U Sathorn Bangkok: Sustainability Management Plan

Having achieved Green Globe certification in 2026,
we remain committed to maintaining its standards
and continuously improving our sustainability practices.



Our Sustainability Objective

U Sathorn Bangkok integrates sustainability with exceptional hospitality through four key pillars:

1

Sustainable Management

We prioritize responsible business practices that minimize environmental impact and promote sustainable growth across all our operations.

2

Social/Economic Responsibility

We are dedicated to supporting local communities and economies, ensuring fair labour practices, and contributing to the well-being of the areas where we operate.

3

Cultural Heritage Preservation

We honour and protect the cultural heritage of the regions we serve, integrating local traditions and values into our guest experiences.

4

Environmental Stewardship

We implement innovative hospitality solutions, including energy-efficient operations and eco-friendly amenities, to support a greener planet.

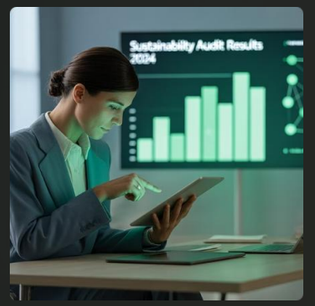
The company is committed to implementing sustainable practices, ensuring that every stay leaves a meaningful impact on the environment. Together, we can build a brighter, more sustainable future for generations to come.

Sustainability Policy/Procedure

The company is committed to annually reducing water usage, carbon emissions, waste, and food waste, using a 2024 baseline.

Procedure:

Implementation Steps:



Sustainability Audits

Regular audits and benchmarking evaluate practices to set measurable goals.



Eco-Friendly Amenities

Provide sustainable toiletries and offer linen/towel reuse options.



Staff Training

Conduct regular sessions on best practices and employee roles in goals.



Collaboration & Innovation

Collaborate with partners, explore new solutions, and innovate technologies.



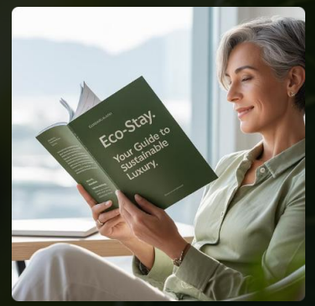
Energy Efficiency

Implement energy-efficient systems and smart management to optimize power.



Waste Management

Establish comprehensive segregation and recycling programs with local partners.



Guest Education

Inform guests on initiatives and offer incentives for eco-friendly engagement.



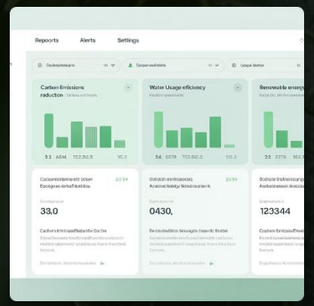
Water Conservation

Introduce water-saving fixtures and greywater recycling to reduce consumption.



Sustainable Sourcing

Prioritize local, organic, and ethically sourced food and beverages.



Monitoring & Reporting

Regularly monitor, report progress, and adjust strategies for continuous improvement.

Statement of Purpose and Values

The Company purpose is to integrate sustainability into every aspect of our operations, creating a balance between exceptional hospitality and responsible stewardship of our planet. Our commitment to sustainability is not just about meeting targets; it is about fostering a culture that values and protects the environment, supports local communities, and respects cultural heritage.

Our Values

Sustainable Management

We believe in managing our resources wisely, ensuring that our operations contribute to a healthier planet. Through careful planning and innovative solutions, we aim to reduce our environmental impact and promote sustainable growth.

Social and Economic Responsibility

We are committed to making a positive impact on the communities in which we run. This includes supporting local economies, ensuring fair labour practices, and contributing to the well-being of our employees and stakeholders.

Cultural Heritage Preservation

We honour the rich cultural heritage of the regions we serve, integrating local traditions into our guest experiences. Our aim is to preserve and promote these unique cultural identities for future generations.

Environmental Stewardship

We strive to lead by example in the hospitality industry, adopting practices that protect and enhance the environment. From energy efficiency to reducing waste, we are dedicated to minimizing our ecological footprint.

These values shape our decisions and actions as we strive for a sustainable future. The company is dedicated to creating a lasting, positive impact on both the environment and society.

Auditing Process and Review

The hotel will review every 3 month the Sustainability Management Plan. Green Globe will audit the hotels each year. There will be Internal Sustainability Audits, Management Reviews and Reviews of the Policy and Targets. The Green Committee will organize and attend quarterly meetings, in which the progress will be reviewed.

Management Review

1

The Management Review will be done every 3 months by the Green committee. Unlike the Management Review must cover all departments at once. The review shall include decisions related to continual improvement opportunities and the possible need for changes to the Sustainability Management Plan. As evidence of the results of the Management Review a legacy report shall be created.

2

Review of Policy and Targets

The Review of Policy and Targets will be done at least every 3 months by the Sustainability Management Committee in one of their quarterly monthly meetings.

GM Responsibilities

Oversight Responsibility

Take full responsibility for overseeing sustainability efforts.

Focus on Sustainability

Ensure the Sustainability Management Plan is a key focus during review meetings.

Control and Review

Provide adequate control and reviews of the Sustainability Management Plan.

Sustainability Leadership

The GM is fully responsible for overseeing all sustainability efforts.

Audit Oversight

Oversee annual internal and external audits to ensure compliance and verify that the action plans are being properly implemented and followed.

Management Reviews

Conduct at least 2 management reviews annually.

Implementation Oversight

Oversee the implementation, control, and review of the Sustainability Management Plan at the property level.

Prompt Action

Ensure prompt action on all requirements from both internal and external auditors.

Committee Meetings

Hold monthly meetings with the sustainability committee to review progress, provide updates on established targets, and ensure continuous improvement over time.

Plan Evolution

Ensure the Sustainability Management Plan is current, relevant, and continuously evolving to achieve its goals, with all stakeholders actively committed to their roles.

PR Responsibilities

Information Accessibility

Ensure the Sustainability Management Plan and Environmental Policy are accessible on the organization's intranet and public website.

Truthful Promotion

Provide clear, correct, and truthful information in all promotional materials and service descriptions.

Guest Education

Inform guests and visitors about sustainable practices, including water and energy conservation, waste management, and supporting Corporate Social Responsibilities (CSR) efforts.

Multilingual Information

Offer multilingual information to guests on sustainability and responsible behaviour.

Green Business Listings

Provide listings of "green or eco-certified" restaurants, businesses, and services.

Cultural Preservation Education

Educate guests on preserving the site's history, culture, and natural environment.

Ethical Shopping Guidance

Supply guests with lists of illegal products and souvenirs to discourage unethical purchases.

Sustainable Product Promotion

Promote Sustainable Products: Develop and market eco-friendly services and packages to appeal to environmentally conscious customers.

Client Education

Educate Clients on Sustainability: Train sales teams and provide clients with information on the organization's sustainability efforts.

Certification Support

Support Green Globe Certifications: Ensure all sales materials reflect sustainability certifications and compliance standards.

Performance Monitoring

Monitor Sustainable Sales Performance: Track the sales of sustainable products and report on their impact and effectiveness.

Team Collaboration

Collaborate with Sustainability Team: Work with the sustainability committee to align strategies, provide feedback, and adjust based on market trends.

M&E Sales / Reservation Responsibilities

Sustainable Products

Promote Sustainable Products: Develop and market eco-friendly services and packages to appeal to environmentally conscious customers.



Sales Strategies

Align Sales Strategies with Sustainability: Integrate sustainability goals into sales pitches and create offers that support these initiatives.

Client Education

Educate Clients on Sustainability: Train sales teams and provide clients with information on the organization's sustainability efforts.

Revenue Goals

Set Sustainability-Linked Revenue Goals: Set up revenue targets tied to sustainable offerings and practices.

Certification Support

Support Green Globe Certifications: Ensure all sales materials reflect sustainability certifications and compliance standards.

Performance Monitoring

Monitor Sustainable Sales Performance: Track the sales of sustainable products and report on their impact and effectiveness.

Team Collaboration

Collaborate with the Green Team: Work with the sustainability committee to align strategies, provide feedback, and adjust based on market trends.

Strategy Alignment

Align Sales Strategies with Sustainability: Integrate sustainability goals into sales pitches and create offers that support these initiatives.

Revenue Targets

Set Sustainability-Linked Revenue Goals: Set up revenue targets tied to sustainable offerings and practices.

Human Resources Responsibilities



Training

Conduct employee training on environmental, sustainability, and socio-cultural initiatives, including waste, water, and energy management.



Community Engagement

Promote and support local community cultural, sports, and recreational activities, as well as local hiring and training initiatives.



Diversity and Equality

Ensure diversity, equality, and non-discrimination in hiring and employment practices, and measure related expenditures were allowed by law.



Code of Behaviour

Implement a documented Code of Behaviour against all forms of exploitation and promote awareness among all stakeholders.



Labour Law Compliance

Follow local and international labour laws, including fair wages, social security contributions, and maximum working hours regulations.



Employee Benefits

Provide employees with rights to paid vacation, health insurance, and annual performance reviews covering career planning and necessary training.



Ethical Conduct

Enforce a strict anti-bribery policy and ensure transparency in political and charitable contributions, including due diligence for contractors and suppliers.

Engineering Responsibilities

Sustainable Design

Sustainable Design and Construction: Implement both passive (low-tech) and active (high-tech) design solutions to minimize heating, cooling, lighting, and water consumption, aligned with local conditions and sustainability principles.

Risk Management

Environmental Risk Management: Ensure all construction plans are documented to find environmental risk factors and implement effective sediment and erosion control plans to manage runoff and prevent environmental degradation.

Accessibility

Accessibility and Inclusivity: Design facilities to be accessible to persons with limited mobility, with the percentage of total rooms based on local legal requirements that meet accessibility requirements, and clearly communicate accessibility features to customers.

Heritage Protection

Cultural and Natural Heritage Protection: Preserve and restore locally designated historic and cultural buildings and landscapes, and avoid disturbance of archaeological, cultural heritage, and sacred sites, or implement mitigation measures when needed.

Sustainable Materials

Use environmentally friendly building materials and construction techniques, prioritizing regional and sustainably sourced materials wherever possible. Develop and implement a preventive maintenance plan to extend the lifespan of materials and building systems, minimize waste, and ensure continued performance and sustainability over time.

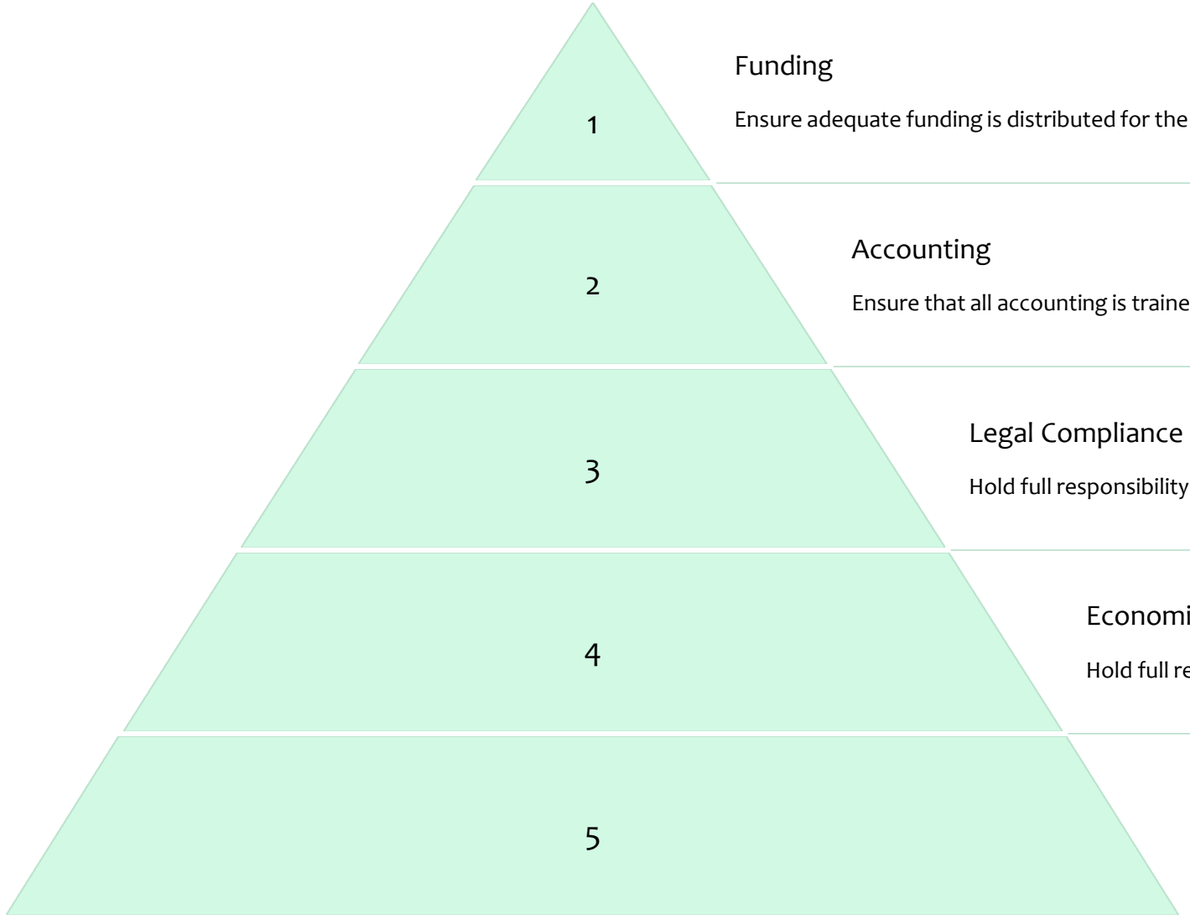
Site Planning

Sustainable Site Planning: Follow comprehensive sustainable site design principles and ensure all construction meets Green Globe Criteria, focusing on minimizing environmental impact, reducing waste and emissions, and incorporating local materials and customs.

Consumption Monitoring

Monitoring and Tracking of Guest Energy Consumption Implement systems to monitor and track guest energy consumption, including water, electricity, and gas usage, to support resource efficiency and inform sustainability initiatives. Establish consumption benchmarks based on historical and industry data, and set measurable reduction targets. Where feasible, provide guests with feedback on their resource usage to encourage awareness and conservation.

Finance Responsibilities



Funding

Ensure adequate funding is distributed for the execution of the Sustainability Management Plan and for addressing sustainability issues within the corporation.

Accounting

Ensure that all accounting is trained in tracking sustainable supply deliveries and recording all mandatory targets.

Legal Compliance

Hold full responsibility for legal compliance across all operations.

Economic Management

Hold full responsibility for the economic management of all operations.

Regulatory Compliance

Ensure compliance with all relevant legislation, regulations, and local environmental laws, including zoning, protected areas, and heritage site regulations.

Insurance and Protection

Maintain proper insurance policies and protective measures for guests and employees, and ensure legal requirements are regularly updated and checked.

Land Use Compliance

Ensure all land use and acquisition activities follow local laws, including those related to protected areas and cultural heritage.

Targets and Monitoring

Our sustainability targets are thoroughly analyzed and evaluated quarterly to track progress, assess effectiveness, identify areas for improvement, and ensure alignment with evolving standards. This continuous review process incorporates stakeholder feedback to drive sustained improvement.

Environmental Topics

- **Energy:** Reduce consumption (monthly monitoring of usage & costs).
- **Water:** Reduce usage (monthly monitoring of total usage & costs).
- **Waste:** Increase reuse & recycling (monthly monitoring of total waste).
- **Food Waste:** Reduce volumes (monthly monitoring).
- **GHG/CO_2-e:** Reduce emissions (monthly CO_2-e emissions reports).

Social Topics

- **Training:** Implement roadmaps & 15-min sessions (monthly plan review).
- **Community Support:** Enhance local engagement (quarterly project count).
- **Diversity & Equality:** Achieve gender balance (quarterly ratio monitoring).
- **Code of Behavior:** Minimize incidents (quarterly reporting).
- **Labor Laws/Benefits:** Ensure compliance & provide benefits (bi-annual QA audits).
- **Anti-Bribery:** Maintain ethical conduct (FC audits).

Economic Topics

- **Cost Efficiency:** Reduce operational costs (monthly).
- **Sustainable Revenue:** Increase revenue from eco-friendly products (monthly).
- **Local Impact:** Enhance contribution to local communities (quarterly).
- **Supply Chain:** Implement sustainable procurement (quarterly).
- **ROI & Innovation:** Track ROI on green investments & invest in sustainable tech (quarterly).
- **Risk Management:** Assess financial risks (annual).
- **Profit Margins:** Improve margins from eco-friendly operations (monthly).

Reporting & Assurance Overview

While formal reporting requirements are developing, U Sathorn Bangkok is committed to transparency and continuous improvement in its sustainability efforts.

External Reporting

We annually report our carbon footprint through the Carbon Disclosure Project (CDP), collaborating with 3rd parties like Diversey and Guava for all hotel and corporate office operations.

Internal Monitoring & QA

We rigorously track global progress towards reduction targets, with each division accountable for meeting goals. Regular internal Quality Assurance audits ensure data accuracy, with non-conformances addressed via time-bound action plans.

Key Reporting Mechanisms

Our comprehensive sustainability plan includes regular self-audits and third-party evaluations to ensure accountability and drive continuous improvement.

1

Property Self-Audits

Each property conducts a detailed self-audit twice annually, submitting reports to the corporate office.

2

Mystery Shopper Reports

An annual Mystery Shopper report provides external evaluation of property performance.

3

Review Pro Guest Survey

Monthly goals and targets are set based on guest feedback from Review Pro, with quarterly action plans for improvements.

4

Employee Opinion Survey (EOS)

Employee satisfaction is measured annually through the EOS, with action plans to boost engagement.

Building Buy-In and Effective Communication for Sustainability

U Sathorn Bangkok will successfully implement its sustainability plan, it is essential to achieve buy-in from all stakeholders—executives, employees, guests, partners, and the broader community. Effective communication will be pivotal in fostering a culture that embraces sustainability and drives meaningful change.

Achieving Buy-In:

Head of Department and The Green team Commitment

- Secure commitment from top management by aligning sustainability initiatives with the company's core business goals, brand values, and financial goals.
- Conduct workshops and presentations to educate executives and management on the long-term benefits of sustainability, such as cost savings, enhanced brand reputation, and risk mitigation.
- Integrate sustainability performance into leadership KPIs and performance reviews to ensure accountability and active participation.

Employee Engagement

- Launch a sustainability awareness campaign within the company to educate employees about The Company's sustainability goals, their importance, and how each team member can contribute.
- Create opportunities for employees to take part in sustainability efforts through training programs, workshops, green teams, and volunteer initiatives.
- Recognize and reward employees who prove a strong commitment to sustainability practices to foster a sense of ownership and motivation.

Guest and Partner Involvement

- Communicate the company's sustainability vision and goals to guests through in-room materials, digital platforms, and marketing campaigns, encouraging them to take part in eco-friendly practices during their stay.
- Collaborate with suppliers and partners to ensure they adhere to sustainable practices, reinforcing a shared commitment to sustainability throughout the supply chain.

Communicating the Sustainability Plan Effectively:

Transparent and Consistent Messaging

- Develop clear, consistent, and compelling messaging that outlines the company's sustainability vision, goals, and progress. Use various communication channels such as The Company website, social media, newsletters, and internal bulletins.
- Regularly share success stories, updates, and achievements related to sustainability to keep stakeholders informed and engaged. Highlight measurable impacts, such as energy savings, waste reduction, or community contributions.

Tailored Communication Strategies

- Internal Communication: Use platforms such as town halls, internal newsletters, training sessions to keep employees informed about sustainability initiatives and their roles in achieving them.
- External Communication: Leverage the company's marketing and public relations channels to promote sustainability efforts to guests, investors, partners, and the wider community. Share case studies, testimonials, and data-driven results to build trust and transparency.

Two-Way Communication and Feedback

- Establish channels for stakeholders to provide feedback on sustainability initiatives and offer suggestions for improvement. This can include surveys, suggestion boxes, and dedicated email addresses.
- Use feedback to continuously improve sustainability practices and address any concerns or barriers to buy-in.

Leveraging Sustainability Champions

- Find and empower sustainability champions within each department or hotel property to advocate for sustainable practices, share best practices, and support colleagues in their sustainability efforts.

Monitoring and Celebrating Progress:

- Track and regularly report on the progress of sustainability initiatives against set goals. Use this data to prove the positive impact of the company's efforts and reinforce the importance continued commitment.
- Celebrate milestones and of achievements through internal and external channels to recognize the efforts of all stakeholders and keep momentum for sustainability initiatives.

Training and Education for Sustainability

U Sathorn Bangkok is committed to fostering a sustainability culture through its new "Discover, Educate, Understand, Explore" campaign. This initiative aims to equip employees and stakeholders with the knowledge and skills needed to drive meaningful sustainability efforts across all operations.

Purpose:

Empower employees and stakeholders by enhancing their understanding of sustainability principles and practices, ensuring collective action towards our goals.

Content:



Training Programs

Regular sessions on key sustainability topics like energy efficiency, waste management, and social responsibility, educating employees on practical steps.



Workshops & Seminars

Expert-led sessions offering valuable insights and hands-on learning to grasp complex sustainability concepts.



Employee Engagement

Recognition and reward systems to encourage active participation and foster ownership among the team.

Implementation:

Regular training sessions and refresher courses will be scheduled, with sustainability education incorporated into new hire onboarding.

Campaign Slogans and Messaging:

Dynamic slogans to reinforce the message and encourage engagement:

Discover, Communicate, Implement

Exploring opportunities, sharing knowledge, and taking action.

Educate, Exchange, Execute

Learning, collaborating, and practical application.

Understand, Collaborate, Engage

Comprehending challenges, working together, and proactive efforts.

Explore, Contribute, Apply

Continuous exploration, meaningful contribution, and sustainable practices.

Gain Insight, Distribute, Take Action

Gaining knowledge, sharing information, and initiating impactful actions.

Risk Assessment

Purpose: The purpose of this risk assessment is to find and prioritize risks that could potentially affect our sustainability efforts. By understanding these risks, we can develop effective strategies to mitigate them, ensuring the long-term success of our sustainability initiatives.

Content:

The risk assessment will consider a variety of risks that could affect our sustainability goals, including but not limited to:

Environmental Risks

Risks arising from climate change, natural disasters, pollution, resource depletion, and biodiversity loss.

Social Risks

Risks related to labour practices, human rights, community relations, and employee health and safety.

Economic Risks

Risks associated with market fluctuations, financial stability, supply chain disruptions, and economic downturns.

Operational Risks

Risks that may affect the day-to-day operations, such as equipment failure, technological disruptions, or workforce challenges.

Compliance Risks

Risks of non-compliance with local, national, and international laws, regulations, and standards related to sustainability.

A comprehensive risk register will be developed to document these risks, detailing the following for each identified risk:

- Description of Risk: A brief overview of the risk and how it may affect the organization.
- Likelihood: The probability of the risk occurring.
- Impact: The potential consequences of the risk on our sustainability goals.
- Mitigation Measures: Strategies and actions to reduce the likelihood or impact of the risk.

Implementation:

To ensure a proactive approach to risk management, regular risk assessments will be conducted. The risk register will be reviewed and updated periodically to reflect any changes in the risk landscape or the effectiveness of the mitigation measures. This will help keep the relevance and robustness of our sustainability efforts over time.

Constraints

The Company recognizes the importance of finding and managing constraints that could hinder the achievement of sustainability goals. These considerations are already incorporated within our risk assessment framework.

Purpose:

The aim is to proactively find potential limitations and challenges that could affect sustainability efforts and to develop strategies to manage them effectively.

Content:

- Potential Constraints: Constraints may arise from many factors, such as limited budgets, operational ability, or the availability of suitable technology. Understanding these constraints is crucial for realistic planning and implementation.
- Contingency Planning: Develop contingency plans to address these constraints, ensuring that alternative approaches or resources are available to mitigate any adverse effects on sustainability goals.
- Implementation: Regular risk assessments will be conducted to continuously find and check constraints. This process will enable the company to adapt its sustainability strategies as needed to navigate any limitations effectively.

Resources

To support the sustainability plan, The Company is dedicated to ensuring the responsible and efficient use of resources.

Purpose:

The goal is to promote the sustainable use of resources throughout all operations.

Content:

Resource Efficiency

Implement practices that enhance the efficiency of resource use, reduce waste, and minimize environmental impact.

Sustainable Sourcing

Prioritize sourcing materials and services that adhere to sustainability criteria, ensuring that suppliers follow environmentally and socially responsible practices.

Circular Economy

Embrace circular economy principles by encouraging the reuse, recycling, and refurbishment of materials to extend their lifecycle and reduce waste.

Implementation:

The company will set up a comprehensive sustainable procurement policy to guide the responsible acquisition of resources. This policy will outline criteria for selecting suppliers and materials, ensuring alignment with our sustainability aims.

Choice of Materials

To align with our sustainability goals, The Company is committed to selecting materials that minimize environmental impact.

Purpose:

The aim is to choose materials that contribute to lower environmental impact throughout their lifecycle.

Content:

Eco-Friendly Materials

Prioritize the use of materials that are environmentally friendly and reduce harm to ecosystems.

Recycled Materials

Opt for materials made from recycled content to support waste reduction and resource conservation.

Locally Sourced Materials

Favor materials sourced locally to reduce transportation emissions and support regional economies.

Health and Safety

At The Company, ensuring a safe and healthy environment for both employees and guests is a top priority.

1

Purpose:

The goal is to create and keep a safe and hygienic environment through comprehensive health and safety measures.

2

Content:

- Health and Safety Policies: Implement and adhere to rigorous health and safety policies based on HACCP principles as outlined in the company Hygiene Manual.
- Training: Provide regular training to employees on health and safety practices to ensure they are well-informed and compliant.
- Safety Audits: Conduct regular safety audits to check and evaluate compliance with health and safety standards.

3

Implementation:

The company will enforce a Health and Safety Management System that includes:

- 60-Point Monthly Checklists: Each hotel will perform a 60-point checklist every month to ensure ongoing compliance with health and safety standards.
- Annual 60-Point Audit: The QA team will conduct an annual 60-point audit to assess overall health and safety performance.
- Unannounced Annual Checklists: Our partner, Diversey, will perform an unannounced annual 60-point checklist to provide an objective evaluation of health and safety practices.

Noise and Vibration

The Company is committed to minimizing the impact of noise and vibration on both the environment and local communities.

1

Purpose:

The aim is to reduce the adverse effects of noise and vibration generated by our operations.

2

Content:

- Noise Barriers: Implement noise barriers to reduce sound transmission and mitigate disturbances.
- Scheduling: Plan and schedule noisy activities during times that cause the least disruption to nearby residents and businesses.
- Noise Assessments: Perform regular assessments to check noise levels and ensure compliance with environmental standards.

3

Implementation:

The company will create comprehensive noise and vibration management plans to guide these efforts. These plans will outline strategies for noise reduction, scheduling practices, and ongoing monitoring to effectively manage and mitigate noise and vibration impacts.

Local Community and Cultural Issues

Local Community

Purpose:

The goal is to enhance our engagement with and support for local communities.

Content:

Community Support Programs

Actively take part in and contribute to initiatives that help local communities.

Cultural Preservation

Support and promote the preservation of local cultural heritage and traditions.

Fair Partnerships

Develop and keep fair and respectful partnerships with local organizations and businesses.

Implementation:

The company will develop a comprehensive community engagement plan to guide and structure the properties our in fostering strong, positive community relationships.

Cultural Issues

Purpose:

The aim is to honour and incorporate the cultural values and practices of the communities we serve.

Content:

Cultural Sensitivity: Foster cultural sensitivity in our operations and ensure that employees are trained to respect and understand local cultural practices and norms.

Implementation:

The company will develop and implement cultural awareness programs to enhance employees' understanding of and sensitivity to local cultures. These programs will include training sessions and resources designed to promote respectful and culturally informed interactions.

Safety Measures and Environmental Testing

1. **MSDS Compliance**
   Verify Material Safety Data Sheets (MSDS) for all chemicals are displayed or readily available at all storage points. Ensure all safety measures, PPE, storage, and handling protocols from MSDS are implemented.
2. **Chemical Interaction Assessments**
   Conduct regular assessments to ensure proper separation and storage of reactive chemicals (e.g., pool chlorine and hydrochloric acid).
3. **Soil and Environmental Testing**
   Perform soil testing for contamination (oil derivatives, toxic compounds). If pollution is detected, develop and implement a remediation plan.

Other Pollutants

1. **Pollution Management Plan**
   Review and update the comprehensive pollution management plan, including strategies for emissions, effluents, and waste.
2. **Emission and Odor Control**
   Verify measures are in place to minimize gas emissions, pollutant sprays, strong odors, and unpleasant noises (e.g., filtration, noise-reduction, eco-friendly equipment).
3. **Environmental Impact Assessments**
   Conduct regular assessments to measure pollution control effectiveness, identify gaps, and recommend improvements.
4. **Employee Training**
   Develop ongoing training programs for employees on handling harmful substances, understanding the pollution management plan, and safe, sustainable practices.

Innovation and Market Presence

Market Capacity

U Sathorn aims to align its sustainability efforts with current market demands. This involves thorough market research to understand trends and opportunities, continuously refining strategies to integrate sustainability effectively and remain responsive to market conditions.

Shareholder Value

U Sathorn is committed to enhancing long-term shareholder value by integrating sustainability into our core strategy. We will clearly communicate these benefits through detailed reports in our annual reports, demonstrating how sustainability contributes to long-term value and overall business success.

Innovation and Market Presence

Innovation

The Company are dedicated to fostering innovation in sustainable practices.

Purpose:

The goal is to drive advancements in sustainability through innovative technologies and solutions.

Content:

Investment in R&D: Invest in research and development to explore and develop new sustainability technologies and practices.

Implementation:

The company will set up an innovation fund or department dedicated to supporting and advancing sustainability-focused innovations. This initiative will ease the development and implementation of innovative solutions to enhance our sustainability efforts.

Market Presence

The Company aims to strengthen its brand reputation and market presence by emphasizing sustainability.

Purpose:

The aim is to use sustainability as a key factor in enhancing our brand's reputation and market position.

Content:

Unique Selling Proposition: Highlight sustainability as a distinctive selling point in our marketing efforts to differentiate our brand.

Implementation:

The company will integrate sustainability into our branding and marketing strategies, ensuring that our commitment to sustainable practices is prominently featured in all promotional materials and communications.

2026

Green Globe Certification Achieved

Successfully achieved Green Globe certification in 2026, recognising our commitment to sustainable hospitality.

4

Key Sustainability Pillars

Management, Social/Economic, Cultural, Environmental

10

Implementation Steps

Comprehensive approach to sustainable operations

Through our comprehensive Sustainability Management Plan, U Sathorn Bangkok is committed to creating a positive impact on our environment, supporting our local communities, preserving cultural heritage, and ensuring responsible business practices. Our journey toward Green Globe certification by 2025 represents our dedication to sustainable hospitality that benefits all stakeholders while protecting our planet for future generations.

U Sathorn Bangkok Sustainability Goals

U Sathorn Bangkok is committed to achieving measurable reductions in our environmental footprint. Our key sustainability targets are outlined below:

Item	Scope	Baseline	Unit	Target Reduction
LPG Gas	Scope 1	0.26	kg	3%
Electricity	Scope 2	41	kWh	10%
Water	Scope 3	420	litres	5%
General Waste	Scope 3	0.3	kg	3%

Event Energy Consumption Targets

Item	Scope	Baseline	Unit	Target Reduction
Event Energy (Half Day)	Per Guest	7.78	kgCO2-e	5%
Event Energy (Full Day)	Per Guest	3.79	kgCO2-e	5%

These targets will be regularly monitored and reported to ensure continuous progress towards our sustainability objectives.