



# OETKER HOTELS

Masterpiece Collection

SUSTAINABILITY REPORT **2025**

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## 90 2026 OUTLOOK

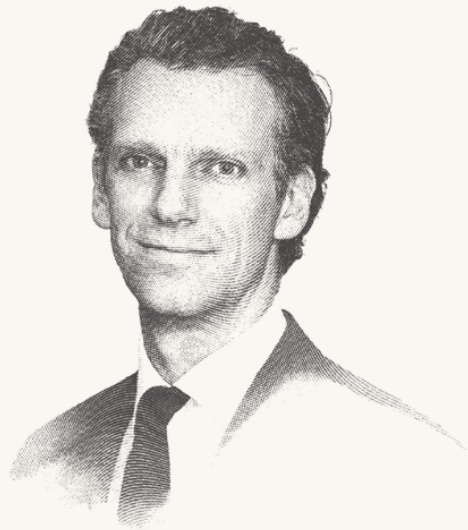
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# CEO foreword

## DR. TIMO GRÜNERT

*CEO Oetker Hotels*



As custodians of Masterpiece Hotels in some of the world's most beautiful destinations, and with a deep commitment to our values – family spirit, elegance and genuine kindness –, we are conscious that our role in society extends beyond hospitality. We are entrusted with heritage buildings, are part of fragile ecosystems, provide a 'professional home' for more than 3.300 hoteliers, and have close relationships with the communities that surround us.

In this context, it remains our duty to act responsibly – in the use of natural resources as well as in the way we engage with our colleagues, business partners, peers and communities. The principle of responsible business conduct continues to form the core of our understanding of sustainability and future-oriented management in the luxury hospitality sector.

In 2025, we began shaping a **new strategy that will guide us towards 2030**. Built on a refreshed materiality assessment and informed by dialogue with our teams and stakeholders, this next chapter will refine our priorities and ensure that sustainability remains embedded within our governance and daily decision-making. It reflects ten years of structured work and the natural evolution of our ambitions.

This year also saw the continued development of **Voices of Change**, a series of films designed to give visibility to some of our initiatives and the people behind them. These short documentary videos remind us that sustainability management is not abstract – it is lived and implemented by dedicated colleagues across our hotels. By sharing these stories more openly, we reinforce transparency and celebrate the commitment of our teams.

Across our properties, long-term investment projects demonstrate how sustainability and responsible management translate into action. **The renovation of Brenners Park-Hotel & Spa** shows that heritage preservation and energy transformation can progress together, honouring more than a century of history while modernising infrastructure for future generations. At **Eden Rock - St Barths**, the ongoing **reef restoration project** reflects our commitment to protecting the natural environments that define our destinations. These initiatives differ in nature, yet they share a common principle: stewardship.

Many further concrete examples illustrate that responsible conduct is firmly anchored in our corporate culture. A selection of these is highlighted in this report.

We do not claim to have reached a final destination. Instead, we remain committed to continuous improvement, transparency, and responsible growth. I would like to thank all team members across Oetker Hotels for their dedication and integrity in carrying this responsibility forward every day.

I invite you to explore this report and the many stories it contains — not as declarations of perfection, but as evidence of steady and thoughtful progress.

# About this report

This report is a presentation of the activities and achievements of Oetker Hotels towards the group's Sustainability Commitments and Principles between January and December 2025. It highlights the individual achievements of our Masterpiece Hotels and consolidates global data.



## Report scope

### TIMEFRAME:

January 2025 – December 2025

### COMMENTS ON PORTFOLIO:

The Woodward Geneva left Oetker Hotel's portfolio in February 2025 and is therefore not included in this report. The Vineta Hotel, Palm Beach is due to open early 2026 and Le Mas Bellevue, Saint-Tropez in 2027. Both hotels will be included in the collection's sustainability reporting, once operational and are therefore not reflected in this report.

### OTHER REPORTING COMMITMENTS:

United Nations Global Compact  
[Communication on Progress](#)

### NOTE ON DATA:

This report provides key figures and metrics on various sustainability topics to offer a transparent overview of the hotel group's current position. Due to the complexity of collecting consistent data across a diverse portfolio, some figures, charts, calculations, and measurements may include estimates, projections, and informed assumptions.

# About us \_\_\_\_\_

Oetker Hotels are a collection of Masterpiece Hotels located across the world's most sought-after destinations. Together the 10 operational properties are home to 837 rooms and suites and 292 villas and residences. Each property embodies a distinctive expression of elegance, genuine kindness and family spirit that began in 1872. In 2025, Oetker Hotels has been rebranded, formerly known as Oetker Collection.





10  
PROPERTIES



837  
ROOMS & SUITES

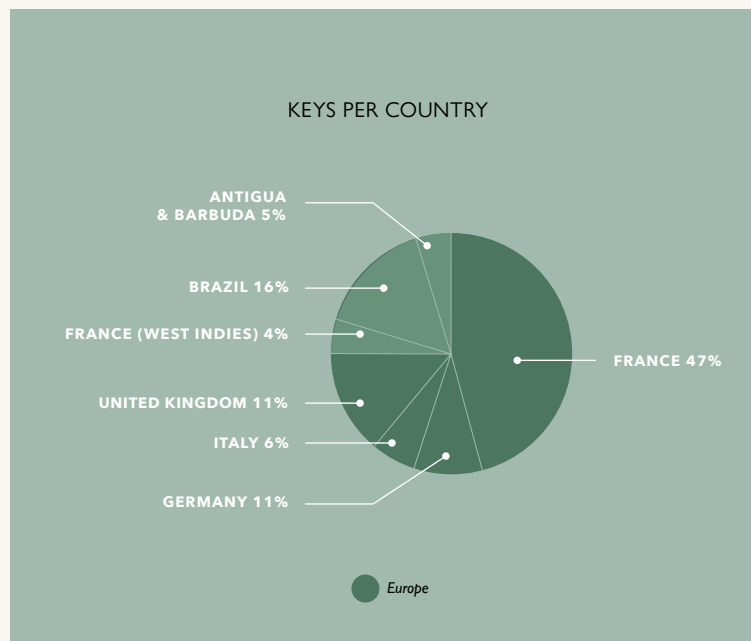


292  
VILLAS & RESIDENCES

## Our business in 2025



3395 EMPLOYEES



Numbers only include businesses and units which were operational in 2025.

**BRAND**

Oetker Hotels

**MANAGEMENT**

Oetker Hotel Management Company GmbH (OHMC)

**MANAGEMENT HEADQUARTERS**

Baden-Baden, Germany

**WEBSITE**

oetkerhotels.com

**OWNERSHIP**

Hotel Le Bristol, Château St. Martin & Spa, and Oetker Hotel Management Company GmbH, including affiliated international entities, are directly or indirectly owned by Oetker Collection KG, registered in Bielefeld, Germany. Consolidated annual group turnover of approx. 2.5 billion euros and more than 8,400 employees.

REVENUE 525 M€\*

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

# Our hotels —

L'Apogée Courchevel

EST. 2013 | COURCHEVEL 1850, FRANCE | 56 KEYS | 2 VILLAS



Brenners Park-Hotel & Spa

EST. 1872 | BADEN-BADEN, GERMANY | 104 KEYS\* | 1 VILLA



Le Bristol Paris

EST. 1925 | PARIS, FRANCE | 190 KEYS



Château Saint-Martin & Spa

EST. 1954 | VENCE, FRENCH RIVIERA | 47 KEYS | 6 VILLAS



Eden Rock – St Barths

EST. 1953 | ST. JEAN BAY, CARIBBEAN | 37 KEYS | 241 VILLAS\*\*



Hotel Du Cap-Eden-Roc

EST. 1870 | CAP D'ANTIBES, FRENCH RIVIERA | 110 KEYS | 3 VILLAS



Jumby Bay Island

EST. 1983 | ANTIGUA, WEST INDIES | 40 KEYS | 37 VILLAS & RESIDENCES\*\*



The Lanesborough

EST. 1991 | LONDON, U.K. | 93 KEYS



Palácio Tangará

EST. 2017 | SÃO PAULO, BRAZIL | 141 KEYS



Hotel La Palma Capri

EST. 1826 | CAPRI, ITALY | 50 KEYS



The Vineta Hotel

EST. 1925 | OPENING 2026 | PALM BEACH, USA | 37 KEYS



Le Mas Bellevue Saint-Tropez

OPENING 2027 | SAINT-TROPEZ, FRANCE | 76 KEYS | 2 VILLAS



\* Only limited rooms operational in 2025 due to major renovations.  
 \*\*As part of additional villa and residence rental programs.

# Executive summary



## GOVERNANCE & STRATEGIC DEVELOPMENT

With more than 90 percent of the objectives of the previous strategy either achieved or in progress, 2025 marked a transition year. Therefore, Oetker Hotels initiated the development of a renewed strategy towards 2030. This process builds on the double materiality assessment conducted in 2024 in alignment with the ESRS standards, as well as on strategic workshops with leadership and Sustainability Officers, and the involvement of employees' and guests' perspectives. The new strategic framework will define updated priorities and objectives for the years ahead and is scheduled for publication in 2026, including a preview as part of this report.

*(See p. 17 A [Strategy Refresh](#))*

## CLIMATE & ENERGY PERFORMANCE

Oetker Hotels continue to measure carbon emissions in accordance with the Hotel Carbon Measurement Initiative (HCMI), covering Scope 1 and Scope 2 emissions as well as selected Scope 3 categories. As owned properties, **Le Bristol Paris** and **Château Saint-Martin & Spa** maintained comprehensive Scope 3 assessments, which will also be performed for Oetker Hotel Management Company in 2026, including extrapolations for all managed hotels.

Across the portfolio, investments in Building Management Systems (BMS) remained a priority in 2025, with upgrades implemented at **Brenners Park-Hotel & Spa**, **Hôtel du Cap-Eden-Roc**, **The Lanesborough**, **Le Bristol Paris**, **Château Saint-Martin & Spa**, and **Palácio Tangará**. These digital systems improve operational control, identify reduction potential, and support long-term greenhouse gas mitigation.

A major milestone was the completion of the extensive renovation of **Brenners Park-Hotel & Spa**. The project combined monument preservation with significant infrastructure upgrades, including improved insulation, photovoltaic installation, modern heating, and cooling technologies, and an integrated BMS. These measures are expected to result in a substantial improvement in the energy performance of the historic property.

*(See p. 36 [Principle 1 – Natural Resources](#))*

## SOCIAL RESPONSIBILITY & EMPLOYEE WELLBEING

**Palácio Tangará** implemented a structural change to working conditions, becoming one of the first luxury hotels in Brazil to introduce a 42-hour, five-day working week. The agreement also strengthened maternity-related benefits. This milestone reflects a proactive approach to employee wellbeing and constructive social dialogue.

The Masterpiece Academy continued to expand its role in professional development, offering structured learning opportunities across the collection and reinforcing operational excellence and responsible management competencies.

*(See p. 19 [Respect Human Rights](#))*

## COMMUNICATION & ENGAGEMENT

In 2025, Oetker Hotels further developed the Voices of Change campaign, a documentary-style video series highlighting selected environmental and social initiatives across the portfolio. Following the launch of the first episodes, the campaign achieved more than 400,000 views across digital platforms, increasing visibility of operational initiatives and strengthening stakeholder engagement.

*(See p. 68 [Principle 3 – Transparent Communication](#))*

## CERTIFICATION & EXTERNAL VALIDATION

**Hotel La Palma** achieved the Green Globe certification in 2025, becoming the second certified property within the collection alongside **Le Bristol Paris** (Green Key). These certifications provide external validation of responsible management practices and reinforce transparency towards stakeholders. In line with the updated global sustainability strategy, Oetker Hotels aim to have all properties certified by 2030.

*(See p. 34 [Certifications and Memberships](#))*



# Environmental Indicators

	CARBON EMISSION <i>Energy-Based t CO2e</i>			ENERGY <i>MWh Energy Consumed</i>			WATER <i>m³ Water Consumed</i>		
	2024	2025	YoY Change	2024	2025	YoY Change	2024	2025	YoY Change
<b>HOTELS</b>									
Brenners Park-Hotel & Spa*	428	484	13%	3.916	4.248	8,5%	6.647	18.222	174%
L'Apogée Courchevel	97	83	-15%	2.470	2.364	-4,3%	5.826	5.662	-3%
Château Saint-Martin & Spa	110	98	-11%	1.487	1.471	-1,1%	22.197	20.719	-7%
Hôtel du Cap-Eden-Roc	349	350	0%	4.327	4.421	2,2%	77.874	91.946	18%
Le Bristol Paris	1.313	721	-45%	13.322	12.305	-7,6%	57.117	53.933	-6%
The Lanesborough	465	423	-9%	7.800	7.235	-7,2%	36.905	37.053	0%
Eden-Rock - St Barths	759	758	0%	2.638	2.637	0,0%	24.616	24.718	0%
Palácio Tangará	381	367	-4%	8.603	8.232	-4,3%	57.377	54.100	-6%
Jumby Bay Island	319	331	4%	1.970	2.047	3,9%	65.328	72.316	11%
Hotel La Palma	377	343	-9%	1.371	1.461	6,6%	11.914	12.964	9%
<b>TOTAL</b>	<b>4.598</b>	<b>4.085</b>	<b>-11%</b>	<b>47.904</b>	<b>46.421</b>	<b>-3,1%</b>	<b>365.801</b>	<b>391.633</b>	<b>7%</b>

\*The figures for Brenners Park-Hotel & Spa are notably shaped by the renovation and the adjusted room-night capacity since the property's reopening.

(See p. 35 *Ensure Responsible Consumption*)



# Sustainability at Oetker Hotels

At Oetker Hotels, we believe that luxury goes hand in hand with responsibility, and we recognise that providing exceptional experiences means ensuring they are sustainable by design. Oetker Hotels are dedicated to looking after its iconic properties whilst caring for its teams, guests and partners as well as minimising its environmental footprint.

# Commitments & Principles

Delivering masterpiece experiences means ensuring they are thoughtfully designed with the prosperity of our teams, guests, communities and destinations in mind.

Our Sustainability Commitments outlined in this year's report extend beyond preserving the character of our iconic properties and focus on driving positive impact through responsible operations, meaningful partnerships, and ambitious goals that safeguard our environment and support the people who make our hotels exceptional.

## COMMITMENTS



## PRINCIPLES

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

### ALIGNMENT WITH THE UNITED NATIONS GLOBAL COMPACT

We report annually through the United Nations Global Compact's Communication on Progress, reinforcing our dedication to transparency and accountability. By aligning our commitments with the UNGC, we embed the principles of the UN Sustainable Development Goals (SDGs) into the fabric of our operations, ensuring that our actions contribute to global priorities while driving meaningful impact at every destination we serve.

*Along this report, we also publish the 2025 UNGC Communications on Progress Report, which can be accessed via this QR-Code:*



**WE SUPPORT**



# Governance structure

Building a culture of sustainable management requires careful organisation of responsibilities, resources, and collaboration across every level of the business. Sustainability is a core strategic priority at Oetker Hotels that is steered by the group's Chief Executive Officer and Vice President Sustainability as well as Sustainability Officers and committees at property level to ensure participation across all teams.

Our commitment to sustainability is further strengthened through ongoing engagement with our stakeholders, whose insights and collaboration are essential to shaping our environmental and social initiatives.

## SUSTAINABILITY OFFICERS



**PIERRE LAURENT SCHÄFER**  
Hotel Manager  
Brenners Park-Hotel & Spa



**CARLOS FABBRIS**  
Executive Head of People & Culture  
Palácio Tangará



**EVANE LAMAISON**  
Sustainability Manager  
Le Bristol Paris



**AMÉLIE PIGEON**  
Regional CSR Manager  
HDC, CSM, APG



**FRANÇOIS JESTIN**  
Room Division Manager  
Hotel La Palma



**VERONIQUE DIESTE**  
Director of People & Culture  
Eden Rock - St Barths



**SIMON THOMAS**  
Head Concierge  
The Lanesborough



**THOMAS FLANAGAN**  
Director of Finance  
The Vineta Hotel



**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.

# Our journey continues —

Since its conception in 2015, our sustainability strategy has been a guiding framework for developing a better understanding of our place within the world and our impact on it.

Over the past decade, we have carefully designed processes that established a robust environmental baseline and secured meaningful partnerships and memberships that connect us to global best practices. More recently, following the completion of a double materiality assessment in 2024, Oetker Hotels began work on a strategy refresh to ensure that its key goals remain relevant and reflect the position of the group as it continues its sustainability journey.

The activity resulted in the revision of the strategy's core commitments and principles which propose additional clarity and strategic direction to 2030. These are outlined on the following pages and will be officially launched in 2026.



After becoming a signatory of the **UNITED NATIONS GLOBAL COMPACT** framework, we developed our first **SUSTAINABILITY STRATEGY** along our commitments to *Respect Human Rights, Ensure Responsible Consumption, Raise Environmental Awareness, Engage Sustainable Communities* and began annually reporting on our progress.

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 **HOTEL CARBON MEASUREMENT INITIATIVE (HCMI)** and using hospitality specialist data monitoring platform, **CON-SERVE**. 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 assessment system **CORE**.

We became a **WORLD SUSTAINABILITY HOSPITALITY ALLIANCE (WSHA) MEMBER**.

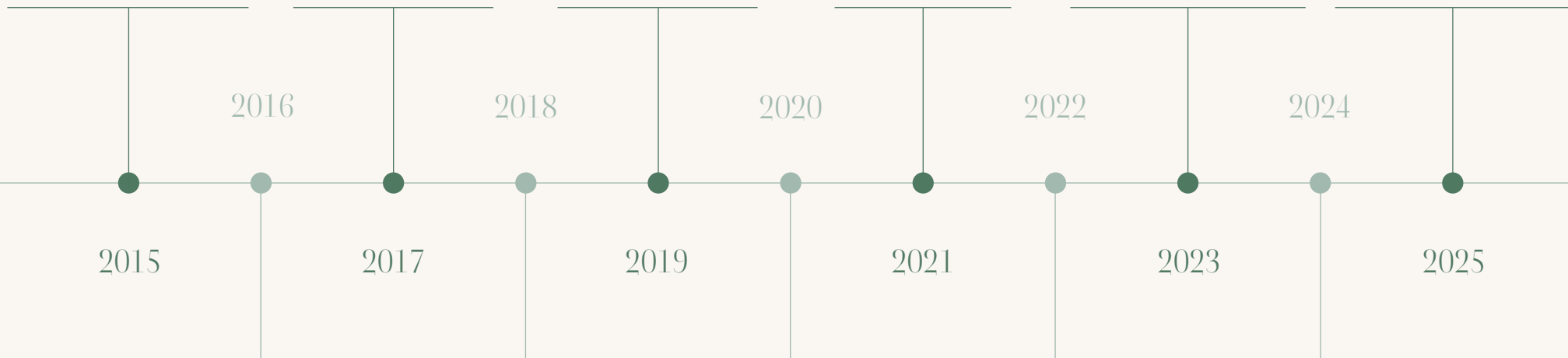
The corporate **SENIOR HEAD OF SUSTAINABILITY** set to work auditing each hotel against our core requirements, launching sustainability training programmes, and appointing sustainability officers to grow and harness a global sustainability community.

Le Bristol Paris became the first Oetker Hotels property within this portfolio to be **GREEN KEY CERTIFIED**.

We initiated the development of a **RENEWED RESPONSIBILITY STRATEGY** towards 2030. With most prior objectives achieved or underway, this transition year focused on refining priorities and aligning long-term investments with measurable climate and social impact.

In parallel, we launched the **VOICES OF CHANGE CAMPAIGN**, a documentary series of short films to strengthening transparency and stakeholder engagement across the collection.

Hotel La Palma achieved the **GREEN GLOBE CERTIFICATION** in 2025, becoming the second certified property within the collection.



2015

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

2016

2017

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.

2018

2019

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

2020

2021

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

2022

2023

We undertook a double **MATERIALITY ASSESSMENT** to identify ongoing impact areas to be addressed by its sustainability reporting. Le Bristol Paris and Château Saint Martin & Spa conducted their first 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.

2024

2025

# A strategy refresh



**PAUL VON SCHNURBEIN**  
Vice President Sustainability

During the reporting period, Oetker Hotels initiated a comprehensive process to refresh its sustainability strategy, ensuring it remains aligned with the evolving expectations of our industry and stakeholders. This work was grounded in an ESRS-aligned double materiality assessment conducted in 2024 and complemented by a series of strategic workshops with our leadership team and Sustainability Officers. To gain a holistic view, the perspectives of our employees and guests were also actively incorporated. Together, these insights formed the foundation of a renewed strategy that builds on past achievements while charting a more ambitious path forward.

## WHY IS A STRATEGY REFRESH IMPORTANT FOR OETKER HOTELS?

“ A refreshed sustainability strategy marks an important milestone for Oetker Hotels, as we recognise that true excellence goes hand in hand with responsibility. It was the logical next step after having achieved or set in motion more than 90% of the objectives of our previous strategy. It was the right moment to look ahead with greater ambition. The revision ensures that our commitments reflect the evolving environmental and social landscape, as well as the expectations of our guests and communities. From 2026 onward, this updated strategy will guide our next chapter, providing a renewed roadmaps for all hotels that deepen our impact and reinforce our dedication to creating exceptional experiences while safeguarding the world that inspires them. ”

### NEW COMMITMENTS

- Ensure  
GOOD GOVERNANCE
- Empower  
OUR PEOPLE
- Encourage  
RESPONSIBLE CONSUMPTION
- Engage with  
OUR COMMUNITIES

### NEW FOCUS TOPICS

- Sustainability Structures & Responsibilities
- Reporting & Frameworks
- Communicating Impact
- Diversity, Equity & Inclusion
- Learning, Development & Engagement
- Wellbeing & Safety at Work
- Carbon Mitigation & Energy Efficiency
- Water & Waste Stewardship
- Responsible Procurement & Food Sourcing
- Local Culture & Heritage
- Biodiversity
- Guests & Community Engagement



# Our commitments in 2025

As a collection of independent Masterpiece Hotels, each Oetker hotel is empowered and encouraged to act with responsibility in ways that reflect its individual location, heritage, and community. While guided by a shared strategic framework, our hotels retain the autonomy to shape initiatives that respond to regional priorities and operational realities. Across the collection, teams are encouraged to take ownership of meaningful projects from environmental stewardship to social engagement, ensuring that responsible management is embedded in daily practice. Together, these individual actions form a collective commitment.

We invite you to explore the initiatives and progress of our hotels throughout 2025.

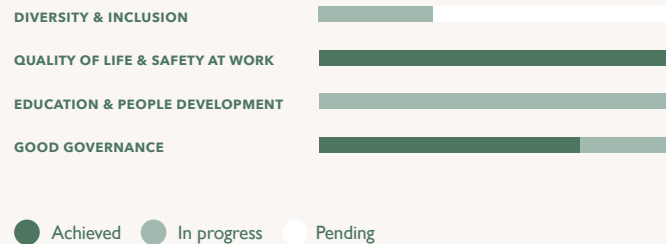
# Respect Human Rights

Oetker Hotels 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 Hotels' core principles.

## PROGRESS TRACKER

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

Please see [Appendix](#) for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

### DIVERSITY & INCLUSION

Ensure our stakeholders are treated fairly while combating discrimination.

2

### QUALITY OF LIFE & SAFETY AT WORK

Promote an optimum quality of life and safety at work.

3

### EDUCATION & PEOPLE DEVELOPMENT

Encourage the development and employability of our employees.

4

### GOOD GOVERNANCE

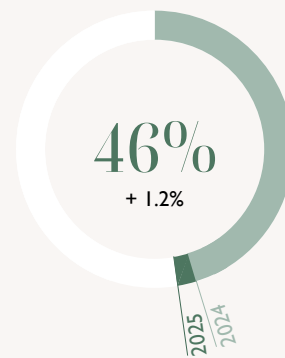
Ensure constant compliance with local labour and environmental regulations.

## Principle 1. Diversity & Inclusion

At Oetker Hotels, 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.

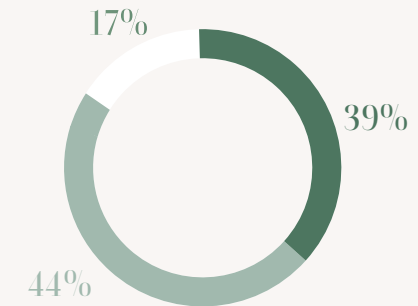
### DIVERSITY IN MOTION: GROWING TALENT ACROSS EVERY LAYER

In 2025, Oetker Hotels increased female representation in leadership roles from 45 percent to 46.2 percent. This development signals continued commitment to advancing balanced representation at a decision-making level. At the same time, the proportion of employees over the age of 50 rose across the collection. In an industry where experience and mentorship are invaluable, age diversity strengthens operational stability and enriches the working environment. Moreover, the average job tenure across the portfolio increased by 0.2 years compared to the previous year, reaching 4.5 years on average. **Le Bristol Paris** achieved the highest average tenure, at 6.9 years. Together, these developments reflect a deliberate effort to cultivate a workplace that values talent in all its forms across gender, age, and background ensuring that Oetker Hotels remains a responsible employer and a place where individuals can build meaningful, long-term careers.



FEMALE LEADERSHIP

including managers, department heads and executive committee



PERCENTAGE SPLIT OF EMPLOYEES BY AGE

● Under 30 ● 30-50 ● Above 50

## Inclusion in practice

Recognising and celebrating diversity is a core value of Oetker Hotels. Building a clearer picture of the diversity of our workforce across each hotel is an important part of developing a more inclusive and welcoming workplace. That's why several Oetker hotels continue to report salary transparency, Gender equality indexes and diversity information which help to inform areas for targeted action as in some of the examples below.

### DISABILITY AWARENESS & INCLUSION | LE BRISTOL PARIS

To mark World Autism Awareness Day, **Le Bristol Paris** hosted a disability awareness workshop in partnership with [Handi'chiens](#), an association that trains assistance dogs for people with disabilities. The session focused on improving understanding of both visible and invisible disabilities, while offering practical guidance on welcoming guests and colleagues accompanied by assistance dogs throughout the hotel. Through contributions from Handi'chiens representatives and beneficiaries, employees gained insight into the role assistance dogs play in supporting independence and daily life. Practical scenarios encouraged teams to reflect on inclusive behaviours and accessibility in a hospitality context. The workshop was well received and contributed to the nurturing of a more informed and empathetic approach to inclusion, reinforcing **Le Bristol Paris'** commitment to equitable and respectful hospitality.



### STRENGTHENING HARASSMENT PREVENTION & AWARENESS | CHÂTEAU SAINT-MARTIN & SPA

In 2025, **Château Saint Martin & Spa** strengthened its approach to workplace wellbeing and respect by formally appointing a trained Harassment Officer. The responsibilities of the Harassment Officer are introduced to all new employees during induction, ensuring early awareness of available support mechanisms and clear reporting pathways. Following dedicated training, the People & Culture Director now fulfils this role.

## CELEBRATING WOMEN ON INTERNATIONAL WOMEN'S RIGHTS DAY | L'APOGÉE COURCHEVEL

On the occasion of International Women's Rights Day, **L'Apogée Courchevel** recognised the 25 women who form an essential part of its housekeeping team. Through their expertise, dedication, and daily commitment, they contribute significantly to the quality standards and smooth operation of the hotel. The celebration provided an opportunity to acknowledge their professionalism and the vital role they play within the organisation. By highlighting their contribution, the hotel reaffirmed its appreciation for the women who support its excellence every day and marked the occasion with a message of gratitude and recognition.



## EASY GO OUT | HOTEL LA PALMA

In October 2025, **Hotel La Palma** got involved with the “Easy Go Out” project, a volunteer and social assistance initiative developed by AISM, the Italian Association for Multiple Sclerosis. The project forms part of AISM's wider commitment to improving accessibility and social inclusion across Italy. “Easy Go Out” identifies and promotes accessible buildings through a dedicated platform, supporting greater independence and mobility for people living with multiple sclerosis and other mobility challenges. Through its participation, **Hotel La Palma** is progressing towards becoming a fully wheelchair-accessible location, reinforcing its commitment to inclusion and accessible hospitality.



## 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.

## Feeling Safe and Protected At Work

At the centre of our people services is the commitment to keeping our employees safe at work. This involves raising awareness of different hazards facing the workplace. Oetker Hotels addresses these in a variety of ways, from training and awareness campaigns to embedding new responsibilities into job roles.

### BUILDING A CULTURE OF PREVENTION AND SAFETY | EDEN ROCK - ST BARTHS LE BRISTOL PARIS | PALÁCIO TANGARÁ

Maintaining safe working environments is fundamental within hospitality operations. In 2025, several hotels reinforced their commitment to accident prevention and responsible behaviour through targeted safety programmes.

**Eden Rock – St Barths** delivered specialised training for colleagues working at height, ensuring best practices and correct use of protective equipment in elevated environments. At **Le Bristol Paris**, a road safety awareness campaign provided guidance on safe commuting practices, alongside practical measures to improve visibility for cyclists. **Palácio Tangará** dedicated an internal week to workplace accident prevention, combining educational sessions with practical assessments to support safe working practices across departments. Together, these initiatives reflect a shared commitment to promoting a culture of vigilance, responsibility and care.



## ADVANCING WORK-LIFE BALANCE THROUGH REDUCED WORKING HOURS | PALÁCIO TANGARÁ

In 2025, **Palácio Tangará** became one of the first luxury hotels in Brazil to formally implement a 42-hour working week combined with two days off per week, reinforcing its commitment to employee wellbeing and progressive labour practices. The initiative was developed in full compliance with Brazilian Labour Law (CLT), ensuring transparency and due process throughout. A formal meeting was convened to approve the changes, chaired by the Managing Director and attended by three union representatives, including a lawyer and two directors. To ensure procedural integrity, the session was both notarised and recorded. Following presentations from hotel representatives, union members, and team members, a vote was held, resulting in 210 votes in favour. In addition to reducing weekly working hours from 44 to 42, the agreement introduced further social benefits, including childcare assistance of R\$350 per month for six months following a mother's return to work. Through this collective and transparent process, **Palácio Tangará** reinforces its commitment to fair working conditions, employee wellbeing, and constructive social dialogue, setting a benchmark within the Brazilian hospitality sector.

## Happy Body – Happy Mind

Oetker Hotels believe that taking care of our bodies helps to influence good mental wellbeing, especially as the demands of hospitality can often be physically demanding. This vision is shared across all our hotels and promoted through a variety of activities.

## SUPPORTING PREVENTATIVE HEALTH ACROSS OUR HOTELS JUMBY BAY ISLAND | LE BRISTOL PARIS

In a profession where attention to others is constant, supporting the long-term health of our employees remains essential. Across the collection, hotels continue to strengthen access to preventative healthcare and early detection initiatives within the workplace.

At **Jumby Bay Island**, a dedicated Employee Health Fair offered colleagues access to medical screenings and educational talks covering physical, mental and financial wellbeing. Meanwhile, **Le Bristol Paris** organised cardiovascular risk assessments led by its in-house nurse, alongside osteopathy consultations delivered in partnership with a local specialist school. Through facilitating access to professional guidance and screening within the working environment, these initiatives encourage early intervention, raise awareness of personal health risks, and reinforce a proactive approach to employee wellbeing.

In parallel, **Le Bristol Paris** marked No Tobacco Month with a targeted awareness campaign, providing practical cessation guidance in staff areas and offering direct access to smoking cessation kits through its in-house nurse. The initiative reinforced the importance of preventative action and supported colleagues seeking to adopt healthier long-term habits.



## EMBEDDING WELLBEING INTO THE WORKING DAY | **HÔTEL DU CAP-EDEN-ROC** **LE BRISTOL PARIS** | **THE LANESBOROUGH**

Beyond formal health screening initiatives, several hotels have introduced structured wellbeing programmes designed to support physical resilience and stress management within the working day. At **Hôtel du Cap-Eden-Roc**, regular group Pilates sessions are offered exclusively to employees, providing a dedicated space to strengthen core stability, improve posture, and reduce muscular tension in a supportive and collegial environment.

At **Le Bristol Paris**, a dedicated Wellness Day welcomed external practitioners to offer individual massage treatments and workshops focused on relaxation techniques and energy rebalancing. Preferential rates were also negotiated to enable colleagues to continue sessions beyond the event. Meanwhile, **The Lanesborough** organised on-site neck, back and shoulder massage appointments delivered in short, structured sessions using professional massage equipment, allowing employees to pause during their shift and address physical strain associated with operational roles.

By embedding accessible and practical wellbeing interventions into daily operations, these hotels support long-term employee health while cultivating a culture that values recovery, balance and sustained performance.



## ENCOURAGING ACTIVE PARTICIPATION AND TEAM CONNECTION **EDEN ROCK - ST BARTHS** | **HOTEL LA PALMA**

Physical activity also plays a key role in fostering both wellbeing and team cohesion. At **Eden Rock – St Barths**, International Yoga Day brought employees and members of the local community together for a shared open-air session overlooking the sea, reinforcing the connection between health, environment and community. The hotel also organised a doubles tennis tournament for Eden Rockers, encouraging participation across skill levels in a spirit of inclusion and collective achievement.

Similarly, at **Hotel La Palma**, a sustainability-focused staff gathering centred on boxing and water-based activities promoted active lifestyles while strengthening team bonds beyond daily operations. These initiatives create opportunities for movement and shared experience while supporting both physical health and workplace connection.



## Celebrating our People

Our teams are at the heart of everything we do at Oetker Hotels. They provide masterpiece experiences to our guests each and every day. To recognise their hard work and give back to our people, many initiatives were delivered from International Employee Days to cocktail evenings and family days.



### FOSTERING CONNECTION AND APPRECIATION

#### THE LANESBOROUGH

##### PALÁCIO TANGARÁ

Wellbeing also extends to social connection and recognition. At **The Lanesborough**, departments came together to prepare and share meals for colleagues, creating opportunities for collaboration and cross-departmental appreciation beyond daily roles.

At **Palácio Tangará**, Mother's Day and Father's Day were marked by dedicated gatherings recognising team members who balance professional and family responsibilities. By acknowledging personal milestones and encouraging moments of shared celebration, these initiatives reinforce a supportive and inclusive workplace culture.

### EMPLOYEE FAMILY VISITS | HÔTEL DU CAP-EDEN-ROC

As part of its commitment to promoting a strong sense of belonging and community, **Hôtel du Cap-Eden-Roc** organises exclusive visits for employees' families and loved ones. Coordinated by the People & Culture team, these guided experiences offer relatives the opportunity to discover the exceptional setting in which their family members work and to gain insight into the daily life of the hotel. By opening its doors in this way, the hotel strengthens connections between professional and personal spheres, reinforcing pride, transparency, and shared understanding. The initiative contributes to a supportive workplace culture, where employees feel recognised not only as professionals, but as individuals whose families are an integral part of their journey.

### LEADERSHIP IN ACTION THROUGH CROSS-DEPARTMENT IMMERSION | LE BRISTOL PARIS

In 2025, members of the Executive Committee dedicated half a day to working alongside colleagues in different departments, gaining first-hand insight into the realities of daily operations. This initiative enabled senior leaders to step beyond their usual responsibilities and experience the demands, expertise, and coordination required across the hotel. Hélène joined the Pastry team, Aurélie supported Stewarding, Claire spent time with the 114 team, Catherine worked in the kitchen, and Frédéric accompanied Housekeeping. Through immersing themselves in operational roles, the Executive Committee strengthened their understanding of frontline challenges while demonstrating recognition and respect for the skills of their teams. This hands-on approach reinforces a culture of empathy, collaboration, and shared responsibility. By encouraging leadership to experience the operational environment directly, the hotel facilitates stronger alignment between strategic decision-making and day-to-day realities, strengthening cohesion across departments.

## 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.

## Developing Talents & Careers

Investing in people is essential to building resilient teams and sustaining excellence across our hotels. Through structured academies, practical field-based learning, and proactive career support, our properties create opportunities for employees to strengthen their skills, broaden their expertise, and progress within the hospitality sector. These initiatives reflect a long-term commitment to employability, knowledge transfer, and professional continuity, ensuring that growth is embedded into everyday operations.

### Voices of Change

#### EPISODE #4: LOCAL COMMUNITY SUPPORT PALÁCIO TANGARÁ

**Palácio Tangará** has developed a dedicated training programme for young people from a disadvantaged neighbourhood, creating pathways into hospitality careers and generating long-term impact within the local community. What began as a small initiative has evolved into a structured programme supporting emerging talent. In parallel, the hotel partners with Amigos do Bem, an organisation focused on education, income generation, and poverty alleviation. Through professional training and community engagement, Palácio Tangará demonstrates how hospitality expertise can be leveraged to create meaningful social mobility.



WATCH THE VIDEO HERE



## HANDS-ON SUSTAINABILITY TRAINING THROUGH VINEYARD ENGAGEMENT | **BRENNERS PARK-HOTEL & SPA**

As part of its ongoing commitment to education and people development, **Brenners Park-Hotel & Spa** continues to engage team members through the Weinberg AG, a hands-on training initiative developed in collaboration with wineries and trade partners. Delivered in a club-style format, the programme offers an engaging and practical learning experience, particularly supporting trainees in developing sector-specific knowledge. In 2025, participating team members planted approximately one acre of vines at the Fuchsmantel vineyard in Bad Dürkheim. The initiative combined practical activity with learning and collaboration, strengthening understanding of viticulture and sustainability while encouraging teamwork and engagement. The initiative builds on previous years and reflects the hotel's commitment to hands-on learning beyond traditional training environments.

## STRENGTHENING SKILLS THROUGH STRUCTURED TRAINING | **BRENNERS PARK-HOTEL & SPA**

**Brenners Park-Hotel & Spa** established the Brenners Academy in 2022 as a structured and centrally managed training framework designed to support continuous learning and professional development. The programme brings together specialist training sessions, workshops, and educational excursions, creating a coordinated approach to skills development across the hotel. In 2025, the Brenners Academy delivered 21 training sessions, engaging 165 participants and accounting for approximately 1,100 hours of training. Through this ongoing investment in learning, the hotel supports employee development, strengthens operational excellence, and reinforces its commitment to long-term career growth within the organisation.



SUPPORTING CONTINUED EMPLOYMENT OPPORTUNITIES | **HOTEL LA PALMA**

**Hotel La Palma** proactively engaged with several hotels operating during the winter season to identify employment opportunities for its team members. In mapping available roles beyond the summer period, the hotel sought to support continuity of employment and professional development. Vacancies were promoted internally to ensure broad visibility, and the hotel acted as an intermediary between partner properties and interested employees, facilitating direct contact and potential applications. Through this approach, Hotel La Palma reinforces its commitment to supporting long-term career pathways and providing practical assistance beyond the immediate operating season.



INTERNATIONAL TALENT DEVELOPMENT | **HOTEL LA PALMA**

**Hotel La Palma** collaborated with a Ukrainian association to welcome trainees from Ukraine for a season of training internships in Capri. The initiative aimed to support individuals at an important stage in their career development, while offering meaningful professional opportunities within a luxury hospitality setting. Through hands-on experience across hotel operations, trainees were able to build practical skills, gain direct insight into their chosen profession, and develop confidence through day-to-day collaboration with colleagues. The programme encouraged mutual learning and cultural exchange, reflecting **Hotel La Palma's** commitment to inclusion, skills development, and supporting career pathways through meaningful employment opportunities.

ENGAGING FUTURE HOSPITALITY PROFESSIONALS IN SUSTAINABILITY | **HÔTEL DU CAP-EDEN-ROC**

**Hôtel du Cap-Eden-Roc** welcomed students from ICare Hospitality School for a dedicated session focused on corporate social responsibility in luxury hospitality. The visit combined a presentation from the sustainability team with a guided tour of the property, offering students insight into how sustainability principles are integrated into hotel operations. The exchange provided an opportunity to discuss real-world initiatives, encourage dialogue on responsible hospitality, and engage future industry professionals on the evolving role of sustainability within the sector. Through this initiative, the hotel supports knowledge sharing and contributes to building awareness and innovation among the next generation of hoteliers.



## Celebrating Talent & Excellence

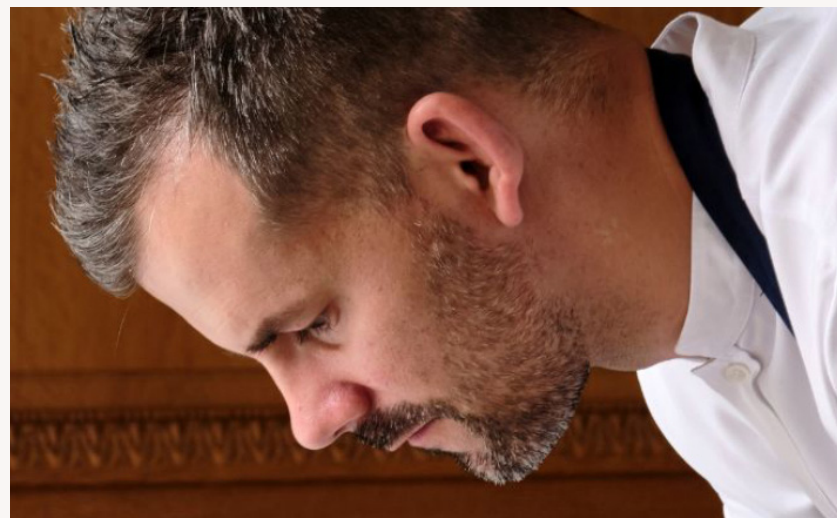
Excellence in hospitality is driven by individual talent, dedication, and craftsmanship. Across the collection, we recognise and celebrate the achievements of our teams, whether through prestigious industry awards or the continuous cultivation of specialist knowledge. By honouring professional accomplishments and encouraging the refinement of expertise, our hotels reinforce a culture where talent is nurtured, recognised, and shared, strengthening both employee pride and the quality of the guest experience.

### RECOGNISING CULINARY EXCELLENCE | LE BRISTOL PARIS

Executive Chef Arnaud Faye was named Toque of the Year 2026 in the Cuisine category by the French association Les Toques Françaises. This distinction recognises his culinary expertise and contribution to French gastronomy. The award reflects **Le Bristol Paris'** continued commitment to excellence, creativity, and the preservation of culinary heritage, reinforcing the hotel's position within the highest standards of French hospitality.

### CELEBRATING PASTRY CRAFTSMANSHIP | LE BRISTOL PARIS

Pastry Chef Maxence Barbot was awarded the Madeleine du Jury at the 2025 Trophées Fou de Pâtisserie for his signature creation, the Saint-Honoré. The distinction recognises both technical precision and creative expression within contemporary pastry. This accolade highlights the expertise and craftsmanship present within **Le Bristol Paris'** culinary team, reinforcing the hotel's commitment to excellence and the ongoing celebration of French gastronomic tradition.



## CULTIVATING WINE KNOWLEDGE ACROSS THE TEAM

### HOTEL LA PALMA

Throughout September, **Hotel La Palma** hosted weekly wine training sessions led by Head Sommelier Edoardo Apostolo. Initially inspired by a request from the Breakfast & Lunch team for a dedicated tasting and introduction to the hotel's cellar, the initiative quickly evolved into a regular and well-attended programme. Each session focused on renowned wine houses and core principles of sommellerie, combining tasting with practical service insights. Designed to support both professional development and personal interest, the training has cultivated a growing appreciation for wine across departments, strengthening product knowledge and enhancing the overall guest experience.



## 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.

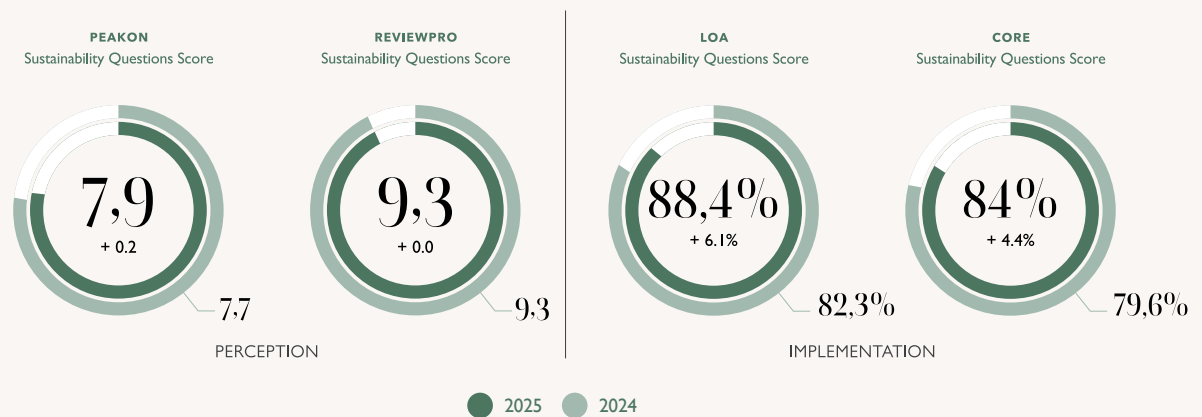
## Internal Dashboard & Assessments

The sustainability strategy is the cornerstone for action across Oetker Hotels. It is made up of the central commitments and principles and aims to achieve defined objectives. To support annual delivery against the strategy, the Annual Sustainability Dashboard has been developed, which measures certain indicators per hotel and globally. It shall give a rough overview of the sustainability progress and status quo of Oetker Hotels as a group and each hotel individually.

It assesses the sustainability **perception** of key stakeholders, through the Customer Satisfaction Survey ReviewPro, which includes a question on sustainability performance to guests and through the Employee Engagement Survey Peakon, which includes sustainability related questions to team members.

Additionally, measures the **implementation** level of sustainability practises through a dedicated score as part of mystery guest visits via Leading Quality Assurance and internal audits against a set of requirements, known as the Compendium of Organisational Requirements & Expectations (CORE).

It is therefore considered to be an indication rather than actual performance measurement and complements the environmental analytics presented under the Responsible Consumption Commitment.



## POLICIES

### CODE OF BUSINESS CONDUCT by Oetker Collection KG

In the spirit of sustainable action by all employees, our Code of Conduct describes the basic requirements for our behaviour in business life both internally and externally.

### DECLARATION OF PRINCIPLE ON THE HUMAN RIGHTS STRATEGY by Oetker Collection 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 Hotels

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

### BUSINESS PARTNER CODE OF CONDUCT by Oetker Hotels

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 Hotels

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



## COMPLIANCE STRUCTURE

Oetker Hotels and its holding company, Oetker Collection KG 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 Hackebell.

### 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

#### OETKER HOTELS GLOBAL



The UN Global Compact (UNGC) provides a principles-based framework that guides companies worldwide align their strategies and operations with its Ten Principles. Oetker Hotels has been a signatory of the UNGC since 2014 and, in doing so, has committed to publishing an annual Communication on Progress report each year.

### WORLD SUSTAINABLE HOSPITALITY ALLIANCE

#### OETKER HOTELS GLOBAL



The World Sustainable Hospitality Alliance is a recognised membership body that focuses on improving the social and environmental impacts of the hospitality industry. Oetker Hotels became a member in 2023 and continued its membership, to the Alliance through 2025, taking part in the collaborative conversations through the several working groups in key impact areas. Oetker Hotels' corporate Vice President Sustainability is a member of the Alliance's Senior Advisory Council and its Executive Forum.



### GREEN KEY RECERTIFICATION | LE BRISTOL PARIS

In 2025, **Le Bristol Paris** renewed its Green Key certification for the third consecutive year. This continued recognition reflects the hotel's sustained commitment to meeting rigorous environmental and social responsibility criteria across its operations. Maintaining the label demonstrates ongoing progress in areas such as resource management, staff engagement, and responsible purchasing, while reinforcing alignment with internationally recognised sustainability standards within the hospitality sector.



### GREEN GLOBE CERTIFICATION | HOTEL LA PALMA

After months of preparation and dedication, **Hotel La Palma** officially received Green Globe certification on 26 June 2025. This recognition confirms compliance with internationally recognised sustainability standards across environmental, social, and economic performance criteria as well as the team's aspiration to make **Hotel La Palma** a sustainable property. The certification reflects the hotel's structured approach to responsible management, continuous improvement, and alignment with global best practices in sustainable hospitality.



### I-REC CERTIFICATION | PALÁCIO TANGARÁ

Palácio Tangará retains its International Renewable Energy Certificate, confirming that all electricity used by the hotel originates from renewable sources. This certification provides assurance of the hotel's energy practices and demonstrates compliance with globally recognised standards for sustainable energy sourcing.

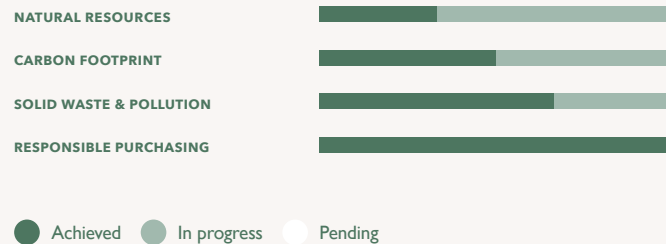
# Ensure Responsible Consumption

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

## PROGRESS TRACKER

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

Please see [Appendix](#) for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

# 1

### NATURAL RESOURCES

Through innovation reduce our consumption of natural resources.

# 2

### CARBON FOOTPRINT

Actively contribute to the global Carbon Reduction goals.

# 3

### SOLID WASTE & POLLUTION

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

# 4

### RESPONSIBLE PURCHASING

Purchase responsibly, favouring suppliers who adhere to our principles.

## Principle 1. Natural Resources

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

## Reducing the Load – Energy

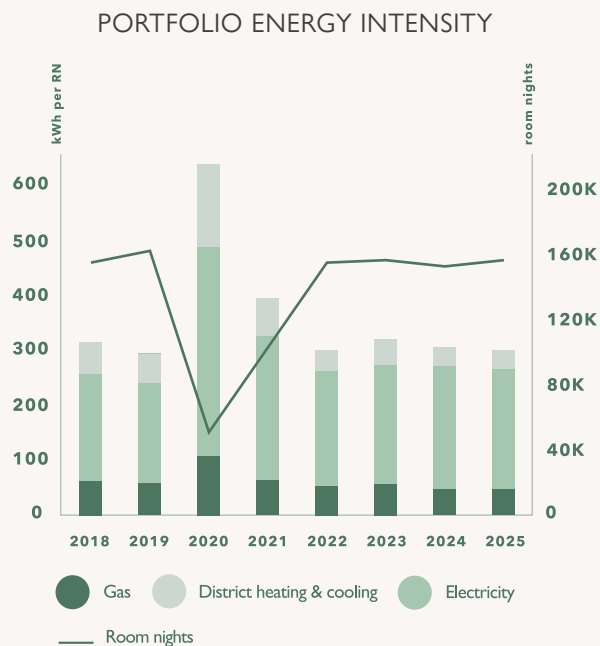
As a key sustainability performance indicator, Oetker Hotels continues to monitor energy intensity across the portfolio to assess the effectiveness of operational and technical initiatives. Data indicates a sustained downward trend from 2023 to 2025, demonstrating steady improvements in overall energy performance. This progress is particularly noteworthy given that two additional properties have been integrated into the portfolio since 2018.

Several targeted measures have contributed to this improvement. At **Le Bristol Paris**, optimisation of the Building Management System (BMS) enabled a reduction in district heating demand of more than 11%, lowering overall heating consumption. **The Lanesborough** achieved a notable decrease in electricity use through BMS optimisation and operational adjustments, as well as reducing boiler set point temperatures from 72 to 70 degrees Celsius. Similarly,

**Palácio Tangará** reduced energy consumption by using its BMS to avoid cooling unoccupied rooms and by lowering air conditioning fan speeds. These year-on-year improvements demonstrate a positive long-term trajectory across the portfolio.

As in previous years, certain contextual factors should be taken into account. **Brenners Park-Hotel & Spa** was not fully operational throughout 2025; however, as it moves towards full operational capacity, we look forward to seeing how, from 2026 onwards, the newly implemented systems support reduced energy consumption and enhanced operational control.

Several of the improvements referenced above are closely linked to ongoing optimisation of Building Management Systems, which are explored in greater detail in the following section.



## Case Study: Building Management Systems

Optimising energy performance is an important aspect of managing natural resources. Several hotels this year have installed and upgraded their building management systems to improve real-time monitoring and controls to intelligently reduce utility consumption.

### INTELLIGENT ENERGY & WATER MANAGEMENT THROUGH BMS INTEGRATION | **CHÂTEAU SAINT-MARTIN & SPA** **HÔTEL DU CAP-EDEN-ROC | LE BRISTOL PARIS | PALÁCIO TANGARÁ** **THE LANESBOROUGH**

This year, our collection strengthened its approach to building energy management by enhancing Building Management Systems (BMS) across several properties, embedding smarter control of energy and water into daily operations. Through real-time monitoring, system integration and targeted engineering improvements, hotels are translating digital oversight into measurable efficiency gains.

At **Château Saint-Martin & Spa** and **Hôtel du Cap-Eden-Roc**, upgraded BMS platforms provide real-time visibility of electricity use, enabling early detection of faults and inefficiencies while supporting preventative maintenance and extending equipment lifespan. Smart irrigation systems further optimise water use by adjusting to weather conditions and automatically responding to abnormal consumption.

At **Le Bristol Paris**, integration between the BMS and the Opera Property Management System (PMS) allows HVAC settings to adjust automatically to live occupancy data. When guests check out, heating and cooling revert to energy-efficient levels, reducing unnecessary consumption without compromising comfort.

At **Palácio Tangará**, cooling has been fully stopped in unoccupied rooms and fan speeds reduced where appropriate, significantly lowering electricity demand while maintaining guest comfort.

At **The Lanesborough**, chiller set points have been recalibrated to improve cooling efficiency, and event spaces are programmed in line with weekly schedules to avoid unnecessary air conditioning use. Air conditioning, electric towel rails, and underfloor heating are now aligned with occupancy through Opera integration, with further BMS upgrades planned for 2026.

## Slowing the Flow - Water

Reducing water consumption is a key priority for the entire hospitality industry. Oetker Hotels are taking steps to implement water-saving measures, optimise operational practices, and engage guests in sustainability initiatives.

Water remains a critical resource across the portfolio, underpinning core guest services such as rooms, kitchens, pools and spa facilities. As in previous years, Oetker Hotels continues to monitor water use intensity, measured as cubic metres per room night, to track performance and identify opportunities for improvement.

In 2025, water consumption increased compared with the baseline in 2018. This is partly structural, reflecting a larger portfolio than in the baseline year, with additional hotels now fully integrated into reporting. The inclusion of two resort properties has also influenced overall consumption, as resort operations typically entail higher and more constant water demand due to landscaped grounds, pools and extended guest stays. As such, a degree of long-term uplift in water use is expected as the portfolio evolves.

Operational factors also contributed to this year's trend. Persistent leaks at **Hotel du Cap-Eden-Roc** and **Jumby Bay Island** led to elevated consumption during part of the year; however, these issues have now been identified and resolved. At **Hotel La Palma**, pool maintenance requirements temporarily increased water demand, while the reopening of **Brenners Park-Hotel & Spa** involved the testing and recommissioning of back-of-house infrastructure, including pipework and water pumps, resulting in short-term additional usage.

Year-on-year performance should therefore be viewed in the context of both portfolio growth and these one-off operational factors. With remedial works completed and monitoring practices continuing to strengthen, the collection remains focused on improving water efficiency across all properties.

PORTFOLIO WATER INTENSITY



## HARNESSING NATURAL SPRING WATER

### CHÂTEAU SAINT-MARTIN & SPA

In 2025, **Château Saint-Martin & Spa** introduced a system to collect and utilise water from a natural spring located within its grounds. Harnessing this on-site resource, reduces the Château's reliance on externally supplied water and lowers its overall water consumption. The initiative reflects a thoughtful approach to resource management, drawing on the estate's natural assets while reinforcing long-term environmental stewardship. Through the integration of spring water into its operations, the hotel strengthens its commitment to responsible consumption and sustainable use of local resources.

## REDUCING WATER USE IN STAFF AREAS | THE LANESBOROUGH

In 2025, **The Lanesborough** initiated targeted measures to reduce water consumption within staff washrooms. The programme includes the review and phased installation of water-saving fittings and flow-control devices designed to lower usage while maintaining comfort and functionality for colleagues. By focusing on back-of-house areas, the hotel extends its water efficiency strategy beyond guest-facing spaces, reinforcing a comprehensive approach to responsible resource management. The initiative complements wider water conservation measures implemented across the property and supports continued reduction in operational water demand.

## IMPROVING WATER EFFICIENCY IN KITCHEN OPERATIONS

### THE LANESBOROUGH

In 2025, **The Lanesborough** progressed plans to introduce low-flow tap fittings within kitchen and back-of-house food preparation areas as part of its broader water conservation strategy. Designed to reduce water consumption without compromising hygiene or operational performance, the fittings target areas of consistently high usage. The focus on efficiency within core operational spaces allows the hotel to strengthen its responsible approach to water management, contributing to measurable reductions in overall water demand while maintaining the standards expected within a luxury hospitality environment.



## Principle 2. Carbon Footprint

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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.

## Greenhouse Gas Data Collection

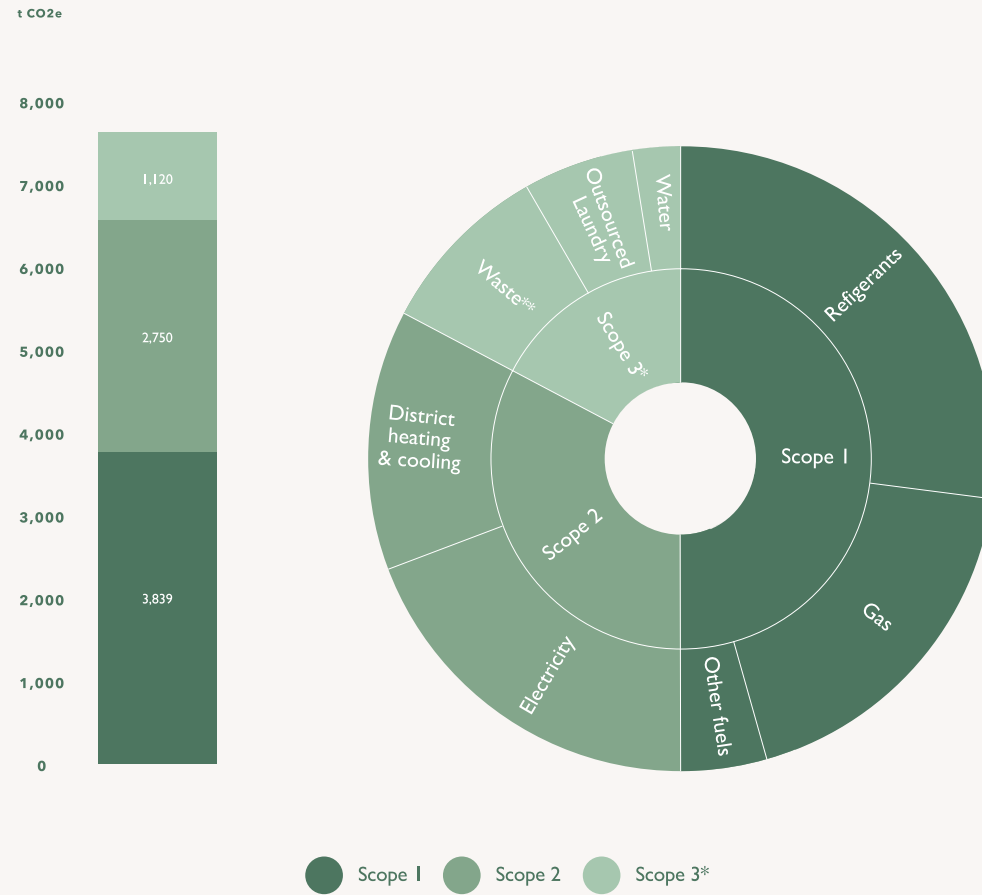
In 2025, the collection of carbon related figures continued to improve the accuracy of its greenhouse gas emissions tracking while implementing measures to reduce its carbon footprint across all operational scopes.

Hotels monitor their carbon footprint through Con-Serve™ and dedicated data surveys, ensuring alignment with the GHG Protocol Corporate Standard and the Hotel Carbon Measurement Initiative (HCMI). Emission factors are applied using supplier data, national carbon factor databases, and the latest Department for Environment, Food and Rural Affairs (DEFRA UK) database.

Developed by the World Sustainable Hospitality Alliance, HCMI provides a standardised framework for measuring and reporting hotel carbon emissions, helping properties identify reduction opportunities and communicate their footprint transparently.

The graph also includes emissions from waste and water, extending beyond standard HCMI reporting requirements. Waste data availability improved in 2025, with seven hotels now reporting different waste streams. For hotels where waste is not yet tracked, emissions have been estimated using portfolio averages scaled by room nights, ensuring consistency while avoiding misleading fluctuations as data coverage improves.

PORTFOLIO GHG EMISSIONS BREAKDOWN



\*Scope 3 data includes selected categories only.  
 \*\*Waste data collected from 7 out of 10 hotels, with estimated figures from the other 3 hotels.

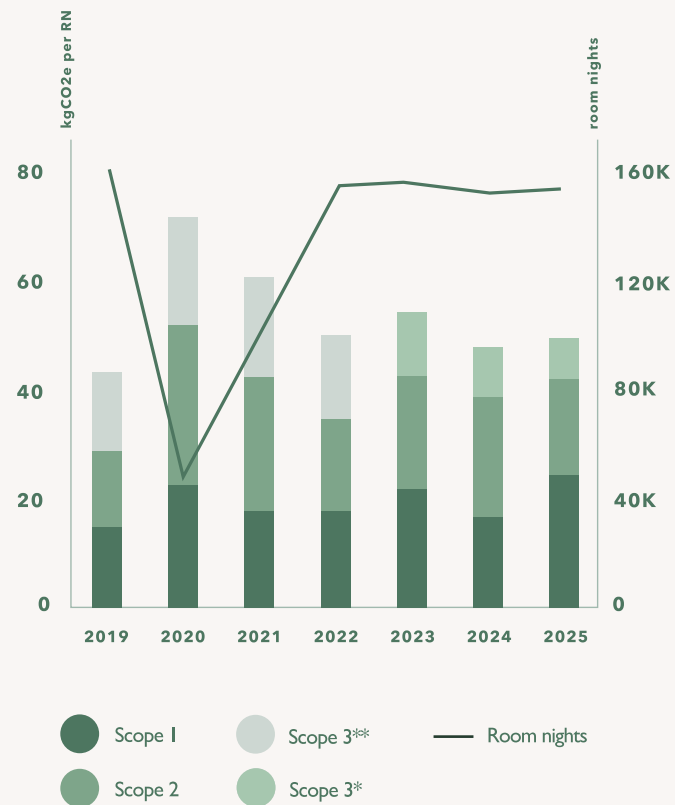
## Lightening the footprint – Carbon Intensity

In 2025, emissions intensity, measured as total emissions per room night, reflects continued progress in the collection’s decarbonisation pathway, alongside some operational influences. A key development this year was **Le Bristol Paris** securing a green electricity contract, which has contributed to a reduction in Scope 2 emissions by lowering the carbon intensity of purchased electricity. This marks an important step in aligning energy procurement with long-term climate objectives.

Scope 1 emissions increased year on year; however, the underlying drivers are clearly understood and operational in nature. Refrigerant leaks at **Jumby Bay Island** and the reopening of **Brenners Park-Hotel & Spa**, including the recommissioning and stocking of cooling systems, had a measurable but temporary impact. These factors do not represent a structural shift in energy strategy, and corrective actions have been taken where required.

With respect to Scope 3 emissions, data coverage continues to strengthen. Waste tracking has now been fully implemented at **Hotel La Palma**, expanding the completeness of reported emissions. As additional waste streams are incorporated, reported Scope 3 emissions may increase in the short term due to improved transparency rather than higher underlying impact. This reflects the collection’s continued commitment to broadening the scope and accuracy of emissions accounting, enabling more informed reduction strategies over time.

## PORTFOLIO GREENHOUSE GAS INTENSITY



\*Scope 3 data includes water, outsourced laundry and waste data with estimations where data is not available.  
 \*\*Historical Scope 3 data fully based on estimations.

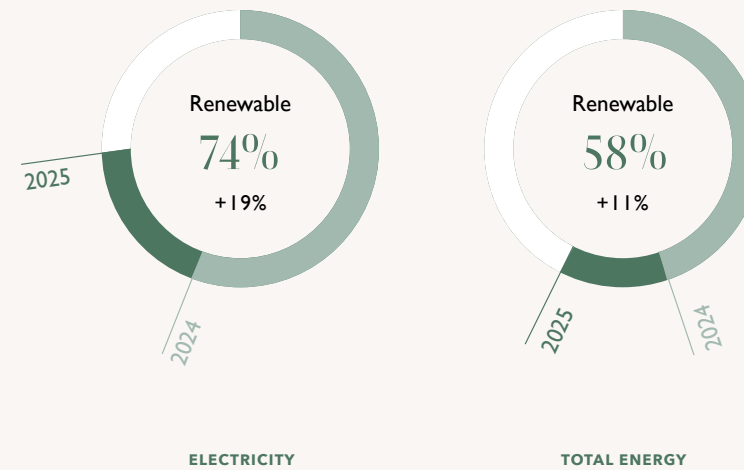
## Charging with nature – Share of Renewables

As part of Oetker Hotels' overarching ambition to decarbonise its operations, the transition to renewable energy sources remains a central lever in reducing the group's carbon footprint. In 2025, the portfolio made notable progress in strengthening the share of renewables across both electricity and total energy consumption. Compared with 2024, the proportion of renewable electricity increased by 19 percentage points, reaching 74 percent, while the share of renewable energy overall rose by 11 percentage points to 58 percent.

A key contributor to this improvement was **Le Bristol Paris'** transition to a fully renewable electricity tariff, which significantly boosted the group's overall renewable mix. This shift not only demonstrates the hotel's commitment to responsible energy sourcing but also highlights the tangible impact individual properties can have on portfolio-wide decarbonisation.

Together, these developments underscore Oetker Hotels' continued efforts to reduce emissions, strengthen energy resilience, and advance its long-term sustainability ambitions through the increased adoption of renewable energy.

PORTFOLIO SHARE OF RENEWABLE ELECTRICITY AND TOTAL ENERGY USE



## Decarbonising our Building & Beyond

Reducing our carbon footprint requires both operational transformation within our properties and responsible action beyond them. Across the collection, investments in energy-efficient infrastructure, renewable technologies, and credible climate projects demonstrate a long-term commitment to lowering emissions while maintaining the highest standards of hospitality. From modernizing heating systems to supporting global carbon reduction initiatives, these efforts reflect a structured and measurable approach to decarbonisation.

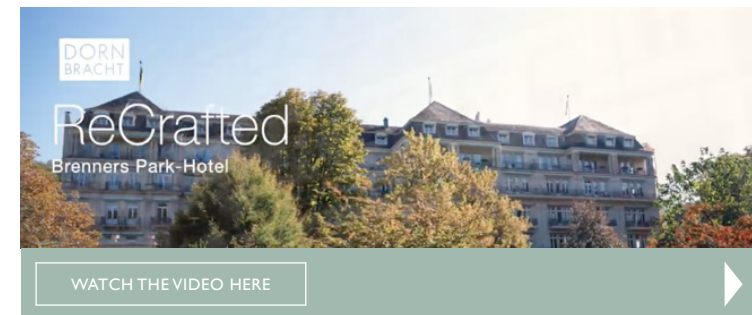
## Case Study: Brenners Park Renovation Project

**Brenners Park-Hotel & Spa** has represented hospitality heritage for more than 150 years, set within the UNESCO-listed Lichtentaler Allee and closely connected to the community of Baden-Baden. As a family-owned business with a long-term outlook, its recent renovation reflects a commitment to preserving this legacy while strengthening environmental performance for generations to come.

This transformation, unprecedented in the hotel's history, carefully balanced monument preservation with a substantial improvement in energy efficiency. The aim was to retain the character of Brenners while upgrading the building's fabric and technical infrastructure to meet modern sustainability standards and reduce its overall environmental footprint.

The newly insulated roof enhances thermal performance and accommodates a photovoltaic installation to generate renewable electricity on site. Triple-glazed windows and insulated balcony doors reduce temperature loss, while integrated sensors automatically deactivate heating or air conditioning when windows are opened. A central chilled water system has replaced former energy-intensive split air conditioning units, enabling more efficient cooling across the entire property. New pipes, upgraded heating systems and advanced cooling technologies have been installed throughout and are managed via a modern Building Management System, which optimizes heating, cooling, and ventilation in real time to prevent unnecessary energy use.

The philosophy of restoration further reduced environmental impact. Hundreds of antique furniture pieces were carefully refurbished, avoiding the embodied carbon associated with replacement. In the bathrooms, Dornbracht fittings were restored through the ReCrafted programme rather than replaced, reducing associated carbon emissions by approximately 40 percent and demonstrating how craftsmanship and carbon reduction can align within a luxury context.



Circular principles extended to repurposing heritage wallpapers into bespoke guest notebooks, while regional partnerships, from Dibbern porcelain to local food producers, continue to reduce transport emissions and support the local economy. Through this renovation, **Brenners Park-Hotel & Spa** shows that heritage conservation and energy efficiency can progress together, combining renewable energy, high-performance insulation, intelligent systems and circular restoration within the enduring character of a Grand Hotel without compromising architectural integrity or luxury standards.



## SUPPORTING GLOBAL CLIMATE ACTION THROUGH EFFICIENT COOKSTOVES | **OETKER HOTELS CORPORATE OFFICE**

As a global hospitality company, Oetker Hotels relies on international travel to maintain meaningful relationships and support its properties. While personal exchange remains central to its values, the company recognises that business travel contributes to carbon emissions. To address this impact, Oetker Hotels partners with atmosfair to compensate the CO<sub>2</sub> emissions generated by corporate office business flights. In 2025, contributions supported the Rwanda Efficient Cookstoves Project, which provides energy-efficient stoves to households that traditionally rely on wood and coal for cooking. By reducing firewood consumption by up to 80 percent, the project helps limit deforestation, lowers carbon emissions, and improves living conditions. Overall, the initiative contributes to annual savings of approximately 390,000 tons of CO<sub>2</sub>, aligning corporate responsibility with measurable climate action.

## UPGRADING HEATING INFRASTRUCTURE FOR LOWER EMISSIONS **THE LANESBOROUGH**

At the end of August 2025, the hotel began a major boiler replacement project as part of its ongoing efforts to modernize infrastructure and improve energy efficiency. The works required the temporary dismantling of four boilers, with only one unit remaining operational at reduced capacity during the transition period. The lower gas consumption recorded in the third quarter reflects this temporary configuration. The installation of the new Modumax mk3 boilers marks a major step forward, delivering higher efficiency, reduced carbon emissions, and improved reliability. Their modular design allows precise adjustment to heating demand, cutting fuel use while supporting long-term reductions in energy consumption and environmental impact.



## TRANSITIONING TO LOW-CARBON HEATING WITH HEAT PUMP TECHNOLOGY | **EDEN ROCK - ST BARTHS**

In November 2025, the hotel completed the installation of heat pumps, replacing traditional energy-intensive heating systems. This upgrade represents a significant step towards reducing reliance on fossil-based energy sources and improving overall energy efficiency. The adoption of heat pump technology enables the hotel to enhance heating performance while lowering carbon emissions and long-term energy demand. The initiative supports broader decarbonisation objectives and demonstrates a continued investment in more sustainable building infrastructure.

## 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.

### Waste Data Collection & Monitoring

In 2025, data availability on waste generation continued to improve across the Oetker Hotels portfolio. With **Hotel La Palma** now reporting waste figures for the first time, seven of the ten hotels are able to provide structured waste data. This expanded coverage not only enhances transparency but also strengthens the group's ability to monitor trends and identify opportunities for improvement. As in previous years, differences in regional regulations, local infrastructure, and operational capacity continue to influence which waste streams each hotel is able to measure and report. As a result, direct comparisons between properties remain challenging. Despite these variations, all hotels share a clear ambition: to minimise waste and increase the value retained from materials before they leave the property, as detailed on the following pages.

#### WASTE BY HOTEL (TONS) - YEAR 2025

<b>L'APOGÉE COURCHEVEL</b>	<b>111</b>
<b>CHÂTEAU SAINT-MARTIN &amp; SPA</b>	<b>70</b>
<b>HÔTEL DU CAP-EDEN-ROC</b>	<b>487</b>
<b>LE BRISTOL PARIS</b>	<b>529</b>
<b>THE LANESBOROUGH</b>	<b>299</b>
<b>PALÁCIO TANGARÁ</b>	<b>579</b>
<b>HOTEL LA PALMA</b>	<b>58</b>

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

## New Life for Old Materials

Material reuse is at the heart of transitioning to a circular economy. From tableware to textiles, Oetker Hotels are finding creative solutions that give new life to old materials.

### SUPPORTING CIRCULARITY THROUGH TEXTILE RECYCLING

#### CHÂTEAU SAINT-MARTIN & SPA

A collection box was introduced for employees at **Château Saint Martin & Spa** to deposit used tights as part of a partnership with Écollant, an innovator in textile recycling. As most mixed-fibre textiles, including tights, cannot be recycled through traditional methods due to their complex composition, the initiative provides an alternative route to prevent these materials from becoming waste. Collected tights are transformed into recycled, eco-friendly yarn, extending the life of materials and supporting the circular economy. Through this approach, the hotel contributes to waste reduction while promoting more responsible consumption practices and raising awareness among employees of how everyday materials can support sustainability efforts.



### EXTENDING THE LIFE OF MATERIALS THROUGH INTERNAL REDISTRIBUTION | EDEN ROCK - ST BARTHS

As part of its sustainability approach, **Eden Rock – St Barths** redistributed former tableware from the Sand Bar restaurant to team members. The initiative included the donation of several hundred plates, cups, and bowls, extending the lifespan of the items while ensuring they continued to be of practical use. By reassigning equipment internally rather than discarding it, the hotel supports waste reduction and responsible resource management. The initiative also reflects a culture of appreciation and shared benefit within the team, reinforcing sustainability through thoughtful and practical action.



## SmoothEdge

### UPCYCLING GLASS THROUGH LOCAL PARTNERSHIP | THE LANESBOROUGH

The Lanesborough partnered with Smooth Edge, a UK upcycling company that transforms discarded glass bottles into handcrafted, eco-friendly glassware. Smooth Edge rescues waste bottles and repurposes them into durable products using a process that emits over 100 times less carbon than standard glass manufacturing. By collaborating with Smooth Edge, The Lanesborough ensures its used bottles are given a new life, supporting circularity and reducing the volume of glass that would otherwise end up in landfill.

### SUPPORTING TEXTILE REUSE AND UPCYCLING THROUGH PARTNERSHIP

#### LE BRISTOL PARIS

Le Bristol Paris implemented a structured textile sorting system to manage both employee clothing donations and damaged textiles, such as stained sheets. Items in good condition are redistributed through the Donation Bag initiative, while unusable textiles are diverted from disposal. Through a partnership with Les Hôtels Solidaires, wearable garments are donated to individuals in need, and damaged materials are upcycled within the association's Atelier Solidaire. This approach promotes circularity, reduces waste, and extends the lifespan of textiles through social enterprise.



### FASHION EXCHANGE INITIATIVE | THE LANESBOROUGH

The Lanesborough delivered a further Fashion Exchange initiative for colleagues, building on the positive engagement of previous years. The event encouraged the exchange of pre-loved clothing items, promoting reuse, reducing textile waste, and raising awareness of the environmental impact associated with fast fashion and overconsumption. Through inviting colleagues to participate in a circular and inclusive approach to fashion, the initiative demonstrated how everyday actions can support responsible consumption. The event also created an informal social space for colleagues from across departments to connect outside of their usual working environment, reinforcing a sense of community while delivering both environmental and social benefits.



### OIL RECYCLING | PALÁCIO TANGARÁ

In 2025, **Palácio Tangará** sold 8,840 litres of used cooking oil for recycling, generating approximately R\$ 30,000. The initiative supports responsible waste management by ensuring oil is diverted from disposal and reintroduced into the recycling stream. The funds raised will be distributed to team members as Christmas Vouchers, linking environmental action with direct employee benefit. Through this approach, the hotel demonstrates how resource recovery can generate both environmental and social value.

### DIVERTING FOOD WASTE TO SUPPORT LOCAL FARMING

#### EDEN ROCK - ST BARTHS

**Eden Rock – St Barths** implemented a system to collect food scraps and organic waste for redistribution to a nearby farm, where it is used to feed approximately 40 pigs. This approach diverts biodegradable waste from disposal while supporting local agricultural practices. Through the creation of a closed-loop solution for food waste, the initiative reduces environmental impact and strengthens links with the surrounding community. It reflects a practical commitment to circular resource management and responsible waste reduction.



## Making Reuse Easier

Encouraging sustainable practice is as much about behaviour change as it is about new processes and technologies. Oetker Hotels have looked carefully at the ways staff and guests move and use materials around their properties and have implemented new ideas to nudge sustainable behaviour that reduces waste.

### REDUCING WASTE THROUGH REUSABLE GUEST AMENITIES

#### HÔTEL DU CAP-EDEN-ROC

The Housekeeping team at **Hôtel du Cap-Eden-Roc** introduced a specialised machine to clean and disinfect hairbrushes provided in guest rooms. This innovation enables the brushes to be safely sanitised and reused, rather than discarded after a single use. By replacing a disposable model with a controlled reuse process, the hotel reduces waste while maintaining hygiene standards. The initiative reflects a practical approach to minimising environmental impact within daily operations.

### REDUCING SINGLE-USE PLASTICS THROUGH REFILLABLE AMENITIES

#### L'APOGÉE COURCHEVEL

**L'Apogée Courchevel** has begun replacing small single-use plastic bottles of shampoo and body wash with refillable dispensers, developed in collaboration with the luxury brand Diptyque. The transition maintains the quality and aesthetic standards expected by guests while significantly reducing plastic consumption. The adoption of a refillable system enables the hotel to decrease packaging waste and supports more responsible resource use within guest rooms. The initiative reflects a continued effort to combine sustainability with high-end hospitality standards.



### STRENGTHENING WASTE MANAGEMENT THROUGH DATA

#### THE LANESBOROUGH

In 2025, **The Lanesborough** continued to refine its approach to waste measurement and analysis, building on the refurbishment of the waste management area completed in 2024. Enhanced tracking and reporting mechanisms are being introduced to provide clearer visibility of waste streams, volumes, and trends across the hotel. This data-led approach supports more targeted waste reduction initiatives, improved segregation practices, and informed dialogue with suppliers and waste contractors. By strengthening measurement and analysis, the hotel reinforces its commitment to continuous improvement in resource management and environmental performance.

## Principle 4. Responsible Purchasing

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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.

### Choosing Materials with Purpose

There are many opportunities where luxury and sustainability can go hand in hand. By carefully selecting materials and collaborating with brands committed to innovation and sustainability, our hotels align design, sourcing, and environmental consideration. These initiatives reflect how procurement choices can influence wider industry standards.

#### TRANSITIONING AWAY FROM ANIMAL LEATHER | **LE BRISTOL PARIS**

**Le Bristol Paris** has phased out the use of animal leather products across various areas of its hotel and restaurant operations. In place of traditional leather, carefully sourced synthetic alternatives are now used for relevant applications. This decision forms part of the hotel's responsible purchasing approach, reflecting evolving ethical considerations while maintaining the quality and durability expected within a luxury hospitality setting. Through this transition, **Le Bristol Paris** continues to align its procurement practices with its broader sustainability commitments.

#### PROMOTING OCEAN-CONSCIOUS DESIGN THROUGH BRAND COLLABORATION

##### **EDEN ROCK - ST BARTHS**

**Eden Rock – St Barths** recently collaborated with Chopard, a leading name in the Swiss luxury watch and jewellery industry, on the promotion of the Happy Ocean model. Inspired by diving watches, the timepiece reflects a shared appreciation for marine environments and responsible design. The model is fitted with a strap made either from rubber or SEAQUAL® fiber, produced through an upcycling process using plastic waste recovered from the ocean. By aligning with brands that incorporate recycled marine materials into their products, **Eden Rock – St Barths** highlights the importance of innovation and circular approaches within the luxury sector, while reinforcing its connection to ocean conservation.

### REDUCING CHEMICAL USE THROUGH OZONE TECHNOLOGY | CHÂTEAU SAINT-MARTIN & SPA

**Château Saint-Martin & Spa** has integrated ozone technology into its operations as part of its environmental sustainability efforts. Ozone devices are used to purify air and water, effectively eliminating bacteria and odours while reducing reliance on harsh chemical products. The adoption of this approach enables the Château to facilitate a healthier indoor environment for guests and employees, while limiting the environmental impact associated with conventional cleaning agents. The initiative reflects a continued commitment to resource-conscious operations and more sustainable maintenance practices.



## Partnering for Local & Social Impact

Responsible purchasing extends beyond environmental considerations. By collaborating with local producers and socially driven organisations, our hotels support regional craftsmanship, fair trade, and social inclusion, ensuring that procurement decisions generate broader community value.

### STRENGTHENING LOCAL & SUSTAINABLE COFFEE PARTNERSHIPS | BRENNERS PARK-HOTEL & SPA

Since 2022, **Brenners Park-Hotel & Spa** has expanded its collaboration with the local roastery Kaffeesak to serve sustainably sourced, high-quality specialty coffee across all outlets. Based in nearby Achern, Kaffeesak is committed to freshly roasted coffee, direct and long-term partnerships with coffee farms, and a responsible approach to fair trade and environmental stewardship. The partnership was further strengthened through the introduction of biodegradable coffee capsules in all guest rooms and for events, combining quality with reduced environmental impact. Ongoing collaboration also includes training sessions and workshops for hotel teams, embedding knowledge and appreciation for specialty coffee while reinforcing shared values of craftsmanship, sustainability, and local engagement.

### FROM ORCHARD TO BREAKFAST TABLE | BRENNERS PARK-HOTEL & SPA

For many years, **Brenners Park-Hotel & Spa** has rented a local meadow orchard where team members come together to harvest apples as part of a shared social event. The initiative combines time outdoors with collective participation, creating an opportunity for colleagues across departments to connect beyond their daily roles. The harvested apples are pressed into fresh apple juice, which is served at breakfast and used for sales and professional presentations. By integrating local sourcing, team engagement, and in-house production, the initiative strengthens Brenners' connection to its region while encouraging collaboration and pride among employees. It reflects a hands-on approach to sustainability that brings together community, craftsmanship, and hospitality.



## HARVESTING TOGETHER: STRAWBERRY PICKING TRADITION | **BRENNERS PARK-HOTEL & SPA**

Since 2019, **Brenners Park-Hotel & Spa** has organised an annual strawberry picking event for team members, creating a valued tradition that combines social connection with seasonal enjoyment. The initiative brings colleagues together outside their usual working environment, strengthening team spirit through a shared local experience. The harvest is used in the staff canteen and as homemade jam for charity auctions. Proceeds from the sales are directed to the hotel's "Azubi-Kasse", a fund supporting apprentices in organising their own events and activities. The team proudly continued the initiative in 2025. Through combining regional produce, team engagement, and support for apprentices, **Brenners Park-Hotel & Spa** continues to cultivate a tradition that reflects community, mentorship, and shared purpose.



## Designing Out Waste

Reducing waste begins at the purchasing stage. By rethinking materials, eliminating single-use items, and investing in refillable and reusable systems, our hotels actively seek for opportunities for designing waste out of daily operations. These initiatives demonstrate how thoughtful procurement decisions can reduce environmental impact while embedding responsible habits into everyday practice.

### REDUCING SINGLE-USE PLASTICS THROUGH REUSABLE BOTTLES

#### **PALÁCIO TANGARÁ**

**Palácio Tangará** continues to provide reusable water bottles to all new team members as part of its efforts to reduce single-use plastics. The initiative encourages employees to replace disposable cups with a long-term alternative for daily use. Through embedding this practice into the onboarding process, the hotel promotes responsible consumption habits from the outset and supports a sustained reduction in plastic waste across operations.

### REDUCING SINGLE-USE PLASTIC THROUGH WATER REFILL SYSTEMS

#### **HOTEL LA PALMA**

In 2025, **Hotel La Palma** installed dedicated water filtration systems across several back-of-house areas, including the staff canteen, In-Room-Dining office, and Bar Terrace, enabling both guests and employees to refill reusable bottles. The same initiative was extended to the Villa Verde offices, supporting teams across Finance, Sales, Reservations, and People & Culture. Through the provision of accessible refill points, the hotel aims to reduce reliance on single-use plastic bottles while encouraging more responsible consumption practices within daily operations. Plans are also underway to identify suitable space within the Beach Club to expand the initiative further.



## STRENGTHENING LOCAL IMPACT THROUGH SOAP RECYCLING

### LE BRISTOL PARIS

**Le Bristol Paris** transitioned its soap recycling partnership to Sapocycle, a French association based in Colmar in 2025. The change was motivated by a desire to reduce the carbon footprint associated with transport, support a regional organisation, and contribute to a model that promotes social inclusion through the employment of people with disabilities. Sapocycle collects and transforms leftover hotel soap into new hygiene products, which are redistributed to families in need. Since January 2025, 145 kilograms of soap have been collected, resulting in 1,300 recycled soaps distributed to nearly 325 families. The initiative also contributes to sustaining employment opportunities within Sapocycle's workshop. In March 2025, the President of the association visited the hotel to present Sapocycle's work directly to the housekeeping team, reinforcing engagement and understanding of the social and environmental impact generated through this partnership.



## EXTENDING THE LIFE OF LINEN THROUGH CIRCULAR PARTNERSHIPS | HOTEL LA PALMA

**Hotel La Palma** has launched a partnership with Du Beau Linge, a French company specialising in giving a second life to high-quality hotel linen. Through this collaboration, decommissioned linen is sent for inspection and repair before being made available for resale at accessible prices, supporting a circular economy approach within the hospitality sector. Du Beau Linge works with a dedicated team, including employees with disabilities, to sort and restore the linen where necessary. Items are then offered for purchase online, extending their lifespan and reducing textile waste. A portion of the proceeds is returned to **Hotel La Palma** and reinvested in charitable initiatives, linking circular resource management with social impact.

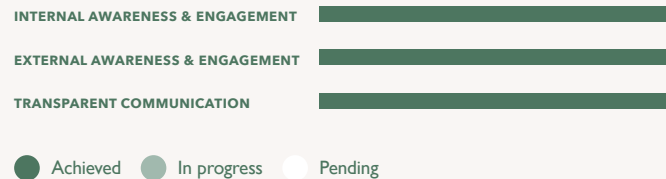
# Raise Environmental Awareness

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.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

1

### INTERNAL AWARENESS & ENGAGEMENT

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

2

### EXTERNAL AWARENESS & ENGAGEMENT

Encourage our stakeholder to engage with our sustainability commitments.

3

### TRANSPARENT COMMUNICATION

Communicate transparently about our sustainability goals, initiatives and achievements.

## Principle 1. Internal Awareness & Engagement

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.

## Agents of Change

Championing sustainability begins with strong internal stewardship, supported by dedicated Sustainability Ambassadors who help organise and embed sustainable practices throughout our hotels, supported by fun ways of informing and engaging team members. Through their commitment, we drive and promote meaningful progress from within, ensuring sustainability remains a shared responsibility across the organisation.



### SUSTAINABILITY AMBASSADORS | CHÂTEAU SAINT-MARTIN & SPA

In 2025, **Château Saint-Martin & Spa** continued to advance its sustainability commitments through a dedicated network of 13 Sustainability Ambassadors. Representing different departments, the ambassadors help translate environmental and social objectives into practical, site-specific actions. New initiatives introduced in 2025 included awareness activities within the estate's park to engage employees on biodiversity. The team also created an updated in-room information card to inform guests about the hotel's responsible practices.

### SUSTAINABILITY KEYCHAIN | HÔTEL DU CAP-EDEN-ROC CHÂTEAU SAINT MARTIN & SPA

As part of their onboarding processes, **Hôtel du Cap-Eden-Roc** and **Château Saint-Martin & Spa** introduced a dedicated keychain for employees, distributed on their first day. The keychain features a QR code providing direct access to information on the hotel's sustainability initiatives. It is thereby not only a useful and kind gift for new starters but also an appealing and fun way of informing and engaging team members into the hotels' sustainability initiatives.

## ENCOURAGING SUSTAINABLE MODES OF TRANSPORT

### LE BRISTOL PARIS

**Le Bristol Paris** installed repair stations within the employee bike parking area, equipped with essential tools and an air pump to allow colleagues to carry out minor maintenance when needed. The initiative encourages eco-mobility while also promoting safer commuting. Facilitating easy bike maintenance helps reduce barriers to sustainable transport choices and reinforces the hotel's commitment to employee wellbeing and environmental responsibility.



## Raising Awareness Through Competition

At Oetker Hotels, raising awareness of sustainability is characterised by creativity and collaboration with a side of competition. From quizzes to weekly contests, our properties have employed fun and imaginative challenges that inspire engagement and action.

### RAISING AWARENESS OF MARINE CONSERVATION

#### HÔTEL DU CAP-EDEN-ROC

To mark European Maritime Day, **Hôtel du Cap-Eden-Roc** organised a “True or False” quiz focused on ocean-related topics, engaging interns in an interactive awareness initiative. The activity was designed to assess knowledge while encouraging reflection on the importance of protecting marine ecosystems. The quiz was shared internally through a short video, extending the initiative beyond the participating interns and helping to raise awareness among all staff.

### LOCAL ACTION FOR OCEAN PROTECTION | HÔTEL DU CAP-EDEN-ROC

On the occasion of the Ocean Conference held in Nice from 9 to 16 June 2025, which focused on advancing the Sustainable Development Goals related to the marine environment, **Hôtel du Cap-Eden-Roc** organised a dedicated Beach Clean-up contest to encourage local action. During the week of the conference, participants took part in cleaning the coastline between Plage de l'Olivette and Plage des Ondes in Antibes, contributing to the protection of the surrounding marine ecosystem. In recognition of their commitment, all participants were acknowledged and received a symbolic gift.



## Developing Sustainability Understanding

At Oetker Hotels, building a solid understanding of environmental and social issues is fundamental to creating meaningful impact within our internal teams. A key strategy for developing this is through dedicated training programs, awareness initiatives, and clear internal communication.

### EMBEDDING SUSTAINABILITY TRAINING | THE LANESBOROUGH

In 2025, **The Lanesborough** formally integrated sustainability awareness into both the onboarding process for new starters and the quarterly training programme for existing colleagues. This structured approach ensures that environmental and social responsibility is introduced early and reinforced consistently across all departments. During onboarding, new colleagues receive an overview of the hotel's sustainability commitments, including key initiatives, responsible resource use, and individual responsibilities. Quarterly refresher sessions revisit core themes such as waste reduction, energy awareness, water conservation, and responsible consumption, while providing updates on current actions and progress.

### CARBON AND WASTE AWARENESS IN DAILY OPERATIONS

#### THE LANESBOROUGH

**The Lanesborough** continued to strengthen its sustainability training programme, focusing on practical carbon and waste management awareness across departments in 2025. Building on previous initiatives, structured sessions were delivered to Green

Guardians and wider colleague groups to deepen understanding of greenhouse gas emissions, resource use, and the role-specific actions that contribute to environmental performance. Carbon training covered emission sources within hotel operations and highlighted practical behaviours that support reduction efforts, with key elements integrated into onboarding and refresher training. In parallel, dedicated waste awareness sessions led by the Back of House Manager provided clear operational guidance on waste separation, contamination reduction, and recycling accuracy. Visual aids, improved signage, and department-specific examples were used to reinforce learning and ensure consistency across teams.



### COMPLIANCE SPOTLIGHTS

#### OETKER HOTELS

Dedicated “Compliance Spotlight” mailings have been introduced at Oetker Collection KG and within Oetker Hotels to strengthen awareness of compliance matters across the organisation. These communications highlight key principles such as integrity, transparency, and responsible conduct in a clear and accessible format. Shared with teams across the business, the spotlight updates address practical topics, including ethical decision-making and reinforcing

alignment with the Code of Conduct. The regular reminders and guidance support a culture of accountability and ensures that compliance remains an integral part of daily operations.

## Principle 2. External Awareness & Engagement

Oetker 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 Hotels destinations.

### Telling the Sustainability Story

Building a culture of sustainability across Oetker Hotels requires engagement from our guests as much as with our people. A crucial part of enabling guest participation in sustainability practices is to communicate our actions and initiatives. Our hotels do this in a number of ways.

#### NEWS BY ANTONIO | HÔTEL DU CAP-EDEN-ROC

At **Hôtel du Cap-Eden-Roc**, The News by Antonio is a bi-weekly newsletter written by the Head Concierge, a member of Les Clefs d'Or. Distributed to guests, it offers insights into life at the hotel, including a dedicated feature on sustainability initiatives, informing guests about the social and environmental initiatives of the hotel.



#### SUSTAINABILITY CUBE | HOTEL LA PALMA

A Wooden Sustainability Cube is placed in all guest rooms to share the hotel's "Rules of the House" in relation to water and electricity conservation, as well as responsible waste management. Designed as a discreet and elegant in-room feature, it aligns sustainability messaging with the hotel's aesthetic standards. The cube also provides information about the Donation Bag initiative, encouraging guests to donate unwanted clothing to local charities. Through this approach, **Hotel La Palma** integrates environmental awareness and community engagement into the guest experience in a clear and accessible way.

## CACTUS LEATHER AND SUSTAINABLE LUXURY

### HÔTEL DU CAP-EDEN-ROC

In 2025, the boutique at **Hôtel du Cap-Eden-Roc** introduced bags and cardholders crafted from cactus leather, offering a responsible alternative to traditional animal leather. Developed in collaboration with MAES, a brand recognised for its innovative and high-end approach to sustainable materials, the collection combines design quality with reduced environmental impact.



## Engaging Guests

An important part of our Masterpiece experiences is the harmony between our guests and our communities. The opportunity to give back to our communities is something our guests value and which Oetker Hotels do in creative ways.

### ENGAGING GUESTS THROUGH DIRECT GIVING

**HÔTEL DU CAP-EDEN-ROC | CHÂTEAU SAINT-MARTIN & SPA  
LE BRISTOL PARIS**

Across the collection, hotels continue to create simple and transparent mechanisms that enable guests to contribute directly to local communities. At **Hôtel du Cap-Eden-Roc** and **Château Saint-Martin & Spa**, the Donation Bag initiative invites guests to leave unwanted clothing at the end of their stay. Collected garments are redistributed through organisations such as the Red Cross and Secours Populaire, extending the life of textiles while addressing community needs. By combining responsible disposal with social impact, the initiative integrates circular thinking into the guest experience. At **Le Bristol Paris**, a voluntary donation option has been available at the point of payment across all hotel outlets since December 2024. In 2025, the programme raised more than €26,000 supporting a rotating selection of beneficiary organisations throughout the year, including the Food Bank, Maison des Femmes de Saint-Denis, the Office National des Forêts, and the Institut Gustave Roussy for cancer research. This quarterly rotation model ensures that guest contributions address a range of social and environmental causes, reinforcing the hotel's commitment to transparency, community engagement, and responsible hospitality. Together, these initiatives demonstrate how thoughtful design of the guest journey can transform everyday actions into meaningful contributions beyond the hotel walls.



## BREAST CANCER AND MALE CANCER AWARENESS INITIATIVES | LE BRISTOL PARIS THE LANESBOROUGH

Across the collection, hotels continue to use their platforms to support cancer awareness and research through guest engagement and purposeful experiences. At **Le Bristol Paris**, culinary craftsmanship was once again placed at the service of social impact through two dedicated awareness campaigns. During Breast Cancer Awareness Month in October, the hotel offered specially created products including the “Charlotte Poire Shiso Cassis” pastry and the “Boîte Papillon Laure Sélignac”, with a fixed contribution donated from each sale to the Gustave Roussy Cancer Center. Guests were also invited to make voluntary donations at checkout. In parallel, awareness workshops led by the hotel’s nurse provided employees with information on prevention and early detection, reinforcing the educational dimension of the initiative. Later in the year, as part of Blue November, **Le Bristol Paris** directed its fundraising efforts towards male cancer research. A dedicated product, the Codis Maya cufflinks, contributed €20 per sale to the same research centre, alongside optional guest donations at checkout. Similarly, at **The Lanesborough**, Breast Cancer Awareness Month was marked by a dedicated event hosted at **The Lanesborough Club & Spa** in collaboration with The Beauty Triangle. The initiative brought together guests and partners to raise awareness of breast cancer and the importance of early detection, combining wellbeing, community engagement, and health advocacy within the Club & Spa environment.



### EARTH HOUR | PALÁCIO TANGARÁ

Since 2018, **Palácio Tangará** has taken part in Earth Hour, the global initiative organised by WWF to raise awareness of climate change. Each year, the hotel encourages both guests and team members to switch off lights for one hour as a symbolic gesture of collective environmental responsibility. The initiative continued in 2023, 2024, and 2025, reflecting the hotel's ongoing commitment to climate awareness. During the event, lights in the restaurants and lobby were turned off from 8:30 to 9:30 pm, and guests were invited to enjoy an evening illuminated by candlelight and accompanied by unplugged music.



## Engaging Communities

Our hotels play an active role in the social fabric of their regions, supporting children, vulnerable groups, and local families through sustained engagement and meaningful partnerships. These initiatives reflect a belief that hospitality carries responsibility and that long-term relationships create lasting impact.

### SUPPORTING CHILDREN THROUGH LASTING PARTNERSHIPS

**EDEN ROCK - ST BARTHS | BRENNERS PARK-HOTEL & SPA | HOTEL LA PALMA  
CHÂTEAU SAINT-MARTIN & SPA**

Across the collection, our hotels continue to build meaningful, long-term relationships with organisations dedicated to improving the lives of children and young people. Through sustained engagement, creative fundraising, and everyday acts of solidarity, these initiatives demonstrate how hospitality can extend beyond service to inclusion, stability, and opportunity.

At **Eden Rock – St Barths**, a three-night suite stay voucher was donated in support of the Naples Winter Festival, contributing to fundraising efforts benefiting local children's charities. By aligning with a cultural and philanthropic event that channels the arts into community support, the hotel broadened the impact of the initiative while reinforcing its commitment to supporting young people beyond its immediate location.

On 21 January, **L'Apogée Courchevel** marked the celebration of Epiphany in partnership with the local school in Courchevel. The hotel's pastry team prepared a traditional frangipane king cake to share with the children, bringing a moment of conviviality and seasonal tradition beyond the hotel setting.

**Brenners Park-Hotel & Spa** has maintained a close partnership with a local children's home in Baden-Baden since 2020, providing consistent support through seasonal events,

catering, and donations. Summer celebrations and annual Christmas gatherings are prepared by Brenners teams, while a wish tree displayed in the hotel's restaurants invites guests and employees to fulfil gift wishes shared by the children.

At **Hotel La Palma**, a partnership with ANFFAS supports children with disabilities through an accessible, everyday giving model. A coffee machine installed in the staff canteen directs a percentage of each purchase to the association, enabling continuous contributions through routine actions.

Together, these initiatives illustrate how sustained partnerships and practical mechanisms for engagement can generate meaningful, long-term support for children and families across diverse communities.



## 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 Hotels can build trust amongst our stakeholders and wider communities and promote collaboration.



## Formal Reporting

Formal reporting remains an essential pillar of our sustainability approach, supporting the alignment of our ambitions with recognised international frameworks, regulatory requirements, and hospitality-industry standards. Through continuous improvement of our disclosures, we aim to provide transparent, consistent, and accountable communication to our stakeholders, ensuring that our governance structures and strategic priorities are clearly reflected in our reporting practices.

### COMMUNICATION ON PROGRESS WITH UNGC | OETKER HOTELS

We continue to report annually through the United Nations Global Compact (UNGC), reaffirming our long-standing commitment to its Ten Principles covering human rights, labour, environment, and anti-corruption. Our participation strengthens external accountability and provides an established platform through which we share progress, challenges, and future priorities. In addition to the present Sustainability Report serving as our primary Communication on Progress, we also complete the UNGC online questionnaire, further enhancing the visibility and comparability of our disclosures. This survey allows stakeholders to review our performance in a standardised format and track developments year over year. It is accessible via the following [link](#).

### CORPORATE SUSTAINABILITY REPORTING DIRECTIVE | OETKER HOTELS

Alongside our voluntary reporting through UNGC, we are advancing our preparations for compliance with the Corporate Sustainability Reporting Directive (CSRD). This work is carried out in close collaboration with Oetker Collection KG to ensure a harmonised, group-wide approach to data collection, governance processes, and materiality assessments.

The CSRD represents a significant shift in sustainability disclosure expectations, requiring greater depth, assurance, and integration of environmental, social, and governance (ESG) information. In anticipation of these requirements, we are strengthening internal structures, refining methodologies, and enhancing data quality to ensure that our reporting is robust, future-ready, and aligned with the European Sustainability Reporting Standards (ESRS). These efforts not only support regulatory compliance but also foster stronger decision-making, improved risk management, and greater transparency for all stakeholders.

Case Study:

## Voices of Change

Bringing Sustainability to Life Across the Collection

### OETKER HOTELS

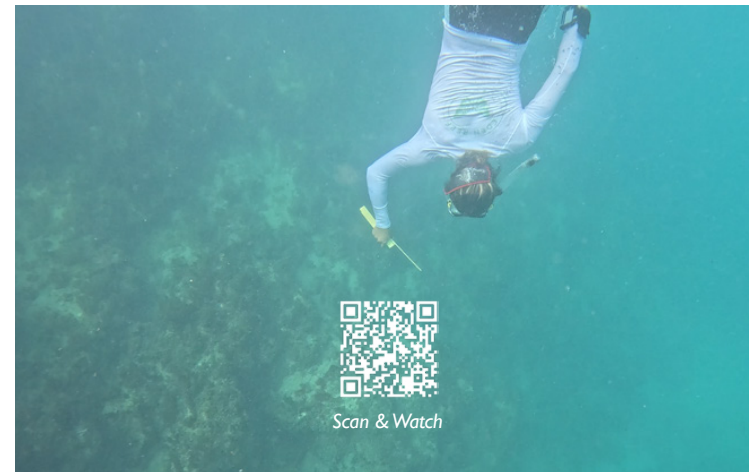
Transparent communication is essential to building trust and fostering meaningful engagement with sustainability commitments. In 2025, Oetker Hotels continued to develop *Voices of Change*, a dedicated video series designed to showcase the environmental and social initiatives taking place across the collection.

The campaign brings together a suite of short films highlighting projects from individual hotels, offering a behind-the-scenes perspective on how sustainability is embedded into daily operations. Rather than focusing solely on outcomes, the series places emphasis on the people driving change — from culinary teams championing responsible sourcing, to community partnerships that create lasting local impact.

By capturing these stories on film, *Voices of Change* transforms operational initiatives into accessible narratives that resonate with guests, employees, and external stakeholders. The platform provides visibility to projects that might otherwise remain behind the scenes, celebrating the dedication of teams while reinforcing the authenticity of the collection's sustainability journey.

Hosted on the Oetker Hotels website and shared across digital channels, the campaign creates a centralised and transparent space for sustainability storytelling. It enables the collection to communicate progress in a dynamic format, complementing formal reporting with human-centred narratives.

Throughout this report, selected videos are linked within the relevant principles, offering readers the opportunity to explore initiatives in greater depth. In doing so, *Voices of Change* demonstrates how open communication can inspire engagement, strengthen accountability, and amplify the collective efforts of teams across the Oetker Hotels portfolio.





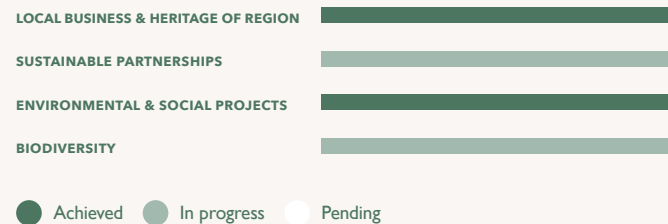
# Engage with Sustainable Communities

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

## PROGRESS TRACKER

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

Please see [Appendix](#) for details on progress scoring.



OUR PRINCIPLES UNDER THIS COMMITMENT INCLUDE:

# 1

### LOCAL BUSINESS & HERITAGE OF REGION

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

# 2

### BIODIVERSITY

Understand, protect and restore the biodiversity that surrounds us.

# 3

### SUSTAINABLE PARTNERSHIPS

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

# 4

### ENVIRONMENTAL & SOCIAL PROJECTS

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

## Principle 1. Local Business & Heritage of Region

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 Hotels destinations through promotion of local suppliers.

### From Garden to Fork

We strive to integrate locally grown food into our culinary philosophy, celebrating the unique character and story of each region. By embracing nearby growers, we reduce environmental impact while strengthening a more sustainable and connected food system.



WATCH THE VIDEO HERE



### Voices of Change

EPISODE #6: FLAVOUR WITH IMPACT  
**CHÂTEAU SAINT-MARTIN & SPA**

At **Château Saint-Martin & Spa**, sustainability begins in the olive grove. In Flavor with Impact, the hotel highlights its partnership with an ESAT organisation supporting workers with disabilities, who harvest olives from the estate each season. The oil is extracted, measured, and bottled on-site, preserving both regional heritage and artisanal craftsmanship. Beyond production, the initiative extends into the kitchen, where Head Pastry Chef Tanya Collela incorporates the Château's own olive oil and garden produce into innovative desserts.

**ON-SITE HERBS AND COMPOSTING PRACTICES  
HÔTEL DU CAP-EDEN-ROC**

The Cabanas department at **Hôtel du Cap-Eden-Roc** established a vegetable and herb garden, growing basil, mint, thyme, and other varieties used daily in cocktail preparation and within the kitchen. This initiative supports fresher ingredients while reducing reliance on external sourcing for selected herbs. In parallel, flowers previously used for decorative purposes have been replanted where possible, and a composting system has been introduced to recover organic waste. Together, these actions contribute to responsible resource use and reinforce a practical, site-level approach to circularity.



**SUSTAINABLE FOOD INITIATIVES  
LE BRISTOL PARIS**

In February, to mark International Pulses Day, the **Le Bristol Paris** team introduced a themed menu at the team member restaurant Le 106, highlighting the versatility and environmental benefits of pulses. Legumes featured throughout the meal, including in dessert, where the team were offered a homemade peanut butter and chickpea cookie, showcasing how sustainable ingredients can be both creative and flavourful. In April, Earth Day was celebrated through a menu centred on local and organic ingredients, reinforcing the hotel's commitment to responsible sourcing and seasonal produce. Through these culinary initiatives, the hotel raises awareness of sustainable food choices while integrating environmental considerations into the guest dining experience.

**Les légumineuses aussi sont riches en protéines**

Le 10 février célébrez la **journée internationale des légumineuses**

**Les légumineuses offrent un repas équilibré sans besoin de protéines d'origine animale**

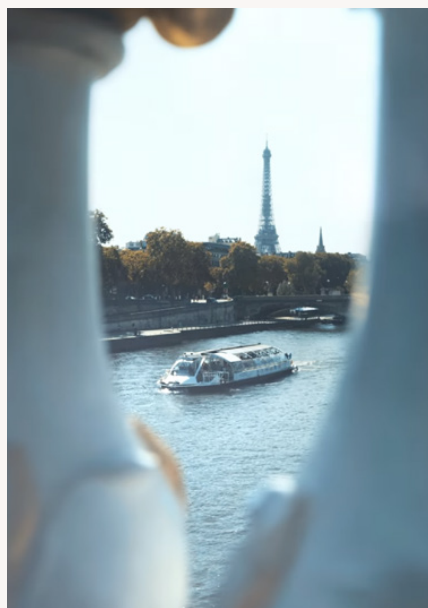
Protéines contenues dans 100g de légumineuses cuites :

SOJA	TOFU	LENTILLES	HARICOT R.	POIS CHICHE	POIS CASSÉS
38g	15g	9g	9g	8g	8g

**DID YOU KNOW?** En comparaison, 100g de bœuf contient 18g de protéines, et 1kg de bœuf génère 98% de CO2e de plus qu'1kg de légumineuse !

## Rooted in Local Tradition

From gastronomy to craftsmanship, our hotels actively contribute to the preservation and celebration of regional identity. By engaging in community events and sourcing from historic local producers, we strengthen cultural continuity while enriching the authenticity of our offerings.



WATCH THE VIDEO HERE



### Voices of Change

EPISODE #2: LES ATELIERS DU BRISTOL

#### LE BRISTOL PARIS

Through *Les Ateliers du Bristol*, **Le Bristol Paris** has redefined sustainable culinary craftsmanship. The hotel operates an in-house flour mill, bakery, and pasta laboratory, reviving artisanal techniques, some dating back centuries.

By producing bread and pasta on-site using carefully selected local produce, the initiative strengthens transparency, reduces external sourcing, and celebrates traditional savoir-faire and illustrates how sustainability can be embedded within culinary excellence.

## CELEBRATING CARIBBEAN GASTRONOMY THROUGH FRIENDLY COMPETITION

### EDEN ROCK – ST BARTHS

**Eden Rock – St Barths** took part in an inter-hotel pastry competition organised by a local association on the island, celebrating the spices and fruits of the Caribbean. Pastry teams were invited to craft a chocolate entremet inspired by Easter, incorporating locally sourced ingredients and showcasing creativity rooted in regional flavours. The Eden Rock pastry team rose to the challenge with an original creation reflecting the richness of local produce, earning second place in the competition. Beyond culinary excellence, the event supported a wider community purpose, with funds raised to finance sports and cultural activities for children on the island.



PRESERVING CRAFTSMANSHIP THROUGH RESPONSIBLE SOURCING | **BRENNERS PARK-HOTEL & SPA**

**Brenners Park-Hotel & Spa** continues to prioritise regional craftsmanship through its collaboration with DIBBERN, whose Fine Bone China is produced exclusively in Hohenberg, southern Germany. Germany's first private porcelain manufactory was founded there in 1814 by Mr Hutschenreuther, and the site was reopened by DIBBERN in 1997, continuing a long tradition of porcelain production. At the factory, porcelain is crafted to the highest standards, with plates and platters turned and pressed by hand rather than industrially mass-produced. The approach to sourcing from a historic regional producer committed to quality and craftsmanship, enables **Brenners Park-Hotel & Spa** to support traditional skills, local manufacturing excellence and family businesses.



[WATCH THE VIDEO HERE](#)



## Principle 2. Biodiversity

Oetker Hotels' destinations are located 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.

## Celebrating Nature

Oetker Hotels are located in unique destinations surrounded by diverse wildlife and landscapes. To celebrate the beauty and valued ecosystem services that local biodiversity brings to each region, our several of our hotels engage in creative and educational awareness days.



WATCH THE VIDEO HERE



### Voices of Change

EPISODE #5: A LIVING LAB

**HÔTEL DU CAP-EDEN-ROC**

**Hôtel du Cap-Eden-Roc** has partnered with Campus Vert d'Azur, a leading horticultural high school in Antibes, to create a living laboratory for sustainable landscaping. Students gain hands-on experience while contributing directly to the hotel's ecological initiatives.

The collaboration provides practical training in biodiversity management and sustainable horticulture, bridging education with operational practice. The episode *A Living Lab* features this partnership, which benefits the biodiversity of the region.

## ENHANCING GARDEN BIODIVERSITY THROUGH GUEST ENGAGEMENT

### CHÂTEAU SAINT MARTIN & SPA

**Château Saint-Martin & Spa** strengthened biodiversity within its gardens through an initiative that combined guest appreciation with habitat creation. Ten long-standing clients were presented with handcrafted birdhouses, personalised with their initials, which were subsequently installed across the estate. This initiative builds upon the Château's recognition as an officially certified bird refuge site by the Ligue pour la Protection des Oiseaux (LPO), reflecting its structured commitment to protecting and supporting local avian species. The installation of additional nesting boxes enhances suitable habitats within the gardens, encouraging greater bird presence and contributing to the ecological resilience of the estate.



## Protecting Marine Life

Many of our hotels are nestled in areas of exceptional coastal beauty, where vibrant marine life plays a vital role in the character of each destination. From beach clean ups to marine conservation projects, Oetker Hotels are passionate about supporting the landscapes and ecosystems that provide the rich beauty and variety of our destinations.



### *Voices of Change*

#### EPISODE #1: JUMBY BAY HAWKSBILL PROJECT JUMBY BAY ISLAND

The first episode of *Voices of Change* highlights the Jumby Bay Hawksbill Project, dedicated to protecting endangered Hawksbill sea turtles. The initiative combines conservation practices, habitat monitoring, and community engagement to safeguard nesting sites.

The involvement of both staff and local stakeholders allows the project's impact to extend beyond preservation into education and advocacy.

WATCH THE VIDEO HERE



## MARINE CONSERVATION THROUGH COLLECTIVE ACTION

### HÔTEL DU CAP-EDEN-ROC

**Hôtel du Cap-Eden-Roc** continues to support marine conservation by supporting and participating in initiatives led by the association Émergence, which is dedicated to protecting animal species and raising awareness of the marine environment, with a particular focus on sea turtles. As part of this commitment, hotel team members took part in a beach clean-up initiative to help protect the local coastline. During the clean-up, more than 11 kg of waste was collected, contributing both to immediate environmental improvement and to Émergence's long-term monitoring of marine pollution. These regular clean-ups help track waste levels over time and raise awareness of pollution pressures.





[WATCH THE VIDEO HERE](#)

## *Voices of Change* EPISODE #3: EDEN REEF | EDEN ROCK - ST BARTHS

The Eden Reef project showcases **Eden Rock – St Barths’** long-term commitment to marine conservation. Using BioRock© technology, the hotel supports coral restoration efforts designed to protect and regenerate the reef ecosystems surrounding the island.

The initiative is driven by the “Eden Angels,” who work daily to maintain and protect the reef structures.

## PROTECTING NESTING TURTLES

### PALÁCIO TANGARÁ

Each year, turtles cross from the adjacent park into the **Palácio Tangará** gardens to lay their eggs. To safeguard the nests from potential predators, protective coverings are carefully installed, supporting the safe incubation of eggs within the estate grounds. a beautiful nature spectacle on the premises of the hotel for both, guests and team members.



## Principle 3. Sustainable Partnerships

Collaborations between Oetker 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.

## Partnerships with Communities

Strong community relationships are at the heart of long-term sustainability. Across the collection, our hotels collaborate with local associations, charities and community networks to support inclusion, wellbeing and social resilience.



### COLLABORATING ON AREA-WIDE SUSTAINABILITY INITIATIVES

#### THE LANESBOROUGH

**The Lanesborough** continued its active participation in the [Knightsbridge Partnership Sustainability Forum](#) in 2025, representing the hotel alongside other leading local businesses and organisations within the Knightsbridge area. The forum provides a collaborative platform to share knowledge, address common environmental challenges, and identify practical initiatives that benefit the wider community. Through regular meetings and working groups, the hotel contributes to discussions on waste management, transport and logistics, public realm improvements, and community engagement. The forum enables members to exchange best practice, explore joint initiatives, and align individual sustainability efforts with area-wide priorities rather than working in isolation. In October 2025, **The Lanesborough** was pleased to host one of the forum's meetings, further strengthening relationships with neighbouring stakeholders.

### EMBEDDING SUSTAINABILITY TRAINING EDEN ROCK - ST BARTHS

In January 2025, **Eden Rock – St Barths** supported the Handi Barth association with a financial contribution as part of the Handi Color solidarity walk. The event promotes inclusion and raises awareness for people with disabilities within the local community. Several Eden Rockers took part in the walk, joining participants of all ages and backgrounds in a shared moment of solidarity.

### BRINGING JOY THROUGH COMMUNITY PARTNERSHIPS HÔTEL DU CAP-EDEN-ROC

**Hôtel du Cap-Eden-Roc** has established a partnership with the association Les Blouses Roses, supporting its work to bring comfort and companionship to residents of retirement homes. As part of this initiative, flowers from hotel events and in-room bouquets are carefully collected and redistributed by the association, extending their value beyond the hotel and creating moments of joy for elderly residents in retirement homes. Led by the events team as part of the hotel's Sustainability Ambassador programme, the initiative reflects a thoughtful approach to community engagement, combining waste reduction with social impact.





### EXTENDING GUEST GENEROSITY THROUGH THE GIVING BAG INITIATIVE | **HOTEL LA PALMA**

Since 2025, **Hotel La Palma** has partnered with San Vincenzo de' Paoli as part of the international Giving Bag programme, which enables hotels to connect guest generosity with local community needs. San Vincenzo de' Paoli supports underprivileged communities on the mainland, including a homeless shelter in the historic centre of Naples. Giving Bags are placed in guest rooms upon arrival, offering visitors the opportunity to donate clothing items during their stay. Collected items are regularly distributed to San Vincenzo de' Paoli for onward support to those in need. The first collection in July included donations gathered during the early months of the initiative. Through this programme, **Hotel La Palma** combines hospitality with social impact, creating a simple and meaningful way for guests to contribute to local communities.





*Collecte de jouets*

**Vous avez des jouets neufs ou en bon état qui ne servent plus ?**

### SUPPORTING CHILDREN THROUGH A FESTIVE TOY COLLECTION | **LE BRISTOL PARIS**

In the lead-up to the festive season, **Le Bristol Paris** organised a toy drive inviting employees to donate new or unused toys from their homes. The initiative aimed to extend the spirit of the holidays beyond the hotel and support children facing challenging circumstances. A total of 88 toys were collected and donated to the association Les Apprentis d'Auteuil, which works to protect children and support the education and social integration of young people in difficulty.

### SUPPORTING LOCAL ANIMAL WELFARE THROUGH VOLUNTEERING | **CHÂTEAU SAINT-MARTIN & SPA**

As part of its commitment to engaging with sustainable communities, **Château Saint-Martin & Spa** encourages employees to volunteer at a local dog shelter in Vence. Team members dedicate time to supporting the daily care and wellbeing of the animals, contributing to maintenance activities and assisting shelter staff.

### SUPPORTING LOCAL CULTURE THROUGH THEATRE SPONSORSHIP | **EDEN ROCK - ST BARTHS**

**Eden Rock – St Barths** reinforced its commitment to cultural life on the island through the sponsorship of ten sofas at the Théâtre du Paradis, contributing €4,500 to support the local venue. By investing in the theatre's infrastructure, the hotel helps sustain an important space for artistic expression and community gathering.



## Partnerships for Nature

Our natural surroundings are integral to the identity of each hotel. Strategic partnerships enable us to protect and restore ecosystems while supporting regional environmental resilience.



### NATIONAL FORESTRY OFFICE (ONF) HÔTEL DU CAP-EDEN-ROC

**Hôtel du Cap-Eden-Roc** continues its collaboration with the National Forestry Office and the Région Sud to support the preservation of the Estérel Massif, a Mediterranean forest area increasingly impacted by climate change and invasive species. In 2025, the hotel introduced a limited-edition artisanal notebook to help fund this initiative. Created in collaboration with the Antibes-based workshop Plié Reliure, the notebook is crafted from handmade paper produced using recycled cotton and repurposed wallpaper from the hotel. Each edition also includes illustrated postcards by a local artist. Available for purchase at the hotel, all proceeds are dedicated to supporting reforestation and conservation efforts within the Estérel Massif, combining craftsmanship, circularity, and environmental stewardship in a single initiative.



### PROTECTING MEDITERRANEAN WATERS THROUGH PARTNERSHIP | HOTEL LA PALMA

Surrounded by the sea, Capri's natural environment is central to the identity of **Hotel La Palma**. In 2025, the hotel formalised a partnership with Ogyre, a technology-driven organisation committed to combating ocean plastic pollution through its "Fishing for Litter" model. Ogyre works with existing fishing fleets to recover marine waste during their daily activities, creating value from collected materials while supporting local fishing communities. Through this collaboration, **Hotel La Palma** has committed to contributing to the recovery of 250 kg of plastic waste, with particular focus on the waters of the Campania region and the wider Mediterranean.

## Principle 4. Environmental & Social Projects

Beyond our core operations, Oetker Hotels take active responsibility within the communities and environments that surround us. Through targeted environmental and social initiatives, our hotels support health, education, inclusion, sport, and local resilience. These projects reflect a belief that hospitality carries a broader duty - to contribute positively, respond to local needs, and create lasting impact through sustained engagement and collective action.

### Caring for Health & Hope

Oetker Hotels are encouraged to seek their individual partnerships which promote improved health outcomes, support patients and families, and raise awareness of critical medical issues. Through fundraising, educational outreach, and long-term partnerships, these initiatives extend hospitality beyond our walls to bring comfort, care, and hope.



#### STANDING TOGETHER FOR CANCER AWARENESS AND CARE

**THE LANESBOROUGH | EDEN ROCK - ST BARTHS**  
**HÔTEL DU CAP-EDEN-ROC**

Across the collection, our hotels continue to support organisations dedicated to cancer awareness, early detection, and patient care, extending hospitality beyond our walls through fundraising, education, and long-term partnerships.

At **The Lanesborough**, a sustained partnership with [Heartburn Cancer UK](#) integrates voluntary guest donations across hotel experiences and encourages colleague engagement through internal campaigns. Alongside fundraising, the initiative prioritises education to promote prevention and early detection.

At **Eden Rock – St Barths**, support for Lyon’s Way – an initiative of the [Lyon Family Foundation](#) developed in partnership with the Adolescent and Young Adults Oncology Program at the University of Chicago Medicine Comer Children’s Hospital – contributes to providing additional layers of care for young people undergoing cancer treatment.

At **Hôtel du Cap-Eden-Roc**, teams mobilised during Pink October to raise awareness and funds for breast cancer research. Employees organised a charity bake sale, offering homemade cookies to colleagues and neighbouring businesses, with proceeds donated to the Cancer Fight Foundation. Team members of the hotel and Oetker Hotels Corporate Office in Biot participated in the [Odyssea](#) 5K charity walk in Cannes, demonstrating collective engagement in both fundraising and public awareness efforts.

### CROQ L'ESPOIR | LE BRISTOL PARIS

**Le Bristol Paris** supports the non-profit organisation [Croq'!l'Espoir](#), which works to bring comfort to hospitalised children through projects centred on gastronomy and local produce. As part of this initiative, Executive Chef Arnaud Faye visited Necker Hospital in Paris to share a moment of connection with young patients. During the visit, Chef Faye prepared a special menu for the children, using gastronomy as a way to create joy during their hospital stay.



## Strengthening Communities

Oetker hotels aim to strengthen their engagement with surrounding communities through impactful social initiatives, from supporting vulnerable groups during the winter months to fostering long-term partnerships that promote education, dignity, and sustainable local development.



### SUPPORTING VULNERABLE COMMUNITIES THROUGH WINTER DONATIONS | **PALÁCIO TANGARÁ** | **THE LANESBOROUGH**

**Palácio Tangará** continued and expanded its Winter Clothing Campaign, reinforcing its commitment to supporting vulnerable communities in 2025. Hotel items such as linen were collected alongside clothing donated by team members, with all contributions redistributed through the Red Cross. The majority of donations supported communities in southern Brazil, with additional items provided to Cruz Verde and the Cruz Vermelha Hospital. In total, approximately 2,670 items, including linen, uniforms, and slippers, were donated. Additionally, in December 2025, **The Lanesborough** launched a new partnership with Calling London, an organisation dedicated to supporting people experiencing homelessness across the city. The initiative encourages colleagues to donate pre-loved coats, extending the life of clothing while addressing an immediate community need. Donated items were redistributed by Calling London to individuals facing homelessness during the winter months.

### AMIGOS DO BEM **PALÁCIO TANGARÁ**

**Palácio Tangará** continues its partnership with Amigos do Bem, a charity dedicated to transforming lives through education, income generation, and community development initiatives aimed at addressing hunger and poverty. In 2025, the hotel supported the charity through the sale of chestnuts produced by programme beneficiaries in guest rooms, directly linking guest experience with social impact. In addition, **Palácio Tangará** contributed to a fundraising event by providing the Salão Cristal alongside food, beverage, and service support. Through these actions, the hotel reinforces its commitment to meaningful partnerships that promote local development and long-term social change.

## Celebrating Sport & Shared Energy

Sport and shared experiences create connection, resilience, and opportunity. Through sponsorships, community races, and youth programmes, our hotels champion ambition, inclusion, and collective spirit, reinforcing the role of hospitality in nurturing confidence and community pride.



### ROUND TABLE DUCK RACE 2025 BRENNERS PARK-HOTEL & SPA

**Brenners Park-Hotel & Spa** took part in the annual Duck Race organised by the non-profit organisation [Round Table 27 Baden-Baden](#). The event is a long-standing charity initiative and a popular community gathering, bringing together local businesses and residents in support of regional causes. By participating in the sponsor race, the hotel contributed to fundraising efforts benefiting disadvantaged children and young people in the area. Proceeds from the event support initiatives such as mobile libraries, children's clinics, and kindergartens, reinforcing **Brenners Park-Hotel & Spa's** ongoing commitment to engaging with and supporting its local community.

### CHAMPIONING LOCAL SPORTING TALENT | EDEN ROCK - ST BARTHS

**Eden Rock – St Barths** continues to support ambition and sporting excellence within its local and regional community through targeted sponsorships and event partnerships. As part of a multi-year commitment, the hotel has supported St Barths surfer Tessa Thyssen in her professional journey, contributing to her development and international ambitions. In parallel, **Eden Rock – St Barths** sponsored a regional CrossFit competition at FormFitness, bringing together athletes from St Barths and across the wider Caribbean. The event celebrated strength, endurance, and collective spirit, with the hotel providing branded giveaways to recognise participants' commitment.



### NATIONAL SAILING ACADEMY JUMBY BAY ISLAND

In partnership with the National Sailing Academy, **Jumby Bay Island** offers an exclusive five-day sailing clinic that combines guest experience with positive community impact. Designed for families, the programme introduces participants to sailing in Antigua's waters under expert instruction, blending adventure with learning. Led by Antiguan sailor Sylvester Thomas and accredited by the Royal Yachting Association, the clinic supports skill-building and confidence among young participants. Each booking directly contributes to funding free sailing education programmes for local Antiguan youth, extending access to the sport and supporting long-term community development through shared experiences on the water.

### HEEL RUN 2025 | **BRENNERS PARK-HOTEL & SPA**

Team members from across departments took part in the annual Heel Run, choosing between a 5 km walking route or a 10 km running course. The event encouraged participation at all levels, creating an inclusive and motivating environment that supported both personal wellbeing and collective achievement. The strong sense of teamwork and mutual encouragement helped participants challenge themselves and complete the course together, reinforcing the positive impact of shared goals and community. On its 20<sup>th</sup> anniversary of the run, 12 colleagues joined the team of the “Brenners Park-Hotel Runners”.



[WATCH THE VIDEO HERE](#)



An aerial photograph of a tropical beach. The scene is captured from a high angle, showing a wide expanse of white sand. Several palm trees are scattered across the beach, their shadows cast long and dark. In the center, there are three large, thatched umbrellas, likely for beachside seating. The water is a clear, light blue, and the overall atmosphere is serene and luxurious. The text '2026 Outlook' is overlaid in a white, serif font on the left side of the image.

# 2026 Outlook

As we look ahead to 2026, Oetker Hotels remains committed to continuing and improving our responsible business practices. We are passionate about demonstrating that operational excellence, luxury hospitality and sustainable practice go hand in hand. This will be further developed in the year ahead through focus on the sustainability strategy refresh as well as strong communications and carbon measurement.

# 1

## Launch of New Strategy

2026 will be defined by the rollout of our refreshed sustainability strategy anticipated within this report. The new structure of commitments and principles will be communicated across the organisation and will be supported by the development of refreshed objectives under each strategic principle. Requirements for all hotels will also be updated to ensure consistent alignment with the ambitions set for 2030.

# 2

## Strategy Implementation & Hotel Roadmaps

A key focus for the year will be bringing the strategy to life to promote continuous improvement across our portfolio. Our Vice President of Sustainability will work directly with each hotel on location to facilitate workshops that support teams to implement the new framework as well as review progress to date and set new actions to become part of the individual hotel roadmaps. Collectively, the updated hotel roadmaps will form a unified pathway toward achieving our group-wide objectives by 2030.

# 3

## Voices of Change & Online Communication

Our Voices of Change programme will continue throughout 2026 and a new series of themed videos, spotlighting topics such as local procurement, natural resources, social initiatives, and biodiversity, will be launched to continue to inspire action. At the same time, our digital platforms will be updated to reflect the new strategic direction and to provide accessible, transparent information for all stakeholders.

# 4

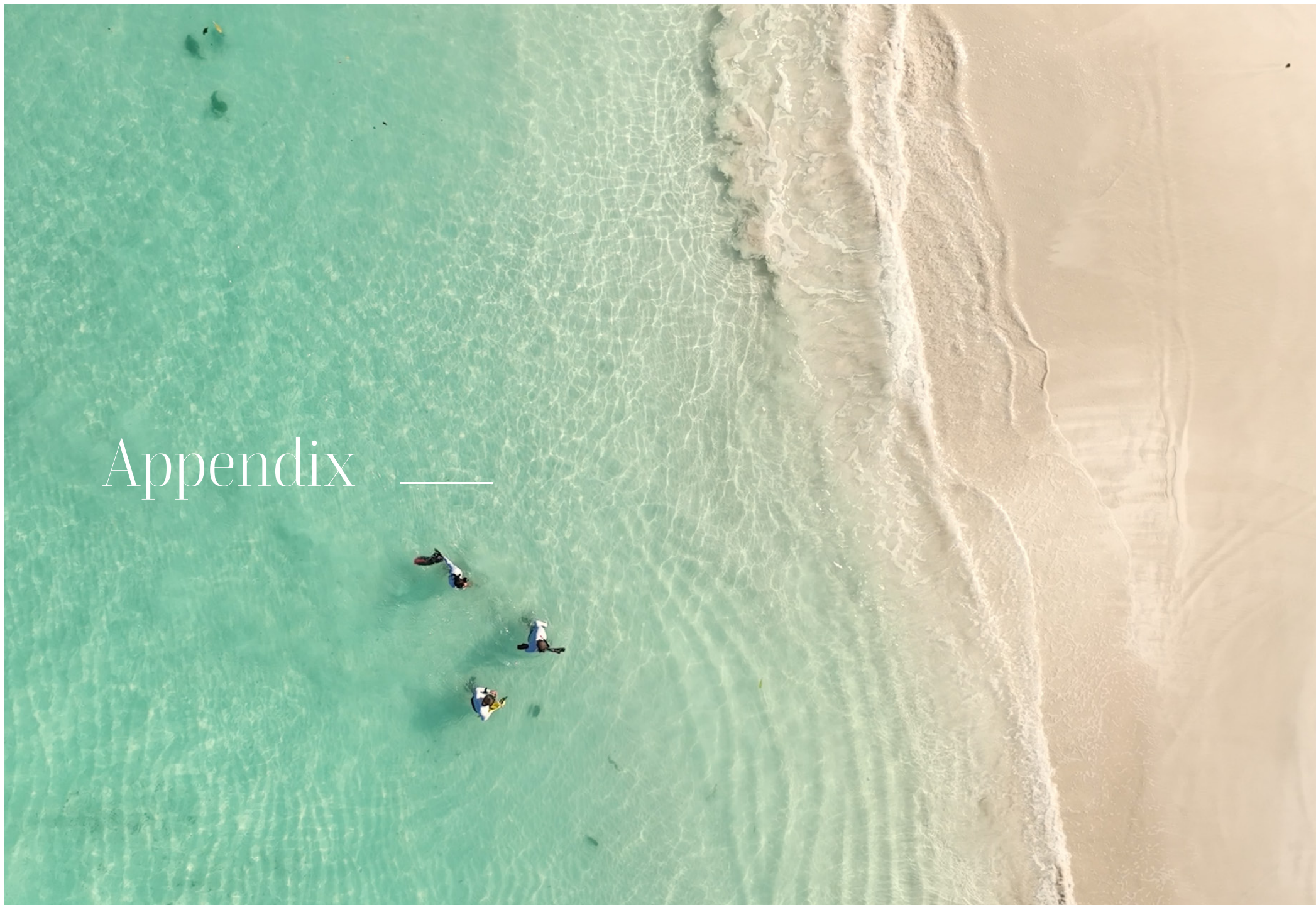
## Carbon Measurement & Climate Action

Climate action remains a core priority in 2026. We will advance our carbon measurement and reporting capabilities, building on improvements introduced this year. We will conduct our first full Scope 1–3 assessment at group level (Oetker Hotels Management Company GmbH), including detailed calculations for owned hotels with extrapolations for managed properties. This marks a significant step toward enhancing the accuracy and consistency of our climate disclosures.

This year's report is another demonstration of the commendable efforts and dedication of our teams across Oetker Hotels to inspire and implement meaningful sustainable change. Through their willingness to try out new processes and build upon on their skills, their partnership work with local communities and their celebration of one another, we have been able to make a difference across our destinations. Creating a more sustainable world in which we love to travel is not an individual pursuit. We thank our dedicated team members, stakeholders, guests and communities for their participation in our initiatives, and we look forward to what next year holds.



# Appendix —



COMMITMENT	PRINCIPLES	OBJECTIVE	2025 PROGRESS
<b>Human Rights</b>	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 are 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
	Quality of Life & Safety at Work	Develop and implement a training framework on safety at work for all hotels	ACHIEVED
		Develop a framework that supports quality of life for all team members at all hotels	ACHIEVED
	Education & People Development	All employees participate in at least one program of the Masterpiece Academy	IN PROGRESS
	Good Governance	Adoption of Modern Slavery Act	ACHIEVED
		Address Modern Slavery Act with outsourced service companies and suppliers	IN PROGRESS
Develop a system ensure awareness on the group's Code of Conduct		ACHIEVED	

COMMITMENT	PRINCIPLES	OBJECTIVE	2025 PROGRESS	
<b>Responsible Consumption</b>	Natural Resources	Reduce average energy consumption per room night by 10% vs. 2018	IN PROGRESS	
		Reduce average water consumption per room night by 10% vs. 2018	IN PROGRESS	
		All new hotels will be given specific reduction targets to align with the above	ACHIEVED	
	Carbon Footprint	Establish the group's global Scope 1 and Scope 2 carbon emissions baseline	ACHIEVED	
			Develop specific carbon KPIs and targets for all hotels	IN PROGRESS
	Solid Waste & Pollution	Implement a process to measure and monitor solid waste in all hotels	IN PROGRESS	
			Establish a sustainable solid waste management plan in all hotels	IN PROGRESS
			All hotels use organic fertilizers and pesticides only	ACHIEVED
			Ensure 70% of cleaning products purchased are eco-friendly in each hotel	ACHIEVED
			All hotels provide a fleet of sustainable vehicles for guest use (where applicable)	ACHIEVED
			All applicable hotels provide a car sharing schemes for team members	ACHIEVED
	Responsible Purchasing	Oetker Hotel's Responsible Purchasing Charta is developed, updated on an annual basis	ACHIEVED	
Foster dialogue with existing suppliers on Oetker Hotels' broader CSR principles			ACHIEVED	

COMMITMENT	PRINCIPLES	OBJECTIVE	2025 PROGRESS
<b>Environmental Awareness</b>	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
Transparent Communication	Offer guests various options to participate in our sustainable service offering	ACHIEVED	
	Develop and implement a CSR communication strategy, including a new website section, social media plans, PR initiatives and internal communication	ACHIEVED	
<b>Sustainable Communities</b>	Local Business & Heritage of Region	Develop and constantly update a CSR section in Oetker Hotels' Photo Library	ACHIEVED
		Foster relationships with local and artisanal enterprises at each hotel	ACHIEVED
	Biodiversity	Work with and actively support local sustainable companies and enterprises	ACHIEVED
		Each hotel to commit to the protection of 1 species within their surrounding area	IN PROGRESS
	Sustainable Partnerships	Define a global company approach to reduce impact on biodiversity	IN PROGRESS
		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	ACHIEVED

# OETKER HOTELS

Masterpiece Collection

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