

Policy Date: 20th February 2026

Sustainability Policy:

IHG Malta recognizes that businesses can have a negative impact on the environment. The key to delivering our strategic priority to care for our people, communities and planet is our **'Journey to Tomorrow'** plan. This is underpinned by commitments to our purpose, values, behaviours, workplace culture, risk appetite, and strong governance and accountability. Therefore, we are committed, and enjoy, finding ways to put sustainability at the heart of our business strategy through our market leadership role, our operations and the services we provide. We recognize that our operations can greatly contribute to creating a more sustainable world. It is our responsibility to both improve our own sustainability performance through the way we run our business and to influence others. This will be achieved through the alignment of our strategic advice, design, construction, asset life-cycle operations and services with our business strategy and plans.

Our 'Journey to Tomorrow' pillars:

1. **Our People:** Champion an inclusive culture where everyone can thrive
2. **Our Communities:** Improve the lives of 30 million people in our communities around the world
3. **Carbon and Energy:** Reduce our energy use and carbon emissions in line with climate science
4. **Waste:** Pioneer the transformation to a minimal waste hospitality industry
5. **Water:** Conserve water and help secure water access in those areas at greatest risk

Sustainability Principles:

- a) A society for our future, inspiring the next generation by investing in our communities, developing sustainability knowledge and skills and creating a healthy, safe and secure workplace.
- b) Supporting a low carbon economy; demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.
- c) Responsible Business: our approach to responsible business shapes our operations and the strategic investments we're making to drive performance and strengthen our enterprise, recognising that how we grow and create positive change for the greater good is being followed more than ever by our stakeholders. Influencing and supporting sustainable economic growth with strong governance, integrity and accountability, being part of a global business while recognizing the responsibility and the importance of providing local services without compromising future generation's business needs.

Sustainability Approach:

To guide our work and ensure that we can plan and prioritise our impact, we regularly conduct materiality assessments of ESG issues, which helps to align our focus with the most material issues to society, our industry and the long-term success of IHG. Our 2020 materiality assessment played a key role in shaping the creation of our 2030 'Journey to Tomorrow' plan, which focuses on driving positive change for IHG and the world around us. Conscious of the rapidly evolving ESG landscape, in 2022, we worked with a third party to ensure our work continues to address key areas and identify where we can leverage our expertise and skills to make the biggest impact.

Sustainability Governance:

Our commitment to responsible business starts at the top. Our management team is focused on ensuring we maintain the highest ethical standards of governance to support our culture,



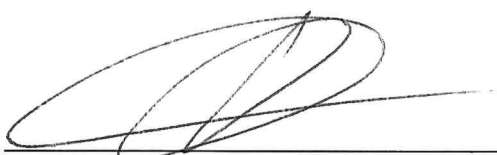
values and commitment to conducting business responsibly. Our General Manager, Executive Committee and Senior Leaders make sure governance is embedded, measured and upheld on a day-to-day basis.

Sustainability practices:

1. Aligning operations with stakeholder expectations and international sustainability frameworks;
2. Embedding environmental and social responsibility into our corporate governance and decision-making;
3. Assessing climate-related risks and implementing mitigation and adaptation measures to strengthen resilience across the properties;
4. Monitoring and improving our performance through clear objectives, regular reporting (including energy, water and waste), staff training and robust management systems;
5. Partnering with suppliers who share our commitment to ethical practices, environmental responsibility and high-quality standards;
6. Reducing the consumption of energy, water, and fuel through efficient technologies, smart systems and sustainable design principles;
7. Minimising waste generation, encouraging donation of unused or worn-down items, promoting circular economy initiatives and maximising recycling;
8. Minimising single-use plastic generation through use of alternatives such as metal tableware, glass or metal drink containers for all outlets including condiments and removal of paper or plastic cups when possible;
9. Implementation of new finance, HR and sales systems to encourage digitisation and reduce need for excessive printing. Printers set to print in black and white and back to front as standard;
10. Utilising energy-efficient equipment and lighting, including LEDs throughout all properties.

Further information can be found in the individual policies covering waste, energy, procurement, water and human resources-related policies.

While the Cluster General Manager, the Executive team and the ESG champion are responsible for implementing and monitoring this Policy, all employees and persons working on IHG Malta must share these commitments. Everyone is empowered to act and speak up to ensure that these commitments are met.



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Cluster General Manager



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