

ELITE HOTELS
OF SWEDEN

SUSTAINABILITY REPORT 2025



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43 HOTELS



29 LOCATIONS



5,971 HOTEL ROOMS



39 THE BISHOPS ARMS INCL.
7 HOTEL BISHOPS ARMS



3 CONFERENCE CENTRES



ABOUT ELITE HOTELS

Elite Hotels of Sweden is so much more than just a hotel chain. As well as offering accommodation and meeting services for business and leisure guests, our operations also include restaurants, gastropubs and several conference and meeting venues nationwide. Many of our hotels also offer spa facilities, allowing guests to combine their hotel stay with relaxation and wellness experiences.

Elite Hotels' properties and hotels are designed to be vibrant meeting places for both hotel guests and the local residents of the areas where we operate. Restaurants, bars, spas and event venues serve as natural meeting places for everyday occasions and celebrations.

The Bishops Arms, Elite Hotels' gastropub concept, has a central role in the business and are featured in most hotels as well as stand-alone gastropubs in locations where there are no hotels operations. The Bishops Arms offers one of the widest assortments of beers and whiskies on the market coupled with high-quality food in a classic pub setting.

A strong connection to property ownership and long-term management are also the hallmarks of Elite Hotels, with the portfolio including 25 hotel properties, many of which are buildings of cultural and historical value. We work continuously to develop and preserve these properties for future generations by being proactive and responsible owners.

2025 was an eventful year for Elite Hotels in which operations were expanded at the same time as steps were actively taken to develop and maintain hotels, spas and properties.

Elite Hotel Frost opened in central Kiruna in the second quarter, as part of the city's ongoing urban transformation. Drawing inspiration from Kiruna's history and the surrounding nature, the hotel has become a popular meeting place for visitors and locals alike. The hotel promotes local tourism and regional development by offering dining experiences in Restaurant Fe and The Bishops Arms, as well as a variety of adventure packages showcasing Kiruna's natural and cultural attractions.

Where possible, Elite Hotels prioritises sourcing raw materials from local producers and suppliers, as part of its commitment to strengthening local ties. This helps support local businesses while reducing transport-related environmental impacts.

In 2025, the Group stepped up its efforts to reduce food waste across its restaurant and hotel operations and has established a food waste reduction target. In parallel, all hotels have developed local targets and action plans to help the Group achieve its objectives. You can find out more about this on page 14.

Several strategically important initiatives were implemented during the year to further develop Elite Hotels. A significant step was the takeover of the Louis De Geer Concert & Congress venue in Norrköping, thereby strengthening the meetings, events and culture offering and broadening operations in the fields of conferences and larger events or gatherings.

In Eskilstuna, a new Vana Spa was inaugurated, representing a significant investment in the hotel's experience offering and supporting a greater commitment to health and well-being for guests and visitors alike.

In parallel with the above initiatives, Elite Hotels commenced an extensive refurbishment and remodelling of one of its hotels in Örebro to modernise the hotel, improve its functionality and quality, and ensure that it meets future requirements. Elite Hotels takes responsibility for the long-term sustainable management of its properties by investing in existing hotels.



*“EVERYONE IS A
GUEST OF HONOUR”*

– Bicky Chakraborty



SUSTAINABILITY AT ELITE HOTELS

Climate change is the greatest challenge of our time, but also an opportunity to develop sustainable and competitive businesses for the future. For Elite Hotels of Sweden, sustainability is an integral part of how we operate, develop and future-proof our business.

During the year, we continued to take important steps as part of our transition, focusing on reducing our environmental footprint, strengthening our resilience and promoting the long-term sustainable development of society. By sustainable development, we mean ensuring a healthy and secure environment for current and future generations, while conducting responsible and profitable operations. We are active in an industry with close ties to people, places and local communities, which means that we have a special responsibility to address climate, resources and social issues in a structured and transparent manner.

All of our hotels and conference centres are environmentally certified and continuously strive to reduce their footprint by more efficiently using energy, water and materials, and by reducing food waste and conducting responsible waste management. Sustainability is an integral part of our business strategy, in which we identify business opportunities and manage risks related to climate change, resource use and regulatory change.

We aspire to offer products and services that are produced with the smallest possible environmental footprint while maintaining quality. We aim to reduce our total resource consumption and climate impact by taking a life-cycle approach to our products, processes and services. As part of this process, we prioritise suppliers that share our values and we work proactively with sustainability.

We see collaboration across the value chain as a crucial factor for achieving long-term results.

Sustainability is also about people. Our people are at the heart of our ability to turn ambition into action. We want to create a corporate culture in which everyone feels involved and assumes responsibility – for the environment, for each other and for the communities in which we operate. We will achieve this through skills development, commitment and clear ways of working.

We align our efforts with the UN Sustainable Development Goals (SDGs) and the 2030 Agenda, and have chosen to prioritise the areas in which we believe Elite Hotels can have the greatest impact. Read more about this on pages 7–8. At the same time, we recognise that sustainability is a work in progress. Demands from guests, employees and wider society continue to grow, as does the need for transparency and measurability.

We are committed to continue supporting the required transition and to gradually reduce our exposure to future risks. Although our journey towards greater sustainability has not yet reached its destination, we have made progress by taking a long-term approach, assuming responsibility and having a clear ambition to constantly improve.

David Halldén,
CEO, Elite Hotels of Sweden



VALUE CHAIN AND THE SUSTAINABLE DEVELOPMENT GOALS – 2030 AGENDA

The Sustainable Development Goals (SDGs) – 2030 Agenda – were adopted by all UN member states in 2015 and form a shared global blueprint to end poverty, protect the planet, and ensure peace and prosperity for all. Although Elite Hotels is a Swedish company that only operates within Sweden's borders, our commitment to the agenda for sustainable development is both

relevant and essential. As part of our long-term sustainable development strategy, we have identified four of the 17 SDGs as being particularly relevant to our business. We have integrated these goals into our operations and business development, viewing them as vital tools in our efforts to support a more inclusive, fair and climate-smart society.



SDG 5 – GENDER EQUALITY

ACHIEVE GENDER EQUALITY

Everything we do is about people. A key part of our efforts focuses on gender equality and anti-discrimination. We have a clear HR policy and actively promote gender equality in recruitment – with a particular emphasis on achieving balance in leadership roles. We also take responsibility through collective agreements, fair market-level wages, and by recognising the vital role every employee plays in our company's success. Our Supplier Code of Conduct requires all partners of Elite Hotels to ensure they have anti-discrimination policies in place, uphold human rights in production, work actively with gender equality, and maintain zero tolerance for child labour.

SDG 7 – AFFORDABLE AND CLEAN ENERGY

ENSURE ACCESS TO AFFORDABLE, SUSTAINABLE ENERGY FOR ALL

We purchase only fossil-free, renewable and ecolabelled electricity for all our operations. We support multiple energy efficiency projects, monitor water flow across our sites, and encourage our guests to reduce their energy use – helping to raise awareness and promote shared responsibility.

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

We work actively to reduce food waste across all our pubs, restaurants and hotels. All food waste is measured, and staff are trained to take effective action to minimise waste throughout the production chain. We sort our waste and ensure proper recycling procedures. Cleanliness and hygiene are cornerstones in our industry – and where possible, we use alternative methods to reduce chemical usage.

SDG 14 – LIFE BELOW WATER

CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT

We support sustainable fishing practices and help combat overfishing by serving only MSC-certified fish in our pubs, restaurants and hotel breakfasts. Where geographically appropriate, we also support small-scale fisheries wherever feasible.



RESILIENCE AND ROBUSTNESS

As a Swedish hotel company with operations across several parts of the country, Elite Hotels of Sweden is part of the social infrastructure that facilitates travel, meetings and temporary accommodation. Our hotels have close ties with the local communities we serve and can, under certain circumstances, constitute an important resource in the event of emergencies or crises. Ensuring stable and robust operations is therefore a key part of our sustainability agenda.

Elite Hotels works systematically with risk management and emergency preparedness according to established principles for responsible corporate governance and sustainability reporting, as set out in the Global Reporting Initiative (GRI) framework, for example. We conduct routine risk assessments to identify potential events that could impact our operations, guests, employees or supply chains, and develop procedures to manage these in a structured manner.

Established procedures for crisis management and incident reporting are in place at both Group and hotel level covering, for example, power cuts, extreme weather events, security incidents, IT disruptions or other events that may impact operational resilience. Our organisations act quickly and in a coordinated manner in the event of an incident thanks to clear fields of responsibility, internal communication channels and regular briefings.

Ensuring the safety and security of our guests is a crucial part of our business. Our hotels apply established security procedures and technical solutions to ensure a safe and secure hotel environment in the form of, for example, secure key card systems, controlled access to hotel rooms and common areas, and procedures for managing security-related incidents. Employees receive continuous training in security procedures and how to manage incidents to ensure that guests and staff are protected.

Ensuring a robust business also involves managing supply chain-related risks. The hotel business relies on access to raw materials, energy and other vital resources for its daily operations. Elite Hotels therefore works with established supplier relationships and monitors external developments to manage any disruptions that may affect the supply of, for example, food, energy or transportation services. We engage in dialogue with suppliers and apply flexible planning in order to maintain stable operations, even when conditions change.

As a company with a strong local presence, we also view it as part of our social responsibility to contribute when the need arises. If necessary, our hotels can provide accommodation, meeting venues or fulfil other uses that could be invaluable in the event of major disruptions to society or crisis situations. Through our activities and our local presence, we can help to create stability and provide support in the communities we serve.

We are continuously striving to strengthen our resilience and ensure that our operations can continue to function safely and responsibly – even in times of change or turbulence – through structured work methods, safe and well-maintained properties, and committed employees.



ENVIRONMENTAL CERTIFICATION

Environmental certification is a central and integral part of Elite Hotels' sustainability agenda. All hotels are Green Key certified according to Green Key, a leading international sustainability certification programme for tourism establishments and hospitality businesses supported by UN-affiliated organisations. Certification provides a clear framework for activities, ensuring that sustainability matters are managed in a structured and systematic manner, with clear requirements for continuous improvement.

Green Key covers a wide range of sustainability topics, including energy and water use, waste management, chemicals, purchasing and social responsibility. Certification means that each hotel undergoes regular audits by an independent third party and must demonstrate ongoing compliance. For us, this means making a long-term commitment where sustainability work is not static, but gradually evolves as requirements tighten and new knowledge becomes available.

Since 2022, Green Key certification has also included requirements for calculating climate impact in accordance with the GHG Protocol, enabling more uniform and comparable monitoring of emissions per hotel. This creates the basis for setting local targets and identifying relevant emission reduction measures in operational activities. Additional initiatives and sector-wide measurement tools, such as the Hotel Carbon Measurement Initiative (HCMI), complement this work and strengthen the quality of our climate reporting.

Environmental certification is now a natural part of our process when opening new hotels and operations. We ensure that environmental and accountability issues are integrated into operations, procedures and decision-making processes by embedding sustainability requirements from the very outset. Each hotel pursues activities locally, with the hotel manager bearing clear responsibility, and these activities are supported by the sustainability department for monitoring, auditing and development.

A well-established sustainability policy forms the basis for this work and ensures a consistent approach across the Group. We create good conditions for more effective governance and continuous improvement through the combination of local engagement, central coordination and external review. Certification is therefore not only proof of compliance, but also a tool for long-term development.

CLIMATE-RELATED EMISSIONS

Key performance indicators (KPIs) related to business volume show that the climate impact per guest night decreased between 2024 and 2025.

	2025	2024	2023	2022	2021
SCOPE 1 (TONNES CO ² e)					
STATIONARY COMBUSTION	111.2	73.0	–	–	–
OWNED/LEASED VEHICLES	34.6	22.2	–	–	–
REFRIGERANTS	194.9	167.3	–	–	–
TOTAL	340.7	262.4	–	–	–
SCOPE 2 (TONNES CO ² e)					
ELECTRICITY	16.3	14.7	13.9	14.4	10.1
DISTRICT HEATING	2,069.4	2,014.0	2,001.9	1,749.0	1,565.4
TOTAL	2,085.7	2,028.8	2,015.9	1,763.4	1,575.5
WATER CONSUMPTION (M3)					
	454,730	445,226	428,427	393,228	309,051

* Reported Scope 2 data uses a market-based methodology in accordance with the GHG Protocol.

In 2025, Elite Hotels of Sweden's total energy consumption, water consumption and GHG emissions increased compared to the preceding year. The trend is mainly attributable to a higher level of business activity, with more guest nights and conference guests, as well as an increase in floor space as a result of newly opened and re-furnished hotels featuring more energy-intensive functions, such as spa and pool facilities.

In parallel, business volume KPIs demonstrated that climate impact per guest night decreased between 2024 and 2025. Despite the increase in

absolute terms, this indicates improved resource efficiency, with energy efficiency measures and a structured focus on operations and technology helping to reduce emissions per guest night, thus slowing the overall emissions trend.

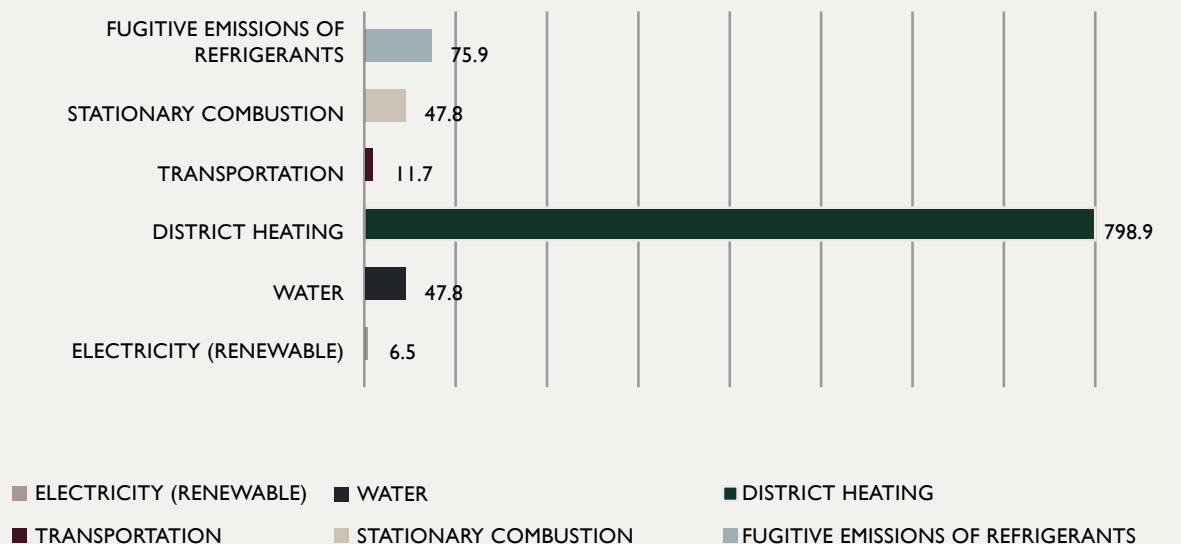
2030 TARGET

*Reduce Scope 1 and 2
g CO₂e /guest night by 30%*

CLIMATE-RELATED EMISSIONS – HOTELS AND SPAS

Several major changes that affected energy consumption and emissions impacted the hotel and spa business in 2025. A new hotel featuring a spa and two swimming pools, including an outdoor pool, was inaugurated during the year. In addition, a new spa was established in an existing hotel in conjunction with its refurbishment, the number of rooms was increased in three hotels, and one hotel integrated a neighbouring property into its operations. Combined, this increased the floor space to accommodate more energy and water-intense systems.

GRAMCO²e PER GUEST/NIGHT – HOTELS



District heating clearly dominates emissions per guest night in the hotel sector, amounting to 798.9 g CO₂e per guest night in 2025. This means that the climate impact of this KPI is mostly due to heating-related energy consumption. The second largest item is refrigerant leakage, accounting for 75.9 g CO₂e per guest night, highlighting the importance of cooling and comfort-related technical systems. Stationary combustion amounted to 47.8 g CO₂e per guest night, while transportation-related emissions were limited to 11.7 g CO₂e per guest night. Electricity use, based on renewable energy sources, amounted to 6.5 g CO₂e per guest night.

Water-related emissions in hotel and spa operations amounted to 47 g CO₂e per guest night.

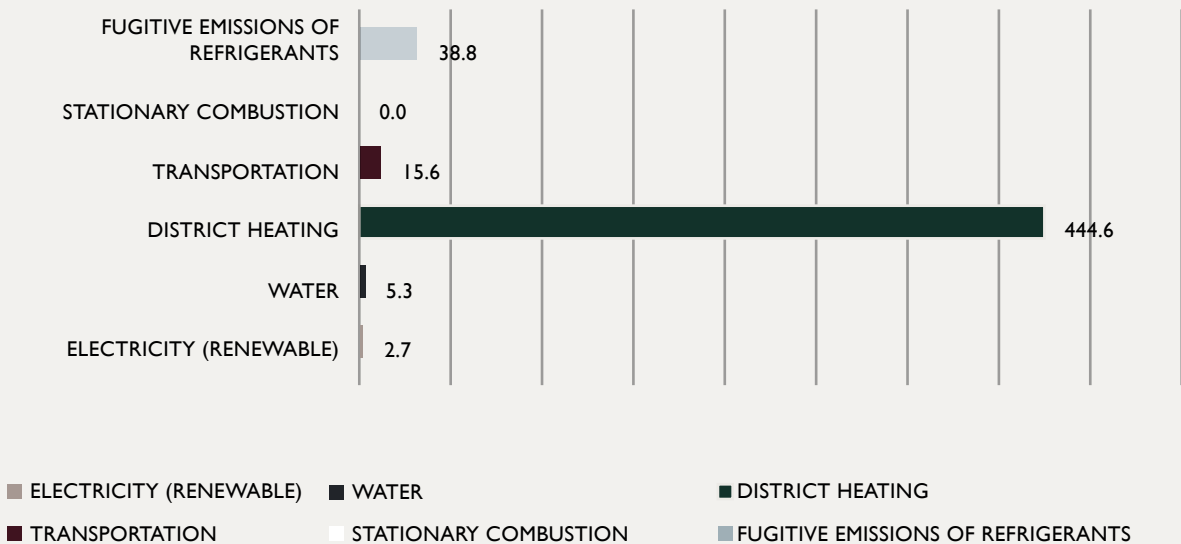
Over time, the trend indicates a gradual decrease in water use per guest night, despite the addition of new spa and bathing facilities. This demonstrates that the rise in total water consumption is mainly the result of an increase in business volume rather than inefficient use. As part of ongoing efficiency efforts, water flows have continued to be restricted in hotel-room taps and showers as well as in kitchens and public areas.

Energy-efficiency measures have also been implemented in parallel with expansion activities. The energy classification of one of the Group's larger properties was improved during the year, which had a clear impact on the energy KPI and helped to curb energy consumption in relation to the increased business volume.

CLIMATE-RELATED EMISSIONS – CONFERENCE CENTRES

Similar to hotel operations, the climate impact of the conference business is dominated by energy consumption related to heating. In 2025, district heating amounted to 444.6 g CO₂e per guest, making it the largest emission item by far. This is expected for a business with large premises, high indoor comfort demands and periodic intensive use in conjunction with major events.

GRAM CO₂e PER GUEST – CONFERENCE CENTRES



Refrigerant emissions amounted to 38.8 g CO₂e per guest and is the second largest item, underlining the importance of preventive maintenance and continued efforts to reduce leaks and transition to low-climate-impact refrigerants. Transport-related emissions amounted to 15.6 g CO₂e per guest and represent a limited proportion of the total climate footprint. Water-related emissions were low at 5.3 g CO₂e per guest, while electricity consumption was 2.7 g CO₂e per guest. Stationary combustion amounted to 0.0 g CO₂e per guest.

Overall, the analysis shows that the climate impact of conference activities is primarily associated with heating and technical systems, rather than with electricity, water or transportation. This provides a clear basis for prioritising future measures, and the most effective ways of reducing the climate footprint per guest are considered to be improving energy efficiency, optimising district heating use and curbing refrigerant leakage.



FOOD WASTE

During the year, Elite Hotels established and further developed a structured approach to measuring, monitoring and reducing food waste in operations. 2025 was the first year that the Group systematically measured food waste, which is an important step to increase resource efficiency, reduce climate impact and ensure more sustainable use of food.

A clear positive trend can be observed in quarterly monitoring. Total food waste decreased by 28% between the first and the last quarter, indicating that the measures introduced in planning, menu development and monitoring have yielded results. Efforts gradually intensified over the course of the year, with greater focus placed on planning in kitchens and serving areas, and closer alignment between production and actual demand.

Fluctuations between quarters is partly due to seasonal variations, changes in guest flows and operational utilisation. Meanwhile, the trend shows that working methods are becoming more mature, with measurement and monitoring procedures gradually being enhanced and integrated into the daily operations. Given that the measurement methods are still being established, the results are expected to continue to vary, particularly as data quality and working approaches continue to evolve.

The reduction in food waste also translates into a corresponding fall in the food-related climate impact. Reducing the volume of food that is produced but not consumed indirectly reduces emissions from the production, transportation

and processing of raw materials. Efforts to curb food waste thus play an important role in Elite Hotels' commitment to reducing its climate impact.

Moving forward, work will concentrate on areas where we can achieve the greatest impact, including adjusting portion sizes and serving methods, improving production and menu planning, and further developing measurement and monitoring to ensure more consistent and stable registration across all operations.

Work to reduce food waste is a long-term endeavour. The sharp reduction over the course of the year demonstrates that concrete improvements can be achieved through structured work methods, clearer accountability and routine monitoring. We ensure good prospects for reducing our climate footprint, strengthening resource efficiency and gradually improving the sustainable use of food in hotel operations by continuing to develop our governance, measurement procedures and operational working methods.

2030 TARGET

Food waste: 55 g per guest



OTHER WASTE

Elite Hotels takes a systematic approach to the management of other waste in accordance with current legislation, local regulations and our environmental certification standards. Waste is sorted into relevant fractions at all hotels, with the aim of increasing the recycling ratio and reducing residual waste.

Waste management encompasses both operational procedures and monitoring. Cooperation with approved waste contractors ensures that waste is disposed of properly, that it can be traced and that there is access to reports that can be used as a basis for monitoring, analysis and identification of operational improvement measures.

We are also actively working to reduce the number of transport operations related to waste management as part of efforts to mitigate our environmental footprint. By engaging in dialogue with suppliers and optimising collection intervals, volumes and fractions, we are striving to streamline waste collection and reduce unnecessary transportation. This helps to reduce emissions and ensure more resource-efficient logistics.

Waste and transportation initiatives form an integral part of our day-to-day sustainability work and are monitored under the framework of internal procedures and external audits conducted as part of our environmental certification.



SUSTAINABLE GASTRONOMY

As part of Elite Hotels' sustainability programme, we interviewed Carina Brydning, F&B Manager at The Wood Hotel by Elite. Carina has a strong background as a chef, has been a member of the Swedish Culinary Team and has received several awards for her gastronomic work over the years. With a focus on quality, sustainability and local produce, she is using her experience to develop Elite Hotels' gastronomy.

In the interview, Carina highlighted the central role that gastronomy plays in our sustainability agenda. While food and beverages account for a significant share of both our spending and our carbon footprint, they also represent a significant opportunity for us to make a difference. We can mitigate our environmental impact while supporting more sustainable development in the supply chain by making informed choices about the raw materials we use and by planning menus in a sustainable way.

We are actively working on seasonal menus and increasing the proportion of plant-based options, while also striving to make use of all parts of the raw materials. According to Carina, menu planning is one of the key tools to reduce food waste. Allowing dishes and ingredients to recur in several parts of the business – from breakfast and conferences to restaurants – ensures more efficient use of resources.

In the interview, Carina also emphasised the importance of working with local producers. Building close relationships with producers in the regions where our hotels are located can reduce transport distances, improve traceability and make the supply chain more transparent.

Meanwhile, this helps to strengthen local businesses, create jobs and develop a regional food culture. For guests, the local food becomes an integral part of the experience and the identity of the destination.

The interview also highlights the importance of resource efficiency in kitchens and catering. Clear procedures, defined responsibilities and data-driven monitoring of aspects such as food waste, planning and staffing are crucial for reducing waste and creating optimal financial and working conditions.

Carina also sees a clear shift in guest expectations – an increasing number are seeking sustainable and locally based dining experiences, with quality, craftsmanship and the origin of the ingredients being the watchwords. In the interview, she described how sustainable gastronomy is becoming an increasingly important part of the overall experience in the hospitality sector.

By integrating gastronomy into Elite Hotels' sustainability agenda, we strive to make the hospitality sector more sustainable, where food and beverages are an integral part of our responsibility and the guest experience.



SUPPLIERS AND RESPONSIBLE SOURCING

Elite Hotels relies on a broad network of suppliers in areas such as food, textiles, laundry, consumables, technology and property-based services. Our overall sustainability performance is thus directly impacted by the manner in which our suppliers conduct their business. Responsible sourcing and a structured approach to supplier management are therefore a critical part of our sustainability strategy.

Suppliers must review and sign our Code of Conduct for Suppliers as a basis for our cooperation. The Code of Conduct sets out our expectations in areas such as human rights, working conditions, occupational health and safety, environmental responsibility, business conduct and anti-corruption. The requirements are based on internationally recognised principles, and aim to ensure that suppliers conduct their business responsibly and lawfully.

We conduct supplier visits and engage in dialogue with selected suppliers, focusing on areas where the highest risks are deemed to exist, to monitor compliance with the Code of Conduct. Supplier visits are used to increase transparency, strengthen collaboration, and identify strengths and areas for improvement. This approach is based on dialogue and a long-term perspective, with the goal supporting tangible improvements rather than just setting requirements.

If any non-conformities or areas for improvement are identified, we engage in dialogue with the supplier and monitor the implementation of corrective actions over time. In the event a

supplier demonstrates neither the willingness nor the ability to meet our basic requirements, the cooperation may be reconsidered. In this manner, sustainability considerations are integrated as a natural part of sourcing decisions and supplier relationships.

We are working steadily to further develop the framework for supplier follow-up and risk assessment across the value chain. The goal is threefold: to improve traceability; to increase the percentage of suppliers covered by the Code of Conduct; and to strengthen monitoring in priority sourcing categories. On this basis, we aim to support responsible supply chains, mitigate human rights and environmental risks, and build long-term, sustainable partnerships.

2030 TARGET

80% of the total purchase volume is to be from suppliers with documented climate targets



FOOD

Our work with food forms an integral part of Elite Hotels' wider efforts in the areas of responsible sourcing and supplier relations, which include specific requirements covering animal welfare, climate impact and traceability. We strive to curtail our environmental impact while offering high-quality, sustainable meals by taking a structured approach across the value chain.

In 2025, efforts to reduce refuse and food waste continued at all locations, with a particular focus on breakfast and Christmas buffets. Unnecessary food waste is reduced while resource efficiency is improved thanks to established procedures for sourcing, planning and portion adaptation, combined with routine staff training. We also initiated systematic measurement of food waste during the year to enable better monitoring and the development of more targeted measures.

The trend towards offering a wider range of vegetarian and vegan options has continued, as can clearly be seen from the menus, Christmas buffets and refreshments served at conferences. Elite Hotels is helping to reduce meat consumption and, consequently, mitigate the climate impact of its operations by increasing the share of plant-based dishes.

In line with the goal of offering sustainable and climate-friendly food options, menus have also been adapted to include more climate-optimised, seasonal ingredients. Availability of ingredients is the basis on which the restaurants set their menus, thereby helping them to reduce their environmental impact and improve quality.

Animal welfare is a priority in food sourcing. The use of battery cage eggs – both whole eggs and processed egg products – has been completely phased out by Elite Hotels and The Bishops Arms. This is part of our long-term commitment to comply with the standards outlined in the European Chicken Commitment (ECC). Progress updates are regularly provided in accordance with the ECC and are communicated transparently on the website.

To further strengthen our sustainability efforts, we prioritise the sourcing of locally and sustainably produced food whenever possible. Elite Hotels contributes to the long-term sustainability of Swedish food production and helps mitigate the environmental impact of transportation and production through closer collaboration with Swedish producers.



LAUNDRY AND CONSUMABLES

The selection of laundries and consumables is carried out as part of Elite Hotels' efforts to foster responsible supplier relationships and ensure compliance with environmental standards.

In 2025, Elite Hotels continued its long-term, systematic efforts to reduce the volume of laundry in its hotel operations, aiming to reduce its environmental impact. We create the conditions for more resource-efficient operations by encouraging guests to reuse towels and adhering to a uniform hotel policy for changing bed linen. For longer stays, guests are also given the option to opt out of bed linen changes and room cleaning, which helps reduce the consumption of water, energy and chemicals. These measures are now an established and permanent part of our sustainability activities.

Elite Hotels cooperates with laundry service providers that meet clear environmental standards. The main supplier is ISO 14001 certified and local laundries meet the minimum standard of certification set by the Swedish Textile Service Association. Water consumption is monitored on an ongoing basis, and we maintain continuous dialogue with suppliers to realise further efficiency improvements.

Cleaning and laundry detergents, as well as other consumables, are ecolabeled, including paper and hygiene products. Elite Hotels works to optimise the use and dosage of products to mitigate the company's environmental footprint through routine training of kitchen and housekeeping staff.

Efforts to phase out single-use products are continuing and in the event they are still being used in operations, they carry an ecolabel and are selected on the basis of their renewable and biodegradable properties. The VANA product range has been rolled out across all hotels, replacing single-use packaging, with pump dispensers in all guest rooms and common areas. As of 2025, VANA spa products are also ecolabeled, and the current VANA products will be phased out gradually as the new, more sustainable alternatives are introduced. At least 25% of the material used to make hotel uniforms is recycled PET.

The aim is to install showers instead of bathtubs to reduce water and energy consumption in conjunction with new construction and refurbishment projects. As part of our long-term endeavour to reduce resource use and environmental impact, we are in ongoing dialogue with suppliers regarding the development of more sustainable textiles and solutions for guest laundry.



SOCIAL SUSTAINABILITY

Elite Hotels has approximately 2,000 full-time employees, working from Kiruna in the north to Malmö in the south. A wide diversity in terms of gender, age, background and life experiences characterises the workforce. This diversity is viewed as a strength and an integral part of Elite Hotels' company culture.

Ensuring an inclusive work environment where all employees feel safe and respected, and are provided with equal opportunities, is a central part of our social sustainability commitment. Elite Hotels has a zero-tolerance policy against discrimination, harassment and victimisation – on any grounds. Systematic efforts encompassing the entire organisation are conducted to promote equality and inclusion.

Employee well-being, health and engagement are crucial to the long-term success of the business, and are a prioritised element of our sustainability efforts. Elite Hotels routinely monitors the work environment and working conditions using

locally adapted tools for dialogue, follow-up and development, with the aim of identifying areas for improvement and enhancing workplace quality over time.

Upskilling and awareness-raising initiatives are a key part of this work. As part of onboarding, all new employees receive training in Elite Hotels' environmental and sustainability programmes. In addition, each hotel conducts an annual training initiative for all staff, focusing on a current environmental or sustainability topic. The aim is to deepen knowledge, boost engagement and build a shared understanding of the role of the business in the transition to a more sustainable future.

WHISTLEBLOWING

Elite Hotels strives to foster an open, responsible and ethical corporate culture in which employees feel comfortable raising concerns and reporting suspected misconduct. As part of this commitment, a whistleblowing service is provided that enables anonymous reporting of serious irregularities, such as discrimination, harassment, corruption or other unethical behaviour. This function serves as an important tool for ensuring compliance with internal guidelines and applicable laws.

CO-DETERMINATION AND COLLECTIVE BARGAINING

Elite Hotels is a member of the employers' organisation Visita and is thus covered by the collective agreements negotiated with the relevant trade unions, primarily the Hotel and Restaurant Workers' Union and Unionen.

Co-determination is a basic prerequisite for good working conditions, fair employment practices, and a sustainable working life. The collective agreements provide clear conditions for salary, working hours, holidays, pensions, and other employment terms. Working with trade union organisations fosters dialogue, stability and transparency in employer-employee relations, giving employees a voice.

Operating within the framework of collective agreements is an integral part of our responsibility as an employer and a vital aspect of our commitment to social sustainability.

EMPLOYEE SURVEY

Elite Hotels conducts regular employee surveys every quarter to ensure a positive work environment and routinely monitor employee satisfaction. These surveys form a key part of our commitment to social sustainability and provide a structured and recurring basis for dialogue, follow-up and improvement.

The surveys are conducted through a completely independent, external system and responses are anonymous. Complete anonymity is essential in order to foster a sense of security and trust among employees, which in turn increases the likelihood of receiving honest and representative responses. The average response rate in 2025 was 67%, which is considered a reliable and representative basis for analysis and monitoring at both national and local levels.

The quarterly frequency enables ongoing monitoring and early identification of strengths and areas for improvement. This creates a platform for a more proactive approach, in which risks related to ill health, high workloads or declining engagement can be identified and addressed early on, rather than through reactive measures.

The findings are analysed at both the overall and local levels and are used to inform dialogue between managers and employees, as well as to guide systematic health and safety efforts at each hotel. Identified areas for improvement are translated into concrete, operation-specific measures, with a clear division of responsibilities and routine monitoring to ensure effectiveness.



79% OF THE TARGET

2030 TARGET

*85% response rate to
the employee survey*



OUR EMPLOYEES

62% / 38%

Gender distribution across all employees (women/men).

65+ NATIONALITIES

Are represented among our staff.

57% / 43%

Gender distribution among our hotel general managers (women/men).

APPROX. 2,000 EMPLOYEES

Refers to full-time employees across our offices, hotels, spas, restaurants, pubs and conference centres.



HEALTH AND WELL-BEING

At Elite Hotels, health, safety and well-being lie at the heart of our responsibilities as an employer and towards our guests. A safe and healthy work environment is essential for long-term sustainability and for our ability to deliver a high-quality experience in every aspect of the hotel stay.

Our goal is to be an attractive employer in the hospitality sector, providing employees with the opportunity to develop professionally, flourish and feel positive about their work. By implementing clear work processes, proactive workplace safety initiatives, and an active focus on health and well-being, we aim to foster engagement and a sense of responsibility within the organisation, as well as a strong shared culture.

Efforts to promote health and safety in the workplace are carried out systematically in accordance with applicable laws and established occupational health and safety guidelines. Important tools to ensure a safe, inclusive and sustainable workplace include regular risk assessments and ongoing

dialogue between managers and employees. Regular pulse surveys conducted by an external provider monitor employees' perceptions of the work environment, leadership and engagement. The results are used as a basis for improvement measures and the organisation's continued development.

Health and safety also play an important role in the guest experience. We strive to ensure a safe and secure hotel environment for guests and employees by implementing established safety, hygiene and food handling procedures, and by ensuring that staff are appropriately trained and that facilities are well-maintained.



By taking a long-term approach to occupational health and safety, leadership, and safety, Elite Hotels aims to support the well-being of individuals and the sustainable development of the hospitality sector.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP

Our employees are a crucial part of the Elite Hotels' long-term growth. As part of our sustainability agenda, we therefore launched new, structured upskilling and leadership initiatives this year aimed at strengthening both individuals and the organisation.

In 2026, the first Group-wide talent programme, Class of –26, will be launched. The programme is designed to develop employees with potential to take on key roles and leadership positions within the organisation in the future. The talent programme will run over the course of the year and focuses on knowledge and skills directly related to day-to-day hotel operations.

Another important aspect of the programme is building long-term relationships and networking with colleagues from across the country. The training programme is led by operational managers at Elite Hotels, ensuring a close connection to the needs and circumstances of the business.

In addition to the talent programme, we have launched a Group-wide leadership programme that aims to foster inspiring and sustainable leadership at all levels of the organisation. The programme combines training sessions with preparatory work, follow-up and coaching between the various stages to ensure long-term results.

Our talent development and leadership initiatives aim to strengthen our employer brand and provide a solid basis for promoting engagement, job satisfaction and professional growth. Investing in the professional development of our employees is a key part of our sustainability strategy, ensuring a better guest experience and a more profitable and resilient business in the long term.



ETHICAL SUSTAINABILITY AND HUMAN RIGHTS

Elite Hotels operates exclusively in Sweden, a country that has made significant progress in promoting human rights. However, we are aware that unacceptable instances of human rights violations also occur here. That is why we take an active role in preventing, detecting and managing risks relating to, for example, exploitation, human trafficking and prostitution within the scope of our operations.

We work closely with relevant authorities, industry organisations and other stakeholders to combat these issues. All hotels have local procedures and practices in place to address human rights risks, including internal training, clear reporting channels, and close collaboration between hotel management, staff and external stakeholders. These efforts are always conducted with respect for individual privacy and with safety as the highest priority.

We have established processes to ensure a safe and inclusive work environment, free from discrimination, harassment and victimisation

to further strengthen our ethical responsibility. All employees must be treated with respect and given equal opportunities, regardless of gender, age, ethnicity, religion, disability or sexual orientation.

Our responsibility also extends to our supply chain. All suppliers must adhere to our Code of Conduct, which sets out requirements governing respect for human rights, fair working conditions, safety, the prohibition of child labour, environmental responsibility and business conduct. Compliance is ensured through agreements, dialogue and monitoring, and, where necessary, through further reviews. Shared values are a prerequisite for collaboration.

We strive to ensure responsible business practices that promote a safe society and sustainable development through structured and proactive efforts in the areas of business conduct and human rights.



LOCAL ENGAGEMENT AND SOCIETAL BENEFITS

Elite Hotels is an integral part of local communities – many of our hotels are long-standing institutions in their cities, often with a history that spans generations. This local engagement is a central part of our corporate culture, and we therefore encourage each hotel to identify and lead its own initiatives that create positive societal benefits in the communities in which it operates.

With decentralised responsibility, we enable relevant and meaningful contributions – from Malmö in the south to Kiruna in the north. All hotels are involved in at least three active partnerships or initiatives related to sustainability and community engagement, which are monitored and evaluated annually. These efforts cover areas encompassing social inclusion, environmental work, education, culture and sport.

PROMOTING CULTURE AND READING

Elite Hotels is proud to be the main sponsor of the August Prize, one of Sweden's most prestigious literary awards. Through this partnership, we aim to highlight high-quality contemporary

Swedish literature and foster a deeper appreciation for the written word. We also support the Young August Prize, which targets aspiring young writers and school pupils – an initiative that encourages the next generation to engage in creative writing and cultural development.

ENCOURAGING AN ACTIVE AND HEALTHY LIFESTYLE

Tennis holds a special place in our hearts, which is why we are partners of the Swedish Tennis Association, with a particular focus on youth and junior development. Through the collaboration, we aim to promote joy in movement and support an active lifestyle at a time when sedentary habits are increasing among young people.

Our hotels offer a variety of opportunities for physical activity, including access to gyms, running routes, bike rentals and local sports partnerships. All employees can avail of wellness allowances, which is part of our commitment to supporting the health and well-being of both guests and staff members.

SELECTION OF LOCAL INITIATIVES IN NORRLAND



ELITE STADSHOTELLET LULEÅ

Elite Stadshotellet in Luleå only purchases Swedish meat for its restaurant, aiming to reduce transport emissions and support the Swedish food industry and local producers.

THE WOOD HOTEL SKELLEFTEÅ

The restaurant calculates the carbon footprint of all its dishes and indicates those with a lower environmental impact on the menu to encourage more sustainable choices.

ELITE HOTEL MIMER UMEÅ

In collaboration with *Hjältarnas Hus* and the northern branch of *the Swedish Childhood Cancer Foundation*, the hotel organised a children's Christmas buffet.

Children and families were treated to a Christmas buffet, and Santa Claus stopped by with Christmas presents for the children.

ELITE HOTEL KNAUST SUNDSVALL

Offers small business owners free space in display cabinets at the hotel. The initiative aims to promote local entrepreneurship and enable businesses to reach new target groups, thereby providing a boost for the local business community.

SELECTION OF LOCAL INITIATIVES IN SVEALAND

ELITE GRAND HOTEL GÄVLE

Is involved in *UF Gävleborg*, with two employees serving on the jury. Our goal is to inspire young entrepreneurs and empower the next generation to shape the sustainable business community of the future by sharing our experience and industry expertise.

ELITE HOTEL ADLON STOCKHOLM

In the autumn, staff and their families take part in the "*Hela Sverige plockarskröp*" (All of Sweden Picks Up Litter) event, organised by *Keep Sweden Tidy*. The initiative promotes a cleaner environment while strengthening a team spirit among employees.

AD ASTRA SÖDERTÄLJE

Ad Astra by Elite decorated selected rooms in pink and blue and adapted food and drinks to match the colour themes to support the *Swedish Breast Cancer Association* and *the Cancer Foundation*.

ELITE STADSHOTELLET ESKILSTUNA

In partnership with *the Red Cross*, the hotel donates leftover food 1–2 times a week. Through the Red Cross's initiative, the food reaches people in need of support.

CONVENTUM ÖREBRO

In 2025, the *Funkismellon* was organised by Örebro Municipality in collaboration with *Conventum*. Funkismellon is a song contest for people with disabilities, focusing on community, inclusion and joy.

ELITE STADSHOTELLET KARLSTAD

The hotel is a proud sponsor of *Färjestad BK's Stort Hjärta (Big Heart)* initiative, which supports children and young people by promoting initiatives such as a summer job fair and inclusive meeting places.

SELECTION OF LOCAL INITIATIVES IN GÖTALAND



ELITE HOTEL PARK VÄXJÖ

Elite Hotel Park is a proud sponsor of “*Öster i samhället*,” an initiative by *Östers IF* aimed at promoting inclusion and safety in Växjö. The project focuses on fostering health, friendship and integration among children and young people.

ELITE HOTEL IDEON LUND

In collaboration with *Skånes Stadsmission*, the hotel organised an initiative to collect warm winter clothing for children and adults, with the message “*Making a difference together in Lund.*”

ELITE PLAZA HOTEL MALMÖ

Elite Plaza Hotel supports *Läxhjälpen*, helping children and young people in Malmö with homework.



PERSPECTIVE

At Elite Hotels of Sweden, we are committed to a long-term vision embodied in a 100-year plan. Many of our hotels have played a significant role in their cities for decades. For generations, these hotels have been associated with memorable experiences and milestones, hosting countless notable individuals. We are custodians of an important part of Swedish cultural heritage and a proud tradition of city hotels. We take this trust and responsibility very seriously. It is part of the very DNA of Elite Hotels as we look towards the future.

GENERAL DISCLOSURES

BASIS OF PREPARATION OF THE SUSTAINABILITY REPORT

Elite Hotels of Sweden's 2025 Sustainability Report covers the period from 1 January 2025 to 31 December 2025, and has been prepared in accordance with the Swedish Annual Accounts Act. The report is published annually and includes the same scope of operations as the financial reporting. Some sections include information from external partners, such as data on energy, water and waste management.

DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

Since the first financial year in 2021, emissions data has been calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol) and is primarily based on consumption data and supplier statistics. Portions of Scope 1 and 2 emissions are currently included in reporting. We constantly strive to improve data quality and expand the scope of reported emissions. This is achieved, for example, by increasing the use of primary data and basing calculations on more detailed statistics. We are preparing to report in compliance with the Corporate Sustainability Reporting Directive (CSRD) and intend to report in a consistent manner in line with upcoming legislation.

CHANGES IN REPORTING AND PRESENTATION

In 2025, Elite Hotels of Sweden made certain adjustments to the structure of its sustainability reporting to improve clarity and prepare for reporting in alignment with the CSRD. These changes mean that certain data is presented in a partially new way, and that in some cases indicators and metrics have been adjusted to provide a more in-depth and comprehensive understanding of the organisation's sustainability activities.

ADJUSTMENTS TO PREVIOUSLY REPORTED INFORMATION

During the reporting year, the methodology for calculating carbon dioxide emissions was further refined to enhance comparability, quality and transparency of reporting, in line with the improvement efforts also undertaken in previous years. In preparation for 2025, emission factors have been updated, including those related to electricity consumption. In connection with this, the organisation has revised previous reporting that did not fully apply the updated emission factors. Where possible, historical data has been restated to ensure comparability between reporting periods.

Energy data and emissions reporting have been reviewed and adjusted to provide a more accurate understanding of the business's actual climate impact. This review has revealed that incorrect electricity emission factors were used in previous years. The emission factors used did not account for renewable electricity, even though all facilities have exclusively purchased renewable electricity since 2020. The reporting has therefore been adjusted accordingly.

The presentation of climate data has also been refined to improve clarity and comprehensibility as part of the update. This included changing the reporting of climate impact per guest night from kilogrammes (kg) of carbon dioxide to grams (g) of carbon dioxide per guest night, enabling more detailed and nuanced monitoring of trends over time.

The organisation constantly strives to improve its processes for collecting, quality-assuring and reporting sustainability data.

THE ORGANISATION'S GOVERNANCE OF SUSTAINABILITY EFFORTS

Elite Hotels of Sweden's sustainability efforts focus on the issues that are considered most material for the business in terms of their impacts, risks and opportunities. We have local sustainability coordinators, who are also members of the local management teams, at all of our locations to ensure that sustainability matters are fully integrated into the organisation. The Group has a central, cross-functional sustainability department that proposes priority actions and strategies, and monitors goals, activities, and our sustainability progress. The executive who leads our sustainability efforts is a member of Elite Hotels Group Management.

Key steering documents for this work include the Sustainability Policy, Code of Conduct, Diversity and Inclusion Policy, Environmental Policy, and Sustainable Sourcing and Supply Chain Guidelines.