

1 OBJECTIVE

Statement of Commitment

Arena Hotels & Suites formally commits to sustainable hospitality, integrating environmental, social and governance (ESG) criteria into its operations. This policy formalizes the company's commitments, guiding employees, suppliers and partners toward increasingly responsible and regenerative management.

2 AREAS INVOLVED

This policy applies to the three units of Arena Hotels & Suites: Arena Ipanema, Arena Copacabana and Arena Leme. It covers all operations of each unit, including direct employees, outsourced staff, suppliers and business partners.

3 GLOSSARY / DEFINITIONS

3 3Rs	Waste management hierarchy composed of three principles in order of priority: Reduce (decrease generation at the source), Reuse (extend the life cycle of materials), Recycle (reintroduce materials into the production cycle). This is the basis of the company's Circular Economy strategy.
Agenda 2030	Global UN plan adopted in 2015 by 193 countries, composed of 17 Sustainable Development Goals (SDGs) and 169 targets to eradicate poverty, protect the planet and promote prosperity by 2030.
Sustainability Committee	Internal multidisciplinary group responsible for the governance of the sustainability policy: goal setting, monitoring indicators, decision-making and reporting to executive management.
Circular Economy	Economic model that aims to eliminate waste and keep materials and products in use for as long as possible, as opposed to the linear model (produce → use → discard).
ESG (Environmental, Social and Governance)	Set of environmental, social and governance criteria used to evaluate the performance and impact of organizations beyond traditional financial indicators.
GHG — Greenhouse Gases	Gases that trap heat in the Earth's atmosphere, contributing to global warming. The main ones are CO ₂ , CH ₄ , N ₂ O and fluorinated gases. Emission measurement follows the GHG Protocol, divided into Scopes 1, 2 and 3.
I-REC (International Renewable Energy Certificate)	International certificate that proves the renewable origin of consumed electricity. Each I-REC represents 1 MWh generated from renewable sources (solar, wind, hydro, etc.), allowing companies to prove the use of clean energy regardless of location.
Zero Waste	Waste management philosophy and goal that seeks to eliminate the disposal of materials in landfills and incinerators, prioritizing product redesign, reuse, recycling and composting.

Carbon Neutrality	State in which GHG emissions generated by an organization are fully offset by removals or certified carbon credits, resulting in a net-zero emission balance.
SDGs — Sustainable Development Goals	The 17 global goals of the UN Agenda 2030, covering themes such as poverty eradication, health, education, clean energy, climate action and partnerships. Arena prioritizes SDGs 6, 7, 8, 10, 12, 13 and 16.

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DESCRIPTION**Environmental Commitments**

Water management — Conserve and reuse water in all operations, monitoring consumption and implementing reuse and capture solutions.

Renewable energy Maintain 100% electricity supply certified by renewable energy attributes (I-REC) in all company units.

Energy efficiency — Continuously reduce energy consumption through efficient technologies and processes.

Climate change — Maintain carbon neutrality by measuring, reducing and fully offsetting greenhouse gas emissions annually. The commitment is to maintain this status and continuously advance toward the decarbonization of operations.

Circular Economy — Eliminate single-use plastics, reduce food and material waste, and adopt the 3Rs hierarchy (Reduce, Reuse, Recycle) and the Zero Waste concept in waste management, including proper disposal of organic and special waste.

Social Commitments

Human rights — Ensure an environment free from any form of exploitation, forced labor, child labor or discrimination, with special protection for vulnerable groups.

Working conditions — Ensure safe, healthy and dignified workplaces, with continuous training and compliance with labor legislation.

Equity — Promote equal opportunities at all hierarchical levels, with attention to diversity, representation and pay equity.

Governance and Management Commitments

Committee and responsibilities — The management of this policy is conducted by a multidisciplinary Sustainability Committee, with periodic meetings, documented goals and reporting to executive management. Operationally, implementation and monitoring are the responsibility of the environmental managers of each unit.

Indicators and targets management — Continuously monitor social and environmental performance through quantitative and qualitative indicators, with transparent annual reporting to all stakeholders.

Sustainability certifications — Arena seeks to obtain and maintain recognized sustainability certifications in the hospitality sector, using them as references for continuous improvement and independent validation of the commitments established in this policy.

Policy review — This policy will be reviewed annually to ensure updates in accordance with new commitments, certifications and operational learnings.

Sustainable procurement — Prioritize suppliers that adopt responsible social and environmental criteria, in accordance with the company's Sustainable Procurement Policy.

Arena Hotels & Suites reaffirms that sustainability is an integral part of its business strategy and of its responsibility toward guests, employees, communities and the environment.

Contribution to the Sustainable Development Goals (SDGs)

The commitments of this policy directly contribute to and prioritize the following UN Agenda 2030 SDGs:

	SDG	Theme	Related Commitment
	SDG 6 — Clean Water and Sanitation	Water management	Reuse, conservation and monitoring of water consumption
	SDG 7 — Affordable and Clean Energy	Renewable energy and efficiency	100% energia certificada I-REC e redução contínua do consumo
	SDG 8 — Decent Work and Economic Growth	Working conditions	Safe, dignified environments and continuous training
	SDG 10 — Reduced Inequalities	Equity	Diversity, representation and pay equity
	SDG 12 — Responsible Consumption and Production	Circular economy	3Rs, elimination of plastics and reduction of food waste
	SDG 13 — Climate Action	Climate change	Carbon neutrality, measurement and offset of GHG

	SDG 16 — Peace, Justice and Strong Institutions	Human rights and governance	Protection of vulnerable groups, committee and transparent reporting
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5 ATTACHMENTS

Not applicable.