



## EQUALITY, DIVERSITY AND INCLUSION POLICY

REGNUM HOTELS Equality, Diversity, and Inclusion Policy is binding for all REGNUM HOTELS establishments, and each of our units commits to behaving in accordance with this policy at every step. All REGNUM HOTELS employees are responsible for contributing to the creation of a culture that supports and implements this policy and for avoiding behaviors that are contrary to this policy.

### Our Commitments to Equality, Diversity, and Inclusion

**Equality for Everyone:** We commit to creating a culture where everyone, regardless of race, color, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected factors, can contribute.

**Fair and Equal Opportunities:** We provide fair and equal opportunities to all employees, candidates, business partners, and collaborators in our operations and value chain. We act in accordance with human rights and are aware of our responsibility to create a positive impact on society.

**Cultural Diversity and Inclusion:** Embracing diversity, we consider Equality, Diversity, and Inclusion policy as a strategic priority. We ensure that all our employees are in an environment where they can express their unique selves and feel safe.

**Customer and Stakeholder Inclusivity:** By providing inclusive services to all customers and stakeholders, we respect their unique personalities and needs.

**Valuing Diverse Perspectives:** We enhance decision-making processes and encourage diverse views, insights, perspectives, and ideas.

**Leadership and Role Models:** We use our leaders as role models to set the tone for the Equality, Diversity, and Inclusion policy in our corporate culture and communicate it to all employees.

**Representation of Diversity:** We support the development of role models that reflect diversity in all management levels, functions, and positions, contributing to questioning the concept of the 'glass ceiling' in society.

**Women's Support and Development:** As part of the "Value to People" focus area of REGNUM HOTELS Values, we aim to ensure the best representation of women's talents and experiences in the company. We include strategies for talent attraction, recruitment, management, talent development, compensation, and benefits in support of the Equality, Diversity, and Inclusion policy.

This policy reflects REGNUM HOTELS' commitments to Equality, Diversity, and Inclusion, encouraging all our employees to embrace and implement these commitments.