

Sun Siyam Care

Sustainability & ESG Report 2025

SIYAM WORLD

LIFESTYLE COLLECTION

Report Period 1st Jan 2025 – 31st Dec 2025
Report Prepared on 7th April 2026



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About this Report, Purpose & Scope

Siyam World Maldives' Annual Sustainability and ESG Report 2025 provides a comprehensive overview of the resort's environmental, social, and governance (ESG) performance, reflecting a structured approach to managing sustainability related risks, impacts, and opportunities across its operations.

The report consolidates operational data, key performance indicators, and strategic initiatives to demonstrate how sustainability is integrated into core business functions, including resource management, workforce engagement, supply chain practices, and community impact. It highlights the resort's progress in enhancing environmental efficiency, strengthening social responsibility, and maintaining robust governance frameworks.

Through this report, Siyam World reinforces its commitment to transparent ESG disclosure, enabling informed decision making and continuous performance improvement. The approach aligns with broader sustainability objectives under the Sun Siyam Care framework, supporting responsible tourism practices and long-term value creation for stakeholders.

This report presents the sustainability journey, performance outcomes, and key initiatives of Siyam World Maldives for the reporting period 1 January 2025 to 31 December 2025, covering all operational activities and workforce segments, including permanent and contract team members, unless otherwise stated.

Sustainability Frameworks and Disclosures

Siyam World Maldives aligns its sustainability reporting with internationally recognized sustainability frameworks and industry best practices, supporting a structured and transparent approach to ESG performance management. The report is primarily informed by the Travelife Certification criteria, which guided the resort's sustainability management and reporting practices during the 2025 reporting period.

In addition, the report reflects alignment with broader sustainability principles, including the United Nations Sustainable Development Goals (UN SDGs) and the internal Sun Siyam Resorts Sustainability Policy, ensuring consistency with Group level sustainability objectives.

Greenhouse gas (GHG) emissions are measured and reported based on data captured through the Travelife Evergreen system, in accordance with the GHG Protocol, supporting consistency, comparability, and transparency in environmental performance reporting.

While Travelife certification was maintained during the reporting period, the resort is currently transitioning its sustainability approach to align with evolving internal priorities and future certification frameworks.



Resort Profile

Set within the pristine waters of the Noonu Atoll, Siyam World Maldives is more than a resort, it is an expansive island destination designed to offer a dynamic balance between immersive experiences and responsible island living. Spanning a vast natural landscape, the resort reflects a unique approach to hospitality where scale, diversity, and sustainability converge.

Recognized as one of the largest resorts in the Maldives, Siyam World presents a vibrant, multi-dimensional environment that caters to a wide spectrum of guest experiences from tranquil escapes to high-energy adventure. The island is thoughtfully designed as a self-contained ecosystem, where natural surroundings, guest experiences, and operational practices coexist in harmony.

The resort features an extensive range of villa categories and residences, offering flexibility for different travel styles, from intimate overwater villas with direct lagoon access to expansive multi-bedroom beachfront residences. This diversity supports inclusive tourism by accommodating families, groups, and long stay guests, while maintaining a strong connection to the surrounding marine and coastal environment.

Siyam World's culinary offering is equally diverse, with over 20 dining and beverage venues representing global cuisines alongside authentic Maldivian experiences. This approach not only enhances guest satisfaction but also creates opportunities to integrate local sourcing and sustainable food practices within daily operations.

At the heart of the resort lies its signature WOW! All-Inclusive concept, designed to deliver seamless guest experiences while optimizing operational efficiency. By centralizing services and experiences within a structured framework, the model supports resource management and contributes to more efficient energy, water, and supply chain utilization across the island.

Beyond hospitality, Siyam World is positioned as an experiential island ecosystem, offering a wide range of land and marine activities from the Maldives' largest floating water park to nature-based excursions and cultural engagements. These experiences are designed not only for recreation but also to foster a deeper connection between guests and the natural environment.

Wellness and environmental harmony are further embedded through dedicated spaces such as Veyo Spa, inspired by the island's natural vegetation and designed to reflect a holistic approach to wellbeing.

As part of the Sun Siyam Resorts portfolio, Siyam World continues to evolve its sustainability approach by integrating environmental stewardship, community engagement, and operational efficiency into its core business model. The resort's scale and diversity present both opportunities and responsibilities, positioning it as a key platform for advancing sustainable tourism practices in the Maldives.

Leadership Message

Resort Manager's Message- Siyam World Maldives



At Siyam World, our approach to sustainability is simple. It has to be real.

We believe in doing things that genuinely make a difference for the environment, for local communities, and for the long-term sustainability of the resort itself. We are not interested in empty promises, greenwashing, or exaggerated claims. What matters to us is honest action, measurable impact, and being clear about why it matters.

That way of thinking has always been closely aligned with the philosophy of our founder, Mr. Ahmed Siyam Mohamed. He has long believed that real change begins by influencing behavior, building awareness, and inspiring people to take part in something meaningful. Not just by speaking about it, but by doing it in a way people can see, understand, and believe in.

One of our biggest milestones this year has been the start of solar power production. For us, this is a major step forward and a very clear example of sustainability that is both responsible and practical. The project is expected to save approximately one million liters of diesel per year, which is especially significant at a time when fuel prices continue to rise globally. It is the kind of initiative that benefits the planet while also strengthening the long-term financial sustainability of the resort.

Another milestone we are especially proud of is the launch of the Maldives' first plastic upcycling house. This gives unavoidable plastic waste a meaningful second life instead of simply discarding it. What makes it even more valuable is that it allows us to create practical outcomes without major additional cost, while also opening opportunities to support projects within the resort and contribute to nearby islands as well.

We also see encouraging progress through our greenhouse farm and the banana and watermelon plantations, which have been voluntarily initiated and led by our own staff. That in itself says a great deal. These projects may not make a resort in the Maldives fully self-sustaining in terms of food production, and we should be honest about that, but they absolutely help reduce reliance on imported produce. Just as importantly, they encourage us to source more from Maldivian farmers where possible. That supports local producers, contributes to the local economy, reduces some foreign currency outflow, and creates real value for the resort at the same time.

At the same time, sustainability at Siyam World is not something we want hidden in the background. It is something guests should be able to experience for themselves. That is why we have introduced initiatives such as marine workshops, coral planting sessions, organic farming demonstrations, and plastic upcycling processes that guests can see and engage with. For us, awareness becomes far more powerful when people witness action first-hand rather than simply hear about it.

The same thinking applies to culture and community. Experiences such as virgin coconut oil making and Maldivian cooking classes are not there just to fill a programme. They help celebrate local heritage, preserve cultural knowledge, and create meaningful opportunities for Maldivian artists, performers, and local talent to be involved, recognized, and fairly compensated for what they bring.



Because of this, sustainability and social contribution have become a real part of the Siyam World and Sun Siyam story. It is one of the things that is spoken about during new hire orientation, because we want our team members to understand from the beginning that these values are not a side initiative or a nice extra. They are part of who we are and part of how we want to operate.

Marine conservation is also not optional for us. It is part of our responsibility, and in many ways, part of our survival. Beyond the coral planting and marine education already taking place, we also have plans to establish a Marine Conservation Centre. The vision is for it to become more than just a conservation project. We want it to be an information hub, an educational platform, and a meaningful experience space for guests, helping them build a deeper connection with the marine world around us.

In the long run, our goal is not simply to say that we are sustainable. Our goal is to be known for doing sustainability in an honest way, grounded in action, rooted in purpose, and capable of creating meaningful impact. We want to be different by being genuine, by staying practical, and by continuing to do things that truly matter.

Asy Waseem
Resort Manager
Siyam World Maldives



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

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 almost 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 land 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
- Bring 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

3. 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 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.

4. Prevention of Child Sexual Exploitation Policy

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



2025 Performance Focus and 2026 Targets

In 2025, Siyam World Maldives 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.

KPI Area	KPI Used	Baseline / Status 2024	Achievement Status 2025	Target for 2026
Energy & GHG	Total GHG emissions	20,143,608.19 kg CO ₂ e	4.62%	Further 3–5% Reduction (Aligned with Net Zero Pathway) from Baseline
GHG Emission Intensity	GHG Emissions per Guest Night	61.25 kg Co2e/Guest Night	55.31 kg Co2e/Guest Night – 9.7 %	15% Reduction (Operational Efficiency) from Baseline
Energy Intensity	Ave: Energy per guest night	228.97 kWh/Guest Night	207.85 kWh/Guest Night –9.2%	15% Reduction from Baseline
Water Efficiency	Water consumption per guest night	1.28 m ³ /Guest Night	1.01 m ³ /Guest Night –21.1%	Maintain the Performance and 24 % Reduction from baseline
Waste Management	Total solid waste generated	2,537,522 kg/Year	1,863,551 kg/Year –26.57%	Maintain the Performance and 30% Reduction from Baseline
Local Sourcing	Local Procurement as % of Total Procurement	–	Data To be established (2025 baseline)	Target 10% increase in local sourcing

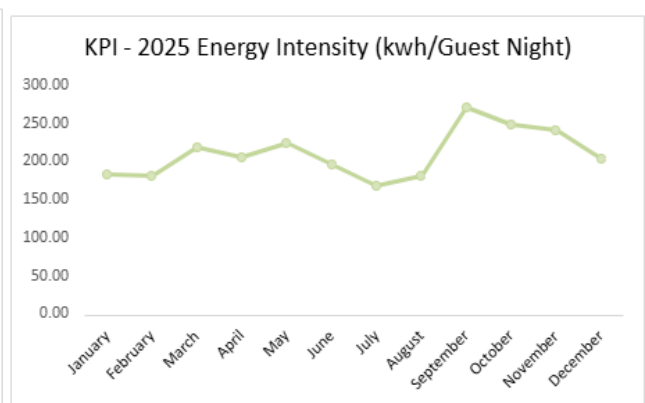
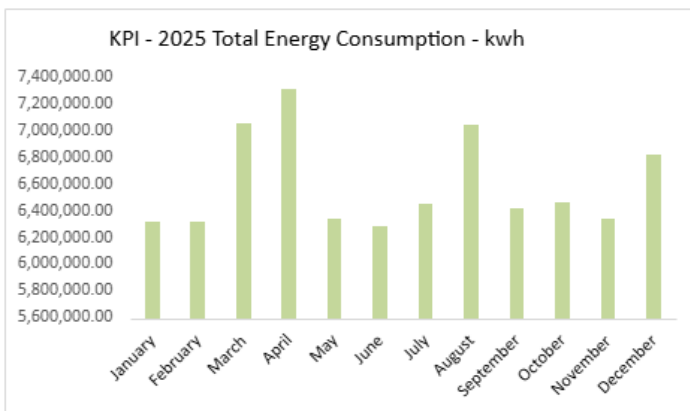
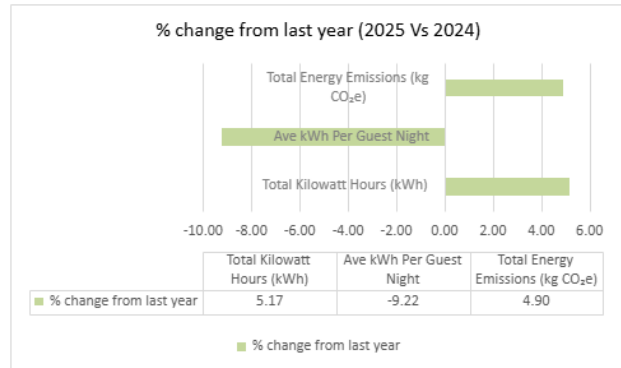
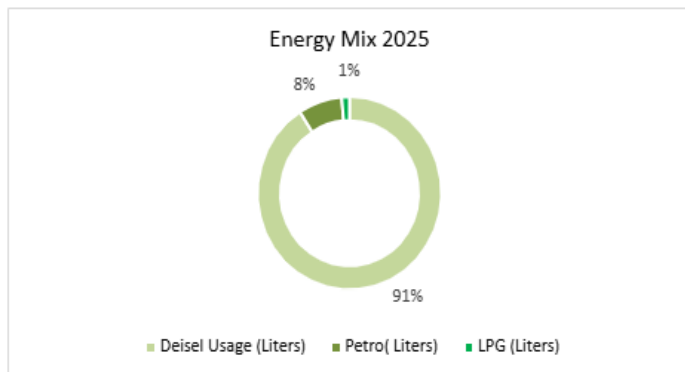


Environmental Sustainability

Environmental Performance–Energy Consumption

Energy management remains a key focus area for Siyam World Maldives, reflecting the resort’s commitment to improving resource efficiency and reducing greenhouse gas emissions in line with the Sun Siyam Resorts Environment and Integrated Sustainability Policy and Travelife performance monitoring framework.

2025 Total Energy Consumption 79.20 GWh	2025 Energy Intensity 207.85 kWh/Guest Night	2025 Total Energy Intensity Performance Improvement Vs 2024 9.22 %	2025 Energy Demand Stability Range 6.2 GWh –7.3 GWh	2025 Peak Consumption April – 7.31 GWh
2025 Lowest Consumption June– 6.2 GWh	2025 Total Energy Emissions 19,936.051 t Co2eq	2025 Energy Based Carbon Intensity from Total Carbon Intensity 94.60%	2025 Primary Energy Source Deisel	2025 Total Volume of Deisel Consumption 6780284 Liters



Energy Management Strategy and Implementation

Sun Siyam Resorts has established formal Energy Management Plans (EMPs) at Group level to systematically reduce energy consumption and improve operational efficiency across properties. These plans are being progressively implemented at Siyam World Maldives through site-specific action programmes integrated into the Sustainability Management Plan. Each action includes defined responsibilities, KPIs, and periodic verification.

Technical Measures for Energy Management

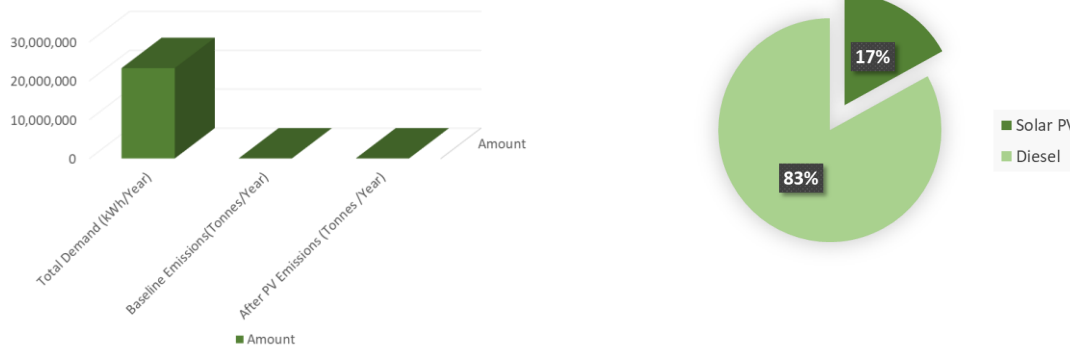
- ✓ HVAC preventive maintenance
- ✓ pool pump timer inspections
- ✓ Room sealing and insulation measures
- ✓ Installation of Variable Frequency Drives (VFDs) is being evaluated for pumps and motors
- ✓ Existing Energy Conservation Initiatives
- ✓ Solar-powered hot water systems have been installed across all guest villas.
- ✓ Garden areas are fully equipped with solar lighting.
- ✓ Energy-efficient dual inverter air-conditioning units are being progressively deployed to optimize cooling efficiency.
- ✓ A power switch-off policy for unoccupied guest villas continues to be strictly enforced.
- ✓ Combined transport policies for official and staff movements are being practiced

Sun Siyam Solar Initiative

Introductory Para on Sun Siyam Solar Initiative and, why investing on solar impact on Siyam world Maldives Energy Performance.

Proposed Solar installation Capacity 2025 2693.67 kWp	Expected Annual Energy Generation from Proposed Solar Capacity 3,948,941.50 kWh	Estimated Carbon Emission Reduction from Solar Energy 2,922.22 tons of Co2 /Year
Estimated Energy Offset of the Solar Project 17%	Battery Energy Storage of Solar System 1720 kWh	Estimated Annual Deisel Saving USD 821,379.83





Contribution to National Goals:

These solar installations directly support the Government of Maldives’ goal of achieving 33% renewable energy penetration by 2028 and the long-term Net Zero 2030 target.

Innovation Highlights:

- ✓ Hybrid solar systems with battery storage
- ✓ Real-time monitoring and data-driven energy optimization
- ✓ Scalable model for future Sun Siyam resorts

Future Vision:

Sun Siyam Resorts aims to transition towards 50% renewable energy usage by 2030, reducing dependency on fossil fuels and inspiring sustainability across the hospitality sector.



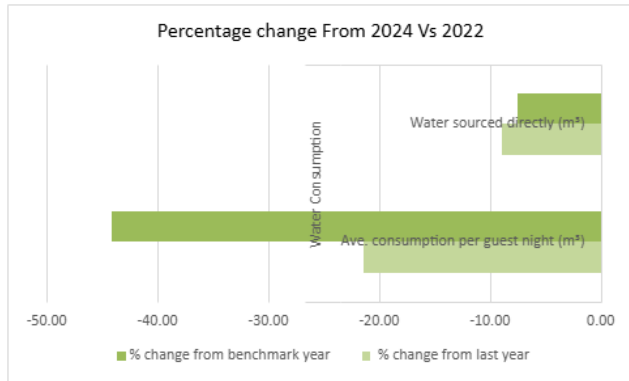
Figure 1- Sun Siyam Solar Official Event

Environmental Performance – Water Consumption

Siyam World operates within a destination classified as having *very high water-related risk* according to the Destination Water Risk Index (2023), particularly in terms of physical water scarcity and financial exposure to rising water costs. The Maldives’ limited natural freshwater availability, combined with high tourism dependency, places increased pressure on water resources and highlights the importance of responsible water management. In this context, the resort prioritizes efficient water use, continuous monitoring, and water stewardship practices to minimize consumption impacts while supporting long term resource sustainability for both operations and the surrounding environment.

Water consumption at the resort is closely linked to operational demand, particularly occupancy levels. Despite this, water usage is carefully monitored and effectively managed through a well-established water management system. Notably, despite an increase in total water consumption, water intensity has decreased year-on-year, demonstrating improved efficiency in resource utilization and a partial decoupling of water demand from business growth.

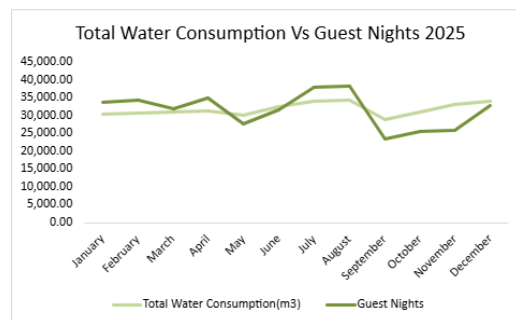
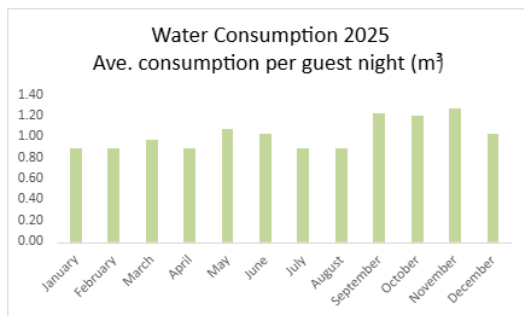
Key water management initiatives include:



- ✓ Water monitoring and audits
- ✓ Seasonal irrigation adjustments (efficient sprinkler irrigation system installation)
- ✓ Staff training and awareness programs
- ✓ Preventive maintenance of water systems
- ✓ Wastewater and sewage management

Through these initiatives, Siyam World Maldives continues to demonstrate a strong commitment to responsible water management, operational efficiency, and sustainable resort operations.

<p>2025 Total Water Consumption</p> <p>384,048.00 m³</p>	<p>2025 Water Intensity</p> <p>1.007m³/Guest Night</p>	<p>2025 Water Intensity Improvement Vs 2024</p> <p>21.37%</p>
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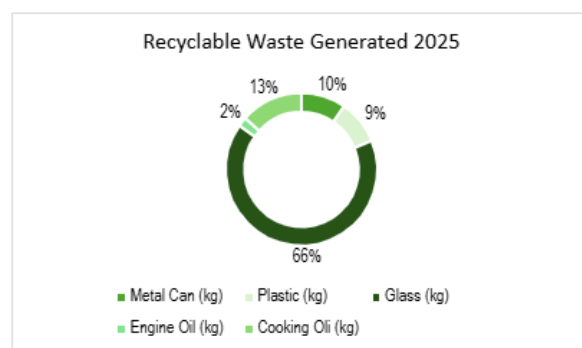
Environmental Performance- Waste Diversion

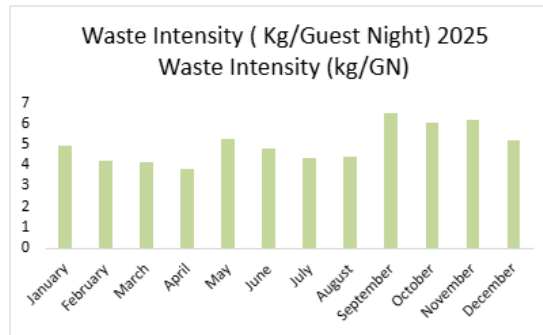
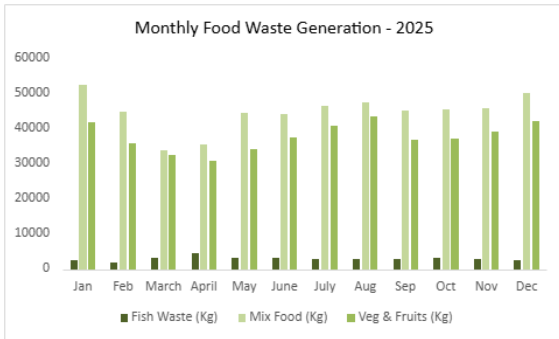
In 2025, **Siyam World Maldives** recorded an overall increase in total solid waste generation compared to the previous year, primarily driven by higher operational activity and increased guest throughput. This trend reflects the direct relationship between waste generation and occupancy levels, particularly within food and beverage operations where demand is closely linked to guest volumes.

Throughout the year, waste generation followed a clear operational pattern. Moderate levels were observed during the early months, followed by a gradual increase from mid-year onwards. Peak volumes were recorded toward the end of the year, aligning with heightened guest activity and seasonal demand. This pattern indicates that the increase in waste generation is largely attributable to expanded operational output rather than inefficiencies in waste management practices.

Importantly, no abnormal or unexpected fluctuations were observed beyond demand-driven variations, demonstrating that waste management systems remained stable and effectively controlled despite changes in operational intensity. Waste generation per guest night also reflected occupancy dynamics, remaining generally stable while showing temporary increases during lower occupancy periods due to the “base-load effect,” where a consistent level of waste is generated irrespective of guest numbers. As occupancy improved toward the latter part of the year, waste intensity showed a corresponding decline, indicating improved operational balance and efficiency.

<p>2025 Total Solid Waste Generation</p> <p>1863551 kg</p>	<p>2025 Waste Intensity</p> <p>4.89 kg/Guest Night</p>	<p>2025 Waste Intensity Improvement Vs 2024</p> <p>36.66%</p>
<p>2025 Highest Waste Generated Month</p> <p>December</p>	<p>2025 Highest Category of Solid Waste</p> <p>Food Waste</p>	<p>2025 Emissions from Total Solid Waste</p> <p>1137.7 t Co2e/Year</p>





To ensure responsible waste management and minimize environmental impact, Siyam World Maldives continues to implement a range of structured initiatives:

- ✓ Waste identification, source segregation, and continuous monitoring
- ✓ Sustainable procurement practices to reduce waste at source
- ✓ Plastic reduction through the use of glass refillable water bottles across the resort
- ✓ Proper storage of wet waste in covered and air-conditioned facilities to prevent odor, pests, and contamination
- ✓ Engagement with registered and authorized waste collectors for safe disposal
- ✓ Implementation of a mini composting system for green waste management
- ✓ Use of biodegradable and certified chemicals across operations

Through these initiatives, the resort demonstrates a strong commitment to effective waste management, environmental responsibility, and sustainable operational practices, ensuring that increased demand is managed without compromising ecological integrity.

Plastic Upcycling Centre – Siyam World Maldives

The Plastic Upcycling Centre at Siyam World Maldives represents the first resort based scaled plastic upcycling facility in the Maldives, demonstrating a progressive shift towards integrated circular economy practices within the hospitality sector. The initiative is designed to process post-consumer plastic waste into high quality plastic lumber, which is subsequently utilized in the fabrication of durable, eco sustainable furniture for operational use within the resort.

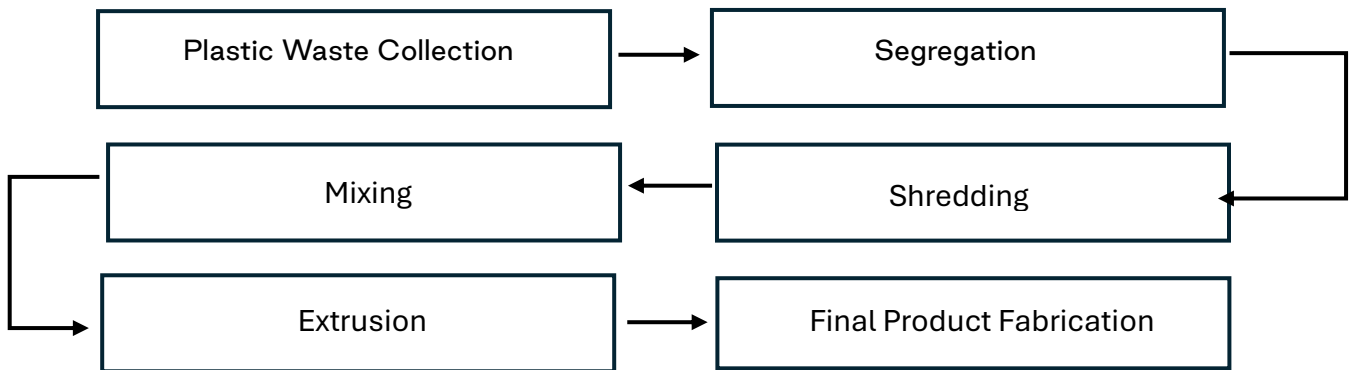


By converting waste materials into value added products, the project establishes a closed loop material system that reduces dependency on conventional disposal pathways while enhancing resource efficiency. This approach not only strengthens circularity in waste management but also embeds sustainable material use within core resort operations, contributing to broader environmental and ESG objectives.

Since commencement of the Processing within Upcycling Centre by June 2025– Dec 2025 Reporting Period,

<p>Recyclable waste accounted for</p> <p>2025</p> <p>246,601kg</p>	<p>Recyclable Wastage Share on Overall Waste Collection</p> <p>2025</p> <p>13.1% per Annum</p>	<p>Total Plastic waste accounted</p> <p>2025</p> <p>23150 kg</p>	<p>Plastic waste amount captured and processed within facility</p> <p>2025</p> <p>6281 kg</p>
<p>Plastic waste diversion rate from conventional Disposal pathways 2025</p> <p>27.1%</p>	<p>Range of Polymer types processed within facility</p> <p>2025</p> <p>HDPE, PE, Selected Fraction of mixed plastics</p>	<p>Material Recovery Rate 2025</p> <p>44.7% /Monthly</p>	<p>Resource Conservation 2025</p> <p>2,808.3 kg</p>

System Boundary of the Plastic upcycling center encompasses the full material flow within the resort.





Environmental Impact

<p>2025 Estimated Avoided Co2 Emissions by Upcycling</p> <p>Approximately 12.6 tCo2e</p>	<p>2025 Avoided Incineration related emissions (Scope 1)</p> <p>27.1%</p>
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Social and Economic Impact

✓ **Circular Economy Contribution**

Closed loop material system enables the reintegration of recovered materials into resort operations, where upcycled products are utilized for internal applications such as furniture (Benches, Sun Beds, Bins) and infrastructure. Facility supports the extension of material lifecycle, ensuring that recovered materials are retained in productive use for longer periods enhancing overall resource efficiency and circularity.

✓ **Local Empowerment**

Creating employment opportunities and building technical capacity within the local workforce
 Number of personnels engaged and trained – 3 personnel
 Trained in skill development on – Sustainable Material Processing, Equipment Operation, Waste Management and Processing

✓ **Community Contribution**

As part of community engagement efforts, the Upcycling project contributes Manadhoo Local Island police station reception counter renovations in January 2026.

- Contributed amount of Lumber Units = 400 Units
- Fraction of total production output of the reporting period (June 2025–Dec2025) = 12%





Figure 2-Upcycling Centre Grand Opening ceremony on 6th July 2025

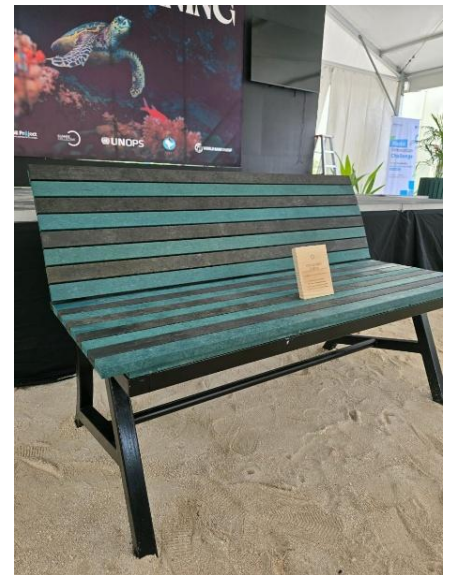


Figure 3-Upcycled Plastic Lumbers and the Upcycled Products



Figure 4- Support Manadhoo Police Station Renovations through Plastic Upcycling Center, Donating 400 Lumbers

PLEDGE Food Waste Reduction Initiative at Siyam World Maldives – 2025/2026

Recognizing food waste as the most significant waste stream during the first half of the year, Siyam World Maldives initiated the PLEDGE Food Waste Reduction Programme to drive targeted improvements in waste management. The programme onboarding commenced in June 2025, with structured food waste measurement and reporting fully established by August 2025. As a pilot initiative, implementation is currently focused within the operational boundary of Tempo Kitchen, allowing for a controlled and data-driven approach before scaling across other dining outlets. The resort utilizes the Smart Kitchen Tool for accurate tracking and analysis of food waste, enabling informed decision-making and continuous performance monitoring.

Parallel Implementations at Tempo Restaurant Operational Boundary are,

- ✓ Establishment of a structured **food waste measurement and tracking system** using the Smart Kitchen Tool
- ✓ Daily **segregation of food waste categories** (e.g., preparation waste, buffet leftovers, plate waste)
- ✓ Implementation of **data recording, monitoring, and reporting protocols** for food waste
- ✓ Regular **analysis of food waste data** to identify root causes and improvement areas
- ✓ Introduction of **targeted food waste reduction actions** based on data insights
- ✓ Conducting **staff training and awareness sessions** on food waste prevention and segregation
- ✓ Integration of **standard operating procedures (SOPs)** for food handling, storage, and portion control
- ✓ Introduction of **zero-waste or low-waste dishes** to optimize ingredient utilization



- ✓ Strengthening of **buffet management practices**
- ✓ Engagement of kitchen and service teams through **continuous feedback and performance tracking**
- ✓ Gradual **scaling and institutionalization of practices** across other restaurants at the resort

<p>PLEDGE Food Waste Reduction Target at Tempo Operational Boundary</p> <p>25% by 31st of May 2026</p>	<p>Amount of CO2 Offset within Tempo Boundary by PLEDGE Initiative 2025</p> <p>2.2 t Co2 eq</p>	<p>Amount of Rescued Waste within Tempo Operational Boundary in 2025(Implementation Period)</p> <p>884.54 kg</p>
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Journey to Reduce Food Waste at Siyam World Maldives

Awareness and Culture



Figure 5-Brainstorming Sessions

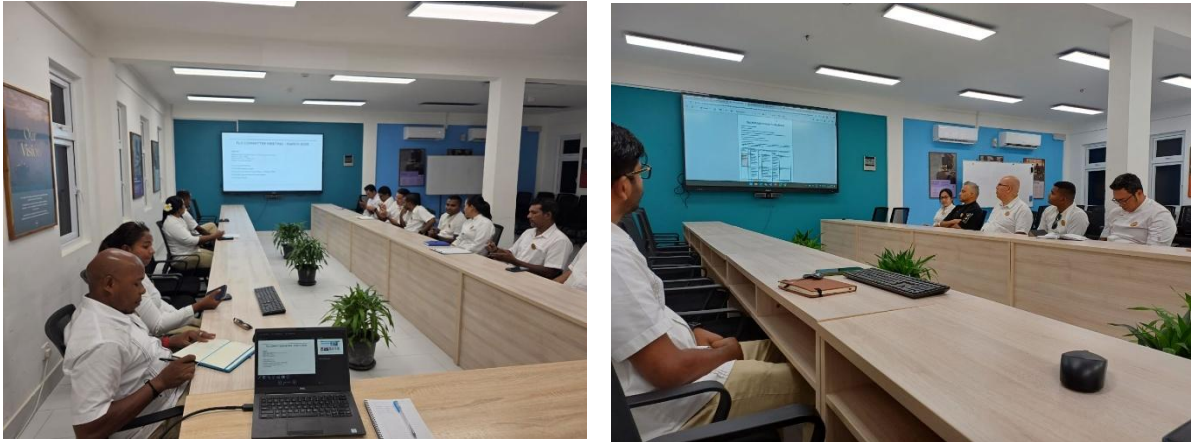


Figure 6-Food Lover's Committee Meetings (Cross Functional Team Meetings)



Figure 7-PLEDGE Departmental Trainings – F&B Kitchen and Services Departments

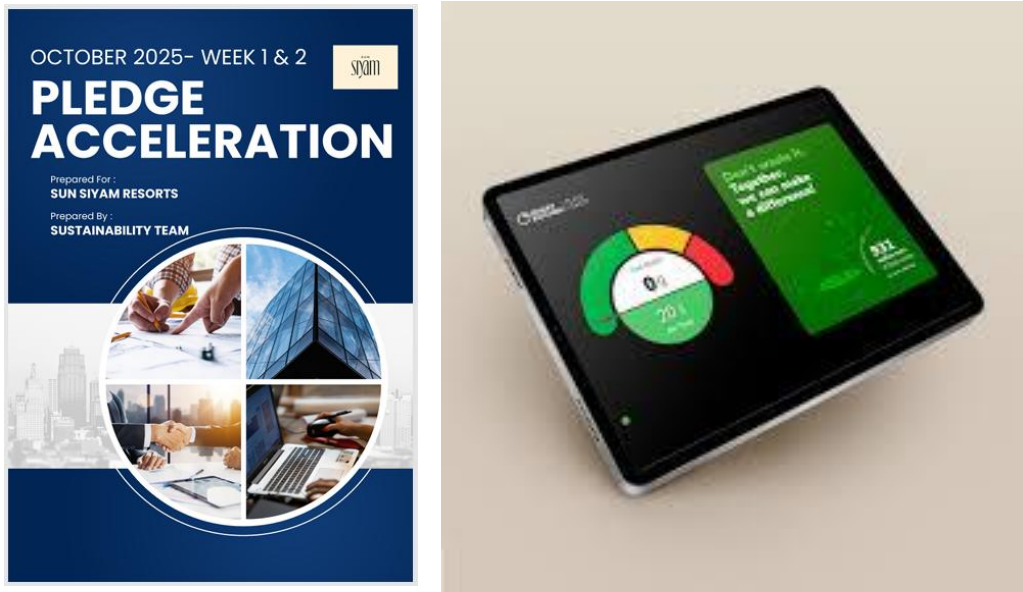


Figure 8- PLEDGE 15 Week Acceleration Initiative and Smart Kitchen Tool Introduction for Food Waste Measurement and Tracking



Figure 9- Food Waste Segregation (Preservice Waste, Spoilage, Untouched Buffet Waste, Plate Waste)

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.

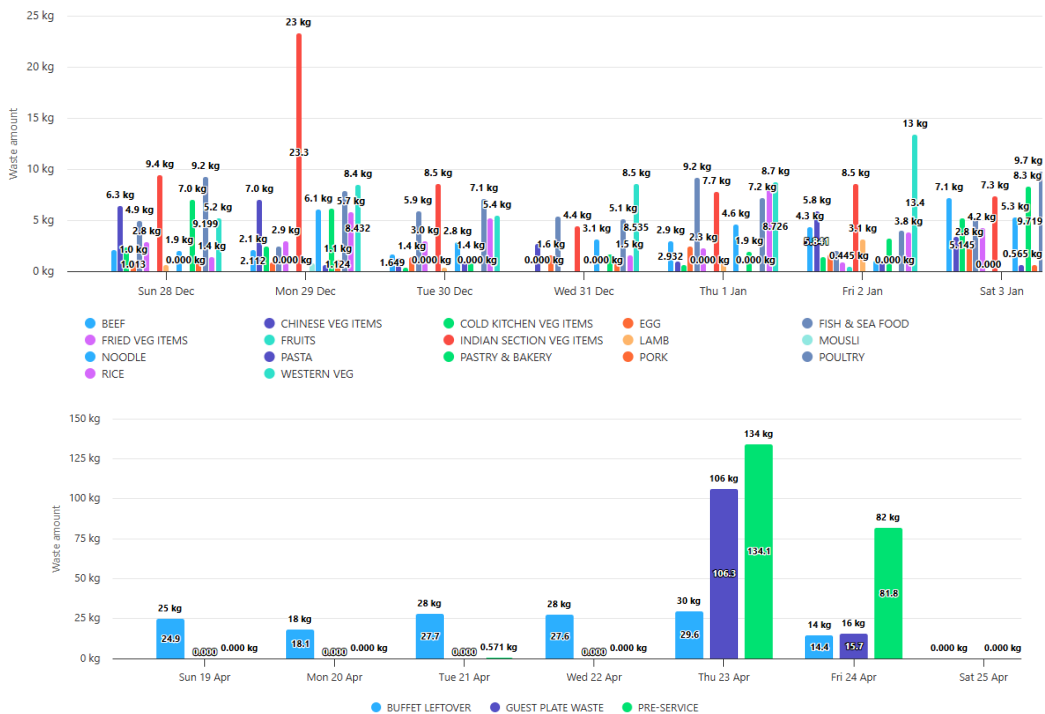


Figure 10-Daily Food Waste Analysis Charts based on Dishes and the Food Waste Type

Sun Resort's Food Waste Prevention Policy

Siyam



SUN SIYAM

At Sun Siyam Resorts, our partnership with The PLEDGET™ 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.

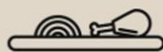
LET'S REDUCE WASTE TOGETHER



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.

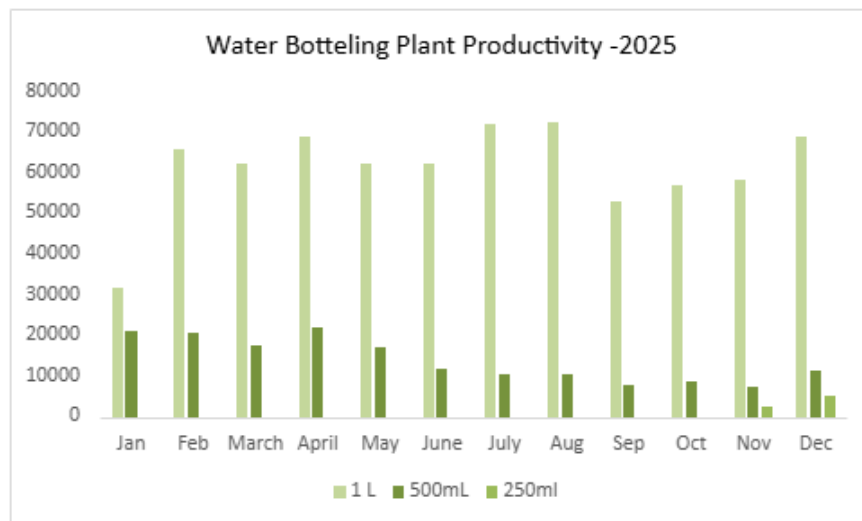
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At Siyam World Maldives, water bottling is managed through an **in-house bottling plant**, forming an integral part of the resort’s internal operations. The facility produces both still and sparkling water in multiple bottle sizes, supplying key operational areas such as housekeeping and food & beverage outlets. The plant operates on a **daily production and monitoring system**, ensuring consistent supply and quality control. This internalized approach supports the resort’s sustainability objectives by **reducing dependency on externally sourced bottled water, minimizing packaging-related impacts, and enhancing operational efficiency within the island environment.**

Total Bottles Produced 2025	Production by Volume Type 2025	Total PET Avoided through water bottling plant 2025
920,122 Bottles /Yearly	1 Liter Bottles–735 917 Units	25 499.15 Kg/Annually
	500 ml Bottles–166 398 Units	
	250 ml Bottles– 7,807 Units	

At Siyam World Maldives, the in-house water bottling plant is strategically aligned with sustainable consumption practices, with the majority of production focused on larger volume formats that support bulk usage and reduce packaging intensity per liter. This approach enhances operational efficiency while minimizing material use per unit of consumption.



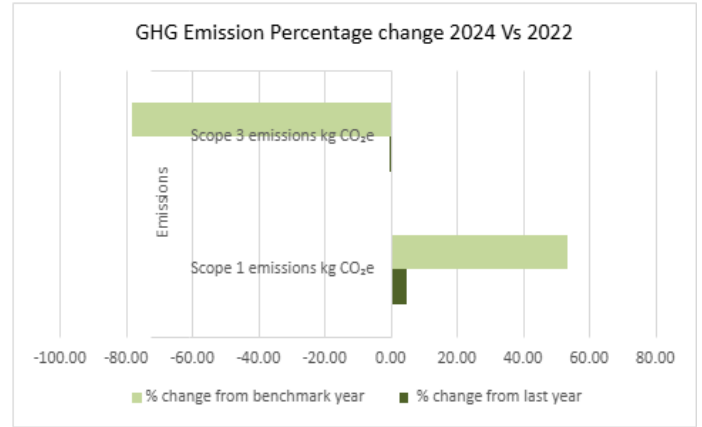
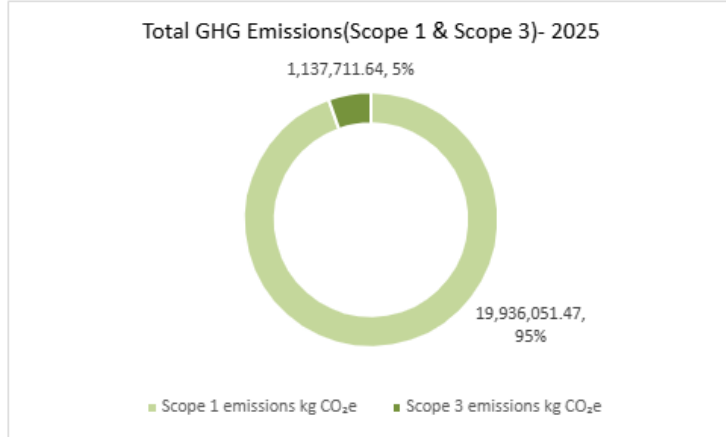
Environmental Performance – GHG Emissions

At Siyam World Maldives, total greenhouse gas (GHG) emissions are primarily derived from **Scope 1 and Scope 3 sources**, reflecting the operational context of a self-sustained island resort. Scope 1 emissions constitute the majority of the footprint, driven by on-site fuel consumption for energy generation and other operational needs. In contrast, **Scope 2 emissions are not applicable**, as the resort does not rely on purchased grid electricity, with all energy requirements being met through internal generation systems. Scope 3 emissions arise from indirect activities, predominantly associated with waste management and other value-chain related impacts.

2025 Total GHG Emissions	2025 Scope 1 Emissions	2025 Scope 3 Emissions
21,073.76 t co2e	19,936.05 t co2e	1137.7 t co2e



Scope 1 – Fuel Source Consumption (Mainly Deisel) Scope 3– Total Solid Waste Emissions	2025 GHG Emissions Reduction Improvement with 2024 for scope 1 -4.90%	2025 GHG Emission Intensity Improvement with 2024 9.67%
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Environmental Performance – Biodiversity Conservation

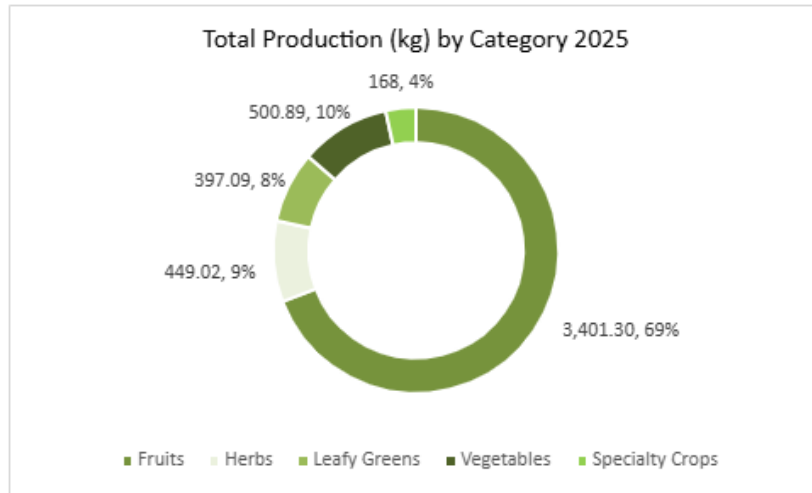
At **Siyam World Maldives**, biodiversity enhancement is integrated into island operations through a structured landscaping and planting programme. In 2025, the resort implemented continuous, year-round planting initiatives, introducing a diverse mix of ornamental, coastal, and native plant species.

Total Planting Effort 2025 Large Scale Island Wide Planting Year Wide	Species Diversity 2025 30+ Plant Species	Peak Planting Periods 2025 Mid-Year and Final Quarter
Coastal and Native Integration 2025 Sea Ittus Beach Morning Glory Coconut Palms Scaevola taccada	Tree and Palm Plantation 2025 Coconut Ficus Palm species	Landscape Composition 2025 Mix of shrubs Ground cover Flowering plants and trees

In House Garden Production

Total Crop Varieties Cultivated 2025 29 Different Crops	High-Volume Crops (Core Production) 2025 Banana Kurumba (Tender Coconut) Coconut	Production Trend 2025 Growth and Diversification from mid-year
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High Volume Leafy Crops at In- House Vegetable Graden 2025



Sweet Basil- 99.83kg



Purple Basil- 23.67 kg



Mint – 27.07kg



Micro Greens – 270.74kg



Lettuce Green Coral –123 kg



Lettuce Red Rapid- 163.94 kg



Lettuce Red Coral – 90.45kg



Figure 11- Guest Engagement at Inhouse Agro Farm

Native Species Identification and Awareness



Environmental Performance – Marine Sustainability

<p>Coral Frames Maintained consistently throughout the year 2025 100+</p>	<p>Coral Reef Health Monitoring Dives 2025 48+</p>	<p>Total Coral Frames Deployed (with Live Coral) 2025 7 Frames</p>
<p>Average survival rate of Deployed coral 2025 90%</p>	<p>Total Area Restored by coral 2025 4m2</p>	<p>Reef Site Focus 2025 House Reef Edge (Near Island Pier)</p>
<p>Marine Talks and Marine Workshops 2025 960+ Guests Annually</p>	<p>Divers Night 2025 1200 + Annually</p>	<p>Marine Partnerships and Collaborations 2025</p>



		<p>Maldives Whaleshark Research Program</p> <p>Manta Trust</p> <p>Maldives Resilient Reef</p> <p>Blue Marine Foundation</p> <p>Olive Ridley</p>
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Commitment to protect 80% baseline sea grass meadows

- ✓ Sun Siyam World participated in the Seagrass Workshop 2025 led by MRR & Blue Marine Foundation
- ✓ Joined the #SeagrassIndustryLeaders Circle
- ✓ Made a voluntary commitment to protect ≥80% of baseline seagrass meadows
- ✓ Reinforces Sun Siyam’s position as an industry leader in marine conservation



**SEAGRASS
INDUSTRY
LEADER**

What We Achieved?

- ✓ Access to seagrass education tools and guest engagement resources
- ✓ Adoption of monitoring and conservation best practices
- ✓ Strengthened collaboration with government bodies and leading NGOs
- ✓ Enhanced internal capacity for marine stewardship



Figure 12- Pledge on Protecting Sea Grass Meadows

Marine Biology Workshops, Awareness Presentations and Reef surveys

- ✓ Weekly Marine Biology Workshops: Awareness of the reef and a guided snorkeling trip on the house reef with marine biologists
- ✓ Weekly Marine Awareness Presentations: presentation about the house reef and coral planting project
- ✓ Weekly Marine program 'Kuda Muraka- Junior Marine Biologist' at Kids World: awareness sessions for kids about ocean animals and importance of not littering
- ✓ Weekly Divers Night Presentations: presentation about marine animals and diving excursions we provide
- ✓ Coral Planting with Guests: hand on activity where guests plant corals with the marine biologists





Figure 13-Figure 13-Weekly Marine awareness presentations, Divers Night, Kuda Muraka Events

SOCIAL DIVERSITY, EQUITY & INCLUSION

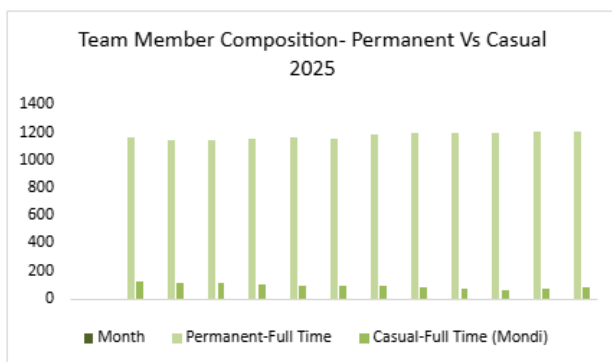
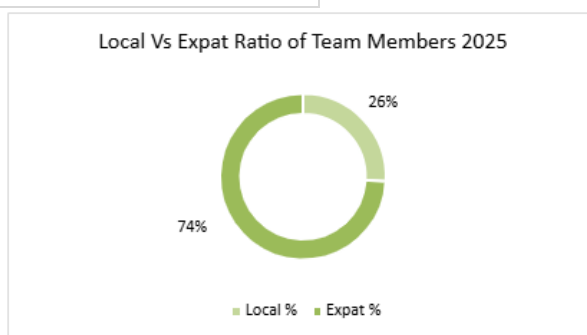
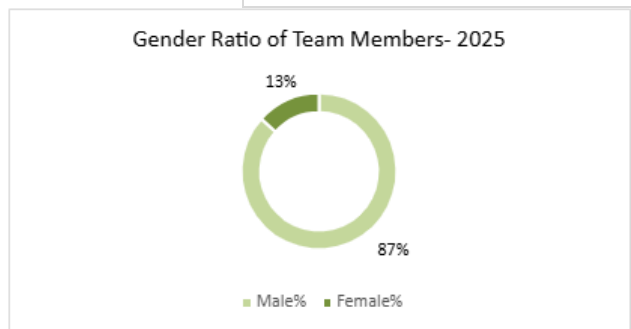
Workforce Composition & Gender Diversity

2025 Total Workforce Stability	2025 Gender Diversity of Team Members	2025 Female Team member composition growth throughout the year	2025 Local Vs Expat Team Members
Approximate 5% fluctuation across the year	Male – 86.71% Female – 13.29%	18–20%	Local– 25.92% Expatriate–74.08%

Country	Percentage
Bangladesh	10.16
Bhutanese	0.08
Brazilian	0.08
Chinese	0.99
Dutch	0.08
Ecuadorean	0.08
Egyptian	0.08
Filipino	2.23
French/Frenchman/Frenchwoman	0.08
Indian	33.69
Indonesian	3.72
Italian	0.08



Japanese	0.17
Kazakhstani	0.58
Kenyan	0.41
Kyrgyz	0.25
KYRGYZ REPUBLIC	0.33
Kyrgyzstani	0.17
Lebanese	0.08
Maldivian	25.93
Mauritian	0.08
Mexican	0.25
Myanmar	0.41
Nepalese	0.17
Nepali	7.51
Pakistani	0.08
Republic of Korea	0.08
Russian	0.25
Sri Lankan	10.90
Taiwanese	0.17
Tajik/Tadzhik	0.08
Thai	0.41
Ugandan	0.08
Ukrainian	0.17
Vietnamese	0.08



Team Member Retention & Team Member Promotions

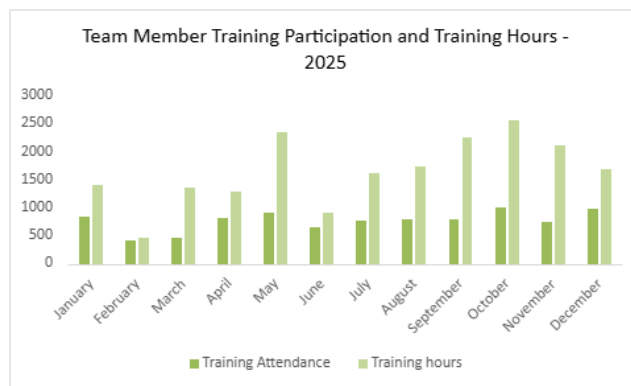
2025 Employee Retention Rate 92.9%	2025 Total Internal Performance 135	2025 Gender Distribution of Promotions Male – 19.26% Female– 80.74%	2025 Internal Promotion Rate 11.5%
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Internal Staff Training & Capacity Development 2025

In 2025, Siyam World Maldives continued to strengthen its commitment to employee development through structured training and capacity-building initiatives. Training programs were designed to enhance both technical competencies and soft skills, ensuring alignment with operational excellence and long-term sustainability objectives.

2025 Online Training Hours 302.5 hours	2025 Physical Training Hours 242687.6 hours	2025 Online Training hours for Team Members 302.5 hours
2025 Average Training hours completed per Team Member 10.5 hrs./Team Member	Average Training Spend per Employee 2025 \$20.07	Hours of Safety Trainings conducted for 2025 8,004.08 hours



Sustainability Trainings and Awareness Sessions at Siyam World

2025 Sustainability Training Sessions Conducted	2025 Number of Team Members aware of Sustainability Practices	2025 Number of Training hours on Sustainability in practice
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<p>New Hire Sustainability Sharing Sessions Make the Resort a Better Place– General Sustainability Awareness Trainings PLEDGE Brainstorming Session PLEDGE Food Waste Reduction Certificate Departmental Training– F&B Kitchen and Service Team Members Green Globe Transition Awareness Training</p>	<p>300+</p>	<p>16+hrs</p>
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Figure 14- General Sustainability and Food Waste Awareness Training Sessions at Siyam World 2025

Welfare Activities and Volunteering

In 2025, Siyam World Maldives continued to prioritize employee wellbeing and engagement through a diverse range of welfare initiatives designed to enhance team morale, inclusivity, and work–life balance.

<p>2025 Ave: Participation of Team Members in Welfare Activities 750 +</p>	<p>2025 No: Of Welfare Programs Conducted 60+</p>
<p>2025 Conducted Island Cleanups conducted by Team Member Involvement 17 +</p>	<p>2025 Total Volunteer hours of Team Members on Island Cleanups 17 + hours</p>
<p>2025 Number of Students Visits Kudafari Island School – 25+</p>	



Annual Sustainability Events



Figure 15- Coral Planting at Siyam World



Figure 16- Global Knowledge Sharing Webinars on Sustainability



Figure 17- Snorkeling Workshops for Sustainability Committee Member Engagement



Figure 18– Tree Planting Initiatives at Siyam World

Community Programs

Launched in 2025 at Siyam World Maldives, the six-month apprenticeship program has now been successfully completed, marking a meaningful step in building local capacity within the tourism sector. Thirteen apprentices gained hands on experience across key departments including diving, finance, engineering, culinary, and IT, supported by structured mentorship, practical workshops, and real operational exposure. Aligned with national certification standards and Sun Siyam’s service philosophy, the program reflects a long-term commitment to empowering Maldivian talent and strengthening community development through sustainable employment pathways.



Figure 159 - Sun Siyam Apprenticeship Program onboarding ceremony

GOVERNANCE

Governance at Siyam World 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 and Oversight

At Siyam World Maldives Resort, 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 Pasikudah. 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.



Figure 20 - Sustainability Working Committee at Siyam World Maldives

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 Siyam World Maldives.

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 Siyam World Maldives Resort. 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

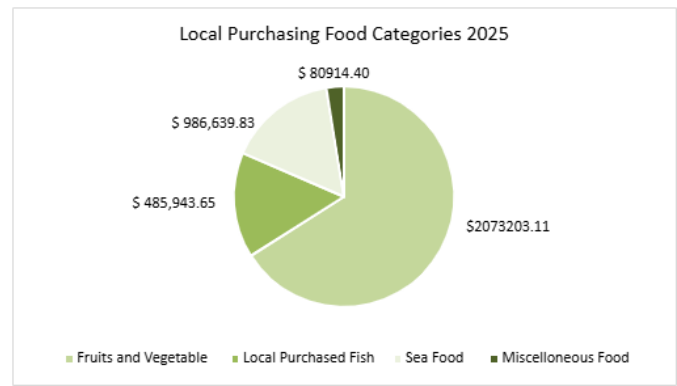


	treatment and biodiversity conservation within resort operations and guest activities.
Anti-Harassment Policy	Promotes a respectful, inclusive, and harassment-free workplace, ensuring dignity and equal opportunity for all employees.
Sustainable Procurement Policy	Integrates ESG considerations into supplier selection and procurement decisions, encouraging responsible sourcing, reduced packaging, and ethical supply chain practices.
Food Waste Reduction Policy	Part of the PLEDGE Food Waste reduction program sun Siyam resorts adopted this policy.

Sustainable Procurement Overview

Sustainable procurement at Siyam World Maldives is guided by the Sun Siyam Resorts Sustainable Procurement Policy, which provides a structured framework for responsible purchasing across all operations.

Share of Local Fish in Sustainable Procurement 2025 75%	2025 Total Food Item Purchased amount from Local Vendors \$ 3140757
2025 Local Agro Farm Total Purchase \$ 1.15 M	2025 Key High-Volume Item Purchased from Agro Farm Island Local Tomato, Potato Large Fresh, Onion Red Fresh, Carrot etc.



Certifications, Standards & External Alignment

Travelife Gold Certification – Accommodation Sustainability



Siyam World Maldives Resort 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 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



Siyam World Maldives Resort has applied for the PLEDGE Food Waste Certification, currently in progress within a defined operational boundary covering the main restaurant (Tempo). 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.

Partnerships and Collaborations





Figure 21 - Travelife Gold Certification for Siyam World Maldives 2025 Certified Duration

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.

