



# ESG QUARTER 2 PERFORMANCE REPORT 2026



# ABOUT THIS REPORT

THIS REPORT PROVIDES A SUMMARY OF OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE ((ESG) PERFORMANCE YEAR-TO-DATE QUARTER 2 OF 2026 (1 JANUARY - 30 JUNE), HIGHLIGHTING KEY INITIATIVES AND ACHIEVEMENTS TO DATE.

For more details on our sustainability approach and commitments, please visit our website, where more comprehensive information on our ESG strategies, initiatives, and progress is available.

## WHAT'S INSIDE

ESG QUARTER 2  
PERFORMANCE REPORT

|          |                                                    |           |
|----------|----------------------------------------------------|-----------|
| <b>1</b> | <b>OUR SUSTAINABILITY STRATEGY</b>                 | <b>1</b>  |
| <b>2</b> | <b>ESG PERFORMANCE YEAR-TO-DATE QUARTER 2 2026</b> | <b>3</b>  |
| <b>3</b> | <b>RESPECTING THE ENVIRONMENT</b>                  |           |
|          | Promote Sustainable Energy                         | 6         |
|          | Decarbonise Towards Net-Zero                       | 8         |
|          | Biodiversity Conservation                          | 8         |
| <b>4</b> | <b>CARE FOR OUR PEOPLE</b>                         |           |
|          | Safety and Well-being                              | 9         |
|          | Nurturing Talent                                   | 9         |
|          | Care for Community                                 | 9         |
|          | Upholding Human Rights                             | 12        |
| <b>5</b> | <b>STRONG BUSINESS GOVERNANCE</b>                  |           |
|          | Strong Business Ethics                             | 14        |
|          | Sustainable Supply Chain                           | 14        |
| <b>6</b> | <b>STAKEHOLDER ENGAGEMENT</b>                      | <b>15</b> |
| <b>7</b> | <b>APPENDICES</b>                                  |           |
|          | Performance Data Table                             | 19        |

## ACCOLADES & ACHIEVEMENTS



MARC RATINGS  
ASEAN GREEN  
SRI SUKUK WAKALA  
AA<sub>s</sub> Rating



ALB MALAYSIA LAW  
AWARDS 2026  
Finalist - Legal Team  
Excellence and Innovation



SEEK PEOPLE & PURPOSE  
AWARDS 2026  
Best Diversity,  
Equity, Inclusion (DEI)  
Awards (Silver)



TRIPARTITE ALLIANCE  
for Fair & Progressive Employment Practices  
(TAFEP)

TRIPARTITE STANDARDS (TS) MARK  
for Fair Recruitment Practices

TRIPARTITE STANDARDS (TS) MARK  
for Work-Life Harmony

# OUR SUSTAINABILITY STRATEGY

## OUR BUSINESS AT A GLANCE




**UTILITY-SCALE SOLAR/  
LARGE-SCALE SOLAR**

VIETNAM, MALAYSIA



**TOTAL GROSS CAPACITY:**  
**757 MWp**




**WIND**

CAMBODIA



**TOTAL GROSS CAPACITY:**  
**150 MW**




**HYDROPOWER**

VIETNAM



**TOTAL GROSS CAPACITY:**  
**52 MW**




**COMMERCIAL  
AND INDUSTRIAL  
("C&I") SOLAR**

MALAYSIA, VIETNAM, SINGAPORE,  
INDONESIA, THAILAND, CAMBODIA



**TOTAL GROSS CAPACITY:**  
**76 MWp**




**ENERGY STORAGE**

MALAYSIA



**TOTAL GROSS CAPACITY:**  
**100 MW/400 MWh**




**TRANSMISSION**

CAMBODIA



**TOTAL GROSS CAPACITY:**  
**235 KM**  
(230KV TRANSMISSION TOWERS)




## ENGINEERING, PROCUREMENT AND CONSTRUCTION ("EPC") AND FINANCING (DOUBLE CIRCUIT TRANSMISSION LINE)

CAMBODIA



**TOTAL GROSS CAPACITY:**  
**300 KM (500KV TRANSMISSION TOWERS)**

Guided by our aspiration to RE-Energise a Tomorrow where renewable energy uplifts lives and economies, Leader Energy remains committed to advancing sustainability excellence and creating long-term value through responsible and future-focused business practices.

## OUR SUSTAINABILITY STRATEGY

### ASPIRATION

RE-Energising a Tomorrow where renewable energy uplifts lives and economies

### PURPOSE

Delivering sustainable energy that better society and the environment

## STRATEGIC PRIORITIES



**STRENGTHENING  
OUR CORE**



**SYNERGISTIC  
OPPORTUNITIES**



**SUSTAINABLE  
OPERATIONS**

LEADER ENERGY GROUP'S SUSTAINABILITY STRATEGY



### RESPECTING THE ENVIRONMENT

**Sustainable operations  
with reduced environmental  
footprint**

- Promote Sustainable Energy
- Decarbonise Towards Net-Zero
- Biodiversity Conservation



### CARE FOR OUR PEOPLE

**Sustainable talent, safe  
working environment and  
community well-being**

- Safety and Well-being
- Nurturing Talent
- Care for Community



### STRONG BUSINESS GOVERNANCE

**Sustainable returns  
based on strong  
business governance**

- Strong Business Ethics
- Sustainable Supply Chain



# ESG PERFORMANCE

## YEAR-TO-DATE

## QUARTER 2 2026



### ENVIRONMENTAL



#### CLIMATE CHANGE\*

##### Sustainability Strategy

Respecting the Environment – Decarbonise Towards Net Zero

##### 2030 Targets

- Net Zero emissions target by 2030

##### Related UNSDG



#### RELIABLE AND SUSTAINABLE ENERGY\*

##### Sustainability Strategy

Respecting the Environment – Promote Sustainable Energy

##### 2026 Targets

- 94.7% equivalent availability factor (EAF) – performance for wholly and majority owned power plants within the Group
- 99.7% system availability – performance for all power transmission operations within the Group

##### Related UNSDG



#### ENERGY MANAGEMENT#

##### Sustainability Strategy

Respecting the Environment – Decarbonise Towards Net Zero

##### 2026 Targets

- 0.001 MWhPE/ MWhGEN (10% reduction in total purchased electricity intensity by 2026 (base-year 2022))

##### Related UNSDG



#### LAND USE AND BIODIVERSITY#

##### Sustainability Strategy

Respecting the Environment – Biodiversity Conservation

##### 2026 Targets

- 6,000 mangrove trees planted at Kuala Muda Mangrove Conservation Programme in 2026

##### Related UNSDG



Note:

\* Double Materiality

# High Materiality

#### Total GHG Emissions:

Scope 1 (tCO<sub>2</sub>e):

**73**



**0.0022**

GHG Intensity  
(tCO<sub>2</sub>e/MWh  
Electricity Generation)

Scope 2 (tCO<sub>2</sub>e):

**332**



**122,781**

Avoided emissions

Scope 3 (tCO<sub>2</sub>e):

**3,624**

Total GHG Emissions (tCO<sub>2</sub>e):

**4,029**



**0.0054**

Purchase Electricity Intensity  
(MWh purchased  
electricity/MWh  
electricity generation)

## ESG PERFORMANCE YEAR-TO-DATE QUARTER 2 2026



ESG PERFORMANCE YEAR-TO-DATE QUARTER 2 2026

| GOVERNANCE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div></div> <div><b>ETHICS AND INTEGRITY*</b></div> <div><p>Sustainability Strategy<br/>Strong Business Governance –<br/>Strong Business Ethics</p></div> <div><p><b>2026 Targets</b></p><ul style="list-style-type: none"><li>• Zero non-compliance on regulatory requirements.</li><li>• 100% of employees attended the Leader Energy Group’s ABC awareness training in 2026</li></ul></div> <div><p><b>Related UNSDG</b></p><div></div></div>                                                                                                                                                      | <div></div> <div><b>DATA PRIVACY AND CYBERSECURITY*</b></div> <div><p>Sustainability Strategy<br/>Strong Business Governance –<br/>Strong Business Ethics (Cybersecurity)</p></div> <div><p><b>2026 Targets</b></p><ul style="list-style-type: none"><li>• Zero major cybersecurity breaches</li><li>• &gt; 90% of employees received cybersecurity awareness in 2026</li></ul></div> <div><p><b>Related UNSDG</b></p><div></div></div> | <div></div> <div><b>SUPPLY CHAIN MANAGEMENT*</b></div> <div><p>Sustainability Strategy<br/>Strong Business Governance –<br/>Sustainable Supply Chain</p></div> <div><p><b>2026 Targets</b></p><ul style="list-style-type: none"><li>• &gt;80% of key suppliers cumulative engaged on ESG by 2026</li><li>• &gt;80% of key suppliers cumulative completed ESG Self-Assessment programme by 2026</li></ul></div> <div><p><b>Related UNSDG</b></p><div></div></div> |
| <p>Note:<br/>* Double Materiality      * High Materiality</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <div><div><p><b>100%</b><br/>Anti-Bribery and Corruption Acknowledgement</p></div><div><p><b>0</b><br/>Whistleblowing confirmed cases</p></div></div> <div><div><p><b>0</b><br/>Fines/Penalties (Environmental and Social-related)</p></div><div><p><b>0</b><br/>Major Data Security Breach</p></div><div><p><b>79%</b><br/>critical suppliers (cumulatively) attended our ESG briefing session since 2023</p></div></div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

# RESPECTING THE ENVIRONMENT

## PROMOTE SUSTAINABLE ENERGY

Leader Energy began its renewable energy (RE) journey in 2016 and has since grown its RE under operation power generation capacity to 1.1 GW with 567 MW and 235 km transmission line in operation and 568 MW and 300 km transmission line under development. Our diversified portfolio includes a range of renewable energy assets and complementary RE-related initiatives. As of 1 July 2026, our portfolios are structured as follows:

| BUSINESS PORTFOLIO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | OPERATIONAL FOCUS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>HYDROPOWER</b><br/>VIETNAM</p>  <p><b>IN OPERATION (SIZE/CAPACITY):</b><br/><b>52 MW</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Leader Energy maintains its hydropower footprint in Vietnam through its majority stake in Leader Nam Tien Hydropower Joint Stock Company (“LNTH”), which operates 5 run-of-river mini-hydroelectric plants with a combined capacity of 52 MW. These environmentally responsible assets leverage natural river flows to generate clean energy while minimising ecological and community impact.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|  <p><b>UTILITY-SCALE SOLAR</b><br/>VIETNAM, MALAYSIA</p>   <p><b>IN OPERATION (SIZE/CAPACITY):</b><br/><b>447 MWp</b></p> <p><b>UNDER DEVELOPMENT:</b><br/><b>310 MWp</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Leader Energy’s utility-scale solar portfolio remains a cornerstone of its generation assets. We own a 100% stake in and operate solar plants with a combined capacity of 67.4 MWp across the LSE and LSE II projects in Malaysia and Vinh Hao 6 in Vietnam. Furthermore, through a 49% stake in Clean Energy Vision Development (CEVD), we operate three ground-mounted solar PV plants in Vietnam with a combined capacity of 380 MWp.</p> <p>We continued to build on this foundation by securing a 170 MWp project under the LSS5 programme in Peninsular Malaysia. We also achieved a new milestone in East Malaysia by entering into a 30-year Power Purchase Agreement (PPA) with Sarawak Energy for a 140 MWp solar farm in Tanjung Manis. These assets are vital to the ongoing decarbonisation of regional grids and reflect our humble commitment to sustaining long-term solar capacity growth.</p> |
|  <p><b>COMMERCIAL AND INDUSTRIAL (“C&amp;I”) SOLAR</b><br/>MALAYSIA, VIETNAM, SINGAPORE, INDONESIA, THAILAND, CAMBODIA</p>       <p><b>IN OPERATION (SIZE/CAPACITY):</b><br/><b>68 MWp</b></p> <p><b>UNDER DEVELOPMENT:</b><br/><b>8 MWp</b></p> | <p>Leader Energy’s C&amp;I Solar business develops, owns, and operates rooftop solar power assets, currently serving corporate clients with 68 MWp of operational capacity.</p> <p>Across Malaysia, Vietnam, Singapore, Indonesia, Cambodia, and Thailand, we provide both zero-CAPEX and outright purchase models for solar assets and Battery Energy Storage Systems (BESS). Our end-to-end offerings include Power Purchase Agreements (PPAs), turnkey Engineering, Procurement and Construction (EPC) services, ongoing Operations and Maintenance (O&amp;M) support, and Renewable Energy Certificates (RECs).</p>                                                                                                                                                                                                                                                                                            |

## RESPECTING THE ENVIRONMENT

| BUSINESS PORTFOLIO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | OPERATIONAL FOCUS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>TRANSMISSION</b><br/>CAMBODIA</p>  <p><b>IN OPERATION (SIZE/CAPACITY):</b><br/><b>235 KM</b><br/>(230KV TRANSMISSION TOWERS)</p> <p><b>ENGINEERING, PROCUREMENT AND CONSTRUCTION ("EPC") AND FINANCING (DOUBLE CIRCUIT TRANSMISSION LINE) UNDER DEVELOPMENT (SIZE/CAPACITY):</b><br/><b>300 KM</b><br/>(500KV TRANSMISSION TOWERS)</p> | <p>Leader Energy manages two transmission projects in Cambodia which are 230kV, 110 km Cambodia Transmission Limited ("CTL") and 125 km Cambodia Transmission Limited II Co. Ltd. ("CTL II") under long-term concession agreements with the national utility company. These assets facilitate the transmission of 100% renewable hydropower from Northern Cambodia and Laos to Central Cambodia, positioning Leader Energy as a key enabler of the regional energy transition</p> <p>Following the award of the contract in 2024, Leader Energy is executing the erection, construction, and commissioning of a 300 km, 500 kV transmission line project, comprising the construction of 685 transmission towers units, across the Cambodia-Laos border. Under a single turnkey contract, the work scope includes Leader Energy as the contractor, managing capital project schedules, costs, and overall progress of works on behalf of the project owner. Work is on track for completion and commercial operation by 2027. This project reinforces our capability to provide integrated energy infrastructure solutions under a single turnkey contract, from financing, design and procurement through construction and commissioning. Upon completion, the transmission line will enable additional electricity to be transmitted across the region, supporting long-term energy affordability and security. This contract further strengthens Leader Energy's track record as a capable and reliable EPC provider of integrated energy infrastructure.</p> |
|  <p><b>WIND</b><br/>CAMBODIA</p>  <p><b>UNDER DEVELOPMENT:</b><br/><b>150 MW</b></p>                                                                                                                                                                                                                                                      | <p>In 2025, Leader Energy's first wind energy project in Cambodia, a 150 MW wind farm in Monduliri Province, continued to progress following the signing of an Implementation Agreement with the Cambodian Ministry of Mines and Energy. Scheduled for completion in 2029, the project marks our entry into wind power and represents a strategic expansion of its renewable energy portfolio. The project is intended to diversify Cambodia's energy mix, support national energy security, and harness untapped wind resources as part of the country's clean energy transition.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|  <p><b>ENERGY STORAGE</b><br/>MALAYSIA</p>  <p><b>UNDER DEVELOPMENT:</b><br/><b>100 MW/400 MWh</b></p>                                                                                                                                                                                                                                    | <p>Leader Energy has begun integrating energy storage systems to optimise renewable energy utilisation. We showcased our first small-scale 1.45 MWh / 250 kW-dc NaS® battery system integrated with a 20 MWac grid connected PV plant in Kedah. The Group pioneered the deployment of advanced energy storage solutions by installing battery energy storage system (BESS) at LSE II, with a capacity of 1.45 MWh. By showcasing the energy storage optimisation capabilities, we aim to improve the stability and performance of solar energy generation by reducing intermittency issues.</p> <p>Leader Energy was awarded with Malaysia's 100MW / 400 MWh MyBEST BESS project. The project will be commissioned in 2027.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

## RESPECTING THE ENVIRONMENT

### DECARBONISE TOWARDS NET-ZERO

#### LONG-TERM CLIMATE GOAL:

#### NET-ZERO GHG EMISSIONS BY 2030

##### Scope 1 (Direct GHG Emissions) Reduction Strategy

- Energy efficiency improvements
- Electrification of plant equipment and mobile vehicles

##### Scope 2 (Indirect Purchased Electricity) Reduction Strategy

- Installation of rooftop solar panels at operational sites
- Usage of Renewable Energy Certificates (RECs) to offset Scope 2 emissions

##### Scope 3 (Indirect GHG Emissions) Reduction Strategy

- Reduction in sources coming from the Group's value chain

##### Residual Emissions Reduction Strategy

- Explore and invest in nature based GHG sinks
- Usage of high value carbon credits to offset residual Scope 1 and 3 emissions



**95%**  
LED lightings  
at operation sites



**93%**  
Energy Efficiency  
Equipment



**100 MWh<sup>1</sup>**  
Rooftop Solar

<sup>1</sup> Re-adjustment to include Q1 2026 consumptions



**48%**  
Green energy  
consumption via  
utilisation of Renewable  
Energy Certificates  
(RECs)

The Group has installed LED lights for 95% of lightings and 93% energy efficiency equipment at our operational sites. Additionally, we consumed 100 MWh of renewable energy from our rooftop solar which had been installed at our operational sites. In this quarter, the Group utilised 226.90 RECs as green energy which constituted 48% of our purchased electricity in Q2, 2026.

### BIODIVERSITY CONSERVATION

#### NURTURING ENVIRONMENTAL AWARENESS AMONG YOUNG MINDS

On 16 June 2026, Leader Energy, in collaboration with Global Environment Centre (GEC), supported the two-day Mangrove Forest Education and Awareness Carnival Programme at Sekolah Kebangsaan Ibrahim, Sungai Petani. The programme reached a combined total of 262 students and teachers from 11 schools across the Kuala Muda District.

Through engaging educational activities, participants learned about the important role of mangrove ecosystems in protecting coastlines, preserving biodiversity and mitigating the impacts of climate change. The programme also encouraged environmentally responsible practices in daily life, reinforcing GEC and Leader Energy's shared commitment to nurturing environmental stewardship among young Malaysians.



from left:

Mr. Muhammad Syafiq bin Abdullah, Technical Programme Officer at GEC

Mr. Muhammad Yusof Nur Bin Mohd Sulaiman Shah, Plant Manager at Leader Energy

Mr. Mohd Zainal bin Mat Isa, Deputy Head of the Student Development Sector,  
Kuala Muda District Educational Office

Mr. Mohd Effendi bin Abdul Rahman, BCK, Headmaster of SK Ibrahim

Ms. Zaheera Binti Ibrahim, Assistant Officer Kuala Muda District Educational Office

# CARE FOR OUR PEOPLE

## SAFETY AND WELL-BEING



Grounded in its commitment to providing a secure, healthy, and conducive working environment, Leader Energy commemorated the inaugural World Day for Safety and Health at Work across the Group on 28 April 2026. The event served as a vital reminder of the collective responsibility shared by all employees to uphold robust safety standards. Through the Group’s active See, Say, Act programme, proactive hazard monitoring continued across operations, recording two (2) unsafe acts and 36 unsafe conditions in Q2 2026.



## NURTURING TALENT

Nurturing talent involves creating an environment that empowers individuals to grow, innovate, and reach their full potential through continuous learning, mentorship, and opportunities.

In Q2 2026, Leader Energy continued to foster an inclusive workplace culture by celebrating Mother’s Day and Father’s Day to recognise our working parents and carers across the organisation. In conjunction with Father’s Day observances, the Men’s Network hosted a dedicated leadership panel discussion titled “Fatherhood Story” on 26 June 2026, moderated by Chung Shi Huan alongside featured speaker Mohd Tawfique Hidayat Bin Roseli, Director of Business Development. The session unpacked the strategic interplay between parental responsibilities and corporate executive governance, addressing personal milestones, turning points, and work-life integration, highlighted how core managerial competencies honed through caregiving, including adaptability, resilience, empathetic communication directly enhance executive decision-making within complex operating environments.

## CARE FOR COMMUNITY

Leader Energy continued to drive its Corporate Social Responsibility (CSR) efforts across the Group, with initiatives anchored around three key themes: Environment Conservation and Climate Action, Promoting Community Health and Well-being and Improving Community Livelihood. These focus areas reflect our continued commitment to creating a meaningful and positive impact in the communities where we operate.



|                                                                                      |                                                                                   |                                                                         |
|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| <b>Strategic Theme 1</b><br>Environment Conservation and Climate Action<br><b>17</b> | <b>Strategic Theme 2</b><br>Promoting Community Health and Well-being<br><b>1</b> | <b>Strategic Theme 3</b><br>Improving Community Livelihood<br><b>11</b> |
| <b>29</b> CSR Activities in Q2 2026                                                  |                                                                                   |                                                                         |

## CARE FOR OUR PEOPLE

### RIVER OVER CLEAN-UP (ROC) PROGRAMME IN CAMBODIA

In Q2 2026, Leader Energy's signature CSR programme, the River Ocean Cleanup (ROC) achieved significant operational milestones across Cambodia's major river systems. The initiative expanded both its waste recovery efforts and community engagement, driving a notable surge in plastic collection and active multi-stakeholder participation across local riverbanks.

#### Impact and Highlight

##### RIVER CLEANUP OPERATIONS:

- **25.69 tonnes** of plastic waste collected between April and June 2026, representing a **74% increase** over Q1 2026 and reaching **85.6%** of the quarterly target.
- Spanned the Mekong (145.59 tonnes), Tonlé Sap (160.32 tonnes), and Bassac (129.14 tonnes) rivers.
- Brings the cumulative collection total to **435.14 tonnes** removed since October 2023.

##### CO-PROCESSING & RECYCLING:

- Treated **27.28 tonnes of non-recyclable plastic waste** in Q2 2026 via partners K-Cement (12.65 tonnes in May) and Chip Mong Insee (14.63 tonnes in June).
- Reached a cumulative total of **401.66 tonnes** managed through co-processing and recycling since October 2023, with remaining volumes stored pending final treatment.

##### OUTREACH & COMMUNITY ENGAGEMENT:

- **Executed nine (9) outreach programmes** across Phnom Penh, Kandal, Stung Treng, Kratie, Pursat, Siem Reap, Tbong Khmum, and Kampong Cham.
- **Engaged 2,837 participants**, including local authorities, students, youth leaders, and community members.
- **Removed an additional 3,442 kilograms of plastic waste** through community outreach activities.



Local authorities, students, youth leaders and community members collecting plastic waste along the riverbank under Leader Energy's five-year Cambodia Rivers Cleanup Mission.

### NATIONAL AUTISM SOCIETY (NASOM)

As part of Leader Energy's CSR Strategic Theme 3: Improving Community Livelihood, we have engaged with NASOM Titiwangsa to bring joy to children with autism and volunteers / teachers teaching children with autism. This volunteering effort was an eye-opening and crucial as part of our corporate responsibility. Furthermore, this event at NASOM brings our employees closer to individuals living with autism that allows our employees to foster a sense of appreciation and understanding of different communities.

On 23 April 2026, 7 volunteers volunteered at NASOM Titiwangsa with activities such as tele-match, snakes and ladders, water painting, blocks building, and cooking which involved our employees and the children. Through this initiative, we have opened a positive avenue and sense of appreciation to flourish among our employees. It was also an eye-opening moment for many as to experience the daily activities and unique behavioural traits of children with autism.



Leader Energy volunteers engaging children with autism at NASOM Titiwangsa.

## CARE FOR OUR PEOPLE

### Empowering Young Minds Through Sustainable Education

On 28 June 2026, Leader Energy officially handed over the new Reang Til Primary School in Pursat Province, Cambodia, reaffirming its commitment to creating lasting value for communities.

The ceremony was officiated by H.E. Keo Rottanak, Minister of Mines and Energy, and attended by H.E. Khoy Rida, Governor of Pursat Province; Dato' Sean H'ng, Executive Deputy Chairman and Group Chief Executive Officer of Leader Energy; representatives from Electricité du Cambodge (EDC); local authorities; teachers; students; and community members.

The new school comprises five classrooms, a principal's office and learning facilities, complemented by a rooftop solar system sponsored by Leader Energy. Together, these facilities provide approximately 160 students with a safer, more conducive and sustainable learning environment.

By supporting access to education and renewable energy, Leader Energy continues to empower communities and contribute to Cambodia's sustainable development, in line with its aspiration to "RE-Energise a Tomorrow where renewable energy uplifts lives and economies."



(from Left) H.E. Keo Rottanak, Minister of Mines and Energy of Cambodia, with Dato' Sean H'ng, Executive Deputy Chairman and Group Chief Executive Officer of Leader Energy.

### Supporting a New Playground Roof at Phin Ngan Kindergarten

As part of our CSR efforts to support education in remote communities, LNTH team visited Phin Ngan Kindergarten – Lo Suoi Tung site to help build a new playground roof for the children. The initiative included financial support, the purchase of construction materials, and collaboration with teachers and local parents to improve the school environment. Through initiatives like this, we continue to support local communities by creating safer and better spaces for children to learn and play.



Leader Energy representatives with teachers and community members at Phin Ngan Kindergarten's Lo Suoi Tung site.

## CARE FOR OUR PEOPLE

### Supporting Frontline Personnel During Khmer New Year 2026

On 8 April 2026, Cambodia Transmission Limited (CTL) donated 20 boxes of drinking water, five boxes of juice and five boxes of soft drinks to the Fire Prevention and Rescue Department in Kampong Speu Province in conjunction with Khmer New Year 2026. The contribution supported frontline personnel on duty during the festive period while strengthening Leader Energy's relationship with the local authorities and reflecting our commitment to supporting the communities where we operate.



CTL representatives presenting refreshments to the Fire Prevention and Rescue Department in Kampong Speu Province ahead of Khmer New Year 2026.

### Supporting Local Authorities in Kampong Cham



CTL representatives presenting painting supplies to the Police Inspectorate in Kampong Cham to support the renovation of its office.

On 24 April 2026, Cambodia Transmission Limited (CTL) donated painting supplies to the Police Inspectorate in Kampong Cham to support the renovation of its office. The contribution was part of our corporate social responsibility (CSR) efforts to strengthen relationships with the local authorities near Grid Substation Kampong Cham (GSKC) and reflects Leader Energy's commitment to supporting the local authorities and communities where we operate.

### CTL II Community Clean-Up in Kampong Cham



CTL II employees participating in a community clean-up near Grid Substation Kampong Cham, where 429 kg of rubbish was collected.

On 29 May 2026, staff from T-Line, Grid Substation Kampong Cham (GSKC) and the Phnom Penh office took part in a community clean-up near the substation in Kampong Cham Province. Working together, the team collected 429 kg of rubbish, helping to create a cleaner environment and demonstrate Leader Energy's commitment to supporting the communities where we operate.

## CARE FOR OUR PEOPLE

### World Environment Day 2026

To mark World Environment Day 2026, Leader Energy teams across Malaysia, Cambodia, Vietnam, Singapore, Indonesia and Thailand participated in various environmental initiatives, including clean-up activities, tree seed contributions and food bank support. These efforts demonstrate our shared commitment to environmental responsibility and community wellbeing.



*Cambodia-Tree Planting Activities & Cleaning around the hydropower plants and tree planting Beach Cleaning*



*Vietnam-Beach Cleaning & Cleaning around the hydropower plants and tree planting*



*Indonesia-Planting Activity*



*Malaysia-Hill Clean-up in Penang*



*Singapore-Marina Reservoir Clean-Up Initiative*



*Thailand Food Bank event at Bang Chan School*

### UPHOLDING HUMAN RIGHTS

Following the preparation in the first half of 2026, including benchmarking against the National Action Plan on Business and Human Rights, checklist updates, and supplier HRDD procedure formalisation, we progressed our 2026 HRDD assessment rollout in Q3. On-site evaluations began in July 2026 at CTL and CTL II, with another two (2) supplier's sites scheduled for completion in Q3 2026.



# STRONG BUSINESS GOVERNANCE

## STRONG BUSINESS ETHICS

Our strong business governance pillar remains strong as we continue to embed uncompromising standards of ethics, integrity, and accountability into our operational management and value chain risk oversight. Our robust governance frameworks and anti-corruption safeguards reinforce operational discipline while safeguarding our corporate reputation.

Building on the 100% Anti-Bribery and Corruption (ABC) policy acknowledgement rate achieved in Q1 2026, we made steady progress in Q2 2026 on our Group ABC gap analysis, benchmarking our framework against evolving regulatory standards and global best practices. On track for completion in Q3 2026, this review will set our roadmap for policy enhancements, alongside the ongoing rollout of targeted employee training to reinforce our culture of compliance and ethical conduct.



## DATA PRIVACY AND CYBERSECURITY

Leader Energy recognises that digital trust and cyber resilience are essential to maintaining reliable operations and safeguarding stakeholder confidence in an increasingly digitalised energy landscape. As the Group expands its renewable energy portfolio across multiple markets, robust digital governance and cybersecurity capabilities play a critical role in ensuring operational stability, regulatory compliance, and the protection of sensitive operational and stakeholder data. As of Q2 2026, we are glad to report zero major cybersecurity breaches, non-compliance incidents and customer privacy breaches.



## SUSTAINABLE SUPPLY CHAIN

Our Sustainable Supply Chain Programme prioritises stringent environmental and social standards across all procurement activities. By embedding comprehensive sustainability criteria into our vendor evaluations, we actively mitigate supply chain impacts while fostering ethical business practices throughout our value chain.

Continuing our supplier engagement efforts from last year, we plan to roll out an ESG briefing for our critical suppliers by the end of August 2026. This session will provide our supply chain partners with actionable guidance to strengthen ESG integration within their own operations.

# STAKEHOLDER ENGAGEMENT

April 2026, Vietnam and Malaysia

## Solar & Storage Live 2026

In Q2 2026, Leader Energy actively contributed to regional clean energy dialogues across the Solar & Storage Live event series in both Malaysia and Vietnam.

At Solar & Storage Live Malaysia 2026 in Kuala Lumpur, our Chief Sustainability and Strategy Officer, Evelyn Chee, moderated the keynote panel titled “Calling for Action: Scaling Corporate Net-Zero Strategies with On-Site Renewables”, exploring how on-site renewable energy and Battery Energy Storage Systems (BESS) enable commercial and industrial (C&I) clients to optimise energy usage, build operational resilience, and advance their net-zero commitments.



(Far left) Chief Sustainability and Strategy Officer, Evelyn Chee



Head of Business Development (C&I), Chris Ng

Concurrently, at Solar & Storage Live Vietnam 2026, our Head of Business Development (C&I), Chris Ng, delivered an industry presentation titled “Scaling C&I Solar: Why Partnerships Will Define the Next Phase”, examining how multi-stakeholder collaboration among developers, EPC/EPCC contractors, financial institutions, energy consultants, and local partners overcomes regulatory, financial, and execution barriers. Through active leadership across these regional forums, Leader Energy continues to foster strategic partnerships and deliver scalable clean energy solutions, reinforcing our commitment to Powering Asia’s Energy Transition and RE-Energising a Tomorrow.

April 2026, Malaysia

## R.A.C.E to Zero 2026

### Unlocking Grid Reliability Through BESS and Flexible Power System

As a Bronze Sponsor, Leader Energy was proud to contribute to industry discussions on accelerating renewable energy adoption and supporting the transition to a low-carbon future.

At R.A.C.E to Zero 2026, Leader Energy’s Chief Operating Officer, Ezraila Mohamad Isa, joined the panel discussion “BESS & Flexibility Markets: Unlocking Reliability”, sharing insights on the critical role of battery energy storage systems (BESS), grid services and flexible power solutions in supporting ASEAN’s energy transition. As renewable energy adoption continues to grow, enhancing grid reliability and flexibility will be essential to enabling a more sustainable energy future. As a Bronze Sponsor, Leader Energy was proud to contribute to industry discussions that advance practical solutions for a resilient and low-carbon energy system.



Chief Operation Officer,  
Ezraila Mohamad Isa

### CRESS & Solar Solutions for C&I Users at the Open Innovation Stage



Business Development Manager,  
Wan Fariz bin Wan Mohd Zain

At the same event, our Business Development Manager, Wan Fariz bin Wan Mohd Zain, shared insights on CRESS and practical solar solutions for commercial and industrial users at the Open Innovation Stage.

## STAKEHOLDER ENGAGEMENT

June 2026, Malaysia

### Memorandum of Understanding (MOU) signing with Contemporary Amperex Technology Co., Limited (CATL)

Leader Energy signed a Memorandum of Understanding (MOU) with Contemporary Amperex Technology Co., Limited (CATL) to collaborate on renewable energy project development. Aligning with Malaysia's Corporate Renewable Energy Supply Scheme (CRESS), the partnership will deploy integrated solar photovoltaic (PV) and Battery Energy Storage System (BESS) solutions to support industrial, commercial, and data centre clients in meeting their decarbonisation targets.



From left: Leader Energy's Chief Development Officer, Ken Liew; EDC & Group CEO, Dato' Sean H'ng; CATL's ASEAN Sales Director, Bella Zhou Xia; and OES APAC's Chief Technology Officer, Esse Li

June 2026, Cambodia

### Maybank Sustainable Leadership Roundtable: Advancing Cambodia's Transition through the Sustainable Finance Taxonomy



Second from Right: Chief Sustainability and Strategy Officer, Evelyn Chee attended the Maybank Sustainable Leadership Roundtable.

Our Chief Sustainability and Strategy Officer, Ms Evelyn Chee, attended the Sustainable Leadership Roundtable: Advancing Cambodia's Transition through the Sustainable Finance Taxonomy in Phnom Penh, Cambodia. The roundtable provided a platform for key stakeholders to exchange perspectives on Cambodia's sustainable finance landscape and energy transition.

June 2026, Cambodia

### Maybank Sustainability Workshop 2026

Our Sustainability Champion, Ms Aing Soknang, was invited by the UN Global Compact Network Malaysia, Brunei & Cambodia (UNGCMYB) to speak at the Maybank Sustainability Workshop 2026 in Cambodia. During the Practitioner Sharing Session, titled "Implementing Sustainability: Journey, Challenges, and Success Measures", she presented Leader Energy's experience in integrating ESG principles directly into corporate strategy and day-to-day operations. The session highlighted our climate commitments, biodiversity conservation initiatives, human rights due diligence, and the importance of robust governance in driving long-term value creation. At Leader Energy, we believe sustainability is an operational imperative embedded in how we grow, innovate, and create lasting value for our stakeholders. We extend our sincere appreciation to UNGCMYB and Maybank Cambodia for providing this valuable platform for peer exchange as we continue *RE-Energising a Tomorrow* where clean energy uplifts lives and economies.



Sustainability Champion Aing Soknang shared Leader Energy's sustainability journey at the Maybank Sustainability Workshop 2026 in Cambodia.

## STAKEHOLDER ENGAGEMENT

## LIST OF AWARDS AND MEMBERSHIP



**TRIPARTITE ALLIANCE**  
for Fair & Progressive  
Employment Practices  
(TAFEP)

**TRIPARTITE  
STANDARDS (TS) MARK**  
for Fair Recruitment  
Practices

**TRIPARTITE  
STANDARDS (TS) MARK**  
for Work-Life Harmony



**SEEK PEOPLE &  
PURPOSE AWARDS  
2026**  
Best Diversity,  
Equity, Inclusion (DEI)  
Awards (Silver)



**ESG SELECT LIST  
2025 BY UN GLOBAL  
COMPACT NETWORK  
MALAYSIA & BRUNEI  
(UNGCMYB)**

**3-Star Lister under  
the following categories:**

The North Star ESG  
Target Setting

Future-Fit &  
Responsible Workforce

ESG Breakthrough  
Innovation



**ECOVADIS**  
Gold Medal 2024 & 2025



**ASIA SUSTAINABILITY  
REPORTING AWARDS  
(ASRA) 2025**

Asia's Best Sustainability  
Report  
(Private Company)  
(Platinum)

Asia's Best Sustainability  
Report (Human Rights)  
(Platinum)



**HR EXCELLENCE  
AWARDS 2025**  
Bronze Winner for  
Excellence in Diversity,  
Equity & Inclusion



**NATIONAL ENERGY  
AWARDS 2025  
(MALAYSIA)**  
Winner – Special  
Submission: Renewable  
Energy Technology  
Enabler



**ASEAN RISK AWARDS  
2025**  
Runner-Up Winner for  
Environmental and  
Social Risk Management  
category



**THE SOLAR WEEK  
MALAYSIA LEADERSHIP  
AWARDS 2025**  
Solar Company  
of the Year – Developer



**INTEGRATED  
MANAGEMENT SYSTEM  
(IMS) CERTIFICATION**

ISO 9001 (Quality)

ISO 14001 (Environment)

ISO 45001  
(Occupational  
Health and Safety)



**UNITED  
NATIONS GLOBAL  
COMPACT**  
Member



**CLIMATE  
GOVERNANCE  
MALAYSIA**  
Member



**SUSTAINABLE  
ENERGY  
ASSOCIATION OF  
SINGAPORE**  
Council member



**MALAYSIAN  
PHOTOVOLTAIC  
INDUSTRY  
ASSOCIATION**  
Member



**MALAYSIA  
CARBON MARKET  
ASSOCIATION  
(MCMA)**  
Member



**ASOSIASI  
ENERGI SURYA  
INDONESIA**  
Member

## WE WELCOME YOUR FEEDBACK

In keeping with the spirit of being open, transparent and accountable, we welcome all queries and feedback on our sustainability disclosures. You may send your comments to:



**SUSTAINABILITY DEPARTMENT  
LEADER ENERGY GROUP BERHAD**

202101022179 (1422479-U)

Penthouse @ 26, The Pinnacle  
Persiaran Lagoon, Bandar Sunway  
47500 Petaling Jaya, Selangor, Malaysia

E sustainability@leaderenergy.com  
T (+603) 761 00 800  
F (+603) 761 00 880

**leaderenergy.com**



## APPENDICES

# PERFORMANCE DATA

## TABLE

## RESPECTING THE ENVIRONMENT

| GHG EMISSIONS                    | UNIT                           | YTD Q2<br>FY2026 | FY2025         | FY2024         |
|----------------------------------|--------------------------------|------------------|----------------|----------------|
| <b>GHG Emissions</b>             | <b>tCO<sub>2</sub>e</b>        | <b>4,029</b>     | <b>9,897</b>   | <b>7,273</b>   |
| Scope 1                          | tCO <sub>2</sub> e             | 73               | 643            | 138            |
| <sup>1</sup> Scope 2             | tCO <sub>2</sub> e             | 332              | 554            | 976            |
| Scope 3                          | tCO <sub>2</sub> e             | 3,624            | 8,700          | 6,159          |
| <b>Scope 1<br/>GHG Emissions</b> | <b>tCO<sub>2</sub>e</b>        | <b>73</b>        | <b>643</b>     | <b>138</b>     |
| Operations                       | tCO <sub>2</sub> e             | 68               | 632            | 125            |
| Offices                          | tCO <sub>2</sub> e             | 5                | 11             | 13             |
| <b>Scope 2<br/>GHG Emissions</b> | <b>tCO<sub>2</sub>e</b>        | <b>332</b>       | <b>554</b>     | <b>976</b>     |
| Operations                       | tCO <sub>2</sub> e             | 326              | 544            | 950            |
| Offices                          | tCO <sub>2</sub> e             | 6                | 10             | 26             |
| <b>Scope 3<br/>GHG Emissions</b> | <b>tCO<sub>2</sub>e</b>        | <b>3,624</b>     | <b>8,700</b>   | <b>6,159</b>   |
| Operations                       | tCO <sub>2</sub> e             | 3,523            | 8,534          | 6,004          |
| Offices                          | tCO <sub>2</sub> e             | 101              | 166            | 156            |
| <sup>1</sup> GHG Intensity       | tCO <sub>2</sub> e/<br>MWh GEN | 0.0022           | 0.004          | 0.003          |
| <b>Avoided Emissions</b>         | <b>tCO<sub>2</sub>e</b>        | <b>124,292</b>   | <b>324,179</b> | <b>308,367</b> |

**Notes:**

<sup>1</sup> Upon utilisation of Renewable Energy Certificates (RECs)

| ENERGY                    | UNIT                  | YTD Q2<br>FY2026 | FY2025       | FY2024       |
|---------------------------|-----------------------|------------------|--------------|--------------|
| <b>Energy Consumption</b> | <b>GJ</b>             | <b>4,526</b>     | <b>7,473</b> | <b>6,821</b> |
| Diesel                    | liter                 | 9,356            | 23,481       | 19,888       |
| Petrol                    | liter                 | 9,230            | 19,402       | 20,953       |
| Purchased Electricity     | MWh                   | 981              | 1,525        | 1,362        |
| Renewable Energy          | MWh                   | 100              | 140          | 144          |
| <b>Energy Intensity</b>   | <b>GJ/MWh<br/>GEN</b> | <b>0.003</b>     | <b>0.002</b> | <b>0.016</b> |

| WASTE                            | UNIT          | YTD Q2<br>FY2026 | FY2025    | FY2024    |
|----------------------------------|---------------|------------------|-----------|-----------|
| <b>Waste Generated</b>           | <b>tonnes</b> | <b>39</b>        | <b>70</b> | <b>73</b> |
| General Waste                    | tonnes        | 25               | 47        | 50        |
| Recycled Waste                   | tonnes        | 13               | 20        | 19        |
| Hazardous Waste                  | tonnes        | 1                | 5         | 4         |
| Broken Solar Panels<br>Generated | pcs           | 41               | 151       | 168       |
| Broken Solar Panels<br>Recycled  | pcs           | 0                | 703       | 0         |

| SPILL                                             | UNIT   | YTD Q2<br>FY2026 | FY2025 | FY2024 |
|---------------------------------------------------|--------|------------------|--------|--------|
| Number of<br>Hazardous Spill<br>Incidents         | Number | 0                | 0      | 0      |
| Volume of<br>Hazardous<br>Substances<br>Released  | Liters | 0                | 0      | 0      |
| Volume of<br>Hazardous<br>Substances<br>Recovered | Liters | 0                | 0      | 0      |

| WATER<br>AND EFFLUENTS                                          | UNIT                 | YTD Q2<br>FY2026  | FY2025             | FY2024             |
|-----------------------------------------------------------------|----------------------|-------------------|--------------------|--------------------|
| <b>Volume of Water<br/>Withdrawn<br/>(From All<br/>Sources)</b> | <b>m<sup>3</sup></b> | <b>43,911,726</b> | <b>192,578,790</b> | <b>177,565,786</b> |
| Withdrawal From<br>Surface Water<br>Sources                     | m <sup>3</sup>       | 43,909,183        | 192,574,205        | 177,559,937        |
| Withdrawal From<br>Groundwater<br>Sources                       | m <sup>3</sup>       | 0                 | 0                  | 27                 |
| Withdrawal From<br>Municipal Sources<br>(Purchased Water)       | m <sup>3</sup>       | 2,543             | 4,585              | 5,822              |

**Water Discharge**

|                                                      |                |            |             |             |
|------------------------------------------------------|----------------|------------|-------------|-------------|
| Volume of Water<br>Discharged to<br>Receiving Bodies | m <sup>3</sup> | 43,909,183 | 192,574,205 | 177,559,937 |
|------------------------------------------------------|----------------|------------|-------------|-------------|

**Water  
Consumption**

|                          |                |       |       |       |
|--------------------------|----------------|-------|-------|-------|
| Net Water<br>Consumption | m <sup>3</sup> | 2,543 | 4,585 | 5,849 |
|--------------------------|----------------|-------|-------|-------|

**Regulatory Compliance**

|                                                                                                         |        |   |   |   |
|---------------------------------------------------------------------------------------------------------|--------|---|---|---|
| Number of<br>Incidents of<br>Non-Compliance<br>with Water-<br>Related Permits,<br>Standards, or<br>Laws | Number | 0 | 0 | 0 |
|---------------------------------------------------------------------------------------------------------|--------|---|---|---|

| FINES,<br>PENALTIES<br>& AUDITS  | UNIT   | YTD Q2<br>FY2026 | FY2025 | FY2024 |
|----------------------------------|--------|------------------|--------|--------|
| Environmental<br>Fines/Penalties | Number | 0                | 0      | 0      |
| Environmental<br>Audits          | Number | 0                | 18     | 6      |

## PERFORMANCE DATA TABLE

## CARE FOR OUR PEOPLE

| SAFETY & WELL-BEING                                   | UNIT                   | YTD Q2 FY2026    | FY2025           | FY2024           |
|-------------------------------------------------------|------------------------|------------------|------------------|------------------|
| <b>Safe Manhours Worked</b>                           | <b>Hours</b>           | <b>1,298,721</b> | <b>2,307,329</b> | <b>1,021,083</b> |
| Employee                                              | Hours                  | 436,822          | 878,899          | 712,346          |
| Contractor                                            | Hours                  | 861,899          | 1,428,430        | 308,737          |
| <b>Fatality</b>                                       | <b>Number</b>          | <b>0</b>         | <b>0</b>         | <b>0</b>         |
| Employee                                              | Number                 | 0                | 0                | 0                |
| Contractor                                            | Number                 | 0                | 0                | 0                |
| <b>Fatality Rate</b>                                  |                        |                  |                  |                  |
| Employee                                              | Per 1 million manhours | 0                | 0                | 0                |
| Contractor                                            | Per 1 million manhours | 0                | 0                | 0                |
| <b>Lost-Time Injury</b>                               | <b>Number</b>          | <b>0</b>         | <b>0</b>         | <b>0</b>         |
| Employee                                              | Number                 | 0                | 0                | 0                |
| Contractor                                            | Number                 | 0                | 0                | 0                |
| <b>Lost-Time Injury Frequency Rate</b>                |                        |                  |                  |                  |
| Employee                                              | Per 1 million manhours | 0                | 0                | 0                |
| Contractor                                            | Per 1 million manhours | 0                | 0                | 0                |
| <b>Recordable Injury</b>                              | <b>Number</b>          | <b>0</b>         | <b>0</b>         | <b>0</b>         |
| Employee                                              | Number                 | 0                | 0                | 0                |
| Contractor                                            | Number                 | 0                | 0                | 0                |
| <b>Recordable Injury Frequency Rate</b>               |                        |                  |                  |                  |
| Employee                                              | Per 1 million manhours | 0                | 0                | 0                |
| Contractor                                            | Per 1 million manhours | 0                | 0                | 0                |
| <b>Near Miss</b>                                      | <b>Number</b>          | <b>0</b>         | <b>3</b>         | <b>0</b>         |
| Employee                                              | Number                 | 0                | 0                | 0                |
| Contractor                                            | Number                 | 2                | 3                | 0                |
| <b>Near Miss Frequency Rate</b>                       |                        |                  |                  |                  |
| Employee                                              | Per 1 million manhours | 0                | 4.5              | 0                |
| Contractor                                            | Per 1 million manhours | 0                | 0                | 9.7              |
| <b>Recordable Occupational Disease</b>                | <b>Number</b>          | <b>0</b>         | <b>0</b>         | <b>0</b>         |
| Employee                                              | Number                 | 0                | 0                | 0                |
| Contractor                                            | Number                 | 0                | 0                | 0                |
| <b>Recordable Occupational Disease Frequency Rate</b> |                        |                  |                  |                  |
| Employee                                              | Per 1 million manhours | 0                | 0                | 0                |
| Contractor                                            | Per 1 million manhours | 0                | 0                | 0                |

| FINES, PENALTIES & AUDITS                 | UNIT          | YTD Q2 FY2026 | FY2025    | FY2024    |
|-------------------------------------------|---------------|---------------|-----------|-----------|
| Health and Safety-Related Fines/Penalties | Number        | 0             | 0         | 0         |
| <b>Health and Safety Audits</b>           | <b>Number</b> | <b>12</b>     | <b>18</b> | <b>15</b> |
| Internal Audits                           | Number        | 6             | 10        | -         |
| External Audits                           | Number        | 6             | 8         | -         |

|                  |               | YTD Q2 FY2026 |   | FY2025     |   | FY2024     |   |
|------------------|---------------|---------------|---|------------|---|------------|---|
| NURTURING TALENT | UNIT          | No.           | % | No.        | % | No.        | % |
| <b>Employees</b> | <b>Number</b> | <b>415</b>    |   | <b>411</b> |   | <b>431</b> |   |

|                                       |                     |                |     |                |     |                |     |
|---------------------------------------|---------------------|----------------|-----|----------------|-----|----------------|-----|
| <b>Employee Composition by Gender</b> |                     |                |     |                |     |                |     |
| Male                                  | Number / % of total | 288            | 68% | 282            | 69% | 303            | 70% |
| Female                                | Number / % of total | 136            | 32% | 129            | 31% | 128            | 30% |
| <b>Female : Male Ratio</b>            | <b>Ratio</b>        | <b>1 : 2.1</b> |     | <b>1 : 2.2</b> |     | <b>1 : 2.4</b> |     |

|                                          |                     |     |     |     |     |     |     |
|------------------------------------------|---------------------|-----|-----|-----|-----|-----|-----|
| <b>Employee Composition by Age Group</b> |                     |     |     |     |     |     |     |
| Under 30 years old                       | Number / % of total | 79  | 19% | 97  | 24% | 98  | 23% |
| 31-50 years old                          | Number / % of total | 319 | 75% | 289 | 70% | 306 | 71% |
| Over 50 years old                        | Number / % of total | 32  | 8%  | 25  | 6%  | 27  | 6%  |

|                                                    |                     |     |     |     |     |     |     |
|----------------------------------------------------|---------------------|-----|-----|-----|-----|-----|-----|
| <b>Employee Composition by Organisational Role</b> |                     |     |     |     |     |     |     |
| <sup>2</sup> Senior Management (SM)                | Number / % of total | 12  | 3%  | 12  | 3%  | 33  | 8%  |
| Middle Management (MM)                             | Number / % of total | 130 | 31% | 127 | 31% | 104 | 24% |
| Executive (EXE)                                    | Number / % of total | 107 | 25% | 217 | 53% | 82  | 19% |
| Non-Executive (N-EXE)                              | Number / % of total | 175 | 41% | 55  | 13% | 212 | 49% |

|                                                                                              |                     |     |     |     |     |     |     |
|----------------------------------------------------------------------------------------------|---------------------|-----|-----|-----|-----|-----|-----|
| <b>Employee Distribution by Nationality</b>                                                  |                     |     |     |     |     |     |     |
| Cambodia                                                                                     | Number / % of total | 114 | 28% | 109 | 27% | 127 | 30% |
| Malaysia                                                                                     | Number / % of total | 131 | 32% | 120 | 29% | 106 | 25% |
| Vietnam                                                                                      | Number / % of total | 125 | 30% | 127 | 31% | 122 | 29% |
| Singapore                                                                                    | Number / % of total | 20  | 5%  | 20  | 5%  | 18  | 4%  |
| Thailand                                                                                     | Number / % of total | 6   | 1%  | 5   | 1%  | 4   | 1%  |
| Indonesia                                                                                    | Number / % of total | 13  | 3%  | 15  | 4%  | 14  | 3%  |
| Others (India, Philippines, Myanmar, China, France, Spain, Australia, Sri Lanka and Burmese) | Number / % of total | 3   | 1%  | 12  | 3%  | 36  | 8%  |

## PERFORMANCE DATA TABLE

| NURTURING<br>TALENT                          |                                   | YTD Q2<br>FY2026 |     | FY2025 |     | FY2024 |     |
|----------------------------------------------|-----------------------------------|------------------|-----|--------|-----|--------|-----|
|                                              |                                   | UNIT             | No. | %      | No. | %      | No. |
| Employee Distribution by Employment Category |                                   |                  |     |        |     |        |     |
| Permanent                                    | Number /<br>% of total            | 356              | 84% | 344    | 84% | 364    | 84% |
| Contract                                     | Number /<br>% of total            | 68               | 16% | 67     | 16% | 67     | 16% |
| Turnover                                     | Number /<br>% of total            | 17               | 4%  | 49     | 12% | 41     | 9%  |
| Voluntary<br>Turnover                        | Number /<br>% of total            | 17               | 4%  | 49     | 12% | 43     | 9%  |
| Turnover Composition by Gender               |                                   |                  |     |        |     |        |     |
| Male                                         | Number /<br>% (Turnover<br>Total) | 19               | 63% | 27     | 55% | 30     | 66% |
| Female                                       | Number /<br>% (Turnover<br>Total) | 11               | 37% | 22     | 45% | 13     | 34% |
| Training                                     |                                   |                  |     |        |     |        |     |
| Training Hours                               | Hours                             | 9,710            |     | 17,001 |     | 10,416 |     |
| Avg. Training Hrs.<br>per Employee           | Hours                             | 12               |     | 43     |     | 29     |     |

**Notes:**

<sup>2</sup> Employee Composition by Organizational Role for Senior Management has been redefined to include Key Senior Management

| CARE FOR<br>COMMUNITY                             | UNIT   | YTD Q2<br>FY2026 | FY2025  | FY2024  |
|---------------------------------------------------|--------|------------------|---------|---------|
| CSR Programmes<br>Carried Out                     | Number | 29               | 64      | 56      |
| CSR Programmes Carried Out by CSR Strategic Theme |        |                  |         |         |
| Environment<br>Conservation &<br>Climate Action   | Number | 17               | 32      | 29      |
| Promoting<br>Community Health<br>& Wellbeing      | Number | 1                | 5       | 20      |
| Improving<br>Community<br>Livelihood              | Number | 11               | 27      | 17      |
|                                                   |        |                  |         |         |
| Volunteer Hours                                   | Hours  | 1,541            | 2,748   | 4,048   |
| CSR Direct<br>Beneficiaries                       | Number | 1,924            | 4,338   | 7,705   |
| CSR Investment                                    | USD    | 189,500.75       | 306,360 | 175,981 |

| UPHOLDING<br>HUMAN RIGHTS                    | UNIT   | YTD Q2<br>FY2026 |  | FY2025 |  | FY2024 |  |
|----------------------------------------------|--------|------------------|--|--------|--|--------|--|
| Employees Trained<br>on Human Rights         | %      | 0%               |  | 92%    |  | 98%    |  |
| <sup>3</sup> HRDD on<br>Own Operations       | Number | 0                |  | 6      |  | 5      |  |
| HRDD on Critical<br>Suppliers                | Number | 0                |  | 2      |  | 2      |  |
| Human Rights-<br>Related<br>Grievances       | Number | 0                |  | 0      |  | 1      |  |
| Closed Human<br>Rights-Related<br>Grievances | Number | 0                |  | 0      |  | 1      |  |

**Notes:**

<sup>3</sup> HRDD is Human Rights Due Diligence assessment.

## STRONG BUSINESS GOVERNANCE

| STRONG<br>BUSINESS<br>ETHICS                       | UNIT   | YTD Q2<br>FY2026 | FY2025 | FY2024 |
|----------------------------------------------------|--------|------------------|--------|--------|
| Training on Anti-Bribery and Anti-Corruption (ABC) |        |                  |        |        |
| Governance Body<br>Trained                         | %      | 0%               | 100%   | 100%   |
| Employees Trained                                  | %      | 0%               | 100%   | 100%   |
| Third Parties<br>Trained                           | %      | 0%               | 72%    | 56%    |
|                                                    |        |                  |        |        |
| Incidents of Anti-Bribery and Corruption           |        |                  |        |        |
| Confirmed<br>Incidents                             | Number | 0                | 0      | 0      |
| Monetary Loss<br>from Legal<br>Proceedings         | USD    | 0                | 0      | 0      |
|                                                    |        |                  |        |        |
| Whistleblowing Cases                               |        |                  |        |        |
| Cases Received                                     | Number | 0                | 1      | 0      |
| Cases Investigated                                 | Number | 0                | 1      | 0      |
| Cases Closed<br>(No Further Action)                | Number | 0                | 1      | 0      |
| Confirmed<br>Breaches                              | Number | 0                | 0      | 0      |

| CYBERSECURITY                              | UNIT   | YTD Q2<br>FY2026 | FY2025 | FY2024 |
|--------------------------------------------|--------|------------------|--------|--------|
| Cybersecurity                              |        |                  |        |        |
| Major Cybersecurity Breaches               | Number | 0                | 0      | 0      |
| Non-Compliance Incidents (Cyber/ Physical) | Number | 0                | 0      | 0      |
| Employees Trained                          | %      | 0%               | 92%    | 98%    |
|                                            |        |                  |        |        |
| Personal Data and Information              |        |                  |        |        |
| Customer Privacy Breaches                  | Number | 0                | 0      | 0      |

For a comprehensive details of our Sustainability Reporting Principle and Data Assumption, please visit our website or scan the QR code below:



**Sustainability Reporting Principles  
and Data Assumptions**

[WWW.LEADERENERGY.COM](http://WWW.LEADERENERGY.COM)



**LEADER ENERGY GROUP BERHAD**

202101022179 (1422479-U)

Penthouse @ 26, The Pinnacle  
Persiaran Lagoon, Bandar Sunway  
47500 Petaling Jaya, Selangor, Malaysia

**T** (+603) 761 00 800

**F** (+603) 761 00 880