
SCHLOSS
LEOPOLDSKRON
Sustainability Report 2025

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Key/transparency

This report is based on the VSME standard (Voluntary Sustainability Reporting Standard for non-listed Small- and Medium-Sized Enterprises) and is compiled on the basis of the basic module, with some supplementary voluntary information.
To promote transparency and comprehensibility, the sustainability report is published digitally and is publicly accessible from the website www.schlossleopoldskron.at.

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Foreword from the management

For Salzburg Global and Schloss Leopoldskron, sustainability is not a hypothetical obligation, but something we put into practice in our day-to-day business. As an organization that has been bringing people together from all over the world for almost 80 years to work on the most pressing issues of our time, we have a special responsibility: not only in what we offer but also in how we manage our historical building.

Schloss Leopoldskron is a place for coming together, sharing ideas, and transformation. With these as our values, we have a duty to ensure that our business is in harmony with the principles that we claim to uphold. We would not be a credible company if we discussed climate protection and social responsibility and yet failed to take action in our own operations.

I am proud to announce that in the past year we have implemented a large number of concrete measures to make our business noticeably more sustainable. We thoroughly overhauled our guest communication to make our visitors actively involved in the responsible use of energy, water, and resources. We restructured our waste management, aligned our procurement processes with sustainability criteria, and increased our focus in the kitchen on regional, seasonal, and organic products and vegetarian and vegan dishes. Our sustainability team supported this development with great dedication and extensive expertise.

This is all taking place in a listed building with complex requirements, which makes implementing the measures more challenging, but also more meaningful. Every measure that we put into practice shows that historical heritage and ecological responsibility are not mutually exclusive, and can even be mutually beneficial.

This report documents where we are currently and where we are headed. Sustainability is not a project with an end date. It is a continuous process that we work on with conviction and perseverance.

Martin Weiss

President and CEO, Salzburg Global



1. Principles for the preparation of the report

(B1/24a–e and B1/B25)

This sustainability report covers the hotel and event operations of Schloss Leopoldskron at the Salzburg site, including the Schloss and Meierhof buildings. This first issue of the report provides a structured and transparent overview of the sustainability activities in the 2025 fiscal year.

The reporting is based on the VSME standard (Voluntary Sustainability Reporting Standard for non-listed Small- and Medium-Sized Enterprises), which was developed by the European Financial Reporting Advisory Group (EFRAG). The aim of the standard is to provide SMEs with a practical foundation for compiling sustainability reports that are applicable across the EU.

The VSME standard is made up of a basic module and a comprehensive module, and it covers key aspects in the areas of environment, social, and governance. This report is based on the basic module.

The aim of this report is to depict the business's material sustainability activities comprehensibly, make developments transparent, and lay the groundwork for continuous development of sustainability management. At the same time, the report shows how sustainability is systematically integrated into operations and what strategic priorities we are pursuing.

The report is aimed at the business's key stakeholder groups, in particular its workforce, guests, and seminar participants, the shareholders and supervisory board of Salzburg Global, suppliers, collaboration partners, and interested members of the public.

In the interest of transparent communication, the report is made public and is available for interested stakeholder groups in digital form on the website www.schloss-leopoldskron.com.

1.1 Methodology and data foundation

The content is based on internal data, a materiality and stakeholder analysis, and workshops with management and the departments.

Certain details are based on estimates and will be clarified in the coming years.

With regard to the environmental key figures in particular, the business is currently setting up a structured monitoring system.

1.2 The company's business model and mission statement

Schloss Leopoldskron is part of Salzburg Global, an international non-profit organization. The business is made up of

- hotel
- seminar center
- and event venue

and also serves as an infrastructure foundation for international programs, as described below.

The business's mission statement is closely related to the mission of Salzburg Global. As an international, independent non-profit organization, Salzburg Global aims to create space for open dialog, overcome barriers, and develop joint solutions for global challenges.

The Schloss Leopoldskron site plays a key role as a place for coming together, sharing ideas, and interdisciplinary collaboration. Since 1947, Salzburg Global has brought together leaders from politics, business, science, and civil society so that they can work together to find solutions for key topics such as peace, education, health, culture, and governance.

The hotel business supports this mission by creating a framework that enables openness, dialog, and focused work. The special atmosphere of the historical Schloss as well as its quiet location provides the perfect space for reflection, dialog, and international collaboration.

At the same time, the business is committed to the long-term preservation of the historical site. Sustainable management of the Schloss, which is located in a nature reserve in the middle of the Salzburg urban area, involves both ecological aspects and economic and cultural aspects and is intended to ensure that the site can be enjoyed by future generations.

The mission statement therefore combines the commitment to sustainable hotel operations with the international mission of Salzburg Global and views the location as a platform for sharing ideas, learning, and social impact.

1.3 The company's key structural data

The following key data illustrates that the business has a complex usage profile: it is simultaneously a hotel, seminar location, event venue, and a culturally significant building located in a nature reserve.

This results in elevated requirements with regard to energy and resource management, procurement, communication, and the organizational integration of sustainability in day-to-day operations

Table 1: Operating data

Type of business	High-end hotel without classification and international seminar center
Building	Two buildings: Schloss and Meierhof
Rooms	55
Suites	12
Seminar rooms	Fellows Hall (163 m^2, for 100 persons) Seminar rooms 1–3 (59 m^2 each, each for 30 persons) Gallery (185 m^2, for 130 persons) Red Salon (59 m^2)
Dining areas, indoors	Marble Hall: 140 Venetian Room: 30 Red Salon: 12 Meierhof Bar: 50
Dining areas, outdoors	55
Target groups	Event and seminar guests, hotel guests (festivals, city tourism)
Average stay	2.2 to 2.4 days
Events per year	180 to 230
Owner	Salzburg Global Seminar, Inc. This is a foreign company with a registered branch office in Austria.
Management	Vorstand: Martin Weiss Ständiger Vertreter: Benjamin Glahn
Type of company	Inc. (US corporation)
Legal form	Corporation
Address	Salzburg Global Seminar, Inc. H Street NW 1250/Suite 1150; 20005 Washington DC, USA
Branch office/location	Salzburg Global Seminar, Inc. Leopoldskronstraße 56–58, 5020 Salzburg
Line of business	Non-profit corporation established for the purpose of conducting research on American history, literature, economy, and other topics for Europeans and running a hotel business
Sustainability Officer	Michael Pohn
Total assets	46,813,488 USD (balance sheet date December 31)
Sales revenue	18,171,634 USD
Number of employees	85 to 90
Geolocation	47.7889° N, 13.0389° E
NACE codes (categorization in accordance with the statistical classification of economic activities in the European Union)	NACE I55—accommodation NACE I56—food and beverage service activities (partially, as part of event business)

Table 2: Nature reserve, park data	
Undeveloped park area	7 hectares
Surface area of Leopoldskroner Weiher (artificial pond, not part of the property)	13 hectares
Number of trees (acc. to tree plan)	117
Number of newly planted trees (mixed-fruit orchard)	35
Number of beehives	18

1.4 Sustainability certifications
(B1/25)

Schloss Leopoldskron has been a holder of the Austrian and European Ecolabels since early 2026. These two certifications (government environmental labels) confirm that the business complies with defined criteria in the areas of energy consumption, water consumption, waste management, sustainable procurement, and environmental management.

- Austrian Ecolabel for Tourism Businesses (UZ 200) (Directive: Directive UZ 200)—Type 1 environmental label based on EN ISO 14024
- EU Ecolabel for accommodation facilities (Eco 051)—Type 1 environmental label based on EN ISO 14024

The certification process involved an analysis carried out in the 2025 reporting period regarding business operations and the implementation of organizational and technical measures as part of a final external audit performed by the VKI (Association for Consumer Information, Vienna—VKI website).

2. Strategy, materiality, and stakeholders
(voluntary disclosure)

The sustainability strategy of Schloss Leopoldskron is based on the mission of Salzburg Global and the specific requirements of an international hotel and event business in a historical complex of buildings. Its aim is to integrate ecological, social, and organizational aspects into the running of the business systematically and to permanently reduce the business's environmental impact.

The combination of historically protected building status, international use, and complex business operations makes implementing sustainability measures especially challenging. At the same time, preserving and promoting biodiversity in the Schlosspark is especially important. The park is located in a designated nature reserve and provides a valuable habitat for a large number of plant and animal species within the Salzburg urban area. Maintenance and preservation of the tree population, promoting plant species suited to the local environment and native to the

area, and responsible use of the park's ecological resources are therefore key components of the sustainability strategy.

The strategic alignment is based on three key areas of action:

1. Reducing the hotel business's environmental impact
2. Integrating sustainable criteria into business processes
3. Setting up a reliable data foundation and appropriate control systems

The sustainability strategy is reviewed on a regular basis and adjusted continuously in the light of insight gained from experience and further development of the program of measures.

Key sustainability topics are identified by means of a voluntary materiality analysis. This analysis covers both the business's impact on the environment and society and its risks and opportunities.

The following key topics have been identified:

- Energy and greenhouse gas emissions, especially in the context of the historical building structure, listed building status, and the international travel activities of guests and the organization
- Water withdrawal and consumption, as these were classified as above-average in the business operations
- Resource use and waste management, especially in relation to managing waste, warehouse management, and sustainable procurement
- Workforce: health and safety, remuneration, collective bargaining, and training

In the course of a stakeholder analysis, relevant stakeholder groups were identified, their influence on the business was assessed, and their relationships with ecological, social, and organizational topics were analyzed. The assessment also took into account one-on-one conversations, surveys, and existing knowledge about operations.

The following were identified as key stakeholder groups:

- Guests
- Employees
- Shareholders and supervisory board of Salzburg Global
- Public authorities
- Suppliers and collaboration partners



3. Practices, policies, and future initiatives for transitioning towards a more sustainable economy

(B2/26–28)

In 2025 a structured sustainability management system was set up.

The workforce is actively involved in implementing the sustainability strategy. All employees are informed of the business's sustainability goals and measures and encouraged to be actively involved in developing them further. To anchor sustainability in day-to-day business operations, training and briefings are provided on a regular basis. In addition, key sustainability principles, codes of conduct, and company expectations are documented in a written employee handbook.

The key elements of sustainability management include:

- Appointing a Sustainability Officer
- Integrating sustainability into management decisions
- Continuously improving a structured program of measures on the basis of criteria of the Austrian and EU Ecolabels
- Reviewing measures and processes regularly
- Setting up a monitoring system for key figures
- Improving internal communication and training formats
- Setting up and using a Sustainability Task Force

One special development step was setting up a detailed energy management system following extensive external energy consultation. This laid the groundwork for recording energy consumption more systematically, identifying potential savings more effectively, and steering future measures in a more directed way.

Overall, this management approach lays the foundations for integrating sustainability into day-to-day business operations transparently.



4. Environment and climate

(basic module—environmental key figures)

The environmental impact of the business is concentrated in the areas of energy, water, waste, procurement, and mobility. Special conditions apply here, as the result of the historical building structure, listed building status, nature protection, the international guest mix, and the combined operation of hotel, seminar center, and event venue.

The consumption figures for 2024 and 2025 serve to set up a solid foundation. A thorough assessment of the impact of the sustainability measures implemented since 2025 is expected to be possible from 2027 onward.

4.1 Energy and greenhouse gas emissions

(B3)

Energy consumption is one of the business's material environmental aspects. Continuous improvement of the energy efficiency and the reduction of energy-related emissions are therefore key components of the sustainability management.

Energy

Measures implemented:

- Connecting the Schloss and Meierhof buildings to the district heating network
- Gradually changing the lighting to energy-efficient LED technology
- Optimizing energy-related workflows and technical systems on an ongoing basis

Table 3: Key figures—energy

Energy key figures		
	2024	**2025**
Overnight stays	31,457	31,848
Guest rooms	67	67
Heat consumption	1,024,207 kWh	993,315 kWh
Power consumption	564,532 kWh	594,244 kWh
Total energy consumption	1,588,739 kWh	1,587,559 kWh
Changes	n.a.	-0.1 %

Table 3: Key figures—energy

Key figures compared		
Heat consumption by HFA (heated floor area)	134.27 kWh/m²a	130.22 kWh/m²a
Changes	n.a.	-3.02 %
Heat consumption per overnight stay	32.56 kWh/stay	31.19 kWh/stay
Changes	n.a.	-4.2 %
Power consumption per overnight stay	17.95 kWh/stay	18.66 kWh/stay
Changes	n.a.	4.0 %
Heat consumption per guest room	15,287 kWh/room	14,826 kWh/room
Changes	n.a.	-3.0 %
Power consumption per guest room	8,426 kWh/room	8,869 kWh/room
Changes	n.a.	5.3 %

It was not possible to specify **renewable energy as a percentage** of total energy consumption for the 2025 reporting year, as the solar power system only began operation in early 2026 and no data for an entire year is yet available.

Greenhouse gas emissions

A structured greenhouse gas footprint for the business was compiled for the first time in the reporting year. This was based on the consumption and operating data available at the time of data collection within the defined system limits.

Data foundation and scope of footprint calculation:

In the scope of data collection, all available and relevant consumption and operating data within the defined system limits was collected and used to calculate the greenhouse gas emissions.

Footprint calculation period: Salzburg Global Seminar, Inc.: 01.01.2025 to 31.12.2025

As this is the business's first climate footprint calculation, focus was given to creating an inventory of the available data foundation as a starting point. In total, **10.8% of the available company data** could be used for the footprint calculation. The **data quality** of the collected data sets was **84.04%.**

Material findings of the climate footprint calculation

About Figure 1: Greenhouse gas emission hotspots

The following illustration shows the greenhouse gas emissions of the period under review, by emission category. The emission volumes are reported as CO_2 equivalents (CO_2e) and depicted in accordance with their share of total emissions.

Indicators in line with the Greenhouse Gas Protocol:

Table 4: Scopes 1, 2, 3

Scope	Meaning	Example
Scope 1	Direct greenhouse gas emissions from the business's own sources	Own fleet of vehicles, emergency generators, refrigerant leaks from air conditioning systems
Scope 2	Indirect energy-related greenhouse gas emissions	Purchased electricity, district heating, district cooling
Scope 3	Other indirect greenhouse gas emissions	Guest arrival and departure travel, seminar participant air travel, suppliers, food, drink, laundry, waste disposal, business travel, purchased furniture, textiles, etc.

The analysis shows that the business' greenhouse gas emissions are caused almost exclusively by the use of energy. Indirect energy-related emissions (Scope 2) make up the largest share (56.44%), followed by other indirect emissions (Scope 3) (41.66%). Emissions from water consumption and direct emissions (Scope 1) play a minor role in comparison.

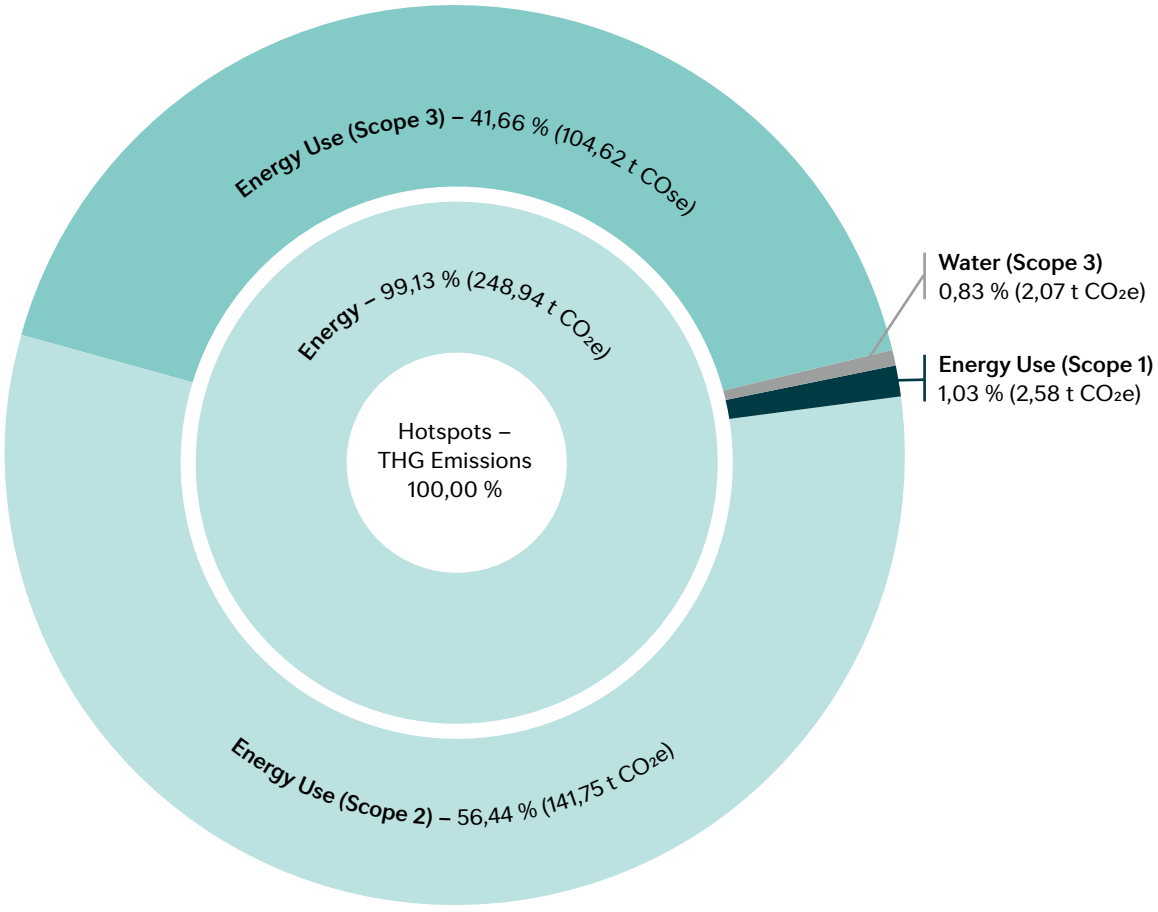


Figure 1: GHG (greenhouse gas) emission hotspots (source: ESG Cockpit)

About Figure 2: Greenhouse gas emissions, total

The following evaluation shows the business's total greenhouse gas emissions as recorded in the footprint calculation period. The emissions are shown in the categories Scope 1, Scope 2, and Scope 3 and measured in CO_2 equivalents (CO_2e).

The analysis shows that the business's greenhouse gas emissions result primarily from indirect energy-related emissions (Scope 2) and other indirect emissions (Scope 3), with direct emissions (Scope 1) representing only a small portion of the total emissions.

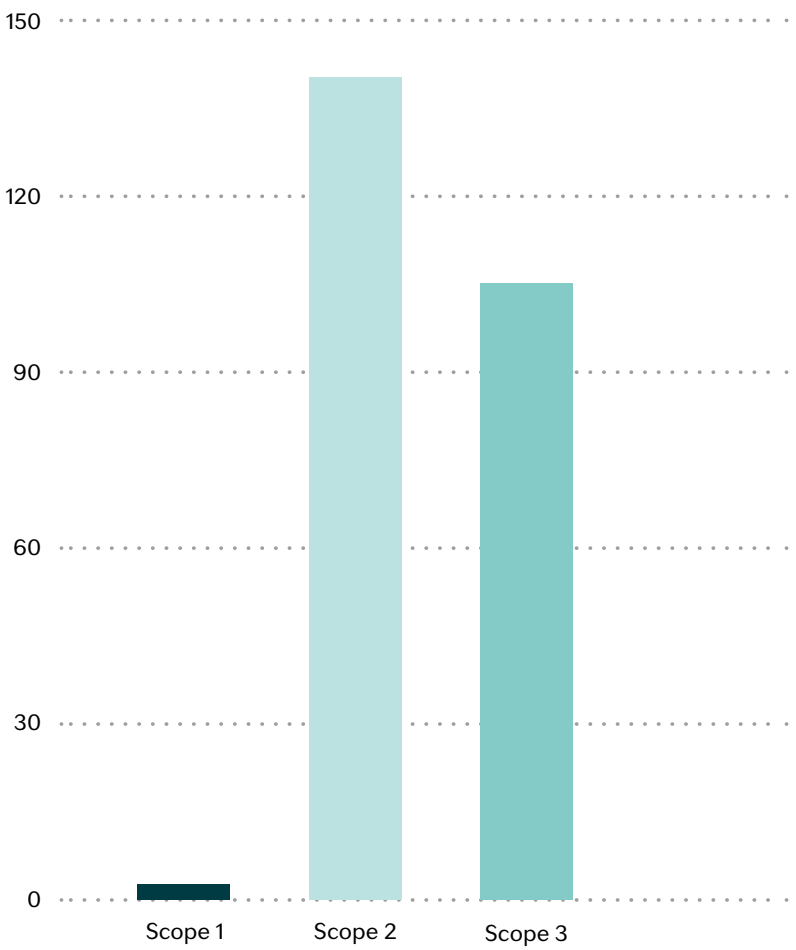


Figure 2: Greenhouse gas emissions, total (source: ESG Cockpit)

About Figure 3: Percentages of total emissions, Scopes 1, 2, and 3

The following graph shows how the total greenhouse gas emissions are distributed between the categories Scope 1, Scope 2, and Scope 3. The values relate to the entire footprint calculation period and include all sites recorded within the system limits. They are measured in CO_2 equivalents (CO_2e).

The percentage distribution of the emissions enables a classification of the key emission sources and forms the basis for identifying future reduction potential.

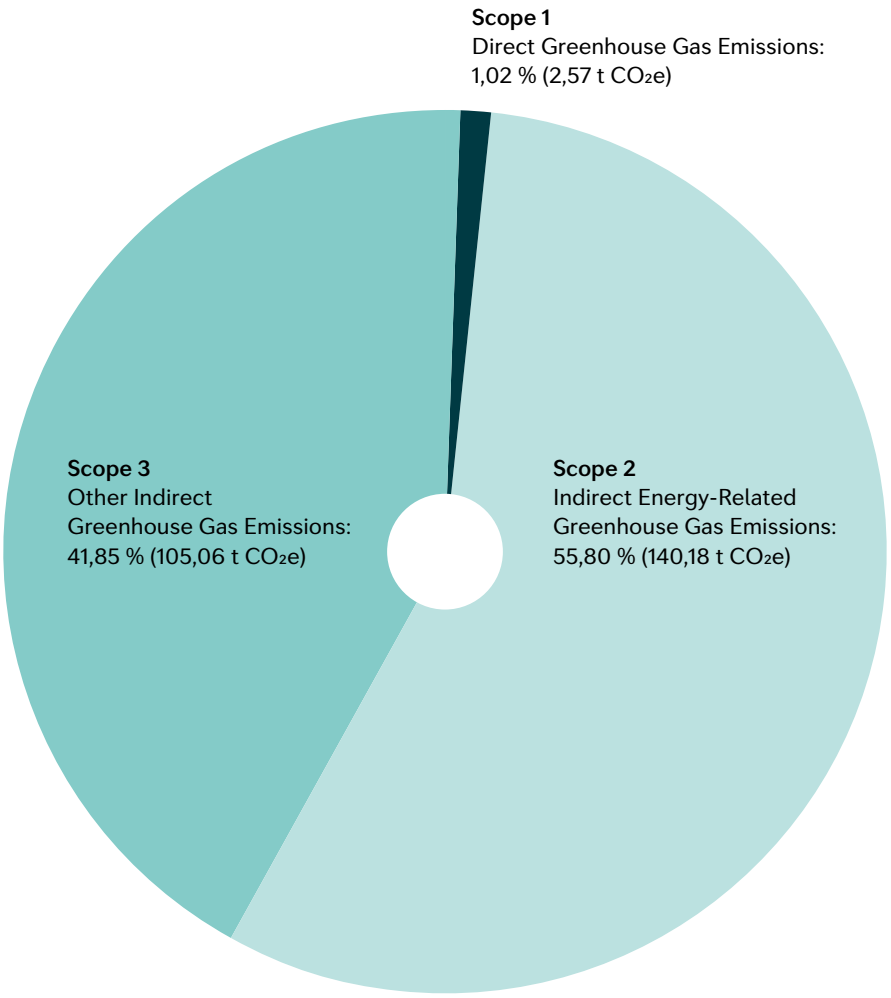


Figure 3: Percentages of total emissions, Scopes 1, 2, and 3 (source: ESG Cockpit)

About Figure 4: Key figure CO_2e

The key figure below shows the total direct and indirect greenhouse gas emissions of the 2025 period under review. It takes into account the emissions of the categories Scope 1, Scope 2, and Scope 3 without any consideration of the data areas “business travel, suppliers” or “guest arrival and departure.”

The values relate to all the sites recorded within the system limits. They are measured in CO_2 equivalents (CO_2e). In addition, the ESG Cockpit makes it possible to compare the values with a global average per capita emission value and also shows the emissions in relation to the size of the workforce, surface area, and revenue/total assets.



Figure 4: Key figure CO2e (source: ESG Cockpit)

This total emission value is the first to be calculated and comes to 251.13 t CO_2e. This will serve as a reference value for the future development of greenhouse gas emissions and is equivalent to roughly **7.9 kg CO_2e per overnight stay in the 2025 reporting year.** Because the data collection is still being set up and the climate footprint is being calculated for the first time, this value will primarily serve as a foundation and reference value for future comparison. A solid assessment of the development and a comparison with future reporting years will only be possible once additional complete data sets are available.

The calculation was carried out with the ESG Cockpit on the basis of data provided by the company. The data foundations were validated and verified as far as possible. The emission factors used come either from company-specific data sets or from databases saved in the ESG Cockpit.

4.2 Water withdrawal and consumption
(B6)

The high water consumption was identified as a relevant environmental topic in the materiality analysis. The main cause for this is small hairline cracks in the old pipelines of the Schloss. Infrastructure measures are planned to remedy this in the long term. The aim in the medium and the long term is to gradually reduce water consumption by taking technical and organizational measures while ensuring that quality remains at a high standard for guests and employees.

- Installing flow regulators in all showers and sinks (in public areas and guest rooms)
- Water saving systems
- Regular employee training on water saving measures and techniques
- Raising guests' awareness by providing information in public areas of the business, in the guest rooms, and as part of the digital guest information

Table 5: Key figures—water

Water key figures		
	2024	**2025**
Overnight stays	31,457	31,848
Guest rooms	67	67
Water consumption	6,915,000 liters	7,541,000 liters
Changes	n.a.	9.1 %
Key figures compared		
Water consumption per overnight stay	220 liters	237 liters
Water consumption per guest room	103,209 liters	112,552 liters
Changes	n.a.	7.7 %

4.3 Resource use and waste management
(B7)

Using resources responsibly and preventing and reducing waste are key components of sustainable hotel and event business. The focus here is on using materials efficiently, optimizing operational processes, and continuously improving waste management.

- Expanding the waste sorting system
- Reducing bulk and individual packaging
- Optimizing purchasing and inventory management
- Regular employee training

- Raising guests' awareness by providing information in public areas of the business, in the guest rooms, and as part of the digital guest information

One thing that significantly helped to reduce general waste and organic waste (as shown in Table 6) was the Küchenprofi(t) consultation, which took place in the year under review. A part of an analysis, processes were reviewed and optimized in incoming goods, warehousing, production planning, and food utilization. The resulting measures helped to reduce food waste and improve resource efficiency in the kitchen area.

Table 6: Key figures—waste and cleaning agents

Waste and cleaning agents key figures		
	2024	**2025**
Overnight stays	31,457	31,848
Guest rooms	67	67
Waste generated, total	758,004 liters	723,004 liters
Changes	n.a.	-4.6 %
Voluntary information:		
General waste	486,400 liters	228,800 liters
Organic waste	81,600 liters	17,122 liters
Waste disposal costs, total	EUR 8,834	EUR 9,023
Waste disposal costs, per overnight stay	EUR 0.28	EUR 0.28
Cleaning agent consumption, total	2,358 liters	2,200 liters
Changes	n.a.	-6.7 %
Key figures compared		
Cleaning agent consumption per m^2	0.31 kg/m^2	0.29 kg/m^2
Changes	n.a.	-6.7 %
Waste generated per overnight stay	24.1 liters	22.7 liters
Changes	n.a.	-5.8 %





5. Workforce and social responsibility

basic model—social key figures)

The employees are a key factor in the operations of Schloss Leopoldskron and the Salzburg Global program. As an international nonprofit organization, Salzburg Global aims to promote global dialog and tackle social challenges by enabling discussion and collaboration.

The hotel business supports this mission by creating a professional organizational framework for international programs. At the same time, social sustainability is very prominent in the business, for example in the form of various benefits, an international team, flexible work models, training offers, and a corporate culture that is focused on respect, participation, and collaboration.

5.1 Workforce—general characteristics

(B8)

The business employs people in various areas, including:

- Reception
- Housekeeping
- Dining and kitchen
- Technology and building management
- Event organization
- Administration and management

The wide range of activity areas results in different requirements for work organization, working hours, and working environment, which are steered as part of operational organization and by the individual heads of department and reviewed on a regular basis.

The aim is to enable stable, fair, and reliable working conditions while meeting the requirements of an international hotel and event business.

5.2 Workforce—health and safety

(B9)

To ensure that working conditions remain safe, technical systems are inspected and maintained on a regular basis. In addition, employees are made aware of work safety issues by training and briefings and given an introduction to safety-related processes.

This is supplemented by organizational measures aimed at minimizing risk. These measures relate in particular to workflows in operational areas such as kitchen, housekeeping, technology, and event operations, where specific levels of physical stress and accident risks apply.

Safety at work is the responsibility of the individual heads of department in close coordination with management. The aim is to

recognize risks early on, continuously improve work processes, and ensure that the working environment remains safe for all employees.

5.3 Workforce—remuneration, collective bargaining, and training (B10)

The qualification and development of employees is an essential part of the business's HR strategy.

Training measures include:

- ouse training
- Onboarding in line with a sustainability philosophy
- Training on sustainability topics
- Technical training, including webinars, seminars, and workshops (in coordination with the GSTC—Global Sustainable Tourism Council)
- Visits to plants run by companies with clear sustainability strategies and environmental certifications
- Regular performance reviews and internal training formats

The training measures are planned as needed and are based on both operational requirements and the individual development opportunities of the employees.

The aim is to continuously improve technical skills while promoting understanding of sustainable working methods throughout the business as a whole.

Table 7: Key figures–workforce

Workforce key figures		
	2024	**2025**
Employees, total	87	90
Full-time equivalents	77 %	83 %
Number of male employees	40	41
Number of female employees	47	49
Average length of time with the company	5 years	6 years
Number of work accidents	17	4
Deaths caused by work accidents	0	0
Hours of training, total	65	80
Employees covered by a collective bargaining agreement	61 %	60 %
Voluntary information:		
Turnover rate	36 %	46 %
Days of sick leave	626	541
Number of trainees	2	3
Number of employees with a disability (less than 50%)	1	1
Average employee age	37	37


Gulf of
Mexico
BAHAMAS
Alexander
von Humboldt
1769 - 1859
CENTRAL
AMERICA
COLOMBIA

6. Governance

Sustainability is part of the management and decision-making processes of Schloss Leopoldskron and is gradually being integrated more strongly into the business's organizational structures.

The key elements of governance in relation to sustainability include:

- Clear assignment of responsibilities, in particular at management and department level
- The documentation and structured monitoring of measures
- Monitoring of relevant sustainability key figures
- Regular review and improvement of processes

This is managed with close coordination between management, Sustainability Officers, and the individual departments. A Sustainability Task Force has been set up to ensure effective coordination across departments.

Furthermore, the business is guided by the applicable labor, environment, and commercial law framework and the internal directives of Salzburg Global.

The aim is to anchor sustainability as a permanent part of operational management and to make decision-making processes transparent and comprehensible.

6.1 Convictions and fines for corruption and bribery (B11)

In the reporting period, no cases of corruption or bribery were identified.
No fines were imposed.



7. Other important (non-material) topics
(voluntary disclosure)

In addition to the core topics identified in the course of the materiality analysis, there are other aspects that are significant for business operations but not classified as material in the context of sustainability reporting. These topics are presented below as supplementary information to provide a complete picture of the business's sustainability activities.

Table 8: Important (non-material) topics

Topic	Explanations and relevance
Listed building status and cultural heritage	Schloss Leopoldskron is a listed building under the **Austrian Heritage Protection Act (DMSG)** and is subject to the supervision of the Federal Listed Building Office. Any construction work or technical modifications are carried out exclusively in accordance with the legal requirements for preserving the historical character of the building. This places special demands on building operations, especially with regard to energy efficiency.
Biodiversity in the Schlosspark	The Schlosspark and the adjacent Leopoldskroner Weiher pond are part of a protected natural area and have been classified as a **landscape conservation area.** The pond, which covers roughly 13 hectares, and the surrounding green spaces provide a habitat for a large number of plant and animal species. As a result, we have a special responsibility to preserve the ecological quality of the site.
Digitalization and data protection	The digitalization of operational processes calls for responsible handling of data. The business is guided by the specifications of the **General Data Protection Regulation (GDPR)** and ensures that personal data is protected and only processed for specific purposes. The aim is to achieve efficiency and data security in equal measure.
Social engagement	The site serves as a platform for programs with social impact and international dialog. In addition, collaborations with regional and social institutions contribute to local value creation.



8. Program of measures and continuous improvement

(voluntary disclosure)

The program of measures of Schloss Leopoldskron is based on the analysis of the current situation carried out within the reporting period, the stakeholder and materiality analysis, and the action plan updated to reflect the requirements of the Austrian Ecolabel. The aim is to anchor sustainability as an integral part of hotel operations and to transfer existing individual measures to a structured sustainability management system.

The analysis showed that a large number of sustainability-related measures have already been implemented, such as measures relating to district heating, LED lighting, water saving technology, regional and seasonal procurement, recycling left-over food and oils, paperless internal communication by means of HOTELKIT, cultural preservation, biodiversity in the Schlosspark, and the social measures for employees. At the same time, it has been identified that greater systemization, data collection, and strategic control are needed.

Other measures carried out in the reporting period:

- **Sustainability responsibility**
  Anchoring at management level (Managing Director) and support provided by a Sustainability Task Force
- **Integration into operational processes**
  Improving checklists, processes, and documentation for systematic support
- **Setting up a key figure system**
  Regular collection of energy, water, and waste data
- **Energy management system**
  Introducing a structured system for analyzing and controlling consumption
- **Technical measures**
  District heating, heat pump, conversion to LEDs, motion sensors, water saving systems
- **Optimize operational processes**
  More efficient use of energy in operations and technology
- **Conserve resources**
  Installing a fully automated drinking fountain to reduce the amount of transport needed
- **Improving the sorting of waste**
  Expanding systems and structures
- **Optimizing storage and processes**
  Reducing food waste and use of material
- **Cleaning agent management**
  Switching to organic products (Erdal/Werner & Mertz) incl. dosage systems
- **Training and communication**
  Employees: Sustainability integrated into training, communication, and work processes
  Guests: Expansion of information on sustainable behavior (e.g. linen change, arrival journey)

8.1 Goals system and measures planning

The sustainability management system is further developed on the basis of a structured measures and goals system that is organized in accordance with short-, medium-, and long-term priorities. The defined goals are based on the results of the current situation analysis, the materiality and stakeholder analysis, and the requirements of the environment certifications.

Short-term goals (by end of 2026)

In the short term, our focus is on the organizational anchoring of sustainability, the improvement of the data foundation, and the first measurable increases in efficiency:

- Consistent implementation of the Sustainability Task Force meetings (at least once a month) for continuous improvement of sustainability management
- Stronger focus on the monitoring of energy and resource consumption by introducing department-specific checklists (power, water, heating, waste, etc.)
- Consistent conversion to LED lighting; complete conversion by 2027 at the latest (comparison year 2025)
- Install a solar power system (already completed in early 2026)

Medium-term goals (by 2028/29)

In the medium term, focus is given to optimizing operational processes, further developing procurement, and reducing the consumption of resources:

- Reduce the amount of cleaning agent used by 10% (comparison year 2025)
- Reduce the amount of general waste by 20% (comparison year 2025)
- Reduced the number of suppliers by 5%, to simplify the supply structure and make control easier
- Further strengthen regionality and organic quality of foods, especially with regard to meat products
- Expand charging infrastructure for electric vehicles, increasing number of charging stations from two to five (comparison year 2025)
- Compile a structured maintenance schedule for technical equipment (new purchases), taking into consideration energy efficiency and service life

Long-term goals (2030 and beyond)

In the long term, our focus is on structural and infrastructure measures and expansion of the data foundation:

- Fully integrate automated energy control systems for new buildings and modified buildings (e.g. sensors or centralized key card systems for controlling lighting and energy consumption)
- Systematically record and document travel activities, including air travel, kilometers covered, and the resulting CO_2 emissions (Scope 3)
- Reduce water consumption by 15% (comparison year 2025)

9. Outlook

The developments that have been set in motion in the 2025 reporting year form the basis for further systematic integration of sustainability in operational management. Focus in the coming years will be given to expanding on existing measures, further extending the data foundation, and making the impact of the steps taken measurable.

Focal points:

- Expand data recording for sustainability key figures
- Further develop the carbon footprint calculation
- Continuously improve environmental performance
- Integrate sustainable criteria into business decisions
- Further develop the training and education program on sustainability topics
- Further develop the energy management system on the basis of collected consumption data
- Support social projects as part of commitment to greater social responsibility



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