

BRØCHNER HOTELS

RESPONSIBILITY REPORT
2025

INSIGHTS, NUMBERS & GOALS

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WHO WE ARE

Brøchner Hotels is a Danish family-owned company that operates a leading line of award-winning 4+ star boutique hotels, exclusive grand suites, and luxury hotel apartments in Copenhagen.

Our mission is to create distinct hotels with great care and attention, offering a unique experience with our products. For us, a stay should be much more than a room or a bed. We want it to be a one-of-a-kind brand experience with exceptional attention to every detail. Our company mission is achieved through these primary areas of focus and strategic approach:

Existing buildings with unique architecture and design are fundamental to **what we do**.

A strong conceptual manifest focusing on extraordinary guest experiences define **how we do it**.

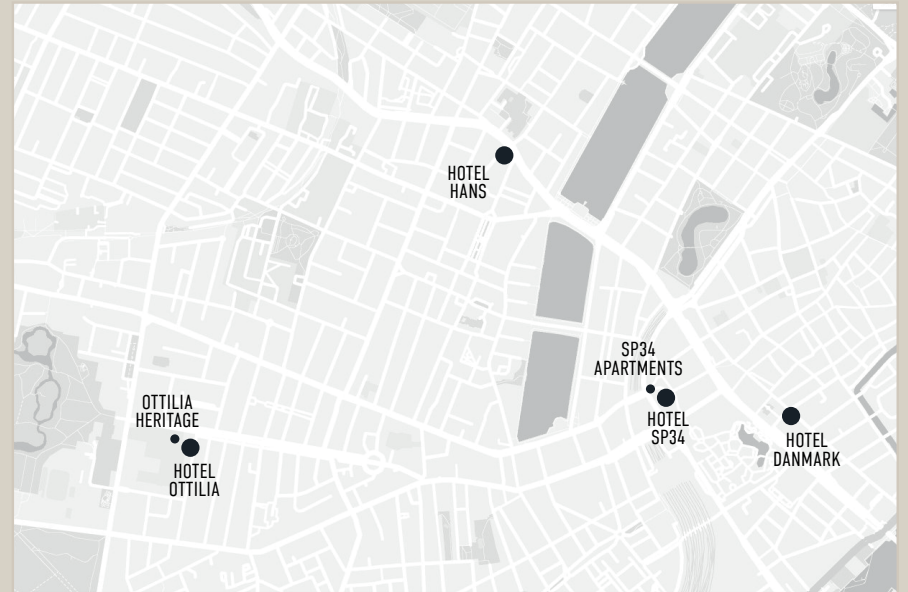
Generosity and responsibility are key when it comes to **who we are** and how we meet the world.

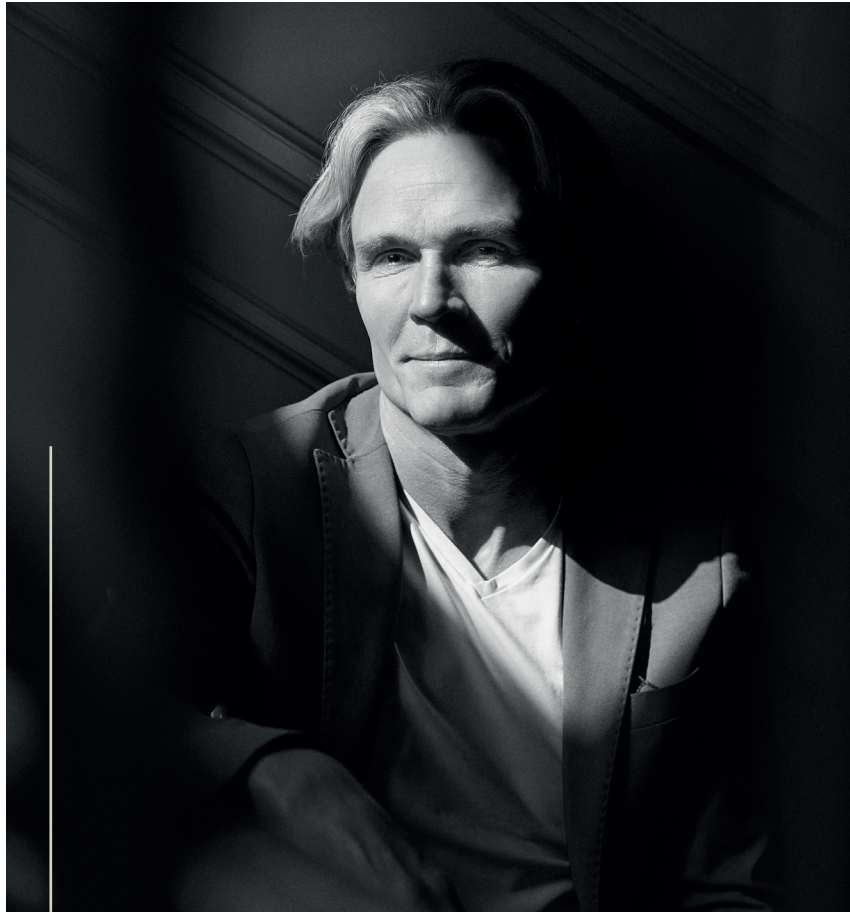
A sustainable way is **how we act** towards the planet.

SUSTAINABLE WAYS

We are not only committed to being a company that offers our guests extraordinary experiences, we are also committed to doing business the right way. Sustainability sits at the heart of our strategy - what we call our 'Sustainable Ways'.

The scope of our official Responsibility Report is to provide a transparent insight into our actions, progress, and learnings to direct us on where we need to improve.





CEO /
NICKOLAS BJERG



AT BRØCHNER HOTELS

... we believe that true success goes beyond financial results – it is equally about the positive and lasting impact we create for our people, our communities, and the environment around us. As a Danish, family-owned company, responsibility, and sustainability remain at the core of everything we do. These principles guide both our daily operations and our long-term ambitions. With our fourth responsibility report, we continue our commitment to transparency – sharing both our progress, the challenges, and the actions that move us forward.

2025 has been a year of continued progress and important developments. We have now completed 44 out of our 69 defined goals, marking a significant step forward in our journey. Our organisation has grown to 179 colleagues representing 30 nationalities – a diversity that strengthens our culture and reflects the communities we are part of.

This year, we opened Hotel Hans, expanding the property with 500 m² and 23 additional rooms. The development integrates several energy-efficient solutions, including solar panels, upgraded energy windows, and systems that reuse excess heat to reduce overall consumption. In parallel, Hotel SP34 achieved DGNB Gold certification – an important milestone in our efforts to build and operate more responsibly.

We have also strengthened our operational approach. A new tool for continuous CO₂ tracking enables us to monitor and adjust our impact in real time, while the expansion of our concept groups ensures that more colleagues are actively involved in shaping and developing our guest experiences. Additionally, we have increased our reuse rate to 64.61%, reflecting our ongoing focus on resource efficiency. Most importantly, we have seen a significant improvement in how our colleagues experience their workplace. Our eNPS score has increased to +39.69 – exceeding last year's result. Something we take great pride in, as the engagement and well-being of our team remain fundamental to our success and our ability to move forward.

Looking ahead to 2026, we remain ambitious. Key priorities include our B Corp recertification, further DGNB certifications, continued development of our properties including a renovation of Hotel SP34, and not least the opening of Ottilia Heritage - 14 grand suites in an iconic, historical setting in the Carlsberg City District. We will also introduce new initiatives, including a workforce planning system, to further support our teams.

I am proud of the progress we have made together and confident in the path ahead. Guided by our values: Responsibility, Passion & Care, we will continue to push forward, always striving to do better.

ENJOY!

In 2025, we have completed 44 out of the 69 goals.

69 SUSTAINABLE GOALS

OUR GAMEPLAN

There is no final list or end goal when it comes to sustainability. However, there are essential actions that need to be established now to contribute to a sustainable tomorrow. We have undertaken a thorough review of key sustainability objectives to guide our actions efficiently. This process has led to the identification of 69 sustainable goals, including initiatives such as achieving carbon-neutral properties, implementing a 100% reuse strategy, and allocating voluntary days for all Brøchner colleagues.

We also commit to setting and delivering science-based greenhouse gas reduction targets aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway.

This report will focus on outlining the primary strategic goals.

ALL 69 SUSTAINABLE GOALS ARE TO BE ACHIEVED BY 2030.

As a certified B Corp, we are committed to meeting high standards of social and environmental performance, transparency, and accountability - balancing profit with purpose. We achieved a total score of 81.2, and our next goal is to further strengthen our efforts across both social and environmental impact areas. In 2026, we will undergo recertification, continuing our journey of growth and improvement as a B Corp.

Never heard of B Corp? It's more than just a certification. B Corporations are businesses that drive a global culture shift, redefining success to build a more inclusive, sustainable economy.

Learn more about our B Corp journey on: brochner-hotels.com



CURRENT CERTIFICATIONS: THE ORGANIC LABEL / THE GREEN KEY / B CORP CERTIFICATION / THE 100% WIND ENERGY / DGNB GOLD CERTIFICATION

THE STRATEGY

CORE VALUES & KEY GOALS

We are committed to acting responsibly towards the climate with our established climate ambitions, taking care of the people around us, and the community we call home - while inspiring our guests to do so as well. Simply put: For us, it is essential to address the challenges of today, so we can create extraordinary experiences tomorrow.

In our responsibility strategy we incorporate responsible practices into our core strategy and values across multiple areas - and track our progress through specific actions and metrics.

RESPONSIBILITY - PASSION - CARE

Our company strategy is centered around three key values: Responsibility, Passion, and Care. As part of our sustainable focus, we categorize each value into three overall areas: Product, People, and Planet.

SUSTAINABLE DEVELOPMENT GOALS

To further ensure our strategy and actions in a global context, we connect our values to three of UNs Sustainable Development Goals:

#11: Sustainable cities & communities

#3: Good health and well-being

#12: Responsible consumption & production

These goals are most relevant to our business based on our strengths - and future challenges.

The chart highlights our values, overall focus areas, and UN SDG goals combined with our key strategic goals. On the next pages we will break down each section in details, metrics, and actions.

RESPONSIBILITY

PRODUCT

#11 UN SDG GOAL

Sustainable cities & communities

GOAL: CARBON-NEUTRAL PROPERTIES

PASSION

PEOPLE

#3 UN SDG GOAL

Good health and wellbeing

GOAL: MOST ATTRACTIVE HOTEL WORKPLACE IN DENMARK

CARE

PLANET

#12 UN SDG GOAL

Responsible consumption & production

GOAL: 100% REUSE

RESPONSIBILITY

From 2024 to 2025, CO₂e decreased by 24 tons - equivalent to -1.33% across comparable hotels and -11.49% per guest*

In 2025, our average CO₂e per guest was 0.98 kg - based on a shared industry metrics**

PRODUCT

#11 UN SDG GOAL

Sustainable cities & communities

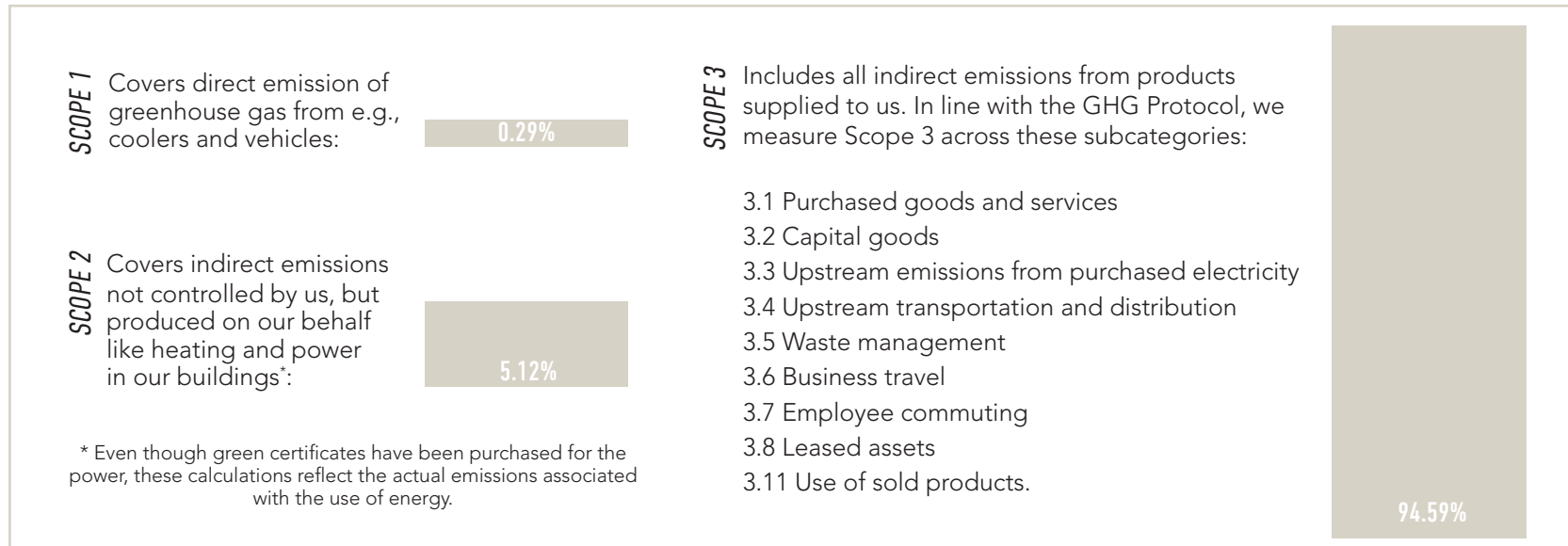
GOAL: CARBON-NEUTRAL PROPERTIES

THE OVERVIEW

To take responsibility for our product, we have set goals to reduce our consumption and prioritize sustainable energy sources at our properties. We track and calculate our carbon footprint based on factors related to consumption emissions and aim to be carbon-neutral by 2030.

From 2021, we have been measuring our carbon footprint using the Greenhouse Gas Protocol 'Corporate Standard', a widely used international standard that categorizes emissions sources into three scopes. Scope 1 covers direct emissions whereas Scope 2 contains emissions from sources not directly owned by us. To improve transparency and raise the bar for responsible operations, we have joined forces across the hotel industry, using a shared Scope 1 and 2 metric to track CO₂e per guest.** Scope 3 covers the rest with 15 subcategories which also makes it 'the big one'.

We track emissions in all three scopes to fully understand our impact and take responsibility for our entire value chain emissions:



Each year, we get a better at tracking our carbon footprint. On the next page, you'll find a deep dive into how we track and calculate our CO₂e. We'll break it all down; how we measure, what impacts the numbers, and why it all matters.

* 2025 = 1.639,0 total tons / 2024 = 1.663,1 total tons. Construction CO₂ excluded - See THE SLIP-UPS on page 14.

** Moving Hospitality = an industry initiative representing a range of 33 different hotels.

RESPONSIBILITY

From 2024 to 2025, we've reduced 4,27 % electricity per guest on comparable hotels.

PRODUCT
#11 UN SDG GOAL
Sustainable cities & communities
GOAL: CARBON-NEUTRAL PROPERTIES

ACCOUNTING PRACTICES

The results in this report are based on the Greenhouse Gas Protocol, an internationally recognized methodology and the most widely used standard for CO₂e calculations. The GHG Protocol categorizes emissions into Scope 1 (the direct emissions), Scope 2 (the indirect emissions from energy), and Scope 3 (the indirect emissions from the supply chain), which is further divided into 15 subcategories.

To ensure accurate reporting, certain methodological choices are made. Electricity emissions are calculated using the location-based method, reflecting actual emissions from consumption. Additionally, the Radiative Forcing Index is always included in the calculations to account for aviation-related emissions.

ORGANIZATIONAL BOUNDARIES & METHODOLOGY

The calculations adhere to the Operational Control approach, meaning emissions are accounted for based on areas where operational decisions are controlled. A portion of the data relies on the cost-based method, which involves certain assumptions but ensures a comprehensive data foundation across all included areas. While certain assumptions were necessary, the overall data quality remains reliable.

To ensure a credible and reliable carbon accounting process, this report is prepared in accordance with the five accounting principles of the GHG Protocol: relevance, completeness, consistency, transparency, and accuracy.

LONG-TERM INVESTMENTS *

The renovations at Hotel Hans and Ottilia Heritage are part of a long-term investment in more efficient buildings. While impacting our footprint in the short term, these upgrades are designed to reduce energy use and improve performance over time.

At Hotel Hans, we expanded by 500 m², adding 23 new rooms, while upgrading key infrastructure, including solar panels, energy-efficient triple-glazed windows, and integrated systems to optimise energy use. Excess heat from cooling is now reused for heating, reducing overall consumption. We have also installed six EV charging stations to support more sustainable transportation for our guests.

At Ottilia Heritage, the expansion added 1,100 m² with 14 new luxury suites - elevating both capacity and experience.

FACTORS THAT MAY CHANGE

Greenhouse gas emissions (CO₂e) are calculated using the following formula:

$$CO_2e = \text{ACTIVITY DATA}^* \times \text{EMISSION FACTOR}$$

*e.g. energyconsumption

The emission factors are sourced from a range of recognized databases that are continuously updated and improved. This means that emission factors may change, influencing variations in our carbon accounting. This can affect emissions from energy consumption, plastic packaging, and other areas.

All calculations were conducted by Klappir Nordic ApS based on data provided by Brøchner Hotels A/S.
*For additional insights, see THE SLIP-UPS on page 14.

PASSION

PEOPLE

#3 UN SDG GOAL
Good health and wellbeing

GOAL: MOST ATTRACTIVE HOTEL WORKPLACE IN DENMARK

We set the bar high, driven by our ambition to become Denmark's most attractive hotel workplace. Our colleagues are the heart and soul of our business - and that's exactly how it should be.

In 2025, we achieved an 'eNPS Score' of +39 across the entire organisation.*
An improvement of +5 eNPS from 2024.

DIVERSITY

It is essential at Brøchner Hotels to have an inclusive and diverse work culture across gender, age, and nationalities. In 2025, our team of 179 colleagues consisted of:

- 30 different nationalities
- Overall: 65.9% female / 34.1% male colleagues
- Managers: 59.26% female / 40.74% male colleagues
- 26.81% of colleagues aged below 24 or above 50

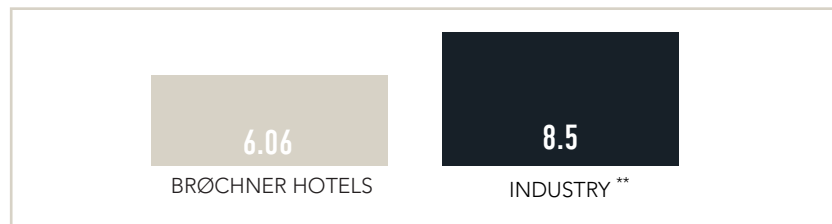
SURVEY

Care is also a key value at Brøchner Hotels. Twice a year, we conduct a colleague survey to help ensure a psychological security of all our employees. This survey includes questions that provide us with an eNPS score.*

Our health strategy focuses on 'health presence' which we measured through employee attendance. In 2025, our health presence was 93.34%.

To compare with industry standards, we calculate the average number of sick days per colleague per year.

SICKDAYS



INVOLVEMENT

We believe in our colleagues and the value they bring to the company. So, we have established various initiatives that involve our employees and promote responsibility in their daily work. These include:

- 'Concept Teams': Across different work areas to help adapt best practices across different areas.
- 'Reuse Team': Dedicated colleagues can be part of our different sustainable decisions.

TEAM FOCUS

'Sidekick' is our take on *Colleague of the Quarter* - highlighting the people behind the difference and recognising those who go above and beyond. Each quarter, we honour one 'Sidekick' at each location with a dedicated feature and price.

Internally, we have also focused on strengthening our communication platform and overall communication flow to improve information sharing and team-engagement. These efforts are part of our ongoing work to build a more connected and collaborative workplace culture. Furthermore, we offer a comprehensive career ladder program at Brøchner Hotels. This initiative supports development and empowers them to explore career opportunities and growth within our organization.

For many international colleagues, the workplace serves as the main social interaction. Recognizing this, we make it our duty to cultivate a social environment. As part of our commitment, we have established 'Brøchner Alumni' - a social initiative for former employees, where they can stay connected and still be part of the company. Additionally, we host social gatherings throughout the year.

In 2025, 56 former colleagues had joined 'Brøchner Alumni'.

* The 'Employee net promoter score' (eNPS) ranges from -100 to +100. Positive scores start from above 0, categorized as follows: 0 to 20 (Good), 20 to 50 (Very good), and above 50 (Excellent)

** Source: Dansk Erhverv

PASSION

PEOPLE

#3 UN SDG GOAL

Good health and wellbeing

GOAL: MOST ATTRACTIVE HOTEL WORKPLACE IN DENMARK

We take our social responsibility seriously and are committed to actively engaging in areas where our company can truly make a difference. Through different initiatives, we strive to make a positive impact in our community from donating to charitable organizations and sponsoring community events to volunteering our time and resources. By working together to address social challenges, we can create a more inclusive and compassionate world for both our team and our community.

PASS IT ON

Twice a year, we launch 'Pass It On' where we encourage our guests, partners, team, and local community to donate clothes to local shelters. For every pair of socks and underwear donated, we match it with a new pair as these are the most needed items.

In 2025 'Pass It On' made the following contributions:

Donated more than 1570 pieces of clothes.

Brøchner Hotels matched and donated 232 pair of new socks and 191 pair of new underwear.

TEAM EFFORT

It is fundamental for us to ensure that our team is also actively involved in our sustainability journey. In our efforts to contribute to a better tomorrow for our planet, we implemented voluntary days for all colleagues to support the local community:

'Trash It Together'

A yearly initiative where our team either walk on the streets or paddle the canals in kayaks in Copenhagen, to actively contribute to the fight against pollution.

In 2025, 27 colleagues collected 39.7 kg of waste from the streets and 45.2 kg from the canals - a total of 84.90 kg.

CHARITY DONATIONS

As part of our core social commitments and in support of our 100% reuse goal, we donate all replaced furnishings to charity - ensuring they continue to serve a purpose and make a positive impact.

Once a year, we also host a 'Storage Donation Day' for all our colleagues, where they're invited to pick up pre-loved interior, furniture, TVs, and other hotel items.

In 2025, we made the following contributions:

Donated sofa beds to 'Hjælp Din Næste'

Donated 350 pillows to 'Bevar Ukraine'

In 2025, our 'Pass It On' donations helped around +780 people in need *

From 2024 to 2025, we reduced our total waste by 48.5 tons*

CARE

PLANET

#12 UN SDG GOAL

Responsible consumption & production

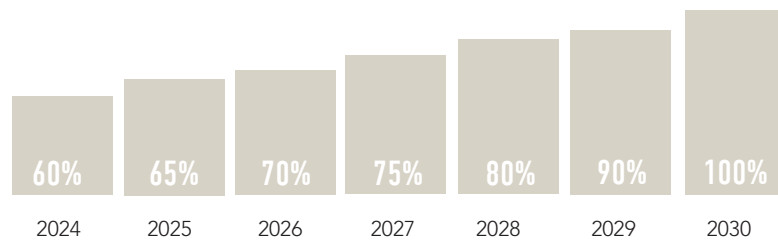
GOAL: 100% REUSE

We recognize our responsibility and prioritize driving a circular reuse strategy to address climate change. By 2030, we aim to reuse 100% of our waste - it is a journey, but we are making steady progress. A reuse approach is already a great part of our DNA. Instead of building new properties, we transform existing buildings and reuse materials in the design. We manage our generated waste to reduce and increase reuse across general waste, cardboards, bottles, paper, plastic, and more. As part of our reuse strategy, we have also turned our retired hotel sheets into customized pyjamas through a design collab for guests to buy in the boutique at our hotels – one of many ways we rethink resources with purpose.

In 2025, we redirected 64.61% of our total waste for reuse, with seven months surpassing 70%, surpassing our goal of 65%. A strong step forward - keeping us on track towards our goal of reaching 100% reuse by 2030.

Illustrating our yearly improvement goals:

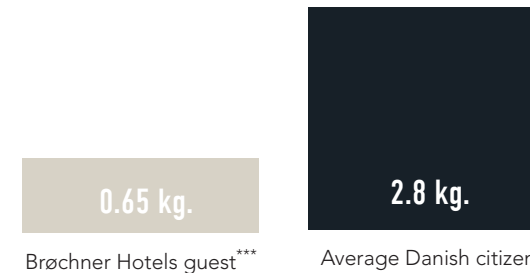
REUSE WASTE



Our waste per guest in 2025 is compared to the average Danish citizen per day. In Denmark, we generate 789 kg. of waste per citizen per year.**

To calculate, we divided the total amount of waste by the number of hotel guests.

GENERAL WASTE



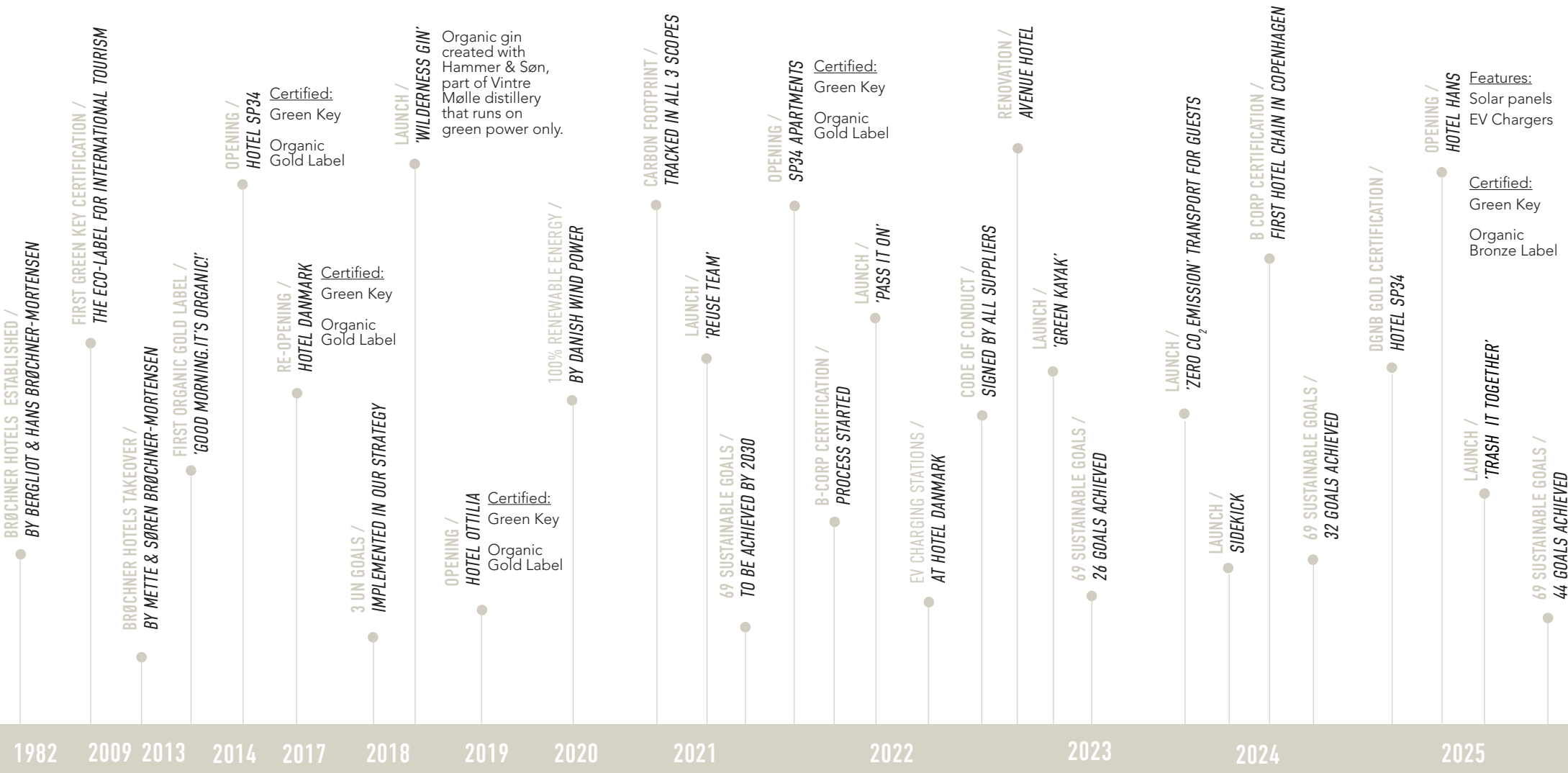
We have a comprehensive reporting process to monitor our food waste on a daily basis. We measure and portion control, optimize purchases, and recycle to minimize our waste. In 2025, we successfully reduced food waste to 28.87 gr. per breakfast guest, surpassing our goal of 35 gr. or less per guest, inclusive of buffet remnants and guest leftovers. Looking ahead, our target is to remain below 35 gr. per breakfast guest to minimize our environmental impact while still ensuring a positive guest experience.

We collaborate with partners and suppliers and have a 'Supplier Code of Conduct' that sets mutual standards signed by 100% of our suppliers.

* 2025 = 127.652 kg. / 2024 = 176.212 kg.

** Source: Eurostat

*** A reduction of 0.23 kg. per guest from 2024.



TIMELINE

THE SLIP-UPS

... AND LEARNINGS

Our sustainable work is an ongoing process. For each step we take, there will be learnings from both successes - and well, let us just say it: slip-ups. We will use those lessons to improve our performance practices across our company, team and business.

INVESTING IN THE FUTURE

Progress comes with impact. In 2025, extensive construction at Hotel Hans and Ottilia Heritage resulted in a use of 1,327.1 tons of CO₂ emissions.

We recognise this impact, but see it as a necessary step towards more sustainable operations - improving our buildings while reducing our footprint over time.

SOME GOALS TAKE A LITTLE LONGER

We're committed to doing it right rather than rushing the process. We've set ambitious sustainability targets, and sometimes that means adjusting timelines to ensure meaningful, lasting results. This applies to the Corporate Sustainability Reporting Directive (CSRD), which is in process and is set to be a key goal for 2026 instead.

We will continuously identify and prioritize our actions from key learnings and improve by each step while executing our sustainable strategy.



WE MIGHT NOT ALWAYS
GET IT RIGHT, BUT WE
WILL TRY!

NEXT UP

REACH OUT ANYTIME:

CSO / STINE SKOUBORG
E: stsk@brochner-hotels.dk

2026 /

CSRD - STILL IN PROCESS

Transparent reporting with a 360-degree view on our own social and environmental performance, impact, and future goals.

OPENING OF OTILIA HERITAGE

Exclusive addition to Hotel Ottilia, featuring luxury grand suites. Opening in early 2026.

B CORP RE-CERTIFICATION

Ongoing work towards meeting the necessary requirements.

TRASH IT TOGETHER

Expansion to twice a year.

DGNB CERTIFICATION

Certification for Hotel Danmark.

RENOVATING HOTEL SP34

A step towards a more sustainable and elevated hotel experience.

ENVIRONMENTAL & SUSTAINABILITY MANAGEMENT:

Using ESM-system to manage ESG data and track our sustainability efforts, allowing us to track CO₂e monthly instead of annually - improving both insight and control.

