

SUSTAINABILITY POLICY

Updated and approved by the Managing Director on December 31, 2024.

I. STATEMENT

Lifestyle Retreats Group and all its members (“Company”, “we” or “our”) continue to embrace sustainability as a way of life and as a key pillar of our business strategy.

Our approach is systemic, inclusive, and results-driven, grounded in our core values of Quality, Care, and Commitment.

In 2025, we aim to deepen our impact through measurable improvements in our environmental, social, and governance (ESG) performance.

II. SCOPE

This policy applies to all entities within the Lifestyle Retreats Group.

We expect all employees, suppliers, contractors, partners, and guests to support and participate in our sustainability journey.

III. COMPLIANCE AND DISCIPLINE

All employees associated with Lifestyle Retreats Group are required to adhere to this policy.

Non-compliance may result in disciplinary actions.

IV. RESPONSIBILITIES

Managers are responsible for ensuring that the content and spirit of this policy are effectively communicated, internalised, and upheld throughout the organisation.

V. GUIDING PRINCIPLES

1. Employee Well-being and Development

We continue to foster a healthy, safe, and empowering work environment where professional and personal development are prioritised.

Drawing on insights from our 2024 engagement survey, we have launched new team bonding programs and an employee self-service application to enhance the workplace experience.

The Lifestyle Retreats Academy remains our hub for continuous learning and development.

More details can be found in the *Human Rights Policy* and *Code of Conduct*.

2. Community Engagement

We strengthen our contributions to local communities through meaningful partnerships and empowerment initiatives with like-minded organisations, vendors, foundations, government agencies, and partners.

3. Environmental Responsibility

We proactively reduce our environmental footprint by reducing energy, waste, water, and laundry use through retrofits, low-cost fixtures, and behaviour change campaigns.

We also aim for zero single-use plastic in guest-facing areas by year-end.

More details can be found in our *Environmental Policy*.

4. Governance and Resilience

While 2024 was dedicated to deliberate team development, in 2025 we are forming the Sustainability Committee with carefully selected personnel to ensure its success.

All property leaders and the Green Team, guided by the Managing Director and the Sustainability Manager, are the Green Champions.

We will conduct stakeholder interviews to identify material ESG issues, culminating in a comprehensive materiality assessment and matrix by year-end.

5. Stakeholder Engagement

We maintain transparent, respectful, and constructive relationships with all stakeholders.

Ongoing employee engagement surveys help us address concerns and foster a positive work environment.

We also refine our Guest Satisfaction Survey and Guest Etiquette initiatives to introduce guests to sustainable travel, solicit their feedback, and improve our sustainability performance.

Supplier compliance with our *Responsible Procurement Policy* and *Supplier Code of Conduct* is continuously monitored and improved.

6. Collaboration and Partnership

We cultivate alliances that go beyond tourism.

Specifically, we have opportunities to engage in multi-stakeholder platforms, foster cross-sector partnerships, support community-led initiatives, and promote knowledge sharing, recognising that only collective action and shared expertise can drive solutions to complex challenges.

7. Certification and Standards

We are committed to renewing our Green Globe certification and continuously aligning with international best practices.

To attain the goal, each property conducts a monthly compliance checklist while constantly identifying and implementing improvements and new initiatives.

8. Communication and Transparency

We promote two-way communication about sustainability both internally and externally.

Among all actions, we are more proactive in communicating our sustainability progress via social media platforms, blog posts, and guest-facing storytelling materials in the guest room.

More details can be found in our *Responsible Communication Policy*.

VI. IMPLEMENTATION

Sustainability is everyone's responsibility. We ensure that every employee receives regular training, participates in sustainability-related activities, and is empowered to apply this policy within their role.

This policy will be reviewed annually, reflecting evolving global standards and our growing ambitions.

We invite all stakeholders to journey with us in shaping a regenerative, inclusive, and thriving future, collectively creating a better life for all.