

# 2025 Minor Sustainability Awards

Minor Sustainability Awards were established to celebrate and advance excellence in sustainable practices across Minor's global operations. The awards seek to highlight sustainability innovations that demonstrate how strong business performance and positive environmental and social impact can go hand in hand, proving that a company's competitiveness is deeply connected to the well-being of its communities and the environment.





In 2025, Minor International continued to strengthen its environmental performance by embedding sustainability into operations, investments, and innovation. Advancements in energy-efficient technologies, smart building systems, and equipment upgrades played a key role in supporting progress toward the company's net-zero commitment, alongside the expansion of onsite renewable energy. Efforts to optimize resource use and enhance circular practices also drove significant improvements in waste reduction.

At the same time, Minor International reinforced its commitment to protecting natural ecosystems and biodiversity across its destinations, contributing to the conservation of critical habitats and species. Recognizing the interdependence between environmental health and community well-being, the company also continued to support local communities through initiatives that promote sustainable livelihoods and environmental stewardship in the areas where it operates.

These combined efforts resulted in tangible outcomes, including over Baht 300 million invested in energy efficiency, more than 10,000 tons of waste diverted from landfill, expanded solar energy adoption across operations, and contributions to the protection of 109 IUCN Red List species. Minor International remains committed to advancing these priorities, driving innovation, and delivering lasting environmental and social value.



# SALALAH REGENERATIVE HOSPITALITY PROJECT

## Al Baleed Resort Salah by Anantara

Al Baleed Resort Salah by Anantara exemplifies a results-driven approach to sustainability that transforms Salah's natural and social ecosystems into measurable business value. By embedding the Minor Hotels' Green Growth strategy into daily operations, the resort demonstrates that responsible practices drive both high performance and climate resilience. In 2025, the initiative saved THB 436,952 from onsite farm and honey harvests and THB 690,463 through energy optimization, solar power, and water resource reduction programs. These actions contributed to the reduction of 1,346 kg CO<sub>2</sub>e emissions and the diversion of 13.4 tons of organic waste through onsite composting. Furthermore, the resort utilized 100% of grey water. Complementing these, the resort supports ecosystem protection by repurposing lagoon water, using natural compost, and inviting guests to join the Dollars for Deeds program.

### Business Impact

- Earned savings, including THB 690,463 in energy, THB 87,590 in water, THB 19,263 in waste, and THB 436,952 from farm and honey production.

### Socio-environmental Impact

- Reduced 1,346 kg CO<sub>2</sub>e, diverted 13,400 kg of organic waste for landscape use, and achieved full utilization of grey water in fishpond operations.



# LAWANA NURSERY & ORGANIC FARM

## Anantara Lawana Koh Samui

The Lawana Nursery and Organic Farm is a regenerative, science-based initiative designed to restore Koh Samui's environmental integrity while driving measurable business value. By integrating onsite green waste processing with organic farming, the resort has created a circular ecosystem that transforms landscape waste into compost, biochar, and bamboo charcoal. This transition allowed for the total elimination of chemical fertilizers and pesticides across the property, restoring soil health and creating chemical-free sanctuaries for local pollinators and wildlife. In 2025 alone, the project diverted 14,299 kg of organic waste from landfills and rehabilitated 32,000 sqm of soil, while the production of onsite organic produce, including vegetables, herbs, and 120kg of edible flowers, significantly reduced supply chain emissions. This initiative underscores Anantara Lawana's commitment to destination resilience, achieving THB 2,484,500 in operational savings.

### Business Impact

- Saved THB 2,484,500 on landscaping materials and THB 323,000 from onsite farming, while reducing supply chain, chemical, and waste-related risks.

### Socio-environmental Impact

- Diverted 14,299 kg of organic waste into 12,000 kg of compost and biochar, eliminated 420 kg of chemicals, reduced 12,000 kg CO<sub>2</sub>e, restored 32,000 sqm of soil, established 33,588 sqm of chemical-free landscape, and supported 18 wildlife species and 51,200 native plants.



# THE ECO-FARM PROJECT

## Anantara Layan Phuket Resort

The Anantara Layan Phuket Eco-Farm Project represents a strategic transformation of 8,400 sqm of underutilized land into a high-productivity hub for regenerative agriculture and sustainability education. Supported by a THB 1.7 million investment in 2025, the facility integrates livestock management, including water buffalos, goats, and poultry, with the cultivation of over 50 varieties of organic fruits, vegetables, and herbs. The farm utilizes a closed-loop waste management system that converts onsite garden and kitchen scraps into resource-rich inputs, diverting 27 tons of organic waste from landfills that were repurposed as animal feed or processed into Effective Microorganism (EM) liquid. The compost replaces synthetic fertilizers and EM production enhances local pond water quality. This model avoided an estimated 21,118 kg CO<sub>2</sub>e in emissions and generated THB 478,277 in total savings from produce harvests, reduced fertilizer procurement, and avoided waste disposal fees.

### Business Impact

- Saved THB 141,866 from onsite farming, THB 295,911 from reduced fertilizers, and THB 40,500 from lower waste disposal costs.

### Socio-environmental Impact

- Reduced 21,118 kg CO<sub>2</sub>e, diverted 27,000 kg of waste from landfill, and supported local livelihoods by employing six community members.



# RESORT-GROWN DATES & GREENHOUSE INITIATIVE

## Anantara Santorini Abu Dhabi Retreat

In 2025, Anantara Santorini Abu Dhabi Retreat has implemented a comprehensive farm-to-table ecosystem that integrates the property's agricultural heritage with sustainable luxury operations. Centered on 452 date palm trees and an on-site greenhouse, the initiative also harvests mango, pomegranate, cucumber, mint, moringa, and dates, integrating them into culinary offerings, such as signature date-seed coffee and desserts, and offering guest harvest tours. By cultivating a diverse range of fruits, vegetables, and herbs using natural watering and composting methods, the resort promotes food self-sufficiency and reduces water consumption as well as transportation emissions. With 14,400 kg of food waste composted annually and 2,000 kg of recycled wood repurposed into operational furniture and signage, the resort can achieve additional cost savings. The project also supports a local wildlife habitat, protecting species such as gazelles and rabbits while maintaining over 12,957 sqm of restored landscape.

### Business Impact

- Saved USD 20,000 from reduced water purchases and USD 6,534 through the reuse of recycled wood across various operational applications.

### Socio-environmental Impact

- Repurposed 2,000 kg of wood, converted 14,400 kg of food waste into compost, diverted additional materials, and saved 298 m<sup>3</sup> of water while recycling 190 m<sup>3</sup> for farm use.
- Local employment, supplier engagement, and USD 16,337 in income generated for local partners.



# DECARBONIZATION PROJECT

## NH Collection Palacio de Aranjuez

The NH Collection Palacio de Aranjuez initiative is a flagship decarbonization project involving a comprehensive energy efficiency upgrade of a protected heritage building in the historic center of Aranjuez, Spain. Formerly a residence for notable historical figures, the building's listed status required all renovations to strictly adhere to preservation requirements, limiting visible external works and interventions on architectural elements. Despite these complexities, the project achieved a full transition away from fossil fuels by replacing gas boilers and chillers with high-efficiency aerothermal heat pumps. Total investment was approximately USD 798,120, significantly supported by a USD 287,280 grant from the European Union's Next Generation EU fund. The modernization included the installation of a room-level occupancy-based Building Management System (BMS), the retrofitting of over 1,000 LED luminaires, and the removal of cooling towers to reduce water demand. These technical upgrades were completed while maintaining full hotel operations with no service disruptions. The hotel also switched to 100% renewable electricity.

### Business Impact

- Delivered USD 53,633 in savings, reduced exposure to fossil fuel risks, and earned industry recognition for sustainable hospitality practices.

### Socio-environmental Impact

- Achieved a 41% reduction in total energy use and a 68% decrease in natural gas consumption.



# INTEGRATED ENVIRONMENTAL EFFICIENCY & ECOSYSTEM PROTECTION

## Anantara Sir Bani Yas Island Cluster

In 2025, Anantara Sir Bani Yas Island executed a structured sustainability transformation across its three properties, embedding energy efficiency, water conservation, and circular infrastructure into core operations. Supported by a USD 2.07 million investment, the initiative utilized targeted upgrades, including AC renewals, insulation, and aerator retrofits, to achieve measurable environmental and financial excellence in a remote island environment. These efforts resulted in a 15% decrease in GHG intensity, meeting 2025 targets. The program delivers significant recurring value, generating USD 92,936 in annual savings, while achieving a high guest sustainability satisfaction score of 9.4/10. Beyond financial gains, the project drove massive waste diversion and ecosystem protection, demonstrating that operational efficiency and biodiversity stewardship can advance simultaneously.

### Business Impact

- Saved USD 92,936 annually through reduced electricity, water consumption, and plastic procurement.

### Socio-environmental Impact

- Delivered 1,131,052 kWh in energy savings, reduced 44,800 kg CO<sub>2</sub>e, achieved 87% waste diversion from landfill.
- Supported ecosystem restoration through the planting of 200 mangroves.



# INTEGRATED SUSTAINABLE OPERATIONS & BIODIVERSITY PROTECTION

## Anantara Peace Haven Tangalle Resort

Set along a natural coastline, Anantara Peace Haven Tangalle Resort continues to enhance its environmental stewardship through waste reduction and ecosystem protection. The resort reduced operational waste by replacing single-use tissues with reusable hand towels and upcycled 2,312 kg of discarded linen into useful materials, including support for flood-affected communities. It also managed ocean-facing lighting to protect nesting sea turtles and conducted a scientific study on its 9,032 sqm mangrove area, identifying key species with high carbon sequestration potential. This research underscores the value of habitat conservation for climate mitigation and was recognized with the Best Scientific Award at the International Conference on Mangroves for Environmental Sustainability 2025. In addition, the resort's mangrove patch integrates sustainability into guest experiences, offering guided catamaran tours that educate guests on the ecological value of mangroves.

### Business Impact

- Saved USD 13,367 in waste disposal and USD 5,112 through reusable alternatives
- Received the Best Scientific Award at the International Conference on Mangroves for Environmental Sustainability 2025

### Socio-environmental Impact

- Diverted 2,312 kg of used linen from landfill through repurposing
- Demonstrated significant carbon capture by the resort's mangrove patch (~31,457 kg absorbed, unverified)
- Enhanced biodiversity protection through turtle-safe lighting management
- Donated repurposed bedding to support individuals displaced by floods



# NIYAMA CONSERVATION INITIATIVE

## Niyama Private Island Maldives

Niyama's conservation initiative 2025 is a science-based program dedicated to the restoration of Maldivian marine ecosystems and the promotion of sustainable tourism. Led by a resident marine biology team, the initiative successfully restored degraded reefs by transplanting 135 corals and deploying 60 coral frames alongside 100 coral ropes containing 1,130 fragments. The achievement was maintaining an 80% survival rate for nursery coral frames despite the severe 2024 bleaching event. The program also prioritizes biodiversity, protecting 452 sea turtle eggs with an impressive 83.2% hatchling success rate. Beyond conservation, the initiative drives significant operational efficiency, achieving a 25-45% reduction in environmental footprint by minimizing packaging and handling. Financially, the project turned a USD 4,691 investment into over USD15,400 in earning through guest-driven adoption programs, proving that nature preservation is a viable business strategy.

### Business Impact

- Earned USD 880 from Coral Adoption

### Socio-environmental Impact

- Reduced CO<sub>2</sub>e emissions by 30% through locally sourced fish
- Restored multiple reef sites, including Coral Nursery Reef and Crescent Lagoon Reef
- Protected marine biodiversity, with 376 turtle hatchlings (83.2% survival) and sightings of turtles and a leopard shark
- Advanced coral restoration, deploying 60 frames, 100 ropes (1,130 fragments), and transplanting 135 corals with 80% survival
- Built marine conservation capacity among staff and local communities



# THE CREATION OF THE MANED SLOTH INSTITUTE

## Tivoli Ecoresort Praia do Forte

The Maned Sloth Institute (IPG) project was born from a grassroots effort in 2025 when local residents from Aruá Wildlife Observation presented a conservation proposal to Tivoli Ecoresort Praia do Forte. Recognizing that Praia do Forte is a primary habitat for the endangered Maned Sloth (*Bradypus torquatus*), the resort provided the financial backing and infrastructure needed to formally establish the Institute and expand its research and protection activities. This partnership has successfully integrated biodiversity conservation into the regional economy, transforming the sloth into a symbol of local heritage and a focal point for sustainable tourism. The initiative provides significant benefits to the local community by fostering a culture of conservation through extensive environmental education. Local school students and institute visitors participated in guided trail experiences, using the sloth as a flagship species to learn about Atlantic Forest preservation. Beyond education, the project empowers the local workforce by involving researchers and university students in scientific data collection and wildlife monitoring.

### Business Impact

- Generated USD 56,955 revenue from accommodation associated with the trail experiences guests

### Socio-environmental Impact

- Protected sloths through monitoring (66 tracked, 56 rescues) and habitat measures (camera traps and crossing bridges)
- Supported communities with 27 jobs and reached 2,577 people through conservation education



# CANVAS FOR CHANGE

## Elewana – Land & Life Foundation

Canvas for Change is a transformative conservation and education initiative led by the Land & Life Foundation in the Amboseli region. The program empowers students in rural landscapes to address environmental challenges, such as drought, food scarcity, and human-wildlife conflict, through art and music. By converting student artwork into greeting cards and tote bags sold to safari guests, the initiative directly links local creativity to tangible community impact. In 2025, the program raised over USD 16,085, which funded school fees for 17 children and supported wildlife club activities, including educational field trips into national parks. The initiative not only provides financial support but also fosters long-term resilience by teaching sustainable skills, such as the creation of electric-fenced kitchen gardens to improve food security during droughts.

### Business Impact

- Enhanced brand reputation and guest engagement through locally produced offerings
- Built trust with local stakeholders, supporting long-term social license to operate

### Socio-environmental Impact

- Created 3 part-time jobs and supported 17 students through USD 16,000 in funding
- Trained 67 students and 3 teachers across three schools in artistic, critical thinking, and environmental skills



# INTEGRATED SUSTAINABILITY INITIATIVES

## Minor Dairy Limited

Minor Dairy Limited implemented three integrated, zero-investment initiatives in 2025 to enhance environmental performance and cost efficiency. Logistics optimization reduced paper usage by 28.2%, eliminating 14.18 tons of waste and 23.15 tCO<sub>2</sub>e emissions, while delivering up to THB 670,000 in annual savings. Wastewater management improvements cut chemical consumption by 61.4% and reduced operating costs by THB 1.01 million (63.2%) without capital investment. In parallel, the adoption of green testing methods eliminated hazardous chemicals, reducing usage and waste by 55% while improving efficiency by cutting testing time from 3,480 to 1,554 hours annually. Collectively, these initiatives demonstrate how process optimization can deliver measurable environmental benefits alongside more than THB 1.68 million in annual cost savings.

### Business Impact

- Saved THB 430,000 by reducing paper sheet board usage within 8 months
- Saved THB 1.01 million through reduced chemical consumption
- Reduced testing time by 55%, improving operational efficiency

### Socio-environmental Impact

- Reduced 27,551 kg CO<sub>2</sub>e emissions and 5,900 kg of chemical consumption
- Avoided 14,180 kg of paper waste, equivalent to saving 1,064 trees
- Achieved 98% pollutant removal in discharged water
- Eliminated exposure to hazardous solvents, creating a safer laboratory environment

# ข้าวเหนียวใบเตยสันป่าตอง

“เหนียวนุ่มเหนียว  
เซฟมือ ค่อนเฟิร์ม”

## MANGO ICE-CREAM WITH SAN PA TONG STICKY RICE

### Swensen's

Swensen's transformed its iconic Mango Oak-Rong-Tong Ice-Cream through the San Pa Tong Pandan Sticky Rice Development Project, a sustainable innovation model designed to create shared value for the economy, society, and environment. Launched in July 2025, the project integrates a unique rice variety from Chiang Mai meticulously developed over 20 years for its natural resilience. To implement this "Triple Win" strategy, Swensen's established a direct partnership with regional farmers to source over 130 tons of sticky rice annually. By selecting a crop that requires minimal water and zero chemical pesticides, the initiative not only improved the health of the farmers and protected local soil quality but also reduced raw material costs by THB 150,000. This model achieved 10% sales growth within its first two weeks and is projected to reach THB 945 million in revenue. Beyond profits, the program provides THB 1.2-1.5 million in direct annual income to local communities, fostering sustainable, hometown-based employment.

#### Business Impact

- Generated THB 150,000 in annual cost savings
- Achieved 10% YoY growth within two weeks of launch, contributing toward an estimated THB 945 million in sales

#### Socio-environmental Impact

- Improved soil health and farmer well-being by utilizing a resilient rice variety requiring minimal water and no chemical pesticides
- Contributed THB 1.2-1.5 million in annual income to local farmers, supporting sustainable livelihoods in Chiang Mai

*But first*

COFFEE



# ALTERNATIVE WORKFORCE 60 PLUS

## The Coffee Club Thailand

The Coffee Club Thailand's Alternative Workforce 60 Plus Program is a strategic sustainability initiative designed to address workforce shortages while providing meaningful employment for retirees aged 60 and above. The program integrates elderly employees into frontline roles—such as Baristas, Service team members, and Kitchen helpers, through a structured upskilling process and internationally recognized Bronze-level certifications. By October 2025, the program expanded to additional stores, proving that elderly inclusion drives both social dignity and measurable business performance. With only THB 12,853 in recruitment cost, the initiative has delivered exceptional operational results, including a 0% turnover rate, zero lateness, and a 0% absence rate, demonstrating the high commitment and reliability of the senior workforce. Beyond operational stability, the program restores a sense of purpose and financial security for seniors, contributing to long-term community health and inclusive growth.

### Business Impact

- Achieved THB 85,374 in cost savings through zero staff turnover over 13 months
- Maintained 0% turnover across more than 60 employees, supporting workforce stability

### Socio-environmental Impact

- Employed 13 elderly staff, generating 13,771 working hours and THB 757,575 in income
- Enabled seniors to re-enter the workforce, promoting active aging and financial security