MOTEL ONE

THE CLOUD ONE
HOTELS

ONE PLANET.
ONE FUTURE.

ESG AT THE MOTEL ONE GROUP

MOTEL ONE | THE CLOUD ONE HOTELS

We make it our business to make the hotel world
a better place for the future.

ONE PLANET. ONE FUTURE.

Climate Protection

Motel One actively supports climate protection.

Green Buildings

Motel One strives to operate sustainable buildings.

Sustainable Design

Motel One fosters circular and sustainable design.

Sustainable Operations & Services

Active, consequent, and sustainable use of resources.

One Team

Motel One is a fair employer and supports the qualification of all employees.

One Society

The One Foundation is a non-profit foundation dedicated to equal social and societal opportunity.

Governance

The Code of Conduct defines our values, principles and guidelines and we live by those in our daily operations.

ONE PLANET. ONE FUTURE.

SUSTAINABILITY AT MOTEL ONE

At the Motel One Group, our goal is to **sustainably improve the world through our business activities.**

No matter whether it's through climate protection, the purchase of sustainable products, being a multi-award-winning employer or through engagement in society. For our commitment we have received the award "Sustainability Champion" for the third year in a row, with the first place in the "Budget Hotels" category. You can read more about the award on our website.

WELT
Sustainability-Champions
Motel One
Rated: PARTICULARLY SUSTAINABLE
in comparison: 7 hotels – budget
www.nachhaltigkeits-champions.de
ServiceValue GmbH 05|2024
For market research and awards responsible: ServiceValue GmbH

SUSTAINABLE DEVELOPMENT GOALS AT MOTEL ONE

The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of people all over the world. The 17 SDGs were approved by all UN member states in 2015 as part of the 2030 Agenda for Sustainable Development. Ambitious measures must be introduced over the next few years in order to achieve the goals by 2030. In this sense, we want to use our business activities to support the SDGs in the best ways possible and do our bit to help achieve them.

The interior design concept at Motel One Bonn-Hauptbahnhof revolves around sustainability, with the SDGs decorating the wall in the lounge.

CLIMATE PROTECTION

CLIMATE PROTECTION AT MOTEL ONE

The climate is probably the most important environment-related topic.

Under the Paris Agreement, 195 countries agreed to limit global warming to substantially under 2 °C, compared to the pre-industrial average global temperature. We support this target and are doing everything we can to reduce our CO_2 emissions.

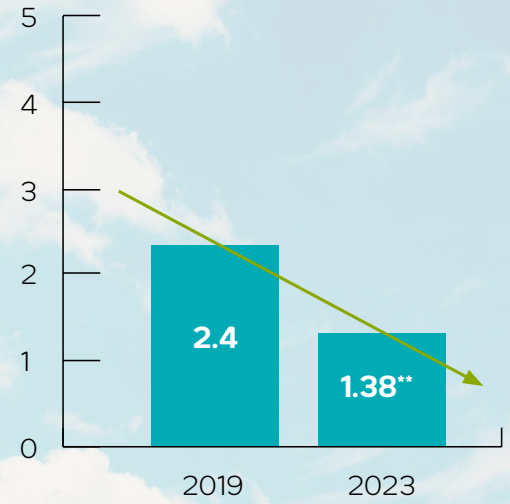
Carbon footprint

Over the last few years, we have already implemented far-reaching measures to cut our CO_2 emissions. This enabled us to reduce the CO_2 value per overnight stay **by 45 % in 2023, compared to 2019*.**

What we do to protect the climate

- 100 % green electricity in our hotels
- Limited transport distances
- Expansion of vegetarian and vegan products on offer at our breakfast buffet
- Sustainable mobility solutions for our employees
- Gradual conversion of our company fleet to electric vehicles
- Travel guidelines moving from flights to trains
- Public transport allowances and bike schemes

CO_2 emissions per room night
(in kg CO_2 for Scopes 1 and 2)



* Reduction in CO_2 intensity calculated for Scopes 1 and 2. Calculations performed in collaboration with Schlange, Zamostny & Co. GmbH.

** According to the HCMI, the CO_2 value per room night is 2.28 kg CO_2. This value includes Scopes 1 and 2 and laundries from Scope 3.

13 CLIMATE ACTION

GREEN BUILDINGS

GREEN ELECTRICITY & ENERGY EFFICIENCY

Renewable energy is the most important element of a sustainable electricity supply. Since 2020, all of our existing hotels have used nothing but **renewable electricity**, from sources such as hydropower, solar power and wind power. In 2023, our electricity consumption came to 7.47 kWh per overnight stay.

Energy-saving measures at Motel One

- Modern LED lighting in our corridors, offices, technical rooms, underground car parks, stairwells and numerous guest rooms
- Guest rooms at Motel One are heated and cooled using energy-efficient convection fans
- Solar- and heat-control glass also prevents guest rooms from getting too warm, reducing the amount of air conditioning needed
- Regular consumption statistics and energy audits

WATER CONSUMPTION

A responsible approach to water is a key part of our sustainability strategy. This is why we use a range of methods to reduce our water consumption, such as using low-flow taps, shower heads and toilet cisterns to help protect the environment. Our standard toilet type has a two-button flush using 3–4 litres for the small button and 6–9 litres for the large one. In 2023, we used 156 litres of water per overnight stay. Our shower fittings use 16 litres of water per minute.

SUSTAINABILITY STARTS WITH THE FOUNDATIONS

A growing number of our hotel buildings have been awarded sustainability certificates. The following Motel One hotels are already certified:

- LEED certified®, LEED Gold®: Motel One Hamburg-Fleetinsel, Munich-Haidhausen, Frankfurt-Römer, Warsaw-Chopin, Nuremberg-Hauptbahnhof
- BREEAM Excellent: Motel One Amsterdam and London-Tower Hill
- BREEAM Very Good: Motel One Manchester-Piccadilly, Barcelona-Ciutadella, Manchester-Royal Exchange, Paris-Porte Dorée
- DGNB Gold Certificate: Motel One Berlin-Upper West*, Cologne-Messe, Cologne-Waidmarkt.
- GreenBuilding Certificate: Motel One Prague-Florentinum

* The Motel One Berlin-Upper West is located in the Upper West building in Berlin, which is DGNB Gold certified.

BUILDING

A growing number of our hotel buildings have been awarded sustainability certificates.
Motel One is proud to have received the following building certifications:
BREEAM, DGNB, LEED® green building programme.

An overview of all of our certified locations can be found here.

DGNB

Motel One Berlin-Upper West in the building of Upper West Immobilien GmbH

Motel One Cologne-Waidmarkt & Motel One Cologne-Messe

LEED GOLD 2020

Motel One Munich-Haidhausen

BREEAM® NL

Motel One Amsterdam

BREEAM® delivered by bre

Motel One London-Tower Hill

11 SUSTAINABLE CITIES AND COMMUNITIES

SUSTAINABLE DESIGN

We prioritise local manufacturers in every country and work with designers who use raw materials and materials responsibly. For example, German leather manufacturer Fiedler tans and dyes with natural materials, and the curtains from Swiss manufacturer Fischbacher are made from recycled polyester. The carpets in rooms and corridors from Danish company Ege are recyclable and Cradle to Cradle certified. That means less use of resources and a better indoor climate. As part of any redesign, existing furniture, carpets and curtains are salvaged where possible. Because a typical Motel One design needs not only to be high-quality and cosy, but also sustainable.

Motel One Aachen – leather from German manufacturer Fiedler

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABILITY IN THE ROOMS*

1 **CUPBOARD (PFLEIDERER)**
Made in Germany
60% recycled materials

2 **BED HEADBOARD (ROHI)**
Made in Germany
95% virgin wool – mulesing-free
BED HEADBOARD (KVADRAT RE-WOOL)
95% virgin wool – mulesing-free
Proportion of recycled wool: 45%
EU Ecolabel

3 **CURTAIN (CHRISTIAN FISCHBACHER)**
70% recycled polyester

4 **CARPET (EGE)**
Made in Denmark
Cradle to Cradle® Bronze
Eurofins Indoor Air Comfort Gold

5 **CHAIR/ARMCHAIR & UPHOLSTERY (FREIFRAU / LEATHER FIEDLER)**
Made in Germany

6 **BED FRAME**
Made in Germany, FSC
BEDDING
OEKO-TEX® Standard 100 or
OEKO-TEX® Made in Green
MATTRESS
OEKO-TEX® Standard 100
BED LINEN
OEKO-TEX® Made in Green

7 **LIGHT BULBS**
LEDs, powered by 100% green electricity

8 **WALL PAINT (BRILLUX)**
Blue Angel
E.L.F. dispersion paints

* The manufacturers and products mentioned here can be found in most of our hotels, however they may vary depending on location.

SUSTAINABLE OPERATIONS & SERVICES

GREEN KEY CERTIFICATION

All Motel One Group hotels have been awarded the Green Key.
The majority of the hotels in Germany have already received the certification.

Green Key is an independent environmental certification programme for hotels, hostels, campsites, holiday parks, small accommodation premises and conference centres, attractions and restaurants. Currently (May 2023), more than 4,000 companies in 60 countries are certified with the Green Key Label.

Green Key certification is based on compliance with strict, internationally recognised criteria in the areas of environmental management (water, energy, waste, cleaning, etc.) and sustainability education (employees, guests, suppliers, etc.), and is recognised by the GSTC (Global Sustainable Tourism Council).

Compliance with the criteria is ensured through a strict application procedure and verified with regular on-the-spot audits by third parties. The certification is valid for one year at a time.

Green Key

The Green Key programme is administered by the international charity Foundation for Environmental Education (FEE) and its national member organisations.

For more information, please visit the Green Key website.
www.greenkey.global/

A VERY ORGANIC BREAKFAST

A good day begins with a good breakfast. That is why we place high value on organic and fair trade products when selecting food for our breakfast buffet.

There is a variety of organic cheeses, sausages, tomatoes, cucumbers, small fruit and eggs in our new breakfast concept, adding to the wide range of organic food already served in Germany and Austria. Across our group, all our eggs are free range at a minimum. In Germany, Austria, France, the Netherlands and Spain, all of our eggs **are organic.***

There are also lots of vegan options. Our buffet also has vegan Gouda, feta and sausage options, along with a vegan yoghurt alternative. We have also added an organic oat drink to our existing organic, soy and almond drink selection.

BIO nach EG-Öko-Verordnung

FAIRTRADE

* Partial organic certification under DE-ÖKO-037 and AT-BIO-902

Everything is vegan! Vegans and anyone wanting to eat a more plant-based diet won't be left hungry here.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABLE SERVICES & OPERATIONS

For every product used in our hotels, we ensure that we are systematically avoiding creating waste, we separate rubbish, and we prioritise the use of reusable packaging. We also involve our suppliers in our waste reduction activities and mostly have products delivered in bulk.

Steps to avoid plastic

- Switching from plastic cups to biodegradable cups: around 2.8 million plastic cups saved annually*
- Removing plastic bin bags in bathrooms: around 5.7 million plastic bags saved annually*
- Majority of the food items without individual packaging at the breakfast buffet
- 100% microplastic-free, natural toiletries in bathrooms

The vegan toiletries provided to guests at Motel One avoid plastics in two ways. The refillable pump dispensers are made from recycled PET and are reused many times over. We use and dispose of only three to four dispensers per product (handwash and hair and body shampoo) in each room each year. The two products provided are Ecocert and Cosmebio certified and **do not contain microplastics**.

Moreover, all cleaning products used at Motel One are completely free of microplastics, biodegradable and certified with the EU Ecolabel.

* 2019

My Service Option

ONE PLANET · MY SERVICE OPTION · ONE FUTURE

We always want to offer our guests the very best service. That is why room cleaning comes as standard at Motel One. But with our My Service Option, guests always have the opportunity to voluntarily do without having their room cleaned. This enables us to save precious resources like water and electricity and minimise the amount of cleaning products used.

For every clean not undertaken, we save:

13.43 Liter of water

0.03 kWH of electricity

32.43 ml of cleaning products

On the fourth day of a stay, we do a room check to empty the bins and top up the bathroom products. If you need anything before this point, just let us know!

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

14 LIFE BELOW WATER

ONE TEAM

SUSTAINABLE MOBILITY FOR EMPLOYEES

We enable our employees **to commute to work cheaply, without harming the planet**. This helps us save CO_2 and invest in our teams' health. Our employees can receive a public transport allowance. Employees based in Germany can also opt for a bicycle or e-bike instead of the allowance. Motel One covers the costs of this.

53%

of employees

took up our sustainable mobility offers in 2023*

* of 3154 employees who are entitled to this benefit.

DIVERSITY AT MOTEL ONE

We embody diversity, equal opportunities and gender equality day in, day out.

Proportion of women

(all employees at head office and hotels)*

57%

Proportion of women in managerial positions

(managers with personnel responsibility at head office and hotels)*

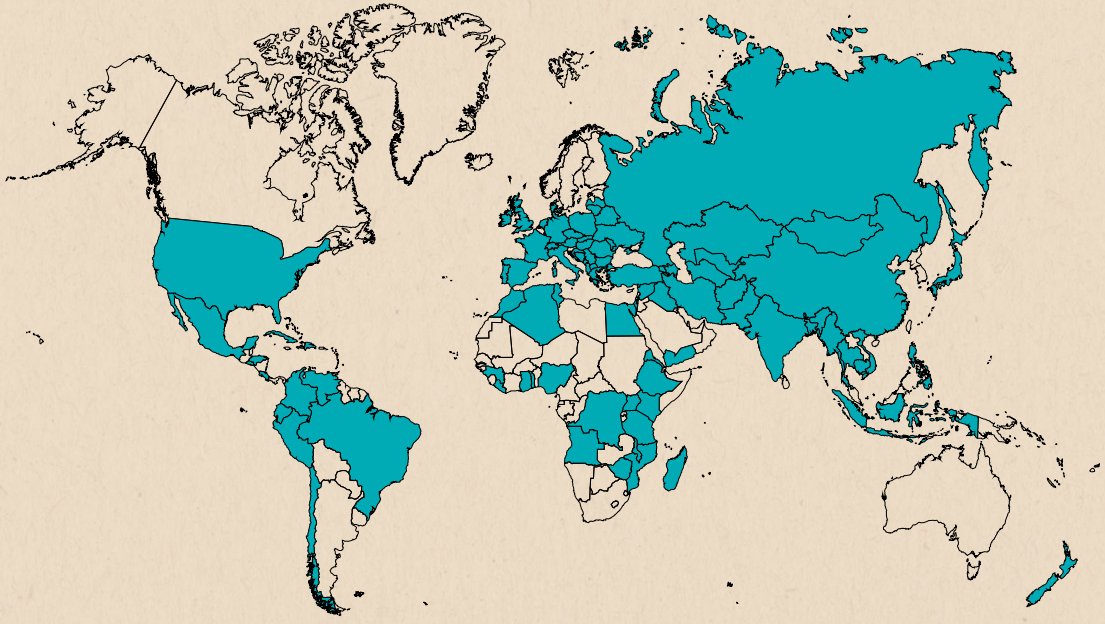
55%

* 2023

INTERNATIONAL TEAMS AT MOTEL ONE

We are proud to employ people from 98 different countries at our hotels in Germany.

Afghanistan, Albania, Algeria, Angola, Armenia, Austria, Azerbaijan, Bangladesh, Belarus, Bosnia and Herzegovina, Brazil, Bulgaria, Cambodia, Chile, China, Colombia, Congo, Costa Rica, Croatia, Cuba, Czech Republic, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Eritrea, Ethiopia, France, Gambia, Georgia, Germany, Ghana, Greece, Guinea, Honduras, Hungary, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Japan, Kazakhstan, Kenya, Kosovo, Kyrgyzstan, Latvia, Liberia, Lithuania, Macedonia, Madagascar, Malawi, Malta, Mauritius, Mexico, Moldova, Mongolia, Montenegro, Morocco, Mozambique, Myanmar, Nepal, Netherlands, New Zealand, Nigeria, Pakistan, Palestinian Territory, Peru, Philippines, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Spain, Switzerland, Syria, Tajikistan, Tanzania, Thailand, Togo, Tunisia, Turkey, Turkmenistan, Uganda, Ukraine, United Kingdom, United States of America, Uzbekistan, Venezuela, Vietnam, Yemen, Zimbabwe



4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH

OUR EMPLOYEES ARE OUR FOCUS

We see ourselves as a team – from executive management right through to our trainees. Together, we are not just changing the hospitality world for the better: we are also playing a part in shaping a sustainable world for us and for generations to come. As an employer, we set great store by personality and we embody diversity. Our employees are always at the heart of what we do.

Holistic, sustainable training

At Motel One, our teams can enjoy an array of career opportunities and tailored development programmes from our in-house One University. Along with providing our employees with holistic, sustainable training, we place great value on their professional and personal development, offering regular training sessions so that they are perfectly prepared for their tasks – from their very first year with us onwards. Alongside this, cutting-edge formats such as e-learning and live online training sessions supplement our training concept, while our internal development programme lets us support ambitious employees on their path to managerial positions at Motel One.

EXCELLENT EMPLOYER – SOME OF OUR AWARDS

eLearning Journal AWARD 2021 Bildungstechnologie Implementierung Motel One GmbH

LEADING EMPLOYER DEUTSCHLAND 2024 EXCLUSIVELY AWARDED TO THE COUNTRY'S TOP 1%

TOP ARBEITGEBER HOTEL & GASTRO Hospitality HR Award

wm people Top Employer Awards Best for Learning and Development

ONE SOCIETY

We use our foundation, the One Foundation, to live up to our social and societal responsibility. Established in 2018, the One Foundation's mission is to offer altruistic support to the disadvantaged, particularly in areas including social integration, training courses and education both at school and at work.

Our funding projects primarily support socially and economically disadvantaged young people, helping to give them new prospects. Projects supported in 2023 included:

- **Building schools in Malawi:** With the opening of three schools and a nursery in Malawi, more than 2,200 children have now gained access to education. The opening of an additional school is planned for September 2024.
- **PLAN A**, a Joblinge initiative, motivates young people in Germany to access the training market. Individual coaching and group workshops help them to find their career path.
- The SchlaUA project, funded by the association **Junge Flüchtlinge e. V.** in Munich, helps young Ukrainian refugees to gain their school leaving qualifications in Germany.
- With the 'Über den Tellerrand' project (literally 'over the edge of the plate', meaning 'to take a broader view'), the Gastro Academy in Munich offers training courses for people with experience of migration and being a refugee, so that they can find employment in the catering industry on a qualified basis.
- The **Refugio Munich Art Workshop** offers young people who have experienced life as a refugee the opportunity to deal with traumatic experiences through the medium of art.

In addition, the One Foundation awarded a scholarship for trainees in the hotel and restaurant industry for the first time in 2023.

More information about the One Foundation can be found here:

Foundation report **Project highlights**

Primary School in Malawi

© Refugio

© Über den Tellerrand

4 QUALITY EDUCATION

GOVERNANCE

ONE COMPLIANCE

We are aware of our responsibilities and have jointly undertaken to perform our day-to-day work in line with our underlying values and in accordance with the applicable law. One Compliance helps us to do so.

Our **Code of Conduct** – the One Code – in particular is intended as an aid in making the right decisions, standing up for our values and implementing them in our daily lives. The One Code applies to our entire One family, including our executive management and our supervisory board.

The One Code is supplemented by an array of internal guidelines, especially on combating corruption and bribery, money laundering, protecting human rights, data protection and IT security. All our employees are trained in One Compliance and any breaches can be reported anonymously via our whistleblowing tool, which is also available to all external staff (e.g. cleaning staff).

Since 1 January 2024, we are bound by the Supply Chain Act (LkSG). With our risk management system we monitor our own business area as well as our suppliers and service providers in accordance with the requirements of the LkSG.

OUR PLANET
IS TURQUOISE.

MOTEL ONE GROUP
Tegernseer Landstrasse 165
81539 Munich, Germany
Email: info@motel-one.com

www.motel-one.com