

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

of RVS Group GmbH, Bergmannngasse 28, 8010 Graz, Austria,
operating as luxury hospitality consultancy under the name *RVS Hospitality* ("RVS").

Policy No.	P-RVS-05
Policy Owner	Executive Office, RVS Group
Policy Approver	Shareholder Meeting
Effective date	January 2022
Review date	Annual

INTRODUCTION

It is the policy of RVS to tackle the significant environmental, energy, and social impacts of our operations, consultation businesses, and value chain, to address climate-related risks and opportunities and protect the environment.

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative consulting, training, and management solutions, and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we conceptualize and execute projects, operate our company, collaborate with consultants and stakeholders, as well as report progress.

ENVIRONMENTAL COMMITMENT

Focus: Cooperation, Green Startup Support, and Environmental Measurements

RVS respects our relationship with the natural environment and its ecosystems, as well as preserving existing and building purposeful new communities. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation.

We recognize that climate crisis is a systemic issue, affecting all sectors and geographies. Our goal is to collaborate with companies across sectors to have a positive impact on our planet and to foster cooperation for this important cause, like our involvement with the interdisciplinary global initiative *Earth 300* or the ESG+ certification program *Positive Luxury* and its *Butterfly Mark*.

We also see the support of environment-focused startups and entrepreneurs through our means and expertise a key factor to tackle the climate crisis.

Finally, through our Environmental Program, we have made a commitment that is applicable across our organization.

RVS HOSPITALITY

RVS' Environmental Program commits to the following principles and practices:

1. Monitor and manage our environmental performance and working towards targets set to reduce adverse impacts.
2. Comply with any relevant legal environmental policy, practices, regulations and legislation, and industry-specific legislation.
3. Use resources and manage waste according to circular economy principles.
4. Reduce the consumption of natural resources in daily operations, including water, paper, and energy.
5. Commit to the principles of preventing pollution to the environment and continual improvement.
6. Minimize pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
7. Where possible, encourage suppliers and business partners to meet high standards of environmental performance.
8. Communicate this policy to all staff, contractors, and other stakeholders.
9. Report on the company's environmental performance in both internal and external communications, where relevant.
10. Review this policy annually and measuring targets and performance as part of that review.
11. Implement sustainability governance driven from the executive level and embedded into business processes.
12. Maintain procedures to mitigate the risk of pollution.
13. Reduce our business travel greenhouse gas emissions.
14. Educate our staff on their environmental impacts and empower them to act on climate change in their working and home lives.
15. Collaborate with Clients and external stakeholders to create and scale climate solutions and stimulate the green economy.
16. Review and update this policy on an annual basis or due to a material change of circumstances.

SOCIAL RESPONSIBILITY

Focus: Diversity, Equity, and Inclusion

A deep commitment to social responsibility is core to who we are as an organization. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce and leader by example to our Clients, as well as a valued partner to our communities and the communities at our Clients' project locations.

RVS HOSPITALITY

We are highly focused on driving diversity within RVS and our global network of hospitality experts, as well as across our project portfolio. We promote independence and embrace diversity in all its facets, including skills, experience, age, gender, ethnicity, and race. Moreover, we are working to foster employment opportunities and career mobility for diverse and underrepresented talent and encourage mentorship programs.

GOOD GOVERNANCE

We view good governance as essential to creating and preserving value for our shareholders and all stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations, and policies, as well as unwavering adherence to our values.

We believe in holding ourselves accountable to our ESG commitments. We communicate information about our ESG performance on a regular basis, internally and externally, wherever relevant.

Our executives, employees and consultants conduct themselves in accordance with the highest moral and ethical standards. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We are to protect against unlawful discrimination and harassment.

We have an open-door, two-way-communication policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have reporting structures that provide an alternative method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.

Our Modern Slavery & Human Trafficking Policy reflects our dedication to the preservation of fundamental rights and human dignity in our workplace and beyond. As we operate in the field of hospitality—a field by people for people—our team holds human rights to be an essential component of our business. We support internationally recognized human rights principles that promote and protect human rights. The policy applies to our operations and staff across the globe.

The company's Shareholder Meeting has approved this policy on January 10th, 2023.



Emanuel Schreiner
CEO