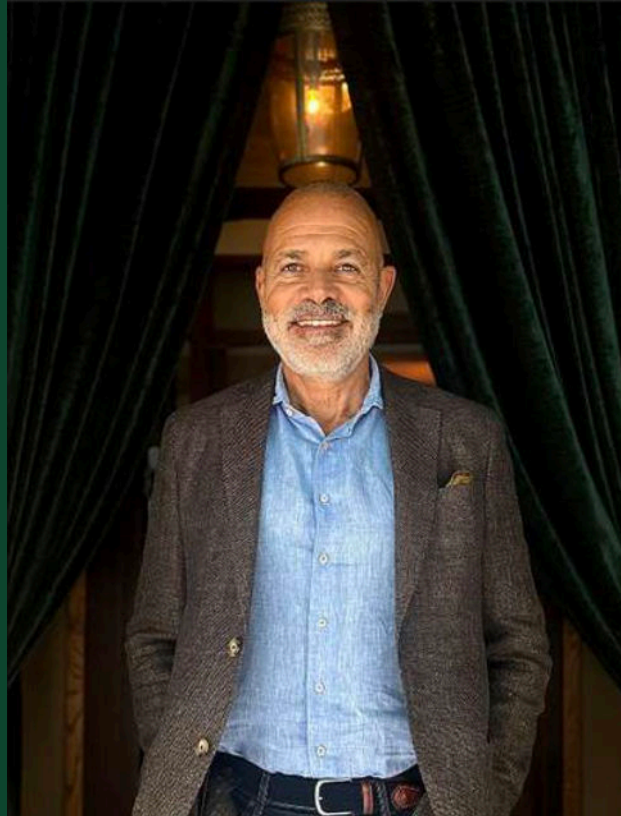


THE GREEN ACT



PROLOGUE

As CEO of Kolpin Hotels, I am proud of the concrete steps we have taken with our Green Act strategy so far. Our commitment to sustainability is not just a business initiative but a core value that defines who we are.

This ongoing journey requires dedication and collaboration from all of us, and I am confident in our team's ability to lead the way. I strongly believe that together with our guests, partners, and suppliers, we can make a meaningful impact and fully embrace the Green Act.

Karim Nielsen
CEO, Kolpin Hotels

KOLPIN ETHOS

KOLPIN HOTELS, founded and owned by **Alexander and Jes Kølpin**, is a family-owned company for three generations. It is based on a profound passion for **architecture, design, dedication, and properties, creating “high-end & low key”** guest experiences with the feeling of visiting a **private residence**. This is signified by the **warm ambiance** and **high personal service** throughout the hotels of the group - Hotel Sanders, Helenekilde Badehotel, Tisvildeleje Strandhotel and Roberta's Society.

The Green Act is the name for our **sustainability journey** we have embarked on. The name was chosen as it combines both our **sustainable (Green) journey** and our **theatre roots (Act)**. The Green Act strategy is **designed to guide** us in **encouraging** a culture of **sustainable decision-making** while also setting and **achieving our goals** and **actions as eco-conscious** hotels.

We wish to inspire our **employees, guests and partners** to join us in creating a more sustainable future, and this initiative represents a step toward crafting experiences where eco-consciousness harmoniously exists with what we deliver to our guests. We would love to have you **join us on this journey**, where every stay at Kolpin Hotels is an **invitation to experience hospitality with a purpose** — a commitment to preserving our planet while embodying our core values.

SCENE BY SCENE

2024 SO FAR



KITCHEN

At all four properties our restaurants are **putting focus** on the variety of the menus and ingredients in season.

We are also trying to source as many ingredients as possible **locally**. In 2024, we aim to **track the origins of the food** we serve to enhance transparency and sustainability throughout our supply chain.

When selecting food suppliers, we **prioritize quality, location, and shared values**. We seek to partner with those who align with our **commitment to ethical, responsible sourcing and greener procurement**. We are planning to **review** all of the **main suppliers** and **asses their sustainability efforts**.

Managing and measuring food waste is one of our ongoing **challenges**. In 2024 and beyond, we plan to improve waste sorting and find even more ways to reuse food leftovers.

We have implemented the **initiative** where **employees** are encouraged to take **staff food leftovers home**.



"We're working to gather more data on the sources and patterns of our waste."

We're working to **gather more data** on the **sources and patterns of our waste**. This will allow us to better understand where improvements can be made and explore opportunities to **further reduce** our **environmental footprint**.

By using data to drive our efforts, we aim to continually refine our practices and monitor our progress. Our goal is to **obtain Økologisk Spisemærke** for all three properties, to show our dedication to organic purchasing.



HOUSEKEEPING

Early 2024 was a period of a lot of changes for our **housekeeping department**. One of the biggest project was the implementation of **Puretech**.

PureTech is a Danish company that specializes in more **efficient** and **environmentally friendly** hygiene solutions. They have developed an effective surface treatment with **TiTANO® forms**, which is an invisible membrane / coating aimed at reducing the number of bacteria and better protection of the surfaces.

Puretech cleaning products are also implemented in three of our hotels. In-room cleaning now only requires three cleaning products that come with automatic dosage system. This has **significantly minimized the waste** and **increased the employee wellbeing**, as the harmful chemicals are not used anymore.

Since February 2023 all **HSK reports** are digitalized, so paper use is minimal.

Future plans in 2024 and beyond involve development of new SOPs and the communication to the guests on **towel** and **linen change** and how they can contribute to the Green Act.

We also aim to **prioritize guest waste sorting** and **revisit our post-departure waste management processes**.



"In-room cleaning now only requires three cleaning products that come with automatic dosage system."

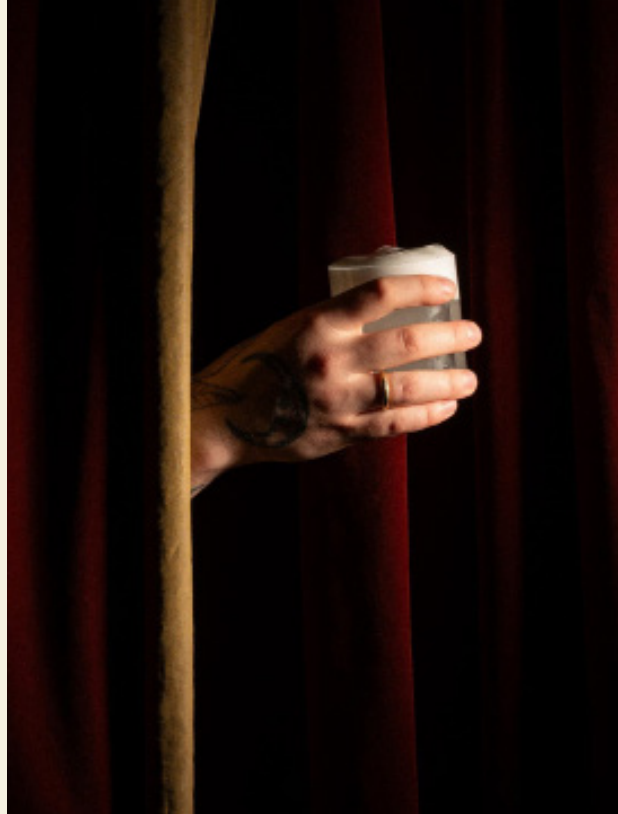
TATA

At **TATA bar** located at **Hotel Sanders**, we are always on the lookout for bettering our practices and raising the bar. Main focus is on trying to source **local ingredients** and work with **local suppliers**.

When working with fruit and other ingredients, we are aiming to **minimize the waste** and use up as much of the fruit as possible, either at the bar or other areas of the house.

Choosing the right suppliers is always a priority. **S&C**, who is one of our main suppliers, is running **carbon-neutral deliveries**. We have also started a collaboration with **ecoSPIRITS** to have available liquor delivered in a **big, reusable container** rather than **glass bottles**.

In 2023, we have also **replaced all single use straws with glass straws** which are washed with the **NANO technique** and used again. This was a big step in reducing our waste and providing our guests with an **even better drinking experience**.



"Looking ahead to 2024 and beyond, we aim to further reduce our environmental impact."



Furthermore, our commitment to digitalization continues with **all reports and handovers at TATA bar being digitalized**, significantly reducing paper usage.

Looking ahead to *2024 and beyond*, we aim to **further reduce our environmental impact** by *transitioning* from **single-use coasters** to **reusable** ones, thereby minimizing our paper consumption and advancing our sustainability goals.

PROCUREMENT

One of the biggest projects in 2023 was assessing our **supply chain management** and **making strategic decisions** on future collaborations.

We have decided to put focus and work with partners who share our **values** and **ethos**. This ongoing project of assessment has brought in **new partners** and **new sustainable relationships** we were keen to make.

We have also decided to **reduce** paper use by using the **digital signature platform** called **Scrive** for all the forms - such as credit card authorization forms sent to the guests, employee uniform forms and much more.

Our overarching objective in 2024 and beyond is to ensure that all four properties **operate cohesively** and **efficiently**, **leveraging collective resources** and **expertise** to maximize our sustainability impact.

Future plans involve **engaging our suppliers** and **drafting a Supplier Code of Conduct**, for all of our **main suppliers** across all four properties.

We also **aspire to partner** and be present with the suppliers from the **local community** in **Tisvildeleje, Copenhagen and Aarhus**.



"We have decided to put focus and work with partners who share our values and ethos."

ENERGY & WATER

ENERGY

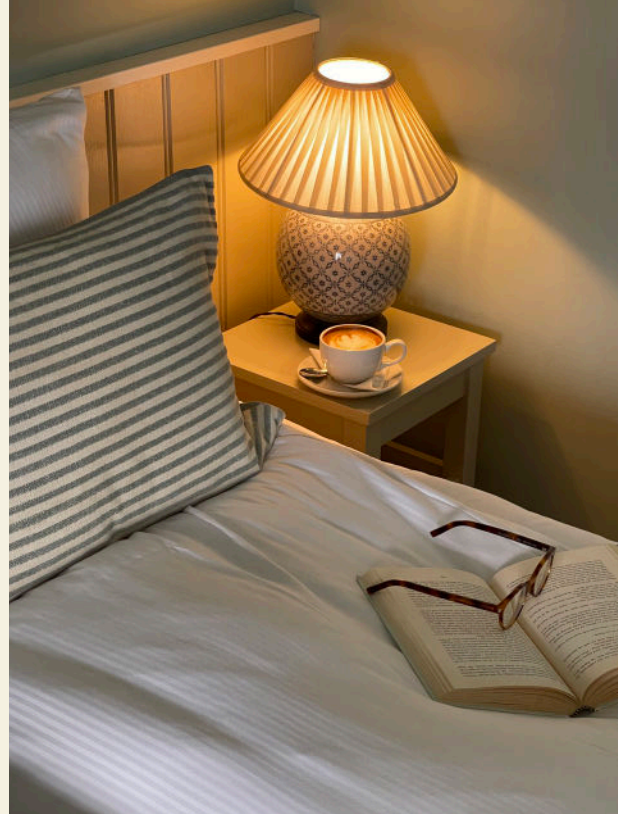
As part of our commitment to sustainability, we have conducted thorough energy audits to **assess and optimize energy usage** across all four properties.

Moving forward, we aim to **analyse the data** available from the energy **audit report**.

The overall aim is to **focus on the renewable source of energy**. To enhance monitoring and management, we have implemented **sensor technology in public toilets** to *regulate energy consumption* more efficiently.

Moreover, we have **prioritized energy-efficient lighting** solutions. Nearly all lighting fixtures have been upgraded to **LED technology**. We are **actively looking** into **new partnerships** which will assist us in improving our environmental footprint.

District cooling and heating are used as a more **sustainable alternative** to **AC**.



"We are actively looking into new partnerships which will assist us in improving our environmental footprint."

WATER

To further our water conservation efforts, we are **adjusting water pressure** throughout our properties. This means that the *less water* will be *used* while showering.

Additionally, we are introducing **Vision Watercare** to combat *limescale buildup*, ensuring optimal performance of our water systems while **minimizing waste** and **prolonging equipment lifespan**.



OPERATIONS

Since February 2023 all four hotels switched to cloud based HMS system. This was a **big step** in **reducing our paper usage** and it **streamlined** the operations.

We also *switched* from hand-signed and printed registration cards to **digital ones**. The invoices are also sent to the guests **via emails**, so paper and envelops are used *much less* frequently.

We have **partnered** with **AeroGuest** and **DigitalGuest** across all the properties, in order to further **streamline the operations** and **reduce the paper usage** by using **QR codes** with all the information for the guests.

At Sanders and Roberta's Society, our guests are given **wooden reusable keycards** to enter their rooms, while Henelekilde and Strandhotel are using **physical keys**.

Our *concierge offerings* are heavily focused on our **rich immediate neighbourhood** and its offerings in terms of **restaurants, cafés and activities**.

Guests are also encouraged to **rent our bikes** to **explore Copenhagen** like a **local**, or to use public transport we are *situated close by*.

Additionally, we have partnered with **Faundit** - the platform used for **returning Lost&Found items** to our guests. In case the guest **chooses to leave something behind**, items can be



donated straight away and can be given a **new home!**

Beyond aiding us in **Lost & Found** management, Faundit goes the extra mile by **planting a tree** for each **package** sent through their platform.

Even though we have made a **lot of progress so far**, there is still **room for improvement**. Therefore, we are **actively looking** into ways to furthermore **reduce paper usage** and find **new solutions** for our challenges.

SINGLE USE PLASTIC

In **July 2024** we **switched** our **single-use plastic toiletries** to **MIMI K**, a bespoke product in **refillable glass bottles** with **dispensers**.

Additionally, the **products inside will be clean, natural and sustainable**, made in collaboration with the **local danish brand** exclusively for Kolpin Hotels.

By making the switch to **refillable glass bottles**, we can **significantly reduce the amount of plastic waste** generated by all three properties.

Moreover, this partnership **aligns with our mission** to collaborate more **with local companies**.

Production is located in Denmark so the **delivery process** will be much **more sustainable** than thus far. This collaboration gives us **more opportunities to order in bulk** so the deliveries will be **less frequent** and **with less packaging**.



"We switched all of our single-use plastic toiletries in the rooms."

Not only are we aiming to **reduce the plastic waste**, but also the **product waste** and this way we can ensure that the product gets **used to the fullest extent possible**.

Single use plastic is **still present** throughout the house to a **certain extent**. We are **aiming to streamline** the recycling process to **minimize the impact of the plastic** on the environment. Ultimately, we wish to **phase out single use plastic** all-together.



EMPLOYEE ENGAGEMENT

One of our key projects for 2024 and beyond is engaging employees with the **Green Act strategy**.

The success of our sustainability initiatives **depends** on the active support of all employees across Kolpin Hotels. We plan to facilitate open dialogue with our team members through our internal communication platform, **Backstage**.

Through **Backstage**, we will keep **employees informed** about our **latest sustainability efforts, goals, and initiatives**, while also providing a space for them to share feedback and suggest new ideas. We believe this open line of communication is **crucial for fostering a transparent culture**.

We aim to **cultivate a safe working environment** and have introduced the **Whistleblower** initiative, encouraging every employee to **report any instances of abuse, discrimination, or related concerns**.

Moreover, we are **planning to re-implement regular 1 on 1's** between the department management and all employees, with the structured feedback loop. We aim to **deepen employees's connection to**



sustainability by incorporating a **sustainability-oriented activity** into one of our annual team-building events.

This approach not only **engages employees** in our green efforts but also **strengthens our commitment** to contributing positively to the local community.

In **2024/25** we are **planning to measure** employees' **happiness and wellbeing** by conducting the **company climate analysis**.

PATHWAY AHEAD 2024/25

1. CERTIFICATIONS

Planning to obtain green key certification for all four properties in 2025.

2. WASTE PLAN

Developing and implementing the waste plan.



3. SUSTAINABILITY KPIs

Setting and monitoring relevant KPIs. Setting the base year and tracking our progress.



4. REVISITING EMPLOYEE HANDBOOK

Updating employee handbook with the focus on onboarding, sustainability and company culture.

5. COMPANY CLIMATE ANALYSIS

Conducting employee satisfaction survey.

6. WASTE & WATER

Reducing the food waste by 30% and water usage by 20%.

7. SUPPLIER ANALYSIS & CODE OF CONDUCT

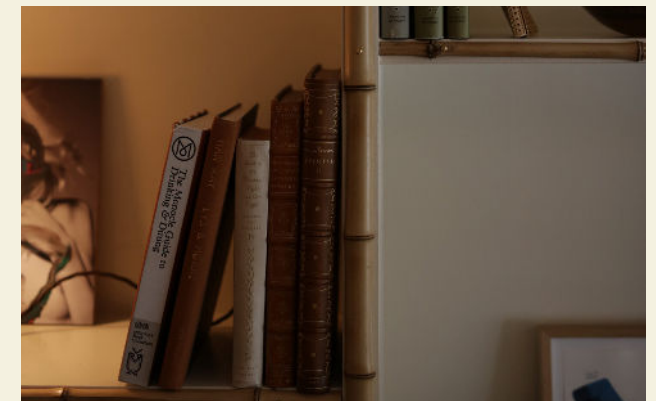
Engaging our main suppliers to sign a Code of Conduct.

8. ENERGY

Adapting more renewable sources of energy.

9. ØKOLOGISK SPISEMÆRKE

Obtain Økologisk Spisemærke for all four properties.



THE GREEN ACT