



GEG Sustainability Policy

About GEG Sustainability at GEG

Icelandic GEG POWER ehf. is an Iceland-headquartered geothermal developer building its business on more than a decade of experience in the development and building of geothermal wellhead power plants.

GEG specializes in delivering turn-key modular geothermal power plants as a complete package from the well to the connection to the transmission line.

Through GEG's modular approach, they are able to speed up development, support a faster return on investment, while providing flexibility in a potential build out of the plants. This can help accelerate the transition to renewable energy.

At present, GEG has built a total of 16 geothermal power plants with an aggregate power generation capacity of 85.6 MW in Kenya and Iceland.

- ▶ GEG is committed to sustainable development and all operations take ESG (Environment, Social and Governance) factors into consideration.
- ▶ GEG will take all stakeholders into consideration during development and operations, and aim to positively impact the communities in which operations are taking place.
- ▶ The board is responsible for this sustainability policy.
- ▶ The Executive Director is responsible for its implementation.
- ▶ The policy shall be reviewed annually.

GEG conducts activities with the utmost integrity to support the goal of minimizing the company's ESG impacts and advancing the U.N. (SDGs) Sustainable Development Goals

UN SDG 7: GEG power is committed to delivering sustainable energy and energy efficient technologies to new markets and communities

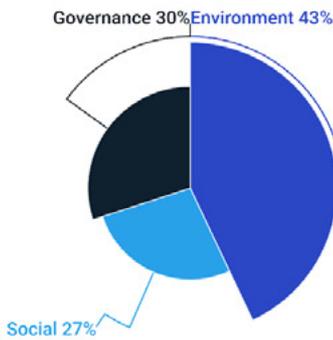
UN SDG 8: GEG power is committed to support decent working conditions and create decent formal-sector jobs in the communities they develop in

UN SDG 9: GEG power is committed to create innovative systems for sustainable development and support development of sustainable infrastructure

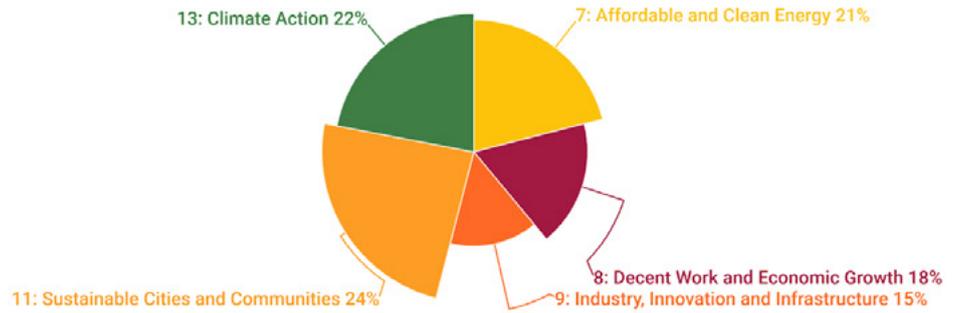
UN SDG 11: GEG power is committed to developing and deploying products and services that improves access to resilient buildings, transport, green spaces, and/or utilities in the communities they are developing in.

UN SDG 13: GEG power is committed to developing products with negligible emissions and promoting climate conscious behaviour in the communities where GEG operates

ESG materiality



UN SDG exposure



Environment

GEG considers the following to be the key environmental factors material to the company's operations and commits to the following for each:

GHG Emissions - GEG is committed to working to reduce both operational direct emissions and indirect (Scope 3) emissions. They also aim to optimize the efficiency of the company's energy production facilities to maximize the energy produced per resource use and minimize emissions per resource use.

Land-use, Biodiversity and Invasive Species - GEG is already working to minimize land impacts of the company's operations through modular development. GEG's technology requires less land than traditional geothermal or compared renewable energy options. GEG will work to continuously improve this work as well as to minimize the company's land use and land use change impacts (and associated impacts on biodiversity)

Air and water quality - GEG will work to maintain high levels of air and water quality standards and will ensure air quality impacts do not surpass WHO air and water quality guidelines.

Geothermal Resource Management - GEG will responsibly utilize the geothermal resources being extracted and will reinject all geothermal fluid extracted to sustain the resource.

Social

GEG consider the following to be the key social factors material to the company's operations

Occupational & Public Health and Safety - GEG will work to ensure the good health and well-being of both the company's employees and contractors, as well as that of all neighboring communities.

Project-Affected Communities and Livelihoods - GEG will work towards a positive impact on project-affected communities and livelihoods in its operations, particularly through stakeholder engagement, with a focus on job creation, and use of local labor.

Cultural Heritage and Indigenous People - GEG will ensure that the rights of indigenous people and local communities, and their cultural heritages, are respected in all phases of the company's operations.

Induced Seismicity and Subsidence - GEG will work to reduce the risk and likelihood of any induced seismicity.

Governance

Oversight: GEG power is committed to a majority independence of board members and operationalize compliance personnel.

Stakeholder communications: GEG power is committed to conduct stakeholder assessments every two years.

Business ethics: GEG power commits to strong business ethics and obeys to its codes of conducts on an operational and project level. The codes of conduct are reviewed every two years and includes the following:

- ▶ Managerial responsibility for business ethics
- ▶ It includes a definition of bribery or corruption
- ▶ It includes a prohibition of bribery
- ▶ It includes a prohibition and definition of conflicts of interest
- ▶ It includes a prohibition and definition of facilitation payments
- ▶ It includes guidelines of what is considered acceptable behavior

GEG consider the following to be other key governmental factors material to the company's operations

▶ **Anti-Corruption/Bribery** - GEG will not tolerate or engage in any form of corruption or bribery related to its operations.

▶ **Asset Reliability and Efficiency** - GEG will work to ensure that all wells and assets operate efficiently and reliably during the lifetime of the projects.

▶ **Financial Viability** - GEG will work to ensure and enhance the financial viability of the company's projects and geothermal exploration/development.

▶ **Labour and Working Conditions** - GEG will ensure that all labour and working conditions connected to the company's operations diversity and all human rights, remain in line with the principles laid out by the [U.N. Global Compact](#).

▶ **Human Rights** - GEG will ensure no human rights are violated in any form in connection to the company's operations

Approved in a GEG board meeting December 1st 2020