



CORPORATE DEVELOPMENT AND TRAINING POLICY

REGNUM HOTELS places all stakeholders at the center of our quality service approach with our fundamental value, "Value to People." Aligned with our vision to provide the highest level of service to our guests and ensure our employees feel safe, peaceful, and happy, we embrace continuous improvement and education as our fundamental principles. In line with our sustainability policies, this policy aims to maximize the potential of our employees and business partners and aspire to be a leading establishment in the industry.

Our Principles of Continuous Improvement and Training:

- **Industry-Relevant Training Programs:** We regularly organize training programs in line with industry trends and guest expectations to continuously enhance the skills of our workforce. This is an ongoing effort to ensure our employees have up-to-date knowledge and skills.
- **Individual Career Planning and Development Opportunities:** We offer individual career planning programs to support each employee in reaching their career goals. We assess promotion potential, provide special training opportunities to develop skills, and reward achievements through our internal promotion system.
- **Diversity and Inclusion Training:** Encouraging the integrity of employees from different cultures and backgrounds and leveraging diverse perspectives, we organize training programs based on our Equality, Diversity, and Inclusion Policy, making our work environment inclusive and fair.
- **Technology and Innovation:** Keeping a close eye on technological advancements in the industry, we provide necessary training to adapt our staff to these innovations. Our integrated training programs with technology and innovation make our processes more efficient and enhance guest satisfaction.
- **Compliance with International Standards:** In line with our sustainability vision, we offer our employees world-class training opportunities by following international standards. This ensures that REGNUM HOTELS staff will have a competitive advantage on the international stage.

This policy reflects REGNUM HOTELS' commitments to corporate development and education. Our principles of continuous improvement and education are foundational to our organizational culture.