

Financial Highlights

		2020 (Post-TFRS 16)	2021 (Post-TFRS 16) Restated	2022 (Post-TFRS 16) Restated	2023 (Post-TFRS 16)
Consolidated (Baht million)	Total Revenue	58,232	76,003	126,442	153,630
	Gross Profit <sup>(1)</sup>	8,700	22,064	52,175	66,612
	EBITDA	546	11,114	35,208	41,253
	Net Profit (Loss)	(21,407)	(13,167)	4,286	5,407
	Benefits to employees comprising salaries, wages, welfares, and regular contribution	22,170	23,160	32,039	38,809
	Dividend to Shareholders	-	-	-	2,729
	Finance Costs <sup>(2)</sup>	8,728	10,375	10,355	12,243
	Corporate Income Tax paid to Government <sup>(3)</sup>	(2,445)	(3,638)	2,408	3,508
Profitability Ratio (%)	Return on Total Assets (ROA)	(6.94)	(3.60)	1.18	1.51
	Return on Equity (ROE)	(26.40)	(16.90)	5.29	6.36
Human Capital Returns Ratio	Human Capital Return on Investment (HC ROI) <sup>(4)</sup>	0.22	0.63	1.49	1.52
Per Share Data (Baht)	Basic Earnings per Share	(4.71)	(2.83)	0.54	0.65

Remarks:

- (1) Include depreciation expense
- (2) Finance Costs consisted of cash paid for interest and interest on perpetual debentures.
- (3) Corporate income tax expense consists of (1) tax payable or refundable for the current year, and (2) the recognition of deferred tax liabilities and assets for the future tax consequences of events that have been recognized by the company. Minor International reported net losses in 2020 and 2021. Thus in the consolidated financial statement, it did not have payable corporate income tax and carried over the tax losses to offset future profit. Details of Revenue, Income (losses) before Corporate Income Tax, Corporate Income Tax Expense Accrued, and number of employees hired directly and indirectly by key operating countries are presented in **Financial Highlights by Country**.
- (4) HC ROI = (Total revenue – Total operating expenses excluding Employee-related expenses)/ Total employee-related expenses

Economic	Human Resources	Occupational Health & Safety	Environment	Biodiversity	Memberships and Certifications
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Contributions to Trade & Industry Associations

For the year ended 31 December 2023

	Contribution (Baht million)
Sector associations	15.97
Trade associations	2.12
Associations related to the environment	2.65
Cultural associations	0.61
Foundations and Non-profit associations	0.52
<b>Total</b>	<b>21.87</b>

Contributions - by Main Area of Interest

	Contribution (Baht million)
Sustainable Tourism	3.78
Promotion of local and international relationships and responsible business opportunities	18.09
<b>Total</b>	<b>21.87</b>

Sourcing of Cage-free Eggs

For the year ended 31 December 2023

Minor Food

Reporting Coverage: Global (100%)

	Total Egg Volume (Million)	Caged Eggs (%)	Cage-free Eggs (%)
Thailand	4.48	81%	19%
Australia	9.70	0%	100%
United Kingdom	0.12	0%	100%
China	0.78	100%	0%
Singapore	4.32	100%	0%
United Arab Emirates	0.18	100%	0%
Maldives	0.11	100%	0%
Seychelles	0.02	100%	0%
Total Minor Food	19.72	46%	54%

Minor Hotels

Reporting Coverage: 72% of all hotels globally<sup>(1)</sup>

	Total Egg Volume (Million)	Caged Eggs (%)	Cage-free Eggs (%)
Asia Pacific & Indian Ocean Australia, Cambodia, Indonesia, Laos, Malaysia, Maldives, Sri Lanka, Thailand, Vietnam	9.87	95%	5%
Middle East & Africa Botswana, Mozambique, Namibia, Oman, Seychelles, UAE, Zambia	4.50	80%	20%
Northern Europe Austria, Belgium, Denmark, Germany, Luxembourg, Switzerland, The Netherlands	1.64	0%	100%
Southern Europe Andorra, Italy, Portugal, Spain, Tunisia	3.05	98%	2%
America Argentina, Chile, Colombia, Mexico, Uruguay	1.82	94%	6%
Total Minor Hotels	20.88	85%	15%

Remark:

(1) Due to fragmented nature of hotels jurisdiction and local procurement, we are not yet able to collect egg volume information from all hotels. However, we have improved the scope coverage from 33% of all hotels (6.1 million eggs) in 2022 to 72% (20.9 million eggs) in 2023. We will continue to drive for full scope coverage and cage-free egg conversion to meet our commitment.

Economic	Human Resources	Occupational Health & Safety	Environment	Biodiversity	Memberships and Certifications
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Sustainable Supply Chain Management

Supplier Screening <sup>(1)</sup>	FY 2023
Total number of Tier-1 suppliers	17,581
Total number of significant suppliers in Tier-1	1,091
% of total spend on significant suppliers in Tier-1	50.1%
Total number of significant non Tier-1 suppliers	8
Total number of significant suppliers (Tier-1 and non Tier-1)	1,099

Supplier Assessments <sup>(1)</sup>	FY 2023	Target for FY 2023
Total number of suppliers assessed via desktop assessments/on-site assessments	148	148
Number of suppliers assessed with substantial actual/potential negative impacts	91	-
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100%	-

No suppliers with with substantial actual/potential negative impacts that were terminated in 2023

Capacity Building Programs	FY 2023
Total number of suppliers in capacity building programs	160
% of significant suppliers in capacity building programs	14.6%

**Remark:**  
 (1) Covers supply chain management in Thailand, Australia and Europe

Total Number of Employees and Proportion by Employee Type<sup>(1) (2)</sup>

As of 31 December 2023

	Minor Hotels	Minor Food	Minor Lifestyle	Global Shared Services & Corporate office	Total
Total Number of Employees	40,069	36,696	711	618	78,094
Full-time	34,247	12,748	630	560	48,185
Part-time	5,822	23,948	81	58	29,909
Entities Under Operational Control	37,714	20,466	711	618	59,509
Full-time	32,123	8,524	630	560	41,837
Part-time	5,591	11,942	81	58	17,672
Entities Not Under Operational Control & Franchise	2,355	16,230	-	-	18,585
Full-time	2,124	4,224	-	-	6,348
Part-time	231	12,006	-	-	12,237

Remarks:  
(1) All employees including all significant subsidiaries, and include employees of managed hotel properties and franchise  
(2) Minor support employment of over 380 individuals with disabilities, or 0.5% of total employees.

Proportion of Employees by Nationality<sup>(1) (2)</sup>

As of 31 December 2023

Nationality	
Thai	41.1%
Australian	4.7%
Spanish	4.6%
Chinese	4.2%
Indian	3.1%
Vietnamese	2.6%
Italian	2.4%
Sri Lankan	2.0%
German	1.8%
Dutch	1.7%
Portuguese	1.7%
Burmese	1.6%
Cambodian	1.6%
Others	26.9%

Remarks:  
(1) All employees including all significant subsidiaries, and include employees of managed hotel properties and franchise  
(2) Minor employs 173 nationalities within our group.

Proportions of Employees by Gender and Level<sup>(1) (2) (3)</sup>

As of 31 December 2023

	Proportion by Level	Proportion by Gender of each Level	
		Male	Female
Senior Management	1.8%	66%	34%
Middle Management/ Supervisor	10.1%	54%	46%
Staff	88.1%	49%	51%
Total	100.0%	50%	50%

**Remarks:**  
(1) Information from business units under Minor’s operational control  
(2) Female in management position (senior & middle management/ supervisors) = 45%  
(3) Female in junior management position (first level of management) = 46%

Proportions of Employees by Age<sup>(1)</sup>

As of 31 December 2023

	Proportion by Age
30 yrs and below	43%
31 - 50 yrs	47%
More than 50 yrs	10%
Total	100%

**Remark:**  
(1) Information from business units under Minor’s operational control

New Employees Hired<sup>(1)</sup>

For the year ended 31 December 2023

New employees hired during the year (persons)	51,404
Average hiring costs per employee (Baht-equivalent)	4,474

**Remark:**  
(1) Information include both full-time and part-time employees from business units under Minor’s operational control

Economic	Human Resources	Occupational Health & Safety	Environment	Biodiversity	Memberships and Certifications
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Employee Turnover<sup>(1) (2) (Including Part-time)<sup>(3)</sup></sup>

	2020	2021	2022	2023
Employee Turnover rate	58%	56%	57%	56%
Full-time		41%	39%	37%
Part-time		109%	115%	123%
Voluntary Turnover rate	43%	46%	49%	48%

Employee Turnover by Gender, Age, and Level<sup>(1) (2) (3)</sup>

For the year ended 31 December 2023

		Employee Turnover Rate		
		Full-time	Part-time	Total
Gender	Male	35%	122%	50%
	Female	39%	123%	62%
	Total	37%	123%	56%
Age	30 yrs and below	55%	137%	89%
	31 - 50 yrs	30%	86%	35%
	More than 50 yrs	24%	75%	31%
	Total	37%	123%	56%
Level	Senior Management	18%	31%	18%
	Middle Management/ Supervisor	25%	25%	25%
	Staff	39%	124%	61%
	Total	37%	123%	56%

**Remarks:**  
(1) Information from business units under Minor’s operational control  
(2) Turnover was calculated as Total number of employees that left the company during the year/ Average number of employees  
(3) Turnover information with breakdown for full-time and part-time employees available from 2021 onwards.  
Part-time staff accounts for 28% of total employees under Minor’s operational control and by nature will be working for shorter tenure with the company  
In addition, female accounts for a higher proportion of part-time employees, therefore with high part-time employees turnover, the overall female turnover is higher.

Employee Benefits by Employment Type<sup>(1)</sup>

	Full-time	Part-time <sup>(2)</sup>
Life insurance	●	○
Health care	●	○
Disability and invalidity coverage	●	●
Maternity leave	●	●
Retirement provision	●	○
Employees Joint Investment Program (EJIP) <sup>(3)</sup>	●	○
Social Security	●	●
Provident Fund	●	○

**Remarks:**  
(1) For Thailand operations  
(2) “Part-time” for Hospitality Group refers to contractual employees, exclude banqueting casuals  
(3) For qualified executives

Average Training Hours per Employee per Year by Level<sup>(1)</sup>

For the year ended 31 December 2023

	Average Training hours/ Employee		
	Mandatory Trainings	Non-Mandatory Trainings	Total
Senior Management	6	34	40
Middle Management/ Supervisor	7	18	25
Staff	11	21	32
Total Average	10	21	31
Average Training Amount Spent per Employee per Year (Baht)			3,272

**Remark:**  
(1) Information from business units under Minor’s operational control. Excludes Minor Food in the Middle East



Occupational Health & Safety Indicators<sup>(1) (2) (3) (4) (5)</sup>

Employee

		2020		2021		2022		2023	
		Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates
<b>Work-related Injury</b> (Unit: Cases, Rate: IR)	Minor Hotels	405	8.25	481	9.38	751	12.13	872	11.26
	Minor Food	119	4.94	80	2.39	91	2.91	158	5.44
	Minor Lifestyle	16	3.75	4	1.14	1	0.55	2	1.21
	<b>Minor International</b>	<b>540</b>	<b>6.97</b>	<b>565</b>	<b>6.42</b>	<b>843</b>	<b>8.87</b>	<b>1,032</b>	<b>9.54</b>
<b>Lost Day Work-related Injury</b> (Unit: Days, Rate: LDR)	Minor Hotels	4,877	99.32	4,292	83.65	9,720	157.02	13,791	178.08
	Minor Food	542	22.52	385	11.50	469	15.00	1,035	35.65
	Minor Lifestyle	22	5.15	9	2.57	2	1.10	4	2.41
	<b>Minor International</b>	<b>5,441</b>	<b>70.26</b>	<b>4,686</b>	<b>53.28</b>	<b>10,191</b>	<b>107.28</b>	<b>14,830</b>	<b>137.15</b>
<b>Lost-Time Injury Frequency</b> (Unit: Cases, Rate: LTIFR)	Minor Hotels	261	5.32	268	5.22	449	7.25	524	6.77
	Minor Food	60	2.49	42	1.25	37	1.18	78	2.69
	Minor Lifestyle	8	1.87	4	1.14	1	0.55	2	1.21
	<b>Minor International</b>	<b>329</b>	<b>4.25</b>	<b>314</b>	<b>3.57</b>	<b>487</b>	<b>5.13</b>	<b>604</b>	<b>5.59</b>

**Remarks:**

(1) All rates based on one million working hours

(2) Within LRQA's limited assurance scope from 2022 onwards

(3) Reporting coverage:  
2020: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., Minor Cheese Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand and NMT Ltd.  
2021: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., Minor Cheese Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand and NMT Ltd.  
2022: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., NMT Ltd. (restructured from Minor Lifestyle to Minor Food), and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand  
2023: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., NMT Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand

(4) Hours worked of employees and contractors of NMT Ltd. were restated for the year 2020-2022 due to reclassification of employees

(5) In 2023, 1112 Delivery employees were reclassified to contractors therefore total hours worked of employees decreased



Occupational Health & Safety Indicators<sup>(1) (2) (3) (4) (5)</sup>

Employee

		2020		2021		2022		2023	
		Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates
<b>Occupational Disease</b> (Unit: Cases, Rate: ODR)	Minor Hotels	6	0.12	4	0.08	4	0.06	33	0.43
	Minor Food	0	0.00	0	0.00	0	0.00	2	0.07
	Minor Lifestyle	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Minor International</b>	<b>6</b>	<b>0.11</b>	<b>4</b>	<b>0.07</b>	<b>4</b>	<b>0.04</b>	<b>35</b>	<b>0.32</b>
<b>Work-related Fatality</b> (Unit: Cases)	Minor Hotels	0	0.00	0	0.00	1	0.02	0	0.00
	Minor Food	1	0.04	0	0.00	0	0.00	0	0.00
	Minor Lifestyle	0	0.00	0	0.00	0	0.00	0	0.00
	<b>Minor International</b>	<b>1</b>	<b>0.01</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0.01</b>	<b>0</b>	<b>0.00</b>
<b>High-consequence Work-related Injury (excluding fatalities)</b> (Unit: Cases)	Minor Hotels					8	0.13	10	0.13
	Minor Food					2	0.06	0	0.00
	Minor Lifestyle					0	0.00	0	0.00
	<b>Minor International</b>					<b>10</b>	<b>0.13</b>	<b>10</b>	<b>0.09</b>
		2020		2021		2022		2023	
<b>Working Hours</b> (hours)	Minor Hotels	49,104,671		51,306,187		61,903,380		77,444,520	
	Minor Food	24,069,546		33,481,992		31,267,160		29,030,787	
	Minor Lifestyle	4,272,222		3,505,062		1,820,978		1,658,313	
	<b>Minor International</b>	<b>77,446,439</b>		<b>87,947,262.57</b>		<b>94,991,518.08</b>		<b>108,133,620.21</b>	

Remarks:

- (1) All rates based on one million working hours
- (2) Within LRQA's limited assurance scope from 2022 onwards
- (3) Reporting coverage:

2020: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., Minor Cheese Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand and NMT Ltd.

2021: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., Minor Cheese Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand and NMT Ltd.

2022: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., NMT Ltd. (restructured from Minor Lifestyle to Minor Food), and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand

2023: Minor Hotels - all operational control properties including NH Hotel Group; Minor Food - all equity food stores in Thailand, Australia, China and Indian Ocean, Minor Dairy Ltd., NMT Ltd., and Nomad Coffee Group; Minor Lifestyle - all retail points of sales in Thailand
- (4) Hours worked of employees and contractors of NMT Ltd. were restated for the year 2020-2022 due to reclassification of employees
- (5) In 2023, 1112 Delivery employees were reclassified to contractors therefore total hours worked of employees decreased

Occupational Health & Safety Indicators<sup>(1) (2) (3) (4)</sup>

Contractor

		2020		2021		2022		2023	
		Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates	Cases	Incident Rates
Work-related Injury (Unit: Cases, Rate: IR)		2	1.35	22	14.33	39	12.28	60	17.37
Lost Day Work-related Injury (Unit: Days, Rate: LDR)		2	1.35	36	23.45	133	41.88	77	22.29
Lost-Time Injury Frequency (Unit: Cases, Rate: LTIFR)		2	1.35	14	9.12	24	7.56	15	4.34
Work-related Fatality (Unit: Cases)						0	0.00	1	0.29
High-consequence Work-related Injury (excluding fatalities) (Unit: Cases)						0	0.00	0	0.00

		2020	2021	2022	2023
Working Hours (hours)	Minor Hotels	1,347,555	1,523,948	2,284,105	2,386,946
	Minor Food	138,108	11,206	891,997	1,067,704
	Minor Lifestyle				
	Minor International	1,485,663	1,535,154	3,176,102	3,454,650

Remarks:

(1) All rates based on one million working hours

(2) Within LRQA's limited assurance scope from 2022 onwards

(3) Reporting coverage:  
2022: Minor Hotels - 31 operational control properties; Minor Food - Minor Dairy Ltd., and NMT Ltd.  
2023: Minor Hotels - 40 operational control properties; Minor Food - Minor Dairy Ltd., and NMT Ltd., Freelance Riders of The Pizza Company and 1112 Delivery

(4) Hours worked of employees and contractors of NMT Ltd. were restated for the year 2020-2022 due to reclassification of employees

Minor International’s Environmental Reporting Scope Coverage 2022 vs 2023

Business Unit	Energy		GHG Emission		Water Withdrawal		Waste Generation	
	2022	2023	2022	2023	2022	2023	2022	2023
Minor International		●		●		●		
Minor Hotels								
Minor Hotels in Africas, Middle East, and Asia	●	●	●	●	●	●	●	●
Minor Hotels in Europe and America	●	●	●	●	●	●		
Minor Hotels in Australia and New Zealand		●		●				
Minor Food								
Minor Food Thailand	●	●	●	●	●	●	●	●
Minor Food Overseas <sup>(1)</sup>	●	●	●	●	●	●		
Nomad Coffee Group	●	●	●	●	●	●	●	●
Factories <sup>(2)</sup>	●	●	●	●	●	●	●	●
Minor Lifestyle	●	● Add Minor Smart Kids	●	● Add Minor Smart Kids	NA	NA	NA	NA

- 2023 Scope 3 expansion:**
- Purchase goods and services and capital goods of Minor Food Overseas
  - Upstream transportation of Minor Food Overseas and Minor Lifestyle distribution center
  - Waste management of Minor Food Overseas
  - Business travel of Minor Food Overseas
  - Employee Commuting of across Minor Group
  - Cooling data of Minor Food restaurants and Minor Lifestyle outlets in Thailand located in mall
  - Downstream distribution of Minor Food equity restaurant in Australia
  - Franchises of Minor Food restaurants in Thailand, Middle East, Singapore, and Benihana restaurants
  - Investment in Elewana, Pop Mart (Thailand) Co., Ltd., S & P Syndicate PCL., NYE and RGP Development Co., Ltd., Cardamom Tented Camp, and SSP Thailand

**Remarks:**  
(1) Minor Food restaurants in overseas hubs: Minor Food Australia, Minor Food China, Minor Food Singapore, Minor Food Middle East, Minor Food Indian Ocean, and Benihana in United Kingdom  
(2) Factories: Minor Dairy Ltd. and NMT Limited factory

Minor International's Environmental Indicators

Energy <sup>(1)</sup>		2020	2021	2022	2023 <sup>(2)</sup>
Other Energy (Diesel, LPG, Natural Gas, Gasoline, etc.)	Million kWh	295	355	445	477
Energy for Self-generated Electricity	Million kWh	128	159	181	206
Purchased Energy	Million kWh	422	457	585	684
Green Energy (Solar, Wind, Hydro)	Million kWh	107	135	176	201
Total Combined Energy Consumption	Million kWh	953	1,106	1,387	1,568

GHG Emission <sup>(3)</sup> <sup>(4)</sup>		2020	2021	2022	2023 <sup>(2)</sup>
Scope 1	MT CO <sub>2</sub> e	107,777	137,644	243,782	264,523
Scope 2	MT CO <sub>2</sub> e	182,596	205,077	257,261	310,252
Scope 3	MT CO <sub>2</sub> e	26,186	489,776	810,844	1,238,020
Total Combined GHG Emission	MT CO <sub>2</sub> e	316,560	832,497	1,311,887	1,812,794

**Remarks:**

(1) Conversion factors from Department for Environment Food and Rural Affairs 2023, 2022, 2021, and 2020 Editions and Department of Alternative Energy Development and Efficiency, Thailand

(2) In 2023, Business units under Minor's operational control covers headquater offices in Thailand, 379 hotel properties in Europe, Americas, Africas, Middle East, and Asia, 63 hotel properties in Australia and New Zealand, 915 Minor Food equity restaurants in Thailand, 25 Minor Food equity restaurants in Australia, 138 Minor Food equity restaurants in China, 22 Minor Food equity restaurants in Middle East, 15 Minor Food equity restaurants in Indian Ocean, 91 Minor Food equity restaurants in Singapore, 2 Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, Nomad Coffee Group, and 97 Minor Lifestyle outlets

(3) Scope 1 = Diesel, LPG, Natural Gas, Heavy Oil, Kerosene, Petrol, Propane, Butane, Hydrofluorocarbon refrigerants  
Emission factors from Department for Environment Food and Rural Affairs 2023, 2022, 2021 and 2020 Editions, Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Organization updated in April 2022, Australian National Greenhouse Accounts Factors updated December 2022

(4) Scope 2 = Purchased Electricity, Heating, Cooling  
Emission factors from The International Energy Agency (IEA) 2021 Edition, Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Organization updated in April 2022, Australian National Greenhouse Accounts Factors updated December 2022

Economic	Human Resources	Occupational Health & Safety	Environment	Biodiversity	Memberships and Certifications
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Minor International’s Environmental Indicators

GHG Emission Scope 3 Categories <sup>(13)</sup>		2020	2021	2022	2023
Purchased Goods and Services <sup>(1)</sup>	MT CO <sub>2</sub> e	9,327	341,310	606,967	738,837
Capital Goods <sup>(2)</sup>	MT CO <sub>2</sub> e	-	89,223	72,369	161,120
Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 <sup>(3)</sup>	MT CO <sub>2</sub> e	63	8,446	47,505	78,134
Upstream Transportation and Distribution <sup>(4)</sup>	MT CO <sub>2</sub> e	7,057	7,311	12,041	13,723
Waste Generated in Operations <sup>(5)</sup>	MT CO <sub>2</sub> e	566	2,178	9,790	23,423
Business Travel <sup>(6)</sup>	MT CO <sub>2</sub> e	-	1,623	2,561	7,298
Employee Commuting <sup>(7)</sup>	MT CO <sub>2</sub> e	128	11,592	11,316	64,428
Upstream Leased Assets <sup>(8)</sup>	MT CO <sub>2</sub> e	-	14,947	10,080	38,054
Downstream Transportation and Distribution <sup>(9)</sup>	MT CO <sub>2</sub> e	1,253	1,204	1,159	1,059
Downstream Leased Assets <sup>(10)</sup>	MT CO <sub>2</sub> e	7,434	9,243	14,038	15,192
Franchise <sup>(11)</sup>	MT CO <sub>2</sub> e	-	574	21,381	77,576
Investments <sup>(12)</sup>	MT CO <sub>2</sub> e	358	2,126	1,637	19,842
		<b>26,186.2</b>	<b>489,775.9</b>	<b>810,844.0</b>	<b>1,238,684.6</b>

Remarks:

For 2023:

- (1) Include 1) Purchased goods and services of 18 Minor Hotels properties and plazas in Thailand, 292 Minor Hotels properties in Europe and Americas, 63 Minor Hotels properties in Australia and New Zealand, 915 Minor Food equity restaurants in Thailand, 25 Minor Food equity restaurants in Australia, 138 Minor Food equity restaurants in China, 22 Minor Food equity restaurants in Middle East, 15 Minor Food equity restaurants in Indian Ocean, 91 Minor Food equity restaurants in Singapore, 2 Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, Nomad Coffee Group, and Minor Lifestyle and 2) Water withdrawal quantity from municiple and third party of headquater offices in Thailand, 379 hotel properties in Europe, Americas, Africas, Middle East, and Asia, 915 Minor Food equity restaurants in Thailand, 25 Minor Food equity restaurants in Australia, 138 Minor Food equity restaurants in China, 22 Minor Food equity restaurants in Middle East, 15 Minor Food equity restaurants Indian Ocean, 91 Minor Food equity restaurants in Singapore, 2 Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group
- (2) Include 379 Minor Hotels properties in Europe, Americas, Africas, Middle East, and Asia, 915 Minor Food restaurants in Thailand, 25 Minor Food restaurants in Australia, 22 Minor Food restaurants in Middle East, Minor Dairy Ltd., NMT Limited, Nomad Coffee Group, and Minor Lifestyle
- (3) Include headquater offices in Thailand, 379 Minor Hotels properties in Europe, Americas, Africas, Middle East, and Asia, 63 Minor Hotels properties in Australia and New Zealand, 915 Minor Food restaurants in Thailand, 25 Minor Food restaurants in Australia, 138 Minor Food restaurants in China, 22 Minor Food restaurants in Middle East, 15 Minor Food restaurants in Indian Ocean, 91 Minor Food restaurants in Singapore, 2 Benihana restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, Nomad Coffee Group, and 97 Minor Lifestyle outlets
- (4) Include 1) transportation from suppliers to 292 Minor Hotels properties in Europe and Americas, 25 Minor Food restaurants in Australia, 138 Minor Food restaurants in China, 22 Minor Food restaurants in Middle East, Minor Dairy Ltd., NMT Limited, Nomad Coffee Group, 2) fuel consumption for logistics between Minor Food or Minor Lifestyle Distribution Center to stores, and 3) electricity of Minor Food Distribution Center
- (5) Include waste management of 374 hotel properties in Europe, Americas, Middle East, and Asia, 25 Minor Food restaurants in Australia, 138 Minor Food restaurants in China, 22 Minor Food restaurants in Middle East, 15 Minor Food restaurants in Indian Ocean,91 Minor Food restaurants in Singapore, 2 Benihana restaurants in United Kingdom, 6 major Minor Food brands in Thailand: The Pizza Company, Sizzler, Swensen’s, Burger King, The Coffee Club, and Bonchon, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group
- (6) Include headquater offices in Thailand, 292 hotel properties in Europe and Americas, 138 Minor Food restaurants in China, 91 Minor Food restaurants in Singapore, 2 Benihana restaurants in United Kingdom, Minor Dairy Ltd., and Nomad Coffee Group
- (7) Include headquater offices in Thailand, 379 hotel properties in Europe, Americas, Africas, Middle East, and Asia, 915 Minor Food equity restaurants in Thailand, 25 Minor Food equity restaurants in Australia, 138 Minor Food equity restaurants in China, 22 Minor Food equity restaurants in Middle East, 15 Minor Food equity restaurants in Indian Ocean, 91 Minor Food equity restaurants in Singapore, 2 Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group
- (8) Include 292 hotel properties in Europe and Americas, Minor Food restaurants and Minor Lifestyle outlets in Thailand located in malls
- (9) Include 25 Minor Food equity restaurants in Australia, Nomad Coffee Group, and product transportation from Minor Dairy Ltd. and NMT Limited to customers
- (10) Include scope 1 and scope 2 of owned (100%) but not managed hotels
- (11) Include scope 1 and scope 2 of franchised hotels and Minor Food franchise restaurants in Thailand, Australia, Middle East, Singapore, and Benihana restaurant
- (12) Include % ownership of scope 1 and scope 2 of Minor’s joint ventures
- (13) Emission factors from Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Product updated in July 2022, Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Organization updated in April 2022, Department for Environment Food and Rural Affairs 2023, Comprehensive Environmental Data Archive v 5.0, and Australian National Greenhouse Accounts Factors updated December 2022



Minor International’s Environmental Indicators

Water		2021		2022		2023 <sup>(1)</sup>	
		All Areas	Areas with Water stress <sup>(2)</sup>	All Areas	Areas with Water stress <sup>(2)</sup>	All Areas	Areas with Water stress <sup>(2)</sup>
Surface water	Cubic meter	35,107	-	129,718	-	173,373	146
Freshwater (≤ 1,000 mg/L TDS)	Cubic meter	35,107	-	129,718	-	173,373	146
Other water (> 1,000 mg/L TDS)	Cubic meter	-	-	-	-	-	-
Groundwater	Cubic meter	446,275	198,932	748,396	227,004	1,067,781	435,207
Freshwater (≤ 1,000 mg/L TDS)	Cubic meter	446,275	198,932	748,396	227,004	1,067,781	435,207
Other water (> 1,000 mg/L TDS)	Cubic meter	-	-	-	-	-	-
Seawater	Cubic meter	965,386	-	1,683,951	889,822	1,652,836	838,356
Freshwater (≤ 1,000 mg/L TDS)	Cubic meter	-	-	-	-	-	-
Other water (> 1,000 mg/L TDS)	Cubic meter	965,386	-	1,683,951	889,822	1,652,836	838,356
Third-party water: Municipal and 3 <sup>rd</sup> -party water	Cubic meter	6,209,333	2,019,568	8,773,864	2,722,098	9,730,922	4,574,062
Freshwater (≤ 1,000 mg/L TDS)	Cubic meter	6,209,333	2,019,568	8,773,864	2,722,098	9,730,922	4,574,062
Other water (> 1,000 mg/L TDS)	Cubic meter	-	-	-	-	-	-
Third-party water by withdrawal source							
Surface water	Cubic meter	-	1,389,790	-	1,558,844	-	3,444,448
Groundwater	Cubic meter	-	21,512	-	51,910	-	65,924
Seawater	Cubic meter	-	595,872	-	1,098,137	-	1,049,105
Treated wastewater	Cubic meter	-	12,394	-	13,207	-	14,587
Total water withdrawal	Cubic meter	7,656,100	2,218,500	11,335,929	3,838,923	12,624,913	5,847,772

Water Consumption <sup>(3)</sup>		2021		2022		2023	
		All Areas	Areas with Water stress <sup>(2)</sup>	All Areas	Areas with Water stress <sup>(2)</sup>	All Areas	Areas with Water stress <sup>(2)</sup>
Total water consumption	Cubic meter	2,423,362	396,890	1,891,685	656,301	4,825,211	1,938,986

Remarks:

(1) Business units under Minor’s operational control covers headquarter offices in Thailand, 379 hotel properties in Europe, Americas, Africas, Middle East, and Asia, 915 Minor Food equity restaurants in Thailand, 25 Minor Food equity restaurants in Australia, 138 Minor Food equity restaurants in China, 22 Minor Food equity restaurants in Middle East, 15 Minor Food equity restaurants in Indian Ocean, 91 Minor Food equity restaurants in Singapore, 2 Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group

(2) Include facilities in extremely high- and high- water stress areas

(3) Water consumption is not material for headquarter offices in Thailand and city hotels in Europe and Americas. Water consumption increase in 2023 is attributed mainly from improved data collection methodology. For more details please see page 16 - Minor Hotels’ Environmental Indicators.

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Minor Hotels’ Environmental Indicators<sup>(1)</sup>

Energy <sup>(2)</sup>		2020	2021	2022	2023
Other Energy (Diesel, LPG, Natural Gas, Gasoline, etc.)	Million kWh	229	287	332	336
Energy for Self-generated Electricity	Million kWh	128	159	181	206
Purchased Energy	Million kWh	304	353	444	483
Green Energy (Solar, Wind, Hydro)	Million kWh	107	135	174	198
Total Combined Energy Usage	Million kWh	769	935	1,131	1,223
Combined Energy Usage per Room Sold	kWh/Room Sold	147	133	91	84
No. of properties included		371	372	379	379

Carbon Dioxide Emission <sup>(3) (4)</sup>		2020	2021	2022	2023
Scope 1	MT CO <sub>2</sub> e	92,847	121,601	146,714	153,783
Scope 2	MT CO <sub>2</sub> e	123,390	152,861	184,525	202,251
Total Combined CO <sub>2</sub> Emission	MT CO <sub>2</sub> e	216,237	274,462	331,239	356,034
Combined CO <sub>2</sub> Emission per Room Sold	MT CO <sub>2</sub> e/Room Sold	0.041	0.039	0.027	0.024
No. of properties included		371	372	379	379

Remarks:

- (1) Hotels under Minor’s operational control, including 379 hotel properties in Europe, Americas, Africas, Middle East, and Asia
- (2) Conversion factors from Department for Environment Food and Rural Affairs 2023, 2022, 2021, and 2020 Editions
- (3) Scope 1 = Diesel, LPG, Natural Gas, Heavy Oil, Kerosene, Benzene, Propane, Butane, Hydrofluorocarbon refrigerants  
Emission factors from Department for Environment Food and Rural Affairs 2023, 2022, 2021, and 2020 Editions
- (4) Scope 2 = Purchased Electricity, Heating, Cooling  
Emission factors from The International Energy Agency (IEA) 2021 Edition

Minor Hotels’ Environmental Indicators

Water		2020	2021	2022	2023
Water Withdrawal	Cubic meter	5,406,572	6,645,459	9,376,837	10,449,453
Water Discharge	Cubic meter	3,696,656	4,570,976 <sup>(1)</sup>	7,908,958 <sup>(2)</sup>	6,206,632 <sup>(3)</sup>
<b>Water Consumption</b>	<b>Cubic meter</b>	<b>1,709,916</b>	<b>2,074,483</b>	<b>1,467,879</b>	<b>4,242,821</b>
<b>Water Withdrawal per Room Sold</b>	<b>Cubic meter/Room Sold</b>	<b>1.04</b>	<b>0.94</b>	<b>0.75</b>	<b>0.72</b>
No. of properties included		371	372	379	379

Waste Generation <sup>(4)</sup>		2021 <sup>(5)</sup>	2022	2023
General Waste	Ton	1,684	6,373	5,720
Organic Waste	Ton	1,141	6,469	8,298
Recyclable Waste	Ton	232	1,229	1,471
Hazardous Waste	Ton	82	94	31
<b>Total Combined Waste</b>	<b>Ton</b>	<b>3,139</b>	<b>14,166</b>	<b>15,521</b>
No. of properties included		62	88	82

Waste Disposal <sup>(4)</sup>		2021 <sup>(5)</sup>		2022		2023	
		Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Recycling	Ton	217		897		1,264	
Reuse	Ton	13		22		29	
Recovery	Ton			135		189	
Composting	Ton	286		1,855		2,888	
Animal Feeding	Ton	132		462		623	
Incineration	Ton	37	82	173	94	223	31
Landfill	Ton	2,373		10,466		10,039	
Others	Ton			62		235	

**Remarks:**

(1) Estimation of water discharge equals to 51% of water withdrawal derived from 2021 internal survey (exclude Minor Hotels in Europe and Americas). Water consumption is not material for city Hotels in Europe and Americas

(2) Estimation of water discharge equals to 43% of water withdrawal derived from 2022 internal survey (exclude Minor Hotels in Europe and Americas). Water consumption is not material for city Hotels in Europe and Americas

(3) Estimation of water discharge equals to 41% of water withdrawal derived from 2023 internal survey (exclude Minor Hotels in Europe and Americas). Water consumption is not material for city Hotels in Europe and Americas

(4) Business units under Minor Hotels covers 82 hotels in Africas, Middle East, and Asia

(5) 2021 waste data cover only October to December 2021

Economic	Human Resources	Occupational Health & Safety	Environment	Biodiversity	Memberships and Certifications
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Minor Food’s Environmental Indicators

Energy <sup>(1)</sup>		2020 <sup>(2)</sup>	2021 <sup>(3)</sup>	2022 <sup>(4)</sup>	2023 <sup>(4)</sup>
Other Energy (Diesel, LPG, Natural Gas, Gasoline, etc.)	Million kWh	64	67	113	108
Energy for Self-generated Electricity	Million kWh	0.025	0.005	0.006	0.006
Purchased Energy	Million kWh	115	100	139	167
Green Energy from Solar	Million kWh		0.036	2.053	3.210
<b>Total Combined Energy Usage</b>	<b>Million kWh</b>	<b>178</b>	<b>168</b>	<b>255</b>	<b>279</b>

Carbon Dioxide Emission <sup>(5)</sup> <sup>(6)</sup>		2020 <sup>(2)</sup>	2021 <sup>(3)</sup>	2022 <sup>(4)</sup>	2023 <sup>(4)</sup>
Scope 1	MT CO <sub>2</sub> e	14,462	15,418	97,067	101,503
Scope 2	MT CO <sub>2</sub> e	57,282	50,487	72,342	86,018
<b>Total Combined CO<sub>2</sub> Emission</b>	<b>MT CO<sub>2</sub>e</b>	<b>71,745</b>	<b>65,905</b>	<b>169,409</b>	<b>187,521</b>

Water		2020 <sup>(2)</sup>	2021 <sup>(3)</sup>	2022 <sup>(4)</sup> <sup>(7)</sup>	2023 <sup>(4)</sup>
Water Withdrawal <sup>(8)</sup>	Cubic meter	969,577	878,481	1,960,786	2,175,022
Water Discharge <sup>(9)</sup>	Cubic meter	684,741	561,863	1,442,923	1,592,632
<b>Water Consumption</b>	<b>Cubic meter</b>	<b>284,836</b>	<b>316,618</b>	<b>517,863</b>	<b>582,390</b>

Remarks:

- (1) Conversion factors from Department for Environment Food and Rural Affairs 2023, 2022, 2021, and 2020 Editions
- (2) Business units under Minor Food covers Minor Food equity restaurants in Thailand, Minor Dairy Ltd., and NMT Limited
- (3) Business units under Minor Food covers Minor Food equity restaurants in Thailand, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group
- (4) Business units under Minor Food covers TPC Delivery, Minor Food equity restaurants in Thailand, Australia, China, Middle East, Indian Ocean, and Singapore, Benihana equity restaurants in United Kingdom, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group
- (5) Scope 1 = LPG, Gasoline, Diesel, Natural Gas, Hydrofluorocarbon refrigerants  
Emission factors from Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Organization updated in April 2022 and Department for Environment Food and Rural Affairs 2023, 2022, 2021, and 2020 Editions
- (6) Scope 2 = Purchased Electricity  
Emission factors from Thailand Greenhouse Gas Management Organization (TGO) Carbon footprint for Organization updated in April 2022 and Emission factors from The International Energy Agency (IEA) 2021 Edition
- (7) Restate 2022 water withdrawal of Minor Food in Australia due to the adjustment in the calculation
- (8) Main water withdrawal source
  - Municipal water comprised of Minor Food equity restaurants in Thailand, Australia, China, Middle East, Indian Ocean, and Singapore, Benihana equity restaurants in United Kingdom, NMT Limited, and Nomad Coffee Group
  - Groundwater comprised of Minor Dairy Ltd.
- (9) Water discharge quantity calculated as 80% to water withdrawal quantity in Minor Food equity restaurants in Thailand, Australia, China, Middle East, Indian Ocean, and Singapore, Benihana equity restaurants in United Kingdom, and Nomad Coffee Group

Minor Food’s Environmental Indicators

Waste Generation		2020 <sup>(1)</sup>	2021 <sup>(2) (3)</sup>	2022 <sup>(3) (4) (5)</sup>	2023 <sup>(4) (5)</sup>
General Waste	Ton	518	616	838	967
Organic Waste	Ton	340	213	3,173	3,974
Recyclable Waste	Ton	885	1,001	3,254	5,020
Hazardous Waste	Ton	288	269	142	56
Total Combined Waste	Ton	2,031	2,100	7,407	10,017

Waste Disposal		2020 <sup>(1)</sup>		2021 <sup>(2) (3)</sup>		2022 <sup>(3) (4) (5)</sup>		2023 <sup>(4) (5)</sup>	
		Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Recycling	Ton	269		395	91	391		302	
Reuse	Ton				64	4			
Recovery	Ton	377	7	220	114	358	134	1,338	3
Composting	Ton	149		38		336		244	
Animal Feeding	Ton					30		10	
Incineration	Ton		279					31	42
Landfill	Ton	948		1,177		6,147	8	8,038	8
Others	Ton		2						

**Remarks:**

(1) Business units under Minor Food covers Minor Food equity restaurants in Thailand, Minor Dairy Ltd., and NMT Limited

(2) Business units under Minor Food covers Minor Food equity restaurants in Thailand, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group

(3) The Pizza Company waste data only. Waste composition analysis undertaken from 4 sampled Delco with Seats (DWS) and Restaurant-based Delivery (RBD) stores and recalculate with total system sales of the respective stores

(4) Business units under Minor Food covers TPC Delivery, Minor Food equity restaurants in Thailand, Minor Dairy Ltd., NMT Limited, and Nomad Coffee Group

(5) 6 major Minor Food brands in Thailand: The Pizza Company, Sizzler, Swensen’s, Burger King, The Coffee Club, and Bonchon

Minor Lifestyle Outlets’ Environmental Indicators

Energy <sup>(1)</sup>		2020 <sup>(2)</sup>	2021 <sup>(2)</sup>	2022 <sup>(2)</sup>	2023 <sup>(3)</sup>
Other Energy (Diesel and Gasoline)	Million kWh	-	-	-	0.025
Purchased Energy	Million kWh	1.53	1.25	0.79	2.18
<b>Total Combined Energy Usage</b>	<b>Million kWh</b>	<b>1.5</b>	<b>1.3</b>	<b>0.8</b>	<b>2.2</b>

Carbon Dioxide Emission <sup>(4) (5)</sup>		2020 <sup>(2)</sup>	2021 <sup>(2)</sup>	2022 <sup>(2)</sup>	2023 <sup>(3)</sup>
Scope 1	MT CO <sub>2</sub> e	-	-	-	7
Scope 2	MT CO <sub>2</sub> e	764	625	395	1,091
<b>Total Combined CO<sub>2</sub> Emission</b>	<b>MT CO<sub>2</sub>e</b>	<b>764</b>	<b>625</b>	<b>395</b>	<b>1,098</b>

**Remarks:**

(1) Conversion factors from Department of Alternative Energy Development and Efficiency, Thailand

(2) Business units under Minor Lifestyle covers Minor Lifestyle outlets

(3) Business units under Minor Lifestyle covers Minor Lifestyle outlets and Minor Smart Kids. In 2023, emissions data for Minor Smart Kids was collected which include fuel consumption from vans and electricity used in conference venues.

(4) Scope 1 = Diesel and Gasoline  
Emission factors from Thailand Greenhouse Gas Management Organization (TGO) Carbon footrpint for Organization updated in April 2022

(5) Scope 2 = Purchased Electricity  
Emission factors from Thailand Greenhouse Gas Management Organization (TGO) Carbon footrpint for Organization updated in April 2022

Factories’ Pollution Indicators

Minor Dairy Ltd.’s Treated Wastewater Quality <sup>(1) (2) (3)</sup>		Standard	2020	2021	2022	2023
BOD	mg/l	≤ 20	3.8	5.4	5.4	2.3
COD	mg/l	≤ 120	28.6	37.6	55.2	16.3
TDS <sup>(4)</sup>	mg/l	≤ 3,000	2,253.2	1,826.5	2,005.0	529.5
Oil and Grease	mg/l	≤ 5	2.2	2.5	2.9	2.8

Minor Dairy Ltd.’s Air Emission <sup>(5) (6)</sup>		2020	2021	2022	2023
NO <sub>x</sub> as NO <sub>2</sub>	kg/Year	39.6	73.4	46.4	1,115.2
SO <sub>2</sub>	kg/Year	26.1	94.7	46.5	201.0

NMT Limited’s Treated Wastewater Quality <sup>(2) (4) (7) (8) (9)</sup>		Standard	2020	2021	2022	2023
BOD	mg/l	≤ 450	909.8	36.3	29.0	20.3
COD	mg/l	≤ 600		143.6	161.0	234.0
TDS <sup>(4)</sup>	mg/l	≤ 3,000			2,420.3	1,198.0
Oil and Grease	mg/l	≤ 100	33.4	8.4	5.0	5.0

NMT Limited’s Air Emission <sup>(6) (10)</sup>		2020	2021	2022	2023
NO <sub>x</sub> as NO <sub>2</sub>	kg/Year	17.9	19.5	27.2	1.0
SO <sub>2</sub>	kg/Year	7.0	7.7	75.8	1.7

**Remarks:**

(1) Wastewater treatment system - Activated Sludge

(2) Wastewater quality parameters calculated from yearly average values of analysis result

(3) Wastewater quality standard - Notification of Ministry of Industry - Wastewater effluent standard from factory B.E. 2560

(4) Started to report Total Disslove Solid data in 2022 for the first time

(5) Calculated from 2 stacks of boilers. Two samplings conducted for each stack

(6) The result of air emission is within requirements of Notification of Ministry of Industry - Air emission standard from factory B.E. 2549

(7) Total treated wastewater discharged to wastewater treatment plant of Nava Nakorn Industrial Estate, Pathumthani

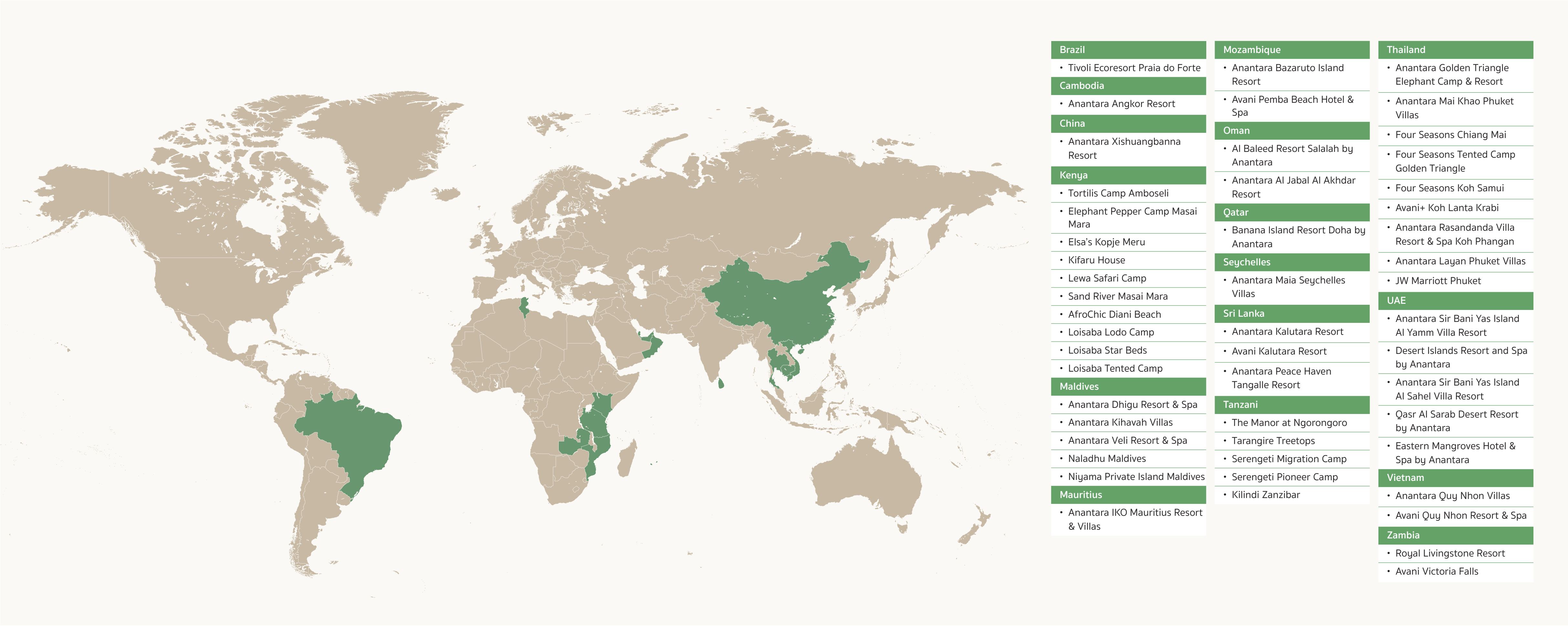
(8) Wastewater treatment systems - Chemical treatment and Activated Sludge System

(9) Wastewater quality standard from Nava Nakorn Industrial Estate, Pathumthani

(10) Calculated from 1 stack of boiler



List of hotel properties located in or near protected areas of high biodiversity with conservation initiatives



For details of our conservation initiatives, please refer to [Performance of Nature-based Hotels 2023](#)

Species under IUCN Red List of Threatened Species protected in the areas affected or supported by our operations

Critically Endangered 13 Species
Hawksbill Turtle
Siamese Crocodile
Royal Turtle
Sunda Pangolin
Giant Soft-shell Turtle
Black Rhino
Ruppels Griffon
African White-backed Vulture
White-headed Vulture
Hooded Vulture
Elongated tortoise
Yellow-headed Temple Turtle
Dugong

Endangered 24 Species
Green Sea Turtle
Asian Elephant
Banteng
Dhole
Pileated Gibbon
Silvered Langur
Green Peafowl
White-winged Duck
Hairy-nosed Otter
Asian Arowanna
Grevy's Zebra
Egyptian Vulture
Milky Stork
African Wild Dog
White-eared Night Heron
Lappet-faced Vulture
Sickle fin lemon shark
Southeast Asian Leaf Turtle
Malayan Tapir
Long tailed Macaque
Phdeak
Beisa Oryx
Bataleur Eagle
Humpback Whale (Arabian Sea)

Vulnerable 35 Species
Leatherback Turtle
Olive Ridley Turtle
African Elephant
Cheetah
Somali Ostrich
Lion
African Golden Cat
Arabian Oryx
Dugong
Pineapple Coral
Blue Coral
Boulder Coral
Bushy Table Coral
Flowerpot Coral
Pagoda Coral
Ground Pangolin
Hippopotamus
Hammer Coral
Orange-spotted Grouper/Hamour
Pennant Coral Fish
Black-tipped Reef Shark
Mangrove whip ray
Tawny nurse shark
White spotted Eagle Ray
Brown marbled Grouper
Coral grouper
Slooten
Rehat
Khsach
Red Balau
King Cobra
Gaur
Fishing Cat
Leopard
Bull Shark

Near Threatened 22 Species
White Rhino
Gerenuk
Lesser Kudu
Boulder Coral
Volcano Coral
Branched Sandpaper Coral
Interlocking Branch Table Acroporid
Finger Coral
Bushy Arcropid
Bermuda Coral
Star Coral
Daisy Coral
Lobate Daisy Coral
Brain Coral
Sandpaper Coral
Striped Hyaena
Blackspot Tuskfish
Octopus Coral
Stony Coral
Plate acropora
Cowtail Stingray
Greater Adjutant

ASEAN Green Hotel
• Anantara Hua Hin Resort
• Anantara Quy Nhon Villas
• Avani Quy Nhon Resort & Spa

B Corporation Certification
• Nomad Coffee Group

Bioscore
• 350 hotels under NH Hotel Group - Europe and America

Biosphere
• NH Barcelona Diagonal Center
• NH Barcelona Eixample
• NH Barcelona Entenza
• NH Barcelona Les Corts
• NH Barcelona Stadium
• NH Coimbra Dona Inês
• NH Collection Barcelona Constanza
• NH Collection Barcelona Gran Hotel Calderón
• NH Collection Barcelona Pódium
• NH Gijón
• NH Sants Barcelona

British Retail Consortium (BRC)
• NMT Limited

BREEAM
• Anantara New York Palace Budapest Hotel
• Avani Avenida Liberdade Lisbon Hotel
• Avani Frankfurt City Hotel
• Avani Novo Venice Hotel
• Avani Palazzo Moscova Milan Hotel
• NH Collection Amsterdam Flower Market
• NH Collection Madrid Colón
• NH Collection Madrid Eurobuilding
• NH Collection Milano CityLife
• NH Madrid Ribera del Manzanares
• NH Málaga
• NH Savona Darsena
• NH Torino Centro
• nhow Amsterdam RAI
• Tivoli Avenida Liberdade Lisboa
• Tivoli Oriente Lisboa Hotel

DGNB Certification
• NH Collection Copenhagen

Eco-rating Certification, Ecotourism Kenya	
• Elewana Elephant Pepper Camp	Gold
• Elewana Elsa’s Kopje	Gold
• Elewana Lewa Safari Camp	Gold
• Elewana Loisaba Tented Camp	Gold
• Elewana Sand River Masai Mara	Gold
• Elewana Tortilis Camp	Gold
• Elewana AfroChic Diani Beach	Silver
• Elewana Kifaru House	Silver
• Elewana Loisaba Lodo Springs	Silver
• Elewana Loisaba Star Beds	Silver

Good Hygiene Practices (GHP)
• Anantara Mai Khao Phuket Villas
• Anantara Layan Phuket Resort
• Avani+ Khaolak
• Avani+ Mai Khao Phuket Suites
• Minor Dairy Limited

Good Manufacturing Practices (GMP)
• NMT Limited

Green Growth 2050 Member	
• Al Baleed Resort Salalah by Anantara	Platinum
• Anantara Al Jabal Al Akhdar	Platinum
• Anantara Chiang Mai Resort	Platinum
• Anantara Dhigu Maldives	Platinum
• Anantara Eastern Mangroves Abu Dhabi Hotel	Platinum
• Anantara Golden Triangle Elephant Camp & Resort	Platinum
• Anantara Kihavah Maldives Villas	Platinum
• Anantara Layan Phuket Resort	Platinum
• Anantara Mai Khao Phuket Villas	Platinum
• Anantara Siam Bangkok	Platinum
• Anantara Sir Bani Yas Island Al Sahel Villa	Platinum
• Anantara Sir Bani Yas Island Al Yamm Villa	Platinum
• Anantara The Palm Dubai Resort	Platinum
• Anantara Veli Maldives Resort	Platinum

Green Growth 2050 Member	
• Avani Palm View Dubai Suites	Platinum
• Avani+ Fares Maldives Resort	Platinum
• Avani+ Hua Hin Resort	Platinum
• Avani+ Khao Lak Resort	Platinum
• Avani+ Mai Khao Phuket Suites & Villas	Platinum
• Desert Islands Resort & Spa by Anantara	Platinum
• Naladhu Private Island	Platinum
• NH Collection Dubai The Palm	Platinum
• Niyama Private Island Maldives	Platinum
• Qasr Al Sarab Desert Resort by Anantara	Platinum
• The St. Regis Bangkok	Platinum
• Anantara Angkor Resort	Gold
• Anantara Bophut Koh Samui Resort	Gold
• Anantara Desaru Coast Resort & Villas	Gold
• Anantara Hoi An Resort	Gold
• Anantara Hua Hin Resort	Gold
• Anantara Lawana Koh Samui Resort	Gold
• Anantara Mui Ne Resort	Gold
• Anantara Quy Nhon Villas	Gold
• Anantara Rasananda Koh Phangan Villas	Gold

• Anantara Riverside Bangkok Resort	Gold
• Anantara Uluwatu Bali Resort	Gold
• Anantara World Islands Dubai Resort	Gold
• Avani Chaweng Samui Hotel & Beach Club	Gold
• Avani Hai Phong Harbour View	Gold
• Avani Ibn Battuta Dubai	Gold
• Avani Khon Kaen Hotel & Convention Centre	Gold
• Avani Pattaya Resort & Spa	Gold
• Avani Quy Nhon Resort	Gold
• Avani Seminyak Bali Resort	Gold
• Avani+ Luang Prabang	Gold
• Avani+ Riverside Bangkok	Gold
• Avani+ Samui Resort	Gold
• Banana Island Resort Doha by Anantara	Gold
• FCC Angkor By Avani	Gold
• NH Collection Maldives Havodda Resort	Gold
• Oaks Ibn Battuta Gate Dubai	Gold
• Avani Deira Dubai Hotel	Sliver

Green Key - Eco Label
• 64 hotels under NH Hotel Group - Europe and America Avani Gaborone Hotel & Casino

Greene Hotels
• NH Buenos Aires 9 de Julio
• NH Bariloche Edelweiss
• NH Buenos Aires Florida
• NH Buenos Aires Tango
• NH Collection Buenos Aires Jousten
• NH Collection Buenos Aires Lancaster
• NH Napoli Panorama

HACCP
• Al Najada Hotel By Tivoli
• Anantara Kalutara Resort
• Anantara Layan Phuket Resort
• Anantara Mai Khao Phuket Villas
• Anantara Sir Bani Yas Island Al Sahel Villa
• Anantara Sir Bani Yas Island Al Yamm Villa
• Anantara The Palm Dubai Resort
• Anantara World Islands Dubai Resort
• Avani Deira Dubai Hotel
• Avani Ibn Battuta Dubai
• Avani Kalutara Resort

• Avani+ Khao Lak Resort
• Avani+ Mai Khao Phuket Suites
• Avani+ Palm View Dubai Hotel & Suites
• Desert Islands Resort & Spa by Anantara
• Niyama Private Island Maldives
• Qasr Al Sarab Desert Resort by Anantara
• Souq Al Wakra Hotel Qatar by Tivoli
• Souq Waqif Boutique Hotels by Tivoli
• Minor Dairy Limited

Hoteles más Verdes
• 6 hotels under NH Hotel Group - America

ISO 14001
• 99 hotels under NH Hotel Group - Europe and America
• Anantara Eastern Mangroves Abu Dhabi Hotel
• Souq Al Wakra Qatar by Tivoli
• Minor Dairy Limited
• NMT Limited



ISO 22000
• Anantara Eastern Mangroves Abu Dhabi Hotel
• Anantara Kalutara Resort
• Anantara Peace Haven Tangalle Resort
• Avani Kalutara Resort
• Souq Al Wakra Qatar by Tivoli

ISO 45001
• Anantara Eastern Mangroves Abu Dhabi Hotel
• Souq Al Wakra Qatar by Tivoli
• Minor Dairy Limited
• NMT Limited

ISO 50001
• 33 hotels under NH Hotel Group - Europe
• Anantara Eastern Mangroves Abu Dhabi Hotel
• Souq Al Wakra Qatar by Tivoli
• Minor Dairy Limited
• NMT Limited

ISO 9001
• Souq Al Wakra Qatar by Tivoli
• NMT Limited

LEED
• NH Collection Bogotá Terra 100 Royal

RainForest Alliance Certification
• Veneziano Coffee Roasters

Responsible Tourism Seychelles Certification
• Anantara Maia Seychelles Villas

Responsible Tourism Tanzania Certification		
• Elewana Arusha Coffee Lodge		Sapling
• Elewana The Manor at Ngorongoro		Sapling
• Elewana Kilindi Zanzibar		Seed
• Elewana Serengeti Migration Camp		Seed
• Elewana Serengeti Pioneer Camp		Seed
• Elewana Tarangire Treetops		Seed

SQF Food Safety Code: Food Manufacturing
• Veneziano Coffee Roasters

The Golden Triangle Asian Elephant Foundation
• Official Member, International Union for Conservation of Nature (IUCN) (under Species Survival Commission Asian Elephant Specialist Group)
• 100% certified by Global Spirit Standard for Animals in Tourism
• Excellent 5 star camp by Ministry of Tourism & Sports Elephant Camp Standards
• Member, Experience Mekong Collection
• Member, Sabah Captive Elephant Management Plan Steering Committee
• Member, EEHV Task Force Thailand
• Member, Species 360 - Zoo Animal Management Software

The Labour Relations and Welfare National Level Award
• Minor Dairy Limited

The Mai Khao Marine Turtle Foundation
• Official member, International Union for Conservation of Nature (IUCN)
• Member and coordinator, Declaration of Marine Turtle Conservation of Thailand(Phuket - Phang-nga)
• Member, Maikhao Beach Marine Turtle Conservation
• Member and sponsor, Protected Area Committee of Sirinart National Park
• Member, Sea Turtle and Habitat Conservation Fund

The Supplier Ethical Data Exchange (SEDEX)
• NMT Limited
• Veneziano Coffee Roasters

UTZ Sustainable Farming Certification
• Veneziano Coffee Roasters

WELL Health-Safety Rating
• Avani Palazzo Moscova Milan Hotel