

Sun Siyam Care

Sustainability & ESG Report 2025

SUN SIYAM
IRU FUSHI
MALDIVES

Report Period 1st Jan 2025 – 31st Dec 2025
Report Prepared on 5th Feb 2026



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About this Report, Purpose & Scope

Sun Siyam Iru Fushi's 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 on 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 Iru Fushi 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 Iru Fushi 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

Premium Island Indulgence

A private Island Sanctuary where turquoise seas meet curated serenity. Designed for couples, honeymooners and families. Sun Siyam Iru Fushi blends timeless island luxury with the soulful spirit of the Maldives.

for more info – Please check [Sun Siyam Iru Fushi Factsheet](#).

Beyond Hospitality – Our Journey of Care!

At Sun Siyam Iru Fushi, every initiative is thoughtfully curated with our people, nature, and purpose in mind. This approach is deeply woven into our operational philosophy. To be a responsible hotelier is a promise we make to our country, our citizens, and our guests.

While luxury is often equated with abundance, we believe it finds its truest expression in ethics and consciousness.

Eliminating single-use plastics may increase operational complexity and costs, yet these decisions are essential to demonstrate that convenience should never compromise our environment. Similarly, while our food waste reduction program introduces rigorous SOPs and reporting, it challenges us to move beyond our comfort zones. It fosters personal responsibility, educating us all on the mindful management of precious resources, both at the resort and in our homes.

Every initiative, from our desalination plants and biodiversity protection to community projects supporting local NGOs and schools, reflects our commitment to our people and the planet. From our long-standing Travelife membership to commitment to reduce food waste with The PLEDGE™, our actions— guided by Sun Siyam Care—are inspired by a dedication to leaving a meaningful, positive legacy.

Beyond Hospitality- Our Journey of care!
Atham
Resort Manager



At Sun Siyam Iru Fushi Sustainability is not a check box– It’s our signature

Through Sun Siyam Care, we’ve proven that luxury and responsibility don’t just coexist, they elevate one another. Every initiative we launch is designed to deliver measurable impact, while every milestone we celebrate reminds us that caring for our islands is also caring for our brand.

2025 Highlights — Proof, Not Promises

Plastic? Not on our watch. Eliminated single-use plastics across the resort, powered by our own desalination and bottling plant.

Food Waste? We PLEDGE. Reduced buffet waste through mindful dining, backed by The PLEDGE™ on Food Waste.

Community Wins. Guest contributions–built gyms, football grounds, and social centers —luxury that extend beyond our shores.

Ocean Guardianship – Expand Coral Nurseries and Eco Diving

2026 Priorities — Bold, Measurable, Unstoppable

Green Globe Glory. Achieve full certification, aligning with international sustainability benchmarks.

Carbon Couture. Reduce emissions through renewable energy adoption—because elegance should never leave a footprint.

Food Waste KPIs. Roll out resort-wide monitoring, making every plate count.

Community Legacy. Expand guest-funded projects into education and youth empowerment.

Ocean Renaissance. Scale coral restoration and biodiversity programs, ensuring our reefs thrive for generations.

Together, we are not just sustaining the Maldives—we are future-proofing paradise.

With conviction and a touch of flair,

Hygiene and Sustainability Manager



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 occupational safety and health is to foster a safe healthy work environment 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


SUN SIYAM
IRU FUSHI
LUXURY COLLECTION



ABDULLA ABDUL LATHEEF
(ITHAM)
Resort Manager
PATRON



DOROTHY KACHE BAHATI
Director of Operations
PATRON



PASAN WIJEWARDANA
Cluster Director of Sales & Marketing
PATRON



ANIL TISSERA
Director of Food & Beverage
PATRON

Sustainability Committee



ENVIE DULANAY BAYONAS
Executive Secretary
SECRETARY



CYBIL MANOHAR SOANS
Hygiene & Sustainability Manager
CHAIR



MOHAMED SHAH
Marine Biologist
CO - CHAIR



JULIA MARIMOOTOO
PR & Communications Manager
COMMITTEE MEMBER



AHMED WAHEED
Human Resources Manager
COMMITTEE MEMBER



DEEPAL IDAGODA
Financial Controller
COMMITTEE MEMBER



SYED AHMED JAWAD
Front Office Manager
COMMITTEE MEMBER



ILANKOON ARACHCHILAGE
Chief Engineer
COMMITTEE MEMBER



CHRISTOPHER SAMSON
Executive Housekeeper
COMMITTEE MEMBER



SAURABH THOMAS PANDIT
Cluster Revenue Manager
COMMITTEE MEMBER



I PUTU ALIT WIJAYANA
Executive Chef
COMMITTEE MEMBER



AHMED SHAREEF
Security, Health & Safety Manager
COMMITTEE MEMBER



ANNA-LISA VARGAS
Asst. Spa Manager
COMMITTEE MEMBER



ANNIE LAMA
Sales & Marke Manager
COMMITTEE MEMBER



GABRIEL GOH
L&D Manager
COMMITTEE MEMBER



MASH-HOOD MOHAMED
Employee Relations Manager
COMMITTEE MEMBER



MOHAMED AZUM
Water Sports Manager
COMMITTEE MEMBER



DANIJELA PODLPEC
Dive Center Manager
COMMITTEE MEMBER



DR. RAHUL KRISHNAN
Spa Manager
COMMITTEE MEMBER



AHMED NASEER
Asst. Executive Housekeeper
COMMITTEE MEMBER



MOHAMED IRUFAH
Asst. IT Manager
COMMITTEE MEMBER



THARINDU LAKMAL
Chief Accountant
COMMITTEE MEMBER



MOHAMED SHAHEEN
Asst. Base Leader
COMMITTEE MEMBER



K. SWAMINANTH
Purchasing Manager
COMMITTEE MEMBER



WESLJE SANTANA
Asst. F&B Manager
COMMITTEE MEMBER



IBRAHIM NAUFAL
Asst. Front Office Manager
COMMITTEE MEMBER



IMAD MOHAMED
Asst. Chief Engineer
COMMITTEE MEMBER



IBRAHIM ADAM
Maintenance Manager
COMMITTEE MEMBER



SUNIL KUMAR
Beverage Manager / Sommelier
COMMITTEE MEMBER

Policy	Purpose and ESG Relevance
Environment and Intergated 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 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 labour practices, non-discrimination, and freedom from forced or child labour.
Health and 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.
Food Waste Reduction Policy	Reduce the amount of food waste within resort food system and enhance circularity in waste.

Sun Siyam Iru Fushi 2025 – Goals and Targets

Sr.no	Goal	Target	Remark
1	Energy Management	Reduce energy consumption by overnight stay by 5%	Achieved
2	Water Management	Reduce average water consumption per overnight stay by 5%	In progress
3	Waste Management	Reduce average waste production per overnight stay (guest + team members) by 30%	In progress
4	Food waste Management	Partnership with external company for food waste management & food recycling	In progress
5	Local community support: Corporate social responsibilities every quarter	Host "Friday Local Market" with musicians & crafts. Run "Nooru Got Talent" competition: winners perform at resort; Donate bins to nearby islands	Achieved
6	Environment conservation: Biodiversity programs for guests and team members & Beach protection initiatives	Coral Conservation project; Exposure to environment and local community	Achieved
7	Partnerships with NGOs	Constructive value-based NGO partnership	In progress
8	Sustainability trainings & awareness programs: Guests & Team members	Conduct awareness sessions for guests, Increase awareness on sustainability among team members	Achieved
9	Wellness activity programs & wellbeing awareness (Team Members)	Conducting wellness activities for team members	Achieved
10	Sustainability committee meeting: once a month & monthly sustainability calendar	Monthly meeting + calendar	Achieved
11	Sun Siyam Care	Increase guest contribution up to USD 100,000	Achieved

Sun Siyam Iru Fushi 2026 – Goals and Targets

Sr. No	Goal	Target	Champion
1	Energy Management	Reduce Energy Consumption per overnight stay by 7%	Chief Engineer
2	Water Management	Reduce average water consumption per over night by 5%	Chief Engineer
3	Waste Management	Reduce average waste production overnight stay (Guests + Team members) by 25%	Finance Manager
4	Food Waste Management	Partnership with external company for Food Waste Management and Food Recycling Food Harvest Garden– Indoor Planting	Executive Chef
5	Local Community Support – Cooperate Social Responsibilities every quarter	Providing Educational Opportunities for youth Increase income of local community Identifying and developing youth talent	HR and L and D
6	Environment Conservation: Biodiversity Programs for guests and team members and beach protection initiatives	Coral Conservation Project Awareness of beach protection Planting mangroves to help prevent erosion	Marine Biologist and FO
7	Partnerships with two NGOs	Value based NGO Partnerships	Hygiene and Sustainability Manager
8	Sustainability Trainings and awareness programs: Guests and Team Members	Increase awareness on marine environment, Fauna and flora among guests Increase awareness on sustainability among team members	Marine Biologist/Hygiene and sustainability Manager/FO and L and D
9	Wellness activity programs and wellbeing awareness (Team Members)	Conducting wellness activities for team members	HR
10	Sustainability Committee meeting once a month and Monthly Sustainability Calendar/Manage 2026 goals	Monthly meeting+ Calendar Update on the water, waste and the energy management	Hygiene and Sustainability Manager
11	Sun Siyam Care	Improve livelihood of local community and local island support Increase the guest contribution target – 55000 USD	HR Front Office

Consolidated ESG Performance 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 Iru Fushi Maldives Resort's, environmental sustainability and climate action is focused on the following key areas.

1. Energy Efficiency and identifying Opportunities for 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 Iru Fushi 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 Iru Fushi 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 Iru Fushi manage 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 Iru Fushi 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

- 1) **Sea level Rising and Marine Eco system degradation risk (Long Term Risk)**
Sun Siyam Iru Fushi operates within a low-lying island ecosystem that is inherently vulnerable to long-term climate change impacts, particularly sea level rise and marine ecosystem degradation. Rising sea levels, combined with increased coastal erosion and extreme weather events, pose a direct risk to critical infrastructure, including beachfront and overwater villas. In parallel, the degradation of coral reef systems driven by ocean warming and acidification may reduce marine biodiversity and negatively impact the resort's core value proposition centered on marine tourism experiences such as snorkeling and diving. Given the resort's demonstrated reliance on healthy reef ecosystems, as evidenced by ongoing coral restoration and biodiversity initiatives, this risk is both environmentally and commercially significant, with potential implications for asset integrity, guest satisfaction, and long-term revenue stability.
- 2) **Energy Transition and Carbon Cost Risk (High Diesel Dependency) (Medium Term Risk)**
The resort's current operational model is characterized by a high dependency on diesel-based energy generation, which represents the primary contributor to Scope 1 greenhouse gas emissions. This creates a material transition risk over the medium term as global and regional decarbonization efforts intensify. Increasing fuel price volatility, potential carbon pricing mechanisms, and evolving regulatory requirements are likely to elevate operational costs and place pressure on carbon intensive operations. Additionally, growing expectations from stakeholders including international tour operators, certification bodies, and environmentally conscious guests may require accelerated emission reduction efforts. Without strategic energy diversification, this dependency may affect cost competitiveness, ESG performance ratings, and compliance with emerging sustainability standards.
- 3) **Renewable Energy Transition Opportunity**
Based on the 2025 performance data, energy consumption remains the dominant contributor to greenhouse gas emissions, with most of emissions arising from diesel-based energy generation. Despite marginal improvements in energy performance, the continued reliance on fossil fuel indicates a clear gap in renewable energy integration and decarbonization progress. This gap highlights a significant opportunity to accelerate solar PV adoption and implement advanced energy efficiency measures to reduce both emission intensity and fuel dependency. Addressing this gap will directly improve key KPIs such as energy intensity (kWh/guest night) and Scope 1 emissions, while enhancing cost efficiency and long-term operational resilience.
- 4) **Nature Based Tourism and Blue Economy Opportunity**
While the resort has demonstrated strong performance in coral restoration and biodiversity initiatives, the current scale of these programs remains limited relative to the broader ecosystem dependency of the resort's operations. Given the high reliance on marine biodiversity as a core component of guest experience, there exists a gap in scaling conservation efforts to fully support long term ecosystem resilience. Expanding coral restoration coverage, increasing guest participation rates, and integrating biodiversity KPIs into operational targets present a clear opportunity to strengthen environmental impact and climate adaptation capacity. Bridging this gap will enhance ecological stability while reinforcing the resort's positioning in sustainable and experience driven tourism.

Impact Management and Controls

Sun Siyam Iru Fushi manages environmental and social impacts through structured policies, operational controls, monitoring systems, and regular management oversight.

Policy and Governance Controls

- ✓ Integrated Sustainability Policy and Sustainability Management Plan (SMP).
- ✓ Defined sustainability KPIs and targets.
- ✓ Clearly assigned roles and responsibilities at Group and reso levels.
- ✓ Annual management review of sustainability performance.
- ✓ Compliance with Green Globe, GSTC, and applicable regulations

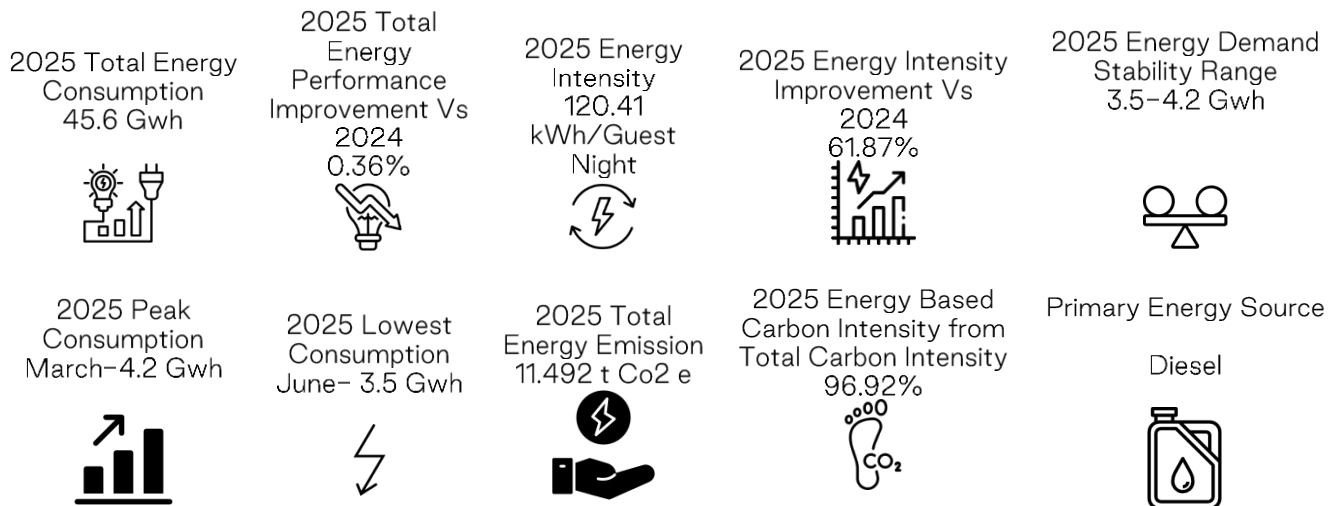
Operational Controls

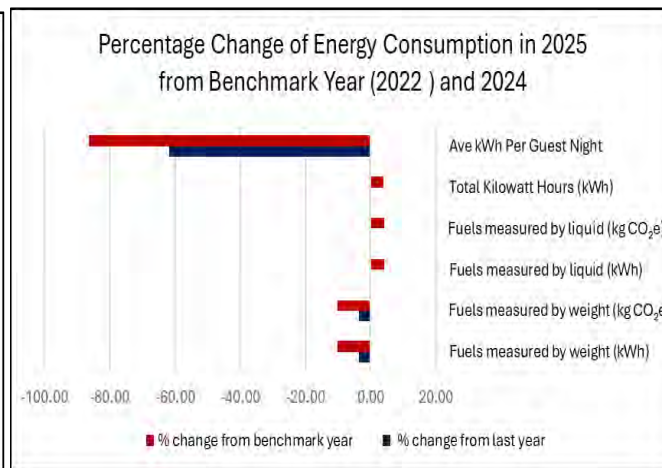
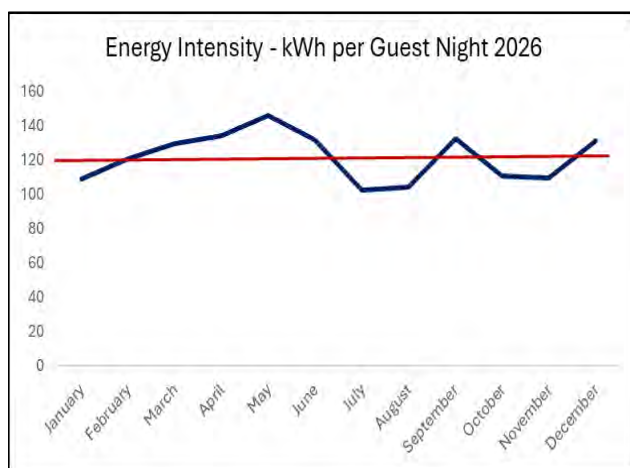
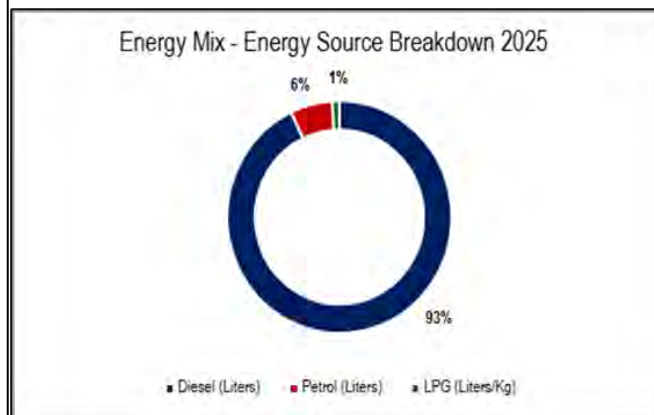
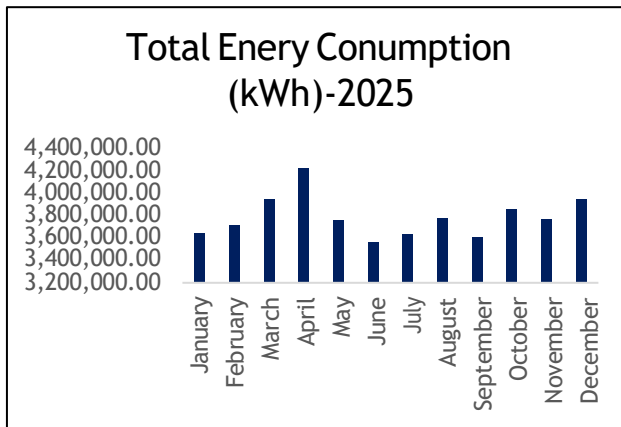
- ✓ KPI Intensity Metrics Recording Platform
- ✓ Monthly Sustainability Assessment /Audit Guidelines – Department Basis
- ✓ Sustainability SOPs
- ✓ Sustainability Action Plan with Responsibility Mapping

Monitoring and Reporting Controls

- ✓ Monthly Sustainability Report
- ✓ Quarterly Sustainability Review
- ✓ Group Level Consolidation and Benchmarking
- ✓ Annual Sustainability Report Disclosure
- ✓ Internal Audits and Certification Assessments

Environmental Performance–Energy Consumption





Source	Amount
Diesel (Liters)	3984291
Petrol (Liters)	258937
LPG (Liters/Kg)	45170

Energy Management

In 2025, Sun Siyam Iru Fushi continued to strengthen its energy management framework through structured Environmental and Energy Management Plans (EMP/EnMP). Several targeted energy efficiency initiatives were developed and are currently in progress to reduce energy consumption and improve operational efficiency.

The following actions are under implementation and monitoring:

- ✓ Periodic HVAC System maintenance program to enhance cooling efficiency and reduce excessive energy demand.
- ✓ Pool Pump timer inspection and optimization to eliminate unnecessary operating hours.
- ✓ Room and Office sealing to minimize air leakage and reduce air conditioning load
- ✓ Plan to Install 1.1 Mw Solar Capacity within the year 2026

These initiatives form part of the resort’s structured energy optimization strategy. Quantified savings from individual initiatives will be disclosed once full implementation and performance verification are completed.

Environmental Performance – Waste Diversion

2025 Total Solid Waste Generation
1,349,475.00 kg



2025 Waste Intensity
3.56 kg/Guest Night



2025 Waste Intensity Improvement
Vs 2024
- 30.30%



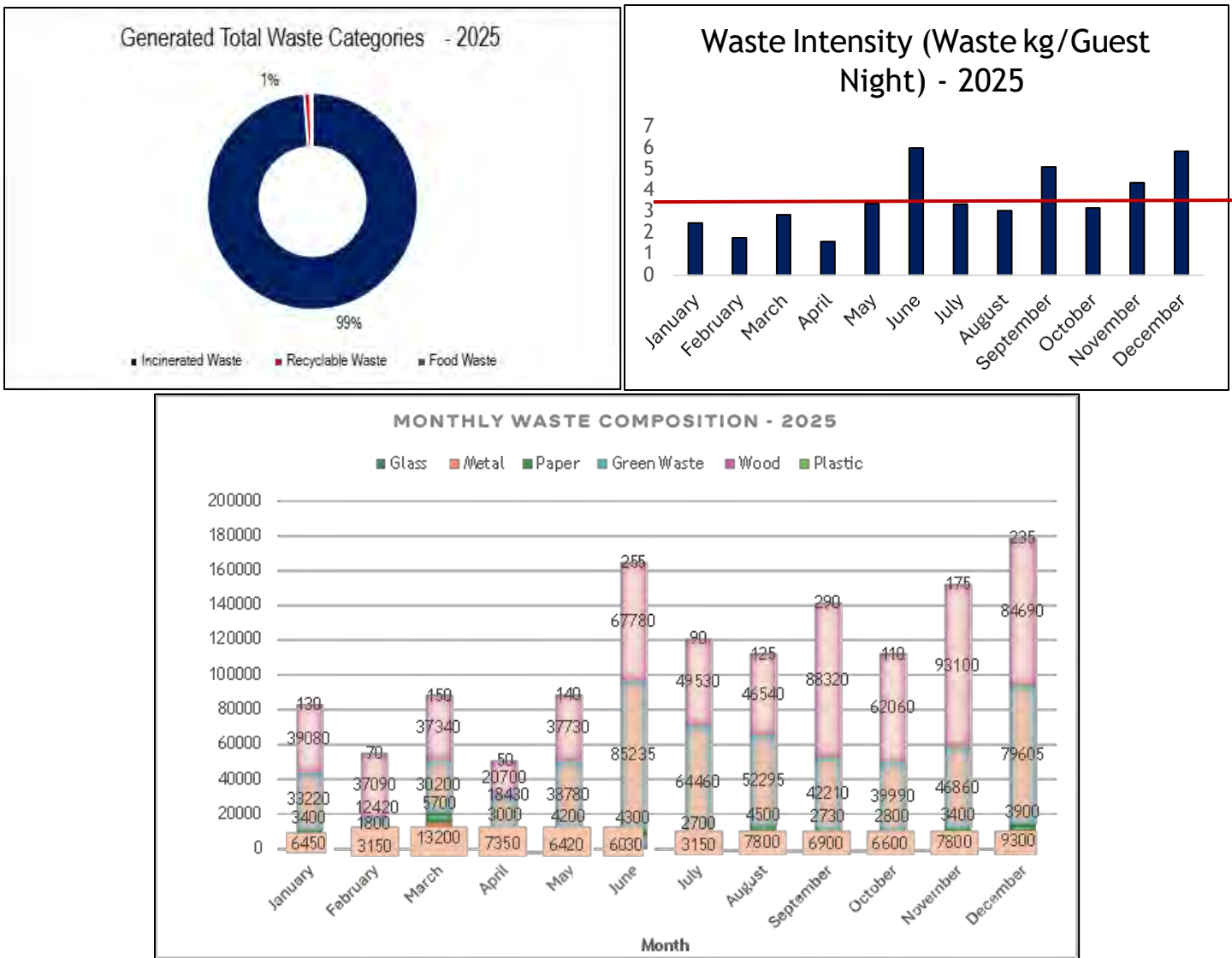
2025 Highest Waste Generated
Month
December



2025 Highest Category of Solid
Waste
Incinerated Waste



2025 Emissions from Total Solid
Waste
614.8 t Co2e



2025 Waste Category	Total Amount of Waste (kg)
Incinerated Waste	1336065
Recyclable Waste	13070
Food Waste	4040
Total Waste	1353175

	2023	2024	2025
Total waste Generated (Kgs)	958941	863805	1353175
Waste per guest night (Kgs)	3.039	2.491	3.574

Waste Management

With regard to waste management at Sun Siyam Iru Fushi, waste is effectively segregated at source into designated bins to ensure proper handling and disposal. In addition, a structured food waste management program has been implemented to address food waste reduction, in alignment with the PLEDGE Food Waste Certification requirements.

Food Lover’s Committee in PLEDGE at Sun Siyam Iru Fushi



The Food Lovers Committee has established a measurable reduction target:

- ✓ Reduce food waste by 25% from the established benchmark by the end of May 2026 within the boundary of Iru restaurant at Sun Siyam Iru Fushi.

As a phased and controlled approach, Sun Siyam Iru Fushi initiated the PLEDGE™ implementation within the operational boundary of Iru Restaurant as the pilot site.

- ✓ Installation of a Smart Kitchen Tool for daily food waste measurement
- ✓ Segregation of Food waste (Preparation/ Spoilage / plate waste / untouched buffet waste)
- ✓ Real time data collection and tracking
- ✓ Kitchen level waste monitoring

This pilot model allows controlled testing before scaling to other outlets.

Emissions from Food Waste

Using an emission factor of 2.5 kg CO₂e per kg of food waste, total emissions associated with food waste were estimated at:

4,677.66 kg CO₂e

These emissions are categorized under Scope 3 (waste-related emissions), highlighting the indirect environmental impact of food waste generation.

PLEDGE Food Waste Reduction Target at Iru Operational Boundary 25% by 31 st of May 2026	Amount of CO ₂ Offset within the Iru Restaurant Boundary by PLEDGE Initiative 2025 4,677.66 kg CO ₂ e
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Journey to Reduce Food Waste at Sun Siyam Iru Fushi

Awareness and Culture



Figure 1-Brainstorming sessions on PLEDGE

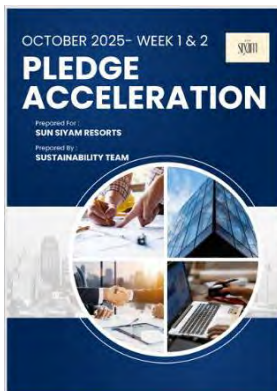


Figure 3- PLEDGE 15 Week Acceleration Program



Figure 2-Smart Kitchen Tool for Food Waste Measurement and Tracking



Figure 4-Food Waste Segregation Based on Categories

Methodology of Food Waste Measurement and Tracking

1. **Segregate Food Waste**
Food waste is segregated within the designated Tempo operational boundary into four streams: pre-service waste, spoilage waste, untouched buffet waste, and guest plate waste.
2. **Measure and Record Data**
Each waste stream is measured using the Smart Kitchen digital measurement system, either by individual dish or collectively as per the defined SOPs, across all three meal periods (breakfast, lunch, and dinner).
3. **End-of-Meal Data Capture**
Measurements are recorded at the end of each meal service following buffet closure to ensure consistency and accuracy.
4. **Prepare Daily Report**
A daily food waste report is generated based on the recorded data to monitor operational performance.
5. **Track Performance Indicator**
The primary KPI used is the **average food waste per guest**, enabling performance comparison against guest occupancy.
6. **Monthly Analysis and Reporting**
Data is consolidated into monthly reports to identify trends and performance gaps.
7. **Management Review and Action**
Findings are presented through the Food Lovers Committee (FLC), a cross-functional platform, to support data-driven decision-making and continuous improvement under the PLEDGE Food Waste Reduction Program.

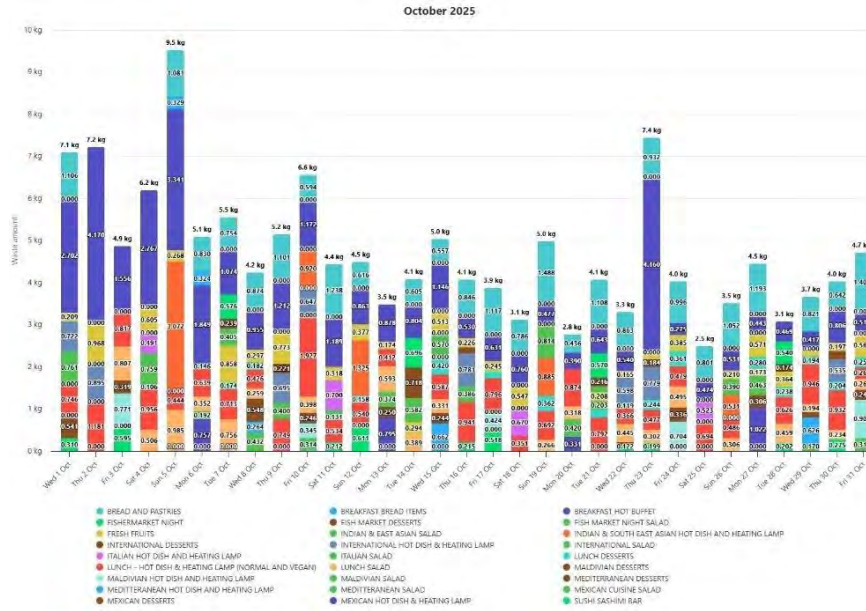


Figure 5- Food Waste Measurement and Tracking in the system and Analysis

Food Waste Reduction Policy

SUN
siyam

At Sun Siyam Resorts, our partnership with The PLEDGETM on Food Waste is a natural extension of our group-wide Sun Siyam Cares sustainability program. As part of our ongoing commitment to responsible hospitality, we have adopted this globally recognized certification and benchmarking system to reduce food waste across our operations.

LET'S REDUCE WASTE TOGETHER

Return for seconds. Our buffet is always open

Take only what you can enjoy

Ask our team if you'd like smaller portions

Together, we can make a difference, for our environment, our communities and future generations.

READ MORE

Environmental Performance – Water Consumption

2025 Total Water Consumption
166,635.00 m³

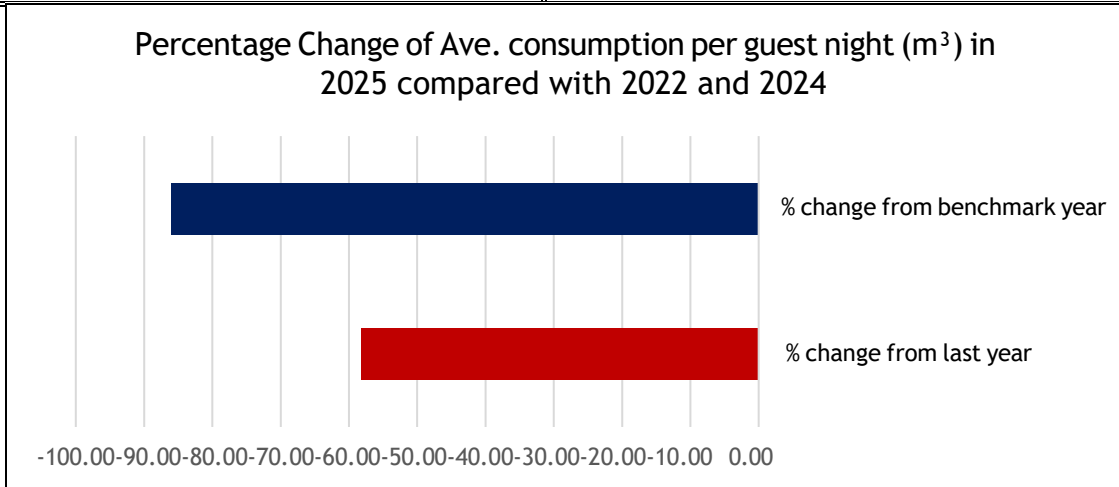
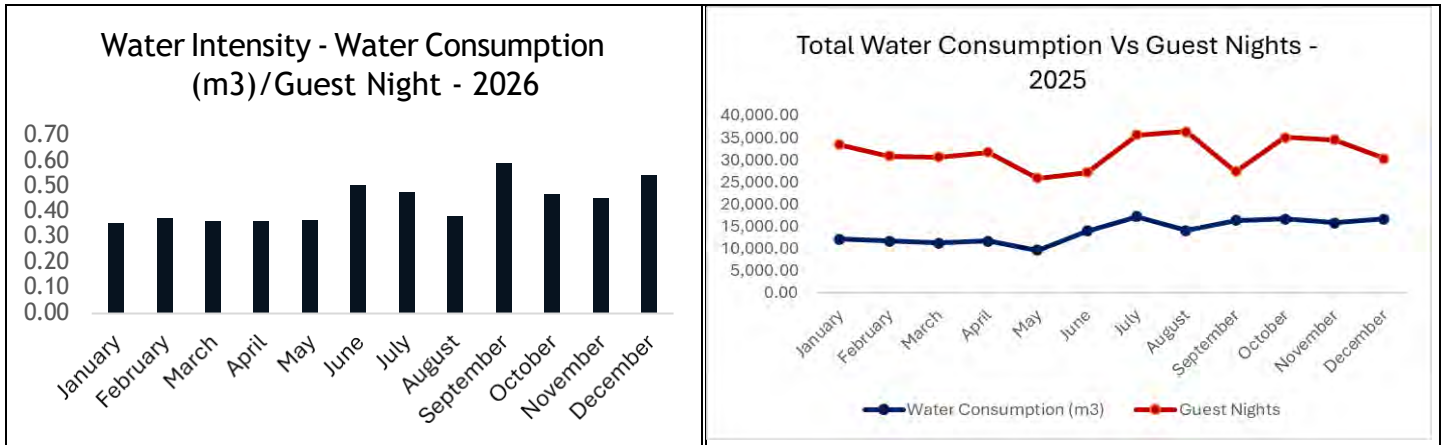


2025 Water Intensity
0.44 m³ /Guest Night



2025 Water Intensity Improvement
Vs 2024

58.17 %



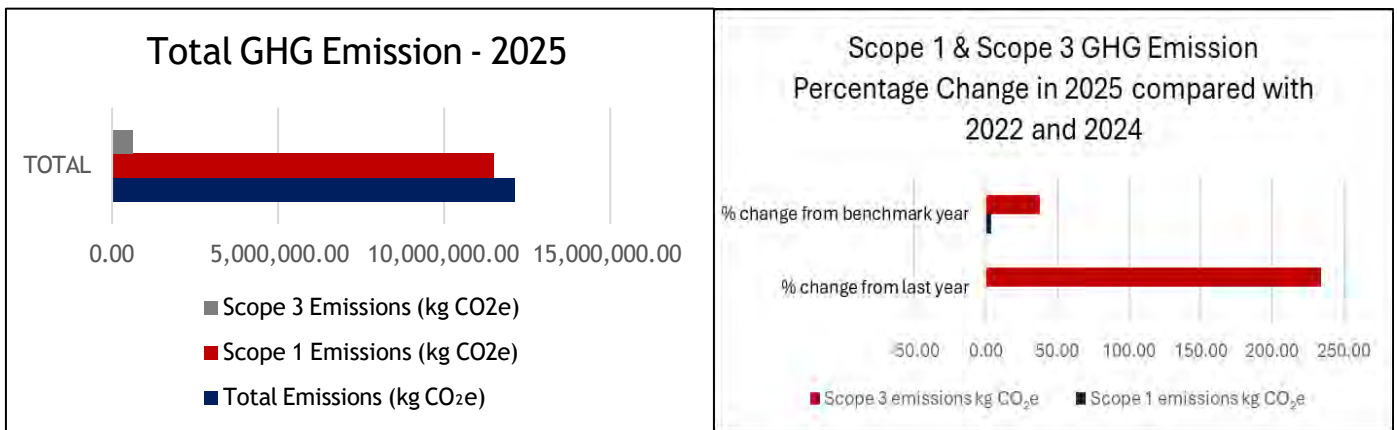
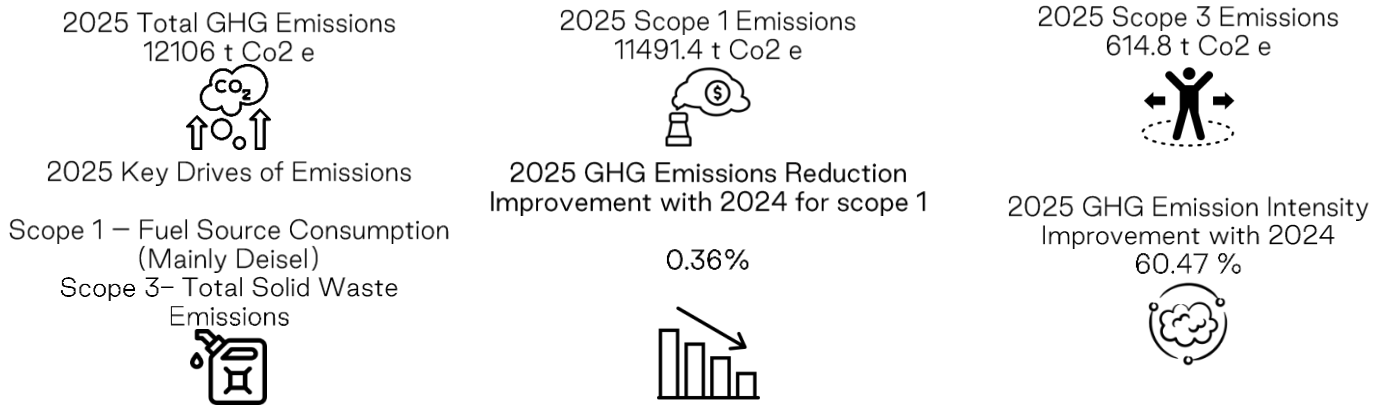
	2023	2024	2025
Total water Generated (Kgs)	142312	152420	166635
Water consumption per guest night (Kgs)	0.451	0.44	0.44

Water Management and Conservation Practices 2025

At Sun Siyam IruFushi, water resource management is a key environmental priority, particularly given the sensitivity of island ecosystems and reliance on desalinated water sources. The resort adopts a structured and proactive approach to water conservation through operational controls, monitoring systems, and stakeholder awareness initiatives.

- Conducting bi-annual water assessments to monitor consumption patterns and identify efficiency improvements
- Implementing efficient landscaping practices, including drought-resistant plants and controlled irrigation schedules
- Utilizing treated grey water for gardening and landscaping to reduce freshwater demand
- Managing and optimizing water pressure levels across guest and operational areas
- Installing water-efficient fixtures (low-flow taps, aerators, and showerheads)
- Promoting guest awareness through in-room environmental cards encouraging responsible water use
- Implementing a linen and towel reuse program to reduce laundry-related water consumption
- Conducting regular leak detection and preventive maintenance of plumbing systems
- Monitoring water consumption through daily/monthly tracking systems and departmental KPIs
- Providing staff awareness and training programs on water conservation practices
- Optimizing laundry operations to minimize water usage per cycle
- Reducing unnecessary water use in cleaning and kitchen operations through controlled procedures

Environmental Performance- Total GHG Emission



Classification	% change from last year	% change from benchmark year
Scope 1 emissions kg CO ₂ e	-0.36	3.94
Scope 3 emissions kg CO ₂ e	233.88	37.84

Greener Iru Fushi- Plants that Sustain Us

Coral Nurseries Maintained
2025
26



Project Based Coral
Conservation

Nemo Garden
Boli Lagoon
Baani Lagoon



Reef Health Monitoring
Dives
14



No: of Deployed Coral
Frames

64



Guests Participation in
Marine Talks
365



Survival Rate of Deployed
live Coral

95.67%



In 2025, a total of 1,346 trees were planted across the island, including a variety of native species such as coconut, papaya, sea hibiscus, and more. In addition, several flowering plants were introduced throughout both guest and staff areas to enhance and beautify the common spaces.

Most of the large-scale tree planting took place during the rainy season from July to August, during which 850 trees were planted. By the end of the year an average of 93.7% survival rate was observed.

Nature Walks

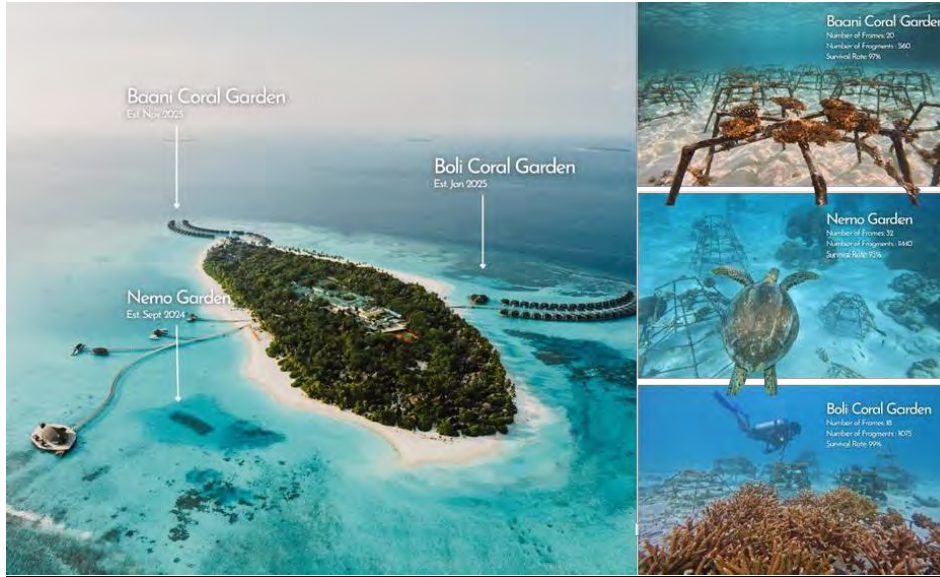
At Sun Siyam Iru Fushi, guided nature walks are regularly organized as part of the resort's environmental engagement initiatives, offering guests an opportunity to explore the island's natural ecosystems while raising awareness on biodiversity and conservation practices. Participation levels reflect strong guest interest, with an average of approximately 60 guests per month during the peak season (December to April) and around 35 guests per month during the low season, demonstrating consistent engagement and support for sustainability-driven experiences.

Coral Restoration Project – Giving a home to juvenile Marine life

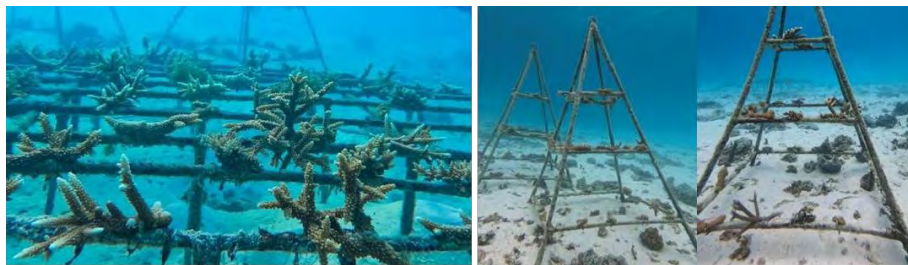
The coral restoration project at Sun Siyam Iru Fushi was launched in September 2024 and expanded significantly throughout 2025. In addition to the original Nemo Garden site, two new restoration sites were established in the Boli and Baani Bridge lagoons.

Growth across all sites was exceptional; however, the Boli Coral Garden recorded the fastest growth and the highest survival rate.

Throughout the year, both guests and team members actively participated in coral restoration activities, contributing to the recovery of these fragile marine Environments.



Coral Restoration Project Progress
January 2025



December 2025



Protected Species Interaction

Meet our New Turtles



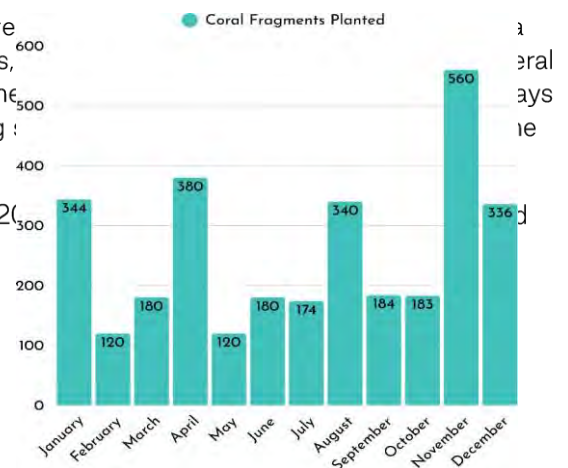
Through our ongoing data submissions to the Olive Ridley Project’s sea turtle database, we recorded four newly identified turtles this year. These included one Green Sea Turtle observed within our seagrass beds and three Hawksbill Turtles encountered on our house reef and at our most frequented snorkeling site, Thamburudhoofaru. The Green Sea turtle measured around 40cm carapace length, making her a sub-adult. All 3 hawksbills are on their juvenile stage.



In addition to sea turtles, several protected species are encountered on our reef. A variety of reef shark species, most notably Blacktip Reef Sharks, species of rays are also commonly seen, with Eagle Rays, Feather Rays, and Napoleon Wrasse of varying sizes being familiar sights for our guests.

While these represent our most common species interactions, 2023 had several notable encounters, including:

- 9 interactions with Manta Rays
- 2 interactions with Leopard Sharks
- 1 interaction with an Ornate Eagle Ray
- 1 interaction with a Fin Whale



Coral Planting Sessions

Guest participation during special events such as World Environment Day, Reef Awareness Day, and Biodiversity Day. In addition, eight press trips also took part in coral planting activities, helping raise awareness and our commitment to sustainability.



Social Performance

Diversity, Equity and Inclusion


2025 Local Team
Member
Representation
30.30%



2025
Employment Mix

Permanent - 71 %
Casual - 29%

2025 Female
representation of
the Work

Force14% 

2025 Work Force
Stability

~500-600 Team
Members

2025 Team
Member Turnover
3%



2025 Gender
Basis Female
Promotions

6%

2025 Total Work
Force
Peak Total- 941
Lowest - 665

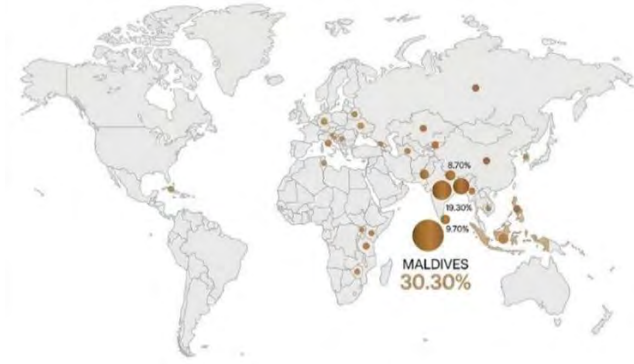


2025 Peak
Staffing Demand
Observed

Q4- (Oct- Dec)

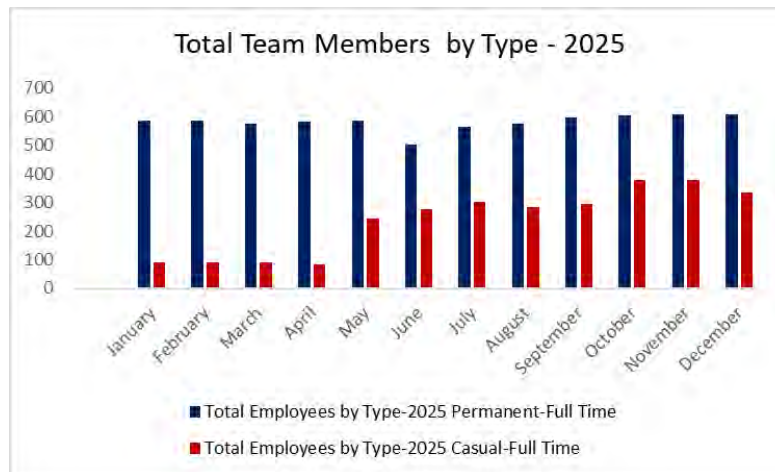
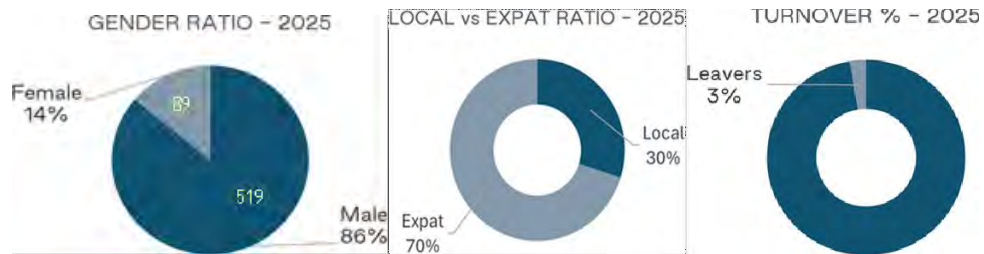


People and Workplace

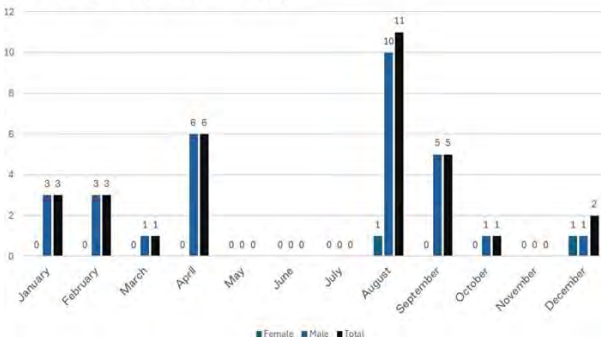


Country	No. Tms	Percentage (%)
MALDIVES	184	30.30%
INDIA	117	19.30%
BANGLADESH	107	17.60%
SRI LANKA	59	9.70%
NEPAL	51	8.40%
INDONESIA	28	4.60%
PHILIPPINES	20	3.30%
CHINA	7	1.20%
MYANMAR	4	0.70%
CUBA	4	0.70%
RUSSIA	3	0.50%
KYRGYZSTAN	3	0.50%
KAZAKHSTAN	3	0.50%
ITALY	3	0.50%
ZIMBABWE	2	0.30%
BHUTAN	2	0.30%
UKRAINE	1	0.20%
TURKMENISTAN	1	0.20%

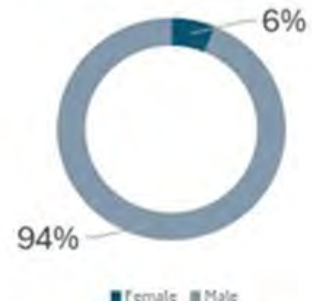
TUNISIA	1	0.20%
TANZANIA	1	0.20%
SERBIA	1	0.20%
PAKISTAN	1	0.20%
MAURITIUS	1	0.20%
KENYA	1	0.20%
GERMANY	1	0.20%
BELARUS	1	0.20%



INTERNAL PROMOTIONS - 2025



PRMOTIONS - GENDER % - 2025



Training and Engagement

2025 Online Training hours for Team Members
534 hrs./Annum



Average Training hours completed per employee
13.06 hrs./Employee



Average Training hours per managerial employee
3.33hrs/Employee



Average Training hours completed per non-managerial employee
12.8 hrs./Employee



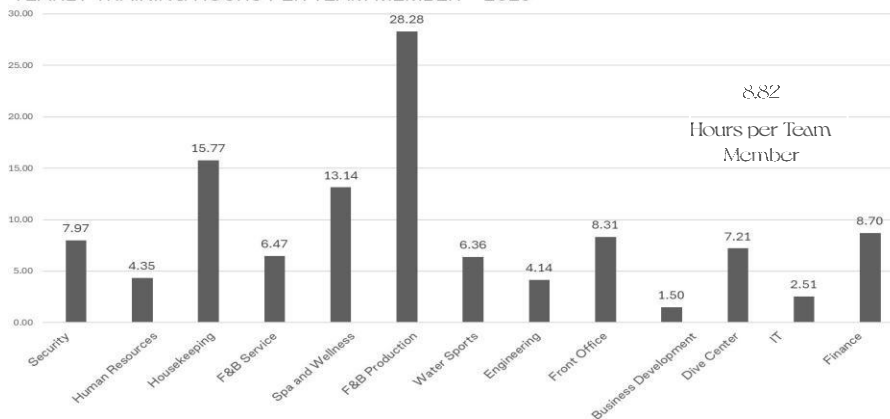
2025 Average Training Spend
\$ 1.81/Employee



2025 Local School Visits Participation 60+



YEARLY TRAINING HOURS PER TEAM MEMBER - 2025



Health, Safety and Wellbeing

Safety Trainings Conducted



85

Members Completed
Basic First Aid
Training



27

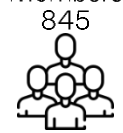
Members
Completed
Industrial Fire

Various Occupational Health and Safety Trainings Conducted

Food Handlers – Level 1:	71 Team members
Food Handlers – Level 2:	70 Team member
Food Handlers – Level 3:	12 Team members
FIFO, Labelling, Cleaning and Disinfecting training:	24 Team members
HACCP Foundation Online Course:	51 Team members
Chemical Handling Training:	221 Team members
Allergen Awareness Training:	61 Team members

Welfare Programs and Participation

2025 Ave: Participation in Welfare Activities for Team Members



2025 No: Of Welfare Programs Conducted



International Women's Day Celebration

Cup Cakes to all the female team members and at the end of the day they had a ladies night with karaoke.



Island Beautification

Importance of island and beach cleaning drive for all the hosts.



Master Chef Season IX

All departments compete in cooking competition through cleanliness with surprise ingredient.

Sun Siyam Care

Together, we care,
Together, we create impact.



Reef Cleaning

Reef cleaning initiatives by in house best swimmers.



Tree Plantation by guests and our hosts

A set of planters through out the island are planted every month accordingly.



Iru Fushi Quiz Competition Season III



Departmental Cricket Tournament



Annual Party with Gala Dinner



Blood Donation Camp

In celebrations of 35-year anniversary of Sun Siyam Group as well as on world Thalassemia Day a blood donation camp was organized for 2 days in collaboration with Maldivian Blood Service (MBS)



Workshop for Noonu Velidhoo Graduating Students

Effective communication for professional excellence session was facilitated to N. Velidhoo civil servants and N. Velidhoo school students



Community Iftar with N. Atoll Hospital



Community Iftar with N. Velidhoo Council

Sun Siyam Care

Together, we care,
Together, we create impact.



World Cancer Day Celebration

Awareness session on Breast Cancer for N. Holhudoo School students. The session was facilitated by our resident doctor. After the session the students were given a resort tour.



Earth Day

We invited the school children from Noonu Community to showcase their creativity in an art competition. We received over 50 submissions centered around the theme "Our Power Our Planet" The art works were displayed for the guests during the earth day celebration event. Hosted a coral planting activity parallel to this,



Fund Raising for Sri Lanka

31,476.59\$



N. Atol Hospital Anniversary

On 57th Anniversary of N. Atol hospital, we made our contribution by donating the anniversary cake.

Collaborations and Partnerships

Collaboration with Noonu Kudafari Women's Development Committee

As part of our community engagement & CSR initiatives, we have made a collaboration with one of the nearby local Islands (Noonu Kudafari) Women's development committee to provide "Chapatti" to our resort daily. Under this agreement, we are buying 1500 chapatti per day, which is required for the team members. This collaboration enables the local women to generate income.



Collaboration with Maldivian Blood Services (MBS)

We have a collaboration with Maldivian Blood Services. Under this collaboration, every year we conduct blood donation camps at Sun Siyam Resorts which helps the Thalassemia patients.



Governance

Governance at Sun Siyam Iru Fushi 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 and Oversight

At Sun Siyam Iru Fushi, 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 Iru Fushi.

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.



ESG Working Committee

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

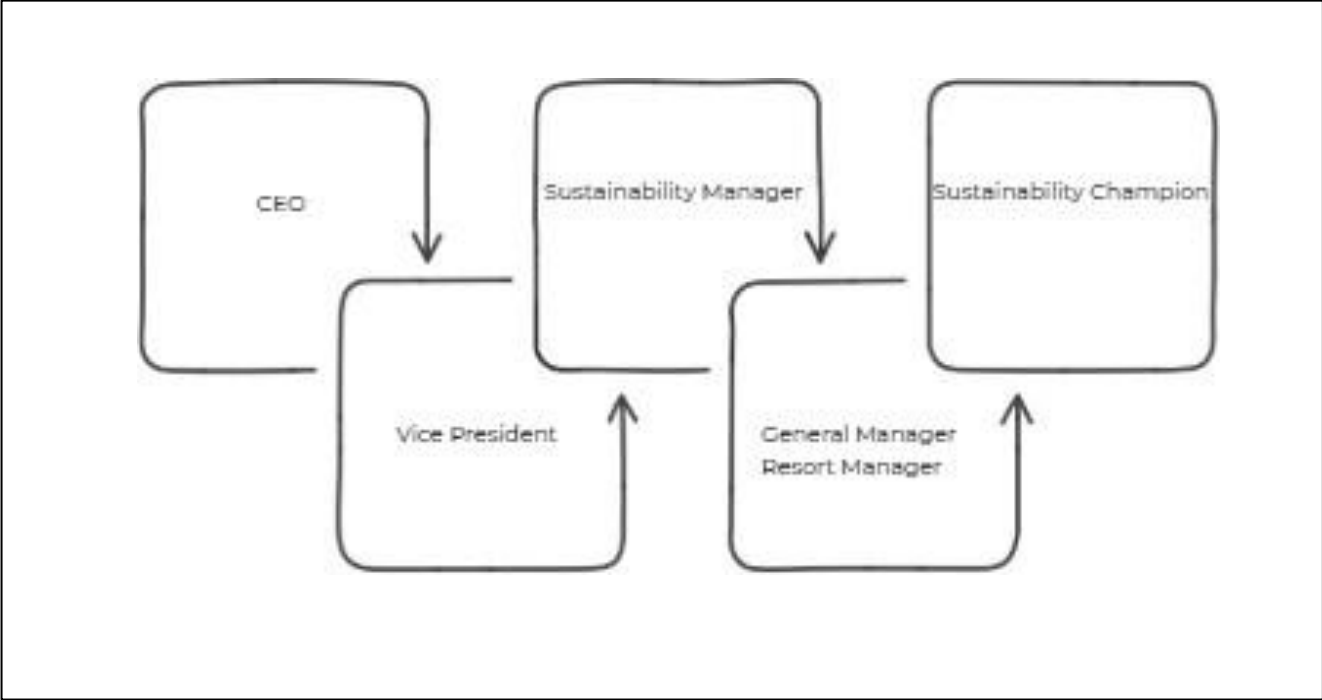
- Group and resort-level annual business plans and budgets
- Departmental and operational action plans
- Capital expenditure (CAPEX) and infrastructure development decisions
- Procurement and supplier selection processes
- Risk registers, compliance systems, and sustainability certification requirements
- 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 Iru Fushi.

Sun Siyam Resorts Sustainability Leadership Commitment and Organization Wide Engagement



Risk Management

Risk Management Process

Performance Monitoring of Operational Activities	Risk Identification Based on Performance	Management Review
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
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.

Human Rights Policy

At Sun Siyam Resorts, we understand the importance of the protection of Human Rights of our team members

We are committed to conduct our business in compliance with the following principles of Human Rights.

- **Respecting the rights of the Team Members**
We ensure to provide suitable employment conditions to all our team members along with fair compensation and benefits in line with company's job levels.
- **Providing a safe working environment**
We aim to provide a safe working environment for our team members. We are dedicated to complying with the health and safety requirements set by the relevant authorities
- **No forced labour or exploitation of children**
We do not encourage or support any forced labour or exploitation of children. No team member is forced to work against his or her will.
- **Eliminating discrimination**
we seek to promote equal opportunities and we do not discriminate any team member based on their gender, race, color, ethnicity, religion, sexual orientation, age, disability, marital status, pregnancy or any other characteristic protected by law
- **Promoting Diversity**
We strive to attract, develop, advance and retain a diverse, high performance work force.
- **Conducting business with honesty and integrity**
We seek to conduct business with integrity and compliance with the employment Law of Maldives

SUN SIYAM
IRU FUSHI
LUXURY COLLECTION



Anti Harassment Policy

Harassment is defined as any unwanted speech or conduct which violates a person's dignity. Acts of harassment creates and offensive work environment which effects the well-being of the subjected team member(s)

Types of Harassment:

- **Verbal harassment;** *Shouting, insulting, intimidating, threatening, shaming, demeaning, using derogatory language.*
- **Bullying;** *Repeated acts of criticism or abuse, ridicule, exclusion, unfair treatment, misuse of power, victimization*
- **Hate Speech;** *Derogatory speech that is intended to humiliate and individual or group of individuals based on their race, religion, gender, sexual orientation or disability.*
- **Gender based harassment;** *Acts of verbal or non-verbal intimidation based on gender.*
- **Sexual harassment;** *Acts of unwelcome verbal or physical conduct of a sexual nature including sexual advances or requests for sexual favors.*

Any incident of Harassment Should be Immediately reported to the Prevention of Sexual Abuse and Harassment Committee or Department Head or directly report the incident to Human Resources Department

SUN SIYAM
IRU FUSHI
LUXURY COLLECTION



Disciplinary Action

In order to maintain a fair, consistent and logical workplace, all Team Members regardless of their position are subject to the disciplinary procedure detailed below.

Stage 1: Provision of Counselling

Stage 2: Verbal Warning / File Note

For minor breaches of discipline or failure to achieve satisfactory standards, a verbal warning will be given, recorded on the Team Member's file

Stage 3: Written Warning

In the event of further breaches of discipline or failure to reach resort standards, counselling will take place and a written warning will be given, normally by your Department Head and/or the Human Resources Manager

Stage 4: Suspension of job duties for a period of not more than 14 days

Stage 5: Demotion from the current position to another position

Stage 6: Final Written Warning / Possible Dismissal

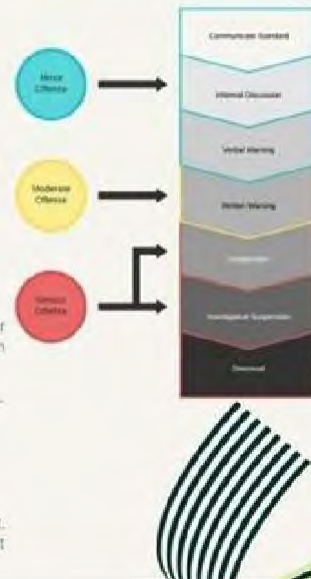
For further or more serious transgressions, your department head in the presence of the Human Resources Manager will issue a final written warning. This written warning will advise you of the conditions under which your termination will take effect.

Disciplinary measures will be determined based on the severity of the misconduct and will be reviewed on a case-by-case basis.

Depending upon the seriousness of the situation, a first and/or final written warning may be issued at any stage.

Immediate Termination of Employment

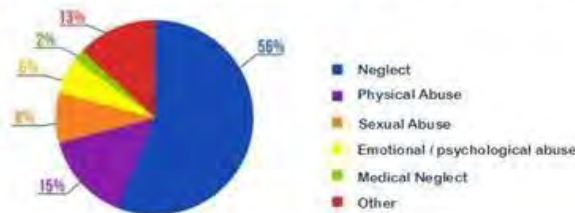
An instance of "gross misconduct" or "gross neglect of duty", may result in an immediate termination of employment. In such instances, no notice period is given nor payment in lieu provided and service charge for the month is also not paid.



Child Protection Policy



Types of Maltreatment Children Suffer



Sun Siyam Resorts is fully committed in providing a safe environment for children and complies with all the laws and regulations on child protection

Child Abuse involves neglect, physical, sexual, emotional harm and exploitation of children

In case of any suspicion on child abuse report the case to disciplinary committee via head of department or HR department. Make sure to provide the details of the incident which led to suspicion

All existing team members were trained on the same. A summarized version of the Policies is displayed on the noticeboard with a QR Code where full policy can be reviewed.

It's been included in the new joiner's orientation. These policies are included in the employee handbook 165 new team members who joined in 2025 are familiar with these policies upon joining.

Sustainable Procurement and Supply Chain Management

2025 Total Quantity of Purchased High Emission Food Items

Meat, Dairy and Fish (kg)–
136,030.25

Diary (l)– 50,053.88



2025 Local Perishable Procurement Rate

3%–7%



2025 Meat Item purchasing reduction compared with 2024

37%



2025 Local Agro Farm Total Purchase

472224.05 USD



2025 Fish Item purchasing reduction compared with 2024

39%



2025 Varieties of Vegetable purchased by Local Agro Fram

55+ Varieties



2025 Average Local Fish Procurement Rate

35%–80%

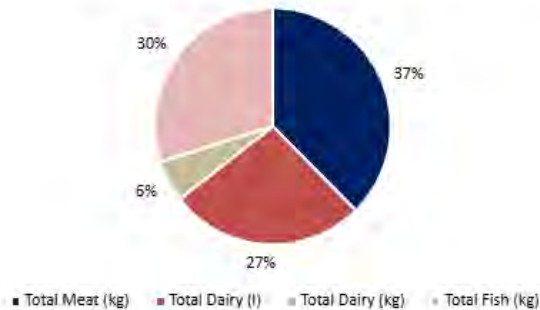


2025 Sustainable Purchasing Category Total Spend

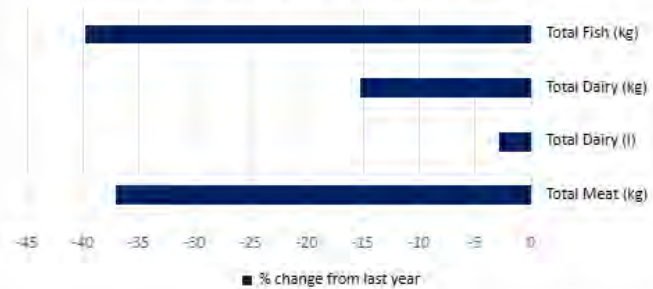
328072.99 USD



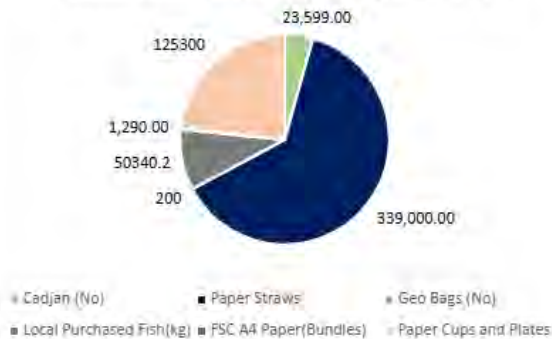
High Emission Food Purchasing- 2026



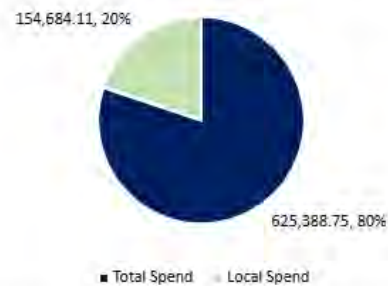
Percentage change of High emission food purchasing in 2025 from last year



Sustainable Purchasing Categories- 2025



Procurement Spend on Fish and Perishable Categories - 2025



Certifications, Standards and External Alignment

Travelife Gold Certification – Accommodation Sustainability

Sun Siyam Iru Fushi strengthens its sustainability governance through alignment with recognized international sustainability certification programs. 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 program. 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 Iru Fushi 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.





Shaped by a culture of open-hearted hospitality and a purposeful vision, the operating approach at sun Siyam Iru Fushi supports marine, environmental and community Initiatives through the sun Siyam care program.

TCFD Report

Sun Siyam Iru Fushi 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 style="text-align: center;">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.</p> <p>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 style="text-align: center;">Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities</p> <p>Climate-related risks and opportunities at Sun Siyam Iru Fushi 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 style="text-align: center;">Additional Information</p> <p style="text-align: center;">Oversight and Management , ESG Steering Committee</p>	

Section 2 – Strategy

Sun Siyam Iru Fushi 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.

<u>Risk 1</u> Sea level Rising and Marine Eco system degradation risk (Long Term Risk)	<u>Risk 1</u> Energy Transition and Carbon Cost Risk (High Deisel Dependency) (Medium Term Risk)
<u>Opportunity 1</u> Renewable Energy Transition Opportunity	<u>Opportunity 2</u> Nature Based Tourism and Blue Economy Opportunity
<u>Additional Information</u> Sun Siyam Resort’s ESG Strategy Environmental Management Environmental Performance	

Section 3– Risk Management

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

Process for Identifying and Assessing Climate-Related Risks	Processes for Managing Climate-Related Risks
<p>Sun Siyam Iru Fushi 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>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).</p> <p>Key performance indicators related to energy, emissions, water, and waste are tracked to support timely risk response and continuous improvement.</p>

Integration into Overall Risk Management

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.

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.

SCOPE 1, 3 GHG Emissions	Targets Used and Performance Against Targets
<p>In addition to measuring and reporting Scope 1 and Scope 3 greenhouse gas (GHG) emissions, Sun Siyam Iru Fushi 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>Total emissions increased in line with occupancy growth, while emissions intensity per guest night decreased, indicating improved operational efficiency.</p> <p>Scope 1 emissions remain the primary focus area for mitigation, driving the introduction of renewable energy solutions</p> <p>Scope 3 emissions from waste treatment remain controlled relative to business growth</p>
<p style="text-align: center;"><u>Additional Information</u> Sun Siyam Olhuveli – 2025 Goals and Targets Environmental Management Environmental Performance</p>	

SSR Alignment with UN SDGs

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 programs, 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.



