



ESG Highlights Report - 2022

ESG STRATEGIC FRAMEWORK

In 2022, Accomozze conducted a strategic review of its 2030 ESG Goals to ensure that it continues to evolve its ESG strategy in line with climate science and best-in-class programs. Looking to the future, The Company has developed a framework that will expand and deepen its commitments to its Team Members, communities, and the planet.



Environment

Climate Friendly and Responsible Hospitality

WASTE



Reduce waste-to-landfill by 60% food waste by 50% by 2030

ENERGY



Attain 40% renewable energy share by 2025

WATER



Achieve a 40% reduction in water usage per occupied room by the year 2025



Social

Empowering Communities, Enriching Lives

INTEGRITY



Foster responsible and inclusive conduct across the value chain

CAREERS



Promote inclusive growth through learning and career opportunities

COMMUNITIES



Strengthen communities by providing local support, disaster relief, and economic opportunities



Governance

Driving Ethical Hospitality Practices

COLLABORATIONS



Forge partnerships with diverse industries to drive the objectives of Travel with Purpose

GOVERNANCE



Top-tier metrics, robust governance, and vigilant supervision

OUTREACH



Promote adoption of public policies that encourage purposeful and transformative tourism

Accomozze prioritizes the sustainable development of communities. Sustainability is integrated throughout in its value chain, encompassing environmental impact reduction, sustainable hotel practices, and responsible sourcing. Embracing inclusivity, the company aims to foster a safe travel environment. Accomozze remains committed to its 2030 goals and plans to continue to implement programs to advance toward its achievement.





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Minimize Plastic Waste

Accomozze will continue their efforts to reduce single-use plastics by completely phasing out the use of miniature toiletry bottles by Q2 2024



Waste Reduction Support

Equipped all Accomozze hotel sites with waste reduction tools and resources, including a multilingual poster for reducing food waste in the kitchen area



Ethics and Diversity Commitments

Enhance representation of women and individuals from diverse backgrounds across all levels and departments within the company



Equitable Supplier Diversity

Ensure inclusivity and fairness by providing equal opportunities and support for diverse-owned suppliers within its extensive supply chain network



Responsible Sourcing Partnership Expansion

Actively collaborated with suppliers to expand responsible sourcing markets and explore new suppliers that align with its responsible product criteria



Risk Mitigation and Compliance Measures

Upholds policies and training initiatives focused on key risk areas, including anti-corruption, anti-money laundering, and antitrust measures



Enhanced Safety & Security

Accomozze's Safety Team prioritizes customer and stakeholder well-being and provided training, policy enforcement, and expert guidance to minimize harm and losses to its stakeholders



Renewable Energy Initiative

Installing 20 solar panels per site, resulting in a daily generation of approximately 40 kWh of solar energy across with plans to expand further



Environmental Impact

Key Initiatives – 2022

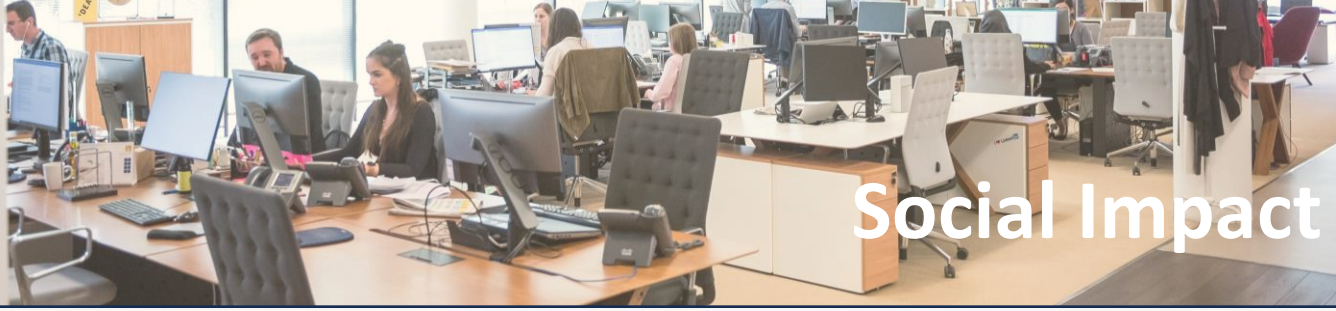
- In order to minimize plastic waste from key cards, Accomoze transitioned to utilization of Digital Key cards technology across all the sites
- Achieve a 5% reduction in water usage per occupied room
- Achieved a 20% decrease in CO₂ emissions intensity per square meter compared to the 2018 baseline
- Completed ISO 14001, ISO 9000, and ISO 5001 recertification of all hotel sites



Future Initiatives – 2025

- Achieve a 40% reduction in water usage per occupied room by the year 2025
- Attain 40% renewable energy share by 2025 by expanding solar panels installed capacity per site
- Phase out single-use plastics such as miniature toiletry bottles by Q2 2024 and replace them with reusable and refillable glass bottles
- Work with existing water supplier to replace single use plastic bottles from guest rooms to reusable glass bottles
- Install three EV charging stations per site in a phased manner over next three years
- Achieve a 30% reduction in waste-to-landfill and a 25% decrease in food waste by the year 2025
- Engage with a local coffee company to recycle used coffee capsules from rooms
- Continued reevaluation of energy usage reduction programs





Social Impact

Key Initiatives – 2022

- Women constitute 25% of the workforce, reflecting the dedication to gender diversity and equal opportunities for all employees
- Employed workforce is comprised of individuals from various ethnicities, including Africans, Malaysians, Indonesians, Vietnamese, Indians, and Spanish, fostering a multicultural work environment
- Out of the current supplier pool, 25% suppliers belong to diverse ethnicities
- Donated 1500+ meals in 2022



Future Initiatives – 2025

- Achieve greater gender diversity with the aim to increase the representation of women in the workforce to 50% and have 1/3rd of senior management positions held by women
- Achieve greater representation of people of color in executive positions, with a target of reaching 1/3rd by the year 2025
- Prioritize hiring individuals from the LGBTQ+ community as part of creating an inclusive workforce
- Plan is to donate over 10,000 meals by 2025
- Increasing the representation of diverse ethnicities in our supplier pool from the current 25% to 45%
- Actively screening the supplier pool and expanding into new markets to ensure compliance with responsible product criteria including exploring partnerships with new suppliers that align with sustainability standards and values





Key Initiatives – 2022

- Conducted comprehensive training programs on key risk areas, such as anti-corruption, anti-money laundering, and antitrust measures
- Partnered with a Singapore youth organization to provide soft skill training for aspiring individuals in the hospitality sector, fostering their career development
- Conducts training programs on customer safety and conflict management, as part the company's commitment to prioritizing customer and stakeholder well-being



Future Initiatives – 2025

- Integrate a Business code of conduct guide for managers and HODs in 4 languages as an additional guidance across all the hotel sites
- Introduce a robust whistleblowing policy by mid-2025, aimed at encouraging and providing a confidential channel for employees and external parties dealing with employees to report concerns about potential fraud, improprieties in financial reporting, and other relevant matters
- Engage with external training institutions to provide a multilevel approach to training and awareness, including in-person instructor-led training, online training courses in key risk areas
- Adopt the Global Reporting Initiative (GRI) Framework, to provide standardized and transparent disclosure of the company's ESG performance
- Conduct ongoing soft skill training in partnership with a various youth organizations, fostering career development and promoting skill enhancement





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