

A photograph of two men in an industrial setting. The man in the foreground is wearing a blue hard hat and a white long-sleeved shirt, holding a handheld device to his mouth. The man behind him is wearing a yellow hard hat with the 'APR ENERGY' logo and a white shirt. They are both looking towards the right. The background shows industrial equipment and a computer monitor.

Social – APR

HEALTH, SAFETY AND ENVIRONMENT

Protecting APR's people and communities is a core value for the organization. APR is committed to operating in a safe, ethical, compliant, and responsible manner and carefully adheres to policies designed to ensure the health, safety and well-being of employees, contractors and the communities served. Understanding the importance that customers and communities place on Health, Safety and Environment ("HSE"), APR considers the unique features of each power plant to deliver health and safety excellence and implements its policies and procedures to meet stringent environmental requirements. APR works diligently to improve each year by reviewing its systems, APR has a proven track record, minimizing risks inherent in the energy industry while helping customers achieve their social responsibility goals.

CREATING A SAFE AND SECURE WORK ENVIRONMENT

APR is committed to establishing and maintaining a safe and secure working environment for all personnel, adhering to APR's internal safety program where relevant regulatory requirements do not exist or are less stringent. The safety program includes routine self-inspections and audits to identify potential hazards and measure compliance. Each plant location conducts required HSE training designed to raise awareness about potential health hazards and to ensure employee competency for carrying out high risk operations. Plant HSE performance is measured monthly through a comprehensive scorecard which compiles leading and lagging KPI's.



(Above) Workers in Brazil receiving valuable health, safety and environment training at our site in Mato Grosso. APR Energy strives for an injury-free workplace, requiring 100% safe work practices and employee engagement.

In 2022, APR set a roadmap for implementing a new online EHS management system. The new system is a best-in-class software with a multitude of features that will become available for all employees via desktop and mobile app, with full rollout in Q1 2023. The new online system will enhance the APR safety program by consolidating its fundamental procedures and resources online.

An example of this relates to the job safety analysis, and permit to work systems, which will become available in an online manner, driving increased transparency and strengthening the audit process.

SECURITY PROVISIONS

APR's corporate security function benchmarks off industry best practices for security, including the American Society for Industrial Security and the British Standards Institution. APR has its own internal security program, which is tailored to the threat and risk environment per site location.

The APR security program consists of country and site-specific risk assessments and a comprehensive employee travel risk management system with active tracking, physical security, policies, and procedures. When security deliverables fall under the customers' responsibility, APR's security management works closely with key stakeholders to ensure APR's minimum-security policy requirements are implemented.

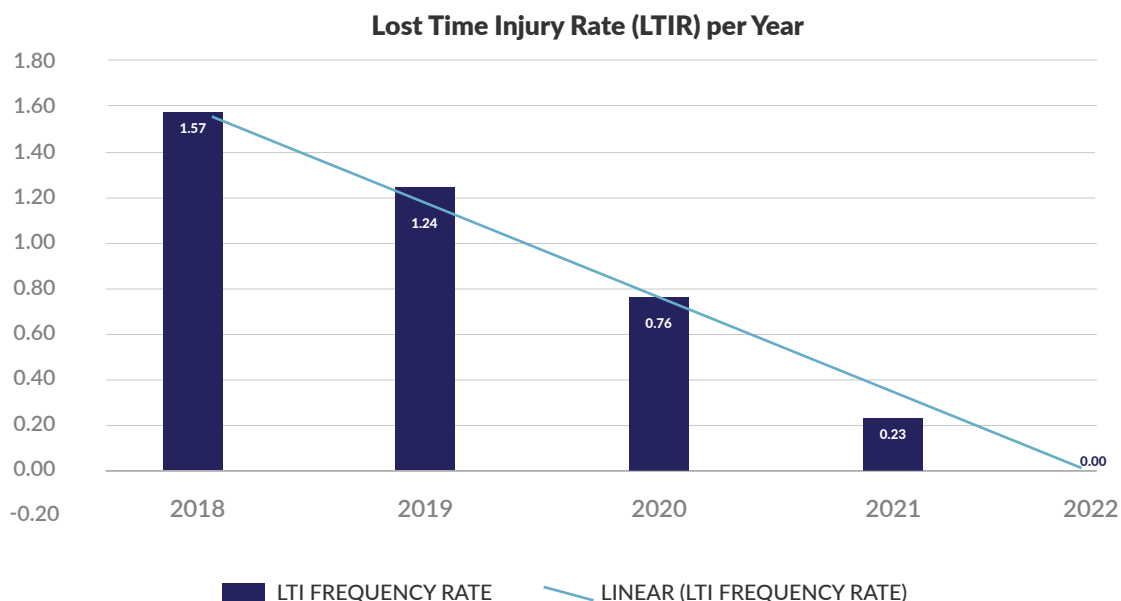
HEALTH & SAFETY AT PLANT LOCATIONS

APR aims for an injury-free workplace, promoting and encouraging safe work practices and employee engagement. In tandem with these efforts, regular in-depth training, mentoring and job-specific education is provided.

This is supported by:

- internal procedures
- quality management systems
- work instruction
- protective equipment

The positive impact of the safety programs can be seen in improvements to the Lost Time Injury Rate (LTIR), which has averaged 0.76 over the past five years (2018-2022), below the typical range for industrial activities involving power generation and construction activities, achieving zero LTIR in 2022.





APR's commitment to health and safety at its operational sites extends to visitors of work locations. After passing through access control to enter a plant location, visitors receive a safety induction that includes:

- overview of the company's HSE policy
- location-specific rules
- information about the required use of personal protective equipment
- local safety protocols and restrictions
- emergency evacuation instructions

EMPLOYEE WELL-BEING AND LEISURE

At APR, the health and well-being of employees and their families is essential. Employees are provided with an affordable, comprehensive, competitive benefits package that provides the following benefit options:

- Medical, vision and dental insurance
- Prescription drug coverage
- Life and disability insurance
- Teledoc access to licensed doctors
- Employee Assistance Program
- Hybrid work arrangements
- Maternity and paternity leave
- Retirement planning assistance
- Paid time off and holiday pay
- Tuition Reimbursement Program
- Discount programs

In addition to the above, employees at APR are encouraged to build relationships with their team members, creating a workplace that is collaborative and inclusive.

NON-DISCRIMINATION AND EQUALITY

APR has worked in more than 35 countries across the Americas, Africa, Asia Pacific, Europe, Middle East, and Central Asia, with power plants located in both developed and emerging markets. An unwavering commitment to fair and respectful treatment of employees, business partners, and customers is exhibited in APR business decisions, policies and actions. Across geographies, APR complies with local laws and regulations and promotes human rights principles that prohibit child and forced labor and discrimination, and harassment in the workplace. APR promotes a safe work environment that supports the inclusivity and collaboration of employees.

Non-discrimination and equality are fundamental principles at APR, where employment is based upon personal capabilities and qualifications. Discrimination based on an individual's race, color, gender identity, creed, religion, country of citizenship, sex, age, national origin, physical or mental disability, marital or veteran status, genetic predisposition or carrier status, sexual orientation or any other characteristic protected by law are not tolerated.

This commitment to equal opportunity applies to all policies and procedures relating to recruitment and hiring, transfers, promotions, discipline, compensation, benefits, termination and all other terms and conditions of employment. APR is dedicated to maintaining a workplace based on respect and fairness, bullying or harassment of any type are not tolerated.

GENDER DISTRIBUTION AMONG APR EMPLOYEES

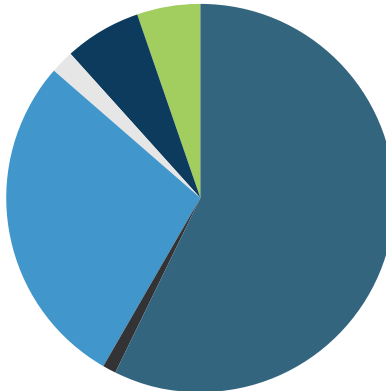
The overall gender representation at APR is 80% male and 20% female, which is generally consistent with the energy industry recruitment pools from which APR draws.

APR OVERALL (n = 130)	
% of Female	20%
% of Male	80%

RECRUITMENT (DIVERSITY & INCLUSION), TALENT ATTRACTION AND RETENTION

Global Employee Demographics

- ASIAN
- AFRICAN AMERICAN
- HISPANIC OR LATINO
- TWO OR MORE RACES
- WHITE
- OTHER



APR has employed or contracted with talented individuals from over 30 different nationalities who speak more than 20 languages. The organization values the depth and richness that diversity in background and ideology brings to the team; the wide range of perspectives broadens the organization’s capabilities and understanding of the market.

APR believes that employees should grow as the organization grows. Job openings are advertised through an internal career page, encouraging team members to expand their experience. Through career development both the individuals’ and the organization’s growth are promoted; professionals can measure and demonstrate the impacts of their efforts. In addition, a broad selection of online training courses is housed through the “APR University” learning management system, which also contains training material on topics ranging from safety to compliance and legal, among others.

Promotion opportunities, rewards, bonuses and merit increases are determined through a semi-annual performance review process. The process also provides a feedback channel for employees to report on their level of employee satisfaction.

COMMUNITY DEVELOPMENT - GOING BEYOND JUST PROVIDING POWER SOLUTIONS

APR Powering Your Progress means that we go beyond just providing reliable power. Through our Community Development Program, APR helps improve the overall quality of life of its communities by supporting local infrastructure, education, and healthcare initiatives. APR's projects help foster positive relationships with the communities we serve and are prioritized based on need, impact, and sustainability.

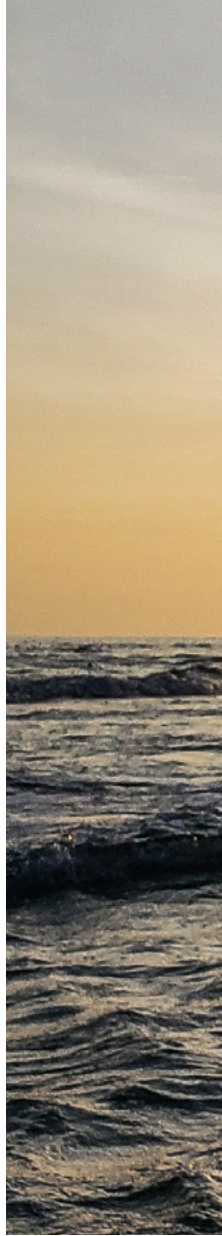
The work APR does helps keep communities and businesses running when they need it most. APR's energy solutions, together with local community development projects and volunteerism, make a profound difference in the lives of the communities served. Supporting our communities is important to APR and our employees.

APR's recent local community projects are part of the Powering Your Progress program, which seeks to provide additional support for the unique needs of local residents.

During the 2022 holiday season, APR helped families in need through donations to the Sulzbacher Center. Sulzbacher Center offers short-term, emergency housing for men, women and families with children. This program includes three meals per day and access to the full array of services, including case management, healthcare, job placement, veteran's services, children's services and housing placement.



To see past APR initiatives and the full Community Development Program, please access: aprenergy.com/about/community-development/





APR Energy employees enjoy working with the Sulzbacher Center which is committed to providing services that meet the unique needs of children who are homeless. Through a variety of fun and educational activities, the Children’s Program at Sulzbacher Village is focused on laughter, learning and play, with activities that include tutoring, music, arts and crafts and scouting. At the Sulzbacher Center the focus is to ensure that the children feel safe, to allow them to learn and have fun.



ESG is integrated into our company DNA, it enhances our operations, our ability to attract top talent and the way we make investment decisions. At APR Energy we are immensely proud of our work to go beyond our core operations and have a deeper impact on our employees and the communities we serve

—MARTIN SILVIERA, APR CHIEF OPERATING OFFICER

COLLECTIVE BARGAINING

Given the global nature of its business, APR is committed to compliance with all local labor laws and regulations in the countries where it operates. APR acknowledges the right of its workforce to organize under collective bargaining agreements and respect any decision by its workforce to pursue collective bargaining.

A portion of APR’s workforce in Argentina is currently subject to collective bargaining agreements. APR supports freedom of association for all its workforce, so long as such associations do not violate any laws or regulations.