

SUSTAINABILITY REPORT 2025

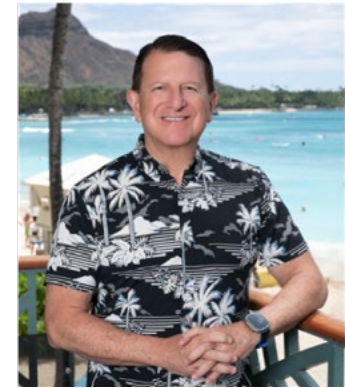
OUTRIGGER



OUTRIGGER.
ZONE

Message from the CEO

The OUTRIGGER Way



AT OUTRIGGER RESORTS & HOTELS, SUSTAINABILITY IS A BUSINESS IMPERATIVE. It shapes how we invest, how we operate and how we define long-term success. The OUTRIGGER Way — caring for our hosts, our guests and our place—has guided our company for decades. This inaugural Sustainability Report formalizes that commitment and strengthens the way we measure performance, manage impact and hold ourselves accountable.

OUTRIGGER IS ON A MISSION to be The Premier Beach Resort Company in the World. Achieving that distinction requires protecting the oceans and coastal communities that anchor our portfolio. Through 13 years of the OUTRIGGER Zone program, our global conservation initiative, we advance ocean stewardship, coral reef restoration and resource efficiency across our portfolio. This work is foundational to protecting the environments that sustain travel while reinforcing the long-term durability of our company.

EQUALLY IMPORTANT IS HOW WE CARE FOR PEOPLE.

We invest in the well-being and development of our hosts, maintain standards that support equity and safety and uphold human rights across our operations. Our policies, training programs and community partnerships reinforce a culture of responsibility and respect in every destination where we operate.

SUSTAINABILITY IS LONG-TERM WORK.

It requires discipline, transparency and leadership commitment. We are focused on measurable progress while embedding environmental and social responsibility into governance, operations and growth planning. When we care for our place, we protect the future of our business. When we care for our people, we strengthen what makes OUTRIGGER special. And when we do both with intention, we ensure future generations can continue to come be here and experience the sense of place that defines OUTRIGGER globally.

Jeff Wagoner
President & CEO
OUTRIGGER Hospitality Group

2025 at a Glance

PEOPLE

36%

women in global leadership

100%

on property staff trained in
human trafficking awareness

8

paid volunteer hours available
per host annually

PLANET

464

live coral fragments in gene bank
supporting reef resilience

94%

of properties transitioned to
bulk guest room amenities

100%

of properties provide
water refill stations

GOVERNANCE & INDUSTRY

100%

compliance with Honolulu Better
Buildings Benchmarking Ordinance

85%

manufacturer spend
assessed through EcoVadis
via procurement partner

100%

of properties completed or on track
to complete Green Key certification

Three pillars

Hosts

Guests

Place

SUSTAINABILITY GOVERNANCE

Sustainability oversight is integrated into executive leadership and operational decision-making across the organization.

- Environmental, safety and operational performance is tracked through internal dashboards
- Property-level accountability is embedded within day-to-day operations
- Progress is reviewed regularly by senior leadership

Climate-related risks, including sea level rise, extreme weather and resource volatility, are increasingly incorporated into capital planning and asset management strategies to support long-term resilience.



Caring for our hosts.
Caring for our guests.
Caring for our place.

With our values as our guide.

ENSAME
MAURITIUS

KE 'ANO WA'A
HAWAII

BULA
FIJI

MITTRAPAB
THAILAND

OAGATHERI
MALDIVES



Caring for our Hosts

OUR HOSTS ARE THE HEART OF OUTRIGGER AND THE FOUNDATION OF THE GUEST EXPERIENCE.

We invest in compensation fairness, well-being and long-term financial security to support a thriving workplace and deliver consistent service across our global portfolio.



Helping our Hosts Thrive



OUTRIGGERCARES FOUNDATION

The OUTRIGGERCares Foundation supports hosts facing unexpected hardship with timely, practical assistance. It provides modest, no-repayment grants reviewed and approved by a diverse board of host representatives, supporting decisions grounded in fairness, transparency and peer accountability. Established during the COVID-19 pandemic through corporate and executive contributions, the fund is sustained by voluntary donations from hosts across the organization, reflecting the shared commitment that defines The OUTRIGGER Way.

GLOBAL LEADERSHIP

36%
women

64%
men

OUTRIGGER is focused on strengthening representation over time through hiring, development and internal advancement.

BENEFITS & WELL BEING

Supporting the well-being, financial security and long-term growth of our hosts is central to The OUTRIGGER Way. Our benefits framework is designed to be fair, competitive and responsive to the diverse needs of our global workforce.

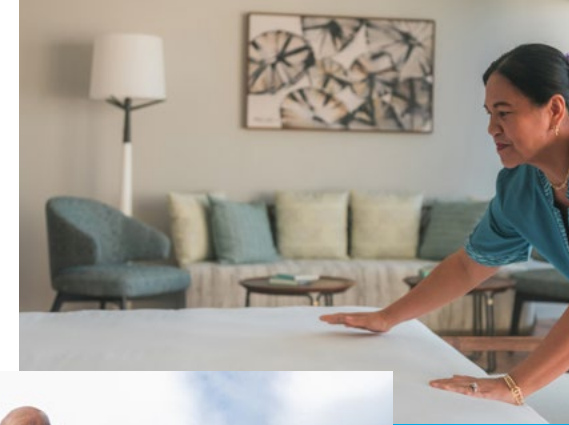
We focus on four core areas:

fair compensation

financial stability

health and wellness &

community engagement.



HEALTH AND WELLNESS

In 2025, OUTRIGGER continued to offer health and wellness programs to support the whole person.

Enhancements in our U.S. operations include:

Vida

personalized health coaching and chronic condition support

Hello Heart

cardiovascular health tracking and management

Employee Assistance Program (EAP):

confidential counseling and support

These programs reflect our commitment to proactive care, preventive health and accessible support resources.



COMMUNITY AND PURPOSE

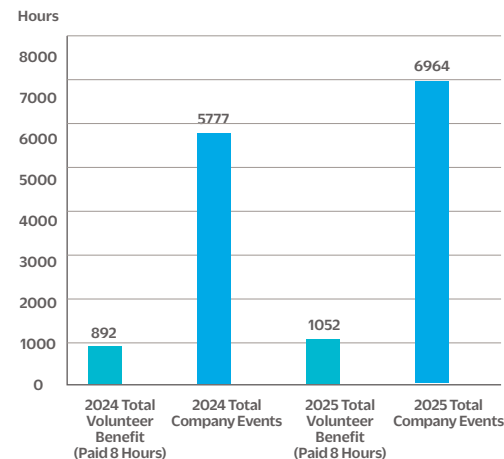
All hosts are eligible for eight hours of paid volunteer time annually to support an organization of their choice and are encouraged to participate in OUTRIGGER-sponsored community initiatives throughout the year.

Our aspiration is for every host, across all locations and departments, to participate in at least one community service activity each year, reinforcing a culture of shared responsibility and engagement beyond the workplace.

FAIR AND COMPETITIVE COMPENSATION

We are committed to maintaining compensation practices that are fair and competitive within each of our operating markets. Our philosophy includes benchmarking pay against local market.

GLOBAL COMMUNITY VOLUNTEER HOURS



17%
increase in global
volunteer hours at
company events.

Caring for our guests

THE SAFETY, DIGNITY AND WELL BEING OF OUR GUESTS AND COMMUNITIES ARE FOUNDATIONAL TO A THRIVING HOSPITALITY CULTURE. We maintain standards, training and partnerships designed to uphold human rights, strengthen public safety and support vulnerable populations in the destinations where we operate.

Guest safety

OUTRIGGER MAINTAINS A ZERO-TOLERANCE APPROACH TO HUMAN TRAFFICKING.

100% of hosts were trained on human trafficking awareness.

OUTRIGGER is committed to preventing human trafficking and protecting vulnerable individuals across our portfolio. In 2025, 100% of on-property staff completed human trafficking awareness training, reinforcing our zero-tolerance approach and ensuring frontline teams are equipped to recognize and respond to potential concerns.

In Hawai'i, we partner with the Missing Child Center-Hawaii (MCCH), the state's clearinghouse for missing children. MCCH coordinates local, state and federal law enforcement efforts to locate and recover missing children, maintains public alerts and provides critical resources to families and agencies. Through collaboration with MCCH's evidence-based rapid response system, we help strengthen a broader safety network that protects both residents and visitors.

[Crime Prevention and Justice Assistance Division Missing Child Center Hawaii](#)



PUBLIC SAFETY AND COMMUNITY PARTNERSHIPS

Our Corporate Security leadership actively participates in the Hawai'i Hotel & Visitor Industry Security Association (HHVISA), a statewide network that promotes public safety through real time information sharing and coordination with law enforcement agencies. HHVISA enables hospitality security teams and police to exchange intelligence, align response efforts and proactively address risks within Hawai'i's visitor industry.

Through structured training and coordinated partnerships, we work to maintain safe, respectful environments for guests, hosts and the communities we serve.

[Hawaii Hotel and Visitor Association Security Association.](#)

Education & Engagement



CORAL KIDS CLUB

Our Coral Kids Club offers a fun, supervised space for kids to learn about ocean conservation and our beach destinations with interactive games, cultural activities, and environmental education. From lei making classes in Hawai'i to Marine Mondays with OUTRIGGER Maldives' onsite marine biologist, OUTRIGGER's youngest guests can engage in unforgettable place-based learning.



REEF SAFE SUNSCREEN BY RAW ELEMENTS

OUTRIGGER guests in Hawai'i resorts and hotels are provided with access to free reef-safe mineral sunscreen in partnership with Raw Elements. Reef-safe sunscreen is provided in bulk via a poolside pump.



Caring for our Place

AS A PREMIER BEACH RESORT COMPANY, OUR DESTINATIONS ARE OUR GREATEST ASSET.

Protecting their ecological health is fundamental to sustaining travel, strengthening community resilience and securing long term business performance. OUTRIGGER recognizes physical climate risks including sea level rise, extreme weather and resource volatility. Energy, water and infrastructure investments are informed by resilience planning to protect long term asset value and operational continuity.

Launched in 2014, OUTRIGGER Zone is our global environmental platform, encompassing efforts to preserve and protect our coral reefs, improve energy and water efficiency, assess our suppliers, and reduce waste. This platform anchors our environmental efforts across our beach destinations.



OUTRIGGER.
ZONE

WE ♥ OUR CORAL REEFS



Biodiversity & Ecosystem Protection



CORAL RESTORATION

At Castaway Island, Fiji, OUTRIGGER installed a Sculptural Coral Gene Bank in partnership with Counting Coral during World Ocean Month 2025. Designed to support long-term reef regeneration and guest education, the structure housed

464

coral fragments by November 2025

selected for genetic resilience and routinely monitored to support reef restoration outcomes.



BIODIVERSITY RESTORATION

At Castaway Island, Fiji, years of habitat restoration, invasive species management and scientific collaboration

culminated in the return
of the endangered Fijian
Crested Iguana,

a species absent from the island for decades. This milestone reflects sustained partnership with conservation leaders and demonstrates the long-term commitment required to restore biodiversity.



COMMUNITY RESILIENCE

In 2025, OUTRIGGER Kā'anapali Beach Resort advanced its commitment to climate resilience and community recovery through a partnership with Treecovery Hawai'i following the devastating Lahaina and Kula wildfires. The initiative focuses on restoring native tree canopy and strengthening long-term ecological resilience on Maui.

Hosts participated in planting culturally and ecologically significant species including Wiliwili, Plumeria, Kukui and Coconut trees across the property. Native tree restoration supports soil stabilization, habitat regeneration and carbon sequestration while enhancing the natural landscape for guests and the surrounding community. Through this partnership, OUTRIGGER contributes to rebuilding efforts that extend beyond the resort and support the long-term environmental health of West Maui.



COASTAL RESTORATION & NATURE-BASED RESILIENCE

OUTRIGGER Khao Lak Beach Resort hosts planted a total of 1,500 mangrove saplings in December 2025 alone. Mangrove ecosystems serve as natural nurseries for marine life, protect coastlines from erosion, and contribute significantly to CO2 sequestration in Thailand. In addition to planting saplings, OUTRIGGER hosts gathered and sorted a total of 409 kilograms of waste found in the area.

GUEST STEWARDSHIP IN ACTION

OUTRIGGER Kaua'i Beach Resort hosts regular beach cleanups and invites guests to take part in hands-on stewardship. Marine debris of any size poses threats to natural life through entanglement, ingestion, smothering coral reefs, and transporting invasive species. Cleaning up this threat to the ocean ecosystem is a key focus of the OUTRIGGER Zone programming at Kaua'i Beach Resort. Since the property introduced in-room beach cleanup kits, visitors have been able to easily participate in spontaneous cleanups during their stay.



Water Stewardship

Protecting freshwater resources is essential for island and coastal communities, ecosystems, and the hospitality operations that rely on them. Water scarcity and variable weather patterns driven by climate change heighten the need for responsible use and resilient systems. Our approach begins with reducing demand through replacing toilets, faucets, and showerheads to updated fixtures using the EPA WaterSense guidelines. Proactive leak detection and increasing guest awareness on water-saving practices are implemented.

508,445

1-liter plastic bottles are estimated to be saved from waste annually in OUTRIGGER Maldives, where glass bottle-filling stations service the island.

REFILLABLE GLASS BOTTLES AT MALDIVES DESALINATION PLANT

At OUTRIGGER Maldives Maafushivaru resort, freshwater is produced onsite and sent directly to our resort's filling center, where it is bottled in durable, reusable glass bottles for distribution across the property. Switching to glass bottling is a core component of our commitment to eliminating single-use plastics and reducing the environmental footprint of our water system. Unlike disposable plastic bottles, glass bottles can be washed, sterilized, and refilled many times. This closed-loop system significantly reduces the volume of plastic waste generated on the island, which is particularly important in the Maldives where waste management infrastructure is limited and marine ecosystems are highly sensitive.

RAINWATER COLLECTION AT OUTRIGGER MAURITIUS

At OUTRIGGER Mauritius Beach Resort, our commitment to water stewardship includes capturing rainwater to reduce reliance on municipal supply. A dedicated collection tank located beside the main store gathers rainwater, which is then used for essential cleaning operations across the property. This simple yet impactful system provides a valuable buffer during periods of water scarcity. By integrating rainwater harvesting into our daily operations, we continue to strengthen our resilience and conserve a vital natural resource for the island community.



Waste and Plastics

Reducing waste, particularly single-use plastics, is a priority across our coastal destinations. Plastic pollution poses a direct threat to marine ecosystems and the visitor economies that depend on them. Our approach focuses on prevention first (reducing plastic at the source) followed by reuse, recycling and circular innovation.

94%

of OUTRIGGER properties have transitioned to bulk guest room amenities, significantly reducing single-use plastic bottles.

100%

of properties provide water refill stations, encouraging reusable alternatives and reducing bottled water consumption.

As of 2025, these portfolio-wide transitions represent a meaningful step in lowering plastic waste generation while maintaining guest experience standards.

*Extrapolated from available counter data across 1 station, assuming similar usage patterns

1,642,185

estimated plastic bottles saved since
refill station installations*

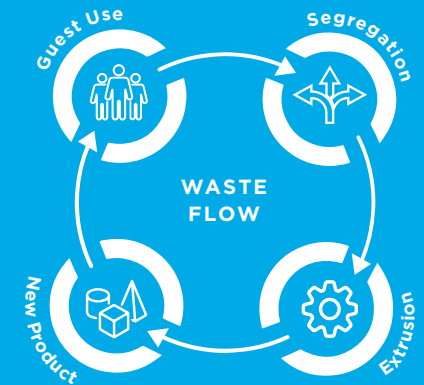
COMMUNITY RECYCLING IN HAWAII

In Hawai'i, OUTRIGGER partners with Bottles4College through the HI-5 recycling program, supporting both waste diversion and educational opportunity. In 2025:

74,735

bottles and cans recycled in Waikiki
through Bottles4College.

Proceeds support scholarships for Hawai'i youth, linking environmental action with community investment.



CIRCULAR INNOVATION IN THE MALDIVES

On site extrusion and sheet press equipment transforms segregated HDPE and PP plastics from guest use bottles into durable, functional items including luggage tags and guest amenities. This initiative reduces landfill waste, demonstrates practical circular economy applications and engages guests in sustainability through tangible outcomes.

Energy & GHG Management

Improving energy efficiency across our properties is central to reducing our environmental footprint and strengthening operational resilience. Our strategy prioritizes efficiency by reducing consumption through system upgrades and smart building technologies. OUTRIGGER is also transitioning to renewable sources with solar projects as they become available.



9

completed renewable energy projects and energy reduction projects by OUTRIGGER in 2025

LED LIGHTING

OUTRIGGER made progress in 2025 in its transition to LED systems in 2025, which are substantially more efficient than traditional lighting: the US Department of energy states that show LEDs a good LED bulb can last 3-5 times longer than a CFL and 30 times longer than an incandescent bulb.

[LED Lighting | Department of Energy](#)

RENEWABLE ENERGY

OUTRIGGER Kā'anapali Beach underwent energy upgrades in 2025, including the activation of solar panels that help reduce the resort and the island's dependence on fossil fuels. By integrating on-site renewable generation into daily operations, OUTRIGGER Kā'anapali Beach lowers its overall energy use profile and contributes to energy independence. This is one of the first of many additional solar projects OUTRIGGER looks to implement in the future.

Procurement & Sourcing

EMBEDDING ENVIRONMENTAL, SOCIAL & ETHICAL STANDARDS ACROSS OUR GLOBAL SUPPLY CHAIN.

OUTRIGGER evaluates sustainability attributes in our procurement practices to strengthen transparency, reduce environmental and social risk, and to promote business conduct compliant with labor laws and rights across the partners who support our operations.

HOW WE SET STANDARDS

OUTRIGGER works with procurement partners to evaluate current and prospective suppliers against defined sustainability, quality and business integrity standards.

Supplier expectations include:

- Compliance with environmental, labor and ethical standards
- Participation in sustainability assessments
- Transparency in certifications and product attributes

These requirements help embed environmental and social safeguards into purchasing decisions.

HOW WE MEASURE IT

85%

supplier spend evaluated through
EcoVadis in 2025.

EcoVadis assesses supplier performance across four key areas:

Environment

Labor and Human Rights

Ethics

Sustainable Procurement

By leveraging third-party assessment tools and structured criteria, OUTRIGGER strengthens accountability across its supply chain and supports continuous improvement in environmental and social performance.



WHAT IT LOOKS LIKE IN PRACTICE

LOCAL SOURCING - HAWAII 'I 'ULU COOPERATIVE

OUTRIGGER prioritizes local sourcing to strengthen regional food systems and reduce supply chain impacts. Through purchasing from Hawai'i 'Ulu Cooperative, a farmer-owned network, OUTRIGGER supports a broader effort to build a more resilient local food economy. Hawai'i 'Ulu Cooperative:

- Sources produce from 215 farmers across four Hawaiian islands
- Has distributed over \$2.3 million to local farmers
- Has diverted over 900,000 pounds of waste

By choosing to source through the co-op, OUTRIGGER helps contribute to sustaining agricultural livelihoods, strengthening food security, and supporting locally led sustainability initiatives.

REGIONAL PARTNER IN BETAGRO THAILAND

OUTRIGGER Koh Samui Beach Resort sources products from Betagro, a partner recognized for quality assurance and traceability features for consumers on their food sources.

Betagro's approach includes:

- Certified food safety and quality standards
- Alignment with UN Sustainable Development Goals
- Ongoing efforts to reduce environmental impact across operations

Industry Engagement

Meaningful sustainability progress requires collaboration beyond individual properties. OUTRIGGER engages in industry groups and public-private partnerships that advance environmental standards, climate resilience and sustain the future of tourism across the destinations we serve.



INDUSTRY LEADERSHIP

OUTRIGGER executives actively participate in leading industry organizations, including the American Hotel Lodging Association (AHLA) Sustainability Committee, the Waikiki Business Improvement District, Hawaii Tourism Authority (HTA), Hawaii Hotel Alliance, Hospitality Sales and Marketing Association International (HSMIAI), and the Hawaii Visitors & Convention Bureau (HVCB.)

HAWAII GREEN FEE ADVISORY COUNCIL

President & CEO Jeff Wagoner serves as the sole hospitality industry representative on Hawai'i's Green Fee Advisory Council. Established under Act 96 (SB 1396), the Council guides the allocation of a 0.75% Green Fee added to the Transient Accommodations Tax beginning January 1, 2026. Funds are directed toward environmental protection, climate resilience and enhancements to visitor experience. Through this role, OUTRIGGER contributes to policy discussions that ensure visitor-generated revenue is reinvested thoughtfully into coastal restoration, infrastructure improvements and long-term climate adaptation initiatives. Our participation reflects a commitment to regenerative tourism and to safeguarding Hawai'i's natural and cultural heritage.

SUSTAINABILITY BUSINESS FORUM - HAWAII GREEN GROWTH

OUTRIGGER is a member of the Sustainability Business Forum, a statewide public-private partnership under Hawai'i Green Growth and the UN Local2030 Hub. The Forum supports the Aloha+ Challenge framework and shared sustainability metrics aligned with the United Nations Sustainable Development Goals. By collaborating with other Hawai'i businesses, OUTRIGGER contributes to coordinated action on climate resilience, resource management and community well-being. This engagement strengthens accountability and supports measurable progress toward statewide environmental and social goals.

ABOUT THE REPORT

This report covers OUTRIGGER Hospitality Group's environmental and social performance for the 2025 calendar year. Data reflects owned and managed properties unless otherwise noted. Forward-looking statements are based on current operational planning and may evolve as implementation progresses.

Partnerships and Certifications



HAWAII GREENGROWTH
UN LOCAL2030 HUB



OUTRIGGER[®]



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ZONE