

ENVIRONMENTAL POLICY

1. OUR COMMITMENT

Minor International PCL (“MINT” or the “Company”) is a global company focused on three core businesses: hospitality, restaurants, and lifestyle. We do our utmost to deliver exceptional experiences that anticipate and satisfy customers’ aspirations while committing to help mitigate global climate change throughout our value chain. We strive to continually minimizing our impacts on the environment and our communities and conserving biodiversity in all our practices from our designs, constructions, operations and renovations.

1.1 Purpose

The purpose of this environmental policy (“Policy”) is to outline the guidelines and protocols to ensure the Company conducts our businesses in the way that minimize the impact of our presence to the environment and the surrounding communities, support biodiversity protection, and contribute to the mitigation of global climate change.

1.2 Scope and Applicability

This Policy applies to Minor International PCL, all business units, divisions and offices, across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

MINT is committed to working with and encouraging our stakeholders in the value chain, including suppliers, service providers, contractors, franchisees, non-operational controlled businesses, joint venture partners, customers and community members, to uphold and adopt the principles in this Policy.

2. ENVIRONMENTAL POLICY

MINT pledges to become Net-zero Carbon organization by 2050 by reviewing our carbon inventory of scope 1, 2 and 3, implementing 4R approach – Reduce, Reuse, Recycle, Replace and offsetting residue carbon by:

- Responsibly source and replace existing raw materials and products; where applicable, with more environmental-friendly options
- Optimize consumption of natural resources like raw materials, water and energy including efficiency improvement
- Responsibly manage environmental discharges e.g. wastewater effluent, greenhouse gas and air emissions and waste disposal
- Promote environmental-friendly or green initiatives including renewable energy, where applicable, in our value chain
- Commit to ending deforestation and conserving on-land and below-water biodiversity where we operate. We also offer guests and communities involvements in such efforts.
- Establish, implement action plans and monitor the environmental impacts with 3rd-party verified targets to ensure that all the above are achieved and continually improved
- Provide training on environmental conservation and practices to relevant team members and stakeholders in value chain to ensure the achievement of company environmental goals and targets
- Comply with relevant environmental legal requirements and other relevant requirements

3. RELATED DOCUMENTS

- 1 MINT Team Members Code of Conduct
- 2 MINT Business Partners Code of Conduct

Title: *MINT Environmental Policy*
Ref. Number: *MINT/EP_3.0/2022*
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4. ADMINISTRATION AND CHANGES

MINT Corporate Sustainability Department is responsible for administering this Policy in an independent, objective, and consistent manner. From time to time, this Policy may need to be changed to keep up with our values, best practices, improvements, as well as legislation and regulations. The responsibility of overseeing the implementation of this policy lies with the Sustainability Committee reporting quarterly to the Board of Directors. This policy is being communicated throughout our organization and is publicly available to all interested parties.