

Sun Siyam Care

Sustainability & ESG Report 2025

SUN SIYAM
OLHUVELI
MALDIVES

Report Period 1st Jan 2025 – 31st Dec 2025

Report Prepared on 5th Feb 2026



i.	Table of Contents	
	1. About This Report – Purpose & Scope	4
	2. Sustainability Frameworks and Disclosures.....	4
	3. Resort Profile.....	5
	4. General Manager’s Message.....	6
	5. Group Sustainability Manager’s Message.....	6
	6. Sun Siyam Resorts ESG Approach	
ii.	ESG Strategy and Governance.....	7
iii.	Environment & Integrated Sustainability Policy.....	8
iv.	Purchasing Policy.....	9
v.	Occupational Health and Safety Policy.....	9
vi.	Prevention of Child Sexual Exploitation Policy.....	9
	7. Executive Overview	
ii.	Executive Summary of 2025 KPI Achievements.....	10
iii.	2025 Performance Focus and 2026 Targets.....	11
	8. Environmental Sustainability	
i.	Environmental Management.....	13
ii.	Sustainability Certification and Reporting Initiatives.....	13
iii.	Risk Assessment and Impact Management.....	13
iv.	Climate Risks and Opportunities.....	14
v.	Energy Consumption and Fuel Performance.....	14
vi.	Energy Management Strategy and Implementation.....	16
vii.	Renewable Energy Integration – Solar Initiative.....	17
viii.	Water Consumption Performance.....	19
ix.	Waste Management and Circularity.....	20
x.	Plastic Footprint Reduction – Water Bottling Plant.....	20
xi.	PLEDGE Food Waste Reduction Initiative.....	21
xii.	Greenhouse Gas (GHG) Emissions Performance.....	22
xiii.	Nature-Based Climate Initiatives – Seagrass Protection.....	23
xiv.	Biodiversity Conservation Initiatives.....	23
	9. Social Responsibility	
i.	Diversity, Equity and Inclusion.....	24
ii.	Workforce Diversity Metrics.....	24
iii.	Nationality Mix and Local Employment.....	25
iv.	Workforce Composition and Employment Stability.....	26
v.	Internal Promotions and Career Development.....	26
vi.	Employee Retention Rate.....	27
vii.	Training and Employee Engagement.....	28
viii.	Occupational Health and Safety Training.....	28
ix.	Community Engagement and Philanthropy.....	29
x.	Employee Volunteering Activities.....	29
xi.	Sun Siyam Care Community Contributions.....	30



10. Governance

- i. Governance Structure and Oversight.....30
- ii. Sustainability Management Plan (SMP).....31
- iii. Risk Management Framework.....32
- iv. ESG Policy Framework.....32
- v. Sustainable Procurement and Supply Chain Management.....33
- vi. Sustainable Procurement KPI Matrix.....33
- vii. Certifications, Standards and External Alignment.....34

11. Climate Disclosure (TCFD)

- i. TCFD Overview.....35
- ii. Section 1- Governance.....35
- iii. Section 2 – Strategy.....36
- iv. Section 3- Risk Management.....36
- v. Section 4 – Metrics and Targets.....37

12. Global Sustainability Alignment

- i. Alignment with United Nations Sustainable Development Goals (SDGs).....39
- ii. SDG Contribution Summary.....40

Appendices

- Energy Consumption Performance Table.....40
- Water Consumption Performance Table.....41
- Waste Performance Table.....41
- GHG Emissions Performance Table.....42



About this Report, Purpose & Scope

Sun Siyam Olhuveli Maldives' Annual Sustainability and ESG Report 2025 outlines the resort's approach to identifying and managing environmental, social, and governance (ESG) risks in line with the Task Force on Climate related Financial Disclosures (TCFD) framework. The report highlights climate related risks and opportunities that may impact the Group's strategy, operations, and long-term resilience, including physical and transition risks, resource management, human capital, and governance.

By integrating TCFD principles into its ESG reporting, Sun Siyam Resorts strengthens climate risk governance, supports informed decision making, and reinforces its commitment to transparency, responsible hospitality, and sustainable value creation under the Sun Siyam Care framework.

This report presents the sustainability journey, performance, and key initiatives of Sun Siyam Olhuveli for the reporting period 1 January 2025 to 31 December 2025, covering all permanent and contract team members unless otherwise stated.

Sustainability Frameworks and Disclosures

Sun Siyam Olhuveli aligns its sustainability reporting with the TCFD recommendations and complies with internationally recognized sustainability frameworks and standards, including the United Nations Sustainable Development Goals (UN SDGs), Travelife Certification criteria, Green Globe Certification criteria, and the internal Sun Siyam Resorts Sustainability Policy. Greenhouse gas emissions are measured and reported based on evergreen data management system of Travelife in accordance with the GHG Protocol, supporting transparent and consistent climate-related disclosures.



Resort Profile

Sun Siyam Olhuveli, part of the Lifestyle Collection under the House of Siyam, invites travellers to experience the Maldives as a vibrant playground where nature, adventure, and relaxed island living come together. Located in South Malé Atoll, just 45 minutes by speedboat from Velana International Airport, the resort forms part of the Sun Siyam Resorts portfolio across the Maldives and Sri Lanka.

Set across three interconnected islands; Main Island, Dream Island, and the adults only Romance Island, the resort offers a dynamic island experience designed for couples, families, and groups of friends. Each island carries its own atmosphere while remaining seamlessly connected, allowing guests to move easily between lively activities and quiet moments by the sea.

Accommodation ranges from beachfront villas and overwater retreats to spacious suites and multi-bedroom residences, all thoughtfully placed along powdery beaches and turquoise lagoons. The resort is also home to the longest swimming pool in the Maldives, a striking 210 metre stretch that runs alongside the lagoon and has become one of Olhuveli's most iconic features. With more than 24 restaurants and bars, eight swimming pools, three spa and wellness spaces, and a wide variety of recreation and water sports activities, the resort celebrates what it proudly calls the Paradise of Plenty, a place where guests can discover something new each day.

Surrounded by a thriving lagoon and house reef, Sun Siyam Olhuveli sits within a remarkable marine environment where manta rays, nurse sharks, and vibrant coral life are often seen. Protecting this natural beauty is a responsibility the resort takes seriously, with ongoing efforts focused on caring for the surrounding ecosystem and encouraging guests to appreciate the richness of the ocean.

Behind every experience is a diverse team of hospitality professionals who bring the island to life. Beyond welcoming guests, the resort also works closely with local communities and supports environmental causes and social initiatives through Sun Siyam Care, the group's platform for responsible tourism and positive impact. With its expansive island setting, energetic spirit, and deep respect for its natural surroundings, Sun Siyam Olhuveli continues to shape a future where memorable holidays and responsible island living go hand in hand.



General Manager’s Message– Sun Siyam Olhuveli

At Sun Siyam Olhuveli Maldives, we are committed to weaving sustainability into the very fabric of our daily operations. It is not merely an initiative; it is the essence of who we are. We firmly believe that nurturing our environment enhances the unforgettable experiences we provide to our guests. Our approach is both ambitious and visionary. We strive to minimize waste, utilize resources with intention, protect marine life, and uplift local communities in ways that create lasting value. These initiatives are not just about meeting standards; they reflect our unwavering respect for the delicate ecosystem we inhabit and our determination to safeguard its vitality for generations to come. We see sustainability as a powerful journey we embark on together. Every decision no matter how small made by our dedicated team and our cherished guests, contributes to a resilient and thriving Maldives. By joining forces, we can preserve the unique beauty of this paradise while continuing to extend heartfelt hospitality to visitors from around the globe. Thank you for being an integral part of this vital journey. We understand that the road ahead is significant, and we are wholeheartedly dedicated to navigating it with purpose and integrity.

Let us forge a brighter, more sustainable future together!

Hassan Adil
Assistant Group Manager / General Manager



Group Sustainability Manager’s Message

Sun Siyam Care exemplifies our proactive commitment to sustainability by harmonizing environmental stewardship, social responsibility, cultural preservation, and economic resilience. This report highlights our vision with clear actions, ambitious targets, and accountability mechanisms that align with Green Globe standards. Through our dedication to continuous monitoring, staff engagement, and innovative practices, we are excited to set a positive benchmark for sustainable luxury hospitality in the Maldives, paving the way for a brighter and more responsible future.

Warm Regards,

Chaminda Upul Kumara,
Group Sustainability Manager

Sun Siyam Resort's ESG Approach

ESG Strategy and Governance at Sun Siyam Resorts

Our ESG strategy is anchored in Sun Siyam Care, the Group's sustainability led brand framework that integrates environmental stewardship, social responsibility, and ethical governance into our core business operations. The strategy reflects our commitment to delivering conscious hospitality while safeguarding the natural ecosystems, empowering communities, and creating long term shared value for stakeholders across the Maldives and Sri Lanka. The ESG strategy is structured around four interconnected pillars.

1) Environmental Sustainability and Climate Action

We focus on protecting fragile island ecosystems and reducing our environmental footprint through renewable energy, elimination of single-use plastics, in-house water bottling, coral reef restoration, marine conservation, and responsible waste management, supported by continuous monitoring of energy, water, and waste performance to improvements. drive measurable improvements.



2) Wellness, Guest Experience, and Cultural Integrity

Wellness is integrated into both guest and employee experiences through CIDESCO-certified spa offerings, healthy menus using organic and locally sourced ingredients, cultural excursions, and authentic storytelling. These initiatives strengthen our value proposition while enhancing awareness of sustainability among guests.



3) Social Responsibility and Community Engagement

Our social strategy promotes inclusive growth through local empowerment and cultural preservation, supporting local artisans, community initiatives, education and youth programmes, women empowerment, and local sourcing via bio-farms and chef gardens, while prioritizing employee wellbeing, health and safety, and professional development.



4) Biodiversity and Marine Conservation

We support marine protection, coral nurseries, reef clean-ups, eco-diving experiences, and wildlife conservation partnerships. Guest engagement initiatives, such as coral planting and citizen science programs, encourage shared responsibility for environmental protection.



Environment & Integrated Sustainability Policy

Scope of the Policy

This policy applies to all Sun Siyam Resorts properties, employees, management, contractors, suppliers, and business partners.

1. Environment and Sustainability

At Sun Siyam Resorts, we believe that sustainable tourism is not just an option but an ethical responsibility. Our purpose is to protect and preserve the natural environment, support local communities, and promote responsible tourism practices. We are committed to making a positive impact on the environment, society, and the well-being of our neighboring communities while providing exceptional experiences to our guests. We are dedicated to operating our resort with the utmost respect for the environment and local culture. Our commitment extends to reducing our carbon footprint, conserving natural resources, supporting local communities, and implementing sustainable practices throughout our operations. We strive to create a harmonious relationship between our guests and the environment, leaving a positive legacy for generations to come.

Environment

- Reduce energy consumption and implement renewable energy sources whenever possible
- Minimize water usage through water – saving initiatives and wastewater management systems
- Implement waste reduction and recycling programs to minimize the generation of waste
- Preserve and protect the local ecosystem and biodiversity through responsible land use practices

Carbon Footprint Reduction

- Set and monitor measurable targets to reduce greenhouse gas emissions annually across all operations

Responsible Water Management

- Measure, Monitor and manage water usage to ensure responsible water consumption
- Implement water conservation measures
- Collaborate with local communities to protect water resources and access clean water

Waste Management and Recycling

- Continuously improving the existing comprehensive waste management system to reduce, reuse, and recycle waste
- Collaborate with local waste management facilities and educate guests and islanders about responsible waste disposal

Biodiversity Protection

- Engage in conservation efforts to protect local flora and fauna Avoid activities that may harm or disturb sensitive ecosystems Support local biodiversity preservation initiatives through partnerships and financial contribution.

Community Engagement and Empowerment

- Through the Sun Siyam Care initiative, we actively support local communities by investing in education, livelihoods, environmental conservation, and social well-being.
- Collaborate with local businesses and suppliers to promote economic growth and sustainable development
- Engage in community development projects that enhance education, healthcare, and social welfare.

Guest Education and Engagement

- Raise awareness among our guests about sustainable practices through informational material and workshops



- Encourage guests to participate in eco-friendly activities and excursions that promote cultural understanding and respect for nature.

Continuous Improvement

- Regularly monitor and measure our Environmental and sustainability performance to assess progress towards our goals.
- Continuously seek new technologies and best practices to enhance our sustainability efforts.
- Transparently communicate our sustainability initiatives and progress to stakeholders.

2. Purchasing

At Sun Siyam Resorts, our commitment to excellence extends to every aspect of our operations, including procurement. This Purchasing Policy outlines our principles, procedures, and purpose-driven approach to ensure that every purchasing decision aligns with our core values, enhances guest experiences, supports sustainability, and contributes to the success of our resort. This policy outlines the guidelines and principles to be followed in all procurement undertakings at Sun Siyam Resorts. Its primary focus is on establishing a procurement framework that:

- Is fair, open, and efficient
- Adheres to relevant laws and regulations
- Upholds our Company's principles and benchmarks
- Brings enhanced benefits for both our Company and stakeholders
- Advocates for a more environmentally conscious supply chain
- Aligns with the facilitation of evolving organizational development requirements

Occupational Health and Safety

It is a multidisciplinary field concerned with the safety, health, and welfare of people at work. The goal of an occupational safety and health are to foster a safe healthy work environment in order to protect all stakeholders in the workplace environment.

The Purpose of the Policy Is To

- Comply with occupational health and safety (H&S) legal requirements to prevent accidents & injuries, and occupational illnesses in our Resort.
- Define the duties and responsibilities with regard to the prevention of workplace accidents, injuries, and illnesses.

Prevention Of Child Sexual Exploitation

Child abuse is a global phenomenon. It occurs in all countries and in all societies. It involves the physical, sexual, emotional abuse and neglect of children and adolescents. It is almost always preventable.

Children and adolescents can be potentially subjected to exploitation, abuse, violence and neglect in families, communities, institutions, organizations, private places, public places by various circumstances by variety of people, including delegates, support staff, and ancillary personnel people associated with the conference. While tourism is not the cause of these crimes, many offenders travel to commit abuse. In order to address and protect children and adolescents from potential abuse and exploitation this Prevention of Child Sexual Exploitation policy has been developed.

- We believe that children should be safe from harm.
- We condemn the exploitation of children & adolescents under 18, who may have been persuaded by an adult to come and stay in our resort and receive, in exchange for performing sexual activities, free accommodation, drink and food.
- We also condemn the general exploitation of children for commercial sexuality and support any local or national initiatives for the protection of children in our community
- Empowering and educating children on their rights, personal safety and steps they can take, if there is a problem



- Integrating child protection into all aspects of our organizational strategy, structures and work practices This policy will be reviewed on an annual basis to evaluate effectiveness, address gaps, and continuously improve our environmental and sustainability performance.

Revised Date : 26 Dec 2026

Executive Summary of 2025 KPI Achievement

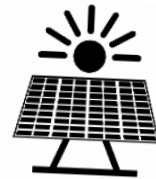
Environment



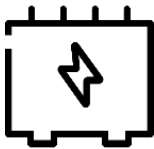
Emission Intensity Reduction
18.2%



Actual Guest Nights Growth-
36%



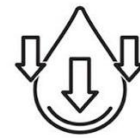
Installed Solar PV Capacity -
1416.05 kWp



Introduces Solar PV Battery
Energy Storage
537.5 kWh



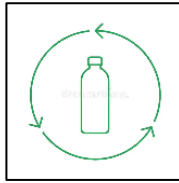
Renewable Energy Share
Increased by- 12%



Water consumption
decreased by- 18.46%



Avoided Single Use Plastics
by reusable glass bottles-
18.1 MT



Reusable Glass water
Bottles- 705,047



GHG Emission Intensity
improved by -18.18%

Social and Governance



Total workforce increased by-
16.1%



Female workforce increased
with in year- 27.7%



Local Employment ratio of
the year- 23.2%



Employee Retention rate-
97%



Avg: Training hrs.per
Employee- 11.5Hr



Nationality Mix-30+

Focus Area	2025 Performance Focus	Status (2025)	2025 Key Performance	2026 Targets
Climate, Energy & GHG Reduction	Establish emissions baseline and efficiency	On Track	Emissions intensity ↓18.2% YoY; absolute emissions ↑ with 36% guest night growth; solar PV commissioned	5–8% further intensity GHG reduction; 10–15% diesel reduction
Renewable Energy	Introducing on-site renewables	Achieved	Solar PV with battery storage operational	Optimize solar output; increase renewable energy share
Water Management	Control water intensity	On Track	Avg. 1.08 m ³ /guest night despite higher occupancy	3–5% reduction in water intensity
Waste & Circularity	Improve tracking & diversion	On Track	Waste emissions grew below occupancy rate	Maintain waste growth below business growth
Biodiversity & Nature	Formalize protection commitments	On Track	Seagrass Protection Commitment established	Protect ≥80% of baseline seagrass area
Diversity, Equity & Inclusion	Monitor diversity & mobility	On Track	Workforce with 30+ nationalities; internal promotions	Strengthening gender balance in leadership
Human Rights	Policy alignment & training	Continuous	Core policies in place; training delivered	Maintain 100% mandatory training
Training & Development	Build skills & awareness	On Track	Avg. 11.5 hrs/employee; 49.8 hrs/managers	Maintain or increase training hours
Community Engagement	Structured participation	On Track	Employee volunteering and community initiatives ongoing	Expand structured community engagement
Governance & ESG	Establish ESG governance	Achieved	Cross-functional ESG Committee operational	Enhance climate risk assessment

In 2025, Sun Siyam Olhuveli focused on establishing ESG baselines, improving operational efficiency, and strengthening governance. Emissions intensity declined despite higher occupancy, supported by solar energy integration, while water, waste, biodiversity, workforce, and community impacts were effectively managed. These outcomes provide a strong foundation for targeted ESG improvements in 2026.



Environment

Environmental Management

Sun Siyam Resorts is committed to supporting the reduction of environmental impacts across its portfolio of resorts. This commitment to sustainability is one of the ways the company aligns its values with those of guests and other stakeholders. Sun Siyam Olhuveli Maldives Resort's, environmental sustainability and climate action is focused on the following key areas.

1. Energy Efficiency and Renewable Energy Integration
2. Water Conservation – Identify Water saving and efficiency enhancement opportunities and Potable water scarcity risk
3. Waste Diversion and Disposal – Identify sources of waste and solid waste management
4. Climate Change– Reduce risks and increase resilience
5. Biodiversity Conservation and Marine environment protection

SSR Sustainability Certification and Reporting Initiative

Sun Siyam Olhuveli Maldives Resort takes a holistic approach to environmental related opportunities and risk management using a robust data tracking and third-party sustainability certification system in 2025 known as Travelife Gold Certification System for accommodation sustainability.

This sustainability certification program's combines Industry best practices and tools aim to deliver the triple bottom line results impacting people, planet and profits.

From 2026 onwards, Sun Siyam Olhuveli Maldives Resort will continue to strengthen its sustainability governance through alignment with the Green Globe sustainability framework. During the transition period, the resort remains a registered member of the Green Globe organization, with certification implementation planned in subsequent reporting cycles.

Sun Siyam Resorts manages sustainability data through a structured and digitally maintained KPI matrix, designed to identify, monitor, and manage key environmental risks and opportunities within defined operational boundaries. This system enables systematic tracking, measurement, and reporting of environmental performance indicators, including energy and water consumption, greenhouse gas emissions, and waste generation and diversion, on both a monthly and annual basis. The KPI framework supports data consistency, performance analysis, and informed decision-making, strengthening the Resort's environmental risk management and ESG reporting processes.

Assessing Risk and Managing Impact

Sun Siyam Olhuveli Maldives adopts a structured and integrated approach to assessing sustainability-related risks and managing environmental, social, and operational impacts, in alignment with the Sun Siyam Resorts Environment and Integrated Sustainability Policy.

Risk Identification and Assessment

In line with the Policy's commitment to responsible tourism and environmental stewardship, sustainability-related risks are identified through a qualitative, management-led process embedded in daily operations and cross-functional governance. Risks are assessed across short-term (1–2 years), medium-term (3–6 years), and long-term (7–10 years) horizons.



Climate Risks and Opportunities

Transition Risk– Fossil Fuel Dependency

Historically, Sun Siyam Olhuveli Maldives relied predominantly on diesel-based electricity generation, exposing operations to fuel price volatility, supply chain disruptions, and evolving climate-related regulatory and stakeholder expectations. Such dependency presents transition risks associated with rising energy costs, carbon-related scrutiny from financiers, and increasing expectations for decarbonization within the hospitality sector.

The integration of on-site solar photovoltaic generation represents a strategic mitigation measure, diversifying the resort’s energy mix and reducing exposure to fossil fuel markets. By offsetting a portion of diesel-based generation with renewable energy, the resort lowers its sensitivity to fuel price fluctuations while supporting more stable and predictable long-term operating costs. This transition also aligns the resort with emerging climate disclosure expectations and lender requirements related to emissions reduction and energy transition.

Physical Risk– Energy Reliability and Climate Vulnerability

Island-based energy systems are inherently exposed to physical climate risks, including extreme weather events, supply disruptions, and infrastructure vulnerability. Reliance on centralized or fuel-dependent power systems can increase the likelihood of operational interruptions during adverse climate conditions.

To address these risks, Sun Siyam Olhuveli has implemented a hybrid solar PV system with battery energy storage, enhancing energy reliability, and operational resilience. The system supports a more stable power supply during peak demand periods and potential generator disruptions, reducing the risk of service interruption to critical resort operations.

Impact Management and Controls

Climate related risks are actively managed through engineering controls, digital monitoring, and performance-based management systems and Disaster Risk Reduction Plan. The solar installation includes 537.5 kWh of battery energy storage and is supported by live monitoring dashboards, enabling real time visibility of energy generation, consumption patterns, and system performance.

Environmental Performance–Energy Consumption

Sun Siyam Olhuveli remains committed to reducing energy consumption from different sources of energy throughout the reporting period based on the defined Key Performance Indicators as the following graphs.

Table 1.0– Annual Energy & Fuel Consumption Summary

Energy Source	Annual Consumption	Units
Diesel	6344358	Liters
Petrol	2023806	Liters
LPG	66661	Liters



Diesel remained the primary energy source in 2025, reflecting the resort’s reliance on on-site generation in an island operating context. The tracking of fuel consumption across diesel, petrol, and LPG enables targeted efficiency measures and supports the resort’s transition toward reduced fossil fuel dependency through renewable energy integration and operational optimization.

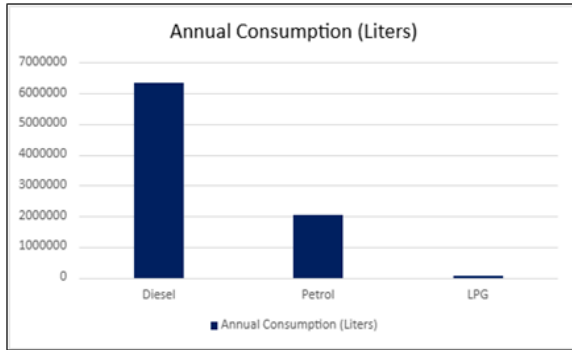


Figure 1.0- Annual Energy & Fuel Consumption Summary

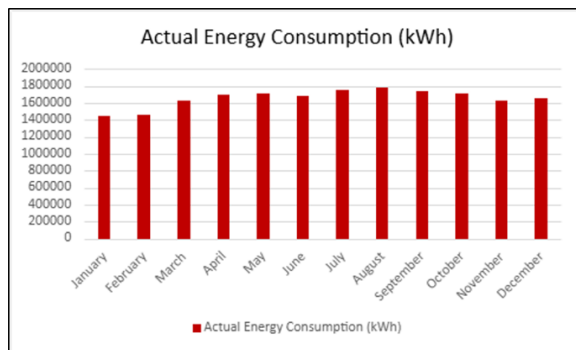


Figure 1.1- Monthly Actual Energy Consumption (kWh) 2025

Intensity Metrics and Benchmark

Reporting Period – 1st January 2025– 31st December 2025
 Previous Year Period – 1st January 2024 – 31st January 2024
 Benchmark Period – 1st January 2022 – 31st January 2022



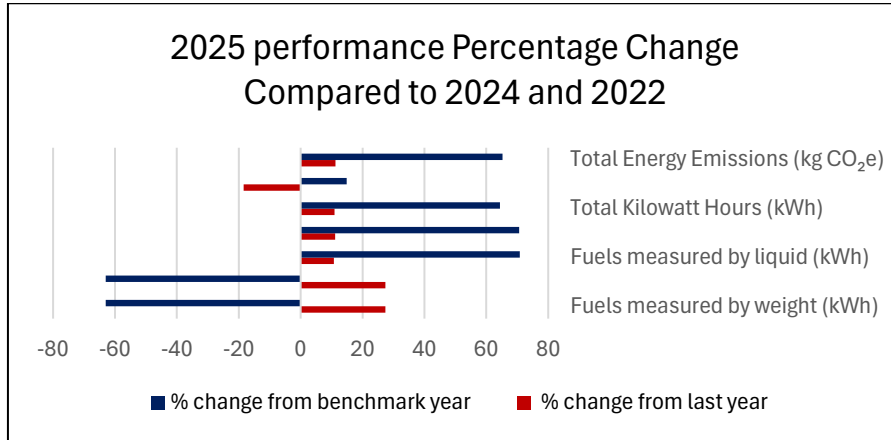


Figure 1.2- 2025 Energy Performance percentage change Compared to 2024 and 2022

Energy consumption broadly follows guest occupancy trends, with higher energy demand observed during peak guest months. Variations between energy use and guest nights indicate opportunities for further efficiency improvements and energy optimization during high occupancy periods.

During the reporting period, Sun Siyam Olhuveli Maldives recorded a notable reduction in fuel-derived energy consumption, measured on a weight basis, compared to the previous period. This improvement resulted in a 27.34% reduction in fuel-related greenhouse gas emissions, and a 62.96% decrease when benchmarked against earlier baseline figures.

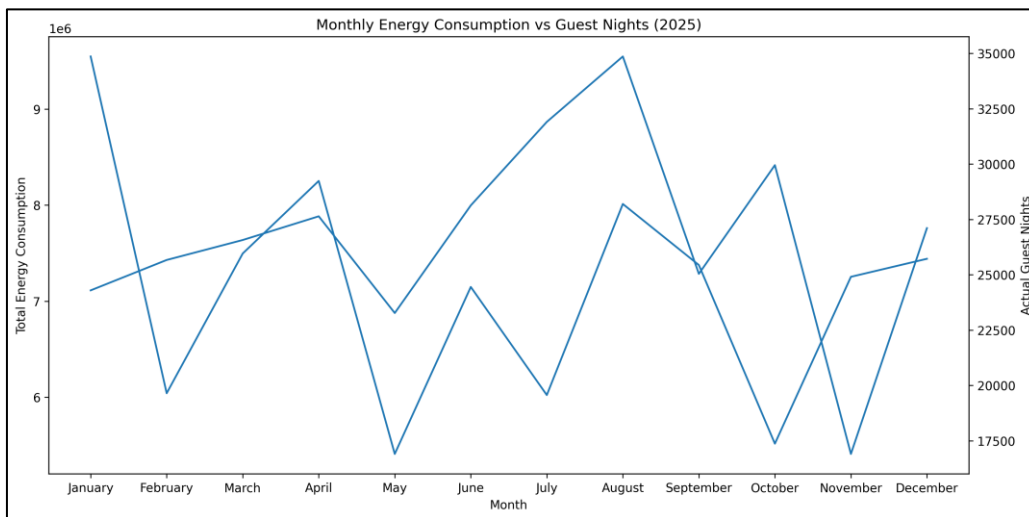


Figure 1.3- Monthly Total Energy Consumption Vs Actual Guests Nights

These reductions reflect early progress in fuel optimization and operational efficiency measures, including improved energy management practices and closer alignment between energy use and operational demand.



Energy Management Strategy and Implementation

Sun Siyam Olhuveli Maldives Resort implements a structured Energy Management Plan designed to manage climate related risks, improve operational efficiency, and progressively reduce energy consumption and emissions. The plan adopts a phased approach, combining short-term operational efficiency measures with long-term strategic interventions, ensuring both immediate impact and sustained performance improvements.

At Sun Siyam Olhuveli Resort’s short-term actions focus on operational controls, behavioral change, and efficiency optimization across resort operations.



Best Practices 1- Laundry Hot Water Usage Generate from Solar Hot Water System

1. Optimization of HVAC systems through temperature set-point control and preventive maintenance
2. Energy-efficient lighting upgrades and lighting control optimization
3. Equipment scheduling to align energy demand with occupancy patterns
4. Staff awareness and training programmes to promote energy-efficient operational behavior
5. Routine monitoring of fuel and electricity consumption to identify inefficiencies and corrective actions

To do the long-term energy management and planning priorities included,

- ✓ Progressive reduction of fossil fuel dependency through energy efficiency and future renewable energy integration
- ✓ Investment planning for energy-efficient infrastructure and systems upgrades
- ✓ Strengthening energy data management, benchmarking, and performance analysis
- ✓ Alignment with internationally recognized sustainability frameworks and certification requirements
- ✓ Integration of energy considerations into capital expenditure planning and risk management processes

Renewable Energy Integration – Sun Siyam Solar Initiative

Sun Siyam Olhuveli Maldives introduced on-site solar photovoltaic generation in December 2025, marking a significant milestone in the transition toward cleaner energy sources.

Solar PV System Performance

- ✓ Solar PV Capacity – 1416.05 kWp
- ✓ Estimated Annual Energy Generation – 2.08 million kWh
- ✓ Amount Accounting for Resort Total Energy Demand – 12%
- ✓ Battery Energy Storage – 537.5 kWh
- ✓ Real-time monitoring platforms
- ✓ Enabling improved load management
- ✓ Data-driven energy optimization



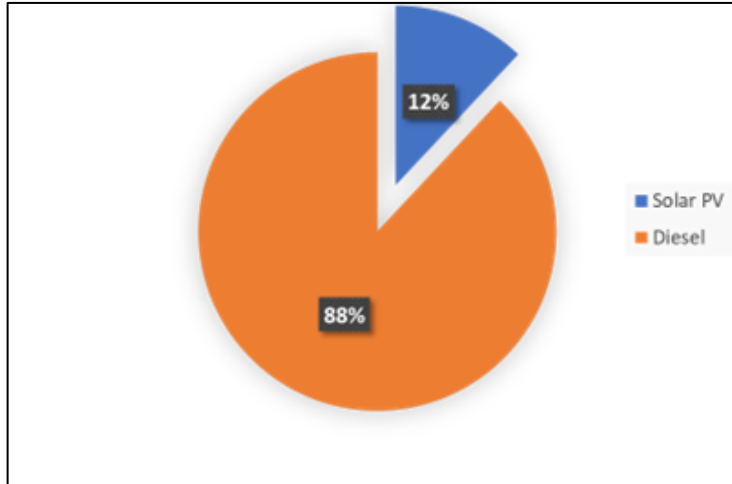


Figure 1.4- Energy Demand Distribution from Renewable and Non-Renewable Energy at the Resort by 2026

Post Solar Integration Estimated Energy and Emission Performance for 2026
(2025 is settled out as the Baseline Year)

Table 1.3- Post solar integration Energy and Emission performance for 2026

Indicator	2025 Actual (Baseline)	2026 Expected (Post-Solar)	Change (est.)
Total Energy Consumption (kWh)	85,518,774	83,984,334	↓ 2.1 million kWh
Renewable Energy Share	0%	12%	↑ +12%
Diesel Consumption for Power (liters)	Baseline	570,000 liters avoided (est.)	↓ Significant
Total GHG Emissions (tCO ₂ e)	21,416.94	19,880.74	↓ 1,536.20 (↓ 7.2%)
Emissions Intensity (kgCO ₂ e / guest night)	66.65	61.86	↓ 7.2%

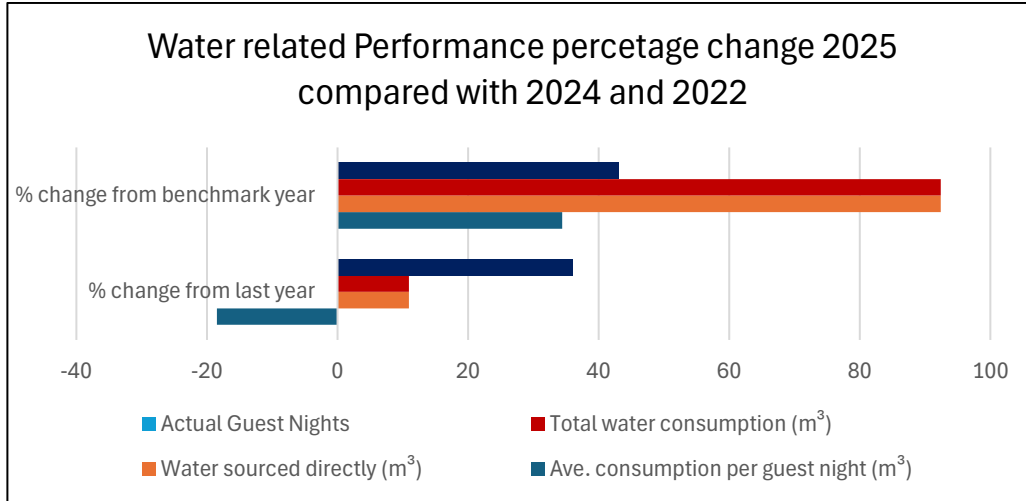
Note: The expected annual solar energy generation is based on the installed system capacity and site-specific solar irradiation data, with long-term system performance losses and a 20-year degradation factor incorporated into the calculation

Based on this verified emissions avoidance, the resort estimates a reduction of approximately 0.57 million liters of diesel per year used for electricity generation by the end of 2026 (estimate). This is expected to reduce overall emissions by approximately 7.17% compared to the 2025 baseline and improve emissions intensity to approximately 61.9 kgCO₂e per guest night, assuming comparable operational conditions.



Energy Performance – Water Consumption

In 2025, Sun Siyam Olhuveli recorded total water consumption of 348,044 m³, corresponding to a water intensity of 1.08 m³ per guest night based on 321,358 guest nights during the reporting period (2025).



Despite a substantial increase in guest activity, Sun Siyam Olhuveli achieved an 18.46% reduction in average water consumption per guest night compared to the previous year.

While water intensity remains 34.43% higher than the benchmark year, this variance reflects changes in operational scale, service offerings, and guest volume over time.

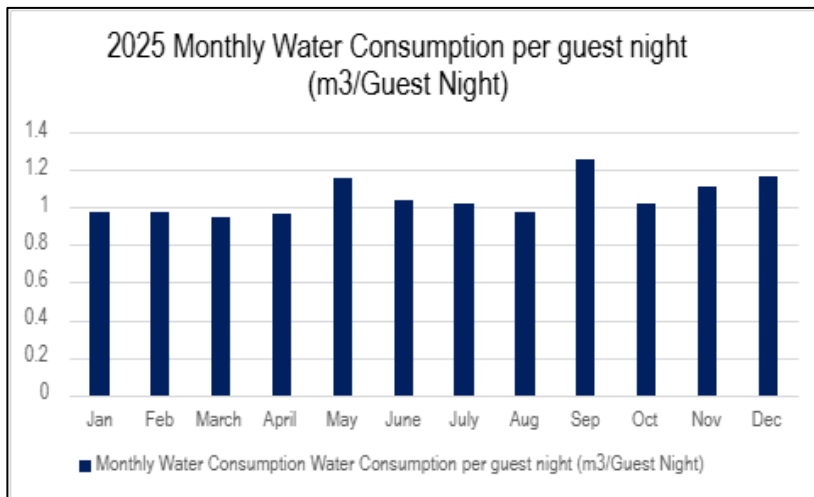


Figure 1.4– Monthly Water Consumption per Guest Night 2025

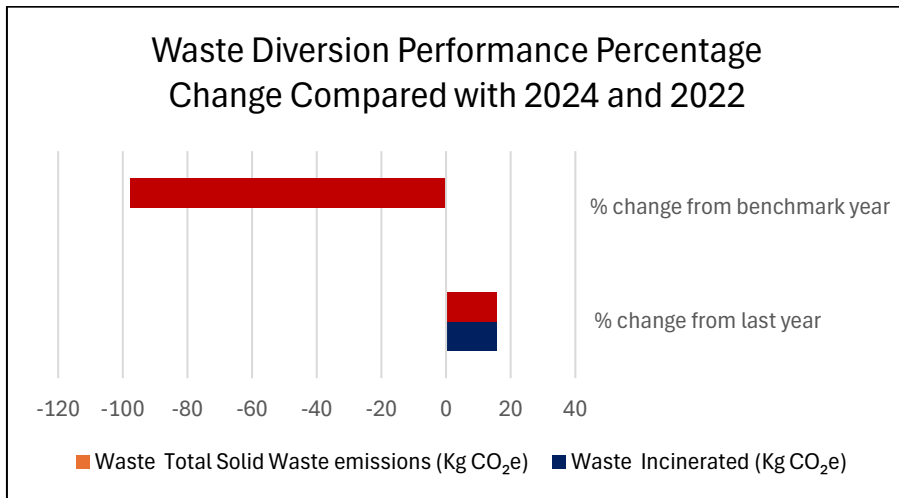
Water intensity remained within a controlled range of 0.95 to 1.25 m³ per guest night, with an annual average of 1.08 m³ per guest night, demonstrating stable water management despite seasonal variations in occupancy and operational demand. Importantly, despite a 36.04% increase in annual guest nights, water intensity remained closely clustered around the annual average of 1.08 m³ per guest night, indicating that water consumption did not increase disproportionately with higher occupancy. Months with lower occupancy typically showed marginally higher water intensity due to fixed baseline water requirements, while high-occupancy months demonstrated more efficient water use per guest night through economies of scale. Best Practices for water efficiency at the resort.



- ✓ Routine Water Assessments at the resort
- ✓ Guest Awareness and Staff awareness on sustainable water usage
- ✓ Housekeeping Audits
- ✓ Implementation of 3rd Day Linen Policy

Environmental Performance– Waste Diversion

Incinerated waste emissions increased by 15.71% compared to the previous year, primarily reflecting higher operational activity and waste treatment volumes associated with a 36.04% increase in guest nights during the reporting period.



Waste treatment emissions have been effectively controlled relative to business expansion by following sustainability best practices at the resort.

- ✓ Proper waste segregation at the source reduces the volume of waste requiring incineration, which is a high emission treatment method.
- ✓ The resort has partnered with Parley for the Oceans to reduce single-use plastics and ensure that all collected SUP waste is diverted from incineration and sent for recycling.
- ✓ Supplier and procurement controls are implemented through the Group’s Sustainability Procurement Policy and checklist, encouraging reduced packaging, recyclable materials, and bulk purchasing to minimize packaging waste across the supply chain

Plastic Footprint Reduction through Water Bottling Plant

In 2025, Sun Siyam Olhuveli Maldives produced 705,047 drinking water bottles in reusable glass formats through its in-house bottling plant, directly replacing an equivalent number of single-use plastic bottles across resort operations.

Approximately 18.1 metric tons of single use plastic avoided in 2025 through the production of reusable glass drinking water bottles at in-house bottling plant.



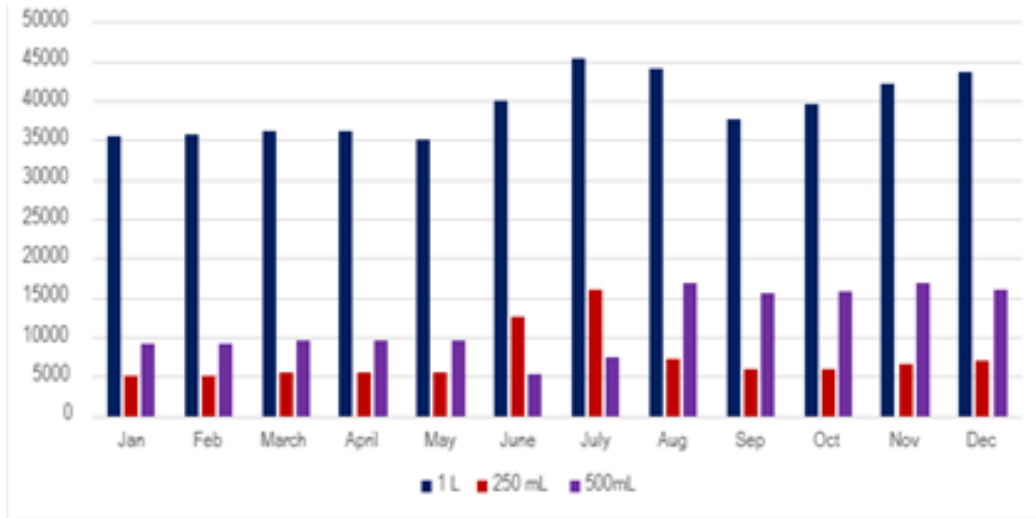


Figure 1.5- Monthly Water Bottling Plant Productivity 2025

PLEDGE- Food Waste Reduction Initiative

- Food Lovers Committee- cross-functional Food Waste Reduction Team
- SMART Kitchen Tool- Digital Tools on Food Waste Measurement and Monitoring
- PLEDGE Acceleration Programme
- Structured Training and Awareness

The PLEDGE on Food Waste food waste reduction initiative is being implemented at Sun Siyam Olhuveli Maldives to address food loss across the resort’s food system in a structured and data-driven manner. Under this initiative, a cross-functional Food Waste Reduction Team has been established, bringing together key departments to identify food waste sources within defined operational boundaries and implement targeted mitigation measures.

As part of the programme, digital food waste measurement and monitoring systems have been introduced to ensure accurate data capture and performance tracking. The resort utilizes the Smart Kitchen digital tool to measure, categorize, and analyze food waste, enabling informed decision-making and continuous improvement. While the PLEDGE certification scope currently applies to the main restaurant boundary, the initiative is being progressively strengthened through the PLEDGE Acceleration Programme under the Sun Siyam Resorts Group Sustainability framework, with the objective of institutionalizing food waste reduction practices across operations. In parallel, structured training programmes are conducted for Food & Beverage teams, providing practical guidance and raising awareness on food waste prevention, responsible food handling, and sustainable kitchen practices. These measures collectively support reduced food waste, improved resource efficiency, and lower waste-related emissions within resort operations.

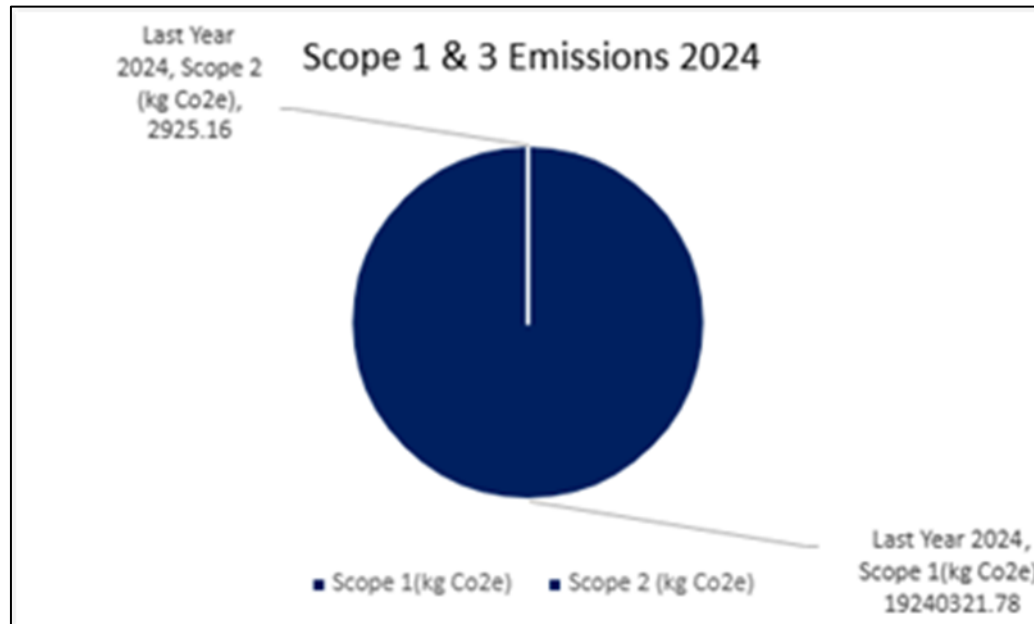
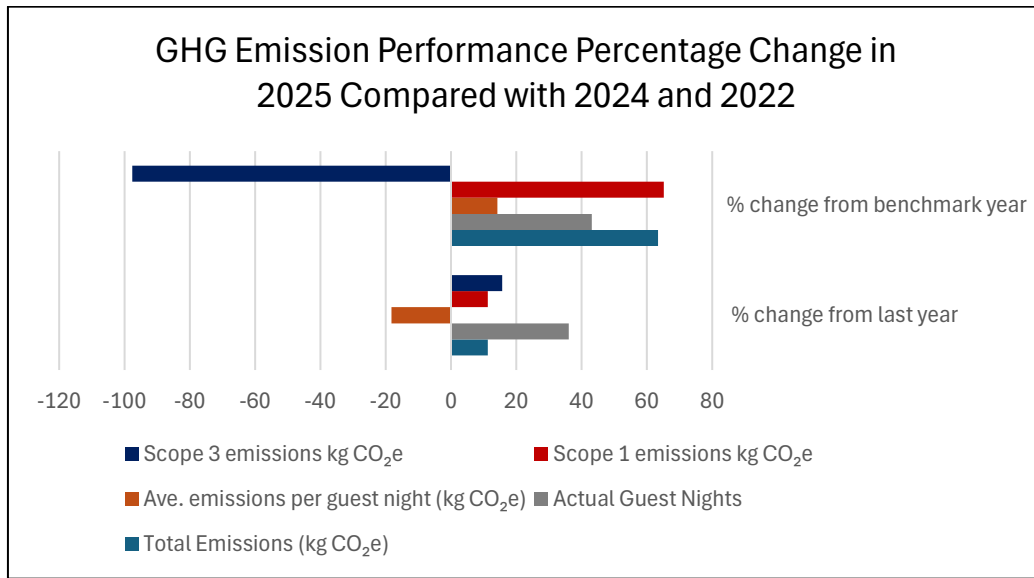


Environmental Performance- GHG Emissions

Emissions intensity improved by 18.18% year-on-year, reflecting stronger energy and emissions management practices. Despite higher absolute emissions, the resort delivered a significant reduction in emissions per guest night, 66.65 kg CO₂e.

Scope 1 emissions remain the primary contributor, while Scope 3 emissions have reduced significantly compared to benchmark levels, reflecting long-term improvements in waste management practices.

The emissions profile highlights Scope 1 emissions as the primary driver of the resort’s climate footprint, while Scope 3 emissions have been significantly reduced compared to historical levels.



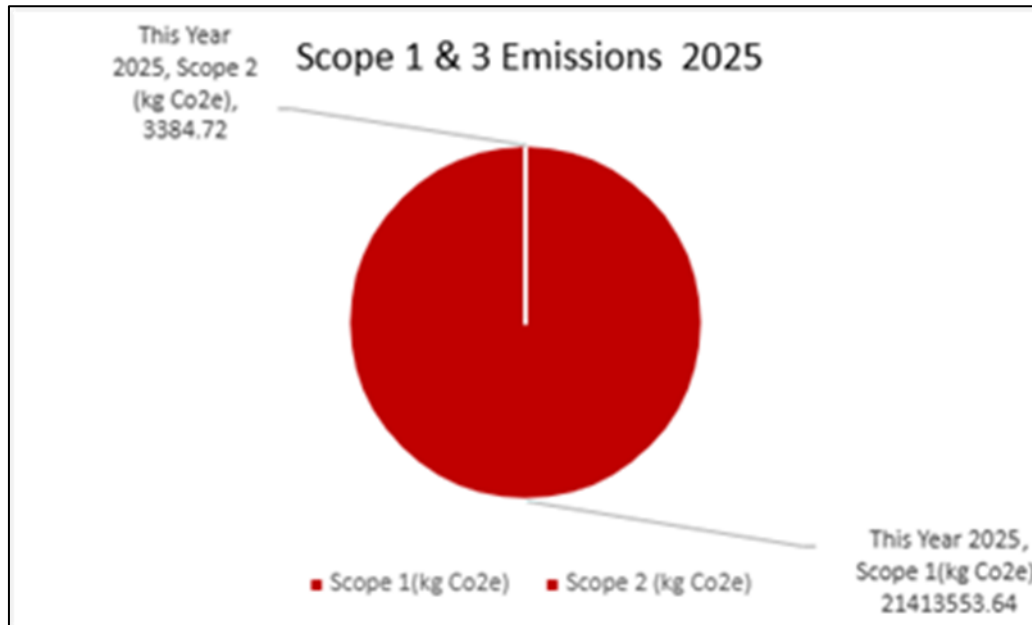


Figure 1.6– Scope 1 & Scope 3 Emissions 2024 Vs 2025

Complementary Nature-Based Climate Initiatives

Sun Siyam Olhuveli is committed to protecting seagrass ecosystems, recognizing their role as a natural carbon sink and their contribution to marine biodiversity and climate resilience, with a target to maintain and conserve at least 80% of identified baseline seagrass coverage, subject to ecological assessments and operational considerations. Seagrass conservation supports the resort’s broader climate strategy as a complementary nature-based approach alongside direct GHG reduction measures.

Environmental Performance- Biodiversity

The resort actively promotes biodiversity conservation through structured awareness, habitat protection, and community engagement initiatives. The “Meet the Natives” programme is a key educational initiative designed to raise awareness among guests and associates on native bird, reptile, and snake species found within the resort environment. This initiative highlights the ecological importance of indigenous species and fosters responsible coexistence with local wildlife.

Vegetation cover across the resort is intentionally maintained and enhanced to support natural habitats, improve species interaction, and strengthen ecosystem resilience. Native and climate-appropriate plant species are preserved to provide shelter, nesting areas, and food sources for local fauna, contributing to increased biodiversity within the resort landscape.

Regular biodiversity awareness sessions are conducted for employees and guests, focusing on wildlife protection, habitat conservation, and responsible behavior in natural areas. These sessions reinforce the resort’s commitment to environmental stewardship and long-term ecosystem protection.

In addition, the resort undertakes periodic tree-planting and landscape enrichment campaigns, prioritizing native species to enhance green cover, support carbon sequestration, and strengthen local biodiversity. These initiatives collectively demonstrate the resort’s proactive approach to biodiversity management and its commitment to protecting and enhancing natural ecosystems as part of its broader sustainability strategy.



SOCIAL DIVERSITY, EQUITY & INCLUSION

Sun Siyam Olhuveli is committed to diversity, equity, and inclusion, fostering a respectful and inclusive environment for employees, guests, and partners. By embracing diverse cultures and perspectives, the resort strengthens collaboration, enhances guest experiences, and supports meaningful cultural exchange.

Work Force Diversity Metrics 2025

Percentage of Employees by Gender

Overall, tracking gender representation supports social equity, compliance with labour standards, and responsible workforce management under ESG.

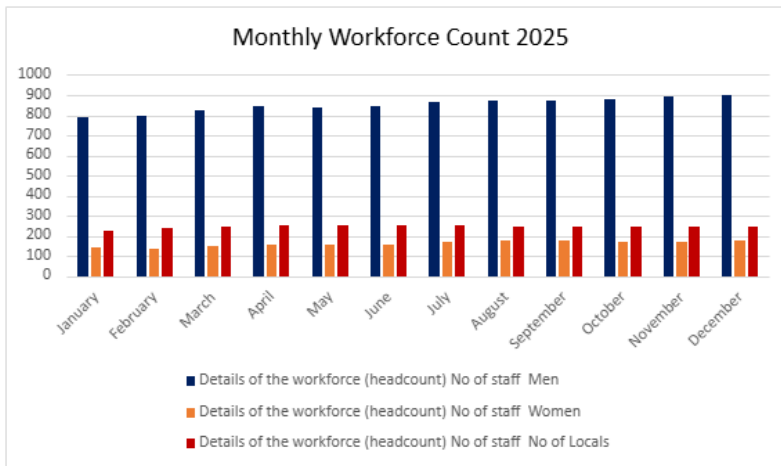


Figure 2.0- Monthly distribution of the headcount of the employees

Tracking gender representation supports social equity, compliance with labour standards, and responsible workforce management under ESG.

Female representation increased from 141 employees in January to 180 employees in December, representing a 27.7% increase over the year. This upward trend demonstrates progressive improvement in gender inclusion, particularly in traditionally male-dominated operational environments.

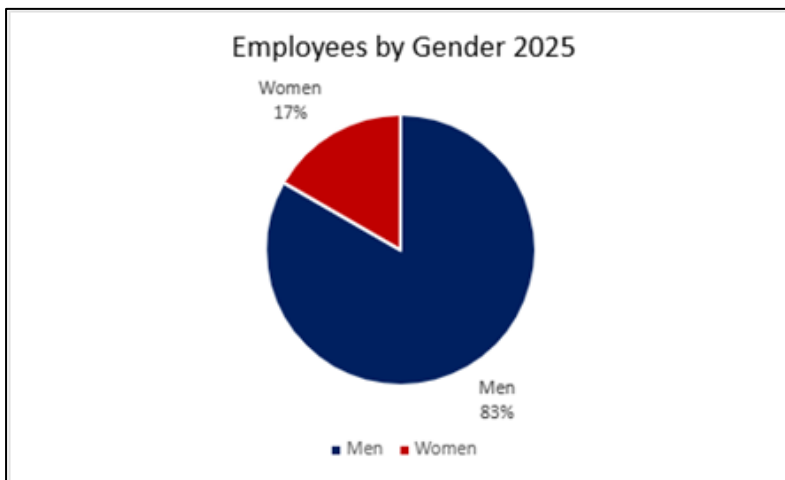


Figure 2.1- Employee distribution by Gender 2025



Percentage of Employees by Nationality (Nationality Mix)

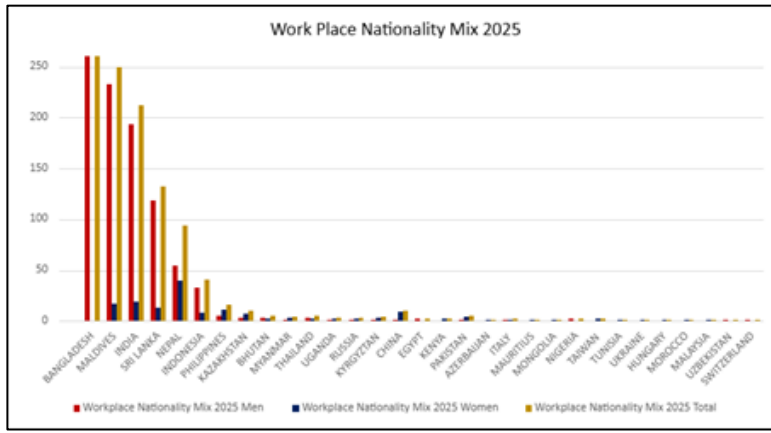


Figure 2.2- Workplace Employee Nationality Mix 2025

Total employees: 1,077
Men: 922 (85.6%)
Women: 155 (14.4%)

The workforce reflects a predominantly male employee base, consistent with the operational nature of resort and island-based hospitality roles. Female representation remains a priority area for gradual improvement through targeted recruitment and role diversification.

Local Employment Indicator

- Local employees (Maldives): 250
- Local employment ratio: 23.2%

Local employment forms a significant component of the workforce, supporting national employment objectives, skills development, and community economic participation.

Inclusive Indicator – Gender Diversity by Nationality

Nationalities with strong female representation include

- Nepal (40 women)
- Philippines (11 women)
- China (9 women)
- Kazakhstan (7 women)

Female representation varies across nationalities, reflecting role distribution and labor market availability. The presence of women across diverse national backgrounds supports inclusive participation and equal opportunity.

Equity & Inclusion Indicators

- Employees represented across multiple continents
- No nationality-based segregation in workforce data
- Mixed-gender representation across operational and professional roles

The resort maintains a highly diverse, multicultural workforce, drawing talent from across South Asia, Southeast Asia, Central Asia, Europe, and Africa. This diversity supports inclusive service delivery and reflects the global nature of the hospitality industry.



Workforce Composition by Employment Type – 2025

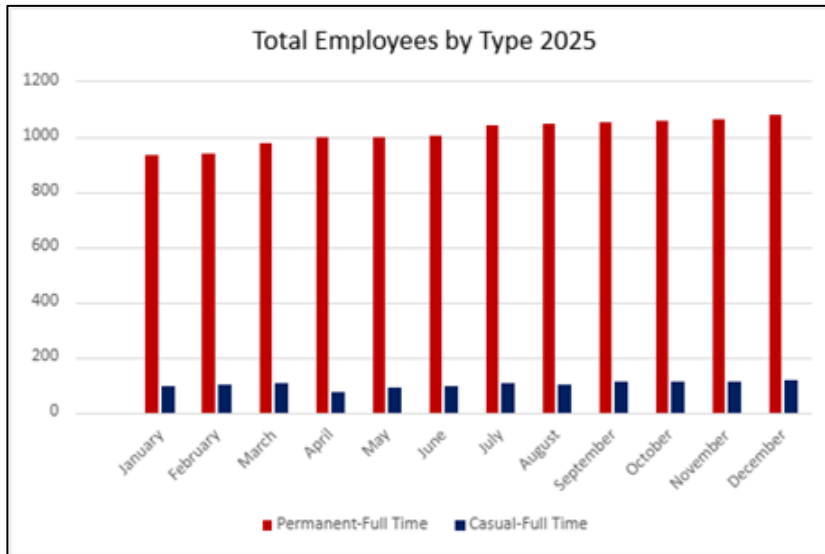


Figure 2.3- Monthly Workforce Composition by Employee Type 2025

Workforce Structure Overview

In 2025, Sun Siyam Olhuveli Maldives maintained a predominantly permanent full-time workforce, supported by casual full-time employees to manage seasonal operational requirements.

Total employees (December 2025): 1,198

Permanent full-time: 1,078

Casual full-time: 120

This employment structure supports operational continuity while providing flexibility during peak occupancy periods. The steady increase in permanent full-time employment reflects long-term workforce stability, investment in employee retention, and confidence in sustained operational demand.

Work Stability Indicator

In 2025, Sun Siyam Olhuveli Maldives employed a predominantly permanent full-time workforce, with permanent employees accounting for approximately 90% of total headcount by year-end. Total workforce numbers increased by 16.1% over the year, reflecting business growth and increased operational demand.

Internal Promotions and Career Progression

In 2025, Sun Siyam Olhuveli Maldives recorded 56 internal promotions, reflecting a strong commitment to internal talent development and workforce stability. Promotions were distributed across a wide range of departments and functions, supporting fair and merit-based career progression. While male promotions accounted for the majority, female promotions were recorded across diverse operational and professional areas, reinforcing the resort’s commitment to inclusive growth and continuous improvement in diversity and equity outcomes.



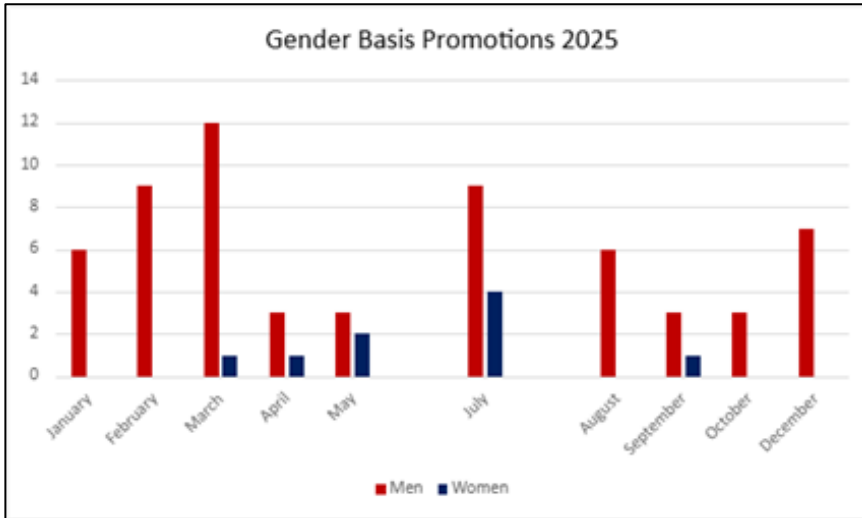


Figure 2.4 – Monthly Gender Basis Promotions for staff 2025

Employee Retention Rate

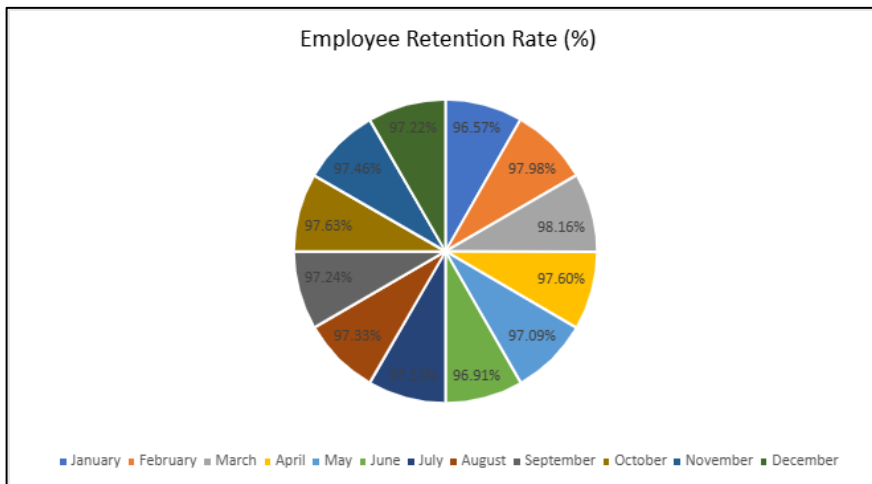


Figure 2.5– Monthly Employee Retention Rate 2025

Employee retention at Sun Siyam Olhuveli Maldives remained consistently high throughout 2025, with monthly retention rates averaging above 97%, despite steady workforce growth and increased operational demand. This indicates effective workforce planning, stable employment conditions, and sustained employee engagement.

Training and Engagement

The training data demonstrates a strong focus on leadership and management development, with managerial employees receiving nearly four times more training hours than the workforce average. This reflects targeted investment in leadership capability, decision-making, compliance, and people management skills, which are essential for operational continuity and effective ESG implementation.



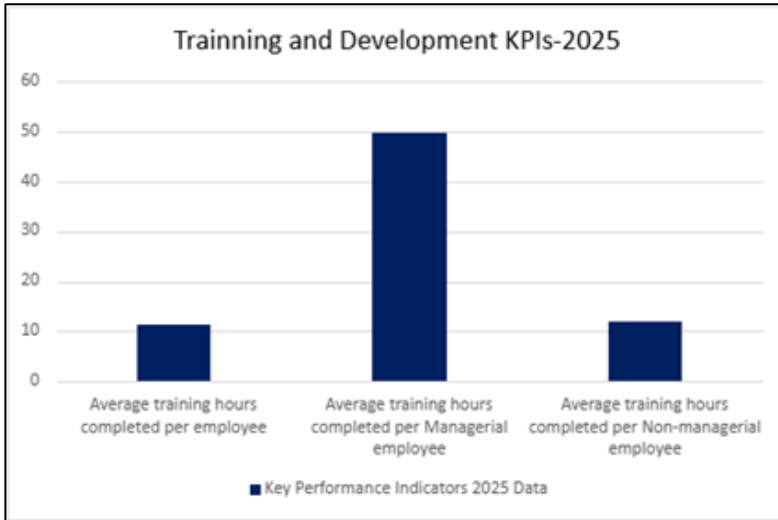


Figure 2.6- Yearly Training and Development KPTs 2025

Occupational Health & Safety – Training Performance

In 2025, Sun Siyam Olhuveli Maldives delivered a total of 4,229 hours of safety training to employees. The substantial volume of safety training hours reflects a proactive approach to identifying, managing, and mitigating workplace risks. Safety training covered operational, technical, and emergency response areas, supporting employee awareness, regulatory compliance, and incident prevention.

Community and Philanthropy

Community engagement and philanthropy are integral to Sun Siyam Resorts’ Group Sustainability Strategy, reflecting the Group’s commitment to creating positive and lasting social impact in the communities where it operates. As a hospitality group rooted in island destinations, Sun Siyam Resorts recognizes its responsibility to contribute to local wellbeing, resilience, and inclusive development beyond core business operations. Through structured community initiatives, partnerships, and philanthropic contributions, the Group seeks to support social development while strengthening long-term relationships with local stakeholders.



Employee Volunteer Hours

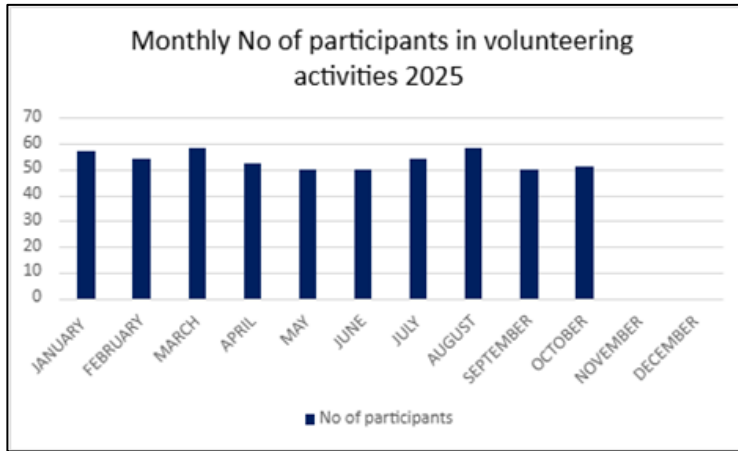


Figure 2.7- Monthly Employee Participation in Volunteering Activities 2025

Sun Siyam Care Contribution

Project Completed from SSC Fund – Community Engagement & Culture

Project Name	Total Spent (MVR)	Total Spent (USD)
Mosque Project	421,651.26	27344.4
Fauziyya House	88,512.36	5740.1
Bandidhoo Football Ground Project	2,264,714.60	146868.7
Hulhudheli Football Ground	2,224,499.60	144260.7
Kudafari Gym	15,301.53	992.3
Total	5,014,679.35	325206.2





Figure 2.8– Monthly Distribution of Employee Volunteer Hours 2025

Employee participation remained consistent across the year, with monthly engagement ranging between 50 and 58 participants, demonstrating sustained workforce involvement in volunteering activities. The cumulative participation of 534 employees reflects a strong culture of collective responsibility and engagement beyond core operational role

GOVERNANCE

Governance at Sun Siyam Olhuveli Maldives is built on strong oversight, ethical conduct, and transparent decision making. ESG responsibilities are integrated into management structures and supported by Group level policies, risk management processes, and performance monitoring systems. Climate-related risks, social impacts, and operational compliance are actively managed through structured controls and continuous review, ensuring accountability and alignment with international ESG frameworks.

Sustainability Governance Structure & Oversight

At Sun Siyam Olhuveli, sustainability is governed through a structured Sustainability Management Plan (SMP) implemented under the Group Sustainability function of Sun Siyam Resorts. The SMP provides the overarching framework through which sustainability is planned, implemented, monitored, and reviewed across all resorts, including Sun Siyam Olhuveli.

Under the Sustainability Management Plan, overall oversight is provided by the Group Sustainability Manager, working in coordination with the Group Executive Committee, Resort General Manager, and Resort Management Team. This governance structure ensures that sustainability responsibilities are clearly defined and embedded within existing management and operational systems.

In accordance with the Sustainability Management Plan, sustainability considerations are integrated into:

- Group and resort-level annual business plans and budgets
- Departmental and operational action plans
- Capital expenditure (CAPEX) and infrastructure development decisions
- Procurement and supplier selection processes
- Risk registers, compliance systems, and sustainability certification requirements
- Policies, standard operating procedures, and staff performance management frameworks

The Sustainability Management Plan requires senior management involvement in performance oversight. Accordingly, sustainability performance and progress against agreed objectives, targets, and key performance indicators (KPIs) are formally reviewed by management at least annually. These reviews evaluate compliance



with applicable sustainability standards, assess environmental and social risks and opportunities, and identify areas requiring corrective or preventive action. Decisions and outcomes are documented, and responsibilities are assigned to relevant management teams.

As part of the SMP, a structured monitoring and reporting framework is implemented at resort level. Sustainability data covering energy, water, waste, emissions, biodiversity initiatives, employee wellbeing, and community engagement is regularly collected and reviewed by resort and Group management to track performance and identify improvement opportunities.

Continuous improvement under the Sustainability Management Plan is guided by the Plan–Do–Check–Act (PDCA) methodology. This ensures that sustainability actions are planned, implemented, monitored, reviewed, and refined on an ongoing basis, supporting evidence–based decision–making and the continual strengthening of sustainability performance at Sun Siyam Olhuveli.

Sun Siyam Resorts Sustainability Leadership Commitment and Organization Wide Engagement

1	CEO
2	Vice President
3	Group Sustainability Manager
4	General Manager/Resort Manager
5	Sustainability Champion

Risk Management

Risk Management Process

Step 1	Step 2	Step 3
Performance Monitoring of Operational Activities	Risk Identification Based on Performance	Management Review
Step 4	Step 5	Step 6
Qualitative Risk Assessment (Likelihood, Potential Impact, Time horizon)	Mitigation & Control Measures (Energy management plans, Solar PV & efficiency actions, Water & waste controls training & procedures, Biodiversity protection actions)	Monitoring & Reporting
Step 7		
Continuous Improvement		

ESG Policy Framework

Governance at Sun Siyam Resorts is underpinned by a comprehensive set of Group-level policies that guide ethical conduct, responsible operations, human rights protection, and environmental and social stewardship across resort operations, including Sun Siyam Olhuveli Maldives. These policies provide a structured framework to manage ESG-related risks, ensure regulatory compliance, and promote responsible decision making at all levels of the organization. The policy framework strengthens governance by clearly defining expectations for ethical behavior, social responsibility, environmental management, and supply chain integrity.

Policy	Purpose & ESG Relevance
Environmental and Integrated Sustainability Policy	Establishes the Group’s commitment to environmental protection, resource efficiency, climate risk management, and integrated sustainability practices across operations.
Child Protection Policy	Ensures safeguarding of children from exploitation and abuse, reinforcing responsible tourism practices and compliance with international child protection standards.
Human Rights Policy	Affirms respect for internationally recognized human rights, including fair labor practices, non-discrimination, and freedom from forced or child labor.
Health & Safety Policy	Provides a framework for maintaining safe and healthy workplaces, reducing occupational risks, and protecting employee wellbeing.
Animal Welfare Policy	Guides responsible for interactions with animals, supporting ethical treatment and biodiversity conservation within resort operations and guest activities.
Anti-Harassment Policy	Promotes a respectful, inclusive, and harassment-free workplace, ensuring dignity and equal opportunity for all employees.
Sustainable Procurement Policy	Integrates ESG considerations into supplier selection and procurement decisions, encouraging responsible sourcing, reduced packaging, and ethical supply chain practices.



Sustainable Procurement and supply chain management

Sustainable procurement at Sun Siyam Olhuveli Maldives is guided by the Sun Siyam Resorts Sustainable Procurement Policy, which provides a framework for encouraging responsible purchasing practices across resort operations.

During 2025, the resort progressively incorporated sustainability considerations into selected purchasing categories, focusing on areas where practical alternatives were available and operationally feasible. These efforts included increased use of locally sourced products, certified materials, and alternative items designed to reduce packaging and single-use materials, without disrupting supply chain continuity.

Where possible, the resort prioritized local fish procurement, sustainable operational materials such as FSC-certified paper, wooden and paper-based service items, and reusable or lower-impact alternatives to conventional products. These purchasing decisions were implemented in parallel with existing supplier relationships, supporting gradual improvement rather than immediate or mandatory changes.

Sustainable Purchasing Spend by Category

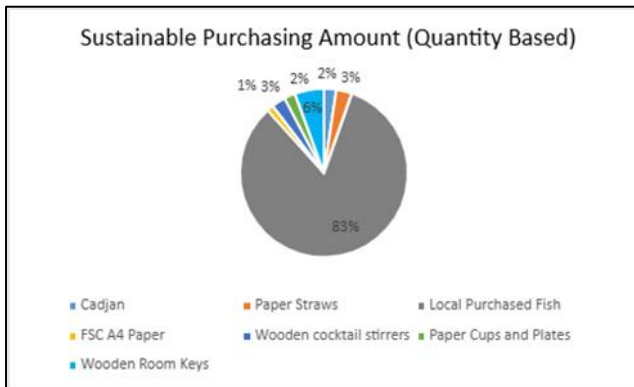


Figure 3.0- Sustainable purchasing quantity based on sustainable purchased categories 2025

In 2025, Sun Siyam Olhuveli progressively incorporated sustainability considerations into selected procurement categories, focusing on local sourcing, certified materials, and alternative operational items where feasible. Sustainable purchasing included locally sourced food products, paper-based and wooden service items, FSC-certified paper, and reusable materials. Procurement data is tracked through internal records and reviewed periodically to support responsible purchasing practices while maintaining operational flexibility and supplier continuity



Sustainable Procurement KPI Matrix – 2025

KPI Category	Indicator	Unit	2025 Performance	ESG Relevance
Sustainable Purchasing	Total sustainable purchasing value	USD	412,540	Demonstrates integration of sustainability considerations into procurement
Local Sourcing	Volume of locally purchased fish	Units	140,372	Reduces transport-related impacts; supports local suppliers
Certified Materials	FSC-certified paper procured	Bundles	2,127	Responsible material sourcing
Alternative Materials	Paper-based service items procured	Units	8,760+	Supports reduction of conventional packaging materials
Reusable / Natural Materials	Cadjan / geo bags procured	Units	4,000	Encourages reusable and natural material use

Table 3.2– Sustainable Procurement KPI Matrix

Certifications, Standards & External Alignment

Travelife Gold Certification – Accommodation Sustainability



Sun Siyam Olhuveli Maldives strengthens its sustainability governance through alignment with recognized international sustainability certification programmes. In 2025, the resort maintained Travelife Gold Certification for accommodation sustainability, which provides third-party validation of environmental management practices, labor standards, human rights safeguards, health and safety systems, and community engagement. Travelife serves as a comprehensive operational framework, supporting structured monitoring, compliance, and continuous improvement across environmental and social performance areas.

Green Globe – Sustainability Certification



As part of a phased approach to ESG maturity, the resort is also a member of Green Globe and has entered the sustainability certification membership phase under this internationally recognized programme. Green Globe certification supports a structured sustainability management system covering energy and water efficiency, emissions reduction, waste management, biodiversity conservation, and social responsibility. This transition reflects the resort’s commitment to strengthening long-term sustainability governance, performance benchmarking, and alignment with global best practices.

PLEDGE – Food Waste Certification



Sun Siyam Olhuveli has applied for the PLEDGE Food Waste Certification, currently in progress within a defined operational boundary covering the main restaurant. The certification focuses on systematic food waste measurement, prevention, and reduction through data-driven monitoring tools, including the use of digital food waste tracking systems. Implementation of the PLEDGE framework is supported by cross-functional teams and forms part of a Group-level acceleration initiative aimed at institutionalizing food waste reduction practices across Sun Siyam Resorts.



TCFD REPORT

Sun Siyam Olhuveli Maldives assesses and manages climate related risks and opportunities in alignment with the recommendations of the Task Force on Climate related Financial Disclosures (TCFD). Climate considerations are integrated into sustainability governance, operational planning, and risk management processes, reflecting the resort’s location in a climate vulnerable island environment and its long-term business resilience objectives.

Section 1- Governance

Disclose the organization’s governance around climate-related risks and opportunities.

<p>Board and Management Oversight of Climate-Related Risks and Opportunities</p> <p>Sustainability and climate-related oversight at Sun Siyam Resorts are provided through Group-level governance and senior management structures, with responsibility for implementation and monitoring embedded at the resort level. Management regularly reviews environmental and sustainability performance indicators and escalates material risks and opportunities through established reporting channels. This governance approach ensures that climate-related risks, including those associated with physical impacts and energy transition, are identified, monitored, and managed in alignment with the Group Sustainability Strategy and long-term business resilience objectives.</p>	<p>Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities</p> <p>Climate-related risks and opportunities at Sun Siyam Olhuveli are managed through a cross-functional ESG Committee supported by a designated Sustainability Champion. ESG performance, risks, and opportunities are monitored at the resort level and reported to Group sustainability management, ensuring alignment with Group oversight and strategic objectives.</p> <ul style="list-style-type: none"> Monitoring energy, emissions, and water performance using defined KPIs Implementing energy management plans and renewable energy initiatives Integrating climate considerations into environmental and operational programs Coordinating with Group sustainability functions for guidance and continuous improvement
<p>Additional Information Oversight and Management ESG Steering Committee</p>	



Section 2 – Strategy

Sun Siyam Olhuveli Maldives currently applies a qualitative and management-led approach to identifying climate-related risks and opportunities, aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Climate considerations are identified through operational experience, performance monitoring, sustainability reviews, and cross-functional management discussions, rather than through a standalone quantitative risk modelling framework. Climate-related risks with potential impacts are identified over short- (1-2 years), medium- (3-6 years) and long-term (7-10 years) horizons.

<p>Risk 1 Stakeholder Expectations and Reputation Time Horizon- Medium Term</p> <p>Stakeholders, including guests, employees, communities, and business partners, increasingly expect transparent management of climate-related risks and environmental performance. Failure to demonstrate progress in emissions management, energy efficiency, and sustainability practices may affect stakeholder confidence and brand perception.</p>	<p>Risk 2 Physical Impacts from Extreme Weather Events Time Horizon- Medium Term</p> <p>The resort’s island location increases exposure to physical climate risks such as intense rainfall, storms, and operational disruptions. These events may affect infrastructure, workforce availability, supply chains, and service continuity.</p>
<p>Risk 3 Sea Level Rise and Coastal Impacts Time Horizon- Long Term</p> <p>Over the long-term, sea-level rise and coastal changes may pose risks to island infrastructure, marine ecosystems, and tourism operations. These risks are monitored as part of broader environmental and marine management considerations.</p>	

<p>Opportunity 1 Shift in Guest Preferences Toward Sustainable Tourism Time Horizon: Medium-Term</p> <p>Shifts in guest preferences toward sustainable tourism present a medium-term opportunity for Sun Siyam Olhuveli to enhance guest experience and brand differentiation through the progressive integration of sustainability practices across resort operations.</p>
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<p>Additional Information Sun Siyam Resort’s ESG Strategy Environmental Management Environmental Performance</p>

Section 3- Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.

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<p>Process for Identifying and Assessing Climate-Related Risks</p> <p>Sun Siyam Olhuveli identifies climate-related risks through a qualitative, management-led process integrated into regular sustainability reviews and operational management. Climate risks are assessed across short-term (1–2 years), medium-term (3–6 years), and long-term (7–10 years) horizons, considering the resort’s island location, operational performance, observed climate trends, and stakeholder expectations. Identified risks are reviewed internally and reported to Group-level sustainability management for oversight and alignment.</p>	<p>Processes for Managing Climate-Related Risks</p> <p>Climate-related risks are managed through environmental performance monitoring, energy and water efficiency initiatives, renewable energy integration, emergency preparedness procedures, and marine ecosystem protection measures (Sea Grass Conservation). Key performance indicators related to energy, emissions, water, and waste are tracked to support timely risk response and continuous improvement</p>
<p>Integration into Overall Risk Management</p> <p>Climate-related risks and opportunities are integrated into the resort’s overall operational and environmental risk management framework through a cross-functional ESG Committee and a designated Sustainability Champion, ensuring alignment with the Sun Siyam Resorts Group Sustainability Strategy and the TCFD recommendations.</p>	

Section 4 – Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

<p>SCOPE 1, 3 GHG Emissions</p> <p>In addition to measuring and reporting Scope 1 and Scope 3 greenhouse gas (GHG) emissions, Sun Siyam Olhuveli Maldives tracks energy consumption and emissions intensity metrics, including the contribution of on-site renewable energy generation. Scope 1 emissions from on-site fuel use represent the most material source, while Scope 3 emissions include waste-related activities within the resort’s operational boundary. Energy and emissions performance is assessed using intensity indicators per guest night to support meaningful comparison across reporting periods.</p> <p>Note: Scope 3 emissions include waste transported and treated outside the resort boundary, while emissions from on-site waste incineration are reported under Scope 1, in line with the Evergreen methodology and GHG Protocol classification for direct fuel combustion.</p>	<p>Targets Used and Performance Against Targets</p> <p>Total emissions increased in line with occupancy growth, while emissions intensity per guest night decreased, indicating improved operational efficiency. Scope 1 emissions remain the primary focus area for mitigation, driving the introduction of renewable energy solutions. Scope 3 emissions from waste treatment remain controlled relative to business growth.</p>
<p>Additional Information Sun Siyam Olhuveli – 2025 Goals and Targets Environmental Management, Environmental Performance</p>	



Sun Siyam Olhuveli’s Alignment to Global Development Needs

HOW DOES SUN SIYAM OLHUVELI ALIGN WITH SDGS?

Sun Siyam Olhuveli, a flagship resort within the Sun Siyam Resorts portfolio, aligns its operations with the United Nations Sustainable Development Goals (SDGs) through a holistic sustainability approach that balances environmental protection, social responsibility, and economic resilience. Guided by the *Sun Siyam Care* framework, the resort translates global sustainability commitments into practical actions that create long-term value for the environment, local communities, employees, and guests.



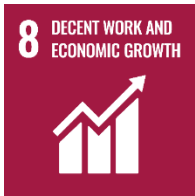
SDG 1 – No Poverty

Sun Siyam Olhuveli contributes to poverty reduction by creating stable employment and sustainable livelihoods in a tourism-dependent island economy. The resort provides direct employment opportunities across key operational areas including hospitality services, food and beverage, housekeeping, engineering, marine operations, landscaping, and administration. These jobs ensure regular income, social security benefits, skills development, and career progression for Maldivians and expatriate workers. In addition to direct employment, the resort supports indirect livelihoods through local procurement, transport services, maintenance providers, fisheries supply chains, and small businesses linked to resort operations. By prioritizing local recruitment and supplier engagement, Sun Siyam Olhuveli helps strengthen household incomes and economic resilience in nearby island communities, contributing meaningfully to inclusive economic growth.



SDG 7 – Affordable and Clean Energy

Sun Siyam Olhuveli is part of Sun Siyam Resorts’ large-scale solar energy transition in the Maldives, one of the most ambitious renewable energy initiatives within the country’s hospitality sector. The integration of solar power reduces dependence on diesel generators, lowers operational emissions, and supports national clean energy targets. Engineering teams are trained to operate and maintain renewable energy systems, linking clean energy adoption with local capacity building.



SDG 8 – Decent Work and Economic Growth

The resort promotes decent work through fair employment practices, equal opportunity policies, and continuous staff training. Employees receive regular training on sustainability, safety, health, and well-being, while technical upskilling in areas such as renewable energy systems and waste management enhances long-term employability. Tourism-driven economic growth at Sun Siyam Olhuveli supports national development while maintaining responsible labour standards.



SDG 11 – Sustainable Cities and Communities

Sun Siyam Olhuveli actively engages with neighboring inhabited islands through environmental and social initiatives. Community-based activities such as tree planting programs, environmental awareness campaigns, and local collaborations contribute to healthier public spaces and stronger relationships between the resort and surrounding communities, reinforcing shared stewardship of natural resources.



SDG 12 – Responsible Consumption and Production

The resort implements responsible consumption practices by minimizing waste, optimizing resource use, and promoting circular solutions. Initiatives include textile reuse programmes, waste segregation, reduction of single-use plastics, and efficient water and energy management. These measures reduce environmental impact while embedding sustainability into daily operations and guest experiences.



SDG 13 – Climate Action

By transitioning to renewable energy, improving energy efficiency, and reducing waste-related emissions, Sun Siyam Olhuveli contributes to climate change mitigation. These actions are particularly critical in the Maldives, a nation highly vulnerable to climate impacts. The resort's climate initiatives support long-term resilience while raising awareness among staff and guests.



SDG 14 – Life Below Water

Sun Siyam Olhuveli actively protects marine ecosystems through coral restoration programmes, marine awareness activities, and responsible lagoon management. Guests and employees are encouraged to participate in coral planting and conservation experiences, fostering appreciation for reef ecosystems that are essential to biodiversity, fisheries, and sustainable tourism.



SDG 15 – Life on Land

The resort supports terrestrial biodiversity through landscaping practices, tree-planting initiatives, and collaborations with local councils. These efforts enhance green cover, improve ecosystem health, and contribute to nature-based climate solutions on both resort and community islands.



SDG 17 – Partnerships for the Goals

Through the *Sun Siyam Care* platform, Sun Siyam Olhuveli partners with local councils, NGOs, environmental experts, and community stakeholders. These partnerships strengthen the impact of sustainability initiatives, ensuring that environmental protection, social development, and economic benefits are achieved through collaboration and shared responsibility.

SDG	How Sun Siyam Olhuveli Contributes
1 No Poverty	We contribute to poverty reduction by creating stable employment and supporting indirect livelihoods through local recruitment and procurement, strengthening incomes in nearby island communities.
7 Clean Energy	Solar power installations reduce fossil fuel use and promote clean energy usage.
8 Decent Work	Skill building via training for technical systems.
11 Sustainable Communities	Community tree planting and environmental activities.
12 Responsible Consumption	Linen recycling and broader waste reduction practices.
13 Climate Action	Renewable energy lowers the carbon footprint.
14 Life Below Water	Coral gardening engages guests in marine conservation.
15 Life on Land	Strengthening green spaces on local islands.
17 Partnerships	Collaborative initiatives with community stakeholders and conservation experts.



APPENDICES

Table– Energy Consumption performance
Source: Evergreen System

Section Name		This Year Total	Last Year Total	% change from last year	Benchmark Year Total	% change from benchmark year
Energy Consumption	Fuels measured by weight(kWh)	913,522.34	717,404.40	27.34	2,466,624.07	-62.96
	Fuels measured by weight (kg CO ₂ e)	195,936.01	153,871.83	27.34	529,051.62	-62.96
	Fuels measured by liquid (kWh)	84,605,251.29	76,384,572.89	10.76	49,543,188.39	70.77
	Fuels measured by liquid (kg CO ₂ e)	21,217,617.61	19,086,449.95	11.17	2,434,060.63	70.64
	Total Kilowatt Hours (kWh)	85,518,773.64	77,101,977.29	10.92	52,009,812.46	64.43
	Ave kWh Per Guest Night	266.12	326.40	-18.47	231.64	14.89
	Total Energy Emissions (kg CO ₂ e)	21,413,553.62	19,240,321.79	11.30	12,963,112.25	65.19



Table- Water Consumption performance
Source: Evergreen System

Section Name	Classification	This Year Total	Last Year Total	% change from last year	Benchmark Year Total	% change from benchmark year
Water Consumption	Ave. consumption per guest night (m ³)	1.08	1.33	-18.46	0.81	34.43
	Water sourced directly (m ³)	348,044.00	313,736.00	10.94	180,895.25	92.40
	Total water consumption (m ³)	348,044.00	313,736.00	10.94	180,895.25	92.40
	Actual Guest Nights	321,358.00	236,217.00	36.04	224,536.00	43.12

Table- Waste Consumption performance
Source: Evergreen System

Section Name	Classification	This Year Total	Last Year Total	% change from last year	Benchmark Year Total	% change from benchmark year
Waste	Incinerated (Kg CO ₂ e)	3,384.70	2,925.16	15.71	0.00	0.00
	Total Solid Waste emissions (Kg CO ₂ e)	3,384.70	2,925.16	15.71	141,283.47	-97.60



Table- GHG Emissions performance
Source: Evergreen System

Section Name	Classification	This Year Total	Last Year Total	% change from last year	Benchmark Year Total	% change from benchmark year
Emissions	Total Emissions (kg CO ₂ e)	21,416,938.33	19,243,246.94	11.3	13,104,395.72	63.43
	Actual Guest Nights	321,358.00	236,217.00	36.04	224,536.00	43.12
	Ave. emissions per guest night (kg CO ₂ e)	66.65	81.46	-18.18	58.36	14.2
	Scope 1 emissions kg CO ₂ e	21,413,553.64	19,240,321.78	11.3	12,963,112.24	65.19
	Scope 3 emissions kg CO ₂ e	3,384.72	2,925.16	15.71	141,283.46	-97.6



Best Practices – Meet Your Natives
Biodiversity Conservation Boards



Best Practices- Proper Waste Segregation