



Sustainability Report

2025

levantarenewables.com

Content

Introduction	3	Environmental Stewardship	14	Sustainability Performance Data	33
• About our Reporting • Foreword from our Board • Message from our CEO		• Biodiversity Management • Emissions Management • Energy Management • Waste Management		• Environment Data • Social Data • Governance Data	
Levanta Renewables at a Glance	6	Social Responsibility	19	Close	41
• About the Company • Business Highlights • Sustainability Highlights		• Employment • Ethical Workforce • Inclusivity • Local Communities • Occupational Health and Safety • Training and Education		• GRI Content Index • Corporate Information Inquiries • Acknowledgements and Closing Message from Head of Sustainability	
Approach to Sustainability	11	Governance	28		
• Sustainability Strategy • Stakeholder Engagement and Materiality Assessment		• Anti-bribery & Corruption • Sustainability Governance Framework and Structure • Sustainable Supply Chain			

About our Reporting

Reporting Content

Reporting Year

CY2025 (1 Jan 2025 – 31 Dec 2025)

Reporting Boundary

Thailand, Vietnam, Singapore, Malaysia, and the Philippines

Publication Date

June 2026

Reporting Standards

The sustainability report is prepared with reference to the Global Reporting Initiative **(GRI)** Universal Standards 2021, established by the Global Sustainability Standards Board, to standardise reporting practices across the Group and its subsidiaries. The GRI Standards were adopted as the primary reporting framework due to its wide adoption, which enhances comparability of our performance with our peers in the industry, and it enables us to demonstrate effectively to our different stakeholders how we contribute to sustainable development.

Feedback Mechanism and Contact Point

We welcome feedback from our stakeholders for further improvement in our sustainability performance and reporting. For enquiries regarding the Group's sustainability initiatives or the content of this report, please contact the Sustainability Reporting Officer.

Sustainability Reporting Officer

📍 112 Robinson Road #14-01, Singapore 068902

✉ sustainability@levantarenewables.com

Foreword from our Board

In growth markets, the energy transition is not primarily a substitution story. It is a build-out story — about adding enough power, quickly enough, cheaply enough and reliably enough to meet fast-rising demand while decarbonising at the same time. In Southeast Asia, that imperative has never been sharper. The events of early 2026 — and the disruption to global energy supply chains they have caused — have made one thing unmistakably clear: domestic renewable generation is no longer a climate preference. It is an energy security and economic competitiveness solution.

That is the context in which Levanta Renewables is operating, and it gives the work reported here a significance beyond the numbers. In the last 15 months, the platform grew operational capacity from approximately 150MW to 390MW, assembling a total Operational, Contracted and Construction portfolio of approximately 722MW across the Philippines, Thailand and Vietnam — making it one of the largest pure-play renewable IPPs focused on the region.

But how we build matters as much as how fast we build. The communities we operate in, the standards we uphold and the relationships we invest in determine whether a platform endures. That is why the Actis Impact Score framework is embedded across every asset, and why we consider it inseparable from our long-term licence to operate.

Southeast Asia is where the marginal unit of global electricity demand is being created. We are committed to meeting it — **responsibly**.

Rahul Agrawal,

Managing Director, Energy Infrastructure





Message from our CEO

It is my privilege to present Levanta Renewables' Sustainability Report for the 2025 calendar year.

In 2025, we delivered disciplined growth across Southeast Asia, expanding our footprint in Thailand and the Philippines while advancing a diversified portfolio of solar, wind, and battery storage projects. We also strengthened our development pipeline to support scalable value creation.

Our approach is clear: growth must be responsible, consistent, and purpose driven. We are committed to developing high-quality assets, upholding strong governance, and operating with transparency across all our markets. We also recognise that our long-term success is closely linked to the well-being of the communities we serve.

This commitment is reflected in Levanta CARES, our group-wide community initiative. During the year, we delivered programmes in the Philippines supporting off-grid communities, education, and disaster relief. These efforts are integral to how we build trust, strengthen partnerships, and operate responsibly.

As we look ahead to 2026, our focus remains on execution and sustainable expansion. We are confident in the resilience of our portfolio, the strength of our operating platform, and the depth of our development pipeline.

We will continue to pursue disciplined and responsible growth, supporting Southeast Asia's energy transition while creating long-term value for all our stakeholders.

Pramod Singh,
CEO, Levanta Renewables

Levanta Renewables at a Glance



Accelerating Southeast Asia's green energy future

Levanta Renewables is an institutionally backed platform focused on Southeast Asia, **developing, constructing and operating utility-scale solar, wind and energy storage projects.**

What we do differently

With headquarters in Singapore, we integrate capabilities across development, financing, construction and long-term asset management—delivering **disciplined execution in complex, high-growth markets.**

Our scale & backing

The company is building a gigawatt-scale portfolio across Thailand, the Philippines, Vietnam and Malaysia. We are wholly owned by **Actis**; a leading growth market investor in sustainable infrastructure, investing in structural themes that aim to support long-term, equitable growth in defensive, critical infrastructure across energy transition, digitalisation transition, and supply chain transformation.

In October 2024, Actis joined forces with **General Atlantic**, a leading global growth investor, with Actis operating as General Atlantic's sustainable infrastructure business.

actis

Find out more at www.act.is



Powering Southeast Asia's energy transition

Scaling renewable energy to support the region's decarbonisation

570 MW¹

portfolio of operational and advanced development Solar, Onshore Wind and Battery Energy Storage System (BESS)

~118,447 tCO₂e avoided annually²

~69,754 households decarbonised³

800 MW

Additional development pipeline to continue the growth.



Footnote

¹ In total, as of 31 May 2026, the total portfolio capacity with secured offtake stands at 722 MW.

² Avoided emissions are estimated by multiplying actual solar generation (MWh) by the relevant national grid Combined Margin emission factor for each country: the Thailand national grid emission factor published by TGO, and the Vietnam national grid emission factor published by the Department of Climate Change, Ministry of Natural Resources and Environment (MONRE), representing CO₂e that would have been emitted had the same electricity been grid-supplied. These figures are unaudited, for informational purposes only, and do not form part of Levanta Renewables' Scope 1 or Scope 2 GHG inventory.

³ Based on average annual household electricity consumption by country: Thailand figure sourced from the Energy Regulatory Commission of Thailand (2023); Vietnam figure sourced from the Vietnam General Statistics Office (GSO, 2023). MW.

Total Capacity of 570 MW¹

2025 key projects milestones and still accelerating

Operating

Thailand

Acquired the Thai Solar Renewables portfolios (91 MWp), increasing total capacity to 230.6 MWp.

Vietnam

Secured 13.3 MWp of Sky rooftop solar assets.



Growing markets

Actively advancing under-development projects in **Vietnam** and exploring new opportunities in **Malaysia**.

Advanced development and construction

Advancing utility-scale projects in the Philippines under the Green Energy Auction Program, including:

- 166 MWp Barotac Solar Power Project + 80 MWh Energy Storage,
- 104 MW Atimonan Onshore Wind Project
- a 56 MW Joint Development Wind Portfolio



Footnote

¹ In total, as of 31 May 2026, the total portfolio capacity with secured offtake stands at 722 MW.

Sustainability Highlights

Our 2025 achievements in numbers



Approach to Sustainability



Our Commitment to Sustainability

At **Levanta Renewables**, sustainability is embedded in how we invest, build, and operate. We develop and scale renewable energy projects that support the transition to a low-carbon future while delivering measurable environmental and social outcomes across Southeast Asia.

Our approach is grounded in **disciplined execution**; integrating environmental stewardship, social responsibility, and robust governance across the lifecycle of our assets. **Resilient value**, to us, means proactively identifying, managing, and mitigating ESG risks at every stage of development, construction, and operations, so that our people, assets, communities, and investors are **protected over the long term**.

Sustainability Policy

At **Levanta Renewables**, sustainability is embedded at every stage of the project lifecycle.

We deliver clean energy with a focus on efficiency, responsible resource use, and minimising environmental impact. We maintain a strong focus on safety, foster inclusive and diverse teams, and engage constructively with the communities where we operate.

We uphold high standards of governance, transparency, and accountability—ensuring our platform is built for long-term performance.

Our Strategy



Environmental Stewardship

Delivering clean, reliable power that supports decarbonisation of energy systems.

Focused on responsible sourcing and efficient operations, with an emphasis on resource efficiency and waste reduction.



Social Responsibility

Ensuring safe, inclusive workplaces and supporting community well-being.

Upholding strong health and safety standards, engaging stakeholders, and promoting diversity, equity and inclusion.



Governance

Grounded in integrity, accountability and transparency.

Ensuring compliance while integrating sustainability into decision-making for responsible management of impacts.

Stakeholder Engagement and Materiality Assessment

Levanta Renewables applies a structured materiality assessment process, aligned with the Global Reporting Initiative (GRI) Standards, to identify and prioritise environmental, social and governance (ESG) topics relevant to its business and stakeholders.

Our Approach

01

Identify key stakeholders

including the Board of Directors, Management, employees, customers, key suppliers, lenders and insurers—are identified based on their influence on the Company's performance and strategic direction.

02

Gather input

Stakeholder input is collected through an online, GRI-aligned survey to assess the significance of ESG impacts.

03

Analyse and prioritise

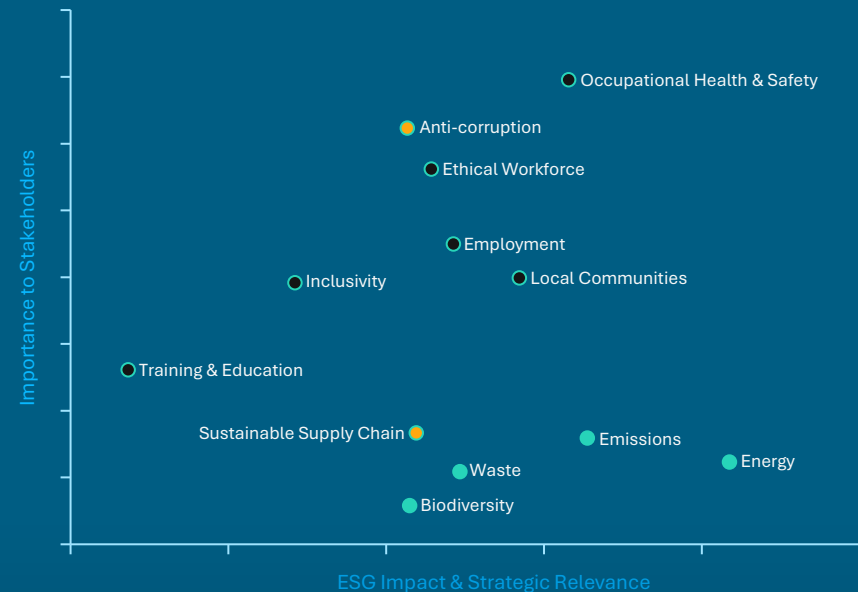
Responses are analysed and ranked, with 60% weightage for company's ESG impacts, 20% for peer review and industry benchmark respectively, with results consolidated into a materiality matrix to prioritise key topics.

04

Validate and approve

The assessment is strengthened through peer review and industry benchmarking, with final review and approval by the Board of Directors to ensure alignment with the Company's strategic priorities.

Importance to stakeholders vs ESG impact and strategic relevance



Material ESG topics

The following environmental, social and governance (ESG) topics have been identified as material to Levanta Renewables' business and stakeholders and underpin its sustainability strategy, disclosures and performance tracking.

Environmental stewardship ●

1. Biodiversity
2. Energy
3. Emissions
4. Waste

Governance ●

1. Anti-corruption
2. Sustainable supply chain

Social responsibility ●

1. Training and education
2. Inclusivity (diversity, equal opportunity and non-discrimination)
3. Ethical labour (child, forced or compulsory labour)
4. Local communities
5. Employment
6. Occupational health and safety

Environmental Stewardship



Biodiversity Management

Biodiversity was identified as a material topic in 2025 and is managed through a lifecycle-based approach spanning project development, construction, operations and decommissioning.

At Levanta Renewables, we apply the mitigation hierarchy — **avoid, minimise, restore and compensate** — to guide decision-making across all projects.

Environmental assessments are conducted prior to construction to identify sensitive habitats, species and potential biodiversity risks, supported by qualified third-party specialists and integrated through the Environmental and Social Management System (ESMS).



Managing biodiversity impacts throughout project lifecycle

Biodiversity impact



Flora and fauna surveys



Freshwater ecology assessments



Conservation status reviews

aligned with IUCN Red List and local regulations

Mitigation measures



Ground cover retention

to support habitats and stabilise soil



Vegetated buffers

to protect watercourses



Progressive land rehabilitation and ecological restoration at end-of-life

Tree-for-tree replacement

We also adopt a tree-for-tree replacement approach through national programmes and local reforestation initiatives.



2025 Progress and Outlook

- Biodiversity assessments were completed for development-stage projects
- Baseline data was established for selected sites
- Biodiversity requirements were integrated into ESMS processes and project documentation



2 Biodiversity studies

completed for greenfield projects in 2025.

A local Philippine toad, recorded during biodiversity study at the Cam Sur Wind Power Project site.

As the portfolio grows, we will continue to strengthen biodiversity management by enhancing data collection, expanding mitigation measures and exploring alignment with emerging frameworks such as the Taskforce on Nature-related Financial Disclosures (TNFD).

Over time, we aim to deliver projects that are net-positive for both climate and nature.

Emissions Management

Levanta Renewables **greenhouse gas (GHG)** emissions primarily arise from **diesel consumption at operational sites (Scope 1)** and **purchased electricity across facilities (Scope 2)**.

As an early-stage renewable energy developer, operational emissions remain relatively limited, while the Company's growing renewable energy portfolio contributes to broader grid decarbonisation across Southeast Asia.



Greenhouse gas emissions



Scope 1

Operational fuel consumption (diesel & petrol)

29.13 tCO₂e



Scope 2

Purchased electricity usage

552.89 tCO₂e



Scope 3

Selected categories in Scope 3 of GHG protocol

29,801.17 tCO₂e



2.39 tCO₂e/MWp

Levanta Renewables 2025 Emissions Intensity (Scope 1 and 2)

Managing Emissions and Related Impacts

We manage emissions through operational controls, resource efficiency measures and responsible supply chain practices.

Key initiatives



Renewable solar energy generation to support decarbonisation



Resource efficiency and waste reduction initiatives



Responsible sourcing and supplier engagement

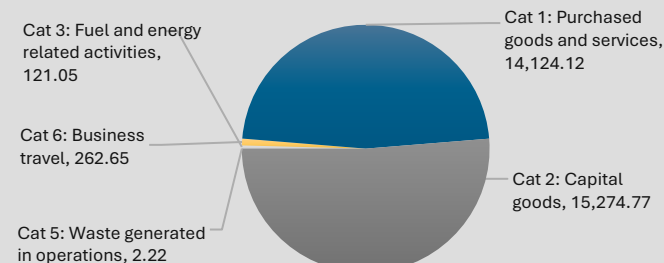


Solar panel recycling and circularity initiatives



Integration of sustainability considerations into operational and investment decision-making

Scope 3 emissions breakdown in tCO₂e



2025 scope 3 emissions were driven primarily by construction and rendered professional services.

Cat 2 emissions are expected to rise as construction accelerates in CY2026. To continue focus on disciplined procurement practices.



Data systems

As data systems continue to mature, we intend to expand disclosures towards full Scope 1, 2 and 3 reporting aligned with GRI 305 Standards.

Energy Management

Levanta Renewables recognises energy management as a key component of its environmental stewardship approach and contribution to Southeast Asia's energy transition.

The Company focuses on delivering clean and reliable renewable energy while improving operational efficiency, minimising energy losses and strengthening asset performance across its portfolio.



Our approach

Energy management is guided by Levanta Renewables' Sustainability Policy and operational governance frameworks.

Key focus



Renewable energy generation and decarbonisation



Resource efficiency and responsible energy use



Operational reliability and plant performance



Data-driven monitoring and optimisation



Governance, accountability and transparency

21.33
GJ/MWh
our energy intensity

~69,754
equivalent Thailand & Vietnam households powered with clean energy for entire year

Performance Monitoring

We monitor both energy generated from renewable energy assets and energy consumed across its operations to support operational efficiency and performance optimisation.

Daily	Monthly	Quarterly	Annual
Site-level Ops data per asset	Portfolio Aggregated performance	Management and board Strategic oversight	Sustainability report Stakeholder disclosure
Real-time monitoring - Continuous asset oversight - Live alerts & notifications - Feeds all cadence levels		Internal audits - Data verification & QA - Operational optimisation - ESG performance tracking	

Waste Management

As an early-stage independent power developer, Levanta Renewables integrates waste reduction into project planning, procurement and construction activities from the outset, with a focus on minimising material consumption and waste generation.

Looking ahead

We recognise solar panels as a key future end-of-life waste stream. Our approach prioritises:

- **Reuse** through community and secondary-use initiatives
- **Recycling** through qualified partners
- **Landfill** disposal only as a last resort

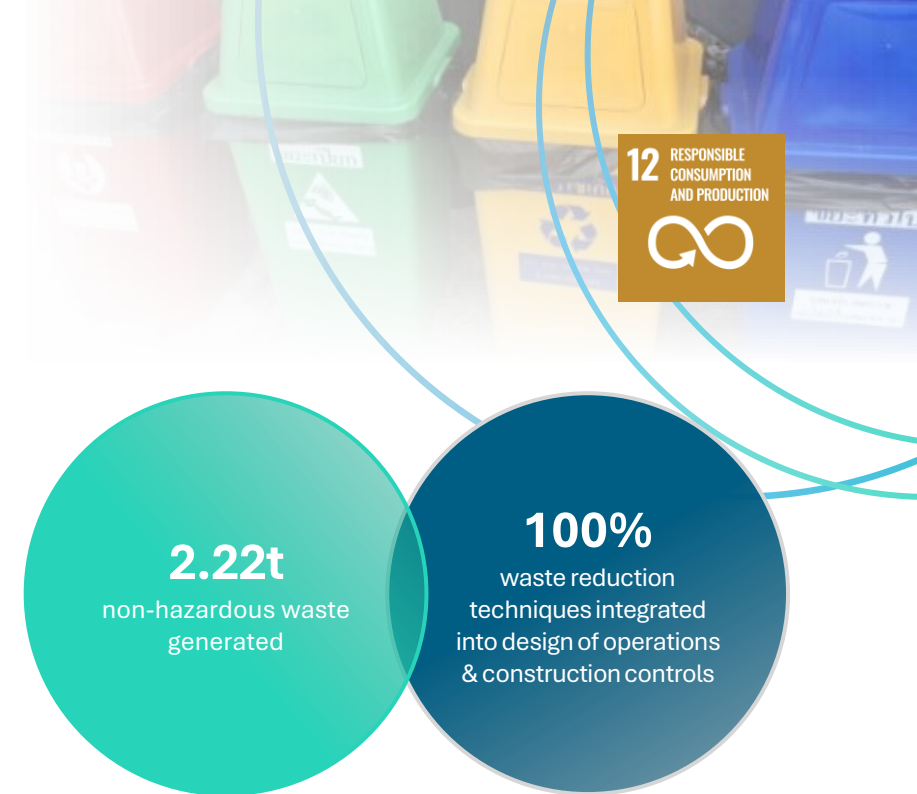
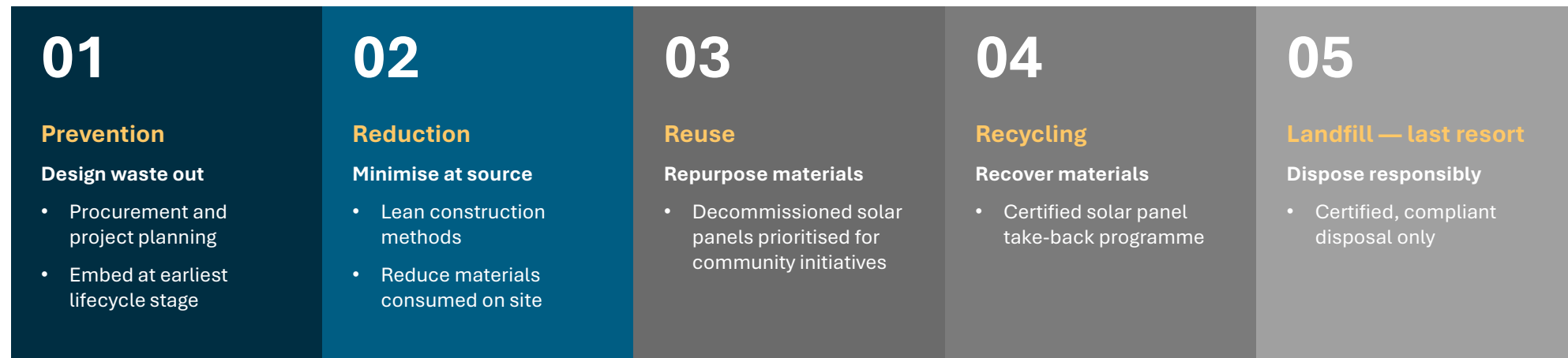
We also support **responsible handling of hazardous materials and circularity pathways advancements** for solar equipment.

These efforts support our long-term ambition to reduce environmental impacts and strengthen resource circularity.

Waste management hierarchy

Highest priority

Lowest priority



Social Responsibility

Student beneficiaries in Barotac Viejo 2025



Employment

At Levanta Renewables, our growth is driven by our people. We recognise that attracting, developing and retaining skilled talent is essential to supporting the region's energy transition and building a resilient renewable energy business.

We are guided by fairness, inclusivity and professional development, with a focus on creating a safe, collaborative and high-performing workplace.



A culture of inclusion and growth

We are committed to fostering an inclusive workplace where employees are supported through equitable employment practices, merit-based opportunities and continuous development.



Merit-based hiring and career progression



Pay parity and fair compensation practices



A collaborative and inclusive workplace culture

Investing in the employee experience

We support employee engagement and workforce development through initiatives that strengthen collaboration, performance and employee well-being.



Competitive Compensation

Annual salary reviews and market benchmarking to support fair and competitive remuneration practices.



Employee Engagement

Bi-annual surveys and regional townhalls to gather employee feedback, strengthen communication and support an inclusive workplace culture.



Team Collaboration

Annual offsite program to strengthen team engagement and regional collaboration.

Our governing framework

Board-aligned policies

- **Code of Conduct and Ethics**
Highest professional standards for every interaction
- **Inclusion & Diversity Policy**
Workplace free from discrimination; active cultivation
- **Recruitment & Equal Opportunity**
Unbiased hiring focused on talent and potential
- **Flexible Work & Well-being**
Work-life balance for a healthy, high-performing team
- **Grievance Mechanism**
Transparent formal channels to resolve concerns fairly

0

employee grievances

82%

positive sentiment in 2025 employee engagement survey

3

regional townhalls

Ethical Workforce

Prohibition of Forced, Compulsory or Child labour

Levanta Renewables manages inclusivity and human rights through internal policies, due diligence processes and risk-based oversight across its operations and business relationships.



0 violations on child labor

0 violations on forced or compulsory labor

Managing Child and Forced Labour Risks

Levanta Renewables is committed to ensuring that all employment is freely chosen and conducted in accordance with applicable labour laws. The Company strictly prohibits all forms of forced or compulsory labour, including human trafficking and exploitative practices.

Fair recruitment

- Merit-based hiring
- No placement fees
- Free choice of employment
- Bias-free processes

Respectful workplace

- Zero tolerance for harassment
- Inclusive environment
- Confidential grievance channels
- Non-retaliation protection

Supply chain standards

- Supplier Code of Conduct
- Labour & human rights requirements
- Risk-based due diligence
- Enhanced oversight for high-risk vendors



Inclusivity

Inclusion, Diversity, Equal Opportunity and Non-Discrimination

Levanta Renewables is committed to fostering an inclusive, respectful and equitable workplace where employees are supported to contribute and grow. Employment decisions are based on merit and made without discrimination on the basis of race, gender, age, religion, disability, sexual orientation or other protected characteristics.



Integrated inclusion and equal opportunity principles

across employee lifecycle including recruitment, development, performance management and career progression.



fair hiring



unconscious bias awareness



flexible work arrangements



clear accountability mechanisms

Our guide

Code of Business Conduct

Inclusion and Diversity Policy

Employee Handbook

Whistleblowing Policy

We maintain

- Zero tolerance for discrimination, harassment, bullying and abusive behaviour.
- Employees access to confidential reporting channels, with protection against retaliation.
- Leadership teams are expected to uphold these standards across the organisation.

2025 Key Inclusivity Actions

Monitoring Diversity Ratio

Internal diversity metrics quarterly tracking

Conscious & Fair Selection Process

Internal recruiters undergo inclusion & diversity and unconscious bias training

Salary Benchmarking

Compensation benchmarked against internal peers and local market rates

Fair Selection Process

Merit-based hiring with interview scorecards, competency assessments and culture-add evaluations

Inclusive Recruitment Practices

Career applications allow candidates to indicate preferred pronouns

Recruitment Statement

Job descriptions and career pages communicating commitment



Philippines Office Blessings

Local Communities

Levanta Renewables adopts a proactive and engagement-driven approach to managing community-related impacts across its projects and operations.



Our approach

Community considerations are integrated throughout the project lifecycle, supporting long-term community development and a just, inclusive energy transition.



Transparent engagement

with local stakeholders and community leaders



Community Investment Plans (CIPs)

tailored to project locations



Grievance and feedback mechanisms



Local hiring and supplier participation



Partnerships with educational institutions, NGOs and community organisations

Stakeholder engagement and grievance management

We recognise the importance of early and ongoing engagement to understand community needs and concerns.

Engagement activities

Conducted throughout the project lifecycle to support transparency, strengthen relationships and build trust

Formal grievance mechanisms

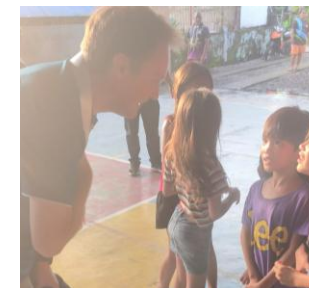
To provide accessible channels for community feedback and concerns, with matters reviewed through established processes to support timely and fair resolution.



Stakeholder engagement session with Barangay captains



Visiting project community neighbours



6
community related
grievances resolved in
2025

7
completed community
investment projects

1192
beneficiaries

Local Communities | Levanta CARES

Levanta CARES as a Community Investment **Strategy** guides project-specific Community Investment Plans (CIPs) aligned with local community needs and development priorities.



Key activities in 2025



Donation of rapid relief supplies during typhoon recovery



Donation of boats to fishermen



Donation of lunch boxes to young children

Shining Light

Solar Streetlight Installation in Rural Philippines

Among the initiatives implemented under the programme in 2025, Levanta Renewables installed 30 solar-powered streetlights in a community in the Visayas, providing safe and reliable lighting for students, teachers and residents.

The project was formally handed over in October 2025. During a local power outage post installation, the solar streetlights continued illuminating roads and pathways, helping residents move through the community safely at night — a simple but meaningful reminder of how resilient clean energy can support communities when it is needed most.



Occupational Health and Safety

Levanta Renewables operates with a “Safety First” mindset across all markets, guided by a commitment to protecting employees, contractors and communities throughout the project lifecycle.

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



Our safety principles



Zero Harm

across all operations and project sites



Compliance

with applicable local regulations and international standards



Safety Leadership

across all levels of organisation



Proactive Risk Management

Systemic hazard identification and real-time monitoring to neutralize risks

Governance and oversight

Occupational Health and Safety (OHS) management is integrated into our Environmental & Social Management System (ESMS), which establishes standardised controls and procedures across all projects and operations. All employees, contractors and site personnel are covered, ensuring the consistent application of health and safety requirements across Levanta Renewables' activities.

Critical controls in place



Work at height



Electrical Safety



Permit-to-Work system



Site hazard identification



Actis-led Construction Readiness Workshop



Leadership led site GEMBA walks



Safety briefing before tree cutting works

Occupational Health and Safety | In action

Action and implementation in 2025

We strengthen safety performance through ongoing training, site engagement and leadership visibility.

470 hrs

E&S induction conducted

127

HSE inspections completed

18

Safety internal audits completed

Leadership Gemba Walks and Site Walkabouts

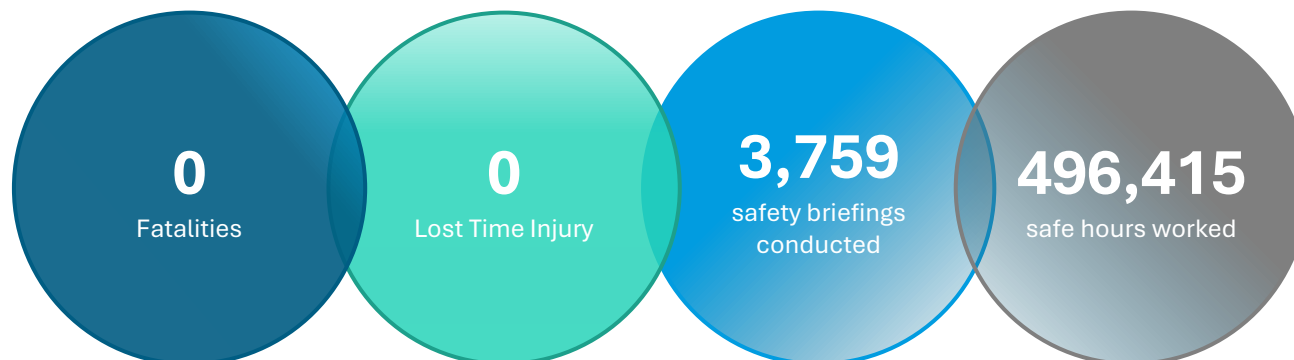
Bringing leadership to where work happens builds trust, enables better decisions, and keeps management grounded in realities reports cannot capture. When leaders are present on the ground, they see what workers see, hear what communities experience, and respond with greater clarity.

Hazard Hunt: Awareness through positive recognition

A HSE learning and engagement platform designed to strengthen hazard awareness, encourage proactive participation and reinforce safe workplace behaviours.



Performance highlights of 2025

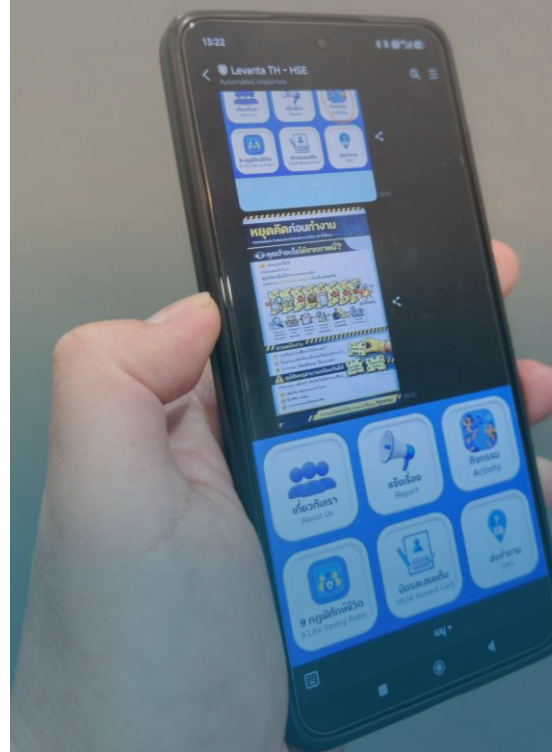


Digital HSE Engagement Platform in Thailand

In Thailand, we established a dedicated LINE channel as a centralised platform for site-level HSE communications.

The platform enables workers and contractors to report incidents and unsafe conditions in real time, access the 9 Life Saving Rules, engage directly with the HSE team, and participate in initiatives such as the Hazard Hunt campaign.

By leveraging a widely used messaging platform, we strengthen workforce engagement, encourages timely reporting and supports a proactive safety culture across project sites.



Training and Education

Levanta Renewables fosters a culture of continuous learning, supported by open dialogue on career development and performance growth.



A Unified Approach

Coordinated initiatives that enhance capability development and reinforce workforce readiness across the organisation



Policies that Empower

A structured Learning and Development (L&D) Policy and integrated Performance Management System



Shared accountability

across employees, line managers and leadership teams



Accessible Resources

Diverse learning resources, including online platforms, external training and government-supported programmes

668

completed employee hours of training

HSE training held during the 2025 offsite



Governance



Anti-bribery & Corruption

Levanta Renewables maintains **zero tolerance for bribery, corruption, money laundering and unethical conduct** across all operations and business relationships.

This applies to all employees, suppliers, contractors, consultants and business partners acting on behalf of the organisation. Facilitation payments, improper influence and other forms of financial misconduct are strictly prohibited, regardless of value, local practice or business context.

Our Approach

Embedded across governance structures, procurement processes and operational decision-making.



Integrity



Transparency



Accountability

Managing Corruption Risks

A risk-based approach to identifying and managing corruption risks across its operations and business activities to support responsible business conduct and strengthen governance across the organisation.

- **Risk assessments** across procurement, third-party engagements and high-value transactions
- **Risk-based due diligence** for suppliers, contractors and business partners
- **Financial controls, approval processes and segregation of duties**
- **Anti-bribery provisions** embedded within vendor and partner agreements
- **Restrictions** on gifts, hospitality, political contributions and charitable donations
- **Enhanced due diligence and senior management oversight** for high-risk vendors under the Vendor Risk Management Framework

Policy Framework

ABC Policy

Prohibits all bribery; defines gift / hospitality limits and approval processes

Code of conduct

Standards for ethical behaviour, conflicts of interest and fair dealing

Whistleblowing Policy

Confidential reporting channels; non-retaliation protection for good-faith reporters

Vendor Risk Management Framework

Risk-tiers all vendors; enhanced DD and senior oversight for high-risk



0

confirmed incidents of corruptions

1

session of anti-corruption training completed

Raising Concerns

Confidential reporting available to employees, contractors and business partners. Zero retaliation for good-faith reporters.

01

Report

Submit confidentially via Compliance Officer or whistleblowing channels

02

Review

All reports formally reviewed; assessed by severity with confidentiality and impartiality

03

Action

Appropriate disciplinary or remedial action taken; controls updated to prevent recurrence

Sustainability Governance

Governance Framework

Levanta Renewables' governance framework supports effective oversight of strategy, risk, sustainability and ethical business conduct across the organisation.

The framework establishes clear accountability across the Board of Directors, Board Committees and management teams, supporting structured decision-making and oversight of **environmental, social and governance (ESG)** matters.

Sustainability and responsible business practices are integrated into governance processes and embedded within strategic and operational decision-making.

Board of Directors

The Board of Directors is the highest governing body of Levanta Renewables and is responsible for overseeing the Group's strategic direction, long-term value creation, and management of material risks and opportunities.

The Board's Responsibility

The Board provides oversight to ensure that sustainability considerations are appropriately integrated into business strategy and operations.

Corporate Strategy

Defines and oversees overall business direction and priorities

Business & Sustainability

Approves key business decisions and sustainability priorities

Risk Oversight

Oversees enterprise risk management, including ESG-related risks

Compliance & Ethics

Ensures compliance with legal, regulatory, and ethical standards

Performance Monitoring

Monitors business and sustainability performance

Sustainability Committee

The Sustainability Committee meets every quarter to set Sustainability goals and targets, review environmental and social performance, monitor progress against commitments. Typical agenda items include proactive identification of emerging environmental and social risks, progression of climate-related risks to the portfolio and at project level,, community relations, health and safety performance, and the resilience actions taken to address them, all to ensure sustainability remains a board-level priority.

Governance Composition



Notes:

- Select Board members, Senior Management Team and individuals may serve multiple committees.
- Colour indicates affiliation: ● Levanta Renewables ● Actis ● Independent

Sustainable Supply Chain

Supplier Environmental and Social Assessment

Levanta Renewables adopts a **risk-based approach to supply chain governance** through a vendor management framework that categorises suppliers according to risk exposure and the nature of services provided.

This approach supports proportionate due diligence, oversight and ongoing monitoring across supplier engagements.

Our expectations of our suppliers

formalised through the Supplier Code of Conduct, which is aligned with IFC Performance Standards and Actis' zero-tolerance approach to modern slavery.



Uphold
human rights and labour standards



Maintain
safe and healthy working conditions



Implement
appropriate environmental management practices

Supplier risks assessment

assessed across operational, information security, reputational, compliance and ESG-related factors.

Integrated **controls** throughout procurement lifecycle

- supplier onboarding
- business integrity checks and ongoing monitoring
- Enhanced oversight applied to higher-risk engagements.

A confidential reporting mechanism

available to employees, suppliers and external stakeholders to raise concerns or report potential misconduct.



7

HSE capability
pre-qualification
assessment
completed

2

solar panel supplier
assessments
completed



Visited a solar panel recycling facility in Thailand as part of supplier assessment

Sustainability Performance Data



Environmental Stewardship Data

Biodiversity		[GRI 101]	2025
Management of biodiversity impacts		[GRI 101-2]	0
Identification of biodiversity impacts		[GRI 101-4]	0
Most significant actual or potential biodiversity impacts among its sites and supply chain and location		[GRI 101-5]	0
Energy		[GRI 302]	2025
Total Energy consumption within the organization		[GRI 302-1]	5196.43 GJ
Fuel consumption: non-renewable sources renewable sources			400.72 GJ 0 GJ
Energy consumed from grid			4,054.85 GJ
Energy consumed from own generation			740.86 GJ
Energy intensity		[GRI 302-3]	21.33 GJ/MWp
Reduction of energy consumption		[GRI 302-4]	0
Emissions		[GRI 305]	2025
Direct (Scope 1) GHG emissions		[GRI 305-1]	29.13 tCO ₂ e
Energy indirect (Scope 2) GHG emissions		[GRI 305-2]	552.89 tCO ₂ e
Other indirect (Scope 3) GHG emissions		[GRI 305-3]	29,801.17 tCO ₂ e
GHG emissions intensity (Scope 1 and 2)		[GRI 305-4]	2.39 tCO ₂ e /MWp
Reduction of GHG emissions		[GRI 305-5]	0
Waste		[GRI 306]	2025
Management of significant waste-related impacts		[GRI 306-2]	0
Total waste generated		[GRI 306-3]	2215.27 Kg
Total waste diverted from disposal		[GRI 306-4]	0
Total waste directed to disposal		[GRI 306-5]	2215.27 Kg

Social Responsibility Data (1/5)

Employment Headcount	[GRI 2-7, 2-8]	2025
Senior Management		
Total headcount		9
Gender: Male Female		7 (78%) 2 (22%)
Age group: Under 30 30-50 Over 50		0 (0%) 8 (89%) 1 (11%)
Middle Management		
Total headcount		78
Gender: Male Female		57 (73%) 21 (27%)
Age group: Under 30 30-50 Over 50		2 (3%) 73 (94%) 3 (4%)
General Staff		
Total headcount		22
Gender: Male Female		12 (55%) 10 (45%)
Age group: Under 30 30-50 Over 50		4 (18%) 18 (82%) 0 (0%)
Workers (who are not employees)		
Total headcount		0
Gender: Male Female		0 (0%) 0 (0%)
Age group: Under 30 30-50 Over 50		0 (0%) 0 (0%) 0 (0%)

Social Responsibility Data (2/5)

Employment	[GRI 401]	2025
New employee hires and employee turnover	[GRI 401-1]	
Total new employee hires		43 (38%)
Age Group: Under 30 30 – 50 Over 50		4 37 2
Gender: Male Female		30 13
Region: Local Foreigner		41 2
Total employee turnover		23 (20%)
Age Group: Under 30 30 – 50 Over 50		1 19 3
Gender: Male Female		17 6
Region: Local Foreigner		18 5
Benefits provided to full-time employees that are not provided to temporary or part-time employees	[GRI 401-2]	
Contract employees provided same benefits as full-time employees		100%
Parental Leave	[GRI 401-3]	
Total employees entitled to parental leave: Male Female		78 31
Total employees that took parental leave: Male Female		0 1
Total employees that returned to work in reporting period after parental leave: Male Female		0 1
Total employees that returned to work after parental leave still employed 12 months after their return to work: Male Female		0 0
Return to work and retention rates of employees that took parental leave: Male Female		Not applicable

Social Responsibility Data (3/5)

Occupational Health and Safety	[GRI 403]	2025
Total work hours completed (Employees & Non-employees)		496, 415
Number of fatalities (Employees)		0
Number of high-consequence injuries, excluding fatalities (Employees)		0
Number of Recordable Injuries (Employees & Non-employees)		0
Number of Cases of Recordable Ill Health (Employees & Non-employees)		0

Training and Education	[GRI 404]	2025
Total training hours received by all employees		668
Average hours of training per employee	[GRI 404-1]	
Gender: Male Female		6.84 4.48
Employee Category: Senior management Middle management General staff		6.00 6.85 3.64
Percentage of employees receiving regular performance and career development reviews	[GRI 404-3]	100%

Social Responsibility Data (4/5)

Inclusivity (Diversity, Equal Opportunity & Non-discrimination)	[GRI 405, 406]	2025
Diversity of governance bodies	[GRI 405-1-a]	
Board gender percentage: Male Female		50% 50%
Board independence percentage: Executive Independent		75% 25%
Board age group percentage: Under 30 30 – 50 Over 50		0% 50% 50%
Diversity of employees	[GRI 405-1-b]	
Senior management gender percentage: Male Female		78% 22%
Middle management gender percentage: Male Female		73% 27%
General staff gender percentage: Male Female		55% 45%
Senior management age group percentage: Under 30 30 – 50 Over 50		0% 89% 11%
Middle management age group percentage: Under 30 30 – 50 Over 50		3% 94% 4%
General staff age group percentage: Under 30 30 – 50 Over 50		18% 82% 0%
Ratio of basic salary and remuneration of women to men	[GRI 405-2]	
Pay ratio by employee category	Basic salary	Remuneration
C-suite	Not applicable	Not applicable
Senior management	0.81:1	0.91:1
Middle management	0.78:1	0.69:1
General staff	0.41:1	0.53:1
Gender pay gap by country	Basic salary	Remuneration
Singapore	0.73:1	0.81:1
Malaysia	0.89:1	0.55:1
Philippines	0.72:1	0.75:1
Thailand	0.65:1	0.60:1
Vietnam	0.51:1	0.58:1

Social Responsibility Data (5/5)

Ethical Workforce (Child Labor, Forced or Compulsory Labor)		[GRI 408, 409]	2025
Number of non-compliances to child labor		[GRI 408]	0
Number of non-compliances to forced or compulsory labor		[GRI 409]	0
Local Communities		[GRI 413]	2025
Operations with local community engagement, impact assessments, and development programs		[GRI 413-1]	7
Operations with significant actual and potential negative impacts on local communities		[GRI 413-2]	0

Governance Data

General Disclosures	[GRI 2]	2025
Reported conflicts of interest	[GRI 2-15]	0
Memberships association	[GRI2-28]	3
Anti-corruption	[GRI 205]	2025
Communication and training about anti-corruption policies and procedures	[GRI 205-2]	
Singapore office trained: Board Senior management Middle management General staff		2 8 7 1
Philippines office trained: Board Senior management Middle management General staff		0 0 9 1
Vietnam office trained: Board Senior management Middle management General staff		0 1 24 3
Malaysia office trained: Board Senior management Middle management General staff		0 0 10 0
Thailand office trained: Board Senior management Middle management General staff		0 0 17 4
Total number of confirmed incidents of corruption		0
Supplier Environmental Assessment	[GRI 308]	2025
Number of suppliers assessed for environmental impacts	[GRI 308-2]	2
Supplier Social Assessment [GRI 414]		2025
Number of suppliers assessed for social impacts	[GRI 414-2]	7

Close



GRI Content Index

Statement of use	Levanta Renewables has reported with reference to the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 2: General Disclosures (GRI Universal Standards 2021)			
GRI 2-1	Organizational details	8	—
GRI 2-2	Entities included in the organization's sustainability reporting	3	—
GRI 2-3	Reporting period, frequency and contact point	3	—
GRI 2-4	Restatements of information	—	Not applicable as this is the first year of reporting
GRI 2-5	External assurance	—	Not applicable as report has not been externally assured
GRI 2-6	Activities, value chain and other business relationships	7-10	—
GRI 2-7	Employees	35	—
GRI 2-8	Workers who are not employees	35	—
GRI 2-9	Governance structure and composition	29 - 30	—
GRI 2-10	Nomination and selection of the highest governance body	29	—
GRI 2-11	Chair of the highest governance body	31	—
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	30	—
GRI 2-13	Delegation of responsibility for managing impacts	30 – 31	—
GRI 2-14	Role of the highest governance body in sustainability reporting	30	—
GRI 2-15	Conflicts of interest	40	—

GRI Content Index

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 2: General Disclosures (GRI Universal Standards 2021)			
GRI 2-16	Communication of critical concerns	29	—
GRI 2-17	Collective knowledge of the highest governance body	—	Public information available
GRI 2-18	Evaluation of the performance of the highest governance body	—	Not applicable for disclosure to prevent pressure from market competition
GRI 2-19	Remuneration policies	—	Not applicable for disclosure to prevent pressure from market competition
GRI 2-20	Process to determine remuneration	—	Not applicable for disclosure to prevent pressure from market competition
GRI 2-21	Annual total compensation ratio	—	Not applicable for disclosure to prevent pressure from market competition
GRI 2-22	Statement on sustainable development strategy	12	—
GRI 2-23	Policy commitments	12	—
GRI 2-24	Embedding policy commitments	12	—
GRI 2-25	Processes to remediate negative impacts	26	—
GRI 2-26	Mechanisms for seeking advice and raising concerns	31	—
GRI 2-27	Compliance with laws and regulations	25, 29	—
GRI 2-28	Membership associations	40	—
GRI 2-29	Approach to stakeholder engagement	13	—
GRI 2-30	Collective bargaining agreements	—	Not applicable

GRI Content Index

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 3: Material Topics (GRI Universal Standards 2021)			
GRI 3-1	Process to determine material topics	13	—
GRI 3-2	List of material topics	13	—
GRI 3-3	Management of material topics	15-18, 20-27, 29-32	—
GRI 101: Biodiversity (2024)			
GRI 101-1	Policies with commitments related to biodiversity	15	—
GRI 101-2	Management of biodiversity impacts	15, 34	—
GRI 101-3	Access and benefit-sharing	—	Not applicable
GRI 101-4	Identification of biodiversity impacts	15, 34	—
GRI 101-5	Locations with biodiversity impacts	15, 34	—
GRI 101-6	Direct drivers of biodiversity loss	—	Not applicable
GRI 101-7	Changes to the state of biodiversity	—	Not applicable
GRI 101-8	Ecosystem services	—	Not applicable
GRI 205: Anti-corruption (2016)			
GRI 205-1	Operations assessed for risks related to corruption	29	—
GRI 205-2	Communication and training about anti-corruption policies and procedures	29, 40	—
GRI 205-3	Confirmed incidents of corruption and actions taken	29, 40	—
GRI 302: Energy (2016)			
GRI 302-1	Energy consumption within the organization	17, 34	—
GRI 302-2	Energy consumption outside of the organization	—	Incomplete information as data collection effort outweighs control of Levanta
GRI 302-3	Energy intensity	17, 34	—
GRI 302-4	Reduction of energy consumption	—	Not applicable as this is the first year of reporting
GRI 302-5	Reductions in energy requirements of products and services	—	Not applicable as this is the first year of reporting

GRI Content Index

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 305: Emissions (2016)			
GRI 305-1	Direct (Scope 1) GHG emissions	16, 34	—
GRI 305-2	Energy indirect (Scope 2) GHG emissions	16, 34	—
GRI 305-3	Other indirect (Scope 3) GHG emissions	34	—
GRI 305-4	GHG emissions intensity	16, 34	—
GRI 305-5	Reduction of GHG emissions	—	Not applicable as this is the first year of reporting
GRI 305-6	Emissions of ozone-depleting substances (ODS)	—	Not applicable
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other air emissions	—	Not applicable
GRI 306: Waste (2020)			
GRI 306-1	Waste generation and significant waste-related impacts	18	—
GRI 306-2	Management of significant waste-related impacts	18, 34	—
GRI 306-3	Waste generated	18, 34	—
GRI 306-4	Waste diverted from disposal	18, 34	—
GRI 306-5	Waste directed to disposal	18, 34	—
GRI 308: Supplier Environmental Assessment (2016)			
GRI 308-1	New suppliers that were screened using environmental criteria	40	—
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	32, 40	—

GRI Content Index

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 401: Employment (2016)			
GRI 401-1	New employee hires and employee turnover	36	—
GRI 401-2	Benefits provided to full-time employees	36	—
GRI 401-3	Parental leave	36	—
GRI 403: Occupational Health and Safety (2018)			
GRI 403-1	Occupational health and safety management system	25	—
GRI 403-2	Hazard identification, risk assessment, and incident investigation	25-26	—
GRI 403-3	Occupational health services	—	Not applicable
GRI 403-4	Worker participation, consultation, and communication on OHS	25-26	—
GRI 403-5	Worker training on occupational health and safety	25-26	—
GRI 403-6	Promotion of worker health	—	Not applicable
GRI 403-7	Prevention and mitigation of OHS impacts linked to business relationships	25	—
GRI 403-8	Workers covered by an OHS management system	25	—
GRI 403-9	Work-related injuries	25, 37	—
GRI 403-10	Work-related ill health	37	—
GRI 404: Training and Education (2016)			
GRI 404-1	Average hours of training per year per employee	37	—
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	—	Not applicable
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	37	—

GRI Content Index

GRI Disclosure	Topic / Disclosure	Page No.	Omission Reason
GRI 405: Diversity and Equal Opportunity (2016)			
GRI 405-1	Diversity of governance bodies and employees	38	—
GRI 405-2	Ratio of basic salary and remuneration of women to men	38	—
GRI 406: Non-discrimination (2016)			
GRI 406-1	Incidents of discrimination and corrective actions taken	22, 38	—
GRI 408: Child Labor (2016)			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	21, 39	—
GRI 409: Forced or Compulsory Labor (2016)			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	21, 39	—
GRI 413: Local Communities (2016)			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	23-24, 39	—
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	39	—
GRI 414: Supplier Social Assessment (2016)			
GRI 414-1	New suppliers that were screened using social criteria	40	—
GRI 414-2	Negative social impacts in the supply chain and actions taken	32, 40	—

Corporate Information Inquiries

We are committed to driving
Southeast Asia's transition to
clean energy with you.

Reach out to us for enquiries:

Business : info@levantarenewables.com

Media : marketing@levantarenewables.com

Acknowledgements and Closing Message from Head of Sustainability

Hello! Mabuhay! Xin chào! สวัสดี!

Publishing Levanta Renewables' inaugural Sustainability Report marks an important first step in our sustainability journey as it is not a destination, but a foundation we will continue building on year after year.

Levanta Renewables sits at **the heart of Southeast Asia's energy transition**. One of our strongest convictions is that the transition to clean energy **must not leave rural populations behind**. Each time we visit project sites and spend time understanding what communities genuinely need, it becomes increasingly clear that **Levanta Renewables is in the right place at the right time**. That proximity to underserved communities gives us an even stronger purpose; **to work harder** to reach more beneficiaries, and to ensure our projects create nature-positive impact in every location where we operate.

Our teams across the region reflect the **diversity of Southeast Asia** itself; colleagues in Singapore and Malaysia coordinating over WhatsApp, teams in Thailand on LINE, Vietnam on Zalo, and the Philippines on Viber. Different messaging platforms, different cultures, but one shared belief: to accelerate Southeast Asia's green energy future.

Acknowledgements

This report would not have been possible without the collective effort of many. We extend our sincere appreciation to TEMBUSU Consulting for their expertise in GRI-aligned reporting, data validation, and structural guidance; our in-house designer, Shea, for bringing every page to life; and the wider Levanta Renewables team for their tireless efforts behind the numbers and data.

Every figure in this report reflects **real hours invested in meaningful work**; not estimates or projections, but the lived commitment of Levanta Renewables employees on the ground delivering impact every day. To every team member who made small but meaningful choices; refusing single-use cups, sharing a safety moment, or supporting a local community member, **THANK YOU!** And to our sponsors and investors who continue to believe in the value of sustainability, this report stands on your trust and partnership.

We are proud of what this report represents, and we remain committed to raising the bar with every edition to come.

Jean Tay,

Head of Sustainability, Levanta Renewables



