

RUBY INTRODUCES PAID PATERNITY LEAVE

Since the beginning of the year, Ruby has enabled fathers to take up to 10 days of paternity leave after childbirth, with full pay.

Munich, March 2023

The Ruby Group is introducing paid paternity leave retroactively to the beginning of the year. What other countries have already firmly enshrined in law is not planned in Germany until 2024. *"We take the compatibility of family and career seriously. Especially in the first, very sensitive period after the birth, it is important to us that fathers can be there for their families without any ifs or buts,"* says Uta Scheurer, Vice President People & Culture at Ruby. *"For us, it was a matter of the heart that we wanted to implement immediately,"* she continues.

The hotel group has rolled out paternity leave in Germany and Austria. In the Netherlands, Switzerland and the UK, there are already far-reaching legal regulations in this regard. In Germany and Austria, new fathers now receive 10 days of paid leave, plus one day of special leave on the day of the birth, as of 1st January 2023. For multiple births, the entitlement increases to 15 days of leave.

It was only in October 2022 that Ruby introduced the 35-hour work week in hotels, workspaces and reservations. More flexible working hours and a stronger work-life balance were the focus here. With paid paternity leave for fathers, the company is now taking the next step to promote the compatibility of family and career.

About Ruby Hotels: The Munich-based Ruby Group under the leadership of founder and CEO Michael Struck is breaking new ground with its Lean Luxury philosophy. With a lean organisational structure and concentration on the essentials, Ruby succeeds in creating a contemporary, affordable form of luxury for modern, cost and style-conscious customers. Founded in 2013, the Group already operates 15 Ruby hotels, with a further 21 hotels under construction or in the planning phase. Ruby is expanding into Asia with the joint venture Ruby Asia, founded in 2018. Ruby also offers Ruby Workspaces in Munich, Hamburg, Dusseldorf, Amsterdam, and Vienna – perfectly equipped workplaces and a creative atmosphere with access to an inspiring office community. Financially strong partners support Ruby's expansion. ECE Group; the Austrian Soravia Group; Franger Investment, a German family office; Ocean Link, a private equity fund; the entrepreneur Michael Hehn; and Michael Struck jointly hold the company shares.