



IMPACT MONITOR



TLANT[®]

GOOD FOOD FROM THE LAND

This document provides an overview of our social and environmental performance. It also contains our CSR plans through which we support hotels in achieving its sustainability ambitions and target. As a dedicated hotel brand, we take responsibility for working with our hotel partners to make the market more sustainable and better.

INTRODUCTION

Greetings, everyone. I'm Glenn, the heart and soul behind TLANT, where we're revolutionizing the most important meal of the day—breakfast—at hotels around the globe. Now, I know what you're thinking: Breakfast? Hotels? Is there a deeper connection here? Trust me, there's a profound story to be told.

Let's kick things off with some food for thought. Picture this: you've woken up in a plush hotel bed, and you're making your way downstairs to the dining area. You're expecting the same old, same old—a smattering of lukewarm buffet items, a couple of cereal dispensers, and perhaps an overworked toaster. But instead, you're greeted by an awe-inspiring array of artisanal bread, vibrant smoothie bowls, and fresh, locally-sourced ingredients. I'm not just talking about a meal; I'm talking about an experience. A journey for your taste buds, mind, and soul. That's what TLANT is all about.

But enough about the morning nirvana we've created. Let's zoom out and take a snapshot of my journey. I've always been a dreamer and a doer, captivated by the twin engines of innovation and impact. Breaking away from the linear, one-size-fits-all approach that defines many industries, I envisioned a space where breakfast wasn't just a meal—it was a transformational experience. I launched TLANT as an embodiment of this vision.

We are on the brink of becoming B-Corp certified. A testament to our relentless pursuit of not just profit but also purpose. We're committed to social and environmental performance and hold ourselves to rigorous standards of accountability and transparency, not just as a business ethos but as a way of life.

In this report, we'll be unveiling the various layers of TLANT. We'll delve into our initiatives, unpack our metrics, and shine a spotlight on some of our future plans. So, sit back, grab your favorite TLANT breakfast item, and let's take this enlightening journey together.

Cheers,
Glenn, Founder of TLANT



BRAND VALUES; HELLO HOMIES

Homie is the name that describes how we live and act in this world. As HOMIES

H - Hospitality Driven

We emphasise hospitality and approach others with humility and sincerity.

O - Open Hearted

We work with our hearts, we dare to be ourselves, we are open to new ideas and strive for originality in everything we do.

M - Morning Mastery

Our favourite time of day is the morning, especially breakfast. For us, this is the most magical moment of the day. A good morning means a good day and good days make good weeks.

I - Integrity & Impactful

We act with integrity and strive to make a positive impact in everything we undertake. We are constantly working to realise our full potential.

E - Earth Minded

We care about this planet, have empathy for others and are in continuous evolution.

The HOMIE Lifestyle

A Homie is a person who strives for growth, self-discipline and contributes to a better society. A Homie prioritises health, makes decisions from the heart and sees failure as a way to push boundaries and test limits. Homie is a fun, energetic and optimistic way to live a wonderful life. It is a life full of joy and adventure.



OUR STRATEGY ON ONE PAGE

What is our authentic purpose?

It is time to shake up breakfast. Time for change.

We promise to make breakfast exciting again - one guest, one breakfast and one hotel at a time.

What does the world need?

At our core, we believe that the classic hotel breakfast is no longer satisfactory. Our mission is to provide guests with a more vibrant, memorable and sustainable experience, while supporting hoteliers to optimise their operations.

What are we the very best at?

- Our products can be copied, but our people cannot.
- We have authentic products, authentic values and an authentic production process.
- Buffet Coaching makes us unique
- We pay genuine attention to our customers and involve them in our operations.
- We understand the importance of a good start and the most important meal of the day.

Our target group

We are there for hotels with at least 3 stars and at least 30 rooms.

And in addition, we are there for the better companies and institutions with an in-house caterer offering their food in buffet form.

What do we offer?

We offer a One Stop Shop where customers can go for products, presentation materials, styling, storytelling and a good dose of breakfast coaching.

Our playing field

We play in the European Hotel League, operating mainly in the Benelux and a further 3 European countries.

What we promise

1. If a product is not available from a wholesaler, we offer the product for free.
2. We guarantee that the extra cost you pay for our products will be saved elsewhere.
3. Try our products and materials for 14 days and if you are not satisfied, we will refund your money immediately.
4. With us, you are guaranteed the breakfast of the future. With us as your partner, you are future-proof.

HOTELS.



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CORPORATES.



PRODUCTS

Below you can find a brief overview of our purchasing policy and our way of producing and packing.

Sourcing

- We are 100% Palm Oil free
- 85% of our ingredients are from an Organic Certified source
- We source regionally and locally
- We source according to the Agroecology principles to protect and enhance natural ecosystems

Producing

- Our production facilities operate on green energy and natural green gas
- 15% of ingredients is either re-used as a second life product or saved from waste and used in production
- 15% of our production is done on our Care Farm in which we work with people that suffer from the highest form of autism

Packaging

- We use corn and FSC certified paper foils to pack our single used products
- We have eliminated single used plastic packaging in all of our company assortment since 2022.

Product Benefits

- Most of our products are certified gluten-free, dairy free and vegan
- Our products contain healthy fats, good carbs and plant based proteins
- We use healthy slow grown ingredients which are good for the body and the planet



PLANET

Here is a brief overview of how we conduct our business and how we are contributing to making a positive impact on the planet and society.

Sustainable Development Goals

We examine our society impact progress from the perspective of the United Nations Sustainable Development Goals (SDGs), to which we contribute to through our social, environmental and people programs.

Main SDG Focus: Zero Hunger

We can't believe the world is so divided. In well developed nations we waste 30% of our food and have diabetes (type 2) as a major disease because of our unhealthy eating habits, and on the other side of the spectrum we have 10.000 children starving from hunger per day. A team of 4 employees is working on an AI-tool in which we aim to cut breakfast buffet waste in half.

Other SDGs we contribute to with several of our social, environmental and people programs:

- Good Health & Well-Being (Product Benefits)
- Gender Equality (Inclusivity Program)
- Responsible Production (Green use of Electricity)
- Climate Action (Net Zero Carbon Program)
- Life below Water (Elimination of Plastic)
- Life on Land (including, not limited: Organic Sourcing)

B-Corp

We are in the application process of the international B-Corp certification and hope to receive our certification by the end of 2023.

Furthermore, our *articles of association* state that we have a goal to have a significant positive impact on society, employees, clients and the environment in general through our business operations and activities. We use our business as a force for good.



Net Zero Carbon Program

In cooperation with Rainbow Collection we are on our way to reach Net Zero, which means that emissions from our entire supply chain will be cut (from agriculture to breakfast buffet).

Carbon neutral refers to not increasing emissions and achieving carbon reduction through offsets. While net zero carbon means making changes to reduce carbon emissions to the lowest amount – and offsetting as a last resort.





PEOPLE

Here you can find an overview of how we make a positive contribution to employees, customers and society

Inner Development Goals (IDG)

In 2015 the SDGs have been created by the UN. There is a vision of what needs to happen, but progress along this vision has so far been disappointing. We lack the inner capacity to deal with our increasingly complex environment and challenges. Fortunately IDG has been created in 2021 in Sweden.

The IDG framework consists of five dimensions and 23 skills of human inner growth and development. It is the greatest possible accelerator to reach the SDGs and create a prosperous future for all humanity.

We have applied as one of the first companies in the Benelux area to use the IDG framework to help grow our team in order to make progress on the SDGs we work on.

Profit Sharing

Our entire team of employees also participates in our profit sharing program.

Diversity & Inclusion

Currently our full-time team consists of just men and 20% LGTBQ. We aim to have a personnel base of more or less 50% women and we are working hard to meet this goal. We have a lot of work to do, to meet this goal.

Special Talented Workforce 😊

In our Care Farm where we produce 15% of our products we have a special labour force of the highest form of autistic people, accompanied by healthcare professionals, to offer them meaningful work in a challenging work environment.

Client Loyalty

Almost 60% of our staff has a hospitality background in order to be able to understand and serve our hotel clients in the best way possible.

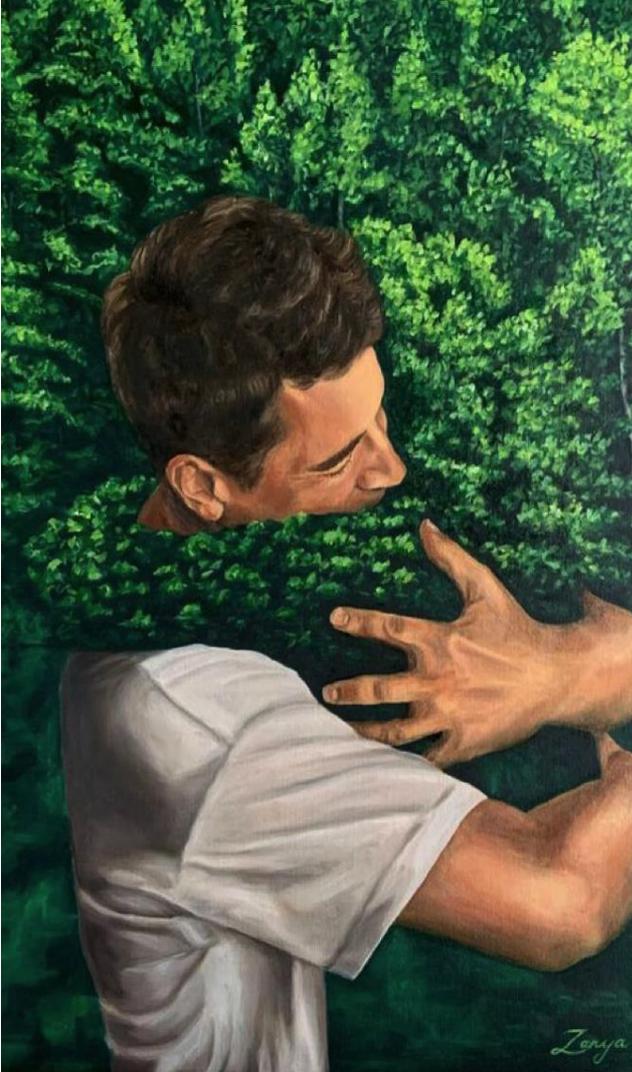
We have several initiatives in which we move from customer satisfaction to customer loyalty.

All our hotel clients have a voice in our R&D process, and we ask them regularly for feedback and advice.

Overdelivering our clients is one of our top values.

Our NPs commitment score for 2022 is: 8.5/10.





CLOSING

As we conclude this Impact Report, it's important to note that this is not an endpoint but rather a significant milestone on a continuing journey.

TLANT was founded with a vision that goes beyond conventional metrics, steered by a philosophy that elevates purpose over mere profitability. We remain committed to this vision, working diligently to create value not just for our stakeholders but also for the broader communities we serve.

The road ahead is paved with both opportunities and challenges. We look forward to further innovating our offerings, refining our operations, and expanding our impact. Our commitment to transparency, accountability, and continuous improvement will guide us as we continue to evolve



Cheers,

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