



CLASSIK HOTEL COLLECTION

SUSTAINABILITY REPORT 2023

Classik Hotel Collection GmbH considers corporate sustainability a transformative challenge across all company functions and throughout the value chain. That is why, in 2020, management at Classik Hotel Collection GmbH engaged its partner GreenSign Institut GmbH to conduct GreenSign certifications at its hotels. Today all the group's hotels are GreenSign certified. Along with sustainability certifications at its hotels, Classik Hotel Collection GmbH's sustainability management system defines appropriate responsibilities and processes to effectively pursue sustainability and ensure thorough documentation. Every aspect of sustainability is thereby subject to an ongoing innovation process, resulting in the constant development of sustainability guidelines at the company to ensure they reflect current legal requirements and social change. Classik Hotel Collection GmbH's entire business model, from business operations to strategic investments and expansion, is focused on sustainability. Our commitment to offering "*Individual. Innovative. Sustainable.*" products means we view the transition to a sustainable economy and society as both a goal and a responsibility in the day-to-day running of our company.

ABOUT THE CLASSIK HOTEL COLLECTION

The Classik Hotel Collection consists of five carefully selected boutique hotels with between 32 and 109 rooms in Berlin, Munich, Cologne and Magdeburg. The privately-owned hotel group is headquartered in Berlin. Our portfolio includes a full-service boutique hotel and limited service townhouse in the heart of Berlin, boutique hotels in Munich and Cologne, and a full-service budget hotel in southern Magdeburg. Following major renovations and comprehensive rebranding between 2018 and 2021, our hotels enjoy attractive market positioning in the upper three-to-four star segment. The Classik Hotel Collection's unique hotels are all GreenSign certified (to level 3 or 4 of 5), reflecting the group's value-driven approach to management, communication, the environment and purchasing, its regional focus, and its commitment to quality management, sustainable development and corporate and social responsibility. In addition to our hotels, the company's business concept includes managing 3,400 m² of flexible office solutions at the Classik Business Space near Hackescher Markt.

Classik Hotel Collection: Individual. Innovative. Sustainable.



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DOCUMENTATION

The GreenSign certification documents our company's sustainable attitude to hotel management and compliance with strict criteria relating to our environmental approach, social engagement and economic performance. The certification system has seven core areas for sustainable business, including management and communication, environment (energy, water and refuse), purchasing, regional focus, quality management, and sustainable development, social responsibility, and economic responsibility. Its certifications range from level 1, which recognises initial steps towards a sustainable concept, to level 5, its highest rating.

1. ENVIRONMENT

In 2023, Classik Hotel Collection GmbH's management achieved the following developments in the core area of environment: the heating pumps at the Classik Hotel Alexander Plaza were replaced to achieve an optimised base temperature and make the system considerably more energy efficient. Time switches and motion sensors were also installed at both hotels in Berlin, significantly reducing energy consumption. Switching off refuse cooling at the Classik Hotel Magdeburg also lowered energy use. The transition to digital internal lists and handovers further reduced the amount of paper used, as did avoiding unnecessary printouts. To promote conscious use of lighting, "light out" stickers were applied to light switches in staff rooms and offices.

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2. PURCHASING

In 2023, all the group's hotels switched to the cosmetic manufacturer HAIL Europe. Its Spa Collection guarantees vegan products that are free of animal testing and parabens. The management of the Classik Hotel Collection also has a strong focus on sustainability criteria, including origin, production process and ingredients, for the general purchasing of merchandise and promotional items. Along with price, these criteria have a considerable impact on our purchasing decisions.

3. REGIONALITY AND TRANSPORT

Most of our employees have a Travel Industry Card, which promotes the use of public transport and makes business travel more sustainable. To reduce CO2 emissions, employees only use public transport (such as trains) for customer meetings and travel within Germany, Austria and Switzerland.



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4. QUALITY MANAGEMENT AND SUSTAINABLE DEVELOPMENT

The management of the Classik Hotel Collection has further expanded the use of sustainable technologies, above all with regard to digital communication with guests and employees. That includes the installation of self check-in kiosks at all locations. The change to a new technology provider led to the optimization of processes, and improved efficiency in all operational departments and at the company's offices. Among other things, that resulted in a further significant reduction in paper consumption.

5. MANAGEMENT AND COMMUNICATION

To improve external communication with potential employees, the management of the Classik Hotel Collection introduced a new Instagram channel (career@chc), which offers insights into employees' working lives and a realistic impression of the company as an employer. The intranet for existing employees was also further developed, among other things through the introduction of additional information channels, including the CHC Academy and training videos. The Personio management system was implemented in the HR department, and is used to document and display working hours, absences and upcoming training sessions.

6. CORPORATE SOCIAL RESPONSIBILITY

The existing partnership with the Jona Foundation in Berlin Spandau was fully maintained this year. In the spring, the children visited the Classik Hotel Alexander Plaza to paint and hunt for Easter eggs. In the summer, the HQ team visited the foundation to renovate its playground and sports facilities – they painted the climbing frames and removed weeds. In the winter, the children attended a Christmas market at Classik Hotel Alexander Plaza, with tasty treats and games including a can knockdown and air hockey. The Classik Hotel Collection was also recognised as a Kununu TOP COMPANY. Its average score was over 3.9, reflecting high employee satisfaction. The company's efforts to promote diversity and inclusion were also honoured with a Diversity Award.

7. ECONOMIC RESPONSIBILITY

Despite the challenges created by the COVID-19 pandemic, the Classik Hotel Collection's management was able to maintain its economic stability in 2023. Efficient cost management and strategic investment in sustainable technology helped strengthen the company's financial position. Management continued to focus on long-term returns and sustainable growth to ensure future success and achieve its environmental and social goals.