

INTEGRATED SUSTAINABILITY REPORT

1. STATEMENT BY MANAGING DIRECTOR

It is my pleasure to present the Annual Sustainability Report of Aasandha Company Ltd for the financial year ended 2025. This report reflects our continued commitment to transparency, accountability, and sustainable value creation as we strengthen our Environmental, Social and Governance (ESG) framework.

2. BACKGROUND OF THE COMPANY

Aasandha Company Ltd is a 100% government-owned limited liability company incorporated under the Ministry of Economic Development, Transport and Trade in accordance with Act No. 15/2011 on 21 December 2011. The Company is governed by a Board of Directors appointed by the Privatization and Corporatization Board of the Maldives.

3. OUR ESG JOURNEY

3.1 INTRODUCTION

In 2025, the Company continued to advance its ESG implementation strategy by strengthening internal awareness and capacity across all business units. ESG-related policies and guidelines were drafted under each pillar, with implementation and formal Board endorsement planned in subsequent periods.

The ESG framework is aligned with the Guideline on Integrated Sustainability Reporting for State-Owned Enterprises issued by the Privatisation and Corporatisation Board (Ref: 454/CIR/2024/5). ESG data collection and validation are coordinated through designated ESG Champions, using the Company's Three Lines of Defence framework to support the quality, accuracy, and transparency of ESG disclosures. The overall ESG data collection and validation process is overseen by the Managing Director.

3.2 MATERIALITY ASSESSMENT

This report primarily reflects ESG topics outlined in the SOE Sustainability Reporting Guideline. In addition, any material ESG issues identified by management and governance bodies relevant to Aasandha Company Ltd and its stakeholders have also been included.

3.3 OUR SUSTAINABILITY PILLARS

The Company reports ESG performance under the following pillars:

- ENVIRONMENT
- HEALTH AND SAFETY
- SOCIAL ISSUES
- GOVERNANCE

PILLAR 1: ENVIRONMENT

The Company is committed to reducing environmental impact through efficient resource use and responsible operational practices.

1. Environmental

- *The Company is committed to reducing environmental impact through efficient resource use and responsible operational practices.*

Environmental Performance 2025

- *No environmental incidents recorded during the reporting period.*
- *Water consumption: 500.74 CBM (50.47% reduction vs 2024)*
- *Electricity consumption: 173,453 kWh (6.45% cost reduction vs 2024)*
- *Waste: Not currently measured; managed externally by WAMCO.*

Policies

- *Water, energy, and waste management policies were drafted in 2025 and are being processed in line with the Company's governance and approval framework prior to Board consideration.*

Environmental Activities

- *No environmental initiatives or programs were conducted during the reporting period.*

PILLAR 2: HEALTH AND SAFETY

Health and Safety Policy drafted in 2025, and is being processed in line with the Company's governance and approval framework.

- *No workplace risk assessments conducted during the period.*
- *No occupational injuries reported.*
- *No health and safety awareness sessions conducted.*

Note: This indicates a need to establish structured occupational health and safety implementation and training programs.

PILLAR 3: SOCIAL ISSUES

- **Employment & Training**
 - *Employees trained: 160*
 - *Training hours: 198.5 Hours*
 - *Training cost: MVR 13,728.00*
- **Gender Equality**
 - *Female workforce representation: 64.61%*
 - *Female senior management representation: 66.67%*
 - *Female Board representation: 28.57%*
- **Community Engagement**
 - *CSR projects: 3*
 - *CSR expenditure: MVR 67,022.00*

PILLAR 4: GOVERNANCE

- *The Company maintains a structured governance framework with a Board comprising seven Directors, including one Executive Director and six Non-Executive Directors, ensuring independence and effective oversight.*

Governance Highlights

- *Policy revisions completed in 2025.*
- *Annual Report, Audit Report, and Governance Report published.*
- *Quarterly financial reports made publicly available.*
- *Website development project continued (cost: MVR 45,000).*

Complaints

- *No procurement or employee grievances recorded.*
- *One regulatory/legal matter recorded and ongoing.*

4. OUR ESG GOVERNANCE

The Company is committed to maintaining and upholding a high standard of governance over our ESG journey, with a view to safeguarding the interests of our shareholders, customers, employees and other stakeholders.

Below are the governance processes, controls and procedures the Company uses to monitor, manage and oversee SRROs.

BOARD/AUDIT & RISK COMMITTEE

- Sets direction and approve the Company's ESG matters
- Reviews and comment on ESG progress updates at least twice a year
- Notes the results of materiality assessment (in case of any additional topics)

EXECUTIVE COMMITTEE

- Facilitates the Board's oversight of ESG matters by endorsing and recommending key ESG matters for Board's approval
- Approves the results of materiality assessment (in case of any additional topics)
- Directs and manages the Company's progress towards reaching its ESG targets

5. STRATEGY

The Company's ESG strategy focuses on:

1. ESG Integration

- Embedding ESG into annual planning, operations, and reporting.

2. Material Risk Identification

- Identifying and prioritizing ESG risks relevant to business operations.

3. Integration into Business Strategy

- Assigning ESG responsibilities across HR, finance, and compliance functions and developing measurable KPIs.

4. Stakeholder Engagement

- Improving ESG communication with stakeholders and strengthening Board-level ESG competency.

6. RISK MANAGEMENT

The Company is currently integrating sustainability-related risks and opportunities into its updated risk management framework. Full implementation is planned as part of ongoing improvements to align risk governance with ESG strategy.

7. KEY METRICS-PERFORMANCE DATA SUMMARY

Disclose information for each target set or required to meet.

For each SRRO,

(a) metrics required by an applicable ISSB Standard; and

(b) metrics used to measure and monitor that SRRO and its performance in relation to that SRRO, including progress towards any targets the organisation has set, and any targets it is required to meet by law or regulation.

									TARGETS		
Name of target	Definition of target	YES/NO(where applicable)	Metric used to set target and monitor progress	Source of metric used: (i) ISSB Standards (ii) law or regulation (iii) other source	Quantitative/ qualitative?	2022	2023	2024 (prior Year)	2025 (Current year)	2026	
PILLAR 1: ENVIRONMENT											
	A. Environmental policies										

Environmental Policies	1. Is Policy(s) in existence?	A guideline is already in place; a formal policy has been developed and is being processed in line with the Company's established governance and endorsement procedures.	BoD-approved policy	PCB-Guideline	Qualitative						
	2. If not, target date to develop policy(s)										0
	B. Number of environment-related accidents/incidents		0	PCB-Guideline	Quantitative	0	0	0	0	0	0
Water	A. Water conservation strategy										

	1. Is water conservation strategy in existence?	A guideline is already in place, a formal policy has been developed and is being processed in line with the Company's established governance and endorsement procedures.	BoD-approved policy	PCB-Guideline	Qualitative						
	2. If not, target date to develop										●
	B. Total water consumed	500.74 CBM									
Electricity	A. Energy conservation strategy										
	1. Is the Strategy in existence?	A guideline is already in place, a formal policy has been developed and is being processed in line with the Company's established governance and									

		endorsement procedures.									
	2. If not, target date to develop										●
	B. Total electricity consumed	173,453 Unit KWH									
Waste	A. Waste Management Policy										
	1. The Policy in existence?	A guideline is already in place, a formal policy has been developed and is being processed in line with the Company's established governance and endorsement procedures.				Qualitative					
	2. If not, target date to develop										●
	B. Waste management procedures										
	1. SOPs in existence?	Draft guideline developed for Waste disposed through WAMCO				Qualitative					

Awareness	Total number of sessions carried out to aware employees on the established health and safety SOPs/Policies	NIL									
PILLAR 3: SOCIAL ISSUES											
Employment Policies	A. Employment policies established by the Company										
	1. Policy/procedures in existence?	NO				Qualitative					
	2. If not, target date to develop										●
Trainings	A. Total number of employees trained	160									
	B. Total employees training hours	198.5 Hours									
	C. Total employees training costs	MVR 13,728.00									
Gender Equality	A. Ratio of female representative in workforce	64.61%									
	B. Ratio of female representation in senior management positions	66.67%									

	C. Ratio of female representation in Board of Directors	28.57%									
Community Engagement	A. Number of community engagement activities	NIL									
	B. Number of CSR Projects	3									
	C. Community engagement and CSR project costs	MVR 67,022.00									

PILLAR 4: GOVERNANCE

Governance Policies	A. Governance policies established during the period:										
	1. Is Policy/procedures in existence?	YES				Qualitative					
	2. If not target date to develop										
Disclosure and Transparency	A. Is Annual audit and Governance Report published?	YES									

	B. Has a separate tab on the website for Governance related matters and publications?	YES									
	C. Is the Annual Report and Governance Report of past 3 years published on Website?	YES									
	D. Total Website enhancement costs in relation to governance and transparency	MVR 45,000									
Complaints	A. Total number of legal or regulatory complaints received and resolved	One (1)							Case	Ongoing	
	B. Number of procurement related complaints received, registered, and resolved	NIL									
	C. Number of employee grievances received, registered, and resolved	NIL									