



2025 Sustainability Report

Powering Kenya and Empowering Communities





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Our Measure of Success

Max Schiff

CHIEF EXECUTIVE OFFICER

1,475 GWh

Gigawatt-hour of clean power supplied to the national grid

KSh 180B+

Saved by Kenyan consumers due to LTWP's low-cost energy since 2018

0

Lost-Time Injuries in 2025 across more than 1.3 million work hours

For Lake Turkana Wind Power, sustainability is not a secondary objective. It is the core of our identity and the ultimate measure of our success. It is the principle that guides our delivery of clean energy to the nation, our commitment to the safety and growth of our people, and our deep investment in the resilience of our host communities. In 2025, this purpose-driven approach translated into one of our most impactful years to date.

Operationally, our core mission remains the delivery of clean, cost-effective energy. As Kenya's economy expanded in 2025, grid consumption hit record highs, and LTWP was proud to remain the largest single source of generation in the country. We dispatched 1,475 gigawatt-hour (GWh) of clean power to the national grid, bringing our total contribution since 2018 to over 10.5 billion kilowatt-hour (kWh). This has had a profound impact on Kenya's energy security and transition goals.

As the country's lowest-cost large-scale independent power producer, our operations have saved Kenyan consumers over KSh 180 billion and reduced reliance on fuel imports by more than KSh 167 billion. Furthermore, our provision of free reactive power to the grid, valued at over KSh 880 million since commissioning, has been critical in enhancing the stability of the national energy system.

This level of technical achievement is only possible because of the people behind it and our foundational commitment to their safety and well-being. In 2025, we achieved zero Lost-Time Injuries (LTI) across more than 1.3 million work hours. This achievement is our first LTI-free year since operations began, a credit to every employee and contractor. It was further reinforced by the launch of our 12 Golden Rules, a set of





80%

Of the workforce hired from the host county of Marsabit.

safety principles now embedded across all site activities.

This project is operated by a team that is over 99% Kenyan, with 80% of our colleagues coming from our host county of Marsabit. We continue to invest in their professional growth; in 2025, over 150 staff members undertook formal education

funded by LTWP. A particular highlight was our in-house Adult Education Programme, which celebrated the graduation of 17 staff members who achieved their Certificate of Adult Literacy. We also deepened our commitment to developing young talent through our internship programme, and it has been rewarding to see some of our first interns already securing full-time employment—a testament to the value of the experience.

Our commitment to people extends beyond our gates and deep into our host communities. Through our NGO, Winds of Change (WoC), our community investment in 2025 alone totalled over KES 129 million. 2025 saw the handover of our 100th community project - a new outpatient facility in South Horr, and the completion of a 46-bed male ward at Laisamis Hospital, which serves over 116,000 residents. Our medical outreach programmes delivered tangible results, facilitating nearly 3,000 HPV vaccinations and providing over 600 sight-restoring eye surgeries and dental interventions. Being a good neighbour also means being responsive in times of crisis, and our site teams regularly provide emergency support, from dispatching our site ambulance to coordinating life-saving air evacuations.

Looking to the future, the strategy for our new WoC Scholarship Fund was also finalised. Launching in 2026, we see this as a profound investment in the youth of Laisamis, empowering them to acquire critical skills and become agents of positive change in their communities.

“For Lake Turkana Wind Power, sustainability is not a secondary objective. It is the core of our identity and the ultimate measure of our success.”

MAX SCHIFF - CEO LTWP

These achievements are not separate pillars but integrated parts of a single strategy: to operate a financially prudent business that creates lasting value. Our contribution of over KSh 8.3 billion in taxes this past year is further testament to this balanced approach and meaningful national contribution.



KSh 24.6B+

Paid in taxes since 2014

I extend my sincere gratitude to our shareholders, whose steadfast commitment to funding WoC is deeply appreciated. My thanks also go to our partners and every member of the LTWP family. Your dedication is the bedrock of our success. Let's continue building on this strong foundation and drive progress for Kenya while leaving a positive and lasting legacy.



More Than Power, A Lasting Legacy

Felix Rottmann

ESG MANAGER / WoC DIRECTOR

300+

Employees in total

1,000+

Eye and dental care beneficiaries.

1,400+

Stakeholder engagement activities held in 2025

In a world increasingly shaped by geopolitical uncertainty, climate pressures, and widening inequality, the importance of responsible, resilient, and forward-looking businesses has never been more evident.

Against this backdrop, we remain mindful that sustainability is not an abstract concept but a daily responsibility - one that continues to guide everything we do at Lake Turkana Wind Power and through our NGO, WoC.

It is therefore my pleasure to introduce LTWP's Sustainability Report for 2025.

Sustainability has always been at the core of our operations, from early project development and construction to our now many years of stable operations. Over time, this commitment has translated into measurable environmental, social and economic impact, while reinforcing our role as a reliable provider of clean energy and a

responsible partner to our stakeholders.

In 2025, we continued to build on this foundation. Operationally, LTWP remains one of Africa's most reliable renewable energy projects, consistently delivering clean power to Kenya's national grid and contributing meaningfully to the country's energy transition.

Beyond the turbines, however, our focus remains firmly on people - our colleagues, our communities, and the broader society in which we operate. In this regard, we maintained a strong local footprint, with a workforce of over 300 employees, a significant 80% of whom are drawn from Marsabit County.

Through WoC, we reached a particularly meaningful milestone: The completion and handover of our 100th community development project, an Outpatient Facility in South Horr.

This achievement—100 projects delivered over





“Beyond the turbines, however, our focus remains firmly on people our colleagues, our communities, and the broader society in which we operate.”

FELIX ROTTMANN - ESG MANAGER/WoC DIRECTOR

10 years—is one we are extremely proud of, as it reflects both consistency and long-term commitment to improving lives across Laisamis Constituency. These projects continue to enhance access to water, education, and healthcare, while contributing to long-term socioeconomic development and resilience.

Our engagement with communities remained extensive and structured, with over 1,400 stakeholder engagement activities carried out during the year, reflecting both the scale of our presence and our continued commitment to dialogue and transparency.

In parallel, we continued to support community wellbeing through targeted initiatives. These included, medical outreach programmes that provided eye and dental care to over a thousand patients, HPV vaccinations to nearly 3,000 beneficiaries, and emergency support with ambulance or transport assistance provided on more than 20 occasions during the year.

In 2025, we further strengthened our community investment strategy by deepening stakeholder engagement, refining our project selection processes, and advancing new flagship initiatives. A key example is the development of a strategy for our Scholarship Fund, which will launch in 2026 to create meaningful opportunities for vulnerable youth.

Internally, we continued to invest in our people. We strengthened our health, safety and wellbeing programmes, advanced our digital systems, and

reinforced a culture where accountability, respect, and continuous improvement remain central. This reflects our long-standing belief that a strong organisation is built on the well-being, capability, and commitment of its people and is evident in our safety performance, including the achievement of zero lost time incidents in 2025.

At the same time, we remain conscious that our journey is not without challenges. The evolving global landscape from climate change to shifting social expectations - requires us to remain agile, transparent, and committed to learning. Sustainability is not a destination, but a continuous process of reflection, adaptation and improvement.

I would like to express my sincere appreciation to all those who contribute to this journey. Most notably, our colleagues, who continue to demonstrate professionalism and dedication under often challenging conditions; our partners and contractors for their ongoing collaboration; and our communities for their engagement, trust, and resilience.

With this in mind, I invite you to explore this report. It provides an overview of our progress, the lessons we have learned, and the impact we continue to strive for, as we work to leave a positive and lasting legacy.



~3,000

beneficiaries who received HPV
vaccinations to date.

Our Impact in Numbers

OUR ECONOMIC AND SOCIAL CONTRIBUTION

€200.6M

In avoided fuel import costs for Kenya in 2025

Ksh 8.3B

Paid in taxes to the Government of Kenya in 2025



2,049
tCO₂e

Total greenhouse gas emissions in 2025

602,878
tCO₂e

Estimated reduction in green gas emissions in 2025

At LTWP, our financial performance is not an end in itself, but a catalyst for creating lasting value for Kenya, our host communities, and our people.

Our strategy is built on the principle that a financially prudent and successful operation is the engine that drives our most significant contributions. In 2025, our robust performance translated into one of our most impactful years to date, demonstrating a powerful model for how large-scale investment can generate shared prosperity.

Our primary impact on the national level is twofold: strengthening Kenya's energy independence and contributing directly to the public purse. In 2025, LTWP's consistent delivery of low-cost, clean energy displaced the need for fuel imports valued at €200.6 million. This has a profound positive effect on the country's balance of trade and foreign currency reserves. It also reduces the cost of living and doing business, especially during times of volatility in the oil related and fuel markets.

Furthermore, our operations resulted in a significant direct financial contribution to the government, with €55.3 million (over KSh 8 billion) paid in taxes in 2025 alone. This substantial revenue helps fund public services and national development, making LTWP a key contributor to Kenya's economic stability and growth.

Our total greenhouse gas emissions in 2025 amounted to 2,049 tCO₂e, reflecting the emissions associated with operating and maintaining our wind farm. In contrast, the clean electricity generated by the project resulted in an estimated reduction of 602,878 tCO₂e during the year. This demonstrates our substantial climate benefit, with approximately 294 tonnes of emissions avoided for every tonne emitted through our operations.

Investing in Our People

Our success is driven by our dedicated team, and we are committed to sharing that success with them. In 2025, our total investment in our people amounted to nearly €6.7 million (nearly KSh 980 million) in labour costs. This figure represents more than just salaries; it reflects our commitment to providing competitive and comprehensive compensation.



€6.7 Million
(KSh 980 Million)

Total investment in our people through salaries, benefits, and welfare

To ensure we remain an employer of choice, we actively monitor the market and conduct employee engagement surveys. This informs our robust compensation strategy, which includes performance-based bonuses and enhanced benefits such as comprehensive wellness and medical cover for our staff and their families, with over €1 million (over KSh 146 million) invested in medical and pension benefits in 2025.

Empowering Local Economies



€34 Million
(KSh 5 Billion)

Injected into the local economy through local content and procurement

Ksh 129M

Invested in direct community development projects through WoC

In 2025, LTWP spent €34 million (nearly KSh 5 billion) on Kenyan contractors and suppliers. This investment directly contributes to the improved social and economic welfare of the country.

Our procurement strategy prioritises local businesses for products and services, particularly for non-specialised works related to site and camp running and maintenance. We also mandate that our contractors procure materials and labour from local communities whenever capacity is available. This approach ensures that the economic benefits

of the wind farm are circulated locally, creating jobs and supporting small businesses.

This direct economic investment is complemented by our social development activities. Through our NGO, WoC, we spent an additional KSh 129 million on community projects in 2025, further amplifying our positive impact.







Our People

The Heart of Our Operation

In this section

- Our Workforce Profile
- Championing Women in the Workforce
- Promoting Diversity, Inclusion, and Well-being
- Learning and Development
- 2025 Achievements
- Next Steps for 2026

In 2025, we continued to invest significantly in the well-being, development, and engagement of our team, ensuring that LTWP is not only a leader in renewable energy but also an employer of choice.

Our commitment to local and national employment remains a key priority, and our team's composition reflects the rich diversity of the communities we serve. As of the end of 2025, LTWP directly employed 308 people.

A significant majority of our workforce, 80%, comes from the communities within Marsabit County, demonstrating our deep investment in local talent.

LTWP Labour Profile 2025





In 2025, our workforce experienced changes, with 19 recruits joining the LTWP family. Of these new hires, 11 were nationals, and eight were locals, reflecting our balanced approach to sourcing talent. During the same period, there were 10 leavers who left for various reasons, including resignation, contract expiry, retirement, termination, and/or non-work-related death.

Our gender diversity also improved, ending the year with 273 male and 35 female colleagues.

Championing Women in the Workforce

Our commitment to gender equality is reflected in the diverse and critical roles women hold across the organisation. In 2025, our 35 female

colleagues were integral to our success in roles ranging from finance and human resources to technical operations and community liaison.

#	Roles Held by Women	Count
1	Senior Accountant	1
2	Administration Assistant	1
3	Assistant Stock Controller	1
4	Chief Human Resource Officer	1
5	Chief Financial Officer	1
6	Community Advisors	5
7	Community Liaison Officer	1
8	Controller	1
9	Deputy Wellness Officer	1
10	Executive Assistant and Communications Coordinator	1
11	Human Resource Assistant	1
12	HR Officers	2
13	Legal Manager	1
14	Office Assistants	4
15	Dispatch and Operations Technician	1
16	Office Manager	1
17	Roller Operator	1
18	Senior Controller	1
19	Security Guards	6
20	Projects Quantity Surveyor	1
21	Intern - Communications	1
22	Business Development Manager	1
Total		35





Promoting Diversity, Inclusion, and Well-being

In 2025, we implemented several initiatives to foster a culture of inclusivity, celebrate our diversity, and support the holistic well-being of our employees.



International Women's Day

On March 5, 2025, we hosted an inclusive event for our staff, contractors, and women from the local community. The event brought together 124 participants for a day of networking, health talks, and empowering dialogue, reinforcing our commitment to gender equality.



International Men's Day

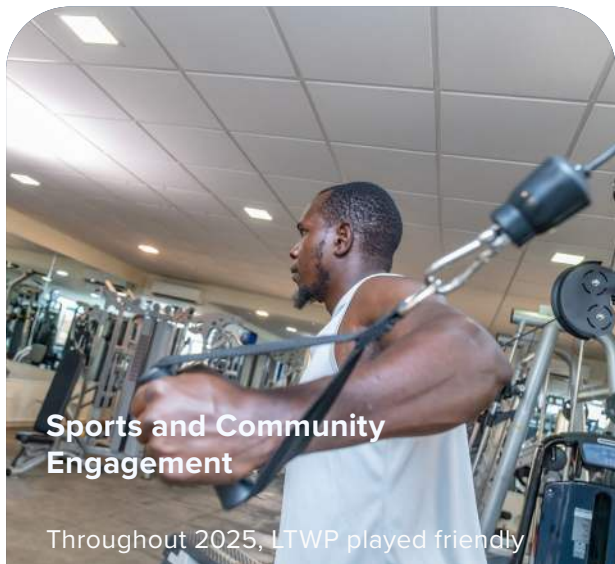
The day was celebrated on 26 November 2025, bringing together 41 participants and reflecting LTWP's commitment to inclusivity, wellness, and gender balance. The event provided an opportunity to recognise and appreciate the contributions of men in the workplace, within the family, and across the broader community. Earlier in the year, we held a Men's Mental Health Awareness session in June 2025.

Learning and Development

Continuous learning is at the heart of our people strategy. In 2025, we focused on providing a diverse range of opportunities for both professional training and long-term career growth.

We provided a wide array of training opportunities to empower our employees, with a total of 129 training slots utilised across various departments. A key focus was on enhancing leadership and operational excellence. For instance, 10 leaders from diverse departments participated in our Executive Coaching Programme to strengthen their strategic capabilities and leadership agility. In operations, a major initiative saw 60 employees complete Advanced Driver Safety Training, while other specialised courses for our technical teams covered topics like Solar Photovoltaics and Energy Management, reinforcing our commitment to safety and technical mastery.

To deepen functional expertise, tailored programs were delivered across the business. The Finance, Human Resource, and Procurement teams benefited from certified professional courses covering everything from data analytics to complex project procurement. Additionally, our Community Liaison Officers and Health, Safety, and Environment (HSE) team pursued targeted training and certifications to maintain the highest standards in their respective fields.



Sports and Community Engagement

Throughout 2025, LTWP played friendly football matches with local teams, including South Horr United and Kurungu United, promoting employee wellness and building positive community relations.

Cultural Day

Celebrations in June and December 2025 brought our Nairobi and Site teams together to honour our diverse cultural heritage through showcases and engagement activities, strengthening teamwork and shared values.

60

Employees completed Advanced Driver Safety Training



Fostering Career Growth and Empowerment

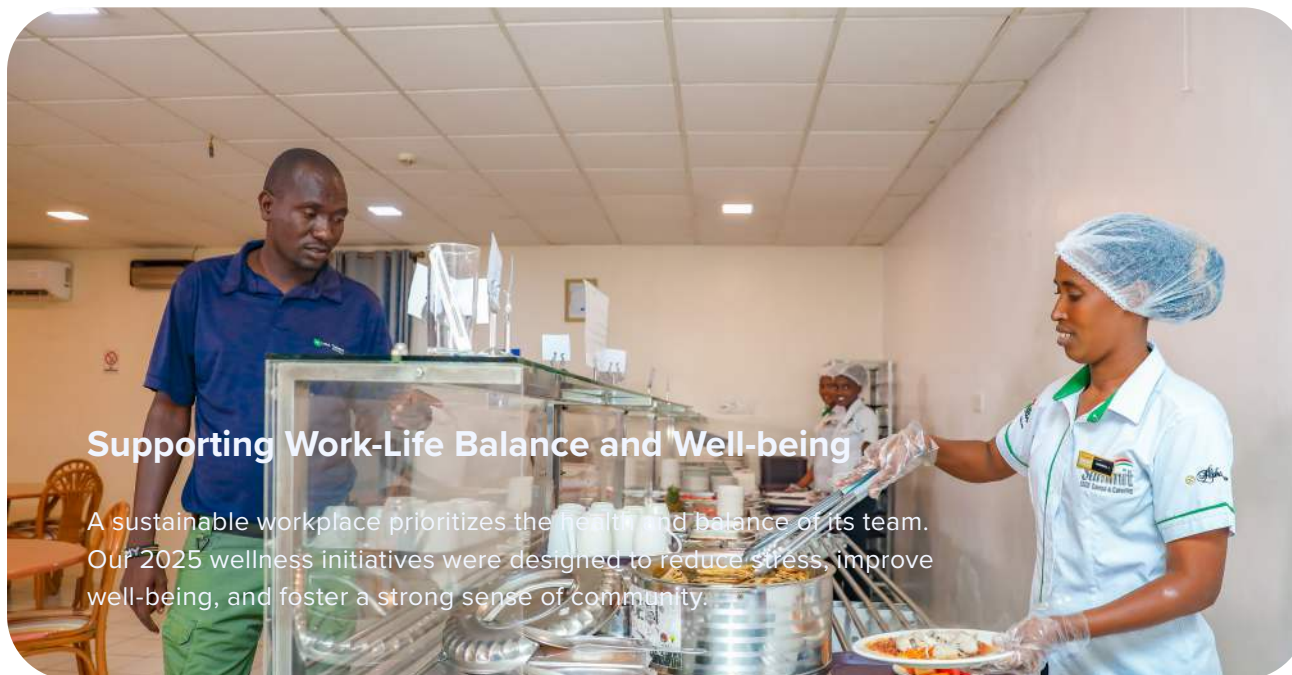
Beyond formal training, we are committed to nurturing long-term careers. Our Succession Planning and Career Paths program continued to prepare a pipeline of future leaders by focusing on nine critical roles. Since the inception of the program in 2024, there have been several notable successes, including the promotion of managers, which is attributed to the effectiveness of the succession planning program.

Our commitment to personal growth extends to all levels of the workforce. The Adult and Continuing Education (ACE) program continued to flourish, with 17 learners graduating in 2025 after completing a two-and-a-half-year course and earning their certificates in Adult Literacy. This initiative has demonstrably boosted confidence and improved communication and decision-making skills, particularly among our guard force and administration teams.

17



**ACE Graduates
in 2025**



Supporting Work-Life Balance and Well-being

A sustainable workplace prioritizes the health and balance of its team. Our 2025 wellness initiatives were designed to reduce stress, improve well-being, and foster a strong sense of community.

Team-Building and Wellness

We achieved 99% participation in our cross-functional team-building events and 89% in departmental sessions. Wellness hikes in scenic locations like Mt. Kulal and Ngong Hills, along with access to a gym and swimming pool, promoted physical and mental health.

Employee Assistance Program

Confidential support for personal and professional challenges was offered through our Employee Assistance Program, achieving an 85% satisfaction rate among users.

Medical and Health Benefits

We provide comprehensive health insurance covering 1,602 people (employees and their dependents), supplemented by Work Injury Benefits Act (WIBA) PLUS and Group Life benefits for all staff members. In September 2025, 207 employees participated in our voluntary annual medical checks.



Employee Engagement

Our commitment to building a transparent and ethical culture is foundational to employee engagement.

Since 2024, 225 employees and all nine LTWP board members have gone through whistleblower training as we continue to foster an environment of trust and integrity.

This focus is clearly reflected in our 2025 results. The annual Employee Engagement Pulse Survey confirmed an overall engagement score of 86%, consistent with the previous year and exceeding global benchmarks.

Further demonstrating this healthy workplace culture, one internal grievance was received and addressed throughout the year, which related to internal processes.

2025 Achievements

We made significant progress on the strategic goals set for 2025:

01 Employee Engagement Pulse Survey

The 2025 survey was successfully conducted, confirming a high engagement score of 86% and providing insights for future enhancements.

02 Learning and Development, and Senior Management Coaching Programme

We strengthened leadership capabilities through executive coaching and advanced management programs, with further development planned in 2026.

03 Internship Programme

Six interns joined in June 2025, with two already transitioning to full-time employment. The program continues to be a key part of our local talent development strategy.

04 Succession Planning

The program continued to develop high-potential employees for nine critical leadership roles, resulting in successful internal promotions.



Next Steps for 2026

We are committed to continuous improvement and have identified the following key initiatives for 2026



01 Implement an Applicant Tracking System

LTWP will introduce an Applicant Tracking System to streamline recruitment processes, improve candidate management, and enhance the efficiency and transparency of hiring across all departments.

02 Automate Learning and Development Applications

Through our Human Resource Information System platform, Learning and Development (L&D) applications and approvals for staff training will be automated, improving access, tracking, and reporting while supporting continuous professional growth.

03 Launch Second Internship Cohort

The second cohort of interns is scheduled to join in June 2026, providing opportunities for young talent from local communities to gain practical work experience and contribute to LTWP's operations.

04 Enhance L&D and Senior Management Coaching

The business will conduct a comprehensive needs assessment and adopt a robust approach to identifying L&D needs aligned with the Company's Plan on a Page, performance management gaps and objectives, focusing on safety, digitisation, and operational efficiency. The Senior Management Team (SMT) will undergo a bespoke coaching program to enhance their ability to support service delivery to the wider team.

05 Continue Executive Coaching

A new cohort of senior leaders has been identified to participate in the upcoming executive coaching cycle, designed to strengthen strategic leadership capabilities, enhance decision-making, and support personal effectiveness.







Health, Safety and Environment

Protecting Our People Through a Culture of Zero Harm

In this section

- Health and Safety Performance
- 12 Golden Safety Rules
- HSE Activities and Engagement
- Celebrating Global Awareness
- Security
- Environmental Stewardship
- Responsible Water Management
- Bird and Biodiversity Protection
- 2025 Achievements
- Next Steps

Our foundational commitment to health, safety, and environment delivered exceptional results in 2025.

The evidence of our proactive safety culture was the achievement of zero Lost Time Incidents (LTIs) and a 65% reduction in personal incidents, underpinned by the launch of our 12 Golden Safety Rules and over 750 combined safety talks and inspections.

750+

Proactive safety engagements conducted in 2025

0

Lost time Incidents in 2025

Our Performance

A key initiative was the introduction of the “Safety Cross,” a visual tool used to track daily HSE performance and create shared accountability. The team’s collective goal is to achieve a “Green Day” - a day with zero reported incidents, and to build on that success to achieve green weeks, months, and ultimately, a green year. This was complemented by the launch of LTWP’s 12 Golden Safety Rules, a set of clear life-saving rules targeting our highest-risk activities, which were rolled out alongside newly refined Standard Operating Procedures (SOPs).

12 Golden Safety Rules



Permit to Work

Only work with a valid permit



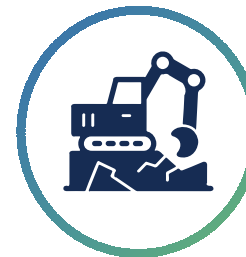
Working with Energy/LOTO

Check isolations and absence of energy before any intervention



PPE

Always inspect and wear correct PPE for the job



Excavations

Plan and prepare your excavation area and activities in advance



Confined Spaces

Assess the area before starting work and ensure constant supervision



Working at Height (2m+)

Secure yourself to approved anchor points with inspected fall arrestors



Hoisting & Lifting Stay

Prepare and adhere to your lifting plan



Fit for work

Ensure you are in a suitable condition to perform the work safely



Extreme weather

Adapt your activities and risk mitigation strategies to align with severe weather conditions



Road / Vehicle & equipment safety

Adhere to the terms of your JMP and comply with road safety regulations



Environmental Conservation

Restore the environment to its original state after completing all work activities



Stop Work Authority

Everyone has the right and duty to stop unsafe work

Incident Type	2022	2023	2024	2025
First Aid Cases	5	5	23	8
Medical Treatment Cases	0	4	22	8
Lost Time Incidents (LTIs)	0	5	3	0
Restricted Work Case	0	0	2	0
Fatality	0	0	0	0
Near Misses	65	4	15	10
Environmental Incident	1	1	2	1
Vehicle/Plant Incident	8	15	17	13
Property Loss/Damage Incident	3	8	18	18
High Potential Incident	0	0	0	0
Total	82	42	102	58

The 2025 data show a significant positive trend, with a 65% drop in personal incidents and, most importantly, zero Lost Time Incidents. This was driven by increased awareness and preventative controls.

Reducing minor Property Damage and Vehicle Related Incidents will be a priority in 2026, as will maintaining and improving the strong performance across other metrics.



Prioritising HSE

Pursuing continual improvements with the aim of achieving zero harm.



Fatalities

2023	2024	2025
0	0	0



Medical Treatment Cases

2023	2024	2025
4	24	8



Lost Time Incidents

2023	2024	2025
5	3	0



First Aid Cases

2023	2024	2025
5	23	8



Encouraging Reporting

Promoting the reporting of unsafe acts and conditions (leading indicators).



Reported Instances

2023	2024	2025
4	24	8

HSE Activities and Engagement

Our proactive approach is demonstrated by the breadth and depth of our on-the-ground activities. In 2025, the team conducted hundreds of targeted sessions

1. **97 HSE** Induction Sessions for all new personnel.
2. **331 Toolbox Talks** covering daily risks such as slips, trips, falls, equipment safety, and snakebite prevention.
3. **421 Workplace Inspections** of site camps, the substation, construction sites, and high-risk operations.
4. **15 Health Talks** on topics including respiratory illness, tuberculosis, and fitness for work.
5. **12 Emergency Drills** to ensure fire and emergency preparedness.
6. **9 HSE-related Training Sessions** on specialised topics including snake handling, manual handling, job hazard analysis, and the new Golden Rules.
7. **4 Statutory Audits** for environmental, fire safety, and occupational health compliance.

Celebrating Global Awareness



World Day for Safety and Health at Work was marked on April 28, 2025, to promote the prevention of occupational accidents and diseases globally. It is an awareness-raising campaign intended to focus attention on the magnitude of the problem and on how promoting and creating a safety and health culture can help reduce the number of work-related deaths and injuries.

The theme for the event was “Revolutionising Health and Safety: The Role of AI and Digitalisation at Work”.

The event was attended by 300 participants as the LTWP fraternity paused our normal schedules to reflect upon the safety in our workplaces and the improvements needed. A toolbox talk presentation was shared with the rest of the project team, emphasising how artificial intelligence and digital technologies are changing the world of work. Later, there was a barbecue and cake-cutting celebration.





Security

In 2025, LTWP recorded six minor on-site security incidents, compared to four in 2024. These incidents were typically opportunistic, non-violent attempts at unauthorised access and were contained without escalation.

The wider regional security environment remained challenging, with 31 off-site incidents recorded, including livestock raids and roadside banditry. Some of these incidents tragically resulted in public casualties, reinforcing the importance of continued vigilance, intelligence sharing, and community engagement.

Despite the challenging regional security environment, interactions between LTWP security personnel and local communities remained peaceful and controlled in 2025, with no reported injuries linked to community engagement. This reflects the continued effectiveness of LTWP's community-centred security model, which prioritises dialogue, restraint, local understanding, and de-escalation.

During the year, LTWP also strengthened its security support model through a successful training programme delivered in coordination with the Kenya Police Service, which increased the number of National Police Reservists supporting the area from 30 to 92.

During the reporting period, a General Service Unit contingent was deployed to site to further enhance the protection of this critical national infrastructure asset.

LTWP also continued to improve training support for community-facing security personnel and progressed adult literacy initiatives within the guard force. These measures are aimed at improving operational efficiency, reporting quality, communication discipline, and the long-term professionalism of the security function.

Environmental Stewardship



As stewards of the unique landscape we call home, our commitment to environmental protection and enhancement drove tangible action in 2025. Our initiatives focused on diligent water management, proactive biodiversity monitoring, and supporting sustainable ecosystems through reforestation and innovative agriculture. These efforts ensure our presence contributes positively to the local environment, balancing clean energy production with ecological care.

In 2025, a total of 216 resilient and indigenous trees and plants were planted across our sites, contributing to local biodiversity and ecological health. The species were specifically chosen for their suitability to the arid environment and included:

10

Acacia Gum Arabicas

150

Acacia Tortilis

5

Crotone Trees

1

Bougainvillea

50

Neem Trees

This initiative has a multi-layered impact: it directly supports Kenya's national goal of planting 15 billion trees by 2032, aids in combating desertification in a fragile ecosystem, and contributes to carbon sequestration. On a local level, these trees also help improve the microclimate around our camps providing a better living environment for our staff and contractors.



Borehole	Annual Permitted Abstraction <i>Litres</i>	Total Consumption 2024 <i>Litres</i>	Total Consumption 2025 <i>Litres</i>
BH1	39,960,000	29,496,000	31,569,300  2,073,300 (YoY)
BH11	17,640,000	27,451,000	14,038,400  13,412,600 (YoY)
BH2	17,280,000	8,043,000	30,134,500  22,091,500 (YoY)
BH10	28,620,000	984,000	3,489,700  2,505,700 (YoY)
BH3	14,040,000	10,273,000	16,288,600  6,015,600 (YoY)
Total	117,540,000	76,247,000	95,520,500  19,273,500 (YoY)

Responsible Water Management

We are committed to the responsible use of water, a precious resource in our operating environment.

In 2025, we extracted 95,520,500 litres of water from our five operational boreholes, which remains well within our combined permitted abstraction limit of 117,540,000 litres per year from the Water Resources Authority.

Water extracted is considered the same as water consumed because there are no consumer

meters. A portion of this water is also used to support the local community.

The year-on-year increase in water consumption was mainly attributable to increased construction and infrastructure activity on site, including the Top Camp accommodation upgrade, concrete foundation works, and the roadworks programme.

LTWP also supported local pastoralist communities during the dry season through the

strategic placement and regular filling of water tanks across the wind farm.

Despite the increase, total abstraction remained within the approved annual permitted limit. The consumption breakdown per borehole is detailed above.

Bird and Biodiversity Protection

There were four reported bird mortalities in 2025, involving a black stork, a black-chested snake eagle, and two African Fish Eagles—none of which are categorised as critically endangered by the International Union for Conservation of Nature (IUCN).

We continued to implement the existing procedure in line with international best practices. This procedure includes:

1. Extending the search area around turbines.
2. Increasing search frequency to cover all 365 turbines within a 15-day cycle.
3. Conducting specific searcher efficiency training.
4. Implementing schedules to reduce searcher fatigue, with each team member searching no more than three turbines per day to improve detection rates.

In 2025, we also recorded one sighting of an antelope near the LTWP Village.



365

Turbines covered by
a 15-day biodiversity
monitoring cycle.



Celebrating Environmental Awareness

On World Environment Day, marked on June 5, 2025, our team fully embraced the theme “Ending Global Plastic Pollution” under the slogan “Shared Challenge, Collective Action.” A total of 132 participants took part in clean-up activities across our workplaces and tree-planting initiatives in our camps, contributing to the global effort to restore ecosystems and build a cleaner, greener future.



2025 Environmental Achievements

Sustainable Agriculture

Evolved the on-site Grow House by shifting focus to climate-resilient crops like cowpea and pigeon pea, creating a better model for local agriculture.

Reforestation

Successfully planted 216 resilient, arid-environment trees, supporting Kenya's national restoration goals.

Water Management

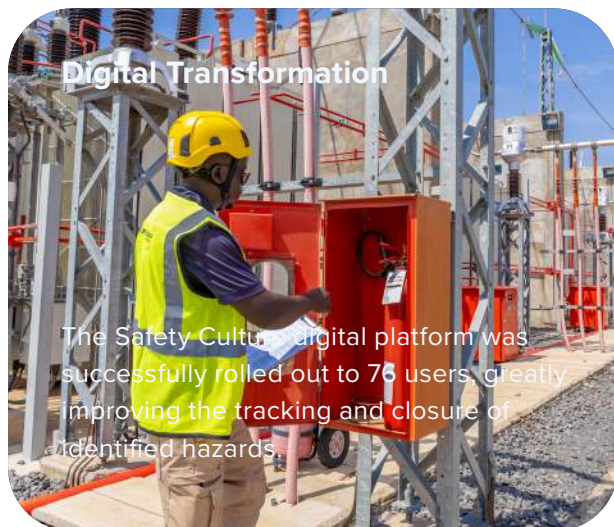
Responsibly managed 95.5 million litres of water, staying well within annual permitted limits despite an increase in site activity.

Biodiversity Protection

Continued our bird monitoring program through a rigorous, frequent, and effective carcass search procedure based on international best practices.

Engagement

Marked World Environmental Day with practical, on-site activities including clean-ups and tree planting to engage staff and reinforce environmental values.



Next Steps

01 Expanded Safety Training

Fifty personnel will undergo Occupational Safety and Health, First Aid, and Fire Safety training to increase employee involvement in our safety programs.

02 SOP and Golden Rules Training

We will conduct comprehensive training for all workers on the reviewed SOPs and Golden Safety Rules to drive continual improvement.

03 Digitising Permits to Work

We will digitise our paper-based Permit to Work system to enhance safety tracking and efficiency in our work areas.





Community

A Partnership for Progress

In this section

- A Decade of Measurable Impact
- Our Stakeholder Engagement
- Building Trust Through Dialogue and Accountability
- The 100th Winds of Change Project
- A Summary of Impact
- Responsive Community Support
- A Model for Sustainable Agriculture
- 2025 Achievements
- Next Steps for 2026

Winds of Change Socio-Economic Impact Report



Socio-Economic Report

To mark our tenth anniversary, WoC commissioned an independent socio-economic impact assessment to measure the real-world impact of its community development projects in Laisamis Constituency.

The assessment was conducted by leading consultancy NIRAS, with extensive fieldwork carried out in Q3/Q4 2025. Using a mixed-methods approach that included over 450 household surveys and dozens of community interviews, the final report, published in February 2026, provides a clear, evidence-based view of WoC's contributions to the water, health, and education sectors. The key findings are summarised in this chapter.

The independent impact assessment confirms that WoC interventions in the water, health, and education sectors have delivered significant, positive, and measurable impacts on the communities of Laisamis Constituency.

Key Assessment Findings

01 Reduced Daily Burdens

Access to closer water points and health facilities has dramatically eased the daily burdens on households, especially for women and girls.

02 Strengthened Resilience

Improved access to water has strengthened pastoral livelihoods, while local health facilities have reduced the need for costly and time-consuming travel, making families more resilient to economic and climatic shocks.

03 Enabled Service Providers

WoC's infrastructure investments have acted as a catalyst, enabling the County government and other partners to expand services, deploy more staff, and improve the quality of care and education.



60%

Surveyed households reported reliable access to water



90%

Surveyed households now have essential health services within 5 km of their homes



573

Students enrolled at Nyiro Girls, rising from 54



Water

WoC's investments in water infrastructure have been transformational, directly enhancing water security and community stability.

01 Drastic Reduction in Travel Time

The average distance to a primary water source decreased from 14 km to just 2.5 km. Consequently, the average time spent collecting water dropped from approximately 4 hours to just 30-40 minutes.

02 Massive Improvement in Reliability

The proportion of households reporting “very reliable” water access grew tenfold, from 6% to 60%.

03 Reduced Community Conflict

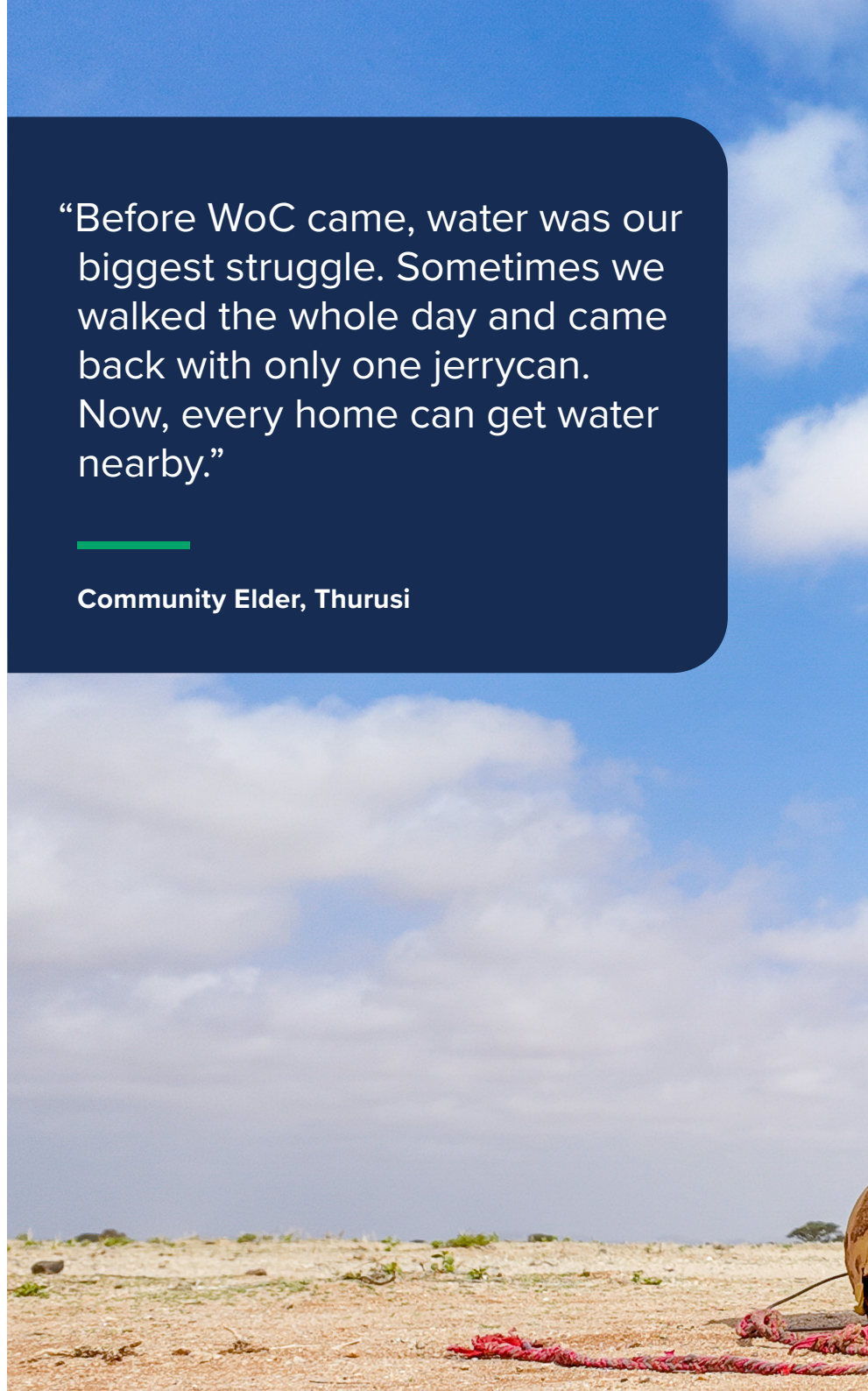
Before the interventions, 87% of households experienced water-related conflicts. Following the projects, 85% of respondents reported a reduction in these disputes.

04 Widespread Reach

94% of households are aware of at least one WoC water project, and 71% rely on a WoC-supported source as their main supply.

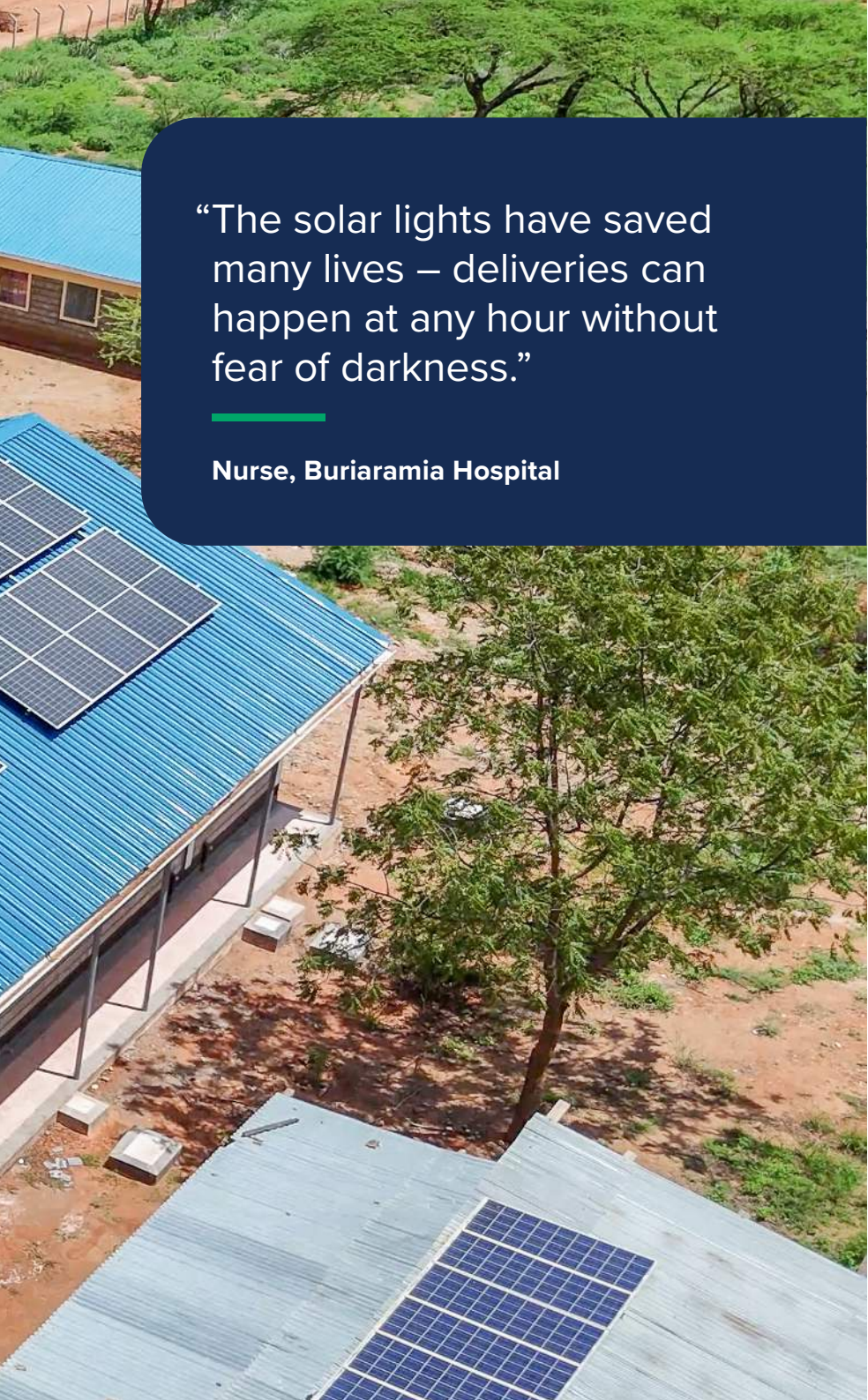
“Before WoC came, water was our biggest struggle. Sometimes we walked the whole day and came back with only one jerrycan. Now, every home can get water nearby.”

Community Elder, Thurusi









“The solar lights have saved many lives – deliveries can happen at any hour without fear of darkness.”

Nurse, Buriaramia Hospital

Health

By building and upgrading health infrastructure, WoC has brought essential services closer to the community, saving lives and strengthening the local health system.

01 Bringing Healthcare Closer

The average distance to the nearest health facility was reduced from 16 km to under 4 km. As a result, 90% of surveyed households now have essential health services within 5 km of their homes.

02 Increased Access and Utilisation

92% of all respondents reported observable improvements in healthcare services, and over two-thirds of households now actively use WoC-supported facilities.

Enhanced Service Capacity

1. At South Horr Health Centre, patient volume increased from ~60 to ~100 per day following the facility's upgrade.
2. At Olturot Dispensary, monthly maternal deliveries increased from 3 to between 10 and 15 after the construction of a new maternity wing.
3. Improved Emergency and Maternal Care: The installation of solar power has enabled safe, 24/7 emergency and maternity care. Buriaramia Dispensary, for example, now handles 2 to 3 night-time emergencies, up from near zero previously.



Education

WoC's investments have transformed learning environments, leading to better academic outcomes and higher enrolment.

01 Improved Academic Performance

At Nyiro Girls Secondary School, the establishment of a science laboratory contributed to the average examination score increasing from 2.7 to 7.4.

02 Increased Enrolment

Following the same intervention, student enrolment at Nyiro Girls rose from 54 to 573, and teaching staff doubled from 6 to 12.

03 Eliminated Barriers to Learning

The construction of a laboratory at Korolle Boys Secondary School eliminated the need for students to travel 80 km to Marsabit for science practicals, reducing costs and absenteeism.

04 Enhanced Learning Environment

At Nairibi Primary School, the construction of a new administration block made it possible to establish the school's first library, expanding the book collection from 200 to 1,200.

“Girls now stay in school because we have water and enough space.”

Female teacher, Kargi Primary School





Our relationship with our host communities in Laisamis Constituency is the heart of our identity and the true measure of our success. It is a partnership built not on isolated projects, but on a foundation of continuous dialogue, mutual trust, and a shared vision for a resilient and prosperous future.

Our approach to community development is holistic and needs-driven, and in 2025 alone, we held 1,442 stakeholder engagement activities to ensure our support remains targeted, relevant, and impactful. The engagements were diverse and responsive, covering topics critical to community well-being. Discussions frequently centred on peace and conflict mitigation, fostering peaceful coexistence between neighbouring communities.

We also focused on practical issues like environmental conservation, hygiene, and sanitation, while raising awareness on crucial safety topics such as the dangers associated with electricity and road safety. A significant portion of our engagement involved providing project updates, conducting needs assessments for future initiatives, and celebrating the handover of completed works.

Building Trust Through Dialogue and Accountability



Through years of consistent delivery and open dialogue, the perception of LTWP within our host communities has become overwhelmingly positive. We have actively fostered this relationship by organising Community Open Days and maintaining transparent communication about our operations and long-term objectives.

Our Community Open Day program is a cornerstone of our engagement strategy. It provides a vital platform for transparency, education, and direct dialogue. In 2025, we hosted three major events at the wind farm, each tailored to a specific stakeholder group.



Our first two events of the year focused on inspiring the next generation. On March 22nd, we welcomed 144 attendees, including 126 students and 18 principals, teachers, and the Sub-County Director of Education.

This was followed by a second educational visit on July 26th, which was attended by 170 people, comprising 146 students and 24 principals and teachers. During these immersive days, the groups participated in guided tours of the wind farm, giving them a firsthand look at renewable energy production and sparking interest in STEM-related career opportunities.

On November 12th, we hosted a high-level Open Day for over 145 community leaders. This

crucial event brought together a diverse group of decision-makers, including the area Member of Parliament, Members of County Assembly (MCAs) from all five wards, local chiefs, and influential opinion leaders—both male and female—along with representatives from the National and County governments. The forum provided an opportunity for strategic dialogue, allowing us to share operational updates and listen directly to the insights and feedback from the region's leadership.

Together, these Open Days are essential for strengthening our relationships, ensuring the community understands the tangible benefits and impact of the wind farm, and reinforcing our role as a transparent and collaborative partner.

Grievance Mechanism

Our commitment to accountability is demonstrated through our formal grievance mechanism, which provides a transparent and accessible platform for community feedback. In 2025, our grievance system addressed eight issues formally raised by the community.

These covered a range of topics including payments for materials from the Sarima borrow pit, road repairs, and casual worker arrangements. Reflecting our focus on timely resolution, seven of the eight cases were fully investigated and closed, with most being resolved within our 21-day target period. This transparent process ensures that community concerns are heard, tracked, and acted upon effectively.

As a result, LTWP is widely seen as a committed partner that generates tangible benefits, from job opportunities to critical infrastructure. While challenges from misinformation and misunderstanding persist, our commitment to direct and honest dialogue has built a strong foundation of trust.



The 100th WoC Project



In August 2025, WoC celebrated a remarkable milestone marking a decade of sustained community partnership: the commissioning of our 100th project, a modern, fully equipped outpatient facility at the South Horr Health Centre. This project stands as a powerful symbol of our long-term commitment and our strategic approach to community-led development.

For years, the South Horr community faced a dire challenge in healthcare. Without local diagnostic

facilities, residents suspected of having serious illnesses like typhoid, brucellosis, or the deadly visceral leishmaniasis (kala-azar) had to undertake an arduous journey to access laboratories that were far away. This journey not only imposed a significant financial burden on families but, more critically, led to dangerous delays in diagnosis and treatment, turning treatable conditions into life-threatening emergencies.

The new outpatient facility fundamentally changes

this reality. Built and equipped by WoC, the facility provides the community with on-site access to essential diagnostic testing for the first time. Patients can now receive a swift and accurate diagnosis locally, allowing healthcare workers to begin treatment immediately. This capacity is critical for managing outbreaks, improving patient outcomes, saving families from debilitating travel costs and, most importantly, saving lives.

More than just a building, the South Horr outpatient facility represents the culmination of a decade of learning. It is a targeted, sustainable investment that empowers the local health system, builds community resilience, and demonstrates our unwavering commitment to creating lasting, life-changing impact where it is needed most.

Community Projects

In 2025, our project handovers focused on creating lasting infrastructure for the next generation, delivering critical healthcare, and securing vital resources. The table overleaf provides a more detailed look at the impact of these key projects.

Project and Location	Beneficiaries	Detailed Impact and Key Numbers
Education Infrastructure New Classrooms, Admin Block and Teacher’s Quarters at Soito Nanyokuo, Serichoi, Moite, and Mpagas	Over 800 students and 35 teachers across four schools.	Created safe, conducive learning and working environments. The new admin block at Moite replaced a single cramped room for 16 teachers, while the teachers’ quarters at Mpagas addressed a critical accommodation shortage. The new classrooms are expected to directly boost student enrollment and retention.
Health Infrastructure Modern Outpatient Facility at South Horr.	The South Horr community and surrounding areas, with daily patient volumes at the health centre increasing by over 65% since the upgrade.	Marked as WoC’s 100th project, this facility provides on-site access to essential diagnostic testing for the first time, enabling swift treatment that saves lives and critical household funds.
Water Infrastructure Ballah Borehole at Korr	A community of over 1,000 people and their livestock in the Korr region.	Provided a new and reliable water source, securing a critical resource for both domestic use and pastoral livelihoods. This project is a key contributor to WoC’s wider impact on water security, which has reduced the average water collection journey from 4 hours to under 40 minutes across the constituency.
Medical Outreach Programs Mission to Heal and Health Yetu camps across multiple locations	Thousands of community members in remote areas.	Delivered a wide range of critical, free healthcare services. Highlights include: 785 girls vaccinated against HPV. 268 sight-restoring eye surgeries performed. - Over 1,300 dental patients treated. 34 major and minor general surgeries conducted. 7 local nurses trained to build sustainable capacity.

1,442

Stakeholder engagements
conducted in 2025

Responsive Community Support

Beyond our formal WoC projects, our commitment to community well-being is demonstrated through our daily responsive support. This ad-hoc assistance is a crucial part of our role as a good neighbour, allowing us to address immediate, pressing community and local authority needs as they arise and reinforcing our position as a reliable partner in community welfare.

In a region where distance is a major barrier to healthcare, timely transport can be life-saving. In 2025, LTWP provided direct ambulance and vehicle support on more than 10 and 50 occasions respectively to assist with urgent medical situations. Whether for emergency referrals, transporting injured individuals from the scene of an accident, or helping patients reach critical care, our vehicles acted as a vital lifeline, closing the gap in emergency response and ensuring community members received the timely medical attention they needed.

In 2025, we donated 4,056 litres of fuel, an investment that powered a wide range of essential community activities in the following ways:

1. Enabled local borehole committees to pump water for both drinking and livestock, directly enhancing water security, especially during dry periods.

2. Facilitated travel for community leaders and stakeholders to attend vital peace-building engagements, strengthening social cohesion.
3. Supported youth development by enabling teams to participate in sports activities within Marsabit and neighbouring counties.
4. Provided compassionate assistance to families by easing the significant financial and logistical burden of transportation for burials
5. Facilitated local police and security forces to enable them to service the community.

Our responsive support is holistic and touches many aspects of community life.

In 2025, we also provided direct financial contributions for County Government initiatives and community-led peace meetings, investing in capacity building for borehole water management committees to enhance sustainability, and supporting cultural events like national day celebrations.

4,056

Litres of Fuel Donated

A Model for Sustainable Agriculture

Our on-site Grow Houses, located at the LTWP Village and at local schools including Anderi Primary, Nyiro Girls Secondary and Nyiro Boys Secondary, serve as powerful models for sustainable, climate-resilient agriculture in the region.

Established in 2022, the primary purpose of the grow houses is to produce a variety of fresh, nutritious vegetables like kale and spinach for our camp and school kitchens. Beyond providing food, they are practical learning centres that demonstrate innovative farming techniques in an arid environment, contributing to local food security and ecological knowledge.

In 2025, the program evolved with a strategic focus on climate resilience. At the schools, we prioritised planting hardier, high-yielding crops better suited to the climate of northern Kenya. These included amaranth, specific local tomato varieties, and drought-tolerant, nitrogen-fixing legumes like cowpea and pigeon pea, alongside the foundational kale and spinach.

The impact of this initiative was tangible. At the LTWP Village alone, the Grow House produced approximately 930 kilos of assorted fresh vegetables. “This means that we were able to supplement our kitchen with fresh vegetables, contributing directly to the well-being of our staff,” says Julius Lenjatin, LTWP’s Deputy Site Manager, highlighting the direct nutritional benefit.

“This means that we were able to supplement our kitchen with fresh vegetables, contributing directly to the well-being of our staff,”

JULIUS LENJATIN - LTWP DEPUTY SITE MANAGER

The year also provided valuable insights into optimising the program for long-term success. We identified several key challenges that are now informing our future strategy, including the need for improved, site-specific training manuals for the school farm clubs and better management systems to ensure the Grow Houses are maintained during school holidays. Furthermore, we recognised the need to implement more energy-efficient watering methods and simpler, more effective composting systems to enhance sustainability.

Despite these operational challenges, the main highlight of 2025 was the unwavering enthusiasm shown by the teachers and staff involved. Their dedication proves the project’s intrinsic value and provides a strong foundation for the future. Our next steps will focus on addressing these lessons by training and equipping more local personnel to support the school farm clubs, ensuring the Grow Houses continue to flourish as centres of learning and nutrition for years to come.



930 kg

Of fresh, assorted vegetables produced by the LTWP Village Grow House in 2025



2025 Achievements



Next Steps for 2026

01 Launch the WoC Scholarship Fund

This flagship initiative will involve conducting community sensitisation, facilitating the selection of the scholarship committee, and managing the awareness and application process for the first cohort of students.

02 Continue Project Handovers

We will continue to formally hand over all completed WoC projects to their respective custodians and support their management and operational structures so that long-term sustainability can be ensured.

03 Continue the School Mentorship Program

Building on the success of the 2025 program, we will continue our school visitations and mentorship sessions to support students' personal and academic development.

04 Execute the Mission to Heal Medical Camp

We will partner again with Mission to Heal to conduct the next medical outreach camp in August to continue building capacity for nurses and health workers in the community.

05 Expand the Health Yetu Partnership

Our successful partnership with the Health Yetu Foundation will continue, with a focus on rolling out the next phase of the HPV vaccination campaign for young girls between March and November. We will also implement further eye and dental care medical camps.

06 Strengthen Community Liaison Operations

We will conduct quarterly meetings with our Community Liaison team to coordinate activities, share feedback from the ground, and ensure our engagement strategy remains effective and responsive.

07 Celebrate Internationally Recognised days

We will host events on March 8th (International Women's Day) and November 19th (International Men's Day) to honour the significant achievements and contributions of women and men within LTWP and our community.

“In 2025, LTWP conducted 40 planned and budgeted peace initiatives, plus numerous other engagements with our stakeholders that were not planned.”

BOREN LEMARKAT - LTWP COMMUNITY LIAISON OFFICER







