CATALYST
Investment Management

ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM
Catalyst MENA Climate Fund 2 ("CMCF2")

CIM-ES-PRO-03-rev01

This ESMS has been approved and signed by the Founder and Managing Director of Catalyst Investment Management.

Ennis Rimawi

June 08 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	2021	First Issue	–	–	–
Rev01	08/06/2026	• Added Solar PV supply chain requirements. • Added Social, Environmental, and H&S Policies. • Added external communication section. • Added Applicable Requirements section. • Added ESMS flowchart. • Updated screening section per IFC requirements. • Updated due diligence section per IFC requirements. • Updated Exclusion List per IFC requirements. • Updated E&S risk categorization per IFC requirements. • Added external consultant requirements for due diligence. • Revised monitoring and supervision section. • Updated screening checklist. • Created IFC-aligned due diligence questionnaire. • Added exit step in Section 2. • Created Incident Report Template.	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

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ABBREVIATIONS LIST

CDC	Commonwealth Development Corporation
CMCF 2	Catalyst MENA Climate Fund 2
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
EHS	Environmental Health and Safety
EIA	Environmental Impact Assessment
EIB	European Investment Bank
EIC	ESMS Implementation Committee (EIC)
ESAP	Environmental & Social Action Plan
ESDD	Environmental and Social Due Diligence
ESG	Environmental, Social and Governance
ESIA	Environmental & Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMS	Environmental & Social Management System
IAPs	Interested and Affected Parties
IFC	International Finance Corporation
ILO	International Labour Organization
TOR	Terms of Reference

SECTION [1] INTRODUCTION

Catalyst MENA Climate Fund 2 ("The Fund") applies environmental and social practices across all of its investment activities in line with the Fund's Environmental and Social Policies. In accordance with these policies, The Fund follows the processes and procedures set out in this Environmental and Social Management System (ESMS). This ESMS provides guidance for identifying, assessing, managing, monitoring, and reporting E&S risks, as well as relevant opportunities, in a structured and continuous manner. The procedures apply to all investments, including greenfield and brownfield, from the early screening stage through due diligence, investment, portfolio management. The E&S screening checklists, due diligence reports, action plans, monitoring reports, incident records, and related documentation are important records and are required to be completed and stored in the Fund's filing system.

1.1. Environmental, Social and Governance (ESG) Policy

<u>Our Mission</u>

Catalyst MENA Climate Fund 2 ("The Fund") mission is to promote sustainable economic development in the MENA region in renewable energy, energy efficiency and water projects and in companies with potential for growth and sustainability. We are a process-led firm and believe that by maintaining investment discipline can reduce the level of risk associated with the funds' investments and deliver strong returns. At The Fund, we firmly believe that responsible investing is complementary to profitability. Being a good corporate citizen and enhancing the social development of the communities in which we invest is integral to our business. In order to achieve these goals, we have created a culture within our company and within our portfolio companies to encourage transparency and accountability.

<u>Our Approach</u>

The Fund principles of responsible investing are embedded in our Environmental, Social and Governance (ESG) Framework, which provides the structure and guidance for our investment team as well as our portfolio companies.

We encourage our clients to work towards continuous improvement of their environmental and social management and performance. Firms with an environmentally sustainable and socially responsible way of operating significantly lower the risk for their business model, and therefore, achieve greater cost efficiencies and profitability. These principles are integral to our business, both our own operations and those of our portfolio companies.

<u>Our Commitment</u>

Our ESG Framework is guided by internationally recognized Environmental and Social Standards and Guidelines and is based on IFC's Performance Standards and World Bank Group Environmental Health and Safety Guidelines, UN Principles for Responsible Investing, and ILO's Core Labor Standards as well as relevant sector specific standards.

At The Fund, we view our commitment to ESG as a continual process of assessment and evaluation, and we are committed to updating our policies and procedures accordingly. This policy should be read together with the Fund's standalone Environmental Policy (Appendix 13: Environmental Policy) and Social Policy (Appendix 14: Social Policy) and Health & Safety Policy (Appendix 15: Health and Safety Policy).

1.2. Applicable Requirements

For the purposes of this ESMS, "Applicable Requirements" means the environmental and social requirements applicable to the Fund, the Fund Manager, and, as relevant, portfolio companies and investments, taking into account the nature, scale, and risk profile of each investment. Applicable Requirements include, as relevant:

- Applicable national environmental laws and regulations of the host country.
- Applicable environmental and social permits, licenses, approvals, and any associated conditions issued by official authorities of host country.
- The Fund Environmental Policy [Appendix 13: Environmental Policy].
- The Fund Social Policy [Appendix 14: Social Policy].
- The Fund Health & Safety Policy [Appendix 15: Health and Safety Policy].
- International Finance Corporation (IFC) Performance Standards on Environmental and Social.
- World Bank Group (WBG) Environmental, Health, and Safety (EHS) General Guidelines.
- Relevant sector-specific World Bank Group (WBG) EHS Guidelines, as applicable to the nature of the activity, including but not limited to:
  - WBG EHS Guidelines for Electric Power Transmission and Distribution.
  - WBG EHS Guidelines for Wind Energy.
  - WBG EHS Guidelines for Water and Sanitation.

SECTION [2] INVESTMENT APPRAISAL AND SUPERVISION

Figure 1. ESMS Flowchart will be implemented as key steps of the ESMS process in line with the Fund deal investment cycle. The following figure presents an overview of the environmental and social management System process. Each step is detailed in the subsections below.

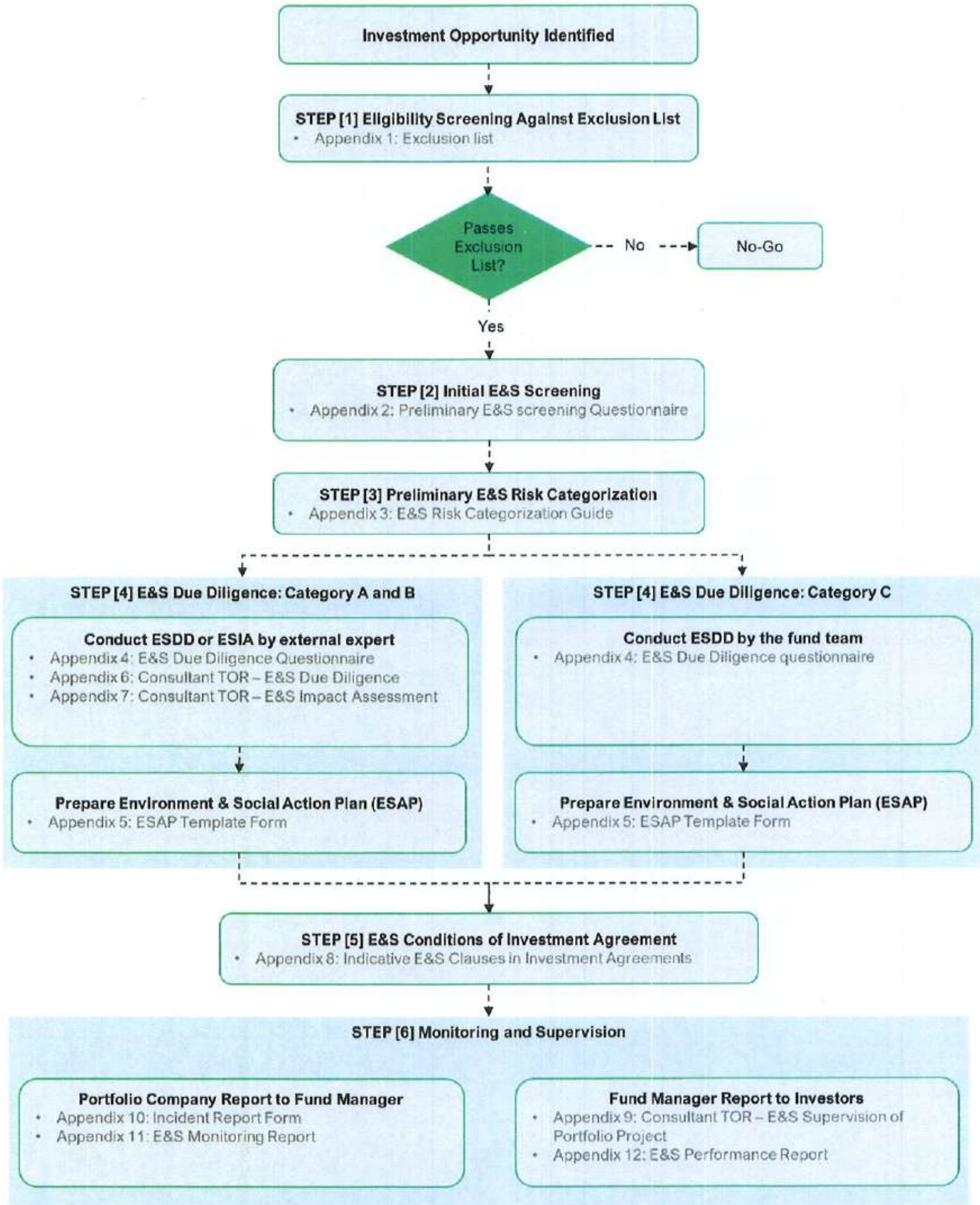


Figure 1. ESMS Flowchart

STEP 1: ELIGIBILITY

Each potential investment shall first be screened against the Fund's Exclusion List set out in [Appendix 1: Exclusion list]. This step is intended to identify prohibited activities, no-go issues, and material red flags at an early stage of the appraisal process. Any investment involving an activity included in the Exclusion List shall not be considered eligible for financing and shall not proceed to the next stage of review. The Exclusion Lists of the CMCF2 partners and investors, as included in the Partnership Agreement and relevant side letters, are also taken into consideration.

Eligibility Timing: Eligibility screening shall be undertaken as soon as a potential investment opportunity is identified.

STEP 2: INITIAL SCREENING

At the pre-investment stage, ESG & Impact Lead shall conduct an initial environmental and social review of each potential investment. The purpose of this review is to determine whether the investment is eligible for financing from an environmental and social perspective, identify key environmental and social risks and issues, classify the investment from climate finance perspective, assign a preliminary environmental and social risk category, and define the scope of further due diligence required.

Screening Timing:

- For Brownfield investments: Initial E&S screening should be undertaken before submission of a non-binding offer.
- For Greenfield investments: Initial E&S screening should be undertaken before submission of the expression of interest.

For investments that pass the Exclusion List screening, ESG & Impact Lead shall carry out an initial E&S screening using a screening checklist [Appendix 2: Preliminary E&S Screening] that considers three types of risk:

- **Contextual E&S risk**: risks arising from the country, region, or local setting in which the investment takes place and that may affect the project. These risks may relate to issues such as land rights, ethnic minority rights, discrimination, gender inequality, restrictions on freedom of expression, threats to human rights defenders, and significant biodiversity concerns.
- **Inherent E&S risk**: risks related to generic aspects of an industrial sector or commercial activity, excluding management or mitigation measures. This may include, as relevant, the nature and scale of the activity, construction and operational characteristics, resource use, emissions and waste generation, occupational health and safety risks, community exposure, and other sector-specific environmental and social considerations.
- **Activity-specific E&S risk**: risks arising from the known characteristics of the proposed investment, including whether it is greenfield or brownfield, its sector, technology, scale, design, construction and operational characteristics, and planned activities. Where the location is not yet identified, the assessment shall be preliminary, and site-specific risks shall be assessed once sufficient location details become available.

The screening should include, as relevant:

1. a desk-based review of publicly available information, including web searches for negative media coverage, public complaints, regulatory violations, labor disputes, court cases, fines, or other relevant E&S concerns.
2. a review of contextual risks related to the potential investment sector, business activity, and location.
3. discussions with the prospective Portfolio Company's if possible and, where relevant and feasible, staff, contractors, customers, neighboring communities, or other relevant stakeholders.
4. site visits may be conducted, particularly for brownfield investments where necessary. However, the initial screening stage is primarily based on desk reviews, with site visits generally undertaken later during due diligence.
5. determine whether there is any adverse public information or other indication of significant environmental and social risks or impacts, including human rights-related concerns, that may create reputational risk for the Fund or prevent the proposed investment from meeting the requirements of this ESMS within a reasonable period of time.
6. for greenfield investments, the screening shall be based on the information reasonably available at the time, recognizing that certain project details, including location and design, may not yet be confirmed.
7. for brownfield investments, the screening may include consideration of existing operations, facilities, past performance, and management of previous incidents and complaints.
8. Identified gaps in the initial screening process.

Climate Finance Classification

As part of the initial screening process, the ESG & Impact Team, in coordination with the Investment Team, shall identify whether the proposed investment is expected to qualify as a climate mitigation and/or climate adaptation activity. The classification shall be made with reference to the "Common Principles for Climate Mitigation Finance Tracking" and "Common Principles for Climate Change Adaptation Finance Tracking".

- "Common Principles for Climate Mitigation Finance Tracking" means the multilateral development bank Common Principles for Climate Mitigation Finance Tracking (version dated 5 December 2023) as may be amended or supplemented from time to time; and

- "Common Principles for Climate Change Adaptation Finance Tracking" means the multilateral development bank Common Principles for Climate Change Adaptation Finance Tracking (version dated 30 November 2023) as may be amended or supplemented from time to time.

Screening of brownfield projects

As part of the screening of brownfield projects, the ESG & Impact Lead shall also assess the prospective Portfolio Company's capacity, commitment, and willingness to manage E&S risks and improve performance over time. This assessment may be considered among other things:

- the company's past response to incidents, accidents, or complaints.
- the existence of relevant environmental, social, health and safety policies, procedures, or management systems.
- the willingness of management to allocate resources for actions and performance improvement.
- the company's openness to understanding and working toward the Fund's Applicable Requirements.

The ESG & Impact Lead shall document the screening in a report that use at least [Appendix 2: Preliminary E&S Screening]. Based on the screening results, the ESMS Implementation Committee (EIC) [Read: 3.3. ESMS Implementation Committee] shall identify any red flags, determine the scope of further assessment if require, and assess whether the proposed investment may result in non-compliance with the Applicable Requirements.

STEP 3: PRELIMINARY RISK CATEGORIZATION

Based on the results of the Exclusion List screening and initial screening, the ESG & Impact Lead shall assign a preliminary E&S risk category in accordance with [Appendix 3: E&S Risk Categorization Guide].

Based on the preliminary E&S categorization, the Fund shall determine the level of due diligence, internal review, and external specialist support required in the next stage of the investment appraisal cycle. The actions set out in Table 1 are intended to ensure that the scope of review is proportionate to the potential risks and impacts of the proposed investment.

Table 1. Actions Required

Risk Category	Action Needed
Category A	• The Fund shall assess whether the identified risks are acceptable and manageable, and whether to proceed with the investment. • If the investment proceeds, the Fund shall undertake E&S due diligence. • The Fund shall engage a qualified external specialist to support the due diligence process. • This may include an Environmental and Social Impact Assessment, depending on the nature of the investment and/or the issues identified and/or regulatory requirements.
Category B	• The Fund shall undertake E&S due diligence. • The Fund shall engage a qualified external specialist to support the due diligence process. • This may include an Environmental and Social Impact Assessment, depending on the nature of the investment and/or the issues identified and/or regulatory requirements.
Category C	• Due diligence can be conducted internally by the Fund unless specific technical expertise is needed then an external consultant can be hired.

STEP 4: E&S DUE DILIGENCE

The scope of the ESDD shall cover the current and reasonably foreseeable E&S exposure associated with the proposed investment, including existing operations, associated facilities, and planned expansion, where relevant.

The objective of the ESDD is to:

- Identify and assess material E&S risks and impacts associated with the proposed investment.
- Determine compliance with the Applicable Requirement in [Section 1.2. Applicable Requirements].
- Define mitigation, corrective, and follow-up measures, including the development of Environmental and Social Action Plan (ESAP).

The ESDD shall, as a minimum:

- Identify applicable national legal and regulatory requirements and relevant international standards.
- Determine which IFC Performance Standards are applicable.
- Review of historical and current E&S documentation and performance (e.g. ESIA, ESMPs, ESAP, permits, monitoring reports, audits, incident records).
- Undertake site visits, interviews, and stakeholder discussions to verify conditions and practices.
- Assess the adequacy of existing E&S management systems and mitigation measures.
- Identify non-compliances and gaps against Applicable Requirements.
- Recommend corrective actions to be included in an ESAP.

Definitions:

- **Environmental and Social Due Diligence (ESDD):**
  Environmental and Social Due Diligence is an investment appraisal process used to identify and assess the environmental and social risks, impacts, compliance status, gaps, and potential liabilities associated with a proposed investment. The ESDD assesses the investment against the Applicable Requirements. The ESDD is used to confirm or refine the E&S risk categorization and to define mitigation, corrective, and follow-up actions, normally through a project-specific Environmental and Social Action Plan (ESAP).

- **Environmental and Social Impact Assessment (ESIA):**
  Environmental and Social Impact Assessment is a project-level technical assessment used to identify, predict, evaluate, and manage the potential environmental and social impacts of a proposed project, particularly for greenfield projects or projects requiring regulatory approval. An ESIA typically assesses baseline environmental and social conditions, project alternatives, potential impacts, stakeholder engagement requirements, mitigation measures, and management plans needed to avoid, minimize, mitigate, or compensate for adverse impacts.

- **Environmental and Social Action Plan (ESAP):**
  Environmental and Social Action Plan is a time-bound action plan that sets out the mitigation, corrective, and follow-up measures required to address gaps, non-compliances, or improvement areas identified during screening, ESDD, ESIA, or monitoring. ESAP should include clear actions, responsible parties, and target completion dates, and should be incorporated into the investment or shareholder agreement where relevant.

- **Environmental and Social Management Plan (ESMP):**
  Environmental and Social Management Plan is a project implementation document that sets out the practical measures, procedures, responsibilities, monitoring requirements, and resources needed to manage environmental and social impacts during construction, operation, and/or decommissioning. ESMP is commonly prepared as part of, or following, an ESIA.

E&S Due Diligence Approach:

E&S due diligence shall be undertaken for two types of potential investments: Brownfield and Greenfield projects. In all cases, the ESDD shall, at a minimum, address the matters set out in [Appendix 4: E&S Due Diligence questionnaire]. The template sets out the minimum required scope and does not limit the assessment. The ESDD shall be carried out using professional judgment and shall include any additional analysis, lines of inquiry, and supporting review necessary to assess the investment against the Applicable Requirements.

Type [1]: Investments in brownfield (existing) sites

For investments in brownfield sites, the Fund shall undertake an ESDD of the potential investment.

- Category A or B projects: A qualified independent E&S consultant[1] shall be engaged to undertake the ESDD in accordance with the ESDD template and relevant Terms of Reference in [Appendix 6: Consultant TOR – E&S Due Diligence].
- Category C projects: the ESDD will be undertaken by the Catalyst ESG & Impact Lead.

Note:

For brownfield projects, the ESDD will be conducted to assess existing E&S risks, compliance gaps, legacy liabilities, and investment suitability from E&S perspective. As part of the ESDD process, the Fund will request and review, where available, any previous ESIA reports, E&S audits, environmental studies, monitoring reports, and related corrective action plans. In addition, the Fund will request relevant licenses, permits, approvals, and environmental studies, EIAs, audits, or other documentation associated with applicable national E&S requirements.

If an ESIA is required under applicable requirements but has not been prepared, this requirement will be included as part of the ESDD findings and reflected in the project-specific ESAP if the Fund decides to proceed with the investment.

The ESDD Timing:

ESDD shall be initiated after acceptance of the non-binding offer and before execution of binding acquisition or investment agreements, completion of the transaction, or disbursement, so that the Fund can assess the existing E&S risks, compliance status, liabilities, and required corrective actions before becoming financially committed.

Based on the findings, the ESDD shall:

- Confirm the E&S risk categorization.
- Identify any red flags and the need for additional experts to assess E&S risks identified as higher risks activities (e.g. biodiversity, land acquisition, OHS, indigenous people)
- Identify gaps related to IFC Performance Standards and required corrective actions.Prepare a project-specific ESAP in accordance with [Appendix 5: ESAP Template Form].
- The ESAP shall be reviewed and approved by the ESMS Implementation Committee (EIC) and incorporated into the investment/shareholder agreement.

[1] Note: If needed, additional specialists may be hired, such as biodiversity experts, solar supply chain assessment consultants, or advisors for sites with pending land acquisition issues.

Type [2]: Investments in greenfield sites and/or sites which have not been confirmed
For investments in greenfield sites and/or sites which have not been confirmed by the Project Sponsor (e.g. land purchase or land lease agreements have not been signed), the Fund shall undertake an ESDD of the potential investment.

- Category A or B projects: A qualified independent E&S consultant[2] shall be engaged to undertake the ESDD in accordance with the ESDD template and relevant Terms of Reference in [Appendix 6: Consultant TOR – E&S Due Diligence].
- Category C projects: the ESDD will be undertaken by the Catalyst ESG & Impact Lead.

Note:
For greenfield projects, where an ESIA is required, the ESIA will serve as the main E&S assessment. In such cases, a separate ESDD may not be necessary, as it could duplicate the ESIA process and add unnecessary time and cost. The ESIA is generally more technical and comprehensive, and the Fund's role will be to review its adequacy against applicable requirements and ensure any gaps are addressed through the ESIA-ESAP.

The ESDD Timing:
ESDD shall be initiated after approval to proceed beyond the EOI or early bid stage and before submission of the final bidding document and/or before making any binding investment commitment, so that the Fund can assess the likely cost, timing, and scope of E&S requirements, including any ESIA, ESAP, or other specialist studies, and reflect these in bid pricing and project planning.

The ESDD shall assess the proposed investment based on available information, including:
- Project type, scale, and design characteristics.
- Land requirements and surrounding environmental and social sensitivities.
- Applicable legal and regulatory requirements.
- If the site is identified: A site visit shall be conducted to verify baseline conditions and identify risks and impacts.
- Where the site is not yet confirmed: The ESDD shall be based on available project and location information and shall be updated once the site is confirmed, including through site visits and interviews.

The ESDD shall:
- Confirm or refine the E&S risk categorization.
- Determine whether an Environmental and Social Impact Assessment (ESIA) is required under national regulations. Term of Reference for an ESIA are provided in [Appendix 7: Consultant TOR – E&S Impact Assessment].
- Identify anticipated risks and mitigation measures.
- Develop an ESAP in accordance with [Appendix 5: ESAP Template Form].
- The ESAP shall be reviewed and approved by the ESMS Implementation Committee (EIC) and incorporated into the investment/shareholder agreement.

[2] Note: If required, additional specialists may be hired, such as biodiversity experts, solar supply chain assessment consultants, or advisors.

STEP 5: E&S CONDITIONS OF INVESTMENT AGREEMENT

Investment agreements will contain appropriate environmental representations, warranties, and covenants requiring that projects are in compliance in all material respects with host country environmental, health, safety and social requirements embodied by state general laws and implementing agencies and conducted in accordance with the Applicable Requirements [Section 1.2. Applicable Requirements]. The investment agreement will also include the project-specific ESAP to ensure compliance with Applicable Requirements. minimum representations, warranties and covenants are provided in [Appendix 8: Indicative E&S Clauses in Investment Agreements].

STEP 6: MONITORING AND SUPERVISION

The environmental and social performance of investees will be monitored and evaluated on a periodic basis to ensure on-going compliance with the Applicable Requirements in [Section 1.2. Applicable Requirements], including status of implementation of the corrective actions. The benchmark for performance will be the on-going compliance against the Applicable Requirements.

1. Supervision

The Fund Manager shall undertake periodic environmental and social supervision of portfolio companies to verify ongoing implementation of the Applicable Requirements, investment agreement covenants, ESAPs, Corrective Action Plans, and any other agreed E&S obligations. Supervision is intended to assess actual E&S performance during the reporting period, identify any new or emerging E&S risks, confirm the status of corrective actions, and determine whether additional follow-up actions are required.

Supervision may be undertaken through desk-based review of reports and supporting documents, meetings with the portfolio company and relevant contractors, site visits, and/or engagement of qualified E&S consultants, where required. Qualified E&S consultants may be appointed to support supervision of higher-risk projects, projects under construction, projects with material E&S issues, or projects where specialist technical review is required. The Terms of Reference for E&S supervision are provided in [Appendix 9: Consultant TOR – E&S Supervision of Portfolio Project].

Each supervision review shall cover, as relevant and proportionate to the project's risk profile, at least the following matters:

1. Reporting period covered by this supervision report
2. List key developments and any major changes in project location and design, if any, from the time of project commencement or from the last supervision period. Mention any new E&S risk not foreseen earlier.
3. Status of implementation of covenants or corrective action plan: Is it in line with the agreed timeframe? Are all covenants/corrective action plan implemented, partially implemented, or not implemented? Is implementation delayed? If partially implemented, not implemented, or delayed, please mention the reason in the response column along with a timeline for completion of implementation as committed by the client during supervision.
4. Was there any incidence of accidents (minor, major, or fatal), spills, leakages, or explosions during the reporting period? If yes, what was the scale of damage? Were there any fatality and monetary loss? What was the action taken in response to the incident?
5. Were there any recent fines or penalties issued by the regulatory body? If yes, please mention the nature of violation, amount of fine or penalty paid, action taken by the client to address the issue to avoid any such fine or penalty in future.
6. Are all the required permits, licenses, clearances, and other international management systems (for example, ISO 14000, OHSAS 18001, and SA8000) in place and up to date? Please mention the issuance dates and duration of validity of all such permits, licenses, and clearances.
7. Has there been any recent protest, grievance, or complaints received from local communities? Any negative feedback from non-governmental organizations or media coverage on the client's E&S performance? If yes, please specify the nature of grievances, actions taken by the client to resolve them, and any outstanding issues and measures proposed by the client to resolve them.

The findings shall be documented in a supervision report or equivalent record. Any gaps, delays, non-compliances, or unresolved issues shall be tracked through an updated ESAP, Corrective Action Plan, or action tracker with responsible parties and target dates. Material issues shall be escalated to the ESG & Impact Lead and, where appropriate, to the ESMS Implementation Committee.

2. Portfolio Companies Monitoring and Reporting

- **Semi-annual Report**: The Fund's portfolio companies will provide semi-annual reports, using [Appendix 11: E&S Monitoring Report], to the Fund Manager, who may follow up as required with further queries or site visits. The semi-Annual Reporting Timeline:
    - First Semi-Annual Report: to be submitted within sixty (60) days after June 30, covering the period from 1st of January to 30th of June.
    - Second Semi-Annual Report: to be submitted within sixty (60) days after December 31, covering the period from 1st of July to 31st of December.

- **Monthly reports**: The Fund's portfolio companies are required to report on the environmental, social, health and safety performance and issues in the monthly progress/status/statistics reports during both the construction and operation and maintenance (O&M) phases, typically in coordination with the EPC and O&M contractors. These progress reports should mention any issues arising in the month being reported, and any expected potential issues and recommended corrective actions to address and manage the issues reported. This report should include environmental, health, safety, labour and social statistics and performance, in a format to be agreed upon with the portfolio company for each project.

- **Incidents reports:** The Fund's portfolio companies will be obliged to report any social, labor, health and safety, security or environmental incidents and accidents to the Fund Manager within two (2) business Days after becoming aware of the occurrence. Reporting incidents should be in compliance with form provided in [Appendix 10: Incident Report Form] to provide description of the incident, persons or plant involved. Moreover, the report should include information on the measures taken or will be taken to address and resolve the situation. The incident report form is intended for notification purposes. Following the notification, the portfolio company shall submit a separate incident investigation report, within ten (10) days after becoming aware of such occurrence, the report shall include the following sections at minimum:
    - Root cause analysis.
    - Contributing factors.
    - Evidence and witness findings.
    - Failures in controls or procedures.
    - Corrective and preventive actions.
    - Responsible parties for action implementation
    - Implementation timeline.
    - Indication of the investigation closure status.

In addition, portfolio companies shall report any Sexual Exploitation and Abuse (SEA) Incident or Child Protection Incident to the Fund Manager within two (2) business days after becoming aware of the occurrence or allegation. The Incident Report shall describe the incident or allegation, actual or potential effects, and measures taken or planned to address the incident and prevent recurrence.

SEA Incident: means the sexual assault, sexual abuse, or sexual exploitation of any individual by an officer, director, employee, agent, contractor, or subcontractor of any Fund Party or any existing or proposed Portfolio company, which has occurred or is alleged to have occurred in a complaint or report to any Fund Party or to the Portfolio Company in connection with the operations of any Fund Party or of the Portfolio Company.

Child Protection Incident: any SEA Incident or other violence, abuse or exploitation (including but not limited to physical abuse, emotional /psychological abuse, sexual abuse, neglect or negligent treatment and maltreatment) of a child (an individual under 18 years old), irrespective of consent, by an officer, director, employee, agent, contractor, or subcontractor of any Fund Party or any existing or proposed Portfolio Company which has occurred or is alleged to have occurred in a complaint or report to any Fund Party or to the Portfolio Company in connection with the operations of any Fund Party or of the Portfolio Company.

Confidentiality Note to the Fund Manager: Please do not include identities of the individuals involved (or alleged to be involved) in the relevant SEA Incident or Child Protection Incident and all other information in personally identifiable form. Such information, where necessary for case management, investigation, safeguarding, legal compliance, or remediation, shall be maintained separately in a restricted confidential case file by the Fund Manager and shared only on a strict need-to-know basis. Any report submitted to investors, partners, lenders, the Advisory Committee, or the E&S SubCommittee shall be anonymized in line with the LPA requirements.

3. Fund Manager Monitoring and Reporting

- The Fund Manager will prepare an Annual Environmental and Social Performance Report to be submitted to the Fund's shareholders. The Report will be based on the environmental and social performance reporting submitted to the Fund by the portfolio companies. [Appendix 12: E&S Performance Report] includes a list of the minimum requirements needed to be reported in the Annual Environmental and Social Performance.
- It is expected that the investees will be submitting semi-annual reports to the Fund, both during the construction phase and operational phases, outlining the performance of the investee's E&S management system and progress on the corrective action plans. Qualified E&S Consultants may be hired to undertake the supervision of high and medium-high risks projects if required. Terms of Reference for the E&S Supervision are provided in [Appendix 9: Consultant TOR – E&S Supervision of Portfolio Project].
- The Fund Manager will report to its investors within three (3) business days of receiving notification from portfolio companies about incidents and accidents of the level described in the partnership agreements.

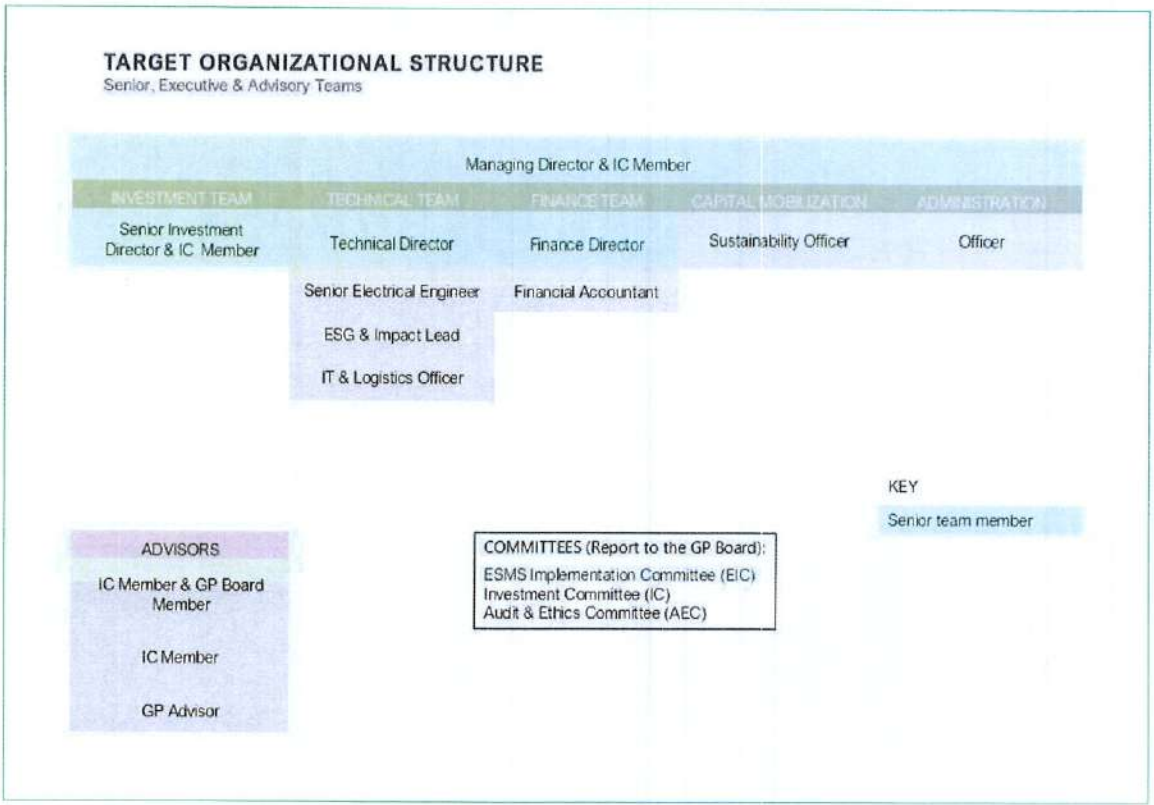
4. Corrective Action Plan

The portfolio company must be able to demonstrate compliance with the Applicable Requirements in [Section 1.2. Applicable Requirements]. Demonstration of compliance must be to the Fund Manager's satisfaction, although the opinion of third parties, such as regulatory agencies and shareholders and investors and lenders and partners, can be sought. Where compliance cannot be demonstrated, a Corrective Action Plan will be developed and agreed with the portfolio company. The plan must specify all of the necessary actions to bring a project into compliance against a target completion date.

STEP 7: EXIT

The Fund shall take environmental and social considerations into account as part of the exit process. Prior to exit, the Fund shall review the portfolio company's environmental and social performance, including the status of any outstanding corrective actions, incidents, complaints, or material non-compliances. Any significant unresolved environmental and social risks or liabilities shall be identified and considered as part of the exit process. Relevant environmental and social information may also be disclosed to prospective buyers or investors, subject to applicable confidentiality requirements. All relevant records relating to environmental and social performance at the time of exit shall be retained in the Fund's filing system.

SECTION [3] ROLES AND RESPONSIBILITIES



E&S Oversight

ESG and Impact	EIC	Deal Team	External Consultants*
Qusai Alabbassi ESG & Impact Lead	Fadi Makhamreh EIC Lead	Fadi Makhamreh Investment Director	E&S Consultant
	Ennis Rimawi Managing Director	Firas Rimawi Technical Director	Impact Advisor
	Firas Rimawi Technical Director		Gender Expert
	Qusai Alabbassi ESG & Impact Lead		* If required
	Taleen Batshon Sustainability Officer		

3.1. ESG and Impact Lead

Catalyst has appointed an ESG & Impact Lead who will oversee the implementation of the ESMS and ensure that these procedures are integrated with the Fund Manager's business processes for evaluating investment financial risks.

The responsibilities of the **ESG & Impact Lead** include:

- Overseeing all E&S matters and supporting the implementation of ESMS.
- Ensuring that the Fund Investment team, Finance Team, Technical Team, and other Fund team members are all trained on ESG Policies.
- Conducting site visits at least once per year for operated projects classified high-risk and medium-high risk, as part of the monitoring of E&S issues.
- Preparing the Fund's Annual E&S Performance Report for investors and stakeholders.
- Overseeing day-to-day environmental and social tasks, including the coordination of E&S due diligence for target investees and the supervision of portfolio companies.
- Leading internal annual audits of environmental and social practices and contributing to the Fund's annual E&S Performance Report.
- Coordinating and overseeing the engagement and management of external consultants and contractors supporting E&S due diligence, monitoring, supervision, capacity building, or other ESMS-related activities.
- Supporting the development and updating of ESG-related policies, procedures, guidance notes, and other tools required for effective ESMS implementation.
- Organizing and supporting ESMS Implementation Committee (EIC) meetings, including preparing input, documenting discussions, and following up on agreed actions.
- Coordinating the Fund Manager's response to environmental and social comments, concerns, or queries received from external stakeholders, including NGOs, CSOs, media, and other interested parties, in line with applicable communication and escalation procedures.

3.2. Deal Team

The responsibilities of the Senior Members of the **Deal Team** include:

- Conducting site visits once per year for projects classified in low and medium risk, as part of the monitoring of E&S issues; and
- Ensuring that all investment agreements contain covenants requiring that projects are in compliance with applicable national laws on environment, health and safety, as well as international laws and best international standards and practices.

3.3. ESMS Implementation Committee

An ESMS Implementation Committee (EIC) has been established in line with the Fund's existing management structure to play an advisory role and provide on-going management support and approvals.

Committee Structure

The Committee comprises of top Management, the ESG team, and designated Function Departmental Managers. The Fund's Investment Director serves as the EIC Lead and assigns responsibility to the members of the EIC for tasks related to ESMS development and implementation. The EIC Lead will have sufficient authority and management support and will undertake periodic management reviews. Topics to be discussed in the management review shall include but not be limited to:

- Review of the environmental policy and framework, objectives, targets, and programmes.
- Review of legal compliance and compliance with other requirements (including investee compliance with the ESMS).
- Findings of the internal audits.

- Review of nonconformities and the status of corrective/preventive actions.
- Communications from external interested parties, including complaints.
- E&S performance and areas for improvement.
- Adequacy of emergency preparedness and response.
- Changing circumstances, including developments in legal and other requirements related to its environmental aspects.
- Identify the need for modification of the existing ESMS in light of the above items.
- Follow-up action from previous management reviews.

Findings from the management review shall be recorded in the meeting minutes.

Duties and responsibilities of the Committee Members

The following table provides a description of the duties and responsibilities of the core EIC members:

Title	Responsibilities
Investment Director (Committee Leader)	• Responsible for establishing appropriate organizational structures, roles and responsibilities, and ensuring that the policies and procedures of the fund's ESMS will be duly implemented. • Undertake an annual management review to periodically ensure that the ESMS is suitable, adequate and effective. • Ensure relevant E&S Procedures are followed during investment appraisals and reviews. • Ensure that relevant E&S clauses and covenants are included in applicable documentations e.g. term sheets, investment/shareholder agreements, subject to review by someone with legal background.
ESG and Impact Lead	• Responsible for overseeing all E&S matters and coordination to ensure that the resources are made available for the implementation of the ESMS. • Ensure the Investment team, Finance Team, Technical Team, and other Fund team members are all trained on the ESG Policy and Procedures. • Prepare the Fund's Annual E&S Performance Report to investors and stakeholders. • Conduct internal annual E&S audits for verification and control processes. • Build and maintain a roster of qualified E&S consultants who can be called upon to assist in E&S due diligence or reviews of Category A and B projects. • Overseeing day-to-day environmental and social (E&S) tasks, including the management of E&S due diligence for target investees and the supervision of portfolio companies. • Leading internal annual audits of environmental and social practices and contributing to the Fund's annual E&S Performance Report.

Title	Responsibilities
Technical Director	• Support the implementation of the Fund's ESMS at the project level by ensuring that technical activities and engineering decisions are consistent with applicable E&S requirements. • Oversee and coordinate the inputs of technical engineers and external technical advisors into Environmental and Social Action Plans (ESAPs), Corrective Action Plans, and related technical mitigation measures. • Provide technical support on environment, health, and safety aspects related to project engineering, including occupational health and safety, emergency preparedness and response, and site security considerations, within the scope of technical control and influence. • Support the ESG and Impact Lead by contributing technical inputs to E&S due diligence, monitoring reports, and incident reviews, including analysis of root causes and proposed technical corrective measures.

SECTION [4] INTERNAL AUDIT

The ESMS needs to be reviewed once every three years by the ESMS Implementation Committee to ensure that it remains relevant and effective over time and incorporates the Fund Manager's evolving needs.

This involves identifying potential difficulties with operational aspects of ESMS implementation and making changes as necessary; reviewing the scope of ESMS procedures to ensure that emerging E&S risks of projects are detected and identified during the due-diligence process; and updating the ESMS to reflect revisions in applicable national laws on environment, social, health, and safety.

SECTION [5] RECORDS TO BE MAINTAINED

The Fund shall establish and maintain a structured and auditable record-keeping system to document all Environmental and Social (E&S) activities undertaken throughout the investment lifecycle. All records shall be:

- Complete, accurate, and up to date
- Stored in an organized and secure manner (electronic and/or physical)
- Easily accessible for internal review, audits, and external reporting.
- Retained in line with the Fund's document retention practices.

Screening

The following records shall be maintained for each potential investment:

- Completed screening against the Exclusion List.
- Preliminary E&S Screening Checklists.
- Supporting documentation from initial review (if applicable).
- Site visit notes and observations (where conducted).
- E&S Risk Categorization justification and outcome.

Relevant appendices:

Appendix 1: Exclusion list
Appendix 2: Preliminary E&S Screening
Appendix 3: E&S Risk Categorization Guide

Due Diligence

The following records shall be maintained for all investments undergoing E&S Due Diligence:

- ESDD reports.
- Site visit reports and supporting evidence.
- Environmental and Social Action Plan (ESAP).
- Consultant deliverables and reports (where applicable).

Relevant appendices:

Appendix 4: E&S Due Diligence questionnaire
Appendix 5: ESAP Template Form
Appendix 6: Consultant TOR – E&S Due Diligence
Appendix 7: Consultant TOR – E&S Impact Assessment

Investment Agreement

The following records shall be maintained:

- Final investment agreements including E&S clauses.
- Agreed ESAP and E&S conditions precedent.
- Any amendments related to E&S requirements.

Relevant appendices:

Appendix 8: Indicative E&S Clauses in Investment Agreements

Monitoring & Reporting

The following records shall be maintained throughout the investment period:

- Semi-Annual E&S Monitoring Reports from portfolio companies.
- Incident and accident reports.
- E&S performance tracking data.
- Annual E&S Performance Reports to investors.
- Consultant supervision reports (if applicable).
- Records of site visits and follow-up actions.

Relevant appendices:

Appendix 11: E&S Monitoring Report
Appendix 10: Incident Report Form
Appendix 12: E&S Performance Report
Appendix 9: Consultant TOR – E&S Supervision of Portfolio Project

SECTION [6] BUDGET AND TRAINING

To ensure effective ESMS implementation, it is necessary to (a) allocate resources to prepare and distribute ESMS documentation and materials, (b) train staff and new hires on ESMS procedures, and (c) account for staff time to perform their ESMS responsibilities in their day-to-day duties.

The annual budget for ESMS implementation will cover: E&S related training, procurement of external consultants, and supervision and monitoring of portfolio companies.

SECTION [7] EXTERNAL COMMUNICATION MECHANISM

Catalyst receives external communications, questions, concerns, and complaints related to the environmental and social performance of the Fund and its portfolio of companies and investments, through its existing communication and grievance channels. External communications may be submitted through:

1) Catalyst website.
2) QR code that will be accessible at the project sites.

Environmental and social concerns, inquiries, and complaints shall be managed through the Fund's standalone Worker & Employee Grievance Mechanism and Community Grievance Mechanism, which set out the steps for receiving, recording, reviewing, assessing, responding to, and closing grievances.

Communications and complaints received through these channels shall be recorded, reviewed, and coordinated by the Fund Manager in a manner proportionate to the issue raised and consistent with the Fund's role, contractual rights, and level of influence. The Fund Manager shall review each matter, determine the appropriate follow-up, and ensure that any required action is tracked to closure. The Fund shall seek to respond within a reasonable timeframe. Anonymous complaints may also be submitted through the applicable channels and will be assessed based on the information provided.

Complaints related to labor and working conditions, occupational health and safety, workplace conduct, discrimination, harassment, retaliation, or other workforce-related matters shall be handled through the Fund's Worker & Employee Grievance Mechanism.

Complaints related to affected communities, including community health and safety, environmental nuisance, land-related issues, access, security, stakeholder engagement, or other community-related environmental and social impacts, shall be handled through the Fund's Community Grievance Mechanism.

The Catalyst website and the Fund's grievance mechanisms shall serve as the channels through which external environmental and social communications and grievances may be raised.

SECTION [8] APPENDICES

Appendix 1: Exclusion list

CATALYST
Investment Management

EXCLUSION LIST

CIM-ES-POL-04-rev01

May 31, 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	2021	First Issue			
Rev01	31/05/2026	Revised the list to be the same as IFC version December 8, 2025.	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

CIM-ES-POL-04-rev01 Exclusion List Page 1 of 2

Catalyst Investment Management does not finance or invest in the following projects:

1. Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans, such as pharmaceuticals, pesticides/herbicides, ozone depleting substances, Polychlorinated biphenyls (PCB's), wildlife or products regulated under Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
2. Production or trade in weapons and munitions.[1]
3. Production or trade in alcoholic beverages (excluding beer and wine). [1]
4. Production or trade in tobacco. [1]
5. Gambling, casinos and equivalent enterprises. [1]
6. Production or trade in unbonded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%.
7. Drift net fishing in the marine environment using nets in excess of 2.5 km. in length.

A reasonableness test will be applied when the activities of the project company would have a significant development impact but circumstances of the country require adjustment to the Exclusion List.

Catalyst Investment Management, except those engaged in activities specified below*, must apply the following exclusions, in addition to above Exclusion List:

- Production or activities involving harmful or exploitative forms of forced labor[2]/harmful child labor.[3]
- Commercial logging operations for use in primary tropical moist forest.
- Production or trade in wood or other forestry products other than from sustainably managed forests.

*** When investing in microfinance activities, Catalyst Investment Management will apply the following items in addition to the Exclusion List:**

- Production or activities involving harmful or exploitative forms of forced labor[2]/harmful child labor.[3]
- Production, trade, storage, or transport of significant volumes of hazardous chemicals, or commercial scale usage of hazardous chemicals. Hazardous chemicals include gasoline, kerosene, and other petroleum products.
- Production or activities that impinge on the lands owned, or claimed under adjudication, by Indigenous Peoples, without full documented consent of such peoples.

*** Trade finance projects, given the nature of the transactions, Catalyst Investment Management will apply the following items in addition to the Exclusion List:**

- Production or activities involving harmful or exploitative forms of forced labor[2]/harmful child labor.[3]

Ennis Rimawi
Founder and Managing Director

May 31, 2026

[1] This does not apply to project sponsors who are not substantially involved in these activities. "Not substantially involved" means that the activity concerned is ancillary to a project sponsor's primary operations.
[2] Forced labor means all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty.
[3] Harmful child labor means the employment of children that is economically exploitive, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

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Appendix 2: Preliminary E&S Screening Questionnaire

This will mainly be done by the Fund's staff, based on their understanding of the environmental and social information provided by the investee as well as have a general understanding of the environmental and social issues that are typically associated with a particular industry sector. The questions below are for guidance purposes and are not exhaustive. Additional or less questions may be considered where relevant to the proposed investment.

Project Information

- **Investment Name:** [Insert details]
- **Investment Stage:** [Insert details]
- **Project Value / Amount:** [Insert details]
- **Location:** [Insert details]
- **GPS Coordinates:** [Insert details]
- **Investment Type:** [Insert details]
- **Sector:** [Insert details]
- **Sub-sector:** [Insert details]
- **Comments, if any:** [Insert details]

Screening

- **Exclusion List Screening:** [Insert screening findings]
- **Host Country E&S Laws Screening:** [Insert screening findings]
- **IFC Performance Standards Screening, Were the applicable Performance Standards identified?** [Insert screening findings]
- **Contextual Risk Screening:** [Insert screening findings]
- **Reputational Risk Screening:** [Insert screening findings]
- **Sector-Specific E&S Risks:** [Insert screening findings]
- **Conclusions Based on E&S Screening:**
  Provide guidance during the sub-project appraisal, including:
  - ✓ Confirm, based on the findings, whether the ESDD will be carried out internally or through an external consultant.
  - ✓ Identify whether there are any red flags related to contextual and/or reputational risks, OHS, labor issues, or court cases that should be considered in depth during the E&S Due Diligence process/appraisal.
  - ✓ Identify the recommended follow-up actions or guidance to be considered as part of the E&S Due Diligence process.

  [Insert conclusion and recommended guidance]

E&S Risk Category

Initial E&S Risk Category Assigned and Rationale Behind the Categorization: [Insert category and rationale]

Appendix 3: E&S Risk Categorization Guide

Following completion of the initial screening, each proposed investment shall be assigned a preliminary Environmental and Social (E&S) category in accordance with the ***IFC Interpretation Note on Environmental and Social Categorization (January 1, 2012)*** and the ***IFC Policy on Environmental and Social Sustainability 2012***.

The purpose of this categorization is to reflect the relative magnitude of the potential E&S risks and impacts of the proposed investment, based on the information available at the time of screening, and to determine the nature and scope of the subsequent E&S due diligence. The categorization is therefore used to support what level of further review, assessment, and specialist support may be required. For direct investments, the Fund shall apply IFC's categories A, B, and C, as defined under the IFC methodology.

For direct investments, the Fund shall apply the Environmental and Social (E&S) categorization approach set out in the IFC Interpretation Note on Environmental and Social Categorization (January 1, 2012) and the IFC Policy on Environmental and Social Sustainability (2012). Under this methodology, proposed investments are categorized as follows:

Category	Definition
Category A	Business activities with potential significant adverse environmental or social risks and/or impacts that are diverse, irreversible, or unprecedented.
Category B	Business activities with potential limited adverse environmental or social risks and/or impacts that are few in number, generally site-specific, largely reversible, and readily addressed through mitigation measures.
Category C	Business activities with minimal or no adverse environmental or social risks and/or impacts.

Where the site or full scope of the investment is not yet defined at the time of screening, the preliminary categorization shall be based on the information available at that stage of review and may be updated as further information becomes available during due diligence.

Appendix 4: E&S Due Diligence questionnaire

The ESDD checklist sets out the minimum requirements for conducting the ESDD and is provided for reference and guidance purposes. The external consultant is expected to use this checklist as a baseline, while also applying their professional judgment and undertaking any additional questions, assessment, analysis, and investigation necessary to ensure that the ESDD is complete and aligned with applicable requirements in [Section 1.2. Applicable Requirements] and good international industry practices. The ESDD report is more comprehensive which includes at least the methodology, timing, interviews, stakeholder engagement, site visit findings, timing, E&S categorization, action plan, etc.

- Main sections to be completed are Sections 1 – 6.
- For any investment involving water projects, the consultant shall consider Section (7).
- For any investment involving a solar photovoltaic (PV) component, the consultant shall assess supply chain social risks as part of the Environmental and Social Due Diligence process, with particular attention to forced labor risks. These considerations are integrated into Section (8) of this ESDD, including relevant supply chain due diligence questions, screening requirements, and expectations for the implementation of a supplier Code of Conduct.

The ESDD shall, as a minimum:

- Identify applicable national legal and regulatory requirements and relevant international standards.
- Determine which IFC Performance Standards are applicable.
- Review of historical and current E&S documentation and performance (e.g. ESIA/ESMPs, permits, monitoring reports, audits, incident records).
- Undertake site visits, interviews, and stakeholder discussions to verify conditions and practices.
- Assess the adequacy of existing E&S management systems and mitigation measures.
- Identify non-compliances and gaps against Applicable Requirements.
- Recommend corrective actions to be included in an ESAP in [Appendix 5: ESAP Template Form].

The Due Diligence Checklist consists of the following Sections:

Section (1): Project Information
Section (2): E&S Screening of Key Project Counterparties
Section (3): Due Diligence Against Host Country Laws, Regulation, Requirements, Permits
Section (4): Due Diligence Against IFC Performance Standards
Section (5): Due Diligence on Business Integrity Matters
Section (6): Gender Mainstreaming Checklist for Projects
Section (7): Additional Due Diligence for Water Projects
Section (8): Additional Due Diligence for Investments Involving Solar PV

Section (1): Project Information	
Investment Name	
Investment stage	
Project Value (Amount)	
Location	
GPS Coordinates	
Investment type	
Sector	
Sub sector	
Others	
Applicable IFC Performance Standards	
E&S Risk Category (A or B or C)	
E&S Risk Categorization Rational	
Section (2): E&S Screening of Key Project Counterparties	
A. Company profile and role • What is the role of the company in the proposed investment (developer, co-developer, sponsor, EPC, operator, shareholder, or other)? • Does the company have prior experience in similar projects, sectors, or jurisdictions? • Has the company previously developed, owned, constructed, or operated projects with material E&S risks? **B. E&S governance and systems** • Does the company have an Environmental and Social Policy, Health and Safety Policy, or other relevant E&S procedures? • Does the company have designated personnel responsible for E&S, OHS, stakeholder engagement, or grievance handling? • Does the company have an ESMS or other internal system to identify, manage, and monitor E&S risks? • Does the company have contractor management procedures that include E&S requirements? **C. Track record and past performance** • Has the company been subject to any significant environmental, social, labour, health and safety, or community-related incidents in the last [3–5] years? • Has the company been subject to any regulatory notices, penalties, fines, stop-work orders, or permit violations related to E&S matters? • Has the company been involved in any litigation, complaints, or disputes related to land, labor, community health and safety, pollution, biodiversity, or stakeholder impacts? • Is there any adverse media, NGO reporting, or public controversy related to the company's environmental and social performance? **D. Labor and working conditions**	*Describe Findings*

• Does the company have procedures relating to labor and working conditions, including non-discrimination, grievance handling, and occupational health and safety? • Are there any known labor disputes, strikes, worker complaints, or allegations related to working conditions, forced labor, child labor, discrimination, or harassment? • Does the company require its contractors and subcontractors to comply with labor and OHS requirements? **E. Capacity and commitment** • Has the company demonstrated willingness to address E&S gaps and implement corrective actions? • Is the company likely to allocate adequate budget, staffing, and management attention to E&S matters? • Has the company shown evidence of responding appropriately to previous incidents, complaints, or regulatory findings? • Does management appear receptive to meeting the Fund's Applicable Requirements and implementing an ESAP, if required? **F. Preliminary conclusion** • Are there any red flags related to the company that may create reputational risk or prevent alignment with the Fund's ESMS and Applicable Requirements? • Does the company appear to have adequate capacity and commitment to manage E&S risks, or is enhanced due to diligence / external specialist review required?	
Section (3): Due Diligence Against Host Country Laws, Regulation, Requirements, Permits	
Identify the applicable laws, regulations, requirements, and permits, and assess any instances of non-compliance with these obligations.	*Describe Findings*
Section (4): Due Diligence Against IFC Performance Standards *(Select the applicable IFC Performance Standards, conduct due diligence against the requirements of each applicable standard, and provide justification for any standards deemed not applicable.)*	
PS1: Assessment and Management of Environmental and Social Risks and Impacts	
Read: • Performance. • The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 5 – 36 of the IFC Performance Standards must also be covered. ***Environmental and Social Assessment and Management System*** • Does the company have a management system in place to identify the environmental and social impacts and risks of their operations? Does the system identify mitigation and performance measures that address the impacts and risks of their operations? (For example, quality Assurance; environmental, health, safety & social, OHS) • Does the company have environmental and social policies? • Does the company have resources earmarked to support this?	*Describe Findings*

Policy • Do they have any best practice certifications (ISO etc.)? • Does the company have proof of valid environmental permits and licenses? • Does the E&S policy explicitly commit the company/project to comply with applicable laws and regulations? • Does the E&S policy clearly identify who within the organization is responsible for ensuring compliance? • Is the policy formally endorsed by senior management? ***Identification of Risks and Impacts*** • Describe the system/procedure in place to identify, assess and manage the potential risks and impacts related to the company's business activities/projects. • Does the written risk and impact identification process cover, where relevant, associated facilities, cumulative impacts, supply chains, and disproportionately affected disadvantaged or vulnerable groups? • Would the potential outcomes of the investment be sensitive or vulnerable to potential impacts of climate change? • Is the potential investment located in an area susceptible to potential floods, volcanic activity, or natural disasters? • Does the potential investment pose the risk of increasing vulnerability to earthquakes, subsidence, landslides, erosion, flooding, drought or extreme climatic conditions? • Has a gender assessment (including a risk assessment) been conducted? If so, what are the results of such assessment? • Will the project negatively affect local livelihoods (e.g. fishing, agriculture, grazing, informal water vendors)? • Could the project impact women, youth, or vulnerable groups differently? Have these impacts been considered? • What impact may the company's activities have on local communities and other stakeholders? • If there could be adverse impacts, has the company conducted a social impact assessment and followed up on its findings and recommendations with mitigating measures? • Do the company's activities have a direct or indirect impact on marginal or vulnerable social groups with identities distinct from the dominant groups on the basis of race, religion, or other potential basis for discrimination? ***Management Programs*** • Does the Project account for gender-specific needs and address gender-specific conditions? • How does the Project enhance women's empowerment and/or reduce the social exclusion of women? • How does the Project contribute to improve the opportunities and rights of women? • Are economic benefits expected (e.g. jobs, service contracts, local procurement)? Are they accessible to affected communities? • If there are any adverse effects on local communities or other stakeholders from the company's operations, how are such effects minimized, reduced or compensated for?	

• Is there a written management program that sets out mitigation, corrective, and performance improvement actions to address identified E&S risks and impacts? • How does the company track both routine and non-routine E&S actions arising from permits, legal obligations, commitments, and mitigation measures? ***Organizational Capacity and Competency*** • Are there persons responsible for implementation of the management system? • Include an outline of the persons responsible including E&S management. • Does the company have training programs in place for the persons responsible? • Has the company designated an E&S Officer to manage E&S issues? Please provide the name of the designated employee and job description. • Are E&S roles, responsibilities, and authorities formally defined and communicated across the organization? • Is there a written job description for E&S responsibilities? • Is there an organizational chart showing E&S staffing and reporting lines? ***Emergency Preparedness and Response*** • Does the company have an emergency response plan? • Is the emergency preparedness and response plan current and reflective of the actual facility and surrounding conditions? • Has the company consulted or coordinated with potentially affected communities and local authorities, where relevant? • Does the company have the personnel, equipment, and financial resources to implement the plan? • Is the plan periodically reviewed, updated, and tested, and are staff trained on it? ***Monitoring and Review*** • How often do the company review and update the system? • Does the company have procedures in place to monitor management program performance? • Will gender-disaggregated data collection and reporting be possible? Why/why not? What risks or factors may affect data collection and reporting? • Has the company established regular procedures to monitor and measure key characteristics of the management program? • Are external experts used where appropriate for monitoring and review? • Is E&S performance information periodically reported internally to senior management? • Has senior management taken actions based on monitoring results? ***Stakeholder Engagement*** • Does the company have a community engagement process for affected communities? • If applicable, does this process ensure free, prior and informed consultation of the affected community? • Are women stakeholders included in the consultative process? • Does the Project promote women's participation? How? • Has the local community been informed about the project? Has engagement been inclusive (e.g. women, farmers, Indigenous Peoples if relevant)? • Does the company have good relations with the local communities and NGOs?	

• Does the stakeholder engagement process identify which affected people may be particularly vulnerable, and does it ensure equitable access to consultation and engagement for those groups? ***External Communications and Grievance Mechanisms*** • Does the company have a grievance mechanism in place for affected communities? • Describe the procedures in place to engage with local communities and address community grievances where applicable. (e.g. grievance mechanism, stakeholder engagement plan). • Are there any signs of community resistance, tension, or lack of trust in the project? • Is there an external communication mechanism for receiving and registering communications from the general public? • Is there a process to screen, assess, and respond to external communications? • Is there a log/register for tracking external communications and responses? • For the grievance mechanism, is there a documented process to screen, assess, and respond to grievances? • Is there a grievance log/register to track grievances and responses? • Is there evidence that affected communities, including vulnerable groups, are aware of the grievance mechanism? ***Ongoing Reporting to Affected Communities*** • Is appropriate environmental and social performance information periodically reported internally to senior management, investors and stakeholders as relevant? • Does the company contribute to any community development programs through financial donations or in other ways?	
PS2: Labor and Working Conditions	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 8–29 of the IFC Performance Standards must also be covered. ***Working Conditions and Management of Worker Relationship*** • Does the company have an HR policy? Is it clearly understandable and easily accessible to all employees? Does it provide information on rights under national labor and employment law? • Has the company documented and communicated working conditions and terms of employment to all workers directly contracted? Does this include guidelines on working hours, overtime procedures, wages paid, types of contracts, frequency of payments and sick and maternity leave? • What is the language of communication with workers and employees? • Are the terms and conditions in accordance with any collective agreement with workers? • Has the company implemented a grievance mechanism to review and address employee complaints?	*Describe Findings*

• Is there a person responsible for reviewing complaints and following up on them in a timely and transparent manner? • Does the company comply with national law in allowing workers to form and join workers organizations and bargain collectively? Does it have a worker's organization or trade union? If yes, when was this formed? What percentage of the workforce are members? Are members entitled to special benefits? • Does the company have documented transparent procedures with respect to discipline, performance and grievance procedures to ensure that employment decisions are not made on the basis of personal characteristics unrelated to job requirements? Does the company have any preferential employment policies in place? • Does the company anticipate retrenchment of a significant number of employees? If yes, is there a retrenchment procedure in place? Have workers been consulted appropriately? • If the investment entails an expansion will this create additional jobs? • How many employees does the company have? • Does the company have a Human Resource (HR) Policy that is consistent with the requirements of the national labor laws? Please highlight the major policies covered. • Does the Project involve support for employment or livelihoods that may fail to comply with national and international labor standards (i.e. principles and standards of ILO fundamental conventions)? • Does the company employ local workers? If not, why not? • Can workers freely leave employment with reasonable notice, and are IDs/passports not retained and no recruitment/migration fees charged to workers? • If national law substantially restricts workers' organizations, has the company provided alternative means for workers to express grievance and protect their rights without retaliation or discrimination? • If the company anticipates retrenchment of a significant number of employees, has it developed a plan to implement retrenchment based on non-discriminatory principles? • If retrenchment is anticipated, has the company developed measures to mitigate adverse impacts on affected workers? • Does the grievance mechanism in align with IFC requirement? • Does it ensure concerns are addressed promptly through an understandable and transparent process that provides timely feedback without retaliation? • How is the grievance procedure communicated to workers? • Is it available to contract workers? • Does it include grievances related to sexual harassment and gender-based violence? ***Protecting the Work Force*** • Does the company ensure child or forced labor is not used directly, or through contractors or in the supply chain? Does the company check the ages of all employees? Does the company ensure that child workers (less than 18 years) are not employed? Does the company commit contractors and suppliers to not use child or forced labor? • Please confirm that the company is not involved in harmful child labor or forced labor (including supply chain) • Is there any indication that the client or relevant counterparties have basic policies or commitments prohibiting forced labour and child labour?	

- Are there any known allegations, sanctions, adverse media, or other red flags related to forced labour or child labour? - Does the investment require enhanced due diligence in labour and supply chain risks? - If young workers aged 15–18 are employed where host country legally permitted, does the company ensure they are not engaged in hazardous or dangerous work? - Does the company ensure that unacceptable prison labor is not used? ***Occupational Health and Safety*** - Does the company comply with the *World Bank Group Environmental, Health, and Safety General Guidelines?* And Relevant sector-specific World Bank Group EHS Guidelines, as applicable to the nature of the activity, including but not limited to: *WBG EHS Guidelines for Electric Power Transmission and Distribution*. *WBG EHS Guidelines for Wind Energy*. *WBG EHS Guidelines for Water and Sanitation*. - Does the company provide its workers with a safe and healthy work environment? Does this include providing workers with and mandating that workers use personal protective equipment (PPE)? Has the company taken steps to prevent accidents, injury, and disease by minimizing the causes of hazards? - Does the company conduct appropriate monitoring and inspections to ensure worker safety? Does this include monitoring ambient and workplace exposure to noise, and workplace illumination, air quality and temperature as applicable? - Does the company track and report on rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities? Does the company track staff turnover? - Does the company have training programs in place for workers in occupational health and safety? - Does the company have a fire, life and safety plan? - Does the company provide its workers with a safe and healthy work environment? - Where applicable does the company provide workers with and mandating that workers use personal protective equipment (PPE)? - Does the company have occupational health and safety procedures? - Does the company track and report on rates of injury, occupational diseases, lost days, and number of work-related fatalities? Please provide recent data. - Does the company have training programs in place for workers on occupational health and safety? - Does the Project pose potential risks and vulnerabilities related to occupational health and safety due to physical, chemical, biological, and radiological hazards during Project construction, operation, decommissioning? - Does the company have emergency prevention, preparedness, and response arrangement for workers? ***Workers Engaged by Third Parties*** - Does the company have policies and procedures for managing and monitoring the performance of third-party employee contractors in terms of labor and working conditions? - Has the company established a grievance mechanism for workers and third-party contract workers?	

• Does the transaction involve material sourcing, procurement, or contracted services from higher-risk sectors or jurisdictions? • Can the relevant key contractors and primary suppliers be identified at this stage? • Does the company employ contracted workers through third parties? • Does the company take steps to ascertain that third parties engaging workers are reputable and legitimate? • Do such third parties have appropriate management systems to ensure compliance with labor and working conditions requirements? ***Supply Chain*** • Does the company ensure child or forced labor is not used directly, or through contractors or in the supply chain? Does the company check the ages of all employees? Does the company ensure that child workers (less than 18 years) are not employed? Does the company commit contractors and suppliers to not use child or forced labor? • Please confirm that the company is not involved in harmful child labor or forced labor (including supply chain). • Does the portfolio company/EPC have a Supplier Code of Conduct / sourcing policy prohibiting forced & child labour? • Are there flow-down obligations in contracts requiring suppliers/contractors (and relevant subcontractors/Tier-II primary suppliers)[3] to comply with forced/child labour prohibitions and cooperate with information requests? • Is there a basic process to screen for credible allegations / sanctions / adverse media for relevant suppliers/contractors? • Is there evidence (supplier list, key contracts/POs, declarations, screening logs, any assurance documents) sufficient for monitoring and investor reporting? • Are there any immediate red flags: refusal to identify Tier-I, lack of any policy/controls, inability to provide reasonable evidence, or credible allegations linked to relevant suppliers/contractors with no credible mitigation plan? • Where there is a high risk of child labor or forced labor in the primary supply chain, has the company established a system to screen and monitor these risks? • If child labor or forced labor issues are identified in the primary supply chain, has the company taken steps to eliminate and remedy them? • Has the company established a system to ensure that primary suppliers take steps to prevent or correct life-threatening safety issues?	
PS3: Resource Efficiency and Pollution	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 4–17 of the IFC Performance Standards must also be covered.	*Describe Findings*

[3] A primary supplier is a supplier who on an ongoing basis forms part of the supply chain of goods or materials essential for the core business processes of the project. A primary supplier may supply its goods or materials directly to the project (a Tier I primary supplier), to the Tier I primary supplier (a Tier II primary supplier) or may be at a deeper tier of the primary supply chain. [Introduced June 14, 2021]." Guidance Note 1, FN 9.

Paragraph (4-5) • Does the company apply project-specific pollution prevention and control techniques? • Does the company have an emergency prevention, preparedness and response plan? • Has a comparison of the project's air emissions and water effluent quality been made against the Applicable Requirements in [Section:1.2. Applicable Requirements]? • If less stringent pollution prevention, control, or waste management measures than those set out in the [Section:1.2. Applicable Requirements] are proposed, has justification been provided and does it demonstrate consistency with the overall objectives of PS3? • If the project has the potential for significant impacts on ambient environmental conditions, have ambient conditions been assessed and appropriate mitigation strategies adopted? ***Resource Efficiency*** • Provide details about the company's resource use including sources and estimates of daily use of energy and water. Has the company ever conducted a cleaner production audit? Do the company's operations incorporate energy efficiency and water conservation measures? (See also. guidance under PS 6, Management and Use of Renewable Natural Resources.) • What are the company's GHG emissions (direct plus indirect from purchased electricity)? • If these exceed 100,000 tons CO_2 annually, does the company conduct annual monitoring, and have options for emissions reductions or offsets been discussed with the company? • Does the company implement measures for improving efficiency in its consumption of energy, water, raw materials and other resources and inputs? • Does the potential investment involve significant extraction, diversion or containment of surface / ground water? • Where is benchmarking data available, has the project's resource efficiency performance been compared against relevant industry benchmarks? • Have options for GHG emissions reductions been evaluated and implemented to demonstrate that the project is minimizing GHG emissions to the extent feasible? • Is the project potentially a significant consumer of water such that it could contribute to depletion of water resources and adversely affect third parties' access to water? • If yes, has the company adopted measures to avoid or reduce water use so that it does not have significant adverse impacts on others? ***Pollution Prevention*** • Does the company monitor air and water emissions? Is ambient air quality monitored on site? • Does the company have procedures for storage, handling, and disposal of solid waste? Does this include waste management techniques? • Does the company treat effluents prior to disposal? • Does the company have procedures for storage, handling and disposal of hazardous materials? • How are pests monitored and controlled? If pesticides are used:	

○ is their selection and management consistent with good international industry practice and part of an integrated pest management and/or vector management strategy? ○ Is their selection made with the following considerations in mind: low in human toxicity, effective against the target species, known to have minimal effects on non-target species and the environment? ○ Are the pesticides packaged appropriately and labeled (including directions for safe and appropriate use)? ○ Have the pesticides been manufactured by an entity licensed by the relevant regulatory agencies? ○ Are the pesticides handled, stored, applied, and disposed of in accordance with the Food and Agriculture Organization's International Code of Conduct on the Distribution and Use of Pesticides or other good international industry practices? ○ Are any of the pesticides in use on the World Health Organization Recommended Classification of Pesticides by Hazard Classes I a (extremely hazardous) and I b (highly hazardous); or Class II (moderately hazardous)? ○ If chemical pesticides are used, has it been demonstrated that they are the most appropriate option and that they are not on the WHO Recommended Classification of Pesticides by Hazard Class Ia or Ib? ○ Are pesticides properly stored, labeled, and disposed of, and are employees trained on their safe use? • Does the company generate any air, liquid or solid waste emissions during construction and/or operational phases? If yes, please provide details. • Please describe the procedures in place for monitoring air and water emissions. Please provide a copy of any effluent discharge permit issued by the local authorities. • Does the company have procedures to guide the storage, handling, and disposal of solid waste (including hazardous waste) emanating from its business? If yes, provide brief details. • Are the diesel storage tanks fitted with secondary containment bunds? • Is there response procedure in place to manage spills or accidental discharges? • Will the project potentially result in the release of pollutants to the environment? • Has it been demonstrated that emissions of pollutants to air, water, and land are avoided or minimized, rather than only monitored? • Where historical land or groundwater pollution exists, who is legally responsible for remediation, and if the company is responsible, are mitigation and remediation measures being implemented? • Is the project located in a degraded airshed? If yes, have measures been taken or will be taken to avoid or reduce negative effects on human health and the environment? • Has the company applied the waste hierarchy of avoidance, reduction, recovery, reuse, and environmentally sound disposal for both hazardous and non-hazardous waste? • Where hazardous waste disposal is conducted by third parties, has the company demonstrated that such contractors are reputable, legitimate, and licensed by the relevant authorities? • Is chain-of-custody documentation maintained for hazardous waste through to final disposal?	

• Does the company verify whether licensed disposal sites used by third parties are operated to acceptable standards? • Does the company manage hazardous materials, including inputs and wastes during transportation, handling, storage, use, and disposal, so as to avoid, minimize, and control releases to the environment? • If the project manufactures, trades, or uses chemicals or hazardous materials subject to international bans or phase-outs, has the company demonstrated why their use cannot be avoided?	
PS4: Community, Health, Safety and Security	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 5–15 of the IFC Performance Standards must also be covered. ***Community Health and Safety*** • Does the company comply with the *World Bank Group Environmental, Health, and Safety General Guidelines?* And Relevant sector-specific World Bank Group EHS Guidelines, as applicable to the nature of the activity, including but not limited to: - *WBG EHS Guidelines for Electric Power Transmission and Distribution*. - *WBG EHS Guidelines for Wind Energy*. - *WBG EHS Guidelines for Water and Sanitation*. • Are there communities in close proximity to the company's facilities? What is the relationship of the company with the local community? Does the company take community, health and safety considerations into account in the context of its operations? Do its requirements take into account company infrastructure and equipment safety, hazardous material release, transport and disposal considerations, natural resource use and community exposure to disease? • Has the company designated contact persons within the organization responsible for receiving and responding to questions, concerns or complaints raised by nearby communities or other stakeholders? If yes, are the contact details for these persons will be displayed prominently on the company facility signage? • Does the company's emergency preparedness and response plan take into account risks and impacts from project activities to local communities? Does this include the requirement to inform affected communities of significant potential hazards in a culturally appropriate manner? • Are there local communities in close proximity to the company's facilities? Does the company have procedures to address community health, safety and security issues in the context of its operations? • Does the company have safety procedures in place to deal with hazardous material release, transport and disposal in order to avoid or to minimize exposure of local communities to those materials? • Is there a traffic management plan for managing additional traffic associated with the company's activities? • Does the potential investment involve large-scale infrastructure development (e.g. dams, roads, buildings)?	*Describe Findings*

- Does the potential investment pose a risk of failure of structural elements of the Project threatening the safety of communities? - Has the company assessed and implemented mitigation measures in line with the applicable General EHS Guidelines and any relevant sector-specific EHS Guidelines to protect community health and safety? - Where new buildings or structures will be accessed by the public, has the design, planning, and construction considered public exposure to operational accidents and natural hazards? - Where new buildings or structures will be accessed by the public, is the design consistent with principles of universal access / universal design? - Where public access is expected, do the buildings and structures conform with applicable national and international fire and life safety requirements? - Have structural elements been designed and certified or approved by competent authorities or qualified professionals? - For high-risk structural elements where failure could affect communities, has the project engaged or committed to engage one or more qualified external experts in design and management? - In addition to internal hazardous materials controls, has the company demonstrated that public exposure to hazardous materials deliveries to the site, and to transport and disposal of hazardous waste through communities, is avoided or minimized? - Has the project assessed impacts on provisioning and regulating ecosystem services used by communities, and have impacts been avoided or minimized? - Has the company assessed and avoided or minimized community exposure to water-borne, water-based, water-related, and vector-borne diseases? - Has the company assessed and avoided or minimized community exposure to communicable diseases, particularly where there may be an influx of temporary or permanent project labor? - Where effective emergency preparedness and response require participation of affected communities, has the company collaborated with government agencies and the community to establish and maintain emergency preparedness arrangements? - Has the company assessed whether government agencies (e.g. civil defense, police, hospitals, or municipalities) have capacity gaps that may affect emergency response for communities? - Where government emergency response capacity is limited, has the company adopted measures to address or compensate for these shortcomings so that adequate community protection can be ensured? - Has appropriate emergency preparedness and response information been disclosed to affected communities, relevant government agencies, and other relevant parties? ***Security Personnel*** - Does the company engage security personnel to provide security services at their facilities? If yes, do the contract provisions include guidelines on how security personnel shall interact with communities in close proximity to the facility? - Are security personnel armed? If yes, has the company provided training on the appropriate conduct towards workers and the nearby communities? Have there been any allegations of unlawful and/or abusive acts by security personnel towards workers or nearby communities? If yes, how were these dealt with by the company?	

• Does the company engage armed security personnel to provide security services at their facilities? If so, do the contract provisions include guidelines on how security personnel should interact with communities in close proximity to the facility? • Will / do the company employ its own security force? • How are company security guards trained? • Are proper mental health and criminal record checks carried out for all security guards prior to contracting? • What weapon will / do the guards use? • Have there been any accidents and / or fatalities associated with the company's security guards during the last five years? • If the company retains private security providers, has it conducted due diligence on the proposed security provider? • Is there a grievance mechanism that allows affected communities to raise concerns regarding security arrangements and obtain a robust response? • If government security forces are involved, has the company sought to apply the same good practice measures and encouraged relevant authorities to disclose security arrangements, subject to overriding security concerns?	
PS5: Land Acquisition and Involuntary Resettlement	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 8–32 of the IFC Performance Standards must also be covered. ***General*** • Is there any land acquisition for the proposed investment? If yes, what was the previous use of the land and how was the land acquired? Was the land acquisition managed by the government? • Has the company disclosed all relevant information, consulted with affected persons and communities and facilitated their informed participation in the decision-making process relating to resettlement? • Has the company established an effective grievance mechanism? • Is there any land acquisition planned/happened for/in the proposed investment? • Has the company disclosed all relevant information, consulted with affected persons and communities and facilitated their informed participation in the decision-making process relating to resettlement? • Is the land legally owned, leased, or acquired through voluntary transactions? Are there any customary or informal users? • Are there unresolved land claims, informal settlements, or risks of land conflict? • Are the ownership status and current usage of the land known? • Are there any non-titled people who live or earn their livelihood at the site or affected area? • Would the proposed Project possibly affect land tenure arrangements and/or community-based property rights/customary rights to land, territories and/or resources?	*Describe Findings*

• Does the project involve land acquisition that does not involve purely voluntary market transactions, but does involve expropriation, negotiated settlement under threat of expropriation, involuntary restrictions on access to natural resources, eviction of people without recognizable legal rights, or restrictions on access to land or other resources? • If displacement cannot be avoided, has compensation been provided at full replacement cost of the affected assets? • Has compensation been applied transparently and consistently to all affected persons? • Where livelihoods are land-based, have displaced persons been offered land-based compensation? • If land was already acquired, were affected people fully compensated prior to displacement? • If resettlement occurred, were affected people able to move to the resettlement site before displacement took place? ***Displacement*** • Has there been any physical and/or economic displacement and resettlement as a result of land acquisition for this project? If yes, provide detailed information with regard to the type of displacement and the displaced persons and communities. • Has the company engaged with the displaced persons and communities and/or provided opportunities to derive appropriate development benefits from the project? If yes, provide details. • Has the company considered alternative designs to avoid or minimize economic and physical displacement? • Has the company identified persons to be displaced by the project and those eligible for compensation and assistance through a baseline census with appropriate socio-economic baseline data? Has the census established the status of displaced persons according to their legal rights or claim to land? • Has the cut-off date for eligibility been established or disseminated? • Has the company prepared a Resettlement Action Plan (RAP) or resettlement framework (if physical displacement is involved) that mitigates the negative impacts of displacement, identifies development opportunities and establishes entitlement for all affected persons? • Has the company (if economic but not physical displacement is involved) developed procedures to offer compensation or other assistance that will establish entitlement for affected persons or communities? Has this included providing replacement property, compensation, targeted assistance and/or transitional support in accordance with PS 5 requirements? • Has there been any physical and/or economic displacement as a result of land acquisition for this project? • Did the company consider alternative designs to avoid or minimize economic and physical displacement? • Is there a risk that the Project would lead to forced evictions? • Are persons being moved as a result of the company's new or expanded operations? • Even if persons are not being moved, might their livelihoods be affected because of a change in land use as a result of the company's operations? • If persons are being moved or otherwise negatively affected as a result of company operations, are they adequately compensated by the company, including through provision of new housing and / or financial compensation?	

• Has the company established a monitoring and evaluation mechanism for resettlement and/or livelihood restoration implementation? • Has the company offered displaced persons choices among resettlement options, relocation assistance, and/or compensation according to their status and entitlements under PS5? ***Private Sector Responsibilities Under Government-Managed Resettlement*** • Was resettlement managed by the government? If yes, has the company supplemented government actions and bridged the gaps (if applicable) between the government-assigned entitlements and procedures and the requirements of this PS?	
PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	

Read:
1. Performance.
2. The Guidance Note.
 	
The questions below must be answered as a minimum, and the full requirements under Paragraphs 6–30 of the IFC Performance Standards must also be covered.
 	
General
• Has the company identified and addressed the impacts on biodiversity as part of their operations?
• Does the company's activities impact biodiversity? Has the company minimized impacts and implemented mitigation measures?
• Has a preliminary ecological survey been done to assess impacts on flora, fauna, or ecosystem services?
• Has the project demonstrated application of the mitigation hierarchy for biodiversity and ecosystem services, including avoidance, minimization, restoration, and, where appropriate, biodiversity offsets?
Protection and Conservation of Biodiversity
• Will modified, natural and critical habitat (as defined by PS 6) be impacted by the company's activities?
  ○ In the case of natural habitat, has the company considered alternatives and adequately mitigated any potential degradation?
  ○ In the case of critical habitat, has the company suitably determined that there will be no measurable adverse impact on species or habitat?
• Does the company conduct any operations in legally protected areas? If yes, has the company addressed the requirements for legally protected areas outlined in PS 6?
• Has the company identified any alien species which may be intentionally or unintentionally introduced through its activities? If intentional introduction of alien species is planned, has this received appropriate government regulatory approval?
• Does the business operate in a legally protected area? If yes, confirm that the company has the requisite approvals to operate in such area
• Does the potential investment involve changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods?
• Does the potential investment pose any risk to endangered species?
	Describe Findings

• If the project is located in modified habitat, has the assessment determined whether the modified habitat contains significant biodiversity value, and if so, have impacts been minimized? • If the project is located in natural habitat, has the assessment determined whether the project will significantly convert or degrade the natural habitat? • If natural habitat may be significantly converted or degraded, has the company retained a competent professional to assist with the assessment? • If natural habitat may be significantly converted or degraded, has the project demonstrated that no other viable modified habitat alternatives exist within the region? • If natural habitat may be significantly converted or degraded, has consultation established the views of stakeholders? • If natural habitat may be significantly converted or degraded, has the project demonstrated that all impacts are mitigated in accordance with the mitigation hierarchy? • Where impacts to natural habitat cannot be avoided, has the project demonstrated that no net loss will be achieved? • If the project is located in critical habitat, has the assessment determined whether the project will significantly convert or degrade the critical habitat? • If critical habitat may be affected, has the company retained external experts with appropriate regional experience to support the assessment, mitigation hierarchy, and verification of implementation? • If critical habitat may be affected, has the project demonstrated that no other viable modified or natural habitat alternatives exist within the region? • Has the project demonstrated that it will not lead to measurable adverse impacts on the biodiversity values or ecological processes for which the critical habitat was designated? • Has the project demonstrated that it will not lead to a net reduction in the population of any Critically Endangered or Endangered species over a reasonable period of time? • Has the project integrated a robust, appropriately designed, and long-term biodiversity monitoring and evaluation program into the management program? • If critical habitat is affected, has the project developed a Biodiversity Action Plan that will achieve net gains in the biodiversity values for which the critical habitat was designated? • If biodiversity offsets are proposed, has the project demonstrated that significant residual impacts will be adequately mitigated? • If new alien species are to be introduced, has the company demonstrated that the species does not present a high risk of invasive behavior, even if legally permissible? • If new alien species are to be introduced, has a risk assessment been conducted? • Where alien species are already present in the project area, has the company identified measures to avoid further spread and, where practicable, eradicate alien species from natural habitat? ***Management of Ecosystem Services*** • Has the company identified renewable natural resources which it will use, and committed to managing them in a sustainable manner? • Does the potential investment involve utilization of genetic resources?	

• Has the assessment determined whether the project is likely to adversely impact priority ecosystem services on which affected communities depend or on which the project directly depends for its operations? • If communities are likely to be affected, did they participate in identifying priority ecosystem services? • Where impacts on priority ecosystem services are unavoidable, has the project identified mitigation measures that will maintain the value and functionality of those services? • For ecosystem services on which the project directly depends, has the project demonstrated resource efficiency measures consistent with PS3? ***Sustainable Management of Living Natural Resources*** • In the case of projects in natural and plantation forests, has the client obtained independent certification to ensure that these natural forests and plantations are being managed sustainably? If no, or pending then has a time-bound phased action plan been developed to achieve such certification? • In the case of projects in freshwater and marine environments, has the client obtained independent certification of the sustainable management of these aquatic resources, or provided other independent studies to ensure these resources are sustainably managed? • Where feasible, has the project demonstrated that it will be located on un-forested or previously converted land? • Where credible certification standards exist, but independent certification has not yet been obtained, has the project undertaken a pre-assessment of conformity and identified actions to close gaps within an appropriate timeframe? • If no credible certification standard exists, has the project committed to applying good international industry operating principles, management practices, and technologies? • If no credible certification standard exists, has the project committed to actively engage in and support the development of a national standard, where relevant? ***Supply Chain*** • Are there any biodiversity impacts associated with your supply chain? • Where the project purchases primary production from regions with a risk of significant conversion of natural or critical habitat, has the project established systems and verification measures to assess its primary suppliers and confirm that production is not contributing to significant habitat loss?	
PS7: Indigenous People	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 8–22 of the IFC Performance Standards must also be covered. ***General*** • Is it likely that Indigenous Peoples (IPs) will be adversely impact as a result of the project's operations? Does the ESIA conducted by the company identify the adverse impacts to IPs and identify ways to avoid these where possible?	*Describe Findings*

• Has the company compensated in a culturally appropriate manner consistent with the guidance provided in PS 7.
• Is it likely that Indigenous Peoples will be adversely impacted as a result of the company's operations?
• Has the company conducted a successful good faith negotiation, applied the requirements of the Performance Standards and, where feasible, ensured that IPs can return to their traditional or customary lands should the reason for their relocation cease to exist?
• Are indigenous peoples present in the Project area (including Project area of influence)?
• Would the Project adversely affect the development priorities of indigenous peoples as defined by them?
• Has the company considered alternatives that would avoid adverse impacts on affected communities of Indigenous Peoples?
• If adverse impacts are unavoidable, has the company applied the mitigation hierarchy to minimize, restore, and/or compensate for such impacts?
• If adverse impacts are unavoidable, has the company put the proposed mitigation measures into a time-bound plan?
• Has the company undertaken a process of informed consultation and participation that involves Indigenous Peoples' representative bodies, as well as the affected communities of Indigenous Peoples, taking into account different perspectives including gender?
• Has the company allowed sufficient time for Indigenous Peoples' own decision-making processes?
Circumstances Requiring Free, Prior, and Informed Consent
• Has the company established a process for Informed Participation through an FPIC process centered on mitigation measures, sharing of developmental benefits and opportunities and implementation issues as outlined in PS 7?
• Has the company entered in good faith negotiations with affected communities and documented their informed participation and the successful outcome?
• Is it likely that the Project or portions of the Project will be located on lands and territories claimed by indigenous peoples?
• Does the proposed Project involve the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?
• Has the company determined through the environmental and social assessment process whether any of the specific circumstances requiring Free, Prior, and Informed Consent are present, including:
    ○ impacts on lands and natural resources subject to traditional ownership or customary use.
    ○ relocation of Indigenous Peoples from lands and natural resources subject to traditional ownership or customary use.
    ○ impacts on critical cultural heritage essential to the identity, cultural, ceremonial, or spiritual aspects of Indigenous Peoples' lives, or commercial use of their intangible cultural heritage?
• If Free, Prior, and Informed Consent is required, has the company documented the alternatives considered to avoid or minimize impacts?
• Has the company identified all property interests and traditional resource uses prior to purchasing or leasing land?
• Has the company documented the affected Indigenous Peoples' use of natural resources and/or cultural heritage?	

• In cases involving commercial development of Indigenous Peoples' land or natural resources, has the company offered continuing access where possible and equitable sharing of benefits? • Has the company documented both the good faith negotiation process and the resulting agreement? ***Mitigation and Development Benefits*** • Has the company offered at least compensation and due process to those with full legal title to land together with culturally appropriate development opportunities • Has the company provided land-based compensation or compensation-in-kind in lieu of cash compensation where feasible? • Has the company compensated in a culturally appropriate manner consistent with the guidance provided in PS 7. • Are the mitigation measures identified jointly by the company and the affected communities of Indigenous Peoples culturally appropriate and sustainable, taking into account the institutions, customs, goals, and preferences of the community? ***Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues*** • Has the company informed Indigenous People of their rights according to national laws including those recognizing traditional/customary rights? • Has the company collaborated with the responsible government agency, to the extent permitted, to achieve outcomes consistent with the objectives of PS7? • Has the company prepared a plan that, together with the relevant government agency documentation, addresses the applicable requirements of PS7?	
PS8: Cultural Heritage	
Read: 1. Performance. 2. The Guidance Note. The questions below must be answered as a minimum, and the full requirements under Paragraphs 6–16 of the IFC Performance Standards must also be covered. ***Protection of Cultural Heritage in Project Design and Execution*** • Is the project located in an area where cultural heritage is expected to be found? If yes, has a Chance Find Procedure been established as outlined in PS 8? • Is it possible that the project may affect cultural heritage or has critical cultural heritage been identified where significant damage is unavoidable? If yes, has the company complied with the requirements of PS 8? • Is the project located in a legally protected area or a legally defined buffer zone? If yes, has the company complied with requirements of PS 8? • Is the project located in an area where cultural heritage objects, sites and structures (e.g. artefacts, archeological sites, graves, and sacred forests) can be found? • Do the company's operations have an impact on a natural or historical location with a local cultural significance? This is particularly relevant for new or expanded operations.	*Describe Findings*

• Is the company complying with applicable laws, including the host country's laws implementing its obligations under the Convention Concerning the Protection of the World Cultural and Natural Heritage? • Has the project provided evidence of surveys to determine the presence of tangible cultural heritage within the area of influence as part of the environmental and social assessment process? • Has the company retained competent professionals to assist in the identification and protection of cultural heritage where there is a risk of impact? • Has the company consulted with affected communities who have used potentially project-impacted cultural heritage within living memory, so that their views are incorporated into project decision-making? • Where the project site contains cultural heritage used by affected communities, has the company allowed access to that cultural heritage, subject to overriding health, safety, and security considerations? • Has the company considered measures to avoid or minimize impacts on cultural heritage, including leaving it in situ? • Where removal of replicable cultural heritage is necessary, has the cultural heritage been restored in another location? • Where avoidance or minimization of adverse impacts on replicable cultural heritage is not feasible, and the cultural heritage is used by affected communities, have the communities been compensated for its removal? • Where non-replicable cultural heritage may be removed and such removal may result in its destruction, has the company demonstrated that there are no technically or financially feasible alternatives? • Where non-replicable cultural heritage may be removed, has the company demonstrated that the overall project benefits conclusively outweigh the loss of the cultural heritage? • Where non-replicable cultural heritage may be removed, is the removal being conducted according to the best available technique? • Where impacts on critical cultural heritage are unavoidable, has the company used a process of informed consultation and participation leading to good faith negotiations and a documented agreement on measures to address those impacts? • Has the company retained external experts to assist in the assessment and protection of critical cultural heritage? • If the project is located within a legally protected area or an internationally recognized cultural heritage area, has the company demonstrated that it is legally permitted to operate there? • If the project is located within a legally protected area or an internationally recognized cultural heritage area, will it act in a manner consistent with any government-recognized management plans? • If the project is located within a legally protected area or an internationally recognized cultural heritage area, has consultation been undertaken with protected area sponsors and managers, affected communities, Indigenous Peoples where relevant, and other stakeholders? • If the project is located within a legally protected area or an internationally recognized cultural heritage area, have additional programs been identified, as appropriate, to promote and enhance the conservation objectives and effective management of the area? ***Project's Use of Cultural Heritage*** • Has the company identified proposed project use of cultural resources, knowledge, innovations, or practices of local communities embodying	

	traditional lifestyles for commercial purposes? If so, has the client informed these communities of: ◦ their rights under national law ◦ the scope and nature of the proposed commercial development ◦ the potential consequences of such development • If commercialization has proceeded, has the client: ◦ entered into good faith negotiation with the affected community embodying traditional lifestyle ◦ documented their informed participation and successful outcome of the negotiation ◦ provided fair and equitable sharing of benefits from commercialization • Does the company intend to commercially use any intangible cultural heritage of local communities, such as traditional knowledge, techniques, or practices? • If so, has the company entered into a process of informed consultation and participation, using good faith negotiations, leading to a documented outcome?	
Section (5): Due Diligence on Business Integrity Matters		
Country corruption situation	• How does the country rank in Transparency International's Corruption Perceptions Index? • Is the financial regulatory system of the country operating in line with high international standards?	Describe Findings
Business integrity of company	• Is there a designated person at the company with responsibility for managing compliance issues, ethics and potential conflicts of interest? • Any criminal convictions amongst the company management, staff or board members? • Has any management person, staff or board member been, or is, under investigation by law enforcement or regulatory authorities? • Evidence or suspicion of company management criminal activity: e.g. intimidation, blackmail, etc.? • Involvement or association with criminals? • Involvement or association with money laundering?	Describe Findings
Code of conduct	• Does the company have a code of conduct for employees prohibiting bribery?	Describe Findings
Anti-bribery	• How are employees made aware that the company does not condone bribery? • Is there regular anti-bribery training for employees? • Does the company have a policy on gifts, entertainment and other potential sources of conflict of interest?	Describe Findings
Anti-money laundering	• Does the company have appropriate anti-money-laundering training and procedures in place? • Has background research been carried out on beneficial owners and others with a significant relationship with the company?	Describe Findings
Accounting and compliance	• Are the accounting records fully up to date and complete? • Does the company send regular and complete information to the tax authorities?	Describe Findings

Dealings with government	• Evidence of company involvement in misuse or misappropriation of public property? • Evidence of bribing public officials or use of inappropriate means to influence public decisions or processes? • Evidence of major political affiliations or contributions? • Evidence of politicians or government official involvement in the company? (e.g. beneficial owners, on board of directors, etc.).	Describe Findings
Corporate affairs	• Persistent rumors of illegal or disreputable activities? • Requests for or suggestions of illegal or disreputable actions • (e.g. falsification of document, bribes, etc.)? • Misappropriation, fraud or other crimes against the company or its owners or stakeholders? • Any undisclosed or unusual beneficial ownership or carried interests? • Sudden or unexplained withdrawal of potential customers, investors or other affiliates to the company? • Sudden or unexplained change of shareholders, auditors, accountants, lawyers or other professional advisors? • Evidence of tax evasion?	Describe Findings
Commitment to good corporate governance	• Does the potential investee company have a code of ethics? • Does the company have a corporate governance code and / or policy? • Large or serious lawsuits for which there is not a satisfactory explanation? • Inappropriate or above-market costs, fees or other company expenses? • Unknown or suspicious sources of wealth for company staff, management and / or shareholders? • Reluctance to discuss integrity or corruption issues from company staff, management and / or shareholders?	Describe Findings
Section (6): Gender Mainstreaming Checklist for Projects[4]		
Analysis/ Justification	1. Does the project explicitly address a gender issue or issues? If so, please describe how and if not, please provide explanation. 2. Does the background/context analysis of the project examine: a) the different situations of women and men b) the impacts the project will have on different groups	Describe Findings
Data & Statistics	3. Will the project collect and use sex disaggregated data and qualitative information to analyze and track the gender issues?	Describe Findings
Results Framework	4. Are outcomes, outputs and activities designed to meet the different needs and priorities of women and men? Has a gender marker been assigned at the output-level ('central focus of output', 'significant attention', 'limited attention' or 'no attention to gender')?	Describe Findings

[4] https://www.unido.org/sites/default/files/2015-09/GM_Checklist_for_Projectspdf_0.pdf

	5. Does the results framework include gender responsive indicators, targets and a baseline to monitor gender equality results?	
Budget	6. Have adequate financial resources been allocated for the proposed gender activities (vis-à-vis % of total budget)?	Describe Findings
Stakeholders & Participation	7. Are women/gender focused groups, associations or gender units in partner organizations consulted/included in the project? 8. Does the project ensure that both women and men can provide inputs, access and participate in project activities (target at least 40 % of whichever gender is underrepresented)?	Describe Findings
Gender Capacities	9. Has a gender expert been recruited OR does the project staff have gender knowledge and have gender-related tasks incorporated in their job descriptions? 10. Will all project staff be sensitized to gender (e.g. staff will complete basic online course; I Know Gender Course on UN Women's eLearning Campus https://trainingcentre.unwomen.org)?	Describe Findings
Project Implementation	11. Is there gender balanced recruitment of project personnel and gender balanced representation in project committees?	Describe Findings
Monitoring & Evaluation	12. Will the monitoring and evaluation of the project cover gender issues and monitor behavioural changes towards greater gender equality?	Describe Findings
Section (7): Additional Due Diligence Water projects		
• Is the project located near sensitive receptors (e.g. schools, hospitals, residential areas) that could be affected by odors, noise, or traffic? • Does the terrain support gravity-fed systems, or will the project require continuous pumping? What are the energy and backup system plans? • Is the site previously used (brownfield)? If yes, is there any legacy contamination (e.g. oil, chemicals, heavy metals)? • How will sludge or brine be treated, stored, and disposed of? Is the plan compliant with environmental regulations? • Is treated effluent intended for reuse or discharge? If reused, does it meet national standards for the proposed purpose? • Does renewable energy source (e.g. solar, wind, biogas) provide year-round reliability for system operations? Are backup sources environmentally sound? • Is the project located in or near protected areas, critical habitats, or biodiversity-sensitive zones (e.g. wetlands, coral reefs, forests)? • Will abstraction (for treatment) or discharge (for wastewater/desalination) alter natural hydrology or water levels in rivers, aquifers, or coastal zones? • Is there a risk of effluent or brine affecting aquatic life, soil salinization, or downstream ecosystems? • Could the project introduce or spread invasive species (e.g. through intake/discharge pipelines or construction materials)? • Could construction or operation pose health or safety risks to communities (e.g. noise, dust, waterborne diseases, brine exposure)? • Will increased traffic (e.g. sludge transport, material delivery) affect local roads, schools, or pedestrian safety? • Are hazardous substances (e.g. chlorine, acids) used in the treatment process? Have risk mitigation and emergency measures been planned?		Describe Findings

Section (8): Additional Due Diligence for Investments Involving Solar PV

Purpose: Considering challenges and limitations the client may face, this document is intended to support financial institutions (FIs) as part of their environmental and social (E&S) due diligence for different categories of borrowers outlining a due diligence approach for projects involving a solar PV component. The screening is expected to be completed by the FI based on information and documentation provided by its borrower and/or external parties. Additional actions may be required on a case-by-case basis.

Overview of the Solar PV Supply Chain: The primary suppliers [5] of solar projects include the supply chain tiers upstream to raw material supply. Typically, the sponsor or its contractor will have a contractual relationship with the module supplier. The module supplier, in turn and depending on its level of vertical integration, will have contractual relationships with suppliers of (sub)components (e.g., cells and/or wafers), and those suppliers will in turn have contractual relationships with their sub-suppliers for additional subcomponents (e.g., wafers and/or polysilicon). [6]

A: TYPE OF SOLAR FINANCING EXTENDED TO

Question	Describe Findings
1. Buyers: individual use (i.e., individual rooftop solar, green mortgage, energy efficiency for individual use)	
2. Buyers: Solar installation is non-core activity (SME & corporates) a. Single project b. Multiple solar installations/plants (may also include a single buyer but with multiple projects/locations)	
3. Distributors and installers (without manufacturing)	
4. Solar modules manufacturers/producers of components	
5. RE asset developers/RE producers/energy companies with Solar PV module manufacturing capabilities	
6. Insurance of solar assets/business	
7. Refinancing of solar assets to be packaged in a debt or bond instrument	

If yes for questions 1, 2a, 6 or 7 – no further analysis is needed.

If yes for 2b, 3, 4, 5 – continue with further analysis below

B: SOLAR SUPPLY CHAIN POLICY/CODE OF CONDUCT

Please provide explanatory information and attach documentation if possible

Question	Describe Findings
1. Policy a. Does the client have/ implement a sourcing policy/code of conduct including a supplier code of conduct that addresses forced labor?	

[5] "A primary supplier is a supplier who on an ongoing basis forms part of the supply chain of goods or materials essential for the core business processes of the project. A primary supplier may supply its goods or materials directly to the project (a Tier I primary supplier), to the Tier I primary supplier (a Tier II primary supplier) or may be at a deeper tier of the primary supply chain. [Introduced June 14, 2021]." Guidance Note 1, FN 9.

[6] Solar modules – the photovoltaic solar modules that convert photons in light to electricity – and module components – the midstream and upstream components (e.g., ingots, wafers and cells) and materials (e.g., polysilicon, metallurgic grade silicon) used to manufacture solar modules.

b. Does the module supplier require its sub-suppliers to sign its code of conduct or an equivalent document? c. Does the client make new and existing suppliers aware that forced labor will not be tolerated?	
2. Screening a. Has the client carried out a supply chain mapping exercise to identify the highest risk areas in the supply chain?	
3. Assessment a. Does the module supplier conduct due diligence on its primary suppliers? If yes please indicate standards or guidance followed? b. Do they evaluate forced labor risks? c. If high risk areas are identified, has the client developed mitigation measures (e.g., technical assistance to suppliers, contract termination, shifting suppliers)?	
4. Verification a. Has the client relied on documental evidence, or can it verify (including through on-site audits) the information it receives from contractors and suppliers?	
5. Monitoring a. Has the client maintained (basic / general / accurate) records related to any equipment, components and subcomponents supplied to its work?	
6. Contracting requirements a. Has the client included E&S requirements in its contractors' purchasing practice (if relevant)?	
If "no" to any of the above, a solar code of conduct for sourcing policies covering forced labor in the solar supply chain will be required	
C: MODULE SELECTION AND PROCUREMENT (For A: 2b and 5) Please provide explanatory information and attach documentation if possible	
Question	**Describe Findings**
a. Does the client or if contractor used have existing module supply agreements (or other similar framework agreements) in place? b. Does the client or if contractor used, have a direct contractual relationship with its suppliers and rely on its supplier's due diligence? c. Does the client or if contractor used have a standard process in place to carry out E&S due diligence on its suppliers and identify credible allegations of forced labor utilizing publicly available resources? If yes, pls describe. d. Can the client or if contractor used map its suppliers for the project upstream to polysilicon?	
D: MODULE SELECTION AND PROCUREMENT (for A: 3) Please provide explanatory information and attach documentation if possible	
Question	**Describe Findings**
a. Does the client purchase from a wholesaler? ***If yes- then no further analysis***	

b. Will the modules be supplied directly by the manufacturer? c. Does the client used/have existing module supply agreements (or other similar framework agreements) in place? d. Does the client have a standard process in place to carry out E&S due diligence on its suppliers and identify credible allegations of forced labor utilizing publicly available resources? If yes, pls describe?	

E: MODULE MANUFACTURER/ ASEMBLERS/COMPONENTS (For A: 4)
Please provide explanatory information and attach documentation if possible

Question	Describe Findings
a. Does the client have a direct contractual relationship with the supplier(s)? b. Does it have a standard process in place to carry out E&S due diligence on its suppliers and identify credible allegations of forced labor utilizing publicly available resources? If yes, pls describe? c. Can the client map its suppliers for the project upstream to polysilicon?	

F: IDENTIFIED SUPPLIERS FOR SOLAR FINANCING (add more rows if known)

If known, please provide details.

1. TIER 1 [Supplier Name]	2. Tier II [Supplier Name]	3. Tier III [Supplier Name]
○ Supplier (Name) ○ Location ○ Size ○ Type of Operation	○ Supplier (Name) ○ Location ○ Size ○ Type of Operation	○ Supplier (Name) ○ Location ○ Size ○ Type of Operation

Provide any relevant information concerning suppliers that have any links (e.g., via suppliers who provide raw materials, components, goods, or products for use for this project) to entities that have been subject to grave media allegations or appear on any list related to forced labor?

OUTLINE OF CODE OF CONDUCT FOR SOURCING POLICIES COVERING FORCED LABOR IN THE SOLAR SUPPLY CHAIN

1. Commitment to zero tolerance of forced labor
2. Due Diligence procedure to demonstrate potential suppliers have no instances of forced labor/ child labor in their operations or their own supply chains:
   - Process to screen for forced labor
   - Process to map the supply chain/identify suppliers across different tiers, beyond tier 1 and 2.
   - Existence of a traceability system including documentary evidence to clearly identify suppliers and countries of origin.
   - Description of any links (e.g., via suppliers who provide raw materials, components, goods, or products) to entities which have been subject to sanctions or grave media allegations related to forced labor

- Verification practices

3. Outline actions to engage/support suppliers to address potential risks within their own operations and with their own suppliers:
    - Clauses and legal provisions in supplier contracts referring to forced labor /child labor.
    - Disengage from suppliers that are unwilling or incapable of addressing identified issues of forced labor or child labor at Tier 1.
    - Best effort basis to influence primary suppliers to comply with the supplier code of conduct with their suppliers as relevant and possible.
    - Monitor high risk suppliers if necessary.

Appendix 5: ESAP Template Form

No.	Task Title	Description	Required Corrective Action	Anticipated Completion Date	Responsible Party	Anticipated Cost (USD)

Appendix 6: Consultant TOR – E&S Due Diligence[7]

Introduction

The purpose of these Terms of Reference is to ensure that the Consultant performs the environmental and social review of a prospective investment according to the Catalyst MENA Climate Fund 2 ("The Fund") Environmental and Social management policies and procedures.

It is The Fund policy to encourage our clients to work towards continuous improvement of their environmental and social management and performance. We believe that firms with an environmentally sustainable and socially responsible way of operating significantly lowers the risk for their business model, and therefore, achieves greater cost efficiencies and profitability. These principles are integral to our business, both our own operations and those of our portfolio companies. It is mandatory that any project that the Fund invests in should comply with all E&S laws and regulations of the host country in which the project is located. Furthermore, all investments should follow good practices as guided by the applicable requirements in [Section 1.2. Applicable Requirements].

Consultant Qualifications

The Consultant must have substantial experience in the environment, social, health, and safety review of projects located in the countries and sectors within the Fund's portfolio, with particular focus on the support of project finance activities The Consultant must be familiar with The Fund ESG Policy and the Fund's ESMS including the international standards that the Fund's ESG policy is guided by. The Consultant shall possess demonstrated expertise in the relevant sector and proven experience in conducting environmental and social assessments in accordance with applicable international standards and good international industry practice. This shall include a strong working knowledge of relevant environmental and social requirements, including those of the International Finance Corporation (IFC), The World Bank Group, and the European Bank for Reconstruction and Development (EBRD), as well as a sound understanding of the host country's legal, regulatory, and institutional framework related to the scope. The Consultant's team shall comprise suitably qualified and experienced specialists with the technical competence and professional credentials necessary to assess the specific environmental, social, health and safety, labour, stakeholder engagement, and other sector-related risks and impacts associated with the assignment.

Scope of Work

The Consultant will conduct the E&S appraisal of a prospective project consistent with the Fund's applicable requirement in [Section 1.2. Applicable Requirements]. For project appraisals, the scope of the assignment will include:

1. Review. Review all available information and documentation related to the project's environmental and social impacts and risks. Prepare a list of additional information and/or questions that will be needed to continue the appraisal. The Consultant shall, at a minimum, consider and address the relevant items set out in [Appendix 4: E&S Due Diligence questionnaire]. This Checklist shall serve as a baseline framework for the appraisal, without limiting the Consultant's responsibility to identify and assess any additional project-specific environmental, social, health, and safety risks, impacts, compliance issues, and good international industry practice considerations.
2. Site Visit and Further Review. Conduct site inspections, review facility-based records, and interview key staff, including both sponsor personnel and relevant stakeholders (regulatory officials, community leaders, suppliers, and customers). Special emphasis should be given to forced labour and child labour in supply chain, and gender when conducting stakeholder engagement or gap analysis respecting The Fund Gender Equality Policy and Guide. [the Consultant is expected to apply their professional judgment and best practices during the site visit.].

[7] Note: This Terms of Reference may be revised and tailored based on the specific circumstances, risk profile, sector, location, scope, and complexity of each project, as well as any specific requirements of the Fund, investors, lenders, or applicable regulatory and contractual obligations.

3. E&S Performance Gaps and Necessary Corrective Actions Analyses. Analyze the project's environmental and social performance in relation to the Fund's applicable requirements. Identify these gaps and any corresponding corrective actions that will be necessary. Prioritize these and recommend acceptable and justified implementation schedules in respect to the Environmental and Social Action Plan (ESAP) in [Appendix 5: ESAP Template Form]. In addition, the consultant shall assess and confirm the environmental and social risk category (A or B or C) according to IFC guide in [Appendix 3: E&S Risk Categorization Guide]. The consultant shall determine whether an Environmental and Social Impact Assessment (ESIA) is required under host country laws and regulations.
4. Due Diligence Documentation. Prepare a report with the results of the E&S due diligence (ESDD). The ESDD report shall include the following section at least:
    - Methodology.
    - Introduction.
    - Reference framework.
    - List of reviewed documents.
    - Site Visit Details.
    - Site Description.
    - Project Operation Description.
    - Historical environment, social, health, and safety performance for brownfield projects.
    - ESDD findings and gaps.
    - Environmental and social risk category (A or B or C) with justification.
    - Environmental and Social Action Plan (ESAP).
    - Questionnaire answers.
    - Recommendations.
    - Related annexes.

Schedule

The Consultant shall submit a draft *[Due Diligence]* Report by *[insert date]*. The final Report shall be submitted within 2 weeks after receiving comments from the Fund Manager on the draft report. All reports should be written and prepared in English and delivered in electronic and hard copy.

Appendix 7: Consultant TOR – E&S Impact Assessment[8]

Introduction

The purpose of this Terms of Reference is to ensure that the Consultant undertakes the Environmental and Social Impact Assessment (ESIA) for the Fund's prospective investment according to the host country's environmental permitting requirements and the Catalyst Mena Climate Fund 2 ("The Fund") Environmental, Social and Governance Policy and E&S risk management procedures.

It is Fund's policy to encourage our clients to work towards continuous improvement of their environmental and social management and performance. We believe that firms with an environmentally sustainable and socially responsible way of operating significantly lowers the risk for their business model, and therefore, achieves greater cost efficiencies and profitability. These principles are integral to our business, both our own operations and those of our portfolio companies. It is mandatory that any project that the Fund invests in should comply with all E&S laws and regulations of the host country in which the project is located. Furthermore, all investments should follow good practices as guided by internationally recognized Environmental and Social Standards and Guidelines, that are based on IFC's Performance Standards (2012) and World Bank Group Environmental Health and Safety (EHS) Guidelines, UN Principles for Responsible Investing, and ILO's Core Labor Standards as well as relevant sector specific standards.

Consultant Qualifications

The Consultant must have substantial experience in undertaking ESIAs of projects located in the countries and sectors within the Fund's portfolio, with particular focus on the support of project finance activities. The Consultant must be familiar with The Fund's ESMS, applicable requirement [Section 1.2. Applicable Requirements], and The Fund Gender Policy and Guide. The Consultant shall possess demonstrated expertise in the relevant sector and proven experience in conducting environmental and social assessments in accordance with applicable international standards and good international industry practice. This shall include a strong working knowledge of relevant environmental and social requirements, including those of the International Finance Corporation (IFC), The World Bank Group, and the European Bank for Reconstruction and Development (EBRD), as well as a sound understanding of the host country's legal, regulatory, and institutional framework related to the scope. The Consultant's team shall comprise suitably qualified and experienced specialists with the technical competence and professional credentials necessary to assess the specific environmental, social, health and safety, labour, stakeholder engagement, and other sector-related risks and impacts associated with the assignment.

1. Objectives

The aim of the study is to achieve the following objectives:

- Review of existing ESIA reports on sections to identify and assess potential environmental and socials impacts associated with activities of the project.
- To identify all potential adverse environmental and social impacts, including Gender related, of the projects and recommend measures for mitigation.
- To review and develop an Environmental and Social Management Plan (ESMP).
- To prepare an Environmental and Social Impact Assessment and ESMP compliant with the relevant authorities and the Applicable Requirements in [Section 1.2. Applicable Requirements], and detailing findings and recommendations.

[8] Note: This Terms of Reference may be revised and tailored based on the specific circumstances, risk profile, sector, location, scope, and complexity of each project, as well as any specific requirements of the Fund, investors, lenders, or applicable regulatory and contractual obligations.

2. Scope of the Consultancy Services

The consultant is expected to undertake investigations into environmental, socio-economic activities, and stakeholder engagement. The scope of services to be undertaken by the Consultant shall include, but not be limited to, the following:

Task-1. Detailed Desk-top Review: The Consultant is to review all existing documentation, and previous documentation such as ESIAs and ESMP reports on other similar investments. they shall further undertake a detailed study of the proposed the project. The Consultant shall then concisely describe each facility assessed, the geographic, ecological, general layout of facilities including maps at appropriate scale, where necessary. Information on size, capacity, facilities and services should also be provided.

Task-2. Description of the baseline environment: The Consultant is required to collect, collate and present baseline information on the environmental and socio-economic characteristics of the existing situation for each facility (including ancillary features0. This description should involve but not limited to:

a) Physical environment (topography, land cover, geology, climate and meteorology air quality, hydrology, etc.),

b) Biological environment (i.e. flora and fauna types and diversity, endangered species, sensitive habitats and areas of high ecological importance etc.)

c) Socio-economic and cultural environment, including present and projected. Where appropriate (i.e., population, land use, planned development activities, community social structure, employment and labour market, sources and distribution of income, cultural/religious sites and properties, vulnerable groups and indigenous populations etc.)

d) Economic activities, agriculture, livestock, fisheries, small scale industries, ancillary features (access roads, transmission lines, labour camps etc.).

Task-3. Legislative and Regulatory Framework: The Consultant shall identify and describe the pertinent regulations and standards - both local and international, governing the environmental quality, health and safety, protection of sensitive areas, land use control at the national and local levels and ecological and socio-economic issues. Thereafter, the Consultant shall identify the project activities that should comply with the identified regulations.

Task-4. Determination of impacts of project facilities and activities: From the detailed field study, the Consultant shall analyze and describe all significant changes brought about by each facility/activity. These would encompass environmental, ecological and social impacts, both positive and negative, as a result of each facility/activity intervention that are likely to bring about changes in the baseline environmental and social conditions discussed in Task 2. The Consultant will make a prioritization of all concerns identified and differentiate between short, medium, long-term and cumulative impacts during construction, operation and decommissioning. The Consultant shall also identify both temporary and permanent impacts. A detailed outline and discussion of specific conditions that might affect the environment which are unique to the type of facility and/or operation being audited should be provided.

Task-5. Occupational health and safety concerns: The Consultant shall analyze and describe all occupational health and safety concerns brought about by activities during all the phases of the project. The Consultant shall make recommendations on corrective and remedial measures to be implemented under the ESMP.

Task-6. Development of management plan to mitigate negative impacts: The Consultant shall develop a comprehensive environmental and social management plan. The plan should recommend a set of mitigation, monitoring and institutional measures to eliminate, minimize or reduce to acceptable levels of adverse environmental impacts and/or maximize socio-economic benefits. The Consultant should provide cost outlays for the proposed mitigation measures as well as their institutional and financial support, time frame and responsibility. This should be provided for all the project phases.

Task-7. Development of monitoring plan: The Consultant is required to give a specific description, and technical details, of monitoring measures for the ESMP, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, definition of thresholds that will signal the need for corrective actions as well as deliver a monitoring and reporting procedure. The Consultant should provide a time frame and implementation mechanism, staffing requirements, training and cost outlays. The ESMP will define responsibilities of all relevant parties and persons, including the EPC contractor. The overall ESMP shall cover, but shall not be limited to, the following plans, as per IFC Performance Standards: Community Health and Safety Plan, including prevention of sexually transmitted diseases (STDs) and gender based violence and harassment (GBVH), Employment Management Plan, Workers' Accommodation Plan, Workers' Transportation Plan, Training plan, Occupational health and safety (OHS) plan (including heat stress management), Traffic management plan, Waste management procedure, Dust, noise and air quality management procedure, Incidents and non-conformance management procedure, Reporting procedures and documents to track E&S issues related to the Project and relevant parties E&S performance, Biodiversity management plan, Security and Stakeholder Management Plan.

Task-8. Comparison: The consultant shall undertake a comparison of all the earlier investments considered and studied. These other alternatives shall be compared to the proposed investment; and pros/cons of each selection detailed.

Task-9. Study Reports: The output will be an Environmental and Social Impact Assessment report prepared in accordance with the regulatory provisions. The report shall be in the English Language and has to be dear and concise. The reports should be in a format acceptable to competent local authorities, international environmental standards and development partners. The Consultant shall present the reports to relevant environmental authorities for approval in the required number of copies.

Task-10. Approval: The Consultant shall present the report prepared under Task 8 for approval by the relevant authorities. The Consultant shall be responsible for making any modifications that the authorities may demand before approval of the report.

Task-11. All the comments in the Attachment to this TOR from the various EIA Authorities which are considered vital but not considered in the last Final ESIA and report shall be carefully addressed.

Study Description

This being a category *[A or B]* project, the consultants will conduct a full Environmental and Social Impact Assessment (ESIA) accompanied by a Non-Technical Summary (NTS) and Stakeholder Engagement Plan (SEP) and prepare an Environmental and Social Management Plan (ESMP).

This will comprise all the tasks that are required for a full environmental assessment, as described hereafter. The Consultant will be responsible for gathering, reviewing and analyzing all necessary data and information. Where these are insufficient, the Consultant shall make all practical efforts to produce the missing information/data including professional estimates and predictions based on the most likely conditions at the project area, reliable information and data from similar situations and conditions, etc.

The Consultant shall characterize the extent and quality of available data and describe the key-data gaps and the uncertainties associated with estimates, predictions, and data used from similar situations. The methods of accommodating these gaps and uncertainties in the ESIA should be well stated and presented by the Consultant. When estimated values are used in place of data, the Consultant will be required to provide the uncertainty limits associated with these values and perform an appropriate sensitivity analysis.

The work will also include thorough consultations and meetings with all parties concerned (affected population or their representatives; local, regional, and national authorities; representatives of the scientific community; NGOs; etc.); in strict accordance with the national requirements and best international practices.

The consultant win be responsible for reviewing and updating the following tasks:

a) **Inception Report including a detailed work plan**

The consultant will:

- Examine all aspects of the Project and will produce an inception report which will review the tasks to be carried out and agree with the client on any modifications and additions that may be required.
- Prepare a detailed work plan indicating schedules and inputs required to complete the tasks. During this inception period the consultant will carry out a scoping exercise that will provide the basis for the final report and detailed work plan.
- Prepare a Stakeholder Engagement Plan.

b) **Provide description of the proposed Project**

The consultant will provide a brief description of the Project including maps (at appropriate scales) where necessary.

c) **Public Consultation Process**

The consultant will:

- Identify all affected people (e.g. people affected by construction activities and during operation) and will facilitate dissemination of information by relevant authorities and interested and affected parties (IAPs) concerning the proposed project, NGOs and government departments and agencies that may have a stake in the Project, and its effects should be consulted.
- Prepare a Stakeholder Engagement Plan, providing an opportunity for the relevant authorities and IAPs to raise issues and concern pertaining to the proposed Project and allow the identification of the additional alternatives and recommendations. Public consultation should occur, at least, during the inception and collection of baseline information, and at the draft report stage. An annex of ESIA should summarize the public consultation process and the results of the consultation process.
- Gather more detailed information through which the study team could anticipate issues not raised by the IAPs that will be addressed by the ESIA;

- Focus the study on relevant issues and recommend specific investigations, such that the resulting ESIA is useful to decision makers and it addresses the concerns of IAPs

d) **Legal and Administrative Framework**

- Describe the pertinent regulations and standards governing environmental quality, health and safety, protection of sensitive areas, protection of endangered species, land use control, etc., at national and local levels. Describe the current administrative arrangements for environmental regulation, enforcement and management in *[Country of investment]*
- Provide a general assessment of the utilities and relevant government agencies involved in environmental and social management issues, to ensure that the ESMP will be effectively implemented.

e) **Description of the environment/project setting**

Assemble, evaluate and present baseline data on the relevant environmental and social characteristics of the study area. In addition to the data being used for determining and assessing impacts it will be used as a baseline against which future changes caused by the Project can be measured and monitored. The data should include any information on changes anticipated before the Project commences. The description should contain relevant descriptions of the following.

f) **ESIA Methodology used**

As a chapter of the ESIA report the consultant will describe the methods used for conducting the ESIA (scoping and bounding, impact analysis and public consultation process, etc.). The consultant will include a public participation plan to include stakeholder identification process, stakeholders identified, stages within the ESIA process where stakeholders have participated, and the different levels of participation used. Identification of impacts will include the identification of the important environmental components, and selection criteria used for identifying the significant impacts (positive and negative) whenever possible.

g) **Potential Impacts of the Proposed Project**

Using the collected data and the system or monitoring and evaluation the consultant will take a systematic approach to identification mitigation and evaluation of all impacts and will identify potential changes which the Project may cause.

These would include, but not be limited to, changes in the following:

- Physical environment
- Biological environment.
- Socio-cultural environment.
- Economic activities.
- Employment opportunities.
- Safety issues, such as exposure of residents to radiation, physical harm, health concerns regarding migrant workers (eg. HIV, AIDS)
- Impacts of work camps.
- Waste management for the entire project, including the work camps and construction sites.
- Impacts of access roads and how to manage these impacts and if needed closure or immobilization of access roads.
- Traffic density, safety and dust control.
- Landscape and visual.
- Land acquisition and resettlement.
- Gender (health & security, employment opportunities)

The Consultant will analyze:

- Positive and negative impacts.
- Direct and indirect impacts, short term and long term.
- Impacts those are avoidable/unavoidable, Reversible/irreversible
- Pre-construction actions to avoid or minimize negative impacts.
- Construction and operational impacts.
- Cumulative impacts occurring as a consequence of other activities in the project area: existing activities, projects under construction or planned activities within a reasonable time frame.
- Impacts in critical and non-critical habitats.

Wherever possible, the consultant will describe impacts quantitatively.

h) **Environmental and Social Management Plan**

An Environmental and Social Management Plan (ESMP) that addresses the following aspects should be prepared:

- **Activities and impacts:** Predicted adverse environmental and social impacts (and any uncertainties about their effects) for which mitigation is necessary should be identified and summarized. Effective measures to prevent or reduce significant negative impacts to acceptable levels during (i) construction and (ii) operation. Estimate the impacts and costs of those measures. Estimate the costs of any residual impacts. Another area of impact that could contribute substantially is the cumulative effects of construction and operational phases of the Project. Most of these, if not all, can be avoided by following a set of best practices that the consultant will prepare (e.g. construction workers not littering, soil stockpiled in such a way as to prevent erosion and waterway sedimentation, only working day shifts to avoid unnecessary noise to adjacent.

- **Description of implementation and monitoring program:** Prepare detailed institutional arrangements (responsibilities) for implementing and for monitoring implementation of mitigation measures and the impacts of the project during construction and operation and maintenance. This will include a description of monitoring methodology, specific operations and features to be monitored, monitoring reporting relationships, and arrangements to ensure that monitoring is effective and leads to modifications where required to ensure minimal impact on the environment. Include in the plan an estimate of costs and description of other inputs to ensure effective monitoring. An indication of what performance indicators to be used is to be provided.

Appendix 8: Indicative E&S Clauses in Investment Agreements[9]

The template clauses[10] in this section are designed to ensure that investment agreements to be signed with portfolio companies cover all E&S matters in a way to buy-in from the Company management and to guarantee compliance with the Fund's E&S policies and procedures and to International good practices and environmental and social laws and regulation of the country of investment. These clauses are general and minimally required clauses in any investment agreement. Project-specific clauses and ESAP commitments will also be added to the legal agreement, as applicable, based on the E&S risks and due diligence findings. Reference to more elaborate and in-depth clauses can be taken from industry tool kits such as CDC ESG Legal Drafting Guide for Equity Investments[11] and the Equator Principals Guidance[12]

Section 1 General Definitions: Wherever used in this Agreement, unless the context otherwise requires, the following terms are as defined below

Semi-Annual Monitoring Report	The report to be submitted to The Fund pursuant to this Agreement.
Environmental And Social Law	All applicable statutes, laws, ordinances, rules and regulations of the Country, including but not limited to any license, permit or other governmental Authorization imposing liability or setting standards of conduct concerning any environmental, social, labor, health and safety or security risks.
Exclusion List	The list of prohibited activities as defined in [Appendix 1: Exclusion list].

[9] Note: This legal opinion may be subject to revision and refinement based on the specific circumstances of each transaction, including the applicable jurisdiction, transaction structure, project characteristics, and any relevant regulatory, contractual, legal opinion or investor requirements.
[10] The template clauses are adopted and modified, and compiled from the Fund's policies and template clauses found in the industry guidance such as in IFC Private Equity Funds Environmental and Social Management System Policies and Procedures framework, https://firstforsustainability.org/media/Template%20ESMS%20Private%20Equity%20Fund.docx
And IFC's sample Indicative E&S Covenants for FI Clients
https://firstforsustainability.org/media/Indicative%20E&S%20Covenants%20for%20FI%20Clients.pdf
and others referenced below
[11] CDC ESG Legal Drafting Guide for Equity Investments
http://toolkit.cdcgroup.com/downloads-and-reference-materials
[12] Equator Principals Guidance for EPFIs On Incorporating Environmental and Social Considerations into Loan Documentation
http://www.equator principles.com/resources/ep_guidance_for_epfis_on_loan_documentation_march_2014.pdf

Representations and Warranties

Section 2 The Company represents and warrants that:

i. to the best of its knowledge and belief after due inquiry, it is not in violation of any of the Environmental and Social Laws of [*Country of Investment*] or any of the Environmental, Health and Safety Guidelines as provided by The Fund;

ii. it has not received nor is aware of any existing or threatened complaint, order, directive, claim, citation or notice from any Authority or any material written communication from any Person with respect to any aspect of its compliance with any matter covered by the Environmental and Social Law or the Environmental, Health and Safety Guidelines;

iii. to the best of its knowledge and belief after due inquiry, it is not in violation of any statute or regulation of any Authority.

Conditions of Disbursement

Section 3 Conditions of First Disbursement. The obligation of The Fund to make the first Disbursement is subject to the fulfillment prior to or concurrently with the making of that first Disbursement of the following conditions:

i. Permits
   a. Certified copies of all government or administrative approvals required for the Project [Environmental and Social Permits]
   b. Opinion, issued by counsel and acceptable to the Agent, that the Project has obtained all permits and approvals necessary for ownership, construction and operation of the Project

ii. Reports:
   a. Environmental and Social Impact Assessment conducted by [Independent Environmental and Social Consultant]
   b. A report from the [Independent Environmental and Social Consultant] evaluating and confirming that the [Environmental and Social Management Plan] for the construction phase of the Project is operational and complies with all [Environmental and Social Requirements], and to the extent any aspect of the [Environmental and Social Management System] for the construction phase of the Project is to be implemented at a later date

iii. Monitoring
   a. The Company and The Fund have agreed on the form of the Semi-Annual Monitoring Report.

Absence of Threat

   b. The Company shall have certified that it has no reason to believe that any [Environmental and Social Permits] could reasonably be expected to be revoked.
   c. No Event of Default: No environmental or social risks or events shall have occurred that would result in an Event of Default or Potential Event of Default.

Section 4 Conditions of All Disbursements. The obligation of The Fund to make any Disbursement, including the first Disbursement, is also subject to the conditions that:

i. Delivery of a certificate from the Company, certifying that the [Environmental and Social Management Plan] for the Project is operational and complies with all [Environmental and Social Requirements],

ii. Delivery from the Company of a completeness status for the actions referenced in the [Development Action Plan] that should have been carried out satisfactorily as of the date of the disbursement.

Particular Covenants

Section 5 *Affirmative Covenants*. Unless The Fund otherwise agrees, the Company shall:

i. upon The Fund's request, such request to be made with reasonable prior notice to the Company (except no such reasonable prior notice shall be necessary if an Event of Default or Potential Event of Default is continuing or if special circumstances so require), permit representatives of The Fund, during normal office hours, to:
   a. visit any of the sites and premises where the business of the Company is conducted;

   b. inspect any of the Company's sites, facilities, plants and equipment;

   c. Have access to the Company's books of account and all records; and

   d. have access to those employees, agents, contractors and subcontractors of the Company who have or may have knowledge of matters with respect to which The Fund seeks information;

ii. through its employees, agents, contractors and subcontractors, design, construct, operate, maintain and monitor all of its sites, plants, equipment and facilities:
   a. in accordance with the Environmental and Social Law and the Environmental, Health and Safety Guidelines; [and]

   b. In compliance with applicable environmental, [indigenous peoples, involuntary resettlement, cultural property protection], occupational health and safety requirements, and any child labor and forced labor laws, rules and regulations (including any international treaty obligations, if any) of the Government of the [Country of investment] and the local authorities.

iii. periodically review the form of the Monitoring Report and advise The Fund as to whether modification of the form is necessary based on any changes in the Project, and revise the form as agreed with The Fund;

Section 6 *Negative Covenants*

i. The Company shall not support Clients engaged in any of the activities on the Exclusion List;
ii. Limitations on modification or termination of the major project documents;
iii. Limitations on material modification of the [Development Plan] and the [Environmental and Social Management Plan], (where relevant) and/or the nature and scope of the Project.

Section 7 *Reporting Requirements*. Unless The Fund otherwise agrees, the Company shall:

i. Report on E&S Matters as part of every monthly progress/status report including potential adverse impacts predicted in the near future.

ii. Deliver to The Fund a semi-annual monitoring report in the agreed form consistent with Section 3 confirming compliance with the Environmental and Social Law, the Environmental, Health and Safety Guidelines, the applicable [national or local] requirements, or as the case may be, detailing any non- compliance, and setting out the action being taken to ensure compliance;

Semi-Annual Reporting Timeline:

- First Semi-Annual Report: to be submitted within sixty (60) days after June 30, covering the period from <u>1st of January</u> to <u>30th of June</u>.
- Second Semi-Annual Report: to be submitted within sixty (60) days after December 31, covering the period from <u>1st of July</u> to <u>31st of December</u>.

iii. as soon as possible but no later than three (3) days after its occurrence, notify The Fund of any incident or accident within the Project area or areas otherwise within the Company's management or control, which has or may reasonably be expected to have a material adverse effect on the environment, health or safety, including, without limitation, explosions, spills or workplace accidents which result in death, serious or multiple injury or major pollution, specifying, in each case, the nature of the incident or accident, the on-site and off-site impacts arising or likely to arise therefrom and the measures the Company is taking or plans to take to address those impacts; and keep The Fund informed of the on-going implementation of those measures;

Events of Default

Section 8 *<u>Events of Default</u>*. It shall be an Event of Default if:

i. the Company fails to comply with any of its obligations under this Agreement or any other Transaction Document or any other agreement between the Company and The Fund and any such failure continues for a period of thirty (30) days after the date on which [The Fund notifies the Company] of that failure;

ii. An [Environmental or Social Claim] is brought against the Company which individually or in the aggregate could reasonably be expected to result in a Material Adverse Effect on the implementation or operation of the Project in accordance with the [Environmental and Social Requirements].

iii. Any of the environmental or social representations and warranties made by or on behalf of the Company is, or proves to have been, incorrect or misleading in any material respect when made or deemed to be made.

Appendix 9: Consultant TOR – E&S Supervision of Portfolio Project[13]

Introduction

The purpose of this Terms of Reference is to ensure that the Consultant performs the ongoing evaluation and supervision of portfolio projects according to the Catalyst MENA Climate Fund 2 ("The Fund") environmental, social, health, and safety management policies and procedures.

It is Fund's policy to encourage our clients to work towards continuous improvement of their environmental and social management and performance. We believe that firms with an environmentally sustainable and socially responsible way of operating significantly lowers the risk for their business model, and therefore, achieves greater cost efficiencies and profitability. These principles are integral to our business, both our own operations and those of our portfolio companies. It is mandatory that any project that the Fund invests in should comply with all E&S laws and regulations of the host country in which the project is located. Furthermore, all investments should follow good practices as guided by internationally recognized Environmental and Social Standards and Guidelines, that are based on IFC's Performance Standards and World Bank Group Environmental Health and Safety (EHS) Guidelines, UN Principles for Responsible Investing, and ILO's Core Labor Standards as well as relevant sector specific standards.

Consultant Qualifications

The Consultant must have substantial experience in the E&S review of projects located in the countries and sectors within the Fund's portfolio, with particular focus on the support of project finance activities. The Consultant must be familiar with The Fund 's ESG Policy, applicable requirement [Section 1.2. Applicable Requirements], and The Fund Gender Policy and Guide. The Consultant shall possess demonstrated expertise in the relevant sector and proven experience in conducting environmental and social assessments in accordance with applicable international standards and good international industry practice. This shall include a strong working knowledge of relevant environmental and social requirements, including those of the International Finance Corporation (IFC), The World Bank Group, and the European Bank for Reconstruction and Development (EBRD), as well as a sound understanding of the host country's legal, regulatory, and institutional framework related to the scope. The Consultant's team shall comprise suitably qualified and experienced specialists with the technical competence and professional credentials necessary to assess the specific environmental, social, health and safety, labour, stakeholder engagement, and other sector-related risks and impacts associated with the assignment.

[13] Note: This Terms of Reference may be revised and tailored based on the specific circumstances, risk profile, sector, location, scope, and complexity of each project, as well as any specific requirements of the Fund, investors, lenders, or applicable regulatory and contractual obligations.

For **supervision** of the Fund's portfolio projects, the three tasks include:

1. Review Monitoring Reports. Review periodic documentation submitted by the project sponsor regarding implementation of any corrective actions included as conditions of investment, as well as overall environmental and social performance according to the applicable requirement in [Section 1.2. Applicable Requirements]. Also, review information submitted by the sponsor concerning significant incidents or fatalities. Identify any follow-up corrective actions that might be necessary.
2. Site Visit and Further Review. Where directed by the Fund Manager, conduct site visit to confirm E&S performance and/or to investigate incidents. Identify any follow-up corrective actions that might be necessary.
3. Supervision Documentation. Prepare a monitoring report including the findings. The structure of the monitoring report sections shall be agreed with the Fund prior to the commencement of monitoring activities.

Schedule

The Consultant shall submit a draft *[Supervision]* Report by *[insert date]*. The final Report shall be submitted within 2 weeks after receiving comments from the Fund Manager on the draft report. All reports should be written and prepared in English and delivered in electronic and hard copy.

Appendix 10: Incident Report Form

CATALYST
Investment Management

HEALTH, SAFETY, SECURITY, SOCIAL AND ENVIRONMENTAL INCIDENT REPORT TEMPLATE

CIM-ES-DOC-10-rev00

May 31, 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	31/05/2026	First Issue	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

CIM-ES-DOC-10-rev00 HSSSE Incident Report Template Page 1 of 10

INCIDENT REPORT

Report Data:

Reference: (*To be filled in by designate person, usually E&S or HSE person*)

SECTION [1]: INFORMATION

Incident Date: [dd/mm/yyyy]
Incident Time: [hh:mm]
Incident Location: [Describe briefly]

Incident Type

- ☐ Environmental [*Skip to Section 2*]
- ☐ Health and Safety Work-Related [*Skip Section 3*]
- ☐ Others (social, labor, child, sexual exploitation and abuse, security, etc.) [*Skip Section 2 and Section 3*]

Note:

Confidentiality Note: In Sexual Exploitation and Abuse (SEA) Incident or Child Protection Incident: the identities of the individuals involved (or alleged to be involved) in the relevant SEA Incident or Child Protection Incident and all other information in personally identifiable form, shall be treated as strictly confidential.

SECTION [2]: FOR HEALTH AND SAFETY INCIDENT

Identification

☐ Affected person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

☐ Witness person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

Describe the Health and Safety Incident
Provide as much detail as possible, as well as a clear description of the events leading to the incident.

Typology of Health and Safety Incident	
☐ Fall from height	☐ Thermal exposure
☐ Slip / trip	☐ Ergonomic injury
☐ Struck by object	☐ Occupational illness
☐ Caught in / trapped	☐ Structural collapse
☐ Vehicle incident	☐ Confined space incident
☐ Fire / explosion	☐ Fatigue-related
☐ Electrical incident	☐ Security incident
☐ Chemical exposure	☐ Near miss
	☐ Other (specify): _________

Type of Harm	
Harm Nature	**Harm Location**
☐ Injury	☐ Multiple locations
☐ Muscle or skeletal injury	☐ Head
☐ Broken bone	☐ Face
☐ Ligament injury	☐ Eyes
☐ Laceration	☐ Torso / Trunk
☐ Bruising	☐ Upper limb
☐ Puncture	☐ Hands
☐ Loss of limb	☐ Wrist
☐ Loss of vision	☐ Lower limb
☐ Thermal injury	☐ Feet
☐ Skin irritation	☐ Other (specify): _________
☐ Poisoning	
☐ Other (specify): _________	

Action: First Aid

First Aid provided:	[Yes/No]	By whom:	
Day of attendance:	dd/mm/yyyy	Trained First Aider:	
Time of attendance:	hh:mm	Email:	
		Mobile	

Details of First aid given:

Preventive or Corrective Measures

Provide as much detail as possible, as well as a clear description of the measures taken to address the immediate hazard related to the incident.

SECTION [3]: FOR ENVIRONMENTAL INCIDENT

Identification

☐ Affected person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

☐ Witness person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

Describe the Environmental Incident

Provide as much detail as possible, as well as a clear description of the events leading to the incident.

Typology of Environmental Incident

- ☐ Non hazardous spill
- ☐ Hazardous substance spill (e.g. oil)
- ☐ Leak / release
- ☐ Uncontrolled release of substances
- ☐ Dust release
- ☐ Fume release
- ☐ Gas release
- ☐ Release of other pollutants
- ☐ Waterway contamination
- ☐ Excessive noise
- ☐ Excessive vibration
- ☐ Offensive odour
- ☐ Light pollution
- ☐ Contamination of land, flora, fauna
- ☐ Damage to archaeological resources
- ☐ Damage to cultural heritage
- ☐ Fire
- ☐ Explosion
- ☐ Waste incident
- ☐ Other (specify) ________

Preventive or Corrective Measures

Provide as much detail as possible, as well as a clear description of the measures taken to address the immediate hazard related to the incident.

SECTION [4]: FOR OTHER INCIDENT

Identification

☐ Affected person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

☐ Witness person/s

Name		Nationality	
Role		Company	
Date of Birth		Email	
Gender		Mobile	

Describe the Incident

Provide as much detail as possible, as well as a clear description of the events leading to the incident.

Preventive or Corrective Measures
Provide as much detail as possible, as well as a clear description of the measures taken to address the immediate hazard related to the incident.

SECTION [5]: RECORD

SECTION [6]: SIGNATORY

Report Prepared By

Name:
Company:
Date:
Signature:

Supervisor

Name:
Company:
Date:
Signature:

Appendix 11: E&S Monitoring Report[14]

This template may be revised in line with updated requirements and/or nature of the project and/or any agreements reached with investors, shareholders, and lenders. The E&S Monitoring Report consists of the following Sections:

Section (1): Summary of Key E&S Aspects during the Reporting Period
Section (2): Environmental and Social Action Plan Status and Update
Section (3): Deviation/non-Compliances

Project Name:
Project Country:
Reporting Period: (month/year) to (month/year)
Completion Date: (day/month/year)

Section (1): Summary of Key E&S Aspects during the Reporting Period

The company is required to submit a summary of key E&S aspects during the reporting period for the project. This section aims to identify the key E&S progress/activities/incidents (including compliance, significant incidents[15], social unrest, improvements/initiatives regarding E&S performance, etc.) during the reporting period.

General Update

Provide information on the following[16]:

- ❑ Status of major activities that have been carried out at the site during the reporting period.
- ❑ Total number of contractors involved with the project and their total number of workers.
- ❑ Information on any fines, sanctions or non-compliances received from governmental authorities in relation to environmental, social and health and safety aspects (please provide details in Section 3).
- ❑ Information non any major non-compliances received from the Independent Environmental and Social Consultant working on behalf of the Lenders (please provide details in Section 3).

Environmental and Social Organization

Please provide the organizational structure (chart) of environment, health and safety, labor and social aspects (including how it relates to the Project's construction and/or operational management); highlight any changes during the reporting period.

Please provide the name of the individuals in the company who hold responsibility for E&S performance (e.g. company E&S manager, contractor E&S on-site focal point (for construction / operations), additional E&S support staff, community liaison officer) for the Project.

---

[14] Note: This format may be revised and tailored based on new update, specific requirements of the Fund, investors, lenders, or applicable regulatory and contractual obligations.

[15] Examples of significant incidents: chemical and/or hydrocarbon spills; fire, explosion or unplanned gas releases, including during transportation; ecological damage/destruction; social unrests, local community impact, complaint or protest; failure of emissions or effluent treatment; legal/administrative notice of violation; penalties, fines, or increase in pollution charges; negative media attention; chance cultural finds; labor unrest or disputes.

[16] Provide additional sheets as needed for complete information.

Environmental and Social Management System

Briefly describe the effectiveness in the implementation of the ESMS for the Project. Please note any major achievements / identified gaps / actions to close identified gaps.

List the main Environmental, Social and Health and Safety Management Plans that are currently implemented at the Project site. If there have been any changes/updates since the last reporting period, please describe.

Describe the mechanism that the project is using to report and track non-compliances in a coordinated manner, in accordance with monitoring actions included in the Project's Environmental and Social Management Plan (ESMP).

Have any E&S due diligence / audits (internal or external) been conducted on the project during the reporting period (either by the sponsor, company, government, other entity?) If yes, list the scope of the due diligence/audit. Were any major non-compliances found?

E&S Training

Describe environmental, social and health and safety training programs and their implementation either carried out by the construction contractor or by the company during the reporting period. Provide in an annex a brief description of topics, hours of training, targeted audience, and number of participants for the Project.

Emergency Preparedness and Response

Describe briefly work done by the Project in relation to the effective implementation of this Plan. Has training been conducted to raise awareness of workers / Have drills been conducted during the reporting period / Have any revisions been carried out to close any gaps?

Human Resources Management

Have you changed your Human Resources policies, procedures or working conditions during the reporting period?

☐Yes ☐ No If yes, please provide details on reasons for these changes.

Provide the following information regarding the workforce:

Type of Employee	Total # in reporting period	# female employees	# from local area	# of expatriates
Direct employees – Management				
Direct employees – Workers				
Contractor[17] (indirect) employees				
[add as needed]				

[17] Contractors performing core functions for the company in the premises of the company or in the name of the company.

Please provide the following:

- Total number of direct employees dismissed.
- Total number of union workers with breakdown from which union, if relevant.

Grievance Mechanism for Workers

Has a Grievance Procedure for workers been developed and implemented for the project?

☐Yes ☐ No Implementation Date ____________

Who is the person responsible for the implementation and oversight of the Grievance Procedure?

Provide the number of grievances submitted by workers for the Project. / Have these grievances been closed within the required time noted in the Procedure / If no, please provide details and justification.

Provide some examples of the most re-occurring types of grievances submitted by workers.

Retrenchment

Did the company experience a significant reduction of the size of its labor force during the reporting period at the Project?

If yes, please provide a description of the retrenchment program and how it aligns with the Performance Standard 2 and its Guidance Note.

Number of employees dismissed ____________________

Grievance Mechanism for Communities

Has a Grievance Procedure for communities been developed and implemented for the project?

☐Yes ☐ No Implementation Date ____________

Provide the number of grievances submitted by communities?

Is the Grievance Procedure implemented in coordination with other developers? Describe how coordination is achieved?

Who is the person responsible for the implementation and oversight of the Grievance Procedure for communities?

Provide some examples of the most re-occurring types of grievances submitted by communities.

Community Engagement & Corporate Social Responsibility

Does the company have a community development / corporate social responsibility program(s) in place?

Has the company / project carried out any stakeholder engagement activities? If so, briefly explain reasons, audience, key messages or takeaways.

Does the company have a community development / corporate social responsibility program(s) in place and are these being carried out jointly with other developers and/or with other partners? Briefly explain scope.

OHS Indicators

Please report on OHS indicators during the reporting year for the Project, including for contractor employees. Contractor employees are required to adhere to comparable occupational health and safety standards.

1. Project-level OHS Indicators

	This reporting period		Reporting period- 1 year ago (not cumulative)		Reporting period- 2 years ago (not cumulative)	
Report total numbers for each parameter	Direct employees (Portfolio Staff)	Contractor employees	Direct employees (Portfolio Staff)	Contractor employees	Direct employees (Portfolio Staff)	Contractor employees
Total number of workers						
Total man-hours worked - annual						
New occupational injury cases[18]						
Total number of lost time occupational injuries[19]						
Total number of lost workdays[20] due to injuries						
Incidence rate of cases of						

[18] An occupational injury is defined as any personal injury, disease or death resulting from an occupational accident; an occupational injury is therefore distinct from an occupational disease, which is a disease contracted as a result of an exposure over a period of time to risk factors arising from work activity (IFC DOTS indicator).
[19] lost-time injury (LTIs) is the incapacity to work for at least one full workday beyond the day on which the accident or illness occurred.
[20] Lost workdays are the number of workdays (consecutive or not) beyond the date of injury or onset of illness that the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

	This reporting period		Reporting period- 1 year ago (not cumulative)		Reporting period- 2 years ago (not cumulative)	
Report total numbers for each parameter	Direct employees (Portfolio Staff)	Contractor employees	Direct employees (Portfolio Staff)	Contractor employees	Direct employees (Portfolio Staff)	Contractor employees
occupational injury[21]						
Lost time injury frequency[22]						
Injury severity rate[23]						
Fatalities						
Vehicle collisions[24]						

2. Fatality details for the reporting period

Project employees or contractor employees?	Time of death after accident (e.g. immediate, within a month, within a year)	Cause of fatality	Corrective measures to prevent reoccurrence

3. Non-fatal occupational injuries details for the reporting period

Project or contractor employees?	Total workdays lost	Description of injury	Cause of accident	Corrective measures to prevent reoccurrence

[21] (The number of new cases of occupational injury during reference period/ total # of man-hours worked by workers in the reference group during reference period) x1000000 (IFC DOTS indicator).
[22] The number of lost time injuries (LTIs) recorded for Project workers per million man-hours worked by them.
[23] The number of workdays lost per 1 million man-hours worked.
[24] Vehicle Collision: When a vehicle (device used to transport people or things) collides (comes together with violent force) with another vehicle or inanimate or animate object(s) and results in injury (other than the need for First Aid) or death.

Solid Waste Management

The company is required to monitor methods of collection, storage, handling, recycling, reuse and/or disposal of solid waste on the Project site.

Please provide the name and license of the third-party solid waste transportation disposal company (if changed since the last reporting period).

Please complete the information below.

Solid Waste Type *(Includes description)*	Annual Quantity (tonnes)	Method of Storage, Handling and/or Treatment at the Project[25]

Waste Water Effluents

Please confirm that waste water is treated and/or disposed/discharged to a functioning municipal sewer or a designated treatment plant, and that appropriate permits and approvals have been obtained.

Effluent Types *(Includes description)*	Approximate volume of effluents/month and details of any pre-treatment (e.g. disinfection) that is undertaken	Description of disposal route and relevant approvals/permits

Hazardous Materials Management

Hazardous materials are those materials that represent an excessive risk to property, the environment or human health because of their physical and/or chemical characteristics. The company is required to monitor methods of collection, storage and disposal of hazardous materials[26]. Please refer to the Hazardous Materials Management guideline (Section 1.5 of the General EHS Guidelines) for additional information.

Please provide the name and license of the third-party hazardous waste disposal company (if changed since the last reporting period).

[25] Describe disposal method (e.g. landfill, incineration, land farming, reuse, etc.) Provide name and location of disposal facility used; state if waste is sold as byproduct, scrap or a material to be used by others; state name and business of purchaser. Provide additional sheets as needed to fully describe disposal, organizations involved in waste management, facility permits, and agency authorizations.

[26] Hazardous materials include ignitable, reactive, flammable, radioactive, corrosive and toxic substances.

Please complete the information below:

Hazardous Material *(Name and Number UN/CAS)*	Class or division[27]	Annual Quantity	Maximum Quantity Stored the Project site
Hazardous Materials Used			
Hazardous Waste Produced			

Parameters *(Same Parameters as Above)*	Method of Storage, Handling and/or Treatment at the Project site[28]	Method of Disposal[29]
Hazardous Materials Used		
Hazardous Waste Produced		

[27] UN classification (1. Explosives ; 2. Gases ; 3. Flammable liquids ; 4. Flammable solids ; 5. Oxidizing substances ; 6. Toxic and infectious substances ; 7. Radioactive material ; 8. Corrosive substances ; 9. Miscellaneous hazardous materials.)

[28] State how hazardous materials / waste is stored on site (e.g. drums, bins, and other containers) and handled (including transported). Provide additional sheets as needed to fully describe disposal, organizations involved in management, facility permits and agency authorizations.

[29] Report on method of disposal for hazardous waste used only.

Resource Efficiency

In the reporting year, provide the total amount of electricity (in gigawatt hours (GWh)) that was generated by the project.

During the reporting year, provide the number of tons of carbon dioxide-equivalent that were avoided (CO_2-eq/year).

Please describe the type of cleaning method used for the solar PV modules and frequency of cleaning. Please state number of dry and wet cleaning events per year, the dates, and quantity of water consumed for each wet event.

For the reporting year, provide the total water consumption (in litres) by the Project for cleaning events of PV cells and for other uses.

Security

Describe actions in the Security Management Plan that were implemented during the reporting period.

Was there any training conducted for security providers during the reporting period. If yes, briefly describe.

Please describe if there is a mechanism in place to coordinate individual security providers (from different developers) to ensure consistency (shared protocols, procedures, practices, rules of engagement, etc.).

If operating in an area with government / public security forces present, describe how the company's private security providers interact with such entities (shared protocols, procedures, practices, rules of engagement, etc.).

Using the table below, list and briefly describe any adverse incident regarding security providers / forces (such as conflict with local community member or worker, reported infractions, etc.), and how the incident was resolved.

Security Incident	Initiative and/or mitigation measure to address incident	Expected or actual date of implementation

Section (2): Environmental and Social Action Plan Status and Update

Please provide an update of the status of the Action Items, define the dates when pending actions will be implemented.

ENVIRONMENTAL AND SOCIAL ACTION PLAN

Action No.	Title/Description	Anticipated Completion Date (mm/dd/yyyy)	Anticipated Cost (USD)	Indicator of Completion	Completion Date	Status as of (mm/dd/yyy)	% Completion

Section (3): Deviation/non-Compliances

The following are the identified deviation/non-compliances identified in reference to the following:

(I) IFC's Performance Standards; (ii) Environmental and Social Action Plan; (iii) non-compliance with local environmental and social regulations; (iv) Applicable World Bank Group's EHS Guidelines.

If there are any non-compliances/deviations, please record and provide additional information if necessary.

Areas of Interests	Non-Compliances Identified	Corrective Action Plan	Status of Completion	Completion Date
IFC's Performance Standards (PS1-8)				
Environmental and Social Action Plan				
Local Environmental and Social Requirements				
Applicable WBG EHS Guidelines				

Please explain the cause and, if appropriate, describe the planned corrective actions to prevent re-occurrence.

Appendix 12: E&S Performance Report

Format: The Fund can report in its own format, provided that such format includes at minimum the information set out below.

For the Fund:

- Name of the members of the ESMS Implementation Committee.
- Status / Changes in E&S Management System.
- Transactions declined on E&S grounds.
- Difficulties and/or constraints related to the implementation of E&S Management System.
- Overview of current pipeline, status and expected categorization.
- E&S trainings undertaken/planned.
- Exclusion list: confirmation that no investments are undertaken in any of the activities listed in the Exclusion List (or, in cases where a Portfolio Company is found to be partly active in activities included on the Exclusion List, submit a plan to phase out such activities).

For each project:

- Categorization of each investment and rationale behind that categorization.
- Summary assessment of E&S risks identified.
- For High-Risk Activities, summary of qualified external E&S assessment undertaken and reference to qualification of external expert undertaking assessment.
- Status of E&S performance to date, implementation of E&S Management System and agreed E&S Action Plan (if applicable).
- For companies with CO_2 equivalent emissions exceeding 25,000 metric tons annually (report on emissions in accordance with requirements set out in IFC Performance Standard 3).
- Employment data:
    - Total number and breakdown of staff employed: Direct Employment: Total ( ), Permanent: Males: / Females:
    - Has retrenchment of employees taken place in the reporting period? If yes, please specify number of employees affected and attach copy of retrenchment plan.
- Date of the last site visit for E&S purposes.

Optional information on each project:

- Any improvements in performance with a clear environmental benefit (e.g. energy savings, reducing (hazardous) waste, certification of relevant management systems such as ISO 14001, OHSAS 18000).
- Any improvements in performance with a clear social benefit (e.g. improvements in labor conditions, certification of relevant management systems such as SA 8000).

Appendix 13: Environmental Policy

CATALYST
Investment Management

ENVIRONMENTAL POLICY

CIM-ES-POL-02-rev00

May 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	12/05/2026	First issue	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

Statement of Intent

Catalyst Investment Management ("Catalyst") recognises that sound environmental management is essential to responsible investment, operational resilience, and long-term value creation. Catalyst seeks to prevent pollution, promote efficient use of resources, and protect ecosystems and communities, and will work to improve environmental performance across Catalyst operations and Catalyst-managed project companies in a manner proportionate to the nature and risks of its activities.

Policy Objectives

Catalyst's environmental objectives are to: (i) identify and manage environmental risks and impacts in a structured and proactive manner; (ii) ensure compliance with legal requirements, permits, and lender obligations; (iii) improve resource efficiency, including energy and water; (iv) prevent where possible, minimise, and control pollution to air, water, and land; (v) manage wastes and hazardous materials safely across their lifecycle; and (vi) establish performance monitoring and continual improvement practices proportionate to the level of risk.

Scope of Application

This Policy applies to:

- Catalyst employees and activities under Catalyst's direct management.
- Contractors, subcontractors, service providers, and suppliers when performing work for and/or on behalf of Catalyst and/or on Catalyst-managed sites.
- Project and portfolio companies to the extent that Catalyst manages, controls, or can influence environmental performance through governance rights, financing covenants, contractual requirements, and supervision.

All such parties are required to implement environmental management measures in line with:

1. This Policy principles.
2. Applicable national environmental legislation, laws, regulations, permits, and approvals.
3. IFC Performance Standards (PS).
4. World Bank Group (WBG) Environmental, Health, and Safety (EHS) General Guidelines.
5. Relevant sector-specific World Bank Group (WBG) EHS Guidelines, as applicable to the nature of the activity or project, including:
    - World Bank Group (WBG) EHS Guidelines for Electric Power Transmission and Distribution.
    - World Bank Group (WBG) EHS Guidelines for Wind Energy.
    - World Bank Group (WBG) EHS Guidelines for Water and Sanitation.

Where differences exist between national requirements and international good practice, all related parties will apply the more stringent requirement to the extent permitted by applicable law and contractual arrangements.

Roles and Responsibilities

Catalyst defines clear environmental responsibilities at all levels:

- Senior Management: Provide leadership, resources, and oversight to ensure effective implementation of this Policy and accountability for environmental performance.
- Managers, Leads, and Supervisors: Identify environmental aspects and risks, implement and monitor control measures, ensure compliance with permits and internal requirements, and communicate environmental expectations to workers and contractors.
- Employees: Comply with environmental requirements and instructions, use controls provided and promptly report environmental hazards, near-misses, incidents, and non-compliances.
- Contractors, Service Providers, and Suppliers: Comply with this Policy and applicable environmental requirements and site rules throughout the contracting lifecycle (Request for Proposal, Terms of Reference, Contracts, etc); implement all environmental requirements, ensure workers are adequately trained and equipped; manage wastes and hazardous materials responsibly; and promptly report incidents, spills, and unsafe or non-compliant conditions related to their activities.
- Project and Portfolio Companies: Implement site-specific environmental arrangements consistent with this Policy and applicable legal and lender requirements, maintain appropriate monitoring and records, and ensure effective oversight of contractors, service providers, and suppliers.

Principles

The following environmental principles guide the management of Catalyst's own operations and the oversight of Catalyst-managed activities and relevant projects through all phases and in consistency with IFC Performance Standard (2), where applicable. Implementation is the responsibility of the relevant parties (including contractors, operators, and portfolio companies), with Catalyst exercising oversight consistent with its role, rights, and influence.

Principle 1. Environmental Risk Management and Governance:

Apply a risk-proportionate environmental management approach across the investment lifecycle, define responsibilities and ensure competent implementation by staff and contractors, and require project companies and contractors to apply mitigation measures and maintain site-specific management plans and procedures commensurate with risk.

Principle 2. Training and Competency:

Provide environmental training appropriate to roles and risk exposure (including induction and task-specific training) and ensure workers in environmental or safety-critical roles are competent to perform their duties.

Principle 3. Legal Compliance and Permits:

Activities should be conducted in compliance with applicable environmental laws, permit conditions, approvals, and other binding requirements, with timely corrective action taken in the event of non-compliance and engagement with relevant authorities where required.

Principle 4. Resource Efficiency and Energy Conservation:

Promote efficient use of energy, water, and materials and will require risk-based management measures where consumption is material. Where relevant, project companies will establish monitoring and targets appropriate to their operations and identify feasible opportunities to reduce demand and losses, improve efficiency, and adopt good operational practices.

Principle 5. Air Emissions and Ambient Air Quality:

Air emissions should be prevented where possible and otherwise minimised through feasible measures, including the management and control of dust and fugitive releases, to meet legal and permit requirements and reduce impacts on sensitive receptors. Where relevant, responsible management of refrigerants and the avoidance of uncontrolled releases should be promoted, with monitoring carried out where required by permits, lenders, or warranted by the level of risk.

Principle 6. Wastewater and Ambient Water Quality:

Seek to manage discharges and related water quality impacts in line with applicable local laws and regulations and to avoid significant adverse effects on receiving environments and human health, with monitoring and maintenance proportionate to discharge risks and regulatory requirements.

Principle 7. Waste Management:

Sound environmental is guided by the waste management hierarchy according to the local laws and regulations. Where relevant and practicable, this includes ensuring waste characterisation, segregation, safe storage, and the use of reputable/authorised waste management service providers where available, with hazardous wastes segregated and managed under additional controls to prevent releases.

Principle 8. Hazardous Materials Management:

Where hazardous materials are handled or stored, risk-based management shall include, as applicable: maintaining up-to-date inventories; ensuring safe handling and storage; providing suitable secondary containment and leak prevention; and establishing clear written procedures for transfer and use. Spill prevention and response arrangements shall be proportionate to the level of risk, integrated with emergency preparedness plans, and supported by appropriate training in hazardous materials handling and management.

Principle 9. Noise Management:

Prevent or minimise adverse noise and vibration impacts beyond local laws, regulations, and boundaries, particularly at sensitive receptors, through controls at source where feasible and operational measures such as maintenance, operational scheduling, and siting. A mechanism to receive and respond to noise-related complaints will be maintained where appropriate, and monitoring will be conducted where required by permits/lenders or warranted by risk.

Principle 10. Biodiversity and Ecosystems:

Where activities may affect sensitive habitats, protected areas, or biodiversity, appropriate measures should be applied to avoid or minimise impacts and to implement mitigation and monitoring commensurate with risk throughout the project life cycle, consistent with applicable legal requirements, permits, and recognized best practices.

Principle 11. Contaminated Land:

Land contamination should be prevented through effective controls on hazardous materials, wastes, and oils from the project planning stage, in line with applicable laws and regulations. Where contamination is suspected or identified, an approach should be adopted that considers contaminants, receptors, and exposure pathways, with immediate controls implemented where imminent hazards exist. Where warranted, investigations and risk assessments should define appropriate risk reduction measures aligned with current and foreseeable land use.

Principle 12. Emergency Preparedness and Environmental Incidents:

Maintain emergency preparedness arrangements and procedures proportionate to environmental risks, including readiness for spills and other incidents that could affect air, water, land, or communities. Environmental incidents will be reported, investigated, and addressed through corrective and preventive actions, and authorities will be notified where required.

Principle 13. Monitoring, Records, and Reporting:

Maintain monitoring and recordkeeping commensurate with risk and operational context to support compliance oversight, risk management, and continual improvement. This may include, where relevant and practicable, tracking resource use, emissions and discharges, waste generation and transfers, incidents, and complaints. Performance information will be reviewed periodically, as appropriate, to identify trends and lessons learned.

Principle 14. Construction, Demolition, and Decommissioning Controls:

For construction, refurbishment, demolition, and decommissioning activities, environmental controls should be applied to prevent or minimise potential impacts on communities and the environment in a manner proportionate to risk, including (where relevant and practicable) the management of dust, emissions, noise and vibration, erosion and sedimentation, runoff and drainage, protection of water bodies, and the prevention or limitation of spills and releases of fuels, oils, and chemicals.

Principle 15. Waste and Hazardous Materials Management during Construction and Demolition:

Construction- and demolition-related wastes and hazardous materials should be managed in line with applicable laws and regulations, including adequate sanitation and wastewater arrangements, the identification and safe management of hazardous substances encountered during demolition (e.g., asbestos and polychlorinated biphenyls), the management of any contaminated media, and the reinstatement or restoration of sites in accordance with approved plans and intended land use where applicable.

Communication and Implementation

This Policy shall be communicated to all employees and contractors at workplaces in languages understood by workers, made publicly available on Catalyst's website, implemented across Catalyst activities, and reviewed periodically and updated whenever necessary.

Catalyst maintains an external communication and grievance mechanism to enable stakeholders, including affected parties, to raise environmental concerns or complaints. All submissions are handled in a timely, transparent, and non-retaliatory manner.

Detailed requirements referenced in this Policy shall be implemented through site-specific environmental plans, procedures, and standards consistent with the IFC Performance Standards and the World Bank Group (WBG) EHS Guidelines and applicable local laws and regulations.

Compliance with this Policy is a condition of employment and contractual engagement. Failure to comply may result in corrective or disciplinary action, as appropriate.

Ennis Rimawi

Founder and Managing Director

May 12, 2026

Appendix 14: Social Policy

CATALYST
Investment Management

SOCIAL POLICY

CIM-ES-POL-03-rev00

May 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	12/05/2026	First issue	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

CIM-ES-POL-03-rev00 Social Policy Page 1 of 4

Statement of Intent

Catalyst Investment Management ("Catalyst") recognises that respecting human rights, protecting labour rights, and contributing positively to communities are fundamental to responsible investment, operational resilience, and long-term value creation.

Policy Objectives

This Policy aims to prevent, identify, and address adverse impacts on people associated with Catalyst-managed activities and investments, while promoting fair, safe, and dignified working conditions across Catalyst operations and relevant projects and portfolio companies. It also seeks to strengthen stakeholder engagement, community relations, and access to remedy through effective and trusted grievance mechanisms, and to drive continual improvement in social performance through monitoring, reporting, and corrective action.

Scope of Application

This Policy applies to:

- Catalyst employees and activities under Catalyst's direct management.
- Contractors, subcontractors, service providers, and suppliers when performing work for and/or on behalf of Catalyst and/or on Catalyst-managed sites.
- Project and portfolio companies to the extent that Catalyst manages, controls, or can influence social performance through governance rights, financing covenants, contractual requirements, and supervision.

All such parties are required to implement environmental management measures in line with:

1. This Policy principles.
2. Applicable national environmental legislation, laws, regulations, permits, and approvals.
3. IFC Performance Standards (PS).
4. International Labour Organization (ILO) core conventions.
5. United Nations Guiding Principles on Business and Human Rights (UNGPs).

Where differences exist between national requirements and international good practice, all related parties will apply the more stringent requirement to the extent permitted by applicable law and contractual arrangements.

Roles and Responsibilities

- Senior Management: Provide leadership, resources, and oversight to implement this Policy and ensure accountability.
- Managers and Supervisors: Identify social risks, ensure compliance, engage workers and stakeholders, and implement corrective actions.
- Employees and Workers: Comply with Policy requirements and report concerns through available channels.
- Contractors/Suppliers: Meet applicable legal requirements and Catalyst expectations, including worker protection and grievance access.
- Project/Portfolio Companies: Implement appropriate social management arrangements consistent with this Policy and applicable legal and lender requirements.

Principles

The following social principles guide the management of Catalyst's own operations and the oversight of Catalyst-managed activities and relevant projects at all phases, where applicable. Implementation is the responsibility of the relevant parties (including contractors, operators, and portfolio companies), with Catalyst exercising oversight consistent with its role, rights, and influence:

Principle 1. Non-Discrimination and Equal Opportunity:

Maintain a workplace free from discrimination, harassment, intimidation, and abuse; promote respectful, inclusive conduct aligned with Catalyst's Code of Conduct.

Principle 2. Fair Employment Terms:

Require that employment relationships are documented and working conditions meet applicable law and reflect good practice where feasible.

Principle 3. Prohibition of Child Labour:

Do not employ child (individual under 18 years old) and apply age-verification and controls appropriate to risk in operations and relevant supply chains.

Principle 4. Prohibition of Forced Labour:

Prohibit forced, bonded, trafficked, or involuntary labour; prevent retention of identity documents, or restriction of movement, or debt bondage.

Principle 5. Worker Health and Safety:

Support safe and healthy working conditions in alignment with Catalyst's Health and Safety Policy, including for contractors and subcontractors.

Principle 6. Worker Grievance Mechanism:

Maintain an accessible and confidential mechanism, with clear procedures, defined timelines, and protection against retaliation, enabling concerns to be raised and addressed in a fair and timely manner.

Principle 7. Community Grievance Mechanism:

Provide a channel for affected communities and stakeholders to raise concerns, receive feedback, and support corrective actions or remedy where adverse impacts occur.

Principle 8. Meaningful Engagement:

Engage with affected stakeholders in transparent manner and proportionate to risk and project context.

Principle 9. Community Impacts:

Prevent or mitigate adverse community impacts (including on vulnerable groups) and strengthen positive outcomes through feasible and locally relevant initiatives.

Principle 10. Responsible Contracting:

Embed relevant social requirements in contracts (including expectations on child/forced labour, worker protections, and grievance access) and apply risk-based screening and oversight.

Principle 11. Corrective Action:

Where non-compliance is identified, require corrective action within defined timeframes and use available leverage, up to and including contract remedies where warranted.

Principle 12. Performance Monitoring:

Track social performance using indicators (e.g., grievances, resolution times, labour compliance findings, incidents of non-compliance, corrective actions).

Principle 13. Incident Management:

Maintain processes to identify, investigate, and address serious social incidents and human-rights related allegations, including escalation to management as appropriate.

Principle 14. Training and Awareness:

Provide awareness and role-based training to employees and relevant contractors on this Policy.

Communication and Implementation

This Policy shall be communicated to all employees and contractors at workplaces in languages understood by workers, made publicly available on Catalyst's website, implemented across Catalyst activities, and reviewed periodically and updated whenever necessary.

Catalyst maintains an external communication and grievance mechanism to enable stakeholders, including affected parties, to raise environmental concerns or complaints. All submissions are handled in a timely, transparent, and non-retaliatory manner.

Detailed requirements referenced in this Policy shall be implemented through site-specific social plans, procedures, and standards consistent with ILO, UNGPs, IFC PS and local laws and regulations.

Compliance with this Policy is a condition of employment and contractual engagement. Failure to comply may result in corrective or disciplinary action, as appropriate.

Ennis Rimawi
Founder and Managing Director

May 12, 2026

Appendix 15: Health and Safety Policy

CATALYST
Investment Management

HEALTH AND SAFETY POLICY

CIM-ES-POL-01-rev00

May 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	12/05/2026	First issue	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
Ennis Rimawi	Founder and Managing Director
Firas Rimawi	Technical Director
Qusai Alabbassi	ESG & Impact Lead

For inquiries related to document coding, please contact the code administrator, Alaa Alqaruti.

Statement of Intent

Catalyst Investment Management ("Catalyst"), Jordanian Establishment National Number 200118563, recognises that the health, safety, and well-being of employees, contractors, visitors and individuals present at or affected by its activities are fundamental to responsible investment, operational resilience, and long-term value creation.

Policy Objectives

The policy aims to prevent work-related injuries, illness, and incidents by establishing a structured approach to hazard identification, risk assessment, and risk control; ensuring safe working conditions; promoting leadership accountability and worker participation; and continually improving health and safety performance across Catalyst-projects and managed activities.

Scope of Application

This Policy applies to:

- Catalyst employees and activities under Catalyst's direct management.
- Contractors, subcontractors, service providers, and suppliers when performing work for and/or on behalf of Catalyst and/or on Catalyst-managed sites.
- Project and portfolio companies to the extent that Catalyst manages, controls, or can influence health and safety performance through governance rights, financing covenants, contractual requirements, and supervision.

All such parties are required to implement environmental management measures in line with:

1. This Policy principles.
2. Applicable national environmental legislation, laws, regulations, permits, and approvals.
3. IFC Performance Standards (PS).
4. World Bank Group (WBG) Environmental, Health, and Safety (EHS) General Guidelines.
5. Relevant sector-specific World Bank Group (WBG) EHS Guidelines, as applicable to the nature of the activity or project, including:
   - World Bank Group (WBG) EHS Guidelines for Electric Power Transmission and Distribution.
   - World Bank Group (WBG) EHS Guidelines for Wind Energy.
   - World Bank Group (WBG) EHS Guidelines for Water and Sanitation.

Where differences exist between national requirements and international good practice, all related parties will apply the more stringent requirement to the extent permitted by applicable law and contractual arrangements.

Roles and Responsibilities

Catalyst defines clear occupational safety and health responsibilities at all levels:

- Senior Management: Provide leadership, resources, and oversight to ensure effective implementation of this Policy and accountability for occupational safety and health performance.
- Managers, Leads and Supervisors: Identify hazards, assess risks, implement and monitor control measures, enforce safe work practices, and consult with workers on health and safety matters.
- Employees and Workers: Comply with occupational safety and health requirements, use provided personal protective equipment, and promptly report unsafe conditions, incidents, or near-misses.
- Contractors, Subcontractors, Service Providers, and Suppliers: Comply with applicable occupational safety and health requirements and safe work procedures, ensure their employees and workers are adequately trained and equipped, and promptly report incidents and unsafe conditions related to their activities. Contractors, subcontractors, service providers, and suppliers remain responsible for the health and safety of their personnel and any subcontractors they engage.
- Project and Portfolio Companies: Implement site-specific occupational safety and health arrangements consistent with this Policy and applicable legal and lenders requirements, and ensure effective oversight of contractors, service providers, and suppliers.

Principles

The following Health & Safety principles guide the management of Catalyst's own operations and the oversight of Catalyst-managed activities and relevant projects, through all phases, where applicable. Implementation is the responsibility of the relevant parties (including contractors, operators, and portfolio companies), with Catalyst exercising oversight consistent with its role, rights, and influence:

A. Occupational Health and Safety Management

Principle 1. Risk Assessment and Control:

Systematically identify occupational hazards, conduct risk assessments including job hazard analysis and risk ranking where appropriate, and implement preventive and protective measures using the hierarchy of controls. Risk assessments shall be reviewed periodically whenever changes, incidents, or new activities occur.

Principle 2. Worker Communication and Consultation:

Maintain effective communication and consultation on health and safety matters and promote a working environment where concerns can be raised without fear of retaliation, including access to a confidential reporting channel.

Principle 3. Training and Competency:

Provide Health and Safety (H&S) and related H&S procedures training appropriate to roles and risk exposure, including induction, task-specific training, and training for high-risk activities, and ensure workers are competent to perform duties safely. Designated first aiders, emergency responders, and other safety-critical roles shall receive dedicated training as appropriate.

Principle 4. Emergency Preparedness and Response:

Identify credible emergency scenarios and maintain response procedures, first aid and medical response arrangements proportionate to risk, training, and drills appropriate to the activities. Emergency preparedness shall include, as relevant to activities and locations, fire, chemicals, gases, severe weather, evacuation, and shutdown conditions, with coordination with emergency services where appropriate.

Principle 5. Incident Reporting and Notification:

Maintain logbooks and procedures for reporting, recording, investigating, and analyzing incidents, injuries, near-misses, and occupational diseases, supported by competent personnel, and notify relevant authorities as required.

Principle 6. Safe Work Procedures:

Implement and maintain written safe work procedures for routine and high-risk activities and apply permit-to-work systems where required to ensure that work is planned, authorized and executed safely. Safe work procedures shall address high-risk activities, including, where applicable, energy isolation and lock-out/tag-out, hot work, work at height, confined space entry, electrical work, lifting operations, and traffic management.

Principle 7. Monitoring and Continuous Improvement:

Monitor performance through inspections, audits, indicators, and management review; maintain appropriate documented procedures and records; and drive continual improvement. Monitoring shall include, where applicable, workplace and exposure monitoring using recognized methods, calibration/testing of monitoring instruments where used, maintenance and proper training, drill, inspection, and investigation records, with reporting to management and authorities as required.

Principle 8. Workplace and Task Safety Standards:

Maintain safe workplace conditions proportionate to risk, including safe structures and egress, fire precautions, welfare and hygiene facilities, potable water, clean eating areas, adequate lighting and ventilation, thermal comfort, machine guarding, electrical safety, control of physical/ chemical/ biological/ radiological hazards, PPE, and special controls for confined spaces and lone/isolated work when applicable.

Principle 9. Contractor and Subcontractor Selection and Control:

Apply health and safety requirements throughout the contracting lifecycle (Request for Proposal, Terms of Reference, Contracts, etc) by selecting contractors with appropriate capability, defining obligations in contracts, and monitoring performance. Contractors, Subcontractors, and suppliers shall be required to provide Safety Data Sheets (SDS) for any hazardous materials they bring to site and to comply with SDS requirements for labeling, safe handling, storage segregation, use of personal protective equipment, and emergency and spill response.

B. Community Health and Safety

Principle 10. Water Quality and Availability:

Protect groundwater and surface water resources and drinking-water sources. Where projects supply water to communities or users, ensure compliance with applicable national standards or, where absent, World Health Organization (WHO) Drinking-Water Quality Guidelines, including monitoring as appropriate. Assess and manage water abstraction impacts, seasonal variability, and projected demand to avoid compromising community hygiene and long-term availability.

Principle 11. Structural Safety of Infrastructure:

Ensure that the design, construction, and operation of project infrastructure follow applicable building codes and sound engineering practice, account for site-specific natural hazards, and include risk-based separation or access controls where community exposure is credible. Structural criteria shall be certified by suitably qualified professionals, with independent review where warranted by risk or public access.

Principle 12. Life and Fire Safety:

For buildings accessible to the public, comply with applicable life and fire safety codes, with applicable national standards or, where absent, internationally accepted standards, supported by competent professional design, review, commissioning, operation, and maintenance. Life and Fire Safety assessments and corrective actions shall be undertaken for new and existing buildings where applicable.

Principle 13. Traffic Safety:

Manage traffic risks associated with project activities through driver competence and licensing, vehicle roadworthiness and maintenance, safe routing and speed management, fatigue controls where relevant, worksite traffic control measures, and coordination with authorities and emergency responders. Where impacts are significant, engage authorities in signage approvals, visibility, and road-safety awareness.

Principle 14. Hazardous Materials Transport:

Ensure hazardous materials transport including packaging is carried by licenced entities and complies with applicable local law and regulations, labelling/placarding, documentation, chain-of-custody, training, vehicle suitability, and emergency response readiness. For higher-risk transport or threshold quantities, require a risk-based Hazardous Materials Transportation Plan and on-call emergency response arrangements.

Principle 15. Company Activity-related Disease Prevention:

Identify and manage communicable and vector-borne disease risks through awareness measures, coordination with public health authorities, and proportionate prevention, screening, referral, and treatment arrangements. Integrated vector control and safe pesticide management shall be applied where relevant.

Principle 16. Community-Aware Emergency Preparedness:

Where work-related credible emergencies could affect the public, establish appropriate community notification systems, emergency resources, coordination with emergency services, and contingency arrangements. Emergency plans shall include defined communication channels, resource inventories, contact lists, and periodic testing, proportionate to risk.

C. <u>Construction and Decommissioning</u>

Principle 17.

For construction, refurbishment, demolition, and decommissioning activities, risk-based site controls proportionate to hazards should be applied to protect workers and communities, including (but not limited to) controls for work at height, excavations and confined spaces, moving machinery and lifting operations, dust and other exposures, and the safe handling or removal of hazardous materials.

Principle 18.

Protect surrounding communities from site-related hazards, including restricted access to high-risk areas (fencing, signage, and communication), securing or covering openings and excavations, locked and controlled storage of hazardous materials, traffic safety controls, and construction-related disease prevention measures, where relevant.

Communication and Implementation

This Policy shall be communicated to all employees and contractors at workplaces in languages understood by workers, made publicly available on Catalyst's website, implemented across Catalyst activities, and reviewed periodically and updated whenever necessary.

Catalyst maintains an internal grievance mechanism for all employees and contractor workers, as well as an external communication and grievance mechanism to enable stakeholders, including affected parties and communities, to raise health and safety concerns or complaints. All submissions are handled in a timely, transparent, and non-retaliatory manner.

Detailed requirements referenced in this Policy shall be implemented through site-specific occupational health and safety plans, procedures, and standards consistent with the IFC Performance Standards and the World Bank Group (WBG) EHS Guidelines and applicable local laws and regulations.

Compliance with this Policy is a condition of employment and contractual engagement. Failure to comply may result in corrective or disciplinary action, as appropriate.

Ennis Rimawi

Founder and Managing Director

May 12, 2026