

WEIL
HOTEL

2026

WEIL HOTEL SUSTAINABILITY & IMPACT REPORT

2026 Operational Disclosures

Chapter 1: Corporate Profile & Leadership

A Message from Our Leadership Team

At WEIL Hotel, our brand philosophy — **Inspire, Enliven, and Enrich** — represents more than a set of values; it forms the foundation of how we operate, serve our guests, develop our associates, and contribute to the communities around us.

We believe that hospitality excellence and sustainability are deeply interconnected. True success is not measured solely by the experiences we create for our guests, but also by the positive impact we generate for our people, our environment, and the communities we call home.

Our sustainability journey reflects this belief in action. Through responsible operations, innovation, community engagement, and continuous improvement, we leverage our resources and influence to create meaningful long-term value.

Sustainability at WEIL is not a standalone initiative; it is embedded into our daily decision-making, operational practices, and growth strategy. As we continue moving forward, our commitments remain ambitious yet practical — driven by measurable outcomes, transparent reporting, and a dedication to achieving responsible hospitality excellence.

Together, we continue to uphold our promise:

Everyday Can Be Extraordinary.

About WEIL Hotel

WEIL Hotel Ipoh is a five-star urban lifestyle hotel located in the heart of Ipoh, Perak. Featuring **313 guest rooms and suites**, three signature dining destinations, a coworking space, event facilities, and a rooftop infinity pool, WEIL Hotel represents a modern hospitality landmark within the city.

Strategically connected to Ipoh Parade Shopping Centre along Jalan Sultan Idris Shah, the hotel serves as the flagship hospitality enterprise of **Weil Resources Sdn. Bhd.**, delivering contemporary accommodation, dining, events, and lifestyle experiences for both leisure and business travellers.

Through thoughtful design, personalised service, and responsible operations, WEIL Hotel continues to redefine urban hospitality while strengthening its role as a responsible corporate citizen.



Brand Identity & Purpose

Brand Purpose

To **inspire**, **enliven**, and **enrich** the soul of our guests, associates, and the communities we serve.

Brand Promise

Everyday Can Be Extraordinary

At WEIL, we believe extraordinary moments are created through meaningful connections, genuine hospitality, and responsible actions that positively influence everyday experiences

Executive Leadership Team Profile

Redefining Tomorrow's Hospitality

WEIL Hotel's operational excellence, sustainability governance, and strategic direction are guided by a dedicated **Executive Committee (EXCOM)** and departmental leadership team.



LIEW YU-WEI

Managing Director

- Master's Degree in Hospitality Administration, École Hôtelière de Lausanne
- Bachelor of Science (Hons) in Mechanical Engineering, Imperial College London
- Recipient of Asia's Most Admirable Young Leader 2025 by the Asia Corporate Excellence & Sustainability (ACES) Awards

Since 2010, Liew Yu-Wei has spearheaded the development and growth of the WEIL hospitality brand, shaping its strategic direction, commercial expansion, and commitment to service excellence.

With a vision to establish a homegrown hospitality brand that creates meaningful experiences, he has transformed WEIL's philosophy of **"Everyday Can Be Extraordinary"** into a guiding principle embedded across the organisation.

Under his leadership, WEIL Hotel continues to integrate innovation, sustainability, and responsible business practices into its long-term growth strategy.

ESG LEADERS



MICHAEL QUAH
Chairperson

Appointed as General Manager in March 2018, Michael Quah oversees overall hotel operations, workforce optimisation, service excellence, and guest experience enhancement. His leadership philosophy centres on empowering associates to continuously improve and deliver exceptional guest experiences.



WONG YOW SENG
Environmental Leader

Mr Wong has been Chief Engineer of WEIL Hotel since 2016, with extensive M&E and engineering experience. He holds a Certificate in Electrical from the Energy Commission (Suruhanjaya Tenaga). He previously held engineering roles at leading hotels and spent 13 years in project management. At WEIL, he leads the Engineering team and champions ESG and sustainable engineering practices. His focus includes energy and water efficiency, preventive maintenance and resource optimization.



YVONNE LOOI
Social Leader

Appointed as Director of Human Resources at WEIL Hotel in July 2025, Yvonne Looi oversees the hotel's people strategy, talent development, and workplace culture. With over 16 years of experience across the manufacturing and hospitality industries, she is dedicated to developing talent, strengthening associate engagement, & fostering an inclusive and supportive workplace.



LIAU OI KHENG
Governance Leader

Ms Liao Oi Kheng has served as Finance Controller since August 2015, overseeing financial governance, resource planning and regulatory compliance. Through disciplined financial management and data-driven decision-making, she supports sustainable business growth, accountability and operational resilience.

Chapter 2: Strategic Pillars & Core Values

Sustainability Governance Framework

At WEIL Hotel, sustainability governance is embedded within our operational strategy through structured monitoring, accountability frameworks, and continuous improvement practices. On **15 April 2026**, WEIL Hotel was officially recognised by the **Malaysia Book of Records** as the first establishment certified under the **ESG Certification for Hotels & Resorts Programme**.

Developed by the **Malaysian Association of Hotels (MAH)** together with **SGS Malaysia and Saimatrix Integrated**, and endorsed by the **Ministry of Tourism, Arts and Culture (MOTAC)**, the certification provides a structured framework for measuring sustainability performance through transparent, data-driven assessment.

Internal monitoring conducted in 2026 recorded an associate ESG awareness and engagement rate of **90.2%**, reflecting strong participation and alignment across the organisation.

“At WEIL, sustainability is not simply an initiative — it represents who we are and how we operate. It provides structure to the values we have always believed in, ensuring our actions create meaningful impact for our guests, associates, and community while meeting recognised global standards.”

— Liew Yu-Wei
Managing Director



Global Standards Alignment

WEIL Hotel reinforces its commitment to transparent sustainability reporting by aligning its Environmental, Social, and Governance (ESG) disclosures with the **Simplified ESG Disclosure Guide (SEDG) guidelines.**

Our sustainability approach is structured around three core pillars:

ENVIRONMENTAL

- Sustainable Operations
- Energy & Water Conservation
- Responsible Waste Management
- Responsible Housekeeping
- Food Waste Composting

SOCIAL

- Community Empowerment
- Meaningful CSR Programmes
- Education & Industry Partnerships
- Diversity & Inclusion

GOVERNANCE

- Responsible Sourcing
- Responsible Innovation
- Digital Transformation & Governance



Chapter 3: Performance & Progress



Pillar 1: Sustaining Our Operations

At WEIL Hotel, environmental responsibility is embedded into our operational practices through continuous improvement, resource optimisation, and responsible management of our environmental footprint.

We focus on creating sustainable operational systems that balance guest experience excellence with long-term environmental stewardship.

Our approach centres on four key areas:



By integrating sustainability into our daily operations, WEIL Hotel continues to reduce environmental impact while strengthening operational efficiency and resilience.

Environmental Impact & Climate Action

Greenhouse Gas (GHG) Emissions Performance

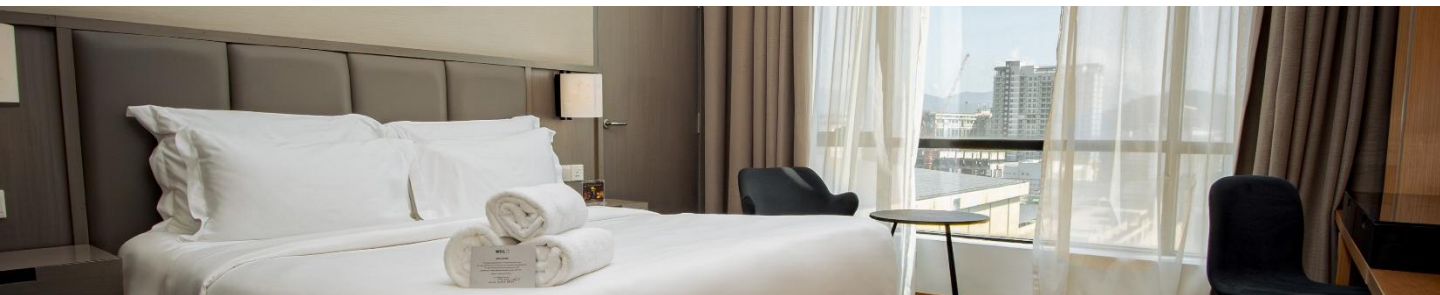
Q1 2026 Operational Disclosure

This summary highlights the hotel's greenhouse gas (GHG) emission intensity metrics for the **first quarter of 2026 (January–March)**. It tracks intensity across two key operational parameters:

GHG Metric	Jan-26	Feb-26	Mar-26
Emissions per Guest-Night (kgCO ₂ e)	39.45	37.83	43.51
Emissions per Occupied Room (kgCO ₂ e)	69.32	68.82	75.50

During the first quarter of 2026 (January–March), greenhouse gas (GHG) emission intensity recorded its lowest levels in February at **37.83 kgCO₂e per guest-night** and **68.82 kgCO₂e per occupied room**, before rising in March to a quarterly peak of **43.51 kgCO₂e per guest-night** and **75.50 kgCO₂e per occupied room**.

Establishing these precise guest and room-level baselines across Q1 reinforces our commitment to data-driven decarbonisation, enabling active energy optimization and keeping our overall operational footprint aligned with our long-term ESG performance targets.

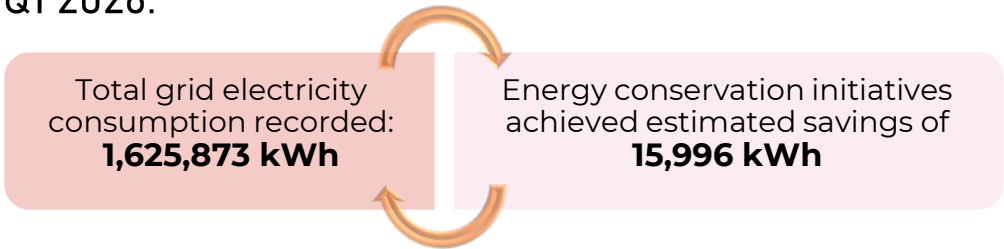


Energy Conservation & Efficiency

WEIL Hotel continues to enhance energy efficiency through technology-driven solutions and operational optimisation.

Electricity Consumption Management

During Q1 2026:



Energy reduction initiatives include:

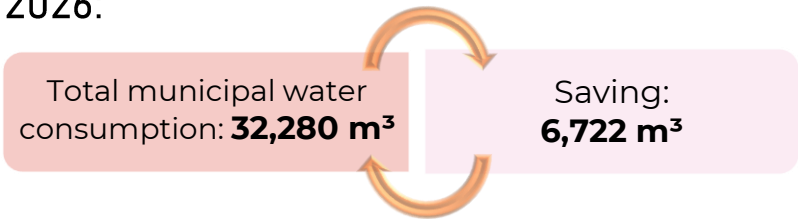
- Smart LED lighting automation
- Preventive maintenance and optimisation of electrical systems
- Precision HVAC balancing and monitoring
- Operational awareness among associates to reduce unnecessary energy consumption

These initiatives support WEIL Hotel’s commitment to reducing energy intensity while maintaining guest comfort and operational reliability.

Water Conservation & Responsible Usage

Water stewardship remains a key priority within WEIL Hotel’s sustainability strategy.

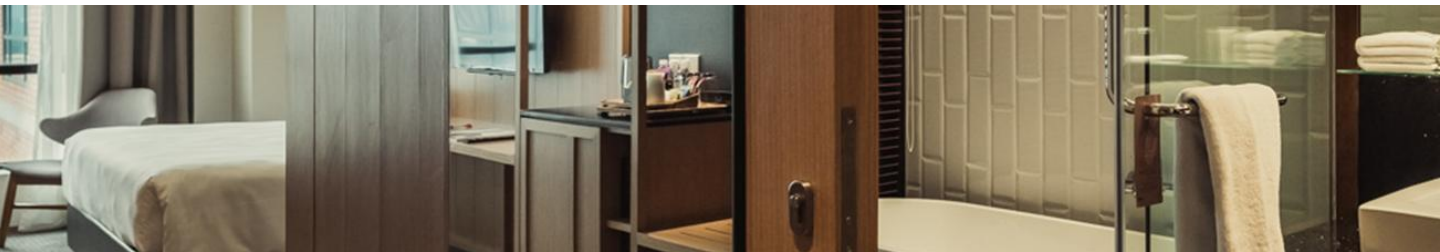
During Q1 2026:



Water efficiency practices include:

- High-efficiency water filtration systems for guest rooms
- Reduction of reliance on single-use bottled water
- Responsible housekeeping practices
- Monitoring of water consumption trends for operational improvements

Through these initiatives, WEIL Hotel continues to reduce resource dependency while maintaining high standards of hygiene, safety, and guest experience.





LEED Gold O+M Certification: Advancing Sustainable Building Performance

WEIL Hotel achieved its **LEED Gold O+M (Operations and Maintenance)** certification through smart, passive design and active engineering. Rather than relying on default green technologies like solar panels — which were blocked by the building's structural layout — the hotel focused heavily on optimizing its **Heating, Ventilation, and Air Conditioning (HVAC)** system and building envelope.

These practices work in tandem to minimize energy demand.

High-Performance HVAC & Energy Recovery

Air conditioning is the single largest energy consumer in any tropical hotel. WEIL addresses this with highly engineered thermal management:

- **High-Efficiency Chillers:** The hotel utilizes optimized chillers that require significantly less electricity to cool water for the central air conditioning system.
- **Hot Water Energy Recovery:** The HVAC system features a heat recovery loop. The waste heat captured from the cooling process is redirected to heat the hotel's tap and shower water. This dual-purpose design yields an estimated **30% energy savings** over conventional hotel HVAC setups.
- **Building Management System (BMS):** Proactive monitoring allows engineers to scale cooling up or down based on real-time occupancy. If a wing of the hotel has lower occupancy, the HVAC output automatically scales back.

Passive Thermal Design (Building Envelope)

An HVAC system is only as good as the building's ability to keep the heat out. WEIL's architectural envelope was designed specifically to lower the thermal load on the air conditioning:

- **Structure Conservation:** Instead of demolishing the original building (which would have wasted massive amounts of embodied carbon), the developers built on top of the existing concrete foundation.
- **Thermal Insulation (AAC Boards):** The floors utilize Autoclaved Aerated Concrete (AAC) boards, which are lightweight and provide superior thermal insulation.
- **Dual-Core Walls & High-Performance Glazing:** Double-thick walls reduce the amount of external heat that radiates into the interior. This is paired with high visible light transmittance glazing (reflective glass) that lets natural daylight filter in while blocking solar heat radiation.

Smart Lighting & Power Mitigation

To complement the heavy mechanical savings of the HVAC system, the rest of the building's electrical load is minimized:

- **Sensors & Controls:** Public areas, corridors, and back-of-house zones rely on motion and occupancy sensors to turn lights off when vacant.
- **LED Transition:** Replacing traditional fixtures with T5, PLC, and LED lights slashed lighting energy consumption by approximately **20%**.

By investing in thermal resistance first and efficient cooling second, WEIL Hotel proved that sustainable construction could be accomplished with only a **1.5% increase in initial construction costs** — an investment that rapidly paid for itself in utility savings.

Circular Waste Management & Resource Recovery

“Be An Eco Hero”

Food Waste Composting Initiative

WEIL Hotel’s **“Be An Eco Hero”** sustainability campaign represents our commitment to transforming food waste management through circular solutions. Through the implementation of the **MAEKO composting system**, the hotel processes organic kitchen waste internally and converts food waste into nutrient-rich organic soil enhancer.

The initiative supports:

- Reduction of organic waste sent to landfill
- Lower carbon emissions associated with waste disposal
- Creation of reusable compost materials
- Greater sustainability awareness among associates and guests

The programme demonstrates WEIL Hotel’s commitment to moving beyond waste reduction towards a circular economy approach.



In-House Food Composting: The Circular Loop

As the **first hotel in Perak** to implement a **commercial in-house food composting system**, WEIL Hotel transforms food waste into a valuable resource, reducing landfill impact and supporting circular economy principles through responsible waste management.

The Food Waste Journey

1 Collection at F&B Outlets

Daily

Food scraps and kitchen waste are systematically collected from the hotel's food and beverage outlets, including Tiffin All Day Dining, Yuk Sou Hin, The Deck Gastrobar, the Banquet Kitchen, and the associates' cafeteria.

2 In-House Composting

24-Hour Cycle

Using our on-site machinery, 100% of hotel food waste is converted into a dry, high-nutrient soil enhancer, avoiding **17,291.16 kgCO₂e** in emissions by processing **14,249 kg of waste into 2,081.1 kg of compost** (Data collected from Apr 2025 – Mar 2026). The resulting soil enhancer is packaged in 500g packs and made available to the community at **RM5 per pack**, encouraging sustainable gardening practices while promoting the circular use of resources.

3 Community Collaboration

Public Engagement & Environmental Advocacy

WEIL Hotel actively collaborates with the local community through initiatives such as the Ipoh Refill programme, annual CSR activities, and sustainability awareness campaigns that promote responsible environmental practices. The hotel also distributes complimentary soil enhancer samples to in-house guests and the public, encouraging home gardening while showcasing the value of food waste composting and circular resource management.

4 Zero-waste landscaping & Distribution to Local Gardens

Closing the Loop

The organic compost produced is incorporated into WEIL Hotel's zero-waste landscaping practices. Surplus compost is donated to community gardens and urban farming initiatives in Perak, while also being made available at **Ipoh Refill for RM1 per 100g**, extending the impact of this initiative by making chemical-free, nutrient-rich soil enhancement accessible to the wider community.



Waste Management Practices

WEIL Hotel maintains structured waste management procedures covering:

ORGANIC WASTE



- Processed through the MAEKO composting system
- Converted into organic soil enhancer for environmental applications

SCHEDULED WASTE



- Managed through controlled segregation, storage, and licensed disposal processes
- Strict compliance with environmental regulations to prevent contamination

GENERAL WASTE



- Waste segregation practices implemented across operational departments
- Continuous monitoring to improve recycling and landfill diversion performance

Scheduled Waste Management

Scheduled Waste & Energy Consumption Report

Reporting Period: March – August 2026

Waste Code	Description	Quantity (kg)
SW 110	Used LED / Tube Lights	147.2 kg
SW 409	Used Containers (Chemical/Ink)	6.1 kg
SW 409	Used Photocopy Machine Ink Cartridges	5.5 kg
Total		158.8 kg

Over the six-month period from March to August 2026, the hotel successfully inventoried and compliance-managed a total of **158.8 kg of scheduled waste**.

The vast majority of collected waste was diverted through proper hazardous management protocols for SW 110 used lighting (147.2 kg), alongside responsible handling of **SW 409 chemical containers (6.1 kg)** and **printer cartridges (5.5 kg)**, underscoring our ongoing commitment to environmental compliance and sustainable waste diversion

Scheduled Waste Generated



Sustainable Housekeeping Practices

The Housekeeping Department supports environmental responsibility through:

- Use of environmentally friendly and biodegradable cleaning solutions
- Improved chemical management practices
- Responsible linen and laundry management
- Water-saving housekeeping procedures

These initiatives ensure that sustainability practices are integrated into everyday guest service operations.

Green Building & Sustainable Infrastructure

WEIL Hotel continues to enhance environmental performance through sustainable building practices and operational improvements.

Key initiatives include:

Green Building Performance

WEIL Hotel operates with sustainability-focused infrastructure designed to improve:

- Energy efficiency
- Indoor environmental quality
- Resource management
- Operational performance

Water Filtration Technology

WEIL Hotel operates sustainability-focused infrastructure that supports responsible resource management and waste reduction. Every guest room is equipped with an Intrix in-room water filtration system, providing safe, clean drinking water while eliminating the need for single-use plastic water bottles. In addition, reusable glass bottles have replaced plastic water bottles at hotel functions.

Together, these initiatives eliminated single-use plastic bottles significantly and reducing plastic waste and supporting the hotel's environmental sustainability goals.



Food Safety & Responsible Dining Operations

Sustainability is supported by strong food safety practices across WEIL Hotel's dining operations.

All culinary and food service operations maintain compliance with:

- Ministry of Health Malaysia's BeSS (Bersih, Selamat dan Sihat) certification requirements
- Food hygiene and safety management procedures
- Responsible food handling practices

Through responsible sourcing, food safety controls, and waste reduction initiatives, WEIL Hotel continues to create dining experiences that are both memorable and responsible.

Creating Long-Term Environmental Value

Through continuous improvement in energy efficiency, responsible resource management, waste reduction, and circular economy initiatives, WEIL Hotel continues to demonstrate that sustainability and hospitality excellence can progress together.

Our commitment is simple:

To create extraordinary experiences today while protecting the resources that will support generations tomorrow.

2026 Environmental Initiatives & Achievements

Earth Hour 2026

- Successfully implemented the annual lights-off initiative
- Increased awareness of energy conservation among guests, associates, and the community

Single-Use Plastic Reduction

- Maintained zero single-use plastic procurement practices across guest rooms and Food & Beverage operations
- Continued promoting sustainable alternatives throughout hotel operations

Sustainability Awareness

- Continued promoting the "Be An Eco Hero" campaign to encourage responsible environmental behaviour among associates and guests



Pillar 2: Hospitality Innovation

At WEIL Hotel, innovation is driven by purpose. Through our ENLIVEN pillar, we continuously explore responsible solutions that enhance guest experiences, improve operational efficiency, and support a more sustainable hospitality ecosystem.

We believe innovation should not only create convenience but also generate meaningful value for our guests, associates, partners, and the environment.

Our approach focuses on:



By integrating sustainability into our daily operations, WEIL Hotel continues to reduce environmental impact while strengthening operational efficiency and resilience.

Data Protection & Privacy Commitment

As digital platforms continue to expand, WEIL Hotel places strong emphasis on protecting the confidentiality, integrity, and security of guest and associate information.

Our data protection practices include:

- Controlled access management
- Secure digital systems
- Responsible handling of personal information
- Awareness training for associates
- Compliance with applicable data protection requirements

Maintaining guest trust remains a fundamental responsibility of our digital transformation journey.



Empowering Through Opportunity

At WEIL Hotel, our people are at the heart of everything we do.

Through our ENRICH pillar, we focus on developing our associates, strengthening community relationships, supporting education, and creating opportunities for future generations.

We believe hospitality excellence begins with empowered people.

Our priorities include:



Diversity & Inclusion

WEIL Hotel values the strength that comes from diverse perspectives, experiences, and backgrounds. We foster an inclusive workplace where associates are respected, supported, and encouraged to contribute meaningfully regardless of gender, age, or professional background.

As of March 2026, WEIL Hotel employed:

Total Workforce

154 ASSOCIATES

representing a diverse, multigenerational workforce across operational and leadership functions.

Gender Diversity

Gender	Q1
Male	61.0%
Female	39.0%
Total	100%

Age Diversity

Age Group	Percentage
25 years and below	29.9%
26 – 35 years	22.1%
36 – 45 years	23.4%
46 – 55 years	23.4%
Above 55 years	8.5%

Our workforce represents **six employment levels**, from operational associates to Executive Committee leadership, reflecting opportunities for career progression, knowledge transfer, and continuous development.

Academic & Industry Partnerships

WEIL Hotel actively collaborates with leading educational institutions to prepare the next generation of hospitality talent through knowledge exchange and practical exposure.

- ✓ **Fantastic Pastry Academy (LOI):** Culinary skills development & modern education initiatives.
- ✓ **KOMPAS Hospitality Academy [MoU]:** Vocational hospitality training & employment readiness.
- ✓ **Perak Culinary Arts Academy [LoI]:** Culinary skills development & modern education initiatives.



Knowledge Sharing & Exchange



Academic Visits & Sharing (2026)

- ✓ **Kolej Komuniti Chenderoh:** Academic Visit & facility insights.
- ✓ **Sunway College Ipoh:** ESG Industry Sharing & Facility Tour.
- ✓ **Kolej Vokasional Kuala Kangsar:** On-the-Job Training Visit.
- ✓ **Quest International University:** On-the-Job Training Sessions.
- ✓ **UNITAR:** ESG Sharing Session focused on UN SDG Goal 8.



Edutourism Collaboration

Supporting global hospitality exposure and cross-cultural understanding through active exchange collaborations:

- ✓ **Universiti Tunku Abdul Rahman (UTAR)**
- ✓ **Hokuriku University (Japan)**
- ✓ **Josai International University (Japan)**
- ✓ **Kurume University (Japan)**

Leader Advancement

WEIL Hotel champions lifelong learning by supporting leadership qualifications.

PROFESSIONAL DIPLOMA IN HOSPITALITY MANAGEMENT

Awarded by **London Examinations Board** with Micro-credential certification from **UTMSpace**.

2026 Graduate Honorees:

- ✓ **Mr. Mohd Khairudin** — Executive Housekeeper
- ✓ **Mr. Mathy Wanan** — Restaurant Manager



Pillar 3: ENRICH — Community Impact

Creating positive change beyond hotel walls by empowering local communities, nurturing youth, and advancing environmental awareness.



Ramadan & Social Care Initiatives

Extending Care & Compassion

During Ramadan, WEIL Hotel actively supported vulnerable communities across Ipoh through dedicated social responsibility programs:

- ✓ **Berbuka Puasa Gatherings:** Hosted youths from local charitable homes, including *Pertubuhan Baitul Aini (3 Mar)* and *Yayasan Amanah An-Nur Maisarah (6 Mar 2026)*.
- ✓ **Urban Meal Distribution:** Prepared and distributed fresh meals directly to vulnerable individuals (homeless) in Ipoh city center (3 Mar)
- ✓ **Inclusivity & Wellbeing:** Fostering community dignity and positive social connection.



Youth Sports & Associate Wellbeing



Elite Sports Sponsorship

Continued sponsorship for top youth tennis athletes **Mitsuki Leong** and **Shihomi Leong** to assist international tournament participation.



Grassroots Sports

Extending sponsorship and in-kind resource support to community sporting events, including HUGH Pickleball Tournaments, Ipoh Swimming Club activities, and Ang Pow Run.



WEILness Programme

Bi-monthly associate engagement focusing on physical wellbeing, mental health awareness, milestone celebrations, and team bonding.

2026 Community Investment Record

Overview

The 2026 Community Investment Ledger tracks WEIL Hotel’s contributions to community engagement, youth development, and environmental sustainability—reflecting our dedication to responsible corporate citizenship.

SEDG-S5.1 Compliance Disclosure (Jan – Apr 2026 Excerpt)

Date Range	Activity / Programme Description	Beneficiary / Recipient
Jan – Feb 2026	Custom Event T-Shirt Sponsorship	Ipoh Swimming Club Ang Pow Run
Jan – Feb 2026	Corporate Athlete Sponsorship	Elite Youth Tennis Athlete – Mitsuki Leong
Jan 2026	Strategic Room Voucher Contribution	Tourism Perak Management PMB
Feb 2026	Corporate Athlete Sponsorship	Elite Youth Tennis Athlete – Mitsuki Leong
Feb 2026	Cultural & Civic Engagement Programme – Traditional Chinese New Year Lion Dance & Drum Performance	Community Cultural Celebration
Mar 2026	Ramadan & Social Care Initiatives	Pertubuhan Baitul Aini and Yayasan Amanah An-Nur Maisarah
Mar 2026	WEIL Safety and Health Day 2026	Public / Community Participants
Mar – Apr 2026	Corporate Athlete Sponsorship	Elite Youth Tennis Athlete – Mitsuki Leong
Apr 2026	Public Outreach & Engagement Initiative – Social Media Community Contest	Online Community Participants
Apr 2026	Strategic In-Kind Hospitality Sponsorship for the Perak Excellence Brand Awards 2026	ASEAN Chinese Book of Records & Awards 2026
Apr 2026	Strategic In-Kind Hospitality Sponsorship	Tangerine Films Sdn. Bhd.
Apr 2026	WEIL Green Earth Day 2026	Public / Community Participants





Industry Recognition & Awards



Asian Tourism Leading Green Hotel: Awarded for exemplary sustainable hospitality practices.



Malaysia Book of Records: Honored as the *First ESG Certified Hotel in Malaysia*.



Compliance Matrix



ESG Certification (MAH / SGS): Comprehensive ESG verification across all operations.



LEED O+M Gold Certification: Certified eco-friendly building operations & maintenance.



JAKIM Halal & BeSS Certified: Certified food safety, hygiene, and dietary governance.

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"When we enrich our people, we strengthen our hospitality and create extraordinary experiences for everyone we serve."



WEIL HOTEL

WEIL Resources Sdn. Bhd.

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