Sustainability and inclusive development

Chairman's message

The year 2024 marks a significant period of transformation at Rogers, as we progress on our journey to make sustainability a core element of our business model. The amended Terms of Reference of the Sustainability and Inclusiveness Committee (SIC), adopted in February 2024, reflect our commitment to embedding sustainability and inclusiveness into every facet of our operations.

Our sustainability framework, with its six core pillars, namely Energy Transition, Circular Economy, Biodiversity, Inclusive Development, Vibrant Communities, and Diversity & Inclusion, which are aligned with the SigneNatir approach of Business Mauritius, continues to serve as the foundation of our strategy to address climate and social imperatives, while at the same time ensuring our long-term competitiveness and resilience.

As Chairman of the SIC, I am satisfied of the significant progress we have made in formalising a robust sustainability framework. A key aspect of this framework is creating synergy between the different departments of the Head Office, the management, and the operations of the Group. Sustainability is no longer the responsibility of one isolated team; it is the responsibility of everyone at Rogers. By creating cross-departmental synergies, we are leveraging expertise from every part of our organisation to ensure that sustainability is integrated into the very core of how we do business.

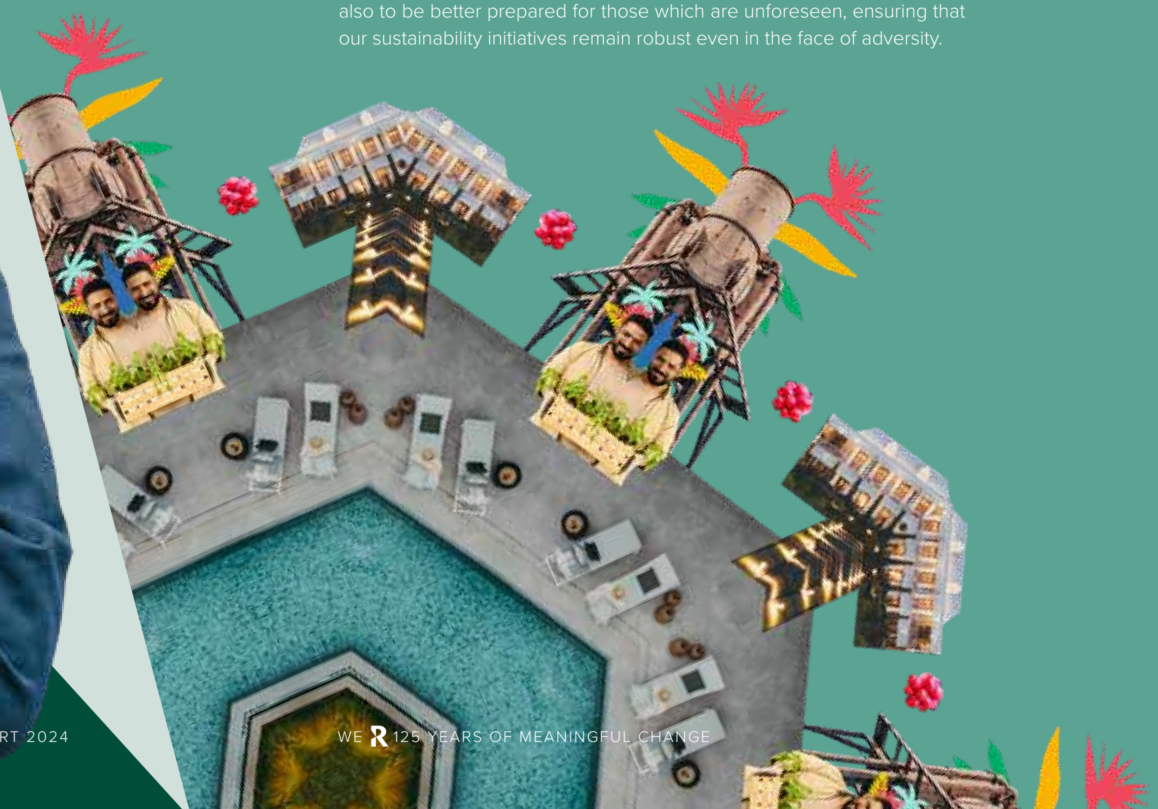
In a rapidly evolving world, uncertainty is now a constant, and embracing it is key to building resilience. At Rogers, we recognise that no amount of planning can eliminate unpredictability, but we can learn from it, adapt, and thrive. As part of our resilience plan, we have embraced a mindset that requires constant learning, experimentation, and flexibility. Through a combination of qualitative and quantitative models, we seek to better understand the complexities, and anticipate unintended consequences, of our actions. This allows us to face not only the known challenges but also to be better prepared for those which are unforeseen, ensuring that our sustainability initiatives remain robust even in the face of adversity.

We are fortunate to have a passionate and skilled S&ID team driving our vision forward. Led by talented individuals who embody our values and aspirations, the team brings together a wealth of expertise in sustainability and inclusiveness. Their commitment ensures that our ambitious goals are not only realistic but achievable, positioning Rogers to make a tangible impact in both the local and international landscapes. Our intention is to build this team into a Centre of Excellence, that will enable us to lead with innovation and agility. This forward-thinking approach, combined with the strategic capabilities of our S&ID team, will enable Rogers to thrive as a key national and regional player as it transitions to more sustainable and resilient business practices. We believe that this Centre of Excellence will not only contribute to our own growth but also position us as a trusted partner for businesses wishing to integrate sustainability into their operations.

The Sustainability and Inclusiveness Committee has set ambitious goals for the future, aiming to optimise the impact of our sustainability projects and deliver measurable results. Our vision is clear: to make sustainability sustainable. For us, it is not enough to simply react to environmental changes - we must anticipate them, innovate around them, and ensure that the solutions we put in place are resilient enough to stand the test of time.

I am convinced that with the sustainability framework and the team we have put in place, we are heading towards exciting sustainability solutions. We have always done what is right for our stakeholders, and I invite you to continue placing your trust in us as we chart the course for a more sustainable, inclusive, and stronger tomorrow.

Deonanan (Raj) Makoond
Chairman
Sustainability and Inclusiveness Committee



Sustainability and inclusive development (Cont'd)

THE PRINCIPLES THAT GUIDE OUR ACTIONS

At Rogers, sustainability is not just a goal but a fundamental principle that drives every aspect of our operations. As we navigate the complexities of a rapidly changing world, our actions are guided by a set of core principles that help us balance growth with environmental and social responsibility, align our strategies with global standards, and ensure that our efforts lead to meaningful, long-term impact. Below, we outline the key principles that guide our actions and shape our sustainability and inclusive development journey, driving us towards a more resilient and sustainable future.

1. Impact must take precedence over reporting

While sustainability reporting is an important part of transparency and accountability, we believe that reporting should not outweigh the importance of real, impactful action.

In today's landscape, sustainability reporting frameworks are multiplying, becoming increasingly complex, and consuming more and more of the limited time and resources of organisations. For instance:

a. Over the past decade, the number of sustainability frameworks, labels, and certifications worldwide has more than doubled.

b. Even in Mauritius, a number of frameworks have been and are still being put in place:

   i. In 2009, the SEM had structured the SEMSI on the basis of GRI standards. However, it has recently decided to work with Risk Insights, a South African company specialising in AI-powered tools, rating companies on the basis of ESG reporting standards.

   ii. Three years ago, the Bank of Mauritius launched its own Climate Change Centre, looking at reporting, risk management, and financing of climate-related projects.

   iii. The FSC is now separately working on a dedicated ESG framework.

   iv. Recently, the Ministry of Environment, Solid Waste Management and Climate Change launched a request for expertise for the setting up of the green taxonomy of the country.

c. According to the IBM Institute for Business Value, companies are now spending 43% more on sustainability reporting than on actual sustainability innovation.

At Rogers, while we do recognise the need for measurement and reporting, we believe that this should not come at the expense of actual meaningful change. We believe that the ultimate goal of sustainability is to build a resilient and sustainable business, and that while reporting does measure performance, it does not guarantee long-term robustness.

We have therefore made a deliberate decision to work towards adopting indicators that are both relevant to our business operations and aligned with the expectations of our investors. By integrating sustainability metrics with other financial indicators, such as debt management and profit after tax (PAT), we wish to ensure a comprehensive and strategic approach. This synergy will allow us to measure sustainability in a way that not only makes sense for our business, but also enhances our financial performance. Our focus remains on driving innovation and meaningful sustainability actions, to secure a resilient and sustainable future for the Group.

2. A holistic approach: double materiality as a driver of long-term success

The principle of double materiality plays a central role in our sustainability strategy. This concept pushes us to not only evaluate how ESG factors affect our financial performance but also how our operations impact the broader environment and society. Our commitment to natural capital is grounded in the belief that environmental stewardship is just as important as shareholder returns. This dual approach compels us to be transparent about how climate change and biodiversity loss affect our business, and, in turn, how our activities influence these global challenges. By embedding double materiality in our strategy, we ensure that our actions are aligned with both corporate success and global sustainability goals.

3. Focused action: our six pillars of sustainability and inclusive development

Rogers recognises that resources are limited, and that efficiency requires that we do not misuse or ill-allocate them. Rather than investing heavily, and wasting both time and energy, in further materiality assessments, Rogers has therefore embraced a pragmatic approach by simply aligning its strategy with the six core pillars that have been developed through the SigneNatir framework in collaboration with Business Mauritius and the EDB. These pillars - Energy Transition, Circular Economy, Biodiversity, Vibrant Communities, Inclusive Development, and Diversity & Inclusion - form the foundation of our sustainability efforts. By focusing on these established priorities, we ensure our actions are impactful and targeted, and we avoid unnecessary spending on redundant analyses. Our focus is on delivering real results in areas that are critical for both Rogers and the planet.

CLIMATE ACTIONS

3.1 Energy transition

Rogers is committed to reducing its energy consumption and shifting to more sustainable energy sources. The key focus areas under this pillar are:

- Improving energy efficiency across all operations
- Increasing the use of renewable energy sources such as solar and wind
- Promoting electric mobility to reduce reliance on fossil fuels in transportation

3.2 Circular economy

This pillar focuses on minimising waste and optimising resource use. Rogers is working to create a closed-loop system that encourages sustainability throughout its operations. Key areas include:

- Managing and reducing waste
- Diverting waste from landfills through recycling and reuse
- Promoting local and regional sourcing
- Supporting food security and smart agriculture practices to ensure sustainable food systems

3.3 Biodiversity

Rogers is deeply committed to preserving and enhancing biodiversity in Mauritius. The initiatives under this pillar include:

- Reducing and managing water consumption
- Revalorising water to ensure sustainable use
- Protecting terrestrial and marine ecosystems through reforestation and habitat restoration projects

SOCIAL ACTIONS

3.4 Vibrant communities

Rogers contributes to building resilient, engaged, and vibrant communities. Through targeted initiatives, the Group aims to enhance the quality of life and well-being of communities. Key focus areas include:

- Supporting arts and culture to preserve local heritage
- Encouraging sports and physical activity
- Promoting creativity and innovation within communities
- Improving neighbourhood aesthetics and safety through various projects

3.5 Inclusive development

Inclusive development is at the heart of Rogers' social responsibility. The Group seeks to support communities around its operations and promote equitable opportunities for all. Key initiatives focus on:

- Education, employability, and entrepreneurship to create more opportunities for social mobility
- Supporting decent housing
- Promoting better health and ensuring food security through nutrition initiatives

3.6 Diversity & Inclusion

Rogers is committed to fostering a diverse and inclusive workplace, ensuring that all employees are treated with respect and given equal opportunities. The Group's efforts under this pillar include:

- Implementing family-friendly policies
- Promoting gender equality
- Encouraging diversity and inclusion in recruitment and workplace practices
- Offering support to vulnerable employees and hiring people with disabilities
- Upholding human rights across the Group and within its value chain

4. Carbon capital management: a key business responsibility, not just an option

At Rogers, we recognise that carbon reduction is no longer a choice, but a business imperative.

Our proactive approach to carbon management is driven by both practical considerations and a sense of moral responsibility. The regulatory environment is evolving, and while many of our actions - such as transitioning to renewable energy and increasing energy efficiency - are currently voluntary, we are proactively preparing for a future where carbon reduction will be mandatory and tightly regulated. We understand that regulations will intensify, and businesses that fail to act now may be forced into reactive, rushed compliance. By implementing changes thoughtfully and ahead of regulatory requirements, we not only mitigate future risks but also ensure that we remain leaders in sustainability.

At the same time, while we recognise that Mauritius and Rogers contribute a negligible percentage to global emissions, we believe that this does not absolve us of responsibility. We feel a deep sense of duty to preserve and protect the natural heritage that has been entrusted to us - our island's reefs, forests, and ecosystems. These resources, which are extremely vulnerable to the impacts of climate change, form the backbone of our operations, and it is our obligation to ensure they are handed over intact and thriving to future generations.

In addition, we see carbon management as an opportunity to be at the forefront of innovation. By investing in carbon reduction technologies, renewable energy, and carbon sequestration projects, we position ourselves to seize emerging opportunities, such as carbon trading, carbon credits, and partnerships in global sustainability projects. As businesses and governments increasingly place a price on carbon, we aim to turn this challenge into a competitive advantage, unlocking new revenue streams and establishing ourselves as a key player in the future of carbon-neutral and sustainable economies. Our intention is to not only meet regulatory demands, but also capitalise on the evolving carbon economy, aligning our business strategy with long-term environmental and financial sustainability.

5. Addressing climate change: it is not too late to act

Despite the scale of the crisis, we firmly believe that the battle against climate change is not lost. We understand that the carbon dioxide that has already been emitted into the atmosphere will remain for thousands, and even hundreds of thousands, of years. However, this only reinforces the urgency for action. Every positive step we take today contributes to global efforts and brings us closer to a more sustainable future. Inaction is not an option. Collective efforts - no matter how small - drive meaningful change. At Rogers, we are committed to being part of the solution. Through innovation, collaboration, and our dedicated resilience strategy, we are confident that progress is possible. History has shown that seemingly insurmountable challenges can be overcome through resilience and determination. Our commitment to sustainability reflects this belief: we are actively participating in shaping a future where climate action is not just possible but necessary.

Sustainability and inclusive development (Cont'd)

SHAPING A SUSTAINABLE AND INCLUSIVE FUTURE

Based on the principles we have outlined above, we have established a structured framework to guide our sustainability actions and ensure that our commitments are effectively translated into tangible results across the organisation. This framework comprises key governance bodies and operational structures, each playing a crucial role in embedding sustainability into every facet of our business. It is designed to ensure that our efforts are well-coordinated, strategic, and aligned with both our long-term goals and global standards.

Our approach is anchored in three core tenets: our consolidation plan, our resilience plan, and new services. Together, these pillars form the foundation of our sustainability journey, ensuring that we remain a leader in sustainability while adapting to future challenges and opportunities.

1. Our consolidation plan

The consolidation plan is at the heart of Rogers' sustainability strategy. It aims to integrate and align all structures and functions within the organisation to create synergies that will drive sustainability across every business unit. This plan focuses on consolidating the efforts of various entities, including the Sustainability and Inclusiveness Committee (SIC), the Sustainability & Inclusive Development (S&ID) Department, the Rogers Foundation, and all other departments and business units within the Group.

The consolidation process is not solely about sustainability-specific teams; it is about reorienting all traditional business functions towards greater sustainability. Governance, audit, risk management, financial capital management, human capital management, legal vigilance, and communication are all engaged to ensure the rational and efficient use of human and financial resources across the organisation. Sustainability is a collective effort, and it is the responsibility of every function in the Company to integrate it into daily operations.

This ongoing process involves:

- **Strategising:** Ensuring governance is aligned with the SIC framework
- **Synergising:** Promoting collaboration across functions
- **Rationalising:** Optimising financial and human resources and setting specific budgets for sustainability
- **Operationalising:** Engaging the Sustainability Network to ensure that everyone understands their role in achieving the Group's sustainability goals

We provide details of the main components of our consolidation plan below, namely the SIC, the S&ID Department, and the Rogers Foundation, all of which play a critical role in driving our sustainability strategy forward.

The Sustainability and Inclusiveness Committee (SIC)

The Sustainability and Inclusiveness Committee (SIC) is Rogers' governance body responsible for steering and overseeing the Group's sustainability strategy. Reporting directly to the Board, the SIC plays a crucial role in ensuring that sustainability and inclusiveness are embedded across all operations. In 2024, the Terms of Reference (ToR) for the SIC were updated to reflect a more integrated approach to climate resilience, inclusivity, and sustainable development, aligned with the Group's long-term goals.

The SIC operates within a framework that aligns with both local and global sustainability standards, which helps Rogers to stay on track with global carbon reduction targets and contribute meaningfully to the circular economy. The SIC's primary responsibility is to drive initiatives that support energy transition, biodiversity preservation, and community development.

The Committee consists of senior executives from across the business, with Deonanan Makoond serving as the Chairman. The SIC meets quarterly to review progress, make recommendations, and ensure that the Sustainability and Inclusive Development (S&ID) Department is effectively executing the sustainability strategy. By leveraging cross-functional leadership, the SIC ensures that sustainability considerations are integrated into Rogers' core business strategies.

The Sustainability & Inclusive Development (S&ID) Department

The S&ID Department is the operational arm of the SIC, tasked with executing the Group's sustainability agenda. Headed by the Chief Sustainability & Inclusive Development Executive, the department works across all business units to ensure that sustainability targets are met and that the Group's actions align with its strategic vision.

The department plays a pivotal role in managing Rogers' sustainability projects, including those related to energy efficiency, biodiversity, and community resilience. It is responsible for setting measurable Key Performance Indicators (KPIs), tracking the Group's progress in reducing energy consumption, promoting waste reduction through circular economy initiatives, and ensuring that biodiversity projects are implemented effectively.

Additionally, the S&ID Department works closely with external stakeholders, including NGOs, government agencies, and community leaders, to ensure that Rogers' sustainability actions are impactful and aligned with broader societal goals. A future ambition for the department is to establish itself as a Centre of Excellence for sustainability, providing leadership and innovation across the Group's operations.

The Rogers Foundation

Established in 2009, the Rogers Foundation serves as a key instrument for the Rogers Group's mission to drive sustainable growth and inclusive development in Mauritius. It plays an integral role in shaping inclusivity and fostering vibrant communities through a wide range of initiatives focused on environmental conservation, social empowerment, and community development.

One of the Foundation's main objectives is to reduce poverty in the regions where Rogers operates, which it does through proactive programmes and initiatives aimed at empowering local populations. The Foundation's work aligns with the SigneNatir pact, a sustainability commitment under Business Mauritius, ensuring that all efforts are grounded in strong governance for impactful operations.

The Foundation has made significant strides in biodiversity conservation. For instance, it partnered with Ebony Forest, a conservation-focused enterprise, to rehabilitate degraded ecosystems and protect endangered species such as the Lowland Forest Day Gecko and the Upland Forest Day.

Gecko. This project not only aids in preserving Mauritius' unique biodiversity but also raises awareness by engaging the local community and visitors through education and involvement.

On the social front, the Foundation plays a vital role in empowering communities through youth programmes, women's empowerment initiatives, and educational projects. A notable example is the Bouze Zenes Programme, launched in Bel Ombre, which focuses on youth empowerment through skill development. The Foundation also works closely with partners such as Caritas to address poverty reduction and contribute to sustainable social solutions.

2. Our resilience plan

Rogers is committed to fostering resilience by adopting a learning-based approach to sustainability. As the Group operates at the frontier between the known and the unknown, it prioritises continuous learning, innovation, collaboration, and implementation to address future uncertainties. It is not easy to embrace a learning posture in a business environment that constantly seeks certainty for investments and increased profitability. Nor is it easy to adopt a long-term outlook when most decisions are planned on a three to five-year timeline. Yet, this challenge is one we must face. There are no other options but to break free from reliance on short-term price signals and instead focus on the physical flows that drive the Company. We must rebuild our understanding, developing new mathematical and anthropological models of the business. This requires a spirit of curiosity and an acceptance of complexity as we venture forward.

Our resilience plan includes:

- **Learning:** Raising awareness among employees and empowering them to become knowledgeable actors of change
- **Innovating:** Developing new strategic tools and decision-making frameworks that operate at both macro and micro levels
- **Collaborating:** Engaging with external stakeholders, such as NGOs and research bodies, to ensure that a diverse range of perspectives is included in sustainability efforts
- **Implementing:** Bringing strategies to life through technical projects, both at the territorial and micro levels, ensuring that actions are grounded in local needs and realities

3. New services

As Rogers advances through the consolidation and resilience stages, the next logical step is to expand into new services, reflecting our entrepreneurial spirit. The goal is to remain business-focused while embracing sustainability. When we have successfully implemented the first two stages, Rogers will be in a strong position to offer technological solutions and resilient services.

We aim to fully integrate into the economy of tomorrow by capitalising on collective intelligence, mathematical models, and anthropological insights to develop services that are at the forefront of sustainability. Along this journey, we may even uncover unintended opportunities that emerge unexpectedly through the synergies of sustainable innovation.

Sustainability and inclusive development (Cont'd)

CARBON CAPITAL MANAGEMENT

As set out in our SIC framework, our climate actions comprise three pillars: energy transition, circular economy, and biodiversity. Working on these three pillars, a cross-cutting fourth pillar is clearly emerging: carbon capital management.

ENTERING THE CARBON CAPITAL ERA: FOUNDATIONS OF A CARBON ACCOUNTING MECHANISM

"Carbonomy - carbon economy" is a new emerging economy that is not only based on traditional monetary value, but also on the carbon footprint of products and services. It is the economy that results from carbon accounting. In the quest for sustainability and climate action, accurate carbon accounting has emerged as a critical decision-making tool for companies worldwide. With global climate regulations tightening, and the focus on reducing greenhouse gas emissions intensifying, having an accurate and comprehensive carbon accounting system is essential for organisations to not only track their environmental footprint but also to participate in the emerging carbon economy.

Rogers has defined its carbon capital management strategy in four key steps:

1. The method

Among the different methodologies that exist for carbon accounting, Rogers has chosen the Bilan Carbone®. Widely used in France and globally recognised, Bilan Carbone® provides a comprehensive methodology for calculating an organisation's greenhouse gas (GHG) emissions. Furthermore, it integrates seamlessly with the GHG Protocol, the most widely adopted global framework for GHG accounting. Since the beginning of the year, the ENL and Rogers groups of companies have set up a team of 12 participants from different departments to follow the certification course of the Bilan Carbone® methodology (accredited by the IFC – Institut de Formation Carbone) with the ultimate target of having a first batch of Bilan Carbone® certified auditors by the end of 2024.

2. The tool: TRAACE

For the past few years, Rogers has been using its own internal carbon accounting calculator to have an understanding of its main emission sources, but also to remain transparent with our stakeholders. As we advanced in our journey, we understood that the internal tool, while useful as a first step, was inadequate for our future ambitions.

In order to spend more time analysing data rather than configuring the existing tool, we decided to look for a digital carbon reporting software which offers advantages in terms of accuracy, scalability, compliance, and long-term sustainability strategies.

Rogers has thus signed a partnership with a French company, Traace, which provides a carbon and ESG SaaS management software platform designed to help companies track, manage, and reduce their environmental impact.

3. Decarbonisation plan

Once the methodology and reporting tool has been defined and properly implemented, the next step will be the creation of a decarbonisation plan for the different segments of the Group.

4. Risks and opportunities

As we manage our carbon capital within the Group, incorporation of risks and opportunities will be crucial for building a resilient business model.For example, the Task Force on Climate-related Financial Disclosures(TCFD) guidelines highlight the importance of assessing both transition and physical risks, such as regulatory changes, shifting market demands,and climate-related disasters. By identifying these risks early, companies can turn challenges into strategic opportunities, like investing in low-carbon technologies or diversifying their portfolios. We will work more on this during the next financial year. We will adopt the same approach for aligning carbon accounting with frameworks like the Science-Based Targets initiative (SBTi), which ensures that companies are committed to global best practices in setting measurable, ambitious emission reduction targets.

OUR COMMITMENT TO CREATE VALUE

CARBON FOOTPRINT ANALYSIS 2024

CARBON INTENSITY (TURNOVER)

35 tonnes

per Rs m of revenue *(Based on a revenue of Rs 12,992m)*

CARBON INTENSITY (EMPLOYEE)

93 tonnes

per employee *(based on 4950 employees)*

In FY23, our carbon footprint was measured at 127,463 tCO_2e. In FY24, this figure increased to 459,687 tCO_2e. It is important to note that this apparent increase is primarily due to changes in our measurement methodology and an expansion of our reporting boundaries, meaning the two figures are not directly comparable.

The main factors contributing to this difference are:

(a) Enhanced measurement accuracy: We have adopted new and more precise emission factors from ADEME and local/national sources, leading to more accurate carbon footprint calculations.

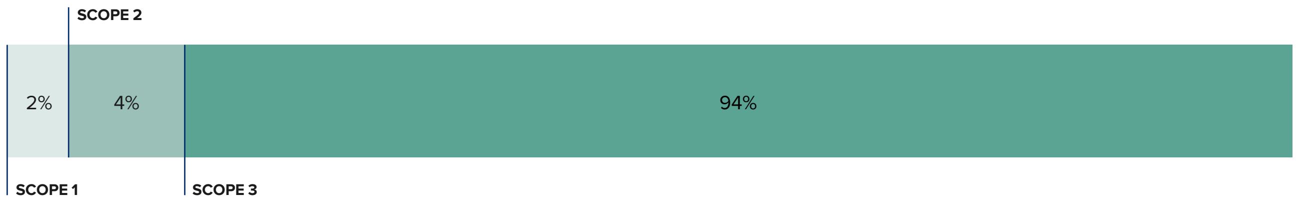
(b) Expanded reporting scope: With the assistance of Traace, we have broadened the scope of our carbon footprint assessment to include components that were previously challenging to measure, including

- Rogers Aviation: We integrated estimates of emissions related to ticket sales across various business units
- Rogers Hospitality: We incorporated emissions from customer travel by land and air for our main business units
- Velogic: We included emissions from air and maritime freight
- Agrïa and Case Noyale: We have factored in emissions related to livestock and the application of mineral and organic fertilisers
- Ascencia: We have estimated emissions associated with downstream leased assets

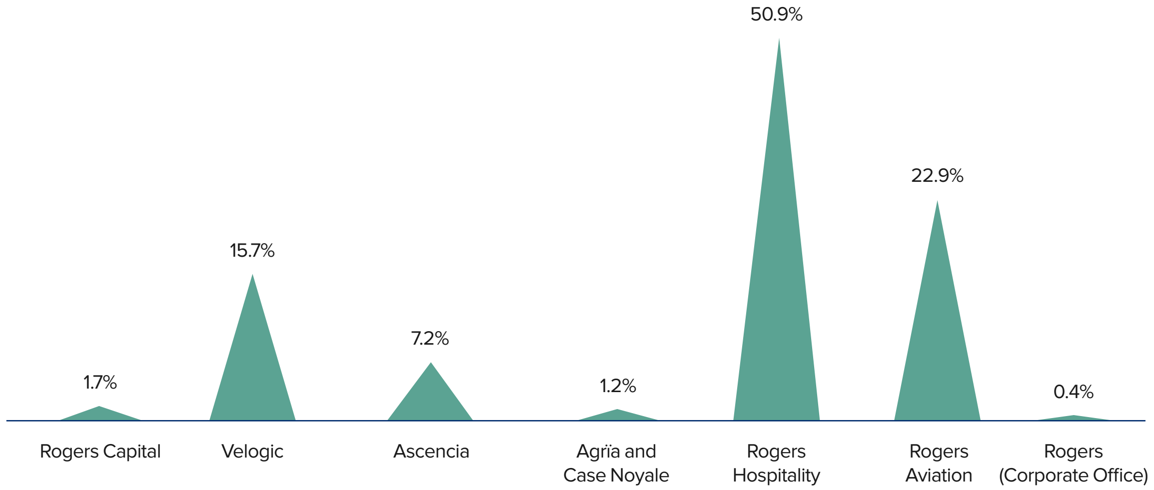
By refining our methodology and expanding the boundaries of our assessment, we have achieved a more comprehensive and accurate representation of our carbon footprint. The increase in reported emissions from FY23 to FY24 is thus largely attributable to these methodological enhancements rather than a significant rise in our actual emissions.

For questions, comments, suggestions, and ideas on how we can transition faster and better, please write to sustainability@enlrogers.com.

BREAKDOWN OF TOTAL EMISSIONS PER SCOPE

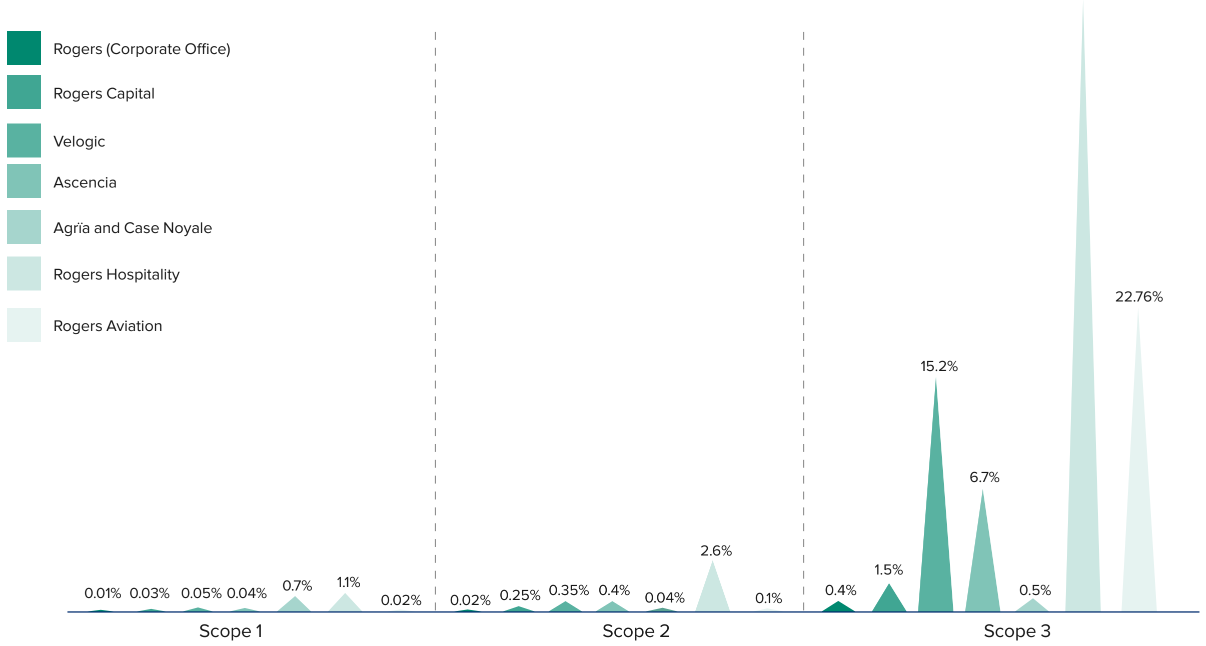


CONTRIBUTION OF TOTAL EMISSIONS PER BUSINESS UNITS



Sustainability and inclusive development (Cont'd)

BREAKDOWN OF EMISSIONS PER SCOPE AND BUSINESS UNITS



Solar investment and avoided emissions

In addition, our reported carbon footprint of 459,687 tCO_2e for FY24 does not account for the production of 3.8 GWh of renewable electricity by Ascencia, which, if accounted for, would reduce our emissions by an estimated 3,550 tCO_2e. According to the GHG Protocol, emissions reductions from renewable electricity fed into the national grid cannot be subtracted from our carbon footprint, as they are considered avoided emissions occurring outside our direct operations. Additionally, under Mauritius' current regulatory framework (MSDG 1 and MSDG 2 schemes), the renewable electricity we produce must be supplied to the national grid rather than consumed on-site, which affects how we account for these emissions in our Scope 2 calculations.

MAKING SUSTAINABILITY SUSTAINABLE

At Rogers, our commitment to sustainability goes beyond meeting standards - it is about embedding sustainability into the core of our operations and ensuring that our efforts are practical, resilient, and enduring. The actions we take are designed to not only address the challenges we face today but to create a foundation for long-term impact. By focusing on climate actions and social actions, we are ensuring that our sustainability initiatives are aligned with both environmental and societal needs. Below, we outline the specific actions we are taking to drive meaningful and sustainable change across the organisation.

ENERGY TRANSITION

Target: on-going work based on the decarbonisation plan using precise sub-categories such as renewable energy, energy efficiency, and electric mobility

Learning:
Climate Fresk and other trainings

Innovating:
Structuring of an energy management system for the Group based on a pilot phase in Bel Ombre

Collaborating:
Central Electricity Board, Mauritius Research Innovation Council, Business Mauritius, and Ecoasis

Implementing:
Innovative energy modelling in Bel Ombre, including Rogers Hospitality and Agria
Implementation of 2x2 MW solar PV farms in Bel Ombre and Case Noyale for Heritage Hotels (MSDG)
Implementation of a 1,2 MW solar PV farm at Velogic-FOM
Deployment of smart meter for energy monitoring
New chiller system at Bagatelle Mall led to a 20% increase in energy efficiency
LEED certification at Phoenix Mall (in progress)
Green Key certification for our hotels

Key KPIs at Group Level

DESCRIPTION	UNIT	QUANTITY
Electricity consumed - Grid	GWh	52.7
Renewable electricity produced and consumed in situ	GWh	3.8
Renewable electricity	%	6.3
Diesel consumed in operations	L	321, 138
Petrol consumed in operations	L	144, 153
LPG consumed in operations	kg	290, 445

CIRCULAR ECONOMY

Target: on-going work based on the decarbonisation plan using precise sub-categories such as waste generated, diversion from landfill, recycling and reuse, and local and regional sourcing

Learning:
Climate Fresk, Circular Economy Fresk, and other trainings

Innovating:
Material flow balance (much more than waste streams) and the scope 3 in carbon accounting are good starting points to analyse our supply chain

Collaborating:
Business Mauritius, Club des Entrepreneurs de l'Economie Circulaire, recyclers, and industrials

Implementing:
Installation of a plastic bottle collection bin and upcycling of small polo shirts to be reused by NGOs at Rogers Aviation
Solid waste management
Implementation of an in-house e-waste collection with BEM Recycling
Organising the Good Shop Donation Drive, where employees could bring unused items from their homes for donation
Supporting 3 NGOs/Cooperatives specialised in green waste management and glass recycling in Bel Ombre, namely Fey Palmis, Sealife Organics, and Plankton

Key KPIs at Group Level

DESCRIPTION	UNIT	QUANTITY
Total waste generated	tonnes	7,317
Total waste diverted	tonnes	4,606

BIODIVERSITY

Target: on-going work based on the decarbonisation plan using precise sub-categories such as water consumed, water re-valorised, and terrestrial and marine biodiversity conservation

Learning:
Climate Fresk, Biodiversity Fresk, Ocean Collage, and other trainings

Innovating:
Biodiversity footprint using double materiality

Collaborating:
Business Mauritius, Mauritius Chamber of Agriculture, Reef Conservation, Wildlife, VARUNA Biodiversité Océan Indien led by Expertise France and AFD

Implementing:
Launching of our biodiversity project co-funded by VARUNA programme in Bel Ombre, namely river Jacotet regeneration and agroecology design (2024/2026)
Reduction of water consumption
Endemic tree planting activity
Coral farming with 3 nurseries in Bel Ombre lagoon and marine conservation & education centre to engage visitors

Key KPIs at Group Level

DESCRIPTION	UNIT	QUANTITY
Total water consumed	m^3	1,904,342
Total water recycled and reused	m^3	171,701
Total number of trees planted	Units	21,902

Sustainability and inclusive development (Cont'd)

VIBRANT COMMUNITIES

Target: support to local initiatives in the fields of arts & culture, sports, creativity, neighbourhood aesthetics, and neighbourhood safety

Learning: Internal communication and employee volunteering

Innovating: Knowledge of regional needs and strengths

Collaborating: NGOs and CBOs, community leaders, regional authorities

Implementing: Under the Rogers Foundation and with the support of the Heritage Villas Valriche Social Programme, the Corporate Office has launched a programme known as Bouze Zenes aimed at supporting the youth in the Bel Ombre region. This pioneering programme, implemented with the support of Agria, Rogers Hospitality, NGOs Lovebridge, DRIP, PILS, Junior Achievement Mascareignes, and the Ministry of Youth Empowerment, Sports and Recreation, aims to empower the youth of Bel Ombre and surrounding regions including Baie du Cap, St Martin, Rivière des Galets, and Choisy. The programme focuses on three key areas and the youth have demonstrated strong interest and growth in:

- Personal development: Encouraging participants to grow personally and socially
- Sports participation and fitness: Exploring new sports and promoting regular physical activities to enhance fitness
- Employability skills: Focusing on job retention, workplace readiness, entrepreneurship, and financial literacy to enhance career prospects

Group segments have also collaborated with the Rogers Foundation as well as carried out numerous other vibrant communities initiatives directly

Key KPIs at Group Level

DESCRIPTION	UNIT	QUANTITY
Number of arts & culture, sports, creativity, neighbourhood aesthetics & safety projects supported	Units	116
Number of NGOs and/or community-based organisations supported	Units	46
Total number of community members supported (end beneficiaries)	Units	13,643

INCLUSIVE DEVELOPMENT

Target: support to projects in the fields of education, employability & entrepreneurship, decent housing, physical & emotional health, and food & nutrition

Learning: Internal communication and employee volunteering

Innovating: Socio-economic survey, knowledge of regional needs and strengths

Collaborating: NGOs and CBOs, community leaders, regional authorities

Implementing: A social assessment was conducted by Kantar Analysis on behalf of the Rogers Group in the Bel Ombre region, with the aim of gathering updated data on the challenges, needs, and expectations of the inhabitants. Six hundred inhabitants, as well as local CBOs, NGOs, and opinion leaders were interviewed. The views of Rogers employees working and living in the region were also sought. Based on the information and insights gathered, powered by a collaborative approach involving a wide network of internal stakeholders, an updated Social Programme has been set up for the region revolving around six major projects focusing on supporting women and youth through education and employability. The six projects will be rolled out in phase over the 2024-2030 period.
Group segments have also collaborated with the Rogers Foundation as well as carried out numerous inclusive development initiatives directly

For more details on our Diversity & Inclusion initiatives, please refer to the People strategy & development section on pages 72 to 73

DESCRIPTION	UNIT	QUANTITY
Number of poverty alleviation projects supported	Units	72
Number of NGOs and/or community-based organisations supported	Units	46
Total number of community members supported (end beneficiaries)	Units	14,798