

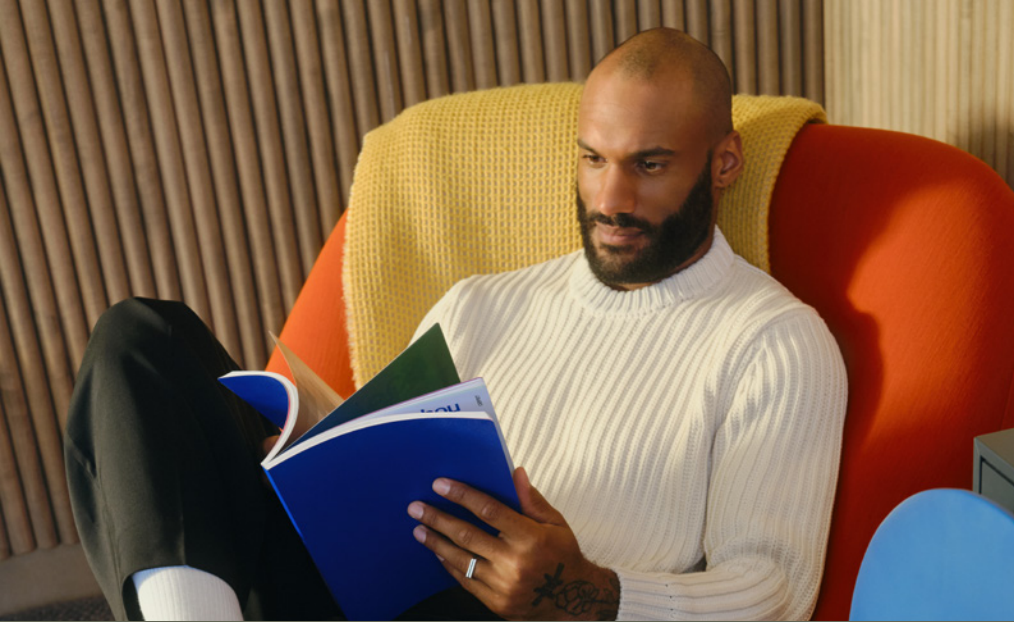
SUSTAINABLE DEVELOPMENT CHARTER

Vision statement

Committed to sustainable hospitality.

Enhance our sustainable and equitable practices in order to continue welcoming guests with warmth and humanity.

**GERMAIN
HÔTELS**



FOREWORD

The purpose of Germain Hotels is to provide a warm welcome and top-quality experiences, without pretention.

Our goal has always been to **run our hotels in a way that creates emotional ties** with our guests, our teams and our local communities. We believe we must **reduce our impact on the environment** to ensure everyone's well-being. Consequently, supported by this charter, we have embarked on a quite serious and thorough path to sustainability.

Thanks to strong leadership, we aim to:

- > **positively influence** activities along the value chain associated with our products and services;
- > **inspire our industry** to raise its standards; and
- > **enhance the communities** in which we are located.

OUR APPROACH

From diagnosis to action

With the help of **COESIO** consulting services, we conducted **an organizational diagnosis** to rethink our management and operational practices. The results have helped us target specific **issues to work on** so we can continue to advance and improve our overall performance.

SOLID FOUNDATION

Our springboard: existing responsible practices

Our current approach is based on **three pillars**, that are rooted in the company culture and influence our daily decisions.

Local sourcing – We carefully source our supplies, from the construction materials used in our hotels and the paintings that give flavour to each location, to the ingredients in the dishes our chefs prepare for guests

Sustainable projects – New technologies and innovation in construction and in operations help us keep the impact of our activities to a minimum.

Community spirit – We are actively involved in our host cities' economic development, extend generosity toward residents and get involved in local organizations.

FOCUSED ON THE FUTURE

Focusing on our three guideposts to encourage us to do even more

From now on, we will shape our Canadian initiatives to ensure they have positive repercussions. For **2023**, we commit to setting in motion the steps toward sustainable development by **optimizing our three guideposts**:



Local and responsible sourcing

Target: Improve our supply practices even more

Means: Review our supply policy, work with our suppliers, create tools to help our managers make better decisions, and train staff.



Sustainable and transitioning products and services

Target: Reduce the amount of waste generated at all our sites

Means: Analyze our residual materials management (RMM), identify the means to reduce them at the source, and create projects to reuse waste.



Community spirit and staff well-being

Target: Expand our community involvement program

Means: Set objectives and guidelines for our donation and sponsorships program and measure its impact.

Target: Help our staff develop their skills

Means: After analyzing skill development needs among staff, determine and implement the skill development plan.



Our vision for the coming years

Over the next five years, besides reaching specific targets, we will also pursue other ambitious goals, like **reducing our greenhouse gas emissions** (GHGs) and **embodying a more inclusive culture** by formalizing equity, diversity and inclusion (EDI) initiatives.

Fields of application and responsibilities

This Charter applies to all personnel and executives in the organization. Besides following Canadian regulations, we also commit to operating sustainably on the economic, social and environmental levels. We pledge to regularly monitor the issues that are relevant to our industry, to assign the necessary resources to the changes, and to establish effective management techniques.

SIGNATURES



Normand Provost, Chairman of the Board



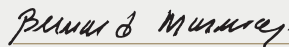
François Amyot, Board member



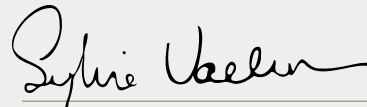
Claude Choquette, Board member



Anne Darche, Board member



Bernard Morency, Board member



Sylvie Vachon, Board member

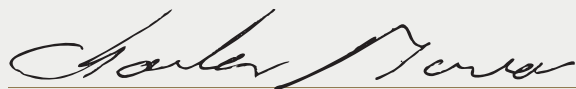


Michel Verreault, Board member

SIGNATURES



Eric April, Vice-President Operations and Construction - Casot Ltd.



Charles Bureau, Vice-President of IT



Sylvie Dionne, Director of Employee Experience



Christian Germain, Co-President



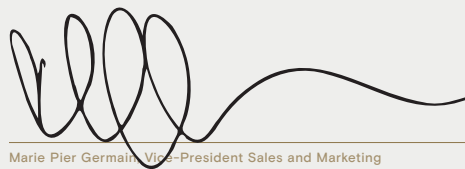
Hugo Germain, Vice-President, Operations



Jean-Yves Germain, Co-President



Laurie Germain, Vice-president, Teams and Culture



Marie Pier Germain, Vice-President Sales and Marketing



Gabrielle Madé, Senior Director, Marketing



Stéphanie Mazéas, Executive Assistant



Pascal Rioux, Chief Financial Officer

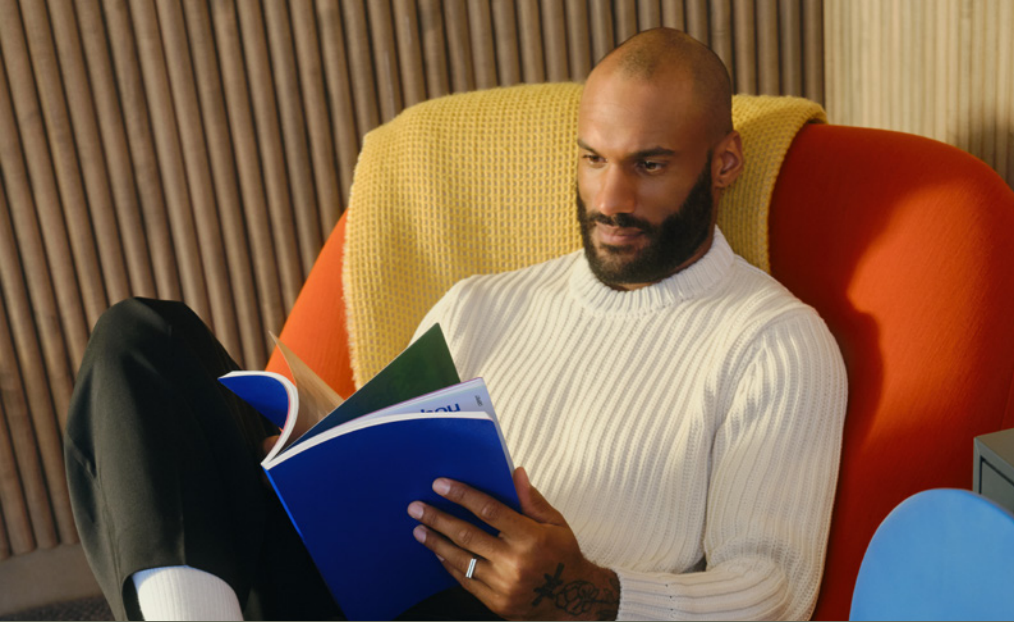
SUSTAINABLE DEVELOPMENT CHARTER

Vision statement

Committed to sustainable hospitality.

Enhance our sustainable and equitable practices in order to continue welcoming guests with warmth and humanity.

**GERMAIN
HÔTELS**



FOREWORD

The purpose of Germain Hotels is to provide a warm welcome and top-quality experiences, without pretention.

Our goal has always been to **run our hotels in a way that creates emotional ties** with our guests, our teams and our local communities. We believe we must **reduce our impact on the environment** to ensure everyone's well-being. Consequently, supported by this charter, we have embarked on a quite serious and thorough path to sustainability.

Thanks to strong leadership, we aim to:

- > **positively influence** activities along the value chain associated with our products and services;
- > **inspire our industry** to raise its standards; and
- > **enhance the communities** in which we are located.

OUR APPROACH

From diagnosis to action

With the help of **COESIO** consulting services, we conducted **an organizational diagnosis** to rethink our management and operational practices. The results have helped us target specific **issues to work on** so we can continue to advance and improve our overall performance.

SOLID FOUNDATION

Our springboard: existing responsible practices

Our current approach is based on **three pillars**, that are rooted in the company culture and influence our daily decisions.

Local sourcing – We carefully source our supplies, from the construction materials used in our hotels and the paintings that give flavour to each location, to the ingredients in the dishes our chefs prepare for guests

Sustainable projects – New technologies and innovation in construction and in operations help us keep the impact of our activities to a minimum.

Community spirit – We are actively involved in our host cities' economic development, extend generosity toward residents and get involved in local organizations.

FOCUSED ON THE FUTURE

Focusing on our three guideposts to encourage us to do even more

From now on, we will shape our Canadian initiatives to ensure they have positive repercussions. For **2023**, we commit to setting in motion the steps toward sustainable development by **optimizing our three guideposts**:



Local and responsible sourcing

Target: Improve our supply practices even more

Means: Review our supply policy, work with our suppliers, create tools to help our managers make better decisions, and train staff.



Sustainable and transitioning products and services

Target: Reduce the amount of waste generated at all our sites

Means: Analyze our residual materials management (RMM), identify the means to reduce them at the source, and create projects to reuse waste.



Community spirit and staff well-being

Target: Expand our community involvement program

Means: Set objectives and guidelines for our donation and sponsorships program and measure its impact.

Target: Help our staff develop their skills

Means: After analyzing skill development needs among staff, determine and implement the skill development plan.



Our vision for the coming years

Over the next five years, besides reaching specific targets, we will also pursue other ambitious goals, like **reducing our greenhouse gas emissions** (GHGs) and **embodying a more inclusive culture** by formalizing equity, diversity and inclusion (EDI) initiatives.

Fields of application and responsibilities

This Charter applies to all personnel and executives in the organization. Besides following Canadian regulations, we also commit to operating sustainably on the economic, social and environmental levels. We pledge to regularly monitor the issues that are relevant to our industry, to assign the necessary resources to the changes, and to establish effective management techniques.

SIGNATURES



Normand Provost, Chairman of the Board



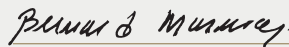
François Amyot, Board member



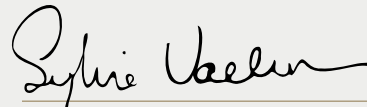
Claude Choquette, Board member



Anne Darche, Board member



Bernard Morency, Board member



Sylvie Vachon, Board member

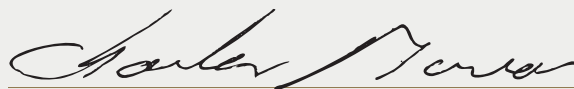


Michel Verreault, Board member

SIGNATURES



Eric April, Vice-President Operations and Construction - Casot Ltd.



Charles Bureau, Vice-President of IT



Sylvie Dionne, Director of Employee Experience



Christian Germain, Co-President



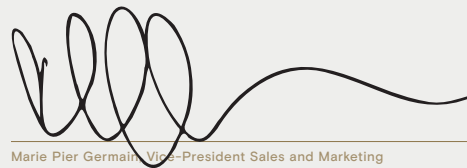
Hugo Germain, Vice-President, Operations



Jean-Yves Germain, Co-President



Laurie Germain, Vice-president, Teams and Culture



Marie Pier Germain, Vice-President Sales and Marketing



Gabrielle Madé, Senior Director, Marketing



Stéphanie Mazéas, Executive Assistant



Pascal Rioux, Chief Financial Officer