

Sun Siyam Care

Sustainability & ESG Report 2025

SUN SIYAM
PASIKUDAH
PRIVE COLLECTION

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



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About this Report, Purpose & Scope

The Sun Siyam Pasikudah Sustainability and ESG Report 2025 highlights the resort’s commitment to responsible hospitality and sustainable operations. The report outlines key environmental, social, and governance (ESG) initiatives and performance during the period 1 January to 31 December 2025, while aligning with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

It presents how Sun Siyam Pasikudah identifies and manages climate-related risks and opportunities, including environmental impacts, resource management, human capital development, and governance practices. By integrating sustainability into its strategy and operations, the resort strengthens climate risk management, enhances transparency, and supports long-term resilience.

This report reflects Sun Siyam Resorts’ commitment to sustainable value creation, transparency, and responsible tourism under the Sun Siyam Care framework, while responding to the expectations of stakeholders and the wider tourism industry.

Sustainability Frameworks and Disclosures

Sun Siyam Pasikudah Resort 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, and the internal Sun Siyam Resorts Sustainability Policy. Greenhouse gas emissions are measured and reported based on evergreen data management system of Travelife in accordance with the GHG Protocol, supporting transparent and consistent climate related disclosures.



Resort Profile

Sun Siyam Pasikudah is a luxury beachfront resort located on the eastern coast of Sri Lanka, situated along the highly sensitive Pasikudah in the Eastern Province, approximately 6–7 hours by road from Bandaranaike International Airport and about 30 minutes from Batticaloa Airport. The resort is operated by Sun Siyam Resorts and forms part of the Group’s portfolio of properties across the Maldives and Sri Lanka.

Unlike the multi-island configuration of its Maldivian resorts, Sun Siyam Pasikudah operates as a single mainland beachfront property. The resort is designed to cater to couples, families, and leisure travelers seeking coastal relaxation combined with Sri Lanka’s cultural and natural attractions. This mainland configuration influences operational logistics, infrastructure planning, and sustainability management practices.

Sun Siyam Pasikudah offers spacious beachfront suites and villas designed with contemporary architecture inspired by Sri Lankan cultural elements. Accommodation units are positioned along the shoreline and landscaped gardens, integrating with the coastal environment of Pasikudah Bay. The resort has been designed and developed with a strong focus on sustainable practices, integrating environmentally responsible construction methods and resource-efficient operations at every stage. The architectural style and materials reflect the cultural heritage and traditional expressions of the Eastern Coast of Sri Lanka, ensuring that the development harmonizes with the local environment and community identity while promoting long-term sustainability.

The resort includes multiple dining and beverage outlets, wellness and spa facilities, swimming pools, and recreational areas. It features a wide beachfront and offers shallow-bay experiences rather than extensive lagoon or overwater infrastructure. The calm, shallow waters of Pasikudah Bay provide guests with the opportunity to experience the unique beauty and tranquility of Sri Lanka’s eastern coastline. Sun Siyam Pasikudah is located along a sensitive coastal and nearshore marine ecosystem within Pasikudah Bay. While biodiversity differs from the Maldivian coral reef system, the coastal environment still requires responsible beach management, coastal erosion control, marine pollution prevention, and sustainable tourism practices. Seasonal monsoon patterns and coastal dynamics are important environmental considerations.

The resort employs a multidisciplinary workforce supporting hospitality, engineering, maintenance, wellness, and guest services. As a mainland Sri Lankan property, it has stronger direct linkages with surrounding local communities, suppliers, and tourism networks. The resort contributes to social responsibility initiatives and community engagement programmes through Sun Siyam Care and local partnerships. Given its coastal mainland setting, Sun Siyam Pasikudah places emphasis on sustainability governance, responsible coastal management, resource efficiency, waste reduction, community engagement, and climate resilience as key components of long-term operational sustainability and responsible tourism development.

General Manager’s Message– Sun Siyam Pasikudah

At Sun Siyam Pasikudah, sustainability is at the core of our operations and long-term vision. As custodians of a unique coastal destination, we are committed to protecting our environment, supporting our local community, and operating responsibly in everything we do. This year, we are proud to have successfully converted all electric hot water geysers to solar-powered systems, significantly reducing our energy consumption and carbon footprint. Together with our ongoing efforts in waste management and community engagement, we continue to take meaningful steps toward a more sustainable future. I sincerely thank our team and partners for their dedication and commitment to advancing our sustainability journey.



Arshed Refai
General Manager



Group Sustainability Manager’s Message

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

Warm Regards,

Chaminda Upul Kumara,
Group Sustainability Manager

Sun Siyam Resort’s ESG Approach

ESG Strategy and Governance at Sun Siyam Resorts

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

1) Environmental Sustainability and Climate Action

We are committed to protecting the Pasikudah ecosystem while minimizing our environmental footprint through renewable energy use, eliminating single-use plastics, in-house water bottling, regular beach cleanups, and responsible waste management. These efforts are supported by continuous monitoring of energy, water, and waste performance to drive measurable improvements.



2.) Wellness, Guest Experience, and Cultural Integrity

Wellness is integrated into both guest and employee experiences through Ayurvedic spa offerings, healthy menus using organic and locally sourced ingredients, and authentic cultural excursions. These initiatives support our ESG goals by promoting well-being, preserving local culture and community engagement, and encouraging responsible sourcing and sustainable practices, while strengthening our overall value proposition and enhancing sustainability awareness among guests.



3.) Social Responsibility and Community Engagement

Our social approach focuses on inclusive growth by empowering local communities and preserving cultural heritage. We actively support local artisans, community projects, education and youth development programmes, and women’s empowerment initiatives, while also prioritizing employee wellbeing, health and safety, and continuous professional development.



4.) Biodiversity and Marine Conservation

We actively support and maintain a garden rich in biodiversity with native species, alongside tree restoration efforts, regular beach cleanups, and nature-based excursions. Guests can explore the unique eastern coastal marine environment through snorkeling and combined terrestrial experiences, fostering a deeper connection with Sri Lanka’s natural heritage.



Environment & Integrated Sustainability Policy

Scope of the Policy

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

Environment and Sustainability

At Sun Siyam Resorts, we believe that sustainable tourism is not just an option but an ethical responsibility. Our purposes 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 staff 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.

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

3.Occupational Health and Safety

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

The Purpose of the Policy Is To

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

Prevention of Child Sexual Exploitation 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.

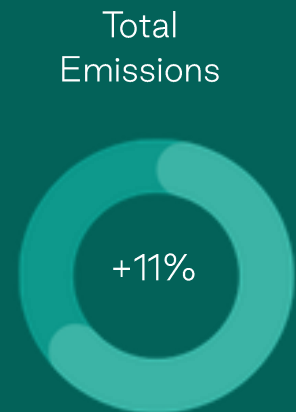
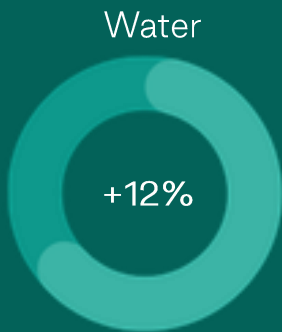
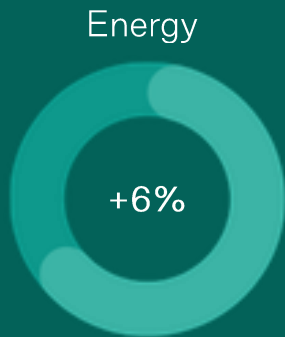
- We believe that children should be safe from harm.
- We condemn the exploitation of children & adolescents under 18, who may have been persuaded by an adult to come and stay in our resort and receive, in exchange for performing sexual activities, free accommodation, drink and food.
- We also condemn 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 2025

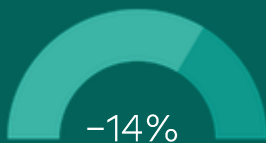


Executive overview

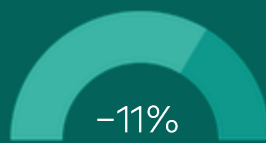
Sustainability Performance Summary 2025 vs 2024



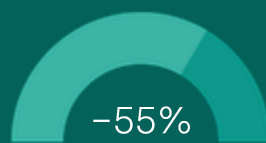
Efficiency



Emissions per
guest night



Scope 1



High emission
food (kg)



Single-use
plastics



2025 Performance Focus and 2026 Targets

KPI Area	KPI Used	Baseline / Status 2024	Achievement Status 2025	Target for 2026
Energy & GHG	Total GHG emissions reduction	Baseline established: 355,134.35 kg CO ₂ e	5.1% of GHG Emissions by integrating Solar Hot Water systems	Continue reduction pathway toward 20% reduction by 2027 and 30% by 2030
Energy Intensity	Energy per guest night	84.23 kWh/guest night	69.64 kWh/guest night	Conduct formal energy audit and expand solar hot water systems
Water Efficiency	Water consumption per guest night	2.38 m ³ /guest night	2.08m ³ /guest night	Achieve 10% reduction in water consumption by end of 2026
Waste Management	Total solid waste generated	9,490.57 kg/year (avg 790.88 kg/month)	31,830.80 kg/year (avg 2652.57 kg/month)	Set monthly waste reduction targets and strengthen segregation
Carbon Management	Carbon per guest night	34.98 kg CO ₂ e/guest night	30.49 kg CO ₂ e/guest night	Transition remaining hot water to solar and conduct energy review
Local Sourcing	Local supplier engagement	Local sourcing and in-house garden established	Ongoing initiated work	Maintain and expand local procurement network
Biodiversity	Native plant increase	Target: 100 native plants	Completed the Bi annual biodiversity assessment and identified the categories of Fauna and flora species as initial step.	Complete planting target and continue elephant foster program
Community Engagement	Education & artisan support	Industrial visits and handicraft promotion ongoing	Ongoing project	Formalize KPIs (e.g., volunteer hours, local spend %)

In 2025, Sun Siyam Pasikudah 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.



Environmental Sustainability

Environmental Management

Sun Siyam Resorts is committed to reducing environmental impacts across its portfolio of resorts. This commitment to sustainability reflects the company's effort to align its values with those of guests and other stakeholders. At Sun Siyam Pasikudah, the Sri Lankan resort's environmental sustainability and climate action efforts focus on the following key areas:

1. Energy Efficiency and Renewable Energy Integration
2. Water Conservation – identifying water-saving and efficiency enhancement opportunities, and addressing potable water scarcity risks
3. Waste Diversion and Disposal – identifying sources of waste and improving solid waste management
4. Climate Change – reducing risks and enhancing resilience
5. Biodiversity Conservation

SSR Sustainability Certification and Reporting Initiative

Sun Siyam Pasikudah, Sri Lankan Resort, adopts a holistic approach to managing environmental opportunities and risks through robust data tracking and a third-party sustainability certification system. In 2025, the resort achieved the Travelife Gold Certification for accommodation sustainability and will continue maintaining this certification from 2026 onwards.

This sustainability certification program combines industry best practices and practical tools to deliver triple bottom line outcomes, positively impacting people, the planet, and profits.

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

Assessing Risk and Managing Impact

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

Risk Identification and Assessment

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

Climate Risks and Opportunities

Transition Risk– Fossil Fuel Dependency

Historically, Sun Siyam Pasikudah, Sri Lanka, has relied on electricity supplied through the national grid, which exposes operations to energy price fluctuations, potential supply constraints, and evolving climate-related regulatory and stakeholder expectations. This dependency presents transition risks linked to increasing energy costs, carbon-related scrutiny, and the growing demand for energy efficiency and decarbonization within the hospitality sector.

To mitigate these risks, the resort has implemented several energy efficiency and renewable energy initiatives. Garden lighting has been fully converted to solar-powered systems, reducing reliance on grid electricity. Additionally, energy-efficient LED lighting has been installed across the entire resort, including all accommodation areas, significantly lowering energy consumption. Solar hot water systems have also been introduced in 19 guest rooms, further reducing dependence on conventional energy sources.

These measures collectively support the diversification of the resort's energy use, enhance operational efficiency, and reduce exposure to external energy-related risks. At the same time, they align with climate action goals and contribute to more stable and sustainable long-term operating costs.

Physical Risk– Energy Reliability and Climate Vulnerability

Energy systems in Sri Lanka are also exposed to physical climate risks, including extreme weather events, grid disruptions, and infrastructure vulnerabilities. Reliance on the national grid can increase the likelihood of operational interruptions during adverse conditions. To enhance resilience, Sun Siyam Pasikudah has adopted sustainable energy solutions such as solar-powered garden lighting, solar hot water systems in selected rooms, and energy-efficient LED lighting across the resort. These initiatives reduce pressure on the grid, improve energy reliability, and help ensure continuity of operations during potential power disruptions.

Impact Management and Controls

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

Environmental Performance–Energy Consumption

Energy management remains a key focus area for Sun Siyam Pasikudah as part of 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 the Travelife monitoring framework.

The resort monitors energy consumption from electricity and direct fuel sources including diesel, petrol, and LPG to ensure transparent performance tracking. Total energy emissions increased by 11 % in 2025 compared to 2024, primarily driven by higher occupancy and operational demand. While electricity and some energy streams rose moderately, improved efficiency measures reduced energy use per guest night by 28%. Fuel optimization efforts also lowered selected fuel consumption, reflecting stronger energy management and operational control.

Table 1.0– Annual Energy & Fuel Consumption Summary

Energy	kg CO ₂ e	
	2025	2024
Total Energy Emissions	384696.99	348132.31
Mains Electricity	323184.9	279303
Fuels measured by weight	17782.7	16313.04
Fuels measured by liquid	43670.06	52516.24

Category	Insight
Total Energy Consumption	↑ 11% compared to 2024, mainly due to higher occupancy and operational demand
Energy Streams	Some sources increased by ~5–16%, reflecting operational demand fluctuations
Energy Efficiency	↓ 14% energy per guest night, demonstrating improved operational efficiency
Fuel Optimization	Selected fuel categories decreased by ~10–19%, indicating successful efficiency initiatives and improved controls

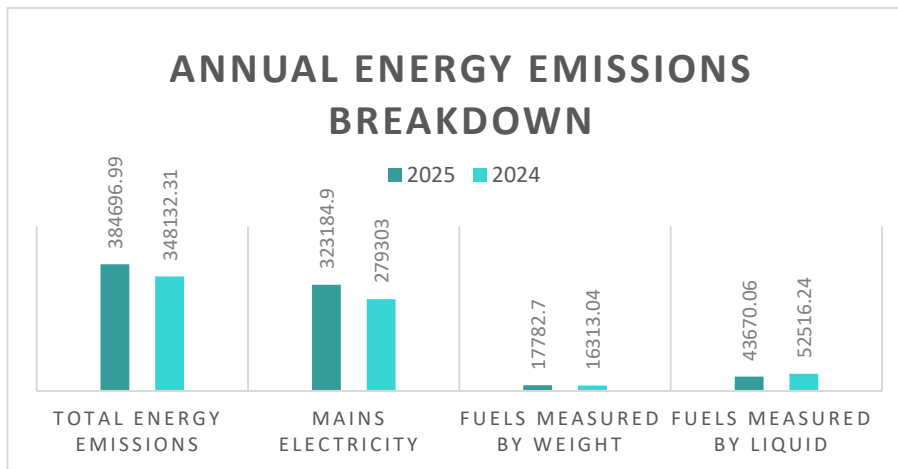


Figure 1.2– Annual Energy Emissions Breakdown



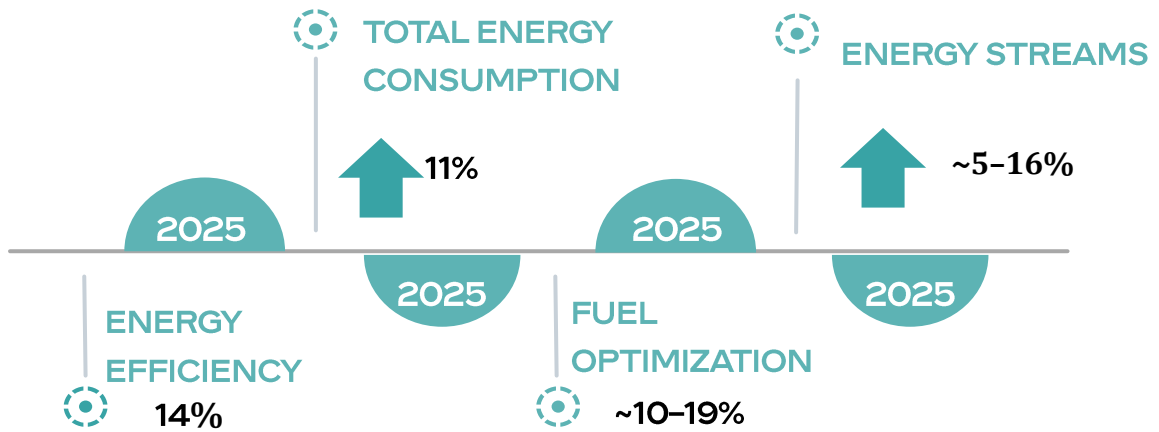


Figure 1.2- 2025 Energy Performance percentage change Compared to 2025 and 2024

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 Sun Siyam Pasikudah 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

Energy Performance – Water Consumption

Sri Lanka is fortunate to have abundant terrestrial freshwater resources; however, the East Coast experiences relatively low precipitation due to regional climatic conditions. Therefore, as a resort operating in a water-sensitive area, Sun Siyam Pasikudah recognizes its responsibility to manage water resources efficiently and sustainably.

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, Sun Siyam Pasikudah continues to demonstrate a strong commitment to responsible water management, operational efficiency, and sustainable resort operations.

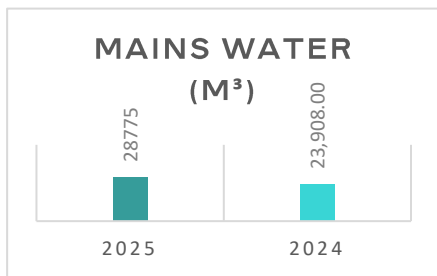
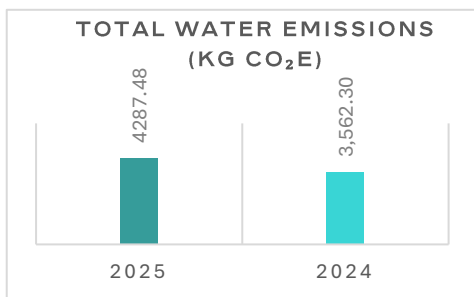


Table 1.4 – Total Water Consumption: 2025 vs 2024

	2025	2024
Mains Water (m³)	28775	23,908.00
Ave. consumption per guest night (m³)	2.23	2.38
Total Water Emissions (kg CO ₂ e)	4287.48	3,562.30

Table 1.2 – Water Consumption, Efficiency, and Emissions: 2025 vs 2024

Environmental Performance- Waste Diversion



In ; Table 1.4 – Total Emissions: 2025 vs Th 2024

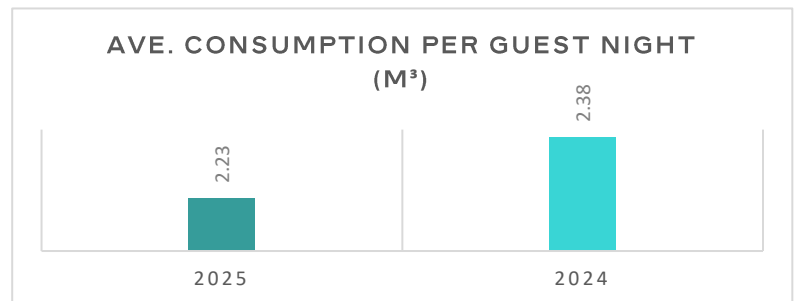


Table 1.5 – Average Water Consumption per Guest (m³): 2025 vs 2024



and guest throughput. The overall trend reflects the direct relationship between waste generation and occupancy levels, particularly within food and beverage operations.

Total solid waste generation throughout the year followed a clear operational demand pattern. Moderate waste volumes were observed during the first half of the year, with a gradual increase from June onwards. Waste generation peaked in November and December, corresponding with higher guest activity and seasonal demand. This increase aligns with elevated occupancy levels and expanded operational output rather than inefficiencies in waste handling.

Importantly, no abnormal or unexpected spikes in waste generation were observed beyond demand-driven variations. This indicates that waste management systems remained stable and effectively controlled throughout the year, despite fluctuations in operational intensity.

Waste generation per guest night in 2025 closely tracked occupancy trends. For most of the year, waste intensity remained stable, with temporary increases during low-occupancy periods. This is attributed to the “base-load effect,” a common phenomenon in hospitality operations where a fixed level of waste is generated regardless of guest numbers. As occupancy improved toward the end of the year, waste intensity showed a corresponding reduction, reflecting improved operational balancing and efficiency.

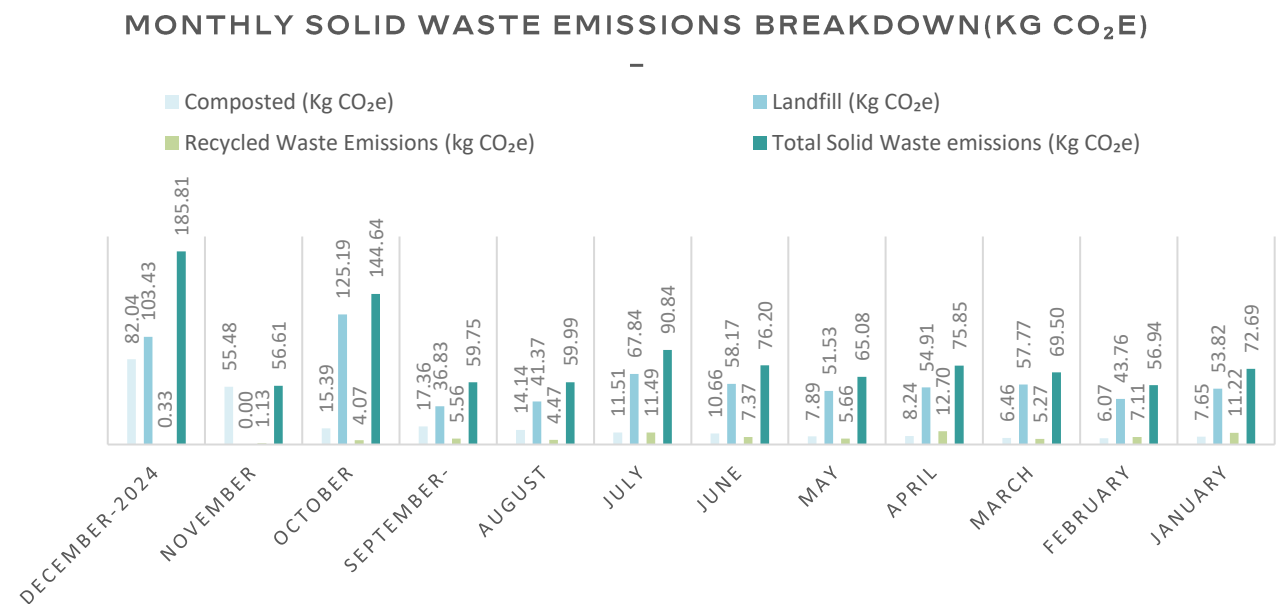


Figure 1.6 – Monthly Solid Waste Emissions Breakdown (kg CO₂e)

To ensure responsible waste management and minimize environmental impact, Sun Siyam Pasikudah 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.

Environmental Performance–Solid Waste Category Emissions

In 2025, total solid waste-related emissions increased by 235%, rising from kg CO₂e in 2024 to 31830.795 kg CO₂e. This growth was primarily driven by a 133.4% increase in landfill-related emissions, which continue to be the dominant contributor to waste-associated greenhouse gas emissions.

Recycled waste emissions decreased by 13.45%, declining from 88.25 kg CO₂e to 76.38 kg CO₂e. This reduction may indicate lower volumes of recyclable materials or improvements in waste segregation and processing efficiency. Recognizing composting as a key opportunity to reduce landfill dependency, Sun Siyam Pasikudah initiated an aerobic composting system in 2025. During the reporting period, compost-related emissions amounted to 242.89kg CO₂e, reflecting the initial phase of implementation. Diverting organic waste from landfill to composting plays a critical role in reducing environmental impact by minimizing methane generation. Methane has approximately 28 times higher global warming potential than carbon dioxide, making this transition a significant step toward long-term emission reduction and sustainable waste management.

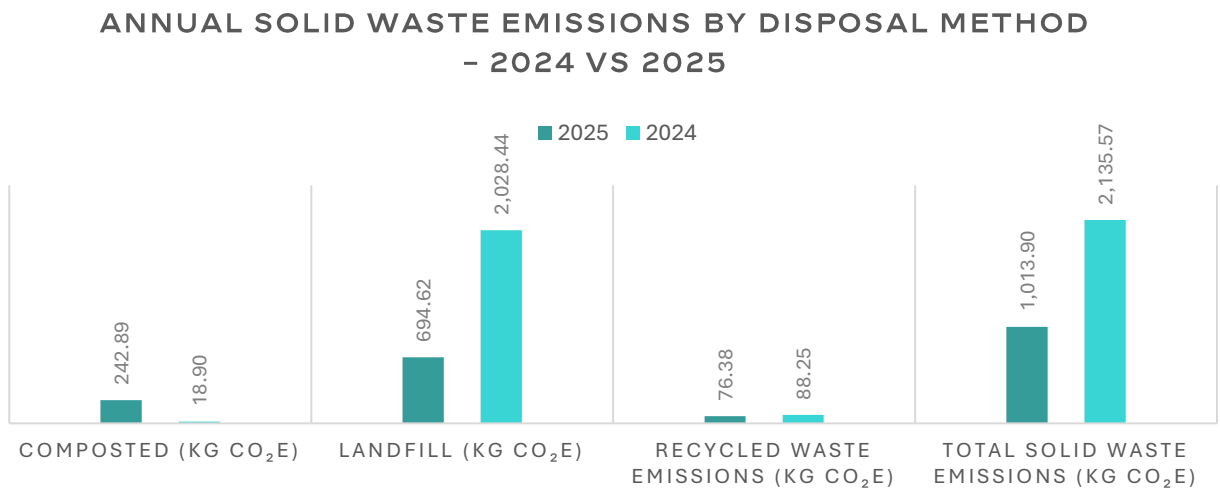


Figure 1.7 – Annual Solid Waste Emissions by Disposal Method: 2024 vs 2025



	2025	2024
Composted (Kg CO ₂ e)	242.89	18.90
Landfill (Kg CO ₂ e)	694.62	2,028.44
Recycled Waste Emissions (kg CO ₂ e)	76.38	88.25
Total Solid Waste emissions (Kg CO ₂ e)	1,013.90	2,135.57

Table 1.6 – Solid Waste Emissions by Disposal Method: 2025 vs 2024

Environmental Performance- GHG Emissions

The resort’s 2025 emissions profile reflects the direct influence of changes in energy consumption patterns and operational demand.

Energy Consumption vs GHG Emissions

Scope 1 emissions decreased by 11%, primarily due to an 13% reduction in liquid fuel consumption, indicating improved management of onsite combustion sources such as diesel, petrol, and LPG. Although diesel usage increased in line with higher occupancy, total Scope 1 emissions declined due to reduced transport fuel consumption, supported by the introduction of hybrid vehicle technology and ongoing fuel optimization measures.

Scope 2 emissions increased by 16%, consistent with a 13% rise in mains electricity and gas consumption, reflecting greater reliance on grid electricity to meet increased operational demand.

Scope 3 emissions increased by 13%, driven by higher upstream activities, including supply chain movements and increased business volume.

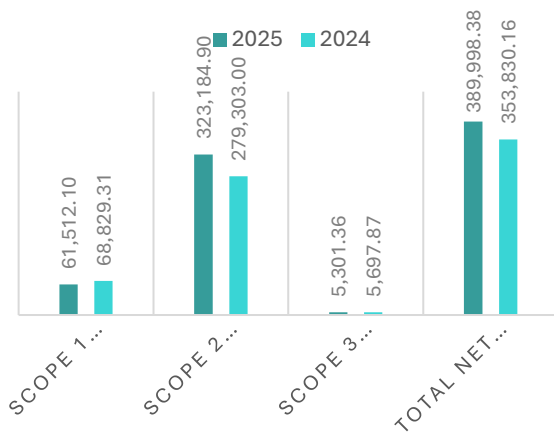


Figure 1.8 – Scope 1, Scope 2, and Scope 3 Emissions with Total Emissions

	2025	2024
Scope 1 Emissions (kg CO ₂ e)	61,512.10	68,829.31
Scope 2 Emissions (kg CO ₂ e)	323,184.90	279,303.00
Scope 3 Emissions (kg CO ₂ e)	5,301.36	5,697.87
Total Net Emissions (kg CO ₂ e)	389,998.38	353,830.16

Table 1.8 – Scope 1, Scope 2, and Scope 3 Emissions with Total Net Emissions: 2025 vs 2024

Water Consumption vs GHG Emissions



Sun Siyam Pasikudah sources water exclusively from the municipal mains supply and does not operate an onsite treatment plant. As a result, water-related emissions fall under Scope 3, originating from upstream extraction, treatment, and distribution. In 2025, these emissions increased in line with higher water consumption driven by increased occupancy levels.

Waste Diversion vs GHG Emissions

Waste-related emissions from landfill and recycling are categorized under Scope 3, as treatment occurs offsite. Emissions from onsite composting are classified under Scope 1, as they result from biological processes within the resort. The introduction of composting.

Impact of Solar Energy on Carbon Emissions Reduction

Based on the annual carbon accounting assessment, Sun Siyam Pasikudah's total greenhouse gas (GHG) emissions were estimated at 353,830.16kg.

CO₂e under a conventional energy scenario. The integration of a solar hot water system has played a significant role in reducing the resort's carbon footprint, avoiding approximately 20.15 tCO₂e annually.

As a result, total operational emissions have been reduced to an estimated 373,980.16 kg CO₂e, representing a 5.1% reduction compared to a non-renewable heating baseline. This reduction highlights the effectiveness of renewable energy adoption in lowering Scope 2 emissions and enhancing overall energy efficiency.

The initiative reflects the resort's continued commitment to sustainable energy practices and long-term decarbonization. Moving forward, renewable energy performance data will be systematically integrated into the Travelife reporting framework in the next reporting cycle, further strengthening transparency and sustainability reporting.

Social Diversity, Equity & Inclusion

Workforce Composition & Gender Diversity

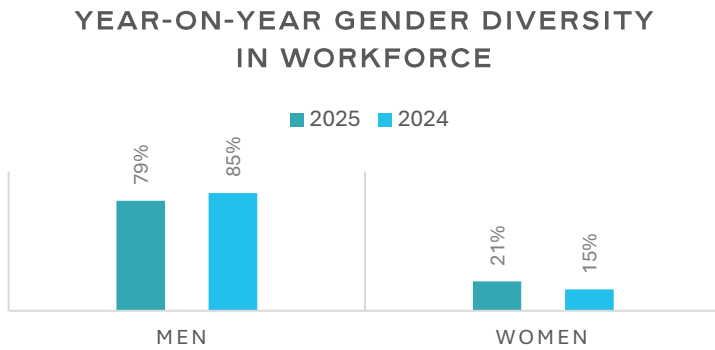
The total workforce remained stable throughout 2025, with a slight upward trend observed during the mid to latter part of the year. This reflects strong workforce retention and continuity in employment.

In 2025, the workforce composition improved in terms of gender diversity, with 79% male employees and 21% female employees, compared to 85% male and 15% female in 2024. While the workforce remains predominantly male, the increase in female representation indicates positive progress toward a more balanced and inclusive work environment.

Notably, the number of female employees increased from 8 in January to 12 in December, representing a 50% growth over the year. This upward trend demonstrates a clear commitment to improving gender inclusion, particularly within traditionally male-dominated operational roles.

Monitoring gender representation is a key component of social sustainability, supporting equity, compliance with labour standards, and responsible workforce management in line with ESG principles.

In alignment with the Travelife Action Plan, the resort has set a target to increase female workforce participation to 25% by the end of 2026, reinforcing its commitment to diversity, inclusion, and equal opportunity employment.



	Men	Women
2025	79%	21%
2024	85%	15%

Figure 2.1 – Year-on-Year Gender Diversity in Workforce

Table 2.1 – Year-on-Year Gender Diversity in Workforce

Employee Retention & Workforce Stability

In 2025, Sun Siyam Pasikudah demonstrated strong workforce stability and internal growth, with four open positions filled through internal hiring, supporting career progression and talent mobility. The resort achieved a high average employee retention rate of 96.87%, consistently remaining above 93% throughout the year and reaching 100% in June. While male promotions were higher due to overall workforce composition, increased female promotion activity—particularly in October—reflects positive progress toward more inclusive advancement opportunities. In 2025, Sun Siyam Pasikudah achieved a strong average employee retention rate of 96.87%, reflecting high workforce stability and effective engagement practices. Retention remained



consistently above 93% throughout the year, peaking at 100% in June, indicating a period of complete workforce continuity.

Internal Staff Training & Capacity Development 2025

In 2025, Sun Siyam Pasikudah emphasized employee development through targeted internal training programs across three key categories: Sustainability & Environmental Awareness, Operational & Technical Skill Development, and Brand Standards & Service Excellence. A total of 23 participants engaged in sustainability-focused programs, completing 3 hours of training to enhance environmental awareness and support the resort’s ongoing commitment to responsible operations.

Operational and technical skills development saw the highest participation, with 119 employees completing 16 hours of hands-on training, strengthening core capabilities in food and beverage operations, safety, and service delivery. Additionally, 99 employees participated in 20 hours of brand standards and service excellence training, focusing on grooming, guest service, and organizational values. Collectively, these initiatives foster continuous

skill enhancement, support career progression, and reinforce long-term workforce stability.

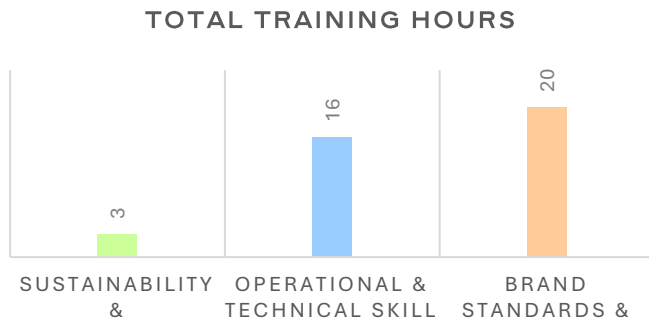


Figure 2.2 – Training Category and Total Training Hours

Training Category	Total Training Hours
Sustainability & Environmental Awareness Training	3
Operational & Technical Skill Development Training	16
Brand Standards & Service Excellence Training	20

Table 2.2 – Training Category and Total Training Hours

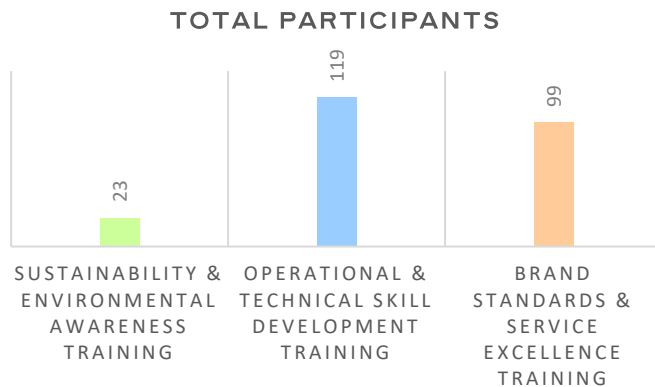


Figure 2.3 – Training Category and Total Participants (Headcount)

Training Category	Total Participants (Headcount)
Sustainability & Environmental Awareness Training	23
Operational & Technical Skill Development Training	119
Brand Standards & Service Excellence Training	99

Table 2.3 – Training Category and Total Participants (Headcount)



Employee Volunteering

The recorded volunteer hours represent structured and organized clean-up events. However, additional informal environmental maintenance activities such as:

- ✓ Daily beach monitoring
- ✓ Waste segregation
- ✓ Operational housekeeping
- ✓ Sustainability awareness activities

are integrated into routine resort operations and may not be separately recorded as volunteer hours. Thus, the reported figure reflects formal engagement events rather than the total environmental contribution of the resort.

Community Engagement & Educational Outreach – 2025

As part of its commitment to community development and youth empowerment in the Pasikudah region, Sun Siyam Pasikudah conducted and supported educational outreach initiatives in collaboration with local schools during 2025.

College Name	No of students visit
SLITHM	8
Valachchenai Hindu College	25
Wayamba Development Authority	35
Matale Vijaya College	50

Table 2.4 – College Name and Number of Student Visits

GOVERNANCE

Governance at Sun Siyam Pasikudah 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 Pasikudah 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. In accordance with the Sustainability Management Plan, sustainability considerations are integrated into:

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 Pasikudah.

Risk Management

Risk Management Process



ESG Policy Framework

Governance at Sun Siyam Resorts is underpinned by a comprehensive set of Group-level policies that guide

<p>Step 1</p>	<p>Performance Monitoring of Operational Activities</p> <p>Regular monitoring of key operational indicators including energy, water, waste, procurement, emissions, and biodiversity impacts to identify trends and performance gaps.</p>
<p>Step 2</p>	<p>Performance Management Review</p> <p>Internal review of operational data by management to evaluate efficiency, compliance, and sustainability performance against targets.</p>
<p>Step 3</p>	<p>Risk Identification</p> <p>Identification of environmental, operational, regulatory, and reputational risks based on performance monitoring outcomes.</p>
<p>Step 4</p>	<p>Qualitative Risk Assessment</p> <p>Evaluation of identified risks based on likelihood, potential impact, and time horizon to prioritize areas requiring intervention.</p>
<p>Step 5</p>	<p>Mitigation & Control Measures</p> <p>Implementation of corrective and preventive actions such as:</p> <ul style="list-style-type: none"> ✓ Energy management plans ✓ Solar heating system & efficiency initiatives ✓ Water and waste control systems ✓ Staff training & operational procedures ✓ Biodiversity protection actions
<p>Step 6</p>	<p>Monitoring & Reporting</p> <p>Ongoing tracking of mitigation effectiveness, documentation of performance improvements, and structured reporting within ESG and sustainability frameworks.</p>
<p>Step 7</p>	<p>Continuous Improvement</p> <p>Refinement of strategies, updating policies, strengthening controls, and setting new performance targets to ensure long-term sustainability progression.</p>

ethical conduct, responsible operations, human rights protection, and environmental and social stewardship across resort operations, including Sun Siyam Pasikudah 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.

Sustainable Procurement Overview

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



During 2025, the resort further integrated sustainability considerations into procurement processes, prioritizing locally sourced products, certified materials, and alternatives that reduce packaging and single-use plastics. These initiatives were implemented while ensuring operational continuity and supply chain stability.

In 2025, the resort demonstrated measurable progress in sustainable procurement practices. Single-use plastic purchases decreased significantly from 64,744 units in 2024 to 35,211 units in 2025, reflecting a substantial reduction aligned with waste minimization goals. At the same time, procurement of environmentally hazardous substances increased from 1,499.01 L to 1,714.90 L and from 1,242.00 kg to 1,649.75 kg, primarily driven by higher occupancy levels and operational demand. Despite this increase, strict control measures and responsible usage practices remain in place.

On a normalized basis, per-night consumption improved notably, with hazardous substances (liters) reduced from 1.00 to 0.13 and single-use plastics reduced from 6.44 to 2.73 per night, indicating enhanced efficiency in resource utilization. The 2025 performance reflects improved procurement governance and resource efficiency. While total consumption in some categories increased due to operational scale, per-night consumption indicators show clear improvements, demonstrating more efficient use of materials relative to guest occupancy.

Food procurement patterns indicate a strategic shift

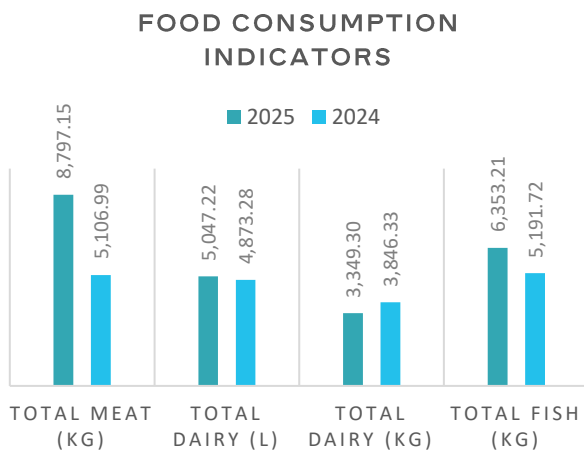


Figure 2.5 – Food Consumption Indicators

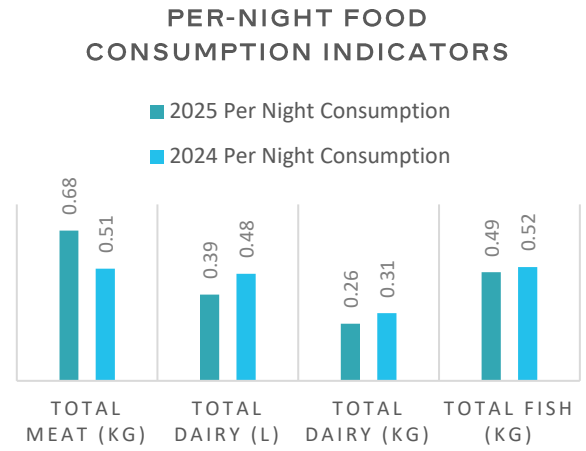


Figure 2.6 – Per-Night Food Consumption Indicators

- ✓ Importantly, per-night food consumption reflects improved efficiency:
- ✓ Meat increased from 0.51 to 0.68 kg per night
- ✓ Dairy (l) reduced from 0.48 to 0.39 per night
- ✓ Dairy (kg) reduced from 0.31 to 0.26 per night
- ✓ Fish slightly reduced from 0.52 to 0.49 kg per night



The data indicates a transition in protein sourcing rather than a direct increase in high-emission consumption. While total meat procurement increased in line with occupancy, the resort has actively introduced plant-based menu options (climate-friendly dishes) and strengthened its Food Waste Reduction Policy to mitigate environmental impact. The reduction in per-night dairy consumption and stable fish consumption further supports a gradual shift toward more balanced and potentially lower-impact dietary offering.

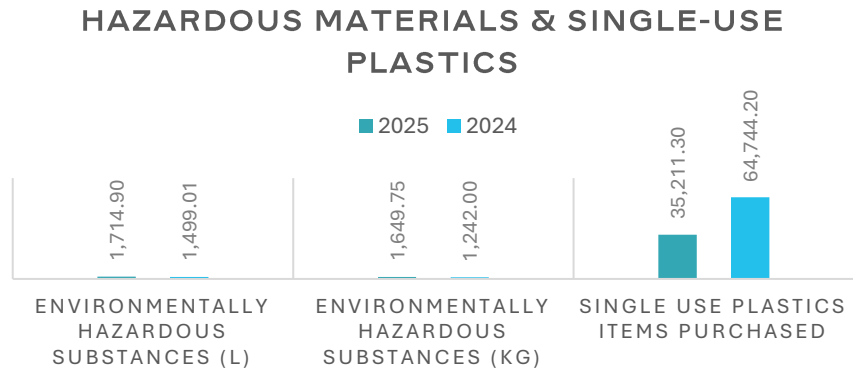


Figure 2.6 – Hazardous Materials and Single-Use Plastics: 2024 vs 2025

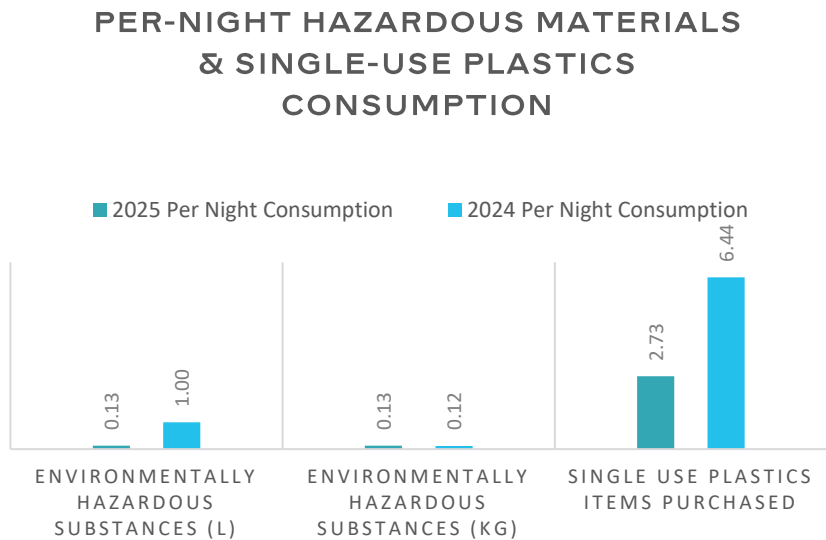


Figure 2.7 – Per-Night Hazardous Materials & Single-Use Plastics Consumption



Although total procurement of environmentally hazardous substances increased by:

- ✓ 14% in liters
- ✓ 33% in kilograms

this trend is closely linked to increased operational demand rather than inefficiency. Per-night consumption data confirms improved usage efficiency.

The resort continues to maintain strict environmental safeguards:

- ✓ Use of biodegradable and certified chemicals
- ✓ Implementation of proper storage and containment systems
- ✓ No recorded contamination risks
- ✓ Continuous monitoring of chemical usage
- ✓ Chemical dosing systems have been installed to optimize and control chemical consumption

Overall, the 2025 data reflects a positive shift toward operational efficiency and responsible procurement. While absolute consumption increased in certain categories due to higher occupancy, normalized (per-night) indicators demonstrate clear improvements, confirming the effectiveness of sustainability-driven procurement strategies and resource management practices.

Certifications, Standards & External Alignment

Travelife Gold Certification – Accommodation Sustainability



Sun Siyam Pasikudah 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.

External Alignments:

- ✓ Sun Siyam Pasikudah operates in full compliance with Sri Lankan regulatory authorities
- ✓ Sri Lanka Tourism Development Authority
- ✓ Central Environment Authority
- ✓ Coast Conservation & Coastal Resource Management Department
- ✓ Board of Investment (Environment Protection License Compliance and Central Environment Authority Regulations)
- ✓ Department of Labour & Inland Revenue

Sun Siyam Care

Together, we care,
Together, we create impact.

- ✓ Collaborations and Partnerships
- ✓ Department of Wild Life Conservation Sri Lanka



TCFD REPORT

Section 1- Governance

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

<p>Board and Management Oversight of Climate-Related Risks and Opportunities</p> <p>Sustainability and climate-related oversight at Sun Siyam Resorts are provided through Group-level governance and senior management structures, with responsibility for implementation and monitoring embedded at the resort level. Management regularly reviews environmental and sustainability performance indicators and escalates material risks and opportunities through established reporting channels. This governance approach ensures that climate-related risks, including those associated with physical impacts and energy transition, are identified, monitored, and managed in alignment with the Group Sustainability Strategy and long-term business resilience objectives.</p>	<p>Management’s Role in Assessing and Managing Climate-Related Risks and Opportunities</p> <p>Climate-related risks and opportunities at Sun Siyam Pasikudah 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 Oversight and Management ESG Steering Committee</p>	

Section 2 – Strategy

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

<p>Risk 1 Stakeholder Expectations and Reputation Time Horizon– Medium Term</p> <p>Stakeholders, including guests, employees, communities, and business partners, increasingly expect transparent management of climate-related risks and environmental performance. Failure to demonstrate progress in emissions management, energy efficiency, and sustainability practices may affect stakeholder confidence and brand perception.</p>	<p>Risk 2 Physical Impacts from Extreme Weather Events Time Horizon– Medium Term</p> <p>Aqueduct identifies the Pasikudah coastal zone as having extremely high coastal eutrophication potential (>3). This may lead to Reputational risk if coastal water quality declines and marine ecosystem degradation.</p>
<p>Risk 3 Sea Level Rise and Coastal Impacts Time Horizon– Long Term</p> <p>Sun Siyam Pasikudah faces a key transition risk from tightening climate regulations and the global shift toward low-carbon tourism. Potential introduction of carbon pricing, stricter emission reporting requirements, or renewable energy mandates in Sri Lanka could increase operational costs.</p>	
<p>Opportunity 1 Shift in Guest Preferences Toward Sustainable Tourism Time Horizon: Medium–Term</p> <p>Shifts in guest preferences toward sustainable tourism present a medium-term opportunity for Sun Siyam Pasikudah to enhance guest experience and brand differentiation through the progressive integration of sustainability practices across resort operations.</p>	
<p style="text-align: center;">Additional Information Sun Siyam Resort’s ESG Strategy Environmental Management Environmental Performance</p>	



Section 3- Risk Management

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

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

Section 4 – Metrics and Targets

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

<p>SCOPE 1, 3 GHG Emissions</p> <p>In addition to measuring and reporting Scope 1,2 and 3 greenhouse gas (GHG) emissions, Sun Siyam Pasikudah tracks energy consumption and emissions intensity metrics, including the contribution of on-site solar water heater usage . Scope 2 emissions from purchased electricity and Water represent the most material source, while Scope 3 emissions include Environmental hazardous substances and high emission food purchasing like upstream activities and the Down Stream waste disposal . Energy and emissions performance is assessed using intensity indicators per guest night to support meaningful comparison across reporting periods. Coastal eutrophication risk is also indirectly managed by climate change and nutrient pressures linked to operational and supply chain emissions.</p>	<p>Targets Used and Performance Against Targets</p> <p>Total emissions increased in line with occupancy growth, while emissions intensity per guest night decreased, indicating improved operational efficiency Scope 2 emissions remain the primary focus area for mitigation, driving the introduction of renewable energy solutions Scope 3 emissions from upstream and down stream remain controlled relative to business growth</p> <p>-</p>
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<p>Additional Information Sun Siyam Pasikudah– 2025 Goals and Targets Environmental Management Environmental Performance</p>

Sun Siyam Pasikudah’s Alignment to Global Development Needs

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.

SDG 1 – No Poverty



Sun Siyam Pasikudah contributes to poverty reduction by creating stable employment and sustainable livelihoods in an island economy. The resort provides direct employment across key operational areas including hospitality services, food and beverage, housekeeping, engineering, landscaping, and administration. These jobs ensure regular income, social security benefits, skills development, and career progression for Sri Lankan workers.

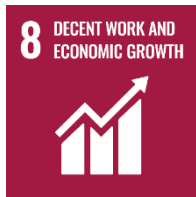
In addition, the resort supports indirect livelihoods through local procurement, transport services, maintenance providers, fisheries supply chains, and small businesses linked to resort operations. By prioritizing local recruitment and supplier engagement, Sun Siyam Pasikudah strengthens household incomes and contributes to inclusive economic growth within local communities.

SDG 7 – Affordable and Clean Energy



Sun Siyam Pasikudah advances clean energy adoption through solar thermal systems for hot water production and solar-powered lighting across the property. These initiatives reduce reliance on grid electricity, lower operational carbon emissions, and improve overall energy efficiency while supporting national renewable energy goals.

SDG 8 – Decent Work and Economic Growth



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

SDG 11 – Sustainable Cities and Communities



Sun Siyam Pasikudah actively engages with neighboring communities through environmental and social initiatives. Activities such as tree planting programs, environmental awareness campaigns, and local collaborations contribute to healthier public spaces and stronger relationships with surrounding communities, reinforcing shared stewardship of natural resources.

SDG 12 – Responsible Consumption and Production



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

SDG 13 – Climate Action



By improving energy efficiency, promoting renewable energy, and reducing waste-related emissions, Sun Siyam Pasikudah contributes to climate change mitigation. These initiatives support long-term resilience and raise awareness among staff and guests about climate action and environmental responsibility.

SDG 14 – Life Below Water



Sun Siyam Pasikudah actively supports marine conservation through beach clean-up programs, responsible snorkeling practices, and collaboration with local stakeholders. The resort promotes awareness of marine ecosystems and encourages guests to participate in conservation efforts, helping to protect and restore surrounding coral reef environments.

SDG 15 – Life on Land



The resort supports terrestrial biodiversity through landscaping, biodiversity monitoring, and conservation initiatives. In 2024, we implemented key biodiversity programs including support for wildlife conservation through partnerships such as sponsorship of rescued animals. Despite challenging coastal conditions, the resort maintains a biodiverse environment through proper ecosystem management and continues to record diverse species through regular surveys.

SDG 17 – Partnerships for the Goals



Through the Sun Siyam Care platform, Sun Siyam Pasikudah collaborates with local councils, NGOs, environmental experts, and community stakeholders. These partnerships strengthen the impact of sustainability initiatives and ensure environmental protection, social development, and economic benefits are achieved through collective action and shared responsibility.