

Environmental, Social, and Governance (ESG) Policy

Vision: "To lead the advancement of renewable energy in Sri Lanka and globally by leveraging innovative, energy-efficient technologies and sustainable practices, ensuring environmental stewardship, social responsibility with an emphasis on health and safety matters, and robust governance practices that deliver sustainable value to all relevant stakeholders and the environment within which we thrive."

Mission: "To forward and strengthen our leadership in Sri Lanka's renewable energy sector and expand internationally, by investing in eco-friendly, state-of-the-art power plants, and in fostering community engagement, upholding the highest ESG standards, and contributing to a sustainable, low-carbon future."

1. Purpose and Scope

The purpose of the policy is to detail the guiding principles, governance, commitment and actions of the company towards its sustainability initiatives and practices.

This policy applies to all the operations of the company and its affiliates under WindForce's management control.

This policy is designed in alignment with Sri Lankan Financial Reporting Standard (SLFRS) S1: General requirements for disclosing sustainability-related financial information, and S2: Climate-related disclosures, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Green House Gas (GHG) Protocol, ADB's Environment and Social Framework (ESF), International Finance Corporation's Performance Standards (IFC PS), United Nations' Global Compact (UNGC) Principles and UN's Sustainable Development Goals (SDGs).

The broad objectives of the policy are:

- Align WindForce PLC's operations with national and international sustainability standards.
- Minimize environmental and social impacts while promoting clean energy solutions.
- Foster a safe, inclusive, and responsible workplace.
- Ensure ethical governance and transparency in decision-making.
- Engage with local communities for sustainable development.

2. Environmental Commitment

2.1 Climate Action and Carbon Neutrality

Expand our renewable energy projects to reduce dependence on fossil fuels; mitigate climate change wherever practicable and capitalize on opportunities, wherever available.

Monitor, report, and reduce greenhouse gas (GHG) emissions and support the national commitment of Net Zero in countries, wherever we have our business operations.

Adaption of innovative technologies to enhance generation.

2.2 Resource Efficiency

Implement sustainable procurement practices, favouring eco-friendly materials and responsible suppliers.

Promote waste reduction through the 3Rs (Reduce, Reuse, Recycle).

Optimize water consumption, adopt water-saving technologies, and ensure responsible wastewater disposal.

2.3 Biodiversity and Ecosystem Protection

Conduct Environmental & Social (E&S) Impact Assessments inclusive of preparation of E&S management plan for all projects, as felt necessary.

Support and contribute to biodiversity conservation programs or biodiversity management plan depending on the site-specific requirements that boost forest conservation and wildlife protection. Taking measures to safeguard whenever feasible and appropriate throughout the project lifecycle from early project development, construction, operational and de-commissioning phases.

Adopt mitigation measures to minimize potential risk of collision and electrocution of avifauna and bat, if any, due to the operations of wind turbines generators and transmission line and ensure safe flyways for bird species to the extent practicable.

2.4 Energy Security

As a leading provider of renewable energy solutions, we are committed to enhancing energy security by delivering reliable, sustainable power that builds a resilient energy future for communities that we serve by introducing more capacities and improved technologies as we progress towards our objectives.

3. Social Responsibility

3.1 Workplace Safety and Employee Well-being

Implement effective Health and Safety practices to ensure zero workplace injuries.

Provide safety training, protective equipment, and emergency response plans for all employees and contractors and promoting safe practices to mitigate risks and minimize the occurrence of incidents and eliminate accidents.

Support employees with work-life balance programs and mental health initiatives.

3.2 Diversity, Inclusion, and Fair Labor Practices

Ensure fair employment opportunities, work force diversity and gender pay parity.

Enforce zero tolerance policies against discrimination, sexual harassment, child labour, and forced labour. Protect human rights in our operations and conduct business in an ethical and responsible manner.

Consider reasonable requirements and priorities of project affected people, with special mention to indigenous people, who have to be rehabilitated and resettled.

3.3 Stakeholder Engagement

Collaborate and engage with relevant stakeholders to strengthen sustainability efforts, with a focus on local communities through various initiatives to understand and address their concerns and expectations.

Consider appropriate social responsibility initiatives with a focus on education, healthcare, and infrastructure development.

Develop and implement employment and skill-building programs to create economic opportunities.

Implement appropriate grievance mechanisms, wherein the community members can report their concerns and expectations, which will be appropriately addressed by the company.

3.4 Sustainable supply chain and procurement practices: We recognize the significance of collaborating with relevant stakeholders to mitigate effects throughout the value chain. To this end, we will ensure practices for reducing any negative impacts along the supply chain and will continue in strengthening these efforts. This encompasses aspects such as prohibition of child labour, forced labour, adherence to minimum wage standards, regulation of working hours, improvement of working conditions, and compliance with applicable laws, to the extent practicable.

4. Governance and Ethics

4.1 Ethical Business Conduct and Transparency

Enforce anti-bribery, anti-corruption, and fraud prevention policies across all business activities.

Maintain transparent reporting on financial, operational, and ESG performance.

4.2 ESG Governance Structure

Board-Level ESG Committee: Oversees the implementation of the ESG policy and ensures alignment with corporate strategy.

Management-Level ESG Steering Committee: Responsible for the operational implementation of ESG initiatives.

ESG Working Groups: Focus on specific areas such as environment, social, and governance.

4.3 Risk Management

Identify, minimise or mitigate ESG-related risks and impacts, including climate risks, biodiversity impact, and supply chain vulnerabilities. To ensure public safety from the risk of rotor blade 'throw', we will try to educate the impacted stakeholders and maintain minimum setback distance between

turbines and populated locations in accordance with local regulations and international good practices, to the extent practicable.

Conduct periodic internal and external reviews to assess the effectiveness of the ESG policy and reviewing and revising the same as and when felt appropriate.

4.4 Compliance

Ensure alignment with focussed global and national ESG frameworks, inclusive of being in compliance with the applicable ESG specific laws, regulations and standards that are relevant for our business operations.

5. Communication of the ESG Policy

The ESG policy will be accessible on our website in languages that will be understood by the interested stakeholders. This ESG policy shall be made available to any stakeholder on request and displayed in practicable locations wherever felt appropriate.

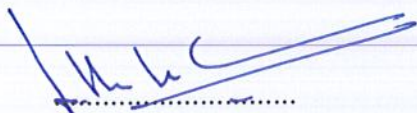
6. Implementation and Reporting

Ensure continual improvement of the ESG policy framework, followed by periodic review of the ESG strategies and performance, we shall ensure alignment with best known practices and evolving requirements for further improvement, to the extent practicable. Our various ESG working groups and committees shall be responsible for the execution of the ESG policy.

Publish an annual report that shall include sustainability contents accompanied by a third-party assured report, disclosing key ESG metrics, challenges, and progress made thereunder.

7. Our Commitment:

The company is committed to implementing this ESG policy and making it a core part of our business strategy. We believe that by working together, we can create a more sustainable and equitable future for all.

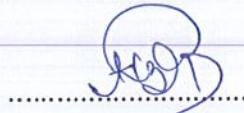


Lasith Wimalasena

Chief Executive Officer

24, June 2025

Colombo.



Manjula Perera

Managing Director

24, June, 2025

Colombo.