

SUSTAINABILITY REPORT

Reporting Period: June 2025 – May 2026

1. INTRODUCTION

Hue Ecolodge started welcoming guests in 2016 with 15 bungalows, equal to 30 rooms. In 2025, it added 5 more bungalows with 20 rooms. Now, Hue Ecolodge has a total of 50 rooms. The resort covers 2.7 hectares of land, and 2/3 of this area is covered by green trees.

Hue Ecolodge belongs to Asia Ecolodge, a chain of eco-resorts in Vietnam. This chain has 4 locations across the North, Central, and South of the country.

With more than 15 years of experience in eco-tourism, we know that people, nature, and culture are the most important things. Despite many changes over the past 20 years, we always work hard to build sustainable accommodations and activities. This helps protect the environment and local traditions. Our role in tourism is to find effective ways to save nature. We use new ideas to reduce our impact on the environment and build a stronger future.

In the future, we commit to opening more eco-resorts. We will always focus on reducing our impact on the environment through new and sustainable activities.

From 2025 to 2026, Hue Ecolodge continues to improve its sustainable management system. This helps us prepare for the Travelife certification program.



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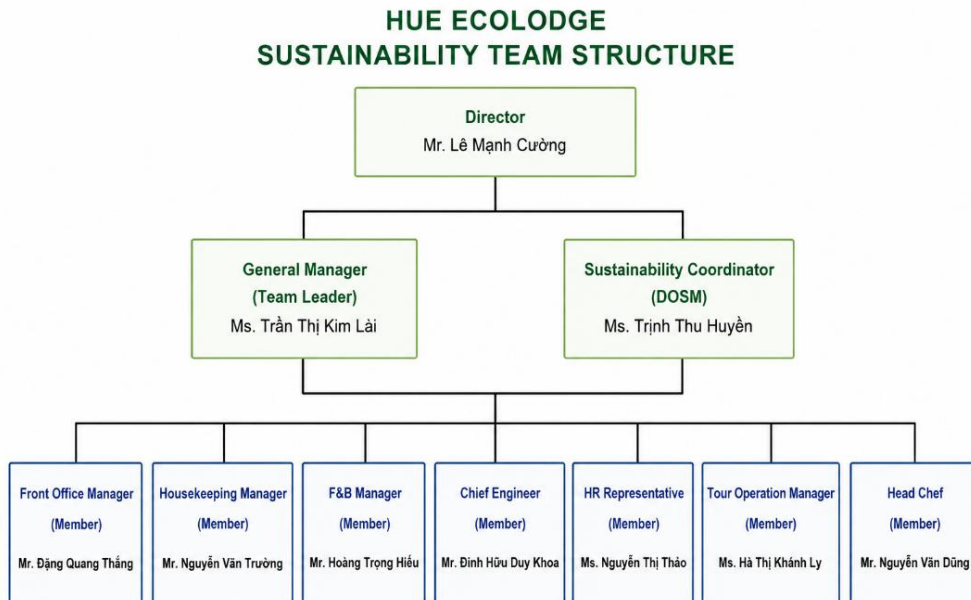
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2. SUSTAINABLE MANAGEMENT

2.1 – Nhóm phát triển bền vững

2.1 – Sustainability Team

Hue Ecolodge has set up a Sustainability Team. This team includes the Board of Directors and representatives from different departments.



The main tasks are:

- Track environmental data.
- Set goals for sustainable development.
- Organize training programs for staff.
- Monitor activities that support the local community.
- Make regular reports.

Environmental data is tracked every month using the Travelife Environmental Performance Indicator Tool (EPIT).

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2.2 – Issued Policies and Commitments

1. Sustainability Policy
2. Equal Opportunity & Human Rights Policy
3. Child Protection Policy
4. Local Community Policy
5. Health and Safety Policy
6. Commitment to Biodiversity Protection and Support
7. Commitment to Greenhouse Gas Emission Reduction
8. Supplier and Partner Commitment on Children and the Environment

3. EMPLOYEES AND A FAIR WORK ENVIRONMENT

3.1 – Commitments and Benefits

SUSTAINABLE DEVELOPMENT STARTS WITH PEOPLE



At Hue Ecolodge, we believe that the most important factor for our success and sustainable development is not the buildings or the landscape, but our staff.

Many employees have worked with Hue Ecolodge for many years. They stayed with the hotel through growth periods, difficult times in tourism, and recovery stages after the pandemic and natural disasters. This loyalty is clear proof of the stable, fair, and respectful work environment that Hue Ecolodge always tries to build.

The Board of Directors commits to fully providing all employee benefits according to Vietnamese law, including:

- Labor contracts,
- Social insurance,
- Health insurance,
- Unemployment insurance,

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- Leave days, maternity leave, and other benefits.

In addition, Hue Ecolodge always cares about improving the material and mental life of our staff. We organize annual trips, team-building activities, professional training, and special programs for employees' families.



Every year, the hotel organizes activities for the children of our staff on International Children's Day (June 1st), Mid-Autumn Festival, and other special occasions. This helps build a strong connection between the company and the families of our employees.



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We believe that when employees feel respected, listened to, and supported to grow, they will bring the best experiences to customers. They will also contribute positively to the community and become an important driving force for the sustainable development journey of Hue Ecolodge.

3.2 – Staff List (Updated to May 2026)

Content	Report Data
Total of staff	42 people
Local labor (Thuy Bieu village and around Hue)	100%
Female Staff	59% (25/42 people)
Visually impaired staff	1 person

3.3 – Training and Development

In the 2025–2026 period, training programs are organized regularly for many departments:

Topic	Time	Attended staff
Kitchen and Restaurant Department Training	For new staff and based on work needs	
Housekeeping Department Training	For new staff and based on work needs	
Front Office Department Training	For new staff and based on work needs	
Implementing the sustainable tourism program and participating in Travelife assessment	3/1/2026	7 managers
Assessing sustainable development activities after one month of implementation	27/2/2026	7 managers
Internal training on Child Rights and Human Rights in Tourism	12/3/2026	42 employees
Training on Occupational Safety and Chemical Use	16/4/2026	40 employees

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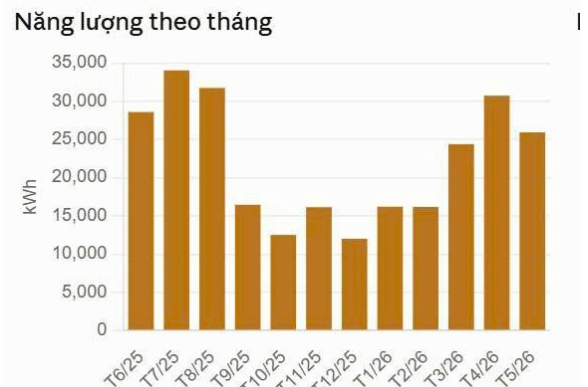
4. ENVIRONMENTAL RESULTS

This is the first reporting period for Hue Ecolodge after implementing the EPIT system. Therefore, the data below is set as the baseline to track and compare in the next reporting periods.

4.1 Energy Consumption

During the reporting period:

- Total energy consumption: 264,810.75 kWh
- Total guest nights: 20,114
- Average: 13.17 kWh per guest night



Comments:

- The highest energy consumption was in July 2025 (34,037 kWh) and August 2025 (31,732 kWh). This matched the peak summer tourism season.
- From September to December 2025, consumption dropped significantly. This was due to lower room occupancy and the impact of the rainy/flood season in Hue.
- The lowest consumption was in December 2025 (11,999 kWh).
- From March 2026 onwards, consumption increased again. This happened as room occupancy and the number of guests recovered.

Energy-saving measures:

- 100% of rooms have energy-saving inverter air conditioners and receive regular monthly/quarterly maintenance.
- 100% of rooms have ceiling fans with messages encouraging guests to use them instead of air conditioning when the weather is not too hot.
- Use energy-saving LED lights.
- Open design with many large windows to use natural light and fresh air.
- Raise awareness of energy saving among staff.
- Send energy-saving messages to customers in their rooms and public areas.
- 100% of rooms do not have televisions to save energy and reduce plastic waste and electronic parts.

4.2 Water Management

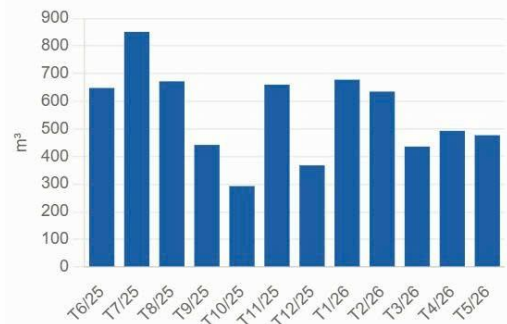
During the reporting period:

- Total water usage: 6,653 m³
- Average: 0.33 m³ per guest night

Comments:

- Total water usage during the reporting period was 6,653 m³.
- The highest water consumption was in July 2025 (789 m³) and August 2025 (733 m³). This matched the peak summer tourism season.
- In November 2025, water consumption increased unusually (660 m³). This was due to floods in Hue and activities for cleaning, disinfecting, and restoring facilities after the floods.
- After this period, water usage returned to normal levels and continues to be tracked every month through the EPIT system.

Nước theo tháng



Water-saving measures:

- Check regularly and repair immediately if there are leaks in pipes and faucets.
- Maintain the water supply and drainage systems.
- Encourage guests to reuse towels and change bed sheets every two days.
- Apply water-saving measures in operations, such as: using a low-to-medium flow water system, and using industrial laundry services from outside partners.

At the end of 2025, due to the floods in Hue, water usage increased temporarily for cleaning, disinfecting, and fixing aftermath of the floods.

4.3 Greenhouse Gas Emissions

During the reporting period:

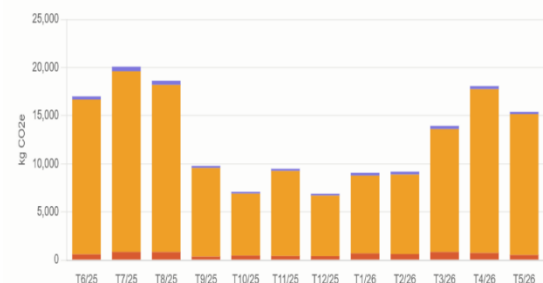
- Total emissions: 154,587 kg CO₂e
- Average: 7.69 kg CO₂e per guest night

We track emissions from:

- Electricity.
- Fuel.
- Water.
- Waste.
- High-emission food.

Phát thải khí nhà kính theo Scope

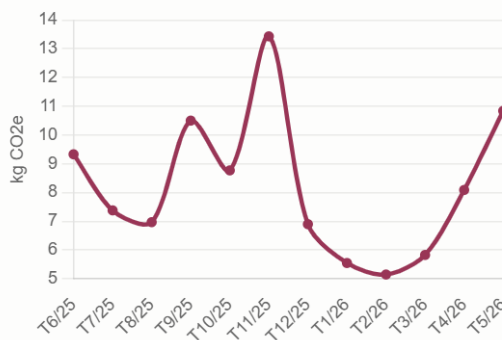
Scope 1 (nhiên liệu trực tiếp) Scope 2 (điện lưới) Scope 3 (gián tiếp khác)



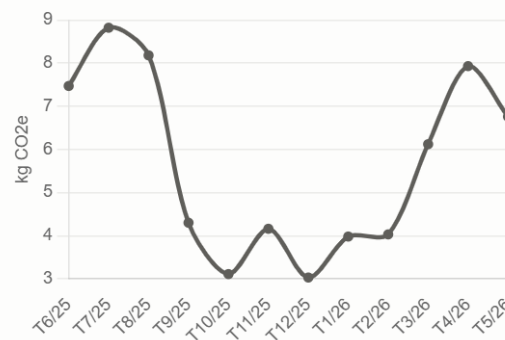
Comments:

- Scope 2 (purchased electricity) accounts for 92.9% of total greenhouse gas emissions during the reporting period (143,654/154,587 kg CO₂e). Meanwhile, Scope 1 (direct fuel) only accounts for 4.8% and Scope 3 accounts for 2.3%.
- Monthly emission changes follow the same trend as energy consumption. Emissions were highest in July and August 2025 (peak season) and lowest in December 2025.
- Because most emissions come from the electricity grid, solutions to reduce electricity use or add on-site renewable energy will bring the biggest results in reducing emissions.

Phát thải / đêm khách



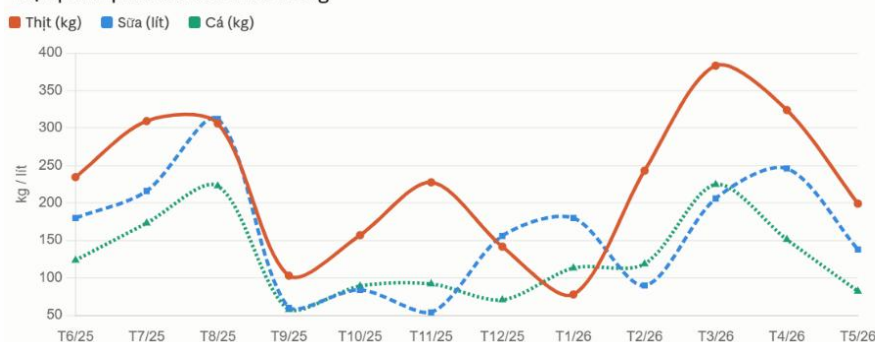
Phát thải / m² sàn



Emission intensity per guest night spiked in November 2025 and May 2026, the lowest occupancy months, as fixed emissions like pool maintenance and lighting did not decrease with low guest numbers.

This highlights a "fixed consumption" issue due to specific operational needs during low seasons, such as post-flood repairs in November and early air conditioning usage in May, offering a key opportunity to manage base load during low-demand periods in 2026–2027.

Thực phẩm phát thải cao theo tháng



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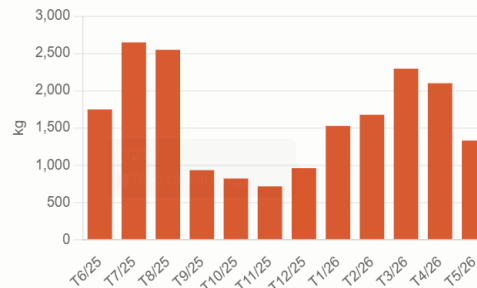
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4.4 Waste Management

Total waste generated:

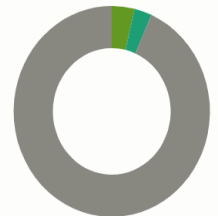
- 19,292 kg
Inside this, composting accounts for 3.8% and recycling accounts for 2.9% of total waste emissions (2,560.72 kg CO_{2e}). The remaining 93.4% belongs to the "unspecified" treatment method group.

Tổng chất thải rắn theo tháng



Cơ cấu xử lý

- Ủ phân 3,8%
- Tái chế 2,9%
- Chưa xác định 93,4%



Waste management activities:

- Sort waste at the source.
- Separate recyclable waste.
- Track the amount of waste generated every month.
- Reuse leftover food as animal feed for local villagers when appropriate.

Comments:

- Most general waste (after separating compost and recycling) is collected by the local urban environment company. According to records, this waste is taken to transfer stations or large local collection points for more detailed sorting. After that, it is sent to factories for proper treatment, such as sanitary landfilling, waste-to-energy incineration, or composting.
- According to Vietnam's Environmental Law (Decree 08/2022/ND-CP and Circular 35/2024/TT-BTNMT):

In the regulations for household solid waste treatment, the State recognizes the following treatment methods:

- Composting
- Incineration with energy recovery
- Incineration without energy recovery
- Sanitary landfilling
- Other treatment methods that meet regulations

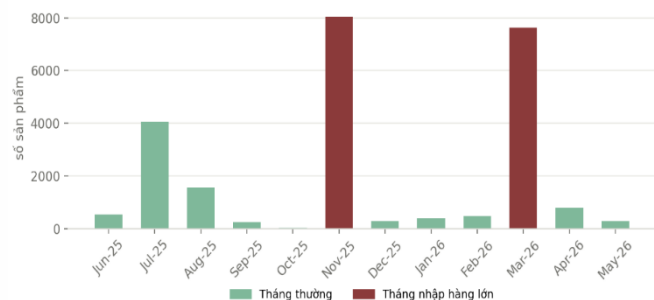
4.5 Single-Use Plastic Reduction

Main products:

- Toothbrushes.
- Combs.
- Shower caps.
- Cotton swabs.
- Plastic bags.
- Plastic bottled water.

Sản phẩm nhựa dùng một lần mua vào theo tháng

Hai đợt nhập hàng lớn (T11/2025, T3/2026) khác biệt với mức dùng các tháng còn lại



Comments:

- Most months recorded fewer than 800 single-use plastic products.
- November 2025 (8,041 products) and March 2026 (7,632 products) were unusually high because of purchased items, not the actual usage in those months.
- These two sharp increases were periods of bulk buying for stock. They do not show an actual increase in plastic use during those two months.

Right from the start of its operations, Hue Ecolodge has applied many measures to reduce single-use plastics, including:

- Replace free plastic water bottles in rooms with reusable glass bottles.
- Replace plastic straws with paper straws.
- Minimize single-use plastic items in daily operations.
- Encourage guests to use personal water bottles when joining sightseeing tours.

Single-use plastic products recorded in the EPIT system mainly include

- extra water bottles for tours,
- requested amenities, and items lacking suitable,
- sanitary alternatives.
- These items are still in use despite tracking efforts.

In addition, Hue Ecolodge participates in the plastic waste reduction program by [WWF-Vietnam](#) and Plastic Smart Cities.

In 2025, Hue Ecolodge received a Certificate for its contributions to the project "Hue – Plastic Smart City in Central Vietnam". The resort also received a Certificate of Merit for its active contributions to plastic reduction practices in the tourism industry from 2023 to 2026.

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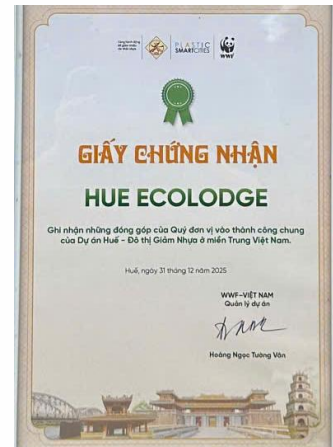
Honoring Pioneers in Plastic Reduction in Hue (2023 - 2026)



Certificate of Merit: Hue Ecolodge for active contributions to plastic reduction practices in the tourism industry (2023 - 2026)



Signing Ceremony: Commitment to Implementing the Local Plastic Waste Reduction Plan



Hue Ecolodge: Certificate for Contributions to "Hue – Plastic Smart City in Central Vietnam" Project

5. ENVIRONMENTAL INFRASTRUCTURE

Hue Ecolodge invests in and maintains environmental infrastructure to minimize environmental impacts, improve resource efficiency, and ensure compliance with current regulations.

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5.1. Infrastructure for Wastewater and Clean Water Management

- The ecolodge is equipped with its own domestic wastewater treatment system with a capacity of 30 m³/day.
- The system is operated and maintained regularly by the Engineering Department to ensure stable operation.
- Treated wastewater is monitored, and regular environmental testing is conducted according to local authorities' regulations.
- Kitchen grease trap: The kitchen is equipped with a grease trap to limit oil and organic waste from food preparation from entering the drainage system. The kitchen staff cleans the trap once a month to maintain treatment efficiency and reduce the risk of system blockage.
- Swimming pool filtration and control system: Hue Ecolodge checks the pool water condition daily through visual inspection (color, clarity, and surface cleanliness). We add and treat chlorine as needed to maintain water quality for guests. The responsible department keeps inspection logs and cleans the pool area regularly to ensure a clean, safe, and sanitary environment.

5.2. Infrastructure for Waste Management and Sorting

Ensure that waste is collected, sorted, and treated properly, not thrown away carelessly.

- Organic waste: Transferred to local people for animal feed.
- Recyclable waste: Reused to make decorations and recycled products, or sold to purchasing units.
- Remaining waste: Collected and treated by the local Urban Environment Company.
- Hazardous waste: Stored separately and transferred to authorized units for treatment according to regulations.

5.3. Infrastructure for Safe Chemical Management and Storage

- Chemical Store: A separate storage room with a safety lock, waterproof floor, and good ventilation to prevent toxic gas buildup.
- Spill Pallets: Large plastic trays placed under strong chemical containers to ensure that if a container punctures or leaks, the chemicals stay in the tray and do not spill onto the floor.
- PPE Station (Personal Protective Equipment): A place to keep rubber gloves, safety goggles, masks, and aprons, equipped with an emergency eyewash station in case of accidents.

5.4. Backup Generators

Hue Ecolodge is equipped with 02 backup generators (120 KVA and 60 KVA) using diesel fuel to ensure continuous operation in case of power outages. The equipment is maintained regularly once a month to ensure stable and safe operation.

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5.5. Fire Prevention and Fighting

The hotel is equipped with a fire extinguisher system according to regulations and conducts regular inspections and maintenance. Fire safety work is coordinated with local authorities to ensure readiness for emergency situations. In addition, Hue Ecolodge is continuing to complete the signage system and evacuation maps to enhance safety levels for guests and staff.

6. BIODIVERSITY

Hue Ecolodge maintains a large green ecosystem on its grounds with thousands of trees from various groups.

Especially:

- 95 Thanh Tra trees (a specialty fruit of Thuy Bieu).
- 57 green-skinned pomelo trees.
- More than 100 Banh pomelo trees.
- Many other types of fruit trees, shade trees, and native plants.



The hotel also maintains:

- Vegetable gardens.
- Orchards (fruit gardens).
- Areas for ornamental plants and flowers.

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These areas contribute to:

- Conserve the local landscape.
- Enhance biodiversity.
- Support carbon absorption.
- Create habitats for native species.

The hotel does not use chemical herbicides for landscape maintenance. Weed control is done manually to minimize the impact on soil, water sources, and local biodiversity.

Hue Ecolodge commits to maintaining and developing the green ecosystem on its grounds as an important part of its sustainable tourism strategy.

7. CHEMICAL MANAGEMENT AND ENVIRONMENTAL PROTECTION

The resort commits to strictly controlling the entire lifecycle of chemicals, from purchasing to disposing of empty containers, to protect the health of our staff and the local ecosystem:

- **Product Selection:** 100% of cleaning chemicals used in Housekeeping, Kitchen, and Laundry are bought from reputable suppliers, with a priority on biodegradable products. The resort commits to not using toxic chemical herbicides for landscape and vegetable garden maintenance.
- **Storage and Instruction:** Chemicals are stored in a separate, well-ventilated chemical store with a safety lock. Material Safety Data Sheets (MSDS) in Vietnamese are fully posted in the store for each chemical type.
- **Occupational Safety (PPE):** Workers receive regular training on chemical safety. They must wear full Personal Protective Equipment (PPE), including gloves, masks, and safety goggles, during work.
- **Waste Disposal:** Empty chemical cans and bottles after use are collected in the hazardous waste area. They are regularly handed over to authorized companies for treatment according to environmental regulations. Residual chemicals are never discharged into the groundwater.

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8. SUSTAINABLE SUPPLY CHAIN

- Hue Ecolodge prioritizes purchasing agricultural products, food, and services from local suppliers.
- Key activities:
 - Buy agricultural products from local people, accounting for more than 50% of our suppliers.
 - Support traditional craft households by bringing guests to visit and learn about painting, incense making, and joss paper making.

9. LOCAL COMMUNITY SUPPORT

- Hue Ecolodge creates jobs for local people. More than 40% of our workers come from Thuy Bieu village, including visually impaired workers. We send them to training centers for massage therapy and then hire them as foot massage staff. Notably, more than 59% of our staff are women.
- Partner with local cultural centers and artists by organizing Hue singing programs (Ca Hue) – a traditional folk music genre of Hue.

10. LOCAL CULTURE PRESERVATION

Hue Ecolodge actively promotes the traditional cultural values of Hue through:

- Hue singing performances (Ca Hue).
- Tours to visit incense-making villages.
- Tours to visit joss paper workshops.
- Folk painting experiences.
- Bicycle tours to explore Thuy Bieu village.

These activities help guests understand more about local life, culture, and traditional crafts.



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11. LOCAL CUISINE AND GUEST EXPERIENCES

The hotel organizes cooking classes using local ingredients.

Through this activity, guests will:

- Learn about Hue's food culture.
- Experience making traditional dishes.
- Understand more about the origin of local ingredients.



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12. CHILD PROTECTION

- Hue Ecolodge commits to protecting children from all forms of exploitation, abuse, and harm. The resort applies the Child Protection and Human Rights Policy to raise awareness among staff, partners, and the community about the responsibility to protect children.
- We do not use child labor below the legal age required by law. We also encourage staff to actively report any actions that show signs of violating child rights. This policy is shared internally and is part of Hue Ecolodge's commitment to responsible tourism.

13. COMMUNICATION AND AWARENESS SPREADING

13.1 – Local Media Recognition:

The local media has recognized Hue Ecolodge's efforts in environmental protection and sustainable tourism development.

In 2026, Hue Radio and Television Station (HueTV) filmed and introduced cultural, culinary, and community tourism experiences at Hue Ecolodge in their Culture – Tourism program.

Through these communication activities, the hotel hopes to spread awareness about responsible tourism and environmental protection.

[Tap chí Văn hoá - Du lịch \(24/05/2026\)](#)

WWF Vietnam :

https://drive.google.com/file/d/1-cStv_da_jPXRKVehk5c9RLu09F4x5Nk/view?usp=sharing

13.2 – Community Environmental Activities

Hue Ecolodge organizes the "Hue Ecolodge Green Day" program regularly during the low season, usually in May and September every year.

Activities include:

- Collect waste at the resort and around the local area within a 3km – 5km radius.
- Clean the environment.
- Raise awareness of environmental protection.
- Encourage participation from guests and the local community.

This is one of the key environmental activities of the hotel.

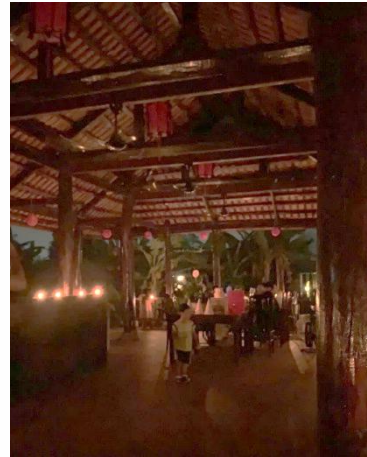


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And, we post on our Fanpage, Instagram, and LinkedIn to call on everyone to support Earth Hour and Earth Day.

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Ảnh Xem tất cả ảnh

JOIN EARTH HOUR 2026 WITH HUE ECOLOGE
Let's switch off the lights and turn on our connection with the Earth. Join Hue Ecolodge in honoring our planet and embracing the beauty of a sustainable future.
Small actions, big impact. Every candle we light is a promise to protect the world we share. Let's make a difference together!
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Email: booking@hue.ecolodge.asia
Address: 56 2 Đường Lương Quán - Phường Thủy Xuân - Thành phố Huế
Website: https://hue.ecolodge.asia/ Ấn bắt



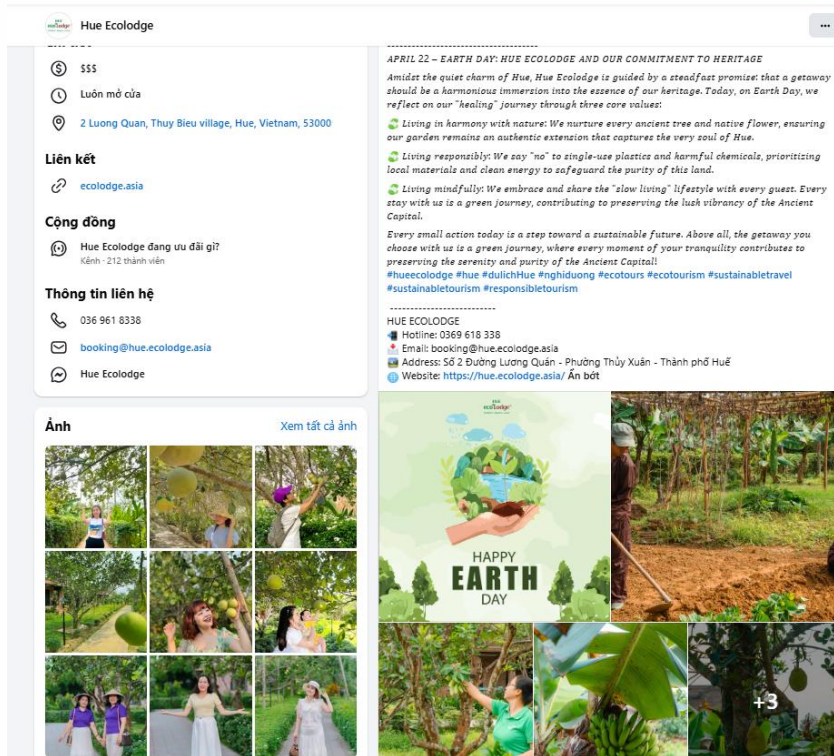
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14. FLOOD RECOVERY AND FACILITY IMPROVEMENT

In 2025, the entire Central region was heavily affected by floods. Hue Ecolodge also suffered a lot of damage. However, we quickly took strong actions:

- Deep clean the entire resort: remove mud, filter pool water, treat waterlogged trees, and repair damaged equipment in the kitchen and restaurant.
- Treat mold and mildew.
- Repaint affected areas.
- Replace damaged furniture.
- Upgrade the air conditioning system.

These activities help improve our resilience against natural disasters and enhance guest experiences.

15. GOALS FOR THE 2026 – 2027 PERIOD

- Reduce energy consumption by 3% per guest night.
- Reduce water consumption by 3% per guest night.
- Reduce single-use plastic by 10%.
- Maintain the Green Day program at least 2 times per year.
- Continue to prioritize local purchasing.
- Train 100% of staff on sustainable development.
- Continue to preserve the green ecosystem and biodiversity on the grounds.

16. CONCLUSION

- Sustainable development is a continuous journey that requires long-term commitment from the business, staff, partners, local community, and guests.
- During the 2025–2026 period, Hue Ecolodge achieved many positive results in environmental management, community support, local culture preservation, and building a fair work environment for employees. We are proud of these achievements, and at the same time, we clearly realize that there are still many opportunities to continue improving.
- Moving into the 2026–2027 period, Hue Ecolodge commits to continuing to reduce environmental impacts, improve resource efficiency, decrease single-use plastics, strengthen local community support, and preserve the unique cultural and natural values of Hue.
- We believe that sustainable tourism is not only the responsibility of the business but also the partnership of all stakeholders to create positive values for present and future generations.

Management Board

DIRECTOR

GM

SUSTAINABILITY
COORDINATOR (DOSM)

MR. LÊ MẠNH CƯỜNG

MS. TRẦN KIM LÀI

MS. TRINH THU HUYỀN

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Internal training on sustainable tourism and participation in Travelife assessment



Housekeeping training

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Culinary training



*F&B (Food and Beverage)
training*

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Local people collect leftover food for animal feed



Guests go to the market using bioplastic baskets instead of plastic bags.

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Cleaning chemicals currently in use



Communicate energy and water saving in guest rooms and public areas

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Fire safety signs and waste sorting areas

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