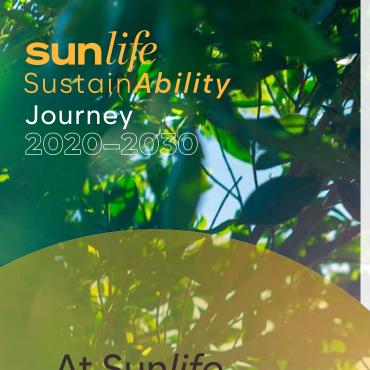


For a world where kindness shines.



At Sunlife, sustainability isn't a trend — it's our responsibility, our strategy, and our promise to future generations.

About this Report

Since 2020, we have been on a journey to transform the way hospitality supports people, communities, and our island of Mauritius. This report marks a special milestone — our very first Impact Report, highlighting not only our progress but the real, measurable difference we have made in the lives of our employees, partners, guests, and the world around us.

Rooted in our belief that kindness is the most powerful force in the world, this Sustainability Pathway outlines:

- What we have achieved together over the past five years (2020–2025)
- How we have embedded purpose into every guest experience, meal served, and partnership built
- The foundations we are setting today for our vision to 2030
- How we are aligning with the UN Global Compact, CEO Water Mandate, GRI Standards, SASB, , and the Future-Fit Business Benchmark to ensure comprehensive, transparent, and future-ready sustainability reporting.

As we turn intention into impact, this report celebrates our champions — from hotel teams composting food waste, to glass artists transforming discarded materials into art, to the many partners and colleagues who bring our sustainability mission to life each day.

This is not just our journey.

This is a movement — toward a world where kindness shines.



Scope and boundaries

This report encompasses the activities and initiatives undertaken by Sunlife Hotel Management Ltd ("Sunlife", "us", "our", "we") and its subsidiaries for the financial year ending 30 June 2025. Where applicable, the boundaries for each Key Performance Indicators (KPIs) have been defined. We have strived to be as inclusive as possible and have included material information relevant to our business.

Reporting period

The reporting period for this document spans from 01 July 2024 to 30 June 2025.

Frameworks and standards

To ensure credibility and comparability, we have aligned this report with internationally recognised frameworks and standards:

- United Nations Global Compact (UNGC);
- Global Reporting Initiative (GRI); and
- Sustainability Accounting Standards Board (SASB).

Target audience

All stakeholders of Sunlife.

Forward looking statements

Forward looking statements may evolve in line with our strategy, which, in turn, may change.

Contact person

We welcome any feedback and comment on this report. You may contact us:

Name: Ali Abdool

Email: ali.abdool@yoursunlife.com

External assurance

No external assurance has been conducted for this report.







Overview

- CEO Message
- Sun*life* at a Glance

experience.

CEO Message

At Sunlife, we believe that hospitality has the power to regenerate, not just to delight. Our purpose — For a World Where Kindness Shines is more than a philosophy. It is the strategy that shapes every decision, every investment, and every guest

2025 marks a defining mid-point in our 2020–2030 sustainability pathway. Over the past five years, we have proven that transformation is possible when purpose is placed at the heart of business.

- Climate & Environment: We cut Scope 1 emissions by 10%, reduced LPG reliance, and launched our first EDGE-certified green building. With 90% of resorts digitally monitored, efficiency is embedded. We've banned harmful sunscreens, supported 550,000 pollinators, and engaged more than 10,000 guests in marine and biodiversity conservation.
- People & Culture: Our people define our success. Over 84,000 training hours delivered, 2024-2025, full digital learning adoption, rising engagement, and more women in leadership mark strong progress. Great Place to Work® recognition and flexible work options reflect a culture of inclusion and resilience.
- Inclusive Growth: Purpose extends beyond our resorts. 75% local sourcing, new ESG supplier screening, and initiatives like Life in Yellow boutiques and GLOW empower local artisans. Through the Sunlife Children Cancer Trust, more than 1,200 people benefitted from healthcare, education, and social upliftment.
- Finance & Governance: Sustainability now guides investment, governance, and performance. With UL360 ESG systems and a Sustainable Finance Framework in place, Sunlife has moved from pilot projects to fully integrated, data-driven decisionmaking — making ESG a driver of growth and resilience.

As we look to 2030, our ambition is clear:

- Achieve 80% renewable energy use and ensure every Sunlife building is areen or bioclimatic.
- Reach gender parity and leadership diversity that reflects our communities.
- Divert at least 50% of waste from landfill while embedding circular practices across supply chains.
- Expand biodiversity restoration and climate resilience as core elements of our hospitality model.

We are halfway on this journey, and the foundations are strong. But the next five vears demand acceleration — deeper partnerships, smarter investments, and a relentless focus on impact.

Our promise is to lead the Indian Ocean region in regenerative hospitality, setting a benchmark that inspires both our industry and our quests.

Together, we will ensure that by 2030, Sunlife is not only a business that thrives. but one that leaves Mauritius — and the world — stronger, fairer, and more resilient.

Francois Eynaud Chief Executive Officer

Sunlife at a Glance

About us

Sunlife has over 40 years' experience in the hospitality industry since the opening of its first resort, La Pirogue in 1976. Formerly, un Resorts, the luxury hotel group boasts four luxury resorts:

Sugar Beach, Long Beach, La Pirogue and Ambre and the award-winning, lle Aux Cerfs Golf Club

Our Structure

For full structure, please refer to page 63 in our annual report.

This report describes the sustainability activities and performance of our hotel management cluster namely Long Beach, Sugar Beach, La Pirogue, Ambre and Ile Aux Cerfs.

Company Profile

Sun is a leading hospitality company in Mauritius, renowned for its strong presence in the industry.

We take pride in owning and operating four exquisite resorts: SugarBeach, Long Beach, La Pirogue, Ambre and Ile Aux Cerfs.





The Transformation Journey – 2020 to 2025

- The transformation journey (2015–2030)
- Commitment to International Standards
- Sunlife Summary Material Topics & Targets



2025

The transformation journey (2015–2030)

Integrating ESG into Strategy

CEO-led SustainAbility Programme launched; ESG embedded in governance and finance, with real-time data systems driving accountability.



Toward Integrated Impact

Embedding sustainability into finance, disclosure, and nature strategy — driving ISSB and TNFD alignment.

Scaling Regenerative Hospitality

Advancing a regenerative model — circular, low-carbon, and nature-positive by Design.

Embedding Purpose into Brand

Rebranded to Sunlife, integrating For a World Where Kindness Shines as our guiding strategy and launching community-driven impact models.

2015 ≥ 2018

≥2021

Building the Foundation

Launched SUNCARE, established governance and partnerships — embedding purpose and accountability into our DNA.

Commitment to International Standards



Our sustainability strategy is deeply rooted in global principles that promote accountability, transparency, and impact at scale. Sunlife is proudly aligned with the world's most respected sustainability standards and frameworks, ensuring that our disclosures are credible and comparable, and our actions globally relevant.

Framework

Sunlife Alignment



Material topics mapped to 14 SDGs, prioritized across operations and community initiatives



Reporting aligned to GRI materiality and sector disclosures (Hospitality)



Active signatory since 2023; aligning with all 10 Principles



Signatory; strategy includes water efficiency, community engagement, and reporting



Internal KPIs mapped to all relevant SASB metrics including energy, water, waste, labor



Applied as internal benchmark to define long-term targets for circularity and inclusion

Material topics mapped to 14 SDGs

These frameworks are not just reference points — they are commitments. We are working toward a future where ESG is embedded into governance, strategy, and enterprise value.

Sunlife – Summary Material Topics & Targets

FY2024 vs FY2025 Comparison | 4 Hotels Consolidated





ST: **5%** Scope 1

MT: 15%

LT: 30%



1.6 % Scope 1 & 2

20% Scope 1

Ciel FY 2030

80% renewable

NOT STARTED









ST: **2.5%**

MT: 1st EDGE

LT: **30%**

25.96 kWh/GN

3.9%

EDGE Submitted

100% Certified Building

IN PROGRESS







ST: **2.5**%

MT: 1st EDGE

LT: Eco-Certified Buildings

0.64m³/GN

11.4%

Industry water efficiency levels

ON TRACK







ST: Zero food waste

LT: 50% waste

71% Diversion Rate

General waste 345196 Kg

778499 Kg-nonedible Wet waste

Recyclable 54419 kg 50% waste from landfill

ON TRACK









ST: + 500 community

LT: Regenerative Operations

10K + Marine education

Biodiversity action plan for

Long Beach part of



Biodiversity Loss Mitigation



ON TRACK









Governance, Risk & Materiality

- Building Strong Foundations for Responsible Hospitality
- Materiality Topics
- Sunlife: A Commitment to Sustainable Excellence
- Statement from our CFO
- Sustainable Finance –
 Light KPI Set

Building Strong Foundations for Responsible Hospitality

At Sunlife, governance is about ensuring that sustainability is guided by clear leadership, embedded in daily operations, and shaped by the voices of stakeholders. In 2025, the focus remained on strengthening governance structures, fostering collaboration across clusters, and deepening understanding of our most material priorities

How We Govern Sustainability at Sunlife

Sustainability
Committee chaired
by the CEO,
providing strategic
direction and
oversight.

Working Groups
& Sustainability
Champions at each
property, leading
nitiatives under the three
pillars: Climate Action,
Inclusive Growth, and
A Vibrant Workforce

Head of
Sustainability
participates in the
CIEL Sustainability
Committee, ensuring
alignment with
group priorities and
knowledge
sharing.

Meeting frequency- Meets at least twice annually to review progress and priorities.

Core Sustainability
Team coordinating
group-wide strategy,
monitoring progress,
and supporting
property teams.

General Managers
fully engaged
through balanced
scorecards that
embed sustainability
KPIs into operational
performance.

Board Engagement
— sustainability
updates are
regularly shared with
senior leadership,
with the aim of
enhancing oversight
in future.

Capacity Building
— in 2025, Board
members and senior
management received
training on ESG
Materiality, led by EY,
reinforcing alignment
with international
standards (GRI, ISSB,
SASB)

Collaboration Across Clusters & Link to CIEL

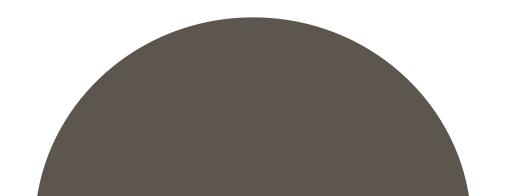
Sustainability progress is driven through close collaboration between clusters and alignment with the CIEL 17 ESG KPIs:

- Cluster leaders exchange insights and coordinate action through regular forums.
- Shared reporting structures ensure Sunlife's performance contributes directly to CIEL's group-wide goals.
- Joint sessions with the CIEL Sustainability Committee strengthen alignment on policies, initiatives, and measurement.

Climate Risk & Opportunity Scoping

In 2025, Sunlife initiated a climate risk workshop to begin mapping potential physical and transition risks alongside emerging opportunities. This early-stage work forms the basis for a more comprehensive approach in the coming year. Initial areas of focus include:

Category	Example
Physical Risks	Sea level rise, extreme weather events
Transition Risks	Changing regulations, evolving consumer expectations
Opportunities	Renewable energy, biodiversity restoration, eco-tourism demand



SAS

W

Qo

Materiality Topics



Energy Management



Water Management



Climate Change



Work Environment



Waste Management



Biodiversity



Diversity & Ethics



Value Chain



Learning & Development



Community Empowerment



Local Economy

GRI ONLY



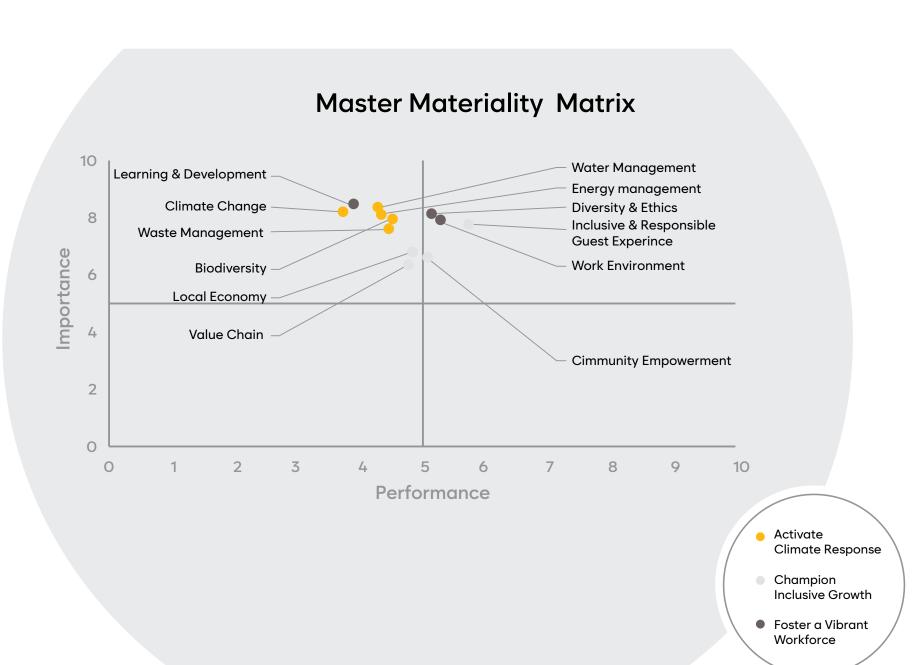
Inclusive & Responsible Guest Experience

CIEL

Understanding Material Priorities & Stakeholder Voices

Materiality remains central to Sun*life*'s sustainability strategy:

- The 2024 materiality review identified 12 ESG topics most relevant to our stakeholders and long-term business success.
- Assessment based on GRI Standards, ensuring relevance to both impact and performance.
- Work has begun on strengthening stakeholder engagement channels, including guest feedback, employee input, community consultations, and partner dialogue.



Materiality Workshop Feedback

Turning Workshop Insights into Measurable Actions



ACTIVE CLIMATE RESPONSE



Project: CIEL GHG Tracking Launch (Oct 2025)

Set 2030 Targets

Project: ISSB Readiness with EY

Invest in Renewables

Project: CIEL Solar Farm Partnership

Energy Efficiency

Project: EDGE Sugar Beach + Retrofit Rollout

Eco-Education

Project: Marine Discovery Programme

Restoration Projects

Project: Manarove + UoM Partnerships

Scientific KPIs

Project: Nature-Based Strategy (CAP Plan)



CHAMPION INCLUSIVE GROWTH

Local Sourcing 75 %

Project: Value Chain

ESG Procurement

Action: Update Contract Framework

Waste-to-Value

Project: CIEL Waste Audit & Feasibility

Recycling Expansion

Project: Hotel Recycling Rollout-Circular economy



FOSTER VIBRAND **WORKFORCE**

Staff Training

Project: Sustainability & DEI Academy

DEI Initiative

Action: HR Baseline Assessment

Community Projects

Project: Green Farming & Local Heritage

Guest Experience

Project: Eco-Offerings + Accessibility Policy

ON TRACK / COMPLETE IN PROGRESS NOT STARTED

2025 - 2026 ROAD MAP

012026

Q2 2026

032026

Renewable projects

04 2026 **B** Corp

Q5 2026 **ISSB**

Readiness

GHG Tracking

Sunlife – A Commitment to Sustainable Excellence 3 Areas of Focus - 12 Material Topic



Board of Directors



Sustainability
Committee- CEO Led
(Meet twice per year)



Head of Sustainability (Member of Ciel Sustainability Committee)

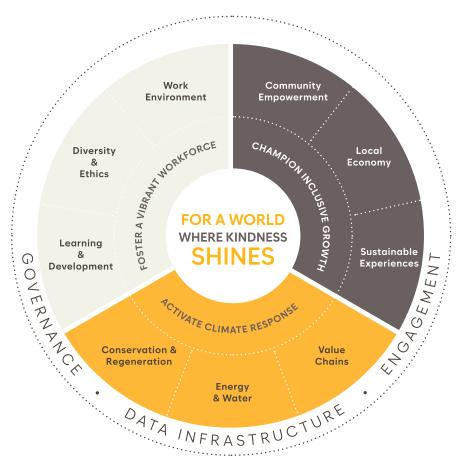


General Manager
(Balance scorecard & KPIs)



Working Groups and Property Champions (Cluster implementation)





Finance Linkage CFO Led Sustainable Finance Framework

Data Infrastructure UL360, ESG System

> Capacity Building ESG, ISSB Training

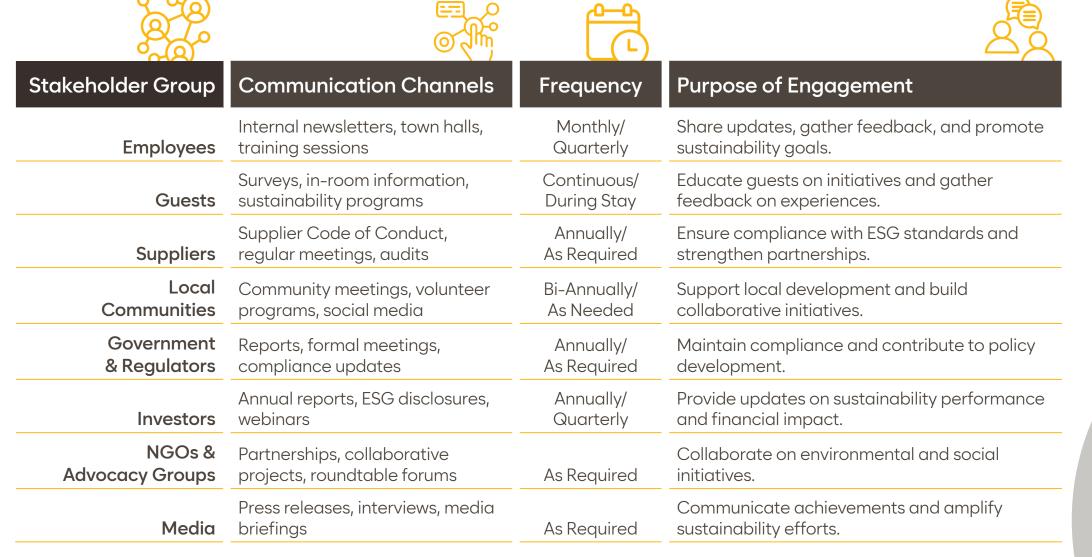
Disclosure Alignment ISSB, GRI, SASB, TNFD Integration

KPI & STRATEGIC VISION

A MANAGEMENT TOOL

A CEO LED PROGRAMME

Stakeholder Engagement





This structured approach to stakeholder engagement ensures that we remain responsive and proactive, fostering a culture of collaboration and accountability across all levels of our operations.

Statement from our CFO

In FY2025, Sunlife reached a turning point in financial transformation — embedding our Sustainable Finance Framework into capital planning, risk modelling, and investment decisions. This shift is already delivering results: a 20% reduction in Scope 1 emissions through near-elimination of diesel and reduced LPG use, and a 0.3% drop in overall energy consumption, achieved despite higher occupancy, thanks to targeted investments in efficiency and modernisation. We also directed over MUR 20 million into green projects, including our first EDGE-certified property.

Sustainability is now recognised as a driver of enterprise value, guiding capital allocation, strengthening disclosures, and ensuring ESG principles shape every financial decision. Looking to 2030, our ambition is clear: direct at least 30% of annual CapEx into green projects, expand ESG training across finance, and position Sunlife as the regional leader in sustainable capital innovation for hospitality.

Tommy Wong
Chief Financial Officer



Sustainable Finance – Light KPI Set





Activate Climate Response (Pillar 1)

- Reshaping the Climate Strategy From Action to Integration
- Our Climate Strategy Roadmap to 2030
- Biodiversity Conservation
- Inclusive & Responsible Guest Experience

Sun*life's* climate response recognises that the hospitality sector depends on thriving ecosystems, stable climate conditions, and responsible resource use. In 2025, we continued to build momentum toward our 2030 vision, moving from isolated projects to a fully integrated climate strategy that is both technical and cultural.

Reshaping the Climate Strategy – From Action to Integration

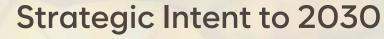
Sunlife's climate response is built on one principle: a resilient hospitality sector depends on thriving ecosystems, stable climate systems, and responsible resource use.

In 2025, the Group accelerated the transition from isolated initiatives to a fully integrated climate strategy — one that is both technical and cultural, embedding climate considerations across operations, partnerships, and the guest experience. mbedding sustainability at the heart of the guest journey.



Strategic Priorities

- Regional Decarbonisation:
 Strengthening closer-to-home markets to reduce long-haul travel emissions and regionalise growth.
- Sustainable Guest Experience:
 Embedding low-carbon innovation through plant-based dining, wellness concepts, and circular design.
- Capability & Culture:
 Building internal knowledge and leadership ownership of climate transition targets.



Position Sunlife as a regional leader in climatepositive hospitality — decarbonising operations and embedding sustainable finance

> "Our climate ambition is not about compliance it's about competitiveness, innovation, and long-term value creation."

2024–2025 Highlights

- Reshaped Climate Strategy:

 Transitioned from project-based action to enterprise-level integration, aligned with CIEL Group ESG and ISSB S2 frameworks.
- Regional Market Shift:
 Engaged over 300 industry partners in South Africa
 , Johannesburg, Pretoria, Durban, Cape Town and
 Namibia to grow sustainable regional tourism and lower emissions linked to long-haul travel.
- Sustainable Brand Innovation:
 Introduced the Come Alive Collection, GLOW plant-based wellness concept, and Maré Maré by Chef Reuben Riffel, redefining sustainable luxury experiences.



Our Climate Strategy Roadmap to 2030

2025 -2026

> Complete Scope 3 emissions mapping

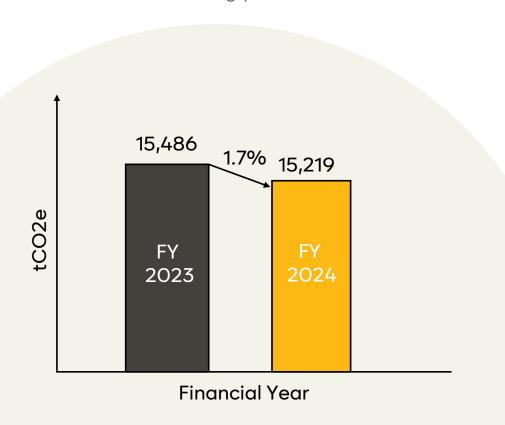
Scale renewable energy projects, biodiversity restoration initiatives, and sustainable dining programmes.

2026 –2028 2028 -2030

Target 80% renewable energy use and strengthen adaptive capacity to climate impacts across all operations

Managing Carbon Emissions & Preparing for Scope 3

Reducing greenhouse gas emissions remains central to our climate ambitions. In 2025, we strengthened monitoring of Scope 1 and 2 emissions through the UL360 ESG platform, providing real-time data to guide operational decisions. Work has begun to map Scope 3 value chain emissions in alignment with CIEL Group's framework, establishing the foundation for more comprehensive reporting and targeted reduction actions in the coming years.



Environmental Performance

In FY2025, Sunlife continued to reduce its environmental footprint, achieving a **1.6% reduction in combined Scope 1 & 2 emissions** — from 15,459 tCO₂e in 2023 to 15,219 tCO₂e in 2024 — despite higher guest occupancy. This overall result reflects two very different stories: a **20% cut in Scope 1 emissions**, driven by the near-elimination of diesel use (-83%) and lower LPG consumption (-9.8% per guest night), alongside **flat Scope 2 emissions**, as grid electricity remained the primary source.

At the same time, resource efficiency continued to improve: electricity per guest night fell by 3.9%, while total water use dropped by 9.5% and water per guest night by 11.4%. With over 90% of resorts now equipped with digital monitoring systems, energy and water management has shifted from reactive to predictive.

As a signatory to the **CEO Water Mandate**, Sunlife is scaling reuse and conservation programmes across its operations. Together, these achievements reinforce our commitment to **reduce emissions**, **conserve resources**, **and build resilience** in line with global climate goals.



What is EDGE?



EDGE (Excellence in Design for Greater Efficiencies) is a **green building certification** system developed by the **International Finance Corporation (IFC)**, a member of the World Bank Group.

It focuses on making buildings more resourceefficient and cost-effective.

Key Benefits

- Energy savings: ≥20% reduction in energy use.
- Water savings: ≥20% reduction in water consumption.
- Material efficiency: ≥20% less embodied energy in materials.
- Lower operating costs for hotels and resorts.
- **Verified impact:** Certification provides an independent stamp of credibility.



Why it matters for Sunlife?

- Aligns with CIEL Group's 2030 target: 100% green/bioclimatic buildings.
- Supports Sunlife's **long-term climate strategy** by embedding sustainability in infrastructure.
- Strengthens brand reputation with eco-conscious guests and investors.
- Sugar Beach is the first hotel in our portfolio to undergo EDGE Level 1 certification, paving the way for future rollouts across all resorts.

Environmental Performance Dashboard

FY2024 vs FY2025 Comparison | 4 Hotels Consolidated







Electricity:

25.96 kWh/guest night

3.9%

11.4%

DIESEL:



Total Emissions:

15,219 tCO₂e 1.6%

Scope 1 Emissions:

915 tCO₂e



LPG:

Water:

0.43 kg/guest night

0.64 m³/guest night

9.8%

Waste

"Doing more with less: Efficiency improved despite 1.9% guest growth" **TIMELINE (2026–2027 TARGETS)**



Water:

 $< 0.60 \text{ m}^3/$ guest night

LPG:

< 0.40 kg/guest night

Waste

< 0.40 kg/guest night

Biodiversity Conservation



FY2025, Sunlife deepened its commitment to biodiversity by supporting over 550,000 pollinators, protecting marine ecosystems, and launching community and guest education initiatives. Efforts included the rollout of ecolandscaping practices, the ban on harmful sunscreens, and the development of a property-level biodiversity action plan in collaboration with CAP-Varuna. These actions lay the foundation for measurable ecological impact and compliance with future biodiversity reporting frameworks.



550,000 POLLINATORS

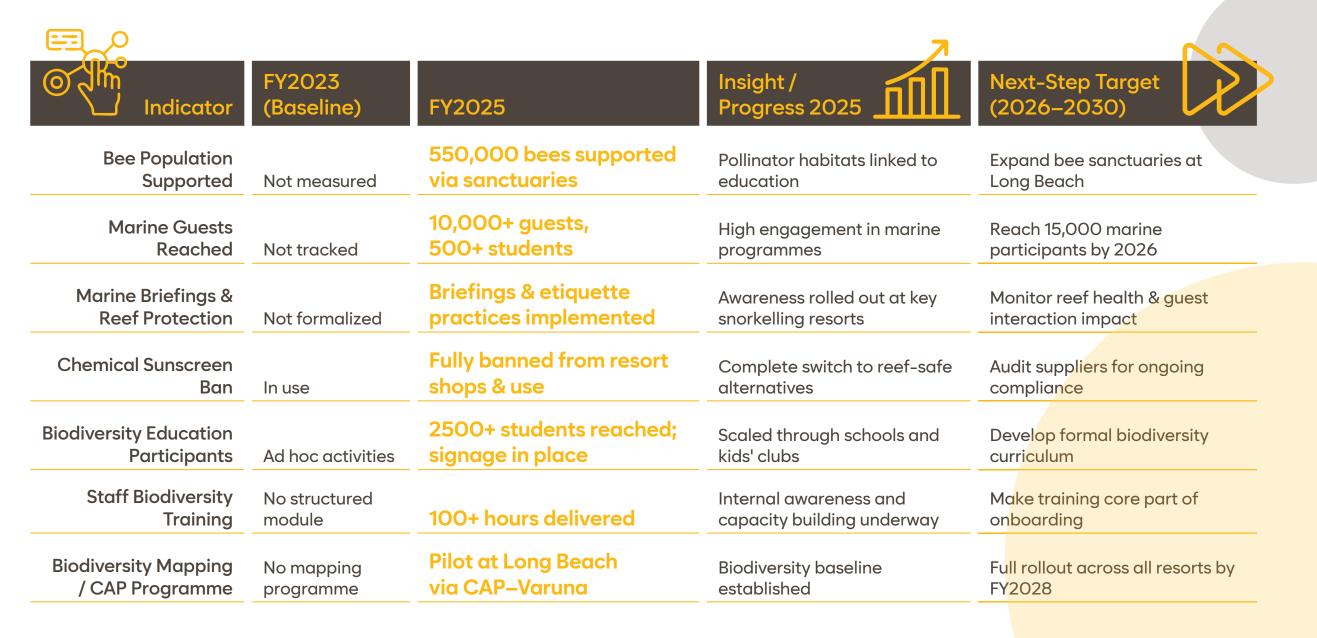


Marine Scientist Statement

"Our reefs and pollinators are silent stewards of tourism. Every action we take — from sun cream to signage — protects the ecosystems that host our guests."

Nitisha Boyjoo Marine Scientist, La Pirogue

Biodiversity Conservation Performance



Activate

Climate Response

sunlife

Marine Biodiversity Contervation Sward 2025 1st Prize

MARINE







Public & Private Across Mauritius





Young Ocean Champions in Action

2025



From Waste-to-Art Exhibits to Community engagement projects

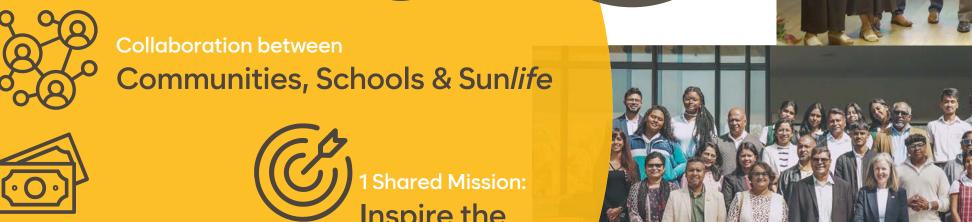
> Focus on Land & **Marine Ecosystem Protection**







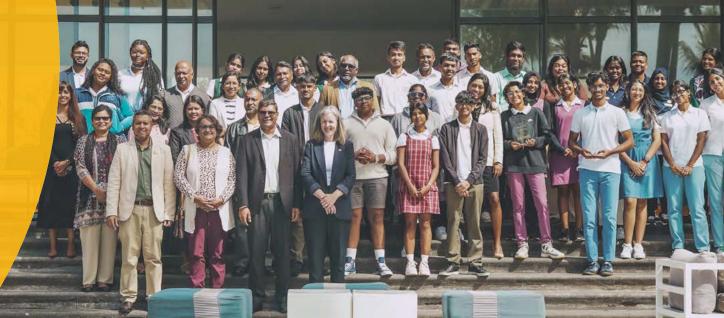






Support for **Conservation Initiatives**





Marine Discovery Programme – Connecting People and Ocean

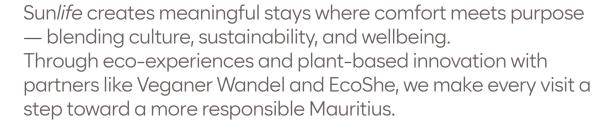
In 2025, Sunlife expanded its Marine Discovery Programme to connect guests, students, and communities with Mauritius' fragile reef ecosystems. Through guided lagoon explorations and hands-on learning, participants gain a deeper respect for marine life and the need to protect it.

The initiative transforms awareness into action — inspiring every visitor to become a custodian of the Indian Ocean's natural heritage.



Inclusive & Responsible Guest Experience

Creating Value Through Meaningful Stays



From immersive eco-cultural activities to pioneering plant-based gastronomy in partnership with international tastemakers (e.g., Veganer Wandel) and local innovators such as EcoShe, Sunlife is redefining guest experiences that inspire awareness, wellbeing, and responsibility.

By curating offerings that respect local heritage, promote inclusivity, and minimise

environmental impact, we ensure that tourism delivers lasting value for both

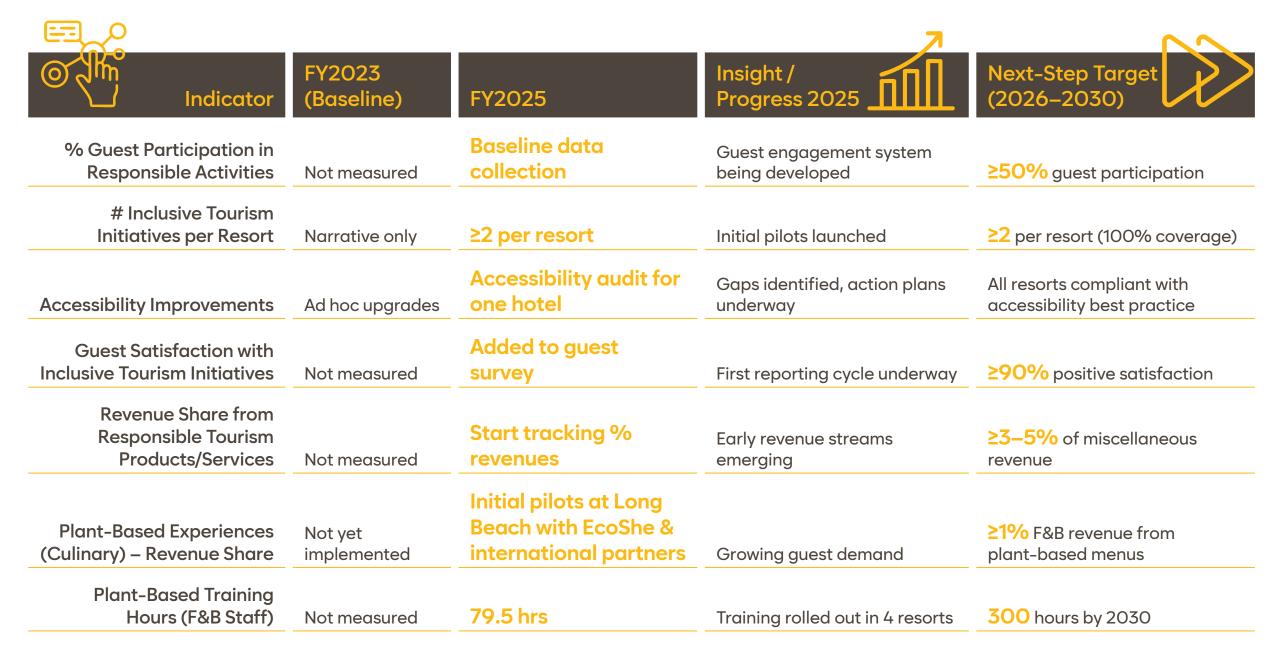
guests and communities.

Statement

"Inclusivity and responsibility are not add-ons at Sunlife — they are at the heart of how we design experiences. From accessible tourism to plant-based gastronomy, we want every guest to leave knowing they've been part of something that uplifts both people and planet."

Beatrice
Champion of Inclusive
Guest Experience

KPI Dashboard (Aligned with GRI / CIEL Group KPIs)





Foster a Vibrant Workforce (Pillar 2)

- Our Employee Value Proposition (EVP)
- Growing Talent Through Learning & Development
- Advancing Diversity, Equity & Inclusion (KPIs)
- Strengthening Workplace Culture
 & Engagement (KPIs)
- Foster a Culture of Care: Health, Safety & Well-being

Our Employee Value Proposition (EVP)

Our People, Our Culture

At Sunlife, our associates remain the driving force behind our success. In 2024, we strengthened our position as an employer of choice by cultivating a workplace where engagement, inclusion, well-being and continuous learning are deeply embedded to nurture talent, enhance performance and sustain long-term growth.

Whilst our Vision, Purpose and Values have allowed us to adopt the right mindset in the way we interact with and support our associates, the Employee Value Proposition (EVP) marks a turning point that takes a holistic approach to the Employee Experience. Launched in 2024, our EVP reflects our sincere focus on our associates' well-being and our commitment to making our workplace one where every **Sunlife** associate feels respected, included, supported and valued.

YOU ARE OUR GIFT OF KINDNESS

sunlife



Through #EVPCollection 1, 26 initiatives were implemented, mainly focused on:

Talent Attraction, & Retention and Development:

- Sunlife Pre-Onboarding Programme: ensuring seamless integration of new associates (New Recruits' Retention Rate = 82%)
- Certified F&B Course with Les Roches, a renowned hospitality school in Switzerland: 46 associates trained and graduated
- International Cross-Exposures in Europe: **5 participants**
- 84,220 hours of training, averaging 40 hours per employee for the year
- +18.9% increase in total training hours compared to FY24
- Sunshine Leadership Programme with Dale Carnegie:
 116 graduates
- Departmental Master Trainer Certification:162 participants
- Bee My Buddy Programme: **137 participants**
- E-learning with Typsy: over 126,000

Recognition and Well-Being:

- Shine Stories : e-Newsletter for recognition and connection
- Life event-based support addressing associates' key milestones
 - Wellness initiatives including access to a company doctor, yoga sessions, football club and awareness campaigns

We are focused on people experience, so that every team member feels seen, supported and inspired to perform in the 'Sunlife ambience'. We are evolving as an enabler, embracing innovation with kindness.

Looking ahead, Sunlife will focus on #EVPCollection 2 - the Agility pillar with Productivity Projects, the R.I.S.E Leadership Programme and further digital enhancements such as a mobile overtime workflow.

Digital Experience:

- izzylife App (launched in June 2024): 100% adoption rate, transforming payslips and leave management into digital platforms
- izzybot AI-HR Chatbot (aunched in April 2025): 58% adoption rate, pioneering instant, AI-powered HR support in the Mauritius hospitality sector





Vibrant Workforce Response Performance Dashboard

FY2024 vs FY2025 Comparison | 4 Hotels Consolidated







ST: Double staff training hours

LT: ≥20% internal management appointments

84,220 training hours delivered

100% digital learning adoption

Leadership programmes scaling across clusterss

20% internal management appointments across clusters by 2030





MT: 30% women in senior leadership & pay equity

LT: 45% women in management

36% women overall

28% in senior roles

Pay equity audit initiated

Two PwD programmes

35% women management by 2027 & 45% by 2030





ST: UTIFR 10% annually

MT: Engagement top quartile by 2025

LT: Leadership in employee experience

Engagement: 83% (f) from 73%)

11 resorts GPTW® certified

65% Trust Index by 2027





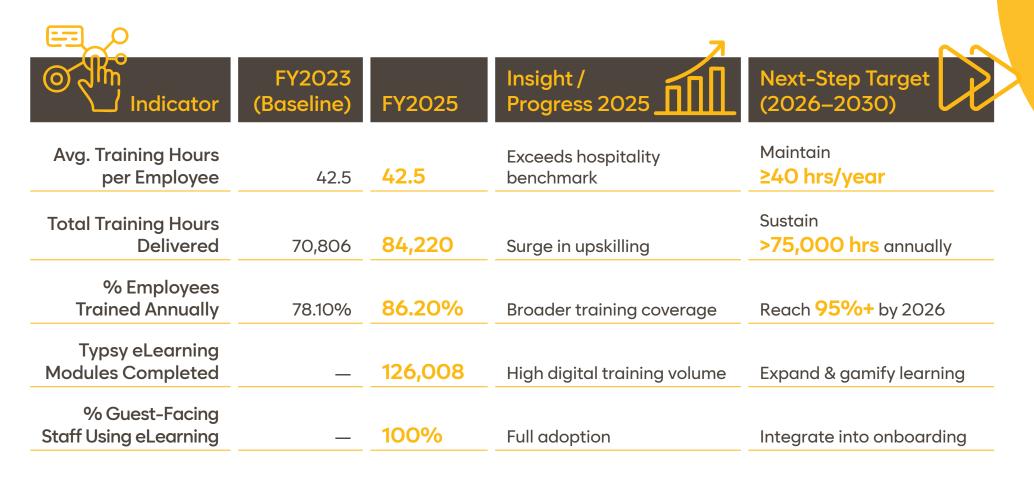


Growing Talent Through Learning & Development

We prioritise career readiness and continuous growth across all roles.

In 2025, we delivered **84,220 training hours** — maintaining over **40 hours per employee** annually — with **100% digital training adoption** for guest-facing staff via Typsy eLearning.

Key KPIs – Learning & Development



Statement

"From bootcamps to eLearning, our goal is to give every employee the tools to grow. We are proud to lead in upskilling and career readiness in hospitality."

Jerome Satinaden Training Manager

Advancing Diversity, Equity & Inclusion (KPIs)

Summary: Progress on local recruitment, gender balance, and inclusion of people with disabilities reflects a steady move toward a workforce that mirrors the communities we serve.

Indicator	FY2023 (Baseline)	FY2025	Insight / Progress 2025	Next-Step Target (2026–2030)
% Local Employees	92%	93%	Strong local recruitment	Sustain >90%
% Expat Employees	8%	7%	Decline with local upskilling	<5% by 2027
% Women in Total Workforce	34.7%	35%	Gradual increase	40% by 2030
% Men in Total Workforce	65.3%	65%	Stable balance	Continue to narrow gap
% Women in Senior Management	27%	28%	More women leaders	35% by 2030
Gender Pay Ratio	Not yet established	Audit initiated	First transparency step	1:1 parity by 2027
PwD Employed	2	7	Inclusion programme growing	12+ by 2027



Strengthening Workplace Culture & Engagement (KPIs)

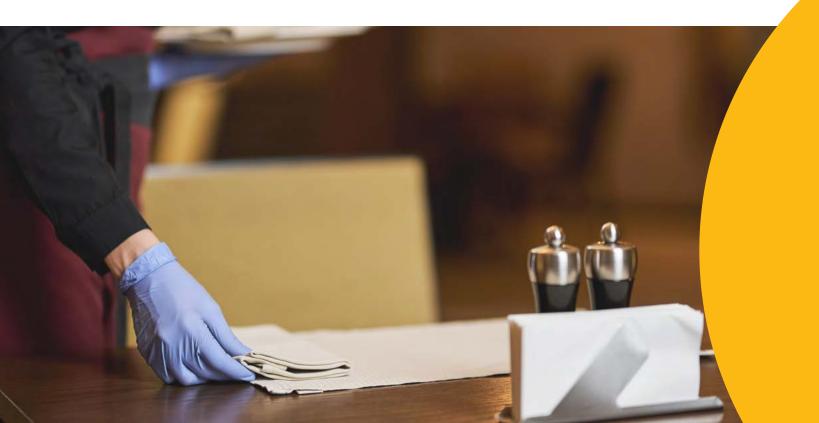
Summary: Engagement scores continue to climb, with more resorts earning Great Place to Work® certification and stronger internal mobility pathways.

		_	
FY2023 (Baseline)	FY2025	Insight / Progress 2025	Next-Step Target (2026–2030)
72%	73%	Steady improvement	>80% by 2026
3	11	More sites meet excellence standard	100% by 2026
18%	18%	Attrition reduced via engagement	<15% by 2026
2,398	2,416	Workforce expansion aligned to operations	Maintain strategic workforce growth
71%	82%	Improved markedly to 82%.	Sustain high retention by keeping turnover below 15%
	(Baseline) 72% 3 18% 2,398	(Baseline) FY2025 72% 73% 3 11 18% 18% 2,398 2,416	72% 73% Steady improvement More sites meet excellence standard Attrition reduced via engagement Workforce expansion aligned to operations

Foster a Culture of Care: Health, Safety & Well-being

At Sun*life*, the health, safety, and well-being of our people, guests, and partners form the foundation of our operational excellence. In a service-driven environment where human interaction is central, we view safety not only as a regulatory requirement but as a strategic enabler of trust, quality, and sustainability.

We have implemented a structured Health & Safety Management System aligned with relevant legislation and international best practices. Regular audits, risk assessments, and incident reviews ensure continuous compliance and improvement across all departments.



Health & Safety Manager Statement

"At Sunlife, we are cultivating a safety culture rooted in shared responsibility, smart systems, and human-centred leadership.
From gate to beachfronts, our teams are trained, empowered, and supported to protect what matters most: people."

Saleem Khadaroo Group Risk Compliance & Quality Assurance Manager

Health, Safety & Well-being Dashboard (GRI 403 / SASB-Aligned)

			7	
Indicator	FY2023 (Baseline)	FY2025	Insight / Progress 2025	Next-Step Target (2026–2030)
Number of Work-Related Injuries- (Reportable)	0	3	Reduced via hazard audits and PPE upgrades	Reduced by 25%
% of Staff Trained in H&S	70	75	Resort wide H&S training campaigns	80% training by 2026
ISO 45001 Compliance (Sites)	0	Initiated	Major progress toward global standard	1BU Full certification by 2027
Health & Safety Committees	100%	100% resorts with active committees	Staff-led oversight improving outcomes	Annual performance reviews per site

Quality

Excellence is not solely defined by meeting established standards; it is achieved by embedding a culture of continuous improvement at every level of the organisation. Through established systems, we ensure that every operational touchpoint from guest service quality to resource efficiency is aligned with the expectations of today's discerning and environmentally conscious traveller. We remain committed to improving our processes, and enhancing the guest experience.

O Indicator	FY2023	FY2025	Insight / Progress 2025	Next-Step Target (2026–2030)
ISO 22000 Certification (food safety Management)	All resorts certified	All resorts certified	Full implementation of FSMS	Maintain certification
ISO 9001 implementation		Implementation in all resorts	Gap analysis in progress	Complete implementation Internal compliance audits and gap reviews
Earthcheck Certification	4	4	3 Resorts Certified Gold and 1 Silver	Gold certification for 4 hotels by 2026
Travelife Certification	4	4	Gold Certified	Maintain certification and recertify by 2027
Global Review Index	92%	92%	High level of guest reviews on all social media	Achieve GRI of <mark>94 %</mark> (by 2027)
Guest satisfaction survey	85%	90%	Improved guest satisfaction survey	Achieve Guest satisfaction target of 92% by 2027
% of Staff Trained regulatory training	75%	75%	Annual training delivered	Achieve 80%



Champion Inclusive Growth (Pillar 3)

- Responsible Procurement & Sustainable Supply Chain
- Life in Yellow Boutique Retail with a Local Heart
- Glow Spa & Wellness Authentic Wellness, Locally Rooted
- Empowering Communities & Social Upliftment
- Waste Reduction & Circular Practices

Responsible Procurement & Sustainable Supply Chain

In FY2O25, Sunlife advanced its ambition to make tourism a force for shared prosperity by embedding sustainability across our supply chain. By onboarding more suppliers into our responsible sourcing programme, strengthening partnerships with Mauritian businesses, and expanding inclusive procurement opportunities, we are reinforcing our role as a driver of local economic resilience.

Supply Chain Director Statement

"Sourcing locally isn't just procurement —
it's an investment in people, culture, and
resilience. By requiring all new Tier 1 suppliers
to sign our Code of Conduct and complete
ESG self-assessments, we are embedding
responsibility at the core of our supply chain."

Cindy Leung
Supply Chain Director



MT
Mid Terms - 2027

Long Terms - 2030

Champion Inclusive Growth Performance Dashboard

FY2024 vs FY2025 Comparison | 4 Hotels Consolidated



мт: 10 local suppliers

LT: 75% local sourcing



10 new suppliers onboarded 75.2% local sourcing achieved 40% ESG-screened suppliers

Ciel FY 2030

75% local
sourcing by 2030
traceability & ESG
screening expanding to
100% Tier 1 vendors





мт: ESG screening & traceability

LT: 75% local sourcing

ESG screening initiated
Traceability under development

Full Tier 1 ESG
assessment and
traceability integration
by 2030









LT:3 digital eco-products & 5% sustainable revenue

Initiatives active across resortsGuest participation not standardised

11 resorts GPTW® certified

LTIFR 25% YoY

100% clusters to offer responsible experiences by 2025





st: 500 engaged / year

мт: MUR 1M investment by 2025 MUR 5.4M invested 8,119 beneficiaries, 502 volunteers

Sustained long-term community programmes across all clusters

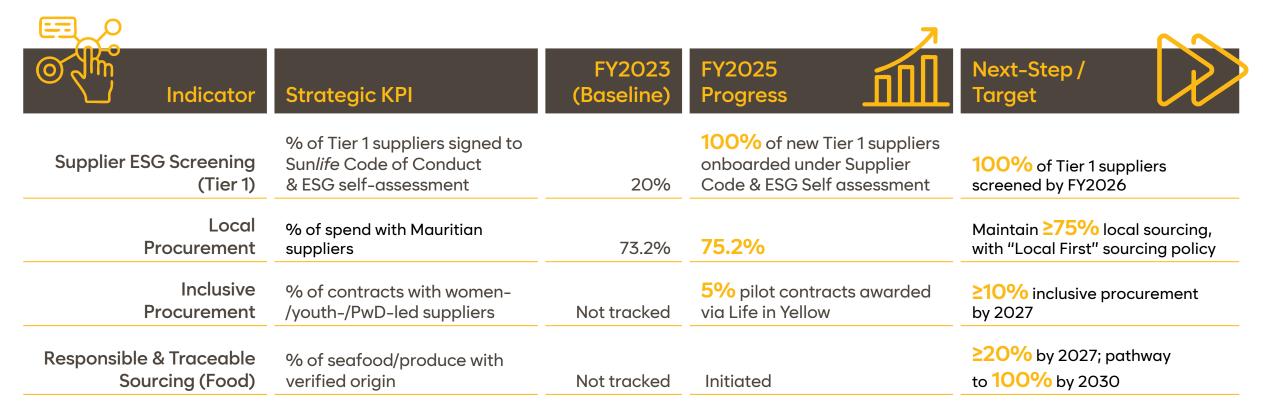








KPI Dashboard – Supply Chain & Procurement (Aligned with CIEL KPIs)



Champion

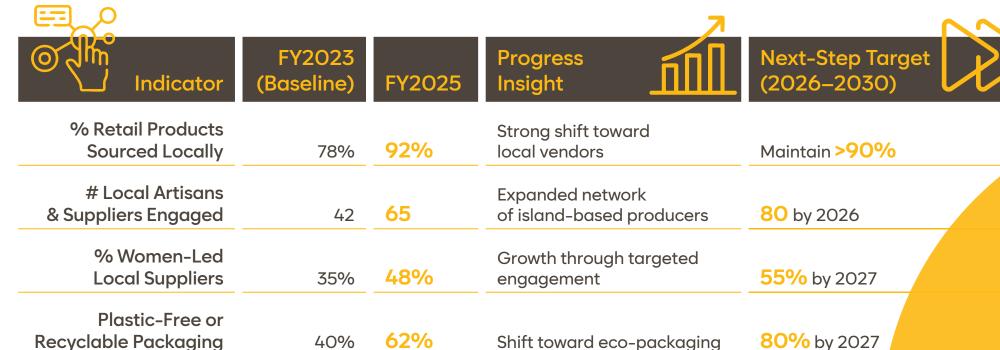
Life in Yellow – Boutique Retail with a Local Heart

Life in Yellow is more than a boutique — it's a curated showcase of Mauritian creativity, craftsmanship, and culture. Across all Sunlife resorts, the boutiques prioritise locally made goods, from handwoven beachwear and artisanal jewellery to eco-conscious décor and islandinspired wellness products.

This approach turns every purchase into an act of impact — supporting small-scale producers, empowering women-led businesses, and keeping economic value within the island. By spotlighting products with authentic provenance, Life in Yellow aligns with Sunlife's commitment to strengthen local value chains while offering guests meaningful, sustainable mementos of their stay.



KPI Dashboard (GRI / SASB Aligned)





Statement

"Life in Yellow is a bridge between our guests and the people of Mauritius. Every locally crafted item sold supports livelihoods, preserves traditions, and builds a stronger, more resilient local economy."

Marvin Chung Group Boutiques Manager

local livelihoods and supply chains.

Glow Spa & Wellness – Authentic Wellness, Locally Rooted

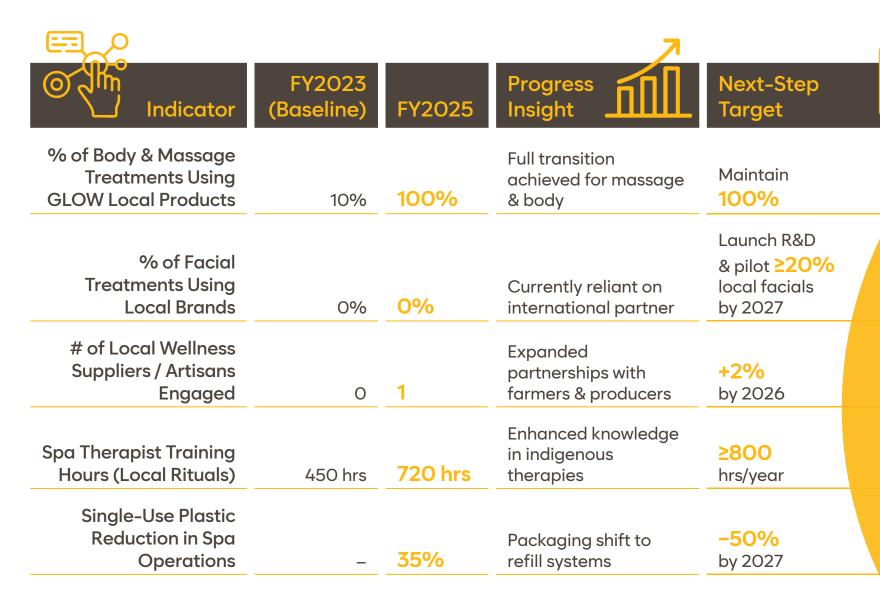
At Sunlife, wellness is more than relaxation — it is about **celebrating**Mauritian heritage and strengthening the local economy. The Glow Spa
concept embodies this vision by using locally sourced herbs, oils, and
ingredients — from moringa and tulsi to lemongrass, rosemary, Ayapana,
Baume du Perru, Limon de Rodrigues, Kafir lime, and Mauritian sea salt.

Through GLOW, massage and body treatments are delivered exclusively with locally made products, championing local farmers and wellness artisans. For facials, we currently complement our offer with an international partner brand while working towards expanding local R&D capacity for skincare solutions.

By embedding **authentic Mauritian traditions** into the guest journey, GLOW Spa creates **meaningful experiences** for guests while sustaining



KPI Dashboard (Supply Chain – GRI/SASB Aligned)





"At GLOW, we believe in authentic, holistic wellness. Every oil, every herb, every salt is sourced from Mauritius — carrying centuries of natural healing wisdom. While our massages and body rituals are proudly 100% local, we are committed to developing the next frontier: Mauritian-made facial treatments. Each step brings us closer to a fully sustainable, locally rooted spa experience."

Reshma Spa Manager

Empowering Communities & Social Upliftment

At Sun*life*, community engagement goes beyond donations — it is about creating meaningful, long-term impact through education, wellbeing, and local empowerment. In FY2O25, our community investment grew significantly to MUR 5.41 million, reflecting our expanded commitment across all resorts and the Head Office.

Through this investment, we reached 8,119 direct beneficiaries, supporting children, families, and vulnerable groups nationwide. Our teams also strengthened their involvement, contributing 188.5 community hours and mobilising 502 employee volunteers — a major milestone in internal engagement and social participation.

Looking ahead, Sun*life* will continue to scale its impact — targeting \geq 250 community hours by 2027 and 50% staff participation by 2026. These ambitions align with our long-term vision of building resilient communities and deepening our role as a trusted partner in national development.

At the heart of these efforts remains the Sunlife Children Cancer Trust, now complemented by strategic partnerships with schools, NGOs, and local organisations. Together, these initiatives broaden our reach and create opportunities, skills, and essential support for brighter futures across Mauritius.





"From healthcare to education, our work in communities is about creating lasting impact. Every volunteer hour, every project, and every rupee invested builds stronger, more resilient communities across Mauritius."



Community Engagement – FY2025 at a Glance (GRI / SDG Aligned

Indicator	FY2023 (Baseline)	FY2025	Next-Step Target
Community Investment (MUR)	600,000	5.4 M	Sustain growth through continued investment and performance excellence.
Direct Beneficiaries Reached	600	8,119	Maintain annual growth (+10% YoY)
Community Hours Delivered	Not tracked	188.5 hrs	+15% annually (≥ 250 hrs by 2027)
Employee Volunteers Engaged	Not tracked	502	50% staff participation by 2026



Waste Reduction & Circular Practices

Summary

Circular economy projects and waste diversion initiatives continued to grow in 2025, with new innovations piloted at resort level to cut landfill waste.



FY2O23 (Baseline)

FY2025

Zero food



Next-Step Target



Waste Diversion Rate

Not tracked

71%

Circular practices expanding

>80% by 2030

Sustainability Manager Statement

"Reducing waste is a journey of innovation and responsibility. By expanding our glass upcycling, textile reuse, and food waste tracking, we're proving that circular solutions can be both practical and inspiring."

Ali Abdool









Data Infrastructure & Performance Dashboard

Digital Transformation:
 Powering Sunlife's Next
 Decade of Excellence

Digital Transformation: Powering Sunlife's Next Decade of Excellence

Technology as a Strategic Pillar

Sunlife's transformation roadmap, Data Infrastructure is not just a support function — it is a core pillar of our strategy wheel, enabling every other part of the business to operate smarter, faster, and with greater precision. Our IT investments are creating a robust foundation for service excellence, real-time decision-making, and truly connected guest experiences.

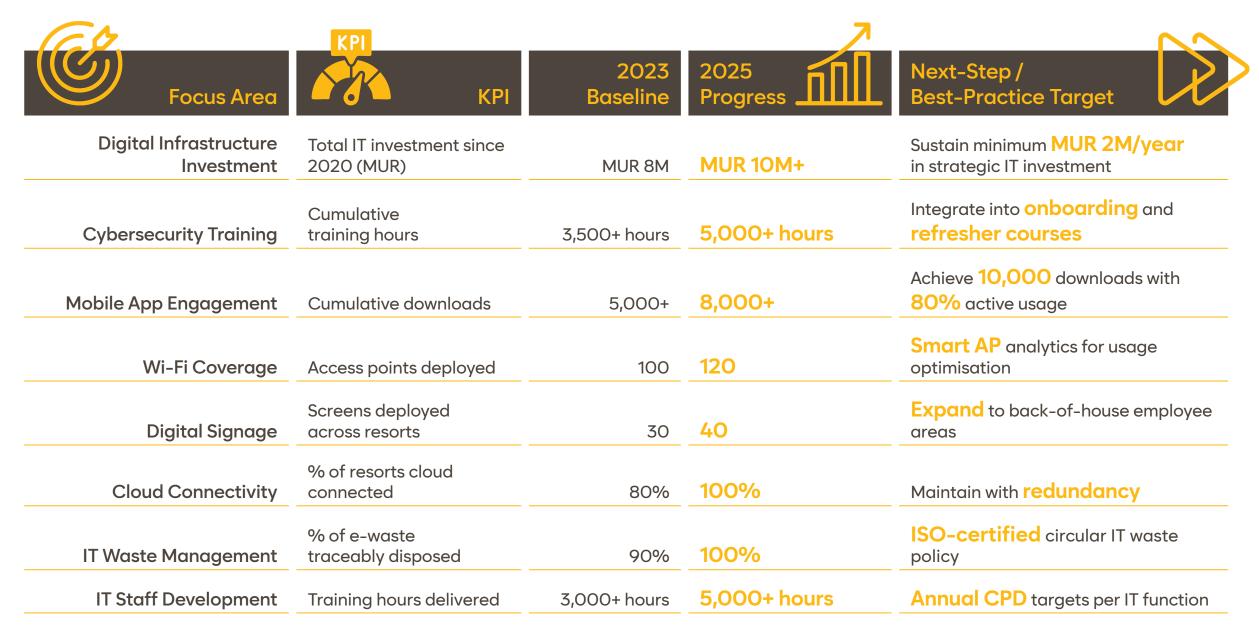


Statement

"As part of Sunlife's Data Infrastructure strategy, our IT vision is clear — harness technology to deliver seamless, personalised guest experiences while maintaining the highest standards of data security, and empowering our teams to serve smarter and faster."

Abdool Kadell Chief Information Officer , Sun*life*

IT Performance Dashboard – 2025 Progress



Statement	Sunlife has reported the information cited in this GRI content index for the period from 01 July	
of use	2023 to 30 June 2024 with reference to the GRI Standards.	AR = Annual Report 2024
GRI 1 used	GRI 1: Foundation 2021	SR = Sustainability Report 2024

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 2: General Disclosures 2021	2-1	Organizational details	SR Pg 7 (About us, Our Structure, Company Profile) + AR Pg 32–33 (Corporate Information, SUN's Operations)
	2-2	Entities included in the organization's sustainability reporting	SR Pg 7 (Our Structure) + AR Pg 33 (Portfolio), Pg 63 (Group structure)
	2-3	Reporting period, frequency, and contact point	SR Pg 3 (Reporting period, Contact person) + AR Inside cover / Pg 3 (Table of Contents)
	2-4	Restatements of information	SR Pg 3 (Implied) + AR Pg 78 (Emphasis of Matter – Restatement of Comparative Information)
	2-5	External assurance	SR Pg 3 (External assurance) + AR Pg 76–80 (Independent Auditor's Report)
	2-6	Activities, value chain, and other business relationships	SR Pg 16 (Materiality Topics), Pg 50–52 (Responsible Procurement & Sustainable Supply Chain) + AR Pg 33 (Operations, marketing offices, tour operators)
	2-7	Employees	SR Pg 38–47 (Foster a Vibrant Workforce) + AR Pg 14–17 (Employee Value Proposition, Diversity & Inclusion, Engagement)
	2-8	Workers who are not employees	SR Pg 44 (Implied by % Local Employees) + AR Pg 13 (Local sourcing, community initiatives)
	2-9	Governance structure and composition	SR Pg 14 (Building Strong Foundations for Responsible Hospitality) + AR Pg 34–43 (Board structure, committees, directors' profiles)

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	AR Pg 43 (A Rigorous and Transparent Nomination Process)
	2-11	Chair of the highest governance body	SR Pg 14 (Sustainability Committee chaired by the CEO) + AR Pg 35, 36–37 (Chairperson role, Guillaume Dalais)
	2-12	Role of the highest governance body in overseeing the management of impacts	SR Pg 14 (Sustainability Committee providing strategic direction and oversight.) + AR Pg 34 (Board responsibilities), Pg 44 (Focus areas of the Board)
	2-13	Delegation of responsibility for managing impacts	SR Pg 14 (Working Groups & Sustainability Champions), Pg 19 (Board of DirectorsWorking Groups and Property Champions) + AR Pg 34 (Board committees), Pg 52–57 (Risk governance)
	2-14	Role of the highest governance body in sustainability reporting	SR Pg 14 (Board Engagement — sustainability updates are regularly shared with senior leadership) + AR Pg 66–67 (Sustainability governance integration)
	2-15	Conflicts of interest	AR Pg 48 (Conflict of Interests/Related Party Transactions Policy)
	2-16	Communication of critical concerns	AR Pg 44 (Whistleblowing and Reporting Concerns)
	2-17	Collective knowledge of the highest governance body	AR Pg 44 (Professional Development of Directors)
	2-18	Evaluation of the performance of the highest governance body	AR Pg 51 (Board Evaluation)

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GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 2:	2-19	Remuneration policies	AR Pg 50 (Remuneration Policy)
General Disclosures 2021	2-20	Process to determine remuneration	AR Pg 50–51 (Directors' remuneration table)
	2-21	Annual total compensation ratio	Not Reported
	2-22	Statement on sustainable development strategy	SR Pg 2 (About this Report), Pg 6 (CEO Message) + AR Pg 5 (Chairperson's Letter, sustainability central to thinking)
	2-23	Policy commitments	Throughout SR (e.g., Pg 12 Material Topics & Targets, Pg 25 Strategic Priorities) + AR Pg 48 (Code of Conduct), Pg 66 (Sustainability policy integration)
	2-24	Embedding policy commitments	SR Pg 14 (How We Govern Sustainability at Sunlife), Pg 19 (KPI & STRATEGIC VISION, Finance Linkage) + AR Pg 66–67 (ESG accountability, integration with CIEL Group KPIs)
	2-25	Processes to remediate negative impacts	AR Pg 44 (Whistleblowing), Pg 52–57 (Risk mitigation)
	2-26	Mechanisms for seeking advice and raising concerns	AR Pg 44 (Whistleblowing channels)
	2-27	Compliance with laws and regulations	SR Pg 46 (Health, Safety & Well-being references compliance) + AR Pg 48 (Code of Conduct and Constitution)
	2-28	Membership associations	SR Pg 11 (Commitment to International Standards lists signed initiatives) + AR Pg 11 (Marine Biodiversity Conservation Award partners)

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	SR Pg 20 (Stakeholder Engagement table) + AR Pg 64–65 (Relations with shareholders, stakeholders)
	2-30	Collective bargaining agreements	Not Explicit
GRI 3: Material Topics 2021	3-1	Process to determine material topics	SR Pg 17 (Understanding Material Priorities & Stakeholder Voices), Pg 18 (EY Materiality Workshop Feedback) + AR Pg 52–57 (Risk assessment methodology)
	3-2	List of material topics	SR Pg 16–17 (Materiality Topics, Materiality Matrix) + AR Pg 55–56 (Key Risk Areas table)
	3-3	Management of material topics	SR Pg 14 (How We Govern Sustainability at Sunlife), Pg 19 (3 Areas of Focus - 12 Material Topic) + AR Pg 52–57 (Risk governance framework)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	AR Pg 30 (Value Added Statement)
	201-2	Financial implications and other risks and opportunities due to climate change	SR Pg 15 (Climate Risk & Opportunity Scoping), Pg 25 (Strategic Intent to 2030) + AR Pg 55 (Climate Change risks in risk matrix)
	201-3	Defined benefit plan obligations and other retirement plans	AR Pg 20 (Employee benefit liability)
	201-4	Financial assistance received from government	Not Reported
	·		*

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GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported
	202-2	Proportion of senior management hired from the local community	SR Pg 44 (% Local Employees 93%) +AR Pg 16 (Diversity & Inclusion stats)
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	SR Pg 57–58 (Empowering Communities & Social Upliftment, Community Engagement – FY2025 at a Glance) + AR Pg 13 (Community initiatives, MUR 5.4M invested)
	203-2	Significant indirect economic impacts	SR Pg 50–52 (Responsible Procurement & Sustainable Supply Chain, Champion Inclusive Growth Performance Dashboard) + AR Pg 13 (Local sourcing 75.2%)
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	SR Pg 52 (Local Procurement 75.2%), Pg 54 (% Retail Products Sourced Locally 92%) + AR Pg 13 (75.2% locally sourced)
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	AR Pg 48 (Conflict of Interest Policy)
	205-2	Communication and training about anti-corruption policies and procedures	Implied in AR Code of Conduct (Pg 48)
	205-3	Confirmed incidents of corruption and actions taken	Not Reported

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	Not Reported
GRI 207: Tax 2019	207-1	Approach to tax	AR Pg 25 (CFO Report: Tax charge, CCR levy)
	207-2	Tax governance, control, and risk management	Implied in AR Pg 24–25 (Financial review)
	207-3	Stakeholder engagement and management of concerns related to tax	Not Explicit
	207-4	Country-by-country reporting	Not Reported
GRI 301: Materials	301-1	Materials used by weight or volume	Not explicitly quantified
2016	301-2	Recycled input materials used	SR Pg 59 (Waste Reduction & Circular Practices)
	301-3	Reclaimed products and their packaging materials	SR Pg 54 (Plastic-Free or Recyclable Packaging 62%)

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GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 302: Energy 2016	302-1	Energy consumption within the organization	SR Pg 27, 30 (Environmental Performance, Environmental Performance Dashboard) + AR Pg 10 (Electricity efficiency -3.9% per guest night)
	302-2	Energy consumption outside of the organization	Not explicitly distinguished
	302-3	Energy intensity	SR Pg 12, 30 (ENERGY 25.96 kWh/GN; Electricity per guest night) + AR Pg 10 (Electricity per guest night)
	302-4	Reduction of energy consumption	SR Pg 27 (electricity per guest night fell by 3.9%) + AR Pg 10 (Electricity efficiency improvement)
	302-5	Reductions in energy requirements of products and services	SR Pg 28–29 (Green Building – Long-Term Climate Action, What is EDGE?) + AR Pg 7 (Photovoltaic farm partnership)
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	SR Pg 11 (Signatory to CEO Water Mandate) + AR Pg 10 (Water stewardship -11.4% per guest night)
	303-2	Management of water discharge-related impacts	Not explicitly addressed
	303-3	Water withdrawal	SR Pg 30 (Water metrics) + AR Pg 10 (Water usage data)
	303-4	Water discharge	Not explicitly addressed
	303-5	Water consumption	SR Pg 12, 27, 30 (WATER 0.64m³/GN; total water use dropped by 9.5%) +AR Pg 10 (Water reduction)

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR Pg 31–33 (Biodiversity Conservation in Mauritius) + AR Pg 10–12 (Marine conservation, bee populations)
	304-2	Significant impacts of activities, products, and services on biodiversity	SR Pg 31 (ban on harmful sunscreens), Pg 35 (Marine Discovery Programme) + AR Pg 10 (Biodiversity leadership, coral restoration)
	304-3	Habitats protected or restored	SR Pg 31–32 (Bee Population Supported, Biodiversity Mapping / CAP Programme) + AR Pg 10 (550,000 bees supported)
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not specifically listed
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	SR Pg 12, 27, 30 (Scope 1 emissions data) + AR Pg 10 (Scope 1 emissions reduced by 20%)
	305-2	Energy indirect (Scope 2) GHG emissions	SR Pg 12, 27, 30 (Scope 2 emissions implied in total) + AR Pg 10 (Energy efficiency)
	305-3	Other indirect (Scope 3) GHG emissions	SR Pg 27 (Managing Carbon Emissions & Preparing for Scope 3) + AR Pg 66 (Scope 3 emissions mapping started)

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GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 305: Emissions	305-4	GHG emissions intensity	SR Pg 12, 27, 30 (tCO ₂ e data) + AR Pg 10 (Emissions data)
2016	305-5	Reduction of GHG emissions	SR Pg 27 (1.6% reduction in combined Scope 1 & 2 emissions) + AR Pg 10 (Scope 1 reduction 20%)
	305-6	Emissions of ozone- depleting substances (ODS)	Not Reported
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not Reported
GRI 306: Waste 2020	306-1	Waste generation and significant waste- related impacts	SR Pg 12, 30, 59 (WASTE data, Waste Reduction & Circular Practices)
	306-2	Management of significant waste-related impacts	SR Pg 59 (Sustainability Manager Statement implies management)
	306-3	Waste generated	SR Pg 12 (General waste 34,519.6 kg, Wet waste 778,499 kg - nonedible, Recyclable 544.19 kg)
	306-4	Waste diverted from disposal	SR Pg 12 (71% Diversion Rate)
	306-5	Waste directed to disposal	Can be inferred from total waste and diversion rate

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 308: Supplier Environmental	308-1	New suppliers that were screened using environmental criteria	SR Pg 52 (Supplier ESG Screening (Tier 1) 100% of new Tier 1 suppliers) + AR Pg 13 (40% of Tier-1 suppliers ESG-screened)
Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	SR Pg 52 (Supplier Code of Conduct & ESG self-assessment) + AR Pg 13 (Supplier screening)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SR Pg 45 (Employee Turnover Rate 18%) + AR Pg 14 (New Recruits' Retention Rate = 82%)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part- time employees	SR Pg 14–15 (EVP initiatives apply to associates) + AR Pg 14–15 (EVP initiatives)
	401-3	Parental leave	Not explicitly addressed
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not explicitly addressed
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	SR Pg 46 (Health, Safety & Well-being references management system) + AR Pg 55 (Compliance risk includes OSH)
	403-2	Hazard identification, risk assessment, and incident investigation	SR Pg 46 (Regular audits, risk assessments, and incident reviews) + AR Pg 55 (Risk mitigation includes regular drills)
	403-3	Occupational health services	SR Pg 40 (Wellness initiatives including access to a company doctor) + AR Pg 15 (Wellness initiatives)

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GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	SR Pg 47 (Health & Safety Committees 100%)
	403-5	Worker training on occupational health and safety	SR Pg 47 (% of Staff Trained in H&S 75%) + AR Pg 14 (Training hours)
	403-6	Promotion of worker health	SR Pg 40 (Wellness initiativesyoga sessions, football club and awareness campaigns) + AR Pg 15 (Wellness initiatives)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not explicitly addressed
	403-8	Workers covered by an occupational health and safety management system	SR Pg 47 (Coverage implied by system)
	403-9	Work-related injuries	SR Pg 47 (Number of Work-Related Injuries - (Reportable) 3)
	403-10	Work-related ill health	Not explicitly addressed

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	SR Pg 43 (Avg. Training Hours per Employee 42.5) + AR Pg 14 (84,220 hours of training, avg 40 hours per employee)
	404-2	Programs for upgrading employee skills and transition assistance programs	SR Pg 40, 43 (Sunshine Leadership Programme, Departmental Master Trainer Certification, Growing Talent Through Learning & Development) + AR Pg 14 (Certified F&B course, Sunshine Leadership Programme)
	404-3	Percentage of employees receiving regular performance and career development reviews	AR Pg 49 (Succession planning and career chats)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	SR Pg 44 (Advancing Diversity, Equity & Inclusion (KPIs) table) + AR Pg 16 (36% women in workforce, 28% in senior management)
	405-2	Ratio of basic salary and remuneration of women to men	SR Pg 44 (Gender Pay Ratio Audit initiated)
GRI 406: Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Not explicitly addressed
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not explicitly addressed (may be covered in Supplier Code of Conduct)

Statement	Sunlife has reported the information cited in this GRI content index for the period from 01 July	
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GRI 1 used	GRI 1: Foundation 2021	SR = Sustainability Report 202

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Not explicitly addressed (may be covered in Supplier Code of Conduct) + AR Pg 66 (Commitment to The Code against child exploitation)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Implied in AR Code of Conduct (Pg 48)
GRI 410: ecurity Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Not explicitly addressed
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not Reported
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	SR Pg 57–58 (Empowering Communities & Social Upliftment, Community Engagement – FY2025 at a Glance) + AR Pg 13 (MUR 5.4M invested in community initiatives)
	413-2	Operations with significant actual and potential negative impacts on local communities	SR Pg 15 (Climate Risk & Opportunity Scoping may relate) + AR Pg 55 (Climate change, natural disaster risks)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SR Pg 52 (Supplier ESG Screening (Tier 1) includes social criteria) + AR Pg 13 (ESG-screened suppliers)
	414-2	Negative social impacts in the supply chain and actions taken	SR Pg 52 (Supplier Code of Conduct should cover) + AR Pg 13 (Supplier screening)

GRI Standard		Disclosure Description	Location in Report (SR + AR Page/Section)
GRI 415: Public Policy 2016	415-1	Political contributions	AR Pg 71 (Donations: Political Rs 7,000)
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	SR Pg 48 (Quality references ISO 22000, EarthCheck) + AR Pg 18–19 (GLOW wellness, plant-based cuisine)
	416-2	Incidents of non- compliance concerning the health and safety impacts of products and services	Not Reported
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	SR Pg 36–37 (Inclusive & Responsible Guest Experience, KPI Dashboard) + AR Pg 13 (Accessibility audits launched)
	417-2	Incidents of non- compliance concerning product and service information and labeling	Not Reported
	417-3	Incidents of non- compliance concerning marketing communications	Not Reported
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	AR Pg 65 (Data Protection Policy)

Closing Statement —Head of Sustainability

"At Sunlife, kindness is more than a vision — it is our pathway to sustainability. Each letter of KINDNESS reflects the values we bring to life every day:

Never compromise on integrity,

ethics, and transparency.

Safeguard biodiversity and the natural beauty of Mauritius.

Empower future generations through education, inclusion, and engagement.

Shine together, proving that hospitality can be a force for good.

our planet resilient through climate action and resource efficiency.

> Inspire our people with opportunities to grow, lead, and thrive.

Nurture local economies by sourcing responsibly and supporting communities.

> This is how Sunlife blends kindness. with sustainability — turning a simple word into a living strategy, for our people, our guests, and our island home."

Drive innovation in green buildings, energy, and guest experiences.

Ali Abdool

Head of Sustainability, Sunlife





