



MOLITOR

OUR CSR COMMITMENT

2025 Results & Our 2026 Ambitions

Water · Energy · Waste & Sustainable Food
People & Community · Local Impact

Hosting Change — Accor's Sustainable Development Strategy



OUR APPROACH

A listed historic monument, Molitor Hotel & Spa Paris is the heir to the legendary Molitor swimming pool, inaugurated in 1929. Initially renowned for its iconic Art Deco pools, the site became, during the 1990s, a landmark for artistic expression—particularly street art—before being reborn in 2014 under the direction of designer Jean-Philippe Nuel. This unique identity, at the crossroads of heritage, art and luxury hospitality, forms the foundation of a CSR approach that we strive to make both authentic and meaningful.

Our conviction is simple: luxury and environmental responsibility are not mutually exclusive—they complement one another. Sustainability should never be perceived as limiting the guest experience, but rather as a new expression of excellence: more conscious, more innovative and ultimately more refined.

Since reopening on 19 May 2014, we have embedded our operations within Accor's Planet 21 programme, which sets ambitious objectives for water stewardship, energy efficiency, waste management and quality of life at work. We are proud to have achieved Green Globe certification, the Tourisme & Handicap label in December 2023—making Molitor the first five-star Accor hotel in Paris to receive this distinction—Zero Single-Use Plastic certification since 2022, as well as the Travel Proud badge. We also actively support Accor's RiiSE programme, promoting gender equality across the Group.

This report presents, with complete transparency, the results achieved in 2025 and the priorities that will guide our progress throughout 2026. Historically, many of our CSR initiatives have relied on what could be described as "invisible solutions": essential actions that remain largely unnoticed by our guests, such as energy optimisation, resource management and responsible procurement. In 2026, our ambition is to make these commitments increasingly visible and educational, while preserving the seamless guest experience that defines Molitor.

AT A GLANCE

WATER -18,4 % consumption compared with 2024	ENERGY -7,1 % consumption compared with 2024	GUEST ACTIVITY +4,4 % increase in guests welcomed
FOOD WASTE 115 g/cover well below the Accor Group average	VEGETARIAN OFFER 40 % of dishes on our menus	CERTIFICATIONS Green Globe + Tourisme & Handicap, Travel Proud

WATER

In an establishment such as ours—home to two iconic heated swimming pools, a 1,600 m² spa and 124 guestrooms—water management is a major priority. Our ambition is twofold: to reduce our water footprint while optimising water use, all without compromising the premium experience our guests expect.

In 2025, our total water consumption reached 31,868 m³, representing a 18.4% reduction compared with 2024—a performance significantly exceeding Accor's Group target of –4%. This achievement was recorded despite a 4.4% increase in guest activity over the same period, demonstrating that these savings are the result of long-term structural improvements rather than reduced occupancy.

This performance is the outcome of several initiatives implemented throughout the year, including enhanced preventive maintenance, closer monitoring of our technical installations, improved leak detection to reduce hidden water losses, and the pilot deployment of the Lunishower system, which recycles part of the water used during showers while reducing potable water consumption. We also optimised our pool filtration systems through the replacement of filter media and adjustments to backwash cycles.

Most of these initiatives remain invisible to our guests. They do not affect comfort or service quality, yet they generate tangible environmental benefits. This balance between discreet technical performance and an uncompromising luxury experience perfectly reflects our vision of sustainable hospitality.

In 2026, we will continue this momentum by rolling out the Lunishower system across the hotel and spa, progressively replacing faucet aerators to reduce water flow without affecting guest comfort, and launching our "Pool to Flush" project, which will reuse water from our footbaths to supply toilet flushing systems instead of drawing on the drinking water network.

We also intend to make our water stewardship initiatives more visible and educational through dedicated guest communications in guestrooms and wellness areas, helping guests better understand the positive impact of these innovations while preserving the effortless Molitor experience.

ENERGY

Energy performance is a major challenge for our establishment due to its size, the presence of energy-intensive facilities — including swimming pools, the spa, and air conditioning systems — as well as our commitment to providing guests with the highest level of comfort. Our objective is to combine the reduction of energy consumption with the preservation of a premium guest experience.

In 2025, our energy consumption amounted to 2,854,794 kWh, representing a 7.1% decrease compared with 2024 — once again significantly exceeding the target set by the Accor Group (-5%), while the Group's average consumption increased over the same period. As with water consumption, this reduction was achieved in a context of increasing occupancy, confirming that these improvements are structural rather than temporary.

Regarding the origin of our energy supply, our district heating system, provided by the Compagnie Parisienne de Chauffage Urbain (CPCU), is powered by more than 50% renewable and recovered energy sources, while our electricity contract guarantees 100% renewable energy.

These results are supported by a comprehensive energy audit carried out with the engineering consultancy TERAQ, the optimisation of our building management system (adjustment of lighting schedules and intensity, improved regulation of equipment), the gradual replacement of our lighting systems with LEDs, as well as a heat recovery system integrated from the hotel's reconstruction: the heat generated by our cooling equipment is reinjected into the circuit used to heat our pools, transforming energy loss into a valuable resource.

In 2026, we are testing a smart thermostat system connected to guests' room key cards, which automatically adjusts the temperature when the room is unoccupied while maintaining an intermediate temperature — rather than switching off completely — in order to preserve guest comfort upon their return. We are also implementing the first steps in measuring our carbon footprint, beginning with our food and beverage offering as part of the GAIA 2.0 framework, with the ambition of gradually expanding this approach.

WASTE MANAGEMENT AND SUSTAINABLE FOOD

Waste management and sustainable food practices represent a key challenge for our establishment, from environmental, economic, and operational perspectives. In a venue that combines accommodation, dining, and wellness activities, our objective is twofold: to reduce waste generation at the source and to continuously develop an increasingly responsible food offering.

Tackling Food Waste

In 2025, Molitor achieved a food waste level of 115 grams per cover, significantly below the Accor Group average. This result is supported by the Winnow solution, a data-driven approach that enables us to accurately measure food waste in the kitchen, identify the main sources of waste, and adapt our practices accordingly.

Our Chef and his team play a central role in this approach: developing anti-waste recipes, making full use of ingredients, focusing on seasonality and product origins, and continuously raising team awareness. We have also implemented the Too Good To Go application to prevent the waste of unsold products at the end of service. When production surpluses are identified, our kitchen team repurposes them by incorporating them into new recipes rather than discarding them.

In 2026, the arrival of a new generation of the Winnow solution, equipped with more advanced artificial intelligence capabilities, will allow us to further refine our analysis of the sources of waste — plate returns, trimmings, overproduction — and continue improving our performance in this area.

A Sustainable Food Offering

40% of the dishes available on our menus are vegetarian, well above the Accor Group's target. Developing a plant-based offering allows us to reduce our environmental footprint, meet our guests' expectations, and diversify our culinary experience.

We manage our entire food offering through the internal Hosting Change GAIA 2.0 framework, which defines 14 sustainable food indicators. In practice, this translates into: at least 20 local products featured on our menus, sourced within a 100 km radius; a priority given to seasonal products; coffee, tea, and cocoa exclusively certified by Rainforest Alliance, FairTrade, or organic labels; eggs exclusively sourced from free-range farming; and seafood products complying with WWF recommendations — excluding endangered species, prioritising MSC or ASC certifications, and ensuring systematic traceability with our suppliers.

This commitment is strongly supported by our Chef, who places particular importance on the quality and origin of the ingredients used in the kitchen. Taken as a whole, these commitments demonstrate that our approach goes far beyond the percentage of vegetarian dishes: it represents a structured culinary sourcing policy designed for long-term impact.

Waste Management

Waste sorting is organised across numerous dedicated streams, each managed by specialised partners: residual waste, cardboard — with material recovery through resale —, paper, packaging, glass, organic waste, electrical and electronic equipment, used cooking oils, plastic containers, as well as batteries, neon lights, and used paint.

Further improving the recovery and valorisation of these waste streams is one of our key areas of progress for 2026. We plan to strengthen team awareness, redesign signage to make sorting easier at every stage, develop new sorting points in strategic areas, and reinforce collaboration with our collection partners.

SOCIAL AND COMMUNITY COMMITMENT

In 2025, Molitor placed people at the heart of its CSR approach, convinced that sustainable performance relies above all on employee engagement, the quality of the working environment, and the positive social impact of our activities.

Employee Well-being and Engagement

Our Quality of Work Life Week was a key internal initiative, featuring chair yoga sessions, moments of relaxation, and opportunities for social interaction, with the aim of promoting employees' physical and mental well-being while strengthening team cohesion.

We also organised an Octobre Rose awareness day (sophrology, sports activities, and awareness initiatives), dedicated well-being days for our employees, as well as a blood donation day that mobilised many team members, strengthening our corporate culture and sense of collective purpose.

Inclusion and Accessibility

We participated in the DuoDay initiative, welcoming people with disabilities to experience professional immersion alongside our teams, helping to challenge perceptions of disability and support professional inclusion. We also actively encourage the recognition and support of employees with disabilities, in connection with MDPH initiatives — a commitment we aim to strengthen in 2026, particularly through increased awareness among all our managers.

For our guests, we implemented the OOrion application for visually impaired visitors, enhancing the overall accessibility of our establishment and supporting greater guest independence. In 2026, we aim to obtain IGLTA certification for LGBTQ+ inclusive tourism, in addition to the Travel Proud badge already achieved, with the ambition of making Molitor a welcoming, inclusive, and representative place for all forms of diversity.

Local and Cultural Engagement

From a social perspective, we collected hygiene products for women facing precarious situations, donated 70 kg of uniforms to Les Restos du Cœur — contributing to the circular economy within the textile sector — and supported organisations such as the Gustave Roussy Institute, the Princesse Margot association, and the French Blood Establishment.

True to our history, we welcomed nearly 1,000 visitors during the European Heritage Days, as well as school groups ranging from nursery school to CM1 level, making our heritage accessible to a wider audience. Our permanent urban art exhibition programme, which promotes emerging artists, continues this cultural and creative mission that has characterised Molitor since the 1990s.

RESPONSIBLE PROCUREMENT AND LOCAL INTEGRATION

The fifth pillar of our CSR approach focuses on the way we purchase, select our partners, and contribute to the vitality of our local economy. In the luxury hospitality sector, where purchasing volumes are significant, our procurement policy represents a major CSR lever, alongside water, energy, and waste management.

Our purchases are aligned with the Accor Group's Responsible Procurement Charter and its Astore platform, which integrates CSR criteria into the selection and negotiation process with more than 4,500 supplier partners worldwide. This charter requires our suppliers and service providers to demonstrate their own CSR commitments, including regarding the working conditions of the staff operating within the hotel.

Beyond this Group framework, we have chosen to work with partners specifically selected for their environmental or social commitments: Winnow for food waste management, Luniwave for reducing our water consumption, OOrion for accessibility, as well as seafood suppliers complying with WWF recommendations and coffee, tea, and cocoa suppliers exclusively certified by Rainforest Alliance, FairTrade, or organic labels.

Our responsible procurement policy is directly assessed as part of our Green Globe certification, which notably evaluates the proportion of local products within our supply chain, as well as the CSR performance of our suppliers and service providers. We also contribute to the vitality of our local community through our urban art exhibition programme, our support for several charitable organisations, and a procurement policy that prioritises local and seasonal products — in line with our GAIA 2.0 commitment to offer at least 20 local products on our menus.

In 2026, we are working on developing an internal responsible procurement scoring system, aligned with Green Globe assessment criteria, and on measuring our contribution to the local economy more objectively, with the ambition of making this pillar a fully managed area of performance, with the same level of commitment and rigour as water, energy, and waste management.

OUR CSR GOVERNANCE

To ensure clear governance that is fully integrated into our operational decision-making processes, we are progressively strengthening our CSR governance in 2026: clarifying internal responsibilities, enhancing the monitoring of our key indicators, and fostering a shared culture of responsibility across all levels of the organisation.

As part of our continuous improvement approach, we are also conducting an external CSR assessment in 2026, in partnership with the Paris Tourism Office and the consultancy The Swarm, covering all areas of our CSR strategy — environmental, social, economic, and governance. This initiative will provide us with an independent and expert perspective, enable us to objectively benchmark our performance against industry standards, and identify new concrete areas for improvement.

OUR AMBITIONS FOR 2026

2026 represents an important milestone in our sustainability journey: consolidating the progress achieved in water and energy management, further improving waste recovery, initiating the first steps in measuring our carbon footprint through our food and beverage offering, structuring our responsible procurement policy, and making our CSR approach increasingly visible and accessible to our guests.

We also aim for every employee, partner, and guest to become an active contributor to this collective journey. This involves providing clearer and more educational communication about our initiatives, showcasing our technical innovations to our guests, and strengthening dialogue with all our stakeholders.

True to its heritage, unique identity, and pioneering spirit, Molitor Hotel & Spa Paris is committed to continuing this transformation with high standards, humility, and authenticity — convinced that the luxury of tomorrow will be built through greater care for resources, respect for people, and the ability to create meaningful experiences.