

# WHAT THE B CORP?

## 2022 SUSTAINABILITY UPDATE

At Zoku, we're constantly working towards achieving the highest social and environmental standards. With each passing year, we introduce new initiatives and processes to make a bigger impact while balancing the three pillars of people, planet and profit.

Zoku Amsterdam was the first hospitality brand in The Netherlands to become a B Corp in 2018. We're proud to share our recertification was achieved in 2022.

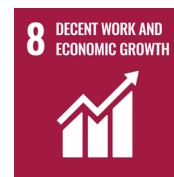
As part of the B Corp movement, we are passionate about aligning our vision with the world's sustainability agenda: the United Nations Sustainable Development Goals (SDGs).

For a more in depth look, please reference the SDGs categories below to see which we've implemented into our core business practices.

## 1. WORKERS (A.K.A. THE ZOKUS) - 23.2/40 POINTS

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We believe that change comes from within, and in order to care for our community, we need to first care for ourselves. As a business, we're passionate about creating a safe workplace for our people, where they can feel empowered and thrive regardless of their gender, sexual orientation, age or ethnicity.



Related to SDGs 5 and 8

Here's some things we're proud of this year:



### WORKPLACE POLICIES

Introduced to boost employee wellbeing and workplace security.



### INCLUSIVE CULTURE

Talks and trainings for all employees on diversity, equity and inclusion.



### IT'S BETTER TOGETHER

Monthly team outings to enhance collaboration while having fun.



### WE LOVE FEEDBACK

Our employee satisfaction rate is 8 out of 10, with 90% participation.

## 2. CUSTOMERS (A.K.A. RESIDENTS AND MEMBERS) - 3.78/5 POINTS

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Business travel can often be lonely and uninspiring. Zoku offers the traveling professional a home base, with both our smart Zoku Lofts (private areas) and Social Spaces (communal areas) to work, sleep, live and play. We're the place to quickly get rooted in the local scene while meeting likeminded people on the way.



Related to SDGs 3 and 11

Here's some things we're proud of this year:



### BUILDING HUMAN CONNECTIONS

40% of our residents attended at least one community dinner in 2022.



### GROWING YOUR NETWORK

Our average coworking membership retention is 15 months – now that's what we call commitment!



### GET INSPIRED

We hosted 67 community events in 2022: ranging from live music, chocolate tastings, sustainability talks, creative writing workshops, parties and more.



## RESILIENT

We organized weekly community rituals to facilitate connections between our members and residents, even during periods of physical distancing

### 3. COMMUNITY - 19.8/43 POINTS

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We're part of something bigger. As part of the hospitality community, we depend on other businesses, from our linen suppliers to our food providers. To make sure that we're contributing to a healthy planet and fair labor practices, we work together with trusted partners to make policies and decisions that create a sustainable supply chain.



Related to SGDs 10, 12 and 17

Here's some things we're proud of this year:



#### SHOP LOCAL

We source more than 30% of products from our most significant suppliers locally.



#### COLLABORATION IS KEY

We're active members of the B Corp Hive Community, Plantagebuurt, The Knowledge Mile and Koplopersgroep communities.



#### PEOPLE & PLANET-FIRST

We implemented an environmental policy statement to include all stakeholders, including the Supplier Code of Conduct.



#### COMMUNITY CONSCIOUS

We kicked off a volunteering program to give back to our community, including baking for the elderly and plastic fishing on the Amsterdam canals.

### 4. ENVIRONMENT - 22.7/47 POINTS

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We recognize the urgency of climate change and the importance of taking action to combat its devastating effects. During this process, it's crucial to monitor emissions, analyze the greatest sources of our emissions and minimize them while offsetting the remaining emissions. Because there is no planet B.



Related to SGDs 12 and 13

Here's some things we're proud of this year:



#### CLEAN ENERGY SOURCES

We use 100% renewable energy to power our buildings.



### EMISSION CONSCIOUS

Our GHG emissions are regularly monitored through an Environmental Management System (EMS).



### INVESTING IN THE ENVIRONMENT

We offset an equivalent of 746 tons of CO<sub>2</sub> in a Dutch technology-based energy production project.



### CURBING WASTE

We initiated a Waste Management Policy to minimize GHG emissions of our waste streams using circularity principals when possible.

## 5. GOVERNANCE - 14.13/20 POINTS

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We're passionate about protecting our mission, vision and values. We formally consider stakeholders in our decision-making processes throughout our corporate structure.



Related to SGD 16

Here's some things we're proud of this year:



### OPEN COMMUNICATION

We practice accountability and transparency at every level of our organization.



### PURPOSE DRIVEN

We consistently incorporate social and environmental impact into our decision-making.



### BE THE CHANGE

We are working on an improved integration of B Corp in our vision and company values.



### BECOMING ACCOUNTABLE

We voluntarily share social and environmental performance scorecards for increased transparency.

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If you're curious to hear more about our B Corp efforts, feel free to reach out to our Sustainability team at [sustainability@livezoku.com](mailto:sustainability@livezoku.com)!