



CORPORATE SUSTAINABILITY AND RESPONSIBILITY POLICY

Introduction

This document outlines the approach of AmRest to corporate sustainability and responsibility in business.

As a constantly growing organization, we declare our commitment to sustainable development and undertake to conduct our business in a manner that contributes to it in every market where we operate. At AmRest, we are aware of the ways we influence the world around. When analyzing our economic, social and environmental impacts, we consider a detailed risk map. We engage in a dialogue and manage relations with our stakeholders, taking their expectations into account in our business conduct. Our goal is for every one of our brands to be perceived as socially responsible by the employees, customers and local communities. We want to use our potential and possibilities for important social causes.

AmRest's business strategy

Through our Everything is Possible! culture, we use our international experience and unique brand portfolio to develop profitable and scalable restaurants around the world.

AmRest's responsible business conduct

The way AmRest operates, grows, and achieves financial results is guided by the way we influence the world around. To achieve success responsibly means to provide our customers with safe products of the highest quality, sourced from reliable suppliers, building a friendly, dependable workplace, while operating a business that is committed to the natural environment and local communities. This is a strategic, long-term approach.

AmRest Core Values

Customer focus

We listen and actively respond to our customers. Our decisions and actions are customer focused.

Profitability

Profit, like breathing, is indispensable. Profit is not our sole goal, it is a means to achieving our opportunities. We know that we all must feel and uphold these core beliefs in order to maximize our individual and collective success.

Accountability

We do what we say, we are accountable, we act like owners.

Positive energy

We execute with enormous positive energy and have the ability to invigorate others. We hate bureaucracy and all the nonsense that comes with it.

Commitment to people

We believe in the intentions of our people, and want them to take responsibility, develop, and have fun!

Feedback

We desire and believe in direct and honest feedback. Politics have no place in our company.

Stretch goals

We know that anything is possible... set aggressive targets... recognize and reward progress while understanding accountability and commitment.

Operational excellence

We have a passion for excellence. We push to be the best in the world. We have the energy and confidence to confront today's reality and make the changes necessary to be the best.

AmRest's commitments**I. Respect for human rights**

A responsible business is a business that respects human rights. Observing human rights is a foundation of a company's long-term development. Aware that complying with human rights is our legal duty, we stress that conforming to human rights is a standard that follows from AmRest's corporate culture. Respect for human rights governs our internal relations (employees) and external dealings (e.g. customers, suppliers, local communities). We do not operate or participate in projects that would infringe on human rights or induce anybody to do that.

II. Caring for the natural environment

AmRest conducts its business respecting the natural environment in all areas of its business. The large scale of our operations and our values dictate that we take care of the natural environment, which we undoubtedly influence. We are always looking for innovations and solutions that would make our operations environmentally friendly. Natural resources should be considered from a long-term perspective, appropriately used and protected. That is why we strive to achieve the best possible energy efficiency and streamline the technologies used in our restaurant and office environments. We work to reduce and optimize our water use. We carry out our

projects and initiatives taking into account their potential environmental footprint, looking for ways to protect the environment every step of the way. To reach our environmental goals more efficiently, we increase our employees' knowledge and raise their awareness as regards the ecological footprint and environmental protection.

III. Diverse workplaces with opportunities for growth

We value our employees, while their attitude and actions are guided by the Core Values of our organization. AmRest is a safe work environment that enables employees to develop and grow and rewards their commitment. The global character of AmRest's operations as well as our values make diversity a natural part of our business and motivate us to work towards its promotion and strengthening. At AmRest we create equal opportunities to grow, shape one's career and make use of the space and opportunities provided by the company. We promote inclusiveness, make employees aware of their development paths, and encourage them to actively build their careers.

At AmRest, there is zero tolerance for any form of discrimination, harassment or mobbing. We have measures in place that make it possible for employees to report any misconduct and serve to continually improve our work environment and manage human rights issues. At AmRest we observe our "Code of Business Conduct" and "Diversity Policy in AmRest".

IV. Customer trust in our brands

Customer relations are crucial for a company's development. Ensuring the quality and safety of the foods we offer to customers through our restaurants is one of our key responsibilities. We prioritize the highest safety and quality standards along the whole supply chain and obtaining fresh produce from reliable suppliers.

At AmRest, we build our customer relations on trust in our brands and products, drawing on loyalty and improving customer satisfaction. We protect the health and safety of our customers by abiding by appropriate procedures. We want our customers to be certain that everything that we do running our restaurants, we do according to the highest standards.

Our customer relations are based on a transparent and clear message; we also engage in a dialogue with our stakeholders and take their expectations into account.

V. Social engagement

As an employer, AmRest strengthens and promotes social engagement, creating both the space and opportunities for the employees to participate in initiatives that benefit local communities. As a responsible business, we help to solve important social issues in our closest environment. AmRest's involvement takes different forms and concerns different types of social support, yet it always is in line with our company values.

Scope and implementation of the policy

- This policy defines the principles that delimit the company's core areas of responsibility.
- The Board of Directors will ensure the correct implementation of "Corporate Responsibility and Sustainability Policy at AmRest".
- This policy applies to all countries where AmRest operates.
- AmRest undertakes to report on its actions concerning responsible business and sustainable development annually in the form of non-financial statements.
- This policy will be communicated according to AmRest's standards to employees and external stakeholders: customers, local communities and business partners (suppliers, franchisees, stockholders).