



ESG Report (continued)

Environmental responsibility and resilience

The Group is conscious of its environmental impact and the ways in which environmental changes affect its operations and is taking practical steps to manage these effects responsibly and contribute to addressing climate-related challenges.





ESG Report (continued)

Mitigation of emissions

The Group is actively working to reduce its environmental impact as part of its sustainability commitment.

By identifying key areas, we have implemented targeted measures, such as solar system installations, to lower carbon emissions, improve energy efficiency, and conserve vital resources.

→ Read more about the Company's emissions on [page 72](#) and its climate targets on [page 69](#)

Guided by ESMS and environmental policy

Guided by its Environmental and Social Management System ('ESMS') and environmental policy, the Group is committed to responsible environmental stewardship. These frameworks outline clear policies and procedures to minimise negative impacts and promote sustainable practices across its operations.

Responsible investment practices

Through its exclusion list, the Group upholds rigorous standards for responsible investment. By refraining from financing activities that could harm biodiversity or the environment, the Group ensures that its business practices align with its environmental values and adhere to international conventions.

Promoting sustainable travel

The Company actively promotes responsible and sustainable travel practices, particularly emphasising eco-conscious decisions in air travel, as outlined in its travel policy effective December 2022. While acknowledging the importance of visiting operations and engaging with clients and colleagues in person, the Company remains committed to minimising its environmental impact. Through these efforts, we aim to align our travel decisions with our sustainability goals.

Measuring greenhouse gas ('GHG') emissions

The Company adheres to the Streamlined Energy and Carbon Reporting ('SECR') standard. This initiative enables the Company to disclose its energy and carbon data, facilitating the monitoring of emissions and energy efficiency efforts over time. Through SECR, we ensure transparent and consistent reporting of our environmental impact, thereby identifying opportunities for further improvements in sustainability performance.

→ Read the SECR report on [pages 71 and 72](#)

Climate targets

In 2025, the Group continued to advance its sustainability agenda across multiple focus areas. Significant progress was made in the Renewable Energy Transition, with 192 solar energy systems installed across branches to support cleaner and more resilient operations, laying the foundation for wider coverage in 2026. Through awareness and capacity building, nearly 296 thousand clients, colleagues, and community members received training on environmental topics. Efforts in responsible material choice and waste management translated into practical initiatives to reduce, reuse, and recycle, with a focus on minimising single-use plastics in the coming year. In total, 32 thousand trees were planted, contributing to local ecosystems, improving carbon absorption, and fostering climate resilience at the community level. Branch-level climate risk assessments are planned for 2026 to further guide adaptation efforts. The Group has also progressed in sustainable mobility, surpassing expectations with the deployment of 54 electric bikes, with more to be added in the upcoming years.

→ Read more about climate targets on [page 69](#)

Adaptation to climate change

The Group recognises that climate change poses a risk to its operations and acknowledges the need to address this risk.

To ensure transparency and accountability, the Company is committed to aligning with the Task Force on Climate-related Financial Disclosures ('TCFD') framework, enabling disclosure to investors and stakeholders regarding its strategies to manage climate-related risks and opportunities.

→ Read the TCFD report on [pages 65 to 70](#)

Assessing climate risks

In 2025, the Company continued to monitor climate-related risks across its operations. As no significant or material changes were identified in the operating environment or risk profile, the long-term scenario analysis conducted in 2024 remains valid and applicable.

These previous assessments included both transitional and physical risk evaluations. Branch-level climate risk assessments are planned for 2026 to further guide adaptation efforts. The second assessment, the Natural Calamity Impact Assessment ('NCIA'), offers further insights into the Company's susceptibility to natural disasters.

Five operating subsidiaries were impacted by 32 natural calamities this year, affecting both operations and finances. The calamities included floods and earthquakes in Myanmar, frequent storms and flooding in the Philippines, and isolated flooding in Sri Lanka and Kenya. Zambia experienced seasonal heavy rainfall and drought conditions, while most other incidents were one-off or seasonal with limited operational disruption.

Overall impacts were largely low to moderate, with higher impacts observed in the Philippines due to the frequency of seasonal events, indicating the need for continued climate resilience efforts.

→ Read the climate risk assessment on [pages 67 and 68](#) and about disaster response on [page 60](#)

Emergency preparedness and response

The Emergency Preparedness and Response Plan ('EPRP') is crucial for the Company's adaptation efforts, particularly in the face of increasing natural disasters. Its objective is to protect resources, clients, and staff, ensuring the integrity of critical information and sustaining essential operations and services. The plan outlines strategies and procedures for emergency management and response. With the EPRP in place, the Company can effectively prepare for and mitigate the impacts of emergency situations, enhancing resilience in times of adversity.

→ Read more about environmental policies and practices on [page 73](#)

Carbon footprint

19,581

Tonnes of CO₂e

ESG Report (continued)

Task Force on Climate-related Financial Disclosures (“TCFD”)

As required by the Financial Conduct Authority (‘FCA’) Listing Rules, ASA International aligns with the TCFD on a comply or explain basis to provide transparent data to investors and other stakeholders about the material risks and opportunities of climate change for the Company.

Disclosures are made consistent with the FCA’s Listing Rule UKLR 6.6.6R(8) and the TCFD recommendations and disclosures.

This is the fourth year the Group is implementing and reporting on the recommendations of the TCFD and we are continuing to mature our approach.

In this report, the Group shares the key developments and the status of the four core elements of the TCFD recommendations.

Key activities in 2025

Governance

Active Board and management oversight of climate matters

→ Read more on [page 66](#)

Strategy

Climate considerations embedded in strategic planning

→ Read more on [page 67](#)

Risk management

Structured identification and monitoring of climate risks

→ Read more on [page 67](#)

Metrics and targets

Measurement of performance against climate targets

→ Read more on [page 69](#)





ESG Report (continued)

Governance

Board oversight

- Board oversight of and engagement with the Company’s sustainability efforts is a key priority and is ensured through the active involvement of the Chief Executive Officer in the Sustainability Committee (‘SC’)
- The Board has considered Climate-Related Risks and Opportunities (‘CRROs’) by reviewing the climate risk as part of the principal risks in the Company’s risk taxonomy and risk framework
- Progress on sustainability efforts is reported to the Board bi-annually
- All subsidiaries have committed to Board oversight of their climate targets

Role of senior management

- Senior management plays an important role in assessing and managing the Company’s CRROs. This involves cross-functional management at both the Group and subsidiary level
- All ExCo members with the exception of the Head of Internal Audit are part of the Sustainability Committee
- In 2025, two meetings were held with the SC and subsidiary Managing Directors to (i) present progress on climate targets for 2025 and (ii) present climate target plans for 2026. Bi-annual progress meetings are scheduled going forward
- Senior management receives regular progress reports towards meeting the Company’s climate targets, allowing it to make informed decisions and to ensure that the Company’s operations and initiatives are aligned with the targets

Sustainability reporting structure





ESG Report (continued)

Strategy and risk management

The Group has implemented measures to identify climate-related risks, assess their impact, and incorporate them into financial planning. These risks are embedded within the Group's risk management framework and are actively monitored.

Identifying risks

- The Group uses a TCFD subscribed framework to classify climate risk and has implemented standardised templates for identifying and assessing climate risks across all its subsidiaries
- Each subsidiary has a risk management unit and sustainability manager responsible for identifying climate risks using the standardised template
- Climate risks are assessed internally using a risk scoring method based on both likelihood and impact, as defined in the Group's risk management framework. Data related to operational and financial damage (assessing materiality) caused by natural calamities is also collected as part of the assessment process. See the Natural Calamity Impact Assessment on page 64
- The above-mentioned reports are reviewed by the local risk management coordination committee and approved by the Country Head before being submitted to the Group
- Climate-related risks are identified, assessed, and monitored on a quarterly basis. Important developments are highlighted to the Audit and Risk Committee ('ARC') through the enterprise risk management report

- The Group has identified short-term, medium-term and long-term climate risks. Long-term scenario planning was conducted in 2024 with a strategic view towards 2050
- Climate risk is identified and included as a distinct principal risk as part of the broader risk framework due to the prevalence of natural disasters in operational countries, with potential further escalation due to climate change. Enhanced monitoring is necessary for both physical and transition aspects of climate risk. This risk intersects with other principal risks: adverse climate events can impact client payment capacity, affecting credit risk; emission control failures can impact reputation risk; and non-compliance with emerging environmental regulations can affect local regulation risk

→ Read more about risk management on [pages 40 to 48](#)

Managing CRROs

The Company's current focus is on risk management of climate-related physical and transition risks, as climate-related opportunities such as resource efficiency are being explored as part of the emissions mitigation efforts.

Managing physical risks

- Natural calamities such as floods, cyclones, droughts and earthquakes are common in some of the countries where the Group operates
- Risk management protocols are built into the Group's operational procedures, including site selection of potential new branches, taking into account the vulnerability to natural calamities
- Natural disaster management procedures are in place at the entity level, including staff training for emergency response plans, postponement of disbursement and collection until the situation stabilises, and implementation of payment holidays for borrowers in extreme cases. Assistance/relief is offered to borrowers under community projects. Read more on page 60

Managing transition risks

- The Group monitors regulatory and stakeholder requirements related to GHG emissions across operating countries; no material unmet requirements have been identified to date
- The Group is committed to reducing emissions across subsidiaries to support environmental sustainability and protect its reputation
- Subsidiary-level targets have been approved, supported by initiatives such as solar panel installation, e-bikes, and waste management
- A travel policy limits air travel to reduce the Group's carbon footprint

Integrating climate risks into overall risk management

- Climate risk is included as a distinct category in the risk taxonomy
- The risk management framework includes a dedicated section on climate risk
- A standardised quarterly template is used across subsidiaries to identify, assess, and report climate risks
- Significant climate risks are reported to the ARC via the enterprise risk management report

Impact of CRROs on the organisation's businesses, strategy and financial planning

- Sustainability is a core pillar of the Group's strategy
- Key emission sources across Scopes 1, 2, and 3 have been identified, and a 2022 feasibility study assessed mitigation options (market, economic, operational, scheduling, and target feasibility), resulting in entity-level targets for 2023-2025 (see page 69 for consolidated targets). In 2025, USD 558 thousand was invested in climate-related initiatives to support these targets

- Climate-related risks are expected to have a low financial impact overall. The primary area of exposure is credit loss expense, reflecting the Group's exposure to physical risks in certain markets, including the Philippines; however, this is not material at Group level. Impacts on key financial statement line items, including loans and advances to customers, interest income, operating expenses, and the Group's asset base (property and equipment and right-of-use assets), are expected to remain limited. This reflects the short-term nature of the Group's loan portfolio and the capture of climate-related impacts within historical loss data used in the existing credit loss model. No material impacts have been identified beyond the areas assessed above. For more information, see note 2.5.1 on page 152
- A 2024 climate scenario analysis (aligned with TCFD and using NGFS scenarios to 2050) assessed transition and physical risks under two pathways: orderly transition (<2°C) and hot house world (>3°C). The analysis covered five core markets (~81% of portfolio; 75% in 2025), key sectors (trade, services, agriculture), and exposures to climate-vulnerable communities. Climate risks were assessed as low to medium under both scenarios; transition risks are higher under <2°C, while physical risks increase under >3°C. The overall financial impact is not material, and the Group remains well positioned for long-term resilience
- Climate-related disruptions present opportunities to support clients through targeted financial services and products
- The Group assesses climate-related risks using internal expertise and external data, evaluating likelihood and impact in line with the Group's risk rating framework. Risks are prioritised based on risk scores and potential impact, with higher-risk items subject to closer monitoring

→ Read more on the methodology and results of the scenario analysis

[In the 2024 Annual Report](#)



ESG Report (continued)

Strategy and risk management (continued)

Time horizon key

ST – Short term (<5 years) MT – Medium term (5–10 years)

Climate risk	Risk description	Risk level	Financial impact	Time horizon	Comment
Transition risk					
Regulatory risk	Risk of failing to comply with regulatory requirement related to carbon footprint/GHG emissions.	Low	None	ST, MT	Risk grade is low as currently none of the subsidiaries have stringent regulatory requirements from the local governments/central banks related to carbon footprint/GHG emissions that they cannot meet. However, at Group level, the SECR UK standard is followed for reporting carbon footprints. Also, the Group needs to follow TCFD requirements for assessing climate risks.
Technological	Risk associated with transitioning to lower emission technology.	Low	Not material	ST, MT	Risk grade is low as the Group's plan to lower emissions does not involve complex and expensive technologies. The focus remains on increasing the use of renewable energy, increasing energy efficiency, reducing fuel consumption, and using environmentally friendly vehicles. This may present opportunities, such as reduced operating costs through efficiency gains and less exposure to fossil fuel price increases.
Market	Risk associated with changes to the market resulting from climate change, such as changing customer behaviour and an uncertain market.	Low	None	ST, MT	Risk grade is low as the Company's clients are micro-entrepreneurs who deal with essential goods and services. The Company is unlikely to see any change in customer behaviour related to transitioning to a low-carbon economy.
Reputational	Risk associated with not being able to meet stakeholder concerns in terms of sustainability and carbon emissions.	Low	None	ST, MT	The Group has implemented SMART targets for all its subsidiaries, including initiatives for reducing emissions such as through solar panel installation, use of e-bikes, use of LED lights, and tree planting.
Physical risk					
Acute risk	Risk associated with extreme weather events such as flooding, cyclone, heat waves, etc.	Medium	Not material	ST, MT	The Philippines has experienced an increased frequency of storms in the second half of the year, which have severely affected our field operations. Consequently, the PAR in the Philippines has risen due to these calamities. Towards the end of the year, Sri Lanka was hit by severe flooding resulting in temporary disruption in field operations in some of the branches. In Q1 2025, Myanmar experienced a major earthquake that caused severe damage across the country; however, the Group's branch locations were not impacted.
Chronic risk	Risk associated with a long-term shift in climate pattern, such as rising mean temperatures and rising sea level.	Low	Not material	ST, MT	The risk is perceived to be low at present, although natural calamities like droughts and floods are expected to increase over the long term. The Group's branches are low cost and are on short-term rental agreements (two to three years), so there is an option to relocate from areas prone to natural disasters. Long-term scenario planning and financial impact was completed in 2024. Further details and forecasts can be found on pages 69 to 77 of the 2024 Annual Report.



ESG Report (continued)

Metrics and targets

The Group has embedded the practice of setting and achieving emission reduction targets and is progressively enhancing its performance measurement metrics to support ongoing improvement and transparency.

Management and disclosure

- A solar energy transition projection to 2027 has been conducted for the Group’s subsidiaries to support planned renewable energy adoption
- Disclosure of GHG emissions according to Scope 1 and 2, and category 6 ‘business travel’ and category 7 ‘employee commuting’ of Scope 3 in the SECR report. See page 72

- Energy use, loan management, financial assets, and the value chain are expected to face low long-term transition risk, though specific vulnerabilities remain under analysis
- Climate-related metrics are not yet included in remuneration policies
- Internal carbon pricing mechanism not yet considered for targets
- Forward-looking metrics have not been used
- Emission sources identified. Subsidiaries proposed and implemented feasible reduction initiatives for own operations, forming the basis for the disclosed 2023, 2024, and 2025 Group targets
- Based on the climate targets of all subsidiaries, the 2026 Group targets have been approved by the Sustainability Committee. Performance is tracked and reported quarterly
- Exploring adoption of metrics to measure performance and alignment with frameworks such as the Science Based Targets initiative

Progress Group targets 2025

- Quarterly progress reports were submitted, complemented by bi-annual meetings with the subsidiary Managing Directors to assess progress
- Targets were met within the designated ranges, except for knowledge sharing and waste management
- Knowledge sharing faced logistical and external challenges. Entities remained committed, adjusting timelines as needed
- Waste management targets were diverse and difficult to track; the tracking system has been updated to enable clearer monitoring and more consistent progress reporting. Light bulbs across all subsidiaries have been replaced with LEDs

Setting Group targets 2026

We have rephrased our SMART climate targets to strengthen operational focus, ensuring alignment between Group-level direction and subsidiary-level implementation, while allowing entities to progress based on their local context and priorities. Community and client-focused activities are integrated within the community programmes.

Climate targets

Focus area	Topic	2025 target	2025 achievement	2026 target	Remarks
Renewable Energy Transition	Expand solar energy coverage across branches as a primary or backup power source	150-200 panels	192 panels	200-300 branches	By 2026, 40% of the branches will be under solar coverage either as primary or secondary source
Awareness and Capacity Building	Knowledge and awareness creation by training clients, colleagues and communities	300-400k trainees	296k trained	100% of the subsidiaries to integrate ESG module within PSO training for loan officers	Awareness creation for clients and communities has been integrated within the community programme
Responsible Material Choice & Waste Management	Improve waste management through various reduce, reuse, and recycle initiatives	Various initiatives	Various initiatives conducted	Reduce waste by phasing out single-use plastics across 50% of branches	In 2024, the initiatives were focused on reduction of paper use, installation of bins, and awareness campaigns. These will be continued under the community programme
Climate Action & Adaptation	Promote climate resilience and CO ₂ reduction through assessment and nature-based solutions	Plant 30-40k trees	32k trees planted	Conduct climate risk assessments at >80% branches to support branch-level adaptation planning	Tree plantation has been incorporated within the community programmes
Sustainable Mobility	Increase adoption of electric mobility within the Group fleet	20-30 e-bikes	54 e-bikes	30-40 e-bikes	An analysis will be conducted in 2026 to assess the opportunity in this space

ESG case study

Advancing climate goals by installing solar systems in Uganda

Through strategic investment in solar energy, ASA Uganda has strengthened resilience while advancing environmental responsibility. Currently, 124 branch offices including 16 double-branch locations within ASA Uganda’s network of 140 branches nationwide are powered by solar systems, reflecting careful planning and responsible management of resources.

This transformation is driven by two key technologies: Hybrid Solar Systems and Solar Home Systems (SHS). Eighteen branches currently operate hybrid systems, relying primarily on solar energy with the national grid as backup. Each hybrid battery comes with a seven-year warranty, ensuring dependable, long-term performance.

Across the wider network, Solar Home Systems provide reliable backup power tailored to branch energy needs. Some locations operate with multiple 200Ah/12V gel batteries and 260W solar modules, while smaller branches run efficiently on single-battery, mono-module setups. In several cases, components from upgraded branches have been redeployed to maximise efficiency and optimise resources.

Looking ahead, ASA Uganda plans to expand hybrid installations in 2026 and aims for all branches to operate primarily on solar in the near future.

→ Read more about other climate initiatives on [page 60](#)



ESG Report (continued)

Compliance statement

In meeting the requirements of Listing Rule 9.8.6R(8), we have concluded that

- The Group complies with TCFD Recommended Disclosures: Governance a and b; Strategy c; Risk a, b and c; and Metrics and targets a and b
- The Group partially complies with TCFD Recommended Disclosures: Strategy a and b and Metrics and targets c
- The Group does not comply with TCFD Recommended Disclosures: none

In assessing compliance, the documents referred to in the guidance notes to the Listing Rule were taken into consideration. In the table to the right, cross-references are added where the disclosures are located or a reason is provided for non-compliance with an expected time frame to achieve compliance. Compliance with the Companies Act 2006, s414CB(2a)-(2h), is demonstrated in the column on the right.

TCFD elements	TCFD recommended disclosures	Cross-reference or reason for non-compliance	Next steps and other comments	CA 414CB ¹
Governance	<ul style="list-style-type: none"> • Board oversight • Management's role 	<ul style="list-style-type: none"> • See 'Board oversight' on page 66 • See 'Role of senior management' on page 66 		<ul style="list-style-type: none"> • CA s414CB(a)
Strategy	<ul style="list-style-type: none"> • Climate-related risks and opportunities • Impact on the organisation's business, strategy and financial planning • Resilience of the organisation's strategy 	<ul style="list-style-type: none"> • See 'Identifying risks' on page 67 • See 'Impact of CRROs on the organisation's businesses, strategy and financial planning' on page 67 	<ul style="list-style-type: none"> • Further develop scenario analysis and consider additional time horizons over the 1-3 years. 	<ul style="list-style-type: none"> • CA s414CB(d) • CA s414CB(e) • CA s414CB(f)
Risk management	<ul style="list-style-type: none"> • Risk identification and assessment processes • Risk management process • Integration into overall risk management 	<ul style="list-style-type: none"> • See 'Identifying risks' on page 67 • See 'Managing CRROs' on page 67 • See 'Integrating climate risks into overall risk management' on page 67 		<ul style="list-style-type: none"> • CA s414CB(b) • CA s414CB(c)
Metrics and targets	<ul style="list-style-type: none"> • Climate-related metrics in line with strategy and risk management process • Scope 1, 2 and 3 GHG metrics and the related risks • Climate-related targets and performance against targets 	<ul style="list-style-type: none"> • See 'Management and disclosure' on page 69 • See '2025 Streamlined Energy Carbon Reporting' on page 71 and 72 • See 'Climate targets' on page 69 	<ul style="list-style-type: none"> • The Group will be taking steps over the next 1-3 years to have closer alignment with Universal Standards. 	<ul style="list-style-type: none"> • CA s414CB(h) • CA s414CB(g)

¹ Companies Act 2006, s414CB(2a)-(2h).



ESG Report (continued)

2025 Streamlined Energy and Carbon Reporting ('SECR')

In 2025, the Group continued to collect data across 2,074 branches and head offices in thirteen countries, covering 14,810 full-time employees (FTEs)¹. Data collection included mobile and stationary combustion, energy use, business travel, and employee commuting. The table on the following page presents the Group's energy consumption and associated carbon emissions for 2024 and 2025, disaggregated by Scope 1, Scope 2, and Scope 3 emissions.

The Group is required to report annual global GHG emissions in line with the UK government's Streamlined Energy and Carbon Reporting guideline, implemented by the Companies (Directors' report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. These regulations came into force on 1 April 2019 and require organisations to publicly report on carbon emissions and energy use.

The Group's emissions calculations and reporting follow the Greenhouse Gas Protocol Corporate Standard (operational control approach) covering its energy usage in 2025. During the year, a more robust emission tracking system was introduced through an enhanced reporting template to minimise data gaps and ensure more comprehensive and consistent data collection across the Group.

In 2025, the Group continued to collect data on energy use and business travel for operations covering thirteen regions, including 14,810 FTEs and 2,074 offices (including the Company's headquarters in the Netherlands and Bangladesh). The table on the following page includes the Group's energy use and associated carbon emissions in 2025, broken down by Scopes 1, 2 and 3.

¹ Excludes Zambia and India due to unavailable data. Includes head offices and the Company's headquarters in the Netherlands and Bangladesh. FTE figures represent employees over the reporting period rather than year-end headcount.

Energy efficiency actions

Actions taken in 2025

Continued monitoring and maintenance of leased and owned office buildings to ensure energy-efficient operations, including annual servicing of air-conditioning systems, monitoring electricity and water use, and responsible use of office vehicles. These measures also contribute to fire risk prevention.

Ongoing digitisation of processes across subsidiaries, significantly reducing paper consumption.

Most operating subsidiaries successfully met their 2025 climate targets, which included phased installation of solar panels, tree planting, adoption of electric motorcycles, installation of LED lighting, improved waste management practices, and enhanced knowledge sharing initiatives.

Planned action in 2026

Continue preventive maintenance across all branches and head offices, with enhanced monitoring mechanisms to identify and address inefficiencies more proactively.

Further minimise paper usage across all offices, with a long-term ambition of achieving near zero in the future.

Climate targets for 2025–2026 have been set, maintaining strong focus on renewable energy adoption, low-carbon mobility, and sustainable waste management. Roll out solar installations based on the allocation model's findings, prioritising subsidiaries with the highest emission reduction potential and operational feasibility.

→ [Read more about setting and achieving targets on page 69](#)



ESG Report (continued)

2025 Streamlined Energy and Carbon Reporting ('SECR') (continued)

Methodology and scope

The Group is responsible for internal controls governing data collection, aggregation, estimations, GHG calculations, and emissions reporting. Emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Scope and subject matter

The reporting boundary includes all subsidiaries and facilities owned, leased, or actively managed by the Group under operational control. It covers energy consumption and emissions from owned or controlled assets, as well as business travel and employee commuting where applicable.

Air travel for business purposes is included. In 2025, employee commuting emissions were more comprehensively estimated across multiple subsidiaries to enhance Scope 3 coverage.

Changes in 2025 reporting boundary and explanation of increased scope 3

In 2025, vehicle emissions reporting was refined to include only assets recorded in the official asset register (company-owned vehicles and motorbikes under operational control). Staff mileage claims and public transport are now reported under Scope 3, in line with the GHG Protocol. Prior year figures have not been restated; therefore, year-on-year comparisons should be interpreted in light of this boundary change.

In addition, Scope 1 sub-categories have been realigned with the GHG Protocol framework: emissions from gas combustion (cooking stoves) and generator fuel now fall under stationary combustion, while company-owned vehicle fuel is reported under mobile combustion. The resulting reduction in Scope 1 and increase in Scope 3 reflect both this reclassification of business travel in non-ASA vehicles and an improved methodology for estimating employee commuting (Category 7), which captures a more complete picture of staff transport across markets.

Energy and GHG sources included in the process

- **Scope 1:** Direct emissions from owned or controlled vehicles and generators.
- **Scope 2:** Indirect emissions from purchased electricity (both location-based and market-based methods applied, where relevant).
- **Scope 3:** Indirect emissions from business travel and employee commuting (including estimated values where required).

Waste and refrigerant emissions are excluded as they are assessed as not material for the reporting period.

GHGs included, where applicable: CO₂, N₂O, CH₄, HFCs, PFCs, SF₆ and NF₃.

Emission factors are based on UK Government 2023 conversion factors and reported in tonnes of CO₂ equivalent (tCO₂e).

The Group has no UK or offshore operations; therefore, no UK-specific emissions are disclosed.

Particulars	2025	2024
Energy consumption used (kWh)		
Electricity (kWh)	4,454,077	3,773,080
Gas: cooking stoves (kWh)	2,082,259	1,350,431
Mobile combustion: company vehicles ¹ (kWh)	4,535,462	31,475,169
Other energy sources: generators (kWh)	1,926,298	1,379,929
Total (kWh)	12,998,096	37,978,609
Emissions (tCO₂e)		
Scope 1		
Stationary combustion: cooking stoves and generators (tCO ₂ e)	628	587
Mobile combustion (tCO ₂ e)	1,643	3,023
Scope 2²		
Emissions from purchased electricity (tCO ₂ e)	2,024	1,790
Scope 3		
Category 7: Employee commuting ³ (tCO ₂ e)	9,165	1,610
Category 6: Business travel ⁴ (tCO ₂ e)	6,120	479
Total location based tCO₂e	19,581	7,489
Intensity ratio		
Number of FTE within financial year ⁵	14,810	14,231
Intensity ratio: tCO₂e from Scope 1, 2 and 3/FTE location based	1.32	0.53

1 Only includes vehicles in the official asset inventory

2 Location-based method applied

3 Includes travel in rental cars and public transport

4 Includes flight data

5 India and Zambia offices excluded

Verification

Internally by the Company.



ESG Report (continued)

Non-financial and sustainability information statement

As a socially responsible lender, the Group has a wide range of policies and practices to ensure that the Company and its staff comply with environmental, social, and legal requirements, including respecting human rights, and adhere to the highest professional and ethical standards in dealing with clients, suppliers, communities, and each other. This statement provides an overview of topics and related reporting references as required by sections 414CA and 414CB of the Companies Act 2006.

ESG	Our policies and practices	Description	Page reference
	Exclusion list	Our exclusion list prevents financing businesses that harm biodiversity or the environment, aligning with international conventions where applicable.	Read more on page 64
	Environment and Social Management System ('ESMS')	Our ESMS sets out plans, policies, and procedures to manage environmental and social risks, aiming to minimise negative impacts and promote good governance. It aligns with industry standards, including IFC Performance Standards 1 and 2, the Smart Campaign, and the Universal Standards for Social and Environmental Performance Management.	Read more on page 64
	Environmental policy	Our environmental policy outlines the actions that our staff must take to minimise and prevent any harmful impacts on the environment.	Read more on page 64
	Travel policy	Our travel policy promotes responsible and sustainable travel practices, with a particular focus on air travel. It outlines the necessary factors to consider and steps to take before undertaking air travel for business purposes.	Read more on page 64
	Natural Calamity Impact Assessment ('NCIA')	The Group assesses the impact of natural disasters, such as floods and earthquakes, on its resources and overall operations. This analysis provides valuable insights into the Company's susceptibility to such calamities, identifying areas that may require adaptation to mitigate risks.	Read more on page 64
	Emergency Preparedness and Response Plan ('EPRP')	The EPRP aims to protect people, resources, and critical information while ensuring continuity of essential operations. It sets out the Company's emergency response strategies to prepare for and mitigate the impact of crises.	Read more on page 64
		Client Protection Principles ('CPP')	The CCP, developed by the Smart Campaign, is an industry standard that outlines the minimum client protection expectations for microfinance providers, ensuring institutions serve clients' best interests.
Client Complaint Resolution Committee ('CCRC')		Through the CCRC, clients can provide direct feedback on services or lodge complaints about inappropriate behaviour or treatment by any of the Group's staff. Every quarter a report is shared with senior management by the CCRC, with the nature of complaints and actions taken.	Read more on page 54
Grievance Mitigation Committee ('GMC')		The Group has established an effective grievance mechanism for all employees, allowing them to raise any work-related concerns or complaints without fear of reprisal.	Read more on page 56
Health and safety		The Group monitors health and safety risks, provides regular training, and takes preventive and corrective actions on incidents. Each subsidiary has a health and safety committee and an integrated checklist to ensure ongoing supervision and monitoring.	Read more on page 56
Diversity, Equity and Inclusion ('DEI') policy		The DEI policy integrates diversity, equity, and inclusion into internal practices, guiding the implementation and monitoring of initiatives to foster a thriving, diverse workforce.	Read more on page 58
Social Policy		The Company's Social Policy ensures the protection of social and environmental interests, focusing on uplifting clients' social standards and safeguarding employees' rights in a responsible work environment.	Read more on page 53
Human Resource ('HR') Policy		The Company's HR Policy governs staff conditions and practices, promoting fairness, transparency, and equal treatment through consistent rules and procedures.	Read more on page 55
	Corporate Social Responsibility ('CSR') Policy	The CSR Policy provides a framework for planning and evaluating community initiatives in health, education, environment, and disaster relief, ensuring alignment with the Company's mission and fostering sustainable social and environmental impact.	Read more on page 59



ESG Report (continued)

Non-financial and sustainability information statement (continued)

→ Read the remaining reporting requirements

Business model on [page 13](#)

Principal risks on [page 42](#)


Diversity and gender on [page 58](#)

Climate-related financial disclosures on [page 65](#)

→ Find the description of the tools and indicators

ESG report on [pages 54 to 59 and 64](#)

Alternative Performance Measures ('APM') table on [page 203](#)

ESG	Our policies and practices	Description	Page reference
	Whistleblowing	Employees are strongly encouraged to speak up about any actions that might violate laws, regulations, or Company policies. They can do so by using a designated complaint box or reaching out directly to the local Chair of the Audit and Risk Committee, as well as at the Group level. Examples of such actions encompass improper or unethical business practices, concerns related to health, safety, and the environment, or breaches of the Code of Conduct.	Read more on pages 56 and 92 and our website
	Child Labour and Protection	The Group is dedicated to safeguarding children directly or indirectly affected by its operations. It implements strict policies to prevent child labour, collaborates on education and welfare initiatives, and promptly addresses any identified cases, ensuring children's rights and well-being are protected.	Read more on our website
	Sexual harassment elimination	The Company promotes a safe work environment and has a zero-tolerance policy towards harassment of any kind, particularly sexual harassment.	Read more on our website
	Non-discrimination	Unfair discrimination in any form is unacceptable. Management and employees must ensure a fair and sympathetic work environment for all, regardless of marital status, religion, disability, sexuality, gender, race, or ethnicity. This policy of equal opportunities and diversity extends to recruitment, remuneration, training, development, promotion, discipline, and all aspects of employment, including volunteers, interns, clients, suppliers, and others with whom ASA International or its employees engage.	Read more on page 99 and on our website
	Code of Conduct and Ethics	The Group's Code of Conduct and Ethics is designed to be ethical, dignified, transparent, equitable, and cost-effective, and expresses the core values of microfinance practice.	Read more on our website
	Anti-Bribery and Anti-Corruption	This policy is to combat improper payments or inducements and provide basic guidance to all employees, wherever they are located. The Group adopts a zero-tolerance approach to bribery and corruption, ensuring compliance with all applicable anti-bribery and anti-corruption laws and regulations, including the UK Bribery Act 2010.	Read more on page 93 and on our website
	Fraud and Misappropriation Prevention Unit ('FMPU') Policy	The FMPU Policy outlines procedures for preventing and reducing financial risks from fraud and misappropriation, focusing on continuous review, investigation, and promoting a culture of fraud awareness and accountability. FMPU is part of the Group's second line of defence.	Read more on page 46 and on our website
	Anti-money laundering	The Company and its subsidiaries are firmly committed to preventing money laundering and any activity that facilitates it or supports terrorist or criminal endeavours in their operations.	Read more on page 44 and on our website