MARITIM
HOTELS



ESG REPORT 2025

Our systematic approach to advancing sustainability at our hotels every day.

WELCOME TO MARITIM! NICE TO HAVE YOU WITH US!



> Sustainability begins with responsibility – not reporting."

Sometimes we do things simply because they are the right thing to do. Here at Maritim, for instance, we have been making careful use of resources and cultivating a corporate culture of openness and trust for decades. And we are constantly evolving. That's why, in 2023, we began to take an even more systematic view of our responsibility toward the environment, our employees, and society. We created a new Sustainability department, which has been headed by Henning Jünke, Director of Sustainability & Human Rights Representative, since January 1, 2024.

Our goal is clear: We want to gain a better understanding of the impacts of our business, the risks we face, and the opportunities we can embrace. We also believe in being transparent about what we do because our guests, employees, business partners, and banks are increasingly interested in sustainable corporate governance. This ESG report – which we are publishing voluntarily – is the result of our in-depth sustainability analysis, and we are proud of that. It tells us exactly where we stand right now. For us, sustainability begins with responsibility, not reporting. And it's visible in our day-to-day actions.

This report is an honest snapshot. We show what we have already achieved, and equally, we point out the areas we want to improve. We invite you to read on and learn more about our sustainability activities.

Erik van Kessel

Managing Director and Chief Operating Officer (COO)
Maritim Hotelgesellschaft mbH

Roland Elter

Managing Director and Chief Commercial Officer (CCO)
Maritim Hotelgesellschaft mbH

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(B1)

ABOUT THIS REPORT

This report covers the 2025 financial year and is focused on Germany. It encompasses the activities of the 24 German Maritim hotel locations, the administrative offices in Bad Salzuflen and Darmstadt, and the affiliated golf resort. Consequently, the reporting group includes Maritim Hotelgesellschaft mbH (headquarters: Timmendorfer Strand), Hotel Kursanatorium GmbH (headquarters: Bad Salzuflen), and Maritim Golfpark Ostsee AG (headquarters: Warnsdorf); their data has been consolidated for this report.

Maritim primarily operates in the hotel and hospitality industry (NACE code: 55-10.1). Unless otherwise indicated, all information and metrics in this report refer to the aforementioned companies.

Our voluntary sustainability reporting is based on the **Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)** as defined in European Commission Recommendation (EU) 2025/1710. This report is structured according to Option B, meaning that it includes both the Basic Module and the Comprehensive Module, and all data points are labeled in line with this version. We explain any discrepancies between this report and the Voluntary Standard (VS) in accordance with Delegated Regulation (EU) 2026/1560, which has been in effect since September 24, 2026, in the VSME Index. We have opted not to omit disclosures as part of this reporting structure.

We commissioned DEKRA to carry out an external quality assurance audit in order to ensure that our core environmental metrics and our climate strategy were designed correctly right from the start. Our 2025 greenhouse gas report was audited and certified in accordance with the GHG Protocol, hotel-specific carbon, water, and waste footprints, and our own climate targets and underlying implementation pathway.

(B1, C1)

OUR COMPANY PROFILE

Maritim Hotelgesellschaft mbH is the largest owner-operated German hotel chain and the most significant private provider of conference space in Germany.

24 hotels

1 golf resort

7,631
rooms & suites

3,653
employees

EUR 396.5m
in revenue

2.8m
guests

7,091
events

Maritim has hotels in six further countries outside of Germany: Albania, Bulgaria, China, Italy, Malta, and Mauritius. Since the opening of our first Maritim hotel in 1969, we have been committed to full service and a consistently high standard of quality. We cater to business and leisure travelers alike – Maritim is the perfect destination for anyone looking for a special place to stay.

Our portfolio ranges from centrally located city hotels and business and conference hotels near airports to resorts on the coast or in other natural surroundings. We made a conscious choice to expand our scope of services by investing in Golfpark Ostsee AG in Warnsdorf. The on-site golf course makes the two nearby hotels even more attractive for guests who want to combine relaxation and exercise.

Our hotels are in the upscale segment, with exceptional facilities, comfortable rooms and suites, restaurants serving global cuisine, and generous pool and spa areas. They also offer state-of-the-art conference rooms and event spaces for a wide range of event formats.

We have always believed in offering accommodation and meeting spaces under one roof. Not only do we have many years of experience in planning and running large events; we also offer first-rate accommodation, making us one of the leading providers of meetings, incentives, conferences, and events (MICE) in German-speaking Europe.

Despite our size and presence across Germany, we have remained an owner-operated company at heart. We plan for the long term, building lasting partnerships and a company culture where employees feel at home and have the freedom to grow and develop. The feedback from our employees on employer review platform kununu has also been very positive: 86 percent of respondents would recommend Maritim as an employer.

OUR LOCATIONS

Maritim operates 24 hotels throughout Germany. Our strategic and operational business is governed by our head office in Bad Salzuflen and our administrative office in Darmstadt.



> Our employees are the heart of our company. They bring our tradition of warm hospitality to life every day."
>
> **Dr. Monika Gommolla** Owner and Chair of the Supervisory Board

(B2, C1)

OUR SUSTAINABILITY CONCEPT

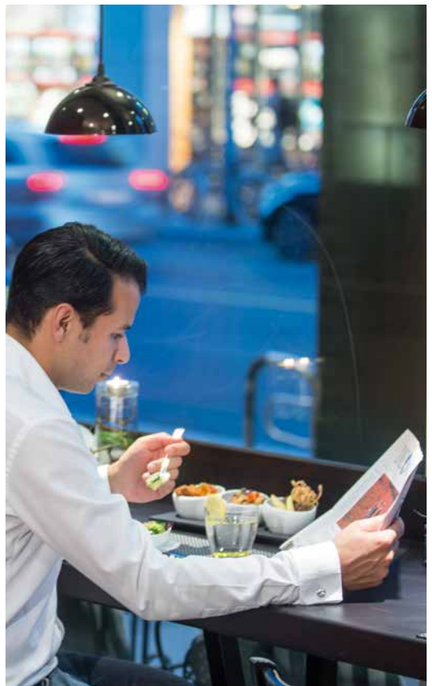
At Maritim, our guests have always been the focus. With that approach in mind, we have also made it our goal to conserve resources and incorporate environmental and social aspects even more deeply into our business processes.

To us, sustainability means integrating quality, service, and responsibility. And as part of that process, we aim to delight our customers, support our employees, and translate responsibility into real action.

How we identified sustainability issues to address

In 2024, we launched a structured strategy process to define the sustainability issues that needed our attention (further details can be found in the Appendix starting on page 60). This process was based on the following:

- **Frameworks and standards:** Including the Corporate Sustainability Reporting Directive (CSRD), Germany's Supply Chain Due Diligence Act (LkSG), the UN Sustainable Development Goals (SDGs), and the criteria laid out by certification programs EcoVadis and GreenSign
- **Stocktake:** Analysis of our existing sustainability measures and previous performance
- **Double materiality assessment:** Standardized process for identifying relevant sustainability issues in line with CSRD requirements



How we incorporate sustainability into our company

One of the primary outcomes of this process is our ESG steering wheel (see page 12). ESG stands for Environmental, Social, and Governance and is an important aspect of corporate social responsibility.

The ESG steering wheel helps us translate external requirements – stemming from regulations, market developments, or societal changes – into issues that directly tie into Maritim's business model and organizational structure, allowing us to embed our areas of focus into the right departments within the organization. At the same time, this systematic approach helps us define clear competencies, actions, and targets.

The steering wheel is divided into three levels. The innermost ring – the heart of the model – contains the three ESG dimensions. In the middle ring, the ESG dimensions are divided into eight sector-specific areas for action. Tailored to the specific needs of day-to-day hotel operations, these were organized into 27 categories in the outer ring, encompassing 46 sustainability goals, not all of which are shown here. In the 2025/26 reporting period, we have prioritized action on 15 of these goals.

GOALS	CATEGORY	FOCUS AREA	IMPLEMENTATION STATUS
ENVIRONMENT			
1. Reducing electricity consumption	Energy	Real Estate & Infrastructure	●●○○
2. Reducing heat consumption	Energy	Real Estate & Infrastructure	●○○○
3. Reducing water consumption	Water	Real Estate & Infrastructure	●●○○
4. Reducing waste & recycling	Waste	Real Estate & Infrastructure	●●○○
5. Reducing product carbon footprints	Overnight Stays	Hotel Operations	●○○○
6. Reducing product water footprints	Overnight Stays	Hotel Operations	●○○○
7. Reducing food waste	Food & Beverage	Hotel Operations	●●○○
SOCIAL			
8. Promoting sustainable guest behavior	Empowering Guests	Guests	●●●○
9. Systematically enshrining sustainability in procurement	Sustainable Procurement	Supply chain	●●○○
GOVERNANCE			
10. Establishing systematic sustainability management	Sustainability Management	Responsibility	●●●○
11. Preventing corruption and bribery	Corporate Behavior	Responsibility	●●●○
12. Combating money laundering	Corporate Behavior	Responsibility	●●●○
13. Avoiding conflicts of interest	Corporate Behavior	Responsibility	●●●○
14. Adopting GreenSign certification*	Certifications & Ratings	Transparency	●●●●
15. Informing stakeholders of sustainability performance	External Communication	Transparency	●●○○

* Goal already achieved

Our sustainability goals are intentionally designed to be practical; they are meant to provide specific guidance for employees in their day-to-day work. For example, one of our goals was to reduce overall energy consumption across all our locations by two percent by the year 2025, using 2023 consumption values as a baseline. To that end, we worked with building systems specialists to identify and prioritize specific savings measures for each location. We ultimately achieved our reduction goal, primarily through targeted technical modernization measures such as replacing refrigeration units and installing heat recovery systems.

How we manage sustainability

We use a continuous improvement process in line with the Plan-Do-Check-Act (PDCA) cycle:

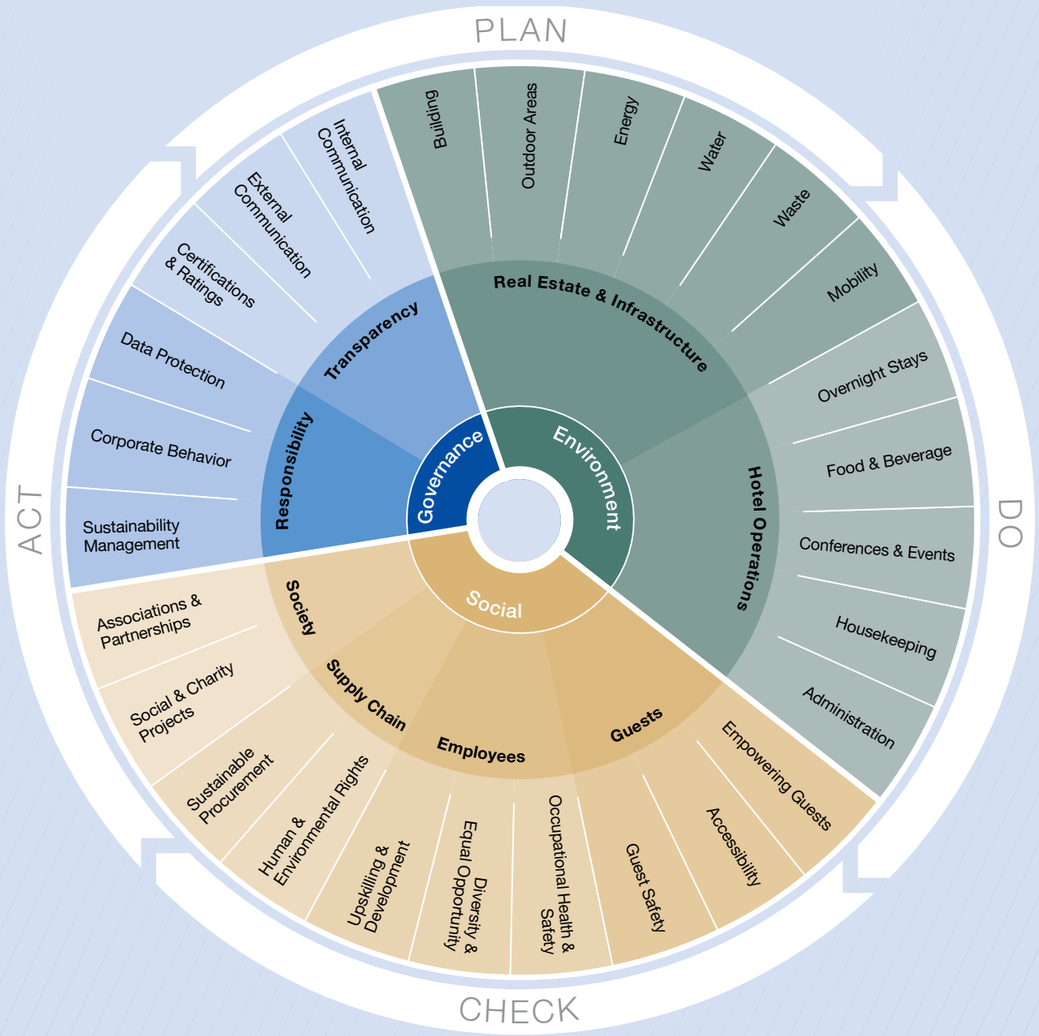
- **Strategic foundation ("Plan"):** We analyze our initial situation, involve our stakeholders, define objectives, and prioritize measures.
- **Implement measures ("Do"):** We take action: with investments in energy-efficient infrastructure and projects in the areas of employee development, sustainable procurement, and social commitment.
- **Assess progress ("Check"):** We regularly assess our progress based on pre-defined metrics and evaluate the effectiveness of our measures.
- **Adjust and improve ("Act"):** We continuously refine our targets, measures, and processes based on the insights we gain.

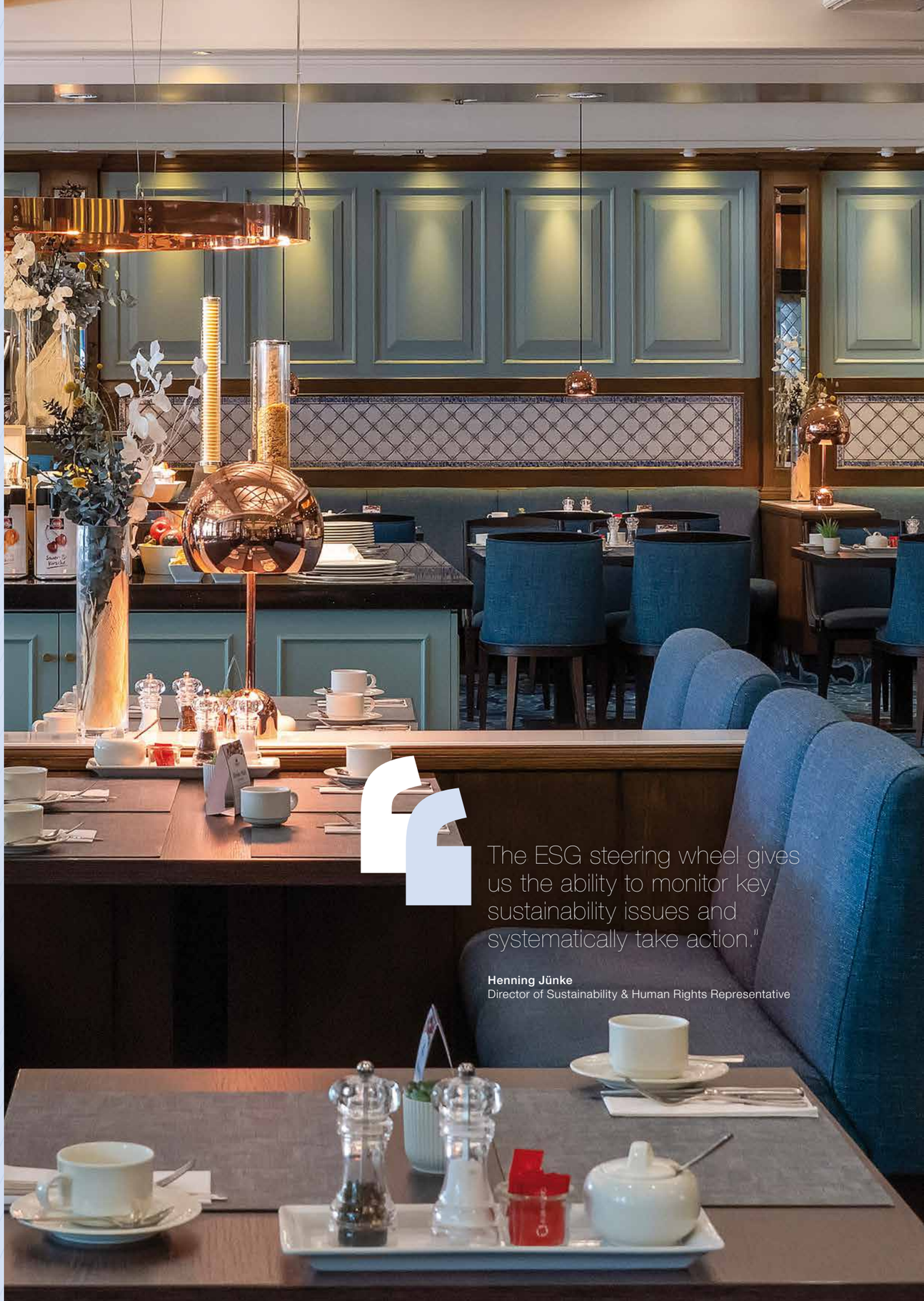
How we make sustainability a reality

Sustainability at Maritim is more than just an abstract goal; it is part of our day-to-day work. Many of our sustainability measures have been in place at our locations for years and are optimized on an ongoing basis. These measures demonstrate how we translate strategic guidelines into specific projects and processes. The following sections provide more detailed insights.

OUR ESG STEERING WHEEL

The steering wheel structures our sustainability issues into three levels: ESG clusters (inner ring), focus action (middle ring), and categories (outer ring).





"The ESG steering wheel gives us the ability to monitor key sustainability issues and systematically take action."

Henning Jünke
Director of Sustainability & Human Rights Representative

(B1)

INSPECTED. ASSESSED. CERTIFIED.

In early 2026, we successfully completed the GreenSign certification process for our 24 German Maritim locations.

GreenSign certification confirms that our hotels meet the requirements of the GreenSign Standard in the environmental, social, and business categories audited by the organization.

The certificate is recognized by the Global Sustainable Tourism Council (GSTC); certified hotels are assessed based on more than 130 criteria in ten core areas. During the inspection, independent auditors do more than just assess visible measures; they also look at the processes behind the scenes – in the boiler rooms, waste disposal stations, storage areas, and cold stores, for instance. Regular follow-up audits ensure that we keep developing and improving our measures.

GREENSIGN HOTEL

At least 50 percent of the requirements must be met to earn GreenSign certification. Our locations achieved an average of 71 percent during the first year of assessment. It's a good start – but it also provides us with specific guidance for the future. For each specific location, the results indicate where we can improve and which measures we should focus on pursuing.

> Protecting the environment and conserving resources have been top priorities at Maritim for decades. Even before sustainability became a high-profile issue, many of our locations were already using solar energy or combined heat and power systems, recycling waste, and offering customers more environmentally friendly event options. GreenSign certification is the logical continuation of this approach."

Erik van Kessel Managing Director and Chief Operating Officer (COO)

Our locations meet an average of

71% of GreenSign requirements



WHAT **GREENSIGN** ASSESSES

The audit covers ten core areas – from corporate governance to financial responsibility:

1 Management & Communication Clear competencies, clear internal and external communication

2 – 4 Environment Energy, water, waste: Resource conservation, measures to reduce consumption and waste, waste management

5 Biodiversity & Cultural Heritage Promoting biodiversity and protecting local flora, fauna, and cultural assets

6 Purchasing Local supply chains, environmentally friendly products, and responsible procurement processes

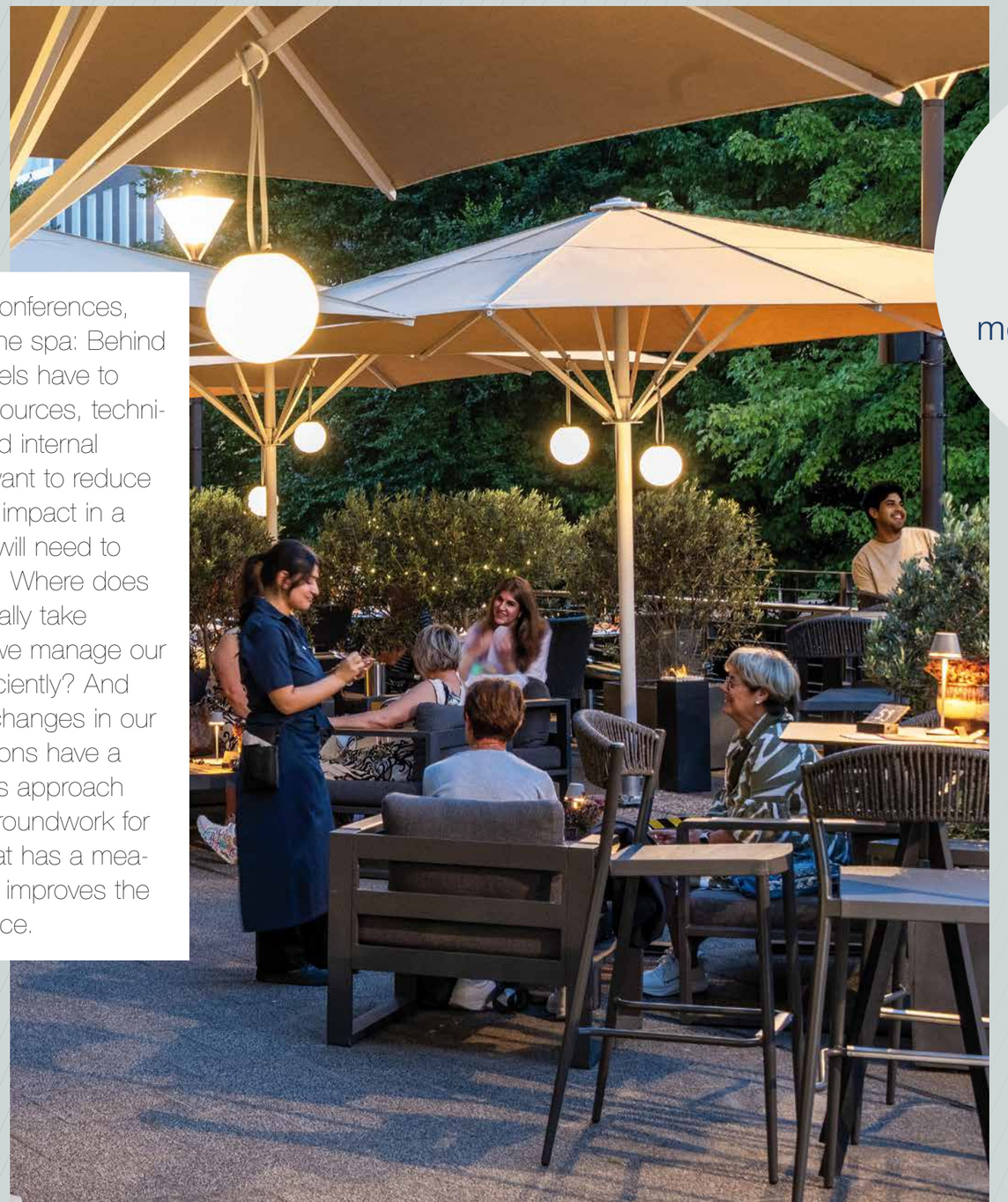
7 Regionality & Mobility Bolstering local economies and sustainable transportation options

8 Quality Management & Sustainable Development Continuous improvement and capacity for innovation

9 Social Responsibility Working conditions, employee satisfaction, and commitment to social causes

10 Economic Responsibility Long-term stability, ethical business practices, and risk management

MORE TARGETED USE OF **RESOURCES**



Overnight stays, conferences, hotel breakfasts, the spa: Behind everything our hotels have to offer, there are resources, technical processes, and internal workflows. If we want to reduce our environmental impact in a targeted way, we will need to take a closer look: Where does consumption actually take place? How can we manage our systems more efficiently? And where can small changes in our day-to-day operations have a major impact? This approach helps us lay the groundwork for practical action that has a measurable effect and improves the quality of our service.

How do we convert individual actions into measurable success?

Energy & Technology

Where can we leverage the biggest impact in ongoing hotel operations? More on energy management, green electricity, and building services technology on **page 18.**

Water

What areas can we target to reduce consumption? More on our water footprint and technical measures for reducing consumption on **page 20.**

Waste & Circular Economy

How can we make smarter use of our resources? More on waste management, waste prevention, and recycling on **page 22.**

Climate Action

How do we measure progress? More on our hotel-specific carbon footprints on **page 28.**

(B2/C2, B3)

ENERGY & TECHNOLOGY: HOW WE MAKE ALWAYS-ON SYSTEMS MORE EFFICIENT

A hotel never stands still. Guest rooms, event spaces, kitchens, and spa areas are all heated, cooled, ventilated, and supplied with hot water around the clock. As a result, our most energy-hungry technical systems run 24/7 in many places – and even the smallest improvements in efficiency have a direct impact on energy consumption, carbon emissions, and operating costs.



TOTAL ENERGY CONSUMPTION IN MWH			
	RENEWABLES	**NON-RENEWABLES**	**TOTAL CONSUMPTION**
Electricity	45,524.35	1,129.21	**46,653.55**
District heating	8,936.63	37,974.64	**46,911.27**
Gas	-	31,929.34	**31,929.34**
Other (heating oil, diesel)	-	2,201.55	**2,201.55**
Total consumption	**54,460.98**	**73,234.74**	**127,695.71**

Energy consumption in 2025



60.5% non-renewables	73,234.74 MWh
39.5% renewables	54,460.98 MWh
TOTAL ENERGY CONSUMPTION	**127,695.71 MWh**

Our approach

We are updating and refining the technical infrastructure at our hotels on an ongoing basis. To that end, we are making targeted investments to gradually convert important systems to state-of-the-art, more energy-efficient technologies. Our energy management system is the bedrock of this approach. We systematically identify the highest-consumption areas of every hotel and office and, based on that data, we develop targeted measures tailored to meet the requirements of ongoing hotel operations. All of our German hotels and administrative sites **are certified in accordance with the ISO 50001 standard for energy management systems.**

When it comes to heating, our ability to make significant changes varies by location. Most of our buildings use district heating. In eight buildings that are connected to the gas network, we have installed combined heat and power systems. These systems operate according to the principle of cogeneration, meaning that gas is used to generate both heat and electricity for the hotel. Two locations currently use solar PV systems to supply their power. And the ventilation systems at many of our locations already include heat recovery. We are assessing and implementing further retrofits on a site-by-site basis.

100%
green electricity
at all German hotel locations since 2024

Our operational measures

- **Green electricity at all German locations:** All of our German locations have been operating on green electricity since 2024. As a result, our carbon emissions from purchased energy have decreased significantly.
- **Expansion of charging infrastructure:** In line with our green energy approach, we have also expanded the charging infrastructure at our hotels. All charging points are powered by green electricity, and at some locations, they are available to external users as well as hotel guests.
- **Technical upgrades:** In Dresden, we modernized the cooling systems and building management technology. We installed a photovoltaic system in Stuttgart, where we also put in heat recovery systems. And we have started or implemented technical upgrades at further locations, including Munich, Berlin, and Magdeburg.
- **Ongoing conversion to LEDs:** Our hotels feature lamps and chandeliers that create a timeless ambiance (for more information, see the “Waste & Circular Economy” section, page 22). Converting these classic light fittings to efficient LEDs is a complex and costly process, because frequently, it’s not just a matter of replacing the bulbs; the bulb sockets, dimmer technology, and controls need to be upgraded as well. Despite these obstacles, however, we are still pushing ahead with the conversion of our lighting systems, one step at a time.



WATER CONSUMPTION METRICS	
Water extracted:	649,212.03 m³
Water consumption*:	32,549.53 m³

WATER FOOTPRINT ACCORDING TO HWMI		
Water consumption per occupied room (per night)**		337.81 l
Water consumption per occupied room (per night; Cornell CHSB 2026)	FOR COMPARISON	377.76 l
Water consumption per guest (per night)**		230.42 l
Water consumption per m² of event space** (per hour):		0.41 l
Water consumption per m² of event space (per hour; Cornell CHSB 2026)	FOR COMPARISON	0.63 l

*) Here, water consumption refers to watering the golf courses at the resort. Water from a nearby lake is used for this purpose.
**) Calculated based on the Sustainable Hospitality Alliance's Hotel Water Measurement Initiative (HWMI) methodology, which facilitates standardized measurement and reporting of water consumption in hotels. Our water footprints have been reviewed and verified by DEKRA.

Note on the infobox
Average values from German full-service hotels outside of the resort segment are provided as a basis for comparison here. They are sourced from the Cornell Hotel Sustainability Benchmarking Index (CHSB) 2026, an international industry benchmark for environmental metrics in the hotel industry. The 2026 edition is based on data from 2024.

(B2/C2, B6)

WATER: MONITORING AND REDUCING CONSUMPTION

Water is a valuable resource around the world, and Germany is no exception. Hot, dry summers can lead to local shortages and conflicts over use. In hotels, water consumption is also closely tied to energy use – when water is heated, pumped, or treated, for instance.

Our approach
Maritim collects and analyzes water consumption data throughout the Group. Since 2024, we have also been calculating water consumption per occupied room, guest, and square meter of event space per hour, based on the industry-specific standards of the Hotel Water Measurement Initiative (HWMI). These standardized benchmarks make it easier to compare values across hotels of different sizes and occupancy rates.

Precise consumption profiles during peak loads – such as when large numbers of guests shower at the same time in the morning or evening – are especially important. Systems need to operate reliably at peak times, but mustn't be oversized, as larger systems can increase energy consumption. Accurate consumption data can help us adapt our water technology efficiently and implement sensible measures to reduce use.

338 l of water consumption

per occupied room per night – 40 l less than the industry average according to Cornell. Calculations are based on the company's overall water consumption.

In addition, our hotel locations are responsible for their own water management – including consumption monitoring and quality assurance.

Our operational measures
- **Installing efficient technology:** We use water-saving faucets, flow limiters, faucet aerators, toilets with water-saving flushes, and sensor technology in public areas at all of our hotels.
- **Getting guests involved:** Campaigns designed to change behavior can also help reduce consumption – information about replacing towels, for instance, or the option to opt out of daily room cleaning as part of the ProTomorrow program (see page 34).

(B4)

ENVIRONMENTAL PROTECTION IN OUR OPERATIONS

Our hotels do not emit any pollutants into the air, water, or soil that are subject to reporting requirements.
We primarily use standardized processes and regular audits to manage environmental issues within the company – when dealing with wastewater, grease traps, oil-based residue, or technical systems, for instance.
In addition, individual divisions of the company implement their own operational improvements, such as using more environmentally friendly cleaning products.

(B2/C2, B7)

WASTE & CIRCULAR ECONOMY: PREVENTION, SORTING, RECYCLING

Hotels generate all sorts of waste every day, including packaging, paper, glass, food waste, and hazardous waste from technical areas of the business. We want to better understand these material flows and learn to manage them more effectively: by preventing as much waste as possible, sorting waste properly, and ensuring that recyclable materials are recycled.

Our approach

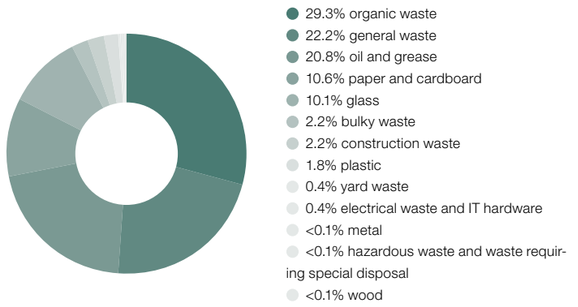
We wanted to take a systematic approach to reducing waste, so first, we needed reliable data. We expanded our data-collection process in 2025 – from focusing on waste reporting at the individual locations to establishing a Group-wide monitoring process. We currently track 13 different types of waste. We record the amounts and also assess the extent to which recyclables and food waste are recycled or disposed of.

Additionally, we calculated our waste footprint for the first time, using the Hotel Waste Measurement Methodology (HWMM). This footprint makes it possible to assess metrics in relation to the size of the hotel and the occupancy rate. Our updated data-collection methodology is intended to further improve the quality and comparability of our data on waste.

In its operations, Maritim is initially focusing on waste prevention: using needs-based materials planning, reducing our use of packaging, and gradually replacing single-use products with more durable or refillable products. Where waste can't be prevented, we are focused on correct sorting – categories include paper, glass, packaging, organic waste, general waste, and hazardous waste.

Another way we can have an impact is by extending the life cycles of items we use in our hotels. Maritim carefully selects fixtures and furnishings made of high-quality, durable materials. We repair or restore existing fixtures and furnishings wherever possible, even if doing so might be more expensive than replacing them in certain cases.

Types of waste by percentage of total volume



Organic waste made up the majority of the waste we produced. That's why, in 2025, we took action to reduce the amount of organic waste we generate.

2.90 kg
of waste per room per night

based on overall hotel operations;
of which food waste: 0.85 kg

Our waste management goals:

- Reduce waste
- Improve sorting of recyclables
- Use materials for as long as possible or recycle them.

Our operational measures

- **Reducing packaging:** We are increasingly using bulk products, return-refill systems, and refillable dispensers in all our hotels, which allows us to avoid single-use packaging in hospitality and procurement.
- **Reducing paper use:** We are increasingly transitioning to digital communication with our customers, reducing the need for printed materials and consuming fewer resources in the process.
- **Sorting recyclables:** All our locations sort waste into categories, including paper, glass, packaging, organic waste, general waste, and hazardous waste.
- **Using materials for longer:** When refurbishing, Maritim opts for furnishings made of durable, high-quality materials. We maintain, repair, or restore fixtures and furnishings wherever possible.





2025 waste metrics

The following metrics indicate what types of waste our hotels generated in 2025 and what percentages were recycled or reused. We also calculated our waste footprint for the first time, using the Hotel Waste Measurement Methodology (HWMM).

WASTE MANAGEMENT METRICS* (B7)

	TOTAL WASTE (IN METRIC TONS)	OF WHICH: AMOUNT OF TOTAL RECYCLED OR REUSED (IN METRIC TONS)
Organic waste	1,531.8	1,531.8
General waste	1,161.6	0
Oil and grease	1,086.6	0
Paper and cardboard	552.7	552.7
Glass	530.7	530.7
Bulky waste	116.4	0
Construction waste	116.1	116.1
Plastic	92.2	0.8
Yard waste	21.6	21.6
Metal	2.1	2.1
Wood	1.0	0.7
Total amount of non-hazardous waste	**5,212.8**	**2,756.5**
Electrical waste and IT hardware	20.0	0
Hazardous waste and waste requiring special disposal	1.6	0
Total amount of hazardous waste	**21.6**	**0**
Total amount of waste	**5,234.4**	**2,756.5**

* Recycling data is based on analyses from our waste disposal provider. According to the current categorization system, composting/anaerobic digestion is counted as organic waste recovery.

The industry-specific approach we use to measure our hotel waste allows us to calculate the amounts of waste produced per overnight stay or per event. Currently, there is no industry benchmark that allows for direct comparison, so, in contrast to our HWMI and HCMI analyses (see pp. 21 and 31), we have not provided comparison data here.

WASTE FOOTPRINT ACCORDING TO HWMM

Total waste per occupied room (per night)	2.90 kg
Food waste per occupied room (per night)	0.85 kg
Total waste per m²	17.84 kg
Food waste per m²	5.18 kg
Total diversion rate**	55%
Diversion rate for food waste**	**100%**

* The Sustainable Hospitality Alliance's Hotel Waste Measurement Methodology (HWMM), which allows for standardized measurement and reporting of waste footprints in hotels. The waste footprints calculated here have been reviewed and verified by DEKRA.
** The diversion rate comprises disposal via recycling, composting, anaerobic digestion, reuse, donation, animal feed, and on-site combustion (waste used as biogas, for instance). It does not include landfill, incineration, or waste-to-energy incineration.

(B2/C2, B7)

FOOD WASTE: PLAN BETTER, DISCARD LESS

The generous Maritim breakfast buffet, with its enormous assortment of fresh foods, is part of the hotel experience for many of our guests. At the same time, however, guests' eating habits vary wildly – from big, relaxing brunches to a quick cup of coffee before a meeting. Events also pose logistical challenges for our chefs. Our goal is to ensure that the feel of the catering and events at our hotels remains the same while also preventing unnecessary food waste.

Our approach

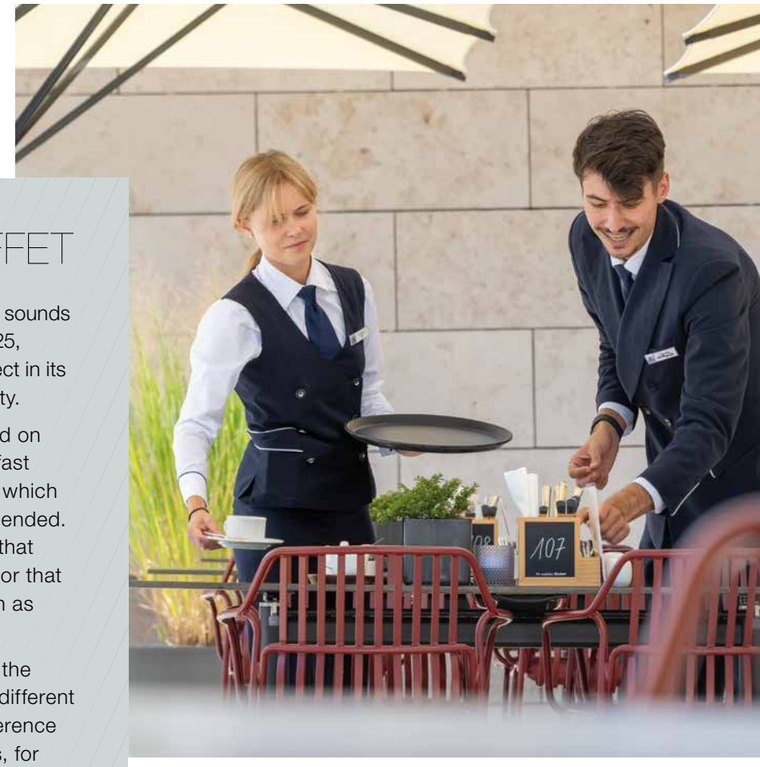
In our breakfast and event sectors, Maritim analyzes uneaten foods in order to reduce food waste more effectively. Back in 2018, we partnered with the University of Stuttgart to research the effects of employees recording the food left over from a buffet.

We found that taking a conscious approach to food waste helped staff become more aware of which products generated greater amounts of waste, leading to a significant reduction in waste levels – as a result of refilling the buffet more sparingly toward the end of breakfast, for instance. As part of another project, food left over from events was analyzed to determine which factors had an impact on waste volumes.

Both tests demonstrated that we can tailor food quantities more precisely to occupancy rates, times of day, and types of event. However, we cannot prevent food waste entirely. Discrepancies in guest numbers, short-notice changes, and food hygiene regulations mean that some foods still have to be discarded. This waste is recorded separately and is generally used for energy production.

TOWARDS PACKAGING-FREE BREAKFASTS

To a large extent, our Maritim breakfast buffet has already stopped offering pre-packaged portions – butter, hazelnut spread, and jam are now provided in dispensers or open containers, for instance. We are currently attempting to find alternatives for the few pre-packaged products still in use. Our goal is to develop our breakfast buffet to the point where guests no longer encounter any packaging waste.



A SCRIPTED BUFFET

A plentiful buffet with minimal leftovers sounds like a contradiction in terms. But in 2025, Maritim launched a sophisticated project in its kitchens to try to make this goal a reality.

In selected hotels, data was collected on the amounts and costs of key breakfast items. The project also documented which foods were left over when breakfast ended. The primary focus was on products that produced large volumes of leftovers or that needed to be refilled frequently, such as scrambled eggs and bread rolls.

The next step is to use the results of the analysis to create a sort of script for different breakfast scenarios. What is the difference between business and leisure guests, for instance? When should a buffet item be refilled, and when does it make more sense to hold back? In addition to improving planning, the objective of the project is to raise awareness among employees.

> Planning a specific amount of food for each guest across the board does not help us reduce food waste. Understanding the guest mix is essential here: Who is in the building, when do they eat, what type of event is taking place?"

Michael Arndt Head Chef/Chef de Cuisine
Group Division Head Kitchen Maritim Hotels

Our operational measures

- **Improving buffet planning:** Based on these analyses, Maritim is working toward more closely tailoring its planned food quantities to match occupancy rates, guest profiles, times of day, and types of events at its hotels. A key issue here is when the buffet should be restocked, and to what extent.
- **Refining our breakfast concept:** Maritim is always working to improve its breakfasts with even fresher ingredients, new vegan and vegetarian options, and fewer packaged portions. The goal is to maintain the overall feel of our generous breakfast buffet while reducing food and packaging waste.
- **Raising awareness among employees:** Analyzing uneaten foods not only gives us a sense of the amounts wasted; it also brings home the monetary value of food waste. This also raises awareness among kitchen staff of which items need to be planned particularly carefully.

(B2/C2, B3/C3)

CLIMATE ACTION: FROM FOOTPRINT TO PATHWAY

Using green electricity, avoiding plastic, offering sustainable service concepts: Climate action at hotels is the result of a wide array of different decisions. Our climate strategy now pools all these decisions into one company-wide pathway that clarifies which measures are particularly effective, how they interact with one another, and how they all contribute to our long-term climate goals.

Systematic tracking of climate data is an important step toward greater transparency. It gives us a better sense of what we can change to have the greatest impact. That helps us stay ambitious but also realistic about what we can achieve at our hotels."

Bianca Wehner Sustainability Manager

Our approach

Our climate goals are founded on science-based pathways toward reducing consumption and are in line with the Paris Agreement. For us, climate neutrality means reducing or preventing GHG emissions to the greatest extent possible. We plan to use carbon removals – measures that remove carbon emissions from the atmosphere and store it for the long term – solely to neutralize unavoidable residual emissions.

Our long-term climate goal is focused on emissions that we generate ourselves or that we can impact directly – such as when we run our heating systems (Scope 1) or procure electricity (Scope 2). In our upstream and downstream value chains (Scope 3), on the other hand, our ability to effect change is limited. Agricultural GHG emissions – particularly from the production of animal products – make up the lion's share of the climate impact here. However, through more careful procurement decisions, food usage, and cooperation with suppliers, we can still start to set a course for change.



Our operational measures

In the previous sections of this document, we already described many of the actions we've taken to use resources more responsibly – particularly our efforts to reduce our food waste and fossil fuel consumption. Another area where we can have an impact is procurement. Price is important, of course, but we can also take sustainability factors into account (see page 45).

Our climate strategy pools these approaches and allows us to assess them according to standardized criteria. The strategy covers new measures as well as measures that we have been implementing for years. The decisive factor here is how these approaches contribute to our pathway, how technically feasible they are, how they can be financed, and how long it will take to implement them. We also estimated the necessary investments, the projected costs, and the personnel needed for the required measures. The result is a road map approved by management; it paves the way for climate neutrality in harmony with the practical demands of running a hotel.

Naturally, we want to take an ambitious approach, but it's also important for that approach to be properly calculated, substantiated, and feasible. That's why we commissioned DEKRA, the independent testing institute, to verify our GHG reporting, carbon footprints, climate goals, and the underlying implementation plan.

OUR **CLIMATE GOALS**

Science-based and in line with the Paris Agreement

By 2033 **–55%** in Scope 1 + 2 GHG emissions

–32.5% in Scope 3 GHG emissions

By 2045 Climate **neutrality** in Scope 1 + 2

Already achieved:

–7% GHG emissions (total)



Note on the infoboxes
Our greenhouse gas emissions reporting is based on the GHG Protocol. Our analysis indicates which areas have a particularly significant impact on the climate – including our heat consumption and the goods and services we purchase.

Location- and market-based calculation
The location-based calculation method uses the average emissions generated by the energy supplied to our locations. Green electricity is not factored into this calculation, which is why we also report a market-based calculation. This calculation method includes the energy Maritim purchases contractually, so it reflects our decision to purchase green electricity for our locations, which we have been doing since 2024.

GREENHOUSE GAS EMISSIONS IN 2025 ACCORDING TO THE GHG PROTOCOL (B3/C3)	
	in t CO_2e
Scope 1	8,608
Scope 2 (location-based)	23,054
Scope 2 (market-based)	6,837
Scope 3	45,478
→ of which: purchased goods and services	32,402
→ of which: capital goods (investments)	1,791
→ of which: fuel- and energy-related emissions	8,722
→ of which: upstream transportation	318
→ of which: waste disposal	987
→ of which: business travel	24
→ of which: employee commutes	1,234
Total (location-based)	**77,140**
Total (market-based)	**60,923**



TREIBHAUSGASBILANZ nach GHG-P DEKRA

Zertifikat

Für den Zeitraum 01.01.2025 bis 31.12.2025 bestätigt DEKRA Assurance Services GmbH als unabhängiger Partner die Treibhausgasbilanz des Unternehmens:

Maritim Hotelgesellschaft mbH

Herforder Straße 2, 32105 Bad Salzuflen

Die Treibhausgasbilanz umfasst die in **Anhang A** aufgeführten Standorte. Die Prüfung umfasste alle Emissionen aus Scope 1, Scope 2 und Scope 3 und wurde mit *limited assurance* durchgeführt.

Die Treibhausgasbilanz des Unternehmens beträgt gemäß den Vorgaben des Greenhouse Gas Protocols:

	Marktbasiert	Standortbasiert
Summe:	**60.923,49 t CO_2e**	**77.140,07 t CO_2e**
Scope 1:	8.607,75 t CO_2e	8.607,75 t CO_2e
Scope 2:	6.837,26 t CO_2e	23.053,84 t CO_2e
Scope 3*:	45.478,48 t CO_2e	45.478,48 t CO_2e

Die Überprüfung der Treibhausgasbilanz erfolgte in Anlehnung an den AA1000 Assurance Standard (AA1000AS v3, 2020) Typ 2 unter Verwendung geeigneter Überprüfungsmethoden wie dem Sichten von Nachweisdokumenten, Inspektion der Berechnungsdatei und der Prüfung der zugehörigen Dokumentation. Die im Rahmen der *limited assurance* durchgeführten Prüfhandlungen ergeben keine Anhaltspunkte dafür, dass die Bilanz nicht korrekt nach dem „The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (überarbeitete Ausgabe)" sowie dem „The Greenhouse Gas Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard" berechnet wurde.

Folgende Angaben wurden von DEKRA Assurance Services GmbH überprüft:
- Stichprobenartige Überprüfung der Datenbasis
- Berechnung der Treibhausgasemissionen in Scope 1, Scope 2 und Scope 3

Weitere Informationen finden sich im zur Berechnung gehörigen Verification Statement.

Stuttgart, den 10.08.2025 — Zertifikatsnummer: 990826242

DEKRA Assurance Services GmbH
Simona Gläser - Director

ppa.
DEKRA Assurance Services GmbH
Peter Paul Ruschin - Head of Sustainability Service

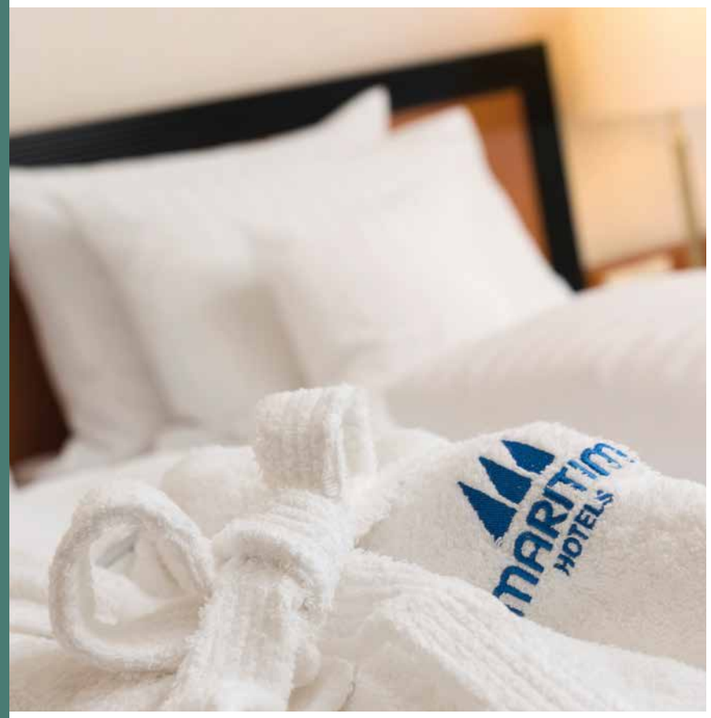
*In Scope 3 wurden folgende Kategorien bilanziert: 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7. Die Kategorien 3.8, 3.9, 3.10, 3.11, 3.12, 3.13, 3.14 und 3.15 wurden nachvollziehbar ausgeschlossen.

Page 1/2

DEKRA Assurance Services GmbH
Handwerkstraße 15 – 70565 Stuttgart – Germany

8.11 kg CO_2e

was our total carbon footprint per occupied room per night in 2025 – the average figure in the industry was 21.26 kg CO_2e. This calculation is based on the company's total emissions.



Distribution of emissions by Scope



25% Scope 1 + 2 ● 75% Scope 3

The majority of our reported emissions are Scope 3, meaning that they are generated in areas that are outside of our direct control. We also identified ways to make an impact in Scope 1 and 2, particularly by gradually transitioning to low-carbon alternatives for electricity and heating. The fact that we own about two thirds of our real estate is an advantage here.

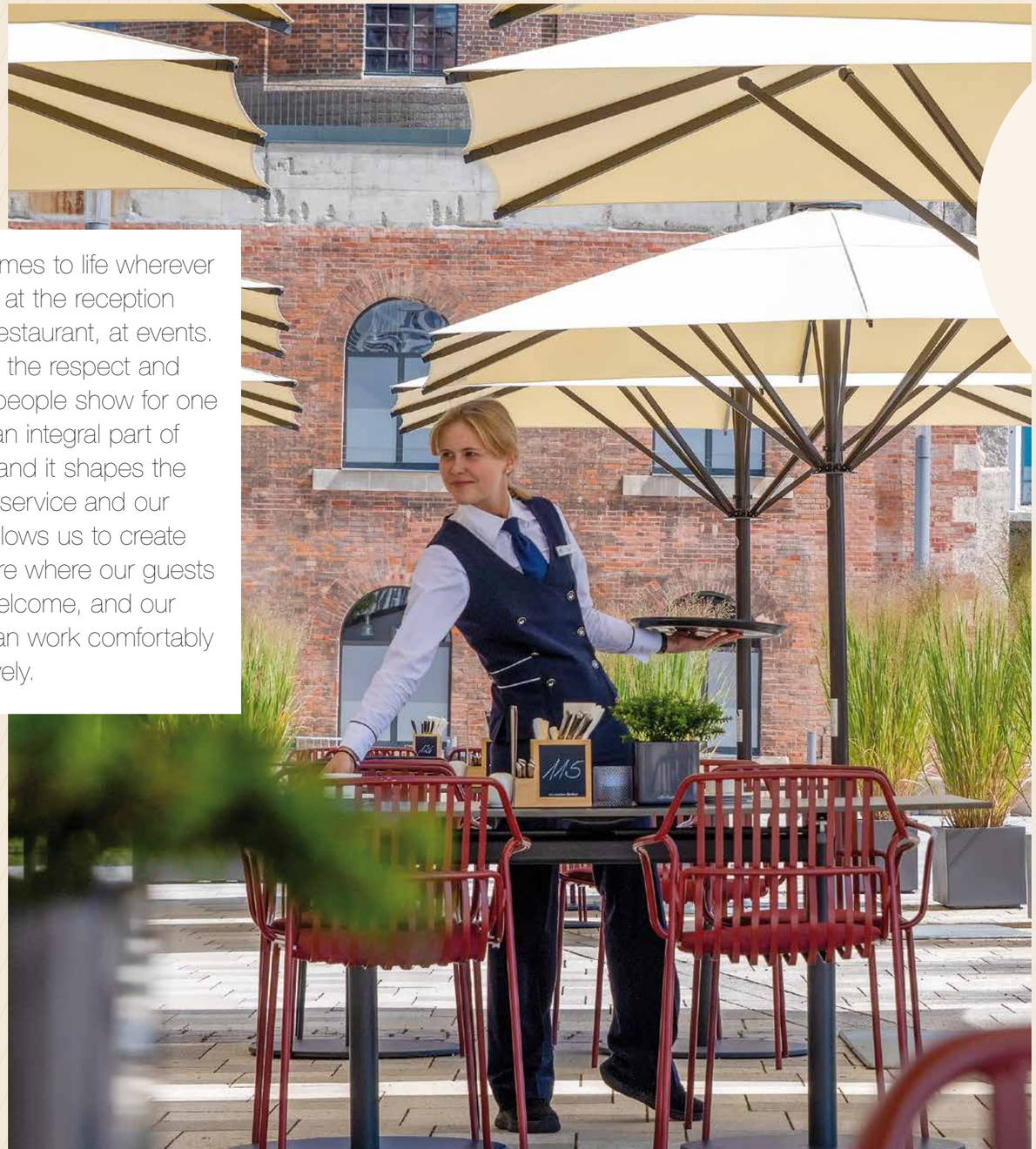
Carbon footprints according to HCMI
In addition to our Group-wide greenhouse gas reporting, we calculate performance-based carbon footprints for overnight stays and events, based on the criteria of the industry-specific Hotel Carbon Measurement Initiative (HCMI). The standardized benchmarks make it easier to compare values across hotels of different sizes and occupancy rates. Average values from German full-service hotels outside of the resort segment (shown in the gray boxes below) are provided as a basis for comparison here. They are sourced from the Cornell Hotel Sustainability Benchmarking Index (CHSB) 2026, an international industry benchmark for environmental metrics in the hotel industry. The 2026 edition is based on data from 2024.



CARBON FOOTPRINTS ACCORDING TO HCMI*		
Carbon footprint per occupied room (per night)		8.11 kg CO_2e
Carbon footprint per occupied room (per night; Cornell CHSB 2026)	FOR COMPARISON	21.26 kg CO_2e
Carbon footprint per m^2 of event space (per hour)		**0.0181 kg CO_2e**
Carbon footprint per m^2 of event space (per hour; Cornell CHSB 2026)	FOR COMPARISON	0.0339 kg CO_2e

* The Sustainable Hospitality Alliance's Hotel Carbon Measurement Initiative (HCMI) methodology, which facilitates standardized measurement and reporting of carbon footprints in hotels. Our carbon footprints have been reviewed and verified by DEKRA.

APPRECIATION AS A CORE PRINCIPLE



Hospitality comes to life wherever people meet: at the reception desk, in the restaurant, at events. It manifests in the respect and appreciation people show for one another. It is an integral part of who we are, and it shapes the quality of our service and our business. It allows us to create an atmosphere where our guests always feel welcome, and our employees can work comfortably and productively.

Which aspects of social responsibility are relevant for us?

Empowering Guests

Saving the environment, one decision at a time? Learn more about our ProTomorrow sustainability initiative and our goal of offering service that combines comfort and sustainability on **page 34.**

Diversity & Equal Opportunity

How do we create consistent conditions in a diverse working environment? Read more about the structure of our workforce, our collective bargaining agreements, employee participation, and diversity on **page 36.**

Upskilling & Development

What do employees need for their individual career paths? Learn more about Maritim Academy, employee satisfaction, and occupational health and safety on **page 40.**

Human & Environmental Rights

What impact does social responsibility have beyond our hotel business? More on human rights, reporting channels, and sustainable procurement on **page 44.**

(B5, C2)

GUESTS: SUSTAINABILITY MADE EASY

Exceptional service is our hallmark. We want our guests to associate the Maritim name with comfort, quality, and friendly staff – and our sustainable options tap into this aspiration. They are easy to spot and simple to use, making sustainability a natural part of the Maritim experience.

TAKING ACTION **WITH “PROTOMORROW”**

ProTomorrow takes a simple decision in a hotel room and links it to a commitment to local causes: If guests stay for more than one night, they can decide each day whether they want their room cleaned or not. In return, they receive a little thank-you and can rest assured knowing that the Maritim hotel where they are staying supports local environmental, educational, or social projects.

The hotels select the projects themselves, and the range of causes is enormous: Maritim hotels support environmental and climate education for schools and day cares, local nature conservation and bee preservation projects, and a broad spectrum of social welfare organizations, including children’s hospices and emergency aid services.

Our approach

Maritim gives its guests sustainable choices, at points in their stay where making small changes can conserve resources. We post visible information throughout the hotel, provide guests with options to participate in their rooms, and run initiatives at our various locations. It’s important to us that sustainability is in line with our standards of service: It has to be comprehensible and voluntary, and it mustn’t mean sacrificing guests’ comfort.

Our operational measures

- **Housekeeping on request:** As part of our ProTomorrow sustainability initiative (see infobox), guests who stay multiple nights with us can opt not to have their rooms cleaned or their towels changed daily; in so doing, they are supporting local charitable projects.
- **Conserving resources:** Toilets with water-saving flushes, refillable products in the bathroom, and switching to bulk products in catering all help reduce water consumption, product usage, and waste.







As part of ProTomorrow, the Maritim hotel in Bonn supports ASB Wünschewagen Rheinland, which gives terminally ill patients the chance to visit a favorite spot while being well cared for on the journey.

A number of our hotels support biodiversity in their outdoor spaces by partnering with local beekeepers, keeping their own beehives, or installing insect hotels.

(B5)

BIODIVERSITY AT OUR HOTELS

Many Maritim hotels are in natural surroundings: on the coasts, or near rivers, parks, or other protected areas (further details in the Appendix on page 57). Regular hotel operations do not have a direct impact on these habitats. However, Maritim always observes applicable regulations in situations where outdoor work, renovations, lighting, noise, or transportation could affect the surrounding environment.

In addition, individual hotels support projects that promote biodiversity on site. One focus here is on ensuring that green spaces are as natural as possible. Many of our hotels work with local beekeepers, for instance; some support bee preservation projects, while others raise awareness of the issue among guests. In that sense, we are boosting biodiversity at the intersection of our hotels and their local surroundings.



30%

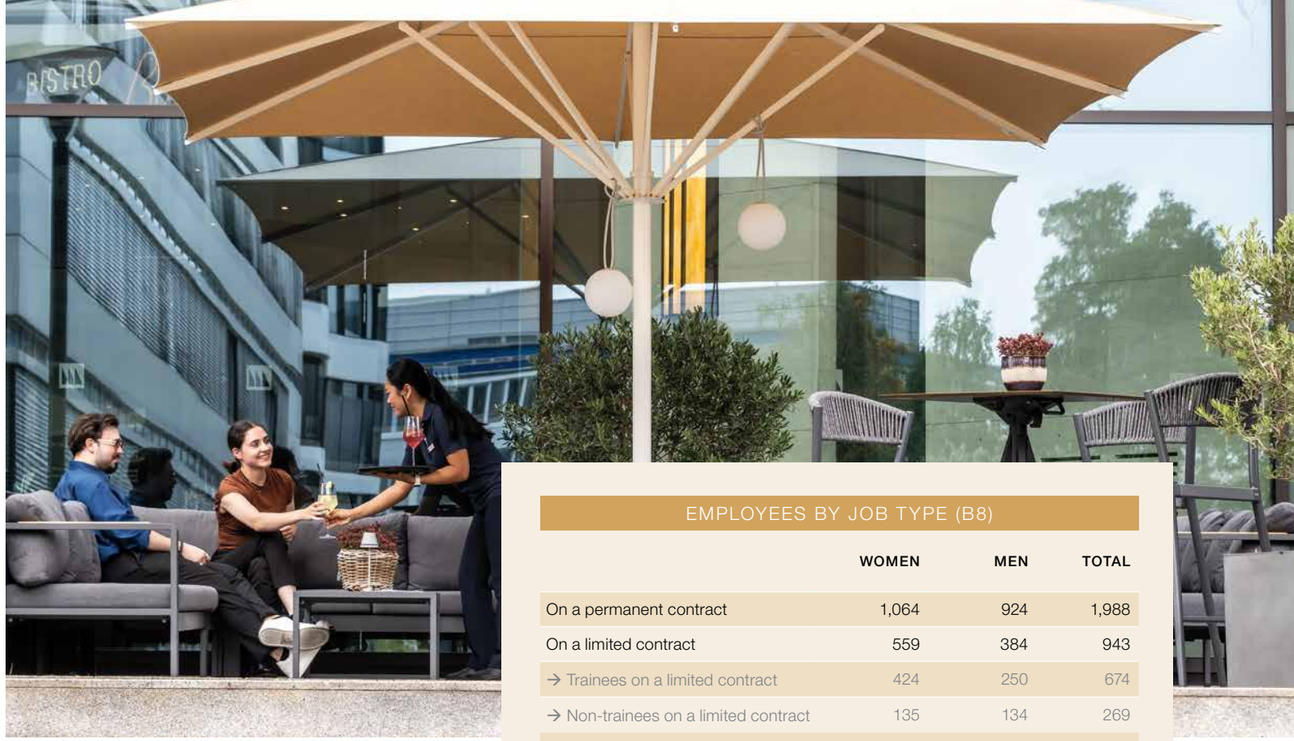
of our guests

who stay for more than one night participate in ProTomorrow (on average)

- **Making sustainability visible:** Information in our rooms, at reception, and in public spaces explains just how much of an impact careful choices in our day-to-day lives can have: from the option to reuse towels to the cornucopia of vegetarian and vegan items on our menu.
- **Supporting sustainable transportation:** Electric vehicle charging points powered by green electricity make it easier for guests to travel to our hotels with electric vehicles; these chargers combine service, convenience, and climate-friendly travel.

(B8, B10, C2, C5, C9)

DIVERSITY & EQUAL OPPORTUNITY: FOCUS ON FAIRNESS



3,653 employees in Germany

2,924 full-time equivalents

91 percent on collective agreements

19.3 percent staff turnover rate

107 nationalities on staff

Professional, friendly, solution-oriented: Our employees are the bedrock of our success. They are the face of Maritim, and their work is the lens through which our guests see us every day. That's why we try to make our business an environment where our employees and executives can do their jobs well, shoulder responsibility, and contribute their talents. In addition to fair pay, Maritim believes in equal opportunity, employee participation, and nurturing a respectful community.

Our approach

Maritim offers consistent conditions for hotel work. Our approach is based on our mission statement, the collective bargaining agreements in the hotel and hospitality industry, and local agreements governing day-to-day work. More than 90 percent of our employees are covered by collective bargaining agreements; Maritim never pays less than the collectively agreed rates.

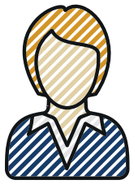
At the same time, we want to create a working environment that leaves room for many different lifestyles and work models. Part-time positions, employee participation in many locations, and clear policies against discrimination, bullying, derogatory behavior, violence, and harassment are important aspects here.

EMPLOYEES BY JOB TYPE (B8)

	WOMEN	MEN	TOTAL
On a permanent contract	1,064	924	1,988
On a limited contract	559	384	943
→ Trainees on a limited contract	424	250	674
→ Non-trainees on a limited contract	135	134	269
Direct-hire temps/mini-jobs	377	345	722
Total	**2,000**	**1,653**	**3,653**

Maritim also employed temporary agency workers amounting to 500 full-time equivalents. They primarily provided seasonal support in housekeeping, event management, and at the breakfast buffet, absorbing additional work during peak loads and helping all Maritim employees to avoid overwork and protect their health.

50.7% female department heads



29.2% of directors are female

Our operational measures

- **Implementing the standards of collective bargaining agreements:** Our hotels abide by all local collective bargaining agreements in place for the hotel and hospitality industry. In addition to remuneration, these agreements govern benefits such as vacation pay and special leave.
- **Offering additional benefits:** Maritim supplements the terms of the collective agreements with further benefits such as holiday bonuses, discounted hotel stays, subsidies for local public transport across Germany, night-shift bonuses, reimbursement for travel expenses, and subsidies for some day care programs.
- **Facilitating employee participation:** In 16 out of 24 hotels, works councils represent the interests of employees and promote dialogue on issues within the company.
- **Bolstering equal treatment:** Maritim takes a strong stance against discrimination, bullying, derogatory behavior, violence, and harassment. Reports can be made via the whistleblower system (see page 50) and will be handled accordingly.

(B8, C5, C9)

GENDER DISTRIBUTION IN MANAGEMENT

Supervisory Board

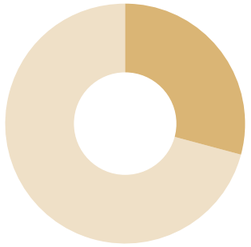


Female	5 people	41.7%
	of whom 4 are employer representatives	
	of whom 1 is an employee representative	
Male	7 people	58.3%
	of whom 2 are employer representatives	
	of whom 5 are employee representatives	
GENDER RATIO		**1 : 1.4**

Executive Board

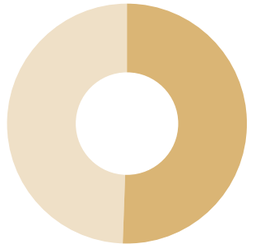
Female	0 people	0%
Male	2 people	100%
GENDER RATIO		**0 : 1**

Directors (hotel, administration)



Female	14 people	29.2%
Male	34 people	70.8%
GENDER RATIO		**1 : 2.4**

Department heads*

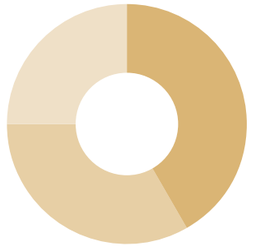


Female	106 people	50.7%
Male	103 people	49.3%
GENDER RATIO		**1 : 1**

* In the following departments: Reservations, Front Office, Housekeeping, Spa/Wellness, Financial Accounting, Human Resources/ Staffing, Administration, Technology, Service, Kitchen, Stewarding, Food & Beverage, Group and Convention Management

AGE DISTRIBUTION OF EMPLOYEES

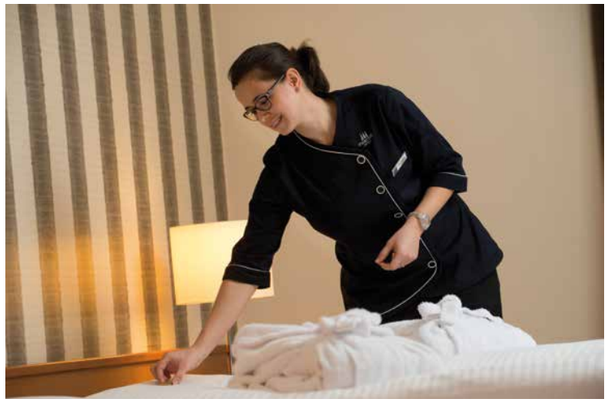
Age distribution in 2025



< 30 years	1,520 people	41.6%
30 to 50 years	1,214 people	33.2%
> 50 years	919 people	25.2%
AVERAGE AGE		**38.0**







(B10, C2)

UPSKILLING: BUILDING YOUR OWN CAREER PATH

Many employees stay loyal to Maritim for decades. Having a large number of experienced, extremely well-trained staff has shaped our company culture and lays the foundation for the exceptional quality of service at our hotels. We want to retain that experience while still leaving room for new ideas to flourish.

Our approach

Maritim has a broad range of methods to promote employee qualifications and professional development. Regular staff appraisals lay the groundwork here; alongside feedback, we also discuss their individual career aspirations and the opportunities available to them. Maritim Academy, our internal training program, is aimed at employees in a variety of different roles and with varying levels of experience.

Our operational measures

- **Holding employee development interviews:** Our annual reviews combine feedback, performance, salary development, career opportunities, and individual options for professional development.
- **Promoting internal career paths:** Wherever possible, leadership roles are filled internally. Many executive and director positions are held by employees who have been with the company for years.
- **Offering further training:** Maritim Academy pools internal and external training courses – from specialist seminars on communicating with guests, recommending wine, or using technical systems to management training.
- **Facilitating dialogue:** In-person courses at Maritim Academy and the internal communication platform MAP promote dialogue between hotels and teams.
- **Assessing satisfaction:** Maritim conducts an employee satisfaction survey annually. The results are incorporated into the steps taken to improve the working environment; if areas for action are identified, they are discussed with the supervisor in question.

Average annual training hours



4.1
Women



3.6
Men

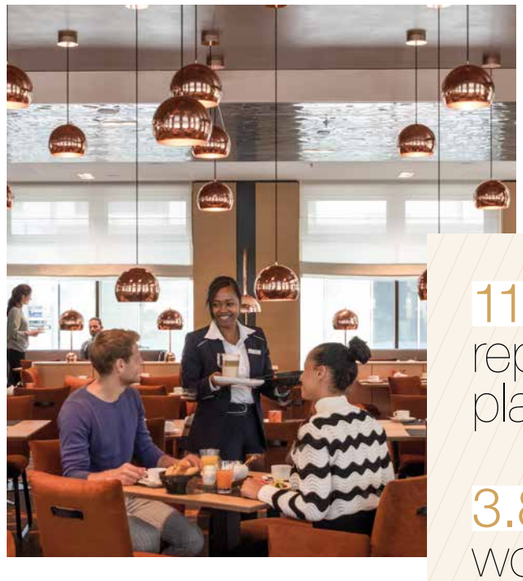
TOTAL PER EMPLOYEE	3.9 hours

TOP MARKS

Award-winning employer in 2025
Maritim was awarded **“Best Hotel Chain”** in the employer rating published by the Allgemeine Hotel- und Gastronomie-Zeitung (General Hotel and Gastronomy Newspaper, ahgz) and the Berlin School of Economics and Law. The academic study is based on an anonymous survey of employees.

A TOP training company
The German Hotel and Restaurant Association (DEHOGA) has certified all German Maritim hotels as **“TOP training companies.”** With this certification, our hotels have committed to following DEHOGA’s 12 principles of high-quality training in hotels and restaurants.





The fact that so many employees stay with Maritim for years shows that they feel comfortable with us. I believe that has a lot to do with the development opportunities and promotion prospects we offer, as well as a professional environment that people are happy to be a part of."

Guido David Head of Human Resources Management

Career paths at Maritim

- The Hans-Joachim Gommolla Young Talent Award offers a special incentive to **trainees**: The multi-day competition combines theory, practice, and dialogue, and also serves as valuable preparation for the final exam. The best participants receive extensive options for further training.
- The "STAR" training program helps **employees** especially during their first weeks, become familiar with Maritim's distinctive approach to service, which aims to delight guests and exceed their expectations.
- "EPIC" is aimed at **managers** or employees who are taking on leadership responsibilities for the first time. It provides targeted support as they take that next step in their careers.

110
reportable workplace accidents

3.8
workplace accidents
per 100 full-time equivalents

0
work-related fatalities

(B9)

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety at our hotels adheres to clear, legally mandated standards. At all of our hotels, specially trained safety officers, first-aiders, and fire-safety assistants help to keep people safe at work. Our occupational health and safety committee also holds regular dialogue on health and safety issues. In addition, we conduct risk assessments and assessments of psychosocial risks.

Many Maritim hotels also participate in the employers' liability insurance association's bonus program, which requires that they provide proof of the preventative measures they have put in place. What's more, individual hotels have entered into partnerships with health insurance companies, occupational healthcare services, and gyms. Back pain prevention courses, health seminars, and subsidies for a range of health and fitness programs underpin workplace health promotion at our hotels.

(B2/C2, C6, C7)

HUMAN RIGHTS: MAKING A DIFFERENCE AT OUR HOTELS – AND IN OUR SUPPLY CHAIN

Hotels are open, welcoming spaces where people from different backgrounds and with different expectations come together – as overnight guests, event attendees, or employees. For us, creating a respectful, supportive environment is extremely important. We want to ensure that every stay at Maritim feels comfortable and safe, for our guests and our employees alike.

SAFEGUARDING HUMAN RIGHTS IN HOTELS

Protecting human rights begins with everyday situations. In a hotel, situations may arise in which our employees need to stay alert and respond – if there are indications of discrimination, harassment, violence, or exploitation, for instance. For many years now, Maritim has trained its employees to recognize and deal with these issues in the workplace through employment law courses. Building on that training, we now want to raise employees' awareness of human rights risks in interactions with guests, as well as when dealing with suppliers and service providers. Clear processes and reporting channels (see page 50) help ensure that reports are passed on and properly reviewed.

Human rights due diligence translates fundamental rights into concrete requirements governing a business's day-to-day activities. At Maritim, those requirements apply to our own hotel operations and to our cooperation with suppliers and service providers – because social responsibility also extends to the places where we purchase goods and services.

Our approach

Maritim is committed to respecting international human rights and labor laws. We categorically oppose child labor, forced labor, and the employment of illegal workers, as well as physical and psychological disciplinary measures. We base our approach on internationally recognized frameworks, including

- the United Nations Universal Declaration of Human Rights
- the ILO Core Labor Standards
- the UN Global Compact
- the OECD Guidelines for Multinational Enterprises.

In line with Germany's Supply Chain Due Diligence Act (LkSG), we are also committed to systematically addressing environmental and human rights risks in our own operations and in our supply chain. The following documents available on our website provide the overarching framework here: our guiding principles, code of conduct, and a policy statement on our human rights strategy. We also have structured processes and verification of compliance on issues that regularly come up in requests from our business partners and corporate customers. We report on our compliance with these due diligence requirements annually.

Our operational measures

- **Regularly analyzing risks:** Maritim regularly assesses environmental and human rights risks within its own operations and among its direct suppliers. IT is used to conduct ongoing risk assessments of suppliers, taking into account country- and industry-based risks, among other aspects. Where necessary, the results are used to develop preventative and remedial measures.
- **Making reporting channels accessible:** Maritim has its own reporting system that allows internal and external individuals to submit reports on potential environmental or human rights risks and violations. Reports of misconduct are sent to an external ombudsman and can also be submitted anonymously, if desired. Further information on our reporting channels can be found in the "Ethical Business Practices" section (see page 50).
- **Enshrining principles in the supply chain:** Our code of conduct lays out the minimum social, environmental, and ethical standards we expect of our suppliers and service providers. It includes provisions on human rights and labor laws, environmental standards, and ethical business practices.

SUSTAINABLE PROCUREMENT: MAKING IMPROVEMENTS TOGETHER

Procurement decisions influence a hotel's social and environmental impact. Consequently, for Maritim, sustainable procurement means taking sustainability factors into account when selecting products and services, alongside a focus on quality and cost.

Cultivating trusting, long-term relationships with our suppliers is important to us. And there are many improvements we can only achieve through collaboration: reducing packaging, for instance, or preventing food waste. By communicating directly with one another, we can see which solutions truly work in day-to-day hotel operations. Maritim plans to strengthen these partnerships and gradually incorporate sustainability into its procurement decisions in an even more systematic way.

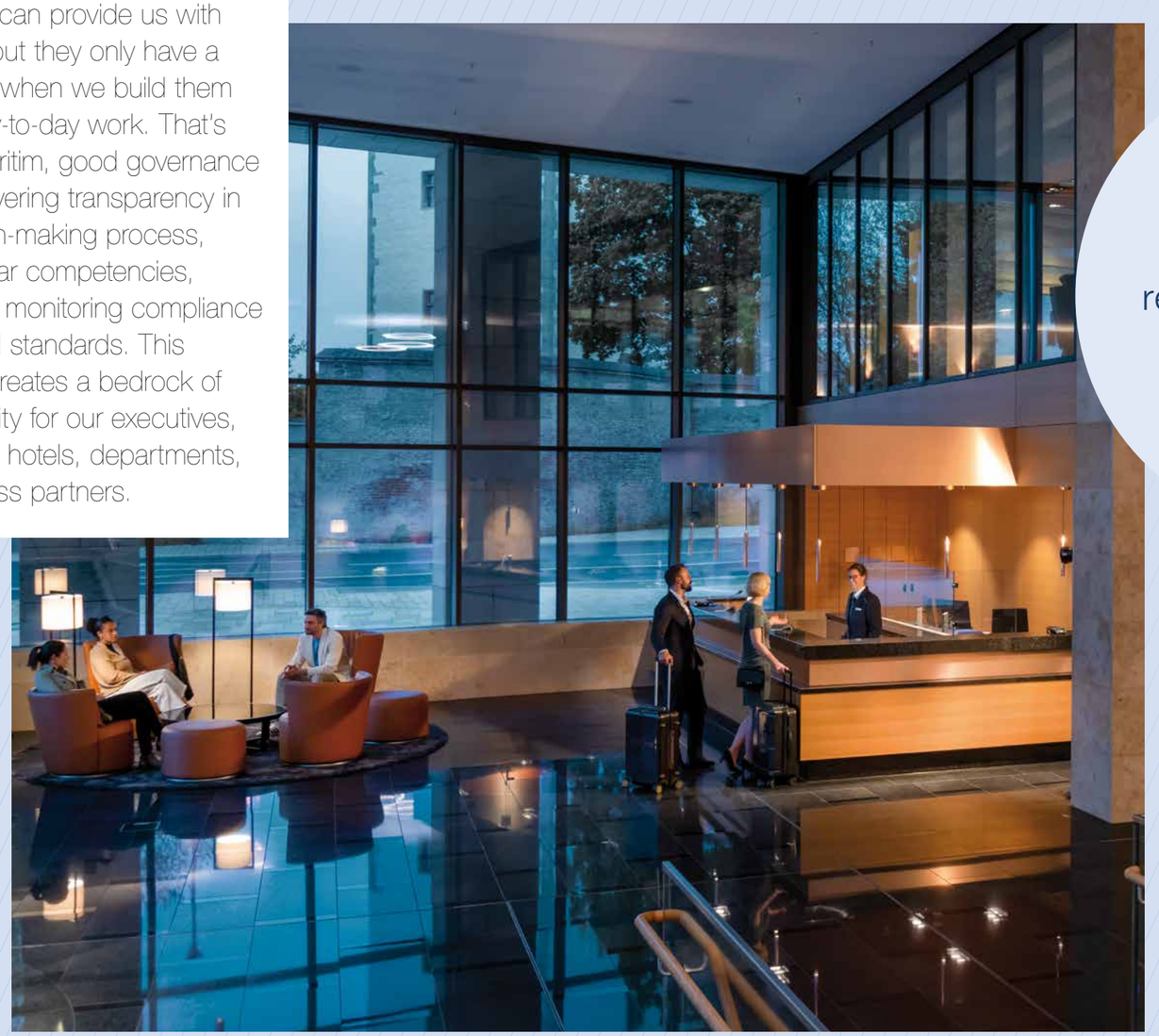


"In procurement, sustainability often comes to the fore when we ask ourselves very specific questions: Can we avoid using packaging? Is the form of delivery in line with the hotel's requirements? And is there a solution that unites quality, cost-effectiveness, and sustainability? Improvements like these work best when we communicate directly with our suppliers."

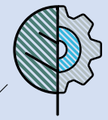
Nikolaus Biehler Procurement Manager and F&B Administration

RESPONSIBILITY REQUIRES ACCOUNTABILITY

Clear rules can provide us with guidance, but they only have a real impact when we build them into our day-to-day work. That's why, for Maritim, good governance means delivering transparency in the decision-making process, defining clear competencies, and closely monitoring compliance with agreed standards. This approach creates a bedrock of accountability for our executives, employees, hotels, departments, and business partners.



How do we ensure **responsible conduct** at Maritim?



Sustainability Management

How do we create a shared course of action from a collection of individual issues? Learn more about Maritim's organizational approach to sustainability starting on **page 48.**



Ethical Business Practices

How do we make ethical conduct binding? More on our principles and code of conduct on **page 50.**



Data Protection

How do we protect personal data on the digital side of the hotel business? More on data protection, audits, and reporting channels on **page 52.**

(C2)

SUSTAINABILITY MANAGEMENT: MONITOR CENTRALLY, IMPLEMENT LOCALLY

Responsibility begins on the ground at our hotels: where we track consumption, document waste volumes, test new vegan and vegetarian options, and implement health and safety measures. And each of our hotels contributes its own experience and data, indicating where policies are having a real impact and where adjustments are needed.

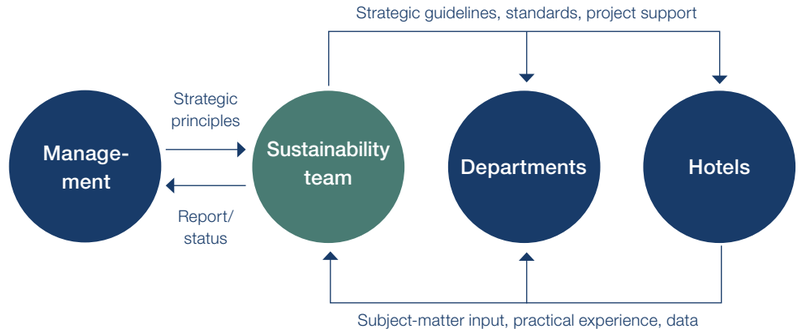
KEY RESPONSIBILITIES IN SUSTAINABILITY MANAGEMENT

- Developing and regularly reviewing our sustainability strategy and making adjustments as needed
- Implementing sustainability projects
- Structured collection and calculation of climate data
- Developing a company-wide climate strategy
- Implementing legal requirements
- Organizing and overseeing Germany-wide GreenSign certification

We established a centralized sustainability management department in 2024 in order to translate large amounts of disparate information into one clear picture. The infographic depicts the new department's role within the company; it builds a bridge between strategic management and on-the-ground implementation, pooling requirements, data, and information from different areas of the company. The department identifies relevant issues and effective strategies and develops standards and potential solutions. It is responsible for central sustainability projects, supports hotels and departments in implementing measures, and collates information for internal and external inquiries.

To us, managing sustainability is as much about observing legal requirements as it is about tracking societal developments and monitoring sustainability challenges facing the hotel industry. By centralizing these responsibilities, we are relieving hotel directors of some of their workload while also supplying them with substantive ideas that they can focus on implementing in their day-to-day operations.

HOW WE STRUCTURE SUSTAINABILITY



> Sustainability at Maritim only works when we cooperate. We develop central structures and standards; effective solutions are the result of proven measures implemented at our hotels and validated by reliable data."

Henning Jünke Director of Sustainability & Human Rights Representative

Focus on data management

High-quality data is an essential requirement for effective sustainability. It helps us better understand our current situation, properly prioritize potential actions, and assess our progress. One example is the systematic collection of our own energy and climate data; we have been gradually expanding this process since 2024. Climate reporting allows us to calculate the carbon footprints of our companies and departments, and it helps us identify specific opportunities to reduce emissions.
In other areas, we are just beginning to build a standardized data set: for water, waste, procurement, and certain social metrics, for instance. Our experience with the climate data process has been extremely helpful as we gradually structure data collection in these areas and align it with our strategic objectives.

Looking ahead

In the years to come, we will continue to improve the quality of our sustainability metrics so that we can use data to help us manage our processes. Those improvements will include defining clear competencies, standardizing our data-collection methods, and regularly validating our data. We also want to ensure that our employees are properly trained to spot issues. The earlier we can identify environmental or social challenges at our hotels, the faster our hotel directors and departments can respond – when consumption increases, for instance, or when the measures we've implemented aren't having the desired effect.

Our sustainability report provides transparency about the work involved. However, for us, the focus isn't on the reporting itself; it's what we do with the results that matters. We want to do more than just collect data. The purpose of the data is to help us join the dots, to make better decisions, and to gradually reinforce responsible conduct at our hotels every day.

(C2, B11, C7)

BUSINESS PRACTICES: BINDING RULES FOR ETHICAL CONDUCT

At Maritim, ethical conduct means acting responsibly, transparently, and in compliance with applicable laws.

We do not tolerate corruption or bribery in any form – that includes accepting inappropriate gifts or invitations. We also believe in fair competition and complying with the applicable provisions of competition and antitrust law. These and other binding principles are laid out in our transparent internal and external guidelines. They are the solid bedrock on which we build partnerships with our employees, suppliers, and business partners.

Our principles

- **Mission statement:** Our mission statement lays out the fundamental pillars of our corporate culture – including our opposition to fraud, money laundering, corruption, and bribery, as well as our careful handling of confidential information. It provides overarching guidance for ethical conduct at Maritim.
- **Code of conduct:** Our code of conduct provides specific details of what we expect from our suppliers and service providers. It covers social, environmental, and ethical requirements: from human rights and fair labor conditions to environmental protection and clear rules on combating corruption and bribery.

Secure reporting of concerns and complaints

Maritim has set up two separate reporting channels to help identify and address potential violations.

- **Compliance violations** can be reported via the whistleblower system in line with Germany's Whistleblower Protection Act (HinSchG).
- **For environmental or human rights risks and violations** within a given department or within the company's supply chain, a special reporting process in line with the German Supply Chain Due Diligence Act (LkSG) is available.

Both of these channels are web-based, and reports can be made anonymously, if desired. Reports are handled by an external law firm in accordance with the stipulated process, ensuring that the information is dealt with confidentially, independently, and with the level of professionalism appropriate for sensitive issues. If concerns or complaints are upheld, subsequent measures – such as remedial measures for specific violations or updates to existing preventative measures – are taken on a case-by-case basis.

2025 VSME metrics

B11: There were no convictions or fines for violations of anti-corruption or anti-bribery laws.
C7: There were no concerns submitted via the reporting channels in accordance with the Supply Chain Due Diligence Act. Additionally, there were no confirmed incidents of child labor, forced labor, human trafficking, discrimination, or any other violations of human rights or labor laws.





DIRECT LINKS TO OUR REPORTING PORTALS:

Report compliance violations under the Whistleblower Protection Act

Report risks and violations under the Supply Chain Due Diligence Act

A SYSTEMATIC APPROACH TO DATA PROTECTION

Maritim processes the personal data of our guests, employees, job applicants, business partners, and event clients. Protecting this information is more than just an essential aspect of responsible corporate governance; it is also an important cornerstone of trust.





Clear competencies

An external data protection officer regularly consults with Maritim and works closely with the legal and IT departments, providing us with ongoing professional support and allowing us to implement data protection requirements at an early stage – when we work with new applications, updated processes, or service providers, for instance. Specific measures are implemented in consultation with the individual departments involved.

Our approach

Our data protection concept is based on one clear principle: We only collect personal data when it is actually necessary. We also ensure that data is only used for the intended purpose, that it is protected from unauthorized access, and is only made available to authorized individuals. In the hotel business, protecting this data is particularly vital, as many areas of the company handle sensitive information.

There are clear channels for reporting possible data protection violations. Concerns and incidents are reviewed, causes are analyzed, and necessary measures are implemented. The objective is to quickly minimize risk, provide appropriate protection for the affected individuals, and prevent similar incidents in the future.

> As regulatory requirements grow and digitalization progresses, data protection becomes increasingly important within our company. That's why it's essential for us to continue refining our existing structures."
>
> **Gabor Moshage** Legal Department, Data Protection Unit

Our operational measures

- Training helps employees learn how to confidently apply data protection rules in their day-to-day work – including handling guests' data, job applicants' documents, and internal information.
- On-site audits at our hotels highlight where processes can be improved. We make specific changes, implement technical updates, or provide additional training based on the results.

VSME INDEX

The names and descriptions of the individual data points are based on EU Commission Recommendation 2025/1710, dated July 30, 2025. Deviations from the 2026 EU Commission Voluntary Standard (VS), which recently came into effect, are noted in the comment column.

DATA POINT	NAME	PAGE	COMMENT
BASIC MODULE			
B1	Basis for preparation	pp. 7–9, 14/15, 56/57	Maritim Hotelgesellschaft mbH falls under the NACE code 55.10.1 (excluding Hotels garnis). The total assets of the companies in the reporting group (see page 7) amounted to EUR 354.1m.
B2	Practices, policies and future initiatives for transitioning toward a more sustainable economy	pp. 10–13, sections on specific issues	The topic of “Pollution” is already covered by legal regulations; Maritim has not drawn up any additional guidelines or procedures in this area. The topic of “Affected communities” refers to the immediate surroundings of individual hotels and is managed locally.
B3	Energy and greenhouse gas emissions	pp. 18/19, 30	GHG emissions intensity is declared based on EU Commission Recommendation 2025/1710. This data point is no longer included in the 2026 VS.
B4	Pollution of air, water and soil	p. 21	Maritim does not emit any reportable pollutants.
B5	Biodiversity	p. 35	Our hotels utilize approximately 1.3 million m^2 of land, approximately 1.0 million m^2 of which relates to the golf resort. The VS no longer requires the quantitative information on land use that is included in the Appendix.
B6	Water	pp. 20/21	
B7	Resource use, circular economy and waste management	pp. 22–27	We report absolute figures on waste that was recycled or reused in line with EU Commission Recommendation 2025/1710. The VS requires proportional reporting here; we have covered this requirement with the hotel-specific HWMM.
B8	Workforce – General characteristics	pp. 36–39	In the VS, the employee turnover rate is part of the C5 data point. It includes dismissals/resignations and termination agreements, retirements, and deaths.
B9	Workforce – Health and safety	p. 43	
B10	Workforce – Remuneration, collective bargaining and training	pp. 36/37, 40/41	More than 90 percent of employees have employment contracts in line with the terms of DEHOGA’s collective agreements. No wages are paid at rates below those stipulated by collective agreements. This high level of adherence to collective bargaining agreements ensures that employees receive transparent remuneration regardless of gender; remuneration is based on publicly available pay scales and standardized classification criteria.
B10	Remuneration, collective bargaining and training		At the same time, the hotel industry is less hierarchical than many other industries and has a more equal ratio of male to female executives. Traditionally, the percentage of women in operational executive roles is high in the hotel industry, e.g. in areas such as reception, accounting, housekeeping, and food & beverage. However, statistical differences in remuneration cannot be completely ruled out. Key factors behind percentage gaps in pay include: different job profiles, individual career paths, and different working-time models. Training hours are also broken down by gender, as stipulated by EU Commission Recommendation 2025/1710. The VS only requires an average per employee.
B11	Convictions and fines for corruption and bribery	p. 50	
COMPREHENSIVE MODULE			
C1	Strategy: Business Model and Sustainability-Related Initiatives	pp. 3, 8, 10–13	
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	pp. 10–13, sections on specific issues	
C3	GHG reduction targets and climate transition	pp. 28–31	GHG emissions reduction targets in absolute figures (based on the reference year 2023) **10-year target (by 2033):** Scope 1 and Scope 2: 10,420.24 t CO_2e Scope 3: 28,705.45 t CO_2e **Target by 2045:** Scope 1 and 2: 1,404 t CO_2e
C4	Climate risks	pp. 58/59	
C5	Additional (general) workforce characteristics	pp. 37, 38	The numbers of self-employed people who work exclusively for Maritim are not recorded centrally.
C6	Additional own workforce information – Human rights policies and processes	pp. 44/45	
C7	Severe negative human rights incidents	p. 50	According to VS terminology, this data point will be called “Human rights incidents” in the future
C8	Revenues from certain activities and exclusion from EU reference benchmarks		Maritim does not operate in any of the sectors listed under C8 (63) and is not excluded from the EU benchmarks described in the Paris Agreement under Annex II (177).
C9	Gender diversity ratio in the governance body	p. 38	

(B1)

GEOLOCATION OF SITES
OWNED, LEASED, OR MANAGED BY THE COMPANY

LOCATIONS	ADDRESS IN GERMANY	COORDINATES
Bad Homburg	Maritim Hotel Bad Homburg Ludwigstr. 3, 61348 Bad Homburg v.d. Höhe	50.22696467590358, 8.617993168776914
Bad Salzuflen	Head Office Herforder Str. 2, 32105 Bad Salzuflen	52.08554039755126, 8.741958957376204
Bad Salzuflen	Maritim Hotel Bad Salzuflen Parkstr. 53, 32105 Bad Salzuflen	52.092424205837794, 8.75164034186328
Bad Wildungen	Maritim Hotel Bad Wildungen Doktor-Marc-Str. 4, 34537 Bad Wildungen	51.11609719103868, 9.10640090766691
Bonn	Maritim Hotel Bonn Kurt-Georg-Kiesinger-Allee 1, 53175 Bonn	50.704967992548085, 7.134720355301679
Berlin	Maritim proArte Hotel Berlin Friedrichstr. 151/Dorotheenstr. 65, 10117 Berlin	52.51872954860846, 13.387310244007189
Bremen	Maritim Hotel Bremen Hollerallee 99, 28215 Bremen	53.08780317052226, 8.817287357245139
Darmstadt	Maritim Hotel Darmstadt Rheinstr. 105, 64295 Darmstadt	49.870934828267615, 8.631956068305275
Darmstadt	Maritim Int. Sales Office Külpstr. 2, 64293 Darmstadt	49.870881780836505, 8.632057967316776
Dresden	Maritim Hotel Dresden Devrientstr. 10–12, 01067 Dresden	51.057383824644305, 13.731719268809893
Düsseldorf	Maritim Hotel Düsseldorf Maritim-Platz 1, 40474 Düsseldorf	51.27639399186647, 6.769509344957078
Frankfurt am Main	Maritim Hotel Frankfurt Theodor-Heuss-Allee 3, 60486 Frankfurt am Main	50.11301727448308, 8.649652628289688
Fulda	Maritim Hotel am Schlossgarten Fulda Pauluspromenade 2, 36037 Fulda	50.556177531877125, 9.674915528307308
Hanover	Maritim Airport Hotel Hannover Maritimstr. 1, 30855 Langenhagen	52.45994845637804, 9.698492240031502
Ingolstadt	Maritim Hotel Ingolstadt Schlosslände 24, 85049 Ingolstadt	48.7645599948369, 11.432612497555148
Kiel	Maritim Hotel Bellevue Kiel Bismarckallee 2, 24105 Kiel	54.345491625866046, 10.151200868945088
Cologne	Maritim Hotel Köln Heumarkt 20, 50667 Cologne	50.93560123547524, 6.961186239969829
Königswinter	Maritim Hotel Königswinter Rheinallee 3, 53639 Königswinter	50.6714995892519, 7.194119101149124
Lübeck-Travemünde	Maritim Strandhotel Travemünde Trelleborgallee 2, 23570 Lübeck-Travemünde	53.961749955540554, 10.880986544429792
Magdeburg	Maritim Hotel Magdeburg Otto-von-Guericke-Str. 87, 39104 Magdeburg	52.12971956800274, 11.631632340017973
Munich	Maritim Hotel München Goethestr. 7, 80336 Munich	48.13868194552118, 11.558853711025346
Stuttgart	Maritim Hotel Stuttgart Seidenstr. 34, 70174 Stuttgart	48.78089263446283, 9.166320584061564
Timmendorfer Strand	Maritim Seehotel Timmendorfer Strand Strandallee 73b, 23699 Timmendorfer Strand	54.001516123332536, 10.779548155436354
Titisee	Maritim TitiseeHotel Titisee-Neustadt Seestr. 16, 79822 Titisee-Neustadt	47.89834072712286, 8.155039212863088
Ulm	Maritim Hotel Ulm Basteistr. 40, 89073 Ulm	48.400285356919994, 10.004870312882169
Warnsdorf	Maritim Golfpark Ostsee Schlossstr. 14, 23626 Warnsdorf-Ratekau	53.96560506536669, 10.807192173266362
Würzburg	Maritim Hotel Würzburg Pleichertorstr. 5, 97070 Würzburg	49.7987115511987, 9.926123639924846

(B5)

SITES IN OR NEAR A BIODIVERSITY SENSITIVE AREA

LOCATION	AREA (in m²)	BIODIVERSITY SENSITIVE AREA	SPECIFICATION (IN/NEAR)
Maritim Titisee Hotel	10,955	Landschaftsschutzgebiet Titisee-Neustadt (Protected Landscape); Special Area of Conservation	Contiguous
Maritim Hotel Bellevue Kiel	9,824	Landschaftsschutzgebiet Kieler Fördeumgebung (Kiel Fjord Protected Landscape)	Contiguous
Maritim Hotel Dresden	38,638	Landschaftsschutzgebiet Dresdner Elbwiesen (Grassland Protected Landscape)	Contiguous
Maritim Golfpark Ostsee	1,051,566	Landschaftsschutzgebiet Hemmelsdorfer See (Lake Hemmelsdorf Protected Landscape)	Contiguous
Maritim Hotel Bad Homburg	4,557	Naturpark Hochtaunus (Taunus Nature Park)	In biodiversity sensitive area
Maritim Hotel Bad Salzuflen	10,013	Naturpark Teutoburger Wald (Teutoburg Forest Nature Park)	In biodiversity sensitive area
Maritim Hotelgesellschaft mbH Head Office	1,702	Naturpark Teutoburger Wald (Teutoburg Forest Nature Park)	In biodiversity sensitive area
Maritim Hotel Bad Wildungen	27,511	Naturpark Kellerwald-Edersee (Kellerwald-Edersee Nature Park)	In biodiversity sensitive area

Based on currently available information, regular hotel operations do not pose any immediate risks to these areas. Maritim complies with all legal and governmental regulations in these biodiversity sensitive areas, particularly when it comes to renovations, outdoor work, lighting, noise, waste disposal and transportation.

(C4)

ANALYSIS OF CLIMATE RISKS AND OPPORTUNITIES

In 2025, Maritim investigated climate risks and opportunities for its business model, locations, and value chain. A qualitative analysis provided an initial assessment of the potential impacts that climate change and the transition to a climate-neutral economy might have on the company.

The analysis was based on the guidelines from the Task Force on Climate-Related Financial Disclosures (TCFD). The focus was on two different trajectories: an ambitious transition scenario based on limiting global warming to 1.5 degrees Celsius or less, and a climate change scenario with global warming of more than 4 degrees Celsius.

Consequently, the analysis looked at the potential impacts of rapid decarbonization, as well as the consequences of worsening climate change.

Qualitative analysis of risks and opportunities

As a first step, we carried out a qualitative assessment of potential impacts (exposure) and Maritim's vulnerability to them (sensitivity). It covered physical risks to our sites (such as flooding), as well as the financial risks resulting from higher operating costs and the need for greater investments. The analysis looked at long-term climate developments up until the year 2100. Certain physical risks were also broken down into short-, medium-, and long-term time frames.

The risks and opportunities identified were assigned to four categories: physical climate risks, transition risks, impacts on the value chain, and climate opportunities. The infographic on the next page provides a brief summary:



Physical risks

- Location-based flood risks
- Availability of water
- Risks vary by location and time frame



Transition risks

- Climate-related regulations and carbon surcharges
- Need for investments in renewable energies and efficient building technology



Supply chain

- Climate-based impacts on food prices and agricultural products
- Higher prices for transportation, refrigeration, and logistics
- Extreme weather may disrupt deliveries



Opportunities

- Energy efficiency and renewable energies improve resilience
- Reduced operating costs
- Possible shifts in demand toward more temperate travel destinations

1. Location-based flooding is among the primary physical risks. An in-depth analysis indicated low to moderate risk of water shortages and moderate to high risk of floods at certain sites.
2. Transition risks would primarily result from increasing climate-related regulations. These regulations may entail higher operating costs (as a result of higher carbon surcharges or energy prices, for instance), or they may require investments in renewable energies or efficient building technology.
3. The analysis also looked at risks in the supply chain, particularly as regards food and agricultural products. Both scenarios could involve rising costs: the transition scenario would mean higher transportation costs and carbon surcharges in particular, while in the climate change scenario, prices could increase due to supply chain disruptions caused by extreme weather events, as well as due to higher costs for refrigeration and logistics. One potential adaptation strategy identified in the analysis is to focus on sourcing more local and seasonal foods.
4. Along with risks, the analysis also looked at potential opportunities. For the German and northern European hotel industry, climate-induced changes in tourist flows could result in higher demand for travel to more temperate destinations, such as the North and Baltic Seas. Maritim could potentially benefit from these shifts in demand. Additionally, investments in energy efficiency and renewables may help to reduce risks related to operating costs and improve the company's resilience in the long term.

The analysis provides an initial overview of the climate-related developments that may be relevant for Maritim in the long term. We have not yet conducted a financial analysis of all identified risks and opportunities.

DOUBLE MATERIALITY ASSESSMENT (DMA)

In 2024, Maritim conducted a double materiality assessment (DMA) in line with the provisions of the European Sustainability Reporting Standards (ESRS) as defined at the time.

INPUT & RESEARCH

Assessment of international and industry-specific reference frameworks and sustainability-based competitive analyses

CSRD, SDGs, GreenSign, EcoVadis

STAKEHOLDER INTERVIEWS

24 semi-structured interviews with important internal and external stakeholder groups

- Employees & executives
- Customers
- Suppliers
- Industry associations & civil society

EVALUATION

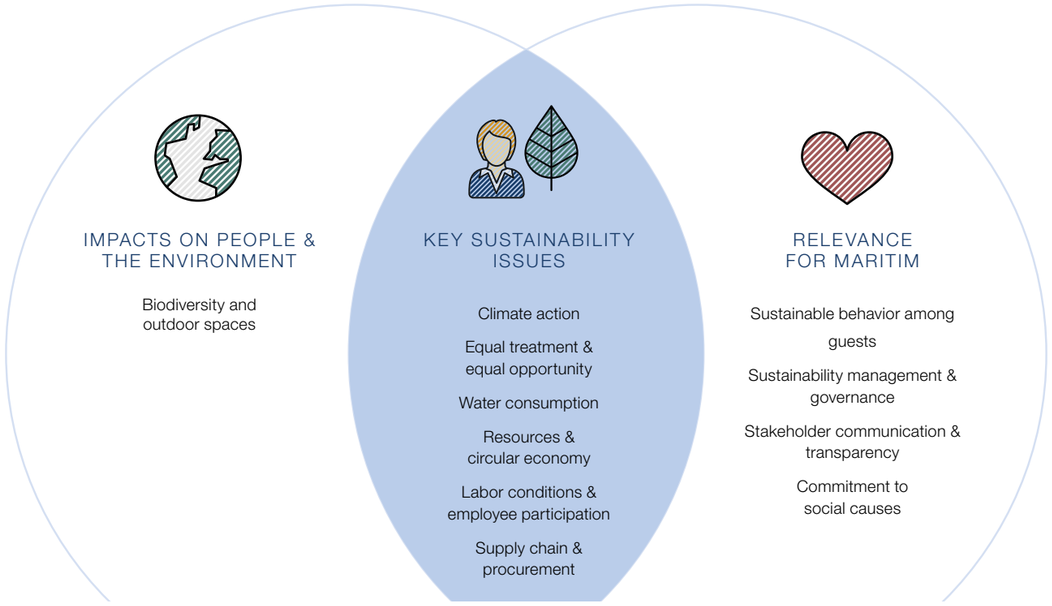
Evaluation of the identified impacts, risks, and opportunities using standardized criteria

- Scale
- Scope
- Irremediable character
- Financial relevance

The methodology is intended to help companies limit the focus of their sustainability reporting to relevant issues only. In its 2026 revision of the Corporate Sustainability Reporting Directive (CSRD), the EU reduced the number of companies required to report; consequently, Maritim no longer falls within the scope of the CSRD. The voluntary VSME standard does not require a DMA. However, we will still present the key results of the process here, as they demonstrate why we report on certain sustainability issues in greater detail than others.

A double materiality analysis looks at sustainability from two perspectives: How does the business impact the environment and society (inside-out perspective)? And what financial risks and opportunities do environmental and societal changes present to the business (outside-in perspective)? To answer these questions, we evaluated external requirements, analyzed the market, and conducted 24 extensive interviews with internal and external experts in the subject matter.

In addition to the issues that the ESRS requires companies to address, our research and interviews allowed us to identify a number of other sustainability aspects that are of strategic relevance for Maritim. The following infographic depicts our sustainability areas for action, organized by scope:
Material issues as defined by the ESRS are at the heart of our sustainability reporting. We also incorporate areas for action that are particularly relevant to our business model and our corporate identity, and consequently have an impact on our sustainable development (right-hand side of the infographic).



In addition, we treat biodiversity as an area for action, despite the fact that it is not classified as “material” in the double materiality assessment. Designing and maintaining our outdoor spaces allows us to have a positive impact on biodiversity at our hotels, which is why we still believe in reporting on our work in this area.

KEY IMPACTS, **OPPORTUNITIES, AND RISKS**

POSITIVE IMPACTS	NEGATIVE IMPACTS
Labor conditions above and beyond legal requirements (collective bargaining agreements, works councils), diversity in the workforce, minimal gender pay gap, career development opportunities for employees	Greenhouse gas emissions from the supply chain and energy use in buildings; high levels of water consumption (overnight stays, catering); high levels of waste produced by catering; resource consumption in hotels and catering

OPPORTUNITIES	RISKS
Cost savings thanks to efficient use of energy, water, and resources; use of more durable materials; reputation as attractive employer bolsters loyalty and quality of service	Increasing energy and transition costs as a result of regulatory requirements; skilled labor shortages and increasing labor costs

The analysis indicates that sustainability is a decisive factor in Maritim’s future growth and stability. Efficient use of resources, a reputation as an attractive employer, and a clear stance on sustainability lend us specific competitive advantages.

Imprint

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