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CONSTANT ENERGY

Biodiversity and Habitat Policy

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Amendment record

Revision	Effective date	Nature of change
0	16th November 2023	Initial issue
1	26th March 2026	Reviewed and updated the revision

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BIODIVERSITY AND HABITAT POLICY

1. OVERVIEW

Constant Energy and all its group companies (the "Company") strives to achieve a work towards minimizing Issues related to plants, animals, wildlife, endangered species, ecosystem services, habitat management and invasive species.

We are committed to minimize the impact of our operations on the environment and to demonstrate leadership by integrating environmental consiferations into all our business practices.

2. SCOPE

The requirements of this policy apply to all entities and employees of the Company.

Although this policy applies to all entities and employees, the primary audience for this policy is those responsible for its implementation, namely the business line leaders and local management of each entity of the Company.

3. COMMITMENT FROM CONSTANT ENERGY

Although Constant Energy 's constructions and operations do not have a significant impact on biodiversity and habitat we are aware of the need to take urgent and significant actions to reduce the degradation of natural habitatsand to stop the loss of biodiversity.

We are committed to:

a) Biodiversity and habitat commitments

Prevent the biodiversity and habitat:

- Constant Energy will prevent and minimize adverse impacts on biodiversity and habitat through responsible management of its operations;
- Constant Energy will give appropriate weight to this biodiversity and habitat policy when making future planning and investment decisions;

Compliance:

- Constant Energy will comply with, or exceed, our environmental obligations, including taking a proactive approach regarding environmental legislation that affects its business.

b) Operations

Objectives and Targets:

- Constant Energy will set targets and objectives, within the scope of the environmental management system, to achieve continual improvement and a sustainable development;
- Constant Energy will establish and periodically review and report progress on objectives and targets in the pursuit of continual improvement in our environmental management system for the purpose of enhancing our environmental performance and ongoing prevention of biodiversity and habitat.

Own Operations:

- Constant Energy will identify ESG and financial aspects/hazards/risks and its impacts on social, natural and critical habitats, legally protected area's and/or species, or an internationally

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recognised protected area by HSSE manager for all projects to ensure that the control measures has been identified, implemented and avoided the negative impact on biodiversity and habitat;

- Constant Energy will encourage suppliers, subcontractors, retailers of our products to adopt the same principles as Constant Energy;
- Constant Energy will support in biodiversity and habitat research initiative;
- Constant Energy's activities will not significantly, potentially adversely have an impact on the health, safety, security and/or livelihood of local communities (e.g. serious socioeconomic concerns, resettlement of communities/families, migration, etc.);
- Constant Energy's activities will not significant, potential adverse impacts on biodiversity and ecosystem services (e.g. significant impacts on protected /critical habitats, protected species or areas of high biological diversity, bird migration, etc.).;
- Constant Energy's activities will not significantly, potentially have an adverse impact on indigenous people and/or cultural heritage (e.g. cultural property such as religious and archaeological sites);
- Constant Energy's activities will not create issues related to plants, animals, wildlifes, endangered species, ecosystem services, habitat management, and invasive species.

<u>Audit:</u>

- Constant Energy will ensure adherence to our established environmental management processes through periodic internal and external audits.

c) Engagement and Transparency

<u>Employees:</u>

- Constant Energy will raise employee awareness and support employee creativity and enthusiasm with respect to implementing our environmental policies, guidelines, programs and initiatives;
- Constant Energy will continually promote environmental awareness, responsibility and best practices and to support the environmental sustainability culture of our company through education and in-house initiatives to reduce our environmental footprint;
- Constant Energy will conduct CSR activities on natural and wildlife conservation.

<u>Reporting:</u>

- Constant Energy will report transparently on its internal environmental performance through its Company website.