



## Austrian Georgian Development LLC Gender Equality Policy

This Compliance Policy is Approved by the Company General Director: Giorgi Abramishvili



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# Austrian Georgian Development LLC

## Gender Equity Policy

### Introduction

Austrian Georgian Development LLC (AGD LLC) was established in June 2013 and owns and operates hydropower projects in Georgia. The company developed the Lakhani HPP Cascade, consisting of Lakhani 1 and Lakhani 2 Hydropower Plants, located on the Lakhani River in Mestia Municipality. These run-of-the-river plants have a combined installed capacity of 16 MW and generate an average of 80 million kWh annually. The Lakhani HPPs are connected to the national grid via a 35/6 kV power transmission line.

Austrian Georgian Development LLC is co-owned by CCEH Hydro III LLC – Part of Caucasus Clean Energy Holding (CCEH), an international investment holding company founded in 2015, with investors from Western Europe and the United States, actively engaged in the Georgian energy sector. Geo Hydro Capital Group LLC – Founded in 2013, specializing in the development of small and medium-sized hydropower plants in Georgia. Energy Solutions LLC – Established in 2014, focusing on the construction and development of small and medium-sized hydropower plants, as well as providing consultancy services in the hydro energy sector.

### Purpose

Austrian Georgian Development LLC is committed to advancing gender equality, eliminating gender-based violence, and fostering a workplace where all individuals, regardless of gender, can thrive equally. The Company acknowledges that the energy and hydropower sectors, including HPP operations, have historically been male-dominated.

Therefore, Austrian Georgian Development LLC places special emphasis on supporting the inclusion, advancement, and equitable treatment of women across all levels of the organization.

This policy reflects the Company's alignment with international standards including the UN Global Compact Ten Principles, IFC E&S Performance Standards, EIB Environmental and Social Standards, the Sustainable Development Goal (SDG) 5 on Gender Equality, and Georgian Law on Gender Equality, which ensures equal rights and opportunities for men and women in political, economic, and social life, and the Labor Code of Georgia, which prohibits workplace discrimination and promotes equal pay and safe, inclusive employment practices.

### Scope

This policy applies to all Austrian Georgian Development LLC employees, contractors, management, and stakeholders, across all business operations and project sites. It addresses workforce representation, equal pay, career progression, and the prevention of gender-based violence.

The effectiveness of this policy is tracked by using key performance indicators (KPIs) outlined in the Annex 1: Gender Equality Key Performance Indicators. These KPIs form an integral part of our accountability framework and ensure measurable progress in line with SDG 5 and national equality goals.

### Gender Representation and Workforce Breakdown

To support fair representation and eliminate systemic gender bias, Austrian Georgian Development LLC commits to the regular collection and monitoring of gender-disaggregated workforce data. This enables the Company to assess diversity trends, identify barriers, and guide strategies for inclusive talent development. Definitions and focus areas include:

- Women in the Total Workforce: The proportion of female employees across the Company's operations, reflecting overall gender inclusivity;
- Women in All Management Positions: Representation of women in leadership roles at all levels (junior, middle, and senior management);
- Women in Junior Management Positions: Share of women in entry-level managerial positions, supporting career pathways from early stages;

- Women in Top Management Positions: Presence of women in executive and senior decision-making roles, emphasizing gender balance at the highest level;
- Women in Revenue-Generating Positions: Inclusion of women in commercial, project, and business development roles directly linked to the Company’s value creation;
- Women in STEM-Related Positions: Representation of women in science, technology, engineering, and mathematics roles, particularly relevant to hydropower operations.

For the 2025 reporting period, Austrian Georgian Development LLC’s management team consists of four members, of which two are women, reflecting gender balance in leadership. Additionally, one member of the Company’s Board of Directors is a woman, demonstrating representation at the highest governance level.

The Company recognizes that women remain underrepresented in technical fields and leadership roles, as noted in international and regional assessments. To address this, Austrian Georgian Development LLC incorporates workforce breakdown indicators into its talent planning, inclusive recruitment, leadership development, and promotion frameworks.

Austrian Georgian Development LLC conducts quarterly workforce composition assessments, with special attention given to identifying and highlighting the representation of women from project-affected communities. The findings are presented to the Supervisory Board and used to inform HR strategies, ESG disclosures, and continuous improvement efforts. All data is managed in accordance with privacy and data protection laws.

### Gender Pay Equity and Transparency

Austrian Georgian Development LLC supports a transparent and fair remuneration framework that promotes equal pay for work of equal value. While respecting the confidentiality of individual compensation, the Company takes steps to ensure that its salary structures and advancement criteria are free from gender bias. In line with the EU Directive on Pay Transparency, which promotes equal pay for work of equal value through transparency, employee access to pay information, and accountability measures, Austrian Georgian Development LLC takes a proactive approach to identifying and addressing gender-based pay disparities through structured frameworks and regular internal review.

### Gender Pay Indicators and Transparency Commitment

To uphold the principles of pay equity and transparency, Austrian Georgian Development LLC assesses its gender pay gap using the internationally accepted formula:

$$(Men’s Average Salary – Women’s Average Salary) / Women’s Average Salary$$

This indicator highlights the proportional difference between male and female average salaries and helps identify underlying inequities in compensation practices. For instance:

Category	Amount (GEL)
Average male salary	2,500
Average female salary	2,000
Gender Pay Gap (%)	25%

**Calculation:**  $(2,500 – 2,000) / 2,000 = 0.25$  or 25%

To ensure data accuracy and protect employee confidentiality, Austrian Georgian Development LLC conducts this assessment using anonymized, aggregate data. Individual salaries are never published or disclosed. Internal HR professionals analyze results confidentially and initiate corrective action if unjustified disparities are found. The Company adjusts internal processes to reflect evolving pay equity standards.

If Austrian Georgian Development LLC uses alternative statistical methods for internal analysis, results are recalculated using the standard formula above to ensure compatibility and transparency for external ESG disclosure purposes.

This approach supports SDG 5 on Gender Equality, aligns with national labor laws on equal pay for equal work, and strengthens trust among employees and stakeholders.

### **Prevention of Gender-Based Violence and Harassment**

Austrian Georgian Development LLC is committed to maintaining a work environment where everyone feels safe, respected, and valued. The Company takes a proactive and preventative approach to gender-based violence and harassment, grounded in international best practices, particularly ILO Convention No. 190 on Violence and Harassment in the World of Work and in full compliance with Georgian legislation on the protection and assistance of victims of domestic violence.

The Company fosters a workplace culture where unacceptable behavior is actively prevented, identified early, and addressed promptly. In support of this commitment, Austrian Georgian Development LLC :

1. Maintains a safe and inclusive workplace free from all forms of gender-based harassment, intimidation, or violence, including that related to gender identity and sexual orientation;
2. Implements internal policies and clear, survivor-centered reporting procedures that guarantee confidentiality and protect those who come forward;
3. Ensures a structured, timely response process that includes thorough investigation, support services, and corrective measures, as appropriate;
4. Organizes mandatory employee training, awareness campaigns, and leadership engagement to strengthen positive behaviors and reinforce a respectful workplace.

All employees, contractors, and partners are expected to model respectful conduct and adhere to these standards. Violations will be addressed through defined disciplinary procedures and remedial action, consistent with the Company's Code of Conduct and national laws. This commitment is not standalone, it is integrated into Austrian Georgian Development LLC's broader human resources framework, human rights due diligence, and stakeholder engagement practices. It contributes directly to Sustainable Development Goal (SDG) 5 on Gender Equality and reflects Austrian Georgian Development LLC's values of dignity, equality, and zero tolerance for any form of abuse.

### **Gender Policy Review and Update Process**

In alignment with internationally recognized ESG frameworks and inclusive workplace principles, Austrian Georgian Development LLC conducts a structured review of this Gender Policy on an annual basis. This ensures that the policy remains responsive to changing conditions, workforce dynamics, and stakeholder expectations.

The review process is led by the ESG manager in close cooperation with the HR Officer. The purpose is to:

- Reflect current gender representation data across roles and levels, along with up-to-date gender pay gap indicators, to support transparency and informed actions on equity goals;
- Incorporate continuous improvements in the prevention, safe reporting, and effective resolution of gender-based violence and harassment, ensuring that all procedures are accessible, confidential, and aligned with best practices;
- Ensure consistency with evolving standards including Sustainable Development Goal (SDG) 5 on Gender Equality; ILO Conventions such as Convention No. 100 on Equal Remuneration, Convention No. 111 on Discrimination (Employment and Occupation), Convention No. 183 on Maternity Protection, and Convention No. 190 on Violence and Harassment; IFC Performance Standard 2 on Labor and Working Conditions; EIB Environmental and Social Standard 6 on Labour Rights and Standard 9 on Stakeholder Engagement; as well as Georgian national legislation including the Law on Gender Equality and the Labor Code of Georgia.

The proposed changes are reviewed and approved by the Company Director and then shared with the ESG and Sustainability Lead of Caucasus Clean Energy Holding for alignment with the broader ESG oversight framework. Once approved, the updated policy is communicated to the Supervisory Board and made publicly available on the Austrian Georgian Development LLC website. Previous versions remain accessible in an archived folder for transparency and accountability.

## Annex 1: Gender Equality Key Performance Indicators (KPIs)

As part of Austrian Georgian Development LLC's commitment to results-driven implementation of gender equity goals, the following KPIs serve as essential measurement tools. These indicators allow the Company to track progress toward gender equality objectives, meet national and international reporting requirements, and support continuous improvement.

The annex helps translate policy into measurable outcomes, ensuring accountability and transparency.

<b>Representation</b>	% of women in total workforce	Quarterly	HR	Supervisory Board Presentation
	% of women in junior/mid/senior management	Quarterly	HR	Personnel on Board Document/Chart
	% of women in top leadership/governance roles	Quarterly	Director/HR	Personnel on Board Document/Chart
	% of women in STEM-related roles	Annually	HR	Personnel on Board Document/Chart
	% of female employees from project-affected communities	Quarterly	HR/ESG	Supervisory Board Presentation
<b>Pay Equity</b>	Gender pay gap (mean calculation as per formula)	Annually	HR/Finance	Pay Disparity Statement
<b>Workplace Safety &amp; Inclusion</b>	# of gender-based violence and harassment incidents reported, investigated, and resolved	Quarterly	HR/ESG	Grievance Log/ Acknowledgment letter/Response letter
	# of Gender Base Violence and Harassment incidents documented in internal tracker	Quarterly	HR/ESG	Grievance Log/ Acknowledgment letter/Response letter
	# of employees trained on gender sensitivity and respectful workplace	Annually	HR/ESG	Training Log
	# of grievances or whistleblowing reports related to gender concerns received and addressed	Quarterly	HR/ESG	Grievance Log/ Acknowledgment letter/Response letter
	% of grievance cases resolved within agreed timeframes	Quarterly	HR/ESG	Grievance Log/ Acknowledgment letter/Response letter
<b>Policy &amp; Governance</b>	Date of last policy review/update	Annually	ESG	Document Tracker
	# of ESG/HR audit recommendations implemented on gender topics	Annually	HR/ESG	ESG/HR/Holding/External Audit
	# of gender-focused policy or procedural updates made annually	Annually	HR	Annual ESG Report
	# of staff consultations held on gender-related issues	Annually	HR	Attendance Log
	# of policy improvements arising from grievance and audit feedback	Annually	HR/ESG	Annual ESG Report