

TROPICALIA

REPÚBLICA
DOMINICANA

SUSTAINABILITY
REPORT 2021





A SUSTAINABLE REPORT

Our reports are delivered exclusively through digital channels, hence reducing our impact related with logistics and print production. Whenever possible, we use FSC or recycled paper, and eco-delivery options for our communications and print materials.

WE RECYCLE

In 2021, Tropicalia's office in Santo Domingo continued its recycling program of paper, plastic, cardboard, and glass.

In 2021, we:



Recycled **467 Kg of paper, plastic, cardboard, TetraPak and glass**



Mitigated **.84 tons of CO² emissions**



Saved **18,800 liters of water**



Conserved **5.78 trees**



REPÚBLICA
DOMINICANA

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1. A WORD FROM ADRIANA

Welcome to Tropicalia's 2021 Sustainability Report.

In 2021, we were still learning about where the global health crisis would take us. Though the first semester started with uncertainty, by year's end, robust vaccination programs worldwide were implemented, and the Western Hemisphere steadily lifted rules and regulations for travel and social distancing. The Dominican Republic's successful vaccination programs, tight local controls and open border policies enabled one of the most notable industry rebounds, with the country reporting record numbers of tourist arrivals compared to 2019.

As predicted, the travel and tourism industry began its revival, and the pandemic has changed the way we work and travel for the foreseeable future. We want to stay longer, work remotely, and connect with our inner self and our surroundings in a genuine way. The pandemic not only changed the way we want to travel, but brought about a heightened awareness of our global interconnectivity and the urgency of climate-change action.

Given the disruption in consumer behavior, especially in the luxury segment, Tropicalia pursued a redesign effort in 2021 to adapt to these new realities. We increased our single-family home inventory and made some modifications to common-area distribution. We've also made extensive progress on destination management and reengaging our finance and construction partners. We bore witness to another extraordinary event where nature once again humbled us — we recorded the return of the Leatherback turtle to Playa Esmeralda, just footsteps from our property.

As for Fundación Tropicalia, we continued implementing capacity-building and transformative initiatives. Specifically, *Soy niña, soy importante* (SNSI) went from a girls' summer camp to a robust initiative that now includes a home program, teen empowerment, and civic participation. Our scholarship program continues to graduate young professionals; our microlending program - *Miches emprende* - provides access to low-interest financing to local entrepreneurs. Together, we've engaged hundreds of families and their children in an ongoing time of need and uncertainty. We've been most inspired by the feedback we receive from our community participants - words of gratitude and appreciation for simply being there.

This sustainability report touches upon these and other sector-specific details that reveal our steadfast commitment to pursuing a management strategy that mitigates risk and brings about wellbeing for people, planet, and business longevity.

Thanks once again to our stakeholders for being integral to our journey.

Sincerely,

Adriana Cisneros



2. 2021 HIGHLIGHTS

Sustainable Financing

Tropicalia and IDB Invest reactivate their relationship, sign a mandate letter and initiate due diligence.

The transaction consists of a loan of up to US\$146.4 million to finance the construction and operation of Four Seasons Dominican Republic at Tropicalia.



Partners Aligned with Redesigned Resort Concept



Tropicalia consolidates support and obtains approvals from key design and brand partners. Our repositioned project utilizes over 65% of previous design, and fine-tuned area distribution onsite.

Destination Management



Tropicalia ceded 2,461.98 m² of land to the Ministry of Tourism to optimize public beach access to Playa Esmeralda.

Tropicalia provided personnel to support monitoring and beach stewardship of Leatherback turtle nests.

Fundación Tropicalia ceded 50% of its office space to PROMICHES, providing a space from which to operate.

Community Development and Fundación Tropicalia



Fundación Tropicalia repositions its School Renovation and Maintenance Program (PRyME) to more generally facilitate learning improvement opportunities as *Partners for Education*.

Soy niña, soy importante relaunches as a robust initiative that includes: a summer camp, an at-home program, teen empowerment and activism.



Fundación Tropicalia launched a communications campaign to prevent domestic abuse of children, concluding its partnership with the Canadian Fund for Local Initiatives.

Fundación Tropicalia partners with the United Nations Population Fund to launch two chapters of the girls club *Fabricando sueños* for 13 to 15 year old girls.



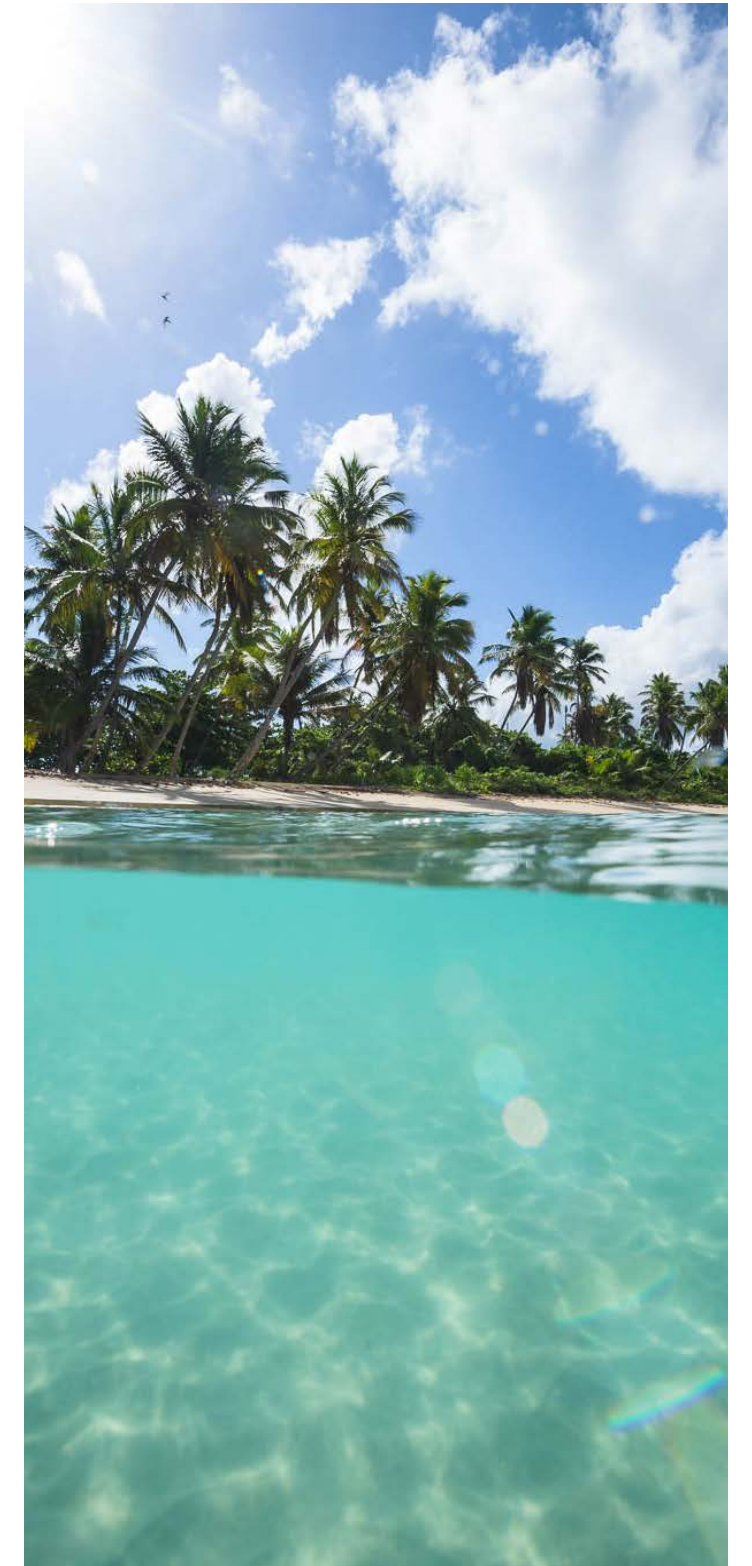
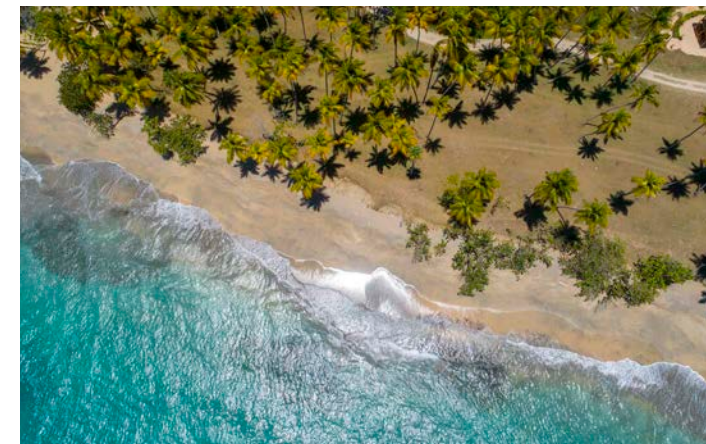
3. TROPICALIA

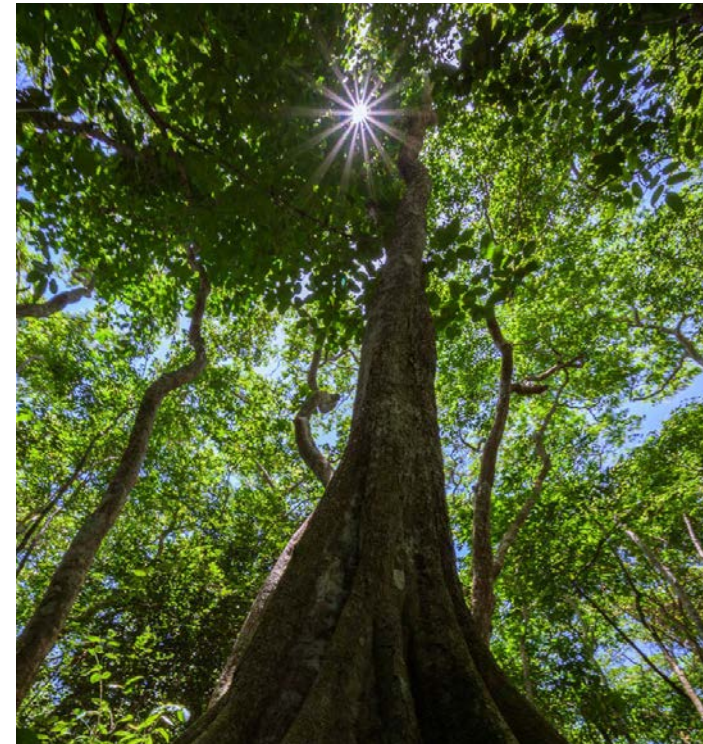
Tropicalia is a sustainable luxury, master-planned community created by Cisneros Real Estate, offering sophisticated architecture in a captivating and breathtaking site of diverse natural beauty in northeast Dominican Republic. Comprised of residential and resort developments and a Tom Doak golf course, Tropicalia integrates smart design with the natural landscape, creating a sense of balance between time and space. The project embodies the philanthropic and cultural values of the Cisneros Family, and is uniquely positioned to be a model for sustainable luxury in the Caribbean and the world.

3.1 Four Seasons Dominican Republic at **Tropicalia**

Located on a half-mile stretch of beachfront on *Playa Esmeralda*, Four Seasons Dominican Republic at Tropicalia (FST) is a luxury resort experience with a 95-key hotel and branded single family residential offering designed by Brazilian architect Isay Weinfeld. Amenities feature specialty restaurants, a world-class spa, meeting and event spaces, a kids' club, and fitness center.

The Project boasts a tropical modernist design, seamlessly integrating indoor and outdoor living while incorporating natural elements like wood, stone, and verdure.

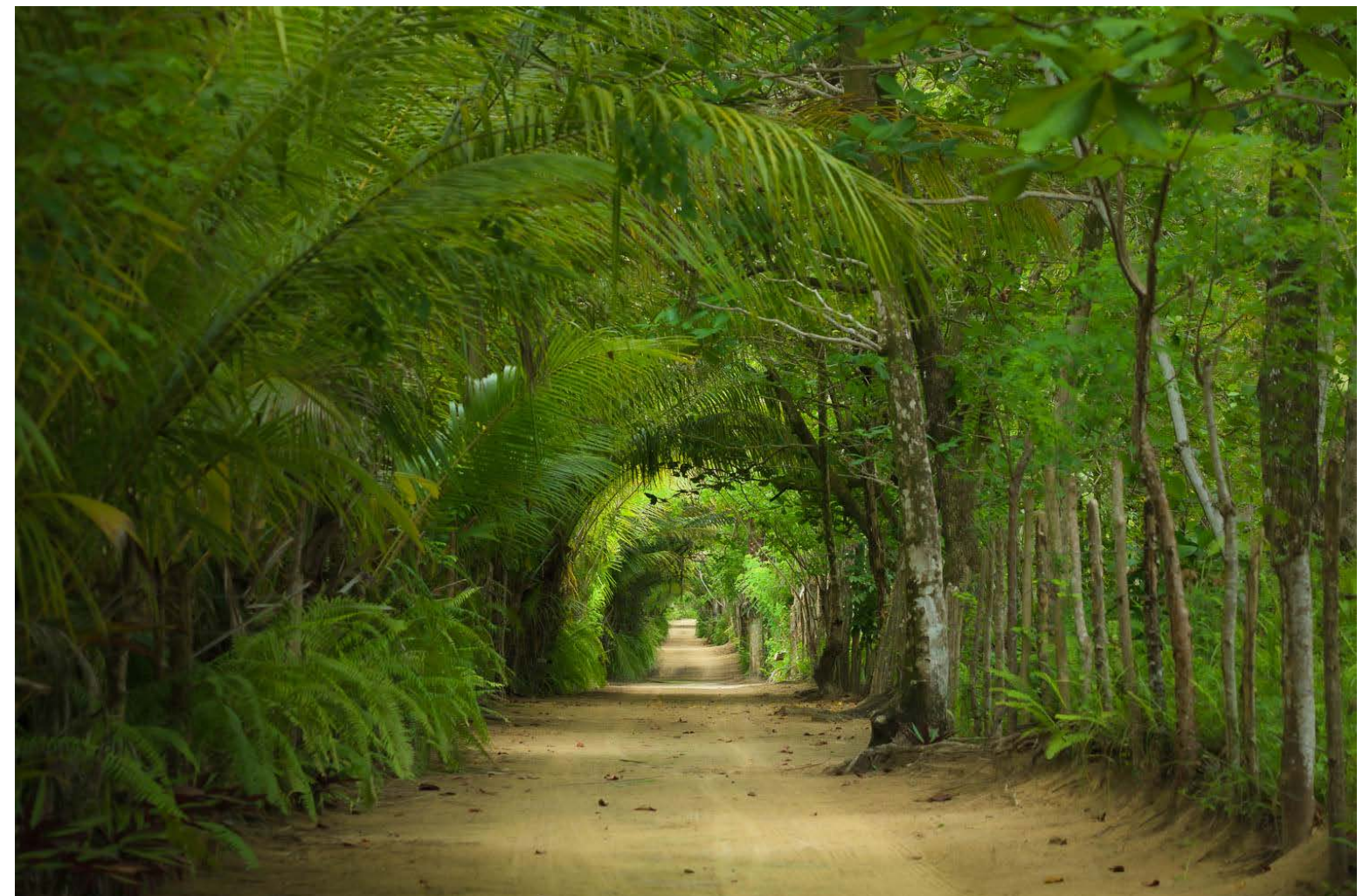




3.2.1 MICHES: DEVELOPMENT IN BALANCE

As an emerging tourist destination, the community of Miches faces many challenges and opportunities as approximately 3,000 hotel rooms and 1,600 residences are scheduled to come online in the next five years. Like any popular tourism destination, Miches' biggest challenge will be striking the balance between economic growth, resource management, orderly urban development and inclusive supply chains.

Tropicalia and Fundación Tropicalia work hard to support the balanced development of the region, where tourism flourishes in a progressive and responsible manner. Miches' main economic activities include subsistence farming, cattle-raising, artisanal fishing, and micro-business services; nevertheless, tourism activities and investments are becoming more prominent and increasing the presence of micro and small business operators in the area.



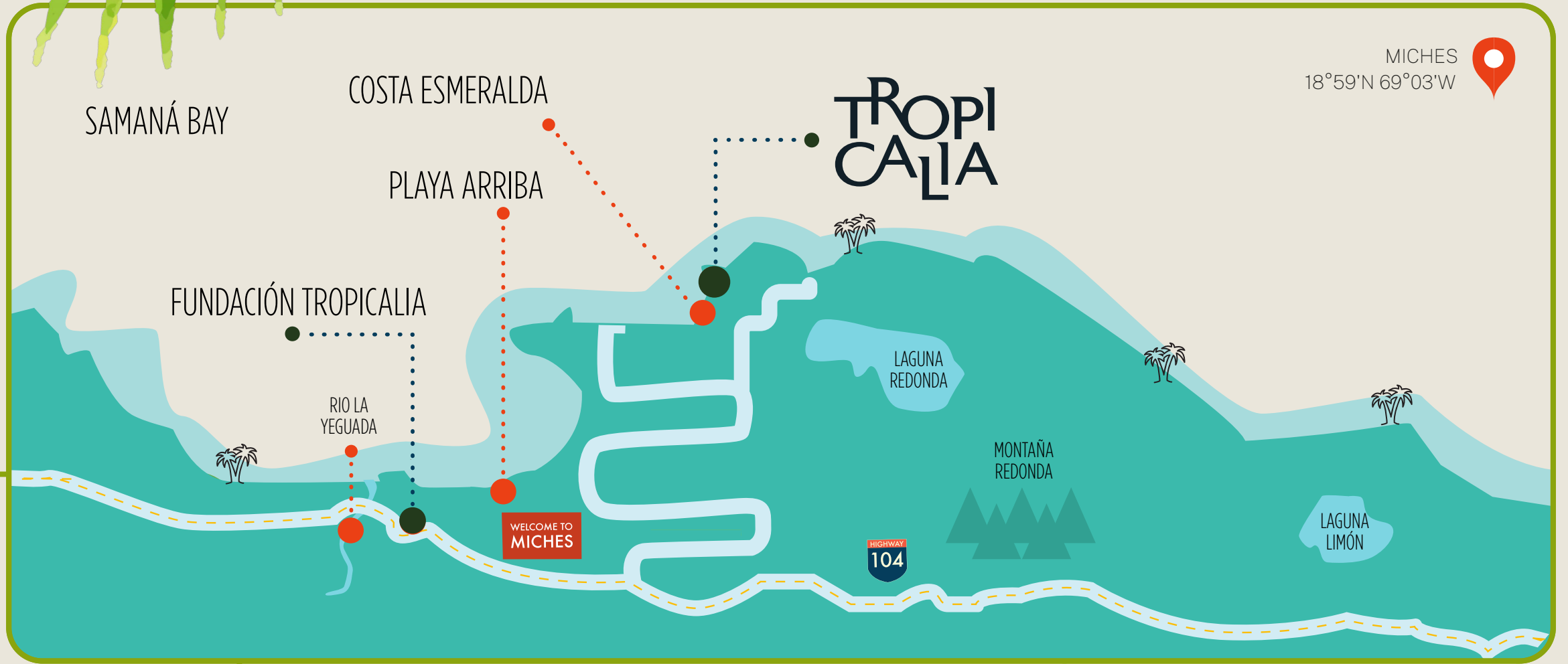
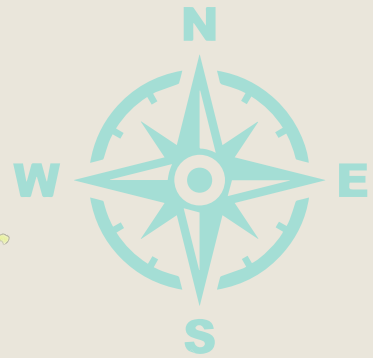
3.2 Location

Tropicalia is located in the municipality of Miches of El Seibo province on the southern shores of the Samaná Bay, a world-renowned Marine Mammal Sanctuary, where 2,000 humpback whales migrate annually to calve and mate in its warm waters. Its beaches, known as *Playa Esmeralda*, recently witnessed a small, yet significant resurgence of Leatherback turtles that make landfall to nest their eggs ([see section 3.2.2](#) for more details).

Miches boasts a diverse ecosystem of beaches, mountains, mangroves, forests, lagoons, and rivers. The area is well-known for its unique natural beauty, including the stunning beaches of *Playa Esmeralda* and *Playa Arriba*, the towering *Cordillera Oriental*, tropical prairie landscapes and, just a short trip down the coastline, *Los Haitises National Park* is an explorer's paradise. Encompassing 319 square miles, the park boasts lush rolling hills, dense mangrove forests, ancient caverns, Taíno petroglyphs, and bountiful wildlife, ready for discovery by hikers, mountain bikers, boaters, paddle boarders and kayakers.



LOCATION



MICHES
18°59'N 69°03'W



NORTH AMERICA

DOMINICAN REPUBLIC

SOUTH AMERICA

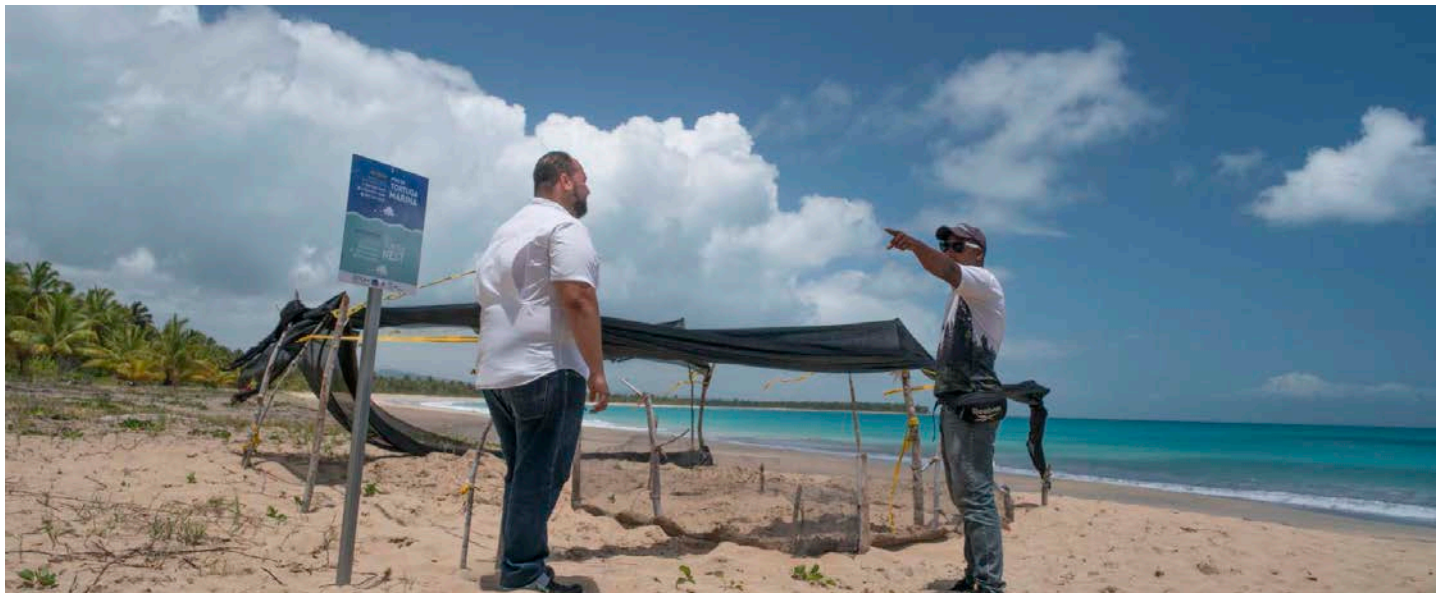


DOMINICAN REPUBLIC
17° 36'N-19° 58'W

3.2.2 DESTINATION MANAGEMENT: PROMICHES

Tropicalia continued its active participation in the El Seibo-Miches Association of Hotels and Restaurants (PROMICHES), a non-governmental organization that unifies the hospitality sector in support of sustainable destination management in the Municipality of Miches and the El Seibo province.

In 2021, PROMICHES coordinated multi stakeholder efforts to support the monitoring and protection of Leatherback turtle nests found on the *Playa Esmeralda* coastline; Tropicalia’s contributions included designating employees to monitoring the nests and creating georeferenced maps for record keeping.



Additionally, PROMICHES and the Executive Office of the President signed a public private partnership (PPP)¹ to bring forth an ambitious development agenda for the municipality. Tropicalia supports this agenda, which covers nine key action areas for sustainable destination development.



In 2021, PROMICHES and the Ministry of Tourism also made progress toward completing the east public beach access project that started in 2019.² The project allows beach goers to responsibly visit the *Playa Esmeralda* coastline, providing for services such as vendor spaces for local artisans, bathrooms, security outposts, parking lots and showers. In addition to the 51,000 m² of land that Tropicalia donated to this project in 2019, in 2021 we also ceded 2,461.98 m² of land to the Ministry of Tourism in order to increase the size of the parking lot.

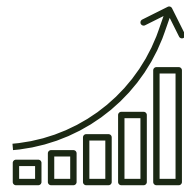
Fundación Tropicalia ceded 50% of its office space to PROMICHES, giving the entity permanent physical presence in the municipality to support operations and relationship management.

⁽¹⁾ Presidencia, Sector hotelero invertirá más de US\$1,000 millones para convertir a Miches en destino turístico próspero y sostenible. 21 March, 2021. Accessed 26 May 2022. <https://presidencia.gob.do/noticias/sector-hotelero-invertira-mas-de-us1000-millones-para-convertir-miches-en-destino>
⁽²⁾ Tropicalia Sustainability Report 2019, page 12. https://sustainability.tropicalia.com/wp-content/uploads/2020/11/Trop-Sustainability-Report-2019-_-ENG.pdf

3.3 Creating a Business Model for a Sustainable Tourism Sector

At Tropicalia, we uphold four key commitments to sustainability that influence our decision making processes.

Key Commitments to Sustainability



Sound Business

We analyze financial, environmental, social, and aesthetic viability on equal footing in order to make sound business decisions.



Thoughtful Architecture

We prioritize design and development standards that guarantee quality, resource efficiencies, and environmentally sound construction techniques.



Environmental Balance

We protect and conserve the natural environment via forest compensation programs, sustainable site development, and proactively participating in destination management to support biodiversity, habitat connectivity, education, and civic responsibility.



Community Advancement

We lead local economic diversification, sociocultural advocacy and capacity building efforts via the work of our foundation, Fundación Tropicalia.

3.3.1 SOUND BUSINESS: ENGAGING NEW AND OLD PARTNERS

Despite the challenges of the pandemic, in 2021 Tropicalia consolidated the project concept, initiated redesign and residential sales efforts, and re-engaged our financial and construction partners - IDB Invest and Bouygues Construcciones Republica Dominicana, respectively.

During the first half of 2021, Tropicalia partnered with IMI Living Worldwide Properties to support residential sales strategy and marketing approaches, which centered on positioning the importance of community, legacy and place. While we fine-tuned our marketing and brand

strategies, we were approached anew by IDB Invest to uptake the financing of our project - clearly an indication that Tropicalia and its business model complies and exceeds the environmental, social and economic mandates of Latin America's largest development bank. The transaction consists of a loan of up to US\$146.4 million to finance the construction and operations of Four Seasons Dominican Republic at Tropicalia.

By the last quarter of 2021, we signed a letter of engagement with IDB Invest³ and quickly began planning our due diligence and financing schedule for 2022.

3.3.2 THOUGHTFUL ARCHITECTURE: THE IMPORTANCE OF SUSTAINABLE DESIGN

Our commitment to thoughtful and sustainable design and architecture is steadfast. The result of our redesigned hotel and residential concept, comes with a reduction in the overall footprint of the hotel, (moving from 169 to 95 keys), yet we did not reduce the size of several common spaces, including hotel reception and main guest complex, in order to prioritize open air spaces for resort guests and residential owners. We remain committed to LEED certification and environmentally conscious design and construction.

3.3.3 ENVIRONMENTAL BALANCE: PARTNERSHIPS AND INITIATIVES

Tropicalia protects and conserves the natural environment and relies on its biodiversity and environmental management plans, as well as its participation in PROMICHES to pursue sustainable site development and destination management. In 2021, we:

- ✓ Continued supporting the El Seibo-Miches Hotel and Restaurant Association (PROMICHES), and contributed financial and human resources to support leadership with the purpose of driving sustainable destination management through collective action. To learn more about our involvement in PROMICHES see [section 3.2.2](#).
- ✓ In partnership with PROMICHES and representatives of the Ministry of Environment and Natural Resources, we monitored Leatherback nests located on the *Playa Esmeralda* coastline. Tropicalia provided a georeferenced map of the nest locations (see map in [section 3.2.2](#)) and supervised three nests, comprising 353 eggs; 233 hatchlings made it back to the ocean safely.⁴
- ✓ Monitored sargassum arrivals on our coast line to acquire baseline data and determine management solutions.⁵
- ✓ Submitted Tropicalia's 16th and 17th Environmental Compliance Reports (ICA) and FST's third and fourth ICAs to the Ministry of Environment and Natural Resources.

3.3.4 COMMUNITY DEVELOPMENT: FUNDACIÓN TROPICALIA

Tropicalia's commitment to community development is channeled through the work of its foundation, Fundación Tropicalia (FT), which centers its programs on supporting education, environment, productivity, and sociocultural advocacy. For Fundación Tropicalia, 2021 was another year of adaptation in order to respond appropriately to the needs of our community. To learn more about the foundation's programs in 2021, [see section 4](#).

3.4 Management and Governance Mechanisms for Sustainable Business

Strong governance and management controls are necessary to operate a responsible business; in Tropicalia's case, these controls include environmental and social standards, effectively integrating these issues into daily operations.

3.4.1 ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

Tropicalia's Environmental and Social Management System (ESMS) consists of plans, policies and procedures that set key performance indicators and guide the project's environmental and social performance. The ESMS prompts us to analyze issues in key topic areas such as stakeholder engagement; the environment; health and safety of workers; contractor management; supply chain management; and grievance mechanisms, among other issue areas.

The general scope of the ESMS covers the Four Seasons Dominican Republic at Tropicalia, the Tropicalia master-planned development and Fundación Tropicalia's sphere of influence when appropriate; which also coincides with the reporting boundaries of this sustainability report.

The ESMS and supporting documents are reviewed periodically and support Tropicalia's ongoing materiality assessment.

⁽³⁾ See project publication here: <https://www.idbinvest.org/en/projects/tropicalia-ii-sustainable-tourism>

⁽⁴⁾ PROMICHES, *Reporte Iniciativa Tortugas Marinas Playa Esmeralda*. 19 July 2021. ⁽⁵⁾ In 2021, we recorded a total of five (5) sargassum arrivals, representing a volume of approximately 165m³ (roughly the equivalent to 2.5 shipping containers).

3.4.2 STAKEHOLDER ENGAGEMENT

By way of active stakeholder engagement, Tropicalia builds trust with the local community by initiating public consultation processes and disclosures regarding project impacts. Through a transparent and timely supply of information we give and receive critical information that allows for fluid communication with the people most impacted by our activities.

In line with the project's Stakeholder Engagement strategies, we constantly map out the stakeholders that impact or will be impacted by the project and approach them accordingly. As far as community engagement is concerned, through Fundación Tropicalia we are in constant contact with our community stakeholders and invite their participation in project design whenever feasible.

3.4.3 SUSTAINABILITY COMMITTEE

Tropicalia's Sustainability Committee is a cross-functional team that meets annually to discuss strategy, report progress, and define goals for the upcoming year. Our committee is the highest governing body for reviewing environmental and social issues impacting our business and sector. The Committee plays an advisory role and guarantees the financial and human capital necessary for implementing Tropicalia's sustainability programs.

The diversity of our Committee members (50% female, 50% male) brings strength to this corporate governance body. Members include senior-level Cisneros executives, and we convene external advisors depending on the particular topic and area of expertise needed. We are a multidisciplinary committee and members are selected based on involvement in the project and issue area expertise.

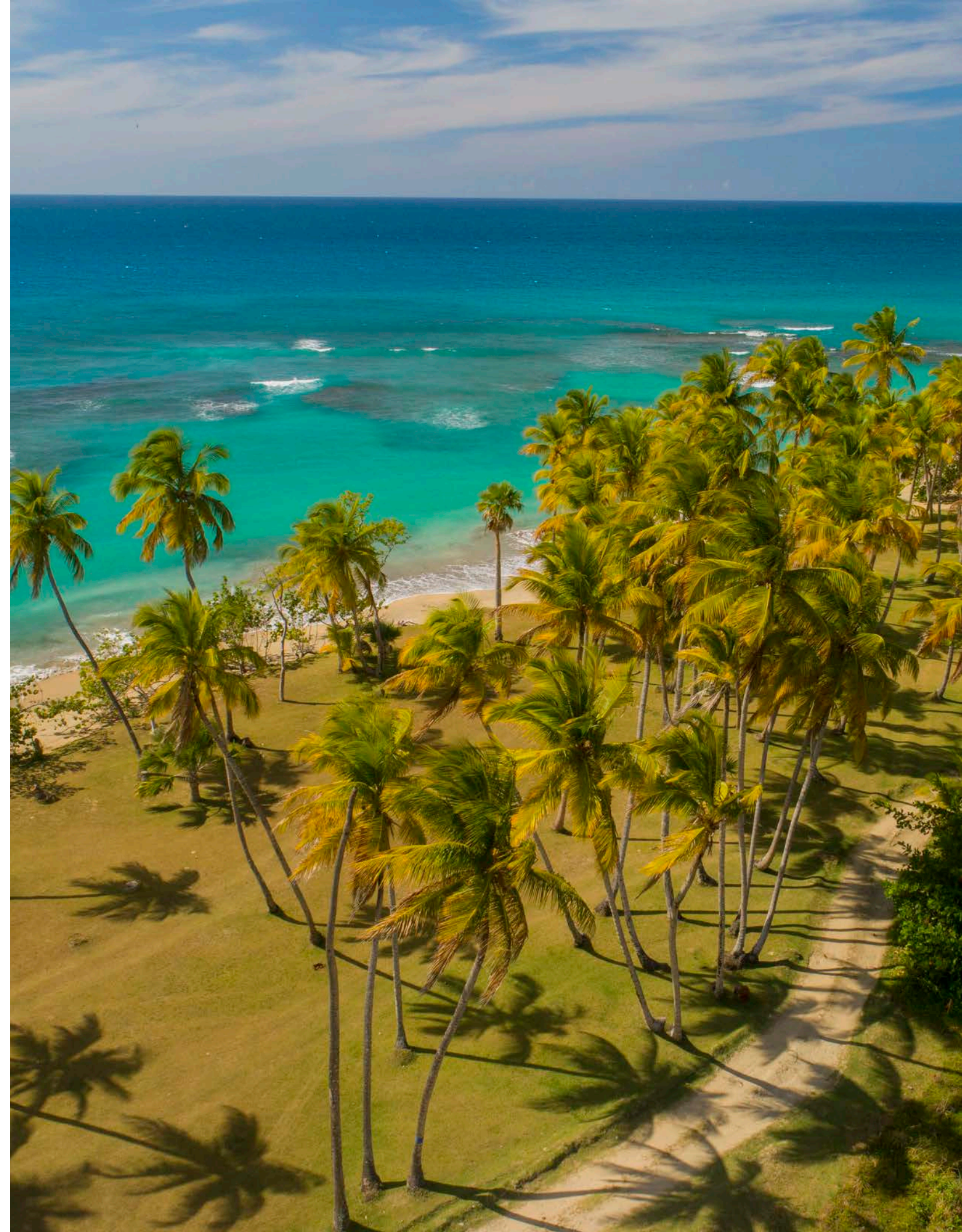
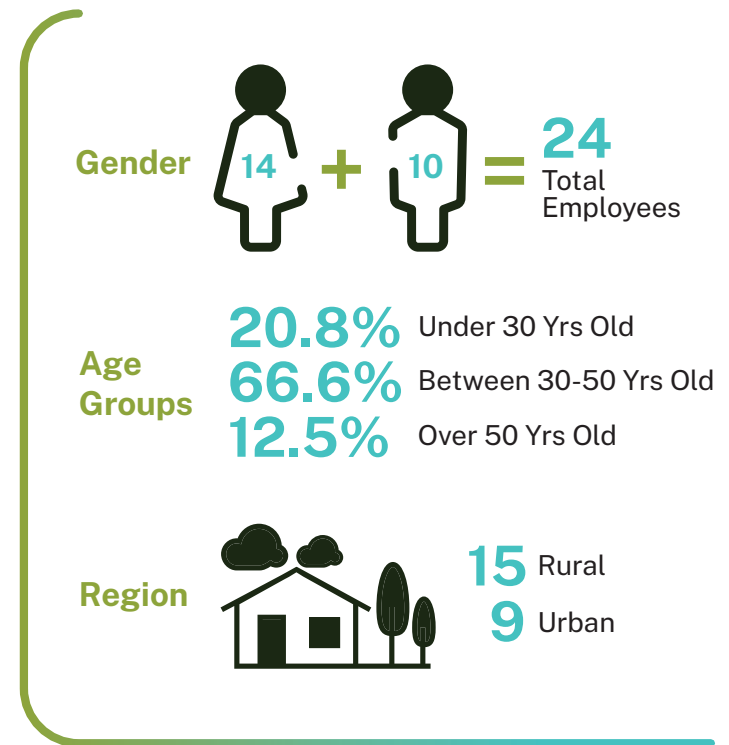
The Committee's 2021 meeting took place in the first quarter of 2022, in company of an external advisor, covering essential topics on social and environmental performance as well as the steps taking place with destination management efforts, and finance and construction partners.

3.4.4 LABOR AND HUMAN RIGHTS

Our commitment to the protection of human and labor rights prevails as a fundamental element for creating a healthy workplace. Our policies mitigate the risk of engaging in child labor, and allow us to advocate for gender equality and equal opportunity employment, as well as individual freedom of association.

More than 50% of our current workforce are women; all employees are remunerated based on experience and position. We also hire and train local residents, of which 62.5% come from rural regions. Finally all Miches-based operations support local community engagement and development programs in partnership with Fundación Tropicalia.

During 2021, we remained steadfast with our business continuity plans, ensuring a safe return to work for our employees, and our COVID-19 policies prevented any work related outbreaks and contagion. By year's end we were able to celebrate an open air gathering with employees, where we reunited for the first time in two years. The table below breaks down our employee workforce by gender, region, and age group.



4. FUNDACIÓN TROPICALIA

Founded by Tropicalia in 2008, with the aim of building a sustainable tourism destination with the local community, [Fundación Tropicalia](#) is a non-profit organization that designs and implements community development programs in the local town of Miches, undertaking efforts that support economic diversification, environmental protection, cultural identity, and educational opportunities for adults and children.

Over the years, Fundación Tropicalia has drawn its strength from its partners and its deep-rooted relationship with the community to help build and execute innovative and high-impact initiatives especially tailored for the region.

Though Fundación Tropicalia's activities were deeply impacted with the onset of the pandemic, we saw an amazing opportunity to refocus our resources and embrace the important role we play as advocates for the Miches community, with fine-tuned focus on education, gender, entrepreneurship and cultural activities.

In 2021, Fundación Tropicalia impacted the lives of **1,144** beneficiaries (61% female, 39% male), by implementing five programs.



4.1 Education

Schools opened their doors once again in late September of 2021 and students, families and teachers were thrilled to be back. Though the pandemic provoked a mandatory hiatus from implementing education programs on public school campuses, it also allowed us to refocus our commitment toward supporting the education community in its journey toward improved learning and teaching outcomes.

4.1.1 PARTNER FOR EDUCATION

Today, more than ever, Fundación Tropicalia has become a key strategic partner for local implementation of education programs. In this regard we have embraced our role as a facilitator of new opportunities that channel additional resources to the Miches school district. In Q4 2021, Fundación Tropicalia, in partnership with Accion Educa, supported the Office of the Presidency of the Dominican Republic and acted as local coordinators for a nationwide evaluation effort - *The Educational Excellence Project (PEE)* - to support evaluation processes and improved learning outcomes of primary school students. Under this effort, Fundación Tropicalia and EDUCA will accompany teachers from four schools in the Miches School district, and support implementation of PEE in the third and sixth grades of primary school.

4.1.2 SCHOLARSHIP & CULTURAL EXCHANGE PROGRAM

Since 2011, Fundación Tropicalia coordinates a Scholarship and a Cultural Exchange Program in partnership with the *Instituto Superior de Agricultura, or Universidad ISA*, which specializes in agricultural sciences and is located in Santiago de los Caballeros, the second largest city in the Dominican Republic. The program offers young, promising *Michenses* and *Seibanos* an opportunity to pursue an undergraduate degree that corresponds to anticipated labor demand in Miches, including engineering degrees in agronomy, animal husbandry and food technology; education specialized in natural sciences; and business administration. Their degrees are highly relevant to the transformation of the agricultural production sector, and are also proving to be relevant for the hotel services sector, particularly in the areas of food and beverage and landscaping.

All scholarship students benefit from financial, work-study, cultural and/or professional support services, as well as exchange opportunities, on-campus counseling, and parent meetings in Miches and El Seibo. Our

scholarship students have a 76% job placement rate, and roughly 50% return to the eastern region of the country, including Miches.

In 2021, Fundación Tropicalia continued supporting 12 students, four of which graduated. Our ninth cultural and professional exchange event took place at the production facilities of Yazoo Investment and Alcoholes Finos Dominicanos, where students visited sugar cane fields and saw first-hand the process that turns sugar into rum. This was our first cultural exchange day to take place in the eastern region of the country and so close to Miches.

“Our scholarship students have a 76% job placement rate, and roughly 50% return to the eastern region of the country, including Miches”.

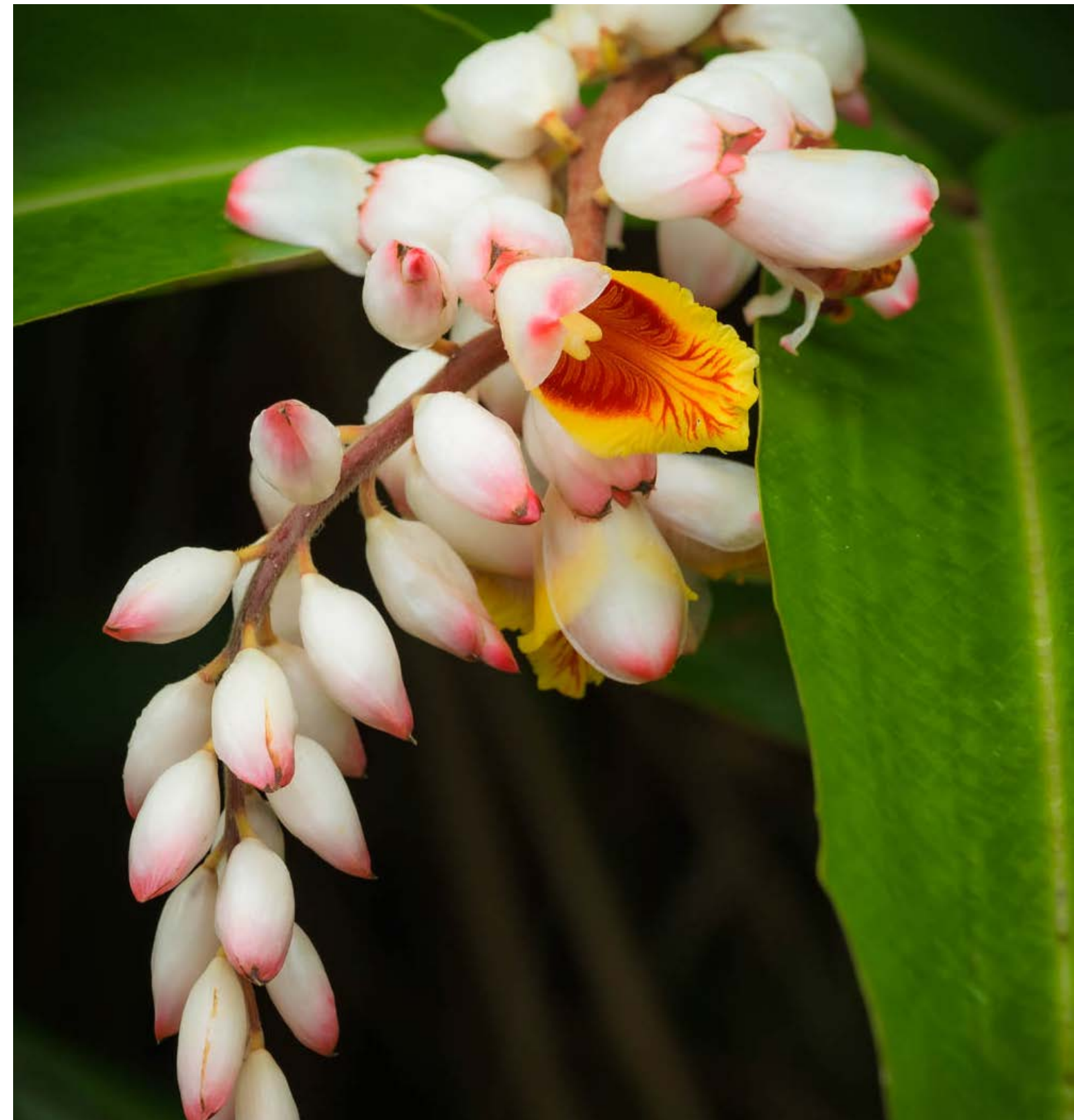
4.2 Environment: A transversal issue

Fundación Tropicalia remains committed to supporting environmental stewardship and conservation efforts in the community of Miches, and incorporates environmental education as a transversal activity in various program areas. We act as local coordinators and facilitators of opportunities that channel resources, attention and solutions to the environmental challenges that characterize the region.

With regards to the environmental initiative that historically fell under our scope, specifically *Rescate Costa Esmeralda*, we have successfully transferred our beach cleanup program or *rescates* to PROMICHES, as we saw an opportunity to generate greater impact with the direct involvement and ownership of the program by large hotel operators and developers in this effort. Under PROMICHES’ leadership, the program has soared and

even gave rise to the East Public Beach Access Initiative, a public private partnership that has organized beach access and promotes responsible beach visitation to *Playa Esmeralda*.

Lastly, given PROMICHES’ increased activity in the region, Fundación Tropicalia has lent its office space for their operations, effectively providing support to a like-minded organization that is paving the path for responsible destination management. For more details regarding these projects and the work of PROMICHES, [see section 3.2.2.](#)



4.3 Productivity: Miches emprende

Our rotational fund *Miches emprende*⁶ continues to operate and provide an ongoing source of financing for small business owners in Miches. The fund was capitalized at RD\$1,845,000 in 2016, and by December 31, 2021 the fund had accrued a total recapitalization amount of RD\$528,230 (RD\$111,380 up from the previous year). Of RD\$2,280,980 available for lending, RD\$1,001,041 have been disbursed among 9 clients. Since the start of *Miches emprende*, the fund has supported 93 direct jobs and indirectly benefited 465 people⁷.

4.4 Sociocultural Advocacy and Communications

Supporting the cultural traditions of the region, protecting the rights of girls and women, and being advocates for ending violence in the household are some of the key issues we address under the scope of Sociocultural Advocacy. This program area is dynamic and designed in accordance with local needs and with the ongoing input of our community stakeholders. Regarding communications, we leverage our brand, our multi-stakeholder network and our social media platforms to engage our audiences and educate them on issues focused on social and environmental justice, women and children's rights, and cultural identity.

4.4.1 CULTURAL IDENTITY

Fundación Tropicalia works to preserve and enhance the cultural heritage of the region, by supporting various activities in partnership with the local government and community leaders. In 2021, several cultural activities, including the historically significant *Carnaval* celebrations were suspended due to the pandemic. As a result, we supported alternative cultural initiatives, including:

- ✓ *La Feria del coco*, which celebrates the region's gastronomy based on the coconut.
- ✓ *El Día del niño*, which aligns with the Christmas holiday season. Fundación Tropicalia supports schools in celebration of Children's Day.



- ✓ Christmas Lighting Celebration: For the 6th consecutive year, Fundación Tropicalia sponsored holiday decorations for the Miches Municipal Park and also supported La Gina School with their own Christmas lighting efforts.
- ✓ El Cedro Firefighters: we supported the El Cedro Firefighters in celebration of their first year anniversary since being established.



⁽⁶⁾ *¡Miches emprende!* is a rotational fund managed by our partner, Banco ADOPEM, that provides financing to small tourism and agriculture businesses. It offers preferential interest rates to entrepreneurs who are socially and/or environmentally-minded and can demonstrate their linkage to the tourism supply chain. ⁽⁷⁾ These numbers are calculated such that each client provides direct employment to 3 people, and each of these indirectly benefits 5 family members. Since inception, *Miches emprende* has served 31 clients. (Source: Banco ADOPEM)

4.4.1 SOY NIÑA, SOY IMPORTANTE

Soy niña, soy importante turned a huge corner in 2021, as it grew from a summer camp to a multipronged program that now supports girls from 9 to 15 years old. SNSI's mission is simple: protect girls' childhood, guide them in making timely life choices, and educate them and their community regarding their rights.

Soy niña, soy importante fulfills its mission via different action areas, including a summer camp, an at-home program, teen empowerment, and activism, which consists of communication campaigns and civic participation, all which are implemented in the Dominican Republic, with a geographic focus on the municipality of Miches in the province of El Seibo.

SNSI IN A BOX:

SNSI in a Box delivers the transformational messaging of Soy niña, soy importante directly to our girls' homes by packaging fun, educational activities in a box. Our thematic boxes contain guides, didactic materials, snacks and surprises so that girls can learn while playing from the comfort of their homes, while involving the entire family in their learning journey.

Given the constraints of the pandemic in 2021, we launched the 2nd edition of SNSI in a Box in lieu of our traditional summer camp during the months of July and August, successfully engaging 311 girls under three different themes through the delivery of 933 boxes. The themes for our boxes were carefully chosen with the objective of giving continuing support to our girls as school-aged children lived through practically two years of confinement.

TEEN EMPOWERMENT:

Our Teen Empowerment initiatives support 13-15 year old girls as they enter the height of their adolescence. We build partnerships and bring resources to Miches that continue to develop girls' knowledge about their reproductive health, educational opportunities and future planning so that they make timely decisions, like postponing pregnancy or early unions.

With these objectives in mind, in 2021, and in partnership with the United Nations Population Fund (UNFPA), we launched two chapters of the girls' clubs Fabricando sueños or "Making Dreams" in the La Mina and La Gina communities of Miches, which involved a total of 50 girls and their mothers, and the training of community mentors that vie for girls rights in their communities.

ACTIVISM:

Through the Soy niña, soy importante platform, Fundación Tropicalia launches various communications campaigns and engages in civic participation efforts to: raise awareness regarding the plight of the Dominican girl and woman; actively contribute to the elimination of gender violence and child abuse; and, promote more inclusive communities, in which children, adolescents and women can grow and empower themselves without fear.

AWARENESS CAMPAIGN FOR IDENTIFYING AND PREVENTING DOMESTIC ABUSE

We started 2021, in continued alliance with the Canadian Fund for Local Initiatives, and concluded our partnership by launching an awareness campaign to prevent domestic violence, educate women and children on how to identify abuse, and motivate the community to report cases of abuse and partake in their Municipal Protection Board. The month of February was dedicated to creating content and undergoing print production for a physical and digital awareness campaign; from March to May 2021, Fundación Tropicalia distributed 800 posters (200 posters/month, 1 theme/month) and 500 flyers, in strategic locations in the Municipality of Miches and held several community meetings to explain the objectives of the campaign.

Fundación Tropicalia firmly believes that *the best and first line of protection for women and children is the community itself*. As a result, we will continue our awareness-raising campaigns surrounding this issue with the objective of creating cultural intolerance for violence in the household.

CIVIC PARTICIPATION

In January 2021, the mayor of Miches invited Fundación Tropicalia to be a member of the Municipal Board of the Children and Adolescents National Council (CONANI) for the 2021-2023 period. According to Law 136-03, Article 437, the municipality is required to establish a Municipal Board that vies for the protection of children's rights and serves as an extension of CONANI at the local level. We leveraged our participation on the board to further promote our awareness campaign to prevent domestic violence; and we actively supported the Mayor of Miches through the process of dedicating a permanent office in Town Hall for a CONANI social worker and psychologist to begin managing cases of child abuse directly in Miches. Fundación Tropicalia donated office furniture for this effort and provides constant coordination support; the initial idea is that CONANI representatives mobilize to Miches at least one day per week to provide physical presence in the municipality and manage cases.



2021 Key Performance Indicators



Girls (9-12 years old) **311**

Girls (13-15 years old) **50**



Participating Communities (La Mina, La Gina, Miches) **3**



Amount Raised **US\$44,204**
 96% Cash
 4% In-kind
 10 Institutional donors
 20 Individual donors



Number of Volunteers **20**



Number of Volunteer Hours **206**



Number of Boxes **933**



Ambassadors **20**



5. PARTNERS FOR SUSTAINABILITY

TROPICALIA

- **Armada Dominicana (ARD)** (since 2019)
- **Asociación de Hoteles y Turismo El Seibo-Miches (PROMICHES)** (since 2020)
- **Dirección Central de Policía de Turismo (POLITUR)** (since 2019)
- **Dominican Association of Tourism Real Estate Businesses (ADETI)** (since 2011)
- **Executing Committee for Infrastructure of Touristic Zones (CEIZTUR)** (since 2018)
- **Export and Investment Center of the Dominican Republic (CEI-RD)** (since 2008)
- **Legal Counsel of the Executive Branch** (since 2018)
- **Ministry of Environment and Natural Resource** (since 2008)
- **Ministry of Public Works and Communication** (since 2015)
- **Ministry of Tourism** (since 2009)
- **Municipality of Miches** (since 2008)
- **National Association of Hotels and Restaurants (ASONAHORES)** (Member since 2011)
- **National Private Business Council (CONEP)** (Member since 2014)
- **United Nations Global Compact** (since 2010)

Development And Communications Team

- Appia Hospitality
- Arquitectos Pérez Morales
- Blu Spas
- Bouygues Construcciones República Dominicana
- CBRE Limited
- CEPM
- De Camps Vásquez & Valera
- Ecomar
- EDG
- EDSA
- EPSA LABCO
- ERNST & YOUNG
- Fer Figheras
- Four Seasons
- Gensler
- Geoconsult
- Green Love
- Grupo DIF

- Hardner & Gullison Associates
- Headrick Rizik Alavrez & Fernandez
- Holsteinson & Asociados, SA (HOLASA)
- HVS
- IDB Invest
- IMI Living
- Isay Weinfeld
- JLL
- LEXGEO, S.R.L
- Llorente y Cuenca
- Marshall
- McGriff
- MRKT
- NQS Creative
- PricewaterhouseCoopers
- Renaissance Golf Design
- Ricardo Garcia
- Rios Legal
- Sheila Donnelly & Associates
- Sherwood
- Thisone Designwork
- Thompson Engineering
- Walter P. Moore
- W.F.Baird & Associates Coastal Engineers LTD

FUNDACIÓN TROPICALIA

- **Banco ADOPEM** (since 2015)
- **Consejo Nacional para la Niñez y la Adolescencia (CONANI)** (since 2015)
- **Ministry of Education of the Dominican Republic** (since 2010)
- **Ministry of Environment and Natural Resources** (since 2013)
- **Municipality of Miches and municipal districts**
- **El Cedro and La Gina** (since 2008)
- **National Business Network for Environmental Protection (ECORED)** (since 2008)
- **Asociación de Hoteles y Turismo El Seibo-Miches PROMICHES** (since 2021)
- **Universidad Iberoamericana (UNIBE)** (since 2017)
- **Universidad ISA** (since 2011)
- **United Nations Population Fund (UNFPA)** (2019)

6. LOOKING FORWARD

2022 MILESTONES AT TIME OF THIS PUBLICATION

TROPICALIA



- Received approval from IDB Invest for the financing of Four Seasons Tropicalia, valued at US\$146.4 million.
- Architectural, engineering and construction teams are fully engaged and working on design modifications.

DESTINATION MANAGEMENT



- Tropicalia, via PROMICHES, is supporting the IDB in its efforts to develop a coastal management and beach dynamic study of *Playa Esmeralda* coastline to advise on best practices for developers and the Ministry of Tourism.

COMMUNITY



- *Soy niña, soy importante*: Our Ambassador, Yina Guerrero, published *Yamila tiene miedo (Yamila is Afraid)*, a children's book based on our summer camp. We also hosted our first fundraising cocktail in partnership with Grupo Bentrani; relaunched the SNSI summer camp for the first time since 2019; concluded our partnership with UNFPA and developed a baseline study for our Teen Empowerment efforts.



- Education Advocates: We continue coordinating the *Educational Excellence Project (PEE)* in the Miches school district, a Presidential effort to evaluate student-learning outcomes in the two years of virtual education during the pandemic.



- Emergency response to Hurricane Fiona: Fundación Tropicalia coordinated several donation points in Santo Domingo and Punta Cana to collect clothes, food and personal hygiene items for families impacted in Miches. We also launched a School Fund to support recovery efforts for the school's most in need after the passing of the storm.










7. REPORTING FRAMEWORKS

Tropicalia references the most widely used frameworks worldwide to support reporting efforts: the United Nations Global Compact, the Sustainable Development Goals and the Global Reporting Initiative disclosures. These benchmarks offer a roadmap that enables alignment of our corporate objectives with the global agenda for responsible development.

7.1 The United Nations Global Compact and Sustainable Development Goals

Tropicalia and Fundación Tropicalia impact the following SDGs:

	SDG 4 for Quality Education	We work with the Miches public school district, specifically with teachers and students, to support quality education. See section 4.1.
	SDG 5 for Gender Equality	We follow United Nations Women's Empowerment Principles, and account for gender equality in our community development programs. Additionally, we empower and support women and girls through our <i>Soy niña, soy importante</i> initiative. See section 4.4 for details.
	SDG 8 for Decent Work and Economic Growth	Our business model is structured around sustainable tourism. We support events that foster cultural identity and encourage small business development and micro entrepreneurship to improve the local supply of goods and service. See section 4.3 for details.
	SDG 9 for Industry, Innovation and Infrastructure	We support SDG 9 via our pursuit of LEED certification to ensure building efficiencies, reduce our carbon footprint, and prioritize state-of-the-art technology for building and room management. See section 3.3.2.
	SDG 12 for Responsible Consumption and Production	Tropicalia's annual sustainability reports offer transparency and structured communication of our impact.
	SDG 15 for Life on Land	Our environmental and social management systems support SDG 15 as we aspire to conserve, protect, and restore the environment that surrounds our footprint. See sections 3.4.1.
	SDG 17 for Strengthening Partnerships for Sustainable Development	Both Tropicalia and Fundación Tropicalia engage in multi-sector partnerships in order to increase impact and mobilize technical and financial resources in support of the 2030 sustainability agenda of the United Nations. Since 2008, we've engaged in dozens of public, private and non-profit partnerships to improve the quality of education, increase environmental stewardship, provide access to information and communications technologies (ICTs), and bring much needed infrastructure (including water and waste management projects) to the region, among other contributions. See sections 3.2.2 and 5. for more on our partnerships.

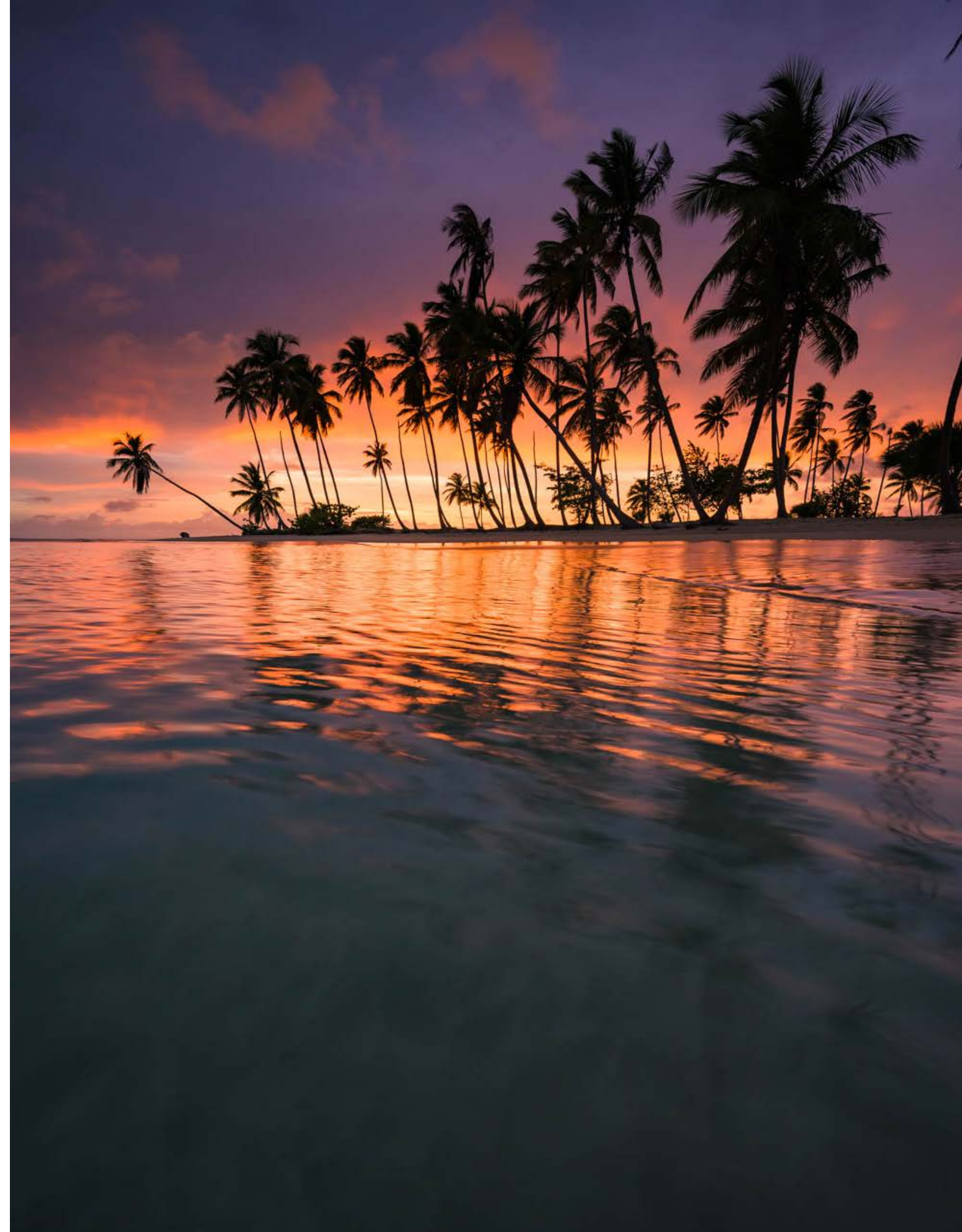
⁽⁴⁾ United Nations, The Sustainable Development Goals Report 2020. <https://unstats.un.org/sdgs/report/2020/The-Sustainable-Development-Goals-Report-2020.pdf> (accessed April 30, 2021)

7.2 Global Reporting Initiative

This is our sixth year referencing the guidelines and disclosures established by the Global Reporting Initiative (GRI). GRI is an international independent organization pioneering sustainability reporting since the late 1990s (www.globalreporting.org).

As in prior years, our GRI content index references the G-4 GRI Sustainability Reporting Standards issued in 2016 and became fully effective in 2018.

Our report is self-assured and our index includes the GRI Standards that are material to Tropicalia, Fundación Tropicalia, and our industry. Our reporting period is from January to December of every year, and our reporting boundary includes the activities of everything that falls within the Tropicalia master-planned development, Fundación Tropicalia when appropriate, and the community we impact with our operations - generally, the municipality of Miches and its municipal districts.



Disclosure	Description	Level	Location		Notes
			2020 Sustainability Report	Other	
GRI 101: Foundation					
GRI 101 does not contain any disclosures					
GRI 102: General Disclosures					
1. Organizational profile					
102-1	Name of the organization	✓	3. Tropicalia	Tropicalia website	
102-2	Activities, brands, products, and services	✓	3. Tropicalia	-	
102-3	Location of headquarters	✓	-	Santo Domingo, Dominican Republic.	
102-4	Location of operations	✓	3.2 Location	Tropicalia website	Miches, Dominican Republic
102-5	Ownership and legal form	✓	3. Tropicalia	Tropicalia website; Cisneros Real Estate website	
102-6	Markets served	✓	3. Tropicalia	-	
102-7	Scale of the organization	P	2. 2020 Highlights 2.1 Our Quarterly Playbook during Covid 3. Tropicalia 3.1 Four Seasons Dominican Republic at Tropicalia 3.3.1 Sound Business 3.4 Labor and Human Rights	-	- Total number of employees: 21 - Full time - Total number of operations: 1, Dominican Republic - Net sales: Does not apply - Quantity of products or services provided: 95-key resort & 23 branded residences operated by Four Seasons . - Capitalization: Information not available
102-8	Information on employees and other workers	✓	3.4.1 Environmental and Social Management System 3.4.4 Labor and Human Rights	-	- Total number of employees: 21 - Full time - Men: 12 - Full time, - Women: 9 - Full time, - Rural (including Miches): 12 - Full time - Urban: 9 - Full time - Tropicalia includes robust sustainability clauses and requirements in all major contracts to enforce environmental and social requirements of the project. - In 2020, our volunteer from JICA was evacuated from the country due to the pandemic.
102-9	Supply chain	✓	1. A Word from Adriana 3.3 Creating a Business Model for a Sustainable Tourism Sector 3.3.1 Sound Business 3.4.1 Environmental and Social Management System 4.2.2 Miches emprende 5. Partners for Sustainability	Tropicalia ESMS documents: 001, 004 through 009	- Commitments 2030: Inclusive supply chain sourcing from local businesses and farmers. 70% of hotel FB sourced locally.
102-10	Significant changes to the organization and its supply chain	✓	1. A Word from Adriana 2. 2020 Highlights 2.1 Our Quarterly Playbook during Covid 3.3.1 Sound Business	-	- Redesigned resort program. - Suspended construction contracts with suppliers, which led to suspending loan agreements with Senior Lenders due to pandemic.
102-11	Precautionary Principle or approach	✓	1. A Word from Adriana 2. 2019 Highlights 3.4.3 Environmental Balance 3.5. Management and Governance Mechanisms for Sustainable Business	Tropicalia EIA; Four Seasons DIA; Environmental Compliance Reports (ICAs); Sustainability Management System (SMS); Environmental and Social Management System (ESMS); Biodiversity Management Plan (BMP); LEED scorecard.	Tropicalia applies the Precautionary Principle. Environmental Impact Assessments and subsequent Environmental Compliance Reports required of MIMARENA, as well as ESMS, BMP and LEED KPIs are in line with the precautionary principle approach. Pursuit of EDGE Certification was suspended in 2020, along with suspension of loan agreements with IFC/IDB.
102-12	External initiatives	✓	3.3.2 Thoughtful Architecture 3.3.3 Environmental Balance 4. Fundación Tropicalia 7. Reporting Frameworks	Tropicalia website UNGC: https://www.unglobalcompact.org/what-is-gcr/participants/12547 ESMS documents: 012, 013	<u>Voluntary Commitments:</u> 10 Principles of the UNGC since 2010; SDGs; GRI; Community Development work carried out by Fundación Tropicalia; Commitments to LEED. <u>Mandatory Commitments:</u> Local and international law.
102-13	Membership of associations	✓	5. Partners for Sustainability	Tropicalia and Fundación Tropicalia websites	
2. Strategy					
102-14	Statement from senior decision-maker	✓	1. A Word from Adriana	ESMS documents: 001, Corporate Policy Statement; Supply Chain Policy	
102-15	Key impacts, risks, and opportunities	✓	1. A Word from Adriana 3.4 Management and Governance Mechanisms for Sustainable Business 3.4.2 Stakeholder Engagement 3.4.3 Sustainability Committee	Tropicalia EIA; Four Seasons DIA; ESMS; LEED Scorecard; Sustainability Committee	
3. Ethics and Integrity					
102-16	Values, principles, standards, and norms of behavior	✓	1. A Word from Adriana 3.3 Creating a Business Model for a Sustainable Tourism Sector 3.4 Management and Governance Mechanisms for Sustainable Business	Tropicalia EIA and Four Seasons DIA provide inventory of national and international standards and laws governing the development of the project. ESMS documents: 001, Corporate Policy Statement, Supply Chain Policy.	Tropicalia abides to all national and international laws and regulations pertinent to the tourism industry. Governing principles are readily available in English and/or Spanish and are disclosed to relevant parties. Training of employees occurs when required. VP Sustainability in support with other area managers is responsible for encouraging adherence to corporate values, principles, standards and norms.
102-17	Mechanisms for advice and concerns about ethics	P	3.4.2 Stakeholder Engagement	ESMS documents: 019-024 (external and internal grievance mechanisms plans and procedures)	
4. Governance					
102-18	Governance structure	✓	3.4.3 Sustainability Committee	Tropicalia EIA, Chapter 11: Management strategies	
102-19	Delegating authority	✓	3.4.3 Sustainability Committee	ESMS documents: 001	VP of Sustainability CRE is responsible for compliance with environmental and social commitments, and works actively with all departments to integrate targets in each area of operations. The Sustainability Committee designates any outstanding economic, environmental or social issues to corresponding departments and employees. Our ESMS also defines responsible parties for managing environmental and social commitments.
102-20	Executive-level responsibility for economic, environmental, and social topics	✓	3.4 Management and Governance Mechanisms for Sustainable Business		VP of Sustainability is the executive level position responsible for environmental and social topics. Cisneros CEO, CFO, COO; CRE President are all responsible for economic topics on the project and also sit on Tropicalia's Sustainability Committee.
102-21	Consulting stakeholders on economic, environmental, and social topics	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA Environmental Management Program, Environmental Compliance Reports. ESMS documents: 017 (Stakeholder Engagement Plan).	Tropicalia executives actively engage stakeholders relevant to their workflow. Fundación Tropicalia actively engages community stakeholders. These executives sit on the Sustainability Committee and report their findings to the Committee, which in turn reports to the CEO. Our operations team also engages stakeholders informally.
102-22	Composition of the highest governance body and its committees	P	3.4.3 Sustainability Committee		Sustainability Committee is the highest governance body for Tropicalia env't & social topics comprised of executives from Tropicalia and other Cisneros entities. Committee composition in 2020: 10 members: 5 female, 5 male. 7 between 30-50 years old, 3 over 50 years old.
102-23	Chair of the highest governance body	P	3.4.3 Sustainability Committee		Chair of the Sustainability Committee / highest governance body is also CEO of the organization. Sustainability Committee is comprised of company executives and non-executives are invited depending on the topics under revision.
102-24	Nominating and selecting the highest governance body	✓	3.4.3 Sustainability Committee 3.4.4 Labor and Human Resources		Committee members are company executives and are selected based on their involvement (which is contingent upon their proven expertise in their respective areas of work) in Tropicalia. When necessary we bring outside advisors to the committee on a year by year basis. In 2020, the Committee convened twice and invited two outside guests. Being an executive committee, members are selected based on tenure and relevance to the mission of the committee; 50% are female. We also have non-discrimination hiring practices in place. See section 3.4.4 of report.
102-26	Role of highest governance body in setting purpose, values, and strategy	✓	3.4.3 Sustainability Committee		The Sustainability Committee sets values and corporate philosophy, and approves strategies, policies, mission statement and goals developed by VP of Sustainability and/or ED of Fundación Tropicalia with regards to environmental and social topics. When appropriate the committee reviews economic topics, though these are mostly discussed within a different corporate committee.
102-27	Collective knowledge of highest governance body	✓	1. A Word from Adriana 3.4 Management and Governance Mechanisms for Sustainable Business		When appropriate & necessary, the Sustainability Committee agenda incorporates required reading requirements and knowledge sharing exercises to enhance collective knowledge of the group. All committee members are empowered to seek out industry conferences and workshops to build upon their knowledge in their respective areas. When possible we participate in industry events as speakers/experts.
102-29	Identifying and managing economic, environmental, and social impacts	✓	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 010 and 011 (ES Risk Identification Procedure and Matrix)	Committee members identify these risks/impacts within their work area and bring up the most relevant / pressing matters in the committee agenda. Other stakeholders are engaged in order to identify risks/impacts as necessary.

Disclosure	Description	Level	Location		Notes
			2020 Sustainability Report	Other	
102-30	Effectiveness of risk management processes	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Committee members and workflow managers manage risk in their respective areas and bring up the most pressing issues in our annual meeting or as necessary throughout the year.
102-31	Review of economic, environmental, and social topics	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Sustainability Committee reviews environmental & social topics once per year.
102-32	Highest governance body's role in sustainability reporting	✓	1. A Word from Adriana 3.4 Management and Governance Mechanisms for Sustainable Business		VP Sustainability sits on the Sustainability Committee and is editor in chief of the Sustainability Report, ensuring materiality, supervising and approving all content prior to sending to executive committee members for final approval. CEO gives final approval of Sustainability Report content before publishing.
102-33	Communicating critical concerns	✓	3.4 Management and Governance Mechanisms for Sustainable Business		Critical concerns are usually tackled at the operational level; however, if they relate to strategy for environmental and social topics, often department heads will report to VP Sustainability and/or Country Manager in Dominican Republic to ensure these concerns are addressed immediately and/or in the annual sustainability committee meeting.
5. Stakeholder engagement					
102-40	List of stakeholder groups	✓	3.4.1 Environmental and Social Management System 3.4.2 Stakeholder Engagement 4. Fundación Tropicalia 5. Partners for Sustainability	EIA Tropicalia DIA Four Seasons ESMS documents: 017 Stakeholder Engagement Plan	
102-41	Collective bargaining agreements	✓	3.4.4 Labor and Human Rights		Employees have the right to join worker associations and are protected by Dominican law to do so. To date 0% of our 21 employees have joined collective bargaining agreements.
102-42	Identifying and selecting stakeholders	✓	3.4.1 Environmental and Social Management System 4. Fundación Tropicalia	EIA Tropicalia DIA Four Seasons Stakeholder Maps (Communications Department) ESMS documents: 010 (Risk Identification Procedure), 017 (Stakeholder engagement procedure)	Tropicalia and Fundación Tropicalia consistently update a stakeholder map. Both stakeholders that would be impacted by the project and that could impact the project are considered. Other sources for identifying relevant stakeholders to the project include the project's EIAs and Stakeholder Engagement Procedures.
102-43	Approach to stakeholder engagement	✓	3.4.1 Environmental and Social Management System 3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	ESMS documents:017 (Stakeholder engagement procedure)	- Tropicalia and Fundación Tropicalia engage with stakeholders on an ongoing basis, including business partners, sector associations, community groups, industry leaders, lenders/investors, etc. We have an outreach and open-door policy, meaning that community stakeholders have consistent and constant contact with our employees to express their concerns and interests impromptu. - According to the specific program or initiative, Fundación Tropicalia develops community surveys to measure and assess the quality of the interventions and the level of satisfaction of the local people. - Tropicalia advises its General Contractor, consultants and providers on how to engage with its stakeholders as well.
102-44	Key topics and concerns raised	✓	3.2.3 Destination Management: PROMICHES 3.4.2 Stakeholder Engagement	Tropicalia EIA; Four Seasons Resort DIA ESMS documents: 017 (Stakeholder engagement procedure)	Beach access, tourism infrastructure needs, supply chain inclusion continue to be important to community and developer stakeholders.
102-45	Entities included in the consolidated financial statements	P			Tropicalia's financial statements are shared with material stakeholders upon request and subject to internal approval.
102-46	Defining report content and topic boundaries	✓	3.4.1 Environmental and Social Management System	ESMS documents define scope for each policy, procedure and plan related to ES performance	Boundaries of each material topic are limited to Tropicalia's property (everything that happens within the property boundary), and the community that is impacted by project activities, specifically the Miches Municipality, located within El Seibo Province.
102-47	List of material topics	✓	3.4.1 Environmental and Social Management System	ESMS documents define scope for each policy, procedure and plan.	All the material topics are presented in the project's ESMS documents. Material topics are also included in this Content Index, Disclosures GRI 301-1 through GRI 419-1
102-48	Restatements of information	✓	-	-	none
102-49	Changes in reporting	✓	-	-	No significant changes from previous reporting periods in list of material topics and boundaries.
102-50	Reporting period	✓	Cover / Title Page 1. A Word from Adriana	-	January 2020 to December 2020
102-51	Date of most recent report	✓	-	-	June 2020
102-52	Reporting cycle	✓	Cover / Title Page 1. A Word from Adriana	-	The Corporate Sustainability Report is published annually. This is our 10th report.
102-53	Contact point for questions regarding the report	✓	Last page of report / credits	-	Sofia Perazzo Vice President of Sustainability Cisneros Real Estate sperazzo@cisneros.com
102-54	Claims of reporting in accordance with the GRI Standards	✓	7.2 Global Reporting Initiative	-	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	✓	7.2 Global Reporting Initiative	-	
102-56	External assurance	P	7.2 Global Reporting Initiative		Our sustainability reports are self-assured at this time and the information produced in the report is supported by employee produced documents (reports, meeting minutes, presentation, etc.), photographs and attendance sheets.
GRI 103: Management Approach (applies for all material topics covered)					
103-1	Explanation of the material topic and its Boundary	✓	3.4.1. Environmental and Social Management System	ESMS documents	ESMS documents identify the material issues for our project, define scope/ boundary and responsible parties for implementation. Boundaries of each material topic are limited to Tropicalia HQ offices in Santo Domingo, Tropicalia's property (everything that happens within the property), Fundación Tropicalia offices in Miches and the community that is impacted by project activities: Miches Municipality, located within El Seibo Province. 1st tier suppliers (Hotel Operator and General Contractor and Subcontractors) are included in our project boundary and held accountable for complying with environmental and social commitments assumed by Tropicalia. Material topics are identified based on complying with multiple internationally recognized best practices and reporting guidelines in compliance with LEED, United Nations Global Compact and project ESMS.
103-2	The management approach and its components	P	3.4.1. Environmental and Social Management System	ESMS documents	ESMS includes plans, policies and procedures for material issues, defines scope of application and responsible parties. ESMS documents are shared with material stakeholders upon request and subject to internal approval. ESMS bridge documents include: local and international regulations and norms; environmental permits.
103-3	Evaluation of the management approach	P	3.4.1. Environmental and Social Management System 7.2 Global Reporting Initiative	ESMS Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	- The management approach of each material topic is evaluated periodically against the indicators/objectives outlined in ESMS documents. - Working groups that tackle specific areas of our sustainability approach ensure that strategic decisions are operationalized. - Tropicalia executes a rigorous Environmental Management and Protection Program (PMAA) corresponding to its environmental permits and Environmental Compliance Reports (ICAs) are presented to the Ministry of Environment and Natural Resources.
GRI 200: Economic topics					
GRI 201: Economic performance					
201-1	Direct economic value generated and distributed	P	4. Fundación Tropicalia	2018 Sustainability Report, sections: - 4.1 10 Years Working with Miches - 4.2 Our achievements in 2018	Tropicalia funds a portion of Fundación Tropicalia's annual budget; FT also raises funds to support community development programs. FT financials are produced to material stakeholders upon request and internal approval.
201-2	Financial implications and other risks and opportunities due to climate change	P	3.3.2. Thoughtful Architecture	2018 Sustainability Report, section 3.4.2 Four Seasons DIA Chapter 8.5: Adaptation plan for climate change Tropicalia EIA Annex 3.3: Climatic characterization ESMS documents: 010 and 011 Coastal processes, wave protection recommendations and studies	Tropicalia's architectural design accounts for sea surge, wave-run up, and 100 year storms. Buildings will be lifted a least 2.5 meters above sea level; sand dunes, coastal setbacks, and natural runoff were studied and integrated into resort design.
201-3**	Defined benefit plan obligations and other retirement plans	✓	3.4.4 Labor and Human Rights	Human resources payroll	We comply with Dominican labor law and mandatory retirement plan: Employer contributes 7.10% and employee contributes 2.87% of monthly earnings to retirement plan. 100% of employees participate in this plan. No other pension or retirement plan exists.

Disclosure	Description	Level	2020 Sustainability Report		Notes
			Location	Other	
GRI 202: Market presence					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	✓	3.4.4 Labor and Human Rights	- 2020 Payroll	All full-time and part-time salaries are higher than the legal minimum wage. All positions are remunerated based on experience and position, and give equal consideration to both men and women, including managerial positions. For minimum wage positions, male and female positions are compensated the same
202-2	Proportion of senior management hired from the local community	✓	-	-	- All positions are given equal consideration to all people, including managerial positions. - 2 senior management positions of 21 employees. - 2 out of 5 senior management positions are occupied by locals. - We prioritize hiring people that are from the local community. - Dominican citizens or permanent residents of the Dominican Republic are considered 'local' when hiring personnel
GRI 203: Indirect economic impacts					
203-1	Infrastructure investments and services supported	✓	3.2.3 Destination Management: Promiches 4. Fundación Tropicalia	2018 Sustainability Report, sections: 4.2, 4.3, 4.4, 4.5 EIA, Chapter 8 Annex presents a chart on potential impacts on the socioeconomic development of the local community during preconstruction, construction, and operation of Tropicalia. Fundación Tropicalia website	Via Promiches, Tropicalia is supporting water, waste and road infrastructure, as well as improved coastal management systems; all of which have positive impacts on the local community.
203-2	Significant indirect economic impacts	✓	3.2.3 Destination Management: Promiches 4. Fundación Tropicalia	EIA, Chapter 8 Annex presents a chart on potential impacts on the socioeconomic development of the local community during preconstruction, construction, and operation of Tropicalia. IDB Project Disclosure / Tropicalia / In 2017, IDB Invest qualified our project as among the highest of all corporate clients regarding its development impact in the local community. Fundación Tropicalia websites: nsi.fundaciontropicalia.com , mipe.fundaciontropicalia.com	- Most of Fundación Tropicalia's initiatives and projects generate indirect economic impacts on those who participate in its programs. - Tropicalia itself is slated to create direct and indirect economic benefits beyond a typical tourist development given the high poverty levels of the surrounding area. - Tropicalia's participation in the local DMO (destination management organization) - PROMICHES - is generating several positive indirect economic impacts, from improving coastal management to creating municipal-wide solutions to waste, water and other essential infrastructure needs.
GRI 204: Procurement practices					
204-1	Proportion of spending on local suppliers	✓	-	2019 Sustainability Report, section 4.4 2018 Sustainability Report, section 4.6 IFC Project Disclosure / Tropicalia IDB Project Disclosure / Tropicalia	Fundación Tropicalia: 100% of Fundación Tropicalia's activities are locally procured.
GRI 205: Anti-corruption					
205-3	Confirmed incidents of corruption and actions taken	✓	-	-	No incident to date.
GRI 300: Environmental topics					
GRI 303: Water					
303-1	Interactions with water as a shared resource	P	-	Four Seasons DIA Chapters 3, 4 and 8 discuss Tropicalia Four Seasons water source, consumption, discharge and catchments, as well as water management procedures for adequate use of water wells. 2018 Sustainability Report, GRI 303-1 2017 Sustainability Report, pgs 25-29 2016 Sustainability Report, pgs 32, 44-45	Tropicalia Four Seasons will source its water from 5 water wells located on Tropicalia property. Catchment sites identified are primarily subterranean for the Four Seasons Tropicalia site.
303-2	Management of water discharge-related impacts	P	-	Four Seasons DIA Chapters 3, 4 and 8 discuss Tropicalia Four Seasons water discharge-related processes, impacts and management. Project design documents available for material stakeholders upon request and internal approval. ESMS Documents: 013, 026	Four Seasons will have its own Waste Water Treatment Plant in compliance with IFC Environmental and Social Performance Standards.
303-3	Water withdrawal	P	-	-	5 water wells located on Tropicalia property. Our onsite consumption is 383,250 gallons of groundwater, or 1.74 Megaliters. We do not pull water from any other sources.
GRI 304: Biodiversity					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	✓	3.2.1 A Natural Escape	2019 Sustainability Report, section 3.3.1 2018 Sustainability Report, section 3.3.2 Tropicalia EIA, Chapter 3 Four Seasons DIA Critical Habitat Assessment Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan	The project is not located within any protected area or area of high biodiversity value. However it is adjacent to two protected areas, and areas of high biodiversity value are described in the project's EIA, DIA, BMP/BMEP and Critical Habitat Assessment. Project's BMP/BMEP complies with IFC P56.
304-2	Significant impacts of activities, products and services on biodiversity	✓	2. 2020 Highlights 3.3.3 Environmental Balance: Our Management Systems and Programs	2019 Sustainability Report, 2019 Highlights Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan Landscape Species List Technical report Botanical Garden	- All required Environmental Compliance Reports (ICAs) have been presented to the Ministry of Environment and Natural Resources. - Tropicalia identified and georeferenced endangered tree species (Palma Real, Palma Catey, Palma Caña, Drago) listed on IUCN and national conservation lists alongside the Botanical Garden, for replanting and transfer during site clearance. - In 2019, 82 species were tagged and georeferenced for conservation. - In 2020, 67 Palma Cana and 19 Palma Real were tagged and transferred. 50% survival rate do to Tropical Storm Isaias.
304-3	Habitats protected or restored	✓	-	2018 Sustainability Report, sections 1, 2, 3.4.1 Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan EIA, Chapter 10, presents the different proposed habitat management strategies	A result of Tropicalia's Critical Habitat Assessment revealed that Tropicalia is located in a highly modified habitat with remnants of natural habitat. These remnants have been georeferenced and identified and will be managed in accordance to the mitigation hierarchy.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	✓	3.3.3 Environmental Balance: Our Management Systems and Programs	EIA, Chapter 3 presents a list of nationally and internationally protected species found within the property boundaries of the project Biodiversity Management Plan / Biodiversity Monitoring and Evaluation Plan Critical Habitat Assessment	- In 2020, 67 Palma Cana and 19 Palma Real were tagged and transferred. 50% survival rate do to Tropical Storm Isaias.
GRI 306: Effluents and waste					
306-1	Waste generation and significant waste-related impacts	✓	-	EIA Chapter 1 Tropicalia ICAs 1-13	Waste produced limited to office activities in Santo Domingo and Miches. Tropicalia on-site waste produced is limited to staff consumption of food and beverage - 12 people in total. No significant waste impacts reported.
306-2	Management of significant waste-related impacts	✓	-	EIA Chapter 1 Tropicalia ICAs 1-13	Tropicalia site: waste is collected and transported to municipal waste-dump 2x per month. Fundación Tropicalia: all community engagement activities and office procurement reduces single use plastics to the greatest extent possible.
306-3	Waste generated	P	-	EIA Chapter 1 Tropicalia ICAs 1-13 ESMS documents: 026 (Waste Management Plan)	-
306-4	Waste diverted from disposal	✓	-	Inside cover page: A sustainable report 2020 Annual report GreenLove (for SD office) ESMS documents: 026 (Waste Management Plan)	Tropicalia site: recycles 30m3 of plastic and composts 200m3 of organic waste annually. Santo Domingo offices: Waste is classified and recycled by third party, GreenLove. In 2020, we recycled 325 Kg of paper, plastic, cardboard and glass. No hazardous waste produced at this time
306-5	Waste directed to disposal	✓	-	Tropicalia ICAs 1-13 ESMS documents: 026 (Waste Management Plan)	Tropicalia site: waste is collected and transported to municipal waste-dump 2x per month. SD offices: waste is collected by building and sent to municipal waste-dump weekly.
GRI 307: Environmental compliance					
307-1	Non-compliance with environmental regulations	✓	3.3.3. Environmental Balance: Our Management Systems and Programs	Tropicalia ICAs 1-15 Four Seasons ICAs 1-2 Tropicalia EIA and FST DIA ESMS documents: 013 (Legal and Other Requirements Matrix)	- Tropicalia is in full compliance with its environmental requirements. - Tropicalia EIA, Chapter 7 presents an inventory of national and international standards and laws governing the development of Tropicalia.

Disclosure	Description	Level	2020 Sustainability Report		Notes
			Location	Other	
GRI 308: Supplier environmental assessment					
308-1	New suppliers that were screened using environmental criteria	P	3.3.1 Sound Business: The Right Approach	ESMS documents BCRD ESHS documents BCRD monthly reports January - March 2020	100% new suppliers were assessed for environmental and social compliance with Tropicalia requirements BCRD (General Contractor) required subcontractors to comply with Tropicalia environmental and social requirements. Specialized service providers (i.e. Hazardous waste management service provider) must be authorized to operate by the Ministry of Environment and Natural Resources to perform their service.
308-2	Negative environmental impacts in the supply chain and actions taken	P	-	ESMS documents BCRD ESHS documents BCRD monthly reports January - March 2020	100% of suppliers were assessed for negative environmental impacts.
GRI 400: Social					
GRI 401: Employment					
401-1	New employee hires and employee turnover	✓	3.4.4 Labor and Human Rights	-	3 employees (2 female and 1 male) dismissed in later 2020 because of the pandemic labor force reduction. 12.5% turnover rate in 2020.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	✓	3.4.4 Labor and Human Rights	-	All employees, full-time and temporary, are eligible for the same benefits, including: life insurance, health care, disability and invalidity coverage, parental leave, etc.
401-3	Parental leave	✓	-	-	100% returned to work after parental leave. (2 females)
GRI 402: Labor/Management Relations					
402-1	Minimum notice periods regarding operational changes	✓	3.4.4 Labor and Human Resources	-	Significant operational change due to pandemic = work from home policies, social distancing and staggered return to the office.
GRI 403: Occupational Health and Safety					
403-1	Occupational health and safety management system	✓	3.4.1 Environmental and Social Management System	2019 Sustainability Report, sections: 1, 2, 4.3.1, 3.5.1, 3.5.3 2018 Sustainability Report, sections: 2, 3.4.1, 3.5.1 General Contractor (BCRD) provided an ESHS system including occupational health for all non-employee workers for construction phase of project. ESMS documents: 007, 013, 027, 040	Tropicalia's ESMS accounts for Occupational Health & EHS procedures and monitoring indicators. ESMS is in compliance with IFC PS 1, local and international regulations and industry best practices. ESMS applies to Tropicalia and Fundación Tropicalia employees, sites and offices, as well as subcontractor's workers.
403-2	Hazard identification, risk assessment and incident investigation	✓	3.4.1 Environmental and Social Management System	ESMS documents: 007, 013, 027, 028-33, 040	Tropicalia's ESMS accounts for EHS procedures and monitoring indicators; internal grievance mechanisms; environmental and social risk identification; EHS risk identification and mitigation hierarchy, etc. ESMS complies with IFC PS 1, local and international regulations and industry best practices.
403-3	Occupational health services	P	-	General Contractor (BCRD) provided an ESHS system including occupational health, environmental and safety issues. ESMS Documents: 039 (EPRP)	-
403-4	Worker participation, consultation and communication on occupational health and safety	✓	3.3.1 Sound Business: The Right Approach	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental and safety issues. BCRD monthly reports January - March 2020	BCRD supervised 4 subcontractors, 27 workers, 3 management staff and carried out 20 training workshops during site clearance activities prior to the pandemic.
403-5	Worker training on occupational health and safety	✓	3.3.1 Sound Business: The Right Approach	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental and safety issues. BCRD monthly reports January - March 2020	Training topics included: ethics & compliance; environmental management; control and worker health and safety
403-6	Promotion of worker health	P	3.4.4 Labor and Human Rights	COVID-19 Protocol for Cisneros Workers	-
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	NA	-	General Contractor (BCRD) implemented an ESHS system including occupational health, environmental and safety issues.	These procedures were developed in 2018, and will be managed by the General Contractor and will be applied to non-employees during construction phase
403-8	Workers covered by an occupational health and safety management system	✓	-	BCRD monthly reports January - March 2020	GC covers 100% of workers via their ESHS policies and plans
403-9	Work-related injuries	✓	-	BCRD monthly reports January - March 2020	None reported
403-10	Work-related ill health	✓	-	BCRD monthly reports January - March 2020	None reported
GRI 405: Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees	✓	3.4.3 Sustainability Committee 3.4.4 Labor and Human Rights	-	a. Committee composition in 2020: 10 members: 5 female, 5 male. 7 between 30-50 years old, 3 over 50 years old. b. Employees: 21 - Full time - Men: 12 - Full time, - Women: 9 - Full time, - Rural (including Miches): 12 - Full time - Urban: 9 - Full time
405-2	Ratio of basic salary and remuneration of women to men	✓	-	-	All full-time and part-time salaries are higher than the legal minimum wage. All positions are remunerated based on experience and position, and give equal consideration to both men and women, including managerial positions. For minimum wage level positions, male and female positions are compensated the same.
GRI 406: Non-discrimination					
406-1	Incidents of discrimination and corrective actions taken	✓	-	-	None during this reporting period
GRI 407: Freedom of Association and Collective Bargaining					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	-	-	None during this reporting period
GRI 408: Child Labor					
408-1	Operations and suppliers at significant risk for incidents of child labor	✓	-	-	None during this reporting period.
GRI 409: Forced or compulsory labor					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	-	-	None during this reporting period.
GRI 413: Local communities					
413-1	Operations with local community engagement, impact assessments, and development programs	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA, Chapter 8, presents a social impact assessment ESMS documents: 017, 022-024	All current operations and processes are implemented with local community engagement. ESMS developed in 2019 includes stakeholder engagement and external grievance mechanism plans and procedures
413-2	Operations with significant actual and potential negative impacts on local communities	✓	3.4.2 Stakeholder Engagement 4. Fundación Tropicalia	EIA, Chapter 8, presents a social impact assessment ESMS documents: 010, 011	Fundación Tropicalia consistently engages community stakeholders in support of their insertion into the tourism supply chain. Tropicalia manages impact via stakeholder engagement plan and open-door dialogue with community leaders and stakeholders.
GRI 414: Supplier social assessment					
414-1	New suppliers that were screened using social criteria	P	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 004-008, 009	Sustainability clauses included in major contracts, particularly with General Contractor and any contractor hired for the construction phase.
414-2	Negative social impacts in the supply chain and actions taken	P	-	-	Suppliers required to comply with ES requirements of the project. Certain service providers to be certified by MIMARENA to provide services (i.e. manage hazardous waste)
GRI 419: Socio-economic compliance					
419-1	Non-compliance with laws and regulations in the social and economic area	✓	3.4 Management and Governance Mechanisms for Sustainable Business	ESMS documents: 013	- The organization has not been identified as non-compliant with socio-economic laws and regulations. - EIA, Chapter 7 presents an inventory of national and international standards and laws governing the development of Tropicalia.

LEGEND			
✓	We fully meet the disclosure and information for the corresponding disclosure is included either in the report, in another report/study (referenced here), or within the table in the "notes" column	P	We partially meet the disclosure and have some of the information in the report, here in the table, or in other report/study



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Published on:
October 2022

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