

INTEGRATED MANAGEMENT SYSTEM POLICY

At **Inspira Immersive Boutique Hotels Group**, we develop our activity by offering our Guests a unique experience in our environmentally sustainable hotel units. For this reason, we follow a responsible policy that places Sustainability as one of our core values, transversal to the entire brand, and reflected in aspects such as the rehabilitation of buildings, the use of low environmental impact materials, and the rational use of natural resources.

We believe that only through **REDUCTION** can we minimize the environmental impact of our activity and truly make a difference, which is why we base all our policies and values on this principle.

Our main **mission** is to provide memorable experiences for our guests. We aim to achieve this through continuous investment in our product, training in human resources, and the delivery of a high-quality and innovative service. We value fair compensation, continuous improvement, training, a healthy and creative work environment, and respect for diversity. We prioritize growth and value creation over profit, to ensure shareholders and the community receive a fair return on their investment.

Our **vision** is to make Inspira Immersive Boutique Hotels Group a benchmark of sustainability in its field, by continuously engaging our stakeholders and community in the adoption of best practices in environmental and social responsibility matters.

The Group's values and codes of conduct promote standards of business ethics, based on anti-bribery and anti-corruption practices, and respect for the rights and freedoms outlined in the Universal Declaration of Human Rights. Any type of exploitation or discriminatory manifestation of any nature (race, color, age, gender, sexual orientation, religion, physical or mental disability, ethnic background, sociocultural condition, nationality, or marital status) directed at any person is strictly prohibited. We value and respect relationships with the local community, actively contributing to its development by supporting initiatives and projects, and by creating partnerships with social entities. We also value and promote cultural, natural, and historical heritage, emphasizing the importance of its conservation.

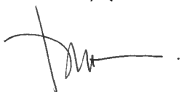
Therefore, Inspira Immersive Boutique Hotels Group is committed to managing and continuously improving the Management System of its hotel units to:

1. Comply with the requirements of Standards **NP EN ISO 9001** and **NP EN 14001**, as a platform to ensure Customer and stakeholder satisfaction and Environmental Protection, through the prevention or mitigation of environmental impacts inherent to its activity, including the reduction of GHG emissions and the protection of biodiversity.
2. Ensure compliance with legal requirements and other requirements relevant to the activities we carry out, particularly regarding the services provided to our Guests and Environmental obligations.
3. Guide our relationships with suppliers according to a partnership logic, considering them an integral part of the Management System, maintaining evaluation and qualification processes of products and services to ensure their quality and compliance with environmental standards.
4. Adopt a preventive approach to economic, environmental, and social impacts in all activities, products, and services, by establishing objectives and targets for their minimization, and continuously and sustainably improving the use of available resources.
5. Carry out activities in accordance with the Management System, systematically assessing the results of its implementation and continuously improving its effectiveness.
6. Implement educational programs and awareness initiatives for employees/business partners whose activities may negatively affect the environment.
7. Promote food hygiene and safety by implementing a Self-Control/HACCP (Hazard Analysis Critical Control Point) system.

Inspira Immersive Boutique Hotels Group communicates this policy to stakeholders to ensure it is understood, and coherent practices are adopted, in compliance with ISO 9001 and ISO 14001 standards, applicable legislation, and other subscribed requirements.

Inspira Immersive Boutique Hotels Group ensures the periodic review of the Integrated Management System Policy in its constant pursuit of continuous improvement and establishes measurable annual objectives consistent with this policy. Objectives are defined during management review meetings.

Approved by (CEO Eng. Paulo Moura):

A handwritten signature in black ink, appearing to read 'Paulo Moura'.