

ANNEX 1: Environmental and Social Action Plan, Kodení Solar

| No. | Action | Timeline |
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| 1 | Develop an ESMS and related management plans in line with the requirements of the Performance Standards, for a) construction phase; and b) operations phase. | a) Prior to start of construction; b) 30 days prior to commencement of operations. |
| 2 | Ensure that the EPC Contractor appoints a qualified EHS Manager with prior experience of overseeing EHS management in construction projects. | Prior to start of construction. |
| 3 | Develop a Stakeholder Engagement Plan for the Project | Prior to start of construction. |
| 4 | Establish a Local Recruitment Committee for the Project and its Terms of Reference | Prior to start of construction. |
| 5 | Establish HR policies and procedures in line with PS2, applicable to both direct and contracted staff. | Prior to start of construction. |
| 6 | Conduct a hydrogeological study to ensure the availability of the water resource in the Project area. | Prior to start of construction. |
| 7 | Develop a Security Management Plan for the Project in line with the requirements of the Performance Standards for a) construction phase and b) operations phase, including mandatory training for all security personnel in the United Nations Voluntary Principles for Security and Human Rights. | Prior to start of construction. |
| 8 | Update the Livelihood Restoration Plan in line with Performance Standard 5. | Prior to start of construction. |
| 9 | Conduct a Livelihood Restoration Plan completion audit, confirming the finalization and outcomes of the plan. | Within one year following the commencement of operations. |