

SUSTAINABILITY REPORT 2022 CAMEROON



kribipower



dibambapower



GLOBELEQ

POWERING DEVELOPMENT

We're helping to power economic growth and improve quality of life by providing over 20% of Cameroon's electricity.

We generated enough electricity in 2022 to reach almost 900,000 consumers, providing homes and businesses across the country with reliable power. Our highly skilled teams achieved strong operational performance, maintaining good availability rates and zero lost-time accidents – driven by the Globelec values of safety, excellence and fulfilment.

Our 216 MW Kribi Power plant uses gas sourced from Cameroonian gas fields and our 88 MW Dibamba Power plant uses heavy fuel oil to meet peaks in electricity demand. We are working with the Government to explore the potential to expand capacity at our plants – to support its ambition to reach 10,000 MW nationwide by 2025 – and to convert the Dibamba Power plant to gas, which is less carbon intensive.

In 2022, we took the difficult decision to cut our workforce by around 20% as part of restructuring to support the sustainability of the business and enable us to maintain our positive contribution to the country in the long term. We remain fully committed to investing in the development of local talent and communities.

Compliance with international environmental and social standards supports our strong relationships with employees, communities and the Government – and remains at the heart of our approach as we strive for operational excellence and growth, now and in the future.



Frédéric Mvondo
Managing Director
Globelec Cameroon

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Working in partnership

We work in partnership with the Government of Cameroon, which holds a minority share in the Dibamba Power Development Company (Dibamba Power) and the Kribi Power Development Company (Kribi Power). We sell electricity to the national utility company, ENEO, through 20-year agreements.

POWERING CAMEROON'S GROWTH – KEY PERFORMANCE INDICATORS 2022

OUR POWER	OUR PEOPLE	OUR COMMUNITIES	KRIBI POWER	DIBAMBA POWER
 897,600 consumers reached ¹ 47,101 jobs indirectly supported ²	 148 employees ³ 100% Cameroonian nationals	 315m CFAF invested in socio-economic development 12,100 people reached	 216 MW 86.2% availability ⁴	 88 MW 97.7% availability ⁴

¹ Estimated based on actual project-level production and national per capita consumption. ² Estimated indirect employment enabled by businesses using electricity generated based on Joint Impact Model (used by BII Group).
³ As at 1 January 2023 when restructuring was completed. ⁴ Equivalent availability factor, as defined by the Institute of Electrical and Electronics Engineers 762.

PROTECTING OUR PEOPLE AND ENVIRONMENT

We are committed to operating a healthy and safe workplace for all and minimising environmental impacts from production.

Dedicated health, safety and environment (HSE) teams help put our policies into practice and keep HSE at the front of people's minds.

Managing health and safety

Our ISO 45001-certified health and safety management systems are aligned with Globelec's robust common procedures and apply to all employees, contractors and visitors.

Both our plants have a very strong track record of zero lost-time accidents (LTAs) since they began operating – over 13 years for Dibamba Power and nine years for Kribi Power.

There was one reportable incident in 2022, when an employee at the Kribi Power plant required medical treatment for his eye after wearing inappropriate goggles for grinding work. We carried out a root cause analysis, as we do for any safety incident or near miss, and retrained employees on proper use of personal protective equipment to help prevent similar incidents in future.

DAYS WITHOUT LTAs BY THE END OF 2022



DIBAMBA POWER

4,857+

KRIBI POWER

3,514+

Instilling a safety-first culture

Our Safety Savvies campaign reinforces key safety messages through eye-catching posters on site and we incentivise reporting of unsafe conditions through a card system with regular prize draws. We raise awareness of key topics through regular toolbox talks, monthly safety sessions, quarterly health and safety committee meetings, inductions for contractors, mandatory annual refresher training for all employees and role-specific training.

In 2022, 17 of our managers completed training on behaviour-based safety and began implementing this new approach with their teams. Other training topics included mindful leadership, electrical and scaffolding safety, working at height and defensive driving. Several

managers and HSE team members continued intensive training from the internationally recognised UK National Examination Board in Occupational Safety and Health (NEBOSH) (see quote below).

Managing environmental impacts

The environmental management systems at both plants are certified to ISO 14001 and we train staff regularly on managing impacts in line with Globelec's common procedures.

In 2022, our carbon footprint grew in line with increased power production to 708,006 tonnes of CO₂-equivalent (CO₂e), with a greenhouse gas intensity of 498 tonnes of CO₂e per GWh produced. The Dibamba Power plant, which provides back-up power for the grid during times of peak demand, ran at 17% of its capacity.

Exhaust stacks at the Dibamba Power plant remained temporarily lowered for repair works and we continued to monitor air quality.

Our programme of regular maintenance helps to keep the plants operating efficiently. We recirculate water used for cooling at our plants in a closed loop system to minimise water use, and we monitor for leaks to enable quick repairs.

In 2022, we consumed 41,729m³ of water and generated 1,477 tonnes of waste, including 1,308 tonnes of hazardous waste – mostly oily water from the Kribi Power plant, as well as oily rags and used oil from plant maintenance – that we disposed of responsibly.

We also planted trees to celebrate World Environment Day and Globelec's 20th anniversary (see page 5).



"The comprehensive training I have been undertaking for the NEBOSH diploma has improved my knowledge on how to handle specific tasks in my role as HSE Manager. One of the training modules I found most useful was on how to manage hazardous substances.

I have already had the opportunity to put this into practice by taking immediate and decisive action in response to an alert we received from a supplier informing us of potential contaminants in certain components. I was able to quickly identify actions to manage any potential risks and develop a risk prevention plan that has been successfully implemented."

Christelle Ngambou
HSE Manager, Kribi Power

INVESTING IN OUR PEOPLE

We aim to promote diversity and empower our people to develop their skills and careers with us.

Developing local talent

All our employees are Cameroonian nationals. We aim to hire locally where possible and we are developing local talent, including through our Elite One graduate programmes and internships (see page 7).

We invested nearly 200 million CFAF in learning and development in 2022 to help our people grow and achieve their career goals.

Kribi Power conducted an assessment of technical skills among operations and maintenance employees, and we are targeting specific training to fill any skills gaps based on this competency assessment. We plan to do a similar assessment at Dibamba Power in 2023.

Embracing diversity

We provided training on diversity and inclusion for all employees in 2022 and celebrated events such as International Women's Day.

Three more women took up senior positions in 2022 and women now represent 39% of our senior management. However, just 15% of our other managers and 12% of our total employees are women. To help us enhance gender balance in our workforce, we have a strong focus on developing female talent at all levels and participate in Globeleq's companywide Empowering Women Mentorship Programme for high-potential women.

We want to encourage more women to pursue careers in engineering and join our business, including through our Elite One programmes and internships. Women made up 30% of our interns in 2022.

Engaging employees

In May 2022, 79% of our people in Cameroon took part in the annual Globeleq employee survey. Overall engagement increased to 7.2 out of 10 and we are implementing a detailed action plan in response to employee feedback to help us further improve.

EMPLOYEE ENGAGEMENT SURVEY RESULTS

(ENGAGEMENT SCORE OUT OF 10)



"The experience at Globeleq has allowed me to familiarise myself with the professional world and make the connection between theory and reality. I was asked to do a study on ways to optimise the operations of the Kribi Power plant's compressed air system. This gave me the opportunity to put my academic knowledge into practice to help come up with solutions to real-world challenges. I have learned a lot about power plants, the operation and maintenance of industrial equipment, and project management."

Gaytan Parfait Fotsing,
Elite One Young Professional
(Operator), Kribi Power



"The team at Globeleq helped me quickly adapt to the challenges faced by a new graduate in the industrial environment, sharing their experience to provide a real transfer of knowledge. The Elite One programme with Globeleq has helped me to move my knowledge from theory to practice. When my supervisor left me alone for the first time as the only electrician on the engine, I realised that I had acquired a lot of knowledge and this has really boosted my self-confidence."

Arlette Rolande Manmbem
Elite One Young Professional
(Electrical), Kribi Power Plant



We also consult formally with employee representatives and recognise the right to collective action. Around 68% of employees in Cameroon are members of trade unions. The collective agreement we signed in 2019 lasts for five years. In 2022, we held a formal consultation on restructuring (see below).

Managing change

In 2022, we took the difficult decision to downsize our workforce in Cameroon by around 20% as part of restructuring to reduce costs and support the long-term sustainability of the business.

We engaged our people to keep them informed about the change and undertook formal consultations with employee representatives, trade unions and the Cameroon Ministry of Labour. To minimise the impact of the restructuring, various roles vacated through natural attrition in 2022 will not be replaced. In addition, following an intensive consultation

process over several months, 32 people left the business at the end of the year as a result of the restructuring.

A fair severance package was agreed and offered to employees who left the company through this change initiative. We also offered outplacement support from a recruitment agency to help those affected find new jobs through, for example, support with CV writing, job searches and new skills training.

We are very sad to see people leave Globelec. However, we believe this restructuring is necessary to enable us to sustain our positive contribution to the country and communities in the long term.

Supporting health and wellbeing

We offer our people annual medical check-ups, health insurance for employees and their families, an on-site clinic, free gym membership, peer counsellors trained in mental health First Aid and access to our Employee Assistance

Programme to support their health and wellbeing. Employees are also able to work flexibly where their roles allow.

Promoting ethical conduct

All employees must complete refresher training on the Globelec Code of Business Conduct every two years.

In 2022, we ran additional training on managing conflicts of interest, raised awareness of our whistleblowing procedure and strengthened our procurement procedures.

We encourage people to speak up if they have any ethical concerns via various confidential channels, including an independent hotline. In 2022, one of our employees reported an attempted fuel theft and bribery by a supplier worker, who was permanently suspended from working with us as a result.

In June 2022, we took part in companywide celebrations to mark Globelec's 20th anniversary.

The Kribi Power team (pictured) came together with lunch, cake and a visit to the local indigenous community to share gifts.

The Dibamba Power team planted more than 40 trees and other plants around the grounds of the Dibamba Power plant to mark Globelec's anniversary and World Environment Day.

20 YRS
2002 - 2022



SUPPORTING OUR COMMUNITIES

We work closely with the communities around our plants and invest in projects to help them thrive.

Investing in socio-economic development

Our socio-economic development (SED) projects aim to create a sustainable, positive and long-term impact on our host communities.

Many of our SED projects align with Globelec's corporate focus areas for SED – education, health, post-school professional development, income generation and climate resilience. We also respond to specific local needs through projects that improve access to drinking water, sanitation and electricity, as well as supporting indigenous communities. See page 7 for highlights in 2022.

Engaging local communities

Thousands of people live and work near our power plants. We meet regularly with local leaders and community representatives to understand and respond to their expectations.

In 2022, we had 18 consultation meetings with community stakeholders. They raised topics such as education, youth

training, income generation opportunities and access to drinking water, which we are addressing through our SED projects.

Local people can also report concerns through our formal grievance mechanism. No grievances were raised in 2022.

Some communities near Kribi Power have previously raised concerns about noise and vibration in their homes caused by noise from the plant's engines. We implemented measures to reduce noise from the plant, including reinforcing houses for better acoustic insulation, following an assessment by independent acoustic experts in response to these concerns.

Although noise and vibration from our plants remain below the limits set by IFC Performance Standards, we continue to monitor this and raise awareness of appropriate construction standards for housing.

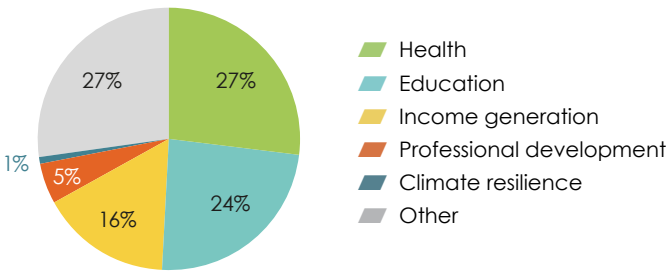


315m CFAF
INVESTED IN SED
PROJECTS IN 2022



12,100
PEOPLE REACHED IN 2022
(ESTIMATED)

SED SPEND BY CATEGORY IN 2022



Building skills to support better livelihoods

Kribi Power funded vocational training for 18 local people in 2022 to help them learn about agriculture and livestock husbandry, and open up new opportunities for income generation in the area where there is not much farming.

“The training allowed me to boost my capacities in agro-pastoral activities through the creation of an experimental field. Before this training, we thought that some fruits and vegetables, such as tomatoes, watermelons and cucumbers, could only be produced in certain regions of Cameroon and that they could not be produced here in Kribi. Today, we are able to produce them and it is really a wonder for us.”

Bojabe Flavien

Training beneficiary



SED HIGHLIGHTS IN 2022

EDUCATION

Kribi Power built and equipped three new classrooms at the Mpalla secondary school, increasing capacity for 150 more students. Dibamba Power trained teachers to use computers and the internet. We also awarded prizes for 200 top performing students in Kribi and sponsored a prize for excellence at Yassa village school near the Dibamba Power plant.

INCOME GENERATION

Dibamba Power provided equipment and training for eight people to make and sell natural fruit juice, 14 people to process cassava into a variety of products and 11 people to breed snails for meat and other uses such as soap. Kribi Power provided equipment and training for more than 60 people to support livelihoods from fishing, selling smoked fish and farming chickens, in addition to vocational training on agriculture for 18 young people (see page 6).



LOCAL INFRASTRUCTURE

We continued our focus on improving access to safe drinking water with two new solar-powered boreholes installed in Kribi in 2022 – one at a school and one at the community building we constructed in 2021. The latter also provides lighting for the building. We now maintain 33 boreholes, serving more than 25,000 people.



HEALTH

Around 800 people in the community near our Kribi Power plant attended the mobile health clinic we ran in 2022 to get medical consultations, prenatal support or minor surgery. Dibamba Power also began work on an extension of the Yassa medical centre that will double its capacity from around 2,300 to 4,600 patients per year, improving access to healthcare for local people.

PROFESSIONAL DEVELOPMENT

In 2022, we offered internships for 125 young people, 38 of them women, including through the Elite One Scholarship and Graduate programmes that we run in partnership with five of the country's top universities (see quotes from Elite One participants on page 4). We also offered 12 secondary school students the opportunity to gain work experience at our plants and learn about the energy industry.

SUPPORT FOR INDIGENOUS COMMUNITIES

We have continued our support for the indigenous Bagyeli people living near our Kribi Power plant in 2022. We funded school fees for 153 Bagyeli students and provided them with school kits. We also provided agricultural equipment to help the Bagyeli community improve the productivity of the limited land they have available.

FIND OUT MORE

Data in this report covers Globeleq Cameroon Management Services S.A., Dibamba Power Development Company S.A. and Kribi Power Development Company S.A.

Detailed year-on-year data at country and corporate level can be found in our global sustainability report.

Visit our website to view our reports and find out more about our approach to sustainability across the business:
www.globeleq.com/sustainability.

We welcome feedback on our approach and reporting. Please contact us at **sustainability@globeleq.com**.

Globeleq Cameroon Management Services S.A.
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