

The following is the s172(1) statement from the annual accounts to 30 June 2024 for each of the following companies:

Barbican Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Bloomsbury Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Clermont Hotel Group Limited	All sections save for section 9 apply.
Clermont Hotel Holdings Limited	Only section 8 applies.
Clermont Hotel HR Limited	Only section 4 applies.
Clermont Hotel Management Limited	Sections 4, 8 and 9 apply.
GLH IP Holdings Limited	Only section 8 applies.
Heathrow Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Hyde Park Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Kensington Gardens Hotel (London) Limited	Sections 1, 2, 3, 4 and 8 apply.
Marble Arch Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Piccadilly Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Charing Cross Hotel Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Cumberland Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Grosvenor Hotel Victoria Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Royal Horseguards Hotel Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Strathmore Hotel (Luton) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
The Tower Hotel (London) Limited	Sections 1, 2, 3, 4 and 8 apply.
The Wiltshire Hotel (Swindon) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.
Trafalgar Hotel (London) Limited	Sections 1, 2, 3, 4, 6, and 8 apply.

References to the Company means any of the companies listed above

References to the Group means Clemont Hotel Group, which comprises the companies listed above

The table above identifies which sections of the statement apply to each Company.

1. Engaging with our stakeholders (section 172(1) statement)

The Directors have a duty to promote the success of the Company and the Group for the benefit of its members as a whole, having regard to the interests of our customers, our people, our relationship with our suppliers and the impact of our operations on the communities in which we operate, and to ensure that we maintain a reputation for high standards of business conduct.

Our key stakeholders are our customers, suppliers, team members, lenders, landlords, the beneficiaries of the defined benefit ("DB") pension scheme and the community and environment. All key Group decisions consider the impact on relevant stakeholders. Increasingly, stakeholders are looking to understand our performance across multiple areas, including products and services, innovation, governance and workplace practices. The Company endeavours to gain an understanding of the perceptions and attitudes of each stakeholder group and the weight they give to different issues. Where the views of the different stakeholder groups do not align, the Group must decide on the best course to promote the Group's long-term success.

2. Customers

Customers are the core focus of our business. We strive to deliver outstanding customer experiences in order to build long-term and sustainable relationships. Key issues for our customers include high quality service which meets their high expectations and competitive pricing.

3. Suppliers

The Company strives to be responsible and sustainable in every aspect of our supply chain. This means ensuring all activity is ethical and lawful, and that we work in a socially and environmentally sustainable way. We aim to ensure that we all understand the economic, social and environmental impact of our operations. We work together to make continual improvements to reduce our impact on the environment, and to increase responsible activity as well as deliver a sustainable sourcing approach across our supply chain. It is important to us that we work with suppliers that are aligned to our ethos and follow a similar approach. Alignment and adherence to these principles will be taken into consideration when we are either engaging with new or reviewing existing suppliers. We expect to work together to monitor compliance throughout our relationship. Where we work regularly with suppliers, we will make sure processes are in place to check that principles are being followed and any necessary improvement activity is undertaken to ensure compliance to our principles.

4. Team Members

As a service organisation, our team members are critical to our business. We ensure our people are engaged and empowered to deliver the best service for our customers and be happier themselves.

The Group strives to ensure our team members maintain and embody the Group values, which encourage employees to be Bold, Adaptable and Real. The behaviors behind our three core values are set out below:

- **Be bold** in our decisions, our actions and our aspirations.
- **Be adaptable** by embracing change and planning for the expected and the unexpected.
- **Be real** by sharing feedback and ideas, always being open and honest.

During the year the Company was awarded the Great Place to Work certification. This is the most definitive "employer-of-choice" recognition and the only recognition based entirely on what employees report about their workplace experience.

See Employee matters section in the Directors' report for further information on how we engage with our team members.

5. Lenders

The Group prioritises strong relationships with its lenders and continues to build on long-term established relationships. These relationships work not just by fulfilling contractual performance obligations, but also include regular communications on business strategy and working as partners towards shared objectives.

6. Landlords

The location and quality of the Group's hotels underpins our business and is fundamental to the service we provide. Good relationships with the landlords of our properties (across multiple contractual relationships) are pivotal to ensure our properties are maintained to a high standard, offer a compelling offering to our guests and support the long-term growth strategy of the Group.

7. DB Pension Scheme

The Group operates two defined benefit schemes, both of which are closed to new members and their assets are held in separate funds administered by Trustees.

The Group have nominated representatives on the board of trustees. They attend regular meetings to discuss relevant issues with the pension

scheme administrators and external advisor to ensure the Group are fulfilling all requirements.

8. Community and environment

The Group host and encourage involvement in a number of events throughout the financial year, partnering with charities and fund-raising exercises which aim to have a positive impact on the community in which we operate.

The environment is a priority for the Group. The Group have continued to focus on driving the ESG program 'Sustainable Stays Caring Ways' supported by the four pillars – Towards a Greener Future, Empowering our People, Conducting Business with Honour and Caring for the Community, seeking to minimise our environmental footprint focussed on energy, water and waste consumption reduction. Initiatives include the reduction of single use plastics and introducing bulk toiletry amenities & bamboo key cards into some of the hotels with plans to roll out across the business.

The Group has achieved the Hotel Reservation Service BRB booking provider Stay Green Accreditation and ECOSmart Accreditations at 14 hotels, a certification recognizing eco-friendly hotels embracing environmental sustainability. The certificate operates within the Global Sustainable Tourism Council framework, guidelines for which are determined by the UNSDGs and ISO14001. These achievements demonstrate the Group's continued commitment to becoming a fully sustainable business and addressing its environmental footprint.

9. Owners of managed hotels

The Company prioritises strong relationships with its managed hotel owners and continues to build on established relationships. These relationships work not just by fulfilling contractual performance obligations, but also include regular communications on strategy and working as partners towards share objectives.