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Sustainability

at

**TFE Hotels**

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*Adina*



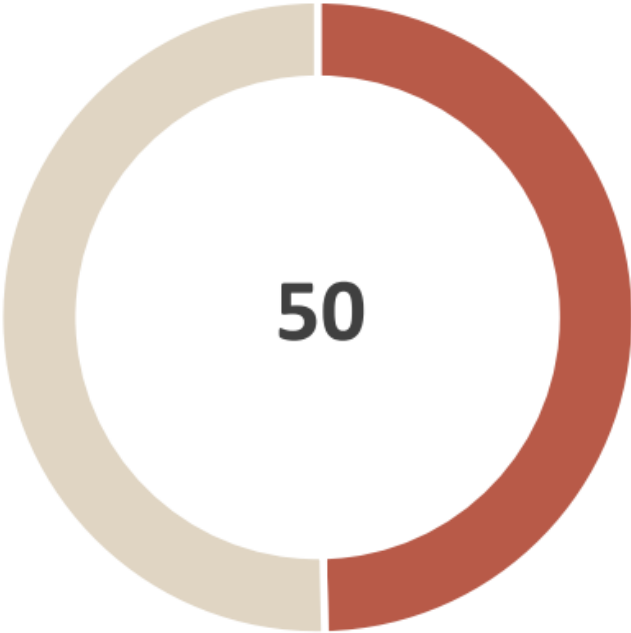
Our Opinion: The concept of an apartment hotels is truly sustainable based on the idea that an extended stay of guests helps to reduce cost (energy, cleaning) and wear and tear of the building



... then we checked how we score in ESG

# ADINA ESG SCORE

## Total Score



Adina **scored best** in the following three areas:

- Legislative Compliance (83.7),
- Pollution Prevention (66.2), and
- Local Community Engagement (65.2).

However, there are also several areas where the portfolio of 14 properties **did not score as well**

- Carbon (0.71),
- ESG Reporting (11)
- Sustainable Strategy and Policies (23.33)




# CREATING A ROADMAP

Not only for  
**E**nvironment  
 but also for  
**S**ocial & Governance Aspects

Area	Initiative	Timeframe
<b>Staff Wellbeing</b> 	Continue to implement and improve a staff well-being programme	April 2022 → ongoing
	Work towards improved hiring and employment conditions	September 2022 → ongoing
	Invest in the continual health, safety, and wellbeing of all Adina employees	December 2022 → ongoing
<b>Community</b> 	Offer local community and charitable organisations complementary and discounted use of facilities	March 2023 → ongoing
	Make all rooms accessible for guests with special needs	March 2023 → ongoing
	Evaluate all suppliers accordingly to environmental, social and governance criteria	January 2023 → 2025
	Implement a responsible supply chain policy	April 2023
	Actively engage with local food suppliers and develop joint projects	April 2023 → ongoing

# TANGIBLE TARGETS



...it is all about metering



Initiative	Timeframe	Outcome / E
Monitor the use of energy, water, and <u>Fernwärme</u> (district heating)	April → ongoing	12 months of resource valuable data for energy heating and
Set, publish, and work towards energy reduction goals	January 2023 → ongoing	Annual targets to re energy and annual pr set objec
Set, publish, and work towards water reduction goals	January 2023 → ongoing	Annual targets to re water and annual pro objectiv
Set, publish, and work towards <u>Fernwärme</u> (district heating) reduction goals	January 2023 → ongoing	Annual targets to re district heating and have met set o
Monitor all waste streams: (1) Material-related streams (including metals; glass; paper and cardboard; plastics; wood; rubber; textiles; bio-waste, food waste)	April 2022 → ongoing	Annual targets to re waste and annual pro objectiv
Monitor all waste streams: (2) Product-related streams (including packaging; electronic waste; batteries and motors; end-of-life vehicles; and demolition waste)	April 2022 → ongoing	Annual targets to waste and annu

# ENFORCEMENT VS VOLUNTARY ACTION

EU Taxonomy will increasingly set targets relating to air quality, water, biodiversity, resource efficiency and waste reduction

	Initiative	Timeframe	
Strategy and Targets 	Set strategic ESG targets	April 2022 → May 2022	
	Systematically monitor progress against ESG strategy and targets	December 2022 → ongoing	
	Ensure the sustainability strategy is put into action through annual action plans	January 2023 → ongoing	
	Publish (for staff and members, and publicly) an annual, transparent sustainability report on progress made against strategic targets	January 2023	
Implementation 	Set up a Green Team	April 2022	
	Actively empower Adina staff to engage in ESG initiatives and projects	May 2022 → ongoing	
	Develop internal ESG activities, workshops and events	February 2023 → ongoing	
	Include ESG in the hiring and staff development processes	August 2022 → October 2022	
Relation	Monitor current environmental legislation	April 2022 → ongoing	
	Adapt and adjust exiting policies in regard to environmental legislation	July 2022 → September 2022	

## Hotel Carbon Index

Carbon Index Item	Amount	Unit of Measure	Time Period (In months)
Room Night Carbon Factor	<input type="text"/>	<input type="radio"/> lbs <input type="radio"/> kgs	<input type="text"/>
Meeting & Event Carbon Factor	<input type="text"/>	<input type="radio"/> lbs <input type="radio"/> kgs	<input type="text"/>
Room Night Water Usage	<input type="text"/>	<input type="radio"/> gal <input type="radio"/> liters	<input type="text"/>
Waste Diversion Rate	<input type="text"/>		<input type="text"/>

## Environmental Programs

Is your hotel certified by a globally recognized "sustainable" certification program?

Y  N

Please provide your top five (5) environmental programs (e.g. carbon offset) that are visible and actively communicated to the guests, shareholders, vendors and the public.

Energy saving
active water conservation
recycling
towel change (green)

Please name all sustainable certification programs you participate in. Examples: Global Sustainable Tourism Council-recognized programs or LEED programs.


Does your sustainable certification include a third party audit?

Y  N

Would you be willing to provide a copy of your certification upon request?

Y  N

Does your property have an active water conservation program in place such as a linen reuse option to multiple night guests and/or water conservation fixtures?

Y  N

Does your property have an active recycling program in place?

Y  N

Does your property have its own environmental or Corporate Sustainability Policy?

Y  N

Is your property utilizing environmentally responsible cleaners throughout the property? (MSDS Health Hazard Rating 1 or less)

Y  N

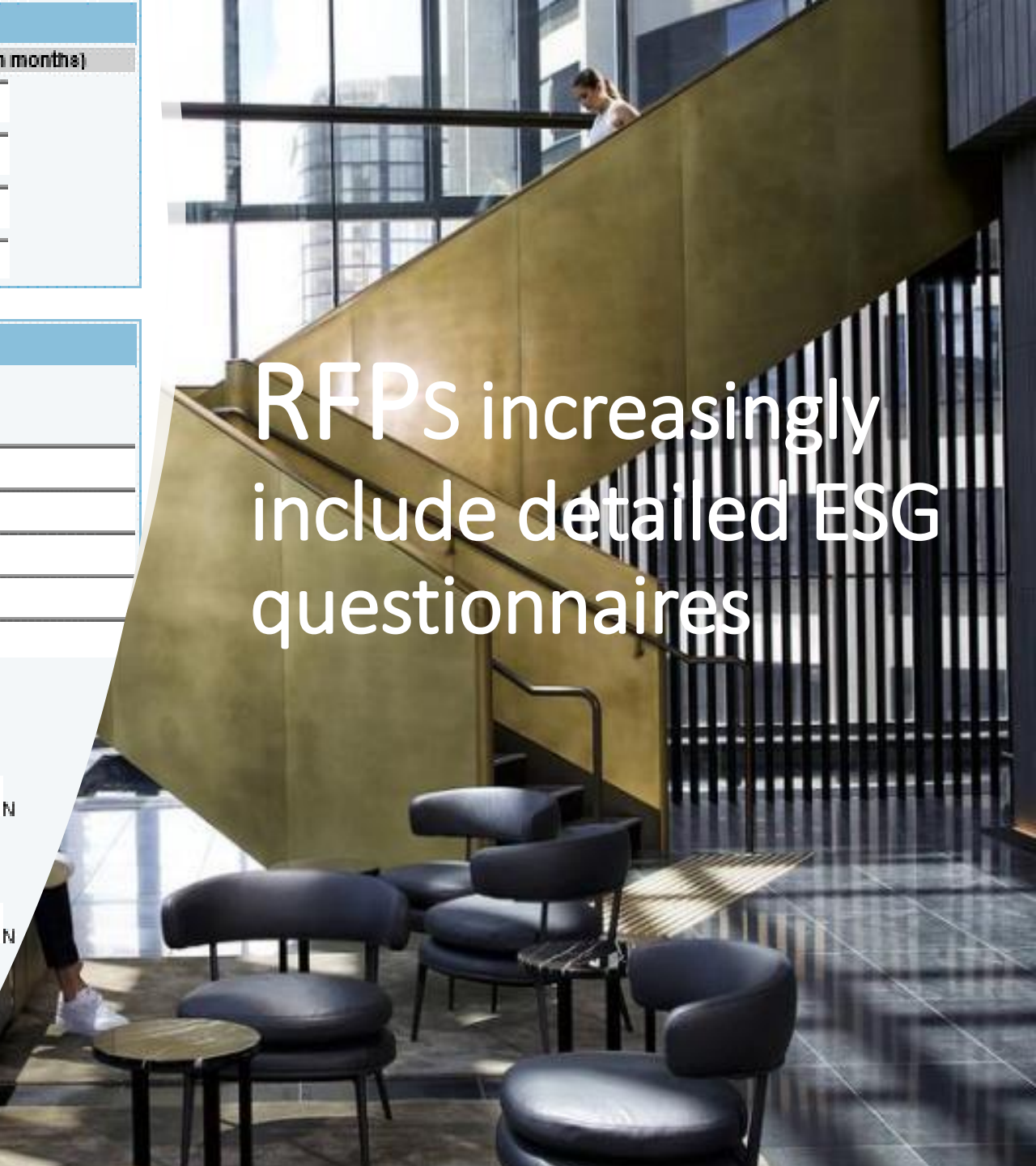
Does your property have an environmental procurement policy for its suppliers?

Y  N

Does your property measure the impact of its non carbon emitting environmental measures, for example sheet and towel change?

Y  N

RFPs increasingly include detailed ESG questionnaires





BUILDING CERTIFICATES ARE A  
GOOD START – BUT WHAT  
ABOUT FF&E

Pressemitteilung  
**Turm am Mailänder  
in Stuttgart erstrahlt  
Gold**



# REAL PROGRESS ONLY WITH THE RIGHT PARTNERS

Heating via local heating network with very low primary energy factor

Positive gray energy contribution by preserving of the historic silo building

Minimal sealing of surfaces due to high-rise building construction

Passive cooling via groundwater and additional adiabatic cooling by indirect evaporation

Façade with integrated sun-shading elements

On-site composting of all catering waste and reuse for fertilizing green terraces.

Own well to produce mineral water and subsequently brew local beer

Mixed Use building with a hostel and a boulder arena sharing facilities

Teaching farm on green roof, urban gardening in preparation

Car-free zone

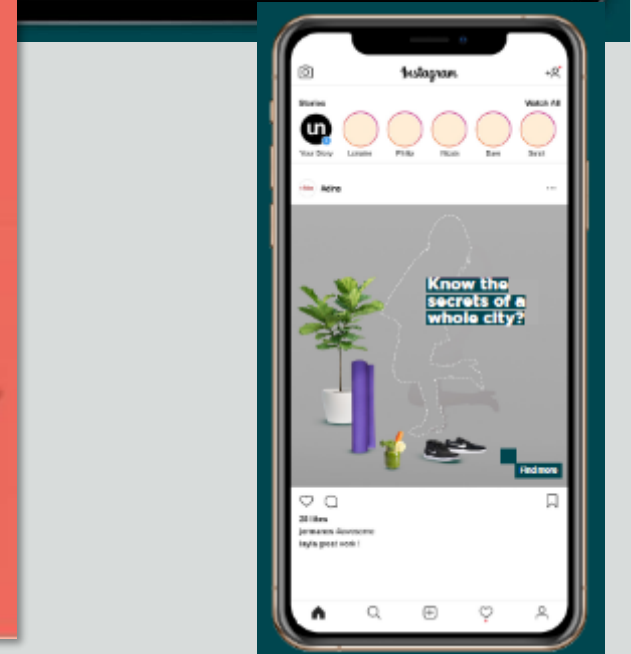
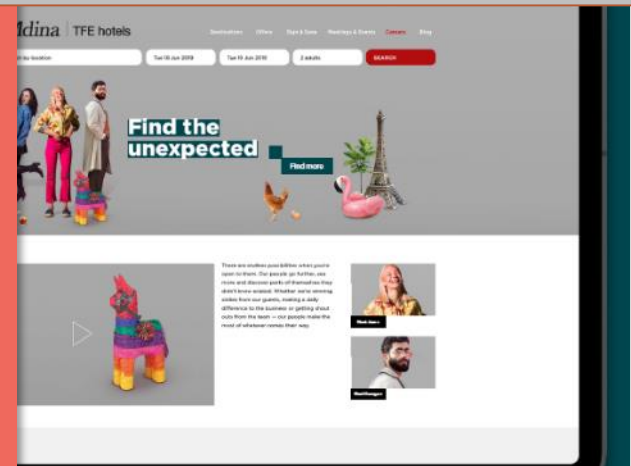


# GREEN TEAMS

... it has to be a Team Effort



Attracting talent - 86% of participants in a HR survey of those born after 1980 said they would be more loyal to a company with ESG values




# What does that mean for our future as a company



23:45

**MM**

19:30



15:30

**:NT**

MM:NT  
HOTEL

## Guiding Principles new brand

Holistic **Carbon Net Zero** approach looking at all related emissions along a company's value chain, i. e. raw materials, services, production, logistics and packaging for

- Scope 1: Building and FF&E
- Scope 2: Hotel Operation
- Scope 3: Suppliers

## Circularity

Shift from recycling to reuse

## Avoidance preferred over Reduction

Something that is not produced cannot create a CO<sup>2</sup> footprint



09.24

## How do we get there

Primarily existing buildings, using as many building parts as possible

Reduction in space, room sizes start at 11 sqm

Sharing outside private sphere, not each apartment has its own kitchen

Material Passports (QR-Code) to facilitate cradle to cradle

Reduced but high quality FF&E and extended refurb cycles

Passive-House approach, cooling mandatory, windowless rooms as a test

Smart energy metering for each room with incentives to save energy

Air Quality control in each room



MORE TO COME SOON

21:45 02:30

**FREEDOM  
TO STAY  
YOUR WAY**

15:20

MM:NT  
HOTEL

This poster features a white background with black text. It includes two small inset images: one in the top left showing a person in a room, and one in the bottom left showing a person in a room. The text is arranged in a clean, modern layout.

FREEDOM  
TO STAY  
YOUR WAY

**MM:NT**

MM:NT  
HOTEL

This poster features a white background with red text. It includes a large central image of a hand holding a glass of wine. The text is arranged in a clean, modern layout.

FREEDOM  
TO STAY  
YOUR WAY

21:45 02:30

**MM:NT**

15:20

MM:NT  
HOTEL

This poster features a red background with black text. It includes two small inset images: one in the top right showing a person in a room, and one in the bottom left showing a person in a room. The text is arranged in a clean, modern layout.