

EVOLVING THROUGH OUR **SUSTAINABILITY JOURNEY**



MADAGASCAR

Madagascar is a key pillar of CIEL's portfolio, anchored by BNI, the country's leading bank with the largest branch network, driving financial inclusion and digital adoption. The country also plays an important role in our textile operations, offering competitive manufacturing capacity supported by a skilled workforce and strategic location. As part of our healthcare offering, C-Care is expanding access through a new medical centre and the rollout of C-Lab services.



OUR ESG APPROACH

Sustainability is deeply embedded in CIEL's DNA. It is reflected in our purpose, our values and today stands as one of our core business principles: *We champion sustainable practices to create long-term value.*

Delivering on this ambition requires collaboration, making partnerships central to our approach, as they enable us to amplify our impact and extend the reach of our initiatives.

Building on this spirit of collaboration, the review of our CIEL Sustainability Strategy 2020–2030 reaffirmed our collective commitment as we continue our journey to implement our roadmap.

Dev Sewgobind

Group Head of Human Resources and Sustainability

OUR ESG APPROACH (CONT'D)

REFLECTING ON MILESTONES

This year's Sustainability Forum marked a significant milestone: the halfway point of our CIEL Sustainability 2020–2030 strategy. It provided an opportunity to reflect on our progress, reaffirm alignment across clusters, and ensure our strategy remains both ambitious and relevant. We also celebrated 20 years of impact through the CIEL Foundation and strengthened our social engagement in education, health, and inclusion with the establishment of the CIEL Textile Foundation. The rollout of our NGO Leadership Programme further demonstrated our role as a catalyst for stronger civil society partnerships.

Transparency remained a cornerstone of our journey, with enhanced disclosures at Group level and dedicated sustainability reporting from CIEL Textile and CIEL Hotels & Resorts. These efforts reinforce our commitment to accountability and strengthen the trust that underpins our relationships with stakeholders.

The launch of the CIEL Sustainable Finance Framework marked another meaningful step in our sustainability journey. By linking our financing to social and environmental outcomes, we are directing capital toward initiatives that strengthen both our impact and our business fundamentals, enhancing efficiency, resilience, and trust over time.

The framework provides a solid platform for aligning our funding with the CIEL Sustainability Strategy 2020–2030 and supports our ambition to achieve 50% green financing by 2030, further demonstrating that purpose and performance can advance together to create lasting value for all stakeholders.

ACCELERATING PROGRESS

As we enter the second half of the decade, our focus is on accelerating impact by leveraging our Sustainable Finance Framework to direct capital towards transformative projects, such as the Group's energy transition. Complementing these efforts, we will be preparing for the adoption of IFRS S1 and S2 standards, which will enhance the quality, comparability, and transparency of our disclosures. With strong foundations, clear commitments, the dedication of our teams and innovative financing tools, CIEL is well positioned to scale its contribution to a more sustainable, inclusive, and resilient future.



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Group Head of Human Resources and Sustainability

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SUSTAINABLE FINANCE FRAMEWORK

FINANCING FOR SUSTAINABLE VALUE CREATION

CIEL's Sustainable Finance Framework reinforces our ambition to achieve 50% green financing by 2030 by strengthening investor trust and ensuring that funding supports ESG initiatives across our clusters. While this framework reflects progress within our Group, it also forms part of a broader global effort to address the growing sustainability funding gap. Emerging economies, in particular, face a significant investment shortfall, estimated to USD 10 trillion by 2050, according to the Organisation for Economic Co-operation and Development ("OECD").

Bridging this divide will require more than public financing; it calls for deeper capital markets and greater private sector participation. Expanding access to sustainable finance and improving the quality of ESG disclosures are essential to attract investment, build confidence, and enable informed decision-making that supports inclusive, responsible, and sustainable growth.

Framework Overview

Purpose & Alignment

Designed to redirect capital towards impactful green and social projects across CIEL's five clusters

Developed in line with international standards International Capital Market Association ("ICMA") and Loan Market Association ("LMA")

Reviewed by Morningstar Sustainalytics, the leader of Second Party Opinion ("SPO") reviews, confirming credibility and best practice

Key Components

Use of Proceeds: financing for green & social projects

Project Evaluation: strict eligibility criteria & exclusion list

Management of Proceeds: tracked and transparently reported

Reporting & Transparency: annual disclosures, externally verified

Successful Market Entry

A Landmark Bond Issuance

Issued MUR 1.7bn: including a MUR 1.45bn sustainability-linked bond, a first of its kind by an African diversified investment holding company

Achieved 1.5x oversubscription (MUR 2.6bn), demonstrating strong investor confidence

Attracted international participation, with the African Local Currency Bond ("ALCB") Fund's first local currency investment, demonstrating CIEL's ability to draw global investors to purpose-driven financial instruments

KPIs & 2030 Targets

Gender Equality: 45% women in management

Renewable Energy: 80% share in energy mix

Water Efficiency: 7% reduction in water use (Textile & Hotels & Resorts)

FOSTER A **VIBRANT WORKFORCE**



Total Employees
38,045
 across 3 continents

WORK ENVIRONMENT

Employees by Country

CIEL Group's international presence highlights its drive for growth and inclusivity. Through subsidiaries worldwide, CIEL expands strategically into key markets, combining global vision with local strengths to create long-term value.

11,460

INDIA

10,655

MADAGASCAR

9,382

MAURITIUS

2,950

TANZANIA

1,516

KENYA

1,133

UGANDA

901

BANGLADESH

40

SOUTH AFRICA

8

EUROPE

FOSTER A VIBRANT WORKFORCE (CONT'D)

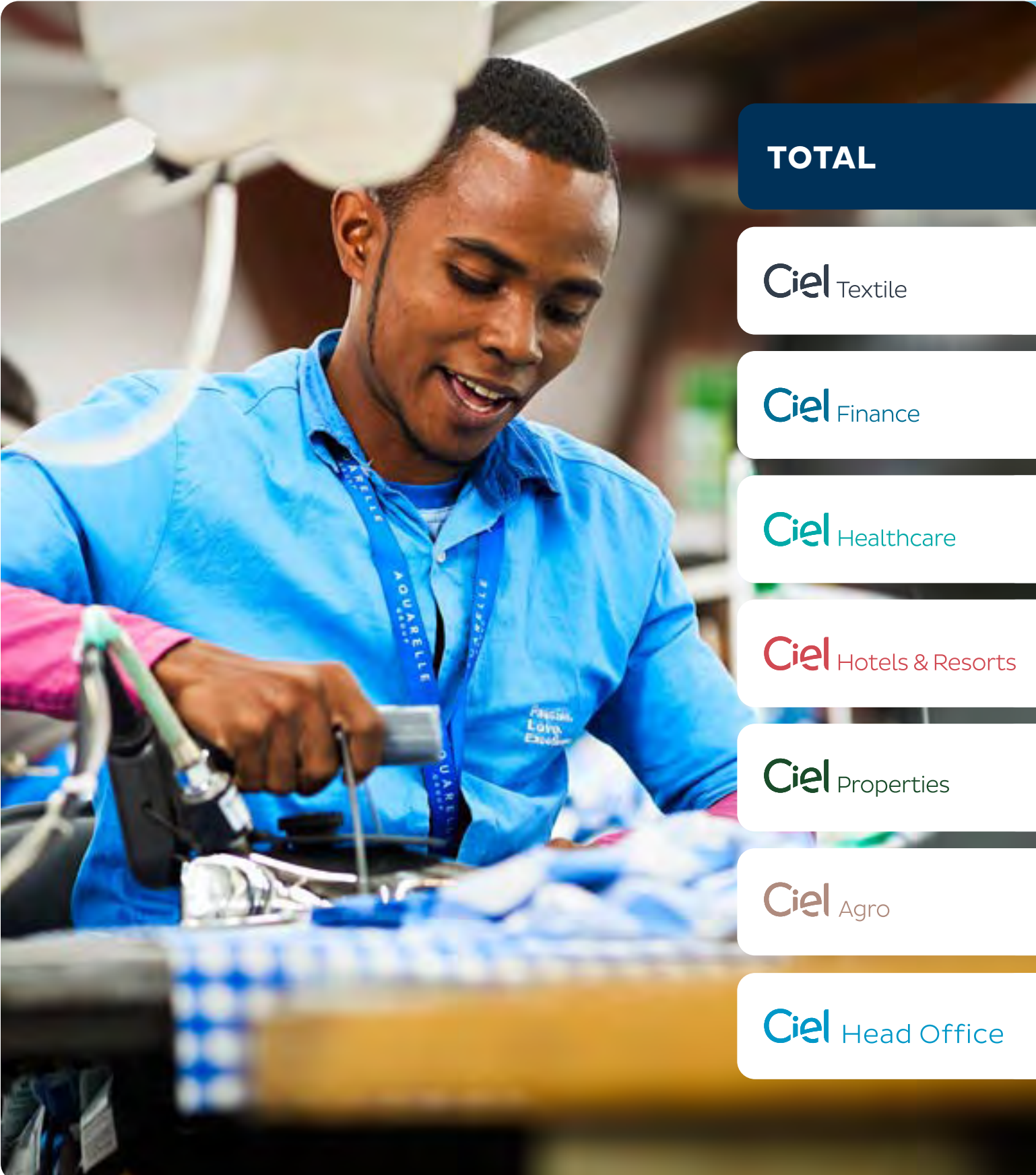
Geographical Footprint

25% of Employees are based in Mauritius

75% of Employees are based outside Mauritius

CIEL's workforce is predominantly local to its operating regions (96%) with 4% expatriates, reflecting a strong commitment to nurturing local talent and promoting sustainable workforce development.

Employees per Cluster



TOTAL	38,045
Ciel Textile	23,760
Ciel Finance	1,721
Ciel Healthcare	3,256
Ciel Hotels & Resorts	3,333
Ciel Properties	88
Ciel Agro	5,814
Ciel Head Office	73

FOSTER A VIBRANT WORKFORCE (CONT'D)

Employee Profile

39 YEARS
AVERAGE AGE

8 YEARS
AVERAGE TENURE

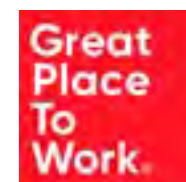
Employee Mobility

Maintaining more than **1,000** internal transfers and promotions for a second consecutive year demonstrates CIEL's sustained commitment to developing its people. This consistency reflects the Group's ability to provide continuous opportunities for growth, even in a dynamic business environment.

Driving Employee Engagement

Several subsidiaries of CIEL have once again received the Great Place to Work certification, which recognises organisations that excel in employee satisfaction and workplace culture.

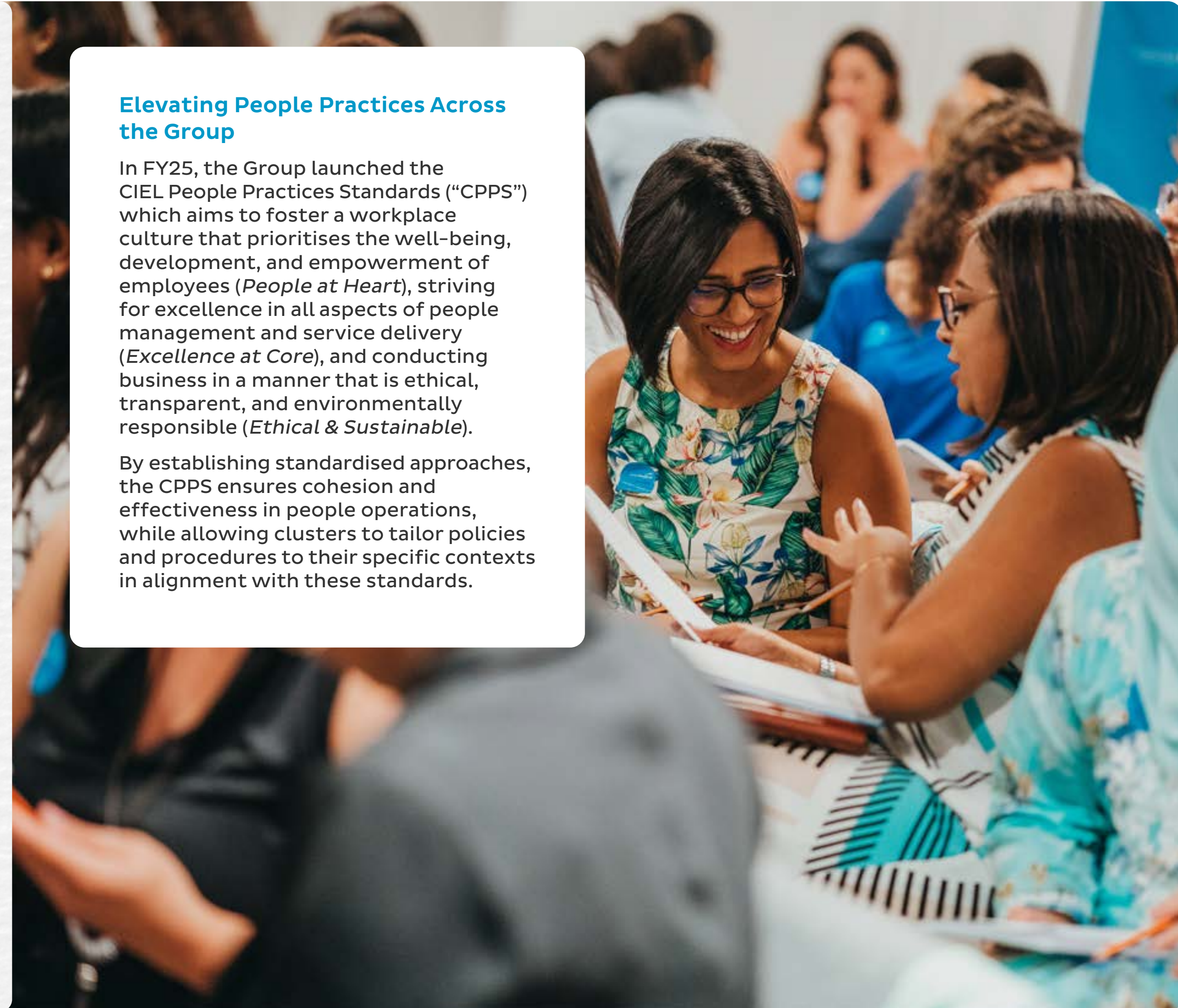
The percentage of certified entities among those surveyed increased from **34%** to **54%**, reflecting the Group's ongoing efforts to strengthen its culture and provide meaningful employee experiences across its subsidiaries. The participation rate reached **83%** in FY25, reflecting a high level of employee engagement and commitment throughout the Group.



Elevating People Practices Across the Group

In FY25, the Group launched the CIEL People Practices Standards ("CPPS") which aims to foster a workplace culture that prioritises the well-being, development, and empowerment of employees (*People at Heart*), striving for excellence in all aspects of people management and service delivery (*Excellence at Core*), and conducting business in a manner that is ethical, transparent, and environmentally responsible (*Ethical & Sustainable*).

By establishing standardised approaches, the CPPS ensures cohesion and effectiveness in people operations, while allowing clusters to tailor policies and procedures to their specific contexts in alignment with these standards.



FOSTER A VIBRANT WORKFORCE (CONT'D)

DIVERSITY & ETHICS

The Group continues to strengthen its commitment to Diversity, Equity, and Inclusion (“DEI”) through its CIEL DEI strategy: Towards Inclusiveness. The strategy is anchored on two key programmes, the Employability Programme for People with Disabilities (“PwD”), and the Go Beyond Gender, which promotes gender balance and equity, aimed at fostering sustainable opportunities and integration in the workplace.

Employability Programme for People with Disability

Building on the initiatives launched last year to strengthen the employability of PwD, CIEL has recorded tangible progress.

The proportion of PwD employed across the Group has increased by 20% compared to the previous year, reflecting the positive impact of these actions and the Group’s commitment to fostering a more inclusive workplace.

Total number of PwD

422

FY24

508

FY25



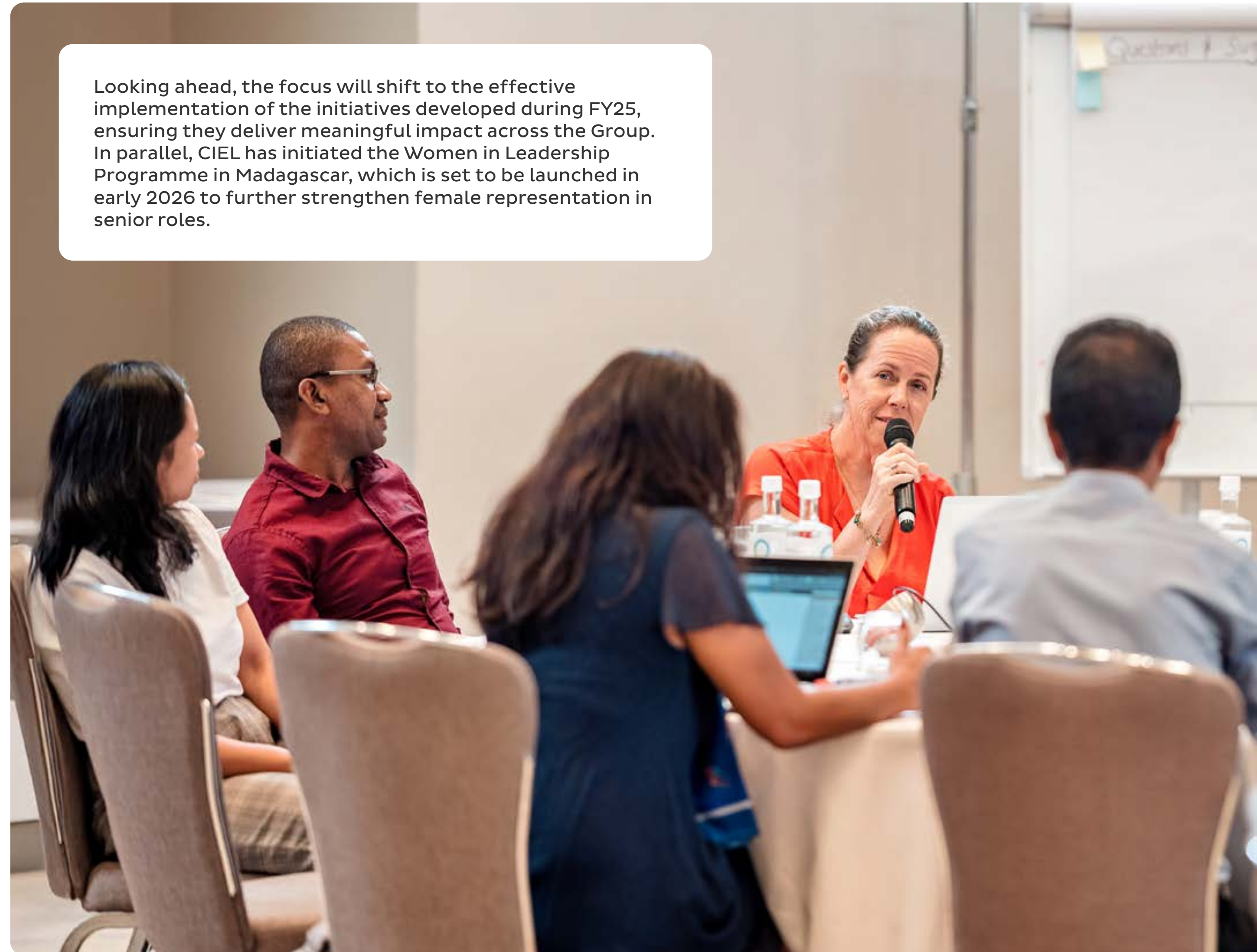
FOSTER A VIBRANT WORKFORCE (CONT'D)

Go Beyond Gender Programme

CIEL has pursued a series of initiatives through the Go Beyond Gender programme. Key actions include:

- **Mentoring Programme** developed internally to provide women with guidance, career support, and access to role models. Leaders from the Group volunteered to mentor a first batch of 30 women.
- **Understanding Board Matters** training delivered on a pilot basis. The objective is to equip women with knowledge of governance and boardroom dynamics. This training builds capacity for greater female representation in decision-making and leadership roles.
- **Multilingual E-learning Modules** on “Understanding Gender Balance in the Workplace” were developed in French, English, Malagasy, and Hindi and will be made accessible via WhatsApp. These modules aim to raise awareness amongst all employees of the Group.
- **CIEL Women Friendly Working Environment Guidelines** are a set of standards designed to ensure that workplaces across the Group are safe, supportive, and conducive to the professional growth and well-being of women.
- **Inclusive Leadership Awareness Sessions** developed to encourage team leaders to actively foster inclusion of minorities. Designed on a train-the-trainer basis to ensure scalability and local ownership, these sessions will equip leaders with the tools to foster inclusive behaviours.
- **Pay Parity tool training and implementation** introduced to measure and address gender pay gaps, ensuring fair and transparent compensation practices. The initiative also included upskilling of HR teams on pay parity practices, enabling a consistent approach to equitable remuneration across the Group.

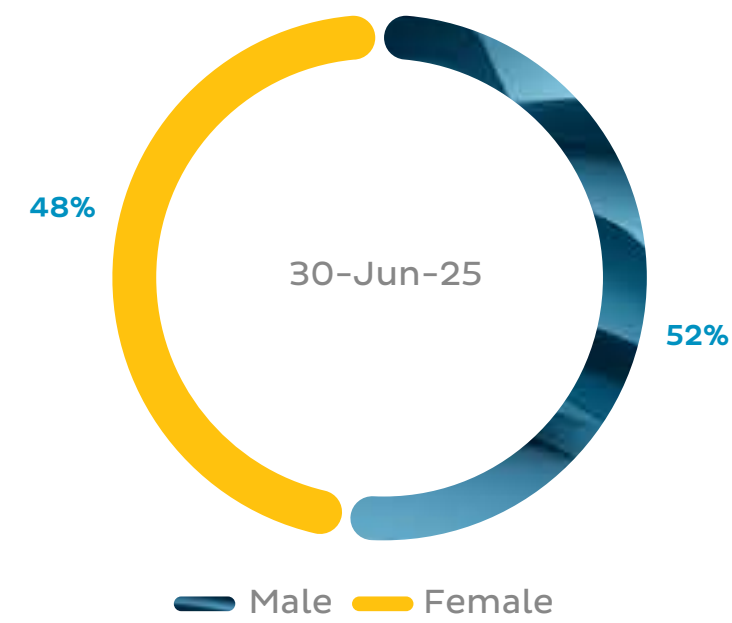
Looking ahead, the focus will shift to the effective implementation of the initiatives developed during FY25, ensuring they deliver meaningful impact across the Group. In parallel, CIEL has initiated the Women in Leadership Programme in Madagascar, which is set to be launched in early 2026 to further strengthen female representation in senior roles.



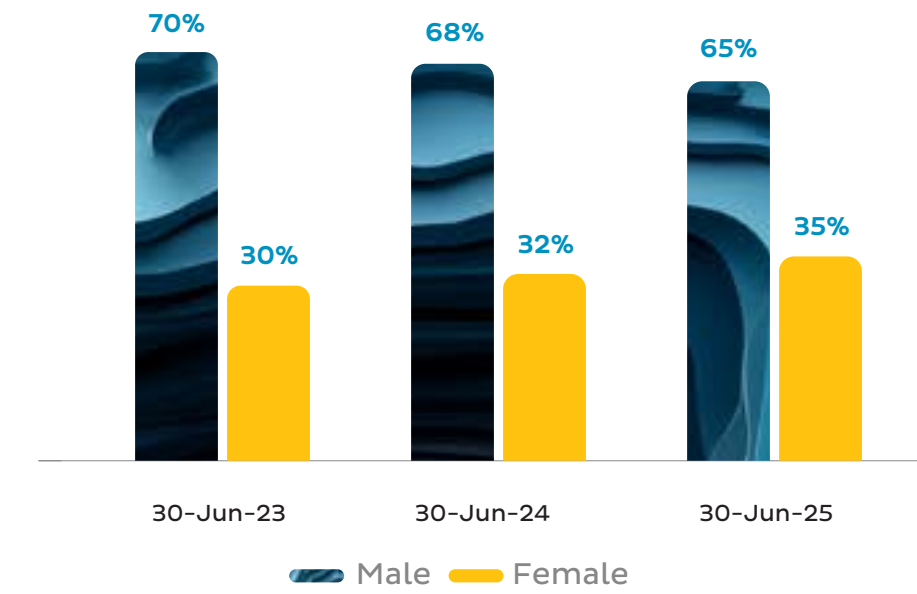
FOSTER A VIBRANT WORKFORCE (CONT'D)

Gender Balance

Gender Composition within the Group as at 30 June 2025

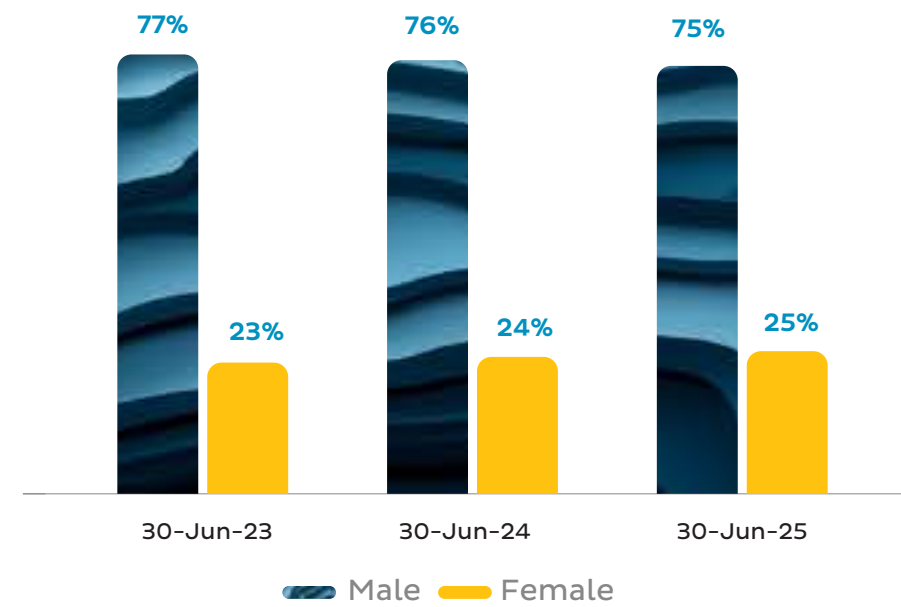


Gender Composition at Management Level (includes management and top management)



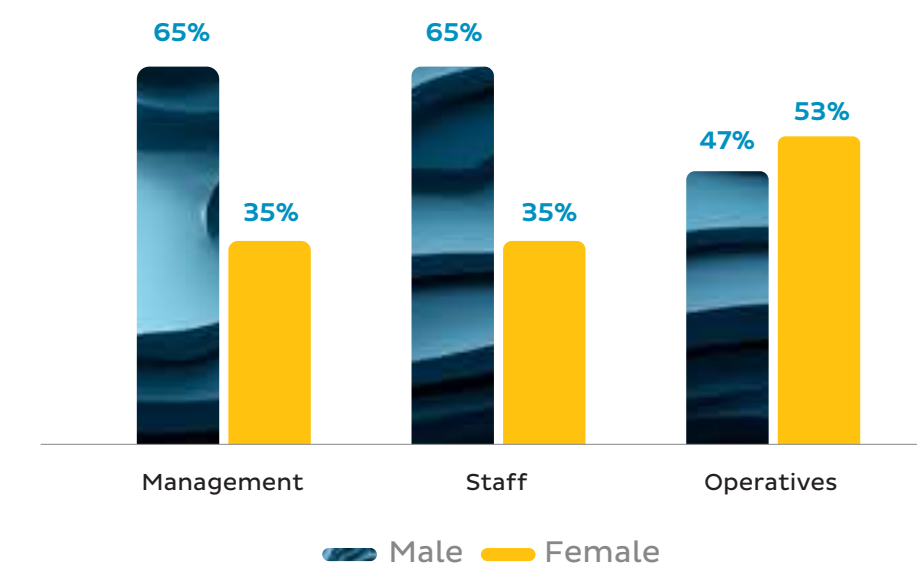
Our target: 35% at management level by 2027 and 45% by 2030

Gender Composition at Directorship Level – CIEL and Subsidiaries



Our target: 35% of women at directorship level by 2030

Gender Distribution Across Employee Levels within the Group



These positive trends reflect the Group’s progress in advancing gender diversity at both management and board levels. With clear targets set for 2027 and 2030, the Group remains firmly committed to fostering inclusivity, ensuring diverse perspectives in decision-making, and driving sustainable growth across the Group.

FOSTER A VIBRANT WORKFORCE (CONT'D)

LEARNING & DEVELOPMENT



442,388
TOTAL MAN-HOURS TRAINING
 FY25

Types of Training:

14% dedicated to leadership training, aimed at enhancing employees' leadership abilities and soft skills.

52% focused on technical training, designed to support role-specific tasks, including on-the-job training and CPD courses.

34% allocated to non-leadership and non-technical training, such as conferences and forums.

Total Man-Hours Training per Cluster

	FY25
Textile	267,674
Hotels & Resorts	81,200
Finance	28,600
Healthcare	34,195
Property	356
Agro	29,337
CIEL Head Office	1,026

83%
WORKFORCE TRAINED IN FY25

14 HOURS
TOTAL AVERAGE TRAINING HOURS
PER EMPLOYEE

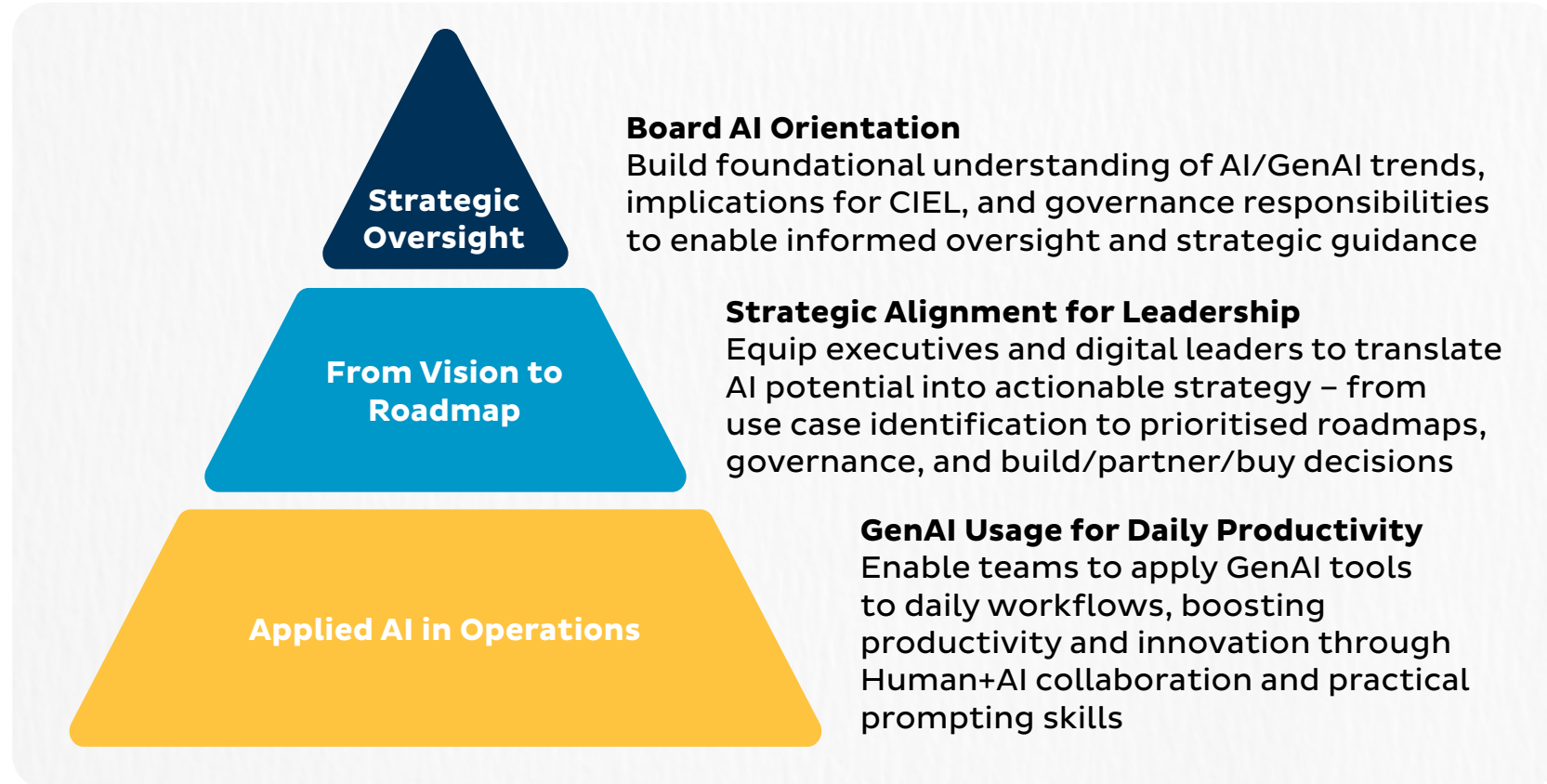
FOSTER A VIBRANT WORKFORCE (CONT'D)

Digital & AI Capability

In FY25, CIEL established the Digital & AI Transformation Forums and the IT Leadership Committee to align priorities, share best practice, and accelerate execution across clusters. Each cluster is developing a digital roadmap with measurable milestones.

A Group-wide AI training programme is being developed, comprising Board and C-suite sessions, online modules, in-person workshops, and targeted coaching to build capability and embed scalable ways of working.

These initiatives are designed to support the achievement of the following key objectives:



Collaboration Platform

The Group sustained its focus on collaborative learning by bringing together professionals through cross-cluster forums (HR, CFO, and Sustainability). These recurring platforms not only reinforce a culture of shared learning but also set the stage for addressing new challenges and opportunities that lie ahead.



FOSTER A VIBRANT WORKFORCE (CONT'D)



The CIEL Annual Symposium, gathers the Group's top management to strengthen alignment, share knowledge, and build cohesion across clusters. By reviewing progress, presenting upcoming initiatives, and celebrating achievements, the Symposium reinforces focus on the Group's strategic direction. It is also an opportunity to inspire leadership through guest speakers and to showcase innovation with the CIEL Innovation Awards ceremony, which is held every two years.

Leadership Pipeline

The Group has launched a CIEL Leadership Development Programme in partnership with a leading global talent assessment firm. This Group-wide initiative is designed to support leaders in their professional growth through a comprehensive profiling exercise that offers valuable insights into individual strengths and development areas. By nurturing leadership capabilities across the organisation, the programme also plays a key role in strengthening succession planning, ensuring a robust pipeline of future leaders aligned with the Group's long-term strategic vision.



FOSTER A VIBRANT WORKFORCE (CONT'D)

KEY KPIS

Achieve a trust index/engagement score of 65% by 2027	●
Zero lost time due to work-related injury by 2030	●
Implement and integrate PwD programmes by 2025	●
100% of grievances solved on harassment, discrimination, corruption, bribery & fraud	●
Reach at least 35 % of women at management level (L and L-1) by 2027 and 45% by 2030	●
Reach at least 35% of women at directorship level by 2030	●
Reach at least 20% management appointments (L to L-1) within and across CIEL Clusters	●

● ≤25% progress <i>Emerging progress</i>	● ≥50% progress <i>Aligned with 2030 targets</i>
● >25% and <50% progress <i>Advancing towards goals</i>	● Group assessment in progress

LOOKING AHEAD

The Group continues to strengthen its leadership pipeline and foster a culture of innovation through two flagship initiatives scheduled for FY26:

- 🔹 Launch of the fourth cohort of the CIEL-HEC Leadership Programme, equipping the Group’s future leaders with the skills and global perspectives required to advance in their careers and contribute positively to the Group’s success.
- 🔹 Launch of the fourth edition of the CIEL Innovation Awards, celebrating creativity, reinforcing a culture of continuous learning, innovation and excellence.

Key Partnerships

- 🔹 Inclusion (Mauritius)
- 🔹 EnAble India



CHAMPION INCLUSIVE GROWTH

OUR APPROACH

At CIEL, we believe growth must be shared, inclusive, and sustainable. As we expand across diverse sectors and operate in over 10 countries, we aim to strengthen our positive societal impact and build mutual value with the communities we serve.

Our approach focuses on being closer and more responsive to the communities' needs by identifying priority areas, targeting actions for maximum impact, and responding proactively to crisis situations.

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Building resilient communities through empowerment, partnerships, and innovation – creating lasting impact that transcends generations.”

Key Areas of Action

Community Empowerment: Meeting essential needs and building future-ready skills through long-term CSR initiatives

Local Economy Development: Supporting SMEs, entrepreneurs, and start-ups through partnerships

Responsible & Innovative Offerings: Delivering inclusive, people- and/or environmental-focussed products and services



CHAMPION INCLUSIVE GROWTH (CONT'D)

KEY HIGHLIGHTS

MUR **25.3M**
TOTAL DIRECT CONTRIBUTION

MUR **654,046** **201,325**
TOTAL FUNDS RAISED TOTAL DIRECT BENEFICIARIES



Arts/Culture

Direct Contribution:
MUR 54,644
Direct Beneficiaries: 3,983



Environment

Direct Contribution:
MUR 1,920,149
Funds Raised: MUR 11,992
Direct Beneficiaries: 16,454



Economic Development

Direct Contribution:
MUR 249,249
Funds Raised: MUR 166,609
Direct Beneficiaries: 16,507



Health

Direct Contribution:
MUR 14,203,367
Direct Beneficiaries: 66,871



Education

Direct Contribution:
MUR 1,128,469
Funds Raised: MUR 40,000
Direct Beneficiaries: 6,707



Social Welfare

Direct Contribution:
MUR 6,187,254
Funds Raised: MUR 81,054
Direct Beneficiaries: 63,620



Emergency Relief

Direct Contribution:
MUR 41,574
Direct Beneficiaries: 1,156



Other

Direct Contribution:
MUR 1,509,309
Funds Raised: MUR 354,392
Direct Beneficiaries: 1,932

Note: The figures above represent values for both CIEL Foundation and CIEL Cluster Initiatives.

In FY25, we contributed MUR 25.3M, reaching over 200,000 direct beneficiaries through the Group's community initiatives. Over 60% of beneficiaries were supported through health and social welfare projects. In addition, our initiatives extended benefits to a significantly larger pool of **indirect** beneficiaries, multiplying the reach and impact of our programmes.

CHAMPION INCLUSIVE GROWTH (CONT'D)

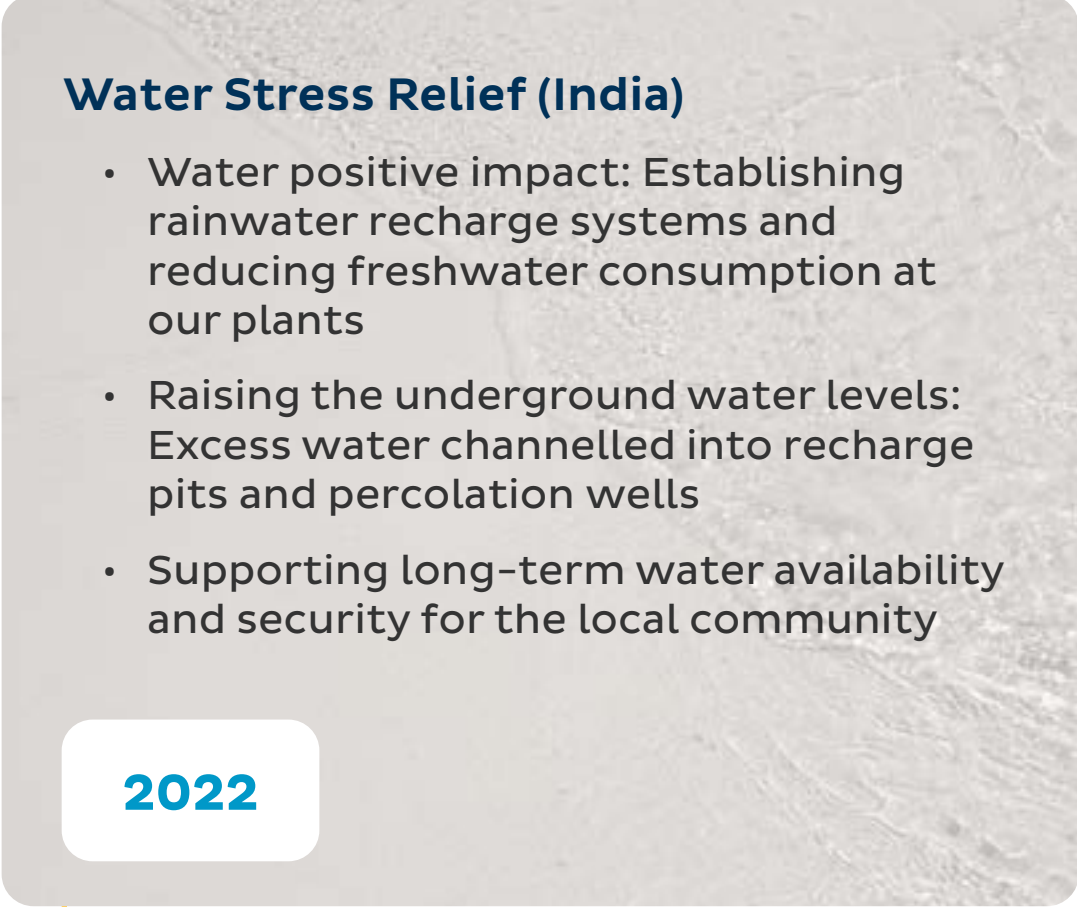
TOGETHER IN CHALLENGING TIMES



Wakashio Oil Spill (Mauritius)

- Mobilised 3,500+ volunteers and resources
- Protected biodiversity and priority coastal areas
- Endangered animal species from Ile aux Aigrettes rescued and given shelter at Ferney Wildlife Sanctuary
- Produced 10 km of artisanal booms


2020



Water Stress Relief (India)

- Water positive impact: Establishing rainwater recharge systems and reducing freshwater consumption at our plants
- Raising the underground water levels: Excess water channelled into recharge pits and percolation wells
- Supporting long-term water availability and security for the local community

2022



Flood Relief (Bangladesh)

- Aid provided to 53 flood-affected families, helping them to rebuild, recover, and restore hope during a time of great difficulty

2024



Hope against Malaria (Uganda)

- 1,000+ people supported directly, 20,000+ reached through awareness
- Focus on pregnant women, children under five, and community resilience
- Trained Community Health Extension Workers and Digitally mapped households for better tracking of cases

2024-2025



2020-2021

COVID-19 Pandemic

- Supported the national response through teleconsultations, increased laboratory capabilities and PCR testing, and an isolated care unit at C-Care Wellkin Hospital
- Sunlife Hotels as quarantine facilities
- 50,000 protective masks produced per day by CIEL Textile
- Deferment of loan & mortgage repayments at BNI MADAGASCAR



2023

Ambovombe Region (Madagascar)

- The region has been identified as a priority intervention zone due to droughts, food insecurity and educational precarity
- Provided necessities to 1000+ families and 120 school children



2024

Mare Chicose Landfill Fire (Mauritius)

- Heavy equipment provided pro bono
- Reinforced national firefighting efforts
- Protected nearby communities

CHAMPION INCLUSIVE GROWTH (CONT'D)

THE CIEL FOUNDATION - CELEBRATING 20 YEARS OF IMPACT

Celebrating its twentieth anniversary, the CIEL Foundation continues its legacy of building partnerships grounded in purpose and impact.

Since its creation in 2004, the Foundation has been a catalyst for social progress, fostering dignity and resilience through meaningful collaborations with NGOs and communities across Mauritius. From inception, MUR 133M has been invested in communities. This 20-year milestone is a renewed commitment to empowerment, inclusion, and hope, laying the foundations for lasting, trans-generational impact.

MUR 133M
INVESTED IN COMMUNITIES SINCE 2004


KEY FEATURED PROJECTS


CIEL Drug Prevention Programme: Drug abuse is a major social challenge in Mauritius. In 2024, nearly MUR 2M was invested in prevention and rehabilitation initiatives, directly benefiting 322 children and 170 parents and indirectly reaching 1,476. Through awareness, support, and reintegration pathways, the programme strengthens community resilience.


The **Marine Conservation Award**, was launched by *Sunlife* in collaboration with the Rajiv Gandhi Science Centre, University of Mauritius, and the Australian High Commission. Since 2023, more than 1,000 children through 45 schools were engaged to develop marine protection projects. Beyond recognition, the programme offers financial support, mentorship, and access to marine science expertise, enabling students to implement their ideas in real-world contexts.



AMPLIFYING OUR IMPACT

 Through the **NGO Leadership Programme**, developed in partnership with the Charles Telfair Institute, the CIEL Foundation advances the strategic, financial, and leadership capacity of NGOs. This curated programme strengthens organisational resilience, fosters innovation, and enhances the long-term effectiveness of community initiatives, indirectly improving the lives of 16,630 beneficiaries and amplifying the reach and sustainability of our impact. As a result, the CIEL Foundation is paving the way for transformative change, with benefits that extend well beyond punctual interventions and contribute to long-term resilience of the participating NGO networks.

 **CIEL Textile Foundation** focusses on inclusion and conservation and regeneration, building strategic partnerships, notably with customers, and engaging employees to extend impact and create lasting value for people and the planet.

 **Expanding Access to Healthcare:** The **C-Care Foundation** in Uganda, focusses on the needs of vulnerable and underserved communities by providing treatment, preventive care, and health services that strengthen well-being and support long-term social development.

CHAMPION INCLUSIVE GROWTH (CONT'D)

KEY KPIS

Number of socially responsible products/services/experiences (at least one per cluster by 2025)



Funding engaged in long-term community empowerment projects (at least one per Business Unit/Cluster)



≤25% progress <i>Emerging progress</i>	≥50% progress <i>Aligned with 2030 targets</i>
>25% and <50% progress <i>Advancing towards goals</i>	Group assessment in progress

Key Partnerships

- Local communities & authorities
- Caritas Lakaz Lespwar Solitude
- SAIM (Self Advocate Inclusion Mauritius)
- SEDAM (Service d’Evaluation et de Détection de l’Autisme à Maurice)
- DRIP (Developpement, Rassemblement, Information et Prévention)
- Rotaract Uganda
- Link to Life

LOOKING AHEAD

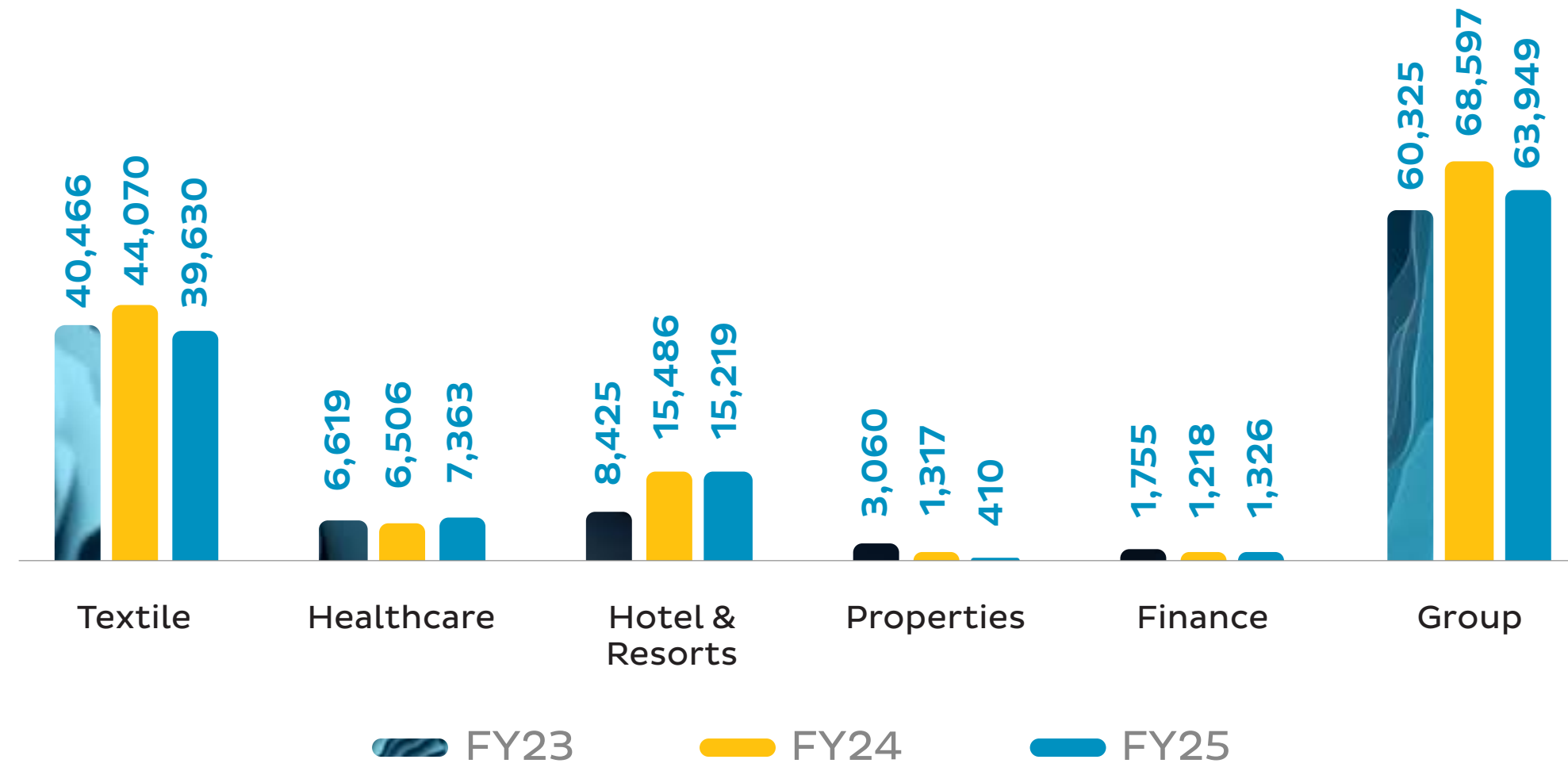
- Define the criteria for classification of socially responsible offering, expected impact outcomes and related KPIs
- Leverage our CIEL Sustainable Finance Framework
- Align sustainability disclosures with IFRS S1



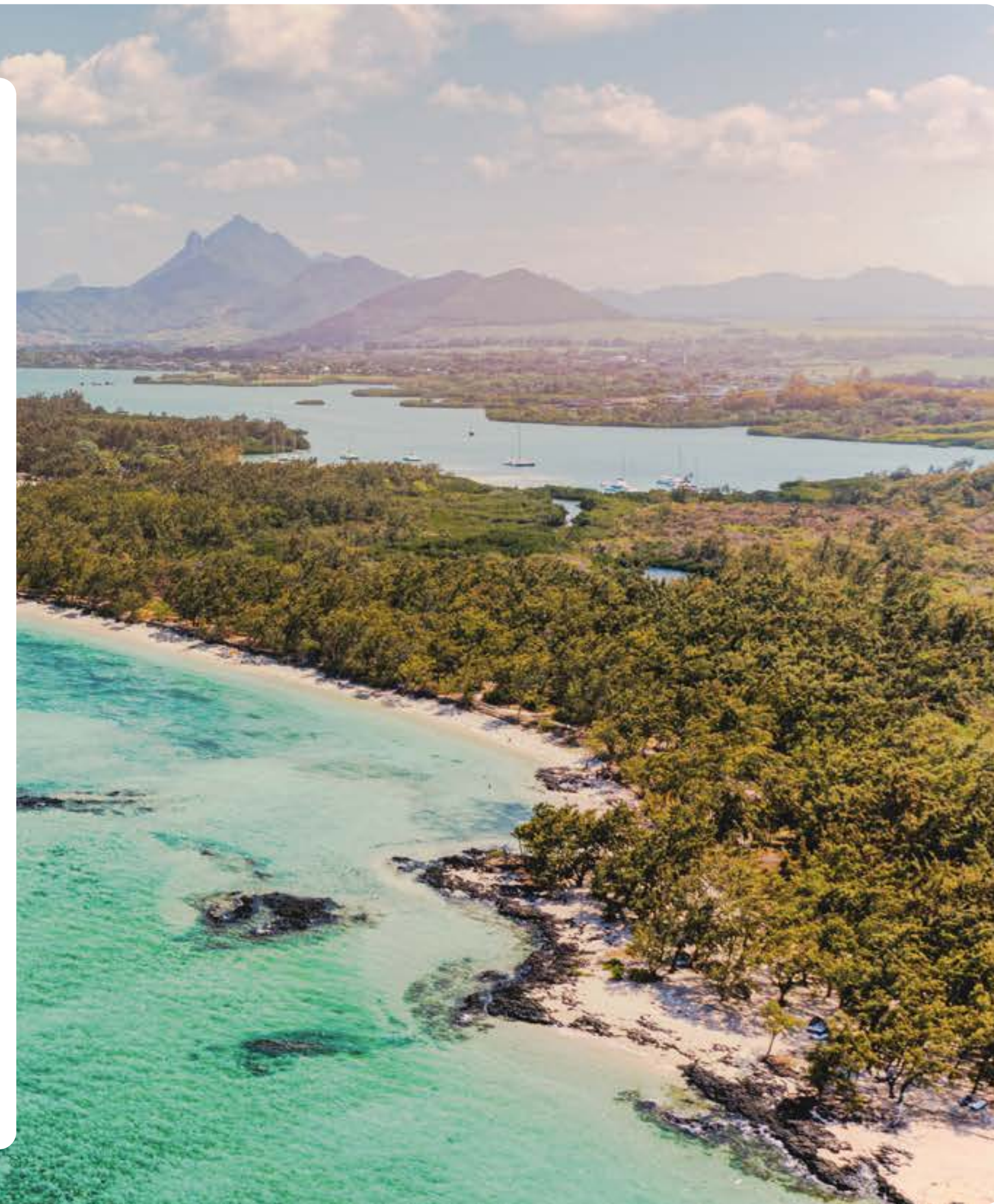
ACTIVATE ENVIRONMENTAL RESPONSE

ENERGY & CARBON EMISSIONS

Scope 1 & 2 - Total Emissions per Cluster (tCO₂e)



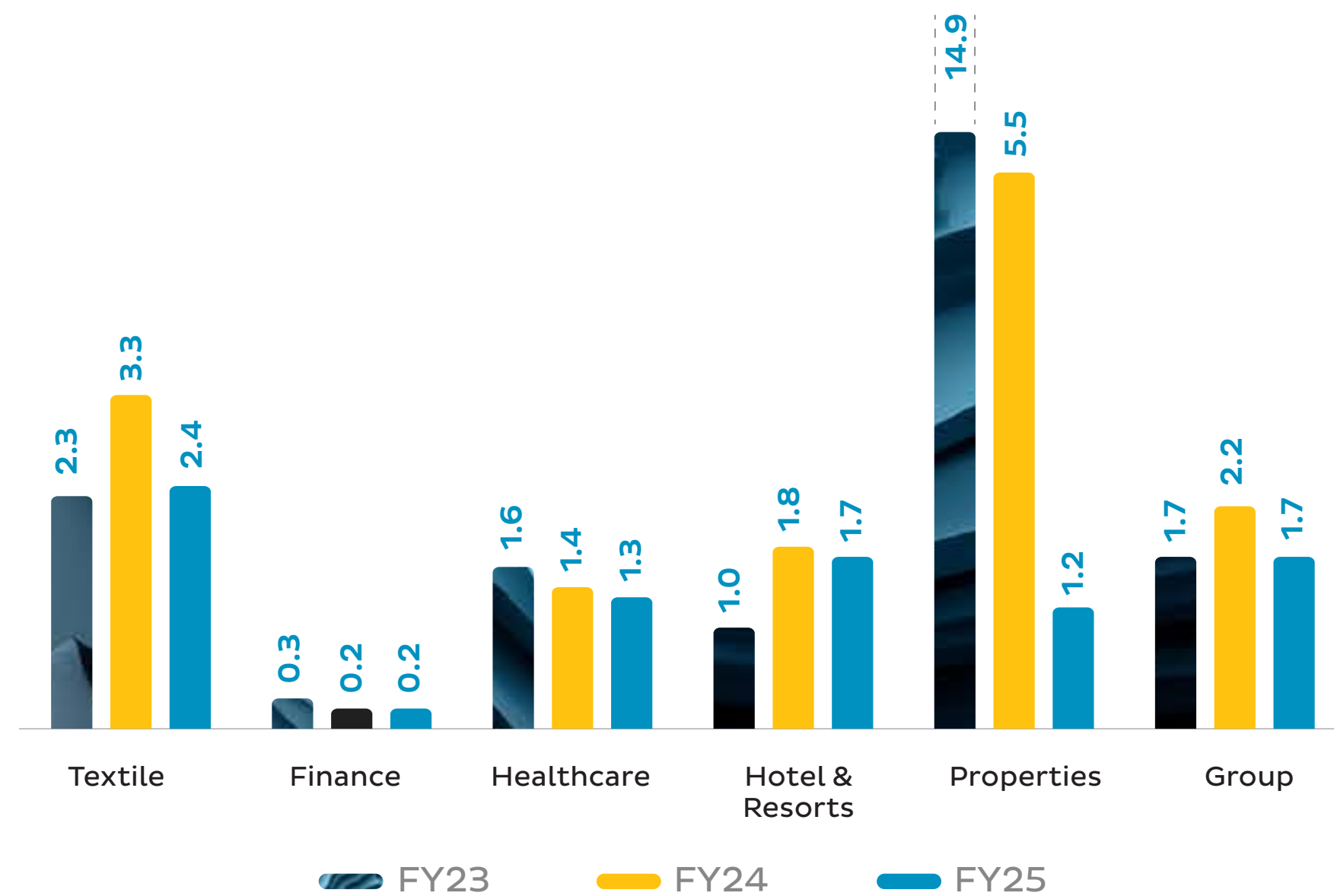
Group emissions for FY25 amounted to ~ 64,000 tCO₂e, with CIEL Textile and CIEL Hotels & Resorts accounting for 86% of the total. CIEL Group's overall footprint decreased slightly by 7% compared to FY24 driven by a reduction in the Textile cluster, primarily due to equipment retrofits, enhanced monitoring, and a shift to more efficient technologies. CIEL Healthcare's emissions increased due to the creation of the C-Care Cancer Centre in Mauritius and the expansion of the network of clinics in Uganda. CIEL Properties' emissions decreased as improved data capture enabled us to exclude tenant-related Scope 3 consumption.



ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

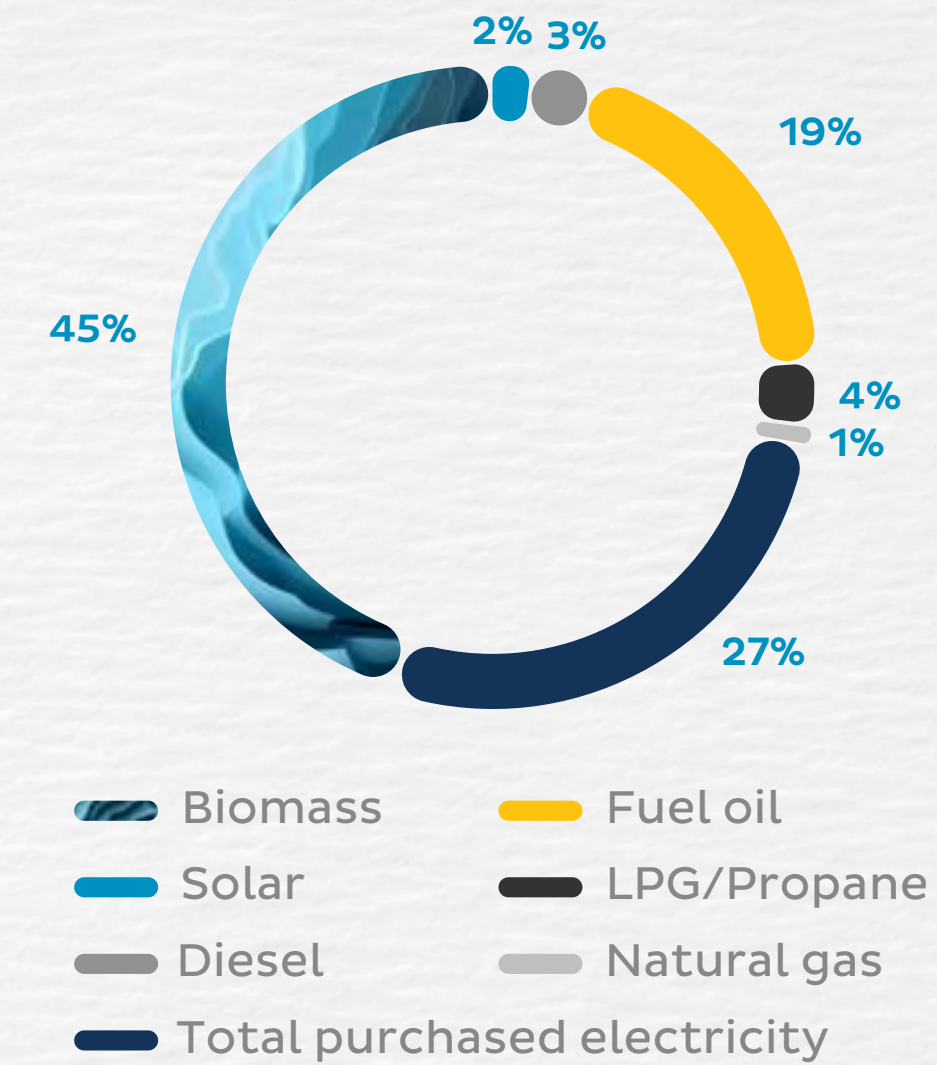
ENERGY & CARBON EMISSIONS (CONT'D)

Scope 1 & 2 - Carbon Intensity (tCO₂e/mMUR)



Group carbon intensity decreased by 23% in FY25, driven by both higher revenue and lower absolute emissions. This reflects the Group's dual strategy of operational decarbonisation and a portfolio shift towards sustainable growth.

CIEL Group Energy Mix



In FY25, renewable sources accounted for nearly half of the Group's energy consumption, led by biomass (45%) and a growing contribution from solar (2%) compared to the previous year. This reflects continued progress on the Group's journey to diversify its energy mix and to reduce its dependence on fossil fuels.

ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

OUR ENERGY TRANSITION APPROACH

At CIEL, our energy transition is guided by a value-driven and balanced approach that combines renewable energy deployment, energy efficiency, and other levers of change to enhance resilience and long-term value creation. As we advance on this journey, we operate within a complex global landscape shaped by diverse regulatory frameworks, varying access to service providers, and infrastructure challenges such as power cuts in several of our markets.

In Mauritius, the Renewable Energy Strategic Plan 2025–2030 sets an ambitious target of 60% renewable energy by 2035, reinforcing the importance of collective progress. Our approach aligns with the Energy Trilemma, the imperative to balance energy security, affordability and access, and decarbonization, ensuring that our transition supports both business continuity and sustainable growth across all our markets.

The Global Energy Trilemma

Energy Security

- 🔹 Reliable & resilient energy supply
- 🔹 Diversification of energy sources
- 🔹 Reducing dependence on imports

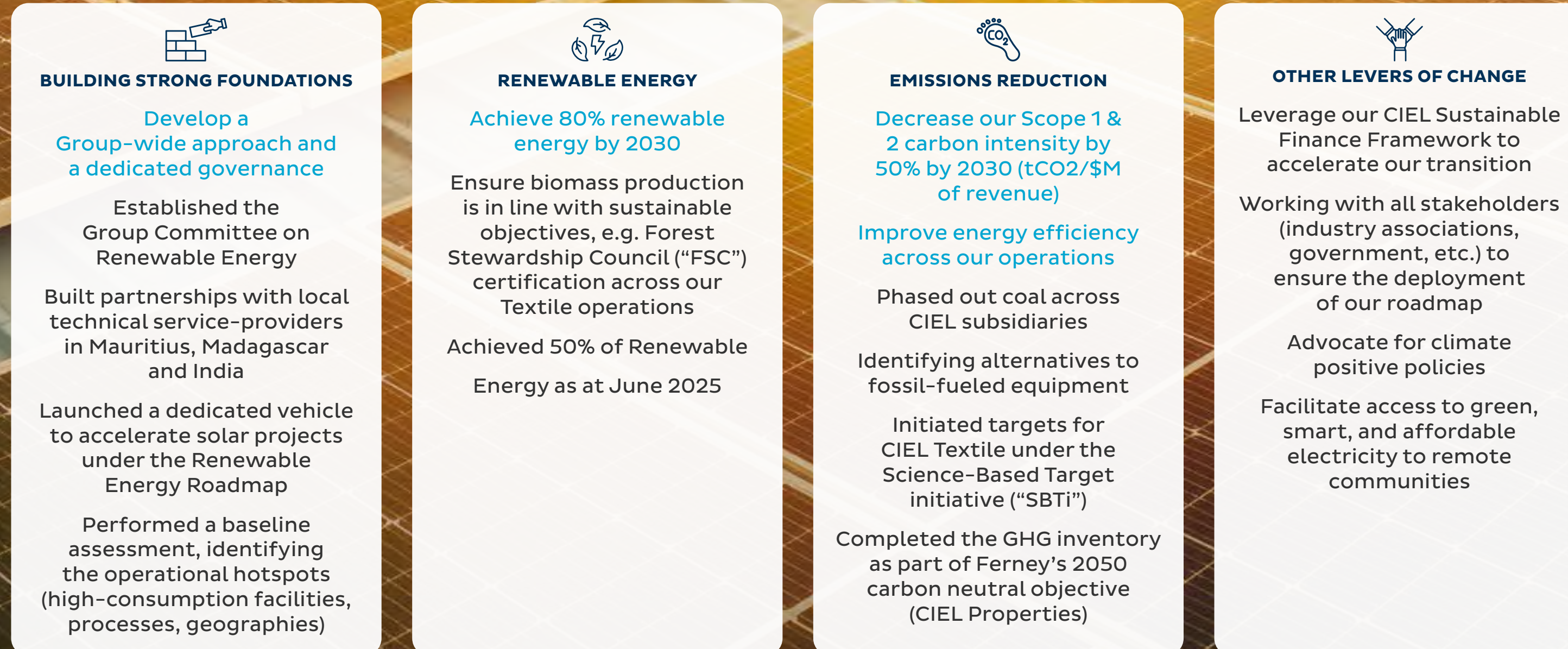
Affordability & Access

- 🔹 Fair access to energy across society, especially in the countries where we operate, remains a challenge

Decarbonisation

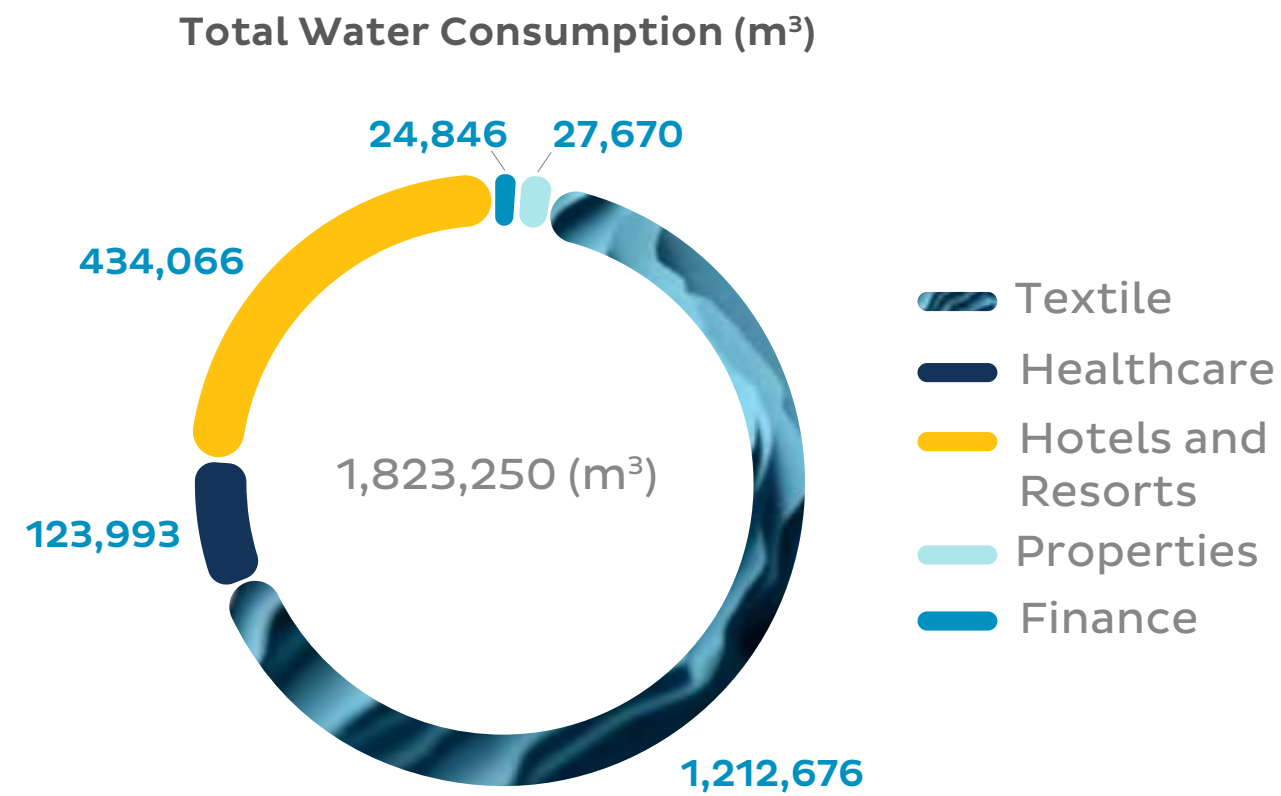
- 🔹 Reducing Greenhouse Gas (“GHG”) emissions and impacts on the environment due to energy production (ecological damage, land use, etc.)

A value driven and balanced approach

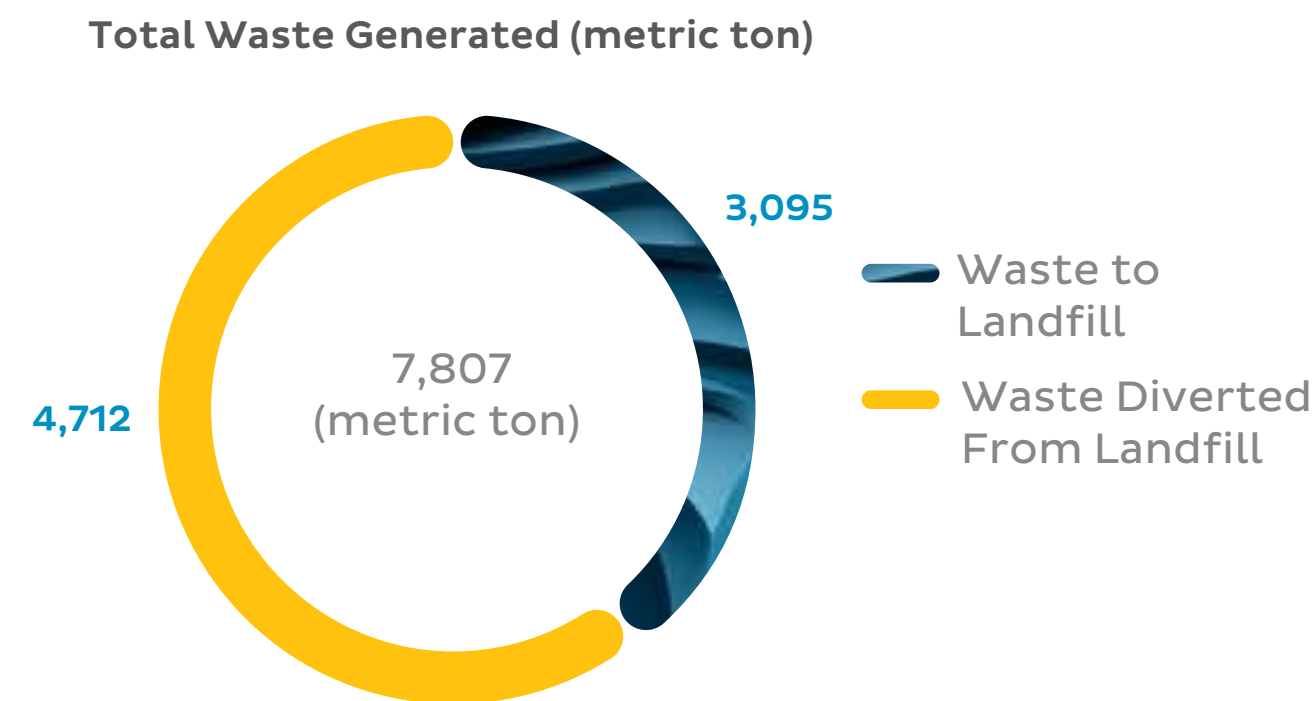


ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

VALUE CHAINS – WATER AND WASTE



Water consumption decreased by 8.8% in FY25 compared to the previous year, with rainwater harvesting contributing around 7% of total use and recycled water at CIEL Textile increasing to 21%, further reducing reliance on freshwater sources.



In FY25, the Group generated 7,807 tons of waste, with 4,712 tons diverted from landfill reflecting CIEL's ongoing efforts to reduce landfill dependency.

CONSERVATION AND REGENERATION

Key Highlights

- 43,774 NATIVE TREES PLANTED** by La Vallée de Ferney Conservation Trust (cumulative)
- 2,203 TREES PLANTED** in FY25
- 29,955 NURSERY STOCK** as at May
- 27,264 M² NEW WEEDING**
- 27,171 M² MAINTENANCE WEEDING**

Enhancing Soil Health at Ferney

At Ferney, soil health is at the heart of our climate resilience strategy. The Agrihub brings together complementary expertise thus creating a living synergy that improves soil biodiversity, resilience, and productivity, positioning Ferney as a unique space for organic and regenerative farming in Mauritius.

- Nature Technics** enhances fertility with biofertilisers such as compost, vermicompost, fish hydrolysate, and biochar—essential in Mauritius where soils are often poor in biodiversity.
- Zardin S.E.L.A.** applies agroecological practices that follow nature's rhythms, avoiding pesticides and chemical fertilisers, and instead using plant diversity and natural cycles to sustain soil vitality.
- Pat's Nature Farm** complements this by advancing regenerative agriculture, employing no-till methods, mulching to retain soil moisture, and integrating livestock and bees to close nutrient loops.

ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

CEPF Project: Strengthening Ecosystems and Community Resilience

With the support of the Critical Ecosystem Partnership Fund (“CEPF”), Ferney is advancing its mission to restore habitats, promote sustainable agriculture, and empower communities to adapt to climate change. Progress on the project is summarised in the table below:

	TARGET	PROGRESS TO DATE (2025)
Watershed Forest Restoration & Reforestation	30 ha earmarked for restoration and reforestation within the watershed	13 ha restored with invasive species removed 7 ha of pasture/former sugarcane land reforested
Agro-Ecological Farm	Creation of an agro-ecological farm	0.5 ha implemented with agroforestry by South-East Ladies Agro Cooperative
Knowledge Dissemination	Disseminate knowledge and good practice on	6 workshops completed Other sessions planned



The project led to additional positive outcomes, enhancing its overall impact:

 **12 SUSTAINABLE JOBS SUPPORTED**

- Strengthened ecosystem-based adaptation efforts
- Supported local livelihoods

ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

CONSERVATION AND REGENERATION

Marine Conservation & Education



Two Marine Centers were established at Long Beach and La Pirogue. With full-time marine biologists on site, the centers not only support academic research in partnership with the University of Mauritius but also provide awareness and education on marine biodiversity. Through client engagement, the Eco-Kids' Club, and outreach with schools and NGOs, these centers reached ~ 10,000 people in FY25.

One Life, One Tree



The "One Life, One Tree" initiative involves planting a tree for every baby born at C-Care hospitals. 4,123 trees have already been planted in Uganda, with each tree mapped and tracked using GPS technology. This initiative earned C-Care Uganda the Excellence Award for Sustainability in the Caring Life Family Award–Africa, recognising hospitals for innovative projects that advance sustainability, patient experience, and cost efficiency. In Mauritius, a total of 846 trees have been planted to date at La Citadelle, in partnership with Friends of the Environment.

Reforestation in Madagascar



CIEL Finance has entered into a five-year partnership with the Madagascar Protected Areas and Biodiversity Fund ("FAPBM") to support ecological restoration in two of the country's major protected areas: Maromizaha, a dense rainforest renowned as one of Madagascar's richest biodiversity sites, and Ambohitr'Antsingy – Montagne des Français in the Diana region. Launched in 2023, the initiative has already resulted in the planting of 50,000 seedlings in specific areas covering a total area of 62 hectares in Maromizaha Protected area, while also engaging more than 1,500 people from ten surrounding villages.

ACTIVATE ENVIRONMENTAL RESPONSE (CONT'D)

KEY KPIS

Achieve 60% renewable energy by 2028 and 80% by 2030	
Zero coal consumed as source of fuel in our subsidiaries	
100% of owned buildings having adopted green/bioclimate practices in line with international best practices or minimum criteria set by the Group by 2030	
100% of tier 1 suppliers and contractors assessed by 2026 (against Group minimum criteria)	
Zero blacklisted tier 1 suppliers and subcontractors by 2030	
50% waste diverted from landfill	
Number of environmentally responsible products/services/experiences (at least one per cluster by 2025)	
Number of programmes dedicated for reduction of biodiversity loss (To implement at least one programme per cluster by end of FY26)	

≤25% progress
Emerging progress
 ≥50% progress
Aligned with 2030 targets

>25% and <50% progress
Advancing towards goals
 Group assessment in progress

LOOKING AHEAD

- Accelerate the Group’s energy transition
- Leverage the CIEL Sustainable Finance Framework
- Advance waste management & circularity
- Define the criteria for classification of environmentally responsible offering, expected impact outcomes and related KPIs
- Align climate risks assessment and sustainability disclosures with IFRS S2

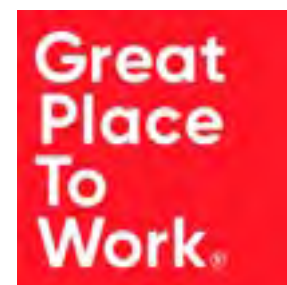
Key Partnerships

- Cascale, Reverse Resources, United Nations Framework Convention on Climate Change (“UNFCCC”), Trustrace
- The Critical Ecosystem Partnership Fund (“CEPF”)
- Nature Yetu
- University of Mauritius, Université des Mascareignes
- Madagascar Protected Areas and Biodiversity Fund (“FAPBM”)
- AXIAN
- United Nations Development Programme (“UNDP”)
- Ministry of Environment and Sustainable Development (Madagascar)

OUR AFFILIATIONS AND CERTIFICATIONS



WE SUPPORT



RELATIONS WITH SHAREHOLDERS, STAKEHOLDERS, SUSTAINABILITY & INCLUSIVENESS (CONT'D)

SUSTAINABILITY

CIEL's Journey

From 2014 to 2020, the sustainability of the Group was under the purview of a Board committee. As at September 2020, its responsibilities were delegated to a committee under CIEL Group's management (CIEL Sustainability Committee)*. This committee comprises of key representatives of the Group Sustainability, HR, Foundation and Communication departments, as well as the clusters' sustainability committees. It sets the Group's direction, agrees on common strategy and policies, and reports up to twice annually to the Board, for information and validation. The committee also upholds and supports the implementation of the Group's sustainability strategy across the clusters, monitors progress and impacts of sustainability projects. A sub-committee to the CIEL Sustainability Committee, namely the CIEL Committee on Renewable Energy has been set up with the mission of "Accelerating the Global Transition to Sustainable Energy Solutions". An additional sub-committee, the CIEL Sustainable Finance Committee ("CIEL SFC") has the objective to oversee the implementation and ongoing monitoring of the CIEL Sustainable Finance Framework. The CIEL SFC will be the key decision-making body for evaluating whether proposed Investments and CAPEX projects meet the sustainability criteria set out in the framework.

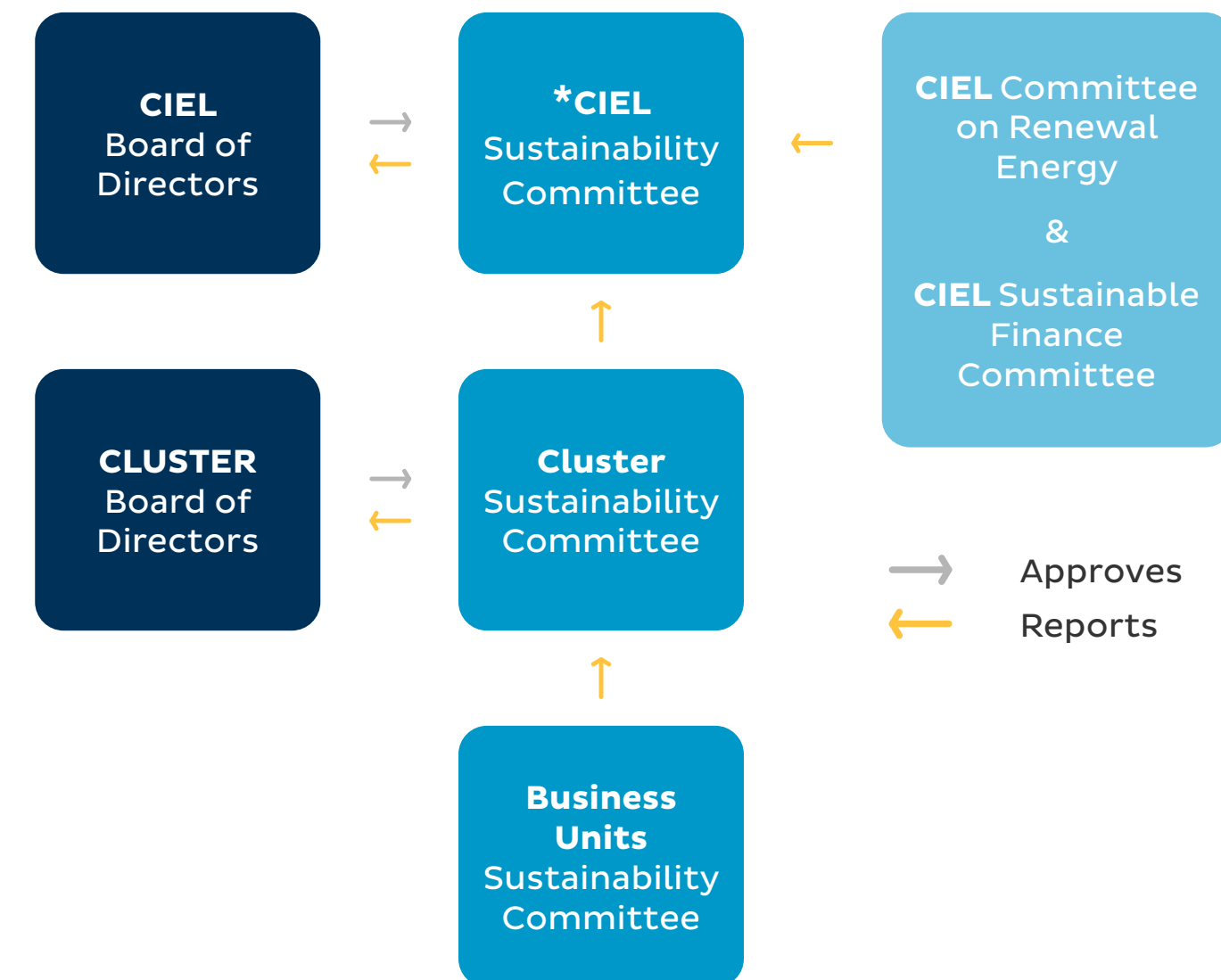
Sustainability Policy & Strategy

CIEL is committed to implement Environmental, Social and Governance ("ESG") considerations across its clusters. CIEL strives to reduce its environmental impact and continuously improves environmental performance and social impact as an integral part of long-term strategies and operating methods. CIEL also pursues good governance and risk management as key enablers to achieve long-term value creation.

The CIEL Sustainability Policy encompasses the policy principles and the CIEL Corporate Sustainability Framework, which integrates scope of application, definition of responsibilities, and review process. The policy is considered in conjunction with the Group Sustainability Strategy 2020-2030.

The CIEL Sustainability Strategy 2020-2030, initially endorsed by the Board in 2020, was reviewed in 2024. As part of this review 17 priority KPIs have been identified at Group level and is monitored via our digital sustainability tools at all the levels of sustainability committees (BU, Cluster and Group) as well as at Board level.

SUSTAINABILITY GOVERNANCE STRUCTURE



RESPONSIBILITIES

CIEL SUSTAINABILITY COMMITTEE	CLUSTER SUSTAINABILITY COMMITTEE	BUSINESS UNITS SUSTAINABILITY COMMITTEE
Coordinate and support implementation of the CIEL Sustainability Strategy 2020-2030	Establish and/or maintain sustainability governance across operations	Coordinate and support implementation of actions agreed during Cluster Sustainability Committee
Manage the online platform for data collection	Follow and report on IFC performance standards through online platform	Identify and implement relevant actions towards achievement of sustainability goals, in accordance with Group and Cluster strategies
Support CIEL clusters for implementation	Adopt and implement cluster sustainability strategy and action plan in line with CIEL Sustainability Strategy 2020-2030	Devise appropriate means to collect data and assign KPI collection responsibilities
Nurture the sustainability champion network	Report on progress through Online Platform and agreed list of non-financial KPIs	Ensure day to day compliance to applicable laws adoption and compliance to policies and best practices
Report to the CIEL Board of Directors on progress	Adopt and comply with common policies	

STAKEHOLDER ENGAGEMENT MATRIX

With a presence across six sectors and deep roots in Mauritius and other emerging markets, CIEL works closely with a broad ecosystem of stakeholders – from employees, customers, and communities to regulators, NGOs, investors, and strategic partners. Guided by its purpose and business principles, CIEL engages proactively and meaningfully to understand what matters most to its stakeholders and to co-create long-term value.

CIEL's approach to stakeholder engagement is grounded in inclusivity, responsiveness, and materiality. Through structured dialogues, employee forums, regulatory consultations, and community partnerships – as well as other stakeholder feedback loops – CIEL builds trust and alignment across all levels of our business.

This engagement is a key input into CIEL's strategy and risk processes, helping to shape CIEL's priorities and ensure its actions remain relevant, responsible, and forward-looking.

OUR STAKEHOLDER ENGAGEMENT MATRIX

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OUR STAKEHOLDER ENGAGEMENT MATRIX (CONT'D)

<p>STAKEHOLDER IDENTIFIED</p> <p>OUR PEOPLE</p>	<p>INTERESTS & CONCERNS</p>	<p>HOW WE RESPOND ON MATERIAL TOPICS</p>	<p>FREQUENCY</p>	<p>ASSOCIATED CAPITALS</p>
	<ul style="list-style-type: none"> • Open, honest dialogue and communication • Work environment • Effective grievance mechanisms • Recognition, fair assessment and feedback • Diversity, equity and inclusion ("DEI") • Health and safety of employees • Learning and development opportunities • Succession planning 	<ul style="list-style-type: none"> • CIEL promotes the exchange of ideas and best practices through functional forums across the Group, including HR, Sustainability, Finance and Risk forums. • CIEL fosters an innovative culture by recognising and rewarding achievements through innovation and excellence awards at both the Group and cluster levels. • The CIEL Annual Symposium brings together management teams across all clusters to communicate the Group's strategy and goals. • Employee engagement is tracked through regular surveys, including a comprehensive employee engagement survey conducted every two years with the support of an independent external service provider. Action plans are developed in collaboration with employees through focus groups based on survey results. • CIEL promotes diversity, equity, and inclusion through initiatives such as the Go Beyond Gender Programme and the Employability Programme for People with Disabilities. • Workers' councils in place across all sites to engage with employees to discuss key topics, such as health and safety, as well as working conditions. • The Group ensures that learning and development opportunities are readily available to employees, offering tools like the Learning Management System ("LMS") and custom training programmes developed in partnership with leading international institutions such as HEC Paris, Stellenbosch University and the Indian Institute of Management, Bangalore ("IIMB"). • A structured performance management system is in place to provide direction and regular feedback to employees, while informal social interactions among colleagues are encouraged to enhance team spirit and collaboration. • CIEL has established a strong governance framework through a set of integrated policies designed to uphold ethical standards, transparency, and workplace respect. These include a Code of Ethics to guide behaviour, a Whistleblowing Policy for secure reporting of concerns, a Harassment and Bullying Policy to foster safe work environments, and a comprehensive Grievance Mechanism to address concerns inclusively and consultatively across all operations. Together, these policies reinforce the Group's commitment to responsible and sustainable business practices. • CIEL has launched a Leadership Development Programme in partnership with Heidrick & Struggles. This Group-wide initiative is designed to support leaders in their professional growth through a comprehensive profiling exercise that offers valuable insights into individual strengths and development areas. By nurturing leadership capabilities across the organisation, the programme also plays a key role in strengthening succession planning, ensuring a robust pipeline of future leaders aligned with the Group's long-term strategic vision. 	<p>Annually</p> <p>Every 2 years</p> <p>Annually</p> <p>Every 2 years</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Annually</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Human Capital</p> <p>Social & Relationship Capital</p>

Human Capital









Social & Relationship Capital

Financial Capital

Manufactured Capital

Natural Capital

OUR STAKEHOLDER ENGAGEMENT MATRIX (CONT'D)

<p>STAKEHOLDER IDENTIFIED</p> <p>OUR REGULATORS, GOVERNMENT AND PUBLIC AUTHORITIES</p> 	<p>INTERESTS & CONCERNS</p> <ul style="list-style-type: none"> • Laws regulating permits and licenses • Business environment • Access to talent (both local and overseas) • Business/industry perspective in the policy-making process 	<p>HOW WE RESPOND ON MATERIAL TOPICS</p> <ul style="list-style-type: none"> • CIEL's engagement with Regulators, Government and Public Authorities ("Public Sector") is guided by its code of ethics, ensuring that employees maintain the highest standards of ethical conduct in all actions taken on the company's behalf. • Regulatory and Public Sector engagement activities are also conducted in strict compliance with existing laws and regulations. • CIEL participates in consultative meetings with government and independent public bodies, where proposals are submitted to enhance the local business environment and discuss the potential impact of upcoming regulations on businesses. • In collaboration with institutions like the Economic Development Board, CIEL explores and identifies government incentives and financial assistance that can support and accelerate business development. 	<p>FREQUENCY</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>ASSOCIATED CAPITALS</p> <p> Human Capital</p> <p> Financial Capital</p> <p> Social & Relationship Capital</p> <p> Manufactured Capital</p> <p> Natural Capital</p>
<p>OUR SHAREHOLDERS</p> 	<ul style="list-style-type: none"> • Strategy, financial performance, and market dynamics • Governance and directors' remuneration • Any communication or communiqué issued by law, including dividend notices (as and when declared by the Board) 	<ul style="list-style-type: none"> • The annual meeting serves as a key corporate event where shareholders are encouraged to participate, express their views, and receive feedback from the directors regarding the Group's financial performance and strategic directions. If shareholders are unable to attend, they can still vote on all resolutions by submitting a proxy form or postal vote. • Notices for the annual meetings are sent to shareholders within the legally prescribed timeframe and are also published in the press. • The annual integrated report, which includes the notice of the annual meeting, is also accessible on the Company's website. • Notice of dividend declaration are generally approved by the Board end of June and communicated once declared. 	<p>Annually</p> <p>Annually</p> <p>Annually</p> <p>Annually</p>	<p> Financial Capital</p>

 Human Capital

 Social & Relationship Capital

 Financial Capital

 Manufactured Capital

 Natural Capital

OUR STAKEHOLDER ENGAGEMENT MATRIX (CONT'D)

<p>STAKEHOLDER IDENTIFIED</p> <p>OUR CUSTOMERS</p>	<p>INTERESTS & CONCERNS</p>	<p>HOW WE RESPOND ON MATERIAL TOPICS</p>	<p>FREQUENCY</p>	<p>ASSOCIATED CAPITALS</p>
	<ul style="list-style-type: none"> • Quality & service • Being a reliable partner • Safety of our products and infrastructure 	<ul style="list-style-type: none"> • CIEL engages with its customers through various touchpoints, including meetings, audits, surveys, and site visits. To ensure continuous improvement, the company conducts both internal and external customer satisfaction surveys, along with a partner performance feedback mechanism. • CIEL's commitment to sustainability and transparency is reflected in its participation in global rating platforms such as the Higg Index, as well as certifications like the Comparative Health Knowledge System, Earthcheck, Travelife, and Zero Discharge of Hazardous Chemicals. The company's efforts have also been recognised through various industry awards. 	<p>Ongoing</p> <p>Annual</p>	<p>Human Capital</p> <p>Social & Relationship Capital</p> <p>Financial Capital</p>
<p>OUR FINANCIAL & OTHER STRATEGIC PARTNERS</p>	<ul style="list-style-type: none"> • The main recurring topic of discussion is financial performance and strategy 	<ul style="list-style-type: none"> • Communication with the financial community is primarily conducted through stock exchange announcements, press releases, and emails for those who have subscribed to receive financial updates. Additionally, CIEL facilitates dialogue by hosting biannual analyst meetings, during which the Group's executives present the financial statements and strategic updates, where applicable. • Additionally, CIEL publishes a quarterly international earnings release alongside its unaudited abridged financial statements. This review provides a comprehensive analysis of the Group's clusters to facilitate better understanding of its financial results. • To further promote CIEL and position Mauritius as a prime investment destination, executives regularly participate in roadshows and investor conferences. All financial documents released to the market are also made available for download on CIEL's website. 	<p>Quarterly</p> <p>Quarterly</p> <p>Ongoing</p>	<p>Financial Capital</p> <p>Manufactured Capital</p> <p>Natural Capital</p>

Human Capital




Social & Relationship Capital

Financial Capital


Manufactured Capital

Natural Capital

OUR STAKEHOLDER ENGAGEMENT MATRIX (CONT'D)

<p>STAKEHOLDER IDENTIFIED</p> <p>OUR LOCAL COMMUNITIES / NGOS / CBOS</p>	<p>INTERESTS & CONCERNS</p> <ul style="list-style-type: none"> Local employment and SME support Community health Being a responsible neighbour Environmental concerns: plastic pollution, water stewardship, biodiversity and ecosystem stewardship, circular economy Diversity and inclusion Responsible sourcing (eg: prioritising local suppliers, protecting human rights, etc.) Rights of communities/ being heard Support for research programs Supporting NGOs and CBOs to optimise delivery (organisational structure, upskilling, psychological support) Support to NGOS and CBOs for priority areas: Poverty alleviation, health, disability 	<p>HOW WE RESPOND ON MATERIAL TOPICS</p> <ul style="list-style-type: none"> CIEL undertakes various CSR campaigns and social investments within its clusters, such as agro-ecology initiatives or through the CIEL Foundation, aimed at training, raising awareness, and empowering Non-Governmental Organisations (“NGOs”), Community-Based Organisations (“CBOs”) and local communities. Across its clusters, CIEL runs community outreach programmes that empower the surrounding communities. Examples include health screenings provided by CIEL Healthcare and CIEL Textile, and initiatives promoting education by CIEL Finance and CIEL Textile. It also operates the ACTogether platform, a social initiative connecting over 100 NGOs with communities and other stakeholders who offer technical support, while promoting civil society engagement. In addition, CIEL organises specific programmes, such as the Act for Community and Act for Environment initiatives, designed to strengthen the connection between employees and communities. CIEL’s Pre-Employability Programme for People with Disabilities (PwD) provides young PwD with exposure to work experiences and job awareness, helping them envision themselves as capable contributors in a working environment. CIEL actively participates in consultative committees and workshops with government bodies such as the Ministry of Environment and Solid Waste in Mauritius, as well as business associations and chambers of commerce, like Business Mauritius and the International Chamber of Commerce, to address stakeholders’ interests and concerns. CIEL also engages with national and international industry associations, such as the Association of Hoteliers and Restaurants in Mauritius and the Sustainable Apparel Coalition and collaborates with local and international training institutions. These partnerships foster local research and talent development through initiatives like the Memorandum of Understanding (MoU) with Université des Mascareignes and the nursing programme at Charles Telfair Institute & Polytechnique Mauritius. Moreover, CIEL works closely with specialised environmental NGOs, such as the Mauritius Wildlife Foundation and Mission Verte, and provides humanitarian aid when needed. CIEL deepens its stakeholder engagement through active participation in the regional platforms such as the UN Global Compact and the African Business Leaders Coalition (ABLC). These memberships enable the Group to engage in high-level dialogue, collaborate on sustainability initiatives, and contribute to shaping responsible business practices across Africa and beyond. The platforms enables knowledge exchange, policy advocacy, and participation in global forums and peer learning, reinforcing CIEL’s role as a responsible business actor at the international level. The ABLC membership further strengthen regional collaboration in shaping the pan-African private sector response particularly to climate change and gender equality. 	<p>FREQUENCY</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>ASSOCIATED CAPITALS</p> <p> Social & Relationship Capital</p> <p> Natural Capital</p>
				

 Human Capital

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 Natural Capital

APPENDIX C ASSUMPTIONS

1. Work Environment

- All figures and analysis provided are based on ‘Permanent’ and ‘Fixed Term Employees’ from CIEL Subsidiaries as well as Joint Ventures and Associates (Bank One, Cotona, MIWA and Alteo) and Managed Hotels (Shangri-La Le Touessrok and Four Seasons) except where specifically stated otherwise.
- ‘Fixed Term Employees’ refer to employees who have a contract of employment with a defined duration.
- Joint Ventures and Associates account for 7,262 employees. Managed Hotels account for 1,071 employees.
- CIEL Head Office comprises of CIEL Corporate Services Ltd, Azur Financial Services Ltd, FX Market Edge Ltd, CIEL Foundation and EM Insurance Brokers Ltd.
- Local employee refers to a person hired to work in their own home country. Expatriate employee refers to a person hired to work in a country that is not their home country.

2. Diversity & Ethics

- Gender composition at directorship level: Each director is counted only once when determining gender composition at the directorship level, even if they serve on multiple boards.
- Gender composition at directorship level: When directors are counted per board served, the gender composition is 83% male and 17% female.
- ‘Management Level’ refers to Group CEO, CEO, General Manager (L), Executives and Heads of Department (L-1) as well as Managers, Supervisors or Professionals who report directly to the head of department (L-2)
- ‘Staff’ refers to all employees excluding Top Management (Group CEO, CEO or General Manager (L), executives and heads of department (L-1)), Managers or Supervisors or Professionals who report directly to the head of department (L-2) and Manual Workers/ Operative
- ‘Operatives’ refers to manual workers (e.g. factory workers, messengers, gardeners, housekeeper and field workers)

3. Learning & Development

- ‘Man-hours of training’ refers to the total cumulative time spent by all participants in a training session. For example, a 2-hour session attended by 10 people equals 20 man-hours.

4. Sites Excluded from Scope:

Cluster	Champion Inclusive Growth	Activate Environmental Response
CIEL Finance	MITCO Dubai site, affiliated companies (<50%)	
CIEL Healthcare	C-Care Madagascar	C-Care Madagascar, C-Lab
CIEL Hotels & Resorts	Riveo, Sun entities (the four Sunlife managed hotels are in scope)	
CIEL Properties	Konecteo and 3 Evolis sites included under Textile cluster	
CIEL Textile	All sites	
Joint venture/Associates	Alteo and MIWA, Procontact, Anahita Residences & Villas	
Other Exclusions	CIEL Corporate Services, Azur Financial Services	

Ongoing efforts aim to align sustainability disclosures with financial reporting frameworks.

Data from joint ventures, namely Bank One and Cotona SA, were considered at 100% for Champion Inclusive Growth (due to the nature of the data) and at 50% for Activate Environmental Response.

5. Reporting Periods:

All data has been accounted for the financial year starting from 1 July 2024 and ending 30 June 2025. Foundation data is accounted for the calendar year 1 January 2024 to 31 December 2024.

6. Exchange Rates:

For all relevant data points, the following exchange rates were used:

Currency	Exchange Rate as at 30 June 2025
USD/MGA	4,394.89
USD/INR	85.52
USD/BDT	122.20
USD/UGX	3,595.00
USD/MUR	45.04

APPENDIX C ASSUMPTIONS

7. Carbon Emissions

Scope 1 and Scope 2 emissions were calculated in accordance with the Greenhouse Gas (GHG) Protocol, using the latest emission factors published by the United Kingdom’s Department for Energy Security and Net Zero (DESNZ, formerly BEIS). The calculation excludes refrigerants and scope 1 emissions from employee commute.

Carbon intensity figures were calculated by dividing total tCO₂e emissions by the respective cluster revenue as at 30 June 2025.

8. Reporting Platform:

All data is recorded using an online digital platform: UL360.

9. Data Accuracy and Reporting:

A data uncertainty of ±5% may be observed as a result of reconciliation and data verification procedures. The latest figures provided in the summary table should therefore be considered the most accurate reference for all previous reporting periods.

SUMMARY OF SUSTAINABILITY KPIS

	KPI		FY25	FY24
Foster a Vibrant Workforce	Total number of employees	#	38,045	37,617
	Total female employees	#	18,390	18,083
	Total male employees	#	19,655	19,534
	Total employees hired	#	14,176	14,927
	Total female employees hired	#	8,783	8,680
	Total male employees hired	#	5,393	6,247
	Total number of employees with disabilities	#	508	422
	Total number of training hours (man hours)	man-hours	442,388	N/A
	Number of grievances reported on harassment, discrimination, corruption, bribery & fraud	#	184	678
	Number of grievances solved on harassment, discrimination, corruption, bribery & fraud	#	183	646
Champion Inclusive Growth	Total amount of fund raised	MUR	654,046	1,513,764
	Total direct contribution	MUR	25,294,014	28,448,446
	Total number of direct beneficiaries	#	201,325	226,468

Activate Environmental Response

KPI	Description		FY25	FY24
Scope 1	Diesel	kWh	8,190,325	4,826,249
	Fuel oil	kWh	47,400,218	56,029,989
	Gas oil	kWh	306,834	218,594
	Gasoline/petrol	kWh	77,818	118,811
	LPG/propane	kWh	8,939,924	9,407,274
	Natural gas	kWh	2,653,992	2,255,575
	Total	kWh	67,569,112	72,856,492
Scope 2 - Purchased electricity		kWh	68,362,137	71,969,484
Emissions Scope 1		tCO ₂ e	17,167	18,691
Emissions Scope 2		tCO ₂ e	46,783	49,907
On-site renewable energy generated	Biomass	kWh	112,739,584	119,072,302
	PV solar	kWh	4,315,857	1,771,562
	Total	kWh	117,055,441	120,843,864
Total water consumption		m ³	1,823,250	2,036,352
Rainwater harvested		m ³	120,078	100,254
Waste	Waste to landfill	t	3,095	3,328
	Waste diverted from landfill	t	4,712	3,617
Annual number of trees planted		#	122,203	119,985
Native trees planted by La Vallée de Ferney Conservation Trust (cumulative)		#	43,774	41,500
Nursery stock		#	29,955	30,819