

ENVIRONMENTAL AND SOCIAL ACTION PLAN

| # | Action | Deliverable | Deadline |
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| <i>Performance Standard 1</i> | | | |
| 1 | <p>Develop and implement an overarching Environmental and Social Management System (ESMS), which shall include:</p> <p>a. An ESMS Handbook or Manual that references the E&S management plans and procedures associated with the Project with the respective timeframe and budget for the development and implementation of the management plans</p> <p>b. An Emergency Preparedness and Response Plan (EPRP) that covers all relevant subsidiaries and identifies contingencies for a variety of potential emergency situations relevant to operations, including accidental leaks and spills, fire, vehicle accidents, natural hazards, pandemic (e.g. COVID-19), and security events</p> | <p>a. ESMS handbook or manual</p> <p>b. Corporate level EPRP</p> | <p>Draft documents within 3 months after effective date of contract of guarantee</p> <p>Final versions within 6 months after the effective date of the contract of guarantee</p> |
| 2 | Develop a non-conformance tracking register | Non-conformance tracking register | 3 months after the effective date of the contract of guarantee |
| 3 | <p>Update the stakeholder engagement plan (SEP) to include the company's plans, activities and engagement strategies in relation to informed consultation and participation in line with PS 1 requirements.</p> <p>Develop site-specific SEPs for sites/subsidiaries with specific stakeholder groups which need special consideration (if necessary).</p> | Revised SEP | <p>Draft version within 3 months after the effective date of the contract of guarantee</p> <p>Final version within 6 months after the effective date of the contract of guarantee</p> |
| 4 | <p>Review, update, and implement the Grievance redress Mechanism (covering workers and communities) to include:</p> <p>a. procedure for accepting and addressing complaints</p> <p>b. timelines for each step of the procedure;</p> <p>c. roles and responsibilities;</p> <p>d. zero tolerance policy on any form of reprisal/ retaliation;</p> <p>e. reporting and managing of sexual harassment and gender-</p> | Updated grievance mechanism | <p>Draft version within 3 months after the effective date of the contract of guarantee</p> <p>Final version within 6 months after the effective date of the contract of guarantee</p> |

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| | based violence and security complaints. | | |
| 5 | Conduct a climate risk and vulnerability assessment for the water assets, identify appropriate risk mitigation measures, and develop an implementation plan to manage climate-related physical risks to the project. | Climate Risk and Vulnerability Assessment | 3 months after the effective date of the contract of guarantee |
| <i>Performance Standard 3</i> | | | |
| 6 | Develop a plan to achieve compliance with the applicable water effluent standards. | Effluent compliance plan | Draft version within 3 months after the effective date of the contract of guarantee Final version within 6 months after the effective date of the contract of guarantee |
| 7 | Evaluate the options currently being assessed in a sludge use study and provide a sludge use/management plan | Sludge Management Plan | Draft version within 3 months after the effective date of the contract of guarantee Final version within 6 months after the effective date of the contract of guarantee |
| <i>Performance Standard 4</i> | | | |
| 8 | Status update demonstrating the implementation of outstanding items of the recommendations from the independent dam safety consulting review for Zhinvali HPP. | Update on implementation of dam safety recommendations | 3 months after the effective date of the contract of guarantee |
| <i>Performance Standard 5</i> | | | |
| 9 | Update the Land Acquisition and Compensation Policy to include Framework which specifies principles, procedures and institutional responsibilities for new project developments, in line with national legislation and PS 5 requirements | Land Acquisition and Compensation Policy | 6 months after the effective date of the contract of guarantee or prior to any land acquisition undertaken |
| <i>Performance Standard 6</i> | | | |
| 10 | Develop a biodiversity management framework to, assess, monitor and manage potential biodiversity risks | Biodiversity Management Framework | Draft version within 3 months after the effective date of the contract of guarantee |

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| 11 | Update the GWP Biodiversity Management Plan to incorporate a monitoring plan | Updated Biodiversity Management Plan | Draft version within 3 months after the effective date of the contract of guarantee Final version within 6 months after the effective date of the contract of guarantee |
| <i>Performance Standard 8</i> | | | |
| 12 | Carry out a desktop cultural heritage assessment for operational hydropower plants and implement mitigation measures as identified. | Cultural Heritage Assessment | 6 months after the effective date of the contract of guarantee |