



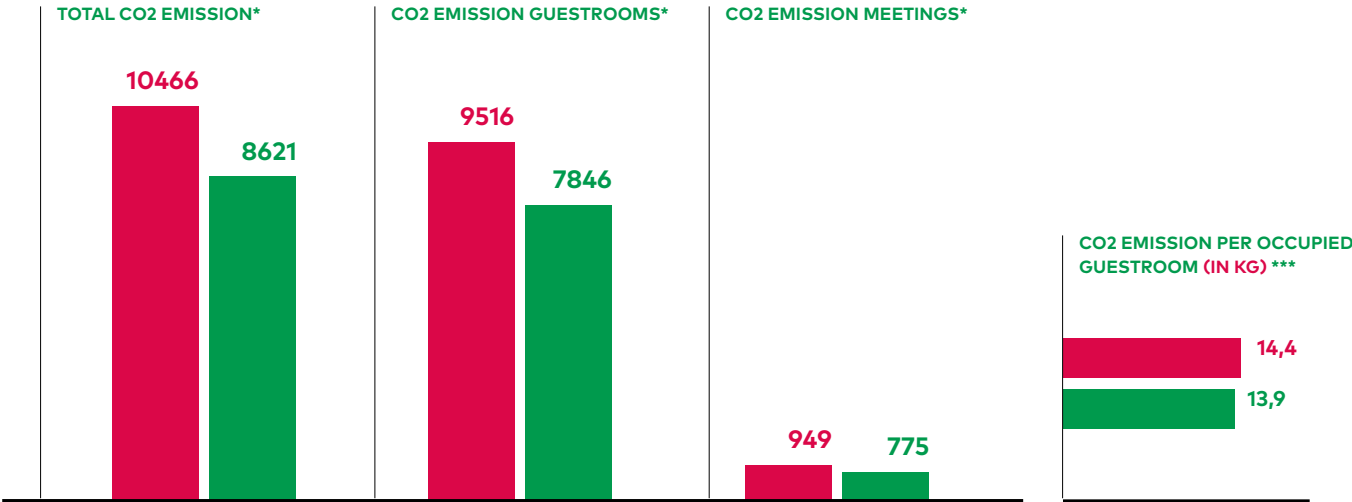
COME JOIN US
& build a better
tomorrow,
today

'HCMI CARBON CALCULATION'
Conducted by Sustainable Hotel Alliance



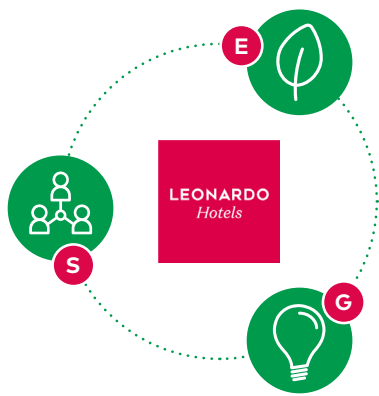
METHODOLOGY

Using the data we (Leonardo Hotels Benelux) provided, Sustainable Hotel Alliance calculated the Co2 emissions from each hotel in the group using the HCMI methodology, within scope 1 and scope 2. We selected the HCMI methodology to ensure all stakeholders have visibility of the process informing the outputs.



■ 2019 ■ 2022 * in tonnes (1000 kg)
** emission for scope 1 and scope 2
*** average occupancy per guestroom of 1.7



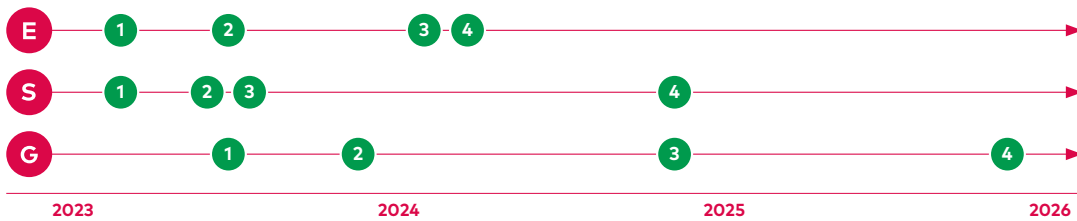


LONG-TERM SUSTAINABILITY STRATEGY

The Leonardo Hotels Group has developed a comprehensive, long-term sustainability strategy. The strategy is built around three key pillars: Environment, Social, and Governance (ESG). For the Leonardo Hotels Group, these pillars are known as Protecting Our Planet (Environment), Investing in People (Social), and Driving Change (Governance). For each pillar, the Leonardo Hotels Group has set long-term ambitions.

KEY EVENTS

Progress towards each ambition is driven by a clear set of goals and targets, all of which are explained in more detail in the full strategy below. Setting goals is the first step on the path to sustainability, but dedicated effort is needed to achieve these ambitions. The key outcomes outlined below offer the path to actually achieving this ESG strategy.



E ENVIRONMENT

- 1 Implementing a comprehensive resource monitoring system to measure and monitor energy, water and waste consumption by the beginning of 2023
- 2 Publishing targets for the reduction of energy consumption and the improvement of energy efficiency by mid-2023
- 3 Pursuing the procurement of green energy, wherever it is available, starting in the beginning of 2024
- 4 In line with the Greenhouse Gas Protocol, calculating at least 67% of full scope 3 carbon emissions associated with waste, travel and value chain activities at the beginning of 2024

S SOCIAL

- 1 Providing dedicated sustainability inductions for new employees by the beginning of 2023
- 2 Ensuring anti-corruption policies and the corresponding processes to ensure implementation are in place by mid-2023
- 3 Ensuring a modern slavery policy and the corresponding process to ensure its adoption are in place by mid-2023
- 4 Ensuring guest services are as sustainable as possible by the end of 2025

G GOVERNANCE

- 1 Ensuring there is a process in place to set, monitor and track continuous improvement by mid-2023
- 2 Ensuring sustainability-related responsibilities are defined and understood across all Leonardo Hotels Group stakeholders, including owners, management, employees, suppliers and consultancy partners, by the end of 2023
- 3 Identifying and implementing a sustainability certification recognized by industry peers and guests by the end of 2024
- 4 Ensuring that the sustainability strategy is integrated into wider decision making, including financial planning, by the end of 2025

The Leonardo Hotels Group embraces the shared language, goals and targets set out in the globally recognised United Nations Sustainable Development Goals (SDGs). The SDGs are a collection of 17 interlinked goals designed to offer a universal approach we can all follow to contribute towards ending poverty, protecting the planet and ensuring that, by 2030, all people enjoy peace and prosperity.

The Leonardo Hotels Group has selected SDGs that resonate most with our current operations and has used these to inspire the sustainability targets outlined later in this strategy.



Please follow [this link](#) to read our full ESG Strategy.