

GROUP SUSTAINABLE DEVELOPMENT POLICY




**PACIFIC
BEACHCOMBER**
FRENCH POLYNESIA

Our Group, Pacific Beachcomber, is deeply committed to promoting and implementing sustainable practices across its operations in French Polynesia. As a key player in the hospitality sector, we recognize our responsibility to protect the environment, support local communities, and preserve Polynesia's unique cultural heritage.

Renowned for its luxury hotels and high-quality services, our Group is recognized for offering authentic and unforgettable stays. Committed to preserving Polynesian natural and cultural treasures, it brings together iconic properties such as The Brando, an eco-resort located on the atoll of Tetiaroa, InterContinental hotels, and Maitai hotels. Together, they represent 620 rooms, accounting for 23% of the territory's hotel capacity.

In addition to our hotels, Pacific Beachcomber includes several service companies that play a crucial role in our daily operations. These include Air Tetiaroa, Transport Maritime de Tetiaroa, and Electricité de Tetiaroa. Our Group employs an average of 1,200 staff members and ensures that 100% of our hotels are accessible to people with reduced mobility.

This sustainable development policy is structured around our CSR strategy, "WE CARE". Each entity, with its own identity, contributes to achieving our strategic objectives, in alignment with the talents and specific expertise of our CSR managers and employees.

 **we care** is based on three fundamental pillars:

1. WE CARE FOR THE ENVIRONMENT

- Reduce our carbon footprint: We measure our emissions annually (GHG inventory) and reduce them through eco-efficient technologies, including the installation of deep seawater air conditioning systems (SWAC) since 2006 in several hotels, and the installation of 5,687 solar panels since 2014.
- Preserving biodiversity: We protect and restore local ecosystems through initiatives such as the "HOPE SPOT" designation in Tetiaroa, certification of our organic gardens, and partnerships with dedicated organizations (Te Mana o te Moana for sea turtles, Tetiaroa Society for natural and cultural heritage). We also reduce waste, promote sorting, and progressively eliminate single-use plastics.

2. WE CARE FOR OUR EMPLOYEES

- Employee well-being and development: We are committed to providing a safe and fulfilling working environment, while supporting our employees' professional and personal development through training programs. Initiatives such as the Beachcomber Running Club, Beachcomber Va'a, and the intercompany social service CASIE also contribute to their well-being and daily support.
- Employee awareness: We are committed to raising awareness among our employees about sustainable practices, including waste sorting, energy and water conservation, and respect for biodiversity.

3. WE CARE FOR OUR COMMUNITIES

- Promoting cultural heritage: We are committed to promoting Polynesian culture by integrating cultural elements into our services and supporting local initiatives, notably through the Parau 'Ohie application, a Tahitian language learning tool for both employees and guests.
- Supporting local communities: We are committed to supporting local communities through development initiatives, a responsible purchasing policy, and partnerships with NGOs. We are also founding members of the Natura Porinetia Fund (FAPE), which finances sustainable development projects.

Our sustainable development policy reflects our long-term commitment to environmental protection, employee well-being, and the preservation of Polynesian culture and communities. We firmly believe that sustainability is an ongoing journey, and we are determined to play a leading role in building a sustainable future for our Fenua.

Our achievements, documented in biennial CSR reports, are available to all on our [website](#).

Yann and Richard BAILEY, General Manager and
President of Pacific Beachcomber