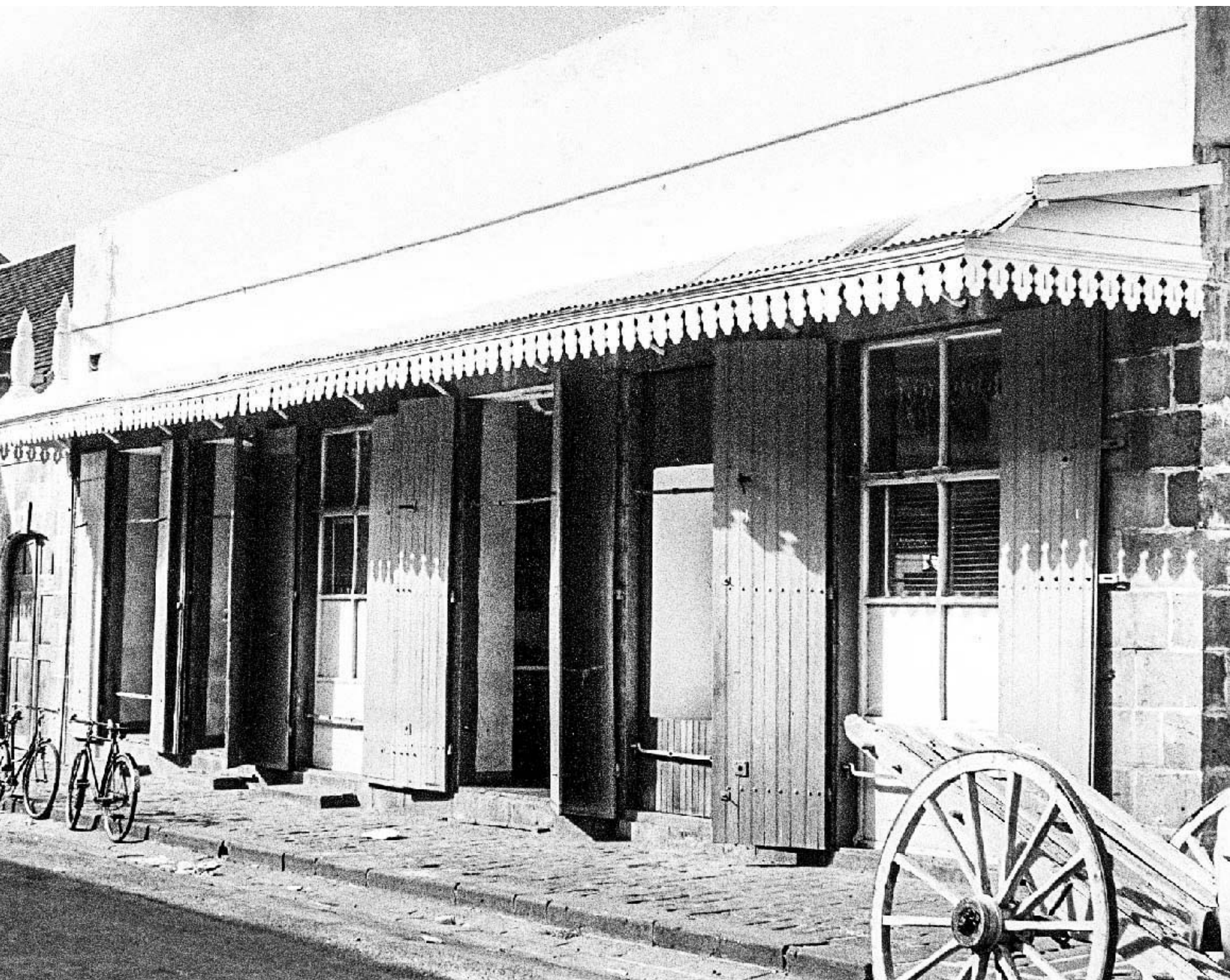


# AT A Glance



## OUR STORY

**THE GROUP'S STORY** TRACES ITS ROOTS BACK TO 1884. EQUIPPED WITH A DREAM AND A CLEAR VISION **OF HOW TO ACHIEVE IT**, CURRIMJEE JEEWANJEE SET FOOT ON THE SHORES OF PORT LOUIS FROM GUJARAT, INDIA. THERE, GUIDED BY HIS STRONG WORK ETHIC AND INTEGRITY, HE LAID THE FOUNDATIONS OF WHAT WOULD LATER BECOME KNOWN AS CURRIMJEE GROUP. HE, ALONG WITH HIS FAMILY MEMBERS, HAVE NOT LOOKED BACK SINCE.

FROM ITS HUMBLE BEGINNINGS AS A TRADING COMPANY IN **1890**, THE BUSINESS DIVERSIFIED INTO ACTIVITIES LIKE MANUFACTURING, MARKETING AND DISTRIBUTION, TOURISM AND HIGH TECHNOLOGY IN THE LATE 90S. TODAY, IT IS A LEADING GROUP IN MAURITIUS, OPERATING IN FIVE KEY CLUSTERS (📄 WE TELL YOU MORE ON PAGE 12) AND EMPLOYING 828 PEOPLE. AND WHILE MUCH HAS EVOLVED SINCE OUR CREATION **OVER 135 YEARS** AGO, THE VALUES THAT CURRIMJEE JEEWANJEE STOOD FOR ARE AS RELEVANT TODAY AS THEY EVER WERE; PERHAPS EVEN MORE SO. OUR UNWAVERING COMMITMENT TO IMPROVING THE LIVES OF OUR FELLOW MAURITIANS, EACH DAY, HAS EARNED US A VALUABLE PLACE AT THE HEART OF EVERY HOUSEHOLD.



# DRIVEN BY

Our Vision, Mission & Values

## OUR PURPOSE

**TOGETHER, building a better tomorrow through a value-driven culture.**

## OUR MISSION

Through our continuous commitment to our people, progress and strong values, we will continue to lead the way. We are a proudly Mauritian organisation with a rich heritage of entrepreneurship and foresight, ever learning from our past to build something better for today and for generations to come.

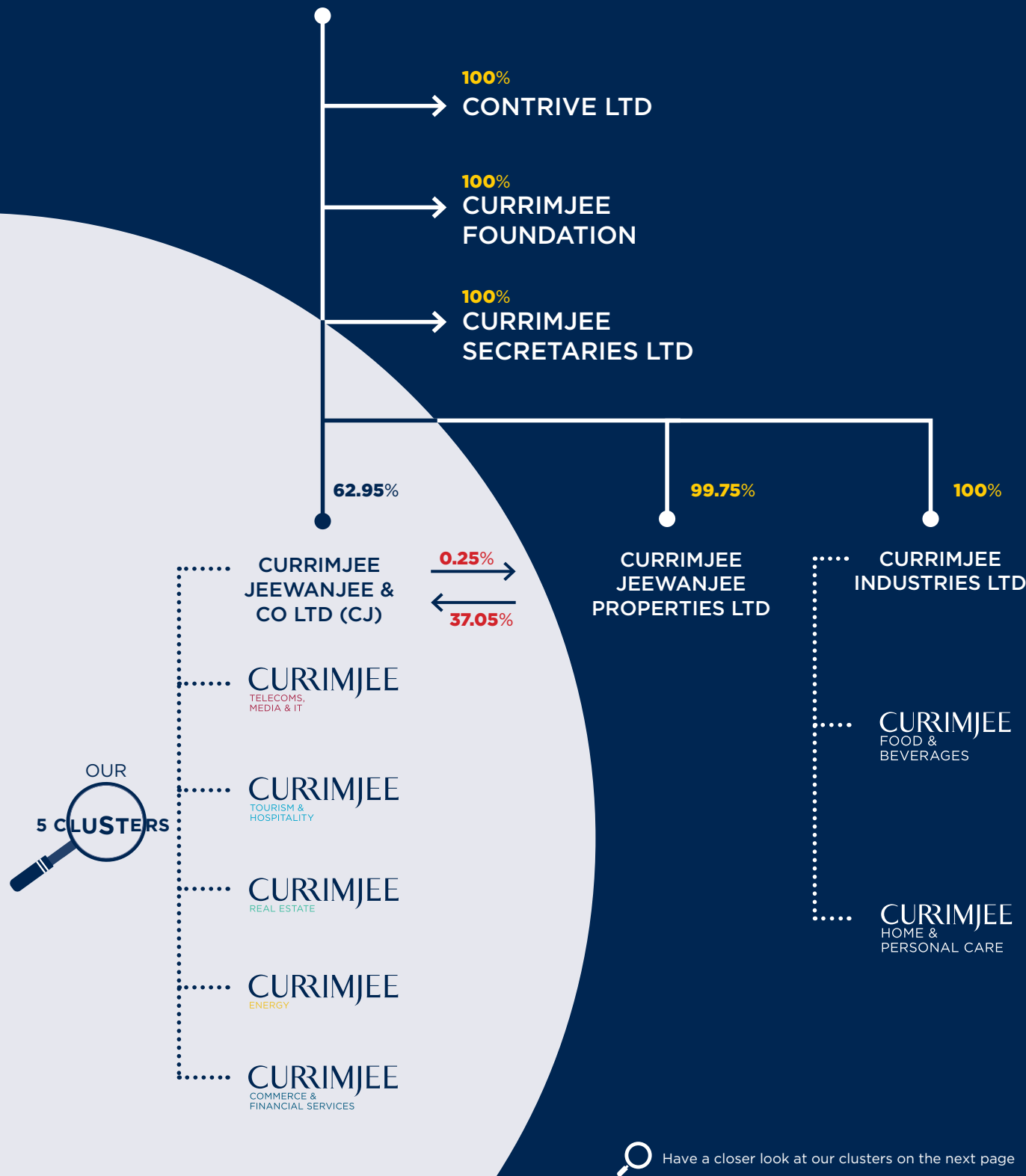
## OUR VALUES



# HOW WE

## Are Structured

### CURRIMJEE LIMITED









Currimjee Secretaries Limited (CSL) provides secretarial services to the Group's companies. It is a wholly owned subsidiary of Currimjee Limited.

Contrive Ltd is a subsidiary of Currimjee Limited.











Currimjee Foundation (CF), incorporated in November 2009, is the vehicle through which the Group's CSR projects are managed and monitored. The Group's subsidiaries channel their CSR contributions to CF, which then deploys all CSR activities and programmes in five areas of intervention that are closely aligned with CJ's mission: health, education, leisure and sports, the environment and socio-economic development.

# OUR Clusters

We deliver our products and services through **five** specialised business clusters.

	Businesses	The brands we own and/or represent	Mission	Our main products, services and activities	What differentiates us
 <b>Telecoms, Media &amp; IT</b>	   	<ul style="list-style-type: none"> <li>• Emtel</li> <li>• Airbox</li> <li>• Canal +</li> <li>• Canal Box</li> <li>• MyCanal</li> <li>• Play</li> <li>• Disney +</li> <li>• Netflix</li> <li>• Zee</li> </ul>	<p>Be at the cutting edge of high technology through continuous innovation and customer service excellence</p>	<ul style="list-style-type: none"> <li>• Telecommunications, connectivity solutions and network infrastructure (including mobile telephony, fixed telephone and high-speed Broadband)</li> <li>• Premium entertainment and media content (digital pay TV)</li> <li>• Business Intelligence, Managed Services and Business solutions</li> <li>• Information Technology Enterprise Solutions (including WiFi, system integration, IPTV and security solutions)</li> </ul>	<ul style="list-style-type: none"> <li>• Technological innovation and customer service excellence</li> <li>• Our long-term partnership with strong international brands</li> <li>• Our ability to converge our businesses' products, services, activities and teams to establish the cluster as a one-stop ICT solutions provider</li> <li>• Exclusive rights over channels like Canal+ and Zee</li> <li>• Content aggregator bringing together some of the world's best content from multiple streaming services in a consolidated viewing experience</li> </ul>
 <b>Real Estate</b>	<ul style="list-style-type: none"> <li>• Currimjee Property Management &amp; Development Ltd</li> <li>• Compagnie Immobilière</li> <li>• Multi Channel Retail</li> <li>• Currimjee Jeewanjee Properties</li> <li>• Plaisance Aeroville</li> </ul>	<ul style="list-style-type: none"> <li>• Arcades Currimjee</li> <li>• Phoenix Central</li> <li>• QUAY 11</li> </ul>	<p>Develop a portfolio of prime properties in a way that preserves the Mauritian heritage, wherever applicable</p>	<ul style="list-style-type: none"> <li>• The management and development of CJ's portfolio of properties, including developed properties, partially developed properties and land assets</li> <li>• Tenant management, facilities management, accounting, legal assistance and administrative services of properties in the Real Estate cluster</li> <li>• Management of refurbishment projects</li> </ul>	<ul style="list-style-type: none"> <li>• Properties in prime urban locations across the island, including some historical buildings, enabling us to participate in the preservation of our cultural heritage</li> <li>• The creation of mixed-use spaces attracting a diversity of quality tenants</li> <li>• CIL listed on the DEM and SEMSI</li> </ul>

# OUR CLUSTERS

	Businesses	The brands we own and/or represent	Mission	Our main products, services and activities	What differentiates us
 <b>Tourism &amp; Hospitality</b>	  	<ul style="list-style-type: none"> <li>Anantara iko</li> <li>Singapore Airlines GSA</li> </ul>	Create value for all our stakeholders by combining local and international expertise, strong brands and innovative customer experiences	<ul style="list-style-type: none"> <li>Travel solutions for leisure and business travel</li> <li>A 5* hotel with 164 rooms located on the South eastern coast of Mauritius, designed especially for modern travellers. Facilities include a world-class spa, an all-day dining restaurant, two bars and a beach restaurant</li> </ul>	<ul style="list-style-type: none"> <li>A hotel nestled at the heart of Le Chaland, one of the island's most pristine beaches</li> <li>Proximity to Blue Bay Marine Park and Mahébourg village, making it an ideal destination for visitors looking to connect with authentic places and people</li> <li>The ongoing development of Le Chaland Resort Village, an Integrated Coastal Development which will ultimately include a mix of hotels, high-end villas, luxury apartments and a beach club</li> <li>An emphasis on sustainability and wellness in all aspects</li> </ul>
 <b>Commerce &amp; Financial Services</b>	 	<ul style="list-style-type: none"> <li>Batimex</li> <li>ILA</li> <li>METRIC</li> <li>Representing brands like Dura, Grohe, Marazzi, Villeroy &amp; Boch, Aquavit, amongst many others</li> </ul>	In the spirit of the Group's beginnings in trading, provide innovative and high-quality products and services to meet the evolving needs of our customers	<ul style="list-style-type: none"> <li>Contracting solutions, retailing and supply of quality building materials and finishes, such as tiles, sanitary ware and wall coverings to the retail market</li> <li>Life insurance and pension products and services</li> </ul>	<ul style="list-style-type: none"> <li>Partnership with world-leading brands</li> <li>The development of in-house brands, Dura and Aquavit, aiming to offer locals a more accessible range of materials</li> </ul>
 <b>Energy</b>	 	<ul style="list-style-type: none"> <li>TOTAL</li> <li>Somagaz</li> </ul>	Ensure the wellbeing and prosperity of the country by offering affordable and reliable energy to all its customers	<ul style="list-style-type: none"> <li>Distribution and retail of petroleum products (automotive fuels, biofuels, lubricants, Liquid Petroleum Gas and jet fuels, amongst others) to major sectors of the Mauritian economy such as agriculture, hospitality, textile, construction, transport and manufacturing</li> <li>Bulk import, storage, bottling and distribution of LPG in Mauritius and Mayotte</li> </ul>	<ul style="list-style-type: none"> <li>The ability to power the Mauritian economy through a distribution network of 45 service stations</li> <li>Our dominant market position in Mayotte</li> </ul>

# OUR VALUE-CREATING Business Model

## Inputs



### Financial capital

- Shareholders' funds MUR 1,175M
- Net Debt MUR 6,749M



### Human capital

- Experienced and diverse Board members and leadership team
- Our 828 people across the Group
- Centralised HR function that services all clusters through sound and harmonised policies and processes aligned with CJ's business objectives
- Competitive remuneration and reward structures linked to performance
- Employee training and upskilling
- Our collective know-how and expertise



### Intellectual capital

- The Currimjee brand and reputation
- Representing more than 40 brands through our subsidiaries
- A 135+year history of serving Mauritians and garnering business and industry knowledge
- Our investment in systems, processes, policies and licenses
- Our digital platforms, apps and initiatives
- A people-centred and client-driven culture built on five core values
- Robust governance systems



### Relationship capital

- 850K+ total customers
- More than 1,500 suppliers and partners
- Strategic partnerships with renowned international organisations
- Continuous engagement with regulators and authorities
- Investor confidence



### Manufactured capital

- Fixed assets – our buildings, IT systems and technical & non-technical equipment
- MUR 2,154M of freehold land and buildings in prime urban locations across Mauritius
- E-commerce site
- MUR 7.2M invested in technology as part of our focus on digital transformation



### Social and Natural capital

- Our environment and social engagement with the community at large
- MUR 8.8M invested through our CSR programmes
- Freehold and leasehold land in prime locations
- Consumption of electricity and water in operations

## Our Activities

### WHY WE EXIST

#### Purpose -

Together, building a better tomorrow through a value-driven culture

### WHAT DRIVES US

#### Mission -

Through our continuous commitment to our people, progress and strong values, we will continue to lead the way. We are a proudly Mauritian organisation with a rich heritage of entrepreneurship and foresight, ever learning from our past to build something better for today and for the generations to come.

### HOW WE WILL GET THERE

#### By executing our strategy



#### Enabled by our growth drivers



#### Through our five clusters



#### Guided by our five values



## Outputs



### Financial capital

- Maintainable returns to shareholders
- Achieve a sustainable level of debt (optimal gearing level)



### Human capital

- Our talented, engaged and agile workforce
- Engagement score of 75%
- Low level of attrition
- MUR 4.7M invested in training and skills development resulting in career growth and personal development opportunities
- Employer of choice
- Rapid COVID-19 response



### Intellectual capital

- Strong Group identity
- Strong identity for subsidiaries
- Our robust systems propelled by our investment in digitalisation and procedures that enable us to create sustainable value
- An effective governance system across the Group
- Leadership and corporate culture grounded in strong ethics and values



### Relationship capital

- Constructive relationships based on respect and trust with our key stakeholders
- Mutually beneficial relationship with our partners and suppliers
- Lasting and trusting relationship with our customers



### Manufactured capital

- A comfortable, secure and efficient work environment at CJ that promotes collaboration and reflects our values.
- Well functioning building assets, network and equipment
- Our continued investment in technology and IT infrastructure



### Social and Natural capital

- CIL listed on the SEMSI and achieved a 91% performance score in the environment section
- Reducing our overall impact on the environment
- Preserving our natural heritage for future generations
- Value creation in our communities through long-term partnerships with NGOs
- Contribution towards the country's sustainable development through investments in five core areas

See pages 102-122 for information on our Sustainability strategy and initiatives

## Stakeholders impacted



## SDGs

