

# Planet

Minor International realized the urgent global agenda on Climate Change that adversely affects all living creatures. Minor therefore pledges to become a “Net-zero Carbon organization by 2050”. We have established an approach to “Net-zero Carbon organization” by reviewing our carbon inventory of scope 1, 2, and 3, implementing 4R approach – Reduce, Reuse, Recycle, Replace, and offsetting residue carbon.

As a global company with 527 hotels, 2,389 food outlets, 386 lifestyle points of sale and 7 factories in 63 countries across the continents, it is our obligation to minimize impact of our presence to the environment and the surrounding communities, from design, construction, operations, and renovation. We strive to drive our efforts through the reduction, reuse, and recycle of natural resources such as water and energy, as well as discharges such as greenhouse gas, and replacement of existing materials with more environmental-friendly and sustainable alternatives. In addition, we support biodiversity protection especially in the areas where we have footprints.



## Management Approach

Material Topics	Environment – Energy, Water, Carbon Dioxide Emissions, Waste, Biodiversity			
 <b>Goals</b>	<b>Goal 1:</b> <b>20%</b> reduction in energy intensity for Minor Hotels by 2023 (Baseline 2016) <sup>(1)</sup>	<b>Goal 2:</b> <b>20%</b> reduction in carbon dioxide emission for Minor Hotels by 2023 (Baseline 2016) <sup>(1)</sup>	<b>Goal 3:</b> <b>20%</b> reduction in water intensity for Minor Hotels by 2023 (Baseline 2016) <sup>(1)</sup>	<b>Goal 4:</b> <b>75%</b> Reduction of single-use plastic by 2024 (Baseline 2018) <sup>(2)</sup>
 <b>2021 Performance</b>	<b>Achieved:</b> <b>-47%</b> (Incl. NH Hotel Group)	<b>Achieved:</b> <b>-62%</b> (Incl. NH Hotel Group)	<b>Achieved:</b> <b>-62%</b> (Incl. NH Hotel Group)	<b>On Track:</b> <b>27%</b>
 <b>Boundary &amp; Approach</b>	<b>Worldwide:</b> Address the global climate change by driving our efforts through the 4R approach: Reduce, Reuse, Recycle natural resources such as water and energy and discharges such as greenhouse gas, and Replace existing materials with more environmental-friendly and sustainable alternatives		<b>Thailand and Indian Ocean:</b> Respond to the rapidly increasing plastic pollution issue by implementing initiatives to reduce single-use plastic from operations and replace with more environmental-friendly alternatives. In addition, we reduce consumption of disposable items by changing internal operations while educating customers.	
 <b>Responsibility</b>	Minor Hotels Operations		Minor Group in Thailand and Minor Food in Maldives and Seychelles	
 <b>Monitoring &amp; Evaluation</b>	<ul style="list-style-type: none"> <li>• Third-party verification: Energy, Water, Carbon Dioxide Emissions</li> <li>• Third-party assessment such as ISO 14001, ISO 50001</li> </ul>			
 <b>Our Grievance Mechanism</b>	<ul style="list-style-type: none"> <li>• Whistle-blower reporting Email: <a href="mailto:whistleblower@minor.com">whistleblower@minor.com</a></li> <li>• Complaints &amp; Feedback Email: <a href="mailto:Feedback@minor.com">Feedback@minor.com</a></li> </ul>			

**Remarks:**

(1) The goals have been achieved with the inclusion of NH Hotel Group. No new goals are established in 2021 as science-based target of the combination of scope 1 and 2 and group-wide water goal will be set up in 2022.

(2) Include Thailand, Maldives, and Seychelles

## Management Approach

Material Topics	Environment – Energy, Water, Carbon Dioxide Emissions, Waste, Biodiversity	
 <b>Goals</b>	<b>Goal 5:</b> <b>100%</b> of nature-based hotels have at least one long-term conservation initiative by 2023	<b>New Goal:</b> <b>50%</b> reduction in organic waste to Landfill for Minor Hotels by 2030 (Baseline 2021) <sup>(3) (4)</sup>
 <b>2021 Performance</b>	<b>On Track:</b> <b>87%</b>	
 <b>Boundary &amp; Approach</b>	<b>Worldwide:</b> Implement long-term conservation initiatives by partnering with skilled conservation agencies to create long-term conservation initiatives with focus on elephants, turtles, wildlife, and their habitats and establishing conservation measurement methodology by integrating Task Force on Nature-related Financial Disclosures (TNFD) recommendations to ensure positive impact and link to carbon offset	<b>Worldwide:</b> Efficiently use natural resource and Reduce, Reuse, Recycle waste and promote utilization of organic waste such as composting and animal feeding in order to divert them from landfill
 <b>Responsibility</b>	Minor Hotel operations	
 <b>Monitoring &amp; Evaluation</b>	Internal monitoring: Waste, Biodiversity	
 <b>Our Grievance Mechanism</b>	<ul style="list-style-type: none"> <li>Whistle-blower reporting Email: <a href="mailto:whistleblower@minor.com">whistleblower@minor.com</a></li> <li>Complaints &amp; Feedback Email: <a href="mailto:Feedback@minor.com">Feedback@minor.com</a></li> </ul>	

Remarks:

(3) New goals, beginning 2022

(4) Measured by intensity (tons/total system sales in Baht million)



**> 80%**  
of Minor Dairy and Minor Cheese’s waste recycled, composted, or recovered



**16%**  
reduction in water intensity of Minor Dairy and Minor Cheese\*



**43%**  
reduction in waste intensity of Minor Dairy and Minor Cheese\*



**7%**  
reduction in carbon dioxide emission intensity of Minor Food restaurants\*



**34%**  
reduction in energy intensity of NMT factory\*



**64%**  
reduction in waste intensity of NMT factory\*



**81**  
of IUCN Red list of threatened Species protected

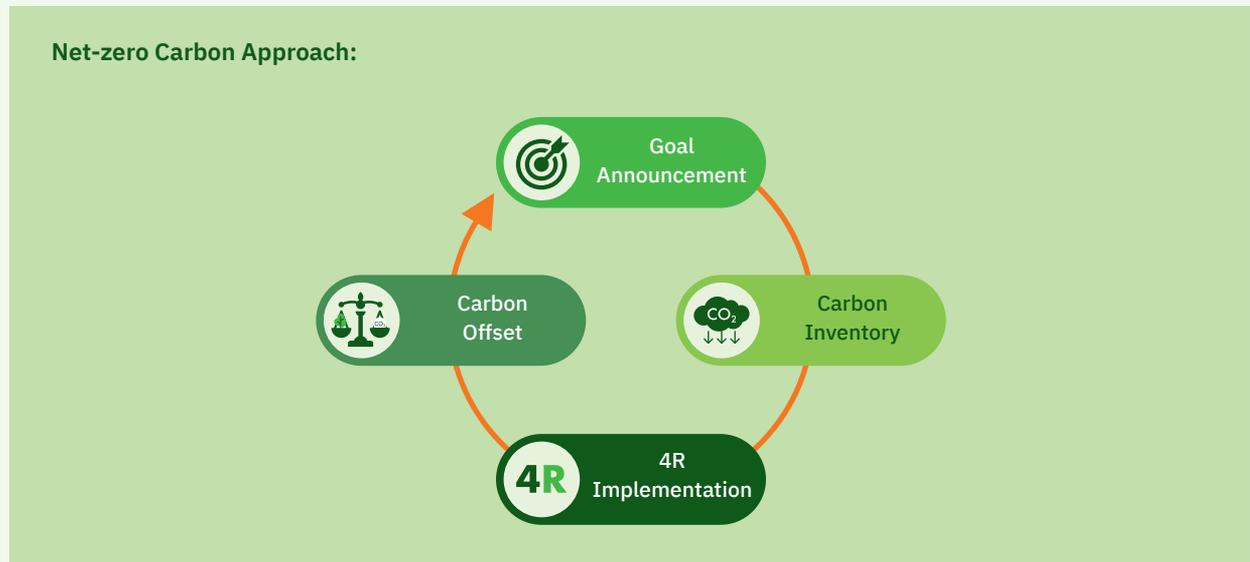
Minor strives to deliver the best products and services to our customers while also committing to help mitigate global climate change by operating our businesses in a sustainable manner as guided by our group-wide Environmental Policy.

In 2021, we started to deploy the recommendations of “TCFD Disclosures” recommendations to the enterprise risk management by describing qualitative climate-related risks and opportunities. This is part of our identification of sustainability risks and opportunities, and we will embark upon quantifying the financial impact of such risks. The identified risks and opportunities, together with stakeholders’ requirements and business strategies were then translated into the company’s Sustainability Strategy, goals, and programs.



\* Reduction from 2020

In November 2021, the Board of Directors has approved for Minor International to commit to becoming a “Net-zero Carbon organization by 2050”. We have established an approach to “Net-zero Carbon” by reviewing our carbon inventory of scope 1, 2, and 3, implementing 4R approach – Reduce, Reuse, Recycle, Replace, and offsetting residue carbon.



We continue our efforts to efficiently utilize natural resources, including raw materials, energy, and water, while being mindful of our discharges and emission, such as waste, wastewater, and greenhouse gases, and endeavor to manage and minimize them where possible. We apply the 4R approach within our operations to Reduce, Reuse, Recycle natural resources and discharges, and Replace existing materials with more environmental-friendly and sustainable alternatives. Concurrently, we encourage environmental-friendly or green initiatives including renewable energy.

Minor monitors our key suppliers' compliances to relevant environmental regulatory requirements via “Sustainable Supply Chain” initiatives. These initiatives aim to support Minor’s Net-zero Carbon approach in minimizing the indirect impacts our businesses have on the environment and protecting valuable natural resources.

We also promote biodiversity conservation, especially in the area where we operate. Over 50 properties of Minor Hotels are in, adjacent to, or derive income or reputation from natural-protected or ecologically significant areas or one playing a significant part in the life cycle of IUCN red list species. Therefore it is vital that we safeguard and conserve biodiversity in these areas. The proximity to nature is also one of the key attractions that bring guests to our hotels. We set a long-term goal for all Minor Hotels’ nature-based properties to implement at least one long-term conservation initiative by 2024. We believe this goal will steer us towards creating positive and sustainable impacts to the environment and communities where we operate and providing us the opportunities to engage our guests and communities in our efforts to conserve “life on land” and “life below water”. We also aim to establish conservation measurement methodology by integrating Task Force on Nature-related Financial Disclosures (TNFD) recommendations to ensure positive impact and link to residual carbon offset.

In 2021, no material non-compliance with environmental laws and regulations were identified.

Illustration of Environmental Initiatives which contribute to both company and socio - environmental benefits are presented in “Shared Value” chapter.

Environmental Policy and Certifications | Group-wide Operations  
 Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

## Environmental Management

### Environmental Policy and Certifications

Minor established a group-wide Environmental Policy to encourage business units to take actions in mitigating global warming and climate change and to conserve biodiversity of the areas where we have footprint. We constantly benchmark ourselves against the policies, relevant legal requirements, and international guidelines and standards to ensure we are on track to achieve our long-term Net-zero Carbon goal by 2050. Details of our benchmarking efforts are presented in “Membership and Certifications” section of Sustainability Performance Data 2021 on our website.



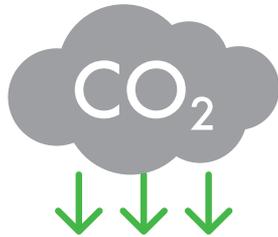
In 2021, Minor responded to CDP’s climate change and water security questionnaires and received scores of “C” for both areas. We also received Supplier Engagement Rating of “B-” for Climate Change. We realize the importance of swift actions towards an urgent global agenda of climate change and strongly believe that our commitment to become a Net-zero Carbon organization by 2050 will help navigate us to achieve better CDP scores in the future.



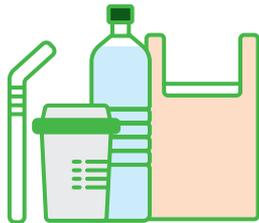
Environmental Policy and Certifications | Group-wide Operations

Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

### Group-wide Operations

**15,000 tons**

In 2021, Minor invested over Baht 26 million in environmental initiatives worldwide contributing to over 15,000 tons of carbon dioxide saving

**27% reduction**

Minor's operations in Thailand, Maldives, and Seychelles reduced single-use plastic by 27% compared to 2018 baseline. This effort helped reduce over 1,100 tons of carbon dioxide emission

In 2021, Minor has achieved three long-term environmental goals: 1) 20% reduction in energy intensity for Minor Hotels by 2023 (Baseline 2016), 2) 20% reduction in carbon dioxide emission for Minor Hotels by 2023 (Baseline 2016), and 3) 20% reduction in water intensity for Minor Hotels by 2023 (Baseline 2016).

A new goal under "Planet" is also established for "50% reduction in organic waste to landfill for Minor Hotels by 2030 (Baseline 2021)".

Minor pledges to become a "Net-zero Carbon organization by 2050", and endeavors to set a science-based target for the combination of scope 1 & 2 in 2022 by consolidating carbon inventory of business units under our operational control. As we undertake this exercise, we decided to delay the establishment of new energy, carbon dioxide emission, and group-wide water goals in 2021.

We realize the need to expand our scope of environmental reporting to cover all business units under operational control and continue to progress towards such disclosure. Where data are not available, we will extrapolate the environmental data based on the business unit's relevant environmental performance. In 2021 we have expanded the scope in our reporting as follows:

- Report total water withdrawal and water consumption in cubic meters and highlighting such volume of those business units in extremely high- and high-water stress areas
- First report of waste quantity and intensity (per total system sales) of Minor Hotels properties under operational control (excluding NH Hotel Group)
- Report estimated water consumption of Minor Food restaurants by calculating water discharge as 80% to total water withdrawal
- First report of environmental performance of Nomad's coffee roaster facilities
- Rearrange our bakery manufacturing factory into scope 3, as it is a joint-venture that is not under Minor's operational control

Environmental Policy and Certifications | **Group-wide Operations**  
Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

The reported group-wide absolute GHG emissions scope 1 and scope 2 increased by 34% and 12% from 2020 respectively. This was primarily due to higher energy consumption by Minor Hotels as the COVID-19 situation began to ease. However, the intensities of both energy and carbon dioxide per room sold of Minor Hotel decreased from previous year. The absolute GHG emission scope 3 reported was significantly raised from the year 2020 as we have included “Purchase Goods and Services” and “Capital Goods” for the first time in 2021. We believe the complete carbon inventory of scope 1, scope 2, and scope 3 is a starting point to pursue of commitment in becoming “Net-zero Carbon organization by 2050”. Please find the pending content of Planet below.

In 2021, Minor progressed our effort in reducing single-use plastic in Thailand, the Maldives, and the Seychelles operations by 27% compared to 2018 baseline. This effort helped reduce over 1,000 tons of carbon dioxide emission. In Thailand, Minor Food continued its attempt to replace single-use plastic with more environmental-friendly alternatives for its food packaging and cutlery. Minor Hotels in Thailand advanced on eliminating single-use plastic water bottles, amenities, straws, butter and jam packaging by replacing them with materials such as paper, wood, compostable and biodegradable plastic, that are better for the environment. The hotels also substituted welcome drinks single-use-plastic cups with returnable glasses. Dispensers for hygienic drinking water, shampoo, conditioner, and liquid soap were installed.

Our business in Seychelles has “Zero single-use plastic” since 2019. We continuously track the performance to ensure this commitment. In the Maldives, Minor Food reduced single-use plastic e.g. cutlery, various plastic cups, straws, and bags by almost 29% in 2021 compared to the year 2018.

We realized that changing consumer behavior, especially with hygiene concerns amidst of the COVID-19 pandemic,

has contributed to higher single-use plastic usage of some items such as cutlery and cups & lids for takeaway and delivery. We also noted that the reduction of single-use plastic in 2021 was partially due to impact of reduced business from business closure in response to government restriction. We continue to seek for more environmental-friendly alternatives to reduce our carbon footprint and support of 2050 goal of becoming “Net-zero Carbon organization”.

We annually conducted the analysis of water stress risk of our owned and managed properties by using the World Resources Institute’s Aqueduct tool, to prepare ourselves to respond to water stress risk that may arise in our premises. The result showed that 41% of assessed properties under Minor’s portfolio are located in extremely high- and high-water stress areas. We conducted a workshop in the fourth quarter of the year 2021 with five piloted hotel properties in extremely high-water stress areas and agreed to collect water data in details of hotel activities. The data from the first and second quarters of 2022 will be analyzed and lead to a set-up of internal water targets against major hotel activities.

Details are presented in “Environmental Performance” section of [Sustainability Performance Data 2021](#) on our website.

In addition to our own operations, we monitor our key suppliers’ compliances to relevant environmental legal requirements via “[sustainable supply chain](#)” initiatives.

Environmental Policy and Certifications | Group-wide Operations  
Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

### Minor Hotels Operations

In 2021, with the inclusion of NH Hotel Group, Minor has achieved three environmental goals: 1) 20% reduction in energy intensity for Minor Hotels by 2023 (Baseline 2016), 2) 20% reduction in carbon dioxide emission for Minor Hotels by 2023 (Baseline 2016), and 3) 20% reduction in water intensity for Minor Hotels by 2023 (Baseline 2016).

The energy and carbon dioxide emission intensities of Minor Hotels, including NH Hotel Group, decreased by 47% and 62% compared to the 2016 baseline intensities respectively. This was fundamentally due to around 28% of total purchased energy (electricity, heating, and cooling), or 14% of its total energy usage, was derived from renewable energy such as wind, solar, and hydro in Northern and Southern Europe.

In 2021, we restated higher figures of energy consumption from 2016-2020 due to a change of the conversion factor of diesel used for onsite generators in accordance with that from Department for Environment Food and Rural Affairs (DEFRA). In addition, diesel consumption used for onsite power generators was separated from reported electricity and reported under "Energy for self-generated electricity".

Additionally, carbon dioxide emission scope 2 of the year 2020 was restated in 2021 as new emission factors from 2021 EIA edition were applied for both 2020 and 2021 figures.

Water withdrawal intensity decreased by 62% compared to 2016 baseline. This resulted from over 80% of total rooms sold used for intensity calculations were from NH Hotel Group's city hotels which consumed less water than resort



Environmental Policy and Certifications | Group-wide Operations  
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or non-city hotels. In 2021, we undertook a survey of hotels under Minor's operational control (excluding NH Hotel Group) and found that 51% of water withdrawal quantity was discharged. We then applied this rationale to water discharge of the years 2020 and 2021. Water consumption is not material for NH Hotel Group's city hotels.

Minor pledges to become a "Net-zero organization by 2050", and endeavors to set science-based target for the combination of scope 1 & 2 in 2022 by consolidating carbon inventory of business units under our operational control. As we undertake this exercise, we decided to delay the establishment of new energy, carbon dioxide emission, and group-wide water goals in 2021.

In 2021, Minor's Corporate Sustainability Department and Minor Hotels Operations organized the second waste management workshop for all hotels under our operational control in Asia Pacific, Middle East, and Brazil. With prominent guest speakers and real practices from the four piloted resort and city hotels, the workshop aimed to resonate and convert Minor's [Environmental Policy](#) into practices by 4R (Reduce-Reuse-Recycle-Replace) concept and equip the participants with understanding of different types of waste, approach to effectively manage them, and contact details for additional information they may need. We were able to collect the fourth quarter waste data from 62 properties (78% of targeted properties) and set up a new waste goal of "50% reduction in organic waste to landfill for Minor Hotels by 2030 (Baseline 2021)", which will be measured by intensity, tons per total system sales in Baht million.

Details are presented in "Minor Hotels' Environmental Performance" section of [Sustainability Performance Data 2021](#) on Minor website and details of NH Hotel Group's sustainability, including environmental performance are presented on NH Hotel Group's website under [NH Hotel Group's Consolidated Non-Financial Information Statement 2021](#).

## Minor Food Operations

### Minor Food Restaurants



**In 2021, Minor's Food restaurants' energy saving program reduced 26.6 million kWh or 8,300 tons of carbon dioxide emission and decreased operating cost by 78.7 million baht**

In 2021, Minor Food restaurants' energy use and carbon dioxide emission per Baht 1,000 revenue decreased by 4.5% and 6.6% respectively compared to 2020. The reductions resulted from the introduction of Minor Food energy saving program under the theme "Save Energy – Save Money – Save the Planet" in late 2020 by changing operational practices, using more energy saving equipment, and raising awareness among employees via energy saving e-learning. The program aims to reduce power units, base load, and peak load with the establishment of clear standard operating practices and putting in-place daily checklists e.g. specified time for ice making, electrical warmer bags and waiter calling device charging, temperature control of air-conditioners and water heaters, habit cultivation to unplug equipment, and daily tracking of electricity consumption records. The program was also rolled out to 188 franchise restaurants. Similarly, water intensity reduced by 2.5% compared to 2020.

We report "water consumption" of Minor Food's restaurants for the first time in 2021 by calculating water discharge as 80% to total water withdrawal.

Environmental Policy and Certifications | Group-wide Operations  
 Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

### Minor Dairy and Minor Cheese



### Minor Dairy and Minor Cheese continued its achievement of “Zero Waste to Landfill”

The factories' energy and carbon dioxide emission intensities decreased by 8% and 2% respectively compared to 2020. This was a result of the change in operational procedure to shut down chilled water supply to cooling plate of pasteurizer and ammonia supply to the ice cream freezer during non-operating hours. Moreover, replacement of leaky plate heat exchangers resulted in lower consumption of liquid Petroleum Gas (LPG). Similarly, water consumption per ton product reduced by 16% due to the reduction of blown-down water from boilers after the use of RO water which has lower total dissolved solid (TDS) than soft water previously used, and the cease of over-overflow water from cooling tower replaced by more frequent check of water's conductivity and TDS. The factories' waste intensity significantly decreased by 43% from 2020, with over 80% of total waste utilized via recycling, composting and recovery (12% increase from the year 2020). In 2021, all parameters of treated wastewater were in compliance with relevant legal regulation.

### The Pizza Company's Waste Composition

After the initial waste composition analysis at The Pizza Company in 2019, we continue to estimate waste quantity and composition by using the same methodology as previous years. The waste composition from analysis of 4 sample Delco with Seats and Restaurant-based Delivery stores were applied to the restaurants of the respective formats, which represented 71% of The Pizza Company's gross sales in 2021. The recurrent on-site analysis at The Pizza Company and expansion of this analysis to other Minor Food brands were postponed due to the COVID-19 situation which resulted in temporary alterations of operations and business priorities.

Details are presented in “Minor Food's Environmental Performance” section of [Sustainability Performance Data 2021](#) on Minor website.



Environmental Policy and Certifications | Group-wide Operations  
Minor Hotels Operations | Minor Food Operations | Minor Lifestyle Operations

### Minor Lifestyle Operations

In 2021, we continued to monitor energy and carbon dioxide emission intensities of 7 brands of lifestyle outlets. The energy and carbon dioxide emission per Baht 1,000 revenue jumped by 14% and 14% respectively compared to 2020 because of lower revenue during the COVID-19 restriction.

#### **NMT Limited**

In 2021, NMT's energy per ton product decreased by 34% compared to previous year as the majority of its production mix did not require hot water for cleaning, hence less LPG was consumed. On the other hand, carbon dioxide emission intensity increased by 11% because of the inclusion of refrigerant in the calculation for the first time in 2021. The waste intensity also substantially increased by 64% compared to 2020. This resulted from additional 185 tons of sludge from new wastewater treatment system sent to landfill. This new system was installed to replace the damaged Membrane Bioreactor (MBR) in the 3<sup>rd</sup> quarter of 2021.

Details are presented in "Minor Lifestyle's Environmental Performance" section of [Sustainability Performance Data 2021](#) on Minor website.



Life on land | Life below water

## Biodiversity Conservation

Biodiversity conservation is vital for promoting well-being of “life on land” and “life below water” and maintaining healthy ecosystem. Over 50 properties of Minor Hotels are “nature-based”, that is, they are in, adjacent to, or derive income or reputation from natural-protected or ecologically significant areas or one playing a significant part in the life cycle of IUCN Red List species. Conservation of biodiversity in the area where we operate is crucial not only to the ecological sustainability but also to our business sustainability as the proximity to nature has been one of the key attractions that brings customers to our hotels. We also concurrently involve our customers and communities in our long-term conservation initiatives.

### Life on land

#### Elephant Conservation

Elephants help maintain forest and ecosystems for other species and are integrally tied to rich biodiversity. They are also an iconic species that attract tourism. However, elephant population is threatened by poachers for ivories, conflicts with villagers, and destruction of forests in which they live.

In Thailand, elephants are considered a national symbol and admired for their strength, endurance, and intelligence. Minor, headquartered in Thailand, devotes in protecting and conserving elephants, both wild and captive, and founded the Golden Triangle Asian Elephant Foundation (GTAEF) in 2005. The Foundation was primarily set up to save elephants from busy city streets and has extended its efforts to promote well-being of both captive and wild elephants as well as support scientific research and education.

Despite on-going COVID-19 pandemic in 2021, GTAEF continued its virtual awareness raising activities throughout the year to educate young generations, customers, and communities about the importance of elephant conservation. The Foundation remains persistent in providing shelter to captive elephants and support mahouts and their families. One of the key activities that the foundation typically hosts is the Target Training Positive Reinforcement Workshop, a training aimed to educate elephant handlers to ensure proper and ethical handling for captive elephants. Unfortunately, in 2021, due to the COVID-19 restriction and lack of funding, such workshop could not be organized. Instead, GTAEF provided the Target Training Positive Reinforcement to a staff from Wildlife Friends Foundation Thailand (WFFT), a non-profit organization located in the West of Thailand, with a mission to help captive and wild animals. This training enabled him to learn and implement the techniques at the southern sanctuary and expand the knowledge to local mahouts. GTAEF also hosted a virtual run fund-raising activity, “Run, Walk, Crawl for Rangers” to support park rangers working to protect wild elephants. Fund raised was distributed to support 65 park rangers in Thailand, Cambodia, and Africa.



Life on land | Life below water

Mission	Captive Elephant Welfare Promote ethical and non-abusive work with captive elephants	Wild Elephant Protection Support conservation of wild elephants and their habitats and resolution of human-elephant conflicts	Scientific Research and Education Support ethical and non-invasive elephant behavior and intelligence research and studies
2021 Performance	<p> <b>1</b> new elephant taken in from non-operating camp affected by COVID-19</p> <p><b>20</b> elephants currently living at the foundation's camp</p> <p> <b>33</b> mahouts and their families currently living in the camp</p> <p> <b>13</b> elephant veterinarians supported</p> <p> <b>67</b> elephants in other camps supported with supplementary fodder</p> <p> <b>336</b> children from mahout families of Ban Taklang Elephant Village provided with English classes</p>	<p>Worked with local conservation organization and communities in Dong Phrayayen-Khao Yai Forest Complex in implementing "Communities Mitigating Human-Elephant Conflict" project</p> <p> <b>163</b> human-elephant conflict patrols undertaken</p> <p> <b>24</b> elephant crop raiding incidents defused</p> <p> <b>1,115</b> community members and park rangers trained on human-elephant conflict handling</p> <p> <b>0</b> elephant casualty incident in the project area</p>	<p> <b>32</b> elephant professional lectures hosted by elephant experts via online platform</p> <p> Continued support of "Understanding Elephant Behavior" research project by Comparative Cognition for Conservation Lab, City University of New York with research assistance and data collection in Salakphra, Kanchanaburi. The project aims to find a novel approach to mitigate human-elephant conflicts.</p> <p> <b>250</b> trials of "Smelly Elephant Repellent" scientific research to address human-elephant conflict. The project was successful in Africa and being tested in Asia.</p> <p><b>LIVE</b>  Daily livestream sessions undertaken to educate on elephant behaviors and how to take care of them</p>

Life on land | Life below water

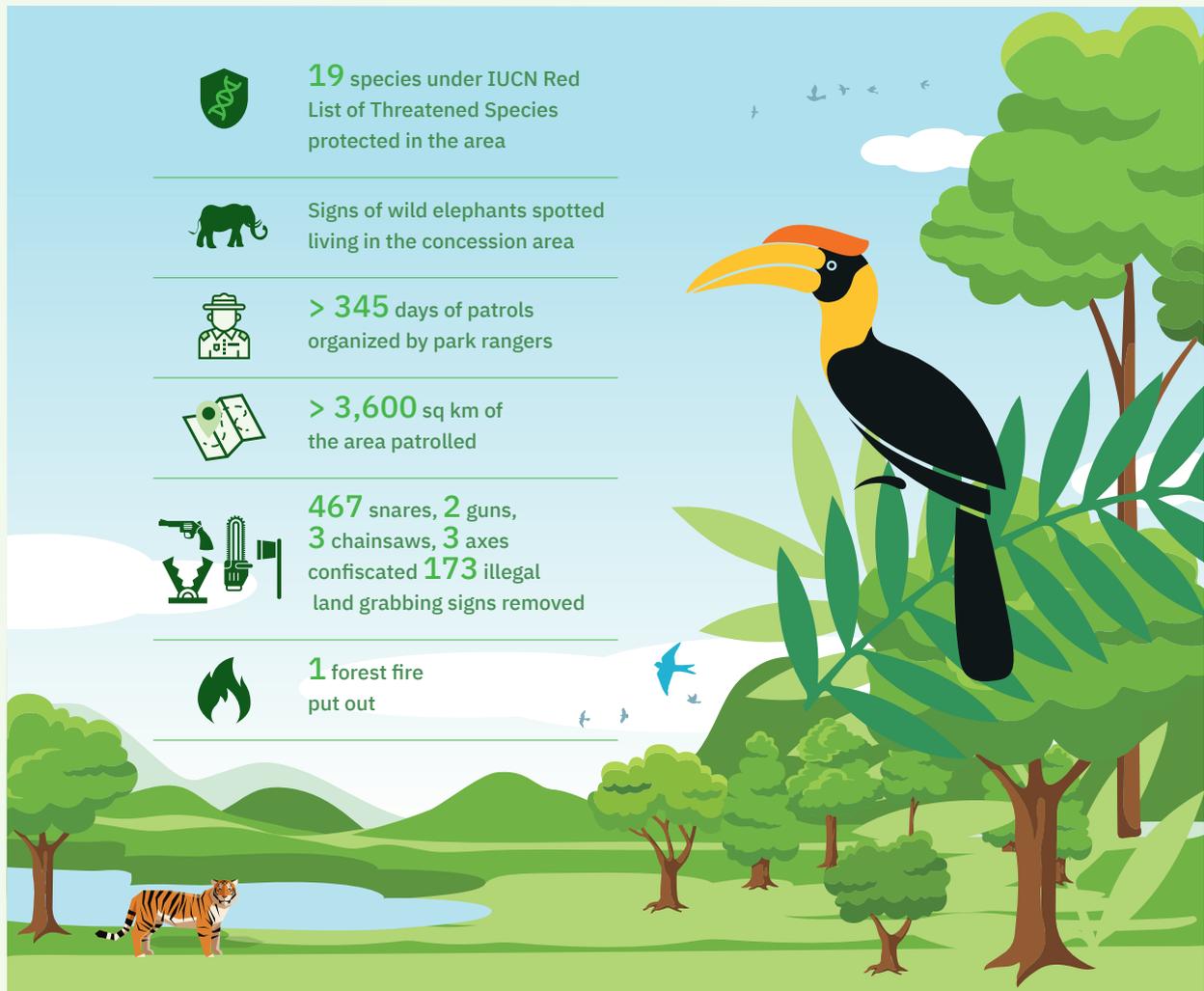
## Wildlife Conservation

Conservation of wildlife nearby the areas where Minor Hotels operate is crucial for maintaining prosperous ecosystem as well as preserving traditional culture and heritage of native communities, hence promoting sustainable tourism.

### Conservation in Cambodia

Cardamom Tented Camp is a sustainable tourism project developed by Minor, Wildlife Alliance, and YAANA Ventures, located in the area next to the Cardamom mountains which represent one of the largest and most diverse forest in mainland Southeast Asia. A part of the camp's earnings is contributed back to Wildlife Alliance, a non-profit wildlife and forest conservation organization in Cambodia and long-term partner of Minor and GTAEF, to promote conservation activities and support park rangers' mission in protecting the area.

### 2021 Performance



Life on land | Life below water

## Conservation in Africa

Land & Life Foundation is supported by the Elewana Collection, Cheli & Peacock Safaris, and GTAEF. The Foundation's mission is to create a sustainable future where communities peacefully live alongside wildlife across Kenya and Tanzania with a focus on four main programs:

### 2021 Performance

#### Wildlife Warrior Program

Create next generation conservationists through promoting inter-generational knowledge sharing, innovative thinking, and proactive wildlife conservation among children living in prominent wildlife areas

- **52** scholarships provided to secondary school students
- Sponsorship of Diani's Sea Turtle Festival.  
Over **200** local students' awareness raised about importance of marine conservation



#### Medical Support

Collaborate with Aitong Health Center, to provide medical supplies and equipment, free medical camps, and staff capacity building that address the core priorities of healthcare in Laikipia and Masai Mara

- **686** community members treated in a 4-day medical camp hosted at Aitong Health Centre for Narok community in Masai Mara with screening of cervical cancer, HPV, and HIV, as well as general medicine, dental, and eye checkups



#### Nature Conservation

Partner with the Honey Guide Foundation and local communities to implement the Human-Elephant Conflict Mitigation Program in the Randilen Wildlife Management Area of Tanzania with a focus on reducing human-elephant conflict through methods of crop protection for local landowners

- Over USD **3,300** raised to support local communities nearby national parks by cohosting fund raising activity with representatives from Kenya Wildlife Services and Tourism Authorities



#### School Support

Support to schools near key conservation areas in Kenya and Tanzania by providing school supplies and resources for their development priorities via fundraising program

- In collaboration with the A.E Reimann Foundation to provide:
  - **602** scholarships to students and monetary support for teachers and staff at Esiteti Primary School in Amboseli, Kenya
  - Maintenance of school building
  - Food support
- A new classroom built with **30** new desks donated for Morijo Primary School in partnership with the Loisaba Conservancy and Gigi Seasons



Life on land | Life below water

## Life below water

### Turtle Conservation

#### Conservation in Thailand

Founded in 2002, the **Mai Khao Marine Turtle Foundation (MKMTF)** advocates the conservation of endangered sea turtles and protection of their habitats in Phuket, Thailand, where Minor Hotels operate. Despite the COVID-19 restriction enforced by the Thai Government in 2021, Minor's hotel properties in Phuket continued to support MKMTF to ensure continuity of its conservation efforts and sustainability of its positive impacts.

MKMTF's conservation efforts focus on 3 aspects:

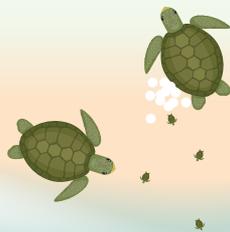
Mission	<p><b>Turtle Conservation</b></p> <p>Partnerships with the Phuket Marine Biological Center (PMBC) and the Royal Thai Navy to collect turtle eggs from beaches in Phuket. The collected eggs are then hatched and turtles are safely released back to the sea. MKMTF also supports the Sea Turtle and Habitat Conservation Fund in protecting turtle nests found in Phuket and Phang-gna until turtles are naturally hatched and return to sea.</p>	<p><b>Turtle Habitat Conservation</b></p> <p>Collaboration with hotel partners located on the Mai Khao beach to maintain safe environment for turtles by conducting year-round beach cleanup activities</p>	<p><b>Awareness and Education</b></p> <p>Awareness raising about sea turtle biology and its importance to marine biodiversity among students, community members, and hotel guests through educational activities and public events.</p>
2021 Performance	 <p><b>27</b> endangered Leatherback turtles and <b>20</b> endangered Green turtles released back to the sea at the 12<sup>th</sup> Mai Khao Annual Turtle Release 2021.</p>  <p>Baht <b>160,000</b> raised to support sea turtle conservation works</p>	 <p>Over <b>350</b> kgs of marine debris collected from the beach</p>	<p>Phuket students' awareness raised about the Foundation's work on environmental protection and marine turtle conservation in the "Youth Volunteer Leadership for Nature and Environmental Conservation of Phuket Province" event, joined by MKMTF and hosted by local administrative agencies, universities, and the Sirinat National Park</p>

Life on land | Life below water

### Conservation in Sri Lanka

Situated along a stretch of beach that is a vital turtle nesting ground, Anantara Peace Haven Tangalle Resort (ATAN) has been working with the International Union for Conservation of Nature (IUCN) since 2017 to conserve threatened marine turtles and protect their habitats. This long-term project is funded by the Anantara “Dollars for Deeds” program, which engages guests to donate a dollar with additional dollar matched by the hotel.

In 2021, two research papers were written by the project about Olive Ridley turtles and habitat assessments. It also planned to conduct habitat assessments at Anantara Kalutara Resort, another Minor Hotels property in Sri Lanka. The project protected hatching ground for 1,583 Green and Olive Ridley turtles, allowing them to safely return to sea. Since 2017, almost 10,000 turtles were hatched under this long-term partnership. However, year 2021 saw a significant decline of turtle nesting and hatching from over 2,300 hatchlings in 2020. This resulted from a container ship carrying toxic chemicals that caught fire and sank in the middle of Sri Lanka Ocean in May 2021. Hundreds of tons of chemicals and plastics leaked from the ship, impacting population marine turtles, dolphins, and whales in the area.



**1,583** Green and Olive Ridley turtles safely hatched in 2021

Almost **10,000** endangered marine turtles hatched and return to sea since 2017

### Coral Rejuvenation

Coral reefs are some of the earth’s most diverse and valuable ecosystems that support hundreds of species. They provide economic benefit as they are the source of human food chain as well as the creation of jobs and businesses through sustainable tourism and recreation. Coral reef structures also buffer shorelines against energy from waves, storms, and floods. Currently, coral reefs are severely threatened by climate change, pollution, and habitat destruction. The Maldives, being an island nation, depends on its coral reefs, which play a vital role in the economic and social well-being of the country.

Anantara and Niyama resorts have been working with the Coral Reef CPR scientists on the Holistic Approach to Reef Protection (HARP), which is supported through the Dollars for Deeds Program, to restore Maldives’ coral reefs that were damaged from the El Nino effect since 2015.

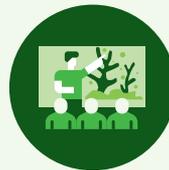
### 2021 Performance



**1,890** coral fragments planted in the nurseries



**496** m length of coral ropes containing coral colonies from the nursery installed around the islands



**> 600** students and guests educated about marine environment and its creatures



**365** employees trained on environmental best practices and marine biology