

A photograph of Salina Ali, the Chairperson, sitting in a patterned armchair. She is wearing glasses and a light-colored, patterned top with a shawl. The background is a warm, indoor setting with a red cushion and a shelf with decorative items.

“By delivering excellence in customer service and building a culture of empowerment and accountability, we are moving forward to deliver world-class service while addressing challenges and ensuring the well-being of our guests, employees, and communities.”

MESSAGE FROM THE CHAIRPERSON

Salina Ali
Chairperson

Dear Shareholders,

Assalamu Alaikum

It is both an honor and a responsibility to address you as the Chairman of Unique Hotel & Resorts PLC, one of the nation's leading Five Star hotel and the pioneer of Five Star hotel in the private sector of Bangladesh. As I reflect on the financial year 2024-25, I am reminded of the resilience, tenacity and determination that have defined our journey this past year. While the year in review presented extraordinary challenges, it also underscored our ability to adapt, innovate and remain steadfast in our commitment to excellence.

A YEAR OF CHALLENGES

FY 2024-25 was a year of challenges for Bangladesh's hospitality sector due to factors like continued inflationary pressures, global economic uncertainty, and a decline in foreign tourist arrivals. The sector also faced issues with limited international promotion, infrastructure deficits, and other domestic challenges, although there was a slight improvement in the overall business climate compared to the previous year. Political instability that marked the beginning of the second-half of the year further exacerbated the situation, creating an environment of uncertainty that impacted our

operations and financial performance and dented consumer confidence. Despite our best efforts to mitigate these issues, the cumulative impact of these adversities resulted in a financial loss for the year, a setback we deeply regret but are determined to overcome.

BUSINESS PERFORMANCE

In the face of continued economic adversity and sector-specific challenges, the company has demonstrated resilience and prudent management in maintaining a strong financial position. During the reporting year, we recorded a total revenue of BDT 2,683 crore, compared to BDT 2,925 crore in the previous fiscal year, demonstrating the stability of our core operations despite macroeconomic volatility. Due to huge finance cost, profit after tax stood at BDT 1,525 crore, as against BDT 1,432 crore in the prior year. This performance, as detailed in the Audited Financial Statements, was underpinned by disciplined cost management, improved operational efficiencies, and the strategic execution of key initiatives. These efforts continue to reinforce our commitment to sustainable growth and long-term value creation for our esteemed shareholders. Based on financial performance, the Board of Directors recommended 16% cash dividend to all shareholders for the financial year ended 30 June 2025.

Particulars	Financial Year 2024-2025	Financial Year 2023-2024 (Restated)
Basic and Diluted Earnings Per Share (EPS)	BDT 5.18	BDT 4.87
Net Asset Value (NAV)	BDT in million 27,646.64	BDT in million 26,794.89
Net Asset Value (NAV) Per Share	BDT 93.91	BDT 91.02
Net Operating Cash Flow Per Share (NOCFPS)	BDT 2.87	BDT 6.47

Dear Shareholders, due to July–August 2024 student movement and its subsequent unrest caused widespread disruptions and heightened security concerns, significantly affecting the hospitality and travel sector. Additionally, Bangladesh experienced a severe flood during first quarter of the financial year 2024-25 that lasted several weeks, further discouraging inbound travel. Consequently, the hotel's occupancy rate declined notably, as a significant portion of its business depends on foreign guests. On the other hand, rising commodity prices, higher electricity and gas tariffs, and increased bank interest rates also placed additional pressure on operational performance. As a result, EPS of Unique Hotel & Resorts PLC stood at Tk. 5.18 per share for the year ended 30 June 2025, compared to Tk. 4.87 per share (restated) in the previous year — reflecting an overall increase of 6.4%.

SUSTAINABILITY AND SOCIAL RESPONSIBILITY

At UHR PLC, resilience and sustainability go hand in-hand. Our sustainability values reflect the way in which we steward

the organization towards not only fostering a culture of contribution to socio-economic growth but also planting a path to cultivating societal resilience. This need is acute in Bangladesh to bolster growth buoyancy in the face of continued global and domestic challenges that buffet the national economy. In this effort, we align our progress on and contribution to the Sustainable Development Goals (SDGs) that express Bangladesh's 2030 objectives. With the SDGs as our guiding light, enhancing our commitment to broader societal investment is a vital component of our sustainability approach and key to a better tomorrow.

As a leader in the hospitality industry in Bangladesh, we take pride in collaborating with leading consultants to develop sustainability targets that will drive improvements across ESG metrics, through initiatives such as energy recovery systems and renewable energy use. We have created a safe and encouraging environment for our employees to ensure their personal and professional development. Furthermore, our

engagement with charitable causes across the country has led to numerous tangible outcomes, generating positive results for local communities. Guided by our governance framework, we ensure continuous stakeholder engagement and long term success by promoting responsible practices and inclusive decision making. We are a committed organization that recognizes the environmental effect of our hotel operations and are thus dedicated to mitigating that impact across our entire supply chain. Our environmental management methods are governed by laws and regulations as well as the Company's Environmental, Health and Safety Policy, which seeks to apply the best international standards and practices to all elements of our activities. This strategy backed by an Environment, Health, and Safety (EHS) management system that is benchmarked to international standards.

Our purpose of True Hospitality for good recognizes the importance of using our business to not only care for those we interact with, but also to make a positive difference to our communities and the world around us. Our strategy, still very much centered on achieving industry-leading net rooms growth, places a sharper focus on our brands and digital investments, our guests and owner offer, and ensuring we grow in the right way for our people, communities and planet. Taking all, we have learnt as a company from the pandemic, our behaviors support the ways of working we believe are vital to successful operations, reputation and culture. Suffice to say that given our long-term planning and focus on quality products and services, we remain optimistic that Unique Hotel & Resorts PLC shall continue to do well in the future.

OUR ESG COMMITMENT

Unique Hotel & Resorts PLC is dedicated to maintaining strong corporate governance principles and practices, ensuring integrity, transparency and accountability in all we do. This commitment is pivotal for building trust with our stakeholders and is supported by a diverse and skilled Board of Directors. Our comprehensive risk management framework, which includes risk identification, assessment, monitoring, and mitigation, is guided by a culture of prudent risk-taking and ethical behaviour. Our dedication to sustainability and corporate social responsibility remains a cornerstone of our identity; we recognize their importance in securing our long-term success and relevance. In recognition of our duty to the environment, our communities, and future generations. Our initiatives focus on reducing our carbon footprint, promoting diversity and inclusion, and supporting local communities to foster both social and environmental benefits alongside financial returns. We are committed to sustainable tourism practices that minimize negative impacts and maximize

benefits for host communities, emphasizing conservation of natural resources, protection of cultural heritage and promotion of responsible travel.

SOUND GOVERNANCE

Unique Hotel & Resorts PLC is committed to maintaining the highest standard of Corporate Governance and adhering to the Corporate Governance requirements which facilitate effective management and enable the company to maintain a high level of business ethics and optimize the value for all its stakeholders. Safety is our number one priority. Our policies and rigorous safety management systems ensure that safety principles and practices are hard-coded into our business and operations. The Company's culture of corporate governance embeds a high level of transparency, accountability and equity by employees and management in all facets of its operations and interactions with its stakeholders. Our philosophy on Corporate Governance envisages best management practices, compliance with the law and adherence to these ethical standards has set a culture in the Company wherein good Corporate Governance underlines interface with all stakeholders.

ACKNOWLEDGMENT

I would like to take this opportunity to thank our stakeholders for their continued support and trust in the Company and management. I am also grateful to our valued customers, honorable shareholders, clients, well-wishers and the regulators, especially Bangladesh Securities and Exchange Commission, Dhaka Stock Exchange PLC, Chittagong Stock Exchange PLC, Registrar of Joint Stock Companies & Firms, Bangladesh Investment Development Authority (BIDA), Financial Reporting Council Bangladesh and Central Depository of Bangladesh Limited and other regulatory authorities and institutions for their prudent guidance and support. My heartfelt appreciation also extends to our people, Hotels offices and reservation centers who have been a part of it for their dedication and perseverance, for outlasting such a challenging time and helping us emerge from it an even better, leaner and stronger company. I am very excited and committed to the transformation journey we are driving and confident that we will come out stronger as we scale new heights. I am confident the Company will continue its success with the support from all its stakeholders.



Salina Ali
Chairperson