

Dorsett Hospitality International Sustainability Policy

Purpose

Dorsett Hospitality International's sustainability mission is driven by the motto "Invested in Positive Impacts", ensuring that business undertakings are conducted in an ethical manner. Dorsett Hospitality International ("DHI" or the "Company") is committed to abiding by local compliance obligations and using best practices to ensure positive impacts.

This policy sets out how DHI will ensure that its approach to sustainability is appropriate to this ambition and meets the expectations of customers, employees, regulators, shareholders, and other stakeholders.

Policy Objectives

1. Ensure compliance with local regulations in the jurisdictions we operate and foster integrity across our operations
2. Realize the Company's impact on its communities
3. Manage our environmental footprint by committing to responsible procurement practices, reducing consumption of resources, and minimising waste
4. Creating shared value throughout for external and internal stakeholders
5. Ensuring a better future for the next generation
6. Fostering meaningful partnerships and collaborations to meet guest satisfaction and benefit our local communities

Our Mission

As Asia's fastest-growing hotel group, we are driven by a commitment to best-in-class service. Dorsett Hospitality International builds meaningful relationships with brand partners in local communities, ensuring memorable guest experiences across our locations worldwide. As well as delivering quality hospitality for our business and leisure guests, each of our brands is invested in creating positive impacts across our network of hotels based on our four core values of Integrity, Inspiration, Innovation, and Initiative.

- **INTEGRITY** We believe that a hotel group should be accountable to its guests. At DHI we focus on providing the highest levels of respect, honesty, and fairness in all aspects of our work.
- **INSPIRATION** We listen to our associates, our guests, and the local communities where we establish DHI hotels to create guest experiences that surprise and excite.
- **INNOVATION** In a fast-developing industry, it's important to innovate. We proactively seek ways to enhance our brands and constantly look for creative ways to improve.
- **INITIATIVE** Each traveller has their own expectations, and every city tells its own story. We encourage flexibility and efficiency through open communication, to best meet guest demands and showcase the best our locations have to offer.

Incorporating the "4 Is" into our ethos, DHI has developed its own company culture, spanning our brands and creating real-world results that are evident every day.

Delivery of our Policy

Employer of Choice

Prioritizing our employees' best interests through offering a safe environment is essential to creating a valued workplace and essential to retaining prolonged and productive team members. Dorsett Hospitality International has zero tolerance towards harassment and discrimination of any kind including but not limited to religion, race, and gender. To achieve our ambitions as employers of choice Dorsett Hospitality International is committed to;

- Being equal opportunity employers and having a diverse and inclusive workforce

- Safety measures are implemented to manage risks associated with the health and safety of our employees.
- Pay and benefits are regularly reviewed to ensure local regulations are met and meet/exceed the operation's local minimum/ living wage and that allowance and benefits entitled to the employee are aligned with the market.
- In order to foster workplace culture, management teams create a sense of belonging through team-building activities and celebration days when deemed appropriate
- Employee engagement through regular training and development, and succession planning.
- Zero tolerance policy towards child and forced labour across all of its business and supply chains. Every effort is made to ensure protection against our supply chains featuring child or forced labour.

Placemaking

As hospitality is the main driver of our business, we aim to provide services and spaces to satisfy the needs of our stakeholders. We aim to protect and maintain a safe and protective environment by protecting our internal and external stakeholder's data privacy and providing them with a meaningful experience.

To ensure stakeholder confidence in the sustainability of our business, we:

- create and maintain an integrated community, striving for excellence to ensure guest satisfaction and establish a long-term value of sustainability and wellness
- ensure that all activities are compliant with all applicable safety laws and regulations to ensure the well-being of our stakeholders.
- provide professional, and responsive services to our customers
- partner with industry partners and suppliers with the same shared value to continually offer interesting products and services to our guests
- maintain fairness, integrity, and practicality in respect of our suppliers and contractors
- obtain and maintain green certifications to allow customers to easily identify our hotels as environmentally responsible and to promote sustainable tourism.
- prioritize local suppliers whenever applicable to support the local community
- ensure that stakeholders' data is collected lawfully, used for the purpose for which the data is collected, and safeguarded, and that such data remains accurate, is not kept for longer than is necessary and can be accessed and corrected.

Managing Environmental Footprint

Dorsett Hospitality International is committed to investing in positive impacts for environmental protection through the minimisation of resources, waste and the promotion of circular economy principles in our operations. We aim to preserve our environment for future generations to enjoy. We are dedicated to supporting projects and programs that improve the overall understanding and public awareness of environmental issues including but not limited to air quality, water usage, and use of natural resources.

- Understanding and implementing appropriate measurements and metrics across our properties and developing solutions to identify and assess to ensure the conservation of resources and tracking our carbon footprint
- Using targets to drive down resource use and promote effective waste management processes.
- Adopt and integrate environmental and wellness considerations in all stages of our operations
- Fostering meaningful partnerships in our community to mutually support the goal of environmental excellence in the community.
- Regular training and awareness programs are in place to raise awareness amongst our internal and external stakeholders.
- Adopt consistent data tracking for accurate reporting practices
- Managing appropriate business travel by relevance and whether it can be done virtually or in person

Cultivating Community

DHI may invest in areas deemed appropriate to engage and strengthen the community relations. This could be through its choice of community investment, sponsorship, and, donation activities that complement elements of its operations. Our approach is to apply our skills and resources strategically to projects, programs, and initiatives that have a positive impact on facilitating and encouraging community development. We are committed to contributing to the social and economic development of local communities by providing employment opportunities and actively creating a diverse workforce.

- Sponsorship to local charities and institutions should be made at the discretion of the needs of each local region that we reside in. Community Investment programs should also be appropriately researched and should have a long-term partnership with an aligned vision for sustainable impact and such partnership shall not hinder the overall image of Dorsett Hospitality International.
 - Areas of interest include youth education and development, community wellness, arts and culture, the environment
- All community investment activities should be documented appropriately to identify the object of the investment and impact of investment to appropriately gauge future opportunities and further involvement in the activity.
- All employees should adopt respectful language and transparency across communications and product deliveries to ensure our image and to become models of change.
- Encourage participation in volunteering with charities
- Supporting the surrounding community by employing local people.
- Training and education for the community in relation to social or environmental topics through our owned platforms and through partnership opportunities
- Preference towards local suppliers should be given to ensure support for local businesses whenever appropriate

Governance

To ensure the policy is relevant to the operations of Dorsett Hospitality International, changes to the policy may be made in response to changes in best practice, or on an annual basis. The policy will be reviewed by an assignment committee who will conduct and ensure the implementation of our sustainability initiatives. There will be communication on a regular basis with our shareholders and investors regarding our sustainability activities to enable them to make informed decisions about our business.

This Policy is approved by the Chairman and Chief Executive Officer of DHI. The President and Executive Director is the Executive Sponsor, and the Head of Sustainability is the owner of this policy.