

Environmental Performance

GRI	Performance	Unit	2023	2024	2025
	Waste				
306-3	Total waste generates	Tons	1569.44	1702.24	1725.85
	Non-hazardous waste generates	Tons	1567.50	1702.21	1724.76
	Recyclable waste	Tons	243.43	207.02	265.51
	General waste	Tons	450.14	448.02	393.93
	Organic waste	Tons	362.70	431.12	431.24
	Food waste ¹	Tons	511.23	616.04	634.09
	Hazardous waste generates				
	Hazardous waste	Tons	1.95	0.03	0.09
	Intensity of waste generates				
	Food waste intensity	kg/guest	0.83	0.96	0.89
	Total waste intensity	kg/guest	2.56	2.66	2.43
	Water				
303-3 a	Water withdrawal (cubic meter)	cubic meter	925,326	1,353,933	878,601
	Surface water	cubic meter	182,419	145,070	124,806
	Groundwater	cubic meter	155,675	108,880	111,803
	Seawater	cubic meter	440,995	996,030	570,667
	Third-party water	cubic meter	146,237	103,953	71,325
303-3 b	Water withdrawal from each of the sources				
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	cubic meter	484,331	357,903	307,934
	Other water ($> 1,000$ mg/L Total Dissolved Solids)	cubic meter	440,995	996,030	570,667
303-3 c	Water withdrawal in water stress area	cubic meter	ND	108,259	129,337
	Surface water	cubic meter	N/A	0	21,496

¹Food waste data collection at the Head Office commenced in September 2024

Environmental Performance

GRI	Performance	Unit	2023	2024	2025
	Groundwater	cubic meter	N/A	103,650	107,283
	Seawater	cubic meter	N/A	0	0
	Third-party water	cubic meter	N/A	4,609	558
	Intensity of water withdrawal				
	water withdrawal intensity	m3/guest	ND	4.48	2.40
303-4	Water discharge (Cubic meter)		0	548,597	261,117
	Surface water	cubic meter	0	0	0
	Groundwater	cubic meter	0	0	0
	Seawater ²	cubic meter	0	548,597	261,117
	Third-party water	cubic meter	0	0	0
303-4 b	Water discharges from each of the sources				
	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	cubic meter	N/A	0	0
	Other water ($> 1,000$ mg/L Total Dissolved Solids)	cubic meter	N/A	548,597	261,117
303-4 c	Water discharge in water stress area	cubic meter	0	0	0
	Water consumption (Cubic meter) ³				
303-5 a	Total water consumption in all areas	cubic meter	546,785	805,337	617,484
303-5 b	Total water consumption in water stress area	cubic meter	N/A	108,259	129,337
	Percentage of water consumption in water stress area	%	N/A	13.4%	20.9%
	Recycled water ⁴	cubic meter	407,961	644,269	493,987
	Off-site water treatment total discharge ⁵	cubic meter	0	0	0
	Beneficial / other use total discharge ⁶	cubic meter	0	0	0

² The discharge is generated from the backwash process of the Reverse Osmosis (RO) water treatment system at CROSSROADS Maldives.

³ Water consumption has been adjusted based on calculated data derived from water withdrawal minus water discharge, replacing previous data which was based on actual consumption.

⁴ Recycled water volume is calculated as 80% of total water consumption. All recycled water is used for gardening.

⁵ Off-site water treatment total discharge: 0, as all wastewater is treated on-site and the treated water is reused for gardening.

⁶ Beneficial / other use total discharge: 0, as all wastewater is treated on-site and the treated water is reused for gardening.

Environmental Performance

GRI	Performance	Unit	2023	2024	2025
	Energy consumption				
	Electricity ⁷	kWh	11,882,411	17,455,818	18,228,739
	Solar Energy	kWh	N/A	3,983,844	3,927,455
	LPG	kg	184,152	291,711	303,406
	Diesel	Liter	5,108,985	5,090,061	5,513,066
	Gasoline	Liter	N/A	221,499	898,179
	Total energy ⁸	GJ	380,076	435,628	483,156
	Total energy intensity	GJ/Occupied room	1.82	1.76	1.78
	Green House Gas Emission				
305-1	Direct (Scope 1) GHG emissions	tCO2e	18,228	21,538	24,924
305-2	Energy indirect (Scope 2) GHG emissions	tCO2e	4,075	6,473	6,802
305-3	Other indirect (Scope 3) GHG emissions	tCO2e	412	3,784	3,499
	Scope of operations that are additionally reported ⁹	tCO2e	234	833	343
	GHG emissions scope 1 + scope 2	tCO2e	22,303	28,011	31,726
305-4	GHG emissions intensity (scope 1+2)	tCO2e/Room	N/A	0.11	0.12
305-7	Air emissions ¹⁰				
	Nitrogen oxide (NOx) s emissions	kg	N/A	N/A	N/A
	Sulfur oxide (SOx) s emissions	kg	N/A	N/A	N/A
	Volatile organic compounds (VOCs)	kg	N/A	N/A	N/A

⁷ Electricity consumption includes solar-generated electricity and excludes electricity produced by diesel generators.

⁸ Total energy consumption was calculated by converting electricity, solar electricity, diesel, and gasoline usage into gigajoules (GJ) using standard conversion factors.

⁹ Additional scope of operations reported includes the use of R-22 refrigerant.

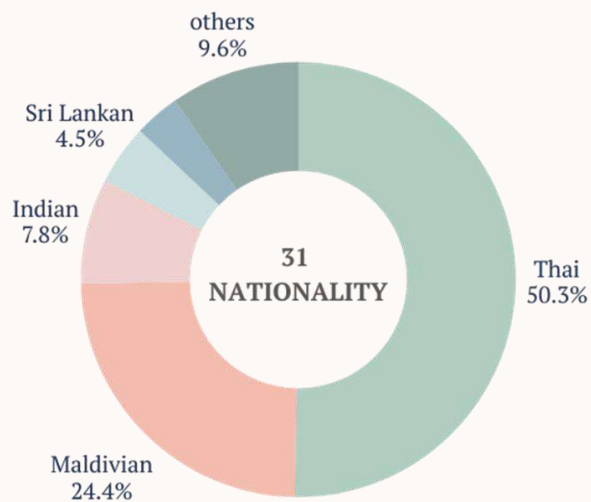
¹⁰ Air emissions (NOx, SOx, and VOCs) are not disclosed as they are considered immaterial to the Company's operations. The Company operates within the hospitality sector, where activities are limited to service operations and do not involve significant industrial processes or emission-intensive activities.

Social Performance

GRI	Performance	Unit	2023	2024	2025
403-9	Work-related injury				
403-9	Work hours	Hours	3,846,910	3,962,069	4,021,684
	By gender	Female: Male	29 : 71	30 : 70	29 : 71
	Recordable work-relate injury	Cases	13	33	38
	Recordable work-related injury rate	Cases /1,000,000 hours worked	3.38	8.33	9.45
	Lost Time Injury cases (LTI)	Cases	13	26	27
	Lost Time Injury Frequency Rate : LTIFR	Cases /1,000,000 hours worked	3.38	6.56	6.71
	Work-Related Fatality	Cases	0	0	0
	Work-Related Fatality Rate	Cases /1,000,000 hours worked	0	0	0
	Recordable work-related occupational illness and disease	Cases	N/A	0	0
2-7	Employee				
	Number of employees	Person	1816	1815	1866
	By gender	Female: Male	28 : 72	31 : 69	31 : 69
	By age group	Under 30 : 30-50 : Over 50	34 : 61 : 5	32 : 63 : 5	29 : 65 : 6
	By nationality	Thai : Maldivian : other	48 : 25 : 28	52 : 24 : 24	52 : 24 : 25
	By contract type	Permanent: Temporary	78 : 22	97 : 3	97 : 3
	By operational area				
	Bangkok	person	54	60	74
	Krabi	person	294	332	331
	Phuket	person	249	265	292
	Surat Thani	person	277	283	284

Social Performance

GRI	Performance	Unit	2023	2024	2025
	Maldives	person	942	875	879
405-1	Employee diversity				
	By level ¹¹				
	Executive Level (VP up)	Female: Male	29 : 71	27 : 73	15 : 85
	Management Level (SM-FAVP)	Female: Male	N/A	N/A	31 : 69
	Operational Level (Manager and below)	Female: Male	28 : 72	31 : 69	31 : 69
	Employees with disabilities	Person	N/A	3	3
	Contribution to Thailand's Fund for the Empowerment and Development of the Quality of Life of Persons with Disabilities	THB	N/A	481,800	615,025



¹¹ Employee levels were newly classified in 2025. For 2023 and 2024, employee classification covers only Management and Operational levels.

Social Performance

GRI	Performance	Unit	2023	2024	2025
405-2	Employee salary and remuneration				
	Total employee salary and remuneration	Million THB	N/A	1,337	1,484
	Total Employer Contribution to Provident Fund	Million THB	N/A	11	14
	Employee salary and remuneration ratio				
	All Level (Head office and self-managed hotel)	Female: Male	N/A	27:73	33 : 67
	Head office				
	Executive Level	Female: Male	N/A	N/A	0 : 100
	Management Level	Female: Male	N/A	N/A	40.9 : 59.1
	Operational Level	Female: Male	N/A	N/A	47.5 : 52.5
	Self-managed hotel				
	Executive Level	Female: Male	N/A	N/A	15 : 85
	Management Level	Female: Male	N/A	N/A	38 : 62
	Operational Level	Female: Male	N/A	N/A	58 : 42
401-1	Employee turnover				
	Voluntary employee turnover	Person	391	464	339
	Voluntary employee turnover rate	%	21.5	25.6	18.2
	By gender	Female: Male	29 : 71	37 : 63	36 : 64
	By age group	Under 30 : 30-50 : Over 50	46 : 51 : 2	52 : 46 : 2	42 : 53 : 5
	By Operational Area	Thai : Maldives	32 : 68	47 : 53	48 : 52
	Total employee turnover	Person	452	418	415
	Total new employee	Person	530	464	376

Social Performance

GRI	Performance	Unit	2023	2024	2025
	Maternity Leave				
	Employees take maternity leave	Person	6	41	40
	Employee retuned to work after maternity leave	Person	5	39	36
	Employee retuned to work after maternity leave and continuing to work after 1 year	Person	5	36	36
	Return to work rate of employees who return to work after their leave period had ended ¹²	%	83	95	90
	Retention Rate of employees who returned to work after their leave period had ended ¹³	%	100	92	100
202-2	Local Employment				
	Total Local Employment	Person	719	750	779
	Percentage of local employment	%	40%	41%	42%
	By gender	Female: Male	22 : 78	25 : 75	25 : 75
	By level ¹⁴	Executive : Management : Operational	N/A : 2 : 98	N/A : 2 : 98	1 : 9 : 91
	By contract type	Permanent : Temporary	705 : 14	739 : 11	766 : 13
	By operational area				
	Bangkok	person	23	30	41
	Krabi	person	39	54	44.55
	Phuket	person	99	137	151
	Surat Thani	person	107	107	109
	Maldives	person	451	422	433

¹² Number of 'Employee retuned to work after maternity leave' / 'Employee take maternity leave' × 100

¹³ Number of 'Employee retuned to work after maternity leave and continuing to work after 1 year' / 'Employee retuned to work after maternity leave' × 100

¹⁴ Employee levels were newly classified in 2025. For 2023 and 2024, employee classification covers only Management and Operational levels.

Social Performance

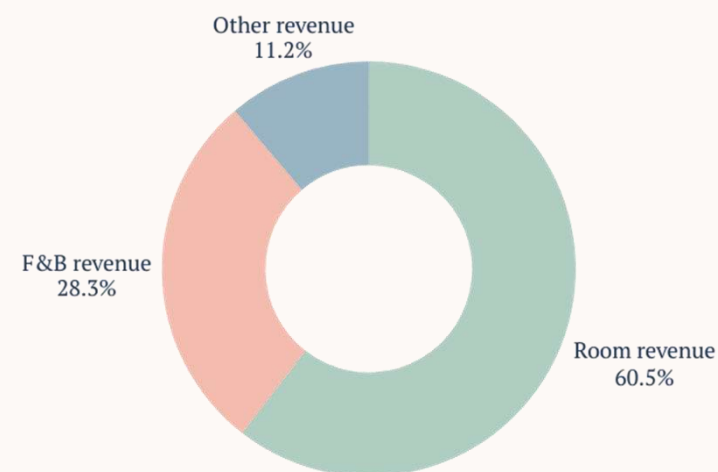
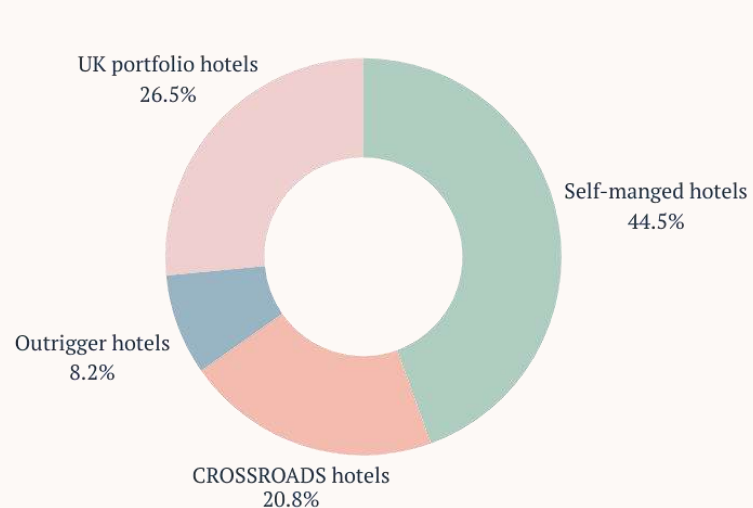
GRI	Performance	Unit	2023	2024	2025
	Employee Training ¹⁵				
	Total Training Hours	Hours	111,647	115,373	137,740
	By gender	Female: Male	35: 65	38 : 62	37 : 63
	By level ¹⁶	Executive : Management : Operational	N/A: 1 : 99	N/A : 1 : 99	0.1 : 4.4 : 95.5
	Total Training Budget	Million THB	3.53	1.68	2.09
	Employee Engagement	%	85	83	88

¹⁵ 2023 Data include Outrigger portfolio

¹⁶ Employee levels were newly classified in 2025. For 2023 and 2024, employee classification covers only Management and Operational levels.

Economic & Governance Performance

GRI	Performance	Unit	2023	2024	2025
	Financial Results				
201-1	Total Revenue from services ^{17,18}	Million Baht	9,701	10,352	10,299



	Guest statistics ¹⁹				
	Occupied room	Rooms	233,896	247,655	270,726
	Number of guests	Persons	613,788	640,327	710,268
	Guest satisfaction score	%	90.7	92.7	93.3
	Whistleblowing case	Cases	0	0	2

¹⁷ Excludes other income

¹⁸ Total revenue from all portfolios of SHR

¹⁹ Self-managed hotels only

ASSURANCE STATEMENT



LRQA Independent Assurance Statement Relating to S Hotels and Resorts Public Company Limited's Sustainability Report for the calendar year 2025

This Assurance Statement has been prepared for S Hotels and Resorts Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA Group Limited (LRQA) was commissioned by S Hotels and Resorts Public Company Limited (SHR) to provide independent assurance on its Sustainability Report 2025 ("the report") against the assurance criteria below to a moderate level of assurance and materiality of the professional judgement of the verifier using Accountability's AA1000AS v3 for a type II assurance.

Our assurance engagement covered SHR's hotels in Thailand and self-managed hotels operated under franchise agreement (CROSSROADS hotels) in the Republic of Maldives as per the locations listed below¹ and specifically the following requirements:

- Confirming that the report is in line with GRI² Standards and;
- Evaluating the accuracy and reliability of SHR's performance data and information for only the selected GRI indicators listed below:
 - Environmental: GRI 302-1 Energy Consumption within the organization, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption, GRI 305-1 Direct (Scope 1) GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect Greenhouse Gas (Scope 3) emissions, GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal, GRI 306-5 Waste directed to disposal.
 - Social: GRI 403-9 Work-related injuries.

Our assurance engagement excluded the data and information of SHR's suppliers, contractors and any third parties mentioned in the report. It also excluded the data and information of SHR's other international locations.

LRQA's responsibility is only to SHR. LRQA disclaims any liability or responsibility to others as explained in the end footnote. SHR's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of SHR.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that SHR has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected in the selected GRI indicators listed above
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing SHR's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with responsible personnel and reviewing documents and associated records.
- Reviewing SHR's process for identifying and determining material issues to confirm that the right issues were included in their report. We did this by benchmarking reports written by SHR and its peers to ensure that sector specific issues were included for comparability.

¹ Locations covered by LRQA's assurance:

- Thailand: SAI Laguna Phuket, SAI Phi Phi Island Village, SAI Koh Samui Villas, Santiburi Koh Samui.
- CROSSROADS hotels Maldives: SAI Lagoon Maldives, Curio Collection by Hilton, Hard Rock Hotel Maldives, The Marina@CROSSROADS.

² <https://www.globalreporting.org>



- Auditing SHR's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems. We also spoke with those key people responsible for compiling the data and drafting the report.
- Visiting and auditing SHR's Head Office and auditing, via ICT platforms, SHR's hotels in Thailand, namely, SAI Koh Samui Villas and Santiburi Koh Samui, and hotel in Republic of Maldives, namely, SAI Lagoon Maldives, and Township Marina@CROSSROAD, to validate site data and information for the selected GRI indicators.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity:**
We are not aware of any key stakeholder groups that have been excluded from SHR's stakeholder engagement process. The content of SHR's Sustainability Report reflects the views and expectations of these stakeholders.
- Materiality:**
SHR has established comprehensive criteria for determining which issue is material and that these criteria are not biased to the company's management and are relevant to the operations.
- Responsiveness:**
SHR has processes in place to respond to various stakeholder groups; specifically, hotel properties' communication and engagement processes were deemed sufficient and responsive.
- Reliability:**
Data management systems were well established, though SHR should carry out periodic internal quality control checks on their data and information collection and calculation system to prevent any errors being identified at corporate level in future reports.
- Impact:**
In 2025, SHR reported a Biodiversity Index of 2.46 against its target of 2.5.
SHR also demonstrated its commitment to climate change resilience by increasing renewable energy use, improving energy efficiency, resource utilisation, and promoting marine ecosystem restoration through multi-stakeholders' collaboration frameworks at CROSSROAD Maldives and Phi Phi Island, Thailand.
However, as SHR's portfolio expands, reducing GHG emissions will become more challenging and SHR will need to regularly monitor ongoing progress, and adjust metrics where necessary.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for SHR and as such does not compromise our independence or impartiality.

Wiriya Rattanasuwan
LRQA Lead Verifier

Dated: 25th March 2026

On behalf of LRQA (Thailand) Limited,
252/123 Muang Thai-Phatra Complex Tower B, 26th floor,
Unit 252/123 (C) Ratchadaphisek Rd., Huaykwang Sub-district,
Huaykwang District, Bangkok 10310, Thailand.

LRQA reference: BGK00001279

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ASSURANCE STATEMENT



LRQA Independent Assurance Statement Relating to S Hotels and Resorts Public Company Limited's GHG Assertion for the calendar year 2025

This Assurance Statement has been prepared for S Hotels and Resorts Public Company Limited in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA Group Limited (LRQA) was commissioned by S Hotels and Resorts Public Company Limited (SHR) to provide independent assurance on its GHG Assertion ("the report") against the assurance criteria below to a moderate level of assurance and at the materiality of professional judgement of the verifier using Accountability's AA1000AS v3 assurance criteria (Type II).

Our assurance engagement covered SHR's hotels in Thailand and self-managed hotels operated under franchise agreement (CROSSROADS hotels) in the Republic of Maldives as per the locations listed below¹ under the direct operational control and specifically the following requirements:

- Confirming that the report is in accordance with: GRI Standards (2021) and its specific standard disclosures
- Evaluating the accuracy and reliability of GHG data² and information for only the selected indicators listed below:³
 - GRI 305-1 Direct (Scope 1) GHG emissions
 - GRI 305-2 Energy indirect (Scope 2) GHG emissions
 - GRI 305-3 Other indirect (Scope 3) GHG emissions

Our assurance engagement excluded the data and information of suppliers, contractors and any third parties mentioned in the report.

LRQA's responsibility is only to SHR. LRQA disclaims any liability or responsibility to others as explained in the end footnote. SHR's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of SHR.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that SHR has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with AA1000AS v3. The following tasks though were undertaken as part of the evidence gathering process for this type II assurance engagement:

- Auditing SHR's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Visiting and auditing SHR Head Office and auditing, via ICT platforms, SHR's hotels in Thailand, namely, SAIi Koh Samui Villas and Santiburi Koh Samui, and hotel in Republic of Maldives, namely, SAIi Lagoon Maldives, and Township Marina@CROSSROAD, to validate site data and information for the selected GRI indicators.

¹ Locations covered by LRQA's assurance:

- Thailand: SAIi Laguna Phuket, SAIi Phi Phi Island Village, SAIi Koh Samui Villas, Santiburi Koh Samui.
- CROSSROADS hotels Maldives: SAIi Lagoon Maldives, Curio Collection by Hilton, Hard Rock Hotel Maldives, The Marina@CROSSROADS.

² <http://www.ghgprotocol.org/>

³ GHG quantification is subject to inherent uncertainty.



Observations

Further observations and findings, made during the assurance engagement, are:

- Reliability:
Data management systems were well established, though SHR should carry out periodic internal quality control checks on their data and information collection and calculation system to prevent any errors being identified at corporate level in future reports.
- Impact:
As SHR's portfolio expands, reducing GHG emissions will become more challenging and SHR will need to regularly monitor ongoing progress, and adjust metrics where necessary.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for S and as such does not compromise our independence or impartiality.

Wiriy Rattanasuwan

LRQA Lead Verifier

On behalf of LRQA (Thailand) Limited,
252/123 Muang Thai-Phatra Complex Tower B, 26th floor,
Unit 252/123 (C) Ratchadaphisek Rd., Huaykwang Sub-district,
Huaykwang District, Bangkok 10310, Thailand.

LRQA reference: BGK00001279

Dated: 25th March 2025

Table 1. Summary of S Hotels and Resorts Public Company Limited (SHR), GHG Assertion 2025.

Scope of CO2 emissions	Calendar Year 2025 01 Jan 2025 - 31 Dec 2025
- GRI 305-1 Direct (Scope 1) GHG emissions	24,924
- GRI 305-2 Energy indirect (Scope 2) GHG emissions	6,802
- GRI 305-3 Other indirect (Scope 3) GHG emissions - o Category 1 Purchased goods and services - o Category 3 Fuel-and-energy related activities - o Category 5 Waste generated in operations - o Category 6 Business Travel	3,499
Total GHG emissions (Scope 1 + Scope 2)	31,726
GHG Emissions Intensity (Scope 1 + Scope 2) (tCO2e/person)	0.0447
Notes: 1. Data is presented in tonnes of CO ₂ equivalent (tCO ₂ e). 2. Scope boundary of this GHG assertion covers S's operations in Thailand and CROSSROAD Maldives.	

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Report Boundary

Subsidiaries Included in Sustainability Report 2025

Properties	Santiburi Koh Samui			SAii Koh Samui villas			SAii Laguna Phuket			Saii Phi Phi Island Village			CROSSROADS Maldives			Head Office			Konotta Maldives			Outrigger			UK
Aspect \ Year	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023-2025
Environment																									
Waste	✓	✓	✓	NR	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	NR	NR	NR	NR	NR	NR	NR
Water	✓	✓	✓	NR	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Energy	✓	✓	✓	NR	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Carbon Emission	✓	✓	✓	NA	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR
Social																									
Work related injury	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR
Employee Diversity	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR
Remuneration	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	NR	NR	NR	NR
Employee turnover	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR
Maternity Leave	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR
Local Employment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR
Employee Training	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR
Employee Engagement	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	NR	NR	NR
Economic & Governance																									
Consolidated Financial Results	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	✓	✓	✓	NR
Occupied Room	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Number of Guest	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR