



2026 INWOOD CSR COMMITMENTS REPORT



THE ART OF RESPONSIBLE LIVING

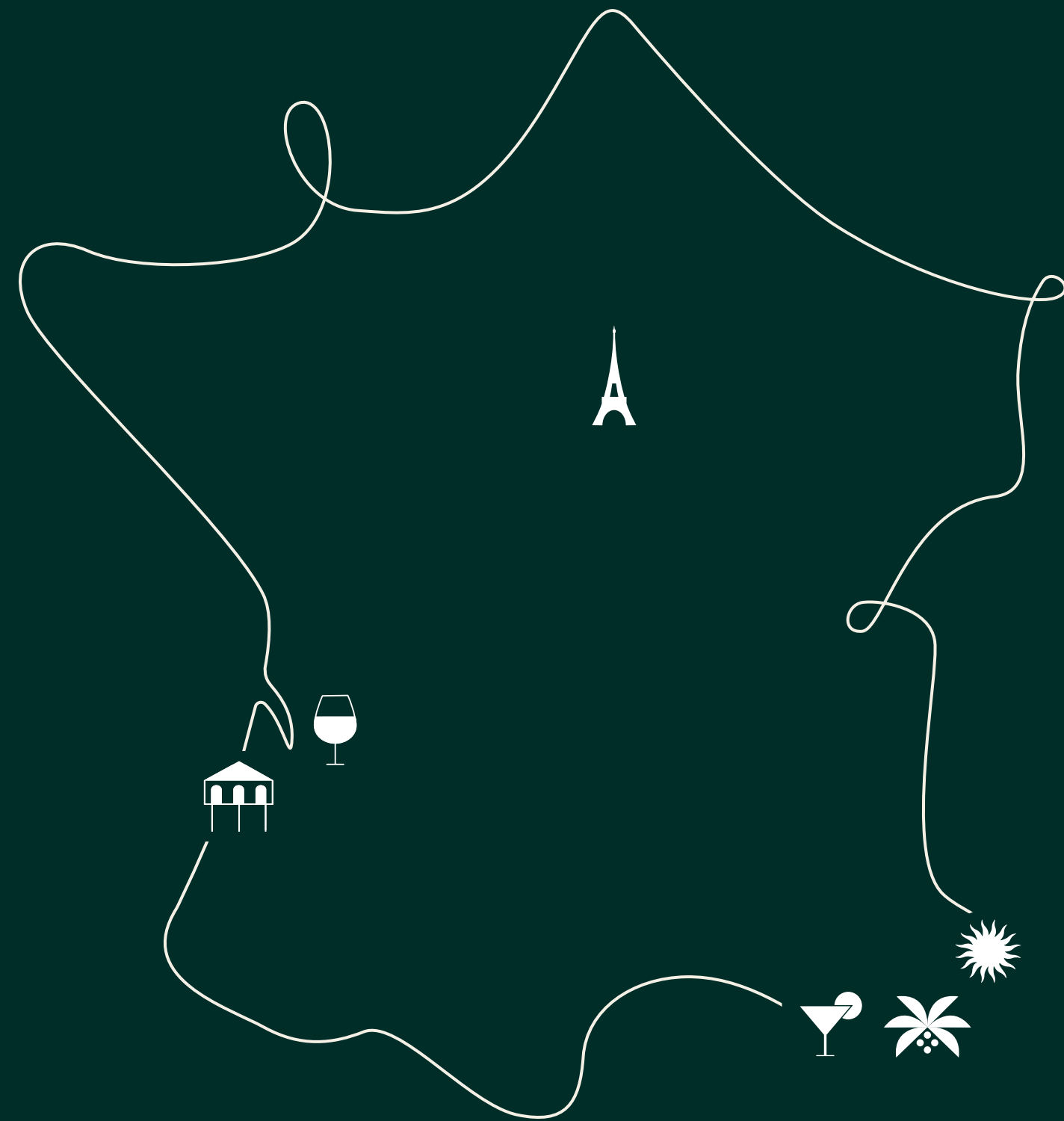
Good for People • Good for Society • Good for Planet



GOOD
GOOD
GOOD

INWOOD

DOES ITS
TOUR DE FRANCE

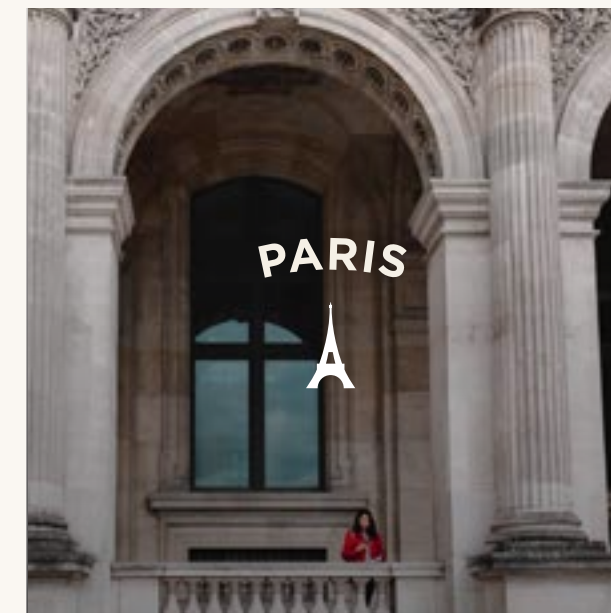


13 HOTELS
6 DESTINATIONS
3 EXPERIENCES

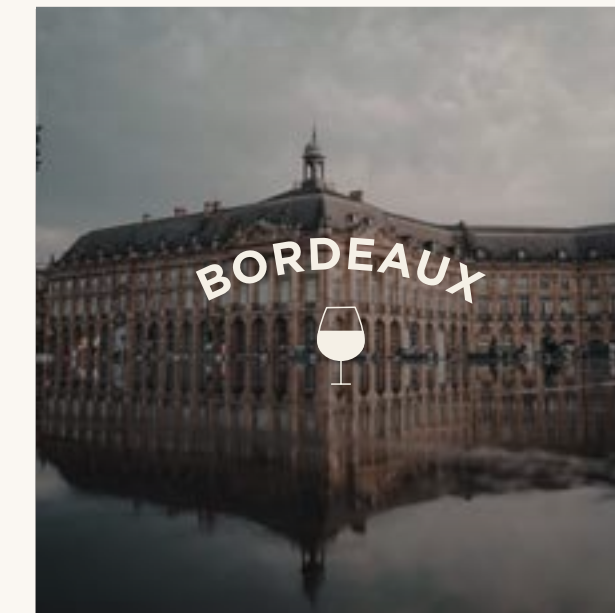
INWOOD

HOTELS

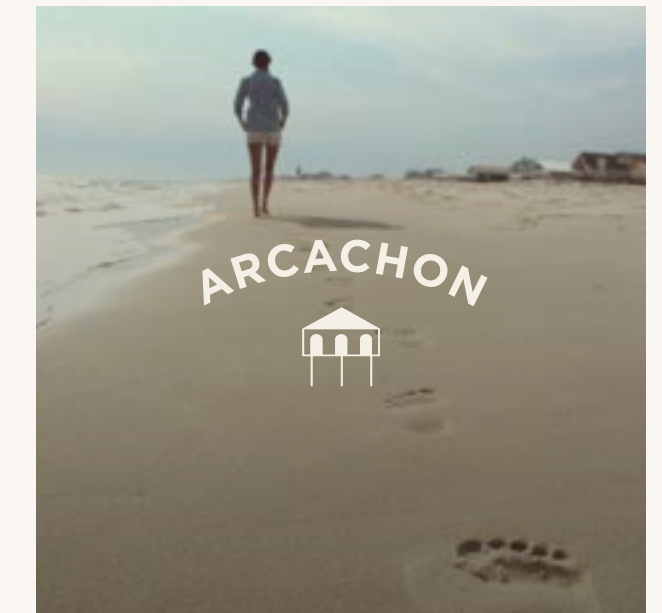
Inwood Hotels is an innovative and dynamic French hotel group.
Created in 2008, Inwood Hotels plunges you into the world of French Arts de Vivre.
Inwood currently has 13 hotels in 6 destinations and offers 3 different experiences:
luxury hotels, lifestyle hotels, and boutique hotels.



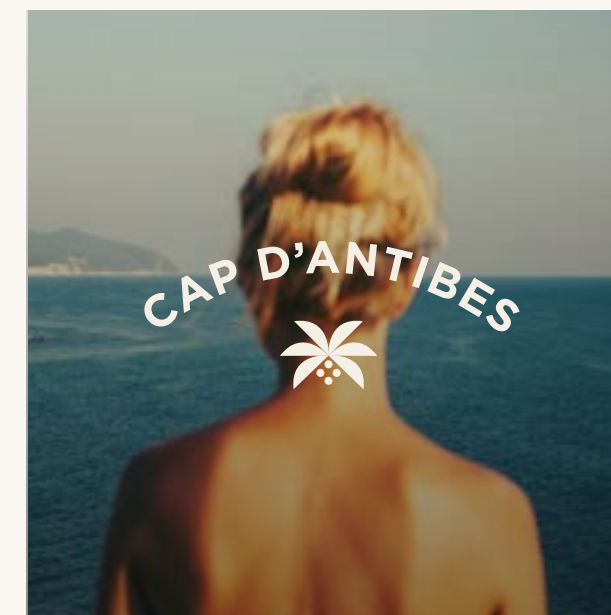
Seven hotels in the heart of Paris, close to the Eiffel Tower, the Arc de Triomphe and the Champs-Élysées.



The Hotel Burdigala is located just a step from the city center and offers gourmet dining and elegant shared spaces.



Two hotels ideally located between the sea and the city, offering all the comfort you need for a tourist getaway or a business trip.



In the heart of Cap d'Antibes, Villa Miraé offers a dream stay. Chef Mauro Colagreco and his nature-inspired cuisine will enhance every moment.



Le Soleia, between the beaches and the old town, not far from the famous Promenade des Anglais, will seduce you with its warm, bohemian Riviera setting.



Five Seas, with its iconic rooftop, offers a luxurious, intimate experience just a few steps from the Croisette.



CATHERINE DUVOT-COHEN
Chief Executive Officer

// To our team members, guests and partners.

We are proud to present our CSR report: **Inwood for Good**.

This report represents a state of mind and a connection within the Inwood Lovers community. It is founded on three principles.

Good for People: We consider our team members' **well-being** every day and ensure **fair working practices** are in place. We also value **diversity**, as it enriches us and strengthens our teams. Our motto is mobility, support, development and benevolence. Everyone has an opportunity to flourish within our hotels.

Good for Planet: We are committed to respecting the environment and implementing the best practices in resource and waste management, as well as fighting overconsumption. The planet is our home, so we must protect it by investing more sustainably.

Good for Society: Inwood promotes good practices internally through our management and corporate governance, and externally through our relationships with suppliers and our volunteering with local non-profits.

In short, Inwood Hotels represents **the art of responsible living**, which must constantly evolve and adapt to its environment. We count on you to support us in taking a more **sustainable, fairer** and more **responsible** approach.

Thank you, Inwood Lovers.

OUR CORE VALUES



INITIATIVE

We encourage everyone to **take the initiative** to explore new ideas and **implement tangible actions** in support of a more **responsible development**.



INVOLVEMENT

We encourage our staff members, partners and customers to **get involved** in achieving our CSR objectives through **awareness-raising** initiatives.



INSPIRATION

We are inspired by the many initiatives of our **stakeholders**, and we want to help shape the **future of tourism** in response to **climate change**.



INNOVATION

We put innovation **at the heart of our approach** to transforming the hotel industry into a more **responsible sector** that can reconcile **growth and sustainability**.

350

TEAM MEMBERS

5

RESTAURANTS

13

HOTELS

6

DESTINATIONS

52

NATIONALITIES

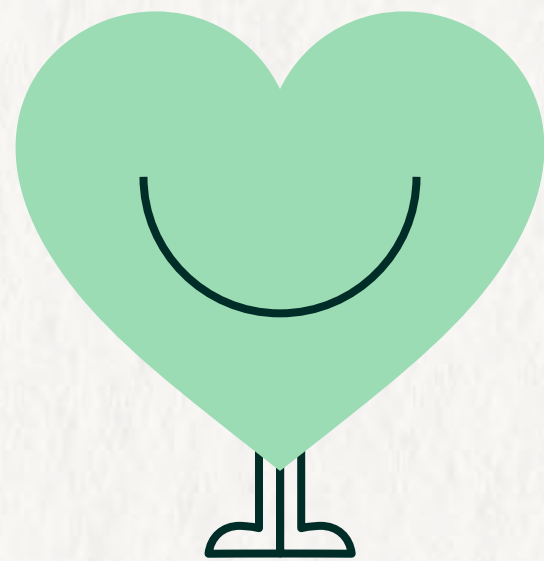
58

MILLIONS IN SALES

2008

THE YEAR IT ALL BEGAN

OUR 3 GOODS



GOOD FOR PEOPLE

Diversity & Inclusion

Fair working practices

Fulfillment at work



GOOD FOR THE PLANET

Resource management

Fighting overconsumption

Partnerships



GOOD FOR SOCIETY

Responsible and local sourcing

Volunteer company

Responsible Governance

GOOD FOR PEOPLE



Above all, the hospitality experience is all about encounters. It's about the interactions between hosts and travellers seeking unique experiences. It's also a story of the teams and staff members who work tirelessly every day to provide exceptional service. As part of our commitment to creating a working environment in which everyone feels valued, respected and fulfilled, this chapter is dedicated to the people who breathe life into our hotels: our Inwood Lovers.





Diversity & Inclusion

At Inwood Hotels, diversity and inclusion are much more than just guidelines, they are a true **asset**. We are committed to creating a **healthy work environment** for every team member, regardless of their background, age, gender, sexual orientation, individual characteristics or beliefs.



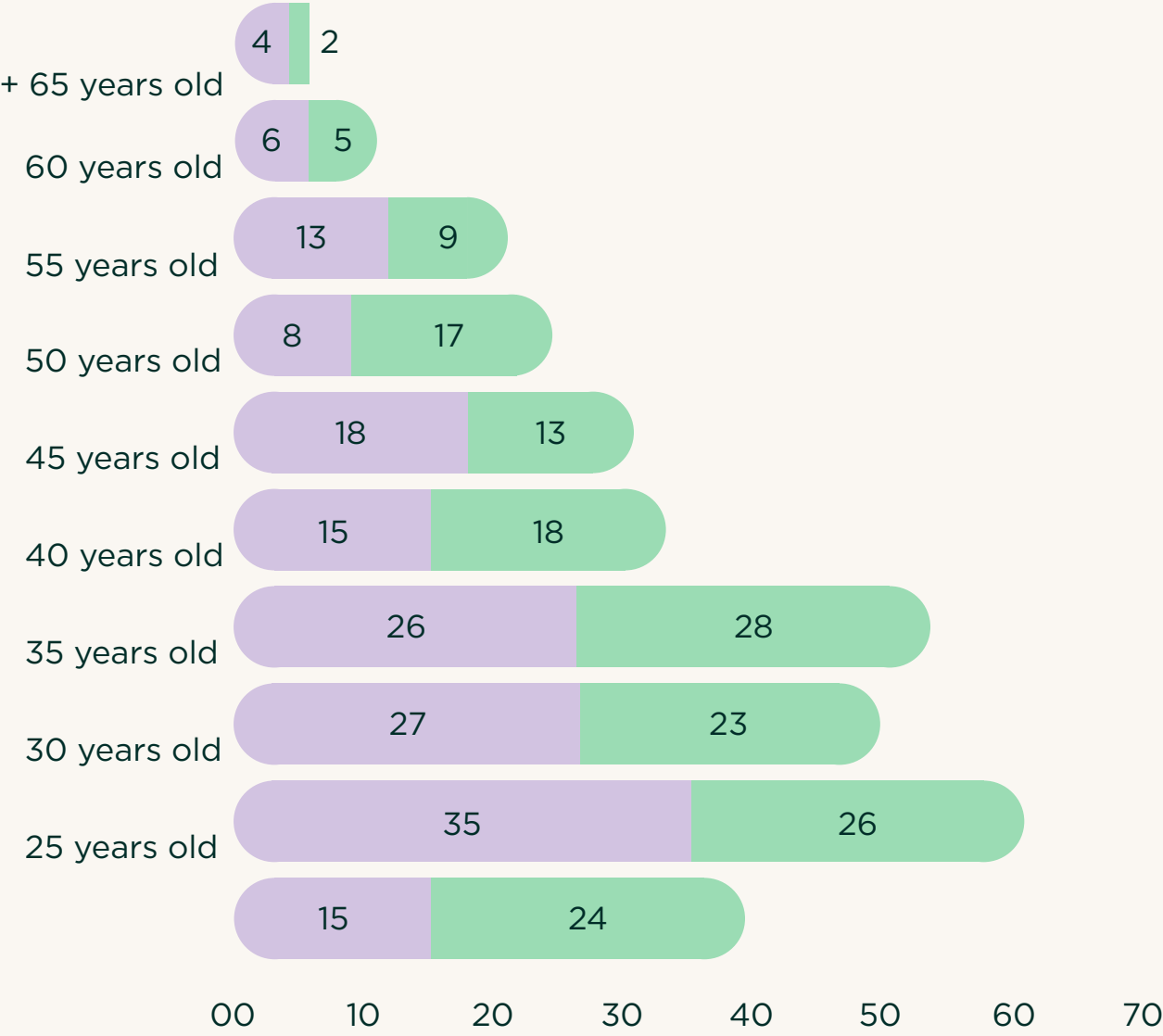
We often spend more time at work, surrounded by our colleagues, than we do at home. This reality calls for a proactive social policy on the part of Inwood Hotels, so that everyone feels welcome and supported.

As a frontline team member, I have the privilege of hearing the needs of the teams on-site, but also what motivates them to come to work every day: their journeys, their backgrounds, their challenges. This diversity of backgrounds and experiences enriches our work environment, while giving us the opportunity to improve it in a tangible way. Encouragement and fostering a climate of mutual support and active listening are part of our mission, but this is impossible without concrete action. Inclusion and diversity are the levers that allow us to value our team members while improving their quality of life at work.

BHAWNA
Receptionist

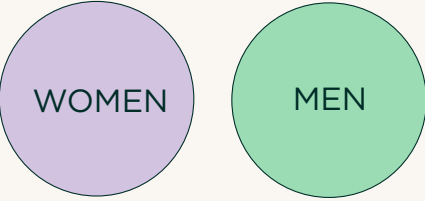
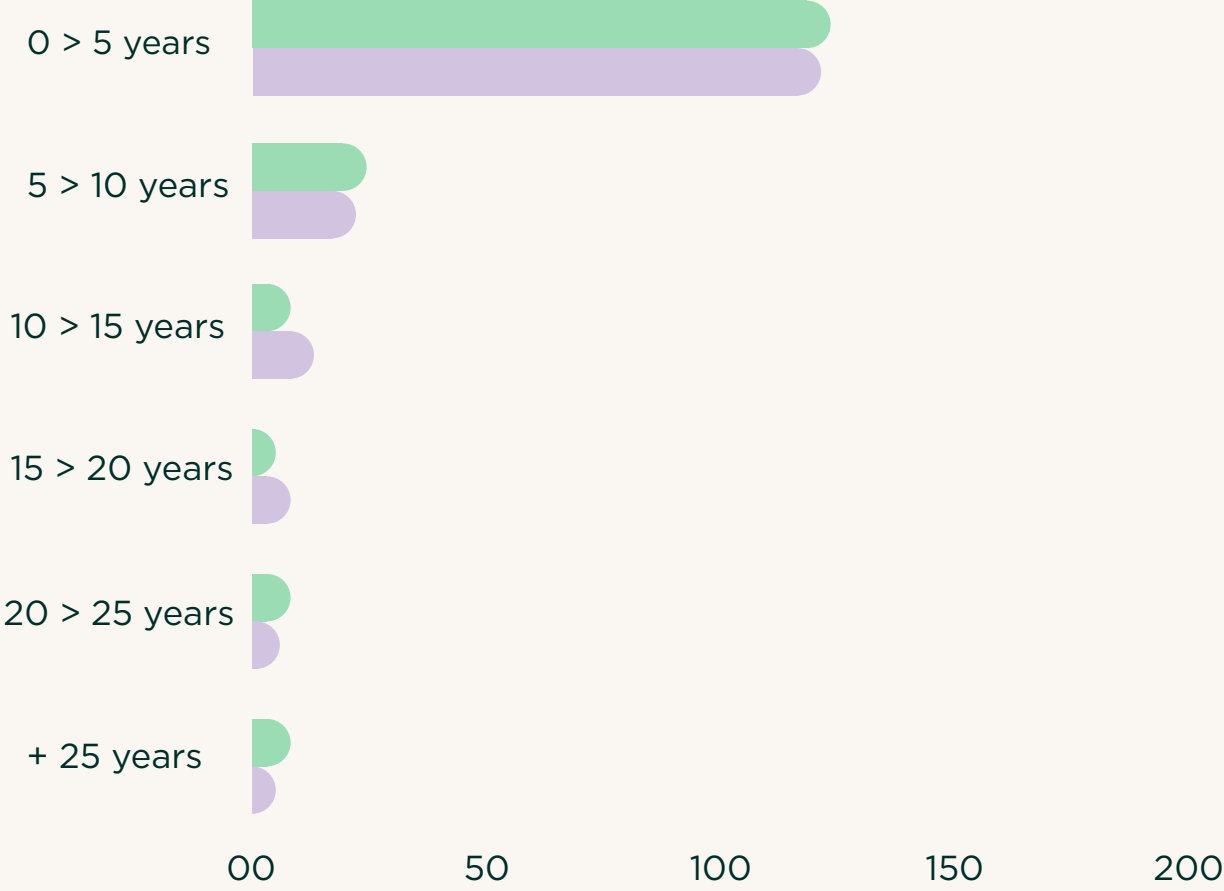
**BREAKDOWN OF WORKFORCE
BY AGE GROUP IN 2025**

AVERAGE: 38 YEARS OLD

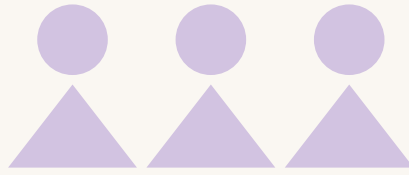


**BREAKDOWN OF WORKFORCE
SENIORITY IN 2025**

AVERAGE: 4 YEARS 10 MONTHS



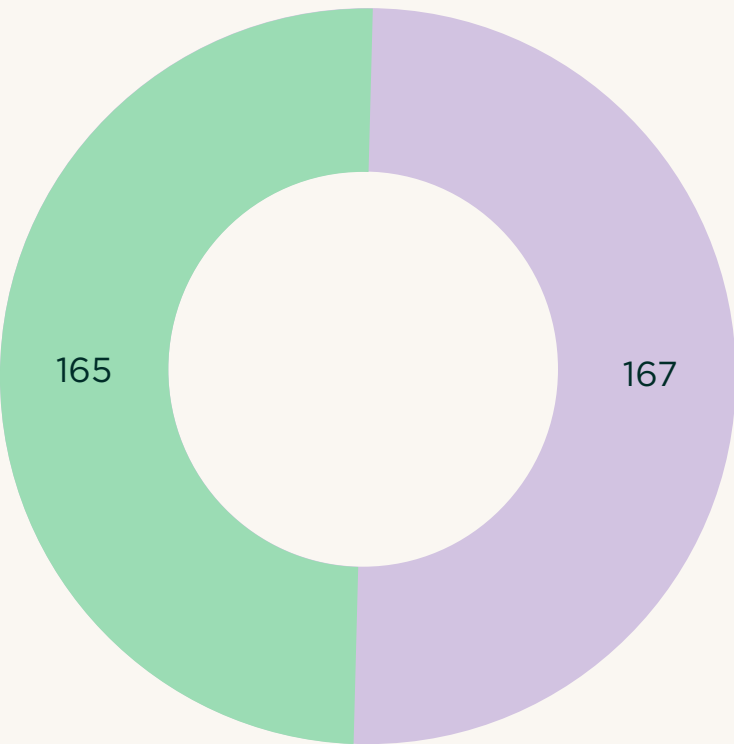
30
FEMALE
MANAGERS



31
MALE
MANAGERS



**BREAKDOWN OF WORKFORCE
BY GENDER IN 2025**

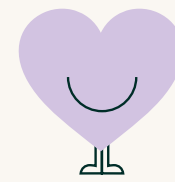


DUO DAY

In the spirit of inclusion, our hotels participated in the DuoDay initiative. This event gives disabled people the chance to experience our professions alongside our teams. It was a valuable opportunity for us to share convivial moments, gain insight into our work, and raise awareness, all of which enriched our working environment!



BRAND NEW!



Inwood For All

In September 2025, Inwood for All, our Diversity & Inclusion Committee, was established out of a desire to structure and bring to life our diversity and inclusion policy. Composed of team members with diverse backgrounds, roles, and career paths, this committee reflects Inwood's commitment to addressing these issues in a concrete, collective, and sincere manner. Its members have committed to the committee on a voluntary basis, while some were invited to join due to the sensibility they have demonstrated toward these issues in their management roles or throughout their professional careers.

This diversity of perspectives is a key strength that enables the committee to address diversity and inclusion issues with a 360-degree view, closely aligned with the personal and professional realities experienced within the company. Inwood for All's mission is to lead key events on the calendar, such as International Women's Rights Day, Pride Month, and the European Week for the Employment of People with Disabilities, while contributing to the long-term implementation of Inwood's D&I policy. It is also designed to provide team members with trusted points of contact, capable of listening to concerns on sometimes sensitive topics and offering guidance when necessary.

Through Inwood for all, we affirm our commitment to building a respectful, inclusive, and caring work environment for everyone.



BRAND NEW!



Diversity Charter

By signing the Diversity Charter, established in 2004 by Les Entreprises pour la Cité, Inwood Hotels formalizes its commitments to:

- Gradually raise awareness and train all team members on the issues of diversity and non-discrimination.
- Ensure their implementation in all HR practices and managerial decisions.
- Promote an accurate representation of diversity at all levels of the organization.
- Share this commitment with all stakeholders.
- Integrate it into the social dialogue.
- Regularly monitor and communicate progress made.

Awareness-raising Workshop

Some team members participated in a workshop on diversity and inclusion, led by our partner Alan. This session provided an opportunity to explore the various aspects of these topics and to identify cognitive biases that can influence our decisions regarding recruitment, performance evaluation, and management.



Fair Working Practices

At Inwood Hotels, hospitality is synonymous with **respect** and **fairness**. By promoting fair working practices, we are demonstrating our commitment to **creating a fairer and more humane workplace**. Here's how we put this ambition into practice every day.



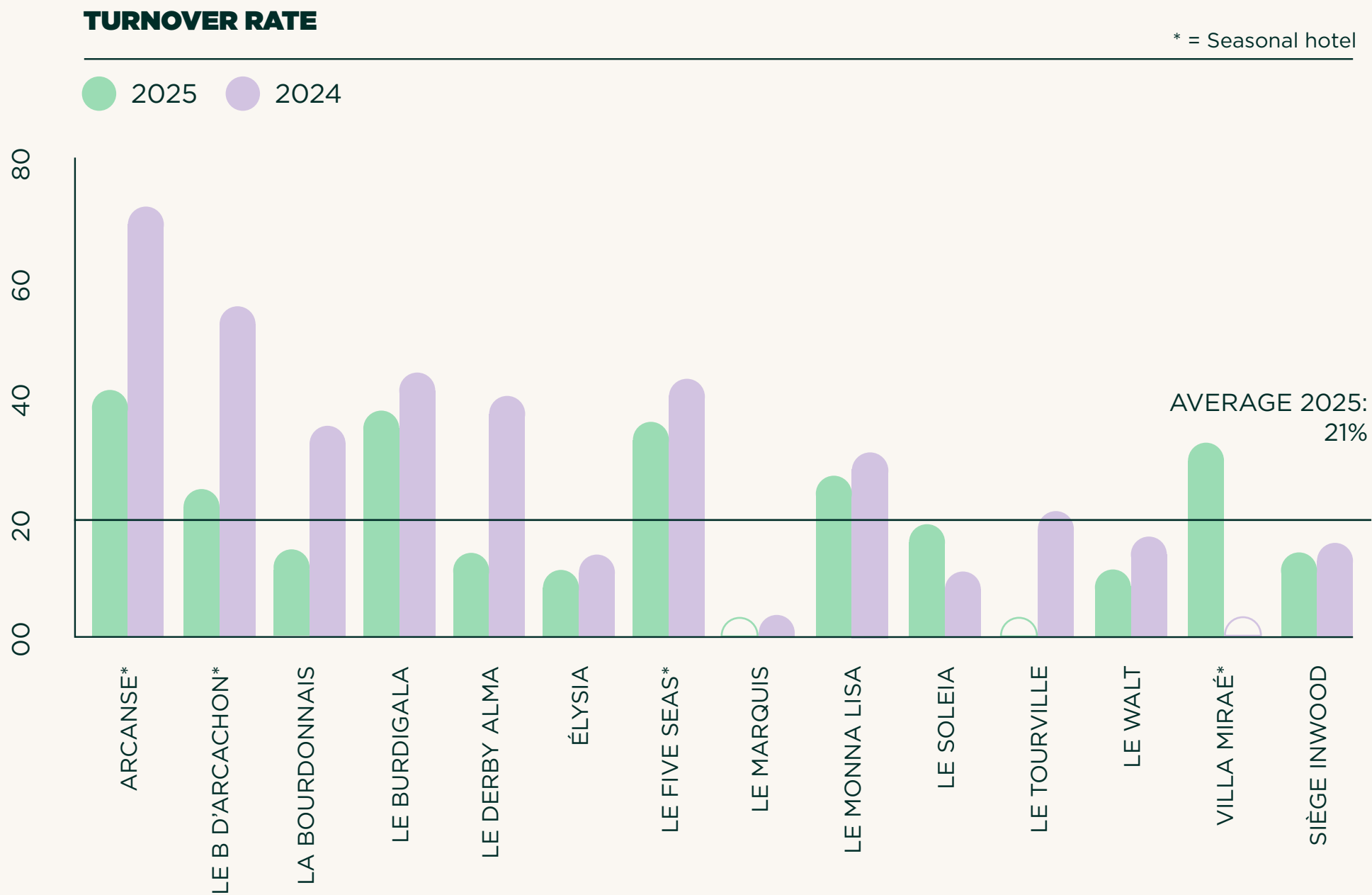
Today, we live in a society where we place as much importance on our work as we do on our personal lives; therefore, we will choose our next career based on the benefits offered by a company that provides a work-life balance we consider to be fair. As an employer, and more specifically as a human resources representative, we have a duty to offer an attractive policy tailored to the needs of young parents in particular; with this in mind, we have designed and written a parenting guide to break down the taboos surrounding becoming a parent, to ease the fears of announcing it, and to challenge the idea that “it’s never the right time”, that’s simply not true! Today, we want to demonstrate that you can become a parent, thrive in your new role, and still have a stimulating career, because you feel supported by your employer. A team member who has and takes advantage of their time off is a fulfilled team member who will give their best at work and have a positive impact on their colleagues! It’s like a smile, it’s contagious!

LUCILE

Human Resources Director

Inwood Community

At Inwood, we encourage internal mobility. When new opportunities arise or the group expands, our team members are the first to be notified. This allows them to advance, transfer to another hotel, or recommend a friend. Through the Inwood Community program, we create an environment that fosters these transitions, allowing everyone to build their own career path within the group.



Inwood Academy



The diversity of Inwood Hotels’ team members is a true asset, driven by bilingual and multilingual staff with varied backgrounds. To foster this diversity internally, English and Spanish classes are offered by our bilingual team members to those who wish to improve their language skills. It’s a simple and practical way to share skills within the group.



ENGLISH CLASSES



SPANISH CLASSES

CSR Training

As part of the requirements of the EU Ecolabel and to engage teams that are aware of CSR issues, we have created an internal training module led by the CSR team. Rolled out across all our hotels, this training has enabled us to train all our team members in the fundamentals of CSR. In addition, awareness-raising workshops were also organized throughout the year: 50 team members participated in the the workshop Atelier 2tonnes and 30 team members in the The Climate Fresk.



Signature of the Women's Empowerment Principles

This year, we have taken a big leap by signing the Women's Empowerment Principles (WEPs), an initiative led by UN Women and the United Nations Global Compact.

Through this commitment, we reaffirm our commitment to **promoting equality between women and men**, both within our establishments and in the regions where we operate.

Specifically, we commit to ensuring equal pay for equivalent responsibilities and duties, to developing responsible procurement practices that incorporate gender issues, and to enforcing a zero-tolerance policy toward any form of psychological or sexual harassment in our workplaces. responsible procurement practices that integrate gender considerations, and to apply a zero-tolerance policy toward any form of moral or sexual harassment in our workplaces.

This commitment is in line with our Diversity and Inclusion policy and will be regularly monitored through our HR and CSR indicators

THE 7 PRINCIPLES

1. Gender equality in high-level corporate leadership
2. Treating all men and women fairly at work, without discrimination
3. Ensuring health, well-being, and safety at work for all, regardless of gender
4. Promoting education and training for women to support their career advancement
5. Support for women's entrepreneurship
6. Community awareness initiatives and actions
7. Measure and report on progress made

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

BRAND NEW!



PARENTING CHARTER

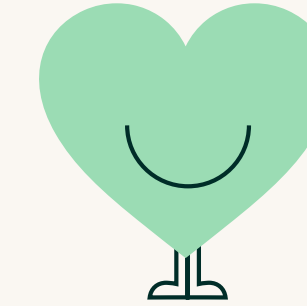
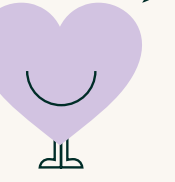
In 2025, we published the Inwood Parenting Charter and signed the corporate Parenting Charter promoted by the Workplace Quality of Life Observatory.

Parenting is a fundamental issue: it affects gender equality, workplace quality of life, and retention.

Taking these realities into account in the organization of work means enabling everyone to balance professional and personal responsibilities without hindering their career advancement



BRAND NEW!



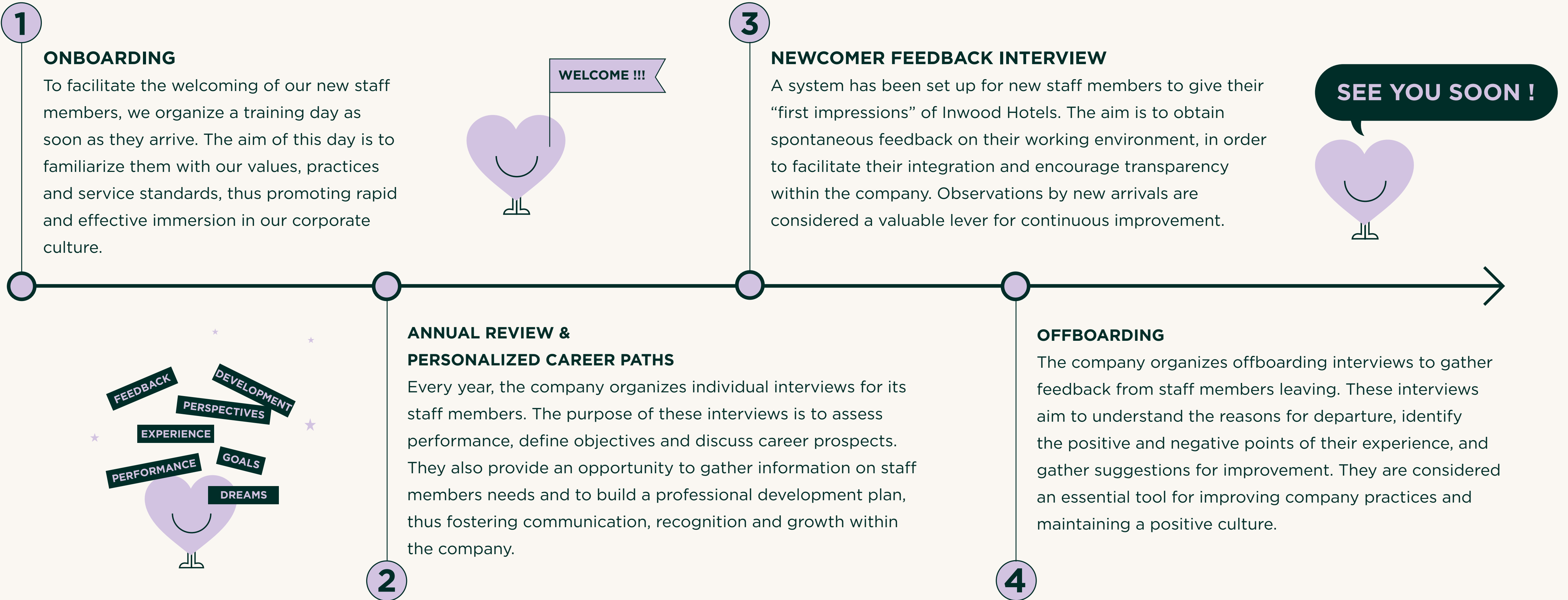
INWOOD CARES

The social aspect of our CSR policy is reflected in a range of benefits provided to our hotel team members.

Convinced that non-financial benefits are just as important as financial incentives, we remain attentive to the needs of our teams and continually adapt our practices to offer tailored solutions.

The goal is simple: to enable everyone to work in good conditions and thrive within our establishments. It is this commitment to our team members that gave rise to our social charter, Inwood Cares.

GROWING TOGETHER





Fulfillment at Work

Our hotels would be nothing without our passionate and dedicated teams. That's why we prioritise their **well-being** and **development**.

We take concrete action to ensure that our establishments are places where everyone can **flourish and perform to the best of their ability**.

Inwood Benefits

ALAN INSURANCE

At least 65% covered by the company. Podcasts and well-being tips. Online clinic.

TARGET-BASED BONUSES

Quarterly, biannually or annually.

CO-OPTATION BONUSES

700€ maximum.

GIFT CARDS

For your birthday (20€) and for christmas (100€).

PROFIT-SHARING AGREEMENT

PUBLIC HOLIDAYS

6 guaranteed public holidays per year from the first year.

SWILE

Paid at 60% by the company.

PREFERENTIAL RATES

Collaborators et Friends & Family.

OFFERED DAYS

6 days per year to care for sick or hospitalized children (no seniority requirement).

The little perks that make a big difference



PARTNERSHIP WITH ZENRIDE

The concept is simple: our team members can rent the bike of their choice through Inwood, with savings of at least 30%, plus services and equipment included.



PHOTOSHOOT TO FEEL LIKE LOVERS !

We showcase our teams through photoshoots, which become valuable communication tools.



TOGETHER, WE'RE BETTER

Team-building events are organized every year to bring teams together and encourage interaction between them.



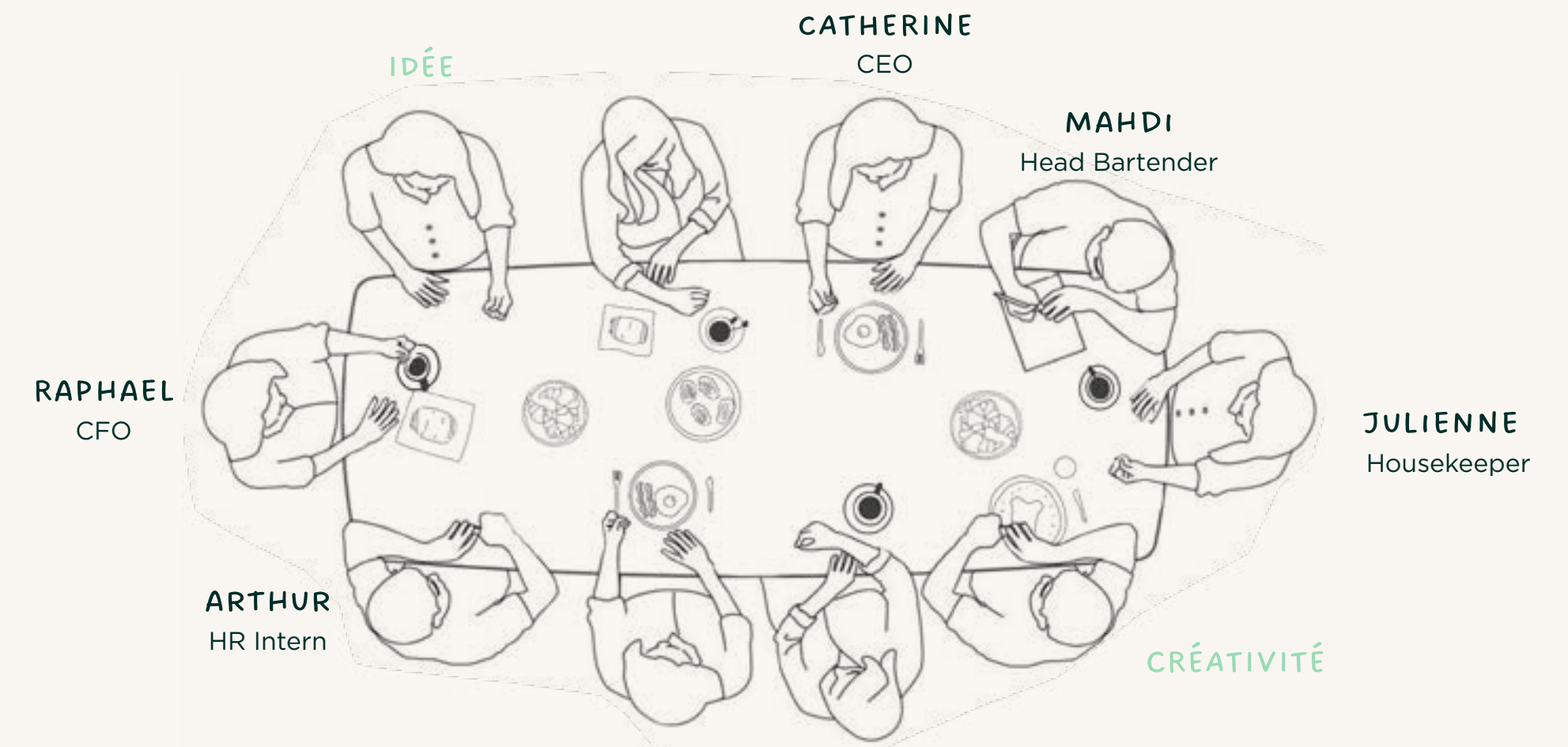
QUALITY OF WORK LIFE AND WORKING CONDITIONS WEEK & SUSTAINABLE DEVELOPMENT WEEK

This year, team members were treated to a massage, a visit to the barber or hairdresser, and a chair yoga class!

Developing potential

VERY IMPORTANT BREAKFAST

By giving every team member the chance to speak freely at our “**Very Important Breakfast**” events, we encourage them to become true contributors to Inwood, regardless of their role! These meetings can give rise to new best practices or broader initiatives. This breakfast, held once a month, aims to develop collective intelligence and **drive Inwood Hotels forward by drawing inspiration from our Lovers.**



VIS MON SHIFT

We have launched the innovative “**Vis Mon Shift**” initiative, offering all team members the chance to switch roles for the day! This experience enables everyone to discover different roles and gain a better understanding of their colleagues’ challenges, thereby strengthening their sense of belonging to the company. At Inwood, we believe that **mutual enrichment is key to our development.**

Our staff members' well-being is at the heart of our success



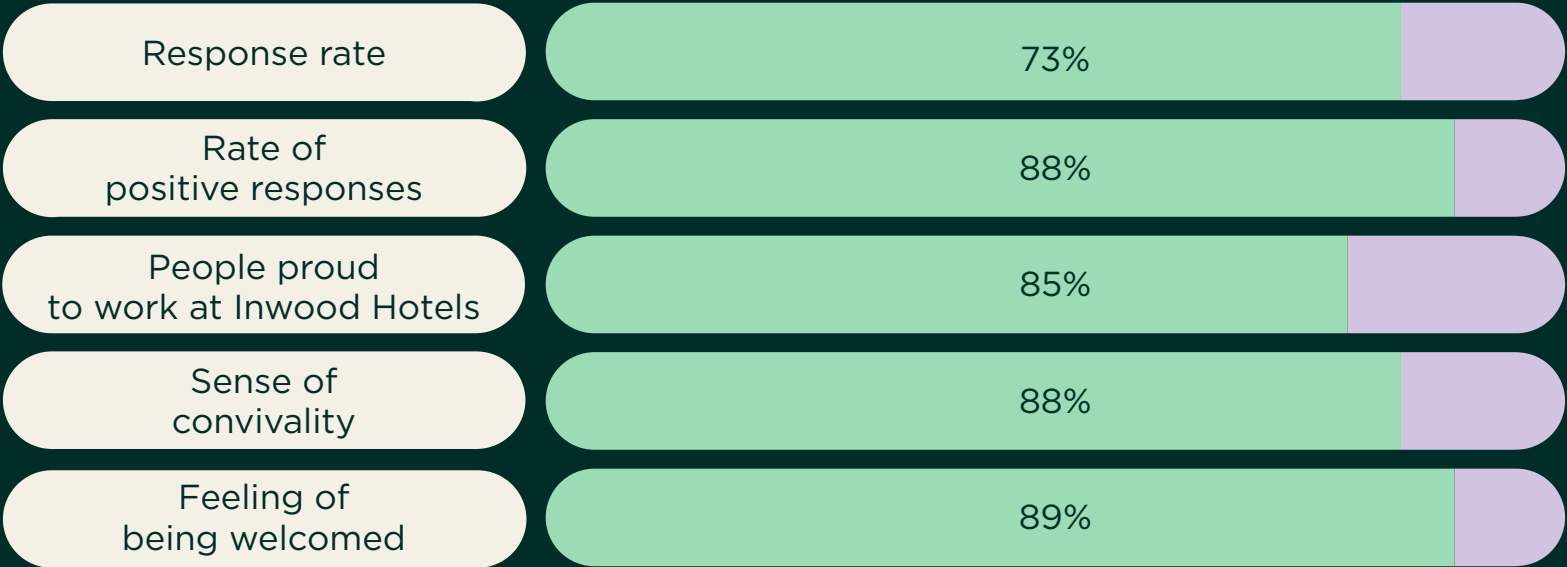
As a housekeeper and assistant housekeeper at Inwood Hotels, we appreciate working in an environment where the well-being of our teams is a priority. The atmosphere among colleagues is very pleasant, and helping one another is part of our daily routine, which makes work more positive and motivating.

We feel heard and supported in our roles, and this creates a genuine atmosphere of trust. This sense of well-being at work encourages us to give our all every day and to do our very best. And our success is the satisfaction of guests who love to return to the hotel every year.

REZIKA & ANTONIO
Housekeeping



WE ARE A GREAT PLACE TO WORK!



These excellent results helped us earn the Great Place To Work certification, proof of our commitment to placing our staff members at the heart of our global strategy through a “Love People” approach !

GOOD FOR PLANET



Tourism has a significant environmental impact. At Inwood Hotels, we believe that responsible tourism is essential for ensuring the long-term sustainability of destinations. That's why we're committed to minimizing our environmental impact and contributing to the sustainable development of the regions where we operate.



Ressource Management

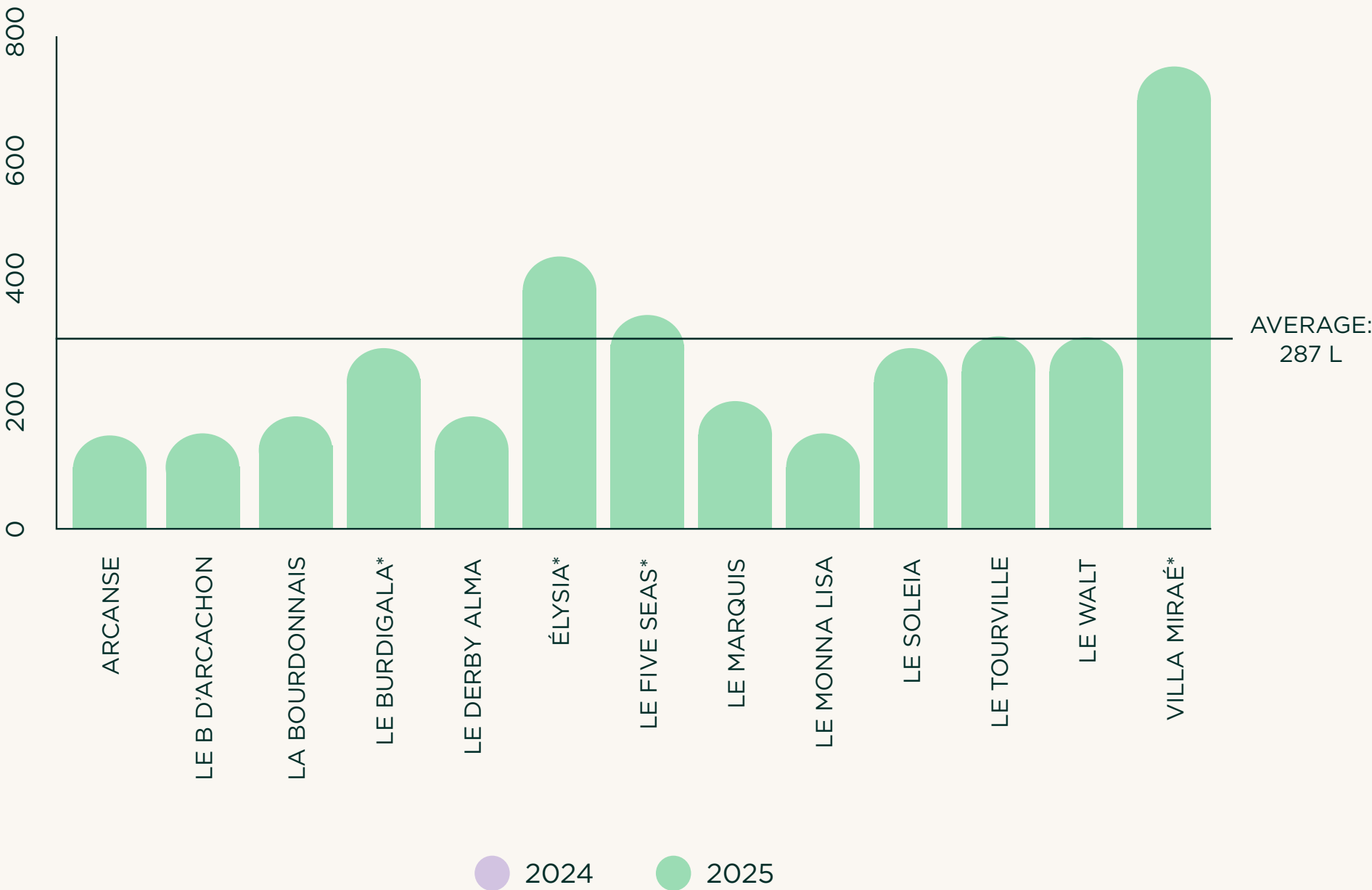
Conscious of our impact on the environment, we are **committed to managing our resources responsibly**. This includes adopting greener energy consumption, water management and an ambitious policy of waste reduction and sorting. Every day, we **implement sustainable practices to limit our footprint and preserve the resources of tomorrow**.



Water Management

BY THE NUMBERS

AVERAGE WATER CONSUMPTION PER GUEST (L) * = 5-star hotel with restaurant



640

LITERS OF WATER CONSUMED ON AVERAGE PER NIGHT IN 5-STAR HOTELS

340

LITERS OF WATER CONSUMED ON AVERAGE PER NIGHT IN 3- AND 4-STAR HOTELS

451

LITERS OF WATER CONSUMED ON AVERAGE PER NIGHT IN 5-STAR HOTELS

214

LITERS OF WATER CONSUMED ON AVERAGE PER NIGHT IN 3- AND 4-STAR HOTELS

OUR BEST PRACTICES

1 WATER CONSUMPTION MONITORING

We pay close attention to water management by closely monitoring our consumption. We have established **rigorous monitoring procedures that include flow rate control and leak management.**

2 EQUIPMENT OPTIMIZATION

We regularly monitor our facilities through **preventative maintenance**, which allows us to quickly identify excessive consumption. In cases of overconsumption, devices such as aerators or flow restrictors are installed. During renovation phases, aging equipment is **replaced with more efficient and water-saving systems.**

3 LINEN POLICY

As part of our commitment to environmental responsibility, we have implemented an **optimized linen change system.** Bath and bed linens are **replaced every 3 days**, or as needed by our guests.

GOING FURTHER

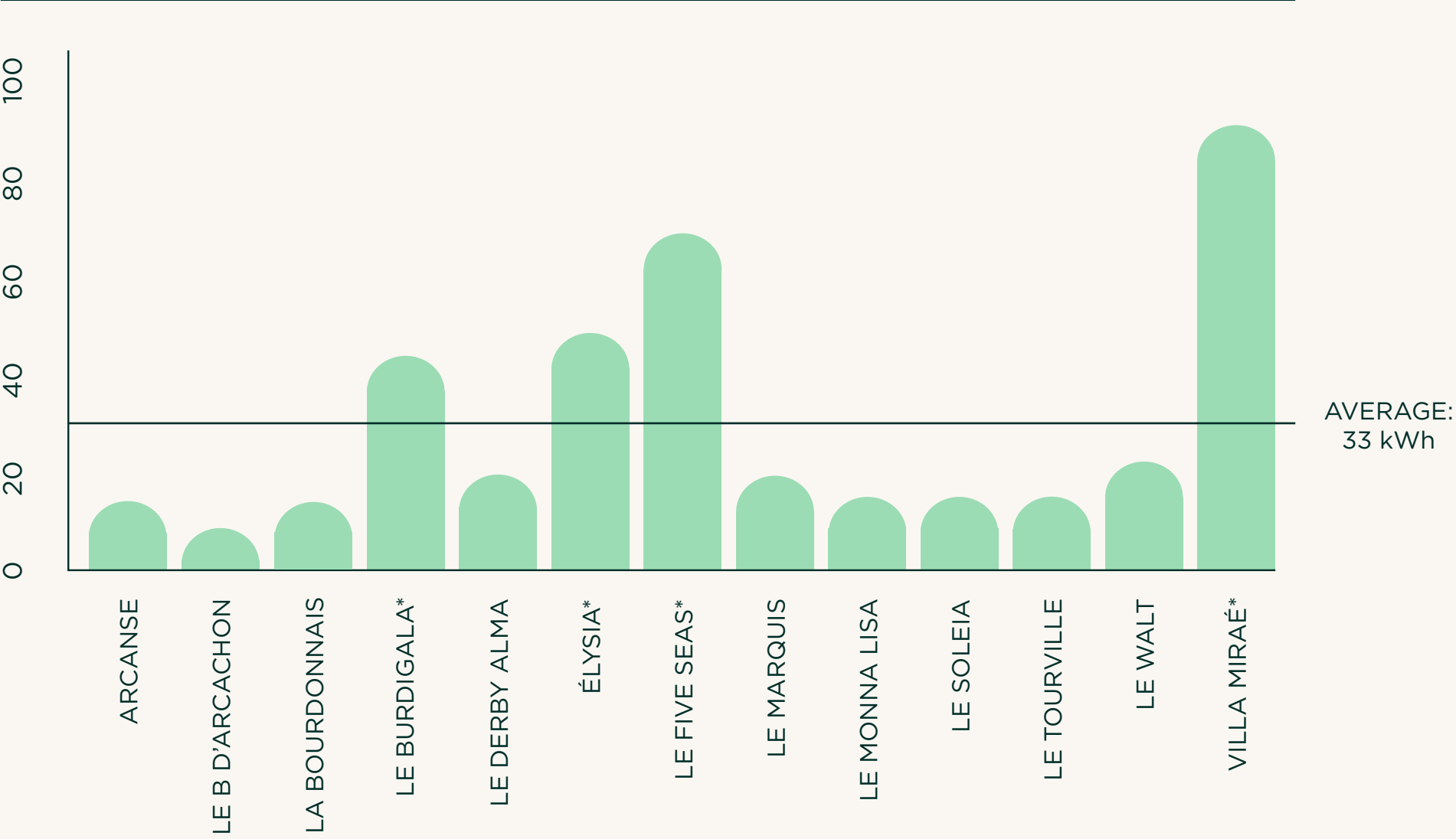
Water consumption remains high in some of our hotels, particularly in our 5-star hotels. This is an issue we must continue to address, with the goal of **reducing our consumption per guest night and achieving greater consistency across our properties**



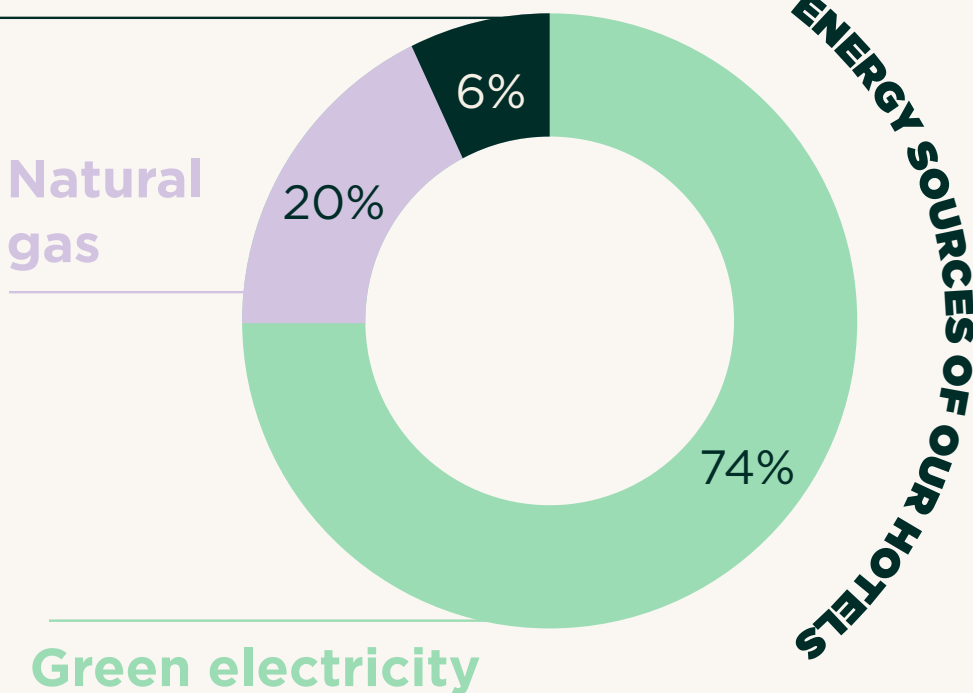
Energy Management

BY THE NUMBERS

AVERAGE ENERGY CONSUMPTION PER GUEST (kWh) * = 5-star hotel with restaurant



Electricity of unknown origin



12 HOTELS POWERED BY 100% LOCAL AND GREEN ELECTRICITY

4 HOTELS EQUIPPED WITH A BUILDING MANAGEMENT SYSTEM

OUR BEST PRACTICES

ENERGY CONSUMPTION MONITORING

In accordance with the **Tertiary Sector Decree**, we regularly monitor our energy consumption to **better manage our performance**. Data is tracked and analyzed for each hotel to identify energy-intensive areas and implement targeted measures.

OUR INVESTMENTS IN ENERGY EFFICIENCY

Energy-efficient technologies and equipment, such as **LED lighting**, automatic shut-off systems, and **Building Management Systems (BMS)**, are **currently being rolled out across all our hotels**. During renovations, we also ensure that we integrate more efficient equipment to sustainably reduce our energy consumption.

INSTALLATION OF BUILDING MANAGEMENT SYSTEMS



FOCUS ON OUR HOTELS

FOCUS FIVE SEAS

Starting in 2026, Five Seas will be powered by a thalassothermal system. This innovative system, developed by the Greater Cannes area and Engie Solutions, will harness the heat energy of the sea and distribute heat and cooling year-round to the Croisette. Geothermal marine energy, a local and sustainable resource, will supply over 74% of the network, contributing to the area’s goal of energy self-sufficiency.

FOCUS ARCANESE

Arcanse is equipped with a heat recovery system. This innovative system recovers the thermal energy discharged by our heat pump to ensure the energy-efficient production of hot water in our rooms. This allows us to optimize our energy efficiency and reduce our environmental impact.

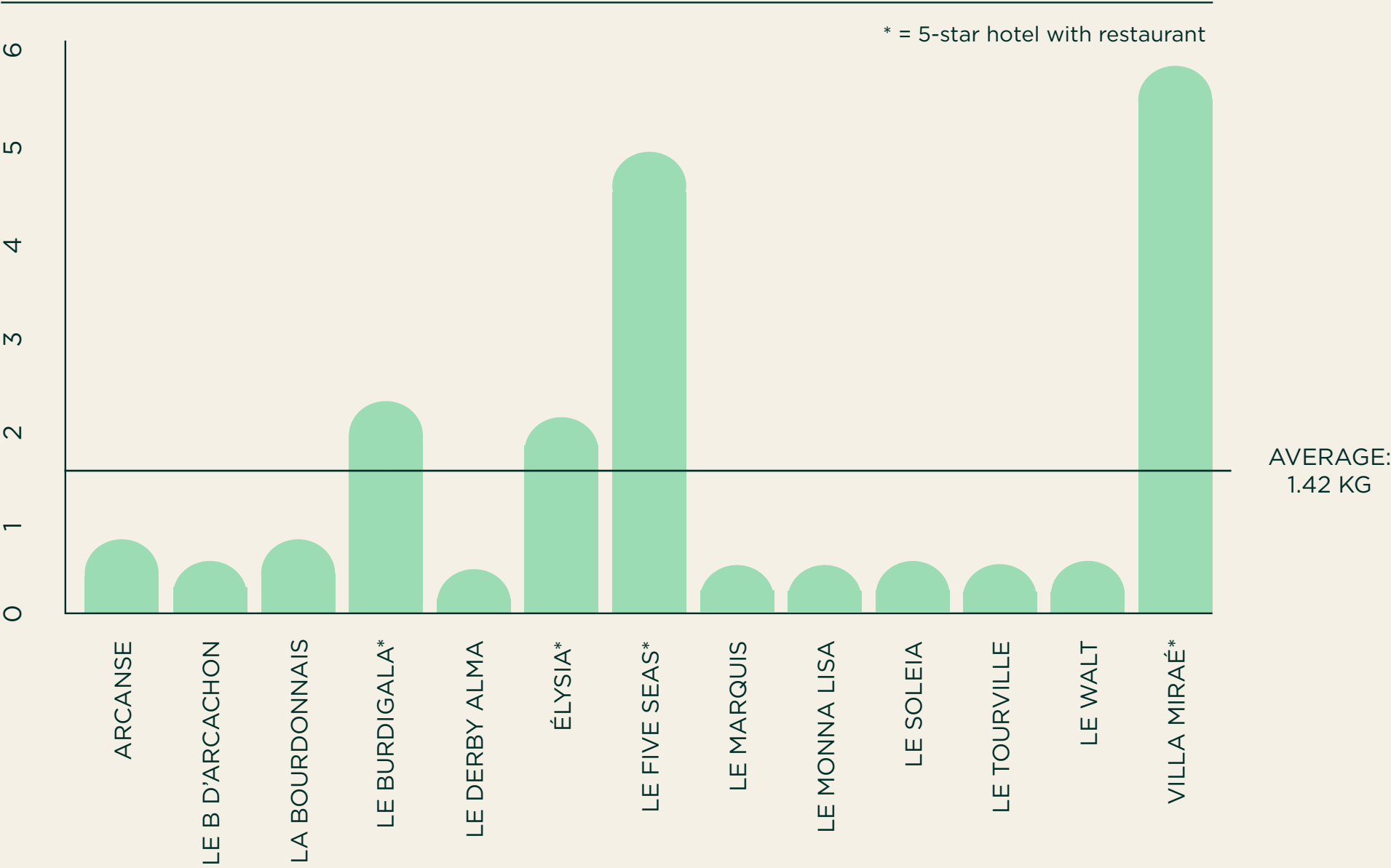
GOING FURTHER

By 2030, we will continue to roll out building management systems across all our hotels and continue to invest in more efficient equipment, particularly as part of our renovation projects. At the same time, raising awareness among our teams remains a key lever for achieving our goal of **reducing our energy consumption by 45%**. We also aim to **improve our energy mix to reach 95% renewable energy**.

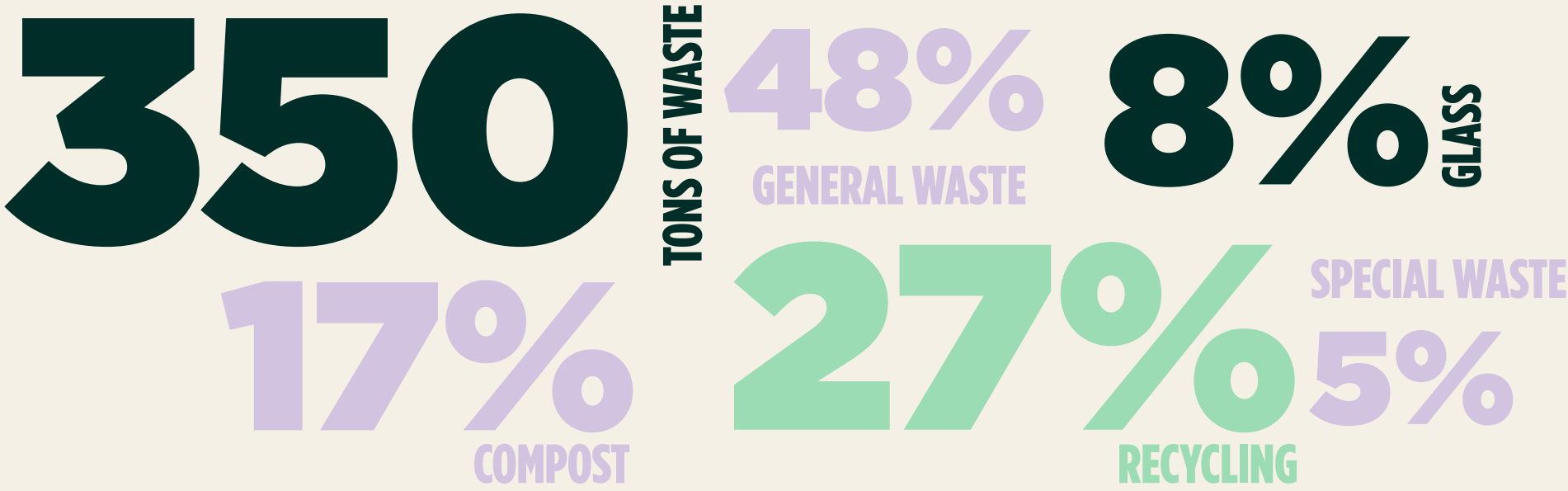
Waste Management

BY THE NUMBERS

AVERAGE WASTE GENERATION PER GUEST (kg)



BREAKDOWN OF THE 350 TONS OF WASTE FROM OUR HOTELS



* = paper, cardboard, plastic, cans

OUR BEST PRACTICES

REDUCTION AT THE SOURCE: OUR HOTELS

100%

use refillable cosmetics and recyclable amenities.

55%

limit the range of amenities to three items, making the rest available upon request.

53%

offer filtered water carafes, helping to limit the use of plastic bottles and Tetra Pak®.

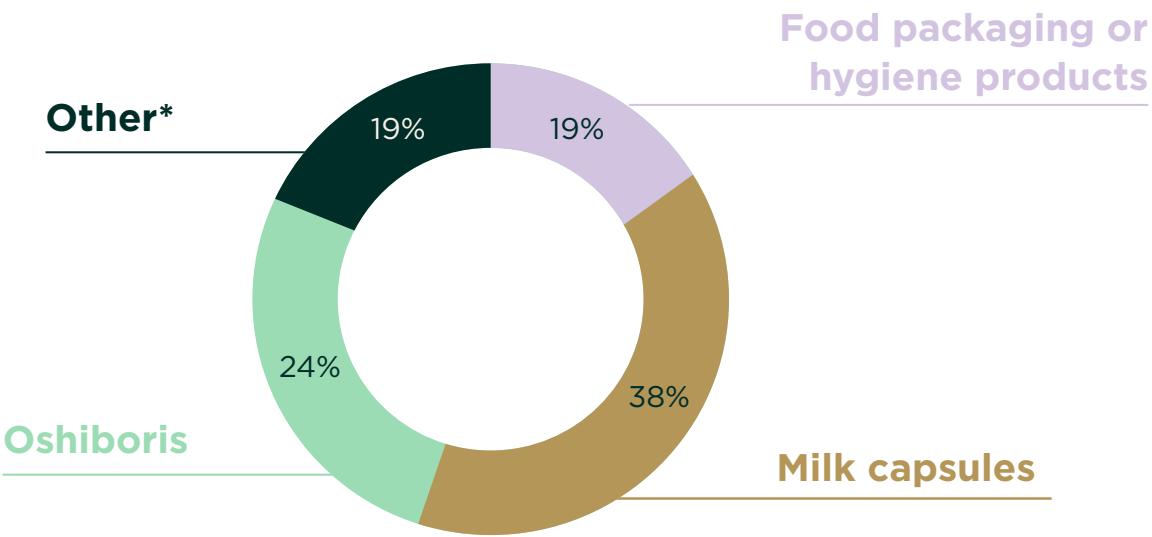
42%

use ozonated water or Vapodil, thereby reducing waste associated with cleaning products.

REDUCTION OF SINGLE-USE PLASTIC

We are doing everything we can to reduce single-use plastic in our facilities. Today, **85% of our hotels still use it**, mainly for hygiene reasons or due to a lack of available and effective alternatives for certain products.

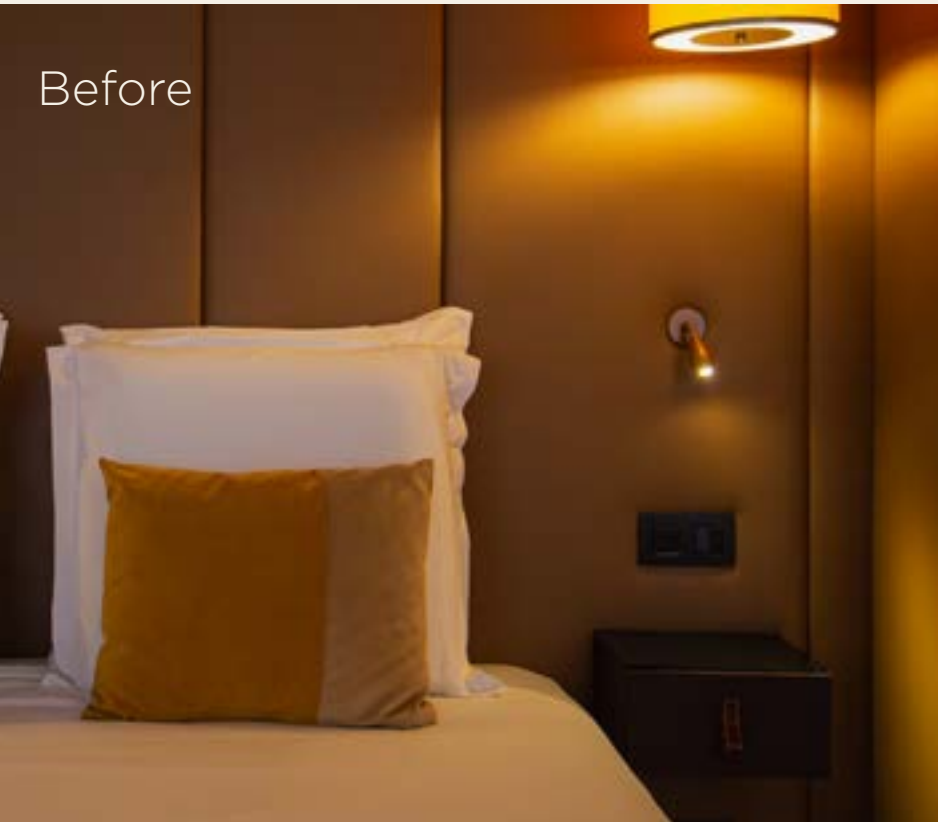
BREAKDOWN OF SINGLE-USE PLASTICS STILL IN USE



* = room key cards, tea bags, plastic bags, plastic water bottles or other single-use beverages

FOCUS ON LA BOURDONNAIS

PARIS



REUSE DURING RENOVATIONS

As a luxury hotelier, we are committed to providing an exceptional experience that meets our guests’ expectations. That is why the periodic renovation of our hotels is a key priority for us. It allows us to modernize the interior design of our properties. However, these improvement projects could generate a significant amount of waste if carried out without care. Thanks to new partnerships, items that might otherwise have been discarded are repurposed and given a second life.

371

items saved from the dumpster

4

dumpster loads of furniture avoided

12.7

tons of furniture repurposed

14.6

tons of CO₂ avoided

FOCUS ON VILLA MIRAÉ

CAP D’ANTIBES



In the heart of Cap d’Antibes, Villa Miraé operates in a sensitive natural environment, directly linked to coastal preservation. The establishment has therefore **signed the “Zero Plastic Waste” Charter**, spearheaded by the South Region and coordinated by the Regional Agency for Biodiversity and the Environment.

This commitment translates into a two-year action plan aimed at reducing and then gradually eliminating single-use plastics, strengthening waste sorting, and raising awareness among both staff and guests about more responsible tourism.



GOING FURTHER

Although all our hotels have effective waste sorting systems in place, there is still room for improvement. We must improve the quality of sorting further, reduce the overall volume of waste and continue to eliminate single-use plastics.

At the same time, we have initiated discussions with our suppliers to develop more sustainable packaging solutions and ultimately reduce waste. Improving our quantification methods remains a key priority in order to ensure more accurate and consistent reporting across the group.



Fighting Overconsumption

Every gesture counts ! That's why we are committed to more **sustainable consumption** through **eco-responsible purchasing** and **controlled inventory management**. We also encourage more **reasoned and responsible consumption** among our customers.



CSR often elicits the same initial reactions after discussions with other hotel managers: “That’s impossible, what about the guests?” In five-star hotels, the priority remains comfort: guests must be able to change their linens whenever they wish and have everything they need for a pleasant stay.

However, in reality, CSR practices do not negatively impact the guest experience, quite the opposite. Linen change systems are generally well-followed; guests follow the instructions and request a change only when necessary. Limited amenity kits and dispensers help reduce waste, while remaining practical. Eco-friendly cleaning products, sometimes perceived as less effective at first, deliver good results and are better for the health of staff. When it comes to water, the scope for customer action remains limited, but solutions like the Vapodil help reduce the need for rinsing.

Ultimately, once implemented, these practices naturally find their place in the housekeeping workflow, reducing consumption without compromising the guest experience.

THAÏS

Head Housekeeper

SUSTAINABLE DEVELOPMENT WEEK

PARIS

AWARENESS OF SIGN LANGUAGE



COMMUNITY CLEANUP



HOMEMADE COSMETICS WORKSHOP



HOMEMADE CLEANING PRODUCTS WORKSHOP



In 2025, Inwood Hotels launched **Good Talks**, mini-conferences led by our Lovers to share their passions and build connections. These moments highlight talents and skills beyond the professional sphere, while fostering a sense of community, curiosity, and collective intelligence.

GOOD TALKS ON BEEKEEPING



2TONNES WORKSHOP



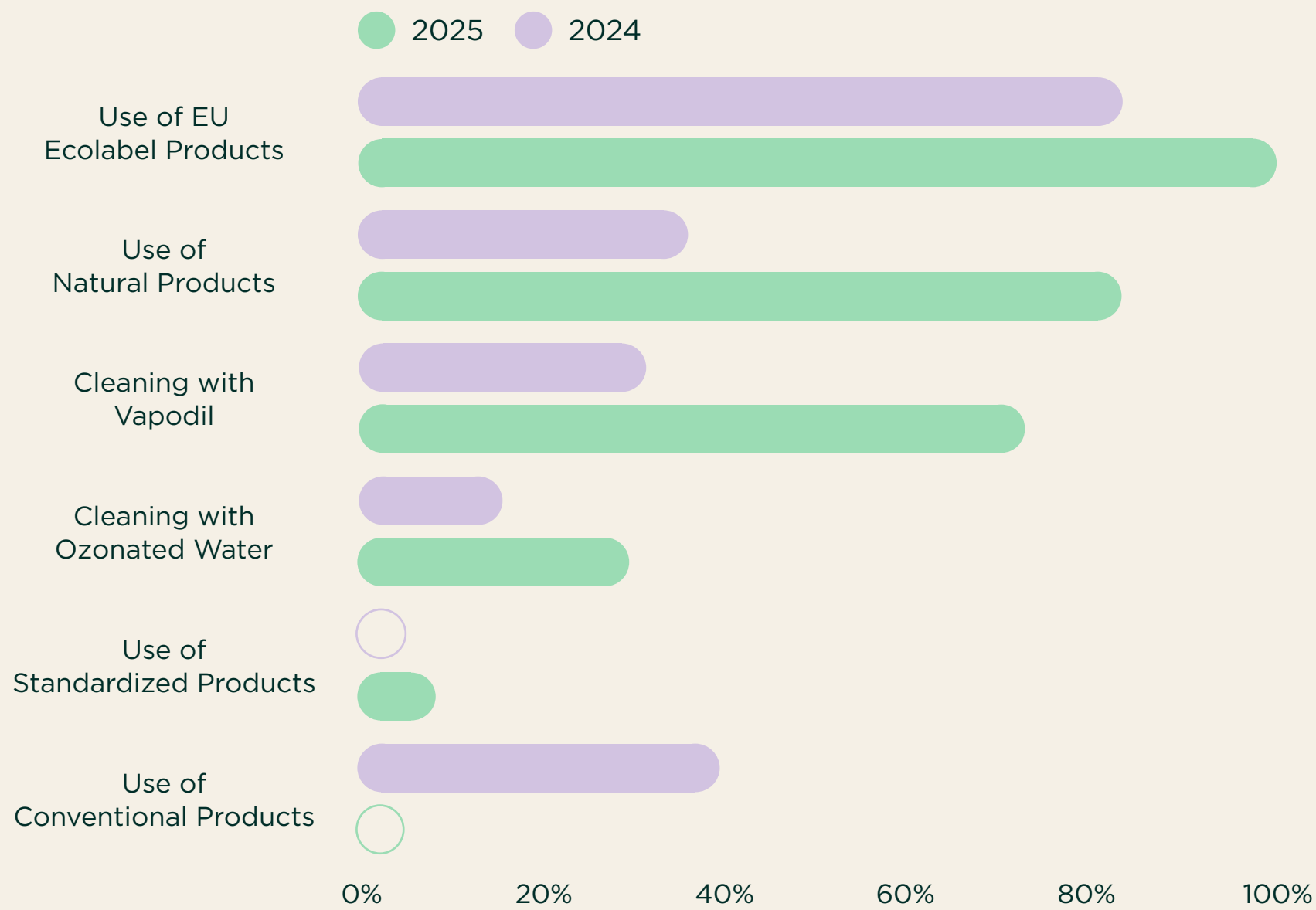
ZERO-WASTE COCKTAIL WORKSHOP



CONFERENCE WITH UNISOAP



ECO-FRIENDLY CLEANING PRODUCTS



OUR BEST PRACTICES



We are revising our cleaning practices by prioritizing eco-friendly alternatives, such as the Vapodil system, the use of ozonated water, or other natural products such as white vinegar. This approach aims to reduce our reliance on chemicals. We also encourage the use of Ecolabel-certified cleaning products.

FOCUS ON OZONATED WATER

Some of our hotels, such as Le Derby, Alma, La Bourdonnais, and Villa Miraé, have introduced the use of **ozonated water**, a cleaning system based on water enriched with ozone, which cleans and disinfects while replacing traditional cleaning products

This shift in practices allows us to simultaneously reduce the use of chemicals, limit waste generated by containers, and protect the health of our team members.

FOCUS ON THE HB2 BIO SYSTEM AT LE BURDIGALA

At our hotel, Le Burdigala, an innovative system has been implemented in the kitchen: the **HB2 Bio system**, which uses the principle of saltwater electrolysis to produce a cleaning and disinfecting solution.

This alternative significantly reduces the use of chemical cleaning products, while maintaining a high standard of hygiene.



Partnerships

We believe that change is built together. That's why we develop partnerships with committed stakeholders who share our social and environmental values. **These collaborations enable us to implement truly meaningful and impactful initiatives.**



This year, Inwood Hotels is taking a new step forward in its CSR initiative: we are launching our first sponsorship programs with nonprofit organizations.

We have chosen to make a long-term commitment to organizations that are directly related to our business and our industry: the Surfrider Foundation and La Tablée des Chefs. The goal is to build lasting partnerships that align with the values we uphold.

One-off charitable initiatives remain important and will continue. But today, we felt the need to go further, to commit in a more stable and consistent manner, with partners with whom we can truly move forward over time and provide comprehensive support, beyond just financial backing.

NINON

CSR Project Manager



LA TABLÉE DES CHEFS

In our hotels, food is at the heart of the guest experience. It also entails a responsibility: to reduce waste and contribute to a more equitable food system.

We therefore naturally chose to partner with La Tablée des Chefs, an organization that fights food waste and shares culinary expertise with vulnerable communities through renowned chefs. It demonstrates that cooking can be a true vehicle for inclusion and self-reliance while helping people eat better every day!

For Inwood, this partnership translates into a sponsorship commitment, participation in their gala dinner in December 2025, and a desire to gradually involve our chefs and teams.



SURFRIDER FOUNDATION EUROPE

Our hotels are located in areas closely connected to water, particularly along the coast. Preserving these ecosystems is part of our responsibility. It is with this in mind that we are partnering with Surfrider Foundation Europe, a leading NGO dedicated to protecting the oceans.

Their work is based on three priorities at different levels:

1. Combating marine pollution and waste
2. Preserving aquatic ecosystems
3. Anticipating and adapting to coastal risks

For Inwood, this partnership involves a corporate sponsorship commitment, awareness-raising initiatives for our employees, and participation in on-the-ground initiatives.



Our Partnerships

PARTNERSHIP #1

DREAM ACT

In line with our commitment to sustainable development, we have chosen to **collaborate with Dream Act**. This company shares our values by offering environmentally friendly corporate gifts. Their catalog features **products made in France from certified, recycled materials, designed to last**. They place strong emphasis on working conditions, selecting items produced in accordance with International Labour Organization standards.



PARTNERSHIP #2

UN TOIT POUR LES ABEILLES

Inwood Hotels is partnering with Un Toit Pour les Abeilles by sponsoring three beehives, located across our various regions.

Through this partnership, we are supporting the work of dedicated beekeepers, who help colonies thrive and actively contribute to the preservation of biodiversity. This initiative is part of our commitment to supporting local expertise, preserving ecosystems and pollinators, and raising awareness among our teams. A simple, concrete commitment to help protect life, on our own scale.



Our Workshops



WORKSHOP #1

CLIMATE FRESK

The Climate Fresk is a fun workshop based on scientific data from the IPCC (Intergovernmental Panel on Climate Change), the United Nations body for assessing climate change-related science. Our CSR team has been trained to lead the workshop, allowing us to raise awareness among our teams about climate change. Today, we have facilitated this workshop for around 40 people.



WORKSHOP #2

CSR FRESK

The Inwood Hotels Executive Committee participated in the CSR Forum, a session that reaffirmed its collective commitment to the company's key priorities. This workshop highlighted a shared conviction: to place people, governance, and responsible communication at the heart of our CSR approach.

GOOD FOR SOCIETY



At Inwood Hotels, hospitality is not only our core business, but also our state of mind. We are committed to building genuine, long-lasting relationships with all our stakeholders.

We are passionate about contributing to the sustainable development of the regions in which we operate. Our approach to corporate social responsibility is a testament to our desire to create shared value with everyone we meet.





Responsible and Local Sourcing

Aware of the impact of our operations on the communities that host us, we are committed to **favoring responsible and local sourcing**. By promoting short supply chains and working with local producers, we support the local economy, reduce our carbon footprint and guarantee the quality of our products



We place great value on building long-term relationships with our partners. For this reason, we primarily collaborate with suppliers with whom we have previously worked. We systematically request product samples (fruit, vegetables, fish and meat) from new suppliers to verify their quality. Our culinary approach showcases seasonal ingredients in simple yet delicious recipes. Many of our partners are members of the Collège Culinaire de France, which ensures a consistently high level of excellence. Our menu is updated weekly depending on what arrives.

GRÉGORY

Head Chef at Madame B Restaurant



We believe our commitment to local products, prominently featured and detailed on the first page of our menu, is important for achieving optimal quality and freshness. This commitment fosters privileged relationships with local producers and provides significant support to the local economy. It adds genuine value by serving as a guarantee of our commitment to working closely with ingredients, which improves nutrient preservation and authentic flavours while giving products a distinct typicity. This initiative is fully integrated into our CSR strategy, enabling us to contribute to biodiversity preservation and reduce our carbon footprint.

LORI

Head Chef at Restaurant Panoramique by Le Roof



For me, working with fresh, local produce guarantees better food quality and flavor. These ingredients are often more nutritious because they're harvested at their peak ripeness. Additionally, this commitment supports local farmers and producers, strengthening the regional economy. Finally, it promotes seasonal eating, allowing us to enjoy foods that are at their best each season. It's an excellent way to eat healthily and consume locally to reduce your environmental impact!

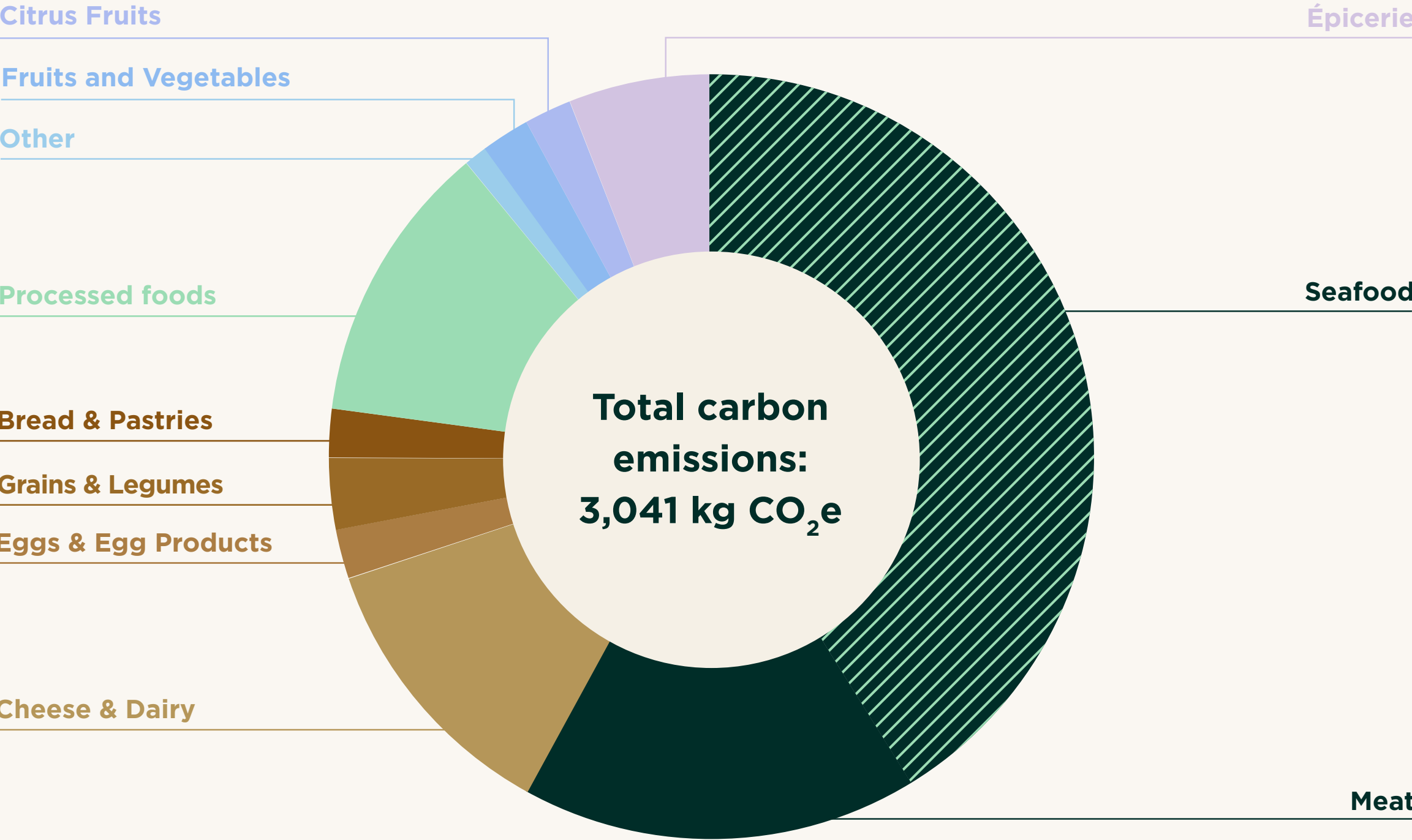
KHALID

Head Chef at Le Bayadère

Sustainable Management of our Establishments

FOCUS ON LE BAYADÈRE
PARIS • HOTEL ÉLYSIA

BREAKDOWN OF CARBON IMPACT BY PRODUCT TYPE (OVER 1 MONTH)



In 2025, our restaurant Le Bayadère was once again awarded the Écotable certification (2 macarons), highlighting our commitment to sustainable dining and paving the way for further improvements.

THE BAYADÈRE'S STRENGTHS

- Seafood sourced using gentle, sustainable fishing methods (line fishing, traps)
- Seasonal menu
- Vegetarian options à la carte (appetizers and main courses)
- Organic wines à la carte
- Organic ingredients: citrus fruits, eggs, bread
- Composting of food waste
- Switch to green energy
- Team member well-being initiatives

GOING FURTHER

- Buy more fruits and vegetables from France and in season
- Increase the proportion of products sourced from sustainable supply chains
- Choose meats from sustainable supply chains
- Eliminate ultra-processed foods
- Avoid caviar containing preservatives
- Find alternatives to industrially produced beverages



MAURO COLAGRECO

Executive Chef
of Amarines by Mauro Colagreco
and Miraé by Mauro Colagreco,
the restaurants at Villa Miraé

Gastronomy can no longer be limited to the pleasure of taste. It must also foster a sense of awareness and responsibility. It is in this spirit that I advocate for circular gastronomy: a way of thinking, cooking, and consuming that is rooted in a deep respect for all living things.

We are part of a fragile ecosystem, where every action counts. Choosing a product, preparing it, consuming it, nothing is insignificant. Circular gastronomy means understanding that everything is connected: the soil, the sea, the seasons, the producers, those who savor the food, our health, and of course, our future. It means moving beyond a linear mindset to embrace a more holistic vision where we value every resource, limit waste, and restore meaning and significance to what we eat. Especially since protecting nature is not a constraint; it can be an infinite source of creativity.

Through each of our initiatives, we seek to give meaning to what we do. Gastronomy can be a universal language, a vehicle for emotion, but also a driver of change. It is up to us to use it with respect, intelligence, and commitment, to preserve what nourishes us: today and tomorrow.



BRAND NEW!



RESPONSIBLE PROCUREMENT

As part of a comprehensive group-wide review aimed at strengthening our CSR approach, Inwood Hotels launched a strategic initiative in 2025 to overhaul its purchasing practices.

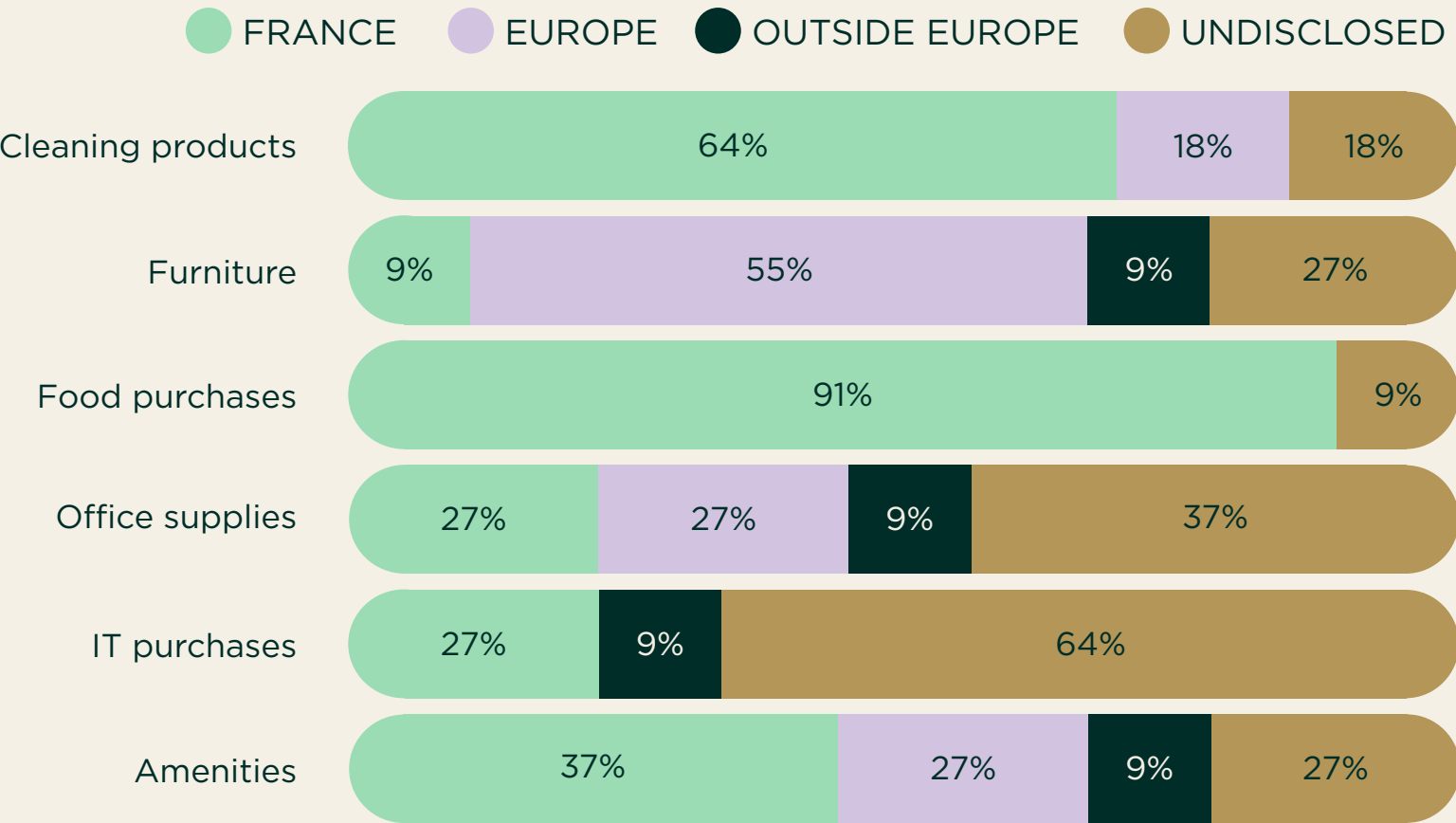
The first step involved mapping our purchasing activities across the group to identify our major expenses, strategic suppliers, and the associated CSR issues. This tool allows us to prioritize our actions and gradually integrate responsible criteria into our processes. We then developed a supplier charter defining our commitments regarding ethics, working conditions, the environment, and transparency. At the same time, we engaged in discussions with our key partners to better understand their CSR practices and initiate a process of shared improvement.

This step-by-step approach allows us to lay the groundwork for a structured responsible purchasing policy, managed at the group level and sustainably integrated into our operational practices.



Prioritizing Local

SOURCE OF PURCHASES IN OUR HOTELS BY PRODUCT CATEGORY





Community Engagement

Beyond our hotel activities, we aim to **give purpose to our actions** by dedicating ourselves to causes close to our hearts.

NON-PROFIT
SPOTLIGHT



Rêv'Elles is a nonprofit organization founded in 2013 by Athina Marmorat. It supports young women from working-class neighborhoods in their personal and professional development.

Rêv'Elles has developed various programs that help girls aged 14 to 20 build self-confidence, develop a career path, and unleash their potential within a community of committed women. These women offer them the opportunity to consider any type of career path and help them overcome their limiting beliefs.

Our CSR Director participated in the "RVL Ton Potentiel" mentoring day to work with young women, providing individual and group coaching, public speaking support, and sharing her experiences.

The organizations we support

● FINANCIAL ● MATERIAL ● EXPERTISE

 L'ASSOCIATION DES APPRENTIS DE FRANCE Skills mentoring for apprentices.	 FRIP'HEART Clothing drive in the South to support their charitable efforts.	Gen•Club GENCLUB Contribution through our sustainable purchases via DreamAct.	 HANDISPORT Donation to support the development of sports.	 MAKE-A-WISH Hosting a Make-a-Wish child at La Bourdonnais Hotel.	 MOVEMBER FOUNDATION Donation for awareness and research on men's health.	LA PAGAILLE RECYCLERIE LA PAGAILLE RECYCLERIE Donations of furniture during renovations at La Bourdonnais
 UN PETIT BAGAGE D'AMOUR Donation of clothing to their Paris branch.	 RESTO DU CŒUR Donation of approximately 38 kg of textiles.	 RÊV'ELLES Donation on the occasion of International Women's Rights Day to support their empowerment programs.	 ROSE-SEIN Donation to RoseSein to support breast cancer prevention.	La Tablée des Chefs LA TABLÉE DES CHEFS Participation in a charity dinner dedicated to the fight against food insecurity.	 UNISOAP Donations of recycled soap from our hotels.	 VIENS VOIR MON TAF Hosting of ninth-grade students as part of an internship.



Responsable Corporate Gouvernance



Every day at Inwood, we move forward with **sincerity, determination, and humility, convinced that our role goes beyond the hospitality industry.** Our CSR policy is based on a deep conviction: being a responsible player means taking care of people, society, and the planet, in order to build a more sustainable future.

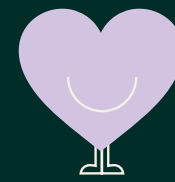
Driven by a **dedicated** CSR team, our approach is implemented across all business lines and properties. Every day, we work to **identify challenges, mobilize teams, and promote best practices.** This dynamic allows us to translate our commitments into **concrete actions and to firmly embed the principles of ethics, responsibility, and sustainability** throughout all our activities.

AURÉLIE AUVRAY

CSR Director

We are committed to

BRAND NEW!



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT



In recent years, the CSR expectations of corporate and event clients have changed significantly: what was once merely a “nice-to-have” has become a selection criterion—and even a compliance requirement—incorporating environmental and social considerations.

In the business travel sector, clients expect more reliable data, particularly regarding travel-related emissions, and are increasingly relying on their partners to ensure responsible practices throughout the entire value chain.

In the events sector, sustainability is now integrated into the design phase. There is a growing demand for charters and concrete evidence, including that relating to working conditions.

However, these expectations remain varied and primarily concern large companies, which have structured CSR teams and are subject to reporting requirements.

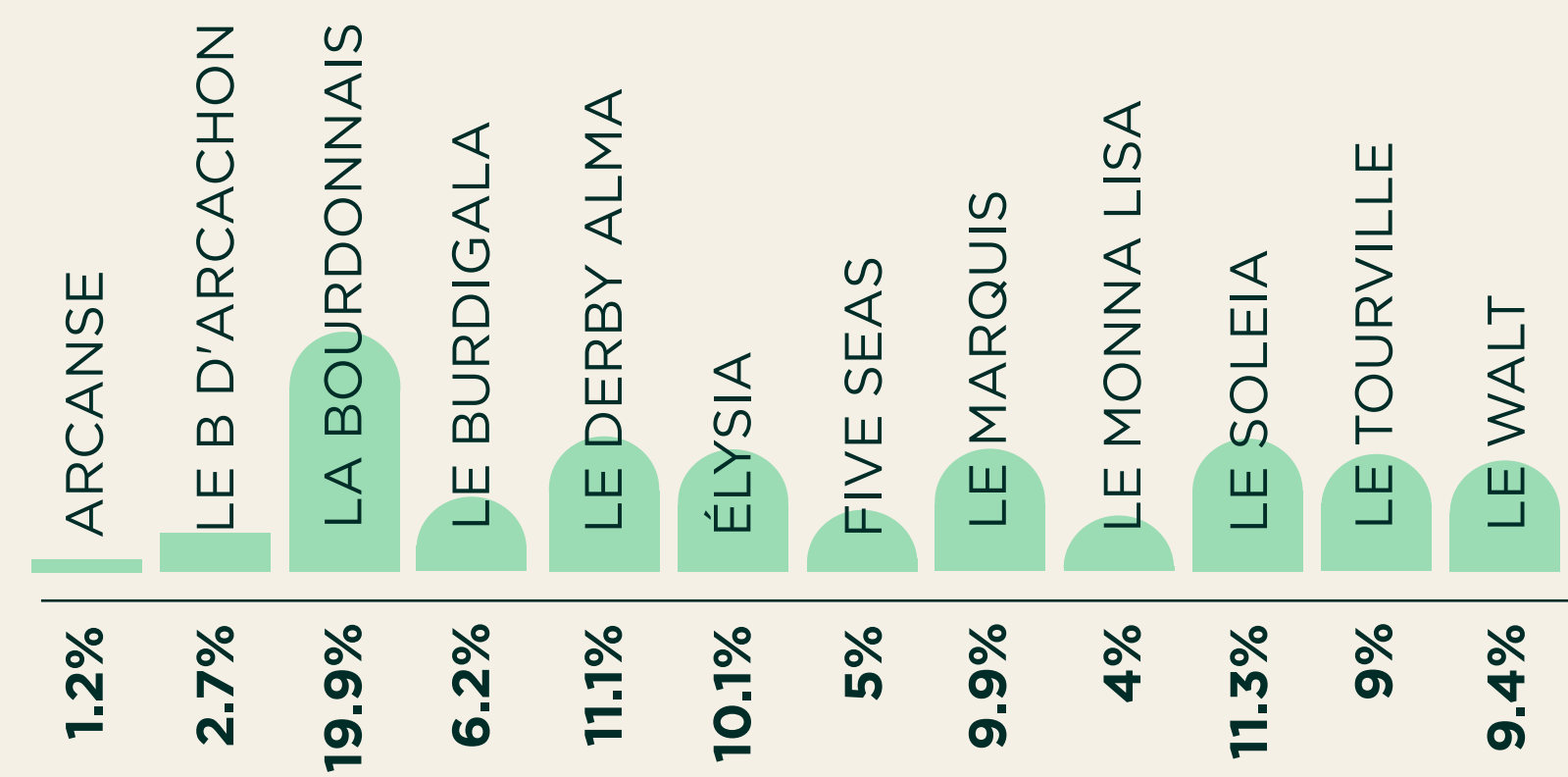
CLÉMENTINE & PABLO

Sales Director & Group Manager

Carbon Footprint and Emissions Management

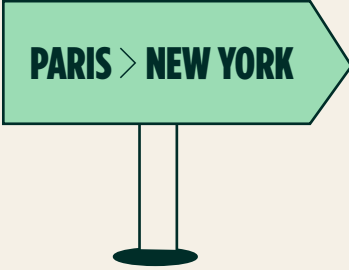
Conducting a carbon footprint assessment for each of our facilities is a key step in our environmental strategy. 100% of our establishments completed this assessment in 2024, resulting in a total of **317,717 metric tons of CO₂e**.

Breakdown by hotel



317,717 t CO₂e is the equivalent to

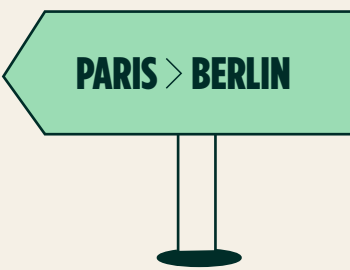
132,373
PARIS/NYC
ROUND-TRIP
FLIGHTS



THE ELECTRICITY
CONSUMPTION
OF 211,800 EUROPEANS



690,651
PARIS/BERLIN
ROUND-TRIP
DRIVES



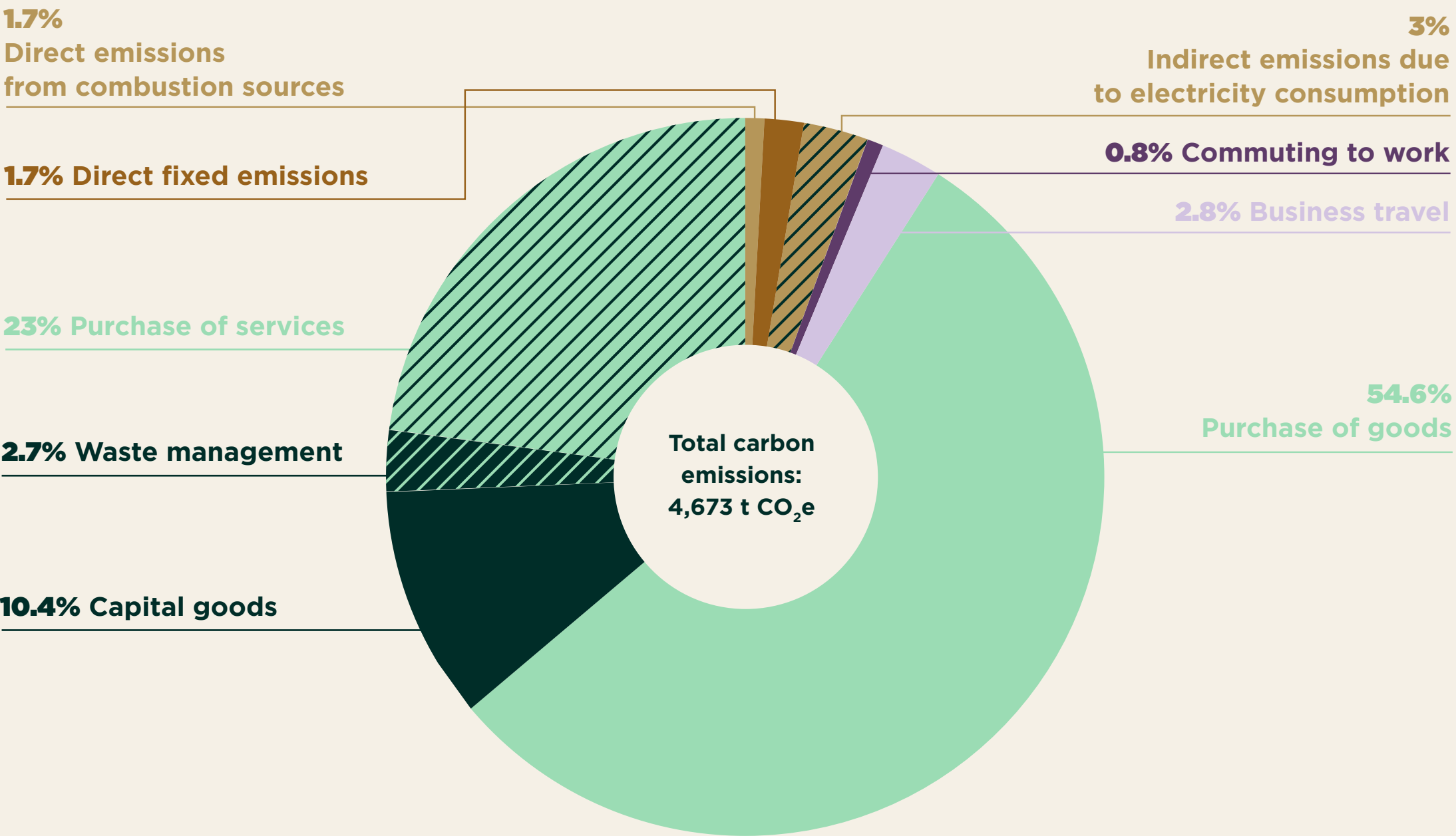
The analysis reveals that **visitor-related emissions** account for a significant share of our carbon footprint, at **317,717 tonnes CO₂e**. To better understand the impact of our operations, it is also relevant to consider **emissions excluding visitors**, which amount to **4,673 tonnes CO₂e**.

VISITOR EMISSIONS : 317,717 t CO₂e

NON-VISITOR EMISSIONS : 4,673 t CO₂e

This approach helps us to identify the main emission sources and draw up targeted action plans to reduce them.

Breakdown by category of the 4,673 t CO₂e (excluding visitor travel)



100% CERTIFIED EU ECOLABEL

We have made the EU Ecolabel certification of our hotels a strategic priority. As a result, all of our properties were certified in December 2025.

LE MARQUIS



30/07/2024

LE SOLEIA



06/12/2024

LE TOURVILLE



03/04/2025

LE WALT



04/04/2025

LE BURDIGALA



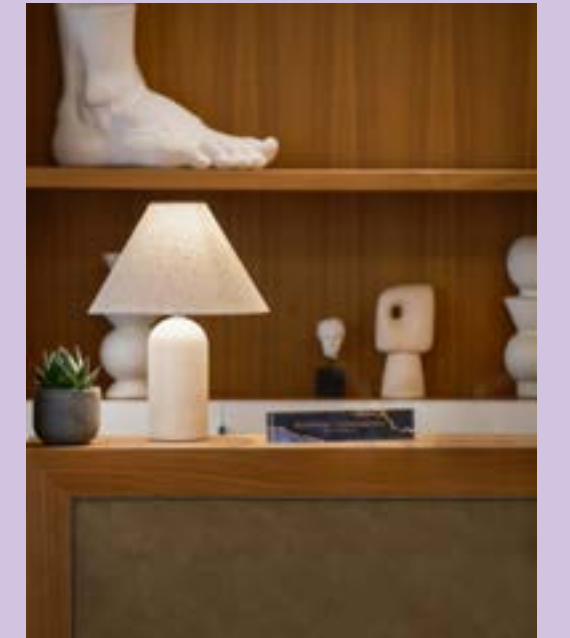
14/04/25

LE DERBY ALMA



20/05/2025

LE MONNA LISA



18/07/2025

ARCANSE



21/07/2025

FIVE SEAS



21/08/2025

LA BOURDONNAIS



22/08/2025

LE B D'ARCACHON



25/08/2025

VILLA MIRAÉ



15/09/2025

ELYSIA



19/12/2025



BY THE NUMBERS!

OVERALL EVALUATION OF CSR PERFORMANCE

OVERALL SCORE

59/100 +15 points since last year

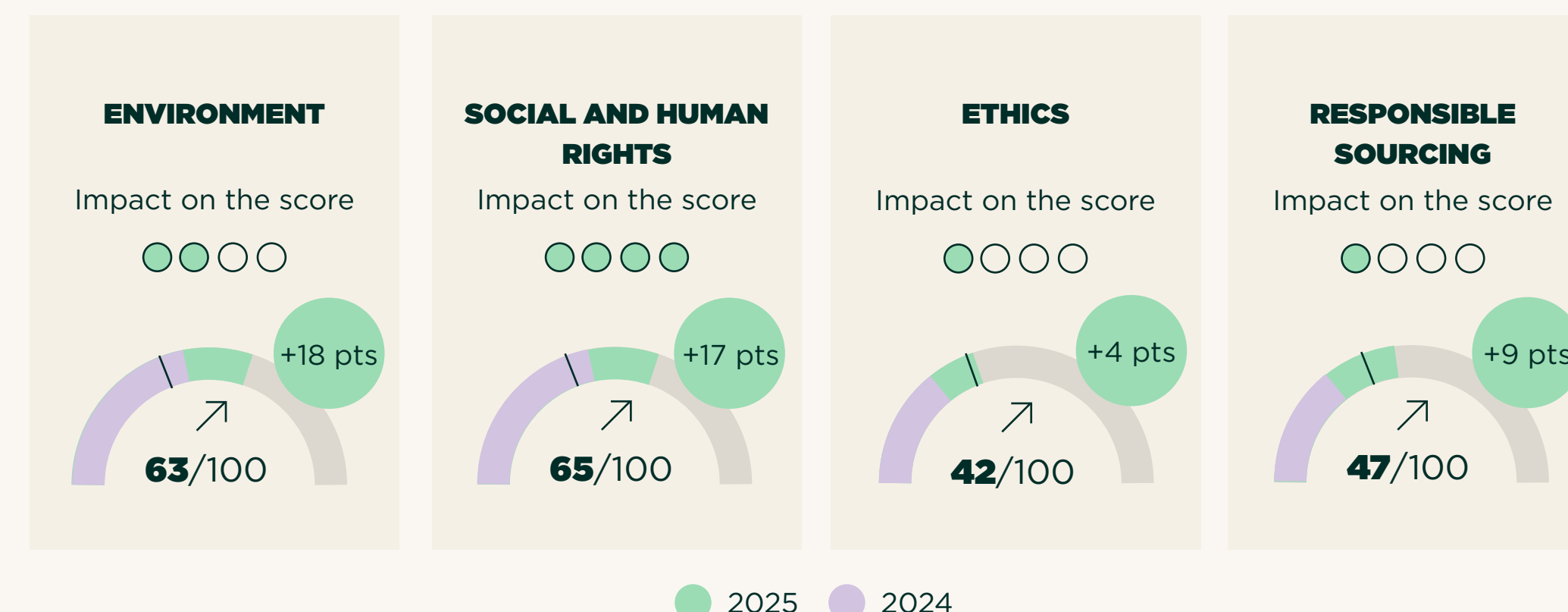
Global Assessment

EcoVadis is a private company and a global leader in CSR ratings, **enabling all businesses to reduce risks, improve and accelerate their positive impact on our planet and society**. Founded in 2007, the company is based in Paris and operates worldwide. It has evaluated over 130,000 organizations.

It analyzes organizations' practices across four key areas: **environment, labor and human rights, ethics, and sustainable procurement**.

Based on data provided by these entities, EcoVadis assigns a score from 0 to 100, enabling them to evaluate their CSR initiatives and highlight their commitment to their partners.

Inwood Hotels received a **"Committed"** badge in recognition of the significant progress it has made since its last assessment at the end of 2024.



OBJECTIVES 2026



GOOD FOR PEOPLE

- Implementation of a D&I policy and signing of the diversity charter
- Average turnover rate: 25% | Internal promotion rate: 25%
- 2% of team members hold RQTH status (Recognition of Status as a Disabled Worker)
- Implementation of a parental leave policy
- Ranked in the top 50 by GPTW (Great Place To Work)
- Health insurance coverage of at least 65% for all team members



GOOD FOR THE PLANET

- 20% reduction in our energy consumption
- 100% of the energy used in our properties is locally sourced and green
- Participation in the "Companies Committed to Nature" program
- 10% reduction in the volume of non-hazardous industrial waste
- 9 out of 13 hotels equipped with building management systems



GOOD FOR SOCIETY

- 30% of the raw ingredients in our breakfasts are locally sourced or organic
- Signing of the Charter for Responsible Supplier Relations and Procurement (RFAR)
- Implementation of a "Sustainable Food" policy
- Cybersecurity and anti-corruption training for team members exposed to these risks
- Ecotable certification for Madame B (Burdigala) and Le Roof (Five Seas)
- Achieved an Ecovadis score of 60/100
- Awarded the "Engagé RSE" label based on ISO 26000 (1 star) (Afnor)

OBJECTIVES

2027/28



- Average turnover rate: 23% | Internal promotion rate: 25%
- Awarded the Alliance Diversity Label / Professional Equality Label (AFNOR)
- Signed the StOpE charter (Stop Ordinary Sexism in the Workplace)
- Ranked in the top 30 by GPTW (Great Place To Work)
- Signed the “Equal Skills” charter
- Health insurance coverage of at least 70% for all team members



- 30% reduction in our energy consumption
- 100% of the energy used in our properties is locally sourced and green
- 15% reduction in the volume of non-hazardous industrial waste
- Tracking and optimizing our carbon footprint: creation of a carbon footprint report for each hotel
- Entire hotel portfolio equipped with building management systems (BMS)



- 30% of the ingredients in our breakfasts are locally sourced or organic
- Creation of an ethical charter
- 50% of our 5-star hotels hold GreenGlobe certification
- Environmental certification for 20% of our buildings (BREEAM, BBC, BBKA, etc.)
- Achieved an Ecovadis score of 70/100
- Awarded the “Engagé RSE” label based on ISO 26000 (2 stars, Afnor)

OBJECTIVES 2030



GOOD FOR PEOPLE

- Average turnover rate: 20% | Internal promotion rate: 30%
- 5% of team members hold RQTH (Recognition of Status as a Disabled Worker) certification
- Ranked in the Top 20 by Great Place to Work (GPTW)
- Health insurance coverage of at least 75% for all team members



GOOD FOR THE PLANET

- Reduction in our energy consumption by 45% (tertiary sector decree: 40%)
- 100% of the energy used in our facilities comes from renewable sources
- 100% of our cleaning products are eco-labeled
- 20% reduction in the weight of non-hazardous industrial waste
- 50% reduction in our Scope 1 and 2 greenhouse gas (GHG) emissions



GOOD FOR SOCIETY

- 50% of the ingredients in our breakfasts are locally sourced or organic
- All of our restaurants hold the “Éco Table” certification, and all of our 5-star hotels hold the GreenGlobe certification
- “Engagé RSE” certification based on ISO 26000 (3-star rating) (AFNOR)
- Environmental certifications for 40% of our buildings (BREEAM, BBC, BBCA, etc.)
- Publication of the CSRD (Corporate Sustainability Reporting Directive) report

Merci !

We would like to extend our heartfelt thanks to all **stakeholders** at our establishments for their invaluable contribution to the development of this **CSR charter**.

Your commitment and expertise have been **essential** in defining our goals and actions aimed at **promoting more responsible tourism**.



**SEE YOU SOON
IN A BEAUTIFUL
WORLD**

Thank you, Inwood Lovers !

