

Join Us in Conserving Energy & Water Small Actions, Big Impact

Dear Guest, as part of our ongoing commitment to sustainability, we warmly invite you to join us on this journey. Your participation helps protect the environment and safeguard precious resources for future generations.

How You Can Contribute:

- Switch off lights and air-conditioning when leaving your villa
- Turn off taps when not in use, including while taking shower, brushing teeth or washing hands
- Reuse towels and bed linens whenever possible, following our evening delivered card suggestion
- Inform our team of any leaks or maintenance concerns, so we can provide immediately.
- Unplug chargers and electronic devices when not in use.

Your mindful actions during your stay make a meaningful difference in conserving energy and water. Thank you for supporting our efforts to create a more sustainable future.



ZANNIER
PhumBaitang

Sustainability

ANNUAL REPORT 2025



Social responsibility

FOUNDATION ZANNIER HOLY BABY

Zannier Phum Baitang continues to demonstrate its deep commitment to social responsibility and community well-being through long-standing support of the Zannier Holy Baby Foundation orphanage. In 2020, the resort provided one ton of organically cultivated rice from its own grounds, ensuring vital nourishment for the children during the challenges of the Covid-19 period. Building on this dedication, we further strengthened our contribution with USD 425,000 in 2024 and USD 112,000 in 2025 to fully refurbish the orphanage's facilities, reaffirming our ongoing mission to uplift and protect vulnerable communities.





Social responsibility

ROAD RENOVATION

Zannier Phum Baitang independently undertakes the renovation of the community road twice each year, ensuring safer and more reliable access for both travelers and local villagers. This 1,000-meter improvement project is fully funded and executed by the resort, with a total annual investment of USD 9,000.





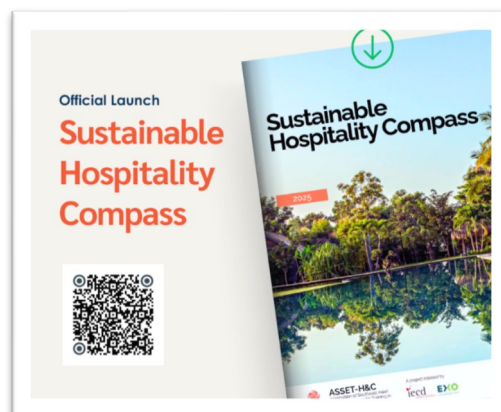
Social responsibility

PEOPLE EDUCATION

At Zannier Phum Baitang, we take great pride in our commitment to social responsibility and community education, particularly in the areas of Business Ethics, Social Responsibility, and Environmental Sustainability.

In 2025, we had the privilege of welcoming students from Paññāsāstra University of Cambodia, Siem Reap Campus, who approached us to collaborate on their senior project, “Business Operations at Zannier Phum Baitang (Business Ethics, Social Responsibility, and Environmental Sustainability).” As part of this partnership, we facilitated a case study with Ms. Phan Thanh Haon, Project Manager of Southeast Asian Social Enterprises for Training in Hospitality & Catering (ASSET-H&C), focusing on the Sustainable Hospitality Compass and its practical application within our operations.

Our commitment to education extends to our own team as well. In 2025, we invested 4,355.5 training hours to support the professional development of our 147 employees. These sessions strengthened understanding of company values, codes of conduct, the social impact of daily actions, and the importance of environmental stewardship.





Community Support Program

School Project No. 3 – Kok Thnot School Charity Initiative 2025 was made possible through the generous contributions of our guests and team members, who helped us reach the target amount of USD 5,000. With this support, we provided 72 high-quality double desks and benches, benefiting 144 enthusiastic students in Grades 1, 2, and 6. In addition, all previously usable desks were reassigned to other grades to maximize their lifespan, while damaged furniture was responsibly removed and discarded. This initiative reflects our ongoing commitment to improving learning environments and supporting educational development within our community.





Sustainability Best Practice

At Zannier Phum Baitang, we put great care into selecting meaningful birthday gifts for our employees, choices that reflect our values and our commitment to protecting the planet. This year 2025, we are delighted to introduce personalized aluminum bottles as the official birthday gift for all 149 team members.

This durable, reusable, and eco-friendly bottle not only makes a thoughtful gesture of appreciation but also supports our efforts to reduce single-use plastic and promote more sustainable habits across the resort. It is a small yet impactful step toward fostering a culture of environmental responsibility within our team.





Charity events

Zannier Phum Baitang employees team remains committed to supporting our local community, with a total contribution of USD 1,240 in 2025.

In May 2025, we launched our first charity initiative of the year, providing essential support to Spean Khmeng Primary School, an underprivileged institution serving 25 students and a single dedicated teacher.

In August 2025, we carried out our second community program, assisting Khsach Porpel Primary School, home to 74 students and 7 teachers. Through this initiative, we donated key items including stationery, school uniforms, bags, and food supplies, helping to improve the learning environment and daily well-being of the students.

These efforts reflect our team independent ongoing commitment to uplifting local schools and contributing to the long-term development of our surrounding communities.





Blood Donation Initiative

GIVING THE GIFT OF LIFE

At Zannier Phum Baitang, we continue to uphold our commitment to community well-being through meaningful social initiatives. One of the most impactful efforts this year was our team's participation in a blood donation drive to support hospitals in urgent need of life-saving blood supplies.

In May 2025, our team donated **13.000** cc of blood to the Provincial Hospital.

In November 2025, we continued our support by donating **5.000** cc of blood to the Children Angkor Hospital and **6.000** cc to Jayavarman VII Hospital.

These contributions reflect our dedication to supporting essential healthcare services and helping save lives within our community.





Reuse of hotel linen & towels for staff

Zannier Phum Baitang is giving a second life to discarded or old linens and towels, amounting to 796.50 kg, by redistributing them to our team members for personal use.

This initiative reduces waste, supports our recycling objectives, and ensures that materials still in usable condition continue to serve a meaningful purpose. By extending the lifespan of these items, we not only lessen our environmental footprint but also provide practical benefits to our staff.



Nutritious low-calorie meal

At Zannier Phum Baitang, we offer nutritious meal options that support guest wellness and a more sustainable environment. This includes a lunch low-calorie three-course set menu, available in both vegetarian and non-vegetarian versions, designed to stay under 1,000 calories.

Commitment	2025	
	All food choices	Low Calories only
Guests having lunch	2930	177
Percentage (%)	93.96%	6,04%





Drinking water on site production

At Zannier Phum Baitang, we eliminate plastic bottles by producing our own drinking water on-site from three deep wells. The water is purified through reverse osmosis and served in reusable Grosch-top glass bottles, ensuring both safety and exceptional quality. This initiative significantly reduces reliance on single-use plastics, helping to minimize pollution and ease waste-management pressures. Each year, this approach prevents **1,212 kg** of plastic waste, the equivalent of over **60,000 bottles**. If stacked when crushed, these bottles would reach **1,212 meters in height**, towering **18 times higher** than **Angkor Wat**.

Commitment	2025	
Drinking water produced on site (500ml) & (1000ml)	Bottles	Liters
	49.095	33.675
Plastic bottles avoided Average (18g per bottle)	500 ml Bottles	Kilogram
	67.350	1.212.30





Eco-friendly gardening and rice cultivation at the hotel

At Zannier Phum Baitang, we cultivate eco-friendly green spaces by composting garden waste and avoiding chemical pesticides and fertilizers. Our on-site herb and vegetable gardens enrich the farm-to-table experience with fresh, home-grown produce. This sustainable approach reflects our commitment to environmental stewardship and guest well-being while reducing our overall ecological footprint.

Rice, Fruit & Vegetable Production 2025		
Commitment	Production (Kg)	Total (Kg)
Vegetable & fruit	2.709,50	5.209,50
Rice	2.500	

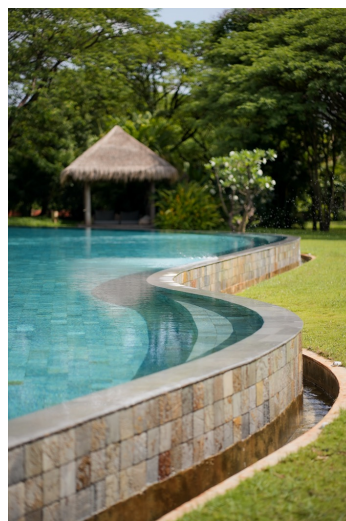




Reduce water consumption system

Zannier Phum Baitang has upgraded all guest villas, spa facilities, and public areas with eco-friendly 2.5 GPM low-flow showerheads. This transition reduces water consumption and conserves energy, helping to lower our carbon footprint while protecting aquatic ecosystems for future generations. Based on our calculations, this initiative saves the equivalent of the mass of 100 elephants in water, or nearly a quarter of an Olympic swimming pool, or around 1.1 million half-liter water bottles.

Commitment	2025	
	Gallons per Minute (GPM)	Liters per Minute (LPM)
Common showerheads flow	3.5 GPM	13.2 LPM
Low-Flow showerheads	2.5 GPM	9.5 LPM
Water Saving GPM/LPM	1 GPM	3.7 LPM
Guests nights 2025	18884	18884
Water saved, one shower per day, 8 minutes	151.072	558.966



Vegetarian & vegan foods

Zannier Phum Baitang actively promotes vegetarian and vegan cuisine, with 27% of our dishes crafted in this spirit. Plant-based dining is a powerful driver of sustainability: it reduces reliance on animal agriculture, lowers greenhouse-gas emissions, conserves water, protects natural habitats, and supports healthier soils. Every plant-based meal contributes to a healthier planet for future generations.

Commitment	Vegetarian & Vegan Foods	
	Total serving	%
Non-vegetarian	24,090	91.21%
Vegetarian & Vegan	2,323	8.79%
TOTAL	26,413	100%



Composting & Organic fertilizer

At Zannier Phum Baitang, we prioritize healthy, sustainable dining at Bay Phsar and Hang Bay by producing our own organic liquid and solid fertilizers from kitchen waste, collected garden leaves, and buffalo dung. This fully natural approach allows us to eliminate artificial fertilizers entirely in our vegetable gardens and rice fields production, supporting regenerative cultivation and a cleaner environment.

Commitment	Organic fertilizer	
	Reused waste	Results 2025
Fertiliser using Fish waste		
Rice husk ash	20	Kg
Molasses	16	L
Fish waste	220	Kg
Water	800	L
Fertiliser using Vegetable waste		
Rice husk ash	25	Kg
Molasses	19	L
Vegetable waste	297	Kg
Water	1,000	L
Vegetable Garden Composting		2.140Kg





Digital check-in, check-out, and guest feedback system

Zannier Phum Baitang carefully considers the environmental impact of paper use. We have transformed our operations by adopting digital systems for guest check-in, check-out, and surveys, eliminating the need for printed documents. Every sheet of paper saved helps reduce deforestation and preserves mature trees that each produce enough oxygen for up to four people per day and absorb around 20–25 kg of CO₂ annually. Avoiding the production of just 97 kg of paper also saves more than 150,000 liters of water, along with the significant energy and chemical inputs required in the paper-making process. By minimizing paper use, we lessen our ecological footprint and reduce pollution across the entire lifecycle of paper.

Commitment	2025 Results	
	No. check-in/out	Kilogram (Kg)
Paper reduction, average of 3 sheet print it on check in and out (1 ream of 500pcs = 2.27 kg)	6.108	83.19
Paper reduction, average of 1 sheet print it on Survey (1 ream of 500pcs = 2.27 kg)	3.054	13.86
Total	9.162	97.05

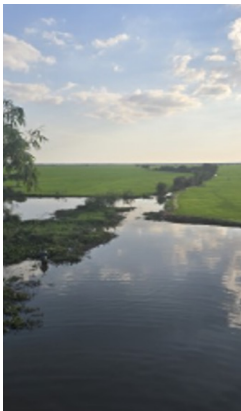




*Environmentally friendly
travel experience*

Zannier Phum Baitang offers immersive countryside tours designed to support our local community while reducing environmental impact. By exploring Siem Reap’s charming villages, lush rice fields, serene lotus lake, and picturesque rural landscapes on Yamaha electric scooters or bicycles, guests enjoy an authentic and low-carbon experience. These tours also provide meaningful cultural encounters, from observing families making rice wine and bamboo rice cakes to trying traditional basket weaving. By operating these activities without diesel-powered vehicles, we save 615 liters of diesel annually, avoiding the emissions and air pollution associated with fossil fuels and reinforcing our commitment to cleaner, more sustainable travel.

Commitment	Diesel fuel reduction for countryside tour 2024		
	No. tour	Diesel used per tour (L)	Total reduction (L)
Electric Scooters	60	5	300
Mountain Bikes	63	5	315



Sustainable waste management

At Zannier Hotels, Phum Baitang, we are committed to minimizing waste by repurposing materials, recycling to reduce landfill impact, and cutting greenhouse-gas emissions. By 2025, we achieved a waste-diversion rate of **68,54%**, a milestone that reflects our ongoing dedication to responsible resource management and long-term sustainability.

Reduction, Reuse, and Recycling	
Commitment	Kilogram (Kg)
Recycled food waste	35,378
Cartons/Paper	1,377
Aluminium	97.50
Cooking oil	480.20
Glasses	2,088
Electronic	125
Metals	497
Plastic	99.50
Old towels	796.50
TOTAL	40,938.70Kg
Total sent to Landfill	18.783 kk
Percentage of recycling vs Total	68,54%





Efficient water and electrical conservation practices

At Zannier Phum Baitang, we have made extensive efforts to lower energy and water usage, which in turn helps reduce greenhouse-gas emissions. While our long-term trend shows steady progress, water consumption in 2025 appears higher than in 2024 due to **three months of on-site construction works**, during which significant volumes of water were required for building activities. This temporary increase does not reflect guest operations and is expected to normalize once construction is complete.

ELECTRICAL comparison 2025 vs 2024									
Electrical Consumption	Kw		No. Guest		Kw/person		2025 vs 2024		
	2024	2025	2024	2025	2024	2025	Kw	No. Guest	Kw/person
	1,370,484	1,257,560	19,447	19,160	70.47	65.63	(-112,924)	(-287)	(-4.84)

WATER comparison 2025 vs 2024									
Water Consumption	m3		No. Guest		m3/ Guest		2025 vs 2024		
	2024	2025	2024	2025	2024	2025	m3	N. Guest	m3/person
	26,895	27,730	19,832	18,884	1.36	1.47	835	(-948)	0.11



Efficient gas and diesel conservation practices

At Zannier Phum Baitang, we have made extensive efforts to lower gas and fuel usage, a key step in reducing our overall greenhouse-gas emissions and advancing our commitment to more responsible, low-impact operations.

GAS comparison 2025 vs 2024									
GAS	Kg		No. Guest		Kg/ Guest		2025 vs 2024		
	2024	2025	2024	2025	2024	2025	Kg	No. Guest	Kg/person
	50957	52643	19832	18884	2.57	2.79	1686	(-948)	0.22

DIESEL for tours & transportation comparison 2025 vs 2024									
DIESEL	Liter		Tour/transport		L/ Guest		2025 vs 2024		
	2024	2025	2024	2025	2024	2025	Liter	No. Guest	L/ person
	9,542	8,560	1,151	1,040	8.29	8.20	(-982)	(-107)	(-0.1)

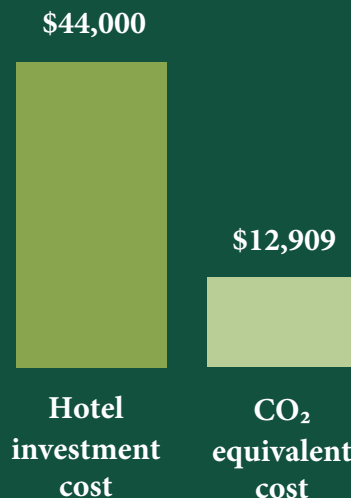




CO₂e Emission Factor & Hotel Investment 2025

At Zannier Phum Baitang, every stay leaves a lighter footprint while guests enjoy comfort that supports a greener future. We carefully track our CO₂e emissions, and in 2025 we invested USD 44,000 to replace older AC units with high-efficiency inverter models. This upgrade not only enhances guest comfort but also significantly reduces energy consumption and emissions— demonstrating how sustainability protects natural beauty, lowers operational costs, and strengthens our eco-luxury identity. Despite these improvements, our 2025 balance shows we remained 1,727 kg CO₂e above neutrality, reinforcing the importance of continued investment and innovation as we work toward a fully carbon-neutral operation.

HOTEL INVESTMENT IN EFFICIENCY VS. CARBON COST IMPACT



CARBON FOOTPRINT

□ Total:	717.19 tCO ₂ e
□ Cost/ tCO ₂ e:	USD 18.00



Environmental Sustainability Program Card

At Zannier Phum Baitang, we invite our guests to join us in our commitment to a greener world. Our Environmental Green Program promotes sustainable practices such as reducing linen washing, minimizing chemical use, conserving energy, and protecting natural resources. Through these simple yet meaningful actions, guests and our team work together to create a positive impact on the planet.

Commitment	Guest room linen’s wash reduction 2025	
	No.	Green Program vs Occupied rooms saving (%)
Total room occupied	9395	54.60%
Total room cleaned	6421	
Room changed linens	1294	
Room used green program	5127	





Zero emissions educates and inspires activities

Environmental education at Zannier Phum Baitang goes beyond facts and figures, it sparks awareness, empathy, and action. On 27th May 2025, we marked Cycling Day to promote Eco-friendly travel, and the team stand up for our planet, proving that “small steps can lead to powerful change”.



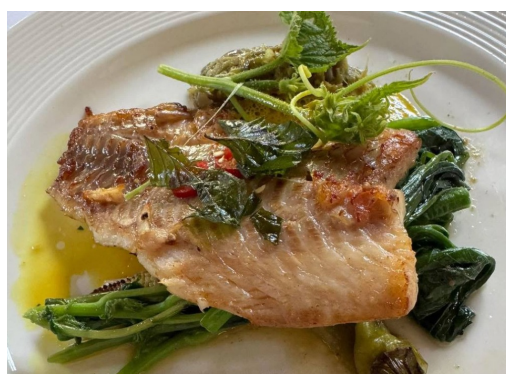


Promote local

TRADITION & INNOVATION IN KHMER CUISINE

Cambodia's Culinary Talent 2025! At École d'Hôtellerie et de Tourisme Paul Dubrule.

Our Executive Chef, Kimchhoeung Hin, embodies the passion and creativity that define the culinary philosophy of Zannier Phum Baitang, with a strong commitment to showcasing local, sustainable cuisine. In 2025, he proudly won a prestigious culinary competition, earning a fully funded one-week immersion at the renowned École Hôtelière de Lausanne (EHL). This achievement will allow him to further refine his skills, learn from international culinary experts, and bring fresh inspiration back to our kitchens.





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