SUSTAINABILITY STRATEGY

THE GREEN ACT

by KOLPIN HOTELS

PROLOGUE

Over the past few years, The Green Act has grown together with Kolpin Hotels and become a natural part of how we think, work, and develop as a company. It has changed the way we think about our responsibility, but also the way we look at the future of our hotels.



LOOK VE DEEPER.

We are still learning, still improving, and still looking ahead, and I believe that mindset will continue to move us in the right direction together with our employees, guests, partners, and suppliers.

KARIM NIELSEN
CEO, Kolpin Hotels

ABOUT KOLPIN HOTELS

Founded and owned by Alexander Kølpin, Kolpin Hotels is a family-owned company for three generations. It is based on a profound passion for architecture, design, and creating **“high-end & low key”** guest experiences with the feeling of visiting a private residence.

This is signified by the **warm ambiance** and high personal service throughout the hotels of the group - **Hotel Sanders, Helenekilde Badehotel, and Roberta’s Society.**



ABOUT THE GREEN ACT

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

We wish to inspire our employees, guests and partners **to join us** in creating a more sustainable future, and this initiative represents a step toward **crafting experiences** where e**nvironmental awareness** harmoniously exists with **what we deliver to our guests** throughout our hotels.



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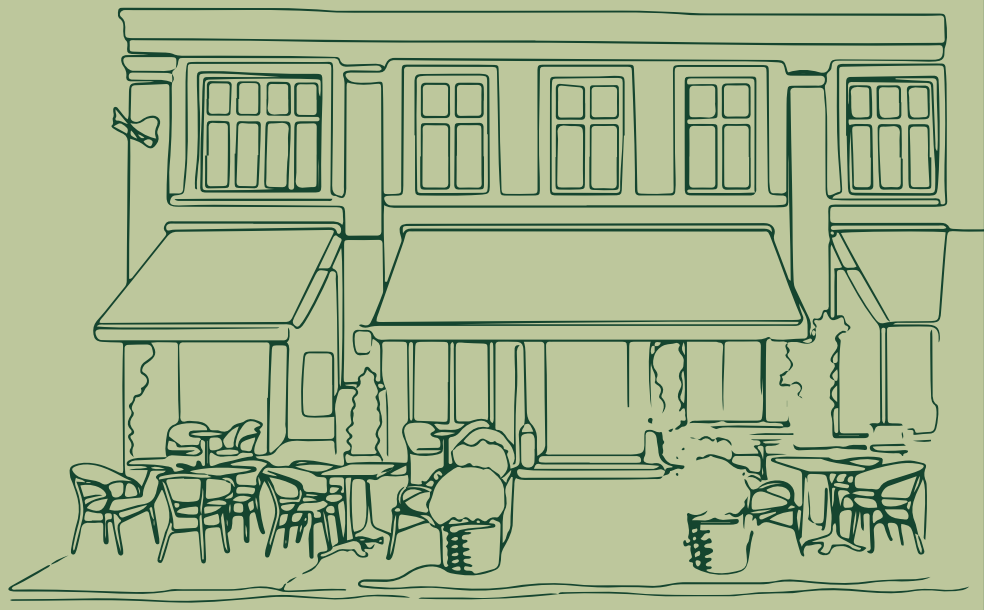
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HOTEL SANDERS

Hotel Sanders is a boutique hotel located in the heart of Copenhagen, built around **the story of Copenhagen** and its **cultural life**, with its origins in the former Hotel Opera as a place where **guests, artists, dancers, and locals would gather after performances** at the **Royal Danish Theatre.**

Today, it continues that spirit as **a meeting point** between different cultures, combining a **high-end yet understated atmosphere**.

The hotel, **founded in 2015**, is designed to feel like **stepping into a theatre**, where the scenography and interior **set the stage** for the guest experience, and where **personal service** and **atmosphere** play a central role.



ROOMS

54

FEATURES

SANDERS KITCHEN
COURTYARD
ROOFTOP TERRACE
TATA COCKTAIL BAR

EMPLOYEES

119

Helenekilde Badehotel

Helenekilde Badehotel is a seaside beach hotel overlooking the Kattegat, just outside **Tisvildeleje north of Copenhagen**. The hotel is designed to feel more like **a private home** than a traditional hotel with an **informal atmosphere, quiet luxury,** and a strong connection to its **natural surroundings.**

Originally built in **1896** Helenekilde has even today been **carefully maintained** to preserve its **historic character** while keeping a **relaxed, homely feeling.**



ROOMS

27

FEATURES

THE GALLERY
KILDEN RESTAURANT
THE GARDEN
THE TERRACE & SUNDECK

EMPLOYEES

51

Roberta's Society

Roberta's Society is a **hostel & hotel and a cultural house** located in a **former 1930s library** in the heart of **Aarhus**, where **accommodation, dining, and social experiences** come together under one roof. The building has been **carefully preserved**, keeping its **original character** while adding **new energy** through **shared spaces, events, and a strong focus on community.**

Roberta's Society is the newest addition to our collection and **opened in 2025**. It offers a concept with both **private rooms and shared dorms**, alongside spaces **perfect for live music, talks, performances, and spontaneous gatherings**. The atmosphere is **informal and open**, designed for **guests, locals, and visitors in-between**.



ROOMS

84

FEATURES

CANTINA RESTAURANT
LOBBY BAR
ROBERTA'S STAGE
THE VIEW

EMPLOYEES

38

SCENE *by* SCENE

5 HIGHLIGHTS for 2025



Renewable energy in all properties

01

All properties with the Green Key

02

Employee Development

03



KEY PARTNERSHIPS & PROJECTS

Papirværk
FaundIt
InFood

Legeheltene
Little Big Help
Børns Vilkår

Bylandbruget
Baggaarden

Daka
Refood

05



04

Procurement

WASTE



As part of the Green Act, we focus on areas where **everyday actions** can make **a real difference.** Waste is one of them. Hotels generate waste constantly, and how well it is separated determines whether the materials can be **recycled** or end up in the landfill.

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Correct waste separation is therefore a key part of our sustainability goals. It helps r**educe our CO_2 emissions** while adding to our goal of focusing on **circular sustainability**. In our operations we are focusing on how to **prolong the life cycle of the products** we encounter the most.

WASTE

114t

of waste produced in 2025*

60,5t

of waste recycled

53%

of the waste recycled

01

Mapped waste flows: from generation → separation → disposal across departments

02

Identified key challenges and improved internal sorting procedures

03

Introduced full waste separation systems across all hotels (bins, tools, and guidelines)

04

Focused analysis on major waste streams, especially food waste

*data does not include residual waste and cardboard waste for Helenekilde Badehotel and retur amballage

PARTNERS MAKING CIRCULARITY POSSIBLE

01 Food waste is collected and converted into biofuel through **Daka ReFood.**

02 Coffee grounds are reused for mushroom cultivation with **Bylandbruget Baggaarden** at Hotel Sanders, and returned to our menu.

03 Paper waste is collected and recycled into new paper with **Papirværk.**



REFLECTING ON THE YEAR

Food waste reduced by

20%

at Hotel Sanders
compared to 2024*

food waste separated by

100%

of our properties

across all properties

40,843

of pant bottles returned
and recycled

*per guest/night

OUR GOALS MOVING FORWARD

Reduce residucal waste by

5%

in all properties

Goal for 2026 is to reduce food waste by

5%

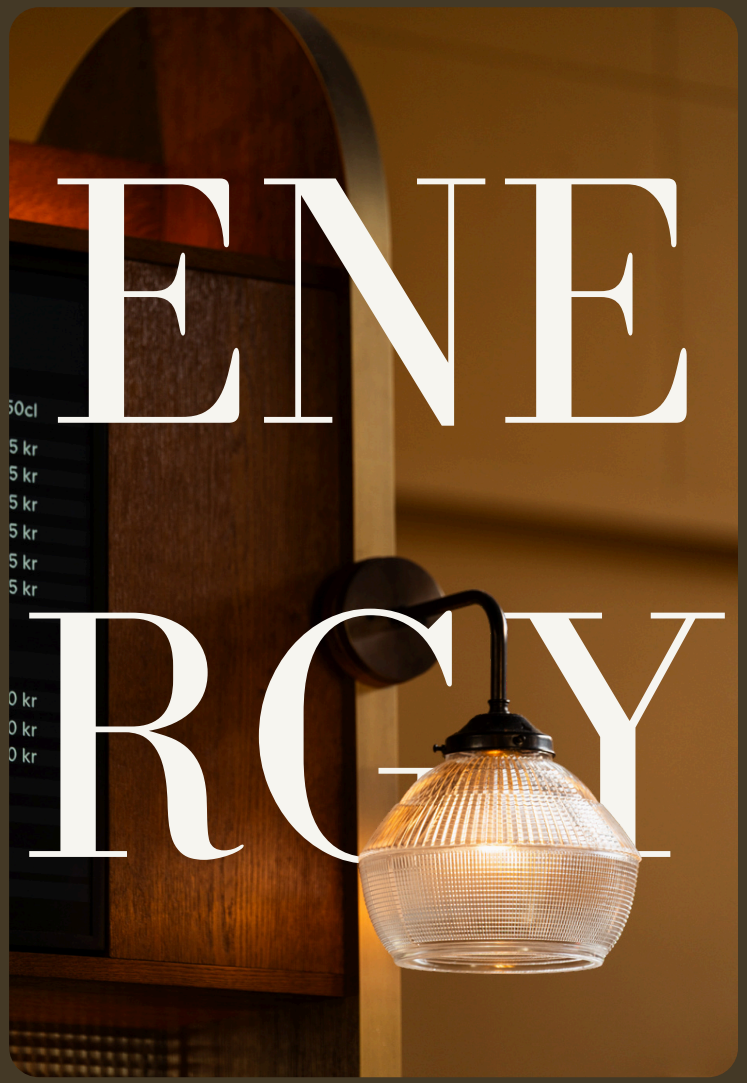
in all properties

Goal for 2026 is to reach the

55%

recycling rate in all properties

ENERGY



Energy use is one of the largest sources of our environmental impact as a hotel. **Heating, cooling, lighting, hot water, kitchens, and laundry** all rely on energy every day, often in ways that are not visible to guests but add up quickly.

How and **when** we use energy directly affects our CO_2 emissions.

ENERGY

842.136 kWh

of electricity used in 2025 in all our properties*

Hotel Sanders

-1,27%

reduction per guest/night
from 2024 to 2025

Helenkilde Badehotel

-15%

reduction per guest/night
from 2024 to 2025

** data does not include heating consumption*

Green electricity sourcing

Since June 2025, all properties operate on electricity sourced from renewable energy. This transition supports the reduction of Scope 2 emissions and aligns with our commitment to lowering the overall carbon footprint of hotel operations.



Energy audits

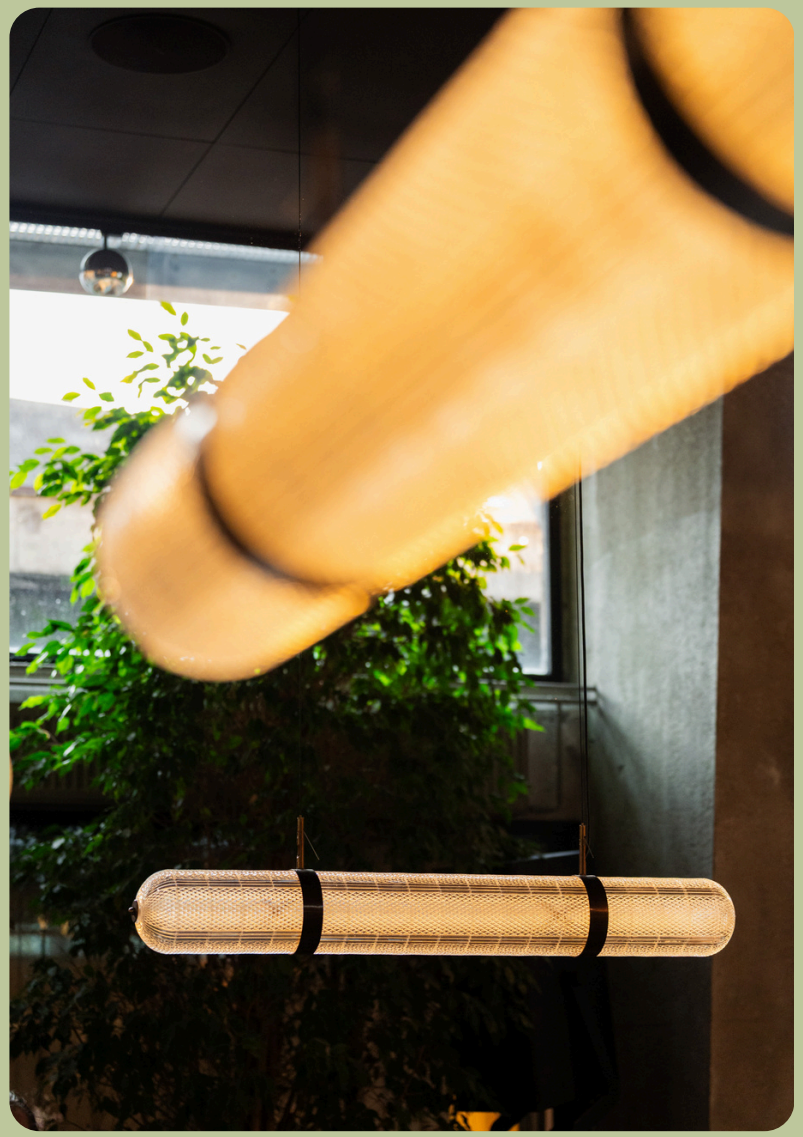
Regular energy audits are conducted across properties to identify inefficiencies and opportunities for reduction. These audits form the basis for targeted actions and ongoing improvements in energy performance.

Energy-efficient lighting

Energy-efficient lighting solutions, including LED technology, have been implemented across guest rooms and public areas. This reduces electricity consumption while maintaining a high-quality guest experience.

Smart energy controls

Motion sensors have been installed in selected areas, including at Roberta's and in public restrooms at Sanders, to reduce unnecessary energy use. These measures ensure that lighting is only used when needed, contributing to overall efficiency.



REFLECTING ON THE YEAR

100%

powered by renewable energy across our properies since June 2025

~66t

of CO_2 emissions avoided by transitioning to renewable electricity**

Electricty per guest/night reduced by

5%

compared to 2024* across our properties

*data includes Hotel Sanders and Helenekilde Badehotel
**calculated based on 2025 electricity consumption and a Danish grid electricity emission factor.

OUR GOALS MOVING FORWARD

continue to be

100%

powered by renewable energy across our properies in 2026

100 %

powered by LED lighting

Electricty per guest/night reduction by

7%

in all properties in 2026



Water is an important resource in our daily operations and a key focus area within the Green Act. From guest rooms to kitchens and housekeeping, water use is constant, making responsible management essential.

In 2025, we reduced water consumption per guest/night at Hotel Sanders and Helenekilde Badehotel by adjusting water pressure and flow rates, alongside water treatment technology introduced in 2024. Roberta's Society opened in 2025, and its first full year of data in 2026 will give us a baseline. Our focus now is to keep consumption at these levels, by monitoring use more closely and continuing to optimise our systems, while maintaining the quality and comfort expected by our guests.

WATER

13,280,000

liters of water used in 2025 across all of our properties*

Helenekilde Badehotel

-18% reduction per guest/night from 2024 to 2025

Hotel Sanders

-10% reduction per guest/night from 2024 to 2025



**data includes Roberta's Society consumption but only from June 2025*

OUR EFFORTS

Our water saving measures include adjusting water pressure in all the rooms and public areas, both in sinks and showers, in all properties.

Additionally, in 2024 we have introduced Vision Watercare to combat limescale buildup, ensuring optimal performance of our water systems while minimizing waste and prolonging equipment lifespan.

At Helenekilde Badehotel we are planning to introduce the chemical-free environmentally friendly alternative to water softening plants, which preserves the good taste of the water and makes cleaning easier.



REFLECTING ON THE YEAR



Properties achieved a reduction in water usage per guest/night.

Optimisation of water pressure and flow rates





Seeing measurable benefits from water treatment technologies introduced in 2024

OUR GOALS MOVING FORWARD

Maintain 2025 water consumption per guest/night at Hotel Sanders and Helenekilde Badehotel

Increase monthly monitoring and reporting in 2026

Establish a full-year water consumption baseline for Roberta's Society

Continue optimisation of water pressure and flow rates

IN-ROOM



A high-quality guest experience also depends on the products and amenities provided in our rooms. We aim to ensure that our in-room selection reflects both comfort and quality, while also considering its environmental and social impact.

Where possible, **we work to make more responsible choices in materials, sourcing, and suppliers, and to reduce unnecessary waste** without compromising the guest experience. This is an ongoing process where we continuously review and improve our in-room offering in line with out long-term strategy.

IN-ROOM



high- quality furniture

in-room amenities

MIMI K







Mini bar

Aeroguest





OUR PHILOSOPHY

Our in-room expericence has always featured a **high quality furniture** and **attention to detail** where every piece of furniture and finish is selected not only for its aesthetic quality, but for its **longevity, material integrity,** and **reduced environmental footprint**.

This philosophy is also followed by our bathroom amenities. The products inside are 97% natural and 100% vegan, made in collaboration with the **local danish brand** exclusively for Kolpin Hotels. By making the switch to **refillable glass bottles**, we have stopped generating waste from single use plastic in bathrooms.



GUEST JOURNEY

Guest communication has also been fully digitalised through **AeroGuest**, eliminating the need for pre-arrival printed registration cards and reducing paper consumption while offering a smoother, more seamless arrival experience.

We have also continued our efforts **to reduce paper consumption** throughout the guest journey. At Hotel Sanders and Roberta's Society, in-room printed materials have been almost entirely phased out, with information now primarily available through digital channels.

At present, we continue to use wooden key cards. Looking ahead, we are preparing to introduce digital key technology across our properties.

SUSTAINABLE PROCUREMENT



Sustainable procurement and structure has been our priority since the establishment of The Green Act. We wanted to hold ourselves **accountable** and do the changes we, as a company, can do.

This meant reviewing **how** we source, **who** we work with, and **how decisions are made behind the scenes.**

This approach allows sustainability to be reflected in our **everyday** decisions, not just in our intentions.

SUSTAINABLE PROCUREMENT

OUR FOCUS

Organic kitchen procurement

Supplier analysis and code of conduct

Choosing the same suppliers across all our properties wherever possible

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Smarter delivery placements and logistics

Stock management





OUR GOALS MOVING FORWARD

Increase the share of organic procurement across kitchen operations, with a stronger focus on seasonal and locally sourced products where possible

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Strengthen collaboration with suppliers on topics such as packaging reduction, reusable solutions, and more sustainable product alternatives

---

Improve internal **tracking and transparency** related to procurement and supplier sustainability efforts across the hotel group

---

SUPPLIERS

As part of the Green Act, we recognise that our impact extends **beyond our own operations** and is closely connected to the **suppliers we work with**. Their choices and practices play an important role in our overall environmental and social footprint.

We aim to collaborate with suppliers who share our values on **ethics, transparency,** and **responsibility**, and who are committed to improving their own sustainability performance. By integrating these considerations into our supplier relationships, we work towards a **more responsible and resilient value chain over time.**

SUPPLIERS

Faundit

Bylandbruget Baggaarden



Daka Refood



Østergaard Frugt og Most



Aeroguest



Fiskerikajen

Friis Holm





CO2 EMIS SIONS

We measure our CO_2 emissions to understand the impact our hotels have on the environment and to make **better decisions** in our daily operations. Knowing where emissions come from helps us focus our efforts where they matter most.

We work to reduce our environmental impact by using fewer resources, cutting waste and making more responsible choices in our daily operations.

We share our progress openly to stay accountable and ensure we keep moving in the right direction.

CO2 EMISSIONS



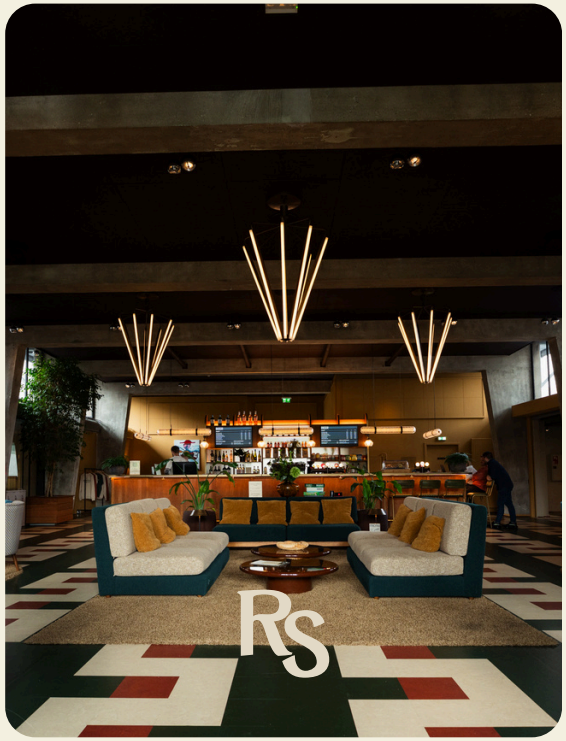
KG CO2 PER GUEST

30,79 kg CO2e



KG CO2 PER GUEST

20,92 kg CO2e

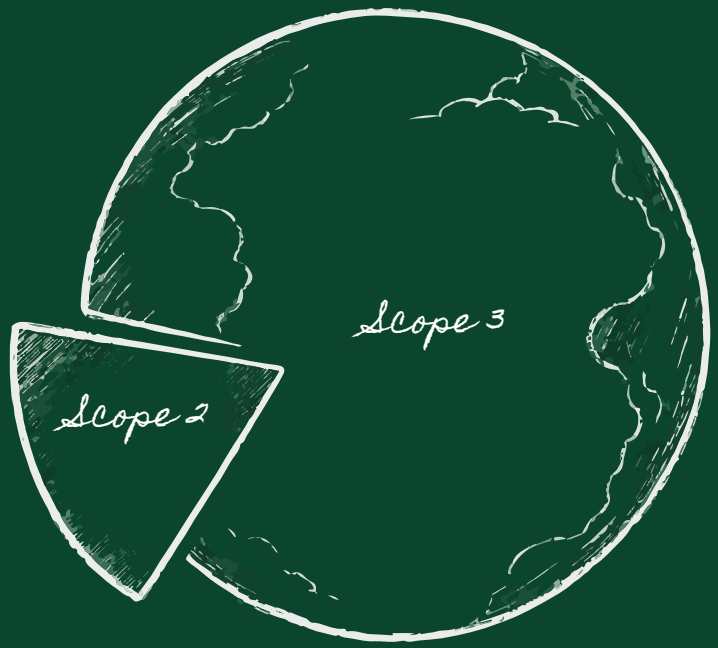


KG CO2 PER GUEST

6,03 kg CO2e

CO2 EMISSIONS

The chart shows how our CO_2 emissions are distributed across different scopes.



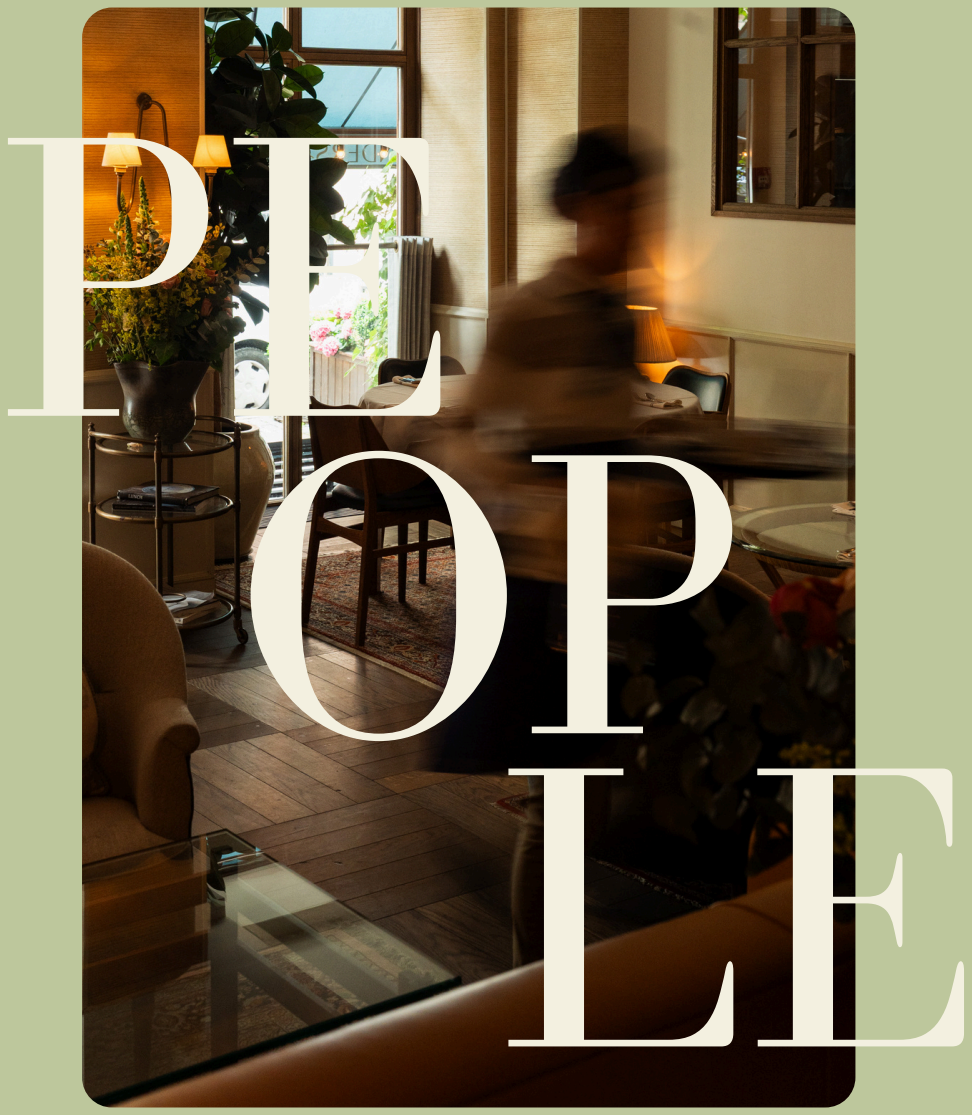
Scope 2
covers the energy we use in our hotels, such as electricity and heating.

Scope 3
makes up the largest part of our footprint and includes indirect emissions from our value chain, such as purchased goods, services, and other external activities.

While improving energy use in our own operations remains important, it's evident that a large part of our footprint is tied to our supply chain. Addressing this will require ongoing collaboration with suppliers and partners, as well as more conscious choices in how we run our business.

We are in the process of strengthening our data collection and improving the overall quality and coverage of our reporting. **This data should be seen as a starting point rather than a fully precise baseline.**

Going forward, we will continue to refine our approach and build a more accurate understanding of our impact over time.



People are **at the core of everything we do**, from our employees and guests to the local communities around us. The experience we create is shaped by the people behind it, and we recognise that a responsible business must consider the wellbeing of everyone it touches.

We aim to create a workplace where employees feel **valued, supported,** and **able to develop**, while ensuring that **our guests feel genuinely cared** for during their stay.

Improving how we work with and support people remains an ongoing part of our sustainability approach.

PEOPLE



29

number of different nationalities in our company

4,6

avarage number of sick days per employee





1.5 years

avarage employee tenure



OUR EFFORTS

As a centrally led organisation, we invest in building a **shared culture** across all properties, rooted in **respect, transparency,** and **continuous development**. We actively listen to employee feedback through eNPS and recognition initiatives like **Employee of the Month.**

We prioritise strong onboarding through our **“Curtain Up”** programme and support ongoing alignment with our **internal culture framework, The Script.** To foster connection and well-being, we host **social events** and initiatives such as a company **running club.**

Leadership development is another cornerstone of our approach. We invest in ongoing leadership seminars and facilitate **culture sessions** with an **external organisational psychologist** for our management teams. These initiatives focus o**n self-awareness, team dynamics,** and **responsible leadership**, recognising that strong leadership is essential to building sustainable organisations.

OUR GOALS MOVING FORWARD

01

Strengthening employee experience across all properties

02

Developing Backstage to improve connection, transparency, and shared culture

03

Expanding employee development through education, learning opportunities, and industry inspiration trips



05

Enhancing digital onboarding with key information on culture, processes, and sustainability efforts

04

Reviewing organisational structure and yearly setup to better support operations and long-term growth

06

Conducting employee satisfaction surveys to gain insights into eNPS and overall engagement

GOVERNANCE



Good governance is an important part of how we run Kolpin Hotels. It shapes the way we **make decisions, work with our partners**, and take responsibility for our impact on people and our society.

By being open about our governance practices, we show **how we manage risks, set priorities,** and **hold ourselves accountable** in our day-to-day operations. By sharing how we work with governance, we want to give a clearer picture of what matters to us and how we prioritize transparency, fairness, and long-term thinking in our operations.

GOVERNANCE


Supplier Code of Conduct
Green Key
HORESTA Employer Agreement
Employee Handbook
Purchasing List
UN Global Compact
Whistleblower Policy
Backstage - internal commmunication platform



REFLECTING ON THE YEAR

Over the past period, we have taken a closer and more **honest** look at how we operate internally, and worked to strengthen the governance structures that guide our **everyday decisions.**

We have focused internally on creating greater clarity and openness across the organisation. Through the HORESTA Employer Agreement, Whistleblower Policy, Employee Handbook, and our internal communication platform, we have worked to make expectations more transparent and to ensure that employees feel informed, supported, and able to speak up.

We are also very proud of our partnerships with Legeheltene (Børneulykkesfonden) and LittleBigHelp, which we see as an important and growing part of our CSR efforts. Moving forward, we will continue to build on these initiatives and further strengthen our social responsibility work across the organisation.

EPILOGUE

Sustainability remains an ongoing process, with opportunities to improve our data, strengthen our approach and better understand our impact. The progress made throughout 2025 has created a stronger foundation for integrating sustainability into our operations and decision-making, through collaboration across departments, properties and teams, as well as the daily efforts of employees throughout the organisation.

Going forward, we will continue embedding sustainability into our everyday practices, partnerships and long-term planning. In 2026, the focus will be on turning ambitions into measurable actions, improving transparency and strengthening collaboration across our three homes.

While the journey continues, 2025 showed the importance of shared responsibility and consistent action.

epilogue

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