

ROOTED

Quarterly Report for Sustainability

FOURTH QUARTER 2021



At Banyan Tree Lijiang, treks and guided tours are offered to guests to help them get in touch with nature and learn about local culture.

GROUP HIGHLIGHTS

Banyan Tree Group Introduces 5 Brands to Multi-Brand Ecosystem Grounded in Purposeful Travel

Unified by our “Stay for Good” programme, these new brands will help us increase our positive impact where we operate.



Banyan Tree Group is set to double our portfolio of 54 properties across 23 countries by 2025 with the introduction of five new brands launching in the next 18 months. As a pioneer of purposeful stewardship and responsible tourism, this expanded global portfolio of 10 unique brands will allow us to increase our positive impact in the countries where we operate whilst taking advantage of post-COVID growth opportunities in purposeful travel.

Through Banyan Tree Global Foundation (BTGF), all brands will abide by the proprietary “Stay for Good” programme*, a structured framework that aligns with the United Nations Sustainable Development Goals. Stay for Good embeds core stewardship values in operations and guest experience, promoting community engagement and partnership to drive long-term positive impact in three core pillars:

- **Our Environment:** Conserving ecosystems and promoting biodiversity through research and restoration, based on science-based approaches spearheaded by trained biologists via Banyan Tree’s labs. Guests can also participate in on-site sustainability and educational citizen science programmes such as coral or tree planting, with over half a million trees planted since 2007. Additionally, our Group’s commitment to annual reductions in energy emissions, water use and waste production is closely monitored by EarthCheck, the travel industry’s leading benchmark certification and environment management programme.
- **Our Communities:** Providing sustainable workplaces for employees by ensuring diversity, satisfaction, health, safety and welfare, as well as investing in education programmes to support long-term wellbeing. One mainstay is our Seedlings programme, which has nurtured over 100 youths through vocational life skills coaching, mentorship and scholarship programmes. Our 8,000 employees worldwide and their families also benefit from these programmes.
- **Our Responsibility:** A multi-stakeholder engagement approach that ensures accountability, a sustainable supply chain, responsible tourism and corporate governance. For example, Banyan Tree Group mandates a Supplier Code of Conduct requiring a commitment to maximum transparency in operations, with food as a primary focus moving forward and a goal of 100% completion by 2025.

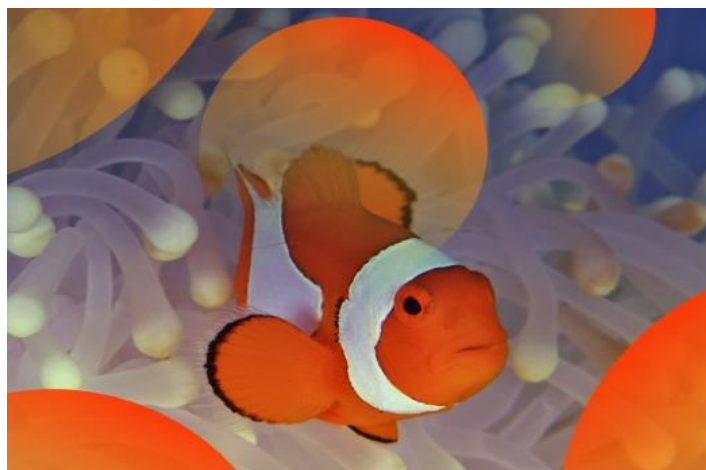
Deepening this mission amidst expansion, Stay for Good ensures that each location is unified in its commitment to regenerative and wellbeing practices. Throughout 2022, we will introduce new brands Garrya, Homm and Folio, as well as two new brand extensions of Banyan Tree named Veya, and Escape. Each is a response to macro and regional trends in travel accelerated by COVID-19’s impact, such as conversion opportunities in resort destinations, emerging second-tier tourism destinations, as well as a greater desire for wellbeing and sustainability-minded travel offerings.

GROUP HIGHLIGHTS



Banyan Tree Group ESG Material Analysis

We recently conducted our stakeholder-informed ESG Materiality Analysis to prioritise potential Environmental, Social and Governance (ESG) impacts from our business. Seven topics (*waste, biodiversity, water scarcity, climate change, cultural heritage, human rights, and health and wellbeing*) were shortlisted as our greatest risk impacts. In 2022, we will develop a new strategy for these topics, to mitigate negative impact and increase positive benefit where we operate.



BTGF Establishes Fund for Green Projects in China

In collaboration with China Environmental Protection Foundation, Banyan Tree Global Foundation (BTGF) has established the Banyan Tree China Enterprise Environment and Community Fund to support environmental and community initiatives in China. Among the first funded projects include the protection of clownfish and provision of safe drinking water in schools.



Organic Farm ORI9IN Opens Picnic Restaurant

Gourmet cuisine meets sustainability at ORI9IN, our first organic farm in Chiang Mai, Thailand developed in partnership with chef-turned-sustainable-farmer James Noble. Grounded on the passion for a sustainable future through food, ORI9IN has opened the 'Waiting for May' picnic restaurant serving field-to-fork sustainable dishes made using locally grown and sourced ingredients. Learn more about the farm at <https://ori9infarm.com/eat>.



Banyan Tree Group Awarded for Sustainability Efforts

As we continue our commitment to our ethos of "Embracing the Environment, Empowering People", we are honoured to be recognised as a Sustainable Business Winner of the prestigious Singapore Apex Corporate Sustainability Awards. We are also named the Sustainable Business Awards' Community Winner, the China Tourism Brand Awards' "The Best Sustainability Hotel Group", as well as the ASEAN Business Awards' Skills Development Winner.

EMBRACING THE ENVIRONMENT

PROPERTY HIGHLIGHTS: KEEPING OUR ENVIRONMENT CLEAN AND GREEN



Keeping Our Beaches Trash-free

Banyan Tree Mayakoba held a beach cleaning activity at the Sian Ka'an Biosphere Reserve, declared a World Heritage Site in 1987 by UNESCO. A team of 12 associates worked with 50 representatives from Rosewood, Andaz, Camaleon and RLH to collect 80 bags of trash and micro-plastics from the area.



Less Plastic is Fantastic

Hacienda Xcanatun by Angsana has eliminated the use of plastic bottles in all 18 villas since July 2021, replacing them with reusable glass bottles. The transition from single-use plastic bottles to glass ones took the team two months to complete. Thanks to this change, the resort stopped consuming approximately 1,700 plastic bottles a month.



Powered by the Sun

As we work towards net-zero emissions as a Group, **Laguna Phuket** installed solar panels on the rooftop of Laguna Phuket Kindergarten with funding support from Banyan Tree Global Foundation. A pilot project to reduce greenhouse gas emissions, the installation was completed in October 2021. The team expects to produce 9,600 kWh per year using the solar panels, which can save 50% of grid consumption and reduce 4.9 tonnes of carbon emissions per year.



Protecting Biodiversity through Clean-ups

Banyan Tree Tamouda Bay held a clean-up activity near Oued Negro (Black Lake), an area of high biodiversity value. The team collected 73.2kg of trash comprising of wooden sticks, rubber bands, plastic bottles and other kinds of waste.

EMPOWERING PEOPLE

PROPERTY HIGHLIGHTS: CREATING VALUE FOR OUR COMMUNITIES



Improving Learning Environments for Local Children

With funding support from Banyan Tree Global Foundation, **Banyan Tree Samui** sponsored the construction of a canteen for the students of Municipal Child Development Center 8, giving them a brand new space to enjoy their meals.



Growing Future Leaders for Sustainability

Chosen as a mentor for a mentoring programme initiated by Padjadjaran University (UNPAD), **Laguna Bintan** is advising a group of students who are supporting a local sustainability tourism project. Through this, the team hopes to help both mentees and mentors learn from one another while giving back to the community.



For the Love of Pink!

In conjunction with Breast Cancer Awareness Month in October, **Banyan Tree Kuala Lumpur** and **Pavilion Hotel Kuala Lumpur Managed by Banyan Tree** collaborated with National Cancer Society Malaysia to organise an afternoon tea special, called 'For the Love of Pink!'. Of the total sales, 10% went towards sponsoring mammogram screening for 40 underprivileged women.



Empowering Youths with Banyan Tree Group's Apprenticeship Programme

Following the success of the Seedlings F&B Internship at **Laguna Phuket** since 2014, **Banyan Tree Group** has launched a new Apprenticeship Programme. With funding support from Banyan Tree Global Foundation, the programme provides training and job opportunities for disadvantaged youths above 18 years old in the local community. These youths will be equipped with the necessary service and life skills to forge successful careers in the hospitality industry amid COVID-19.