



PACIFIC
BEACHCOMBER
FRENCH POLYNESIA

Pacific Beachcomber Group Corporate Social Responsibility Report

2024

When you truly love a place, you preserve it.

SUMMARY

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FOREWORD

Following the reports published since 2019, the Pacific Beachcomber Group is pleased to present its third CSR report offering a detailed perspective on its social and environmental responsibility initiatives. Based on data for 2022 and 2023, the report covers all hotel activities, represented by seven separate establishments: The Brando, InterContinental® Tahiti Resort & Spa, InterContinental® Le Moana Resort, InterContinental® Bora Bora Resort & Thalasso Spa, Maitai Polynesia Bora Bora, Maitai Lapita Village Huahine, and Maitai Rangiroa. This year, we are delighted to integrate the group's service companies, which act as essential satellites to The Brando hotel: Énergie de Tetiaroa (Tetiaroa Energy, EDT), Air Tetiaroa (AT), and Transport Maritime de Tetiaroa (Tetiaroa Maritime Transport, TMT). We are now including these entities, linked to our hotel operations, in our CSR policy for their participation in developing our greenhouse gas balance sheet and the implementation of an action plan to reduce our emissions.

Our WE CARE strategy focuses on three areas:

WE CARE FOR ENVIRONMENT

We take action to preserve our environment through the intelligent and rational management of our resources and the reduction of waste generated in our properties;

WE CARE FOR NATURE & CULTURE

We promote and preserve the biodiversity of our *fenua* and enhance our cultural heritage by sharing our Polynesian traditions;

WE CARE FOR PEOPLE

We support the development and well-being of our teams and local communities, while respecting the values of benevolence and inclusion.

The WE CARE strategy is constantly evolving, as we strive to approach ISO 26000 certification and meet international standards for social and societal responsibility. In March 2024, we updated our five-year strategy with ever more ambitious objectives, and redefined the main focuses of our three pillars.

While the submission of an annual report is mandatory in mainland France, it is not required in French Polynesia. However, conscious of our role as a key player in the sustainable development of Polynesia, we have been actively committed for several years to adopting environmentally friendly practices and are raising awareness among our employees and stakeholders to do the same in their daily professional tasks. This approach is part of our commitment to transparency and to encouraging positive change among our stakeholders.

This document is available in English and French on the <http://www.pacificbeachcomber.com/we-care>. The publication is now issued every two years, with the next one scheduled for 2026.

Send us your comments to:
CSR Department
info@pacificbeachcomber.com



CONTRIBUTION TO THE SDGs

The Pacific Beachcomber Group contributes to the United Nations' 17 Sustainable Development Goals (SDGs) as part of the 2030 Agenda. This would not be possible without the deep involvement of our governance team and employees.

1 NO POVERTY



DONATION TO THE ASSOCIATION "CADDY DU CŒUR"

2 ZERO HUNGER



TA'A PU (VEGETABLE GARDEN)

3 GOOD HEALTH AND WELL-BEING



BEACHCOMBER RUNNING CLUB

4 QUALITY EDUCATION



MASTER TRAINEE AND APPRENTICE IN THE KITCHEN OF THE TIARE

5 GENDER EQUALITY



EQUAL EMPLOYMENT OPPORTUNITY

6 CLEAN WATER AND SANITATION



REVERSE OSMOSIS

7 AFFORDABLE AND CLEAN ENERGY



SOLAR PANELS

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SWAC (SEA WATER AIR CONDITIONNING)

10 REDUCED INEQUALITIES



FIGHT AGAINST MENSTRUAL INSECURITY

11 SUSTAINABLE CITIES AND COMMUNITIES



LOCAL ARCHITECTURE IN OUR HOTELS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



VANILLA PLANTATION IN OUR HOTELS

13 CLIMATE ACTION



OUR EMPLOYEES RIDING THEIR BIKES

14 LIFE BELOW WATER



CORAL CUTTING WORKSHOP

15 EARTH LIFE



PERMACULTURE WORKSHOP

16 PEACE, JUSTICE AND INSTITUTIONS



SOCIAL ASSISTANCE SERVICE (CASIE)

17 PARTNERSHIPS TO ACHIEVE OUR GOALS



MOSQUITO POPULATION CONTROL - TETIARGA SOCIETY & ILM

**SUSTAINABLE
DEVELOPMENT
GOALS**

EDITORIAL

"Pacific Beachcomber was an early believer that sustainable tourism is the future of our industry and that leisure travel will not only be driven by the quality of experience it can provide, but also the opportunity for positive impact and to make meaningful connections with those places we visit. This belief has been at the heart of our business model and has been infused throughout our resort operations. We have a strong track record of embracing our corporate social responsibility, engaging with local non-profit organizations and the community, and implementing measures to ensure a more rewarding and attractive environment for our colleagues, as expressed through our multi-pillar "WE CARE" approach to sustainability: WE CARE for the environment, WE CARE for nature and culture, and WE CARE for people.

Today, as we share our 3rd biennial sustainability and ESG report, "WE CARE" continues to be the core of our sustainability strategy, however, any strategy must be adapted and adjusted over time and through experience to better fit its changing environment, and CSR is no different. Through collective effort "WE CARE" has been reevaluated, streamlined, and refined to better align our vision amongst the teams on the ground to focus on the areas and topics that resonate with them the most, and, hopefully, achieve even better results through wider adoption, and clearer and more effective implementation.

Assessing our strategy's effectiveness implies measuring and tracking to quantify results over time, and this is another critical area that Pacific Beachcomber continues to further advance. We have launched a 3rd party accreditation process with AFNOR, the French standards organization, to independently review our CSR practices and policies, and then help us better measure, assess, evaluate, and ultimately pilot the same. We believe this is also

important for credibility and transparency.

On the topic of quantifying results, we have also completed our comprehensive carbon footprint study to establish a baseline and track our progress at identifying reduction opportunities, and to effectively measure our success as we continue to strive towards carbon neutrality.

It is my belief that these measures in aggregate will help us not only preserve the natural landscape and ecosystems on which our tourism business proposition relies, but also make us better actors in our community, and ultimately a better performing company, one that leads by example for the benefit of our guests, our colleagues, and our partners."

Yann Bailey Chief Executive Officer

"Convinced that upscale tourism and environmental and cultural protection are not mutually exclusive, Pacific Beachcomber continues to position itself firmly as a world leader in sustainable tourism.

Aware of our impact on our environment and our communities, we do everything in our power to offer our customers a unique travel experience that benefits both local communities and tourists, while respecting nature and local culture.

Proud of our natural and cultural heritage, we are committed to preserving it for future generations."

Richard Bailey Chairman

PBSC GROUP COMPANIES HOTELS

HOSPITALITY SECTOR

As a leader in the Polynesian hotel industry, we offer authentic and unforgettable stays. We are committed to fully satisfying our customers while preserving the natural and cultural treasures of our fenua.

3 BRANDS



7 Hotels

567 Rooms

23% of hotel capacity in French Polynesia

83% Customer satisfaction*

1096 Employees**

100% of our hotels have reduced mobility access***

*IntercontinentalFrenchPolynesia® property from 'Guest Love survey

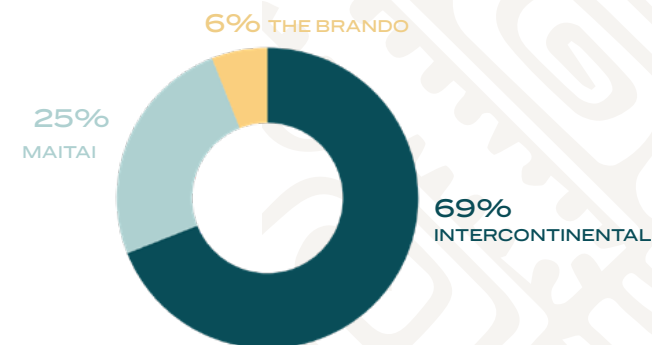
** Average annual headcount in FTE = full-time equivalent

*** Examples: rooms and bungalows, rollout walkway for beach wheelchair access, elevator for wheelchairs

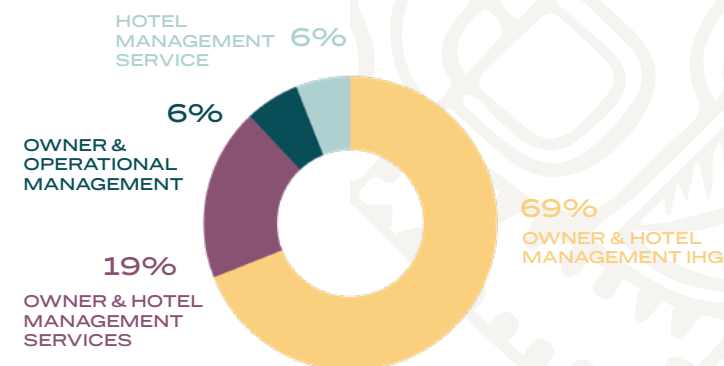


PACIFIC BEACHCOMBER
FRENCH POLYNESIA

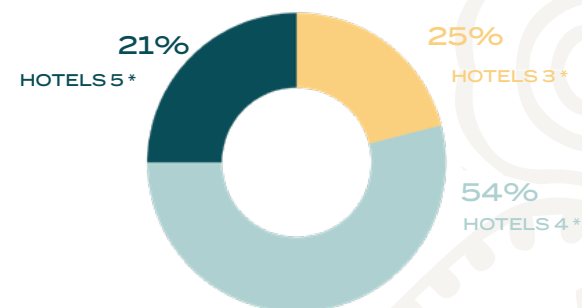
NUMBER OF ROOMS BY BRAND



HOTELS BY MANAGEMENT TYPE



NUMBER OF ROOMS BY HOTEL CLASS



PBSC GROUP COMPANIES

SERVICE PROVISION

SERVICE PROVISION SECTOR

The Pacific Beachcomber Group's service companies, created in parallel with the construction of The Brando, act as satellites for the hotel, the only infrastructure on the atoll. They ensure the smooth running of operations and contribute to delivering an exceptional experience for our guests. They also carried out their GHG assessment this year.

Énergie de Tetiaroa was established on Tetiaroa Atoll in 2013 with the opening of The Brando hotel. It has 13 employees and is responsible for three main missions: Energy management: EDT produces and distributes electricity via a hybrid power plant (generators and solar energy), and monitors consumption and maintains the solar field.

Water management: EDT produces purified water (desalinated, rainwater, and lens) through its wastewater treatment plant. The company manages and maintains the SWAC (Sea Water Air Conditioning) system, regularly checks the installations, and ensures detection of any leaks.

Sorting station management (since 2019): EDT sorts 29 types of waste, composts waste, converts glass into sand, and collects and processes hotel and base camp waste, and prepares it for shipment.

CSR Coordinator: Alexandre Champarnaud

Transport Maritime de Tetiaroa has been transporting goods to the island of Tetiaroa since 2009. With the opening of The Brando hotel in July 2014, TMT began regular employee rotations between Tahiti and Tetiaroa to meet the hotel's needs.

Transport operations management: With 11 employees spread over 3 crews, including 7 in Tahiti, 3 in Tetiaroa, and 1 mobile, TMT has a fleet of 11 boats, including 8 assigned to Tetiaroa and 3 to Tahiti.

Support for SWAC inspections: every year, TMT mobilizes a barge equipped with an ROV (Remotely Operated Vehicle) to check the anchoring of the SWAC system.

CSR commitment: TMT works with the Tetiaroa Society to provide transportation for school classes on field trip/discovery days at Tetiaroa, and participates in marine fauna observations outside the lagoon with the Te mana o te moana association.

CSR Coordinator: Nicolas Leclerc

Air Tetiaroa has played a key role in the development of the Pacific Beachcomber Group's project on the private island of Tetiaroa, and for The Brando hotel, since 2013. Its main mission is to serve the island's demanding clientele, as well as its residents, by meeting all the requirements of reliability, safety, and compliance. Like the other players on the island, Air Tetiaroa is part of the visionary approach to sustainable development that led to the creation of The Brando development project. The airline has grown rapidly over the last ten years, from one to four aircrafts and from eight to thirty employees. It provides essential service to all airfields and airports in Polynesia, particularly benefiting the local populations in the various archipelagos, especially in the Tuamotu.

CSR contact: Laurent Darcy

air tetiaroa

EDT
ÉNERGIE DE TETIAROA

TMT



OUR POLYNESIAN ROOTS



NUMBER OF GUESTS

2021	2023
156 611	229 955

OCCUPANCY RATE

2021	2023
42 % (Covid)	72,6 %

AVERAGE LENGTH OF STAY (in days)

2021		2023
2,1	1	1,9
3,5	1	3,1
4	1	3,8
2,1	1	1,9
2,5	1	2,9
2,7	1	2,1
2,6	1	2,1
4,9	1	4,1



OUR HISTORY



1998

Richard Bailey acquires TBSA (owner of Tahiti Beachcomber & Moorea Beachcomber hotels).

2001

Rebrand of the 3 Group hotels under InterContinental® flag

2005

Acquisition of Maitai Polynesia Bora Bora

2007

The Group becomes Pacific Beachcomber SC

2010

Acquisition of Maitai Rangiroa and co-creation of the Tetiaroa Society association

2013

Opening of Matai Rangiroa

2020

Closing of InterContinental® Resort & Spa Moorea

1999

Acquisition Moana Beach in Bora Bora

2004

Richard Bailey and Cécile Gaspar co-found the Te mana o te moana association

2006

Opening of InterContinental® Bora Bora Resort & Thalasso Spa

2009

Acquisition of the M/S Paul Gauguin luxury cruise ship

2011

Opening of Maitai Lapita Village in Huahine, managed by HMS

2014

Opening of The Brando eco-resort

2021

Yann Bailey appointed Group CEO
Richard Bailey remains Chairman

GOVERNANCE



Chairman
Richard Bailey



Sustainability Advisor
Cécile Gaspar



Chief Executive Officer
Yann Bailey



Advisor to CEO
Philippe Brovelli

PACIFIC BEACHCOMBER

FRENCH POLYNESIA



General Secretary
Isabelle Honorez



Hotel Operations Officer
Guillaume Epinette



Chief Financial Officer
Florence Courbière



General Manager Air Tetiaroa
Laurent Darcy



Project Manager
Bruno Chevallereau

ETHICS

Pacific Beachcomber has published its **Code of Ethics**, which defines the values and principles to which all its entities adhere, and which must guide each employee in the day-to-day practice of their profession.

Integrity, ethics, social responsibility, loyalty, respect for the individual, transparency, the fight against corruption and unfair competition are fundamental values in the way the Group conducts its business.

The charter applies to all Group employees (managers, directors, executives, and permanent and contract employees), and all external stakeholders (customers, suppliers, subcontractors, etc.).



Fair competition

Equity policy

Fighting corruption

Strict regulation of communication with third parties

Compliance with laws and regulations

Prohibition of conflicts of interest

Data confidentiality

Fighting discrimination and harassment

Environmental protection

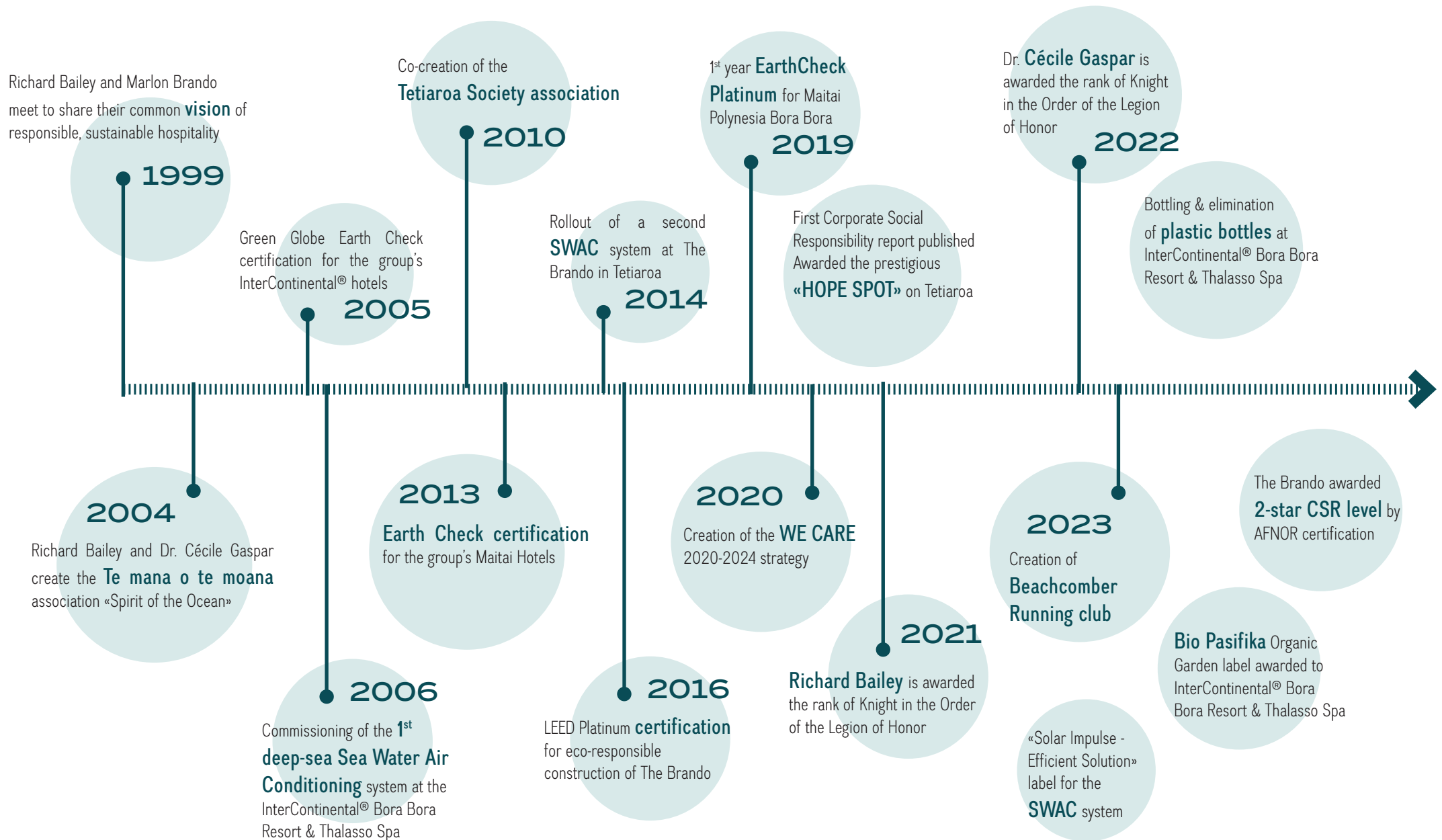
Decent and fair working conditions

Computer systems security policy

Transparent accounting

Respect for stakeholders

OUR PATH TO SUSTAINABLE DEVELOPMENT



WE CARE STRATEGY

OUR LOGO

Our WE CARE logo is in the shape of a heart, made up of a coral and an 'Ape leaf, highly symbolic in French Polynesia. It reflects our Group's commitment to nature and the ocean, illustrated by the many actions initiated by our hotels.

The choice of the heart shape symbolizes the importance of Polynesian cultural heritage, as well as the values of hospitality and cultural transmission so dear to our people.

PRESENTATION OF THE 3 GUIDELINES AND SUB-GUIDELINES

Our primary mission is to offer our customers unforgettable, enriching travel experiences that exceed their expectations. With sustainable development in mind, we also want to ensure that the future of the islands where our hotels are located is as rich and diverse as their past. This is why we need to take care of our natural heritage, to preserve it, restore it, and pass it on to future generations.

Because of our geographical location, the Group faces many challenges on a daily basis, in terms of tackling climate change, protecting nature, respecting Polynesian culture, hospitality, and traditions, and supporting local communities. It is for all these reasons that our CSR strategy, called WE CARE, was created, with three fundamental pillars:

«Our ambition is to touch people's hearts during their stay in French Polynesia, to involve them in our conservation actions and, in this way, to become a catalyst for change for them»

Dr. Cécile Gaspar Sustainability Advisor

OUR VALUES

Integrity
Responsibility
Excellence
Sustainability
Authenticity
Originality



CCfees

Community & Conservations fees have been set up to provide financial support for CSR projects in line with the objectives of our WeCare strategy. They are calculated as a percentage of each guest's bill at a rate of 1.5% for

InterContinental® hotels, 1% for Maitai hotels, and 2% for The Brando. These funds will contribute to the partial or full financing of these projects.

1
WE CARE FOR
ENVIRONMENT

2
WE CARE FOR NATURE
& CULTURE

3
WE CARE FOR PEOPLE

PRESENTING OUR GLOBAL CSR GROUP

The Group's CSR department works cross-functionally and collaborates with all other departments to implement the actions needed to bring the WE CARE strategy to fruition.

Each hotel has a CSR or QHSE manager, with the exception of the Maitai hotels where one person oversees all three establishments. Interns also join the team to strengthen the department while developing their knowledge and expertise in CSR. In the case of service companies (TMT, AT, EDT), a CSR representative is appointed for each entity.

A regional coordinator liaises between the various entities and drives Group-wide projects.

The PBSC Group's Regional Manager, Corporate Secretary, and Sustainable Development Advisor have decision-making roles within the CSR team.

The team has set up monthly meetings at which each hotel reviews the progress of its past and future projects.

In addition, quarterly meetings called «Operational Committees» involve the General Management of each hotel, as well as the entire CSR team.

In addition to its strategic role, the CSR department plays an essential operational role in education and awareness, informing and training employees on the challenges and best practices of corporate social responsibility.



CLARA JOFFRE
Regional CSR Manager

« The CSR team is at the heart of our strategy and success, and it is thanks to them that we are able to improve the social and environmental performance of the Pacific Beachcomber Group.

My role as Regional Coordinator is twofold: on the one hand, I support the CSR team in developing inter-entity synergies, and on the other hand, I also work on Group projects and collaborate with each company to complete them.

Each entity has its own identity, and each CSR Manager has their own talents. It is up to us to bring them to the forefront, so that together we can achieve the objectives of our WE CARE strategy. »

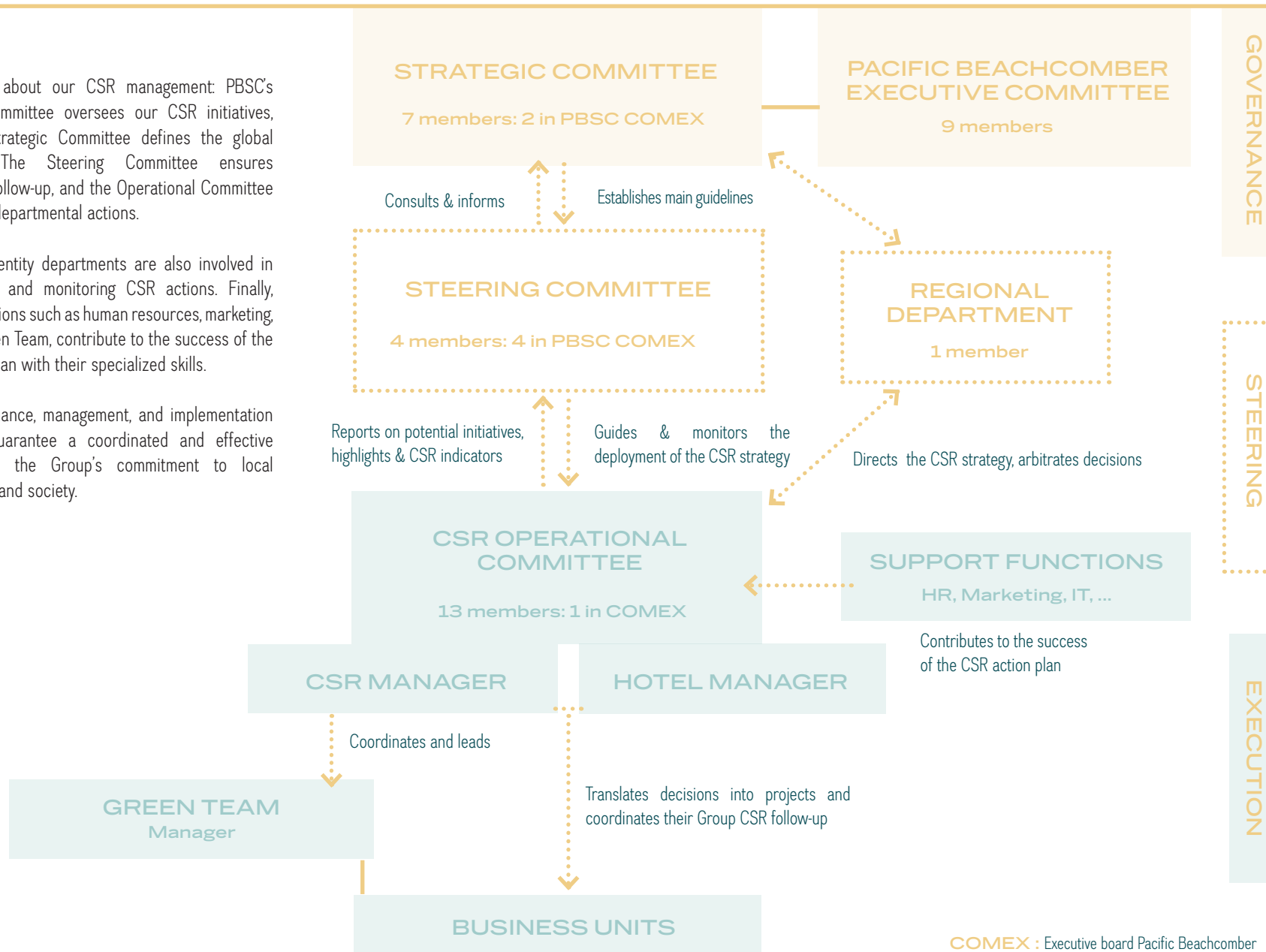


ORGANIZATIONAL CHART

Learn more about our CSR management: PBSC's Executive Committee oversees our CSR initiatives, while the Strategic Committee defines the global objectives. The Steering Committee ensures operational follow-up, and the Operational Committee coordinates departmental actions.

The various entity departments are also involved in implementing and monitoring CSR actions. Finally, support functions such as human resources, marketing, IT, and a Green Team, contribute to the success of the CSR action plan with their specialized skills.

These governance, management, and implementation structures guarantee a coordinated and effective approach to the Group's commitment to local communities and society.



HIGHLIGHTS 2022-23

GOVERNANCE

INTERCONTINENTAL® TAHITI RESORT & SPA - THIERRY BROVELLI

2005: General Manager, InterContinental® Moorea Resort and Spa

Since 2015: General Manager, InterContinental® Tahiti Resort and Spa

«It is a great honor to be entrusted with the helm of a flagship hotel like the InterContinental® Tahiti, and to maneuver it with such a crew.

It is a noble task to work for the good of one's environment and community.»



INTERCONTINENTAL® LE MOANA RESORT LAURENCE LEVY

Since 2011: General Manager, InterContinental® Le Moana Resort

«CSR encourages us to improve both environmentally, economically, and socially, and I am proud of our Group's approach and responsible commitment.»



INTERCONTINENTAL® BORA BORA RESORT & THALASSO SPA - STÉPHANE RIGAUD

Since 2023: General Manager, InterContinental® Bora Bora Resort & Thalasso Spa

«We strive to develop a vision of travel that protects natural and cultural heritage for future generations, through education and conservation. Joining the PBSC Group made me realize that a company's success is measured not only by its profits, but also by its ability to make a positive difference in the world.»



THE BRANDO - VALÉRIE GACHON

2021: General Manager, InterContinental® Bora Bora Resort & Thalasso Spa

Since 2023: General Manager, The Brando

«At The Brando, CSR is not just an initiative, it's our identity. Every action reflects our commitment to the environment and to humans. At the heart of our strategy, social well-being guides every decision we make. Together, we are building a sustainable future for Tetiaroa.»



MAITAI GLOBAL - CHRISTOPHE GOMET

2010 : Director of operations for the cruise ship Paul Gauguin

Since 2012: Regional Operations Manager, Maitai Hotels

«As part of our CSR policy, we have a major focus on purchasing locally to limit our environmental footprint, while supporting the local economy and Polynesian producers.»



MAITAI POLYNESIA BORA BORA : MICHAEL DELMAS

2013 -2016 : F&B Director, InterContinental® Tahiti Resort & Spa

Since 2016: General Manager, Maitai Polynesia

«Thanks to our CSR strategy, we implement all possible actions to preserve our environment, promote our cultural heritage, and work for the well-being of our teams»



MAITAI RANGIROA : TITAINA HAUMANI

Since 2017 : General Manager, Maitai Rangiroa

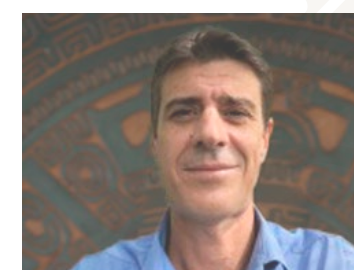
«Rangiroa is a magical island, renowned for its biodiversity. As a hotel, we are committed to contributing to the preservation of our island to ensure the preservation of today's invaluable cultural heritage to our children.»



MAITAI LAPITA VILLAGE HUAHINE LAURENT CAMPI

Since 2023 : General Manager, Maitai Huahine

«We act daily to encourage the well-being of our teams and develop supportive links with the local community, while supporting the local economy and preserving our environment.»



HIGHLIGHTS 2022-23

ENVIRONMENT

WASTE

690 metric tons of waste generated in 2021 VS
1,114 metric tons of waste generated in 2023
12.23% reduction in waste generated per guest per night *
From **5 to 29** recycling sorting channels at each hotel
480 metric tons of waste diverted from landfills by 2023
3 hotels compost their waste
3 hotels have permanently eliminated plastic bottles from the customer experience
13 ozonated water machines in all our hotels
271 metric tons of cardboards recycled
107 metric tons of glass recycled
200,000 plastic bottles avoided thanks to our zero plastic initiatives

ENERGY

10 178 t CO₂e 2021 VS **11 577** t CO₂e 2023
2 SWACs (Sea Water Air Conditioning) in operation
1600 metric tons of co2 emissions avoided each year through the swac system
660,000 L of fuel consumption avoided each year through the SWAC system
5687 solar panels installed across all of our hotels
3 energy audits implemented
5 people trained in GhG (greenhouse gas) assessment
27% of energy for Maitai Lapita Village Huahine sourced from a solar farm
70% of electricity at The Brando is renewable

WATER

264 528 m³ water consumed in 2021 VS
348 577 m³ water consumed in 2023
28% reduction of water consumption per customer per day between 2021 and 2023 *
55% of water consumed at The Brando is reclaimed rainwater
1403 m³ of drinking water replaced by recycled water at the InterContinental® Le Moana Resort
4 osmosis units installed in our hotels

*During the same period, occupancy increased from 42% in 2021 to 72% in 2023

HIGHLIGHTS 2022-23

NATURE & CULTURE



NATURE

24 partners or sponsored nature protection associations

7 coral monitoring and restoration programs conducted by Criobe, Reefcheck, and Espace Bleu

92 beehives

1,2 metric tons of honey harvested

2 vanilla plantations

5 vegetable gardens

274 coral cuttings conducted

25 clean ups organized in 2023 with a total of 1.8 metric tons of waste collected

46M+ CFP of funds from The Brando returned to Tetiaroa Society in 2023

7,5M+ CFP of funds from The Brando returned to Te mana o te moana in 2023

CULTURE

3 Reo Mao'hi language learning applications financed at 50% for schools in partnership with E-Reo and Speak Tahiti: Tata'u (calculator), Pere'Ohea (game), Maramarama (dictionary)

1900 traditional shows and events performed

1 Mini Heiva organized each year at the Intercontinental® Tahiti Resort & Spa

3 va'a clubs in our hotels

1 Reo Mao'hi language learning application in development for our customers and teams (called Parau 'ōhie)

HIGHLIGHTS 2022-23

EMPLOYEES

52% female & **48%** male
86% of employees on permanent contract as of 12/31/2023

4 billion CFP in payroll

38 years average age of staff on an open-ended or fixed-term contract as of 12/31/2023 (on an individual basis)

67% brand engagement rate*

70% of our employees feel fulfilled at work *

81% of our employees feel that their company acts in a socially and environmentally responsible manner*

1023 nights at reduced rates for our employees in our hotels in 2023

1 "BeachComber Running" team created

1 Inter-Company Social Action Committee (CASIE)

*Colleague Heartbeat survey results, Perimeter InterContinental® French Polynesia

COMMUNITIES

306 volunteers

420 hours volunteered

85kg of clothing collected

13 770 bars of soap collected and recycled (IHG properties)

52 donation drives for various organizations

1 partnership for all our companies with the Club des Entreprises de la ligue contre le Cancer (League Against Cancer Business Club)

12 preventative health initiatives

LOCAL DEVELOPMENT

25% of the final budget of companies participating in our requests for proposals (RFPs) is devoted to CSR

140 local suppliers used for our food purchases in 2023

99% of the fish in our restaurants is caught in Polynesia

90% of our fish suppliers are MSC (Marine Stewardship Council) certified

12 local suppliers used for our beverage purchases

PEOPLE

AWARDS, PRIZES, AND CERTIFICATIONS



2022 and 2023 Awards

Over the past two years, the Pacific Beachcomber Group has once again been singled out by entities recognized worldwide for their expertise in CSR.

FENUA MA is an Open Syndicate of local authorities whose mission is to manage, collect, process, and recycle waste in French Polynesia. Every year, it organizes the Golden Turtles ceremony, which rewards the waste-sorting efforts of different companies and entities for recycling purposes.

EARTHCHECK certification is a global standard for tourism sustainability. It evaluates and certifies the environmental, social and economic practices of tourism companies and destinations.

The **PAVILLON BLEU** is an international environmental label awarded to beaches and marinas

that meet strict criteria in terms of water quality, environmental management, public awareness, and safety.

The **BIO PASIFIKA** label is a certification awarded to agricultural and food products that meet strict organic production standards in the Pacific region.

JOURNEY TO TOMORROW AWARD is an IHG award that celebrates innovative hotel initiatives that help shape the future of responsible travel by integrating practices that respect the environment, local cultures, and communities.

AFNOR certification is an international recognition issued by the French Standards Association (AFNOR) to companies and organizations that meet quality, safety or sustainability standards.



Tortue de Bronze - FENUA MA 2022

Tortue d'Argent - FENUA MA 2023

Journey To Tomorrow Award Gold 2023



Label Pavillon bleu 2022 & 2023



Label Bio Pasifika



Journey To Tomorrow Award - Gold 2023



Label Pavillon bleu 2022 & 2023



Journey To Tomorrow Award - Gold 2023



THE BRANDO



Tortue d'Or - FENUA MA 2022 et 2023



AFNOR RSE ENGAGE confirmed 2023



Tortue d'Argent - FENUA MA 2022



Earth Check Platinum 2022 & 2023



Label Pavillon bleu 2022 & 2023

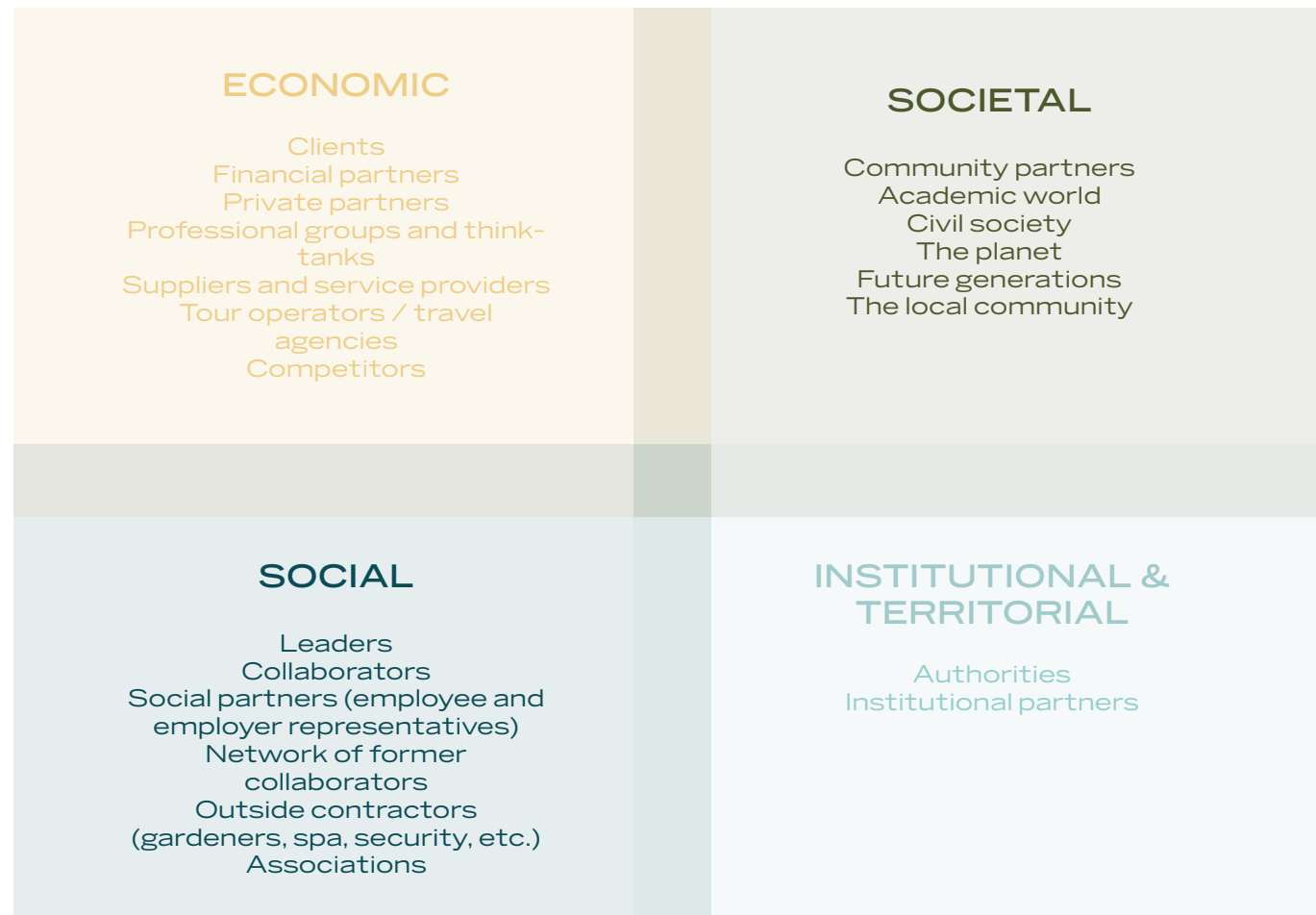


Earth Check Gold 2022 & 2023



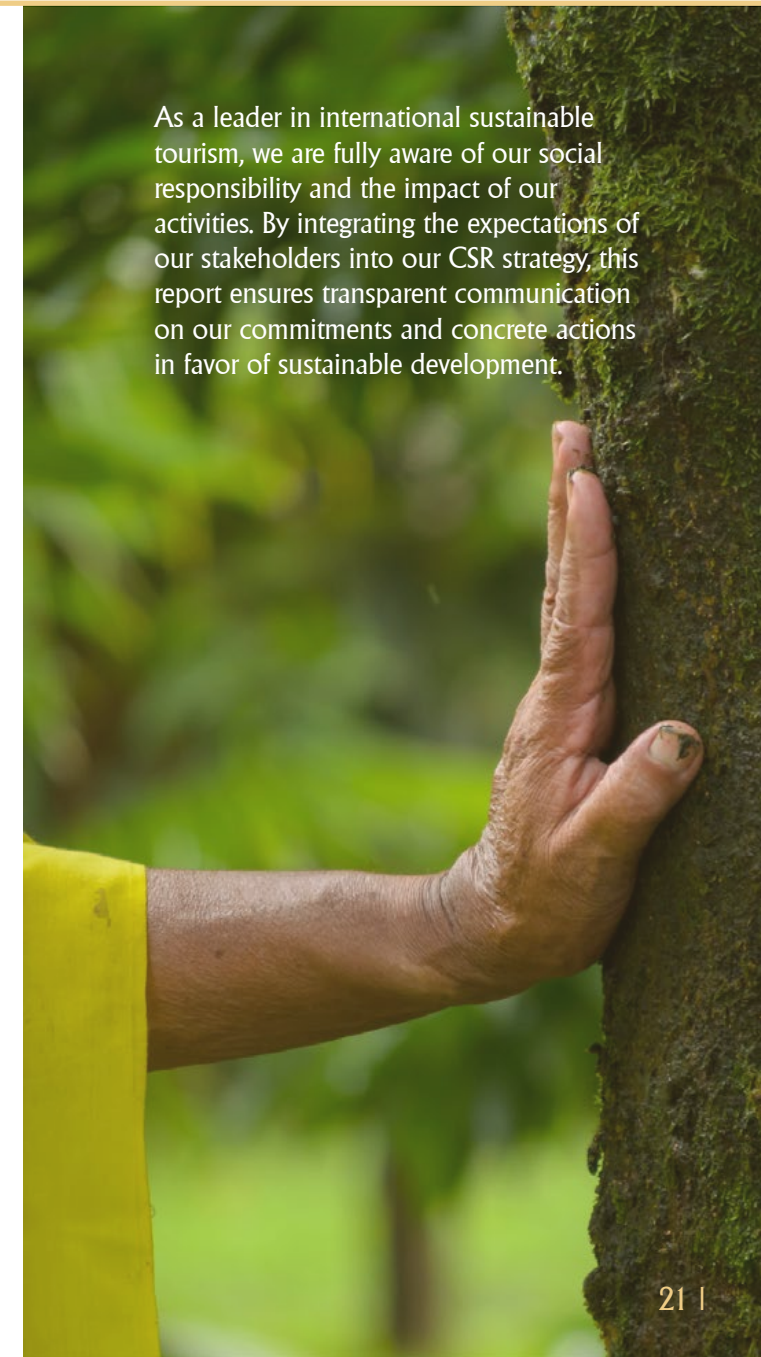
Earth Check Gold 2022 & 2023

OUR STAKEHOLDERS



WHAT IS A STAKEHOLDER?

In ISO 26000, a stakeholder is defined as a person or group with an interest in an organization's decisions or activities. Internal or external to the organization, their involvement is crucial to the effective implementation of a CSR strategy.



As a leader in international sustainable tourism, we are fully aware of our social responsibility and the impact of our activities. By integrating the expectations of our stakeholders into our CSR strategy, this report ensures transparent communication on our commitments and concrete actions in favor of sustainable development.

WE CARE FOR ENVIRONMENT

True to our philosophy, and our mission to protect the fragile island ecosystems in which our facilities are located, we place a particular level of focus on sustainable practices, while striving to continually improve our operations.



CLIMATE CHANGE MITIGATION & ADAPTATION

The Pacific Beachcomber Group continues its efforts to control and reduce carbon emissions across its entire scope of activity, with the ambition of involving all its employees in its energy transformation projects. This year, we are delighted to integrate the rest of the Group's companies into this effort: Tetiaroa Energy/Air Tetiaroa/Tetiaroa Maritime Transport; these entities have recently signed on to the CSR process by conducting an evaluation of their respective greenhouse gas footprints.

TARGETS BY 2025:

- › Measuring, managing and reducing our carbon emissions
- › Improving the energy efficiency of buildings
- › Maximizing the share of renewable energy sources in our activities
- › Optimizing water and resource management in our operations
- › Creating the 1st carbon offset program in French Polynesia

N/7 The following pages show the number of our hotels which have implemented the respective initiative, marked by a number out of seven.

RENEWABLE ENERGY

In addition to our efforts to reduce energy consumption across all our activities, we are committed to increasing the use of renewable energies to minimize our ecological footprint. Our operational teams are vigilant in seeking opportunities to increase our use of renewable energies, depending on available capacity.

- 5,687 solar panels are installed across our hotels. For The Brando, they generate 70% of the electricity required for the hotel's operations. **3/7**
- An HVAC shutoff system has been installed on sliding and entry doors to switch off air conditioning when open. **4/7**
- Rooms are air-conditioned to 23°C on arrival, and guests are encouraged to not set the temperature below this level. **3/7**

WATER

- Four reverse osmosis units are used to desalinate ocean water, making it drinkable after a remineralization process. This water is then used for showers and tap water. **3/7**
- Rainwater is collected in two underground tanks, then used to supply toilets, swimming pools, and laundry facilities. **2/7**
- Recycled water from the wastewater treatment plant (WWTP) is treated and then used to water the ornamental gardens. **4/7**
- Water flow reducers/regulators have been installed on taps and in showers in over 70% of rooms in all hotels, helping to reduce water consumption.

AWARENESS

- Setting up 'Green Teams', with one representative per department, to meet every two months to discuss CSR issues, attend training courses and workshops, and contribute to new environmental and social initiatives.

4/7

- Our employees regularly benefit from a wide range of training courses, such as creating a climate mural, learning to compost, or the «Water, waste, energy: I've got it all figured out!» course at all our sites.

ENERGY AUDIT

An energy audit was carried out in 4 hotels and an action plan was drawn up, including the installation of solar panels.

OUR RESULTS

Carbon footprint

(without transport) including international transport)

17,540 metric tons of CO₂e (2021) VS

25,692 metric tons of CO₂e (2023)

1,600 metric tons of CO₂ emissions avoided through the SWAC system per year

Renewable energy

5,687 solar panels installed

70% of the electricity used at The Brando comes from renewable sources

Water Management

28% reduction in water consumption per customer compared with 2021.

55% (25,687 m³) of The Brando's water consumption comes from rainwater recovery.

CLIMATE CHANGE MITIGATION & ADAPTATION

GHG BALANCE

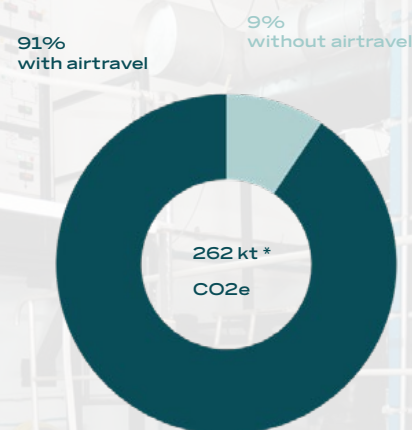
The PBSC Group's greenhouse gas (GHG) emissions assessment has become a crucial initiative. Under the French Environment Code, companies with over 500 employees are required to complete an audit every 4 years in mainland France. We have decided to conduct an audit annually. Despite the absence of this obligation in French Polynesia, we have taken the initiative to conduct an assessment for the 2019 to 2023 years (full report on our GHG footprint expected in 2024).

This approach stems from the need to identify our main sources of emissions and implement a strategy to reduce our carbon footprint, in line with the climate objectives of the Paris Agreement. An action plan will be drawn up for each entity in compliance with the guidelines of the French Polynesia 2030 Climate Plan.

We have carried out a global analysis, including emissions caused by air transport, and then chosen to exclude them in certain graphs to better identify the direct levers we have at our disposal to reduce our emissions. Our analysis covered seven key categories: purchasing, waste production, water consumption, fugitive emissions (including refrigerants), energy consumption, transportation, and fixed assets. We have chosen 2023 as the reference year, when Polynesia's tourist numbers returned to normal following the COVID pandemic.

TOTAL GREENHOUSE GAS EMISSIONS

(with & without the contribution of air travel in 2023)

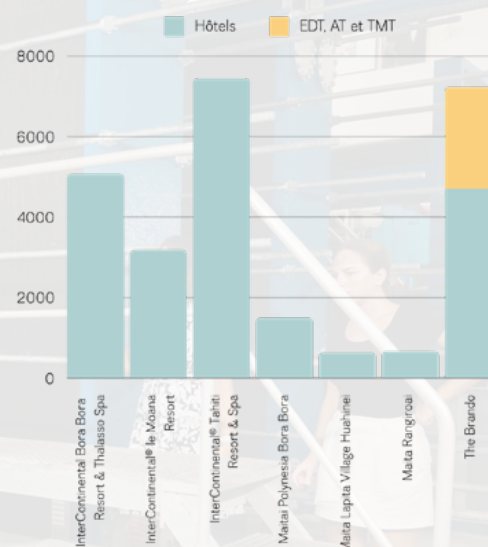


We have also carried out a global GHG assessment that includes our customers' air transport: Total emissions are calculated at 262 kilotons of CO2e, with air transport contributing 237 kilotons of CO2e, and the remainder of the Group's emissions totaling 25k CO2e.

This allows us to understand the significant share of the impact of transport for travelers coming to Polynesia, over which we have no influence, and to take action on the emissions over which we do have control.

BREAKDOWN OF GREENHOUSE GAS EMISSIONS

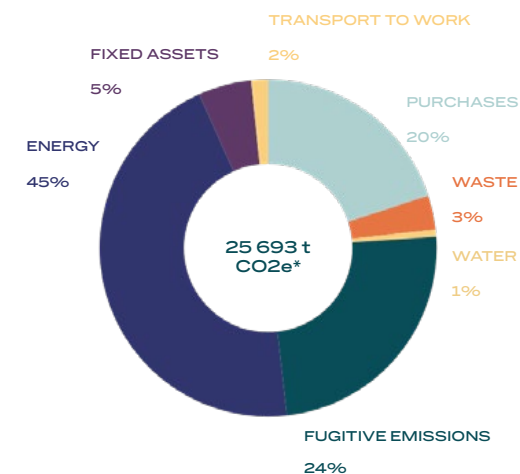
(excl. air transport in 2023 in tonnes of CO2e)



For The Brando, this chart also includes EDT, TMT, and AT. The InterContinental® Tahiti produces the highest emissions in the Group, which can be explained by the property's size (246 rooms) and age (50 years in 2024).

BREAKDOWN OF GREENHOUSE GAS EMISSIONS BY CATEGORY

(at PBSC level, excl. air transport in 2023)



Fugitive emissions are linked to cooling systems (especially air-conditioning), where small quantities yield very significant impacts. Concerning purchasing, food supplies have a particularly significant impact, especially import of products which are not available locally).

kt CO2e* = Kilotons of CO2 equivalent emitted

t CO2e* = Metric tons of CO2 emitted

Total greenhouse gas emissions for the entire Group (with and without the contribution of air travel in 2023)

WASTE REDUCTION

Waste management in hotels is a particular challenge in French Polynesia, due to the scattered and remote nature of the islands. Faced with this reality, preserving the environment and biodiversity is of paramount priority for our leaders. To meet this challenge and reduce the amount of waste generated by our activities, several actions have been implemented. Essential monthly waste monitoring tools have been introduced to measure consumption and enact emission reduction plans. These efforts are supported by programs like, «IHG Global Green Engage», Greenview®, and EarthCheck®.

TARGETS BY 2025:

- › Remove «single-use» plastic from the customer experience
- › Reduce, recycle & recover our waste
- › Limit food waste
- › Raise awareness on & involve employees in waste sorting
- › Implement waste composting
- › Establish partnerships with committed associations

ELIMINATION OF «SINGLE-USE» PLASTICS

Our efforts to eliminate single-use plastics are progressing. In addition to previous measures:

- A bottling station at the InterContinental® Bora Bora Resort & Thalasso Spa
- Reusable water bottles offered to guests on arrival and water fountains made available in common areas for guests and staff. **5/7**
- Customer amenities sourced with natural materials

(such as wood), eliminating the use of plastic. Some are supplied on request only. **4/7**

- Substitution of specific chemical cleaning products with ozonated and electrolyzed water, made possible by the acquisition of 13 dedicated machines for use across the Group.
- Installation of soap and shampoo dispensers in the bathrooms, eliminating the need for single-use amenities.

REDUCE RECYCLE AND RECOVER OUR WASTE

- «Sandal Bins» installed to collect discarded sandals and upcycle into keychains (in partnership with Tahitian Move). **4/7**
- «Garage sales» organized to offer hotel equipment to staff at reduced rates. **3/7**
- Repair workshops built in our hotels (Repair Café, Atelier Tata'i, la Vai Ma Noa Bora Bora).
- Battery and ink cartridge receptacles installed for our employees, for recycling. **5/7**
- Food scraps donated to nearby hog farmers via the newly launched «ma'a pua'a» program. **4/7**
- Electrical and electronic waste collection for upcycling by FACE, SOREMAT and la Vai Ma Noa Bora Bora ; Equipment donated to local associations.

THE FIGHT AGAINST SINGLE-USE PLASTIC

- + **200,000** plastic bottles avoided thanks to our hotels' various initiatives (reusable water bottles, bottling stations, etc.)
- Perishable foodstuffs from the customer breakfast and buffet are distributed to employees at lunchtime, in compliance with strict sanitary rules.



WASTE REDUCTION

AWARENESS

- Organization of lagoon and island cleanup days. **6/7**
- Creation of zero-waste workshops on how to make products such as beeswax dish protectors, soaps, Christmas gifts, bread bags, make-up remover discs and even laundry detergent. **5/7**
- Several measures have been implemented to improve waste sorting in our hotels, such as posted instructions, awareness-campaigns, dedicated sorting premises, regular sorting checks by specialized teams, and sorting tables adapted to each establishment.
- Every year, we organize the European Sustainable Development Week (ESDW) and the European Week for Waste Reduction (EWWR) in all our hotels, offering our staff educational activities and initiatives to promote sustainable practices.

LIMIT FOOD WASTE

- Employees periodically informed on the importance of food waste reduction, which is monitored by weight measurement. **5/7**

WASTE COMPOSTING

- Installation of composters. **3/7**
- Transformation of our bio-waste into fertilizer via eco-digesters, used in our hotel vegetable gardens and by our employees.

«At the request of the CSR team, we installed a composter to support the Intercontinental Tahiti in the sustainable management of bio-waste from their gourmet restaurant Le Lotus. A group of trained composters regularly feed the compost bins, ensure that the facilities are properly maintained and help to raise awareness among other employees. The next step? Collect compost for use in the restaurant's faa'apu—a fine example of a direct farm-to-table! Following its success, the project has been replicated at the Intercontinental Le Moana Bora Bora and soon at other PBSC Group hotels.»

Jonathan Biarez Ninamu Solution Circular Economy

OUR RESULTS

1,114 metric tons of waste generated (vs. 690 metric tons in 2021) due to increased customer numbers

3.80 kg per guest night (compared to 4.33 kg in 2021)

12.24% waste reduction per guest night

From **5 to 29** sorting facilities in our hotels

480 metric tons of waste diverted from landfills
=

43% of our total waste

271 metric tons of cardboard recycled

107 metric tons of glass recycled

WE CARE FOR NATURE & CULTURE

The vibrant culture of French Polynesia, which has inspired generations of travelers, remains incredibly dynamic centuries on. We desire to participate in preserving this unique heritage, paying homage to the past while looking to the future. Amongst our establishments, we strive to respect and promote Polynesian culture, while offering our customers the chance to experience this culture authentically and responsibly. Protecting the natural beauty of French Polynesia and its incredible biodiversity is at the heart of our Group's mission for sustainable development.

2



PRESERVING BIODIVERSITY HOTELS

Our actions are not limited to protecting biodiversity, we also aim to restore and protect the unique and fragile natural areas of French Polynesia. Simultaneously, we make our staff and customers aware of the importance of these initiatives daily.

TARGETS BY 2025:

- › Limiting our impact on local biodiversity,
- › Helping to restore & protect natural areas and ecosystems
- › Informing, training and mobilizing our stakeholders on the challenges of local biodiversity protection
- › Preventing & actively fighting against the introduction & spread of invasive species
- › Sponsoring non-profit projects & developing awareness programs

IMPACT ON BIODIVERSITY

- **92 beehives** with honey harvesting up around two or three times a year. With the help of our beekeeper, the honey we harvest is sold in our boutiques, notably at The Brando, or used in our restaurants, thus supporting our sustainability and local production. **3/7**
- Some of our hotels have a faa'apu, a garden with herbs, fruits, and vegetables. The kitchen garden at the InterContinental® Bora Bora Resort & Thalasso Spa has held the BIO PASIFIKA label since July 2023, certifying environmentally-friendly organic farming practices in accordance with the Oceanic Standard for Organic Agriculture (NOAB). **5/7**
- Hotels with vanilla plantations offer vanilla blending workshops for guests and staff during the flowering season. The harvested vanilla is then used in our restaurants. **2/7**

RESTORATION AND PROTECTION

- Participation in the Biorock program, aimed at restoring and promoting coral growth via artificial supports using weak electrical impulses powered by solar panels. **3/7**
- Bora Bora hotels are members of the ReefCheck NGO, which monitors the world's aquatic populations. For the past 21 years, two annual campaigns have assessed 19 points, observing invertebrates (sea urchins, sea cucumbers, clams) and fish (surgeon butterflies, parrotfish). **3/7**
- Collaboration with specialized partners to carry out coral cuttings, involving our employees, customers, schools, and day-care centers in all our hotels.

STAKEHOLDER AWARENESS

- Organization of «Green Tours» to introduce our customers and employees to our eco-responsible facilities. By 2023, 331 tours had been completed. **2/7**
- Botanical trails, where customers can discover the flora of our hotels with explanatory panels. **3/7**
- Raising our customers' awareness of green turtle nesting at The Brando. When we spot a clutch or hatching, we notify interested customers so they can view them at nighttime. In addition, stickers depicting turtles are affixed to the light switches in each villa to remind guests to turn them off during these periods to prevent light pollution that could disturb the animals.
- Pamatai primary school visitation in our lagoon at the InterContinental® Tahiti Resort & Spa for educational activities on marine biodiversity, as part of their EMA (Educational Marine Area).



PRESERVING BIODIVERSITY HOTELS

INVASIVE SPECIES

- Pest control campaigns against rats, mosquitoes and yellow crazy ants launched at The Brando. In partnership with the Tetiaroa Society, we are working with global experts to eliminate these invasive species, in particular to protect birds and turtles. Our methods could be replicated on other islands in the region.
- In collaboration with SOP Manu in Tahiti, we are working to eliminate invasive species and preserve Polynesian birds. We are also involved in reforestation by offering volunteer opportunities to our staff on the shores of Tetiaroa with Te mana o te moana.
- Every year, a biosafety committee meets in Tetiaroa to evaluate the measures in place. In addition, all new arrivals are trained in biosafety strategy and protocols to preserve native ecosystems.

OUR RESULTS

25 partner associations and organizations

17 years of scientific monitoring of green turtle nesting sites on Tetiaroa Atoll, with more than 312,000 baby turtles born on the atoll's beaches

8 bird surveys carried out on Tetiaroa

7 coral restoration programs

92 Beehives

1.2 metric tons of honey in 2023

5 vegetable gardens

2 vanilla plantations

100% of employees trained in Biosafety at The Brando

331 green tours

100% of employees have signed the Sustainable Development Charter (IC + Brando)

274 coral cuttings
More than 1,726 hours spent studying or developing corals in our hotels

25 Cleanup operations

1.8 metric tons of waste collected during cleanup operations

PRESERVING BIODIVERSITY ASSOCIATIONS

In close collaboration with local and international environmental associations, we also work to preserve the natural wealth of our destination, ensuring a sustainable future for generations to come.

TARGETS BY 2025:

- › Prevent & actively fight against the introduction and spread of invasive species
- › Sponsor non-profit projects & develop awareness programs

«Committed to a pragmatic approach, we preserve today to guarantee tomorrow. Our heritage is based on a balanced approach, where science and Polynesian culture guide our actions towards a future where Nature and Humanity coexist in harmony, shaping a sustainable world for future generations.»

Vairupe Huioutu Pater, Director of Operations, Tetiaroa Society



TETIAROA SOCIETY

- Created **in 2015**
- Main mission is to conserve the natural and cultural heritage of the island of Tetiaroa
- **4 action programs:** research & conservation, education, training of tour guides and rangers
- An eco-station
- **14** international and local institutions
- Welcome in 2023 of:
 - **28 researchers**
 - **28 volunteers**
 - **24 student researchers**
- The main actions accomplished in 2023 consisted in creating **26 research** and conservation programs
 - Biodiversity conservation with the eradication of rats, yellow ants, and mosquitoes
 - The coral reef, the coastline, plants and the rainforest, crabs, birds, sharks, turtles, insects, archaeological research, coral bleaching, and groundwater chemistry were the main research subjects focused on in 2023.
- **216 people** reached, including:
 - **154 people** from the local community
 - **62 people** from the international community
- Creation of a 31-member cultural committee



TE MANA O TE MOANA

- Founded **in 2004**. It is active in three areas, namely sea turtle conservation, environmental protection, and education.
- **650+** sick or injured sea turtles were cared for
- **150,000+** children reached
- **340,000+** green turtle eggs laid on Tetiaroa
- **21+** metric tons of waste collected
- **950+** turtles were counted
- **6+** trails and coral gardens have been created
- **100+** active volunteers were actively involved in the initiatives
- **7.5M+** CFP of The Brando's profits were donated to the association
- In June **2023**, the association transferred its activities from Moorea to the InterContinental® Tahiti Resort & Spa, with adapted premises and a larger rehabilitation lagoon. A fare Pote (Fare Honu) has been built to accommodate schoolchildren in educational programs and deliver training courses for businesses and the public. The association hosts schoolchildren from Tahiti weekly.
- The Te mana o te moana program for monitoring green turtle egg-laying on Tetiaroa Atoll provides complete protection for egg-laying females (over 7,500 tracks identified, over 3,700 nests, over 400 female turtles, and contributes to the successful return of emerging baby turtles to the lagoon, with over 312,000 babies born on the atoll in 17 years)

- **5 Master's students** conducted their research projects with the Tetiaroa Society
- **6 naturalist guides** and 4 rangers were trained and conducted 1,327 tours with 5,640 customers
- **46M+ CFP** in Brando profits donated to the association in 2023
- Creation of a biosafety protocol
- Launch of BCI (Blue Climate Initiative) with the «Voice of the Ocean» program

«Te mana o te moana association works to protect the Polynesian marine world, and sea turtles in particular, through discovery, education & protection activities.»

Jade Gouin, coordinator of marine turtle programs for the Te mana o te moana association

RESPECTING & PROMOTING CULTURAL HERITAGE

The PBSC Group is firmly committed to respecting and promoting the cultural heritage of French Polynesia. We believe that guaranteeing the socio-cultural authenticity of host communities and respecting their traditional values is essential for a harmonious and lasting relationship. Consequently, we strive to promote local culture and traditions through innovative activities and experiences that enable our customers to discover and appreciate the cultural richness of our territory. Our responsibility extends to the inclusion of local, sustainable craftsmanship in our boutiques, supporting local artisans and preserving time-tested skills. We continuously pursue new partnerships with local cultural advocates to strengthen our initiatives and ensure the authentic, respectful promotion of Polynesian culture. Through these actions, the PBSC Group aspires to be not only a major economic contributor, but also a dedicated ambassador for local culture and traditions, aiding their preservation and expanding their sphere of influence.

TARGETS BY 2025:

- › Guarantee respect for the socio-cultural authenticity of host communities & their traditional values
- › Promote local culture & traditions through innovative activities and experiences
- › Promote local, sustainable craftsmanship throughout our boutiques
- › Develop new partnerships with local cultural stakeholders

LOCAL CRAFTS

- Promoting and developing local products in our stores: monoi, black pearls, pareu, «made in Fenua» jewelry, sculptures, soap, honey, vanilla, rum, and local crafts.

- Craft markets in our hotels :

- At the InterContinental® Bora Bora Resort & Thalasso Spa, five local artisans are invited to sell their wares (jewelry, Marquesan arts, paintings, pareos, pottery, toys, accessories) every quarter. No commission is charged. The event features local music and song.

- At the InterContinental® Tahiti Resort & Spa, a Christmas market with local artisans offers local, eco-responsible products (honey, local foods, jewelry, natural soaps, etc.).

- At the InterContinental® Le Moana Resort, a local crafts exhibition is held 4 days a week

PARTNERSHIP WITH LOCAL CULTURAL PLAYERS

Organization of innovative activities and experiences, while developing new partnerships with local cultural players.

In 2023 PBSC co-financed 3 applications for schools (Speak Tahiti / E-Reo):

- Pere'ohea - game
- Maramarama- dictionary
- Tata'u - calculator

The aim is to help return the Tahitian language to the heart of local youth education, and to strengthen territorial and associative roots.

PROMOTE CULTURE THROUGH ACTIVITIES AND EXPERIENCES

- Welcoming and sending-off guests with traditional dance and local musical instruments **2/7**

- The Maitai Lapita Huahine Museum, opened in 2010 in conjunction with the hotel, features historical artifacts such as adzes, puzzles, coconut graters, pottery, drawings, photos, 19th-century English china, and old books. New artifacts were unearthed during a dig in 2023, including a coconut grater, a sperm whale tooth pendant, and a bonito lure.

- At The Brando, 6 marae (ancient sacred, ceremonial and social spaces) are highlighted by archaeological tours organized by the Tetiaroa Society on three motus: Horoatera, Rimatuu, and Tiaraunu.

- At the InterContinental® Tahiti Resort & Spa, the on-site Pointe Tata'a has been landscaped. According to legend, the warrior Pai pierced Mount Rotui with his spear, creating the pierced mountain Mou'a Puta. Pai's footprints are visible near the hotel bungalows.

- Va'a (Tahitian dugout canoes) have been acquired for our employees, with weekly training sessions and participation in various competitions. **3/7**

- Numerous shows are regularly offered to our customers in all our hotels: Marquesan evenings, Te u'i tapairu, mini Heiva, Polynesian shows, Tahitian songs,...

THE BRANDO CULTURAL ENTERTAINMENT TEAM

A team of cultural animators specializing in Polynesian culture has been created.

«The Brando's cultural events team perfectly embodies our values, putting people at the heart of what we do. I am committed to being an excellent ambassador of Polynesian culture, sharing my passion and know-how to offer an authentic and memorable experience. Thank you to the facilitators for their invaluable contribution!»

Adélina Hanere, Cultural Events Manager

RESPECTING & PROMOTING CULTURAL HERITAGE



OUR RESULTS

3 cultural applications

jointly funded

1 team of cultural facilitators

3 va'a clubs

1,915+ traditional
**Polynesian shows
& events**

100% of the **cultural sites**
in our hotels are **highlighted &
promoted** for visitor experience
(Marae, museums, legends)

WE CARE FOR PEOPLE



Pacific Beachcomber believes that tourism should be as beneficial to local communities as it is to travelers. We are committed not only to our employees (training offers, career promotions), but also to our local stakeholders (associations, schools, professional networks, and businesses).



DEVELOPING TALENT AND WELL-BEING AT WORK

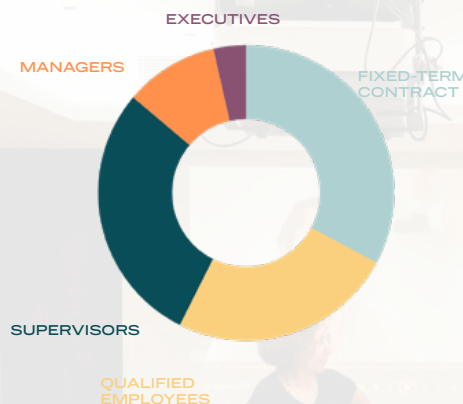
As one of the largest employers in French Polynesia, the PBSC Group recognizes the importance of placing employee satisfaction at the heart of its corporate strategy. Pillar 3 of our WE CARE strategy embodies this commitment to our employees. This chapter explores the various initiatives created by the Group to ensure the fulfillment, well-being, and safety of our human resources in the workplace. From promoting an inclusive corporate culture to implementing professional development programs and robust safety measures, we seek to illustrate our commitment to providing a safe, fulfilling, and stimulating working environment for each of its employees.

TARGETS BY 2025:

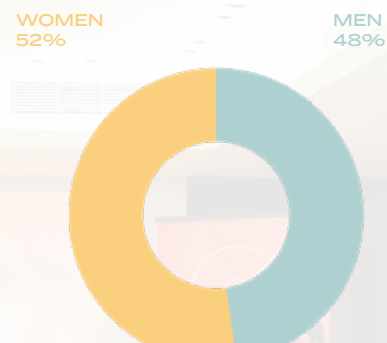
- › Promoting professional parity & equality
- › Ensuring health & safety at work
- › Developing our employees' skills
- › Strengthening well-being at work & the employer brand
- › Involving employees in the CSR conversation to multiply healthy practices
- › Building and leading a network of sustainable CSR advisers at each site

PARITY AND EQUALITY:

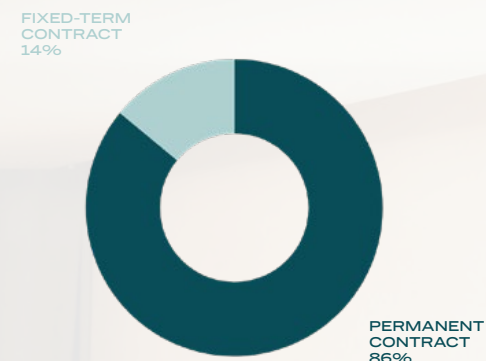
BREAKDOWN OF WORKFORCE BY QUALIFICATION LEVEL



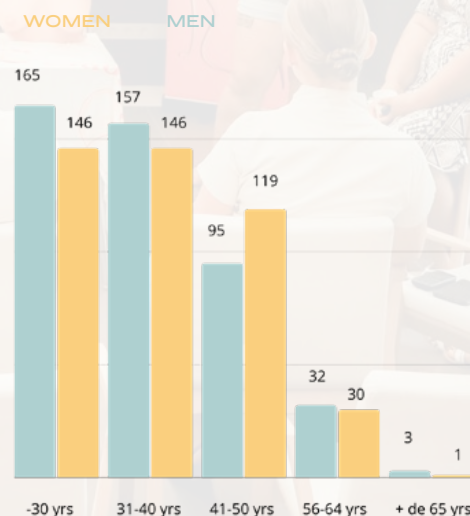
PARITY



BREAKDOWN OF WORKFORCE BY CONTRACT TYPE



AGE STRUCTURE



Gross annual payroll in 2023 *
(Permanent staff + management + extras in CFP according to payroll):

4 billion CFP

Average age of workforce on open-ended or fixed term contracts as of 12/31/2023* (based on individuals):

38 years old

* INDIVIDUAL BASE AT 31/12/2023

HEALTH AND SAFETY:

41% Turnover rate as of 01/01/2023

310 employees trained in «Level 1 prevention and first aid for civic citizenship» (PSC1) by 2023

More than **7 million CFP** spent on health and safety in 2023 across the Group (excluding training)

«In the course of our lives, we can all face difficulties or have questions about our personal lives (family life, finances, housing, etc.) or professional lives (sick leave, disability, end of career). I offer employees a listening ear and personalized support. While respecting professional confidentiality, I work in close collaboration with the human resources team, CSR, and management to provide support to employees.»

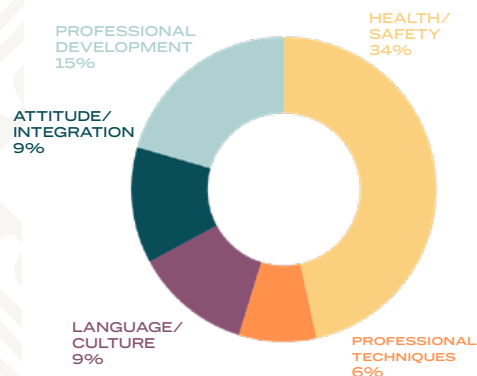
Elodie Chouraqui of CASIE (corporate social assistance service)

DEVELOPING TALENT AND WELL-BEING AT WORK

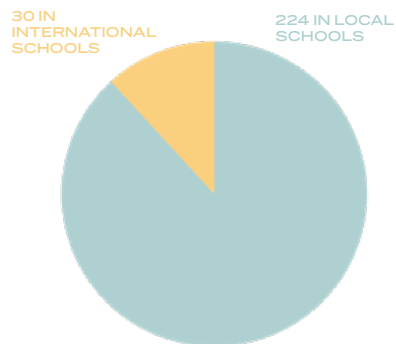
PROFESSIONAL TRAINING:

The total amount invested in CFP in vocational training via training organizations amounts to 20 million CFP. This is equivalent to an investment of 18,728 CFP per employee undergoing training.

BREAKDOWN OF TRAINING EXPENSES



NUMBER OF TRAINEES IN 2023



Number of annual assessments conducted: **745**

Number of employees promoted* (in positions of responsibility): **76**

«There is a corporate culture that gives us the chance to grow within the Group.

I'm proud to say that I joined the Group in 2007 as a Guest Relation trainee.

Following this end-of-study internship, I was able to start my professional career as a Concierge.

After working my way up within the Concierge team to the position of Head Concierge, and a member of the Golden Keys, I recently had the opportunity to move up again, this time to the position of Accommodations Manager.»

Sophie Jourdan,
InterContinental® Bora Bora Resort & Thalasso Spa

INVOLVING OUR EMPLOYEES IN THE CSR APPROACH:

Employees took part in over 450 CSR events in 2023. Examples include visits to waste sorting and landfill sites, coral cutting workshops, preventive health initiatives, staff green tours, honey harvests, habitat preservation initiatives, composting activities, equipment sales, «zero waste» workshops, and night-time monitoring of sea turtle egg-laying on Tetiaroa Atoll with the Te mana o te moana association.

WELL-BEING AND EMPLOYER BRANDING:

- Employees benefited from 1,023 nights at reduced rates. The «Celebrate Service» event in the IHG property is a special week during which the hotel expresses its gratitude to its employees for their dedication and service. Various activities are organized, and gifts are offered to staff.

- Beachcomber Running, an inter-entity running club, was created in 2023. It offers registration for various races and trails (competitive, leisure, and charity) to employees of PBSC entities. In 2023, 82 employees took part in 6 different races.

67%* Rate of commitment to our brand:

70%* of employees who feel **fulfilled at work**

81%* of employees who feel that their company acts in a **socially and environmentally responsible manner**

* Colleague Heartbeat survey results, Perimeter InterContinental French Polynesia



STRENGTHENING COMMUNITY LINKS

As one of the largest employers in French Polynesia, we proactively strengthen our ties with local communities. Through various CSR events, we are committed to raising awareness and mobilizing our employees, local communities, and customers. Our responsible purchasing policy, which favors local sourcing, also reflects our commitment to the economic development of Fenua. We are also a member of several corporate networks committed to environmental protection. These actions reflect our dedication to promoting sustainable development and supporting the local economy while preserving our unique environment.

TARGETS BY 2025:

- › Develop & strengthen our local presence by organizing CSR events at each site
- › Implement a responsible purchasing policy and increase our share of local & sustainable sourcing
- › Involvement in local & international communities, associations, & networks of committed businesses

LOCAL SOURCING AND RESPONSIBLE PURCHASING

- Inclusion of a CSR criterion in our requests for proposals, representing 25% of the total budgeted amount awarded to companies and suppliers responding to RFPs.
- Creation of a questionnaire dedicated to responsible purchasing to evaluate our suppliers.
- Creation of an ethical charter for PBSC Group practices

CSR EVENT

Once a quarter, each hotel organizes a major CSR event, adapted to its context and in line with the WE CARE strategy. These events are aimed at employees, customers, and local communities.

Tobacco-Free Month:

The «aita tabac» challenge for our teams in partnership with the Health Department

Cleanup day:

Collecting litter on beaches & lagoons

ESDW

European Sustainable Development Week: coral cuttings, object repair workshops, donation drives for development associations

NETWORK OF COMMITTED COMPANIES

- The PBSC Group is a member of Club EPER, a network of companies committed to sustainable development, sharing best practices, and collaborating on joint actions.
- Creation of an inter-hotel Bora CSR network:
In 2022, Bora-Bora's hotel CSR coordinators met together to share best practices. In 2023, they strengthened their collaboration by organizing joint events, including an inter-hotel trash pickup as well as a charity evening raising 710,000 CFP for the Amazones Pacific association, which helps women with breast cancer.
- Every year, the PBSC group participates in the UPF Doctoral defenses as a jury member.
- PBSC's participation in sustainable development events such as:
 - South Pacific Tourism Organisation 2030
 - Polynesia Climate Plan 2022-2030.

Pink October

Breast cancer screening awareness in partnership with the Businesses Against Cancer Club



& LOCAL DEVELOPMENT

An anthropological study was carried out within the PBSC group:

«Ethnographic research carried out by the Group shows that CSR is integrated into both the global strategy, with innovations, and the local operations carried out by staff. As the territory plays a fundamental role in our business, we are seeing CSR extended to the concept of corporate territorial responsibility in a symbiotic relationship. Employees are made aware of and encouraged by management to adopt a CSR dynamic that acts as a lever for inclusion and the promotion of dignity.»

Dr. Eric Gautier Laurent

Senior lecturer in management & anthropologist
Gustave Eiffel University - Paris

EWWR

European Week for Waste Reduction:
zero waste workshops, DIY, visit to the
TLS (Technical Landfill Site)



OUR RESULTS

Local economic development

140 local food suppliers

99% of the fish served in our restaurants is caught in French Polynesia, and all suppliers are MSC-certified (fishing without nets)

12 local beverage producers and suppliers

Committed collaborators

420 volunteer hours

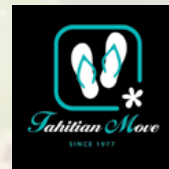
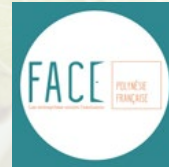
306 employee volunteers

81% of employees believe that the company acts in an ecologically responsible manner *(IHG property)

85 kg of clothing collected for charities

*Colleague Heartbeat survey results, Perimeter InterContinental® French Polynesia

OUR PARTNERS



ACKNOWLEDGMENTS



Management Committee: Yann Bailey, Richard Bailey, Isabelle Honorez, Guillaume Epinette, Cécile Gaspar, Bruno Chevallereau, Florence Courbière, Laurent Darcy, Philippe Brovelli

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Regional support functions: Jeanne Colin, Mathilde Gueneley, Alexandra Lack, Gregory Halle & Guillaume Bosio

Marketing: Joshua Jost, Léna Azzaretti, Luce Barrere & Emma Colin

Not forgetting, of course, all our teams: Maintenance & Technical, Catering, Marketing, Accounting, Accommodation, Housekeeping, Concierge, Administrative and Financial, Human Resources, and IT for their great work!

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This document and its French version can be downloaded from www.pacificbeachcomber.com.

A huge thank you to all the contributors who made this CSR report possible. It is a testament to the daily dedication of our teams to making Pacific Beachcomber a committed and responsible player in sustainable development. We are proud of our results, which reward everyone's efforts. Over the years, we have persevered by implementing new concrete actions and encouraging greater involvement on the part of our employees. We would like to express our gratitude to all our staff, without whom this report would not have been possible, as well as to our customers for their loyalty, our partners for their trust, and our partner associations with whom we have the pleasure of collaborating.



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