



ANNUAL REPORT 2025

Actively and responsibly, support the people of Seychelles realize their constitutional rights to information and collectively advance a culture of good governance.

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MESSAGE FROM THE CHIEF INFORMATION COMMISSIONER



The Information Commission was established in 2018 as a self-governing, neutral, and independent body to administer the Access to Information Act 2018 and later the Data Protection Act 2023. This Annual Report for 2025 spans the period 1 January 2025 to 31 December 2025 and encompasses the activities undertaken for both aforementioned Acts. The primary purpose of this Annual Report is to comply with the Access to Information Act 2018 Section 70 and Data Protection Act Section 12 (2).

It is with a deep sense of responsibility that the Information Commission presents this annual report. I am honoured to have contributed to the achievements outlined within and take great pride in recognizing the collective efforts of the Information Commissioners, Chief Executive Officer, staff, and consultants of the Commission, and the cooperation of public authorities. Over the past twelve months, our commitment to upholding the right to information and personal data privacy has been tested and strengthened in equal

measure. This year, we have made significant strides in meeting the increased demands of our combined access to information and data protection caseloads, improving the efficiency of our complaints and appeals process, advocating for systemic reform, engaging with civil society through Open Government Partnership (OGP) and other initiatives, and expanding awareness of information rights.

Yet, it is also important to highlight key challenges and develop forward thinking mitigative strategies that will lead to positive action. Common challenges such as ensuring compliance with proactive disclosure regulations to timely reporting obligations to addressing the evolving complexities of data protection management in a digital age remain. On the operational side, the Information Commission faces insufficient technical staff, budget, and infrastructure to permit full and efficient administration of the Acts. The Data Protection Act 2023 especially remains at risk of being largely unenforced. The budget provides for one technical staff to implement the major provisions of this Act who is yet to be recruited; attributable to the low remuneration outlined in the scheme of service and budget to attract the skillset required and lengthy public service and budgeting procedures. To overcome, the Information Commission has been formally engaging with the Public Service Bureau, Ministry of Finance and Minister for Information for pragmatic resolution.

Looking ahead, the Information Commission remains committed to fulfilling its mandate with a focus on professional service delivery, fostering a culture of openness, strengthening institutional capacity, and embracing innovative partnerships.

I extend my sincere gratitude to all who have contributed to our mission this year.

Ms Mumtaz H. Chaka
Chief Information Commissioner

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



I am pleased to present the Information Commission's Annual Report for 2025, outlining the Commission's work in administering the Access to Information Act 2018 and the Data Protection Act 2023 during the year under review.

The year 2025 marked a period of continued progress and institutional development for the Commission. Under the Access to Information Act 2018, sustained engagement with public bodies, supported by audits, advisory guidance and data analysis, contributed to improved compliance and a greater reliance on consultations as an early resolution mechanism. The decline in formal disputes, alongside the increased use of consultations, reflects growing institutional understanding of access to information obligations and the practical benefits of proactive engagement.

Implementation of the Data Protection Act 2023 continued to gain momentum throughout the year. An increase in reported cases indicates rising public awareness of data protection rights and greater

confidence in the regulatory framework. During 2025, the Commission focused on assessment, guidance and compliance support for both data subjects and data controllers. These efforts remain essential to embedding responsible personal data handling practices across public bodies.

As the Commission moves forward, the adoption of the Strategic Plan 2026-2028 provides a clear and practical framework to guide the next phase of its work. Building on the progress and lessons of 2025, the Commission will continue to focus on strengthening implementation of the two Atcs, enhancing public awareness and education, improving internal systems, and deepening collaboration with national, regional and international partners.

Ms Diana Benoit
Chief Executive Officer

LIST OF ABBREVIATIONS AND ACRONYMS

ATI - Access to Information

ATIA - Access to Information Act 2018

CEO - Chief Executive Officer

CIC - Chief Information Commissioner

DPA - Data Protection Act 2023

HoIH - Head of the Information Holder

IO - Information Officer

MDAs - Ministries, Departments and Agencies

SIDS - Small Island Developing States

SOPs - Standard Operating Procedures

UNESCO - United Nations Educational, Scientific and Cultural Organization

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THE YEAR IN REVIEW

OVERVIEW

The Information Commission (InfoCom) is mandated to administer and oversee the Access to Information Act, 2018 (ATIA) and the Data Protection Act, 2023 (DPA). In carrying out this mandate, InfoCom promotes transparency, accountability and good governance, while safeguarding the public's right of access to information (ATI) and the protection of personal data. This report highlights the key activities, achievements and progress of InfoCom for the year 2025 and is structured in line with the Strategic Objectives set out in the Strategic Plan 2023-2025.

The ATIA provides individuals with the right to access information held by public bodies, subject to specific exemptions provided for in the law. The Act seeks to foster a culture of openness and accountability within the public sector by ensuring that information requests are handled fairly and within prescribed timeframes. It also places a proactive obligation on public institutions to regularly publish and disseminate essential information, thereby supporting informed public participation and strengthening trust in public administration.

The DPA establishes a legal framework for the protection of personal data and the privacy of individuals. It sets out the rights of data subjects, including the right to access, correct and request the deletion of personal data and defines the responsibilities of public bodies that collect, control or process personal data. These responsibilities include implementing appropriate security measures, ensuring transparency in how personal data is collected, used and stored and maintaining accountability in data handling practices. Together, these measures support responsible data management and enhance public confidence in the use of personal information.

STRATEGIC OBJECTIVE 1

To progress establishing, administering and enforcing the ATIA and DPA.

1.1. Appeals, Complaints and Consultations

1.1.1. ATIA

Under the ATIA, InfoCom continued to manage appeals, complaints and consultations as part of its oversight role to ensure fair and lawful ATI.

As shown in Figure 1, the number of appeals recorded between 2022 and 2025 shows a gradual decline. Appeals decreased from 4 in both 2022 and 2023 to 3 in 2024 and further reduced to 2 in 2025. This trend suggests improving handling of ATI requests by public bodies and increased awareness of ATIA requirements.

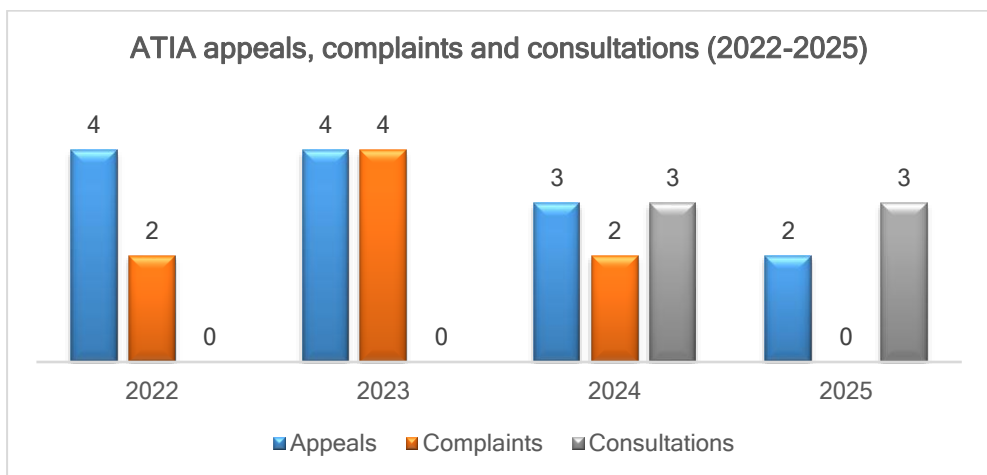


Figure 1: ATIA appeals, complaints and consultations (2022-2025)

The number of Complaints also declined over the same period. While 2 complaints were recorded in 2022 and 4 in 2023, this reduced to 2 in 2024, with no complaints recorded in 2025. This indicates that fewer issues escalated into formal disputes, reflecting improved compliance and early resolution of matters.

In contrast, consultations were introduced in 2024 and therefore data for earlier years is not applicable. Since their introduction, 3 consultations were recorded in both 2024 and 2025. This reflects a growing reliance on consultations as a preventative mechanism, with Information Officers (IOs) and requestors seeking guidance and clarification before issues arise.

1.1.2. DPA

A total of 14 cases were received and handled under the DPA, as presented in Figure 2.

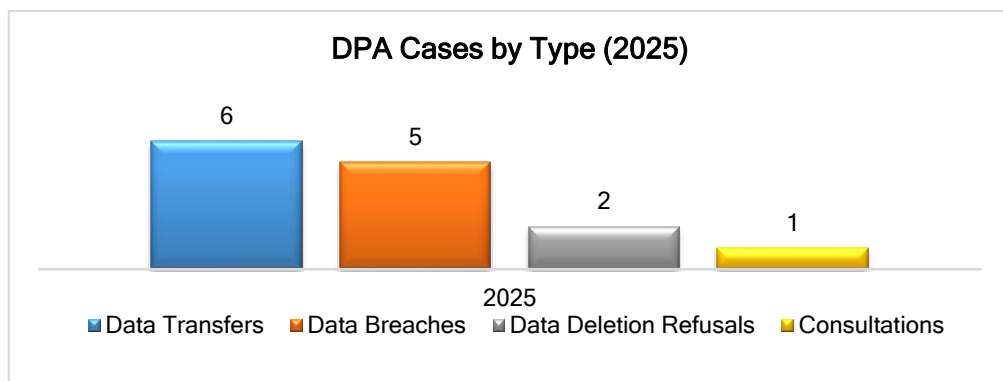


Figure 2: DPA cases by type (2025)

Data Transfers: The majority of cases were related to data transfer, with 6 cases recorded. These cases mainly involved requests for guidance, assessments of lawful data sharing and compliance with data handling requirements.

Data Breaches: There were 5 data breach cases, reflecting increased reporting and awareness of data security obligations. These cases required assessment, engagement with the public bodies concerned and guidance on corrective measures.

Data Deletion Refusals: In addition, 2 cases involved refused data deletion requests, where individuals sought clarification or review of decisions taken by data controllers.

Consultations: 1 consultation request was received, reflecting early engagement to seek advice before issues escalated.

1.2. ATIA Audits

Compliance with the ATIA continued to be monitored through a combination of web-based proactive disclosure audits and standard compliance audits, in line with the statutory mandate. The main focus of the audit exercise was on proactive disclosure, following the introduction of SI 18 of 2023, which sets out detailed requirements for mandatory publication.

A total of 28 public bodies were assessed through the web-based audit. All public bodies included in this cycle were being reviewed, allowing InfoCom to establish a baseline for future monitoring. In addition, 2 public bodies, namely the Immigration & Civil Status Department and the Seychelles Defence Forces, were selected for standard compliance audits under Section 56 of the ATIA. These audits examined how ATI requests were recorded, processed and documented over time, with a focus on record-keeping, response timelines and internal procedures.

Table 1: Overview of audit types, coverage and key focus areas (2025)

Audit Type	Number of Public Bodies	Key Focus
Web-based proactive disclosure audit	28	Compliance with proactive publication requirements under SI 18 of 2023
Standard compliance audit	2	Handling, recording and processing of ATI requests under Section 56
Total audited	30	

The overall results show continued improvement compared to the previous audit cycle. No public body fell within the *Not Met* category in 2025. Instead, 10 public bodies were rated as *Mostly Compliant*, while 18 were assessed as *Partially Compliant*. Although many public bodies have made progress, most of them still have gaps that prevent them to be fully compliant.


Common areas of non-compliance included missing information manuals, incomplete budget and audit disclosures, lack of published contact details for IOs and limited information on decision-making processes. Despite these gaps, the removal of the *Not Met* category indicates that minimum compliance standards are increasingly being met across the public sector.

The audit findings provide a clear basis for targeted support, future training and follow-up engagement with public bodies and will guide InfoCom’s ongoing efforts to strengthen proactive disclosure and accountability under the ATIA.

The 2025 Audit Report is available on the InfoCom’s website under the *Plans and Reports* section (www.infocom.sc ).

1.3. ATIA Reform Whitepaper

During the 2025 reporting period, further work was undertaken to advance the ATIA reform process. This included a detailed review of the initial November 2024 Whitepaper and the ATIA between March and June 2025 by Mr Toby Mendel, Executive Director of the Centre for Law and Democracy and an eminent UNESCO consultant. The initial Whitepaper remained open for public consultation from November 2024 to May 2025, allowing stakeholders and members of the public to provide feedback on the proposed reforms. In November 2025, the Whitepaper was formally presented to the Vice President of the Republic of Seychelles, Mr Sebastien Pillay in his capacity as the Minister responsible for Information. This was also part of the continued engagement with policy makers to progress the reform agenda.

Copies of the public consultation document and the final Whitepaper are available on the InfoCom’s website under the *Publications* section (www.infocom.sc ).

1.4. Annual Report Submission

The 2025 Annual Report was submitted to both the Vice President of the Republic of Seychelles, Mr Ahmed Afif; the Minister for Finance, National Planning and Trade, Mr Naadir Hassan; and the Speaker of the National Assembly of Seychelles, Mr Roger Mancienne, in accordance with Section 70 of the ATIA, which requires InfoCom to submit an annual report on the performance of its functions and activities and Section 12(2) of the DPA, which requires InfoCom to report annually on the administration and enforcement of the Act.

1.5. Other ATIA Reports

ATI statistics submitted by public bodies continued to be compiled and analysed in accordance with statutory reporting requirements.

As illustrated in Figure 3, a total of 869 ATI requests were reported in the year 2024. This follows a decline in requests over the preceding years, from 1,173 requests in 2021 to 968 requests in 2022 a further reduction to 685 requests in 2023. While the overall trend reflects a gradual decrease in ATI requests over time, the increased figures recorded in 2024 indicates a renewed level of public engagement with the ATIA.

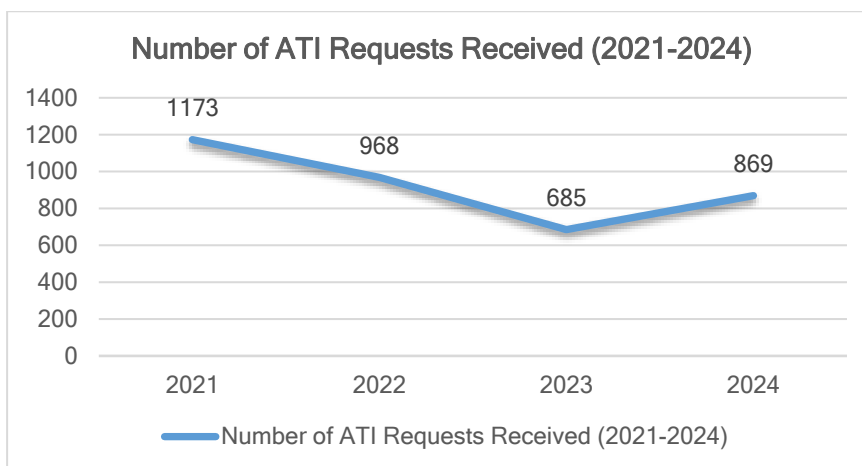


Figure 3: Total number of ATI requests reported by public bodies from 2021 to 2024.

The variation in the number of requests received may be attributed to several factors, such as changes in public awareness, improvements in proactive disclosure practices by public bodies and increased ATI through digital platforms. Findings from the audit exercises continue to indicate that enhanced proactive publication of information reduces the need for formal ATI requests.

Analysis of ATI requests by public bodies further highlights differences in demand across institutions. Table 2 shows the public bodies that received the highest number of ATI requests in 2024. The data shows that a limited number of MDAs account for a significant proportion of total requests, largely reflecting the nature of their mandates, service delivery functions and frequency of public interaction. Institutions such as the Housing Financing Company, the Public Service Appeal Board and the Property Management Corporation recorded the highest volumes of requests during the year.

Table 2: Top public bodies receiving ATI requests (2024)

No.	Public Body	Number of Requests
1.	Housing Financing Company	131
2.	Public Service Appeal Board	122
3.	Property Management Corporation	87
4.	Department of Environment and Climate Change	73
5.	Ministry of Health (Minister's Secretariat)	56
6.	Fair Trading Commission	51
7.	Seychelles Maritime Safety Authority	44
8.	Seychelles Broadcasting Corporation	42
9.	Seychelles Defence Forces	33
10.	L'Union Estate	23

A comparison of request volumes over time provides additional insight into emerging and persistent trends. Table 3 compares ATI requests received by selected public bodies from 2021 to 2024. The data shows that some public bodies have experienced notable increases in requests in 2024 when compared to previous years, while others demonstrate fluctuating or declining patterns. These variations may reflect changes in institutional responsibilities, public awareness or improvements in information availability through proactive disclosure.

Table 3: Comparison of ATI requests received by selected public bodies (2021-2024)

No.	Public Body	2021	2022	2023	2024
1.	Housing Financing Company	7	14	83	131
2.	Public Service Appeal Board	0	0	0	122
3.	Property Management Corporation	21	59	77	87
4.	Department of Environment and Climate Change	62	47	98	73
5.	Ministry of Health (Minister's Secretariat)	1	29	0	56
6.	Fair Trading Commission	0	9	20	51
7.	Seychelles Maritime Safety Authority	1	1	0	44
8.	Seychelles Broadcasting Corporation	16	16	0	42
9.	Seychelles Defence Forces	188	153	43	33
10.	L'Union Estate	0	0	0	23

Further analysis by request category also provides insight into the types of information most frequently sought by the public. Table 4 presents a breakdown of ATI requests by type for the period 2021 to 2024.

The data indicates that requests for personal information, public domain information and law enforcement related information remain among the most common categories. While year-to-year fluctuations are evident, the overall distribution reflects sustained public interest in information

linked to individual records, regulatory functions and enforcement activities. In contrast, requests relating to national security and defence, protection of life and safety and privileged documents remain consistently low. This reflects the limited circumstances under which such information is requested, as well as the specific exemptions provided for under the ATIA.

Table 4: Types of ATI requests received by public bodies (2021-2024)

Types of ATI Requests Received by Public Bodies	2021	2022	2023	2024
Personal information	117	331	182	317
Public domain information	120	156	238	209
Third party information	181	78	85	65
Commercial and confidential information	11	35	20	15
Law enforcement information	523	91	135	190
Privileged documents	3	2	13	5
Protection of life and safety of an individual	0	0	0	0
National security and defence information	0	5	6	2
International relations information	28	57	56	59
Economic interest of the state	6	2	7	2
Academic or professional examination and recruitment information	145	131	40	25

STRATEGIC OBJECTIVE 2

To increase individual and public institutional awareness of good governance linked to ATIA and Data Protection Legislation, role of the Information Commission and lawful rights.

2.1. Access to Information Conference: Training for Staff and Commissioners



Figure 4: InfoCom staff and consultants during ATIA training

A 4-day Access to Information (ATI) conference was organised by InfoCom, which included a dedicated training session for all staff.

The session was facilitated by Mr Toby Mendel, Executive Director of CLB Law and it focused on the practical application of the ATIA. It also included a structured review of the InfoCom's ATIA reform whitepaper, which sets out proposed amendments to the legislation and is publicly available on the InfoCom's website.

The engagement provided an opportunity for open discussion and knowledge sharing, allowing members of staff to strengthen their understanding of ATI principles and reflect on emerging issues in the implementation of the ATIA.

2.2. Access to Information Conference: Opening Workshop with the Head of Information Holders



Figure 5: Group photo of the HoIH at the ATI Conference

InfoCom opened its ATI Conference with a collaborative workshop held in partnership with UNESCO on 27 May 2025 at the Savoy Hotel, Beau Vallon.

The workshop brought together HoIHs to discuss international developments in the right to information, their relevance to Seychelles and the balance between transparency and confidentiality.

The workshop featured contributions from international experts, including Mr Toby Mendel, Executive Director of CLB Law and Mr Marius Lukosiunas, Advisor for Communication and Information at UNESCO. National stakeholders also participated, including Hon. Gervais Henri, Deputy Speaker of the National Assembly and Ms Margaret Moumou, representing the Cabinet of Ministers. Representatives from institutions such as the Seychelles Media Commission, the Anti-Corruption Commission of Seychelles and the Ombudsman's Office were also in attendance.

The workshop was officially opened by Ms Mumtaz Chaka, Chief Information Commissioner (CIC), marking the start of a series of engagements aimed at strengthening understanding and implementation of ATI in Seychelles.



Figure 6: HoIHs during the ATI Conference session

2.3. Access to Information Conference: IOs Engagement and Capacity Building Workshop



Figure 7: Group photo of the IOs participating in the Workshop

The second day of the ATI Conference, held on 28 May 2025, focused on a dedicated workshop examining global developments in the right to information and their relevance to Seychelles.

Discussions centred on the practical perspectives of IOs and possible reforms outlined in the recently circulated ATIA Whitepaper. The programme included presentations by IOs, who shared their professional experiences and challenges in implementing the ATIA. A technical session on record keeping practices was delivered by Mr Peter Lalande, Information Commissioner, providing practical guidance on strengthening information management. The workshop was held at the Savoy Hotel and was attended by all 128 IOs.

The day concluded with an appreciation award segment recognising the contribution and commitment of the IOs in supporting ATI.



Figure 8: IOs during the Engagement and Capacity Building Workshop session

2.4. Appreciation Awards to IOs for 2024 Compliance Reporting

During the Capacity Building Workshop for IOs, appreciation awards were presented to the top three IOs for their 2024 compliance reporting. The awards were given in the form of certificates of recognition and were presented by Ms Mumtaz H. Chaka, Mr Peter Lalande and Mr Egbert Rosalie, the Information Commissioners.

The recognition aimed to acknowledge the important role played by IOs in InfoCom’s statutory reporting obligations and in promoting transparency and accountability within public bodies.

The IOs were:

1. **Lt Col Allain Pierre from the Seychelles Defense Forces**
2. **Mrs Nicole Larsen from the Seychelles Human Rights Commission**
3. **Mr Andy Gobine from the Seychelles Maritime Safety Authority**



They were recognised for their timely submission of compliance information, responsiveness to InfoCom’s requests, and continued cooperation in supporting the effective implementation of the ATIA.

2.5. Access to Information Conference: Regional Right to Information Workshop



Figure 9: Group photo of participants at the Regional Right to Information Workshop

The ATI Conference concluded on 29 May 2025 with a Regional Workshop held at the Savoy Hotel. The session brought together regional experts from Mauritius and the Comoros, with participants from the Maldives joining remotely.

The workshop focused on the right to information within a regional context, with discussions on the key elements of effective right to information systems. Particular attention was given to the Principles on Right to Information for Small Island Developing States (SIDS) and the Model Law on ATI for SIDS.

The session provided a platform for participants to exchange experiences, share good practices and discuss approaches used at regional and international levels to strengthen right to information frameworks and promote transparency.

2.6. Annual Induction Training for Newly Appointed IOs



Figure 10: Group photo of the first group of IOs participating in the induction training.

InfoCom successfully conducted induction sessions on 29 and 30 July 2025 for a total of 25 newly appointed IOs from various public bodies. The sessions were facilitated by the Information Analyst, Ms Mina Accouche, and the Records Officer, Ms Mina Labiche.

The induction training aimed to support the newly appointed IOs as they assume their roles and responsibilities under the ATIA. The sessions focused on strengthening participants' understanding of the Act, the role of IOs in managing ATI requests and the importance of promoting transparency and accountability within public bodies.

The training also provided practical guidance on handling requests, record keeping practices and the responsibilities of public bodies in facilitating ATI. The sessions created an opportunity for discussion and clarification of operational challenges, helping to build confidence among IOs in carrying out their functions effectively.



Figure 11: Second group of IOs during the induction training session.

STRATEGIC OBJECTIVE 3

To increase quality professional management tools and practices, including monitoring, evaluation and learning systems to measure performance effectiveness, deliver purposeful and knowledgeable evidence-based results and guide sound actions.

3.1. Preparation of the Strategic Plan 2026-2028

During the fourth quarter of 2025, InfoCom commenced the planning and drafting of its Strategic Plan for the period 2026-2028. This process formed part of InfoCom’s ongoing efforts to strengthen institutional planning, improve service delivery and ensure that its work continues to align with national priorities and the evolving regulatory environment.

Initial discussions focused on reviewing the achievements and lessons learned from the implementation of the Strategic Plan 2023-2025, while also identifying emerging priorities for the administration of the ATIA and DPA.

The drafting process involved internal consultations with Commissioners and staff to assess operational needs, capacity requirements and areas where InfoCom can further enhance its regulatory, advisory and awareness functions. These discussions also considered the importance of strengthening institutional systems, expanding public awareness initiatives and building stronger partnerships with national and international stakeholders.

The development of the new Strategic Plan will provide a clear framework to guide the InfoCom’s work over the next three years and support the continued promotion of transparency, accountability and responsible data governance in Seychelles.

The Strategic Plan 2026-2028 is available on InfoCom’s website under the *Plans and Reports* section (www.infocom.sc )

3.2. Function Expansion of the Data Protection Function

During the year, InfoCom continued efforts to strengthen the implementation of the DPA by expanding InfoCom’s data protection function. This forms part of the InfoCom’s broader efforts to build the institutional capacity required to effectively administer its data protection mandate.

As part of this process, the relevant post supporting the data protection function was upgraded to Senior level to better reflect the technical responsibilities and regulatory demands associated with the implementation of the Act.

This measure is intended to strengthen InfoCom’s ability to effectively manage data protection responsibilities, including registration, compliance monitoring, handling of complaints and investigations, and the provision of guidance to public bodies and organisations on data protection requirements.

3.3. Leadership Transition

In October 2025, InfoCom welcomed a new Chief Executive Officer (CEO), Ms Diana Benoit, who assumed office on 22 October 2025, in accordance with Section 41(1) of the ATIA, which provides for the appointment of the CEO of InfoCom.

The Commissioners and staff of InfoCom also express their sincere appreciation to the former CEO, Mr Alex Robert, who served InfoCom from 2 October 2024 to 10 October 2025. During his tenure, Mr Robert contributed to the work of InfoCom and supported the implementation of its statutory mandates.



Figure 12: Former CEO, Mr Alex Robert (centre), with the staff

InfoCom thanks Mr Robert for his service and dedication during this period and wishes him every success in his future endeavours.

3.4. Strengthening Institutional Systems and Capacity

During the year, the Information Commission undertook several initiatives aimed at strengthening its internal systems, administrative processes and institutional capacity to support the effective delivery of its statutory mandates.

3.4.1. Human Resource Systems Review

InfoCom conducted a review of its human resource systems and staff files to ensure that internal processes remain aligned with applicable public service policies and good administrative practices. The exercise involved reviewing existing human resource records and identifying areas where improvements or updates were required.

As part of this process, InfoCom worked closely with the Public Service Bureau to address identified gaps and to ensure that InfoCom's human resource framework remains consistent with relevant government policies and procedures. The review also aimed to strengthen internal systems for staff management, documentation and record keeping.

3.4.2. Exploring Office Relocation to Support Institutional Growth

In preparation for the Strategic Plan 2026-2028, the Information Commission explored options for relocating its office premises to support the organisation's continued growth. With expanding responsibilities under the ATIA and the DPA, InfoCom anticipates an increase in staffing and operational activities in the coming years.

The exercise aimed to identify suitable office accommodation that can provide additional space and a more conducive working environment, while strengthening InfoCom's institutional capacity to effectively deliver its statutory mandates.

3.4.3. Improvement of Internal Administrative Systems

During the year, InfoCom also reviewed its internal administrative systems to strengthen operational efficiency and accountability. This included an assessment of procedures relating to vehicle management, administrative processes and financial management practices.

Following the review, improvements were introduced to streamline internal procedures and enhance monitoring and documentation of day-to-day operations. Simplified staff procedures were also developed to support better coordination, transparency and accountability in the management of administrative resources.

3.5. 40th edition of the Creole Festival



Figure 13: InfoCom staff celebrating the Creole Festival

As Seychelles marked the 40th edition of the Creole Festival, InfoCom joined the national celebrations under the theme “Guardians of our Heritage”. The theme highlights the shared responsibility to preserve and promote the traditions, values and cultural expressions that define Seychellois identity.

To mark the occasion, staff came together for a Creole lunch, providing an opportunity to share local cuisine, strengthen team spirit and celebrate cultural heritage. Creole cuisine remains a strong symbol of national identity, fostering togetherness and a sense of community within the organisation.



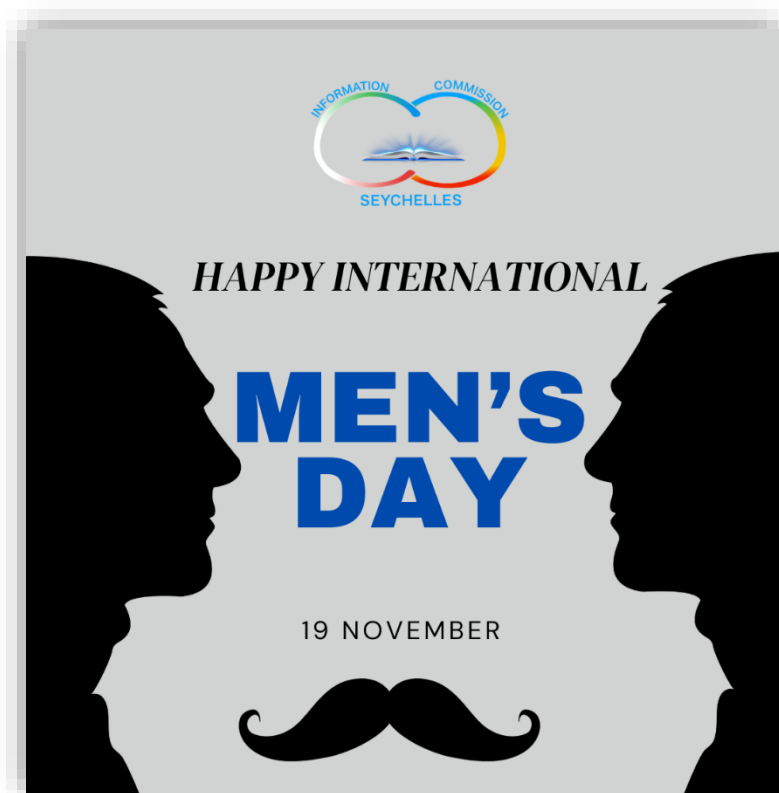
Figure 14: A selection of traditional Creole dishes prepared by the staff

3.6. Commemorating the 2025 International Men’s Day



Figure 15: Recognition of male staff on International Men’s Day

International Men’s Day was marked on 19 November 2025 by recognising male staff, Mr Aldrick Freminot, Information Commissioners Mr Egbert Rosalie and Mr Peter Lalande and the Legal Counsel Mr Jean-Marc Lablache, in appreciation of their dedication, teamwork and positive contribution to InfoCom.



3.7. Strategic Year-In Review and Planning Meeting



Figure 16: Strategic year in review and planning meeting session

The Strategic Year-in Review and Planning Meeting was held on 23 December 2025 at the Savoy Resort and Spa, bringing together Commissioners and staff to review activities undertaken in 2025 and agree on key priorities for 2026.

The programme opened with a welcome by Ms Diana Benoit, CEO, followed by a year in review and planning session led by Ms Mumtaz Chaka, the CIC. Staff were invited to reflect on lessons learned during the year, identify practices to be maintained and highlight areas for improvement. The session encouraged open discussion, shared learning and collective reflection. The programme also included a session on workplace psychology and team building, facilitated by Lt Col Allain Pierre. The session focused on teamwork, communication and professional development, supported by structured indoor team building activities.

The meeting was particularly significant as it followed the appointment of a new CEO and the addition of a Private Secretary during the year. It also marked the first full year of the two Information Commissioners. The engagement supported stronger working relationships and helped establish a shared understanding of InfoCom’s direction and priorities for 2026.



Figure 17: Group engagement activity facilitated by the consultant

STRATEGIC OBJECTIVE 4

To increase collaborations, partnerships and networks to cultivate and support a wider enabling environment for good citizenship change, maximize and improve access to diverse resources, build capacities, transfer knowledge and good practices.

4.1. Open Government Partnership and National Integrity Coalition Initiatives



During the year under review, the Information Commission continued to contribute to national initiatives aimed at strengthening transparency, accountability and cooperation among independent institutions through its participation in the Open Government Partnership (OGP) framework and the National Integrity Coalition (NIC).

Under the OGP National Action Plan 2024-2025, InfoCom forms part of a broader group of independent institutions working collaboratively to promote good governance, public participation and institutional accountability in Seychelles. Through this engagement, InfoCom contributes to discussions and initiatives that seek to enhance coordination among oversight bodies and improve the overall integrity ecosystem.

In this context, members of the NIC explored the development of a coordinated institutional framework to support closer collaboration among independent integrity institutions. One of the proposals discussed involves the establishment of a voluntary shared services model for administrative functions. The proposed approach would enable institutions to access common administrative support services such as human resources, finance and payroll, procurement and IT systems, while preserving their statutory independence.

The proposal aims to improve efficiency and sustainability by reducing duplication of administrative functions across institutions and creating economies of scale. The model is designed to remain voluntary and modular, allowing each institution to decide which services it may wish to access while maintaining flexibility to retain internal administrative arrangements where necessary.

If implemented, such a framework could strengthen operational capacity across the integrity ecosystem and allow institutions to focus more effectively on their core mandates of promoting transparency, accountability and the rule of law in Seychelles.

4.2. Information Analyst Participates in SADC Data Governance Workshop in Madagascar



Figure 18: The Information Analyst during the workshop in Madagascar

From 22 to 26 September 2025, Ms Mina Accouche, Information Analyst, participated in the SADC-led Capacity Building Workshop on Data Governance and Policy held in Antananarivo, Madagascar. The workshop was organised by the Southern African Development Community (SADC) Secretariat and brought together experts from across SADC Member States to exchange ideas, share experiences and strengthen cooperation on data governance, data protection and e-commerce frameworks.

The workshop formed part of regional efforts to strengthen member states' understanding of data governance and policy in line with the African Union Data Policy Framework. Participants also discussed support mechanisms available to SADC Member States in implementing the framework and examined case studies from national data protection authorities and other regional initiatives.

A key component of the programme involved reviewing and providing input towards the validation of the revised SADC E-Commerce and E-Transaction Model Law and its implementation guidelines. The engagement provided an opportunity for participating countries to contribute technical feedback, share national experiences and support the development of harmonised digital governance frameworks across the region.

Participation in the workshop reinforced InfoCom's commitment to regional collaboration and knowledge exchange in advancing data governance, digital regulation and data protection practices in Seychelles.

4.4. Commemorating the 2025 Human Rights Day



Figure 20: InfoCom representatives at the 2025 Human Rights Day commemoration

Ms Diana Benoit, CEO, and Ms Mina Accouche, Information Analyst, attended a stakeholder engagement workshop organised by the Seychelles Human Rights Commission on 10 December 2025 to mark Human Rights Day. The half day workshop was held at the Savoy Seychelles Resort and Spa under the theme “Safeguarding Human Dignity: The Right of Every Citizen, the Duty of Institutions”.

The workshop brought together key stakeholders involved in the promotion and protection of human rights in Seychelles. It included presentations from the Seychelles Human Rights Commission Education Unit, Elles Foundation, the Seychelles Prison Service, and the National Council for Children.

The engagement aimed to promote inter institutional dialogue on the rights to dignity and liberty, assess the adequacy and effectiveness of existing measures, and identify shared commitments to strengthen human rights governance and institutional responsiveness.

ANNEXES

ANNEXE 1: S.I 18 OF 2023, PROACTIVE DISCLOSURE AND MANDATORY PUBLICATION

[20th February 2023]
REPUBLIC OF SEYCHELLES

Access to Information
SUPPLEMENT TO OFFICIAL GAZETTE

108
SI

S.I. 18 of 2023

ACCESS TO INFORMATION

(Act 4 of 2018)

Access to Information (Proactive Disclosure and Mandatory Publication) Regulations, 2023

In exercise of the powers conferred by section 74(2)(d) as read with section 5 of the Access to Information, 2018, the Minister responsible for information makes the following regulations —

Citation

1. These Regulations may be cited as the Access to Information (Proactive Disclosure and Mandatory Publication) Regulations, 2023.

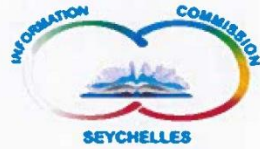
Mode of submission

2. The information required to be published under section 5(1), 5(2), 6(2), 49(1)(d) and 53(1) of the Act shall be done by the public bodies electronically through their publicly accessible websites.

MADE this 9th day of February, 2023.

**AHMED AFIF
MINISTER FOR INFORMATION**

**ANNEXE 2: 2025 ANNUAL REPORT FOR THE
INFORMATION COMMISSION**



INFORMATON COMMISSION

ACCESS TO INFORMATION ACT, 2018

**ANNUAL REPORT FOR THE YEAR 2025
PUBLISHED AND SUBMITTED 13 MARCH 2026**

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INTRODUCTION

The Information Commission is a self-governing, neutral and independent body and is not subject to the direction or control of any person or authority. It is a body corporate with perpetual succession and a common seal and is capable of suing and being sued in its name.

The Information Commission has the power to determine the nature, processes and undertakings necessary to discharge its mandate in accordance with the Act, including all work required for the promotion, monitoring and protection of the right of access to information.

Mrs Dina Antoine is the Information Officer for the Information Commission since September 2019 to date.

VISION, MISSION AND/OR MANDATE OF THE ORGANISATION

The Information Commission strives to promote awareness, educate and popularize the right of access to information and fosters good governance by enhancing transparency, accountability and integrity in the Public Service and Administration. The Commission aims to promote, monitor and protect the right of access to information in accordance with the Access to Information Act 2018.

The Information Commission has, at its own discretion, the power to

- *Resolve a matter through negotiation, conciliation or mediation where it deems such recourse appropriate*
- *Issue written orders obliging the production of information*
- *Do anything it deems necessary or appropriate for the execution of its mandate under this Act*
- *Determine the need for, form of and type of investigation required for the determination or any matter*
- *Examine, reproduce, take extracts from or hold information for as long as is necessary*
- *Require the production of information to which access has been refused on the basis of an exemption under Part III (3) for the purpose, of deciding whether it is an exempt document*

For the protection on individuals with regard to the processing of personal data, to recognize the right to privacy envisaged in Article 20 of the constitution, to promote and facilitate responsible and transparent flow of information by private and public entities and to provide for other related matters.

8)	The number of cases in which the periods stipulated in section 11 were extended in terms of section 12;	0
9)	The number of review applications lodged with the head of the information holder;	0
10)	The number of reviews lodged on the ground that a request for access was regarded as having been refused in terms of section 14;	0
11)	The number of cases in which, as a result of a review, access was given to information;	0
12)	The number of requests transferred to another Public Body	0

***Where is not applicable insert "0" or "N/A"**

I.	A description of the steps or efforts taken by the head of the body to encourage all officers of that body to comply with the provisions of this Act; <i>The Head of the body has undertaken several measures to ensure that all officers comply fully with the provisions of the Act. These include:</i> <ul style="list-style-type: none"><i>• Regular briefing</i><i>• Regular monitoring</i><i>• Providing guidance</i><i>• Offering clarifications</i>
II.	Any facts which indicate an effort by the body to administer and implement the spirit and intention of the Act according to its submitted plan; <i>Staff members are able to assist the public with most information that they require, especially the procedures to follow to access information.</i>

III. Particulars of any penalties imposed against any person under this Act;

YES NO (If yes, list down)

IV. Particulars of any disciplinary action taken against any person under this Act;

YES NO (If yes, list down)

THE CATEGORIES OF INFORMATION (AS PER SECTION 55 OF THE ACCESS TO INFORMATION ACT)

LIST OF CATEGORIES	LOCATION OF THE INFORMATION
1. manuals, policies, procedures or rules or similar instruments which have been prepared for, or are used by, officers of the body in discharging that body's functions, exercising powers and handling complaints, making decisions or recommendations or providing advice to persons outside the body with respect to rights, privileges or benefits, or to obligations, penalties or other consequences, to or for which persons may be entitled or liable;	Website: www.infocom.sc
2. the name, designations and other particulars of the Information Officer of the public body, including his or her contact details and electronic addresses where persons may submit requests for information;	Website: www.infocom.sc
3. any prescribed forms, procedures, processes and rules for engagement by members of the public with the public body	Website: www.infocom.sc
4. the particulars of any arrangement, statutory or otherwise, that exists for consultation with, or representation by, members of the public in relation to the formulation or implementation of its policies, or similar documents;	Website: www.infocom.sc
5. where meetings of the public body, including its boards, councils, committees or similar other bodies are open to members of the public, the process for direct or indirect engagement and where a meeting is not open to the public, the contents of submissions received, the process for decision making and decisions reached	Office
6. detailed information on the design and execution of any subsidy programmes implemented with public funds, including the amounts allocated and expended, the criteria for accessing the subsidy, and the beneficiaries	Office
7. all contracts, licences, permits, authorisations and public-private partnerships granted by the public body;	Office
8. reports containing the results of surveys, studies or tests, including scientific or technical reports and	

environmental impact assessment reports, prepared by the public body;	Office
9. The particulars of its organisations, functions and duties;	Website: www.infocom.sc
10. Information containing interpretations or particulars of acts or policies administered by the body;	Website: www.infocom.sc
11. Details of its processes and procedures for creating, keeping, organizing and maintaining information;	Office
12. A list of all the categories of information held by it or under its control;	Website: www.infocom.sc
13. A directory of its employees including their powers, duties and titles, indicating the permanent staff, the temporary staff and the outsourced staff, recruitment procedures and vacancies;	Website: www.infocom.sc
14. The salary band for each public employee and officer, including the system of compensation as provided in its laws, and the procedures followed in its decision-making process, including channels of supervision and accountability;	Website: www.infocom.sc
15. A description of the composition, functions, and appointment procedures of the boards, councils, committees, and other bodies consisting of two or more persons, constituted for the purpose of advice to or managing the public body;	Website: www.infocom.sc
16. Detailed travel and hospitality expenses for each employee and officer, and gifts, hospitality, sponsorships or any other benefits received by each employee and officer;	Office
17. The detailed actual budget, revenue, expenditure and indebtedness for the current financial year, including all related estimates, plans, projections and reports, including audit reports;	Office
18. The annual report submitted to the information commission under section 54 of this act;	Website: www.infocom.sc
19. Any other relevant information	Office

CHALLENGES

- *Particulars of any difficulties encountered in the implementation of this Act in terms of the operation of the body, including issues of staffing and cost. This also should include the challenges you encounter as an Information Officer.*

No significant difficulties were encountered during the reporting period.

RECOMMENDATIONS

To further strengthen the implementation of the Act and ensure continued compliance, I recommend that the Information Commission continue conducting regular training sessions and awareness programs to keep officers informed of their obligations under the Act.

1) DECLARATION

I declare that in accordance with Section 54 of the Access to Information, Act 2018, the Annual Report are to the best of my knowledge, true, accurate and complete as per the requirements.

Dina Antoine (Mrs)
Name of Information Officer

Dina Antoine
Signature

13/03/26
Date

I confirm that this Annual Report is verified and true, accurate and complete to my knowledge as the Head of Information Holder of **Information Commission** on the date stated below.

Diana Benoit (Ms)
Name of Head of Information Holder

Diana Benoit
Signature

13/03/2026
Date

Dated this Friday 13 March 2026.



OFFICIAL STAMP

