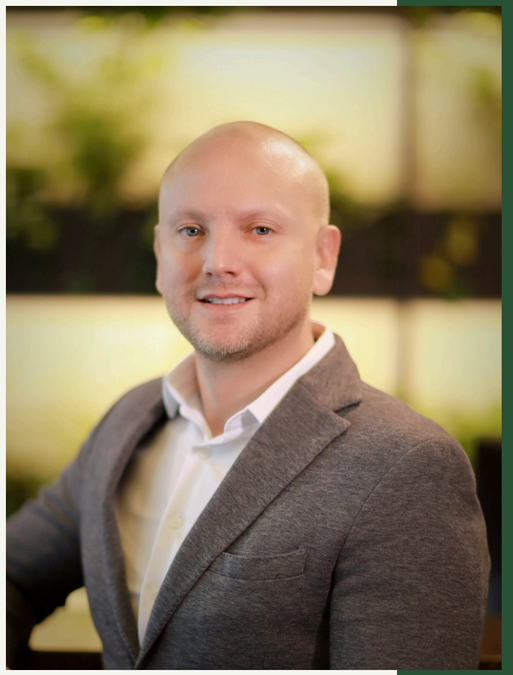
BOTANIQUE

HOTEL · PRAGUE

2023 SUSTAINABILITY REPORT

Baseline assessment

CONTENT



Tomáš Nesvorný
General Manager

We are serious about sustainability

The social, ecological and economic changes that have affected tourism and are moving the world in recent years have led us to think about how we operate our hotel.

We realized that we want to provide our guests with something more than before - an experience of maximum comfort, smart and efficient services, quality equipment and all of this underlined by the knowledge that we are not unnecessarily draining our planet with these activities.

Botanique Hotel Prague has been inspired by nature from the very beginning, but now we have decided to shift into a higher gear.

We try to save natural resources, use the maximum amount of recyclable materials, innovate our products and, together with our employees, look for new ways to do business better in harmony with nature and for the benefit of the people around us. We want to do things smartly, considerately and be a fair employer.

That is why we started cooperation with experts from SUSTO - Sustainability Tools and CI3 on our first ESG audit, thanks to which we will map our impact on nature and society in detail. We have thus embarked on a journey that will lead us to discover new opportunities to improve the impact of our business.

Methodology

This report establishes a baseline for Botanique Hotel Prague's upcoming systematic sustainability management. While the hotel is not formally obligated to report under the *Corporate Social Reporting Directive* (CSRD) due to being a small undertaking, we have chosen to align with its guidelines.

Our approach is guided by the *Voluntary European Sustainability Reporting Standards for non-listed small- and medium-sized enterprises* (VSME ESRS). The report uses the EFRAG Exposure Draft, published in January 2024, as a foundational reference.

In preparing this report, we applied two of the three VSME ESRS modules: the Basic Module and the Narrative —Policies, Actions, and Targets Module. The Business Partners Module, however, is omitted in this first-year report but is planned for inclusion in next year's report alongside our comprehensive Sustainability Strategy. The following page details the module structure used.

The materiality assessment followed the simplified approach outlined by the ESRS core standard, covering its essential themes. While stakeholder interests were not verified directly, they were carefully considered using a range of both internal and external information sources.

We selected the Green Key certification methodology as the primary industry reference for this assessment. This certification was chosen after a multi-criteria analysis that evaluated:

- The comprehensiveness and quality of the methodology, including regular updates to align with current knowledge,
- Recognition in key markets where our hotel guests originate,
- The certification holder's reputation and its broader interests within the hotel industry,
- Transparency in the assessment process, with accessible information on the certification standards.

Structure of the VSME ESRS modules used

Basic Module:

- B 1 – Basis for preparation
- B 2 – Practices for transitioning towards a more sustainable economy
- B 3 – Energy and greenhouse gas emissions
- B 4 – Pollution of air, water and soil
- B 5 – Biodiversity
- B 6 – Water
- B 7 – Resource use, circular economy and waste management
- B 8 – Workforce – General characteristics
- B 9 – Workforce – Health and safety
- B 10 – Workforce – Remuneration, collective bargaining and training
- B 11 – Workers in the value chain, affected communities, consumers and end-users
- B 12 – Convictions and fines for corruption and bribery

Narrative – Policies, Actions and Targets Module:

- N 1 – Strategy: business model and sustainability – related initiatives
- N 2 – Material sustainability matters
- N 3 – Management of material sustainability matters
- N 4 – Key stakeholders
- N 5 – Governance: responsibilities in relation to sustainability matters

At the bottom right of each page in the footer, you'll find a small box (visual navigation system) displaying a code that directly corresponds to the VSME ESRS modules used. For example, the code "B 1" on this page refers to the Basic Module – Basis for Preparation.

Trends in the hospitality industry

Sustainability in the hospitality industry is no longer just a trend; it has become a standard expectation. Hotels are increasingly integrating sustainable practices into their daily operations. Energy-efficient systems, waste reduction programs, and a strong focus on reducing carbon footprints are now considered essential.

This shift is driven not only by guest preferences—where more travelers are actively seeking eco-friendly accommodations—but also by regulatory requirements like the EU's Corporate Sustainability Reporting Directive (CSRD). Beyond regulatory demands, corporate clients, particularly those with ESG commitments, are pressuring hotels to demonstrate measurable environmental impacts, often as part of supplier evaluation processes.

In 2024, the hospitality industry is being shaped by several key trends alongside the standardization of sustainability. Personalization is at the forefront, with hotels leveraging data and technology to offer tailored guest experiences, while AI, automation, and IoT enhance operational efficiency through tools like smart room systems and contactless services.

The rise of health and wellness tourism is also significant, with expanded offerings such as holistic health programs attracting year-round visitors. Additionally, the convergence of luxury brands with hospitality, as seen in ventures by Four Seasons and Bulgari, reflects a growing demand for immersive, high-end travel experiences that go beyond traditional hotel stays.

Leisure and corporate travelers

Sustainability has become a key focus for both leisure travelers and corporate clients, though their priorities and behaviors differ slightly. According to Booking.com's 2023 research report, 80% of travelers prioritize traveling sustainably, with 65% stating they would feel more comfortable staying at accommodations with sustainability certifications. In fact, 59% of respondents indicated they would actively filter for such certifications in future bookings, reflecting a growing public demand for transparency regarding the environmental and social impact of hotels.

Corporate travel is also experiencing a shift toward sustainability, driven by a focus on reducing Scope 3 emissions, which can make up as much as 80% of a company's carbon footprint.

Hotel stays account for up to 30% of business trip emissions, pushing companies to select hotels with lower emissions and sustainability credentials. In September 2024, HRS's State of Sustainability in Corporate Travel report highlighted how corporate clients are consolidating trips, extending stays, and choosing certified sustainable hotels as a strategy to reduce trip-related emissions.

Sustainability has also become a crucial factor for corporate and MICE clients, where ESG considerations in RFPs (requests for proposals) are increasingly influencing revenue potential. Hoteliers looking to stay competitive must address the needs of both segments by offering certified sustainability practices and transparently communicating their efforts to their guests.

Financial institutions & investments

As sustainability becomes a central focus for leisure travelers and corporate clients, ESG considerations are also increasingly crucial for another significant hospitality stakeholder group—financial institutions. ESG ratings, scores, and data products, such as net-zero portfolio alignment metrics, are essential tools for financial institutions to assess the environmental impact and performance of their portfolios.

According to the Carbon Disclosure Project's latest report, 85% of financial institutions identified climate-related opportunities with substantial financial or strategic benefits. Improved ESG ratings have become a key driver for increased access to capital, with many financial institutions viewing these improvements as a way to boost revenue growth and portfolio value.

This trend is directly impacting the hospitality industry, as investors and institutional buyers increasingly demand hotels meet stricter ESG standards. According to a 2023 report on hotel investment in Central Eastern Europe (CEE) by Cushman & Wakefield and CMS, half of CEE hotel investors now conduct ESG-related due diligence during acquisitions, with another 40% actively working to implement such policies. As ESG compliance becomes a significant liquidity factor, hotel owners are expected to face growing scrutiny from investors, particularly international institutional investors with stricter sustainability criteria.

Looking ahead, hotels in the CEE region are under pressure from both regulators and investors to reduce their carbon footprints, with targets to cut carbon intensity by 17% by 2025 and 53% by 2030 (data based on energy reduction pathways in the Carbon Risk Real Estate Monitor Tool). Although not all investors require specific ESG certifications, many prefer them, and properties without verified sustainability credentials may be overlooked by investors. According to Cushman&Wakefield and CMS calculations, only 7% of hotels across major European markets had third-party verified ESG certifications in 2023, with some cities like Prague showing as low as 2%.

ESG's further relevance for the hospitality sector

Beyond meeting customer and investor expectations, ESG practices are increasingly crucial for talent attraction. Younger employees seek meaningful work, and companies with strong ESG commitments are viewed as more desirable employers. ESG-driven companies report higher employee engagement, better retention, and improved overall organizational performance.

Operational performance also benefits from ESG, as optimizing resource use—such as reducing energy and water consumption—leads to lower costs. By streamlining processes and adopting sustainable practices, hospitality businesses improve long-term financial outcomes, with many finding that investments in sustainable infrastructure generate significant savings and enhance resource management.

Illustration by Cushman & Wakefield and CMS, 2023.

Key ESG areas in the hospitality sector

ENVIRONMENTAL (E)

Environmental sustainability is a top priority for hotels, with efforts focused on reducing carbon footprints, energy consumption, and water usage. Many hotels are now turning to renewable energy sources like solar and wind, while adopting energy-efficient technologies.

Waste management has evolved toward a circular economy model, where materials are reused, recycled, or composted to minimize waste. Additionally, biodiversity preservation and sustainable sourcing of food and materials are crucial, along with guest engagement programs that promote environmentally responsible behavior.

SOCIAL (S)

The hospitality industry is increasingly prioritizing employee development, training, and diversity, equity, and inclusion (DEI) initiatives to reduce turnover and foster a culture of sustainability. Training employees in sustainable practices ensures that environmental and social goals are met across all levels, from management to frontline staff. Moreover, hotels are enhancing their social responsibility by supporting local communities, for example, by sourcing locally, and engaging in initiatives that uplift local economies. Human rights within the supply chain, fair labor practices, ethical sourcing, pay equity, and fair wages, are also significant concerns.

GOVERNANCE (G)

Good governance is essential for ethical operations and building trust with stakeholders. Hotels are increasingly adopting comprehensive codes of ethics, anti-corruption policies, and robust compliance frameworks to meet regulatory and investor expectations. Cybersecurity is also a top priority, protecting guest and corporate data to mitigate cyberattack risks. Additionally, the increasing emphasis on board diversity and the integration of ESG targets into executive compensation plans ensure greater accountability and align leadership with the long-term sustainability goals of the organization.

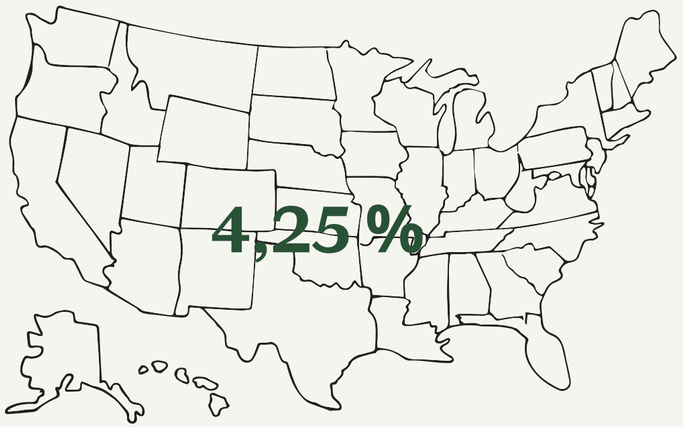
Basic information about sustainability management

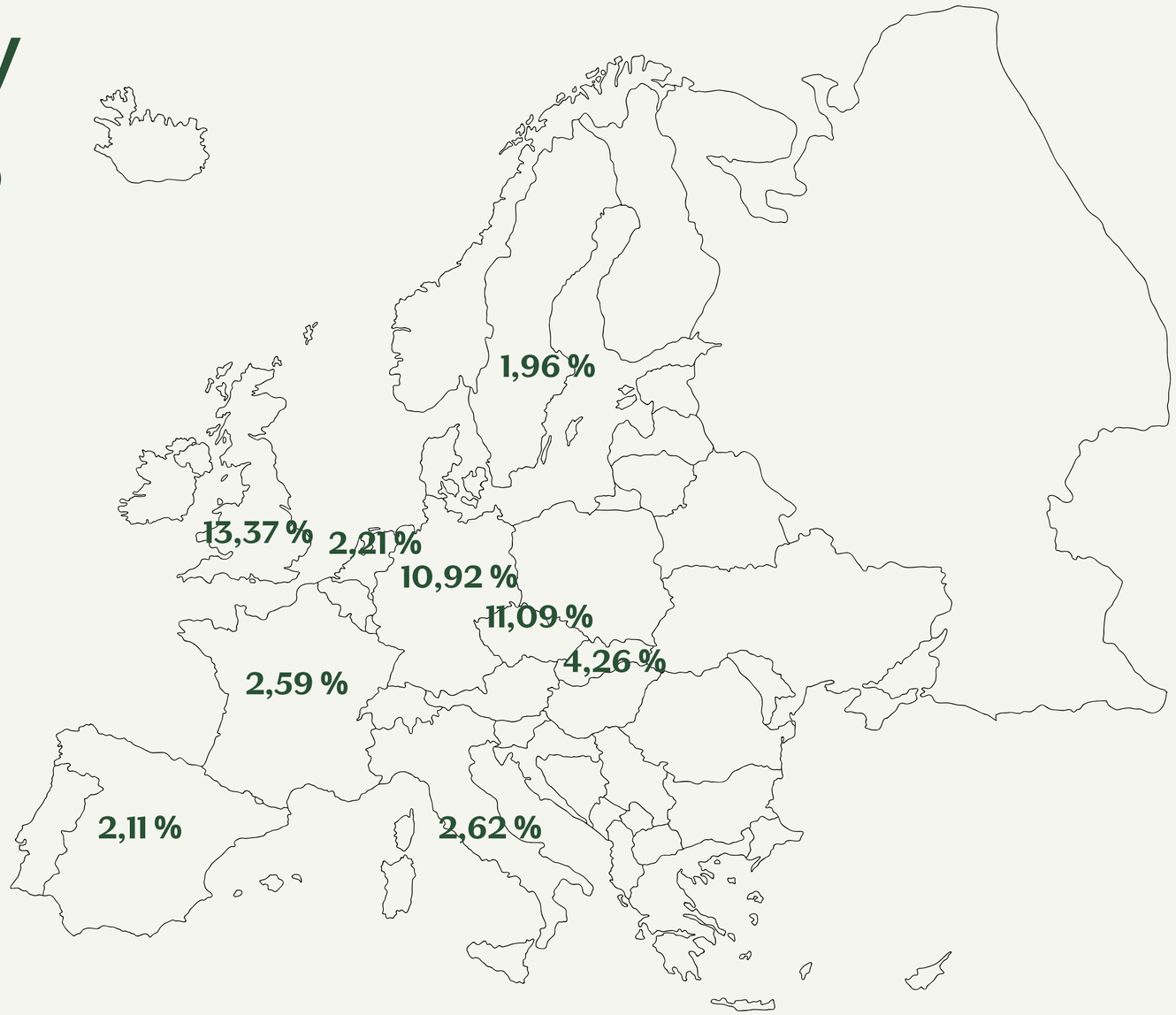
Sustainability manager	Jaroslav Kroužel (Chief Operational Officer)
Sustainability team	Jaroslav Kroužel (Chief Operational Officer), Jan Karafiát (Chief Financial Officer), Šárka Koudelková (Chief Human Resources Officer)
Strategy	Currently, partial measures are in place, with a comprehensive sustainability strategy planned for development in Q1 2025.
Responsibilities	Responsibilities are distributed among sustainability team members, aligned with their primary roles and expertise.
Training and Development	In Q4 2024, a series of workshops is conducted for all staff, equipping them to actively participate in both the development and future implementation of the sustainability strategy.

Y2023
in a nutshell

Legal company name	ARTHURINVEST, s.r.o.
NACE codes	55101 - Hotels, 5610 - Restaurants
Net turnover	192.930.000,- CZK (approx. 7,7M EUR)
Balance sheet	700.056.000,- CZK (approx. 27,9M EUR)
Employees	42
Occupied Rooms	63.883
Occupancy	88,13 %
Average length of stay	3,32 days
Number of rooms	214

Top 10 countries by occupancy in 2023



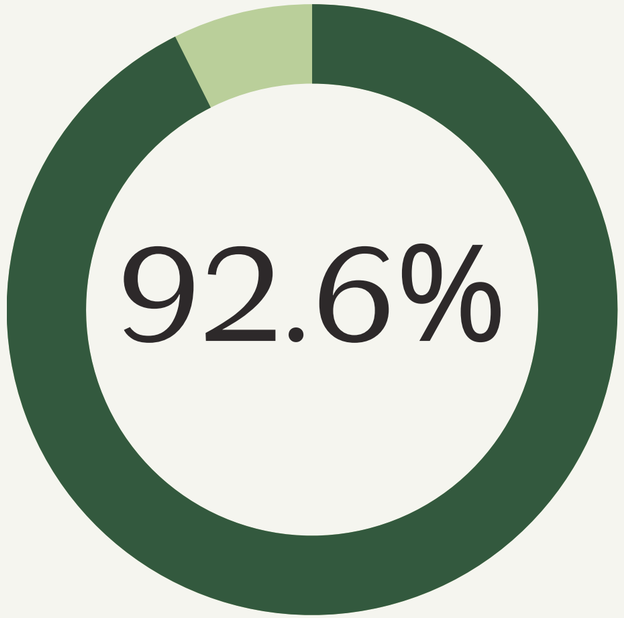


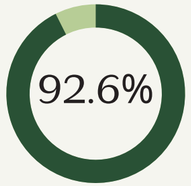
+ Other 115 countries accounting for **26,41 %.**

Global Review Index 2023

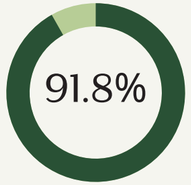
The Global Review Index™ (GRI) is an online reputation score used by hotels worldwide as benchmark for reputation management.

The index is calculated based on review data collected from 140 online travel agencies and review sites in more than 45+ languages. The presented overal index, 92.6 %, and the partial indices listed on the right side of the page were calculated based on 2 488 reviews collected between January 1st 2023 - December 31st 2023.

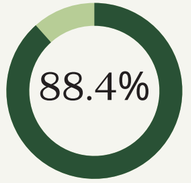




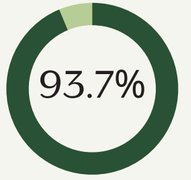
Service



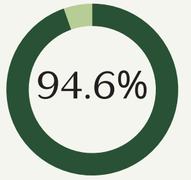
Location



Value



Room



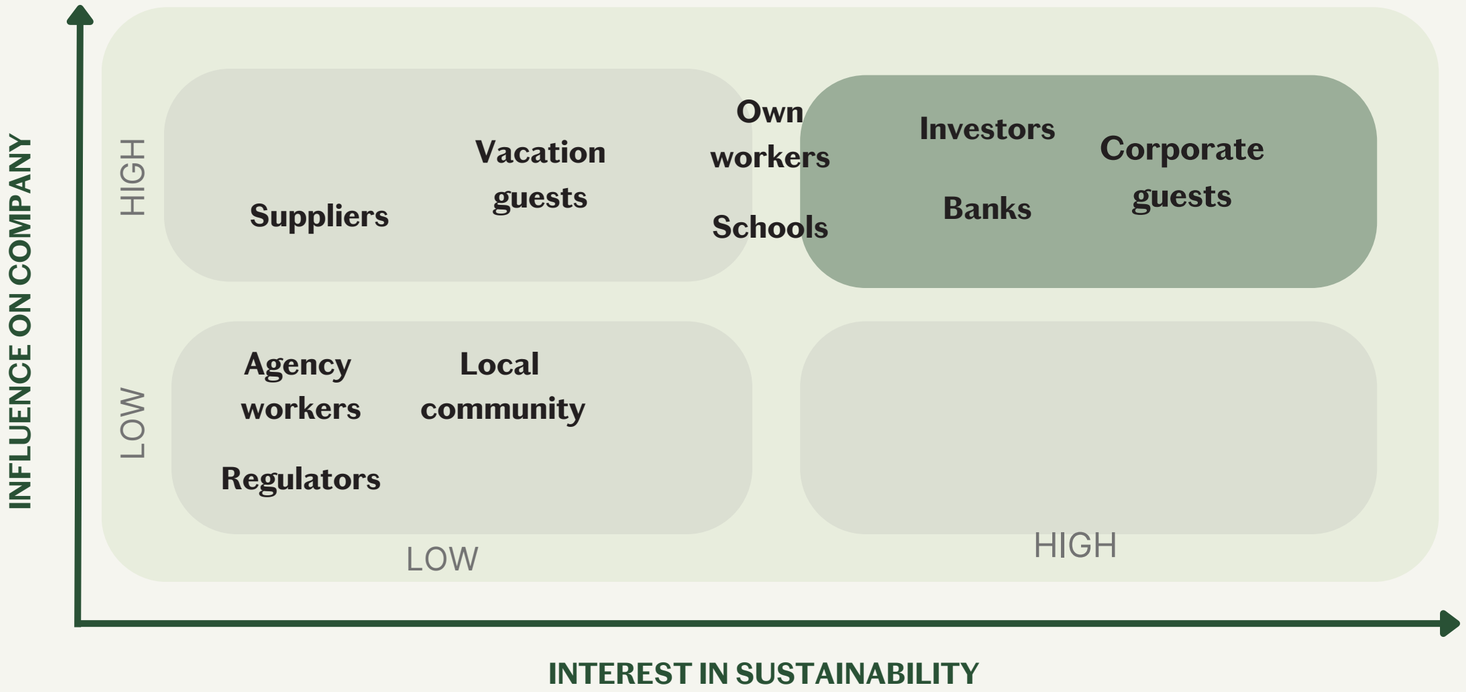
Cleanliness

Stakeholder matrix

A stakeholder matrix is a strategic tool used to organize and prioritize stakeholders based on specific characteristics, such as their influence on the analyzed company and their interest in sustainability.

In our analysis, we focused on two main groups:

1. Stakeholders directly affected by our operations, such as our employees and guests,
2. Users of sustainability information, such as banks, investors, and corporate guests, who increasingly call for insights into our sustainability practices.



The matrix above was created in November 2023 by the Hotel Botanique sustainability management team during a participatory ESG workshop facilitated by SUSTO - Sustainability Tools, s.r.o. The primary goal was to establish a foundational understanding of key stakeholders and their influence on hotel operations. This structured approach will frame our future engagement strategies to meet the needs of directly impacted groups and fulfill the information requirements of financial and public interest stakeholders.

Materiality assessment

The materiality assessment followed a simplified approach in line with the ESRS core standard themes. Although stakeholder interests were not directly verified, they were actively considered using various internal and external information sources. The Green Key certification methodology was selected as the primary industry reference for the assessment.

E S G

Climate change mitigation	Working conditions	Animal welfare
Energy	Equal treatment and opportunities for all	Relationships with suppliers
Substances of concern	Workers in the value chain	
Water	Affected communities	
Resources inflows	Information-related impacts for consumers	
Waste		

Carbon footprint introduction

The carbon footprint of the hotel industry is influenced by factors including energy consumption, occupancy rates, and service levels. Deepki, a company specializing in ESG data intelligence for commercial real estate, launched the first European benchmark for environmental performance in real estate using real data.

Among various real estate types assessed in 2023 (e.g., logistics, office, and retail), hotels were the only sector showing a year-on-year increase in energy consumption, largely due to rising occupancy rates as the industry rebounds from COVID-19 impacts. Luxury hotels, in particular, contribute significantly due to the high energy demands of premium services. This signals the need for less energy-intensive solutions to maintain comfort while advancing towards carbon neutrality, a goal that relies on both energy efficiency improvements and shifts to greener energy sources.

Globally, the hotel sector is responsible for around 3% of greenhouse gas emissions, with 2% from construction and 1% from operations (Rein&Woltering, 2023).

Two main standards are used to calculate the carbon footprint in the hotel industry:

1. **Hotel Carbon Measurement Initiative (HCMI):** An industry-wide standard focused on fundamental aspects of facility operations, well-suited for corporate reporting as corporate guests often account for travel emissions separately.
2. **Greenhouse Gas Protocol (GHG Protocol):** A comprehensive standard covering all operational aspects, including guest travel, ideal for thorough carbon footprint management in complex facilities.

The following pages present our findings under both standards, including a comparison with a sample of Prague hotels based on the 2024 Cornell Hotel Sustainability Benchmarking Index dataset. Complete ratings for both standards are provided at the end of this report.

Carbon footprint in brief (HCMI)

Total emissions	1 087,8 t CO_2e (Scope 1 + Scope 2 + Laundry under HCMI methology)
Average per occupied room/night	16,98 kg CO_2e (total emissions 1 068,2 t CO_2e / 214 rooms with 82 % occupancy / 365 nights)
Avarage per guest/night	10,44 kg CO_2e (total emissions 1 068,2 t CO_2e / 104 228 day stays)
Prague median value per occupied room/night	23,4 kg CO_2e (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 8 non-resort hotels located in Prague.)
Prague mean value per occupied room/night	31,6 kg CO_2e (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 8 non-resort hotels located in Prague.)

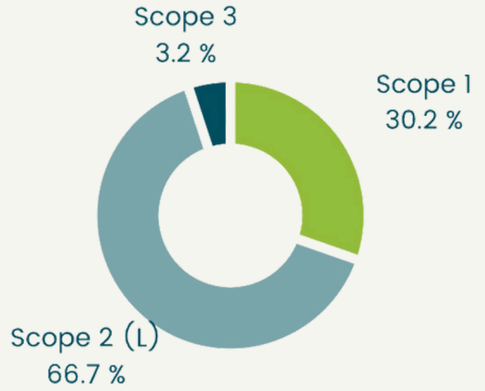
Carbon footprint overview (HCMI)

Total Company carbon footprint is **1 087.8 t CO_2e** (Scope 1, 2 a 3 by Market-based method).

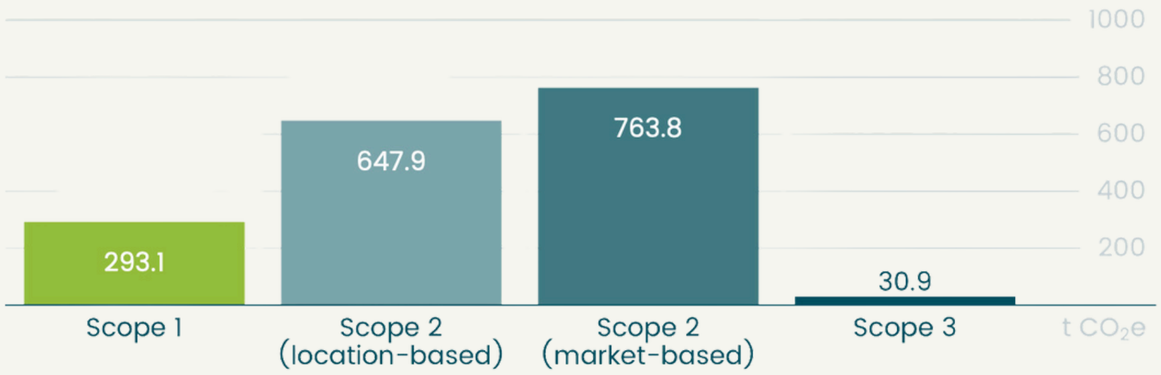
Division of emissions by Scopes

Scope	location based		market based	
Scope 1	293.073 t CO_2e	30.2 %	293.073 t CO_2e	26.9 %
Scope 2	647.939 t CO_2e	66.7 %	763.823 t CO_2e	70.2 %
Scope 3	30.916 t CO_2e	3.2 %	30.916 t CO_2e	2.8 %
Total	971.929 t CO_2e	100.0 %	1 087.812 t CO_2e	100.0 %
Scope 1+2	941.013 t CO_2e	96.8 %	1 056.896 t CO_2e	97.2 %
Scope 1-3	971.929 t CO_2e	100.0 %	1 087.812 t CO_2e	100.0 %

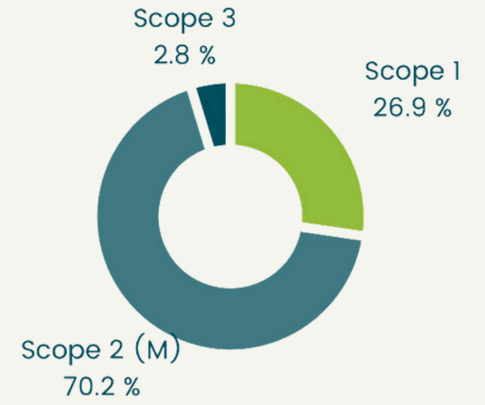
Location-based emissions



Structure of emissions by Scopes



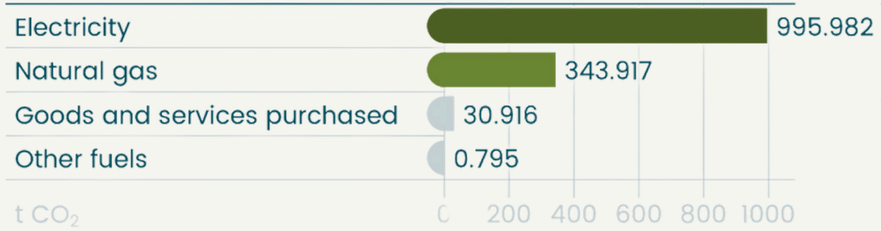
Market-based emissions



Carbon footprint overview (HCMI)

Total Company carbon footprint is **1 087.8 t CO_2e** (Scope 1, 2 a 3 by Market-based method).

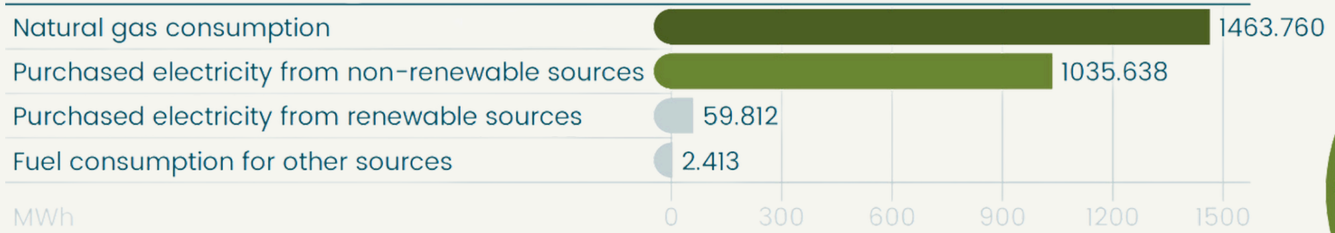
Emissions broken down by functional unit

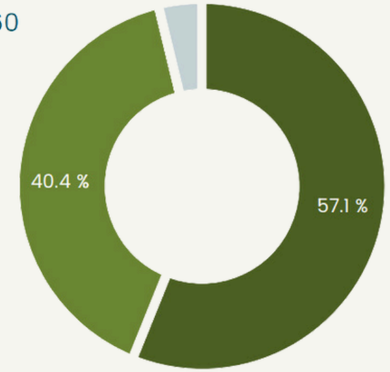


Emissions distribution in Scope 3

	Kategorie	t CO_2e
3.1	Purchased goods and services	30.916
3.2	Investment equipment	0.000
3.3	Energy and fuel losses	0.000
3.4	Upstream transport	0.000
3.5	Water and waste	0.000
3.6	Business trips and accommodation	0.000
3.7	Employee commuting	0.000
3.8	Upstream rental	0.000

Energy consumption





Carbon footprint overview (HCMI)

Total Company carbon footprint is **1 087.8 t CO_2e** (Scope 1, 2 a 3 by Market-based method).

Comparison of the total carbon footprint

The company's carbon footprint per year 2023 (in total 1 087.8 t CO_2e) is comparable, for example, to the footprint of some of the following activities:

year use of

403

average cars

return flight

2 720

from Prague to London

production and serving of

151

thousands of portion of beef meat

production and use

15 766

mobile phones iPhone 13

production of electricity for

914

households in Czechia for 1 year

Footprint per one employee

25.90

t CO_2e

Footprint per one million CZK of turnover

5.59

t CO_2e

Footprint per one square meter

0.10

t CO_2e

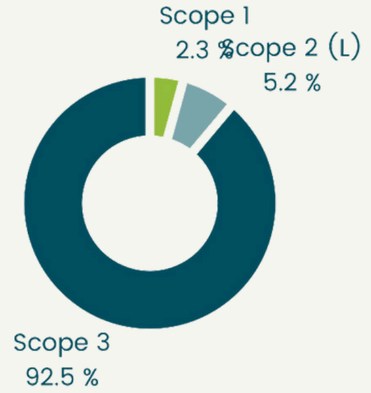
Carbon footprint overview (GHG Protocol)

Total Company carbon footprint is
12 682.949 t CO_2e
(Scope 1, 2 a 3
by Market-based method).

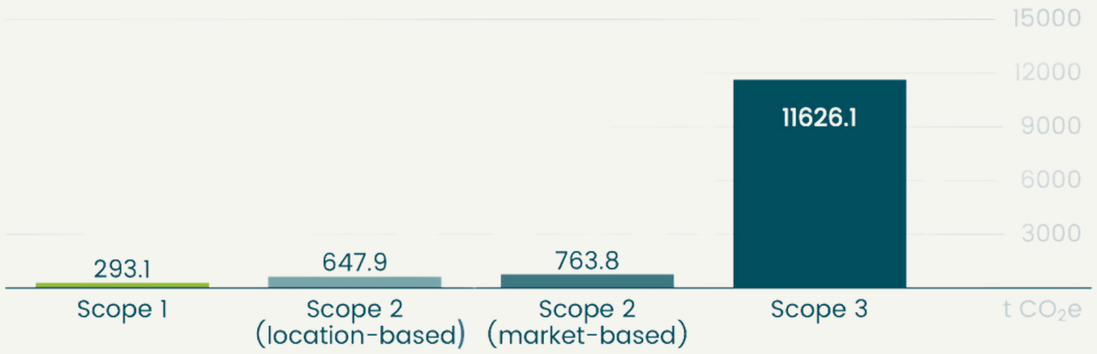
Division of emissions by Scopes

Scope	location based		market based	
Scope 1	293.073 t CO_2e	2.3 %	293.073 t CO_2e	2.3 %
Scope 2	647.939 t CO_2e	5.2 %	763.823 t CO_2e	6.0 %
Scope 3	11 626.053 t CO_2e	92.5 %	11 626.053 t CO_2e	91.7 %
Total	12 567.066 t CO_2e	100.0 %	12 682.949 t CO_2e	100.0 %
Scope 1+2	941.013 t CO_2e	7.5 %	1 056.896 t CO_2e	8.3 %
Scope 1-3	12 567.066 t CO_2e	100.0 %	12 682.949 t CO_2e	100.0 %

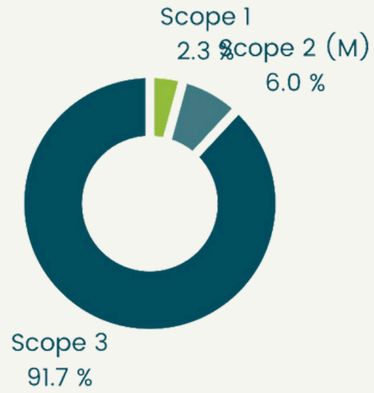
Location-based emissions



Structure of emissions by Scopes



Market-based emissions



Carbon footprint overview (GHG Protocol)

Total Company carbon footprint is
12 682.949 t CO_2e
(Scope 1, 2 a 3
by Market-based method).

Emissions broken down by functional unit

Scope 3

	Categories	t CO_2e
3.1	Purchased goods and services	688.665
3.2	Investment equipment	82.543
3.3	Energy and fuel losses	292.719
3.4	Transport to the company	0.000
3.5	Water and waste	35.761
3.6	Business trips and accommodation	15.193
3.7	Employee commuting	28.277
3.8	Upstream rental	0.000
3.9	Transport to the customer	0.000
3.10	Processing of sold products	0.000
3.11	Use of sold products/services	10482.893
3.12	Disposal of products	0.000
3.13	Downstream rental	0.000
3.14	Franchises	0.000
3.15	Investment	0.000

Carbon footprint overview (GHG Protocol)

Total Company carbon footprint is
12 682.949 t CO_2e
(Scope 1, 2 a 3
by Market-based method).

Comparison of the total carbon footprint

The company's carbon footprint per year 2023 (in total 12 682.9 t CO_2e) is comparable, for example, to the footprint of some of the following activities:

year use of

4 700

average cars

return flight

31 711

from Prague to London

production and serving of

1 762

1000 portion of beef meat

production and use

183 818

mobile phones iPhone 13

production of electricity for

10 654

households in Czechia for 1 year

Footprint per one employee

299.22

t CO_2e

Footprint per one million CZK of turnover

64.61

t CO_2e

Footprint per one square meter

1.12

t CO_2e

Energy consumption

Total consumption	2 561,623 MW (natural gas, purchased electricity, other fuels)
Average per occupied room/night	39,99 kW (total consumption 2 561,623 MW / 214 rooms with 82 % occupancy / 365 nights)
Avarage per guest/night	24,58 kW (total consumption 2 561,623 MW / 104 228 day stays)
Prague median value per occupied room/night	70,2 kW (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 17 non-resort hotels located in Prague.)
Prague mean value per occupied room/night	97,3 kW (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 17 non-resort hotels located in Prague.)

Water consumption

Total consumption	33 218 m^3
Average per occupied room/night	0,518 m^3 (total consumption 33 218 m^3 / 214 rooms with 82 % occupancy / 365 nights)
Avarage per guest/night	0,319 m^3 (total consumption 33 218 m^3 / 104 228 day stays)
Prague median value per occupied room/night	0,308 m^3 (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 18 non-resort hotels located in Prague.)
Prague mean value per occupied room/night	0,421 m^3 (The Cornell Hotel Sustainability Benchmarking Index 2024, based on data for the 2022 calendar year. The sample includes 18 non-resort hotels located in Prague.)

Waste generation in Y2023

Paper and cardboard	3,37 tonnes	10,5 %
Glass	2,99 tonnes	9,3 %
Biodegradable waste	1,15 tonnes	3,6 %
Plastics	0,45 tonnes	1,4 %
Metals	0,03 tonnes	0,1 %
Mixed waste	24,03 tonnes	75 %
TOTAL	32,01 tonnes	100 %

The weight of waste of specific categories is distributed by the collection company from the total amount of specific types of waste according to the volume of containers and frequency of collection to individual contractors within a specific collection route.

Working conditions and equality overview

Number of employees	41 own workers (FTE), 42 own workers (per head), of which 23 males and 19 females, average 13 agency staff (FTE and per head)
Accidents	14 registered work injuries, 0 deaths due to occupational accidents and diseases, 0 occupational diseases
Wages	30000 CZK (approx. 1200 EUR) - wage (full-time) in the lowest category, average hourly wage for males: 475.24 CZK (approx. 19 EUR), average hourly wage for females: 325.56 CZK (approx. 13 EUR)
Training and education	an average of 18.65 hours of training per year per male employee, an average of 15.65 hours of training per year per female employee

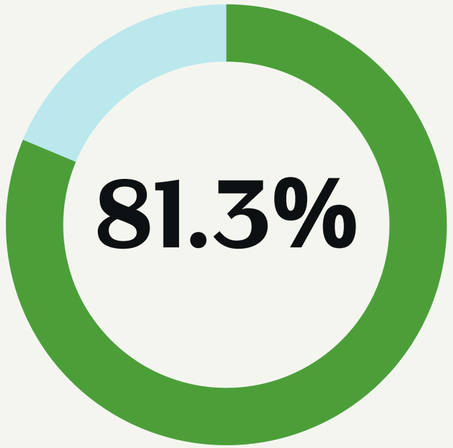
Green Key Certification

Certifications serve as valuable tools for establishing benchmarks and clearly communicating achievement standards to stakeholders. To drive necessary changes at Botanique Hotel Prague, obtaining a carefully selected certification was identified as a fitting first step.

The assessment of suitable certifications considered the comprehensiveness and relevance of the methodology, its recognition in Europe, and the reputation of the certification provider. The Green Key certification, managed by the Foundation for Environmental Education, emerged as the most suitable choice, covering 13 key criteria areas.

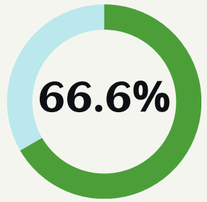
Overview of Green Key Criteria (Green Key)

Compliance with the Green Key certification

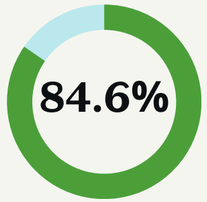


A comprehensive self-assessment of Botanique Hotel Prague's operations was conducted against Green Key criteria.

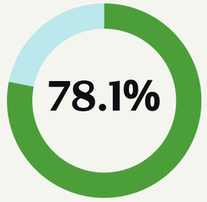
As of October 2024, the hotel meets 61 of the 75 mandatory criteria for certification (81,3 %). Further details can be found in Annex 3.



Management&Conduct



Climate&Energy



Waste&Environment

People

Acknowledgements

This report was prepared in accordance with the *Voluntary Standard for non-listed small- and medium-sized enterprises* (VSME ESRS), aligning with the new *European Corporate Sustainability Reporting Directive* (CSRD). The materiality assessment primarily draws on academic literature and the Green Key certification methodology.

In Prague, 29.10.2024.

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BOTANIQUE

HOTEL · PRAGUE

Annex 1

Carbon footprint calculation report according to the HCMI methodology

CarbonFix
powered by Ci3

Carbon footprint calculation report of the company

ARTHURINVEST s.r.o. / Botanique Hotel Prague
per year 2023

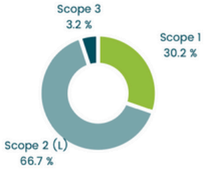
Company **ARTHURINVEST s.r.o. / Botanique Hotel Prague** (IČO: 27596745) with headquarters in Sokolovská 204/11 Praha had **on 4. 11. 2024** a simplified report of its own **carbon footprint for the year 2023 generated**. The calculator for calculating the carbon footprint is managed by Ci3 s.r.o. The responsibility for the correctness of the data is on the filling company's side.

Total Company carbon footprint is 1 087.8 t CO_2e
(Scope 1, 2 a 3 by method Market based).

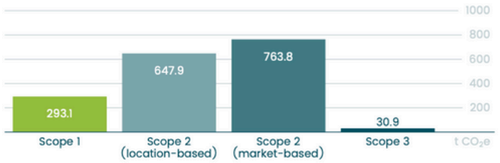
Division of emissions by Scopes

Scope	location based		market based	
Scope 1	293.073 t CO_2e	30.2 %	293.073 t CO_2e	26.9 %
Scope 2	647.939 t CO_2e	66.7 %	763.823 t CO_2e	70.2 %
Scope 3	30.916 t CO_2e	3.2 %	30.916 t CO_2e	2.8 %
Total	971.929 t CO_2e	100.0 %	1 087.812 t CO_2e	100.0 %
Scope 1+2	941.013 t CO_2e	96.8 %	1 056.896 t CO_2e	97.2 %
Scope 1-3	971.929 t CO_2e	100.0 %	1 087.812 t CO_2e	100.0 %

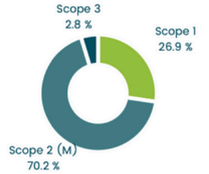
Location-based emissions



Structure of emissions by Scopes

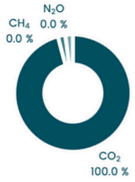


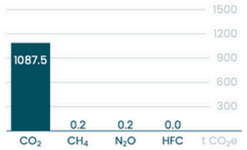
Market-based emissions



Division of emissions by gases

Gas	t	t CO_2e	Share
CO_2	1 087.461	1 087.461	100.0 %
CH_4	0.006	0.173	0.0 %
N_2O	0.001	0.178	0.0 %
HFC	0.000	0.000	0.0 %



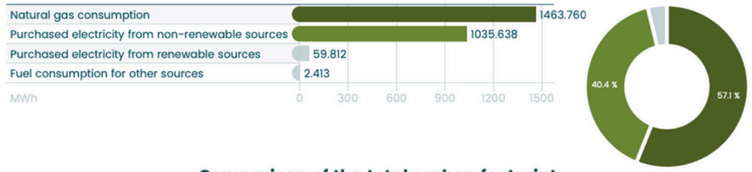


Emissions broken down by functional unit

Emissions distribution in Scope 3

	Kategorie	t CO_2e
3.1	Purchased goods and services	30.916
3.2	Investment equipment	0.000
3.3	Energy and fuel losses	0.000
3.4	Upstream transport	0.000
3.5	Water and waste	0.000
3.6	Business trips and accommodation	0.000
3.7	Employee commuting	0.000
3.8	Upstream rental	0.000
3.9	Downstream transport	0.000
3.10	Processing of sold products	0.000
3.11	Use of sold products/services	0.000
3.12	Disposal of products	0.000
3.13	Downstream rental	0.000
3.14	Franchises	0.000
3.15	Investment	0.000

Energy consumption



Comparison of the total carbon footprint

The company's carbon footprint per year 2023 (in total 1 087.8 t CO_2e) is comparable, for example, to the footprint of some of the following activities:

year use of
403
average cars

return flight
2 720
from Prague to London

production and serving of
151
thousands of portion of beef meat

production and use
15 766
mobile phones iPhone 13

production of electricity for
914
households in Czechia for 1 year

Selected emission intensity indicators

Indicator	Scope 1 + 2	Scope 1 - 3	Units
Emissions per revenue	5.434	5.593	t CO_2e / mil. CZK
Emise na plocha meeting prostoru [m2]	6.254	6.437	t CO_2e / plocha meeting prostoru [m2]
Emise na obsazený pokoj	0.017	0.017	t CO_2e / obsazený pokoj
Emise na plocha pokojů [m2]	0.172	0.177	t CO_2e / plocha pokojů [m2]
Emissions per employee	25.164	25.900	t CO_2e / FTE
Emissions per area	0.094	0.097	t CO_2e / m^2

Footprint per one employee

25.90

t CO_2e

Footprint per one million CZK of turnover

5.59

t CO_2e

Footprint per one square meter

0.10

t CO_2e

Selected additional indicators

2.8 %

Proportion of calculated emissions arising outside of the compan

5.5 %

Share of electricity sourced from renewable sources

Explanations

Greenhouse gases are gases that occur in the Earth's atmosphere and contribute to the greenhouse effect. On the one hand, they are of natural origin (such as water vapor, methane), and on the other hand, they are released by human activities (mainly by burning fossil fuels, but also by a number of other activities). The GHG Protocol (see below) records a total of seven anthropogenic greenhouse gases that are relevant in terms of the carbon footprint. These are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur fluoride (SF_6) and nitrogen fluoride (NF_3). Carbon dioxide covers all greenhouse gases and we can convert them to it. We then talk about carbon dioxide equivalents (CO_2e).

Global warming potential (GWP) indicates the extent of the potential contribution of a given greenhouse gas to the greenhouse effect. A unit is the contribution to the greenhouse effect of one molecule of CO_2. Using these coefficients, it is possible to determine the so-called CO_2 equivalent, i.e. the amount of CO_2 that would have an equivalent contribution to the greenhouse effect of the atmosphere equal to the given amount of the relevant gas. It usually refers to a time horizon of 100 years.

GHG Protocol (GHGP) is the global standard for measuring, managing and publishing greenhouse gas emissions. It was developed by the international organization World Resources Institute (WRI) a World Trade Council for Sustainable Development (WBCSD).

Scope 1. Direct emissions of greenhouse gases into the atmosphere, which arise from activities that directly fall under the given company and are simultaneously controlled by it. These include, for example, emissions from boilers or generators burning fossil fuels in the company, emissions from mobile sources (e.g. cars) owned by the company, leakage of refrigerants from refrigeration equipment or emissions from industrial processes (e.g. cement production) or emissions from waste water treatment in facilities operated by the company.

Scope 2. Indirect emissions of greenhouse gases associated with the consumption of purchased energy (electricity, heat, steam or cooling), which do not arise directly in the company, but are a consequence of the company's activities. These are indirect emissions from sources that the company does not directly control, yet it has a fundamental influence on their size.

Scope 3. Indirect emissions of greenhouse gases that are a consequence of the company's activities and that arise from sources outside the control or ownership of the company, but are not classified as Scope 2 (e.g. business trips by plane, landfilling, purchase and transport of material by a third party, etc.). The GHG Protocol is divided into fifteen subcategories, which as a whole may not be relevant for all companies.

Emission factors express the amount of greenhouse gases in tons of carbon dioxide or other greenhouse gases related to a unit of energy or use another unit expression (per mass or volume of the product).

Location-based the method expresses one of two ways of reporting electricity consumption and subsequent emissions, where the national or locally appropriate fuel mix of electricity production and the corresponding emission factor are used to determine emissions from electricity consumption. The emission factor can thus change from year to year depending on the type and quantity of electricity generation sources connected to the energy network.

Marked-based the method is the second way of reporting electricity consumption and subsequent emissions, where the calculation uses the energy mix corresponding to the company's contracts with electricity suppliers. Even this emission factor can change from year to year depending on the type and quantity of electricity purchased and consumed by suppliers.

Upstream emissions arise during the production of goods or services that a company purchases or uses. For example, if a company uses plastic to make its products, the emissions resulting from the production and transportation of that plastic would be upstream emissions.

Downstream emissions are the result of the use or disposal of companies' products or services. For example, if a company manufactures machinery, the emissions that result from the use of that machinery would be considered downstream emissions.

Input values

1.	**Basic information**		
1.1.1	Region	Czech Republic	
1.1.2	ID	27596745	
2.	**Business information**		
2.1	Calculation year	2023	
2.2	Annual turnover	194 507 000	CZK
2.3	Subject of business activity and share - I - Accommodation and food service activities	100	%
2.4	Number of employees	42	pers.
2.5	Floor area	11 265	m^2
2.6	Next: Add products or clients - plocha pokojů [m2]	6 155	
2.6	Next: Add products or clients - obsazený pokoj	63 863	
2.6	Next: Add products or clients - plocha meeting prostoru [m2]	169	
4.	**Electricity**		
4.1.1.2	Standard electricity tariff	1 095.45	MWh
4.3.2.1	I know fuel mix from supplier - Other	0.23	%
4.3.2.1	I know fuel mix from supplier - Renewable sources (wind, solar and other power plants)	5.46	%
4.3.2.1	I know fuel mix from supplier - Gas power plant	5.87	%
4.3.2.1	I know fuel mix from supplier - Nuclear power plants	40.94	%
4.3.2.1	I know fuel mix from supplier - Coal power plant	47.5	%
4.4.1	Green electricity tariff	0	MWh
5.	**Gas and other fuels**		
5.1.1	Consumption of natural gas.	1 463.76	MWh
5.2.1	Consumption of district heating in one year.	0	GJ
5.3.1	Fuel type and amount - Diesel oil	239	l
6.	**Company cars**		
6.1.1	Number of company vehicles - Car with combustion engine	0	ks
11.	**Purchases**		
11.80.1	Monetary factors - Cleaning and maintenance work in the office	4 106 108	CZK
12.	**Operation**		
12.10.1	Unaccounted emissions	283.798	t CO2e

Calculation methodology

The calculation of greenhouse gas emissions was carried out on the basis of the technical standard ČSN EN ISO 14064-1 and the international standard GHG Protocol (GHGP). The used global warming potential values (GWP) were taken from the last, sixth (AR6), assessment report of the Panel on Climate Change (IPCC) under the UN.

Greenhouse gas	GWP	Reference
CO_2 (carbon dioxide)	1.0	IPCC Sixth Assessment Report (AR6 - 100 years)
CH_4 (methane)	27.9	IPCC Sixth Assessment Report (AR6 - 100 years)
N_2O (nitrous oxide)	273.0	IPCC Sixth Assessment Report (AR6 - 100 years)
HFC (fluorinated hydrocarbons)	100–14 800	IPCC Sixth Assessment Report (AR6 - 100 years)

Emission factors were taken or calculated from the following documents and sources - National inventory reports of NIR, ČHMÚ, UK Government GHG Conversion Factors for Company Reporting, Association of Issuing Bodies, Furniture Industry Research Association, Carbon Trust, Low Carbon Vehicle Partnership, Veolia and Ecoinvent databases. If a specific emission factor was not available, it was estimated based on the experience of CI3, s.r.o. employees.

The uncertainty of emission factors in Scope 1 and 2 ranges from 1.0 to 4.5 %. For items in Scope 3, it can reach up to 50 % due to the merging of different items into one group or non-existent specific emission factors from individual suppliers. Of the greenhouse gases, only CO_2, CH_4, N_2O and HFC are considered, and within the category of Scope 3, only the following areas are considered: purchased goods, investment goods, activities related to fuels and energy, upstream transport and distribution, generated waste, business trips, employee commuting and downstream transportation and distribution.

The calculation coefficients have been updated 4. 11. 2024, the report was generated by CarbonFix version 1.2.5 on day 4. 11. 2024.

Information about the processor – CI3, s. r. o.

CI3, s. r. o. is a sister company of a publicly beneficial company CI2, o. p. s., which is mainly concerned with determining the carbon footprint. In this area, it focuses on determining the company carbon footprint (Company Carbon Footprint), determining the product carbon footprint (Product Carbon Footprint) and verifying the carbon footprint according to the technical standards of the ISO 14064 series and the international GHG Protocol standard. CI3, s.r.o. is a silver accredited partner of the international organization CDP.

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Annex 2

Carbon footprint calculation report
according to the GHG Protocol methodology

CarbonFix
powered by CI3

Carbon footprint calculation report of the company

ARTHURINVEST s.r.o. / Botanique Hotel Prague
per year 2023

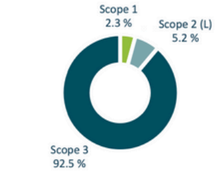
Company **ARTHURINVEST s.r.o. / Botanique Hotel Prague** (IČO: 27596745) with headquarters in Sokolovská 204/11 Praha had **on 3. 11. 2024** a simplified report of its own **carbon footprint for the year 2023 generated**. The calculator for calculating the carbon footprint is managed by CI3 s.r.o. The responsibility for the correctness of the data is on the filling company's side.

Total Company carbon footprint is 12 682.9 t CO_2e
(Scope 1, 2 a 3 by method Market based).

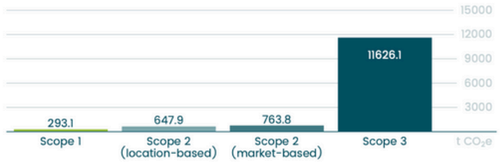
Division of emissions by Scopes

Scope	location based		market based	
Scope 1	293.073 t CO_2e	2.3 %	293.073 t CO_2e	2.3 %
Scope 2	647.939 t CO_2e	5.2 %	763.823 t CO_2e	6.0 %
Scope 3	11 626.053 t CO_2e	92.5 %	11 626.053 t CO_2e	91.7 %
Total	12 567.066 t CO_2e	100.0 %	12 682.949 t CO_2e	100.0 %
Scope 1+2	941.013 t CO_2e	7.5 %	1 056.896 t CO_2e	8.3 %
Scope 1-3	12 567.066 t CO_2e	100.0 %	12 682.949 t CO_2e	100.0 %

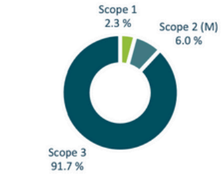
Location-based emissions



Structure of emissions by Scopes

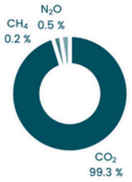


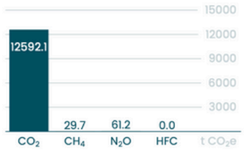
Market-based emissions



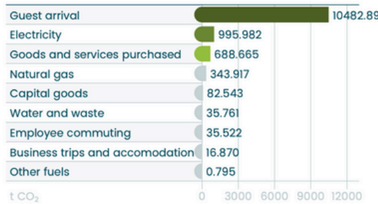
Division of emissions by gases

Gas	t	t CO_2e	Share
CO_2	12 592.090	12 592.090	99.3 %
CH_4	1.064	29.694	0.2 %
N_2O	0.224	61.165	0.5 %
HFC	0.000	0.000	0.0 %





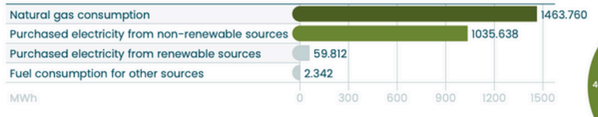
Emissions broken down by functional unit

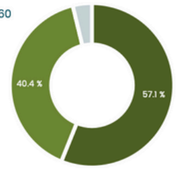


Scope 3

	Categories	t CO_2e
3.1	Purchased goods and services	688.665
3.2	Investment equipment	82.543
3.3	Energy and fuel losses	292.719
3.4	Transport to the company	0.000
3.5	Water and waste	35.761
3.6	Business trips and accommodation	15.193
3.7	Employee commuting	28.277
3.8	Upstream rental	0.000
3.9	Transport to the customer	0.000
3.10	Processing of sold products	0.000
3.11	Use of sold products/services	10482.893
3.12	Disposal of products	0.000
3.13	Downstream rental	0.000
3.14	Franchises	0.000
3.15	Investment	0.000

Energy consumption





Comparison of the total carbon footprint

The company's carbon footprint per year 2023 (in total 12 682.9 t CO_2e) is comparable, for example, to the footprint of some of the following activities:

year use of
4 700
average cars

return flight
31 711
from Prague to London

production and serving of
1 762
1000 portion of beef meat

production and use
183 818
mobile phones iPhone 13

production of electricity for
10 654
households in Czechia for 1 year

Selected emission intensity indicators

Indicator	Scope 1 + 2	Scope 1 - 3	Units
Emissions per revenue	5.434	65.206	t CO_2e / mil. CZK
Emise na plocha meeting prostoru	6.254	75.047	t CO_2e / plocha meeting prostoru
Emise na obsazený pokoj	0.017	0.199	t CO_2e / obsazený pokoj
Emise na plocha pokojů	0.172	2.061	t CO_2e / plocha pokojů
Emissions per employee	25.164	301.975	t CO_2e / FTE
Emissions per area	0.094	1.126	t CO_2e / m^2

Footprint per one employee

301.97

t CO_2e

Footprint per one million CZK of turnover

65.21

t CO_2e

Footprint per one square meter

1.13

t CO_2e

Selected additional indicators

91.6 %

proportion of calculated emissions arising outside of the compan

5.5 %

share of electricity sourced from renewable sources

Explanations

Greenhouse gases are gases that occur in the Earth's atmosphere and contribute to the greenhouse effect. On the one hand, they are of natural origin (such as water vapor, methane), and on the other hand, they are released by human activities (mainly by burning fossil fuels, but also by a number of other activities). The GHG Protocol (see below) records a total of seven anthropogenic greenhouse gases that are relevant in terms of the carbon footprint. These are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur fluoride (SF_6) and nitrogen fluoride (NF_3). Carbon dioxide covers all greenhouse gases and we can convert them to it. We then talk about carbon dioxide equivalents (CO_2e).

Global warming potential (GWP) indicates the extent of the potential contribution of a given greenhouse gas to the greenhouse effect. A unit is the contribution to the greenhouse effect of one molecule of CO_2. Using these coefficients, it is possible to determine the so-called CO_2 equivalent, i.e. the amount of CO_2 that would have an equivalent contribution to the greenhouse effect of the atmosphere equal to the given amount of the relevant gas. It usually refers to a time horizon of 100 years.

GHG Protocol (GHGP) is the global standard for measuring, managing and publishing greenhouse gas emissions. It was developed by the international organization World Resources Institute (WRI) a World Trade Council for Sustainable Development (WBCSD).

Scope 1. Direct emissions of greenhouse gases into the atmosphere, which arise from activities that directly fall under the given company and are simultaneously controlled by it. These include, for example, emissions from boilers or generators burning fossil fuels in the company, emissions from mobile sources (e.g. cars) owned by the company, leakage of refrigerants from refrigeration equipment or emissions from industrial processes (e.g. cement production) or emissions from waste water treatment in facilities operated by the company.

Scope 2. Indirect emissions of greenhouse gases associated with the consumption of purchased energy (electricity, heat, steam or cooling), which do not arise directly in the company, but are a consequence of the company's activities. These are indirect emissions from sources that the company does not directly control, yet it has a fundamental influence on their size.

Scope 3. Indirect emissions of greenhouse gases that are a consequence of the company's activities and that arise from sources outside the control or ownership of the company, but are not classified as Scope 2 (e.g. business trips by plane, landfilling, purchase and transport of material by a third party, etc.). The GHG Protocol is divided into fifteen subcategories, which as a whole may not be relevant for all companies.

Emission factors express the amount of greenhouse gases in tons of carbon dioxide or other greenhouse gases related to a unit of energy or use another unit expression (per mass or volume of the product).

Location-based the method expresses one of two ways of reporting electricity consumption and subsequent emissions, where the national or locally appropriate fuel mix of electricity production and the corresponding emission factor are used to determine emissions from electricity consumption. The emission factor can thus change from year to year depending on the type and quantity of electricity generation sources connected to the energy network.

Marked-based the method is the second way of reporting electricity consumption and subsequent emissions, where the calculation uses the energy mix corresponding to the company's contracts with electricity suppliers. Even this emission factor can change from year to year depending on the type and quantity of electricity purchased and consumed by suppliers.

Upstream emissions arise during the production of goods or services that a company purchases or uses. For example, if a company uses plastic to make its products, the emissions resulting from the production and transportation of that plastic would be upstream emissions.

Downstream emissions are the result of the use or disposal of companies' products or services. For example, if a company manufactures machinery, the emissions that result from the use of that machinery would be considered downstream emissions.

Input values

1.	**Basic information**		
1.1.1	Region	Czech Republic	
1.1.2	ID	27596745	
2.	**Business information**		
2.1	Calculation year	2023	
2.2	Annual turnover	194 507 000	CZK
2.3	Subject of business activity and share - I - Accommodation and food service activities	100	%
2.4	Number of employees	42	pers.
2.5	Floor area	11 265	m^2
2.6	Other comparison - plocha pokojů	6 155	
2.6	Other comparison - obsazený pokoj	63 863	
2.6	Other comparison - plocha meeting prostoru	169	
4.	**Electricity**		
4.1.1	Standard electricity tariff	1 095.45	MWh
4.1.3.1	I know fuel mix from supplier - Other	0.23	%
4.1.3.1	I know fuel mix from supplier - Renewable sources (wind, solar and other power plants)	5.46	%
4.1.3.1	I know fuel mix from supplier - Gas power plant	5.87	%
4.1.3.1	I know fuel mix from supplier - Nuclear power plants	40.94	%
4.1.3.1	I know fuel mix from supplier - Coal power plant	47.5	%
5.	**Gas and other fuels**		
5.1.1	Consumption of natural gas.	1 463.76	MWh
5.3.1	Fuel - Diesel oil	239	l
7.	**Commuting to work**		
7.1.1	By private car	100 955	km/year
7.1.2	Trams and metro	82 750	km/year
7.1.3	Train	38 590	km/year
7.1.4	Bus	75 060	km/year
7.1.5	Motorcycle	0	km/year
7.1.6	Bicycle, foot	8 295	km/year
7.1.8	Data was collected from the share of employees:	100	%
7.2.1	Home-office (FTE)	235	days/year
7.2.2	Data was collected from the share of employees:	100	%
8.	**Business trips**		
8.1.1	Private car	1 300	km/year
8.1.2	Train	2 744	km/year
8.1.3	Bus	0	km/year
8.1.4	Airplane - economy	2 000	km/year
8.1.5	Airplane - business	45 970	km/year
8.2.1	Hotel stay in Czechia	8	nights

8.2.2	Hotel stay in Europe	22	nights
8.2.3	Hotel stay in world (non-Europe)	20	nights
11.	**Purchases**		
11.4.1	Monetary factors - Manufacture of rubber and plastic products	165 127	CZK
11.4.1	Monetary factors - Manufacture of paper and paper products	1 068 460.44	CZK
11.4.1	Monetary factors - Land and pipeline transport	429 189.96	CZK
11.4.1	Monetary factors - Cleaning and maintenance work in the office	5 881 143.07	CZK
11.4.1	Monetary factors - Office consumables	862 916.75	CZK
11.4.1	Monetary factors - Small office equipment (furniture, carpets, etc.)	962 087.3	CZK
11.4.1	Monetary factors - Education	348 833.29	CZK
11.4.1	Monetary factors - Administrative, clerical and other business support activities	4 003 859.44	CZK
11.4.1	Monetary factors - Advertising and market research	3 455 092.26	CZK
11.4.1	Monetary factors - Other financial activities	20 894 247.76	CZK
11.4.1	Monetary factors - Insurance, reinsurance and pension funding, except compulsory social security	664 509.95	CZK
11.4.1	Monetary factors - Telecommunications activities	915 684.32	CZK
11.4.1	Monetary factors - Repair and installation of machinery and equipment	2 292 405.62	CZK
11.4.1	Monetary factors - Manufacture of chemicals and chemical products	1 090 489.67	CZK
11.4.1	Monetary factors - Manufacture of textiles	174 540.37	CZK
11.4.1	Monetary factors - Manufacture of beverages	2 564 872.4	CZK
11.4.1	Monetary factors - Manufacture of food products	9 336 190.66	CZK
12.	**Operation**		
12.7.1	Capital expenditures - CAPEX [CZK] - Administrative, clerical and other business support activities	140 000	CZK
12.7.1	Capital expenditures - CAPEX [CZK] - Small office equipment (furniture, carpets, etc.)	500 000	CZK
12.7.1	Capital expenditures - CAPEX [CZK] - Office consumables	1 900 000	CZK
12.7.1	Capital expenditures - CAPEX [CZK] - Manufacture of textiles	730 000	CZK
12.7.1	Capital expenditures - CAPEX [CZK] - Manufacture of fabricated metal products, except machinery and equipment	100 000	CZK
12.9.1	Guest arrival by plane	53 815 136.54	pkm
12.9.2	Guest arrival by car	2 632 584	pkm
12.9.3	Guest arrival by bus	272 376	pkm
12.9.4	Guest arrival by train	272 376	pkm
13.	**Water and waste**		
13.1.1	Consumed water	33 408	m3
13.1.2	Waste water	33 408	m3
13.1.3	Mixed municipal waste	24.026	t
13.1.4	paper waste	3.372	t
13.1.5	glass waste	2.988	t
13.1.6	plastic waste	0.448	t
13.1.7	metalic waste	0.028	t
13.1.8	bio-waste	1.146	t

Calculation methodology

The calculation of greenhouse gas emissions was carried out on the basis of the technical standard ČSN EN ISO 14064-1 and the international standard GHG Protocol (GHGP). The used global warming potential values (GWP) were taken from the last, sixth (AR6), assessment report of the Panel on Climate Change (IPCC) under the UN.

Greenhouse gas	GWP	Reference
CO_2 (carbon dioxide)	1.0	IPCC Sixth Assessment Report (AR6 - 100 years)
CH_4 (methane)	27.9	IPCC Sixth Assessment Report (AR6 - 100 years)
N_2O (nitrous oxide)	273.0	IPCC Sixth Assessment Report (AR6 - 100 years)
HFC (fluorinated hydrocarbons)	100–14 800	IPCC Sixth Assessment Report (AR6 - 100 years)

Emission factors were taken or calculated from the following documents and sources - National inventory reports of NIR, ČHMÚ, UK Government GHG Conversion Factors for Company Reporting, Association of Issuing Bodies, Furniture Industry Research Association, Carbon Trust, Low Carbon Vehicle Partnership, Veolia and Ecoinvent databases. If a specific emission factor was not available, it was estimated based on the experience of CI3, s.r.o. employees.

The uncertainty of emission factors in Scope 1 and 2 ranges from 1.0 to 4.5 %. For items in Scope 3, it can reach up to 50 % due to the merging of different items into one group or non-existent specific emission factors from individual suppliers. Of the greenhouse gases, only CO_2, CH_4, N_2O and HFC are considered, and within the category of Scope 3, only the following areas are considered: purchased goods, investment goods, activities related to fuels and energy, upstream transport and distribution, generated waste, business trips, employee commuting and downstream transportation and distribution.

Koeficienty pro výpočet byly aktualizovány 31. 10. 2024, report byl vygenerován nástrojem CarbonFix verze 1.2.6 dne 3. 11. 2024.

Information about the processor – CI3, s. r. o.

CI3, s. r. o. is a sister company of a publicly beneficial company CI2, o. p. s., which is mainly concerned with determining the carbon footprint. In this area, it focuses on determining the company carbon footprint (Company Carbon Footprint), determining the product carbon footprint (Product Carbon Footprint) and verifying the carbon footprint according to the technical standards of the ISO 14064 series and the international GHG Protocol standard. CI3, s.r.o. is a silver accredited partner of the international organization CDP.

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Annex 3

Compliance with the imperative criteria for the Green Key certification

ESRS sustaianbility matter	Green Key imperative criteria	Status
General disclosures	1.1 Management must be involved and appoint an environmental manager from among the company's employees.	Fulfilled
	1.2 The company must formulate a sustainability policy.	Not fulfilled
	1.3 The facility must formulate goals and an annual action plan for continuous improvement.	Not fulfilled
	1.4 All documentation relating to Green Key must be stored and maintained in a binder ready for inspection.	Not fulfilled
	1.5 The facility engages actively with relevant local stakeholders.	Not fulfilled
	2.1 Management holds regular meetings with employees to inform them of issues relating to existing and new environmental initiatives.	Fulfilled
	2.2 The Environmental Manager must attend meetings with management to present the environmental development of the business.	Fulfilled
	2.3 Employees must receive annual training on environmental and other sustainability issues.	Fulfilled
	2.4 The cleaning service must know and accept the procedures for changing towels and linen.	Fulfilled
	2.5 Information is displayed in staff areas to encourage responsible behaviour.	Fulfilled
	11.1 The Company confirms that it complies with all applicable international, national and local laws and regulations, including environmental, health, safety and labour regulations.	Fulfilled
Climate change mitigation	1.6 The company calculates its carbon footprint using a carbon measurement tool (according to HCMI).	Fulfilled
Energy	7.1 Energy consumption must be recorded at least once a month.	Fulfilled
	7.2 Heating, ventilation and air conditioning control systems shall be in place.	Fulfilled
	7.3 At least 75% of all light bulbs shall be energy efficient and at least 50% of all light bulbs shall be LED bulbs.	Fulfilled
	7.4 Exhaust grease filters must be cleaned at least once a year.	Fulfilled
	7.5 The heating, ventilation and air conditioning system shall be inspected at least annually and, if necessary, maintained to ensure that it is always energy efficient.	Fulfilled

ESRS sustaianbility matter	Green Key imperative criteria	Status
Energy	7.6 Refrigerators, cold boxes, heating cabinets and ovens shall be equipped with intact door seals.	Fulfilled
	7.7 The freezing equipment must be defrosted regularly.	Not fulfilled
	7.8 Newly purchased minibars shall not consume more than 1 kWh/day.	Fulfilled
	7.9 There is a written procedure regarding energy in empty guest rooms and meeting rooms.	Fulfilled
	7.10 The equipment has a standard temperature setting for cooling and heating in the rooms.	Not fulfilled
	7.11 Newly purchased electronic devices in guest rooms are energy efficient.	Fulfilled
	7.12 Outdoor lighting is minimized and/or equipped with automatic shut-off sensors.	Fulfilled
Air pollution	10.2 Newly purchased mowers must be either electrically driven, manually driven or have an eco-label.	Fulfilled
Water pollution	4.8 All wastewater is treated.	Fulfilled
	4.10 A grease trap is installed.	Fulfilled
	5.3 At least 75 % of chemical cleaning products for everyday use have a recognised eco-label.	Not fulfilled
	5.5 Paper towels, facial tissues and toilet paper must be made of non-chlorine bleached paper or eco-labelled.	Not fulfilled
Soil pollution	10.1 Chemical pesticides and fertilisers must not be used unless there is an organic or natural equivalent.	Not fulfilled
Substances of concern	6.4 Newly purchased pumps and refrigeration equipment shall not use CFC or HCFC refrigerants. All equipment shall always comply with national legislation on refrigerant phase-out.	Fulfilled
	6.6 Hazardous solid and liquid chemicals are stored safely.	Fulfilled
Water	4.1 Total water consumption must be recorded at least once a month.	Fulfilled
	4.2 The newly purchased toilets are dual flush 3/6 litre.	Fulfilled

ESRS sustaianbility matter	Green Key imperative criteria	Status
Water	4.3 Staff must have a system in place to regularly check dripping taps, leaking toilets and leaking pools.	Fulfilled
	4.4 The water flow in at least 75 % of the showers shall not exceed 9 litres per minute.	Fulfilled
	4.5 The water flow in at least 75% of the taps shall not exceed 8 litres per minute.	Not fulfilled
	4.6 Urinals have sensors, water saving devices or are waterless.	Not fulfilled
	4.7 Newly purchased cover or tunnel washers will not consume more water than 3.5 litres per basket.	Fulfilled
	4.9 Newly purchased dishwashers and washing machines are not normal household appliances.	Fulfilled
	10.3 Flower and garden watering practices are in place to conserve water.	Fulfilled
Direct impact drivers of biodiversity loss	8.1 Establishments must purchase and register at least five types of food/beverages that are organic, eco-labelled, fair trade labelled and/or locally produced.	Fulfilled
	10.4 The Facility takes initiatives to protect and promote local biodiversity within the Facility.	Fulfilled
Impacts on the state of species	8.2 The facility does not purchase products from endangered or protected species.	Fulfilled
Resources inflows, including resource use	6.5 Disposable food/drink related utensils shall not be used.	Not fulfilled
	8.5 Where water quality is of an adequate standard, tap water is offered and/or promoted to guests.	Fulfilled
	13.2 At least 75% of the printing paper, envelopes and printed materials that the company produces or orders are eco-labelled or produced by a company with an environmental management system.	Fulfilled
	13.3 The facility takes initiatives to reduce paper consumption in reception, offices and guest/meeting rooms.	Fulfilled

ESRS sustaianbility matter	Green Key imperative criteria	Status
Waste	6.1 Facilities must segregate waste according to national legislation, but with a minimum of three categories.	Fulfilled
	6.2 Separated waste shall be treated separately by local or state waste management facilities, by a private entity, or by the establishment's own facilities.	Fulfilled
	6.3 Instructions on how to segregate and manage waste must be readily available to employees in a clear and simple form.	Fulfilled
	6.7 Hazardous waste must be transported safely to an approved receiving facility.	Fulfilled
	6.8 There is a waste bin in each bathroom.	Fulfilled
	6.9 A maximum of five food/drinks are in individually wrapped single portions.	Not fulfilled
	6.10 The establishment records the total amount of waste.	Fulfilled
	8.4 The establishment takes initiatives to reduce food waste.	Fulfilled
Working conditions	11.2 The facility shall refrain from using/accepting child labor.	Fulfilled
Information-related impacts for consumers and/or end-users	3.4 The establishment shall inform and involve guests in its environmental activities and encourage guests to participate in environmental initiatives.	Fulfilled
	3.5 Reception staff must be able to inform guests about Green Key and the company's current environmental/sustainable initiatives.	Fulfilled
	3.6 The company informs guests about sustainable transport alternatives and encourages them to use them.	Fulfilled
	5.1 There must be information in the rooms informing guests how to change their bed linen.	Fulfilled
	5.2 There must be information in the rooms informing guests how to change towels.	Fulfilled
	12.1 Guests must be provided with information about the surrounding parks, countryside and protected areas.	Fulfilled
	12.2 The facility must provide information on the nearest location where bicycles can be rented or hired.	Fulfilled

ESRS sustaianbility matter	Green Key imperative criteria	Status
Personal safety of consumers and/or end-users	5.4 Disinfectants must be used only when necessary and in accordance with hygiene regulations.	Fulfilled
	9.1 Restaurants and all public areas must be non-smoking or have designated smoking areas.	Fulfilled
	9.2 At least 75% of rooms shall be non-smoking.	Fulfilled
	9.3 The facility has a personnel policy regarding smoking during working hours.	Fulfilled
Animal welfare	8.3 The restaurant serves a vegetarian/vegan alternative menu.	Fulfilled
	11.3 Plants and animals, as well as historical and archaeological artefacts, shall not be sold, traded or exhibited except as permitted by law.	Fulfilled
Management of relationships with suppliers including payment practices	13.1 Stores and third party operated businesses located on the premises must be made aware of Green Key and the company's sustainability initiatives and be encouraged to manage their operations in the same spirit.	Fulfilled
	13.4 The facility shall inform its suppliers of its sustainability commitments and strongly encourage them to adhere to the same sustainability commitments.	Not fulfilled