

Supporting Our Communities Policy

Effective: 1 September 2023

Supersedes: Supporting Our Communities Policy dated 15 February 2018

IHG Hotels & Resorts is a leading hotel company that is proud to be at the heart of thousands of communities around the world, as we strive to make a difference every day by delivering our purpose of True Hospitality for Good.

Through our Journey to Tomorrow 2030 responsible business plan, we look to make sure that as we operate and continue to grow our business around the world, we use our reach to help achieve lasting, positive change on a broader scale.

1. Scope

This Policy outlines the approach taken by IHG at a corporate level to ensure the community and charitable support we provide is meaningful, consistent, sustainable and in accordance with our values.

It is applicable to all IHG employees in our corporate offices (including reservation centres), to all colleagues in IHG managed hotels, and to all directors and officers of IHG group companies.

‘Community and charitable support’, as referred to in this policy, applies to a monetary or in-kind donation to an eligible organisation.

2. Our areas of focus

IHG will give primary consideration for initiatives that align with those areas identified in our Journey to Tomorrow responsible business plan. Aligned to the UN’s Sustainable Development Goals, our plan has three pillars around people, communities and planet. Sitting at the heart of our communities work is a pledge to improve the lives of 30 million people through focusing on the following three areas:

Skills training The travel and tourism industry has long played a role in economic growth and over the next decade, it will be at the heart of positive change, attracting and developing a new generation of talent and creating millions of new jobs worldwide. Through our IHG Academy and other partnerships, we are committed to supporting employment and life skills through the provision of

free education resources, work experience, internships, apprenticeships, and a variety of other education and training opportunities.

Disaster response IHG has a proud record of supporting its communities in times of need and our support is now more essential than ever, whether it's responding to natural disasters as a result of extreme weather or providing humanitarian aid and shelter in other emergencies. Working closely with our humanitarian aid partners, we are working to ensure critical relief is delivered where it's needed most.

Food security By developing strategic partnerships with food bank and food provision charities, IHG is helping to support society's most vulnerable in the fight to achieve global food security and stability.

3. Who do we support?

In choosing which community and charitable organisations to support, primary consideration is given to requests that meet the following criteria:

- The organisation can exhibit a clear purpose and defined need in one of IHG's three areas of focus.
- Charitable organisations must also hold charitable status in their domicile, provide documentation that demonstrates this status, and comply with applicable registration and reporting requirements.
- The organisation engages in its activities in a manner that meets IHG's Code of Conduct.
- The organisation recognises innovative approaches in addressing the defined need.
- The organisation can demonstrate an efficient organisation and detail the organisation's ability to follow through on its proposal.
- The organisation can explain clearly the benefits to IHG and our hotel communities and provide beneficiary numbers and impact data of proposed programmes.
- The organisation must make available relevant records for regular audits and the outcomes of such audits.

At a hotel level, we encourage local managers and employees to use this policy as a practical guide in deciding what is appropriate for their community, while ensuring that their decisions align with the Journey to Tomorrow responsible business plan and IHG's values, as stated in our Code of Conduct.

4. Restrictions on our support

IHG do not provide support to:

- Individuals.

- Organisations whose primary purpose is to promote political views, influence legislation and policy, or support candidates for public office.¹
- Sectarian or religious organisations.
- Organisations that discriminate on the basis of race, colour, ethnic or national origin, sex, sexual orientation, gender identity or expression, age, religion, marital status, disability, or any other characteristic protected by national, state or local legal requirements.
- General operating support for hospitals and health care institutions.
- Endowment funds.
- Capital campaigns.

As we focus our community and charitable support on chosen organisations and strategic partners, in general, we do not accept funding requests.

We do develop multi-year partnerships, but where there are ongoing funding commitments, our general practice is that only the first year of multi-year requests will be assured, with support in subsequent years dependent upon annual evaluation and the partner meeting requirements of the agreement.

5. Engagement

This Policy has been approved by IHG's Responsible Business Committee and is owned by IHG's Corporate Responsibility Team.

For further information, queries and notifications relating this Policy, please contact community@ihg.com

¹ Contributions by IHG's US Political Action Committee (PAC) are not affected by this policy. The PAC is funded by voluntary contributions from US employees. Aside from permissible administration costs, IHG does not contribute any corporate funds to the PAC.