

A light blue world map is centered in the background of the slide, showing the outlines of continents and oceans.

ONE PLANET.  
**ONE FUTURE.**

ESG AT MOTEL ONE



ESG AT MOTEL ONE\*



CO<sub>2</sub> FOOTPRINT & CLIMATE PROTECTION



GREEN ELECTRICITY & ENERGY EFFICIENCY



WATER CONSUMPTION



LOTS OF ORGANIC PRODUCE



AVOIDING PLASTIC & MICROPLASTIC



CERTIFICATIONS



ONE TEAM & SOCIETY



ONE FOUNDATION



GOVERNANCE



\* Environment, social and governance



## ONE PLANET. ONE FUTURE. SUSTAINABILITY AT MOTEL ONE



At Motel One, our goal is to **sustainably improve the world through our business activities.**



No matter whether it's through climate protection, the purchase of sustainable products, being a multi-award-winning employer or through societal commitment. We share the most important ESG KPIs to depict our development and our commitment as transparently as possible.



## SUSTAINABLE DEVELOPMENT GOALS AT MOTEL ONE



The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of people all over the world. The 17 SDGs were approved by all UN member states in 2015 as part of the 2030 Agenda for Sustainable Development. Ambitious measures must be introduced over the next few years in order to achieve the goals by 2030. In this sense, we want to use our business activities to support the SDGs in the best ways possible and do our bit to help achieve them.



The interior design concept at Motel One Bonn-Hauptbahnhof revolves around sustainability, with the SDGs decorating the wall in the lounge.



# CLIMATE PROTECTION AT MOTEL ONE



The climate is probably the most important environment-related topic.



Under the Paris Agreement, 195 countries agreed to limit global warming to substantially under 2°C, compared to the pre-industrial average global temperature. We support this target and are doing everything we can to reduce our CO<sub>2</sub> emissions.



## CO<sub>2</sub> footprint

Over the last few years, we have already implemented far-reaching measures to cut our CO<sub>2</sub> emissions. This has enabled us to reduce the CO<sub>2</sub> value per overnight stay **by 47% in 2019, compared to 2014\***.



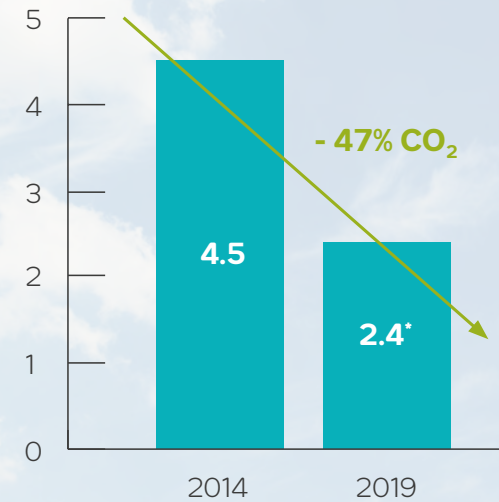
## What we do to protect the climate

- 100% green electricity in our hotels
- Limited transport routes
- Expansion of vegetarian and vegan products on offer at our breakfast buffet
- Sustainable mobility solutions for our employees
- Gradual conversion of our company fleet to electric vehicles
- Travel guidelines moving from flights to trains
- Public transport allowances and bike schemes



\* Reduction in CO<sub>2</sub> intensity calculated for Scopes 1 and 2. Calculations performed in collaboration with Schlange, Zamostny & Co. GmbH and Climate Partner.

**CO<sub>2</sub> emissions per room night**  
(in kg CO<sub>2</sub> for Scopes 1 and 2)



\* According to the HCMI, the CO<sub>2</sub> value per room night is 3.4 kg CO<sub>2</sub>. This value includes Scopes 1 and 2 and laundries from Scope 3.



# GREEN ELECTRICITY & ENERGY EFFICIENCY



Renewable energy is the most important element of a sustainable electricity supply. Since 2020, all of our existing hotels have used nothing but **renewable electricity**, such as water power, solar power and wind power. In 2019, our electricity consumption came to 8 kWh per overnight stay.

## Energy-saving measures at Motel One

- Modern LED lighting in our corridors, offices, technical rooms, underground car parks, stairwells and numerous guest rooms
- Guest rooms at Motel One are heated and cooled using energy-efficient convection fans
- Solar- and heat-control glass also prevents guest rooms from getting too warm, reducing the amount of air-conditioning needed
- Regular consumption statistics and energy audits

## Sustainable mobility for guests

The demand for electric cars is growing hugely in Germany, and we are rising to meet this trend by installing our first charging points for electric cars. The aim is for the majority of Motel One locations to have at least two charging points by the end of 2022.

7 AFFORDABLE AND CLEAN ENERGY



## Number of hotels with an electric charging point



2021

2022

\* Approximately 50 locations planned for 2022



## WATER CONSUMPTION

A responsible approach to water is a key part of our sustainability strategy. This is why we are using a range of methods to reduce our water consumption, such as using low-flow taps, shower heads and toilet cisterns to help protect the environment. Our standard option is a two-button flush using 3–4 litres for the small button and 6–9 litres for the large one. In 2019, we used 179 litres of water per overnight stay.



## SUSTAINABILITY STARTS WITH THE FOUNDATIONS

A growing number of our hotel buildings have been awarded sustainability certificates. The following Motel One hotels are already certified:

- LEED certified®, LEED Gold®: Motel One Hamburg-Fleetinsel, Munich-Haidhausen, Frankfurt-Römer and Warsaw-Chopin
- BREEAM Excellent: Motel One Amsterdam and London-Tower Hill
- BREEAM Very Good: Motel One Manchester-Piccadilly, Barcelona-Ciudadella, Manchester-Royal Exchange, Paris-Porte Dorée
- DGNB Gold Certificate: Motel One Berlin-Upper West, Cologne-Messe and Cologne-Waidmarkt: Motel One Berlin-Upper West is located in the Upper West building in Berlin, which is DGNB Gold certified
- BREEAM DE: Motel One Berlin-Mitte and Frankfurt-Airport
- GreenBuilding Certificate: Motel One Prague





## ORGANIC PRODUCE ON THE BREAKFAST TABLE



A good day begins with a good breakfast. That is why we place high value on organic and Fairtrade products when selecting food for our breakfast buffet.



A variety of the cheeses and sausages, tomatoes, gherkins, small fruit and eggs in our new breakfast concept are organic, adding to the wide range of organic food already served in Germany and Austria. Across our group, all our eggs are free range at a minimum. In Germany, Austria, France, the Netherlands and Spain, all of our eggs are organic.\*



There are also lots of vegan options, as well. Our buffet also has vegan Gouda, Feta and sausage options, along with a vegan yoghurt alternative. We have also added an organic oat drink to our existing organic, soy and almond drink selection.



\* Partial organic certification under DE-ÖKO-037 and AT-BIO-902



Everything is vegan! Vegans and anyone wanting eat a more plant-based diet won't be left hungry here.



## SUSTAINABLE SERVICES & OPERATIONS



For every product used in our hotels, we ensure that we are systematically avoiding creating waste, we separate rubbish, and we prioritise the use of reusable packaging. We also involve our suppliers in our waste reduction activities and primarily have products delivered in bulk.

### Steps to avoid plastic

- Switching from plastic cups to biodegradable cups: around 2.8 million plastic cups saved annually\*
- Removing plastic bin bags in bathrooms: around 5.7 million plastic bags saved annually\*
- Avoiding single-serving packs of food on our breakfast buffet: 75% of foodstuffs
- Only 100% microplastic-free, natural toiletries in bathrooms

The toiletries provided to guests at Motel One avoid plastics in two ways. The refillable pump dispensers are made from recycled PET and are reused many times over. We use and dispose of only three to four dispensers per product (handwash and hair and body shampoo) in each room each year. The two products provided are Ecocert and Cosmebio certified and **do not contain microplastics**.

Moreover, all cleaning products used at Motel One are completely free of microplastics and are biodegradable.



\* 2019



## My Service Option

We always want to offer our guests the very best service. That is why room cleaning comes as standard at Motel One. But with our My Service Option, guests always have the opportunity to voluntarily do without having their room cleaned. This enables us to save precious resources like water and electricity and minimise the amount of cleaning products used.

For every cleaning not undertaken, we save:

**13.43 litres** of water

**0.03 kWh** of electricity

**32.43 ml** of cleaning products

On the fourth day of a stay, we do a room check to empty the bins and top up the bathroom products. If you need anything before this point, just let us know!





# CERTIFICATIONS AT MOTEL ONE



**Motel One is certified!** We are home to all kinds of certifications, both awarded to Motel One itself or our products.



Our commitment is recognised! Motel One has won the 2023 'Sustainability Champions' award the second consecutive year and has been crowned 'Particularly Sustainable', receiving the best result in the 'Budget hotels' and 'Premium hotels' categories.

## BUILDING



A growing number of our hotel buildings have been awarded sustainability certificates. Motel One is proud to have received the following building certifications: BREEAM, DGNB, LEED® green building program.

An overview of all of our certified locations can be found [here](#).



Motel One Berlin-Upper West in the building of Upper West Immobilien GmbH

Motel One Cologne-Waidmarkt & Motel One Cologne-Messe



Motel One Amsterdam

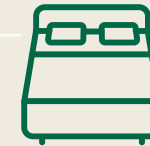


Motel One Munich-Haidhausen



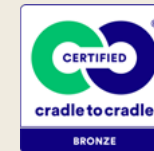
Motel One London Tower-Hill

## ROOMS



The mattresses in our made-in-Germany box-spring beds are STANDARD 100 by OEKO-TEX® certified. Moreover, the mattresses are manufactured using carbon-neutral foam.

The carpets in our rooms are Cradle-to-Cradle and Eurofins Indoor Air Comfort Gold certified. Our toiletries in the bathrooms are made using natural ingredients and zero microplastics – as certified by Cosmebio & Ecocert.



## BREAKFAST



Motel One holds organic certifications in Germany (DE-ÖKO-037) and Austria (AT-BIO-902). In addition, there are lots of Fairtrade products on offer, such as coffee, hot chocolate, tea (Darjeeling, English Breakfast, Lemon and Ginger, Indian Highlands) and orange juice.



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# ONE TEAM & SOCIETY



## Sustainable mobility for employees

We enable our employees **to commute to work cheaply, without harming the planet**. This helps us save CO<sub>2</sub> and invest in our team's health. Our employees can receive a public transport allowance. Employees based in Germany can also opt for a bicycle or e-bike instead of the allowance. Motel One covers the costs of this.



# 54%

of employees in Germany and Austria

took up our sustainable mobility offers in 2019





# ONE TEAM & SOCIETY



## Diversity at Motel One

We embody diversity, equal opportunities and gender equality day in, day out.

### Proportion of women

(all employees at head office and hotels)\*

# 57%

### Proportion of women in managerial positions

(managers with personnel responsibility at head office and hotels)\*

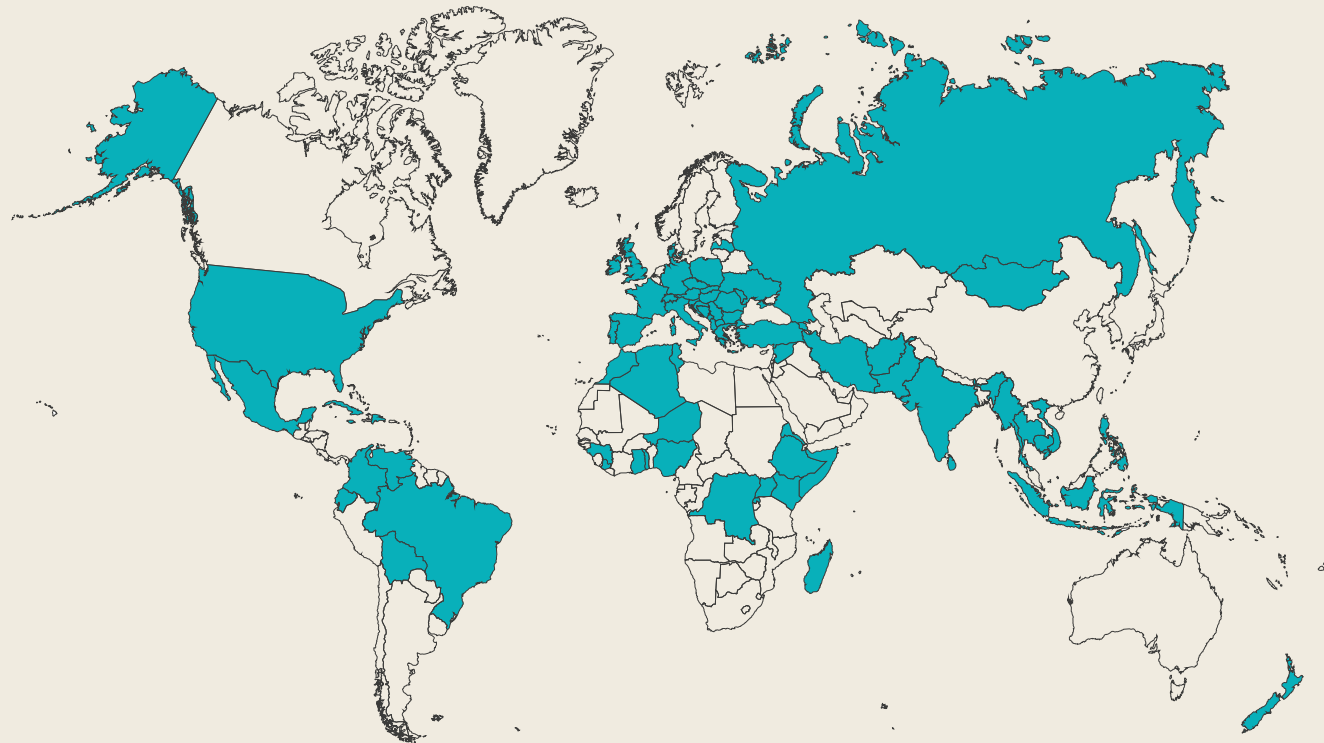
# 53%

\* 2021

## Our international team

We are proud to employ people from 75 different countries at our hotels in Germany.

Austria, Afghanistan, Albania, Armenia, Bulgaria, Bolivia, Bosnia and Herzegovina, Brazil, Myanmar, Cuba, Switzerland, Sri Lanka, Colombia, Czech Republic, Germany, Denmark, Dominican Republic, Algeria, Spain, Kenya, Uganda, Ecuador, Eritrea, Ethiopia, France, United Kingdom, Georgia, Ghana, Greece, Hungary, Croatia, Italy, India, Iran, Ireland, Jamaica, Cambodia, Kyrgyzstan, Kosovo, Latvia, Morocco, Macedonia, Mexico, Mongolia, Montenegro, Moldova, Niger, New Zealand, Portugal, Pakistan, Poland, Congo, Guinea, Indonesia, Madagascar, Romania, Philippines, Russian Federation, Rwanda, Singapore, Slovakia, Slovenia, Somalia, Serbia, Syria, Thailand, Tajikistan, Togo, Tunisia, Turkey, Ukraine, USA, Vietnam, Nigeria, Venezuela





# ONE TEAM & SOCIETY



## Our employees are our focus

We see ourselves as a team – from executive management right through to our trainees. Together, we are not just changing the hospitality world for the better: we are also playing a part in shaping a sustainable world for us and for generations to come. As an employer, we set great store by personality and we embody diversity. Our employees are always at the heart of what we do.



## Holistic, sustainable training

At Motel One, our teams can enjoy an array of career opportunities and tailored development programmes from our in-house One University. Along with providing our employees with holistic, sustainable training, we place great value on their professional and personal development, offering regular training sessions so that they are perfectly prepared for their tasks – from their very first year with us onwards. Alongside this, cutting-edge formats such as e-learning and live online training sessions supplement our training concept, while our internal development programme lets us support ambitious employees on their path to managerial positions at Motel One.



# EXCELLENT EMPLOYER – OUR LATEST AWARDS



# ONE Foundation

Eine Stiftung der Motel One Group



We use our foundation, the One Foundation, to live up to our social and societal responsibility. Established in 2018, the One Foundation's mission is to offer altruistic support to the disadvantaged, particularly in areas including social integration, training courses and education both at school and at work.

Our funding projects primarily support socially and economically disadvantaged young people, helping to give them new prospects. The projects that have been launched and supported since 2019 include:

- Construction and opening of two primary schools, a secondary school and a nursery in Malawi, south-east Africa, giving around 1,400 children access to education
- Schlau Schule in Munich (school-type teaching – supplementary education for young refugees to prepare them for vocational training)
- Support for the Brotzeit foundation at ten schools in Berlin (elderly volunteers prepare a free breakfast at school for pupils)
- Verein Zeltschule (construction of tent schools for refugee children in Syria and Lebanon)
- Support for the construction of a vocational school in Rwanda

More information about the One Foundation can be found at:  
[www.one-foundation.de/en](http://www.one-foundation.de/en)



Primary school in Malawi



Elderly volunteers giving out breakfast at Brotzeit e.V.



# GOVERNANCE

## One Compliance

We are aware of our responsibilities and have jointly undertaken to perform our day-to-day work in line with our underlying values and in accordance with the applicable law. One Compliance helps us to do so.

In particular, our **Code of Conduct** – the One Code – is intended to help us make the right decisions, stand up for our values and implement them in our daily activities. The One Code applies to our entire One Family, including our executive management and our supervisory board.

The One Code is supplemented by an array of internal guidelines, especially on combating corruption and bribery, money laundering, protecting human rights, data protection and IT security. All our employees are trained in One Compliance and any breaches can be reported anonymously via our whistleblowing tool, which is also available to all external staff (e.g. cleaning staff).



Photo: Andy Aitchison

Photo: serano-media





OUR PLANET  
IS TURQUOISE.

**MOTEL ONE**

Tegernseer Landstrasse 165

81539 Munich, Germany

Email: [info@motel-one.com](mailto:info@motel-one.com)

Tel.: +49/89/66 50 25-0

[WWW.MOTEL-ONE.COM](http://WWW.MOTEL-ONE.COM)