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## Equal Employment Opportunity Statement of Hotel Management International Co. Ltd.

Hotel Management International Co. Ltd. is an equal opportunity employer committed to providing fair and equal employment opportunities to all individuals. We firmly believe in creating a work environment that is free from discrimination, harassment, and retaliation. HMI Hotel Group upholds this commitment by ensuring that all aspects of employment, including recruitment, hiring, promotions, transfers, training, compensation, benefits, and termination, are conducted in accordance with the principles of equal opportunity and in compliance with applicable laws.

At HMI Hotel Group, we embrace diversity and inclusion and strive to foster a workforce that reflects the communities we serve. We value the unique contributions and perspectives of every employee, recognizing that our diversity enhances our ability to deliver exceptional service and meet the diverse needs of our guests.

Our selection process is fair and unbiased, evaluating candidates based on their qualifications, skills, experience, and ability to perform essential job functions. We provide reasonable accommodations to qualified individuals with disabilities, ensuring compliance with applicable laws.

We expect our managers and employees to uphold our commitment to equal employment opportunity and treat each other with dignity, respect, and professionalism. We continuously strive to create a work environment where everyone feels valued, respected, and empowered to contribute to our collective success.

If any employee believes they have experienced discrimination or harassment based on any protected characteristic, we encourage them to promptly report the incident. HMI Hotel Group will promptly investigate all complaints and take appropriate action, including disciplinary measures if necessary.

This Equal Employment Opportunity Statement applies to all employees, job applicants, and contractors of Hotel Management International Co. Ltd. Our commitment to equal employment opportunity is deeply ingrained in our corporate culture and values.