden Rock is taking an active part in protecting the environment by working with others to restore the health of the coral reef in the bay of St Jean. The reef was damaged during Hurricane Irma in 2017. In response **Eden Rock** now participates in the restoration of these complex eco-systems.

With the help of local associations, a technique called "Bio-Rock" is used. The method involves connecting fragments of old coral to copper structures. The structures are then linked to a source of energy which boosts the mineralisation of coral. The reef is then monitored closely for years after to ensure its continued success.

In 2024, the hotel has made great efforts into engaging its guests into the project. A new media campaign - including videos, photography, and a detailed brochure - educates stakeholders about the initiative, inviting contributions to the cause. Through sales of reef friendly sunscreen and coral adoption programmes, continued fundraising has resulted in the planting of 134 corals.

Check out the biodiversity this helps to support in the Eden Reef brochure and video:





BROCHURE

VIDEO

SAY "BONJOUR" TO EDEN REEF DÉCOUVREZ L'EDEN REEF



The Biorock® technique involves running a low-intensity electrical current through submerged metal cages surrounding the reef. This electric current facilitates the deposition of dissolved calcium from the water onto the cages, making it available for use by corals to reinforce their skeletons.

The technique has been shown to increase coral growth rates by 3 to 5 times, depending on the species, and makes them more resilient to environmental stressors.

So far, the implementation of BioRock® has shown impressive results for Eden Reef, developing significant growth on more than 200 coral frags.

À l'aide de structures métalliques alimentées en basse tension, disposées autour du récif coralien, la technique Biorock® contribue à renforcer le squelette des coraux, en cristallisant du calcium sur ces mêmes structures.

Cette méthode affiche un taux de croissance de 3 à 5 fois supérieure, selon les espèces, ainsi qu'une meilleure résilience des coraux aux facteurs de stress environnementaux.

Avec une croissance significative sur plus de 200 fragments coraliens, l'adoption de la technique BioRock© a permis à l'Eden Reef d'obtenir d'impressionnants résultats.

LOCAL SUSTAINABILITY NETWORKS

Sustainability is not a challenge unique to Oetker Collection hotels. It requires collaborative action where communities can share resources, knowledge and support to drive change. Our hotels are often a key stakeholder in local economies and their involvement in local sustainability networks is crucial.

St Barths Sustainability Club | EDEN ROCK - ST BARTHS

In 2024, sustainability representatives from hotels across St Barths island, including Eden Rock – St Barths came together for a dedicated meeting to discuss the challenges and opportunities within corporate social responsibility. The meeting highlighted the direct and indirect contributions of the hotel sector to environmental protection and the ecological transition, and provided space to exchange experiences, ideas, and best practices, strengthening collective efforts to improve sustainability initiatives across the hospitality sector.



KNIGHT BRIDGE

Knightsbridge Sustainability Programme Launch





Knightsbridge Partnership - Sustainability Forum | THE LANESBOROUGH

The Lanesborough has deepened its engagement with the local sustainability community by joining the Knightsbridge Partnership Sustainability Forum. The partnership was first launched in 2024 and the forum, held quarterly, unites sustainability champions from various companies and hotels in the area, allowing The Lanesborough to connect with representatives from the Knightsbridge Partnership, Attis, Westminster Green Economy and Green Business London Action. The forum raises sustainability challenges and encourages discussion on shared initiatives and insights for transforming the local area.

Principle 3. Transparent Communication

This principle highlights the need for clear and consistent dialogue about sustainability goals and efforts through open and transparent communication. In doing so, Oetker Collection hotels can build trust amongst our stakeholders and wider communities and promote collaboration.

POLICY TRANSPARENCY

As a new initiative to foster transparency at Oetker Collection, policies are now available online for stakeholders to access. This step ensures greater visibility in the Group's commitments and operational standards, enabling stakeholders to better understand the principles guiding decision-making and performance across the Collection.



OUR POLICIES

FORMAL REPORTING

We continue to report against the United Nations Global Compact into 2024 which provides a framework for us to measure and disclose our progress against environmental, social and governance standards. Also, within this reporting year, we began our journey with the Corporate Sustainability Reporting Directive (CSRD) where we conducted a double materiality assessment which helped to define the metrics material to us as a portfolio (see page 16). Using these frameworks encourages continuous improvement in line with international requirements.

Sustainability Showcase – Voices of Change

Oetker Collection began a project to create a suite of videos showcasing sustainability initiatives from across its hotels. In 2024, filming took place in St. Barths, Antigua, and in São Paulo, highlighting a range of initiatives from environmental projects, such as the Eden Reef Project and the Jumby Hawksbill Project, to impactful social programmes.

The series, titled *Voices of Change*, will be launched in 2025 with the first episode focusing on the dedicated conservation efforts of the **Jumby Bay** Hawksbill Project, which protects and conserves the endangered Hawksbill Sea turtles through a combination of hands-on conservation and community involvement.

The second episode will feature Les Ateliers du Bristol at Le Bristol Paris. This initiative showcases the hotel's excellence in local produce and artisanal craftsmanship, including its in-

house flour mill and bakery, a pasta laboratory using traditional methods, and its new drinking water production site in partnership with BE WTR. This water initiative, introduced in 2024, supplies the hotel's restaurants and rooms, contributing to an estimated annual $\mathrm{CO}_2\mathrm{e}$ saving of 25 tonnes.

The series not only shares inspiring stories but also gives team members the opportunity to learn about the tangible impact of these projects and meet the people directly involved. *Voices of Change* underlines Oetker Collection's ongoing commitment to environmental stewardship and positive community impact, with further episodes planned for 2025 as part of this dynamic internal engagement campaign.



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.

SUSTAINABLE COMMUNITIES PRINCIPLES



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

LOCAL BUSINESS & HERITAGE OF REGION

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

7

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

Impact is achieved through our collaboration with local food producers and artisans, fostering a deep connection to the area's cultural roots. This principle celebrates the history and culture of Oetker Collection destinations through promotion of local suppliers.

DEVELOPING LOCAL TALENT

Our hotels are key parts of their local economies. They can help to strengthen communities by both hiring locally and investing in local talent development through the exchange of skills and provision of resources.



Open doors | HOTEL LA PALMA

This year, Hotel La Palma established a collaboration with Legami, an association supporting female artisans of Capri, which resulted in an exhibition at Genaros Restaurant from 27 to 29 September, offering local artists exposure and strengthening ties with the community. Not long after in October, the hotel opened their doors to local job seekers for three days and hosted hotel tours and interviews. The event provided an insight into work in the hospitality sector and supported the growth of employability skills for local people.

Uniforms to job interviews | LE BRISTOL PARIS

Le Bristol Paris identified an opportunity to support disadvantaged people to prepare for interviews through a partnership with La Cravate Solidaire. They donated 80kg of old uniforms to the organisation which provides professional clothing for people seeking employment opportunities. This initiative was launched in March 2023 and continues into 2024.



Paraspolis student training programme | PALÁCIO TANGARÁ

In São Paulo, **Palácio Tangará** strengthened its ongoing young talents trainee programme by welcoming 11 new students in the 2024 cohort. 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. To raise awareness and inspire future participants, the hotel produced a video as part of the *Voices of Change* campaign, featuring both current and former trainees, highlighting their experiences and career development.

School of Courchevel and Ecole du Cap | L'APOGÉE COURCHEVEL

HÔTEL DU CAP-EDEN-ROC

Engaging younger generations in sustainability remains a focus for L'Apogée Courchevel and Hôtel du Cap-Eden-Roc. For example, L'Apogée Courchevel partnered with the School of Courchevel in order to educate children specifically about biodiversity conservation. In 2024, thanks to their guests' generosity, the hotel raised donations which enabled students to participate in two discovery workshops with a local organisation focused on mountain ecosystems.

Elsewhere, at **Hôtel du Cap-Eden-Roc**, the Ecole du Cap initiative introduced children to both the hospitality industry and the hotel's rich environmental heritage. In 2024, the children were tasked with conducting interviews with the hoteliers to gain behind-thescenes insights into different professions and inspire the next generation of hospitality professionals.



Principle 2. Biodiversity

Oetker Collection destinations are situated in areas with outstanding natural beauty. Each hotel is committed to working with partners through awareness raising and conservation campaigns to ensure the protection and preservation of local wildlife and natural environments.

PARTNERSHIPS FOR PROTECTING BIODIVERSITY

Many of our hotels are surrounded by a wealth of flora and fauna, which make up a big part of our guest experiences during their stay. It is vital to protect natural landscape and wildlife to not only continue providing masterpiece experiences but more importantly to reduce the impacts on ecological systems for the future health of our planet.

National Forestry Office | HÔTEL DU CAP-EDEN-ROC

At **Hôtel du Cap-Eden-Roc**, the long-standing collaboration with the National Forestry Office (ONF) and the Provence-Alpes-Côte d'Azur Region (PACA) continued in 2024 with a visit from both organisations on 12 June. Over the past three years, donations have funded the reforestation of the Maures forests, and in 2024, efforts shifted toward protecting the Esterel massif from invasive species. Guest donations are offered on an opt-out model, which many guests are happy to participate in. During their visit, ONF and PACA teams shared insights into their environmental missions, while the hotel's gardeners led them on a tour showcasing the rich biodiversity of the hotel's park.



Agence Terriroriale de l'Environnement | EDEN ROCK - ST BARTHS

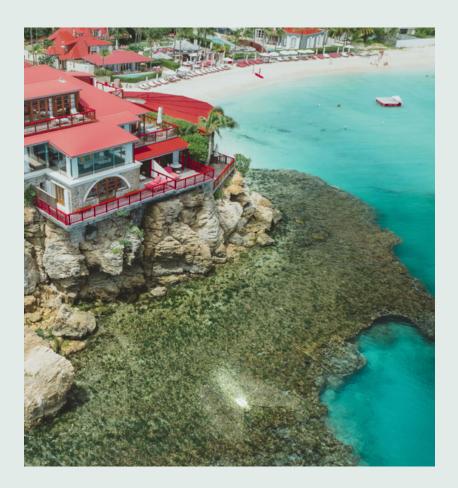
In 2024, Eden Rock – St Barths set up a meeting with Agence Territoriale de l'Environnement (ATE) to educate team members about the biodiversity of Saint-Barthélemy, as part of the ATE's "Sea Turtle Monitoring and Protection Programme". The meeting encouraged employees to better understand the island's ecosystem and adopt responsible behaviours to protect its nature and wildlife, in particular to protect sea turtle nests.

The ERockers also had the opportunity to learn more about the baby lemon sharks who were observed around nearby coasts. Female lemon sharks seem to "remember" the place where they were born and return to the spot years after to give birth to their own young. The team was delighted to learn more about the island as the property strives towards integrating good corporate practice in its daily operations.

France Nature Environnement | L'APOGÉE COURCHEVEL

Since 2017, **L'Apogée Courchevel** has been committed to preserving the rich cultural and environmental heritage of the region. The hotel is in partnership with the association "France Nature Environnement" to protect natural areas in Savoie.

Into 2024, the hotel invited its guests to support the conservation efforts of the local biodiversity with a minimum donation of 60 euros at check-out. The hotel offers, for each donation, a handmade snow globe by the last remaining French artisan specialists in the Alps.



OETKER COLLECTION'S GREEN FINGERS

It is known that getting out in nature improves mental and physical wellbeing. Our hoteliers enjoy putting on their gardening gloves and supporting agricultural and horticultural activities within their hotels.



Hydroponic growing

EDEN ROCK - ST BARTHS

At Eden Rock – St Barths, an indoor hydroponic growing system was originally built behind the staff area at Cup's, supplying fresh greens to the hotel's restaurant. In 2024, this initiative evolved further with the introduction of an aquaponic system, incorporating fish into the growing process to create a more self-sustaining, closed-loop ecosystem. It's a brilliant opportunity for the hotel's Head Chef to create with the variety of produce that comes from it and provides a great case study of this method in practice to our guests and communities.



Green roof | HOTEL LA PALMA CAPRI

Identifying issues with waste collection and disposal on the island, **Hotel La Palma Capri** initiated a project to reorganisation of waste on Capri. With authorisation from the Town Council, the hotel expanded and renovated a designated waste collection site in the heart of the island, improving accessibility for the local community. As part of the project, a green roof was designed transforming this small pocket of built environment into new spaces for wildlife.

Fruit picking at Brenners Park | BRENNERS PARK-HOTEL & SPA

Once again in 2024, the seasonal harvest traditions of **Brenners Park-Hotel & Spa** brought employees together to promote local, homegrown food production. The hotel has long rented a Meadow Orchard, producing fresh apples that are pressed into juice for breakfast service. In 2023, the orchard yielded 64 litres of juice, increasing to 240 litres in 2024, which is now also available for sale.

Meanwhile, an annual strawberry picking event, introduced in 2019, allows team members to harvest berries for use in the staff canteen or to be turned into jam for auction. Proceeds go to the 'Azubi-Kasse', a fund supporting hotel apprentices who organise events with the earnings. The event continued successfully into 2024.









Bees and Olives | Château Saint-Martin & Spa

Château Saint-Martin & Spa continues to celebrate its olive and honey production, harnessing the natural bounty of its estate. More than 300 olive trees are harvested annually to produce the hotel's own olive oil, which is available for purchase or gifted to guests. Production has significantly increased over the years, from 12 litres in 2022 to 150 litres in 2023, reaching a record 219 litres from 2,312kg of olives in 2024. Similarly, the hotel's beehives produce fresh honey for guests, available both at breakfast and in gift pots. While honey yields fluctuate with environmental conditions, production has ranged from 25kg in 2017 to a peak of 85kg in 2018, with 15kg harvested in 2024.

SUPPORTING NATURE AT HOME

Oetker Collection hotels are passionate about pursuing local environmental restoration projects and conservation efforts as part of their community engagement, fostering new links to community partners and deeper connections with nature.

St Jean Pond | EDEN ROCK - ST BARTHS

Eden Rock – St Barths has been instrumental in the renovation of St Jean Pond, a public-private partnership with the local government launched in 2019. Over the past five years, the hotel has supported efforts to restore the lagoon's ecosystem, creating a one-kilometre boardwalk where visitors can admire thriving bird and fish populations. In 2024, Eden Rock reflected on the success of the project, sharing its achievements with guests and the community.



Campus Vert d'Azur | HÔTEL DU CAP-EDEN-ROC

Hôtel du Cap-Eden-Roc has also continued its collaboration with Campus Vert d'Azur in Antibes, where apprentice horticulturists assist in testing plant species to better understand how they are suited to rising temperatures as a result of global warming. While early results in 2023 showed success in the cabana areas—where 920 trees and flowers adapted well to dry conditions—the main park faced challenges due to nutrient-poor soil. In 2024, the programme continued with the planting of 145 additional climate-resistant plants to enhance biodiversity and resilience.

BioPark | THE WOODWARD GENEVA

To showcase the work of wildlife areas and the partnership with the hotel, the sustainability team and the General Manager at **The Woodward Geneva** took a trip to Geneva's BioPark. The park is a manifestation of local conservation efforts to protect and build valuable species and ecosystems. The trip provided inspiration on the different ways to conserve wildlife for the team to take back to their operations and marked a start of a larger cooperation with the park.



Principle 3. Sustainable Partnerships

Collaborations between Oetker Collection hotels and community groups spark collective action, forging a unified path towards meaningful change. Partnering with others greatly amplifies our collective impact, achieving far more than we could alone. In particular, this year, Oetker Collection hotels put further time and support behind their work with charity partners.

PARTNERING WITH CHARITIES

Oetker Collection's partnerships with the Red Cross

Across the portfolio, partnerships with the Red Cross have helped to provide valuable resources and raise awareness of the wonderful work of the charity to support humanitarian projects around the world.

- At Eden Rock St Barths, five team members actively volunteered to Red Cross projects, one of which helped to collect 11 boxes of unused linens to support vulnerable people. Financial donations also totalled €2,500 in 2024.
- Hôtel du Cap-Eden-Roc and The Woodward Geneva continued their Giving Bag initiatives which encourage guests to donate unwanted clothing. At Hôtel du Cap-Eden-Roc, 61 individual donations were made as part of the initiative.
- Oetker Collection teams in various destinations such as
 Paris, South of France and North America have partnered
 with local Red Cross institutions for a special Christmas
 donation for deprived children. They collected a broad
 range of hygiene products and non-perishable food for
 parents but above all, gifts for kids such as books, board
 games, toy cars, cards, small jewels. North American
 office followed the example of the Europe-based team
 and assembled 25 care packages to support homeless
 communities in Chicago.





Donating time and toys | LE BRISTOL PARIS | PALÁCIO TANGARÁ

THE WOODWARD GENEVA HOTEL LA PALMA CAPRI | HÔTEL DU CAP-EDEN-ROC

A toy drive at **Le Bristol Paris** was launched in 2024 to encourage employees to donate unused toys to Les Apprentis d'Auteuil, an organisation dedicated to protecting and educating disadvantaged children.

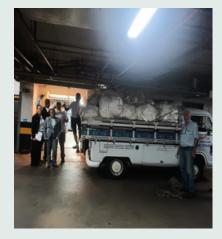
Le Bristol Paris' partnership with Les Hôtels Solidaires, helps to donate unwanted items from the hotel such as furniture, bedding, and hygiene products to organisations such as the Salvation Army, Emmaüs, and Aurore.

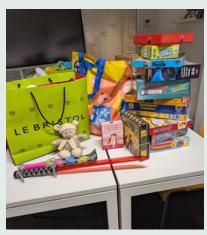
At Palácio Tangará, the hotel's Winter Clothing Campaign supported communities in South Brazil and Cruz Verde Hospital, while a donation programme in December 2024 engaged 103 team members, raising R\$8,300 and donating 3,000 diapers and soaps to those in need.

At **The Woodward Geneva**, employees donated their time to visit the local retirement home, offering entertainment, massages, a gym class led by the hotel's coach, and pastries prepared by the chef.

A new partnership was formed at **Hotel La Palma Capri** with ANFFAS, an organisation supporting children with disabilities. A coffee machine was installed in the staff canteen, with a percentage of sales donated to the charity, providing a simple way for employees to contribute daily.

Hôtel du Cap-Eden-Roc continued its longstanding partnership with amfAR, with the immense honour of hosting the prestigious 30th anniversary 852 Gala in May 2024, reinforcing its support for HIV/AIDS research. Artists such as Jess Glynne, Nick and Joe Jonas and Cher took part in the event, delivering phenomenal performances and encouraging donations to reach \$16 million.







Heartburn Cancer UK - Demanding Hope

The Lanesborough marked Oesophageal Cancer Awareness Month with the Demanding Hope campaign, offering free heartburn health checks in partnership with Heartburn Cancer UK, Cyted, and the Cleveland Clinic. A mobile diagnostic unit was stationed at the hotel throughout February, providing access to the EndoSign test, a minimally invasive alternative to endoscopy, designed to detect early signs of oesophageal cancer and its precancerous condition, Barrett's oesophagus.



This cause holds deep personal meaning for **The Lanesborough** team, having experienced two heartbreaking losses to oesophageal cancer in recent years: long-standing luggage porter Fernando Oliveira in 2020, and Dean Timini, the husband of Executive Head of Sales and Marketing, later the same year. Since 2021, the hotel has proudly supported Heartburn Cancer UK, with team fundraising and generous guest donations helping expand the charity's fleet of mobile diagnostic units.

Hospitality workers, including chefs, porters, concierges, and drivers—many of whom face elevated risk due to stressful, fast-paced routines—were encouraged to attend the checks, which take just minutes and could potentially save lives. This initiative exemplifies **The Lanesborough**'s ongoing commitment to raising awareness and supporting health and wellbeing within the hospitality community.

Principle 4. Environmental & Social Projects

Throughout 2024, a number of charity partnerships and social action projects took place, reflecting the dedication of Oetker Collection staff to giving back to their communities. This principle highlights the role our hotels can play in addressing local sustainability challenges and supporting community-driven solutions.

GIVING A HELPING HAND TO THOSE IN NEED

Communities around the world experience difficulties as a result of extreme weather events and pressures on food supply and prices. In response, our hotels have provided essential support for communities, highlighting the strength of aid and unity in times of crisis.

Hurricane Beryl | EDEN ROCK - ST BARTHS

In response to Hurricane Beryl, which impacted the southern Caribbean in 2024, **Eden Rock** – **St Barths** sent three pallets of linens and a pallet of water to aid those affected in Saint Vincent, the Grenadines, and Grenada, providing much-needed relief to local populations.

Southern Brazil flooding | PALÁCIO TANGARÁ

At **Palácio Tangará**, humanitarian aid efforts were provided following severe flooding in southern Brazil in 2024. Donations of hotel linens and clothing from employees were collected and distributed through the Red Cross, helping those impacted by the disaster.

World Humanitarian Day | HOTEL LA PALMA CAPRI

Hotel La Palma Capri marked World Humanitarian Aid Day by mobilising employees to donate food supplies to San Vincenzo De' Paoli, an organisation providing free support to families in Capri and Anacapri. The collection totalled nearly 20kg of food, part of which was also donated to Caritas, a pastoral organisation providing food, clothing, healthcare, and emotional support to those in need.

Food bank drive | HOTEL DU CAP-EDEN-ROC | THE WOODWARD GENEVA

At **Hôtel du Cap-Eden-Roc**, the team organised a food drive throughout August 2024 to support Restos du Coeur in Antibes. Employees contributed 53 tins, 25kg of pasta, 10 litres of oil, 18kg of sugar, 3.7kg of cocoa, 7.5kg of rice, 1kg of coffee, 5kg of flour, and an assortment of cereals and biscuits. Volunteers from Restos du Coeur collected the donations on 28 August, ensuring they reached local families in need.

Meanwhile, **The Woodward Geneva** extended its community engagement by volunteering at the Refettorio, providing meals and support for people and students in need.

SPONSORING LOCAL INITIATIVES

Through financial donations, our hotels love to support initiatives which promote local culture and talent and support community services.

Seeking sponsorship | EDEN ROCK - ST BARTHS

At Eden Rock – St Barths, several sponsorships have helped sustain local organisations and events. For example, the hotel provided donations in both 2024 and 2025 to support a local jiu-jitsu association and has consistently backed St. Barths' firefighters by purchasing a full-page ad in their annual calendar since 2022.

Sporting events also play a significant role in Eden Rock's community engagement. The hotel has proudly sponsored the "Eden Rock Villa Rental Prize" since 2017, an annual race that continues to receive consistent support. In addition, **Eden Rock** has backed local surfer Tessa Thyssen in her efforts to qualify for the Olympic Games, and has helped to organise an annual Surf Concourse fundraising initiative, with proceeds supporting INE, a local association focused on environmental and social causes in the community Cultural sponsorship remains a cornerstone of **Eden Rock**'s philanthropy. Since 2017, the hotel and its ownership family have been key supporters of the St. Barths Music Festival. The 2025 sponsorship includes two full-page ads for the Sand Bar and Rémy Bar in the festival programme.

Cultural restoration project | CHÂTEAU SAINT-MARTIN & SPA

In 2024, Château Saint-Martin & Spa championed an important cultural restoration project by partnering with the City of Vence and the Heritage Foundation to restore Villa Le Rêve, the former refuge of legendary painter Henri Matisse. The project aims to transform the villa into a memorial site and artistic hub, where the ground floor will be dedicated to Matisse's legacy, and the upper floor will host art students from University Côte d'Azur. Guests are invited to support the restoration by donating at reception or purchasing pouches made from upcycled hotel upholstery fabrics.





Voices of Change

To celebrate the culture of sustainability across the portfolio, Oetker Collection plans to launch a new campaign called, Voices of Change. Made up of a series of films, success stories such as the Jumby Bay Hawksbill Project and Le Bristol Paris' Les Ateliers du Bristol will be promoted to colleagues and external audiences. The initiative is designed to showcase the inspiring initiatives and hard work that Oetker Collection hoteliers have delivered to create meaningful change. Thereby, we aim to create higher awareness and engagement into our sustainability efforts by our various stakeholders.

Data Collection, Reporting and Compliance

In particular, ongoing data collection remains a high focus into 2025, in light of work required for aligning to the Corporate Sustainability Reporting Directive (CSRD). This includes continuing to leverage technologies and methodologies such as Con-Serve™ to achieve greater accuracy and transparency of the portfolio's carbon footprint, as well as water consumption and waste generation. This will enable us to identify further opportunities for reduction initiatives and implement effective strategies to minimise our environmental impact. The CSRD is also an opportunity to foster greater collaboration across Oetker Collection's sister companies within the wider known as Geschwister Oetker Beteiligungen KG holding. This includes the implementation of a new reporting software, Cubemos. This improved data collection will support the ambition going into 2025 for more Oetker Collection hotels to achieve sustainability certifications, joining Le Bristol Paris, which is already Green Key certified.

The Masterpiece Academy

Oetker Collection's Masterpiece Academy will continue to be promoted and expanded into 2025 in a concerted effort to provide learning opportunities to the staff and local communities. The Academy goes hand-in-hand with efforts to promote equality and diversity and staff wellbeing as it focuses on providing development opportunities to all staff. Valuing and supporting a diverse workforce enhance job satisfaction, productivity, and overall employee engagement. The hotels will continue to dedicate time to new wellness and inclusion programmes to foster a workplace culture that thrives and supports each other.

Working with Communities

Considering our guests is paramount in all our sustainability efforts. Each hotel will continue to work with their local communities to identify and deliver initiatives which support local people and biodiversity and engage guests through experiences and fundraising opportunities. In addition, the portfolio will seek to implement measures which enable guests to seamlessly practice environmentally positive behaviours so that guests can enjoy their stay while knowing they are supporting hotels committed to environmental stewardship and social responsibility.



This report marks another year, and another fantastic collection of sustainability stories of teamwork, dedication and creativity displayed by Oetker Collection hoteliers. Their spirit for inclusive and meaningful action has again shone through. This all being said, whilst awareness of the need to embed sustainability in global operations across the sector grows with each year, we recognise that there is still lots to be done. Our hoteliers, together with their guests and communities, are committed to being voices of change for the future.





TABLE OF OBJECTIVES AND PROGRESS TO DATE

COMMITMENT	PRINCIPLES	OBJECTIVE	2024 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	In Progress
Z Z	Quality of Life & Safety at Work	Develop and implement a training framework on safety at work for all hotels	Achieved
Σ		Develop a framework that supports quality of life for all team members at all hotels	In Progress
Ξ	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	In Progress
		Develop a system ensure awareness on the Oetker Collection Code of Conduct	Achieved
	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
N O	Carbon Footprint	Establish Oetker Collection's global Scope 1 and Scope 2 carbon emissions baseline	Achieved
MP I		Develop specific carbon KPIs and targets for all hotels	In Progress
INSN	Solid Waste & Pollution	Implement a process to measure and monitor solid waste in all hotels	In Progress
00		Establish a sustainable solid waste management plan in all hotels	In Progress
BE		All hotels use organic fertilizers and pesticides only	Achieved
RESPONSIBLE CONSUMPTION		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, updated on an annual basis	Achieved
		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	Achieved
	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	Achieved
		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	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
	Biodiversity	Each hotel to commit to the protection of 1 species within their surrounding area	In Progress
		Difine a global company approach to reduce impact on biodiversity	Pending
	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

