



ESG REPORT

2021



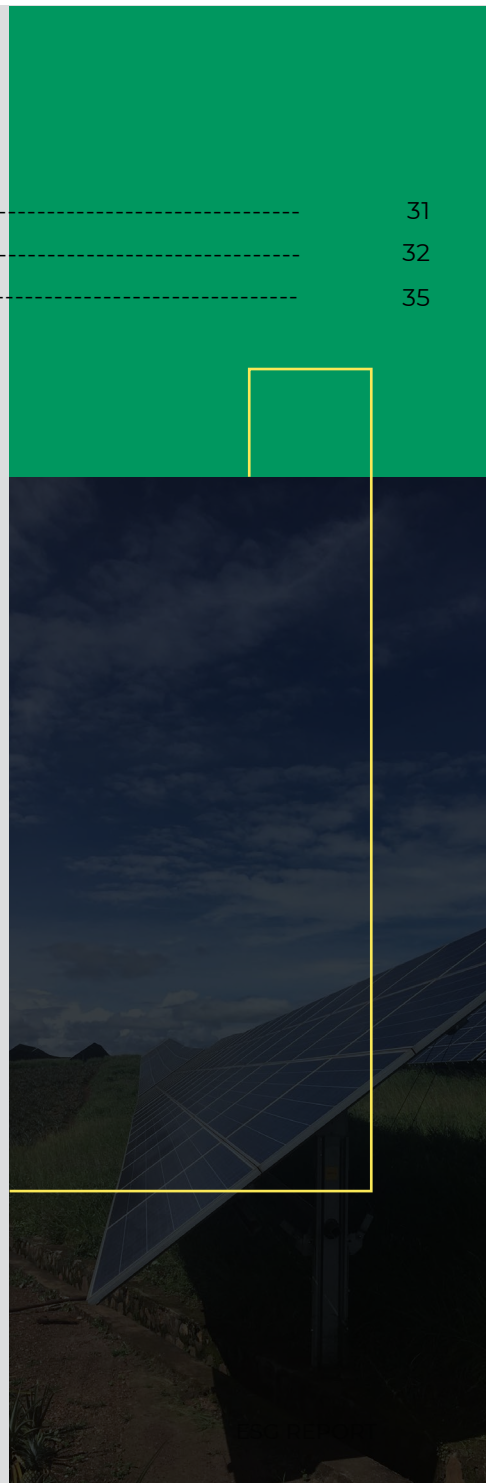
EAST AFRICAN POWER

Sustainable Energy to Transform
African Communities and Economies

www.eastafricanpower.com

CONTENT

About EAP -----	3	EAP's Governance -----	17	Way Forward -----	31
Vision-----	3	Executive Leadership Team-----	17	GRI Index -----	32
Mission-----	3	Sustainability Department-----	17	Acronyms -----	35
About this Report -----	4	Stakeholders and Community Members	17		
Message from CEO -----	6	Cutting Edge R&D and Innovations-----	18		
Voluntary ESG Reporting-----	6	Our Governance Performance Highlights	19		
Contributing to Communities-----	6	2021-----	19		
Interconnectedness-----	6	Embedding Sustainability in our Work-	20		
Sustainability at EAP -----	7	Minimizing Risks at EAP-----	20		
Our Objective-----	7	Adequate Social and Environment Policies	21		
Our Strategy-----	7	Conservation and Biodiversity-----	21		
Our Sustainability Highlights-----	8	Circular Economy and Waste-----	21		
Our Environmental footprint-----	9	Management of Water Resources-----	22		
2021 at a Glance -----	10	Air Emissions-----	22		
Embedding our Ethical Values -----	11	2021 Environmental Performance and Targets	23		
Business Ethics and Transparency-----	11	Our Actions Towards Building a more Sustainable	24		
Human Rights Policy-----	11	Business-----	24		
Managing Operational Risks-----	11	Developing more Renewable Energy--	24		
Health and Safety Risks-----	11	Engaging with Stakeholders -----	25		
Cyber Risks-----	12	Building Trust with Communities-----	28		
Climate Related Risks-----	12	Respect for Community and Culture--	28		
EAP's Human Capital -----	13	Involuntary Resettlement-----	28		
Our Code of Conduct-----	13	Strategic Social Investment -----	29		
Equality and Diversity-----	13	Sustainable Livelihood-----	29		
Anti Bribery and Anti Corruption-----	14	Improving Lives-----	29		
Protection of Data-----	14				
Concerns and Grievances-----	14				
Health and Safety-----	14				
Health and Safety During Covid-19-----	14				
Mental Well Being-----	14				
Up Skilling-----	15				
Our 2021 Human Capital Performance Highlights	16				
and Targets-----	16				



ABOUT EAP



ABOUT EAP

East African Power (EAP) is an integrated renewable energy development and engineering company delivering affordable and reliable clean energy solutions. We are a long-term, social-impact-oriented Independent Power Producer. We develop, design, build, and operate hydro and solar power plants with a world-class investment profile across Africa.

OUR VISION

Through innovation, environmental and social stewardship, EAP will develop

1GW
OF RENEWABLE
ENERGY BY 2030

OUR MISSION

To work hand in hand with partners and local communities to develop environmentally sustainable solutions for utility-scale, small and medium hydropower, and solar energy projects with a world-class investment profile

RENEWABLE

ENERGY
DEVELOPER

ABOUT THIS REPORT

The 2021 Sustainability Report, was released in July 2022, is the first of its kind for EAP. This report outlines our environmental and social governance performance. We employed a disciplined procedure to choose the report's content. We consulted with a variety of groups and individuals to learn about their specific concerns about our business and its impact, especially on the environment and society.

REPORTING STANDARDS

This report has been prepared in accordance with GRI Standards 2021, with an early adoption of the latest universal standards using comprehensive option (see GRI Index for full details). It is also the document we use to communicate our progress in contributing towards the UN Sustainable Development Goals (UNSDGs).

SCOPE & BOUNDARY


The report primarily focuses on EAP's operations across all its project locations in Africa. Details of the locations are mentioned in the report. The performance highlights, targets and information shared here pertains to the above-mentioned scope only.

REPORTING TIMELINE

This report contains ESG related information and disclosures from July 1 2021 to June 15 2022.

All reporting and performance data are limited to information for the owned and operated facilities of EAP. Additional information can be found on our website. For more information on EAP ESG initiatives, please visit www.eastafricanpower.com

For any clarification, feedback or inquiry, we can be reached via email. Please write to us at: info@eastafricanpower.com



“OUR OWN
AIM OF
BECOMING A NET-ZERO
EMISSIONS ENERGY
BUSINESS

BY 2050, IN LINE WITH SOCIETY’S
PROGRESS TOWARDS THE
PARIS CLIMATE TARGETS, IS
AT THE HEART OF OUR
APPROACH”

MESSAGE FROM OUR CEO



New uncertainties and challenges have emerged in early 2022, and the war in Ukraine has terrified me, as it has so many others. We are all concerned about our employees and contractors who are affected by the crisis worldwide, and we are doing everything we can to assist them. Even while the globe grapples with these new difficulties, and as the COVID-19 pandemic persists, the significance of combating climate change must not be overlooked. EAP's prime focus has been to develop sustainable solutions and activities that direct our operations and business, that can help reduce carbon emissions. Our own aim of becoming a net-zero emissions energy business by 2050, in line with society's progress toward the Paris climate targets, is at the heart of our approach. We explain how we're making progress with our maiden Sustainability Report this year.

COMMITMENT TO TRANSPARENCY AND ACCOUNTABILITY IN DOING VOLUNTARY ESG REPORTING

With a new objective to monitor our absolute emissions from our activities (Scope 1 & Scope 2), we took a major step toward orienting our work and reporting the parameters through our sustainability report. Being a Renewable energy company, sustainability lies at the core of our work and we are developing partnerships, activities and operations from the lens of bringing a holistic development for our stakeholders and communities. We also reaffirm our commitment to the UN Global Compact's corporate governance principles on human rights, environmental preservation, anti-corruption, and improved labour practises. In this report, we have set out our commitments on biodiversity, water, and on helping to create a circular economy and reduce waste.

CONTRIBUTING TO COMMUNITIES

The availability of affordable, reliable, and clean or renewable energy is critical for improving living standards and tackling other global issues such as inequality. While embedding sustainability at the core of our strategy, we stress upon recognizing safety for our stakeholders, communities and preservation of environment across all our project locations. We aim to supply clean energy for the national grid, industries and businesses of the countries that we operate in, thereby contributing to an overall growth, development and creating opportunities for the society at large. Along with our core business model, it is crucial for us to also look inward, assess and extend our support and resources to the surrounding communities. With this purpose at heart, we have numerous ongoing CSR activities that help us work together with the communities in proximity to our plants to address key concerns that impact daily lives of the community members. We intend to evolve these activities with time, to build a synergistic growth model for EAP, our work and the communities.

INTERCONNECTEDNESS

We aim to go beyond power generation to build an ecosystem that is interconnected for accelerating our company's activities in a way that is both meaningful and profitable. It combines our long-standing commitment to contribute to sustainable development with our business strategy to produce value for our Stakeholders and wider Society. We want to provide more and cleaner energy solutions in a responsible way, balancing short- and long-term goals and integrating our economic, environmental, and social responsibilities and goals.

SUSTAINABILITY AT EAP

Our purpose is to redefine energy for people and the environment. Our sustainability framework enables our ambition to become a fully integrated renewable energy company and puts our mission into action. It outlines our objectives in areas where we believe we can have the most impact on EAP, our stakeholders, and society.

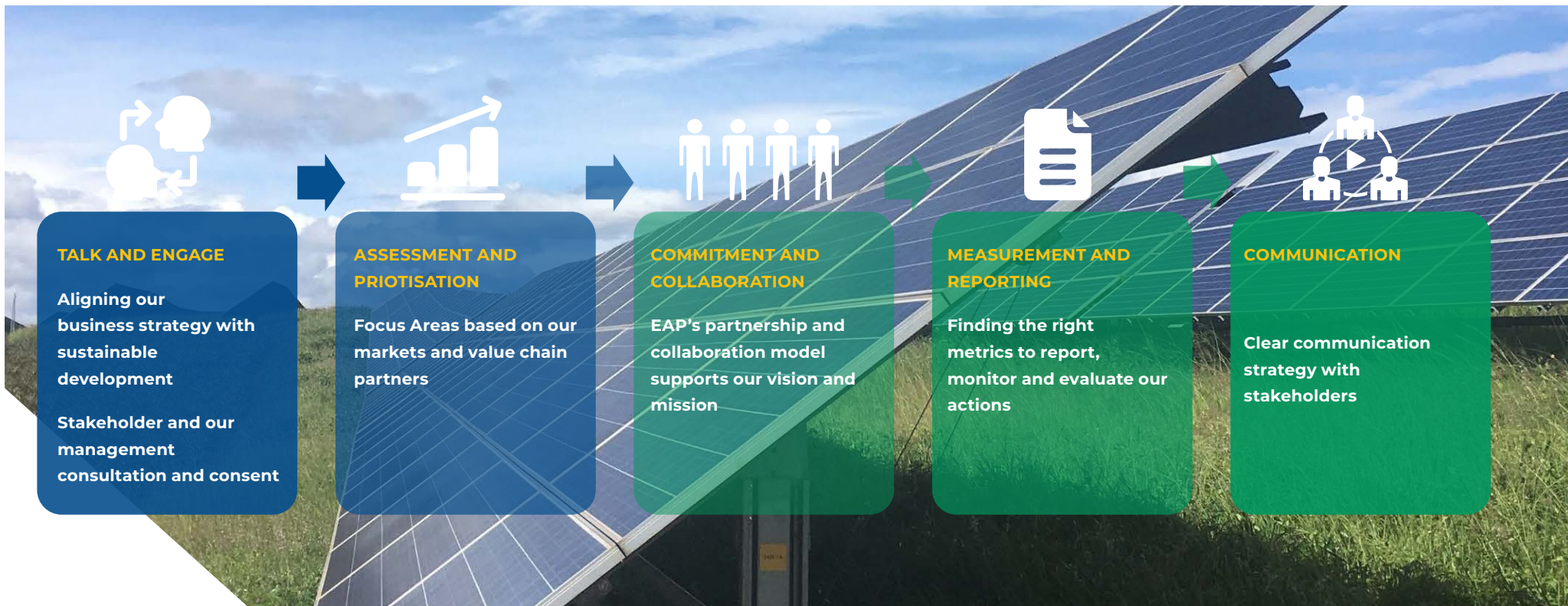
We've developed strong foundations over many decades to help us do the right thing when it comes to safety, greenhouse gas emissions, human rights, biodiversity, poverty and other social and environmental factors. To achieve our objectives, we have built on and developed upon these foundations over years.

OUR OBJECTIVE

At EAP, sustainability means the triple bottom line of people planet profit combining the business prospects of the energy transition with our goals and objectives for people, the environment, and redefining green energy. The goals are specific but interrelated, so achieving one can assist us in achieving others.

OUR STRATEGY

Our sustainability frame, which lays out our goals to move further ahead in developing clean and green energy, improving people's lives, and caring for our planet, is woven throughout our approach.



Integration is the glue that holds our plan together. As EAP spearheads towards developing the clean energy sector in Africa, we'll be able to use our combined strengths to help more and more stakeholders get the energy they desire while also adding value for the environment and society

OUR SUSTAINABILITY HIGHLIGHTS

Environment

CONSERVATION OF BIODIVERSITY

Make a positive effect by restoring, maintaining, and enhancing biodiversity in the areas where we work.



WATER CONSERVATION

Mindful consumption, discharge and use of water resources across project locations



PRIORITIZE LOCAL CONTENT AND MATERIALS

Adapting to a circular business model to minimize and mitigate social and environmental impacts



SUSTAINABLE SOURCING

Develop a sustainable supply chain for EAP. Our procurement include assesment of ESMS of suppliers



Social

AFFORDABLE CLEAN ENERGY

Develop clean energy solutions for communities in Africa



GENERATING LIVELIHOODS AND UPLIFTING SOCIAL CONDITIONS

Creating opportunities through our work and CSR activities for communities



PROMOTING DIVERSITY AND INCLUSION

Greater diversity, equity and inclusion for our employees and stakeholders.



SAFETY AND WELLBEING

Enhance the health and wellbeing of our employees, contractors and local communities.



Governance

INTEGRATED BUSINESS MODEL

Strategize business with key focus on Environment and Social well being



SYNERGISTIC PARTNERSHIPS

Align with like-minded partners and effective collaborations with stakeholders baked in our internal rules for procurement and partnership DD to achieve our sustainability targets



RISK MANAGEMENT

Identify and mitigate key risks like: E&S risks and H&S risks at work.



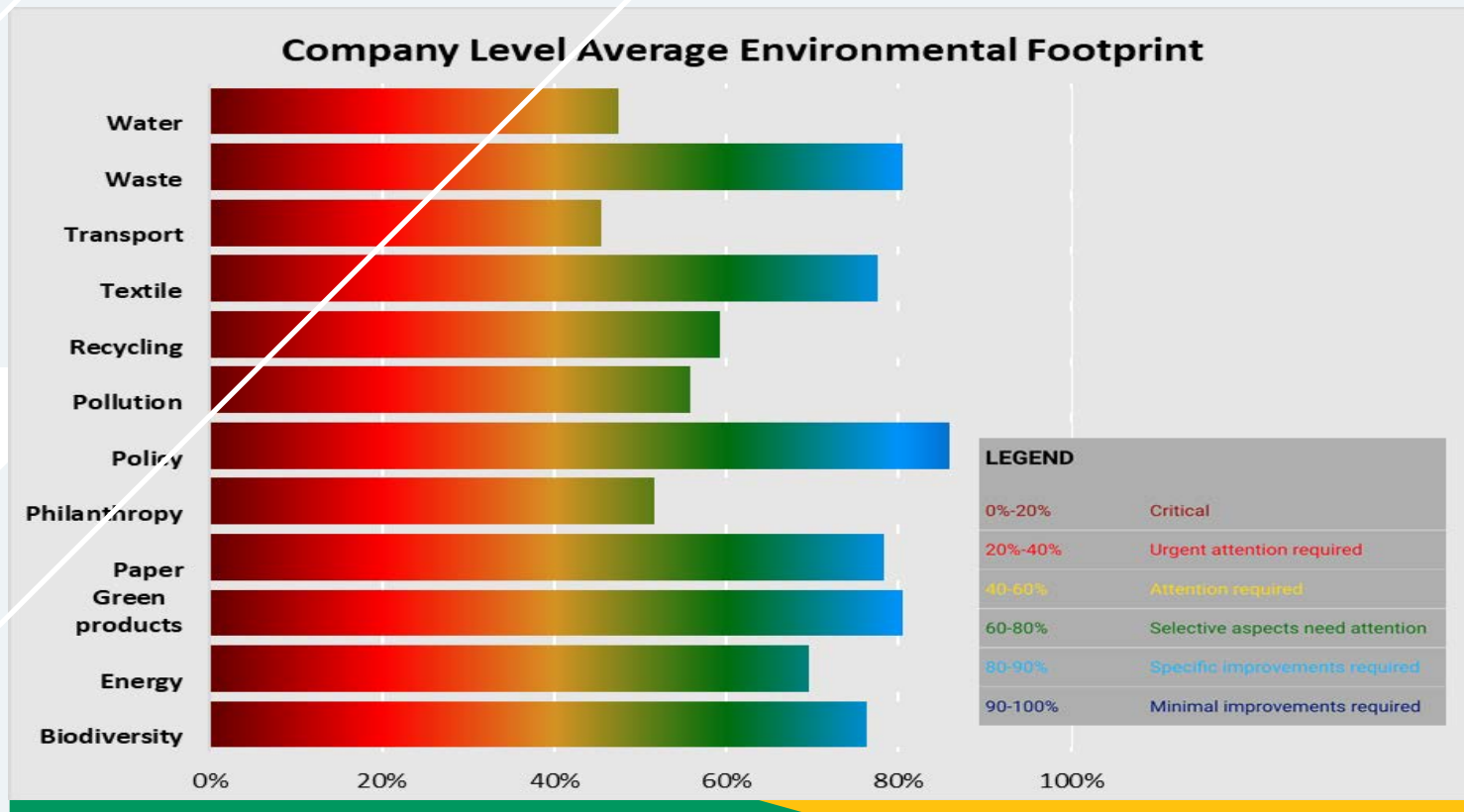
ETHICS AND COMPLIANCE

Adhere to relevant standards and compliance to develop business in ethical manner



OUR ENVIRONMENTAL FOOTPRINT

At EAP, we are conscious of the impact that our operations, activities, and personal efforts to improve the world are having. We did a test to determine our company's environmental footprint in order to understand the kind of influence EAP has on the environment, taking into account several indicators. An Environmental footprint, sometimes referred to as an ecological footprint, considers the whole supply and demand of products and services on the globe. By doing this, it is presumptively believed that the general population, populace has negative connotation that adopts a particular way of life exemplified by a well-known individual or group of individuals. Endangered Wildlife ÖÜ assisted EAP in calculating our environmental footprint to measure the various impacts of our activity rather than just one. This footprint considers the effects of our daily activities at office, business operations that affects water, land, and air footprints in relation to the business. Below is the heat map that depicts our Environmental Footprint as a company.



To better identify the areas where we need to develop, sustain, and improve, EAP undertook this effort. In order to create a more sustainable company, we firmly think that we must constantly create valuable systems and processes that assist us to improve our business model and incorporate advantageous environmental and social considerations.

2021 AT A GLANCE



OUR SCALE

Number of Employees **90**

Countries of Operation **7**

Number of Project Locations **9**



OUR PERFORMANCE

Renewable Energy Installed **75.79MW**

Number of Partnerships **38**

Launched **2** Innovative Products



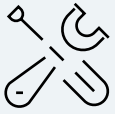
OUR VALUE CREATION

\$18,486 Raised and Distributed to Communities through our CSR projects

Working together with **10** different suppliers and contractors at various project locations

Factoring Environmental and social Parameters in all our Business Operations and Stakeholders Management Systems





EMBEDDING OUR ETHICAL VALUES

UNITY | INTEGRITY | RESILIENCE

Our sustainability strategy is focused, systematic, and collaborative. It is built on solid, well-established foundations that drive our work. These are in support of our goals, which help us move forward and direct our efforts where we can have the most impact.

We have high ethical standards and strive to act in ways that gain and retain trust, including respecting colleagues and individuals with whom we engage. We value diversity of thought and ideas. Our ideals and code of conduct guide us in the correct direction.

BUSINESS ETHICS AND TRANSPARENCY

Our engagement with employees, customers, investors, contractors, suppliers, communities and others is guided by our core principles of honesty, integrity, and respect for people. Our essential values, obligations, and the ideas and behaviours that define how we do business are all outlined in EAP's general business principles

HUMAN RIGHTS POLICY

EAP's human rights policy is in line with the United Nations' Business and Human Rights Guiding Principles. We acquire independent third-party assessments for businesses in compliance with the policy on a risk-prioritized basis, according to the policy. This policy is applicable to all the employees of EAP and is equally extended to all our stakeholders that we work or collaborate with.

MANAGING OPERATIONAL RISKS

EAP takes charge of managing, monitoring, and reporting on the major risks and uncertainties that we've identified as having the potential to affect our ability to execute our strategy. We've identified several concerns that the board and its various committees should keep an eye on in the coming year. Climate-related risks, strategic and commercial risks such as financial liquidity, safety and operational risk such as process safety, human safety, environmental risks, compliance and control risks such as ethical misconduct and security were categorised as focus areas under our Risk Management System.

The internal system at EAP is a comprehensive collection of internal controls that comprises policies, processes, management systems, organisational structures, culture, and behaviours that are used to run the company and manage risks. The risk committee is in charge of overseeing the group's safety and operational risk management, as well as risks related to sustainability. Using our Management Systems in place, our operating businesses identify and manage risk.

HEALTH AND SAFETY RISKS

EAP takes health and safety risks very stringently and adheres to relevant laws, regulations, national and international standards, frameworks and guidelines to maintain high standards of safety and well being for its employees, vendors and contractors.

We have a detailed and thorough health and safety policy and implementation plan to safeguard our employees and stakeholders working at project locations. This policy has been developed with extensive research, past experiences and current industry standards in mind. We follow these steps to formulate a safeguarding mechanism for Health and Safety at work:

- Identifying the potential sources of injury or sickness in project areas (hazards)
- Make necessary and adequate steps to eliminate the hazard, or if that isn't possible, control the risk.
- Training, development and generating awareness to all including stakeholders upon the importance of HSE protocols
- An incident response management system that is activated in case of any accidents or issues at work.

CYBER RISKS

Nation states, criminals, terrorists, hacktivists, and insiders are among the cyber threat actors. Low level threats to the security of our digital infrastructure have occurred in earlier years, but none of them have been as serious as they have been in recent years. We anticipate that it will have a substantial influence on global business and hence have implemented policies, management protocols, awareness programs within EAP to mitigate such incidents.

CLIMATE RELATED RISKS

The EAP executive team and board analyse the group's major risks and uncertainties as part of our annual procedure. Climate change and the transition to a lower-carbon economy have been identified as a major concern, with several facets of the hazards linked with the energy transition. Physical climate-related hazards, such as harsh weather, are addressed in our main safety and operations concerns. The majority of the physical dangers highlighted by EAP are related to harsh weather. Climate change could significantly increase the uncertainty surrounding severe weather events, such as drought, flood, excessive rainfall affecting the future risk profile of assets over their lifetime. We also acknowledge that, in the long run, we may be exposed to additional types of physical climate-related risk, such as those linked with flash floods, erosion and land slides, all of which might have an impact on our operations.

Climate related opportunities

We have identified two main, material climate-related transition risks and opportunities at the group level:

- Climate change and the movement towards energy transition may have an impact on the value of the renewable energy industry.
- Changing perceptions toward the energy sector, climate change, and the energy transition may have an influence on our capacity to implement our strategy





EAP'S HUMAN CAPITAL

We believe that our employees are the driving force for our progress and the future ahead. We are grateful for having a diverse group of experts within our company that showcases team spirit, resilience, and innovation at work. To realise the full potential of EAP's human capital, we aim to provide an enabling atmosphere for each of our employee to learn, grow and develop together as one company. With this vision in mind for our employees and an overall growth of the company and its human capital, our human resources department has various systems and protocols in place to measure, record, evaluate and implement programs that builds on our strength as a company and as individuals who are passionate about renewable energy sector.

OUR CODE OF CONDUCT

EAP employees, contractors, and third parties can report any suspected Code of Conduct violations through a number of channels, including anonymous reporting. We have a strict no-retaliation policy in place to protect anyone who makes a genuine allegation. At EAP, adequate protocols and committees are existing to handle any such allegations and reports that come across. We also ensure training and generating awareness on Code of Conduct at work to maintain high standards of work culture and build stronger bonds with our stakeholders. We also re affirm our Code of Conduct principles during our monthly Townhalls to create the foundation of our perspective at work. Our Code of Conduct also dictates the Human Rights Policy that is followed at EAP, including labour practices, gender equality, diversity and inclusion policy, zero tolerance against child and forced labour, sexual harassment and any other kind of malpractices at work or across any project location. While being applicable for employees throughout the active regions of EAP, these policies also extend to all the stakeholders that we collaborate with to establish high standards of business ethics and culture.

EQUALITY AND DIVERSITY

We want our employees and customers to benefit from greater equity – fair treatment based on each person's unique needs and circumstances – while also assisting our EAP 'ecosystem' partners to accomplish the same. Through 2030, we want to achieve this by boosting-worker diversity and workplace inclusion, improving stakeholder experiences, and growing our yearly expenditure with diverse suppliers, including female and under-represented or minority groups.

As a company, we have made progress in laying the groundwork for achieving our goals. These tasks involve confirming accountability, outlining the governance process, and obtaining the data insights we'll need in the future.

We established an action plan to progress and integrate D&I into our operations. It is built on a simple principle to attract and retain talent through equal opportunity processes and programmes.

ANTI BRIBERY AND ANTI CORRUPTION

As a part of our Code of conduct and Ethical business principles, we have anti-bribery and corruption rules. When working on our behalf, contractors and consultants are also obligated to follow our Code of Conduct. EAP has many suppliers, contractors, and consultants around the globe. While our bigger suppliers frequently have their own anti-bribery and anti-corruption training programmes, smaller businesses may not have the resources. During our onboarding process, we highlight our adherence to this matter and establish a formal agreement to have zero tolerance against any such matter.

PROTECTION OF DATA

Individual privacy is respected by EAP, which recognises that personal data belongs to the individual. We take steps to ensure that personal data is handled in a professional, legal, and ethical manner. At EAP, we continue to upgrade our systems and procedure to ensure company's data are secure and provide training to all our employees on Data Protection and Privacy Policy at company level. We keep an eye on our IT systems for any flaws on a regular basis. Our incident-handling procedure ensures that we deal with a problem effectively.

CONCERNS AND GRIEVANCES

For our employees, contractors, vendors, third parties, and other stakeholders, we strive to promote a safe and inclusive working environment. This is why we urge people to use a variety of methods to voice their concerns, grievances or questions regarding the code and unethical or dangerous behaviour. Line managers, senior executives, ethics and compliance, legal departments, work councils can all be contacted with concerns or inquiries. Employees, the broader workforce, communities, business partners, and other stakeholders who desire to raise a concern can call or send an email to us using our Grievance Redressal Mechanism which has a speedy resolution time and adheres to strict level of confidentiality.

HEALTH AND SAFETY

Our most important value is Health, well-being and safety of our employees. It is supported by our operating management system (OMS), which outlines how we intend to operate in a safe, dependable, compliant, and long-term manner. We have a thorough Health and Safety Policy that is re visited periodically and communicated across teams to keep them informed about latest procedure and ensure their well-being. EAP's Health and Safety protocols and Rules, developed by a group of industry professionals, specify specific activities that workers can take to prevent

accidents and fatalities. Many of our contractors, who work throughout the industry, benefit from its adoption because it makes safety expectations clearer and more consistent. We're implementing the guidelines across our operational businesses and figuring out how to better integrate them into daily operations across all our project locations.

HEALTH AND SAFETY DURING COVID 19

Covid 19 has been a major force in shifting business model last year and forcing majority of EAP's workforce to work from home. We have been supporting our employees, contractors and stakeholder with everything in our capacity to smoothen the processes. Safety, hygiene, and health, including mental health, are prioritised in our operations and offices. Working practises and the return to office-based work are being decided in accordance with municipal and national rules, as well as appropriate guidelines. At an operational level we needed to defer some scheduled activities, however plans are in place to address the impact of this and we are slowly but steadily returning back to our usual ways with enhanced safety measures while still adequately using virtual meetings to avoid unnecessary travel plans.

MENTAL WELL BEING

As the pandemic continues, and as part of our process and ways of working, it is more crucial than ever that our employees are able to discuss openly about mental health and get support if they need it. Over the last two years, we've formalised what we've learnt both internally and publicly into our company's pandemic strategies. We kept our focus on mental health and wellbeing in 2021. We have created groups internally, to share their thoughts, concerns and any issues related to mental health. We've made progress in identifying strategies to support our community's health and wellness goals, such as through research, benchmarking, and stakeholder engagement. We will continue to refine our action priorities and set specific goals for our community health and well-being efforts.






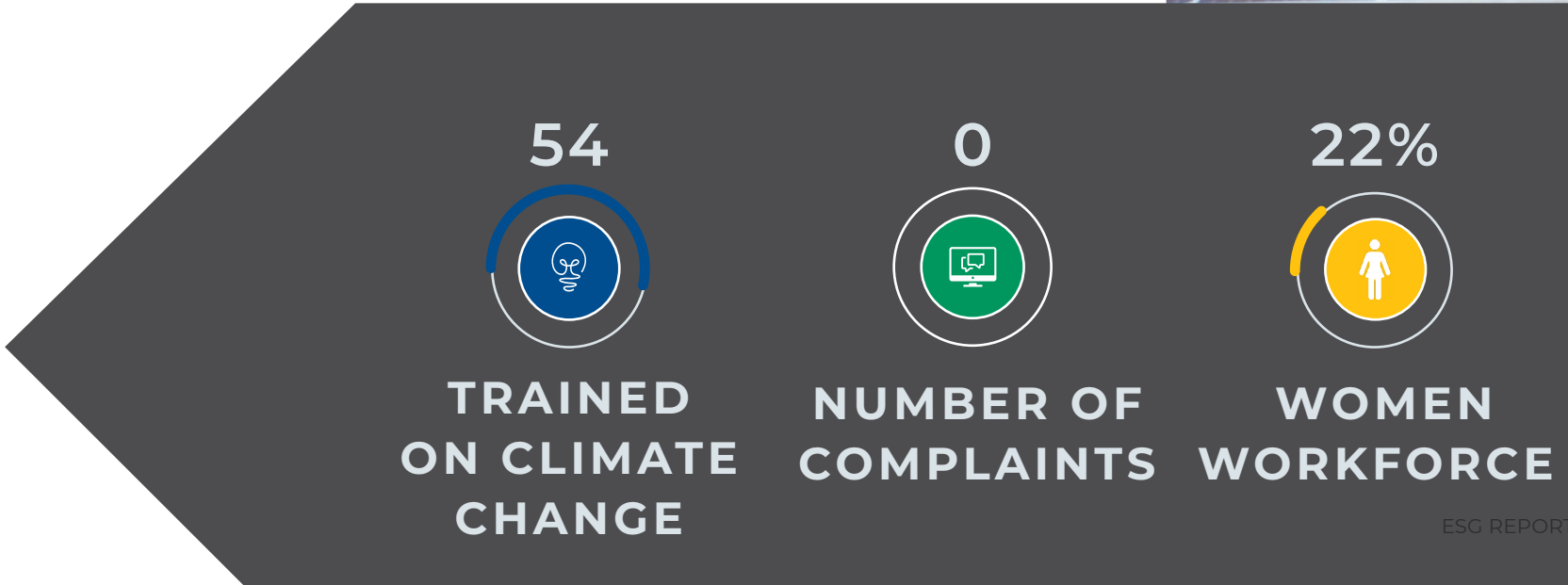
**OUR MOST IMPORTANT VALUE
IS HEALTH, WELL BEING AND
SAFETY OF OUR EMPLOYEES**

UPSKILLING

The ability to lead is crucial. We need everyone in EAP to lead us in making a paradigm shift in the energy sector through constant learning and development. We're modernising and relaunching our leadership framework and talent management procedures to encourage the future behaviours and talents by providing periodic trainings to upskill themselves. We introduced a new Gender Equality training, to continue to strengthen women leadership potential throughout EAP, in addition to Data Protection and Privacy policy training.

OUR 2021 HUMAN CAPITAL PERFORMANCE HIGHLIGHTS AND TARGETS

HUMAN CAPITAL PERFORMANCE				TARGETS
	Zero (0) number of Complaints lodged	Zero (0) cases of bribery and corruption	Zero (0) fatality and near miss incident reports	Increase focus on safety and well-being through bi-annual company wide surveys
	32 Employees trained on Gender Equality	54 employees trained on climate change	62 employees trained on data protection	Increase training and development hours to 10 p.a. per employee and emphasis on providing trainings on different subjects
	22% of overall women workforce	19% of gender gap ratio at senior management level	Female pay scale is higher at lower management level when compared to males	Increase female representation in the company by 5%



EAP'S GOVERNANCE

We're bolstering the ways in which we include sustainability into our larger governance structure and processes, building on work that's been done for years. We introduced a new sustainability structure in the last fiscal year to assist us in this endeavour. We understand that achieving sustainability goals and targets requires a full commitment and engagement from all sectors of rations, and hence we have built in an inclusive model to work together on this.

THE EXECUTIVE LEADERSHIP TEAM (ELT)

The ELT is in charge of overseeing the group's general operations, developing our strategy, establishing our sustainability framework, and determining our energy transition strategy, headed by the CEO of EAP. It assesses and tracks progress against our strategy as well approach net-zero ambitions. It also confirms that the procedure for evaluating our major risks is in place. The Senior Management team overlooks the different operations of the company which includes Hydropower and Solar Engineering, Human Resources, Administration, Sustainability, Operations and maintenance. EAP has a diverse group of expertise in its Senior management team and has 50% regional and 50% global representation.

SUSTAINABILITY DEPARTMENT

We have a dedicated team to oversee our procedures and operations, including health and safety protocols at EAP. Our sustainability team comprises of experts who establishes international standards, protocols and management system through a lens of environmental and social well being for all our stakeholders,

community members and employees. The sustainability team's mission is to provide oversight, challenge, and support in the implementation of EAP's sustainability framework, as well as effective management of potentially significant non-operational sustainability risks and opportunities (including climate-related risks and opportunities).

STAKEHOLDERS AND COMMUNITY MEMBERS

To ensure that our goals and targets are implemented, we need to instil our actions to the community level with a deeper level of engagement model and communicating our rationale. EAP has been proactive in this area and has consulted with Stakeholders and community members while implementing activities, developing new goals and targets that includes a component of community involvement. Our Community Liaison Officers have been instrumental in bringing the goals and targets to the field level to create a holistic impact.



EAP EXECUTIVE LEADERSHIP TEAM

Oversee and approval of sustainability framework, goals and targets at EAP for all its project locations and activities.

SUSTAINABILITY DEPARTMENT

Establish sustainability framework, protocols, measures, management systems after thorough research, identification assessment, and prioritizing risks and activities for project locations and activities in alignment with industry and international standards

STAKEHOLDERS AND COMMUNITY

Communication, generating awareness, and upskilling of stakeholders and community members on the developments, sustainability aims and goals and procedures to achieve our sustainability goals in an interconnected way.

CUTTING EDGE R&D AND INNOVATIONS

EAP's strength lies in our deep insights into our stakeholder's needs and the need of the hour. As a renewable energy company, we believe in investing for a cleaner future for the planet and our community to be future ready. With this ambition, we successfully launched two innovative products in the fiscal year 2021 that has received tremendous response from our stakeholders and communities.

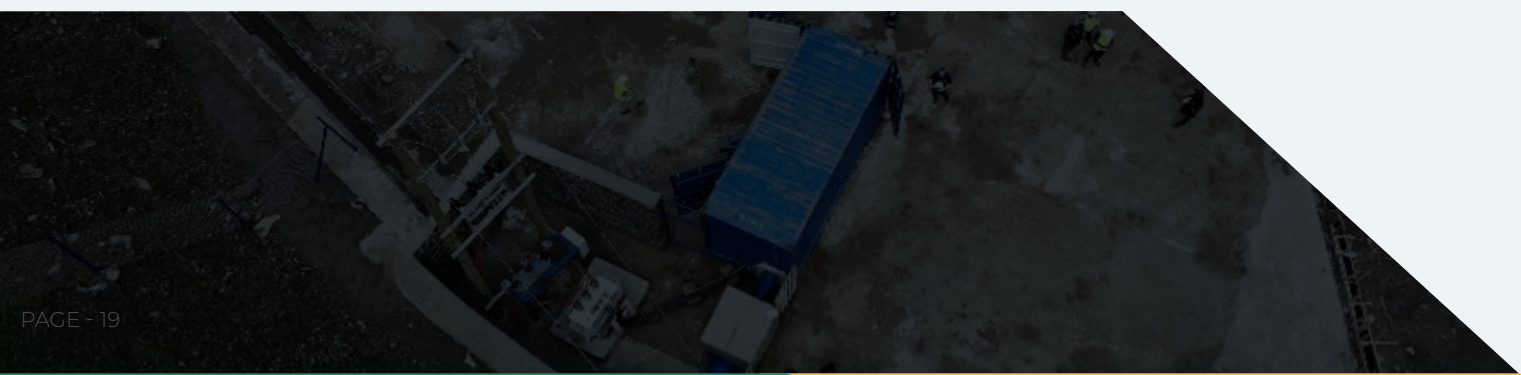
1. Energy access in remote areas is one step to improve the social and economic situation for rural communities, however, to ensure the sustainability of new power generation projects either on-grid, off-grid and mini-grids in those remote areas, there has to be a productive use of that energy produced. The solar department has been involved in the EMPWR PODS project which has been nominated for AFSIA solar

- awards 2021. EMPWR Pods was developed by EAP to link energy access and agro processing activities which is a containerized solution with two main components; an electric dryer and milling equipment. These machines represent an anchor load for the solar mini grid with a target to stimulate and increase the energy demand in rural areas. The technology is estimated to consume 20% of the mini-grid electricity production which increases the viability and profitability of the mini-grid projects
2. Electrocook has successfully completed the pilot study that collected critical data on the use of Electric pressure cooker connected to ARC Power's minigrad in the Nyamata Village, Rwanda. EAP has successfully launched the Electrocook initiative with smoke free stoves that safeguards health while using clean and green energy.



OUR GOVERNANCE PERFORMANCE HIGHLIGHTS 2021

<p>INVESTMENTS IN R&D</p> 	<p>Electrocook (R&D in Clean Cooking) – \$159,883</p>	<p>Integrity Investments (R&D in Sustainable and Clean Investments) \$12,643</p>		
<p>GRANTS AND APPLICATIONS</p> 	<p>Bihongora Hydropower Ltd (A run-of-river hydropower plant – Grant from EEP) \$236,188</p>	<p>International Hydro Power Association (IHA) grant for HESG Assessment for MbongoziProject</p>	<p>Empwr Pods (A project in Uganda for sustainable and clean milling and Drying Pods) \$28,463</p>	<p>Electrocook (Grant from EEP - Energy and Environment Partnership) \$141,436</p>
<p>INVESTMENTS IN SOCIAL RESPONSIBILITY</p> 	<p>Chapters Network (A community impact project that aims at EAP achieving 5E's in rural areas (energy access, environmental sustainability, economic development, education and enjoyment): \$18,486</p>			





EMBEDDING SUSTAINABILITY IN OUR WORK

It will take time to embed industry best practices across the company, therefore we're taking a deliberate, systematic, and collaborative approach to applying our sustainability framework across EAP. We're also examining and modifying important components of our systems and procedures, such as our management systems, as needed to ensure they represent our goals. We're working with all of our departments to make sure we're prioritising our activities and putting our resources where they'll be most effective. All EAP teams are now examining where they should focus their efforts and establishing plans to help us achieve our sustainability goals. This will entail, if needed, developing the capabilities of teams.

We held awareness sessions in 2021 to explain our purpose, strategy, and sustainability framework to employees in order to help them better grasp how these elements generate value to EAP, our stakeholders, society, and the environment. We have modified our values and code of conduct training to stress the importance of long-term sustainability. Our performance management model is being refined to allow for continuous planning, calculate our environmental footprint as a company and real-time feedback. Employees at EAP establish goals for themselves in terms of contributing to safety and creating value including elements of sustainability at work.

We also have our **ESG Manual** that directs our actions towards embedding sustainable solutions at work. It sets out the list of procedures, protocols and systems at EAP for our Hydro and Solar power operations that aligns with the highest level of ESG standards for all our activities. The ESG Manual can be accessed from our website at

www.eastafricanpower.com

MINIMIZING SUSTAINABILITY RISKS AT EAP

We're aiming to better integrate sustainability risks into our risk management procedures, expanding on existing risk assessments for labour rights and modern slavery, as well as our work on climate-related risks. EAP's sustainability team spearheads these processes for all the projects and set policies, protocols and systems for the office and project locations.

Assessing climate-related risks at the project level is an important aspect of making early investment decisions. Projects in the works that are likely to have a significant carbon footprint must fulfil our internal goals or industry benchmarks. This suggests that they will be able to compete and thrive in a world where society strives to reduce overall carbon emissions.

ADEQUATE ENVIRONMENTAL AND SOCIAL POLICIES

EAP has a thorough Environmental and Social Management Systems (ESMS) policies and procedures that specify how we manage environmental and social performance during our operations. They already cover the majority of our sustainability goals by including environmental and social requirements. We assess and adapt our practises as we progress toward our goals and incorporate sustainability into our culture, so that they continue to reflect new ways of working across the company. Relevant components of our commitment to health, safety, security, and the environment (HSE) performance, our sustainability framework, our biodiversity position, Land Acquisition protocols, Operations related to Hydro and Solar Power projects and our internal group standards are embedded in the policy that guide us towards mitigating risks. As part of the Feasibility Studies, every project undergoes a robust Environmental and Social Impact Assessment (ESIA) which takes into account major Environmental and Social parameters of the region and demonstrates the various levels of impact the projects might have on the region. For all projects, an Environment Management Plan (EMP) is prepared to diligently monitor our environment and social impact. We scrutinize our actions in this matter and clearly device an action plan to avoid, minimize or mitigate any level of negative impact that is generated in the region.

CONSERVATION OF BIODIVERSITY

Across our project locations, EAP adheres to strong procedures to manage biodiversity. External experts assist us in developing and defining our approach as well as how we monitor our impacts on biodiversity. We want to make sure that our projects have the least possible impact on biodiversity and ecosystems, whether on land or underwater. We use the mitigation hierarchy, which is a decision-making structure that incorporates four major actions: avoidance, minimization, restoration, and offset. As part of our Environment and Social Impact Assessment process, we analyse the possible impact of initiatives on biodiversity. The location of potential new projects are screened to see if they are in a vital habitat. We establish a biodiversity action plan if we decide to move forward with a project in a critical habitat. This outlines the steps that must be taken to follow the mitigation hierarchy and, when impact is present, the steps that must be taken to achieve net positive impact.

CIRCULAR ECONOMY AND WASTE

We take a process - oriented approach to waste management, aiming to eliminate, reduce, and reuse the waste generated by our operations across our offices and project locations. Our Hydro Power plants produce wastes and debris that require expert advice for handling, management and disposal. EAP consults with subject matter experts on this issue to tackle the wastes generated during the construction and operation up to decommissioning phase of Hydro Power Projects, while adhering to national, regional and global standards of waste management and disposal at all our sites.

From building to operation and decommissioning, we are concentrating on reducing trash generated across all of our activities. The garbage we produce is processed in ways that respect the goals outlined in the IFC Guidelines and the core principles of the circular economy, in many cases producing beneficial resources for other businesses. Because some waste streams are non-hazardous and others are potentially dangerous, we employ a variety of technologies to properly treat and manage them.





MANAGEMENT OF WATER RESOURCES

Evolution of our water management through developing a technique and approach to improve water efficiency was a significant focus for 2021. We are aiming to connect our actions with international best practises in water conservation and to adhere to a water management framework.





Using what we've learned thus far, we conduct extensive site-based inspections at a few select locations to assist us find even more operational improvements. EAP being an Independent Power Producer (IPP) and a Hydro Power Project developer, is intricately associated with water resource management and mindful use of water resources. All our projects undergo a thorough, detailed and robust Hydrology Assessment before commissioning and de commissioning phase of work indicating water flow, EFlow assessment, water quality studies, water discharge and water level monitoring process. We have in house Hydrology experts who are dedicated towards managing Hydrology related assessments, monitoring and evaluating impacts across project locations including external consultants who are subject matter experts in this area. All our ESIA studies, EMPs including a large component outlining the details of water resource management and eradicating any risks and vulnerability that may occur due to the project. EAP also recognizes the importance of water bodies and resources for communities and considers it as an utmost indicator while preparing a project plan to ensure we avoid, minimize or mitigate any negative impacts to the water bodies and the communities that are associated with it.

Apart from diligently managing the water resources at project locations, we also monitor our Water consumption and usage at our office locations.

AIR EMISSIONS

We keep track of our air emissions and, where possible, take steps to mitigate the impact of our operations on local populations and the environment. This is followed throughout our project and office locations. However, in this report, the emissions reported pertains to the office location only. We are initiating the process of recording the air emissions for our project location this year and would be disclosing the values with our next sustainability report and usage at our office locations.

2021 ENVIRONMENTAL PERFORMANCE AND TARGETS

PERFORMANCE		
ENERGY 		
Consumption (MWh) 14	Renewable energy Production (MW) 75.8	
EMISSIONS 		
Scope 1 Mobile Combustion (tCo2eq) 26330.25	Scope 2 Purchased electricity (tCo2eq) 141738.82	Scope 3 Business travels (KgCo2eq) (tCo2eq) 12120 <small>This number only pertains to business travel by air</small>
WATER 		
Consumption (cubic meter) 1956.75	EAP is developing plans to initiate recycling of water and set up systems for Rainwater Harvesting at office level. We are mindful about water consumption at sites and offices and this step would help us in actualizing our goal	
WASTE 		
Dry Waste (tonnes) 0.86	Wet Waste (tonnes) 1.43	We are setting up processes to recycle our E wastes generated and recycle it either for use within office or in communities.

TARGETS
1 GW of green Energy by 2030
Reduce Scope 3 emissions by 20%
Increase recycling and set up rainwater harvesting systems in office by 20%
Reduction of waste generation by 20% and promote recycling. Develop responsible E waste disposal system

OUR ACTIONS TOWARDS BUILDING A MORE SUSTAINABLE BUSINESS:

We're looking into new approaches to include other sustainability factors into our business development and investment decisions. We're also including net zero considerations into our area growth plans, business improvement goals, and project decisions.

- We are in the process of developing our Carbon Management plan covering our operating emissions and enter the Carbon trading market. This is a stepping stone towards our net zero targets which we will be devising up according to our strategy.
- Efficient and proactive water resource management practices at all our project locations ensuring mindful usage, discharge and recycling of water.
- Following standards and regulation to conserve biodiversity in the project locations. Our primary actions should always follow measures to avoid, minimize, mitigate and offset any negative impact.
- Our projects and activities also adhere to risk mitigation criteria for labour rights and modern slavery, child labour, sexual harassment at work, and we've created and implemented policies to strengthen involvement with employees, local communities and stakeholders, including providing community grievance mechanisms when necessary. These initiatives help us achieve our goal of sustainability at work.
- Our standardised approach to investment decision-making puts a stronger emphasis on our strategy and long-term viability. In all investment instances, we examine if the investment will help us achieve our goals and strategy. These investment decisions are subject to approval by our executive-level resource commitment meeting, which is chaired by our chief executive officer.
- We have started communicating about our sustainability efforts in a clear and transparent way including international standards through our sustainability reporting. With our maiden report this year, we aim to continue this initiative to let our stakeholders know about our procedures and operations in place that speak about our sustainability standards.

DEVELOPING MORE RENEWABLE ENERGY

Our goal is to generate 1GW of power by the end of this decade, i.e 2030. Through our small and medium Hydro and Solar Power plants, we are approaching our goal to transform the energy sector and move towards cleaner and greener solutions. We assessed strategies to support access to affordable energy throughout 2021, and in 2022, we plan to design and define a strategy to achieve this goal. We've already started working on expanding access to inexpensive and sustainable energy. We recognise that we cannot accomplish this on our own, and we aim to work with our stakeholders who have encouraged, challenged, and collaborated with us and have assisted us in not just making progress, but also in increasing our ambition.



ENGAGING WITH STAKEHOLDERS

Our stakeholders are essential in assisting us in achieving our sustainability goals. We communicate to them to figure out what they want and how we can work together to solve complex problems. We engage with a variety of stakeholders to help us achieve our goals, run safe operations, and improve safety for our employees, local communities, and the industry as a whole. The diverse nature of our collaboration reflects the complicated nature of our business. By providing solutions for consumers and supply chain partners, investing in our staff, and building sustainable solutions, engagement also helps us build value. We work with our stakeholders to address complex sustainability challenges including climate change, biodiversity, land acquisition process, health, safety and well-being among many others.

Our major stakeholder groups and our engagement strategies with each include:

STAKEHOLDERS	IMPORTANCE	ENGAGEMENT STRATEGY	EMPHASIS AREAS	VALUE PROPOSITION
EMPLOYEES	Key to the success of our business; their efforts are instrumental in delivering our strategies and for sustained business growth	<ul style="list-style-type: none"> ● Monthly townhall with the CEO ● Informal meets with the senior leadership on regular basis ● Employee Engagement surveys ● Learning Sessions ● Performance Development sessions 	<ul style="list-style-type: none"> ● Talent retention ● Local sourcing of labour ● Welfare practices for employees ● Upscalling staff and career development 	<ul style="list-style-type: none"> ● Fair salaries ● joint consultation system for working together ● strong rewards and recognition ● opportunities for learning and advancement ● emphasis on employee well-being are all things that employers should strive towards.

COMMUNITIES	<p>Earning social licence, trust and support to operate from communities and enhancing organisation's reputation as a responsible corporate by improving lives of communities through delivering affordable clean and green energy</p>	<ul style="list-style-type: none"> ● community interactions for our operations and activities through Public Hearings, meeting community opinion leaders, citizen groups and development experts as well as through inputs from various assessments and surveys ● CSR team engagement and activities 	<ul style="list-style-type: none"> ● Education & Livelihood opportunities ● Public infrastructure facilities and public amenities ● Conservation of environment, culture and heritage ● Enabling grassroots governance as well as women-centric leadership for comprehensive community development 	<ul style="list-style-type: none"> ● Enable sustainable and significant improvement in the well-being of communities proximate to our operating locations through comprehensive development while also impacting them through actualising replicable change models which address core regional development gaps ● We reinvest 1% of our revenues for community development and support ● 5Es policy- Environment, Education, Empowerment, Enjoyment & Energy
INVESTORS	<p>Providers of critical financial resources for growth</p>	<ul style="list-style-type: none"> ● Investor and analyst meet ● Periodic meetings including one-on-one or group meetings 	<ul style="list-style-type: none"> ● Concentrate on achieving good operational and financial results. ● Emphasize the importance of ESG commitments and disclosures through reports. 	<ul style="list-style-type: none"> ● Focus on renewable energy to create value for environment and society ● Ambitious sector with promising future that add value to environment
VENDOR OR THIRD-PARTY PARTNERS	<p>Provide us operational, technical and scientific leverage to optimise value chain, be cost-competitive, and adhere to sustainable standards</p>	<ul style="list-style-type: none"> ● Leadership meetings: Senior management teams connect with Strategic Suppliers and experts for operational and technical expertise and advice ● Connect with different teams and multiple levels of employees for smoother flow of operations 	<ul style="list-style-type: none"> ● Health, safety ● Human rights ● Carbon emission ● Water & air pollution ● Waste management ● Biodiversity Conservation ● Embed sustainability in supply chain 	<ul style="list-style-type: none"> ● Building capabilities through skill development, growth opportunity ● Safe operations ● Opportunity to innovate

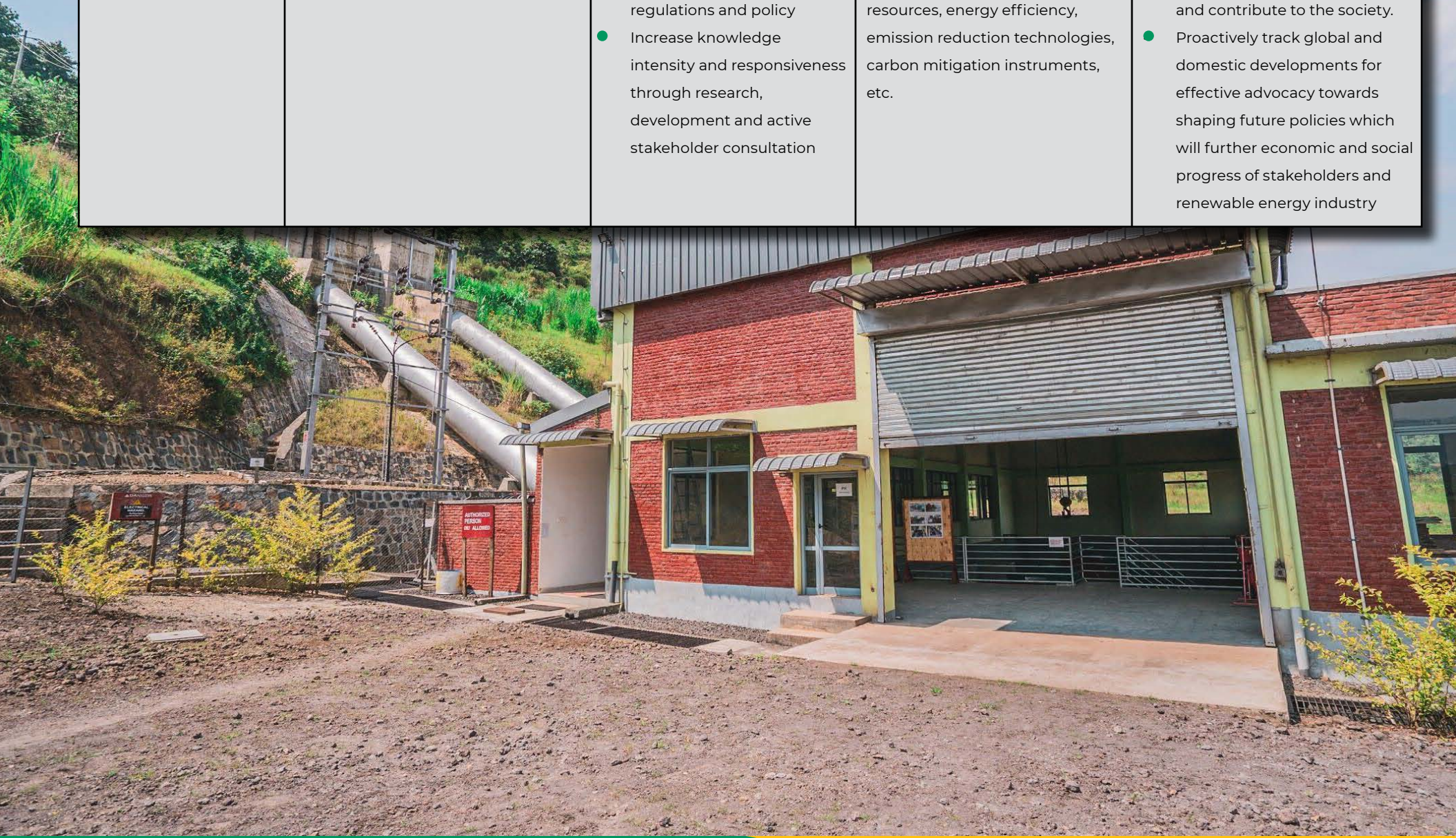
GOVERNMENT AND REGULATORY BODIES

Ensure business continuity through compliance with all necessary legislations and regulations

- Engagement with domain experts, and think tanks for capacity building on regulations and policy
- Increase knowledge intensity and responsiveness through research, development and active stakeholder consultation

Strategize action for working towards low-carbon growth through optimized use of, resources, energy efficiency, emission reduction technologies, carbon mitigation instruments, etc.

- To be a responsible company with dedicated teams for achieving our vision and mission and contribute to the society.
- Proactively track global and domestic developments for effective advocacy towards shaping future policies which will further economic and social progress of stakeholders and renewable energy industry



BUILDING TRUST WITH COMMUNITIES

By adhering to our applicable principles, we work to develop positive relationships with local communities, strengthening their resilience and avoiding activities that may exacerbate social imbalance or conflicts. Understanding and interacting with local communities, particularly disadvantaged ones, is essential. Local communities and our workers have operational-level methods to raise issues or provide feedback about EAP or our contractors. EAP's proactive Grievance Redressal Mechanism process (GRM), as well as our network of community liaison officers (CLOs), are in touch with the community to address any specific issue related to work. We provide or cooperate in remediation if we confirm that we have caused or contributed to adverse impacts on others' human rights, while not impeding access to other remedies if justified.

RESPECT FOR COMMUNITY AND CULTURE

We established social accountability across EAP so that we can respond more systematically to current and emerging community threats and opportunities. We also looked at how different EAP-operated activities adhered to our internal worker and community standards. We're constantly strengthening our local team engagement models and modernising how we monitor, mitigate, and improve the effectiveness of our outcomes and community outcomes.

In places where indigenous peoples (IPs) live, across different regions in Africa, a number of EAP project location exists. When discussing and engaging with IPs on new initiatives, we follow the principles of free, prior, and informed consent whenever possible, acknowledging their human rights and respecting their sensitivities regarding livelihoods, land, environment, and culture. The policy is reflected in our internal standards for projects and operations and in our ESMS policy. Community consultation has been a key area of focus and operation in our activities including Resettlement Action Plans (RAPs) for our Land Acquisition processes. Experts are hired from third party agency to draw out an unbiased and detailed plan, adhering to local, national and international frameworks and guidelines that ensures our operations are ethical, up to the mark and are of the highest standards that are circumference by Human Rights values and principles.

INVOLUNTARY RESETTLEMENT

We may require temporary or permanent access to land where people live or work. Wherever possible, we try to avoid resettlement, but when it is unavoidable, we work with local communities to help them resettle and maintain or improve their standard of living in accordance with international resettlement standards (IFC) Performance Standard 5 on land acquisition and involuntary resettlement. Our assistance could also involve assisting these communities in establishing alternate sources of income and providing compensation with respect to the market value.



STRATEGIC SOCIAL INVESTMENT

Wherever possible, we continue to focus our social investment efforts on improving people's lives and fostering community resilience at a local level. We're attempting to standardise how we assess which social investment opportunities will have the greatest impact on communities, and we're also working to ensure that our goals are met.

SUSTAINABLE LIVELIHOOD

Our community skills and entrepreneurship programmes benefit local communities where we operate by creating employment opportunities and contributing to economic development, while adding value to our supply chain. We collaborate with the communities in which we work to help them become more resilient and have more sustainable lives. Our social investment are directed towards achieving our sustainability goals.

We're working on developing a more systematic approach to assist individuals and communities in developing sustainable livelihoods and becoming more resilient. In this regard, we already work with local communities in a number of areas across our project locations in Africa. We invest in programs for the communities where we work and support education and employability programs. This supports our future growth by increasing talent pipelines for both established and newer skillsets, including many of the capabilities that EAP and the rest of the world will require to reach the planet's climate change goals. These abilities are in scarce supply, and talent is in high demand.

IMPROVING LIVES

Community development remains at the core of EAP's sustainability strategy. We aim to develop our business with focus on generating affordable clean energy in the African community which is easily accessible to all. This will help in bringing and creating new opportunities for the communities and move towards a brighter future ahead. By developing more projects, we also intend to bring more direct job opportunities for the local communities and extend our support for a holistic development of the area.

EAP's CSR department, headed by the Sustainability team, works across borders to implement activities that generates a positive impact on our community members.

After consultation and a needs-based assessment, we strategize our activities to extend our support for the communities that we work with. Below are some highlights of the ongoing and pipeline CSR projects at EAP:

- 1) East African Power (EAP) is proud of the role it played in the creation of Empowering Villages (EV). EAP's corporate social responsibility projects led to the creation of EV in 2020. With the support of EAP's investors, an opportunity to branch off and create a separate non-profit organization was developed. There is an important need for the new organization, EV, to focus on collaborating with local communities to implement next generation utilities, incubate strategic enterprises and leverage technology to unlock new opportunities. EV's mission is to "build value for villages through lasting utilities and profitable enterprises that radiate light and life." EAP and EV share a special bond and collaborate on projects to create value and empower villages in Africa. Every EAP utility scale project will include an EV project to accelerate access to electricity and develop local enterprise. EV is developing a new model, the EMPWR Hubs, to leverage local access to power and available resources to stimulate the micro-economic environment.
- 2) WACP 2024: The Women's Aquaculture Cooperative Project (WACP) aims to bring aquaculture to a community in the highlands of Rwanda. Operating in the shallows of the Bihongora river, this cooperative will provide sustainable employment to local women as they sell to consumers and contribute to the wellbeing of the community at large.
- 3) Rwaza Coffee Center 2023: The Rwaza Coffee Center is a space for processing and distributing locally-grown coffee beans to consumers across Rwanda. In a region where coffee is one of the largest exports, this business will bring jobs and training for people who seek experience in the coffee industry.
- 4) Ag Center of Excellence 2025: The Agricultural Center of Excellence will be a hub for the farming industry to practice sustainable and efficient agricultural techniques, under the philosophy of NGO partner Foundations for Farming. It will be used as a training space for experimentation and development of the local agricultural sector in various villages around Sub-Saharan Africa.
- 5) Hut2Hut 2025: The Hut2Hut is an eco-lodge franchise that brings training and employment in the tourism industry for members of rural communities around Rwanda. Using sustainable tourism strategies, these lodges will showcase community life and raise awareness of cultural and environmental conservation.

- 6) Rubagabaga MIP 2024: The Micro-Industrial Park in Northwest Rwanda brings together local rural businesses under one roof, stimulating the manufacturing industry and productive use of electricity from the national grid. Using recycled shipping containers, combined with local construction and materials, this facility will reflect the industriousness and resourcefulness of the Rwandan people.
- 7) Rubabo 2022: One of several industrial developments for social benefit, the Rubabo Eco-Park will be a community-owned workspace and marketplace located near a hydropower plant in Uganda.
- 8) Canotek 2021: The Chiedza Solar Village is a center for farming development and community gathering in Zimbabwe. In partnership with Canotek Solar and Foundations for Farming, this community center and training facility targets the local agricultural sector by empowering farmers to share skills and techniques to uplift one another.
- 9) Rubagabaga - Hanaseth Library 2021: The Hanaseth Library is a center for educational opportunity in the village of Kaseke along the Rubagabaga river. Housing thousands of books and resources for local children and adults to use freely, the library provides a space for learning and growth to a community that lacks access to these resources.
- 10) Bihongora Library 2022: Positioned near a small rural school, the Bihongora Library is a space for people to come and engage in extracurricular educational opportunities.
- 11) Kilimbi Library and Community Center 2023: The Kilimbi Library and Community Center will be a resource to a community that borders Nyungwe Forest National Park. Local people will have access to this space which will allow for meetings, training, and educational programs to take place, while the facility sustains itself through a connected small business.
- 12) Sunzu- We have successfully set up a Multipurpose playground at Sunzu for the purpose of enjoyment and development of sports/ athletic activities for the communities. This has been very well received by the communities, and has seen tremendous positive response and impact in field, which has further motivated us to build similar projects in different areas.



WAY FORWARD



GODFREY MAINA
Director of Sustainability

We are confident in our capacity to accelerate the goals and objective of EAP because of the strategic success we have made so far with the help of our investors, partners and the rate at which society has progressed on sustainability. By 2030, we estimate to reduce our emissions, create positive impact on environment and society across our project locations. We are also confident to receive support from stakeholders to implement many more meaningful CSR projects in the coming year. We have received tremendous response from our stakeholders in this area and we intend to evolve our actions further.

We still have a lot to learn, but our past experiences show that our mission to generate 1GW renewable energy by 2030 – can help us diversify and decarbonize EAP while also providing genuine value and returns to our shareholders. We are now completely focused on delivering our strategy and the sustainability goals that support it, with our course determined and the big organisational changes behind us.

Thank you for to all our stakeholders, partners and our employees who have encouraged and challenged us to improve further; it's been invaluable. We couldn't have gotten this far without the help, and we look forward to the continued association for a cleaner and greener world.



GRI INDEX

STATEMENT OF USE

East African Power (EAP) has reported the information cited in this GRI content index for the period 1st July 2021 to 15th June 2022 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	About EAP; Page 3
	2-2 Entities included in the organization's sustainability reporting	About the Report/ Scope and Boundary; Page 4
	2-3 Reporting period, frequency and contact point	About the Report/ Reporting timeline; Page 4
	2-7 Employees	2021 At a Glance; Page 10
	2-9 Governance structure and composition	EAP's Governance; Page 17
	2-11 Chair of the highest governance body	EAP's Governance/ Executive Leadership team; Page 18
	2-12 Role of the highest governance body in overseeing the management of impacts	EAP's Governance; Page 17
	2-13 Delegation of responsibility for managing impacts	EAP's Governance/ Sustainability Department; Page 17
	2-14 Role of the highest governance body in sustainability reporting	EAP's Governance/ Sustainability Department; Page 17
	2-16 Communication of critical concerns	EAP's Human Capital/ Concerns and Grievance Page 14
	2-22 Statement on sustainable development strategy	Embedding Sustainability in our work; Page 20
	2-23 Policy commitments	Embedding Sustainability in our work/ Adequate Environmental and Social Policies; Page 21
	2-24 Embedding policy commitments	Embedding Sustainability in our work/ Adequate Environmental and Social Policies; Page 21
	2-25 Processes to remediate negative impacts	Embedding Sustainability in our work/ Adequate Environmental and Social Policies; Page 21
	2-26 Mechanisms for seeking advice and raising concerns	EAP's Human Capital/ Concerns and Grievance Page 14
2-27 Compliance with laws and regulations	Embedding Sustainability in our work/ Strict Adherence to standards and frameworks; Page 21	
2-29 Approach to stakeholder engagement	Engaging with Stakeholders; Page 25	

GRI 201: ECONOMIC PERFORMANCE 2016	201-2 Financial implications and other risks and opportunities due to climate change	Embedding our Ethical Values/ Climate related Risks; Page 11
GRI 202: MARKET PRESENCE 2016	202-2 Proportion of senior management hired from the local community	EAP's Governance/ Executive Leadership team; Page 18
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts	Performance Highlights 2021; Page 16
GRI 205: ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	Our Human Capital Performance highlights and Targets; Page 16
	205-2 Communication and training about anti-corruption policies and procedures	EAP's Human Capital/ Anti Bribery and Anti Corruption; Page 14
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	2021 Environmental Performance and Targets; Page 16
GRI 303: WATER AND EFFLUENTS 2018	303-5 Water consumption	2021 Environmental Performance and Targets; Page 16
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation of Biodiversity; Page 21
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	2021 Environmental Performance and Targets; Page 23
	305-2 Energy indirect (Scope 2) GHG emissions	2021 Environmental Performance and Targets; Page 23
	305-3 Other indirect (Scope 3) GHG emissions	2021 Environmental Performance and Targets; Page 23
GRI 306: WASTE 2020	306-3 Waste generated	2021 Environmental Performance and Targets; Page 23
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Embedding our Ethical Values/ Health and safety Risks; Page 11
	403-2 Hazard identification, risk assessment, and incident investigation	Embedding our Ethical Values/ Health and safety Risks; Page 11
	403-5 Worker training on occupational health and safety	Embedding our Ethical Values/ Health and safety Risks; Page 11
	403-6 Promotion of worker health	Embedding our Ethical Values/ Health and safety Risks; Page 11
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Embedding our Ethical Values/ Health and safety Risks; Page 11
	403-8 Workers covered by an occupational health and safety management system	Embedding our Ethical Values/ Health and safety Risks; Page 11

GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Our Human Capital Performance highlights and Targets; Page 16
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-2 Ratio of basic salary and remuneration of women to men	2021 At a Glance; Page 10
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	Our Human Capital Performance highlights and Targets; Page 16
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	EAP's Human Capital/ Code of Conduct; Page 13
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	EAP's Human Capital/ Code of Conduct; Page 13
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	EAP's Human Capital/ Code of Conduct; Page 13
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples	EAP's Human Capital/ Code of Conduct; Page 13
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engaging with Stakeholders/ Respect for community and culture; Page 26
	413-2 Operations with significant actual and potential negative impacts on local communities	Engaging with Stakeholders/ Respect for community and culture; Page 26
	2-16 Communication of critical concerns	EAP's Human Capital/ Concerns and Grievance Page 14
	2-22 Statement on sustainable development strategy	Embedding Sustainability in our work; Page 20
	2-23 Policy commitments	Embedding Sustainability in our work/ Adequate Environmental and Social Policies; Page 21
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	2-27 Compliance with laws and regulations	Embedding Sustainability in our work/ Strict Adherence to standards and frameworks; Page 21
	2-29 Approach to stakeholder engagement	Engaging with Stakeholders; Page 25

ACRONYMS

AFSIA	Africa Solar Industry Association
ARC	Affordable, Reliable and Clean
CEO	Chief Executive Officer
CLOs	Community Liason Officer
CSR	Corporate Social Responsibility
EAP	East African Power
EEP	Energy and Environment Partnership
EFlow	Environmental Flows
EHS	Environment Health and Safety
EIB	European Investment Bank
EMP	Environment Management Program
EPCs	Engineering Procurement and Construction
ESG	Environment Social and Governance
ESIA	Environmental and Social Impact Study
ESMS	Environmental and Social Management System
EV	Empowering Village
GRI	Global Reporting Initiative
GRM	Grievance Redressal Mechanism
GW	Giga Watt
HESG	Hydropower Environmental Social and Governance
HSE	Health Safety and Environment
IFC	International Finance Corporation
IHA	International Hydropower Association
IPP	Independent Power Producer
IPs	Indigenous Peoples
IT	Information Technology
MW	Mega Watt
MWh	Mega Watt Hour
OMS	Operating Management System
RAPs	Resettlement Action Plans
tCo2eq	Total Carbon dioxide equivalent
UN	United Nations
UNSDGs	United Nations Sustainable Development Goals
WACP	Women's Aquaculture Cooperative Project



» **EAP**
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Transform African
Communities

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