



Sustainable Development Policy, Environmental, Social and Corporate Governance Management

Hop Inn Hotel Public Company Limited recognizes the importance of developing and driving business towards sustainability. We prioritize stakeholders throughout the value chain alongside reducing environmental impacts to ensure the steady and sustainable growth of the Company and its subsidiaries. Consequently, all Hop Inn hotels place great emphasis on sustainable development, covering environmental, social and governance (ESG) aspects by integrating these principles into corporate operations across all levels. Furthermore, the Company supports the United Nations Sustainable Development Goals (SDGs) and has established this Sustainable Development, Environment, Social, and Governance Management Policy as follows:

1. Environmental Management

We commit to operating an environmentally friendly business and remaining mindful of environmental impacts across all operation stages, as detailed below:

- 1.1 Promote the adoption of innovation and technology to optimize resource management and achieve maximum efficiency.
- 1.2 Conduct business operation with commitment to care, preservative, and protection in order to mitigate both short-term and long-term environment impacts.
- 1.3 Encourage executives and employees at all levels to remain conscious of business practices that safeguard water, air, soil, forests, ecosystems, and climate change. This includes but not limited to:
 - 1.3.1 Reducing greenhouse gases (GHG) emission across all business processes to align with our commitment to becoming a sustainable, low-carbon organization
 - 1.3.2 Efficient electricity and water management, including educating employees in the value of conservation to minimize consumption and maximize efficiency

- 1.3.3 Minimizing the consumption of office material and supplies, promoting reuse or recycling practices, encouraging the integration of technology into relevant operational processes, and reducing activities that generate pollution.
- 1.3.4 Proper management and disposal of business waste materials to eliminate or prevent adverse impacts on ecosystem. soil, water, and air.
- 1.3.5 Promoting environmentally friendly procurement (Green procurement), such as selecting eco-friendly products, purchasing from suppliers certified by ISO:14001, etc.
- 1.4 Comply with all relevant laws, regulations, and requirements, and actively cooperate with government agencies and surrounding communities regarding resource management and environmental care.
- 1.5 Provide multiple channels for complaints and feedback if environmental issues are identified as a result of business activities of Hop Inn Hotels.

2. Social Development

We commit to strengthening society and communities , enhancing employee skills and capabilities to build quality individuals, and creating jobs and career opportunities to distribute income locally and foster a sustainable society, as detailed below:

- 2.1 Supporting and respecting the protection of human rights, treating employees equally and fairly, promoting the employment of local workers, the underprivileged, and individuals with disabilities, and strictly prohibiting discrimination regardless of differences in race, religious, gender, age, education, beliefs, or any other matter;
- 2.2 Providing continuous personnel development and training within the organization to enhance employees capabilities and performance, thereby driving greater operational efficiency across the Company and its subsidiaries, while motivating employees to remain with the Company and its subsidiaries to jointly drive corporate development.

- 2.3 Ensuring that employees receive comprehensive welfare, safety, and occupational hygiene in the workplace to foster overall job satisfaction.
- 2.4 Continually improving operational systems by encouraging employees to participate in direct and indirect community initiatives to drive a sustainable economy.
- 2.5 Engaging in youth capacity development, social welfare, and public interest initiatives by collaborating with local community, government and civil society to improve the well-being and environment of the community in society.
- 2.6 Supporting the use of local community goods and products to boost the community income and enhance overall well-being.

3. Good Corporate Governance

We commit to sustainable management by operating existing businesses and pushing new opportunities in strict compliance with the law and relevant regulations. This includes comprehensive anti-corruption measures to ensure that the operations remain transparent and auditable. We prioritize the benefits to the business and shareholders, while managing relationships with all stakeholders through key corporate policies such as the Good Corporate Governance Policy, the Corporate Code of Conduct and Stakeholder Treatment Policy, The anti-corruption policy and the insider information management policy, etc.