



Our sustainability policy and commitments

At B&B HOTELS, we stand for **entrepreneurship**, uniquely rooted in our DNA, **showing genuine care**, always promoting **simplicity**, naturally embracing **differences**, with **high ethical standards** and a strong commitment to **sustainability**. We are committed to **making our stays more responsible and accessible to everyone**. To deliver on our promise, we are committed to concrete, authentic and collective actions. Our vision for sustainability relies on strong policies and commitments.

EMPOWER PEOPLE

We fuel and nurture our talent pool and actively engage with communities to sustain our growth and positively impact society.

ADAPT TO OUR ENVIRONMENT

We design our hotels and operations with purpose and simplicity to **limit our environmental impacts and increase business resiliency**.

INNOVATE TOGETHER

We continuously **explore new customer experiences and partnerships** to transform our business model and capture new opportunities.

We demonstrate **our commitment** to this vision every day through our sustainability management system. To this end, the company's management is committed to **implementing actions in line with the sustainability strategy and commitments** and **ensuring that the necessary resources are available to achieve expected results**. The management drives continuous improvement, promotes a sustainability culture and encourages our people and stakeholders to embrace our values and commitments.



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Commitments	Indicators	Objectives	Deadlines
EMPOWER PEOPLE	EDUCATION Number of learners enrolled in the B&B HOTELS Academy (all tracks)	1,000	2030
	DE&I Share of women in management position	45%	2026
	ENGAGEMENT Employee engagement score	≥ 60%	Yearly
	AWARENESS Share of employees trained on DE&I	80%	2026
	AWARENESS Share of employees trained on climate issues	80%	2026
ADAPT TO OUR ENVIRONMENT	CARBON Percentage of reduction of scopes 1 & 2 - Absolute emissions	-50,5% (vs 2019)	2030
	CARBON Percentage of reduction of scope 3 - Absolute emissions	-27,5% (vs 2019)	2030
	CARBON Share of electricity from renewable sources covered by guarantees of origin	90%	2030
	CIRCULARITY Share of standard rooms without Single-Use Plastic items (SUP)	90%*	2027
	CIRCULARITY Share of hotels equipped with a waste optimization program	90%	2028
INNOVATE TOGETHER	EMOBILITY Share of eligible hotels equipped with EV chargers	75%	2027
	SUPPLY CHAIN ENGAGEMENT Share of strategic suppliers that have signed our Sustainable Procurement Charter	80%	2026
	CERTIFICATION Share of hotels certified regarding sustainability issues	90%	Yearly

*Excluding single-use milk portions, plastics made from partially or wholly bio-based materials and any products required by local laws.



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Functions

Group Chief Executive Officer

Group Chief Financial Officer

Group Chief Commercial Officer

Chief Executive Officer Western Europe

Chief Executive Officer Central & Northern Europe

Chief Executive Officer Italia, Hungary, Slovenia

Chief Executive Officer Iberia

Chief Executive Officer B&B HOME and international franchise

Chief Executive Officer UK

Chief Executive Officer USA

Chief Executive Officer Brazil

Group Chief Sustainability Officer

Group Chief People and Talent Officer

Group Chief Information Officer

Global Head of Real Estate

Signatories

Céline VERCOLLIER

Damien MARTIN

David GARCIA

Valerio DUCHINI

Arno SCHWALIE

Liliana COMITINI

Paulo PINTO

Vincent QUANDALLE

Patrick O'CONNELL

Benjamin LACROIX

Flavia LORENZETTI

Sophie DONABEDIAN

Consuelo CORRIDORI

Nicolas DRAPIER

Sami MENDIL