



Châteauform' CSR Report 2023.





KEY EVENTS 2023 :

2023, THE YEAR OF CONSISTENCY AFTER 2022, THE YEAR OF ALL THE RECORDS, 2023 IS A SOURCE OF CONSOLIDATION.

For our customers, in 2023 our house teams have had the pleasure of hosting 590,000 participants of 54 different nationalities in the course of 16,972 seminars and events. And this makes a total of 4,986 companies which have put their trust in us!

With a customer satisfaction rate of 96.25 % and turnover of €263.4 million with the exception of IME and CERAN, 2023 is proof of the stability of the Company.

A huge thank you to all the Châteaufarm' teams, who are more committed than ever.

And this brings us neatly to our Talents!

In 2023 666 extra Talents were recruited with the exception of IME and CERAN. And taking all our Talents into account, this year our happiness at work index stands at 91.4%!

We cannot talk about our Talents without mentioning our Mission, which was formalised in December 2022 when we became a Société à Mission.

Our remit reflects the commitment of all our Talents since the formation of Châteaufarm' because, as a

humanistic company right from the start of the adventure, the human being has always been one of our core concerns. We cultivate this precious link, "H to H" (Human to Human) thanks to the Meetings and Châteaufarm's Added Warmth.

The Meeting is our common theme. And the Added Warmth, the marker of our DNA since our foundation in 1996 is our *modus operandi*. It is by instilling our Added Warmth into our participants that the Châteaufarm' Talents inspire the companies, which we have the pleasure of hosting.

In this way, by participating in the transformation of society thanks to the transformations taking place in our companies, Châteaufarm' is part of a larger canvas. In fact it is the Meetings, which take care of Humans, Territories and the Living World at the heart of our companies, which make it possible to share thoughts, ideas and to create new projects.

You have to know how to reinvent yourself. This is what Châteaufarm' is doing with its Châteaufarm' Inside, which disseminates of fials to disseminate our Added Warmth in our customers' offices,

universities and third places. Our tailor-made Hospitality solution revolutionises day-to-day life for our members of staff. We have been creating links for some 30 years and now we are putting this expertise at the service of companies that want to push the boundaries. And the seeds planted by Châteaufarm' Inside are flourishing in all kinds of industry from a SNCF Campus, to the EMEA de Deloitte Campus by way of Oréal's registered office., This need to link up with each other, to enjoy a memorable experience together, to meet together on an open, honest basis is the same.

In 2023 Châteaufarm' Inside signed up five projects and this continues apace.

The need to meet to enjoy moments of sharing within large teams is also very obvious. This is the reason why the next Houses to be opened by Châteaufarm' will be large Houses, in the form of a Campus, like Campus Belloch, which opened this year near Barcelona.

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A WORD FROM GERALD COUTAUDIER
ADDED WARMTH INTRAPRENEUR
(CHIEF EXECUTIVE OFFICER OF THE
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A WORD FROM GERALD COUTAUDIER ADDED WARMTH INTRAPRENEUR (CHIEF EXECUTIVE OFFICER OF THE CHÂTEAUFORM' GROUP)



By adopting the status of Société à Mission, we have enhanced our CSR system

In 2022 we set off along the Société à Mission path intending to align our humanistic DNA, our Communal Shared Respect philosophy and our promise to «unveil our Talents».

When we officially adopted the status of Société à Mission in December 2022, I could not have imagined the power and speed of progress in matters of commitment and impact.

If the heart of our raison d'être is to bring Added Warmth to each meeting (low-carbon warmth, of course). This cannot occur on an uninhabitable planet. This is why we wanted to devote one of our Articles of Association to «Respect for Humans, Territories and the Living World».

Four years ago with our Communal Shared Respect philosophy, ISO 20121 certification and LEAD quality certification we had already started to significantly reduce our negative externalities (waste, energy consumption, greenhouse gas emissions, pollution, etc.).

By integrating these issues into our Articles of Association we place them centrally in our thoughts; this poses fundamental questions as to how we carry out our historic occupation and leads us to reflect on our areas of development. Our goal is not simply to reduce our negative impact but to maximise our positive impact.

It is probable that the changes in regulations on CSR (by virtue of the Corporate Sustainability Reporting Directive (CSRD), in particular) would have forced us to pose these questions, but by integrating them into our mission, they have become our compass and consolidate our Talents' commitment.

There is still a long road to travel towards net positive impact, but we are following it with determination.

“We wanted to devote one of our Articles of Association to “Respect for Humans, Territories and the Living World”



NOTE ON METHODOLOGY

• Legal references

None of the Châteauform' Group companies is currently subject to Decree 2017-1265 in conjunction with the Declaration of Extra-Financial Performance as an unlisted SAS (simplified joint-stock company). However, as part of the Group's CSR system and its ISO 20121 certification, for the last four years Châteauform' has wanted to enhance the visibility of its social, societal and environmental performance. For the third consecutive year, Châteauform' is publishing a CSR report to present its CSR commitments and the results for 2023. At the end of the report there is a summary of the indicators, together with their correlation with the 17 Sustainable Development Goals of the United Nations.

• Scope of the report

This report covers all of the Châteauform' Group's activities in France and abroad with the exceptions of IME and CERAN. To collect data Châteauform' uses an in-house CSR diagnostic tool, in-house management tools, plus the testimonies of the Châteauform' teams. As part of its CSR management system Châteauform' has produced a «Mission self assessment grid» summarising the actions on Sustainable Development issues to be introduced by the Houses. Since 2021 this grid has been communicated to each House to enable them to construct and manage their CSR action plan. The Houses are invited to report annually on the results regarding the actions introduced. Analysis of these data has allowed us to determine the key indicators shown in this report.

• In anticipation of the CSRD

With the development of the extra financial regulations as from 2026 Châteauform' will have to comply with the new directive, the Corporate Sustainability Reporting Directive (CSRD) for the financial year 2025. In anticipation of this regulatory requirement Châteauform' is actively preparing for this new reporting framework.

ABOUT CHÂTEAUFORM'

With more than 70 sites in seven countries across Europe, in 2023 Châteauform' is still the European leader in hosting seminars, training courses and corporate events. Since 1996 Châteauform' has been creating and enriching locations entirely devoted to seminars, meetings and corporate events where work and relaxation mingle harmoniously and where you take the time to reflect. The Added Warmth, which emanates from the Châteauform' teams at each encounter enhances the added value of these events.

The Châteauform' Inside teams are also involved. Furthermore, by exporting our soft skills and our social skills directly to our customers, Châteauform' Inside, has become a privileged partner of these companies and organisations in caring for the well-being of their staff.

Moreover, through our activity and the choice of our sites, castles, stately homes and other historical monuments we also contribute to conserving our heritage. The Châteauform' Group (with the exception of IME and CERAN) comprises a dozen operational companies, each of which operates one or more sites. These operational companies, based in France and in the different countries where the Group has a presence, are all controlled by the parent company, Châteauform' Heritage SAS.

Châteauform' Heritage SAS is a simplified joint-stock company under French law with registered office at 49/51 rue Saint-Dominique in Paris (7th arrondissement). It is managed by a Chairman and has a Supervisory Board comprising seven members representing the principal shareholders. Its

remit is to approve the Group's annual accounts

and also to give prior authorisation for decisions with a structural effect on the Group, including decisions concerning the Management, approval of the annual budget, investments, reorganisation (site opening and closing), the injection of external funding and/or warranties and all operations having an impact on the capital, etc.

Finally, pursuant to the legislation applicable to commercial companies, the shareholders meet in an Annual General Meeting at least once annually to approve the accounts. They are also convened to decide on all major decisions, such as are set out in the Châteauform' Heritage SAS Articles of Association.



KEY FIGURES 2023

16,972

Number of seminars,
training courses and
events

Number of participants
hosted

590,000

263,4 M€

Turnover
(with the exception of
IME & CERAN)

Châteauforn' provides
some 70 Houses for its
customer

MORE THAN
70
HOUSES

7
COUNTRIES

In 7 countries (France, Germany, Italy,
Spain, Switzerland, Belgium & the Nether-
lands) a variety of experiences is offered:
the seminar Houses, the Campuses, the
City Houses, the Learning Lab, the Event,
Inside Houses and the Houses of Katy and
Jacques.)

Some 2,000 Talents
(including 666 recruited in 2023) have
looked after and pampered our customers
this year.

2,031
TALENTS

THE CRS SYSTEM IN THE SERVICE OF THE GROUP MISSION

**In December 2022
Châteaufarm' became a Société à Mission.**

By adopting this status the Group wanted to increase its commitment towards its Talents, to inspire the companies by sharing with them its humanistic

model and by accelerating its commitment towards Humans, Territories and the Living World. The CSR strategy thus complies with this third objective.

Our raison d'être:

"The Châteaufarm' teams instil their added warmth into each encounter to inspire companies and enable them to reveal their talent."



3 "good performance" objectives:

1. *Cultivate our humanistic model*

For fulfilled Talents, who develop, emerge and embody our model

2. *Inspire our customers as much as they inspire us*

To share with them our humanistic model and enrich our mission by our discussions

3. *Create environmentally-friendly convergence of human beings, territories and the living world*

To enhance our historic and natural heritage, dynamise links with the territories and have a positive impact on the environment

By means of this remit Châteaufarm' is attempting to maximise its positive impact.

OUR MISSION TO ACCELERATE POSITIVE IMPACTS

Becoming a Société à Mission is to attempt to have a positive impact and not simply to reduce one's negative externalities. The Châteaufarm' impact wheel elucidates all the areas where we wish to have a positive impact on our world.



To find out more about the Group's mission, [download our Mission Report 2023](#)

OUR COMMUNAL SHARED RESPECT PHILOSOPHY

Because commitment without action is a hallucination. Because commitment cannot exist unless demonstrated. Because there are as many ways of expressing our Commitment as there are Talents in the Company. And because each one of us is responsible for doing their share in their own way, we do not want a CSR policy, which

sets boundaries and constraints; we opt for a Communal Shared Respect philosophy to inspire, guide and encourage initiative.

Because in a volatile, uncertain, complex and ambiguous (VUCA) world, there is not just one way of doing things well, but thousands of ways of doing

better, we encourage our Châteaufort Talents to reveal their talents in the service of the Group's remit by taking inspiration from this Philosophy.

Moving from CSR obligations to expressing Commitment is to decide to stop doing «less badly» in order to set about doing better.

OUR COMMUNAL SHARED RESPECT PHILOSOPHY

We take care of our Talents

By undertaking to:

- Allow everyone to be themselves for a community rich in difference
- Cultivate an environment favourable to the well-being and safety of our Talents
- Encourage development in our Talents thanks to a culture of learning

We take care of our customers

By undertaking to:

- Offer them the opportunity to discover Talent and create memories
- Host in safe, accessible locations
- Maintain transparent, ethical business relations with our customers

We take care of our territories

By undertaking to:

- Promote local purchasing
- Favour recruitment from the local area and participate in life in the local area
- Care for, enrich and make known our heritage

We take care of our Living World

By undertaking to:

- Design events ecologically in our responsibly managed locations
- Offer generous, responsible catering
- Enable our stakeholders to meet in environmentally-friendly surroundings





We are all responsible

The duty of inclusion, the duty of attentiveness, together with integrity and transparency are integral to each of these issues. This applies, in particular, to the co-construction of the Sustainable Development project by the Commitment Manager, the CSR Committee (community of CSR advisers representing the Châteauform' teams) and the CSR Executive Board

Each Châteauform' Leader is thus responsible for implementing this Philosophy within his team and with regard to all his stakeholders.

Our commitment

We undertake to keep our Communal Shared Respect system at the forefront of the Châteauform' remit. In all our activities in France and abroad we undertake to satisfy the applicable requirements,

including those of ISO 20121, which is the frame of reference for responsible event management. We also undertake to introduce a system of continuous improvement linked to our Philosophy, the CSR issues in our profession and our stakeholders' expectations. Finally, we undertake to involve our stakeholders, in particular our suppliers, in our Sustainable Development system and to publicise this Philosophy.





ISO 20121 CERTIFICATION RETAINED

Châteauform' has held ISO 20121 certification for its CSR management system since 2019. In the first instance this certification applied solely to our activities in France. In early 2022 the scope of certification was extended to all activities in France and abroad (with the exception of IME and CERAN). In 2019 certification was awarded by a leading certification authority, the SGS Group. The follow-up audits and the renewal audits in 2023 were also conducted by SGS.

Standard ISO 20121 is an international responsible management standard specific to the business of event organisation. It provides a framework and guidelines enabling organisations to integrate sustainable development into their strategies and activities. Like all management standards (such as ISO 9001 and ISO 14001, etc.), it is based on a key principle: continuous improvement.

Thus, the expectation in the standard is not that an organisation committed to it attains precise results. The expectation is that the organisation introduces the tools for initiating progressive improvement measures and improving its economic, social and environmental performance.



FEEDBACK ON AN ISO 20121 AUDIT
TESTIMONIES FROM SÉVERINE AND SÉBASTIEN, CHÂTEAUFORM' HOST COUPLE AT THE CHÂTEAU DE SUDUIRAUT
(NEAR BORDEAUX)

Your House was selected at random by the auditor; how did you prepare for the audit?

When we were contacted to let us know that we had the good fortune to be one of the Houses selected for the ISO 20121 audit, we felt very honoured. Then we took stock of the challenges in this certification! Our wish to reaffirm our commitment to continuous improvement in our responsible management system was simply increased tenfold by the news!

In order to have a proper understanding of what this audit would involve, we sought out Louis, the Group CSR Manager. He reassured us that the purpose of this audit was to assess the operational implementation of ISO 20121 and the associated procedures. In other words, we were to show our activity to the auditor and justify how we apply the principles of the standard and the Group's CSR commitments.

Can you describe a typical day during the audit?

As far as our House was concerned, the audit was carried out on site. The auditor travelled all the way to Suduiraut! This allowed us to take him on a short tour to show him the site and its distinctive features. Thanks to this clarification of the space and our specific actions, he was able to appreciate the differences between the various types of Châteauform' experience



and thus take the context of each site into account. In fact, a Green House, an Inside site and a Green House plus an International House have very different special features.

We showed the auditor our self-diagnostic Mission grid, in particular the part dealing with our CSR actions. It was therefore possible to examine some points more closely and check them.

In a discussion with our Chef the auditor was able to question him on the waste disposal and Purchasing aspects. As for our Chef, he explained how he works by taking the auditor on a tour of the Suduiraut kitchen.

Break times, lunch and informal chats with our Talents also helped to show that we do not simply pay lip service to commitment to Added Warmth, but that it is embedded in reality at Châteauform'.

What have you learned from this audit?

We can all be very proud of everything, which has already been established in our different sites and Houses!

We have obtained this certification through being a learning organisation and through the Intranet, the working conditions and the happiness

of our Talents, our status as a Société à Mission, our building management systems, which control energy consumption and lots of other strong points.

Nevertheless, everything, which seems normal and natural to us within our Châteauform' culture, must demonstrate a more structured approach in order to ensure better tracking, in particular as far as Purchasing is concerned. This needs to be done to make further improvements in our day-to-day actions.

In fact, formalising and compiling all our completed actions must be much more rigorous and systematic.

In this way we will have a picture of how we track our actions, which will make all the existing issues even more tangible.

It will also be good to ensure a better time-reality ratio between the roadmap presented by the Host Couples at the Family Council and the factors, which allow us to draw it up. (Happy@Châteauform survey and the CSR self-assessment grid).

We hope that this modest contribution to renewing ISO 20121 certification will allow everyone to sustain Châteauform's commitment and will integrate sustainable development into our corporate operation!

GOVERNANCE AND MANAGEMENT OF CSR

CSR management works as an “Inverted Pyramid.” in the same way as the governance of the Group

In fact, CSR concerns everyone and finds expression first and foremost in the persons of the trained leaders and mobilised teams in our Châteauform’ Houses. Since 2021, in order to

facilitate adoption of this issue by the teams on the ground, each House has been invited to undertake an annual CSR self-assessment. This assessment lists 115 actions to be introduced for each House, in order to make the team truly responsible.

These actions, classified by issue and prioritised according to type

– obligatory, recommended or optional – give the teams on the ground autonomy in constructing their action plan by selecting the partners required to put the plans into effect.

The CSR policy gained in momentum in all the Houses in 2023 thanks to a massive training programme for the teams.

Number of Talents trained in CSR during the year

2020 : 39

(the majority of whom were not House Talent managers)

2021 : 35

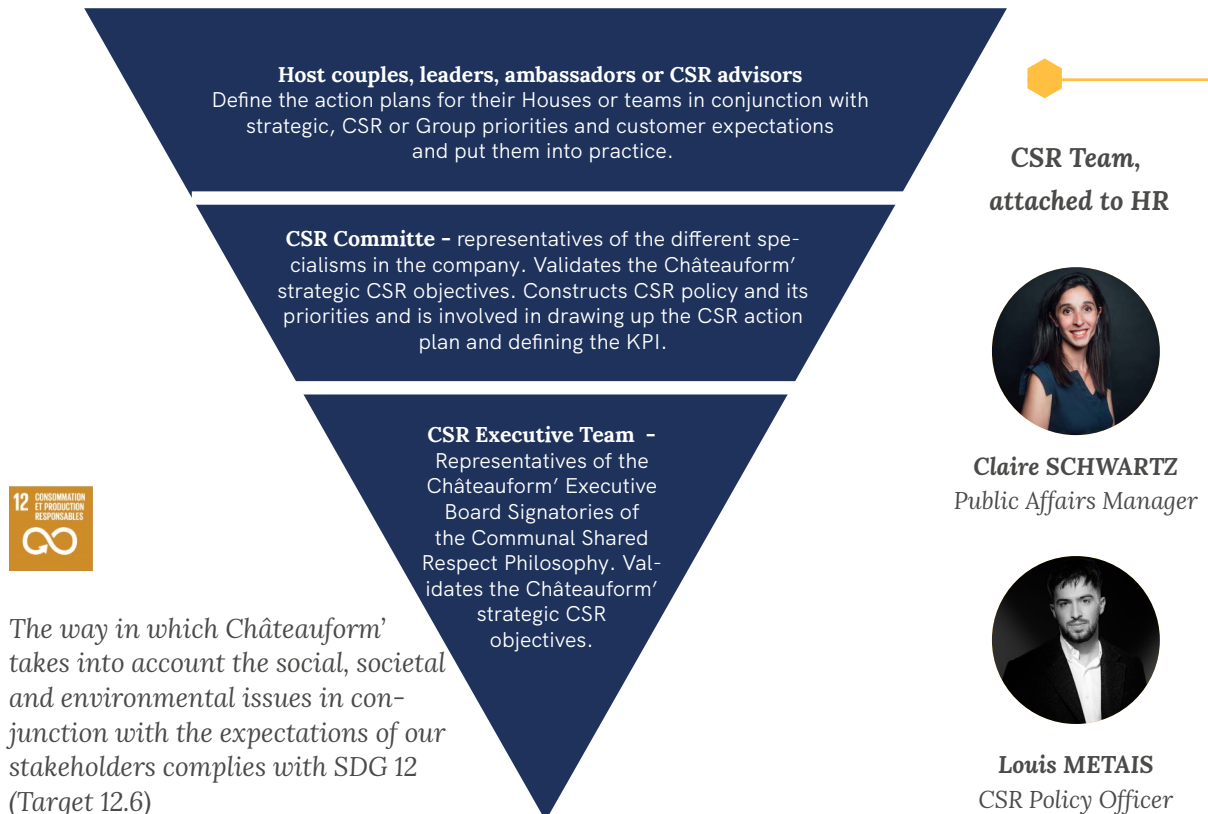
(the majority of whom were not House Talent managers)

2022 : 139

(the majority of whom were Talents with support functions or managers on the ground)

2023 : 137

(the majority of whom were Talents with support functions or managers on the ground)



The way in which Châteauform’ takes into account the social, societal and environmental issues in conjunction with the expectations of our stakeholders complies with SDG 12 (Target 12.6)



Since 2021 the Houses have been provided with a self-assessment grid comprising some hundred CSR actions to be implemented. This grid has gradually evolved, in particular after the status of Société à Mission had been adopted. It is now structured around the three objectives in the Châteauform' Articles of Association. The third of these, «Create Respectful Encounters between human beings, territories and the living world» sums up the essence of the Group CSR system. These actions are organised under the headings of the Communal Shared Respect philosophy and classified by level of priority. This guides the teams in constructing their CSR project, while giving them autonomy in how they put it into practice. Once annually the Houses are invited to complete the grid and to send it to the CSR team, who summarise it and assess overall improvement.

Experiences / Country	Response rate for 2023	For 2021	For 2022	For 2023	Best scores Brands Country 2023
Seminar Houses and Campuses (France)	93%	61,25%	68%	70%	Les Berges de Seine - 94% Domaine de la Voisine - 90%
City (France)	75%	60,43%	71,88%	65%	La Manufacture - 76%
Event (France)	100%	63,6%	73%	67%	Le Palais des Congrès Paris Saclay - 75%
Inside (France)	100%	75%	73,67%	70%	Les Dunes - 84% Campus SNCF St Priest - 82%
Germany	100%	72%	66%	73%	Hemmersbach - 92%
Spain	60%	53%	65,67%	61%	La Arena 75%
Italy	100%	65,3%	66,67%	80%	Borghesiana - 84% La Cascina 81%
Switzerland	100%	67%	74%	68%	Montagne Alternative - 71%
Belgium	100%	60%	77,50%	69%	Château du Haut Neubois - 79%
Netherlands	100%	0%	68%	0%	X
Global	92,8%	64,4%	67%	69%	



FOCUS ON CHÂTEAUFORM' IN AHRENTHAL (GERMANY) TESTIMONY OF JULIA AND EDWIN, HOST COUPLE AT CHÂTEAUFORM' AHRENTHAL

At Schloss Ahrenthal CSR issues are mainly managed by Julia and me with the help of our Talents in implanting and tracking actions defined in conjunction with the Mission self-assessment grid (formerly CSR grid).

In 2023 CSR has simply been central to our attention and our concerns, because we have called our family council (annual meeting where the Host Couple



present their ambitions for the year for their House and its team) and therefore the House project «We AHR-RSE: Responsible for and Sensitive to our Ecosystem»

(Ahr being the name of the local river and also the identifying feature of this wine-growing region).

As part of the project we set ourselves two objectives, the first of which was to improve significantly our CSR performance and thus to obtain a self-assessment score of 65% (starting from 51% in 2022).

We are proud and happy that we finally achieved a confirmed score of 76% in late 2023, notably by implementing the following actions throughout the year:

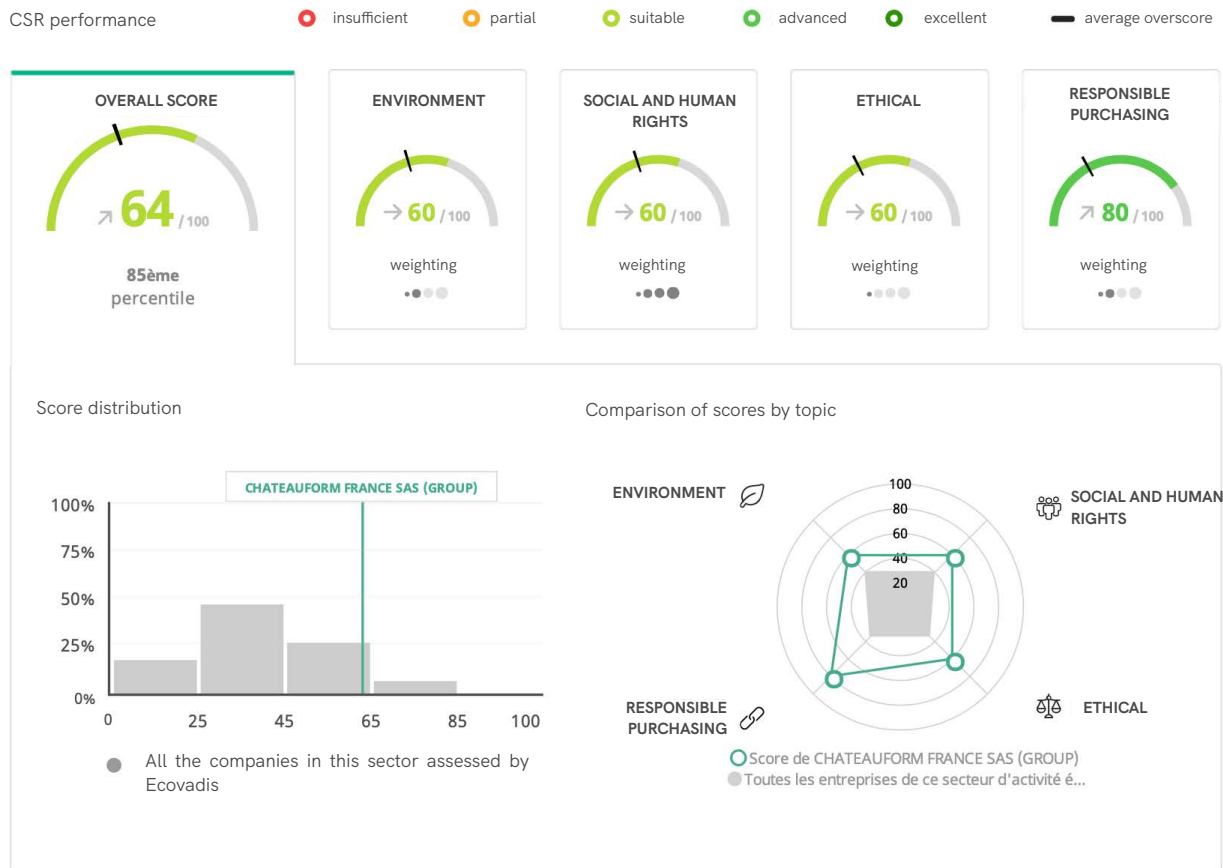
- Installation of a system of rainwater recovery for watering the green spaces
- Installation of a beehive in the park of the Schloss in April 2023, in partnership with the BeeRent company; this has enabled us to collect 14 kg of honey in the autumn (now available in little pots, which we give to our participants)
- Organisation of an Open Day devoted to our suppliers and other local partners in March 2023; this gave us the chance to show them a House, about which they did not know much and to take the same opportunity to thank them for their cooperation. This Open Day was doubly useful, since it was combined with the Open Day devoted to our customers (organised by the SRC), during which four of our suppliers set up a booth to present their products.
- Installation of four Brita water dispensers with distribution of Drink Water flasks to reduce waste of spring water at the end of seminars and to get rid of the last plastic bottles
- Construction of our «CSR undertakings for the House» with all our Talents and the setting up of our «Communal Shared Respect» wall in a hallway
- Emphasis on local products (goats' cheese from the region, wines of the region and other German wines, because each evening we offer both a German and a foreign wine)
- Setting up a partnership with Too Good to Go in March 2023 allowing us to reduce our food waste
- Replacement of many electric switches by movement detectors in some passageways (maintenance workshop, technical rooms, cloakrooms, corridors, storage spaces)
- Organisation of live-my-life for 70% of our Talents (still continuing during 2024)
- Better communication of our CSR actions to our participants (for the regular teams, who already are familiar with our House, the presentation of the concept is sometimes replaced by a presentation lasting a few minutes on our project and our CSR actions)

CSR issues are still a major challenge for us this year, particularly as far as two issues are concerned:

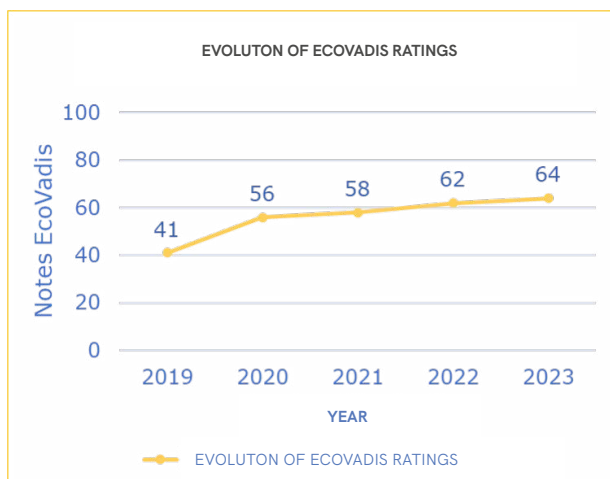
- Reducing the loss of heat within the castle by replacing all the window seals
- Finalising the installation of charging stations for vehicles before the end of the year (despite several major obstacles linked to the configuration of the site and the maximum electrical power rating available)

DEVELOPMENT OF ECOVADIS PERFORMANCE

Since 2018 Châteauform' has invited ECOVADIS to assess its CSR performance. This initiative is part of our desire for continuous improvement and Châteauform's wish to show our customers that we are sincere and serious in our commitment. The scope of assessment covers the whole of France.



Thanks to Châteauform's action plan we should be able to continue our progress in 2024, with the target of exceeding 67/100.





We take care
of our Talents

OUR FIRM COMMITMENT

WE INCLUDE DISABLED AND YOUNG PEOPLE

Châteaufarm' can be regarded as a committed, responsible company because of its involvement in the inclusion of disabled Talents, young people on block release training contracts, young people aged less than 26 years and persons residing in priority neighbourhoods (QPV).

Commitment to disabled persons

Châteaufarm' is aware of the difficulties encountered by disabled persons. We make it a point of honour to employ disabled persons in Châteaufarm'. We affirm our willingness to support and recruit Talents for their skills and not because they are disabled. We make it a priority to ensure equal treatment and affirm once more that disablement is not an obstacle in the world of work. Our recruitment is driven by skills.

The Disability Officer assists managers in supporting Talents, who encounter health problems and is there for them to assist them in administrative procedures and in organising their work station in order to stay in employment. The following are some of the actions we undertake to secure the career path for our disabled Talents:

- Sensitisation video: available online on WeConnect (Intranet).
- Information and sensitisation meetings: intended for managers
- Various situations are dealt with:
- Recruitment of RDWS

(Recognition of Disabled Worker Status) Talents

- Identification of a disabled Talent already in our employment
- The approach to disablement during the recruitment process
- Assistance to teams working with a disabled Talent
- Adaptation of work stations to retain our RDWS Talents
- Provision of finance for the adaptation of work stations
- Assistance in the recruitment process and in retaining employment.

Personalised assistance and partnerships

- Individual meetings: with talents requiring assistance in helping our Talents to deal with their Departmental Centre for Disabled Persons (MDPH) file for the purpose of obtaining recognition
- Adaptation of work stations : for our RDWS Talents
- Partnerships: signature of partnerships with LADAPT (Association for the Professional and Social Integration of Disabled Persons) for Châteaufarm' France and with ESAT (Supported Employment Workplace) Noël Le Gaud - Traiteur Les Tokés in Puteaux
- Cooperation with the SJT (Solidarité et Jalons pour le Travail) in Persan: We welcome persons, who have obtained RDWS status and who are seeking vocational retraining and recognition.

Training agreements are also drawn up with the Isle Adam

adapted work centre and cooperation with CAP EMPLOI allows us to recruit disabled Talents.

Financial support and initiatives

- Payment of annual grants: to the Fédération des Aveugles (French Federation for the Blind), AIMETH (Association for the Integration and Retention of Disabled Workers in Employment) in order to support their projects
- Apprenticeship tax: Part of the 0.09% balance of our apprenticeship tax obligation to ESAT and the associations.
- Service provision: Provision of services to ESAT (laundry, maintenance of parkland, etc.)
- Participation at DuoDay and the Disablement Week: organised in November 2023, with various activities offering entertainment and raising awareness.

Statistics and results 2023

Recruitment and support:

- 3 disabled trainees and one disabled temporary member of staff
- 44 Talents being considered for requests for recognition of handicapped worker status
- 12 files awaiting decision from the Departmental Centre for Disabled Persons (MDPH)
- 23 Talents have obtained recognition of handicapped worker status thanks to the support of the company

- 7 caregiver Talents have been assisted.
- 10 Talents have benefited from adaptation of the work station.
- 18,992 euros obtained for adaptation of work stations.
- 19,003 euros obtained for support of Talents with recognised severe disabilities

Projects for the adaptation of work stations: Installation by ACCEDONS of a stair-lift in January 2023 to facilitate access to the upper floor.

Employment rate disabled staff

in 2023

Châteauform' France : 5,38%
 Châteauform' Paris : 2,96%
 Groupe CFF : 2,14%
 Nomad : 5,98%
 Méry : 6%
 Saint-Just : 2,66%

As a reminder, the tax obligation for the employment of disabled workers for companies employing more than 20 members of staff is 6%.

Work-study contracts and young people aged less than 26 years

Work-study-trainees: In 2023 the workforce at Châteauform' included 3% of work-study-trainees, an increase of 2% compared to the previous year.

Young people aged less than 26 years of age : Recruitment of two young people seeking subsidised long-term employment on a single inclusion contract (CUI)

Châteauform' wants to disseminate our vision of disability: "Doubt about disability. Disability is not a word, but an obstacle." The strength of our teams lies totally in the diversity of our Talents.

DATAS ON 31 DECEMBER 2022

	Number of RDWS Talents present on 1st January 2023	Number of Talents recognised during 2023	Number of RDWS Talents present on 31 December 2023	Number of Talents having benefited from adaptation of their work station in order to keep them in employment	Number of Talents on apprenticeships 2023
Châteauform' France	30	14	42	12	34
Châteauform' Paris	1	1	2	0	3
Groupe Châteauform'	1	0	1	1	2
Château Saint Just	1	0	1	0	0
Château de Mery	3	2	5	2	1
Nomad	3	1	4	0	3



Châteauform' wants to reduce inequalities in access to employment and to contribute to SDG 4 (Target 4.5).

Index of equality between men and women

Since the loi pour la Liberté de choisir son avenir professionnel [Law for Freedom to choose one's professional future] of 5 September 2018 companies are obliged to publish an index making it possible to measure the efforts of French businesses as regards equal wages for women and men.

This 100 point index is calculated on the basis of five objective tests:

- Pay gap between women and men of comparable age and in comparable occupations
- Difference in individual pay increases
- Difference as regards promotion of women and men
- Wage increase on return from maternity leave

- Gender distribution of the 10 employees in receipt of the highest remuneration

In 2023 Châteauform' France was awarded a mark of 83/100 as against a mark of 79/100 in 2022. Although the overall mark for the index is less than 85 points, the company has set growth targets for each indicator for which the maximum mark has not been attained. Although they employed



more than 50 members of staff as at 31/12/2023 the mark for Châteaufarm' Paris and Nomad cannot be calculated.

As regards Châteaufarm' France, two indicators were not awarded all the points; the other indicators were 100% attained and show Châteaufarm's commitment to equality of treatment for our Talents.

The main discrepancy with respect to the maximum mark is due to the increase on return from maternity leave indicator. This indicator makes it possible to measure whether the total number of women, who have returned from maternity leave over the reference period, have benefited from wage increases equal to the average wage increase granted during their absence to employees working in the same category. This indicator does not have graded tiers; it can trigger only 0 or 15 points. Thus, if and only if, 100% of women returning from maternity leave have benefited, 15 points are awarded.

Our philosophy advocates equal pay, but this is manifested as increases granted on an individual basis and not in the form of collective increases. We are doing this principally by means of our "Know how to discuss our remuneration principles" training courses, together with publication of the pay increase budgets.

In order to attain the target of 100% in this indicator, we are ensuring that the Leaders are made aware of the need for fair distribution of wage increases for their teams and that they take women returning from maternity leave into account. We are doing this principally by means of our "Know how to discuss our remuneration principles" training courses, together with publication of the pay increase budgets

The second indicator needing to be improved is the indicator relating to differences in the rate of remuneration. This growth indicator is relatively low, with only two points lacking in order to attain the maximum. This indicator ensures that as men as women receive equivalent remuneration starting from an

average, by age tranche and by categories. In order to improve this indicator we are ensuring that the average pay gap

between men and women for managers and team leaders in socio-professional categories is reduced. It should be noted that the increase in the overall mark from 79/100 in 2022 to 83/100 in 2023 is due to the increase in the indicator relating to differences in the rate of promotion. This indicator confirms that as many men as women were promoted during the reference period, based on a change in coefficient. In 2023 Châteaufarm' obtained the maximum mark for this indicator

Châteaufarm' reaffirms its commitment to the values of diversity and equality. We are committed to a policy of openness and commitment to equality, thus demonstrating our willingness to respect the principle of equality of treatment of women and men. More than 55% of the workforce in the various companies consists of women.



Châteaufarm's actions for the promotion of equality of opportunity attest to the Group's contribution to SDG 5 (Target 5.) and SDG 8.

CULTIVATING AN ENVIRONMENT FAVOURABLE TO WELL-BEING FOR OUR TALENTS

Social dialogue

The co-construction of our social philosophy is possible thanks to the various opportunities offered during work for sharing. The Company has a Remuneration Observatory comprising Talents from various specialisms. This allows a collaborative approach to issues linked to the remuneration of our Talents. Workshops are organised by topic in order to produce creative ideas for improvement. A “Know how to discuss our remuneration principles” training course is provided to the Leaders during their induction, so that they are better able to communicate with their Talents.

Châteaufarm' France and Châteaufarm' Paris each have a Works Council (CSE); in these bodies the employees' elected representatives can discuss the Company's social concerns. The Works Council for Châteaufarm' France met 12 times in 2002, while that of Châteaufarm' Paris held six meetings.

In addition, in 2023 the staff representative bodies have been re-elected and since December 2023 the Châteaufarm' Group has had a Works Council.

There are various ways, in which employees can voice their opinions to their managers by different means. This is made possible by our participative management style, our management by values, and also our annual survey on well-being at work (Happy@ Châteaufarm' survey).

Other opportunities for discussion between employees and managers are regularly offered. In fact, weekly meetings in our Houses and Family Houses provide the opportunity to share general and operational information. In the Family Houses each team takes part in regular co-working sessions, in which topics related to their activity can be dealt with. Every two months in the Family Houses a member of our Executive Board, G10 attends a meeting

over breakfast, where there is further opportunity to share information.

During the co-working sessions, which are also organised every two months by region, the Site Managers of our Houses (the Host Couples) work in peer groups and discuss their everyday business, the organisation of their Houses and the management of their teams. A week-end is organised every year specifically for the Host Couples in order to allow them to examine in depth the themes common to the Houses.

Finally, every employee benefits from an opportunity for discussion, with their manager during the annual performance review. This meeting gives an opportunity to share what the employees have learnt and their successes, to talk about ambitions for the future and possible needs for guidance and support.



By these actions for the promotion of the security of its Talents Châteaufarm' contributes to SDG 8 (Target 8.8)



ENCOURAGING DEVELOPMENT IN OUR TALENTS THANKS TO A CULTURE OF LEARNING

Encouraging development is one of the Châteauform' values. We take great pleasure in seeing our Talents evolve, develop and blossom. To promote this we pay particular attention to training our teams, passing on information and exchanging views. They are provided with all the resources needed, so that the skills of each of them become apparent within the company.

In this way Châteauform has created our Nursery of Talents, our Corporate University.

One of our most firmly held intentions is for this University to benefit all our Talents.

Therefore, in 2023 it was open to 2,000 Châteauform' Talents, each of whom was able to develop within the Group, whether by developing skills within their specialism or by reinventing themselves by changing jobs. We are firmly committed to the idea that ALL our employees should benefit from this University. Anything is possible! The Nursery of Talents allows us to support growth within the Group, to pass on its culture and to boost its know-how and soft skills. The training courses delivered are linked with the following topics:

- Integration of new Talents, in a programme called "Welcome to the family"
- Job skills training courses: these provide for and train job communities, such as

stewards, gardeners, hosts, house supervisors

- Training courses in Customer Relations for all our sales staff
- Leadership and Support training courses for all team leaders.

In particular Châteauform' has developed a programme called "Happyculteur" to identify and monitor employees with high potential. Thanks to this process each "Happyculteur" benefits from a personal development plan, which brings out his points for improvement, the actions to be undertaken and the resources required to develop successfully. Finally, Châteauform' also offers its Talents a digital platform to allow them to complete their training, once the classroom-based course has ended. Some sixty classroom-based modules are offered. The Nursery of Talents is continually evolving and new training courses are regularly being added. Eighty per cent of the courses are delivered by in-house trainers thanks to the expertise of some of our managers. When we cannot find the expertise in our own ranks, we call on external trainers. The Châteauform' University operates nomadically thanks to the 70 Châteauform' Houses available for the sessions. The Nursery of Talents has identified and created training programmes for each specialism, together with inter-specialism bridges and all our employees benefit from it. In parallel with the programme

offered by the Nursery of Talents,

In parallel with the training offered by the Nursery of Talents each manager devises an individual development plan for each of their Talents.

In 2023 this enabled 120 Talents to change jobs in France within Châteauform'. In addition, 52 Talents have been able to move geographically, while 776 employees have benefited from a change in their remuneration, mainly due to the increase in the minimum wage in the hotel sector, which explains the large numbers affected.

The emphasis is placed on offering a programme of the most relevant and useful courses, which respond to real needs identified during the annual performance review. Quite apart from the courses offered by the Nursery of Talents, we promote all kinds of apprenticeship and routines have been introduced to allow our employees to learn and develop. The best training is still learning on the ground from day to day, workplace experience, remits and challenges, supervision by professionals, exchanging views with other employees, networking:

- "Live my life" or take the place of another employee
- "Return to the roots": once a year the Talents from the Family Houses (the registered office) spend 2 or 3 days working on site.
- "Spend the week differently":

once a year this programme gives the teams from the Houses an opportunity to spend a week “differently” by undertaking tasks, which they do not have the opportunity to do during the rest of the year. This may involve discovering other Houses and experiences, exchanging views with other employees, taking part in the “Live my life” programme in their specialism or in another job, undertaking training courses (through the Nursery of Talents, delivered by our managers or external trainers), working on a team project,

taking part in team-building, assisting during the opening of a House, working at a Family House, decorating the House, etc.

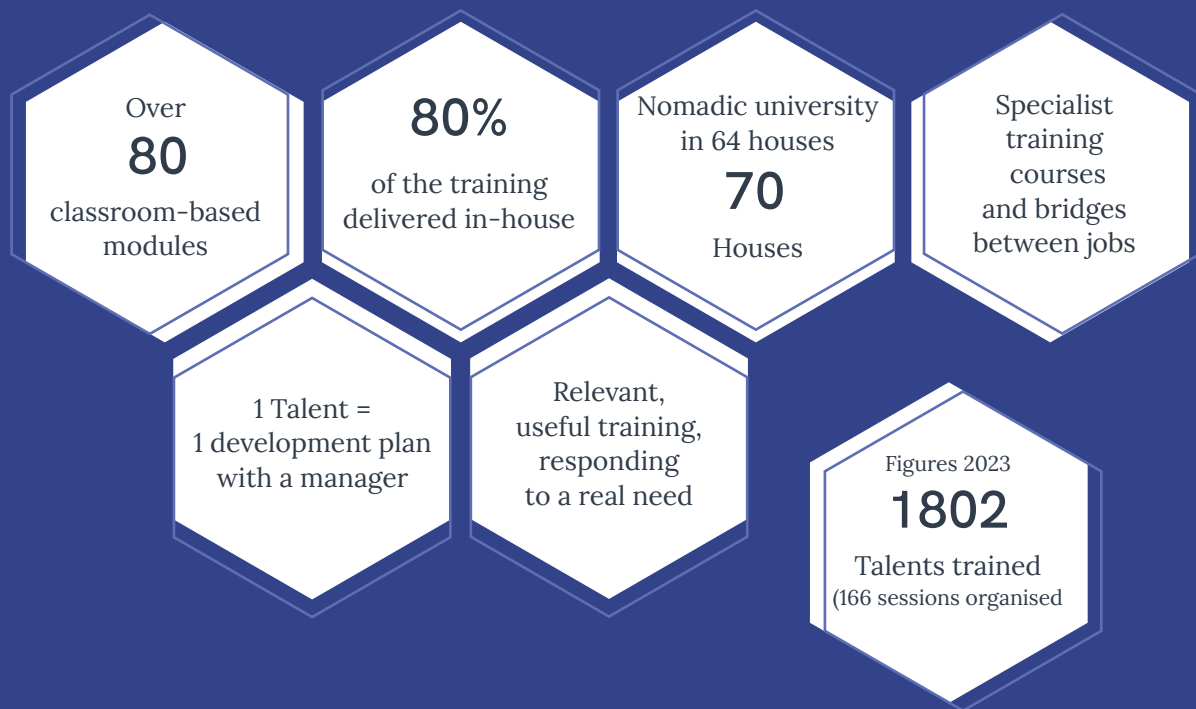
- Tutoring through our “Trainer Talents” and “Godparents” programme

Finally, at Châteauform’ mobility between Houses, countries and jobs is widely encouraged. Mobility helps to propagate our culture in the different countries and the different experiences. The employee is supported in each in-house move and the Travel

Diary is an official aid, which we provide for our employees for each country.

At Châteauform’ we are convinced that “happy employees make for happy customers”. Happy, fulfilled talented employees are recognised for their talents in particular through the training courses offered to them. This is how they become active contributors to the essential development of the company.

“Happy talent makes for happy customers”



Development of talented employees and continuous vocational training at Châteauform’ shows the Group’s commitment to SGD 4 (Target 4.4)



**We take care of
our Customers**

OFFERING THE OPPORTUNITY TO DISCOVER TALENT AND CREATE MEMORIES

For more than 25 years Châteaufarm' has been providing the opportunity of discovering talent to their customers, by putting the human aspect and attention to others at the centre of its being.

The Group promises to enrich human relations by sharing and exchanging ideas thanks to firmly-based, memorable, informative experiences in common.

An organisation focussed on the Customer

When a customer approaches Châteaufarm' it will be supported by a variety of experts in our Customer Relations department throughout its project. It will have the services of a Seminar Advisor for the choice of House suitable for its criteria, a Magic Planner for the logistics organisation and then a Host Couple during its stay at the House. This organisation allows the Host Couple to be entirely devoted to the participants' pleasure on D-Day and to give them a memorable experience.

One of Châteaufarm's founding principles states: if you look after your employees they will look, after your customers. This type of management encourages the development of talent, by giving employees complete autonomy to express themselves and unveil their talent. Thanks to their personality and know-how these talented employees provide our participants with an unforgettable experience.

Warm, convivial, inspiring venues

The Châteaufarm' houses have been designed as living spaces ideal for discussions and exchange of views. Whatever the purpose of the seminar, at Châteaufarm' participants will discover a welcoming, favourable, warm environment and a source of personal fulfilment. Coming away from the office makes it possible to learn more about one another, meet in a different way and to allow each person's potential to blossom.

Escaping everyday routine gives the opportunity to recharge one's batteries and to get together with one's colleagues, provided that one is in an environment where links can be created and memories shared. The aim of a seminar is to experience together moments of quality and sharing. Châteaufarm' has always taken particular care to ensure that its lounges are welcoming and convivial, while there are no televisions in the bedrooms. If a football match is scheduled, watch it as a team in the lounge!

Just like home

Châteaufarm' has chosen not to function like other firms in the hotel and catering sector.

Certain "actions" will be performed by the participant, provided that these actions ensure that he has an experience:

- At lunch-time the participant

collects his hot dish from the kitchen; this is a chance to share a moment with the chef and his team!

- In the lounges the bars are open and available to everyone. In this way a participant can reveal his talent and produce a home-made Mojito to the great surprise of his colleagues!

- Want to let off steam? The sports pavilion has all the necessary equipment.

- Want to take a stroll as a group? The paths through the park are also available.

- At the end of the evening the karaoke reveals the born singers! This freedom of movement and the family atmosphere in the Houses means that the participants can relax and allow their true self to emerge.

Canvassing our customers' views

For us at Châteaufarm' the level of customer satisfaction is a central indicator of performance. As part of a continuous improvement process Châteaufarm' canvasses the views of its participants by means of "favourable or unfavourable notes to your hosts", the participant satisfaction questionnaires given to each participant at the end of his stay and from feedback from the organisers during a short post-event discussion with the organiser. The level of participant satisfaction corresponds to the number of questionnaires with response of "completely satisfied" or "very satisfied" in relation to the total number of

“favourable or unfavourable notes to your hosts” distributed. In 2023, the level of participant satisfaction was 96.9 %, that of the organisers

97.7% with a feedback rate of more than 70% on both targets.

Apart from the figures, the written feedback from the participants enables the House teams to

identify areas for improvement, when these exist, both at the level of the different parts of the House and of the various services. It is this process of canvassing customers’ views that has enabled Châteauform’ to grow and to improve each day for more than 25 years.



WHO BETTER THAN THE CUSTOMERS TO TALK ABOUT CHÂTEAUFORM’?

“We were really well received; ALL the staff could not do enough for us and I really mean ALL the staff!” »

“I want to thank you most sincerely for the assistance we received and for your flexibility in this project. While on this subject, I also wanted to share with you our post-event impressions: this seminar has been a real success! For most of us it was our first experience of Châteauform’ and I can assure you that the feedback has largely been as good as you would hope; in fact

it has certainly been much more positive than that. In fact, our members of staff were enchanted by the beauty of the surroundings, by the welcome they received and by the food! They were delighted with the courtesy and excellent service from your hosts and staff who were always willing to reply to their question with a ready smile. They really felt ‘at home’, but they did have one regret: our stay was too short! Our managers very much appreciated your flexibility as regards the number of participants; this allowed us to send messages to all our

members of staff, in very relaxing surroundings. Thank you once again to all the team at Ecoublay, to the Host Couple and to all the hostesses by day and night, not forgetting the kitchen staff, the cleaning and security staff and Ruby and her acolytes, who give this House such a genuine and sincere flavour.”

“From the first contact with the organisation right up to the end everything was absolutely perfect!!”

HOSTING IN SAFE, ACCESSIBLE LOCATIONS

Hosting our participants in compliance with the safety and hygiene regulations and in an environmentally-friendly manner is primordial for all the Houses in the Châteaufarm' Group. For this purpose the Group has defined and is working on four key issues: accessibility of the Houses, compliance with safety regulations, maintenance and ensuring food safety.

1. Accessibility of our Houses

At Châteaufarm' we want to be able to host every participant. To do this, we are working on adapting our heritage while remaining in keeping with the history and architecture of the Houses, in order to guarantee that they are accessible for everyone. In France, in partnership with our backers, we have registered an Agenda d'accessibilité programmée or Ad'AP (programmed accessibility) for each House. The objective is to guarantee access to 100% of the Houses and the spaces.

2. Compliance with safety regulations

At Châteaufarm' we guarantee the safety of the participants by complying extremely strictly with the regulations in each country. We work with all the local stakeholders and authorities in

order to comply with the legal obligations in each of these countries. Châteaufarm' France works in partnership with SOCOTEC in order to conduct regulatory periodic checks,

in particular of the safety installations, the gas and electricity installations and the mechanical connections. We undertake to be in possession of all the administrative authorisations required for operating our Houses from the various safety committees for premises receiving the public.

3. Maintenance issues

At Châteaufarm' maintenance of technical plant is a major safety and environmental issue for employees and participants. We work on three major factors:

- Air: monitoring of the indoor air quality (in particular in the context of Covid)
- Water: monitoring of drinking water and the risk of legionella
- Hygiene and environment: monitoring of plant capable of having an impact on the environment, personal safety and pollution (heating and refrigerating systems, kitchen, household products, green spaces, etc.)

4. Guaranteeing food safety

The food safety of our participants is a central issue for Châteaufarm'. Food safety management is structured around three axes: risk management, inspections, continuous improvement. Châteaufarm' is supported in its food safety process by the ADOCA firm of auditors and each Trio (Host Couple + Chef) is responsible for managing the action plan for their House. For this purpose each site has:

- a health control management plan
- HACCP tools
- mandatory training in methods and tools

Each House is inspected three times annually by ADOCA; during these inspections the auditors conduct a hygiene audit - food safety and analysis of surface samples.

These audits give rise to a report and recommendations, an action plan, which the chef must implement. As a result of this inspection a mark is awarded; the aim is to achieve a minimum score of 85/100. The Trio is expected independently to draw up and implement the action plan. In order to achieve the objective of "100% of the Houses

being awarded a minimum score of 85/100", ADOCA monitors the Trios. If there are two consecutive scores of less than 85% ADOCA also intervenes on site to support the Trio in constructing their action plan. In 2023 the French Houses were awarded an average score of 89.08/100 on the total

of the audits conducted during the year. The Houses, which have not achieved this performance have introduced operational structural action plans to improve their grade.



By undertaking to make the sites safe and accessible for all the participants, Châteauforn' signs up to SDG 3: Good Health and Well-being (Target 3.9)

ADOPTING ETHICAL BEHAVIOUR WITH OUR PARTNERS, OUR CUSTOMERS AND WITHIN OUR COMPANY

In 2020 Châteauform' formalised its Ethics Charter. This can be downloaded from the Group's website. This Charter is a reminder of the commitments on integrity made by Châteauform' and our Talents, which is given to its third party partners (customers and suppliers), as well being distributed in house as regards various issues:

- Protection of our Talents, our customers and the environment: commitment on human rights, diversity and non-discrimination, prohibition on moral or sexual harassment, compliance with health, hygiene and security regulations and prohibition

on consumption of alcohol and illegal substances by our Talents.

- Protection of personal data: respect for our Talents' personal data and the confidentiality of corporate data

Code of Conduct on Anti-corruption is included in the Ethics Charter (Chapter 3:

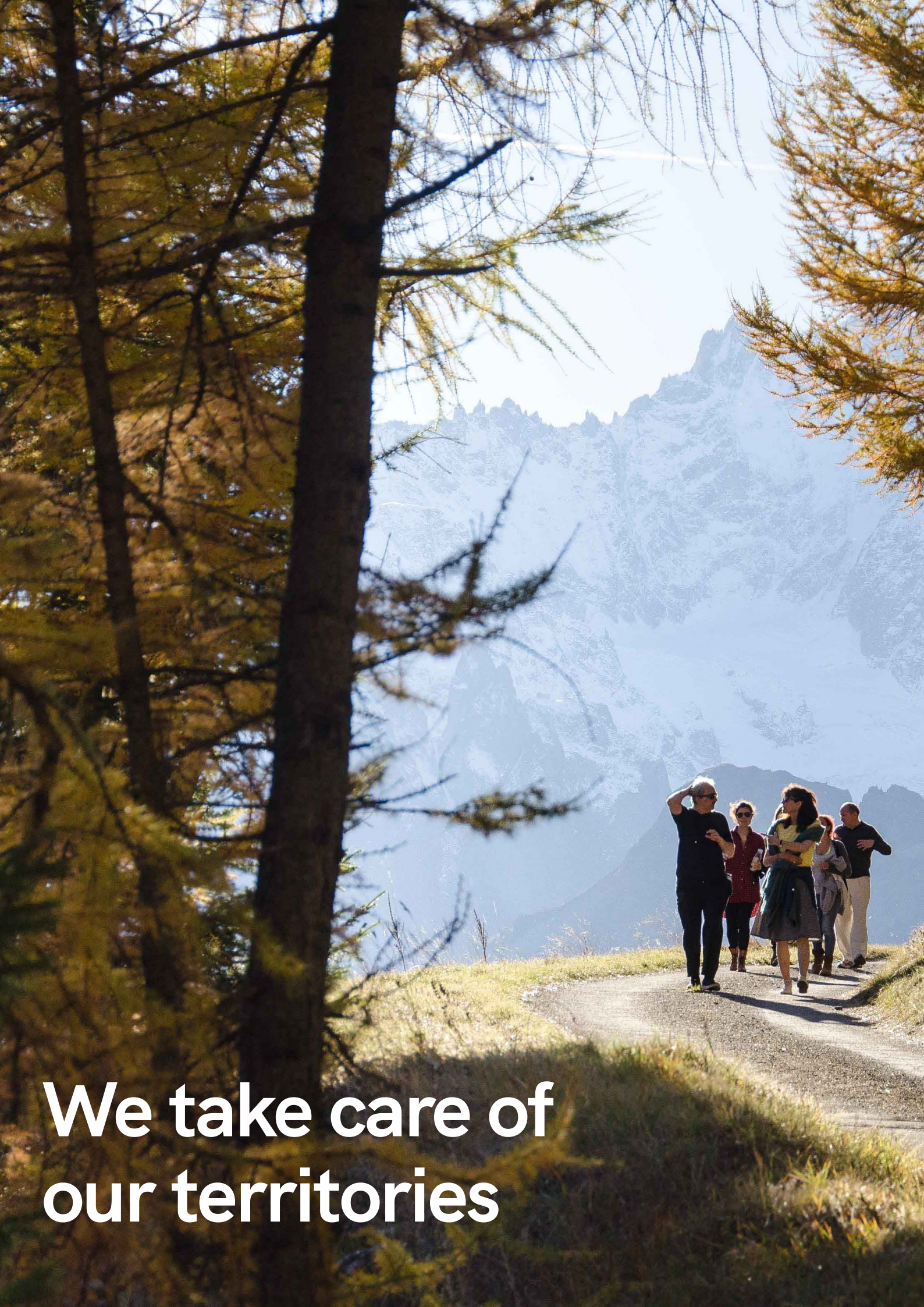
«Let us cultivate the soil of personal integrity and Châteauform's corporate integrity»). On this basis the Group complies with the regulation under the Loi Sapin 2 and has rolled out its Anti-corruption Plan, which covers various policies, including policy on gifts and invitations.

Since the implementation of the Anti-corruption Plan more than 300 employees have been trained. Training sessions are organised throughout the year for our employees both in France and abroad.



Thanks to its Anti-corruption Plan Châteauform' contributes to the implementation of Sustainable Development Goal 16 and more particularly to Target 16.5.





**We take care of
our territories**

PROMOTING LOCAL PURCHASING

Responsible purchasing, committed to our remit

In 2023, in order to expand our commitments based on our Communal Shared Respect philosophy, the Châteauforn' Group Purchasing Directorate drew up a Responsible Purchasing Charter. The purpose of this charter is to adopt a holistic, committed approach for the years to come, by creating value, while responding to our customers' requirements and offering responsible solutions, which will have a positive impact on human beings and territories. It also ensures that our suppliers comply with Châteauforn's CSR and ethical requirements and will thus become the cornerstone of sustainable commercial relations.

Maintain relationships of trust with our suppliers

- Ensure that our suppliers comply with Châteauforn's CSR and ethical requirements
- Get to know and assess our suppliers
- Maintain regular discussions on continuous improvement in our purchasing and on innovation

Have a positive impact on human beings and territories.

- Encourage professional integration by means of our purchasing
- Promote craftsmanship and know-how in our regions by favouring regional produce and local suppliers
- Disseminate our humanistic model to our suppliers

Favour purchasing methods, which respect the living world

- Support responsible, sensible consumption by always encouraging re-use and the correct quantity
- Contribute to Châteauforn's low-carbon policies
- Select eco-responsible suppliers, products and services for our Houses



Through its responsible purchasing policy Châteauforn' ensures that its partners guarantee decent work to their employees and their subcontractors. Moreover, by purchasing more from local farmers Châteauforn' contributes to supporting resilient agriculture and to increasing the productivity of smallholder farmers.

In this way Châteauforn' contributes to SDG 8 (Targets 8.7 and 8.8 and SDG 2 (Targets 2.3 and 2.4).

Purchasing philosophy and methods at Châteauforn'

Châteauforn's system of inverted pyramid management and the autonomy granted to each House allow Châteauforn' Talents potential purchasers responsibility for their purchases.

The Procurement team at our registered office, the Family House, identifies the most

relevant suppliers of each product category on behalf of the Houses. Once these suppliers have been tried out and approved by the pilot houses they are added to the list of approved suppliers and are entitled to supply all the Houses, which wish to purchase from them. Similarly, the Houses are invited to maximise their purchases from the approved suppliers. This system allows Houses to remain autonomous,

while creating a pool of suppliers, which have been identified as the most efficient. It makes it possible to ensure compliance by our suppliers with legal, ethical and CSR regulations and allows us to purchase responsibly, giving us a performance lever, which differentiates us from others on the market.

However, in order to offer a certain amount of flexibility to the Houses



and so that they are able to select some very specific suppliers, the Houses are free to make 20% to 30% of their purchases from suppliers, which are not on the approved list, provided that these suppliers comply with this charter.

A win-win partnership

With the aim of consolidating the autonomy of the Houses and to assist them to optimise their spending, since 2018 Châteauforn' has worked in partnership with the global procurement organisation, ASTORE d'ACCOR:

Motivated by a shared passion for hospitality, this organisation covers all sectors thanks to its 360° range and its 1,200 approved suppliers: from food to technical equipment, furniture and facilities to maintenance and laundry services.

Apart from the competitive prices, and the terms and conditions adapted to the hotel and restaurant industry, ASTORE warrants that it works with suppliers, who comply with the current ethical, social and environmental rules and regulations. The benefits of this partnership are compelling and allow us to face up to national and international challenges, while stealing a march on the competition.

Setting an example

When confronted with current challenges, such as scarcity of resources, changing consumer habits, inflation and ever-increasing regulation, selection

and management of suppliers are the essential levers for responding to the Châteauforn' Group's CSR commitments. Whether with distributors, service providers, local suppliers or ESAT, our Purchasing Department is developing responsible, sustainable relationships all along the value chain by means of annual business reviews. Now, one of our major priorities is cooperation in the long term with partners, who share the same values and are resolutely committed to our *raison d'être*.

In order to ensure that suppliers remain committed to responsible, ethical practices, a Code of Ethics for Suppliers has been in existence since 2019. Each approved supplier must sign this code and ensure that the commitments are fully understood and taken into account. Since measuring the impact of our Responsible Purchasing Policy is complicated, the Group has undertaken that the indicators for measuring achievement of the objectives defined within the remit (purchases coming from particular know-how, short circuit, fair trade, etc.) will be updated in 2024.

Affirmed local roots

By opting for and encouraging local resources in the territories where we have a presence, Châteauforn' plays the role of economic accelerator. Since Catering occupies an essential place in the Châteauforn' experience, the Chefs, in collaboration with Purchasing, want to surprise customers with a memorable, eco-responsible

gourmet cuisine, inspired by the great local traditions. The teams opt for local seasonal products or products from organic farms to offer unique lasting moments around a meal.

From day to day the Châteauforn' Houses accept their role in conserving natural resources, developing proximity and inclusion, while showing themselves capable of innovation. They get involved in the making of artisanal products, such as honey, jam, bread, fruit purée and fresh juice. They use all the fruit and vegetables thanks to anti-waste recipes and introduce deposit and re-usable packaging systems.

Since 2022, prompted by our concern to reduce our environmental footprint, Châteauforn' has drastically reduced our consumption of plastic by installing water dispensers, developing autonomous areas for market gardening and by systematic recycling or re-use.

We go even farther by taking up the challenge of working with producers, who themselves place value on and respect the living world by means of bulk buying or purchasing markdown goods: ATYPIQUE.

Testimony of Simon – Chef at Châteauform’ de Rochefort, Catering Guide and loyal customer of Atypique

In your opinion, what are the advantages of working with local producers?

I really think that “local purchasing” is ethical for the planet and Châteauform’s image. Day after day by means of eggs bought from the neighbouring farm and potatoes from the Serre de Ronqueux I show off our regional produce and entertain our participants with good stories. Products from the region are unique and distinctive and keep a local economy alive. In particular they safeguard the livelihood of the small producers, who are often forgotten or obliged to pull up their roots to find work far from their place of origin. Finally, I believe that by demanding a short circuit network, our transport logistics, which consume vast amounts of fuel and carbon, are better organised.

My new team at Rochefort and I like to try out new things and our intention is to source local delicacies: jam from Bon & Rebon in Rambouillet for anti-wastage and the employment of persons returning to work. What a pleasure it is in our daily work to put a human face to the names of the producers, who play such a major part in the authentic preparation of our dishes!



What are the benefits for human beings and the territories of opting for markdown goods, bulk buying and organic produce?

In an attempt to offer a maximum of seasonal products I have targeted 10% of my purchasing of fruit and vegetables towards markdown goods; they are ugly, but good (the supplier is Atypique). I find it very interesting and rewarding to use them at their true worth and to bring out their natural pronounced flavours. We are still in the early stages of buying in bulk, but I see there a considerable reduction in packaging, which is omnipresent and pollutant, and easier management of selective sorting. Finally, I consider organic certification a mark of quality, traceability, with strict product specifications, which gives reassurance as to product quality. With respect to my food costs and to ensure volumes of substantial supplies, obviously I have to do battle with the Purchasing Managers.

What new requirements are placed on chefs by eco-responsible catering?

It seems to me that cooperation with Purchasing is essential so that we can work better together on a sensible selection of suppliers capable of responding to our new constraints and customer requests. Their business and CSR expertise will allow us to create a permanent proximity pool, in which local products and old varieties will be made available to all the Houses in the Yvelines (78) catchment area. In parallel, educating people specifically about the “Less but better for the planet” approach ought to bring about positive changes in usage. Finally, it could be germane to equip our production units with materials, which use less water and energy, for example changing to LEDs, movement detectors).

And the advantages of our partnership between Châteauform’ and Atypique and its future?

ATYPIQUE is a supplier of marked-down or off-specification, 100% French fruit and vegetables at reduced prices. This makes it possible during the season to make all the soups and broths for the evening. What is the point of paying for a vegetable’s “beauty”, when it is puréed?

We are proud to work with them. This new partnership is beneficial for both our Groups because we share common values (seasonality, anti-waste, made in France, a humanistic approach, etc.). I know the provenance of

my fruit and vegetables, why they were rejected from the distribution circuits and their equivalent in saved carbon footprint for every weekly order. This spirit of trust and mutual transparency are very valuable.

Our preferential pricing conditions allow me to work with quality products at advantageous prices. (Asparagus at €7.00 versus €12.00 from a classic supplier).

A few figures on the partnership with Atypique:

The infographic features a central text area with a decorative border of various fruits and vegetables. At the top, the Châteauform' logo is displayed. Below it, the headline reads 'WE'RE ANTI-WASTE!'. The main message states: 'It's great! We and Atypique fight waste by offering you 100% French, tasty, seasonal products'. The central figure is '8745 kg' in large orange and green font. Below this, it says 'Amazing!- Fruit and vegetables saved by us in 2023' and 'de 60m3!'. The infographic lists the equivalent of the saved waste: 'In this way we have saved the equivalent of : 98 swimming pool(s) full of water (water used in production) 17 Paris-Marseille car journeys (in CO2 equivalence)'. The Atypique logo is in the bottom right corner. There are also small phrases like 'Miam miam!' and 'de 60m3!' with arrows pointing to the central text.

14 Châteauform' sites are involved, including Nomad

PRIORITIZING RECRUITMENT IN THE LOCAL AREAS AND PARTICIPATING ACTIVELY IN THE LIFE OF THE LOCAL COMMUNITIES

Recruiting locally

The Châteaufarm' sites recruit through the local employment offices and agencies. The Houses advertise their vacancies via Pôle Emploi (French government employment service) while staying in contact with town and village administrations and local missions, in order to attract talented candidates from the local area. In addition, they advertise their job vacancies in local shops. In 2023 60.65 % of our Talents were living less than 20 km from their place of work.

Integrating into the local area and participation in the life of the local community

Châteaufarm' requires its Houses to strengthen their ties with the stakeholders on the ground. In 2023, as part of the mission and in particular of Objective 3, Châteaufarm' introduced the idea of "non-business partnership". The essence of these partnerships, which may be ad hoc or long-term, consists in cooperation between Châteaufarm' and other non-profit organisations. The objective is to forge close links with neighbours, to participate in local life by contributing a humanistic identity and to reconnect our sites with their territory.

In 2023 rather more than 50% of the Houses in France and

abroad had one or more non-business partnership with local organisations. These partnerships support schools, nurseries, the local life, as well as sports associations, culture and discovery of our heritage.

Local partnerships in 2023

We have also continued our partnerships in the Val d'Oise, where our historic Family House (registered office) is located in Pesan. These partnerships bear witness to Châteaufarm's continued commitment to becoming part of the local community and to contributing actively to it.



CARING FOR, ENRICHING AND AND SHARING OUR HERITAGE

Since 1996 Châteauforn' has been identifying the unique places in French and European heritage and giving them a new lease of life. The châteaux and stately homes managed by Châteauforn' are exceptional places, which are part of French and European history. Some of the buildings are classified as Historic Monuments or are listed in the Supplementary Inventory of Historic Monuments.

The Château de Guermantes, for example is the authentic embodiment of 17th century charm. In this listed Historic Monument you can discover the Great Gallery designed on the model of the gallery of the Château de Versailles, together with extraordinary paintings and gilded ornamentation.

Once identified, the châteaux are renovated to make them perfectly suitable for our business. The Heritage and Technology team advise and support the backers in these renovation projects, with the support of architects and landscape gardeners with expertise in ancient and historic building from the Architectes du Patrimoine (French authority for protecting, maintaining and restoring the built heritage). All this is made possible

thanks to funding from the owners of these properties, our backers and the Châteauforn' Group.

Once installed, the Host Couples are committed to the daily upkeep of the sites, in order to delight their participants and to ensure the long-term future of the property.

Châteauforn' makes historic properties accessible to thousands of persons every year. With a rich fund of stories and anecdotes our Host Couples are ambassadors for the history of their house. Each house has its own unique history and lots of anecdotes! The site managers are always delighted to share their knowledge of the past with their participants. No-one participating in an event in a Châteauforn' site should miss the presentation of the House. It is part of the experience and makes the event unique.

How could you not be delighted to know that you are sleeping in a countess's bedroom, that you are dining in a duke's dining room or that you are relaxing in a former chapel? Some Houses also open their doors from time to time to the public at large.

This is the case at the Château des Mesnuls, which welcomes thousands of visitors each year

during Heritage Days.

Each House has its history. Therefore, no House is decorated in the same style as any other of our houses. In their work our teams of designers and decorators take their inspiration from the past history of our sites, while trusting to their intuition and their feelings. As far as possible we buy the furniture belonging to the properties we restore. This furniture has travelled through time and by customising it or by changing it from its original function we give it personality and a new history. Thanks to upcycling we reduce our impact on the environment.

We combine this furniture with unique items or series-produced items crafted by craftsmen and women and artists. In a society where everything has become standardised, these craftspeople offer us objects, which are very much out of the ordinary. Our heritage also looks towards the future and the care of our environment with sites, which have been awarded the Sustainable Building Passport, such as Le Metropolitan in Paris and the Domaine de la Voisien - Pernod Ricard University in Yvelines.



Through its commitment to protecting our heritage, Châteauforn' contributes to SDG 11 (Target 11.4).

**We take care of
the living world**



Ever since we initiated our Communal Shared Respect policy we have introduced to our Houses systems, which take care of the Living World. These initiatives have been further brought to the fore with the drafting of a objective in the Articles of Association,

which places the Living World centrally within the Châteauform' remit.

In pursuit of this aim in 2023 Châteauform' created an Environment Committee to assist in taking decisions on environmental

issues, including in particular climate questions and the carbon footprint issues, which derive from this. This also makes it possible to mention regulatory issues, such as the Corporate Sustainability Reporting Directive (CSRD).

These different factors have resulted in the drafting of a three-year environmental action plan:

2022

Global:

- Identification of the priority tasks (in conjunction with the mission, the Communal Shared Respect policy and the stakeholders' expectations)
- Expansion of the self-diagnostic questionnaire to obtain more information about our houses
- ISO 20121 renewal
- LEAD implementation

Fluid management:

- Analysis of energy consumption in the context of the French Tertiary Sector Decree
- Formalisation of a reduction plan
- Definition of indicators

Climate:

- Identification of an advisory committee on measuring our carbon impact and our "decarbonisation" strategy

Circular economy:

- Preparation for the installation of water dispensers in the Seminar Houses
- Improvement of waste sorting in the Houses (see page 41)
- Launch of the partnership with Too Good to Go

2023

Global:

- Identification of the requirements of the Declaration of Extra-Financial Performance (DPEF) / Corporate Sustainability Reporting Directive (CSRD)
- Continued compliance with ISO 20121
- Continued compliance with LEAD

Fluid management:

- Implementation of the plan to reduce energy consumption
- Identification of energy production solutions (e.g. renewable energy, heat pumps, etc.) (See page 45)
- Expansion of the remit of The International Energy Manager

Climate:

- Formalisation and introduction of the decarbonisation strategy

Circular economy:

- Deployment of water dispensers in all the Houses
- Introduction of a waste report (partly achieved)

Biodiversity:

- Identification of a partner to assist in biodiversity issues

2024

Global:

- Preparation for the Corporate Sustainability Reporting Directive (CSRD)
- Implementation of the double materiality matrix
- Continued compliance with ISO 20121
- Continued compliance with LEAD

Fluid management:

- Regulatory energy audit
- Continuation of the plan to reduce energy consumption + renewable energy
- Water consumption diagnosis and plans for reducing consumption

Climate:

- Implementation of the decarbonisation strategy
- Participation in the Carbon Disclosure Project (CDP)

Circular economy::

Improved waste reporting

Biodiversity::

- Deployment of 10 key actions for our forests in 2027
- Biodiversity diagnosis and plan

DESIGNING EVENTS ECOLOGICALLY IN OUR RESPONSIBLY MANAGED LOCATIONS

The circular economy

Event organisation is a sector generating large quantities of waste. Châteauform's business produces in particular paper, cardboard, plastic, metal and food waste. The main issue for the Châteauform' Houses is the reduction of waste, the best waste being that which we do not produce. Since 2022 our desire to reduce our carbon footprint has induced Châteauform' to drastically reduce our consumption of plastic. Reducing waste and plastic waste in particular has become a major issue. Since late 2022 and during the first six months of 2023 all our Houses in France have adopted their "water package":

- There is the choice between four partners for water dispensers connected to the water system:
 - Castalie
 - Brita
 - Aquachiar
 - BE WTR
- Walter for autonomous dispensers
- Drink Waters for recycled, reusable aluminium flasks



Balance sheet for our consumption of plastic bottles of still and carbonated water in 2023 versus 2022

Our Houses ordered 290,500 bottles of water in 2023, compared to 914,141 bottles in 2022, or nearly 624,000 fewer bottles (a reduction of 68 % in one year!). Since some of the Houses introduced their water system rather later (notably because plumbing work had to be carried out), by involving our customers we will reduce our purchasing of bottled water significantly in 2024.

Food waste

At Châteauform' people expect delicious, generous catering. This is why our buffets are always well stocked in order to stimulate our participants' taste buds and to meet each person's expectations.

Because generosity sometimes results in waste, action plans have been introduced to reduce waste. Firstly, our House teams lunch after the participants and can enjoy everything, which has not been consumed. In addition, our chefs rework the produce, so that it can be used as soon as possible to enhance other recipes. In the event of cancellation, whether in our City Houses or our Green Houses in France or in Europe, in 2023 we have introduced the Too Good To Go solution on three sites in particular, with one additional site in course of development on a campus in Île-de-France. For major events we work with the SavR Company; they collect the surplus dishes in order to redistribute them to associations. Organic waste is collected to be re-used as compost or converted into methane. To do this, Châteauform' has set up partnerships with recycling concerns, while always choosing those in closest proximity.

In 2023 forty-nine Houses in France and abroad stated that they sort organic waste (food waste) to be re-used as compost or converted into methane.

Partner	Valoribio Compost	Refood	Moulinot	Semardel	Love Yourwaste	SUEZ	Others
Number of Houses with a waste collection contract (as at 31.12.2023)	7 Houses (In France)	3 Houses (In France)	4 Houses (In France)	3 Houses (In France)	Laboratoire Nomad	2 Houses (In France)	
Tonnage recycled in 2023	75.5	24.3	34.1	39.76	31	4.77	No data available

Focus on...

TOO GOOD TO GO

SUMMARY 2023

Châteaufarm' - Burg Hemmersbach (Germany)
Châteaufarm' - Schloss Ahrenthal (Germany)
Châteaufarm' - City Velasquez (France)
Châteaufarm' - City Liège (France)

User mark **4,29/5**

18 976 views
1 697 added to favourites

1 368
BAG SAVED
or **3,4 tonnes**
of CO²

Focus on...

savr Châteaufarm'

SUMMARY 2023

ALL DONE TO CHATEAUFORM
WHICH REDISTRIBUTED IN 2023

5 803

TO OUR PARTNER CHARITIES

56 Food donations

2612 kilos saved

An average of **104** meals saved per food drive

SOCIAL IMPACT

CARBON IMPACT

6001 kg CO₂ eq. saved

Unavoidable waste

Although the Châteaufarm' team have well and truly got the message that "the best waste is that which we do not produce", some types of waste remain difficult to avoid. This is why the teams are made aware of sorting waste in order to re-use or recycle it. Paper, cardboard, drinks cans and bottles are sorted in order to be recycled (80% of the Houses in France and abroad have introduced sorting systems for their waste).

The large majority of the Houses have chosen Malongo coffee, thus opting for compostable pods or coffee beans. At the sites with Nespresso machines the capsules are collected thanks to a service provider commissioned by the supplier, so that the coffee grounds can be composted and the aluminium recycled (100 % of the Houses using Nespresso have

their capsules collected). As for batteries and light bulbs, they are sorted and taken to the collection points by the House managers.

The principal waste disposal objective for 2024 is to continue to improve waste measurement in order to sustain our efforts to reduce waste.

Carbon footprint (Scope 1, 2 and 3)

Châteaufarm' believes that it is essential to address climate issues. In 2023 we measured our Carbon Audit for our activities in France during 2022 even before we were legally required to do so. This has allowed us to have a clearer picture of our environmental footprint and to target our actions more effectively in order to reduce our emissions. We shall continue this process over the course of the years by repeating the exercise.

We had the assistance of Aktio, a firm of consultants, in conducting this assessment and in constructing our decarbonisation pathway.

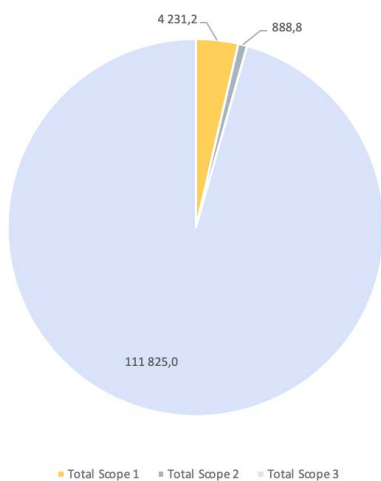
The perimeter selected:

For this first Scope 1, 2 and 3 Carbon Audit we chose to concentrate our efforts on our activities in France; these represent 68% of our turnover and include 45 Houses:

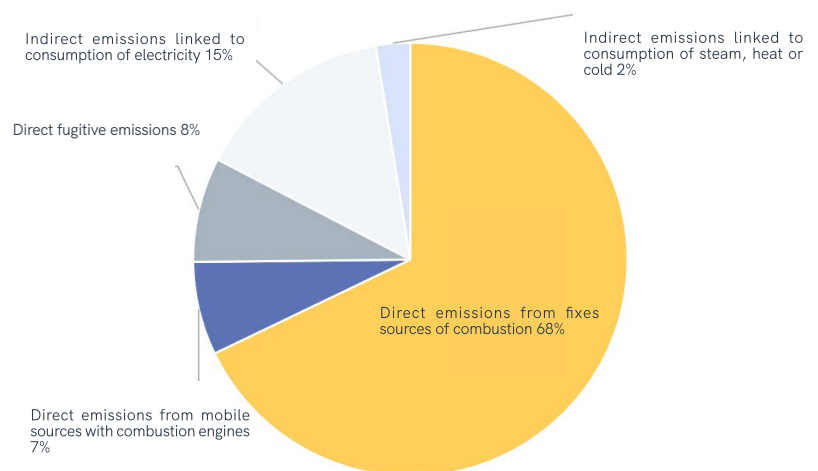
- Family Houses (registered offices)
- Green Houses (sites with accommodation)
- Event Houses (event venues)
- City Houses (sites in the heart of Paris without accommodation)
- the caterer, Nomad

What did we learn?

Chateaufarm' s Carbon Audit 2022 in tCO2eq (Activities in France)



Focus on Scope 1 and 2 of the Carbon Audit 2022



We identified that our Scope 3 represents 96% of our carbon footprint, of which our participants' travel constitutes 67%. Next, in second position, come our purchases and fixed assets, in particular the purchases which represent almost 20% of our balance. The third heading is that of energy and fluids, which make up 4% of Châteauform's carbon footprint.

Which decarbonisation path?

This analysis has allowed us to set decarbonisation targets in keeping with the Paris Agreements, the aim of which is to limit global warming. These actions have been developed in cooperation with our in-house stakeholders, such as Purchasing, the Administration and Finance Division (DAF), the Heritage Service, etc. In addition, we have had the opportunity to hold discussions with our external stakeholders, in particular our

customers, because we are convinced that it is essential that the various stakeholders are involved in order to move in the right direction. In the light of this, we organised a workshop to bring together all the customers committed to reducing the carbon footprint of their seminars and events. This session offered shared discussion and allowed us to gather advice and guidance, in order to understand our customers better and thus to align the decarbonisation path with our customer hosting activity.



Principal measures for pursuing our decarbonisation pathway

1. Optimisation of travel: introduction of solutions to reduce business trips and encourage low-carbon means of transport
2. Reduction of the impact of our purchasing and fixed assets: cooperation with our suppliers in opting for sustainable products with low carbon footprint
3. Improvement of energy efficiency: introduction of measures to improve the energy efficiency of our facilities and to reduce energy and fluid consumption
4. Awareness-raising and commitment: continuing to raise awareness in our internal and external stakeholders and to involve them in our decarbonisation efforts



Being aware of the climate emergency, Châteauform' undertakes measures to mitigate climate change through SDG 13 (Target 13.2).

SOURCE OF EMISSIONS	REDUCTION MEASURES
Our purchasing	Opt for white meat rather than red meat Promote vegetarian diet Develop second hand purchasing
Participants' travel	Systematically offer bus and group transport to pool travel Recommend the use of public transport to the House door Offer team-building and tourist activities in the local area
Talents' travel	Optimise and pool travel to training courses, meetings and seminars Put car-sharing and the use of public transport into practice as soon as practicable Move towards a green vehicle fleet
Energy	In the short term permanently eliminate domestic fuel and gradually move towards green energies Track energy consumption and implement measures to control energy use



Launch our customers into decarbonisation by means of the CLIMEET tool



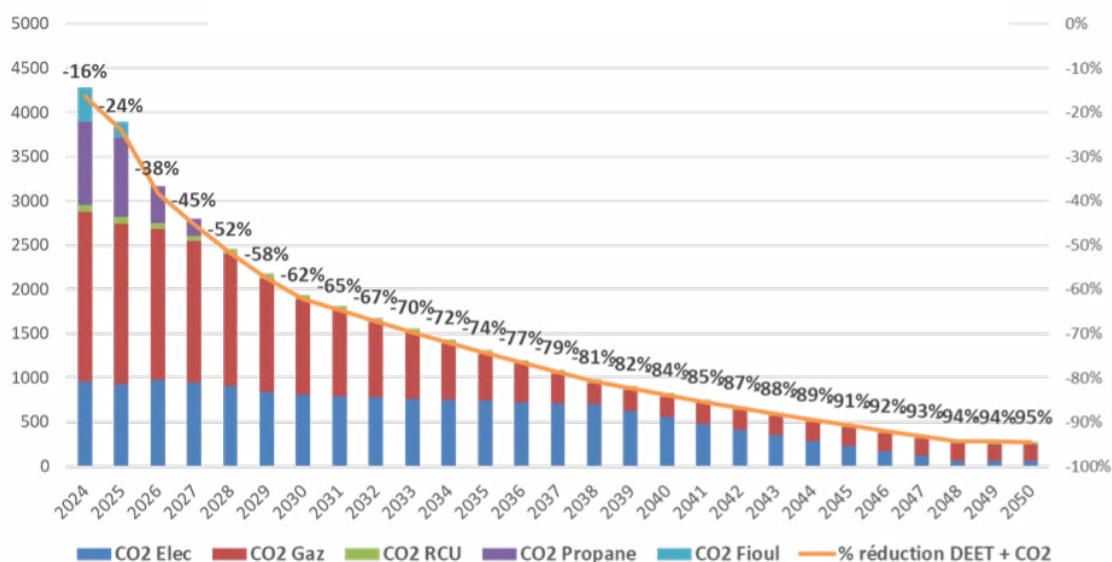
Since 2022 we have been offering our customers the possibility of assessing the carbon footprint of

their seminars and events, while suggesting to them solutions to reduce their impact. Thus, in the course of 2023 a total of twenty-six events have benefited from having their carbon footprint calculated by CLIMEET, a tool especially designed to calculate the carbon footprint in the event industry.

Energy strategy

We learned a great deal from the Carbon Audit we drew up in 2023 with the help of our partner, Aktio. We are now able, among other things, to create our own carbon path for scope 1 and 2.

Dispositif Éco Energie Tertiaire (DEET) path 2050 by type of energy



This ambitious path for reducing our energy footprint is based on:

- replacement of our facilities emitting the highest volumes of GHG;
- reduction in our energy consumption;
- progressive supply of green energy to our Houses.

We will devote 2024 to refining this path and using it to set up operational adaptation through a medium and long term action plan specific to each House.

Châteauforn’s history of renovating our traditional heritage is remarkable for its minimal environmental impact. Our sites are exceptional places, many of which are French heritage listed sites, located in renovation areas without new building. Our bedrooms in France are not air-conditioned and do not have those energy-intensive facilities, a mini-bar and a television. Their façades blend into their environment, with no neon signs and we use intelligent technology to maintain and manage our green spaces and our water resources.

In a world reeling from climate change it is paramount that we show our commitment to the environment through our policy of strict energy conservation. It was with this in mind that an Energy Manager position was created in September 2022 in order to bring expertise and support to all the specialisms liable to impact our energy consumption.

The Energy Manager goes round our sites to show good energy practice to our Talents on the ground or to discover good practice jointly with the Talents in our Houses. It is also important

that the Châteauform' Group uses the rules and regulations as a lever for change in our industry.

In fact, the Dispositif Eco Efficacité Tertiaire (DEET) efficient energy measure introduced under the loi

ELAN, requires all buildings used in the tertiary sector of more than 1,000 m² to make energy savings. We have conducted and continue to conduct a census and upgrade plan for technical building management in

compliance with the French BACS (Building Automation & Control Systems) Decree. The aim of this plan is to use automation to have tighter management control on the energy use in our Houses.



Since 2022 we have achieved a coverage rate of 80% of our consumption on our sites in France.

	Number of sites concerned:	Number of sites covered:	Area of perimeter covered
Périmeter : France	50	40	175,009 m ²

Since the last quarter of 2023 in the French perimeter, each Host Couple has had direct access to a display of their consumption data. We are continuing to collect our consumption data on the European scale and in parallel we have introduced a dedicated tool for our House Talents, which will ensure that our water

consumption is recorded in 2024. It is not easy to retrieve these consumption data automatically through our suppliers, but they are essential for the construction of our action plan on water consumption.

Thanks to the efforts of all our staff we continue to reduce our

consumption. Having succeeded in reducing consumption by 8% in 2022, as compared with 2019, we have now achieved a reduction of 11% in 2023, compared with 2019.

	2019	2022	2023
Total consumption (MWh)	41,631.7	37,908.4	33,609.7
Surface intensity (kWh/m ²)	243,6	216,6	192,05

Energy saving policy

Châteauform' continues to pursue its energy economy policy launched in November 2022. This includes the upgrading of the product specifications for our spaces to provide a balance between energy economy and the comfort of our participants.

Global measures:

- Collection and measurement of the energy consumption of our sites;
- Alerts and reports specific to each house;
- Customised action plan in the event of identified over-consumption;
- Each house will be alerted by the Eco-watt system in the event of risk of power outage;
- Reduction of the temperature of heating appliances to 17°C at the weekend or in the event of lack of business;
- Bedroom temperatures adapted to the needs of each participant;
- Opening adapted to the seasons and the time slots for our swimming pools, Jacuzzi, hammam;
- Operating water-heating systems outside peak consumption times

Lighting:

- Switching on lighting depending on outdoor light levels and in accordance with the needs of each room;
- Switching off lighting from 00h to 06h;
- Rationalisation of occupancy detectors;
- Continued relamping with LED bulbs

Additional measures:

- Switching off our audio-visual equipment as soon as it is no longer in use;
- Efficient use of refrigeration appliances;
- Raising awareness and creation of a guide to good practice for all employees and houses;
- Raising awareness of environmentally-friendly habits in our participants;

This plan forms part of an overall energy economy process with consideration of the short, medium and long term aims:

- Measures for operational energy efficiency (Talents or maintenance staff);
- Minor work or subsidised energy efficiency actions (insulation of systems, replacement of thermostatic heads, etc.);
- Work requiring management: relamping, replacement of old, energy-inefficient equipment, implementing technical building work, etc.;
- Redrafting of our maintenance contracts;

- Replacement of our HVAC systems

Our sites have marked architectural features and a good number of them are listed as Historic Monuments or included in the Additional Inventory of Historic Monuments.

Finally, we take the necessary measures to limit water consumption in our Houses by encouraging initiatives involving the re-use of rainwater and the installation of flow restrictors on the taps. We also undertake to monitor consumption in order to detect leaks within the system. Our sites are located in areas of low to medium water stress (global water stress: 27.6%).



Biodiversity

Protection of natural habitats

The destruction of habitats is the main cause of the decline in biodiversity. At Châteauform', the sites already form part of the landscape and we try not to harm the environment in our developments. When operating sites already in existence we renovate rather than building new structures, which spoil the countryside and destroy biodiversity.

Green spaces and biodiversity

Châteauform' houses have huge stretches of green space. These green spaces are inhabited by a wealth of wildlife which lives alongside the participants. We consider these animals as co-tenants, who live their lives in freedom and allow our participants a glimpse of the Living World. Furthermore, we maintain our green spaces with due consideration for biodiversity and we make the utmost efforts to avoid the use of chemical products.

Other initiatives have also been implemented to enhance the Living World:

- 58% of the Green Houses in France and abroad have bee-hives
- 64% of the Green Houses in France and abroad employ judicious or differentiated

mowing

- 56% of the Green Houses in France and abroad have a regularly maintained kitchen garden
- 58% of the Green Houses in France and abroad have fruit trees

We encourage our Houses to develop projects to conserve or regenerate biodiversity. These projects are assessed on the Mission self-assessment grid, with the associated evidence of their positive impact. Currently 25% of the Green Houses in France and abroad are conducting at least one biodiversity project.

Management of parks and forests

In 2023 we reasserted and formalised our vision for the management of parks and forests. It is our duty for future generations and the health of our planet to protect these spaces and the biodiversity they shelter. Our forests are a precious asset, to be conserved and developed for our

Park and forest management objectives

1. Mapping all our natural spaces
2. Definition of Simple Management Plans (SMP) for listed sites and forests or those greater than 25 hectares in area.
3. Audits of the phytosanitary

state of our forests

- 4.
5. Regular seasonal pruning
6. Identification of natural risks and introduction of initiatives for protection from climate risk (fire, storm, flood, landslips, disease, climate change).
7. Raising awareness in our forests
8. Identification of species (fauna, flora, biodiversity).

This roadmap guides our initiatives for ensuring that our parks and forests continue to flourish and inspire future generations.

In-house competition for the most beautiful Châteauform' tree to mark the implementation of this vision. We have launched an in-house competition for the most beautiful Châteauform' tree. The criteria include the history of the tree with the House, its morphological and aesthetic features and a botanical description, accompanied by photos. Each participant has received the cartoon, "The secret life of trees" and the winner will have the honour of seeing their tree entered into the national competition for the most beautiful tree in France in 2024.



Being aware of the rich biodiversity of the Châteauform' houses, the company contributes to SDG 15 (Target 15.2) by managing its forests and green spaces sustainably.

Tell us about your House and its assets as far as biodiversity is concerned.

Nointel is the second Seminar House to have opened its doors. There are now twenty-five of them. It is therefore a historic site for Châteauform' but it is also symbolic. It is a building with a history and a soul, but also with an outdoor environment where it is incredibly easy to create lasting memories.

In fact, this symbolic House's sixty-five hectares of greenery, forty-five of which are forested are a fantastic asset where participants can enrich their experience by photographing nature all around them. Several paths have been created in the forest of the Château so that participants can go and discover the tree species, which cover these wooded areas. This also gives them the opportunity to discover and explore an eco-system with a rare biodiversity, because there has been very little cultivation by humans.

When they come to Nointel participants can now experience ethical cohabitation of human beings and nature throughout the seasons. In autumn the bellowing of the stags in the rutting season is a moment of magic, which leads into the winter, when the participants can see herds of deer, which have taken refuge in the park. In spring, events such as organised tastings of birch sap, collected from the forest itself, mark the start of an explosion of colours with the first primroses, daffodils, tulips and narcissi, as well as the majestic blossoming of the forsythia, magnolia and



cherry trees. Finally, summer is the time to come outside to work or to take advantage of the biodiversity path to stroll and discuss surrounded by butterflies and flowers, which the bees from our hives are busy pollinating.

Which issues are on the agenda for 2023-2024 and on which projects have you made progress?

What we want at Nointel is that participants are encouraged to go outside and discover the riches of the forest biodiversity, which is, moreover, the theme of the Château. Therefore, with the aid of wildlife photographers, we have designed a signature activity entitled, "On the track of the Nointel forest animals", to allow them to track and discover the wildlife in this exceptional estate.

The "La Forêt des Sens" wellness centre, which has just opened, was also designed as an extension of this eco-system; there you can see photos of animals taken in the park.

Camera traps have also been placed in the forest and a dedicated library has been created, so that everyone can become aware of the treasures hiding there. Also, the biodiversity path, which opens up opposite the château, invites you to come out for a breath of fresh air. It is

our intention to augment it with information panels and also, in the long term, to create an herbalist centre, where activities can be organised, but also to decorate the château and garnish the dishes designed by our Chef. Quentin and his team have, moreover, created a signature dinner, which tells the story of a stroll in the forest to round off the experience.

Summer 2024 will be our chance to apply the initial priority phases of the SMP (Simple Management Plan) for the forests with one single philosophy: to find the necessary resources to ensure that the Nointel Forest remains a protected, living, leisure forest, which is also a source of wonder and inspiration.

You won the competition for the most beautiful Châteauform' tree; what does this victory mean for you and your team?

It was a source of immense pride for the Talents, who at that time discovered the history of this giant, which guards the entrance to the forest. During the Family Tour (in April 2024 - we are getting ahead of the CSR Report 2024) the team inaugurated an information plaque, which identifies and shows off the tree. This makes the natural heritage a true attraction and all the Talents are now able to explain what makes this tree so lovely. This makes for wonderful moments of sharing with the participants, who share the creation of an emotion.

OFFERING GENEROUS, RESPONSIBLE CATERING

Nicolas Garijo, Culinary Identity Manager for Châteauform' Catering, plays a central role in ensuring generous, responsible catering.

He organises the Châteauform' Chef Community and assists them in culinary creation and thus responds to our participants' expectations. In 2024 Nicolas will join the Commitment Committee in order to enhance the Group's CSR thinking and to give added impetus to environmental responsibility for the Chefs.

Generous, responsible catering

The results of canvassing the stakeholders and more particularly the analysis of the

“favourable or unfavourable notes to your hosts” and the day-to-day conversations with the participants show that there is real expectation that recipes should be more vegetable-based.

Although the majority of the participants are not vegetarians, many of them opted for flexitarian diets and are very much in favour of vegetable-based cuisine.

Similarly, for some years now some of our chefs have developed suggestions for vegetarian recipes. In 2023 taking the lead from Nicolas, vegetarian cuisine is offered in all our kitchens. Châteauform's Culinary Identity Manager, Nicolas promotes cuisine, which is both gourmet and vegetable-based and he has

trained twenty-four Châteauform' chefs and sous-chefs at the Ecole FERRANDI as part of a training course on the “essentials of healthy, alternative cuisine”.

Responsible catering also means purchasing local commodities. Our chefs undertake to promote the products and craftspeople in their region. In addition, Nicolas organises cook-working sessions in each catchment area to allow the chefs to meet the producers, suppliers and local stakeholders, so that they can take inspiration from shared thinking on responsible catering.



ZOOM ON NOMAD

UNCOMPROMISING PASSION FOR GOOD FOOD

At Nomad, an uncompromising passion for good food, we are convinced that change comes by sharing a meal!

A Parisian event caterer, we have decided to highlight the responsible policies we introduced several years ago, to be even more committed at the risk of upsetting the codes of the trade and above all, to inspire our customers with environmentally-conscious events.

By means of a revisited, slimmed-down menu, in order to make it simple without becoming simplistic; by designing our recipes, which give vegetables an indispensable place; by using seasonal produce only, we stand up for our convictions and refuse as a matter of common sense to serve strawberries in December!

We also hammer our ideas home by offering opportunities to disabled Talents to work in our kitchens and workshops or at events. They will give you a treat, of that we are certain.

We have rolled up our sleeves to feed our selection of partners, who share our conviction and our desire to change the world. We always bring you good organic produce, more solutions for recycling or re-using waste, more solutions to avoid food waste.

Because it is all very well to change the world on the spur of the moment, but it is better to change the world as a group; we want to inspire our customers and to make them want to share our commitment to events, which look towards

the future, thanks to catering with uncompromising passion.

Change comes by sharing a meal. We firmly believe that.

It is all very well to change the world on the spur of the moment, but changing the world on the corner of a table is better.

At Nomad we have rolled up our sleeves. We want to cook up a storm to open the range of possibilities

Because for us food transition is not just an obligation. It is our conviction.

Commitment is top of the menu of our actions. Good meals made with good produce. High quality and simple cuisine. Convivial and generous moments.

At Nomad we are taste activists, good gourmets, gourmets solely guided by our common sense and because we know that the proof of the pudding is in the eating. Through the know-how and determination of all our talents, we will bring change.

We have redesigned our menus to honour our regions. We prefer locally-grown leeks to fish caught on the other side of the globe, so that our farmers remain in business. From their tractors to your fork, from our laboratory to your venue.

Because, for Nomad, being a good caterer means being aware of your responsibilities. This means talking to you, you who provide a treat, but



also to you, who cook and to you, who produce.

So, if the idea of a better and more flavoursome world makes you simmer with desire and bubble over with ideas, you need to come to our table to relish the pleasure of our activism.

Between character and emotion, we have created Nomad for all of you, an uncompromising passion for good food.



Through its responsible catering Châteaufarm' contributes to Goals 13 and 12.

ENABLING OUR STAKEHOLDERS TO MEET IN ENVIRONMENTALLY FRIENDLY SURROUNDINGS

Organising business seminars and events involves several stakeholders, who work together directly or separately for the success of the meeting: the customer (the organising customer who is responding to the ordering customer, who has ordered the meeting and who wishes to bring the participating customers together), the Talents at the location, the suppliers, the service providers, and so on.

In this way organising a meeting, which takes the Living World into account, involves mobilising all the actors around specific actions to have a truly responsible event. Since the first events were organised in April 2022, several labelled events have taken place at Châteaufarm', including the first international event, which was held in Germany. In the same spirit Châteaufarm' decided not to label one individual event, but rather to label all the events happening within one particular house. This has become possible because the label has evolved into the LEAD Venues label.

Four LEAD label events for “zero waste, net zero carbon, positive social impact” (with the exception of Metropolitan)

What is the LEAD label?

The purpose of the LEAD label, created jointly by Green

Evénements and SGS, is to grant recognition to events, which comply with twelve criteria, centred around three major goals: zero waste, low carbon and positive social impact. After organising four events in 2022 Châteaufarm' organised four new LEAD events in our Houses in 2023.

Châteaufarm' also organises two major annual internal events, known as family meetings, both of which are LEAD labelled. Châteaufarm' wants to raise awareness about the issues of responsible event management and therefore has undertaken to award the LEAD label to all its internal events.

As its first in-house event in 2023 Châteaufarm' organised an event at one of its sites in Germany, Schloss Krickenbeck. This is a first for the label and also the first time SGS had to audit an event beyond the frontiers of France. The organising teams were tremendously successful in organising this event, which discovered solutions suitable for the German House and which brought together 300 participants.

We organised our second mid-year internal event at an Event House, the Châteaufarm' Palais des Congrès Paris Saclay, where some 500 Châteaufarm' Talents came together.

In addition to internal quality certification we also organised an event presenting our transition to Société à Mission status, which assembled some 500 participants at the Châteaufarm' La Salle Wagram in Paris; those attending included Talents from Châteaufarm', our customers and our partners.

The latest LEAD certified event, which took place in a Châteaufarm' House, was the C3D (Collège des Directeurs du Développement Durable) event, organised this time as a small-scale seminar in a Green House in Yvelines, at Châteaufarm' de Mareil.

Based on the success of these four events, we want to continue using this quality certification in France and abroad in 2024.

Châteaufarm's undertakings under LEAD certification

This label, to which Châteaufarm' is committed, enables Châteaufarm' to shine the spotlight on its commitments to:

Eco-design of events:

- No more disposable items on the tables
- No more plastic bottles
- Provision of furniture, crockery and decorations in situ
- Optimisation of waste and
- good management of end-of



- life
- No more non-re-usable communication tools

Reduction of the event's carbon footprint:

- Decarbonised food
- Offer of communal transport solutions for participants

Positive social impact:

- Integration of disabled Talents into our teams
- Collaboration with companies in the protected work sector
- Making events accessible to the greatest possible number of participants
- Promotion of equality within the team

- Development of local sourcing

Progress and the future:

And the label also enables Châteaufarm' to make progress on:

- Measuring the carbon footprint of our events
- Seeking solutions for carbon dioxide capture of CO2 emissions from events
- Identification of partners with firm measures in place for the inclusion of long-term unemployed persons

In 2022, jointly with Green Evénements, Châteaufarm' wrote an official report on implementation of the label. This official report

is available on Châteaufarm's website. Its purpose is to inspire companies and the profession in general by organising meetings, which take care of Humans, Territories and the Living World.



DEPLOYMENT OF LEAD LABEL VENUES

Testimony of Roman and Lorraine, Châteauform' Hosts at Le Metropolitan (Paris 17th district)

Won over by the LEAD certification system, we now no longer want to restrict ourselves to one individual event; we would rather organise a cluster of events on the same site. After due thought and joint development with Green Événements and SGS, at the end of 2023 the LEAD label evolved to become LEAD Venues Label.

Thus, Châteauform' Metropolitan became the first site to obtain this distinction. The site must comply with a format similar to the classic LEAD certification, but with a few adaptations in the measures implemented and the audit of evidence by SGS. In order to validate these measures throughout the year, the site will be subject to random audits of events, in order to assess the efficacy of the initiatives undertaken.

Once certification is obtained, all the events organised at Châteauform' Metropolitan will automatically be considered "LEAD" events, because they will comply with rigorous product specifications.

A few major initiatives taken by Châteauform' Metropolitan:

- Strong measures to reduce waste, in particular by eliminating single-use plastic and by prohibiting any disposable communication tools (kakemonos, goodies, etc.).
- Systematic evaluation of the



carbon footprint, with actions to minimise emissions, in particular by working with the committed caterer, Nomad, an uncompromising passion for good food, which offers seasonal cuisine, which is 100% vegetarian.

- Effective inclusion thanks to partnerships with stakeholders in the Social and Solidarity-based Economy (ESS), who are concerned with the integration of disabled persons and the promotion of professional reintegration into the event industry.

What prompted the idea of having the site LEAD venues certified? Why did you choose this label?

We brought together members of staff from several Châteauform' services, the commercial service, the House part, the commitment service and the history and

heritage service. Being convinced that it is possible to make the event industry more responsible and committed, and that the corporate world can be drivers of change, we approached the consultants, Green Événements and the auditors, SGS with the aim of exploring the possibilities together.

Since LEAD certification was already in existence, we wondered whether we could design a location where all the events would be LEAD certified. This is why we collaborated to create a new label, LEAD Venues, with the purpose of showing that it is possible to change our practices in the event industry.

This joint initiative aims to show and to prove that it is possible to change our habits as regards events by integrating criteria of social and environmental responsibility in our procedures.



Did you encounter any particular constraints throughout the process of obtaining the label?

The main constraint that we encountered was obtaining membership of the House Label for our organisers and collaborating with them to co-construct their event, in order to comply with the mandatory criteria centring around three key goals: zero waste, low carbon and positive social impact.

A specific example of achieving this is encouraging the use of undated communication tools, such as kakemonos, so that they can be re-used. However, if an organiser does want its signage dated, it must prove to us that the material will be recycled or transformed by a specialist body.

What are the main commitments of the venue?

The main commitments of the House include the creation of entirely vegetarian catering in cooperation with our caterer, Nomad. While offering attractive, good and generous catering, we have excluded all animal protein from our buffets.

In accordance with the LEAD Venues directives, which limit the presence of animal protein to a maximum of 10%, if an organiser wants to include meat or fish in its meals, we point it towards another Châteaufarm' House to respond to its request.

In addition, we have decided to work with organisations, which support persons in long-term unemployment. As a consequence, one third of our team during our events is made up of staff, who have come from these organisations.

How have these measures been perceived by participants and organisers?

In order to raise awareness among a maximum of participants, we offer to appear on stage during the opening of the day in order to explain our reasons and the three House goals.

In addition, we have introduced an end-of-event questionnaire to collect immediate feedback from our participants.

To date, we have recorded a 100% satisfaction rate from our organisers with respect to their event and we have received very positive feedback from the participants, especially on the vegetarian catering.

This feedback supports us and encourages us to keep on being committed

OTHER VENUES WITH DIFFERENT LABELS AND CERTIFICATIONS

Each of our Houses is autonomous in the implementation and management of CSR initiatives. Some of them choose to emphasise their commitment and initiatives through certification or a dedicated label. The choice of labels is based on a study of needs by sector and by country.



Biosphere certification

Having implemented a system throughout 2022 Châteaufarm' La Mola (Spain) obtained its Biosphere certification in 2023. This certification is part of a global approach by the site centred on its CSR challenges, with two major priorities: the improvement of the measure for increased objectification and increased communication on the site's initiatives and commitments. Certification has made it possible to achieve the first mandatory objectives.

The La Mola site undertakes to retain its certification in 2024, in particular by achieving new measures such as reducing its carbon footprint.



Label La Clef Verte

The procedure for the Clef Verte label was validated at Châteaufarm' de l'Abbaye de La Ramée (Belgium) in 2022. This procedure was renewed in 2023 thanks to a documentary audit with respect to initiatives targeted by the label. The site had three major objectives in particular:

- to reduce waste by installing water distributors;
- to continue to raise awareness of CSR issues among its participants;
- to facilitate access to the site for drivers of electric vehicles by installing charging stations.

In 2024 the site wants to renew its label, which has a high degree of recognition in Belgium.



Label Swisstainable

In 2023 Châteaufarm' obtained the first Swisstainable label certification for one of its houses; this label is recognised in Switzerland for its commitment to sustainable development. The certified site defined an action plan in accordance with the requirements of the label and was subject to a study of the documents provided for the certification.

The first Châteaufarm' House to obtain this Level 1 Swisstainable certification is Châteaufarm' Les Chalets de Champéry, in Switzerland. For 2023 and 2024 the main lines of action include the improvement of waste treatment and reduction of waste, the abolition of plastic and the study of climate issues.

In the same spirit of commitment, Châteaufarm' Montagne Alternative is aiming to obtain Level 3 Swisstainable certification in 2024.

Sponsorship and Social Responsibility



As a committed stakeholder, Châteaufarm' is regularly asked to support charitable causes (associations, NGOs, etc.). Support provided by Châteaufarm' takes different forms:

1. Services in kind: we provide our sites or our Talents.
 2. Donation of materials: food, equipment, furniture, etc.
 3. Cash donation: financial donation.
- For campaigns managed by the Group, we opt for projects in keeping with our raison d'être and more especially, education (Révérons les Talents).
 - For sponsorship campaigns

Châteaufarm' is a humanistic company, committed to defending all the causes working towards a fairer world. Our sponsorship framework is as follows:

managed by the House or by the teams, it is recommended that the projects correlate to at least one of the objectives of the remit in the Articles of Association (including at least one operational objective).

PARTNERSHIP WITH LIBRARIES WITHOUT BORDERS

About Libraries Without Borders

Libraries Without Borders is an NGO founded in 2007 to empower vulnerable populations by facilitating their access to knowledge.

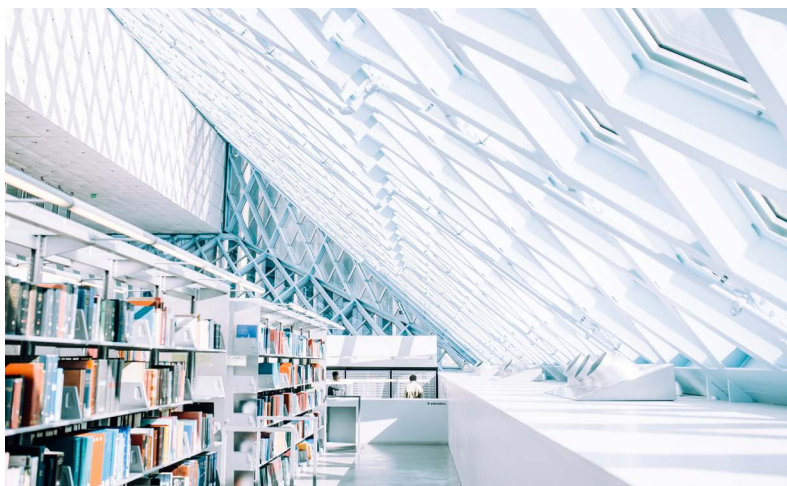
In France and in 30 other countries LWB deploys its tools, contents and training courses to enable people affected by crises and poverty to educate

and entertain themselves, to create links and construct their future.

About the partnership

Châteaufarm' has been supporting Libraries Without Borders since 2018. Up until now the nature of the partnership has consisted in hosting LWB employees for a weekend in one of the Châteaufarm' Houses. For two days in 2023

Châteaufarm' hosted more than 100 LWB employees at Grand Mello in Oise. In return, LWB provides Châteaufarm' with books for the libraries in its Houses.



PARTNERSHIP WITH UNISOAP

About UNISOAP:

Currently, hotels in France throw away 51 million bars of soap and soap products at a high cost to the planet, causing pollution, in particular of the soil. On the other hand, there are three million people, who cannot afford basic hygiene products. UNISOAP has instituted a system with the aim of responding to this two-pronged problem by recycling soap.

Rather than being thrown away, the soap bars and products are collected and then sent to an ESAT in the Lyons regions, in

order to be recycled by disabled workers. Once the soap has been recycled, UNISOAP donates the bars of soap to their partner charitable associations. These associations ensure that the bars of soap are distributed to persons in financial difficulties.

In 2023 nine Châteauform' sites have a partnership with UNISOAP, and almost 75.64 kg of soap has been collected.

About the partnership:

By the end of 2023 nine Châteauform' Houses had formed partnerships with UNISOAP:

Château de Guermantès, Les Mesnuls, Château de Rosay, Château de Ronqueux, Le Grand Mello, Château de Romainville, Château de Crécy-la-Chapelle, Château du Haut-Nebois and Marseille Longchamp.

Four of these partner Houses collected their soap in 2023, giving a total volume of 74 kg. The other Houses will make a further collection as soon as they have a significant stock.



PLANS FOR 2024

ISO 20121 continued

In 2024 Châteauforn' will enter its 2nd cycle of ISO 20121 certification. By retaining its certification for all its business in France and abroad (with the exception of CERAN and IME) Châteauforn' re-affirms its commitment to continuous improvement of its responsible management system.

For those of our parks not subject to a SMP in 2024 Châteauforn' is going to organise the pruning and forestry advice services internally. This decision has been made possible by moving a member of staff, who is a trained specialist in arboriculture.

Parks and Forests

Renewal of the Carbon Audit

Having completed our first Carbon Audit in France (with the exception of IME and CERAN), Châteauforn' intends to repeat this exercise by including our Spanish business within it, in order gradually to cover all our business.

As an extension of our climate commitment Châteauforn' aspires to total transparency as regards climate issues by taking part for the first time in the CDP*. This procedure involves the willingness to measure, reduce and make transparent disclosure about the carbon footprint of one's business.

Participation in the CDP (Carbon Disclosure Project) | Climate Section

Preparation for the CSRD

Under the CSRD** directive Châteauforn' is making preparations for the new requirements on sustainability and transparency. These preparations include canvassing our stakeholders' views once more by means of the double materiality matrix. By the end of 2024 Châteauforn' will have defined our roadmap on CSRD issues.

Since we are convinced of the relevance of LEAD certification, Châteauforn' wants to continue to promote this procedure with our customers, who wish to develop their CSR commitment through their events. The quality certification of an event venue 100% committed to LEAD events, Le Metropolitan in the 17th arrondissement of Paris, will also be maintained.

Implementation of the LEAD label with a 100% LED House

Pursuit of Châteauforn' Mission Objective 3

As a result of the first audit carried out by the consultants, Saint Front, Châteauforn' has validated its status as a Société à Mission. The objective for 2024 will be to continue implementing actions intended to achieve our KPI.

SUMMARY

STG	Pages	KPIs	Unit	2021	2022	2023	Target	Scope
Governance and management of CSR								
STG 12	16	Self-assessment response rate	%	90,7	98	91	100	France and international
STG 12	16	Overall average CSR self-assessment	%	64,4	67	69	100	France and international
STG 12	18	Ecovadis grade	Points	58/100	62/100	64/100	67	France and international
STG 12	15	Number of Talents, who have attended a CSR training course during the year (1/2 day or 1 day)	No. of Talents	35	139	137	Not defined	France and international
We take care of our Talents								
STG 4	25	Number of Talents trained (N.B. If a Talent has attended 2 training courses this is counted twice in this table)	No. of Talents	1600	1708	1802	Not defined	France and international
STG 4	21	No. of disabled Talents	Value	31	38	55		France
STG 4	21	Number of Talents with support for health problems affecting their work	Value	29	38	18	Not defined	France
STG 4	21	Number of adapted workstations in order to retain the Talent in employment	Value	12	12	15	Not defined	France
STG 4	21	Number of apprenticeship contracts	Value	17	31	43	Not defined	France
STG 8	23	% of Talents stating that working with Châteaufarm' is enjoyable	%	87	92	91,4	100	France and international
STG 4	21	Equality Index Women / Men	Note sur 100	80	79	83	100	France
STG 4	25	Percentage of Talents, who have seen their contract develop during the last 3 years (internal development)	No. of Talents	69	119	121	Not defined	France and international
We take care of our customers								
STG 3	28	Response rate for "favourable notes" (satisfaction questionnaire)	%		80	83,18	80	France and international
STG 3	28	Overall rate of satisfaction (0.6*rate of participant satisfaction + 0.4*rate of organiser satisfaction)	%	94	95,6	96,76	96,52	France and international
STG 3	29	% of Houses, which have obtained or exceeded 85/100 in the ADOCA assessment (hygiene)	%	67	61,7	81,5	100	France

STG	Pages	KPIs	Unit	2021	2022	2023	Target	Scope
We take care of our territories								
STG 2, 8 et 13	33	% of houses, which state that they offer at least 25% of local produce on their menus	%	51	56	64	100	France and international
STG 11	34	% of houses having recourse to ESAT	%	58	50	36	Not defined	France and international
STG 2, 8, 13 et 15	34,35	Volume of vegetables purchased from "extremely local producers" (Romainville)	Tonnes	2,5	3,2	7	Not defined	France
We take care of the living world								
STG 5, 8, 12 et 13	52	Number of LEAD events organised during the year (including Châteaufort' Métropolitain)	Number	0	4	15		France and international
STG 12	41	Number of plastic bottles purchased	Number	Not available	914 000	290 000	0	France
STG 12	41	% of Houses equipped with water dispensers	%	0	20	83	100	France
STG 12	43	% of House complying with Decree 5 flux	%	46,5	70	80	100	France
STG 12	41	No. of Houses stating that they recycle their organic waste	No. of Houses	24	46	49		France
STG 15	41	Volume of organic waste recycled by composting or production of methane (by external service providers)	Tonnes	Not available	141	210	Not defined	France and international
STG 15	35	Volume of vegetables produced by Châteaufort' (Ronqueux)	Tonnes	4	4,6	6,08	Not defined	France
STG 15	48	% of Green Houses with a regularly tended kitchen garden	%	28	33	58	Not defined	France and international
STG 15	48	% of Green Houses with fruit trees	%	48	62	56	Not defined	France and international
STG 15	48	% of Green Houses with bee-hives	%	56	56	58	Not defined	France and international
STG 12	47	% of Houses fitted with at least 80% LED lighting		46,5	78	67	100	France and international
STG 12	47	% of Houses fitted with occupancy detectors in the passageways	%	69	73	71	100	France and international
STG 12	47	% of Houses, which change towels only when requested	%	71,6	66	79	100	France and international
STG 12	47	% of Houses fitted with water-saving shower heads / water aerators on the taps	%	73,5	75	67	100	France

