

Concept Environmental and Social Review Summary Concept Stage (ESRS Concept Stage)

Date Prepared/Updated: 12/20/2022 | Report No: ESRSC03214

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Innovative Climate and Carbon Finance for Energy Reform (P180432)

BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Uzbekistan		P180432	
Project Name	Innovative Climate and Carbon Finance for Energy Reform		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Energy & Extractives	Investment Project Financing	4/14/2023	6/23/2023
Borrower(s) The Republic of Uzbekistan	Implementing Agency(ies) Ministry of Finance, UzHydromet, Ministry of Energy, Ministry of Investment and Foreign Trade, Ministry of Economic Development and Poverty Reduction		

Proposed Development Objective

The project development objective is to facilitate the clean energy transition and efficient use of energy resources in Uzbekistan through leveraging climate and carbon funds.

Financing (in USD Million)

Amount

Total Project Cost 45.00

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]

The Project is in line with the overarching goal of CPF 2022-26 to support the implementation of the next phase of reforms in the transition toward an inclusive and sustainable market economy in Uzbekistan. Specifically, the proposed Project would contribute to the following objectives of the Uzbekistan CPF 2022-26: (i) Objective 1.4

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"Improve the infrastructure for competitiveness and connectivity"; (ii) Objective 3.1 "Decarbonization and the greener development of industry and the economy"; and (iii) Objective 3.3 "More efficient use of natural resources".

The proposed Project will support the implementation of the next phase of energy reform through providing innovative climate and carbon funds for the highest priority reform needs. This operation is designed with two key components, which will be also backed up by an associated World Bank-executed technical assistance. Leveraging climate and carbon funds to facilitate the Government of Uzbekistan (GoU) clean energy transition initiatives and funding critical reform needs for the first time in Uzbekistan and Central Asia region makes this operation outstanding in its nature. Carbon transaction envisaged under this operation will be a first-of-its-kind-of operation in Central Asia and will pave the way for further replicating such operations not only in the energy sector but also economy-wide as well as in neighboring countries, per the countries' climate commitments under the Paris Agreement.

Component 1: Payments for measured, reported and verified emission reductions (ERs) encompasses the results-based payments under the Emission Reductions Payment Agreement (ERPA). Emission Reductions will be generated due to the change in end-user energy demand resulting from the increase in electricity and natural gas tariffs. Initial modeling results indicate that the historical and forecasted tariff adjustments would generate around 30 MtCO2e over the 2023-2027 project period. Annual payments will be made based on the amount of ERs generated and contracted in the previous year every year. The payments will reflect the volume and price outlined in the ERPA to be agreed with the GoU during the proposed Project preparation and appraisal.

Component 2. Payments for measured, reported, and verified Internationally Transferred Mitigation Outcomes (ITMOs) will support a pilot carbon market transaction under Article 6.2 of the Paris Agreement. The underlying activity, measurement, reporting and verification of ERs and payments schedule will be outlined in the Mitigation Outcomes Purchase Agreement (MOPA) to be signed with the GoU. The underlying activity - the change in end-user energy demand resulting from the increase in electricity and natural gas tariffs - for this agreement is the same as for the Component 1 outlined above. The basis for payments under the MOPA is the verified ERs reported by the GoU and payments will be made annually to GoU for such emission reductions. Meanwhile, under this component, the GoU will need to authorize and transfer a portion of the emission reductions to the Transformative Carbon Asset Facility (TCAF) for distribution to the carbon market buyers. This will require GoU to undertake the necessary tracking and reporting as required by the Paris Agreement and the transferred portion of emission reductions will become ITMOs and will not be able to be used by Uzbekistan for their Nationally Determined Contributions (NDC).

The proposed project will be accompanied by a technical assistance (TA) with an estimated amount of up to US\$2 million to be funded by TCAF and administered by the World Bank. The TA will play a critical role in developing the institutional capacity of the GoU stakeholders to fulfill its NDC goals towards "development of a state system of inventory, reporting and control of greenhouse gas (GHG) emissions". A draft Policy Implementation Support Plan (PISP) has been prepared by the GoU towards that goal, which provides stepwise actions to prepare for Article 6 collaboration. It is structured around two main sections: (i) strategizing for Article 6 engagement, which explores high-level opportunities, risks and conditions for such engagements, and identifies key areas to be explored for an engagement strategy; and (ii) governing Article 6 collaboration, which explores the necessary governance and institutional frameworks that need to be developed to guide and implement Article 6 collaboration.

D. Environmental and Social Overview

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D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]

The geographical scope of the proposed Project covers the whole of Uzbekhistan. The energy sector in Uzbekistan is highly dependent on natural gas, accounting for 86 percent of total primary energy consumption, and more than 80 percent of the electricity mix. The price of natural gas for domestic consumption is kept at about 50 percent of the prevailing rate for international export, thus it entails significant implicit subsidies. At the current pace of consumption, the existing proven gas reserves will be depleted within 20 years. Thus, it is crucial to contribute to the country's energy security by improving the efficiency of energy consumption in the sector.

The Poverty and Social Impact Assessment (PSIA) undertaken under the for the Uzbekistan Advancing Uzbekistan's Economic and Social Transformation Project (P179007) found that with rising inflation-adjusted electricity and gas tariffs, poor households are expected to devote a growing share of their household budget to energy and electricity. An assessment of the poverty and distributional impact of introducing cost-recovery electricity tariff rates conducted by the World Bank in 2022 suggested that in the absence of effective mitigation measures as many as 515 thousand people would be pushed into poverty at that time (using the national poverty line of 498K som per person per month). In addition, some especially vulnerable social groups are disproportionately affected by tariff increases. A World Bank assessment found that female-headed households in Uzbekistan find it significantly harder to pay for utilities and in response to shocks are more likely to reduce their food consumption and to need to borrow to pay for basic needs. At the same time, due to higher consumption levels among higher income households the same assessment found that approximately 29 percent of the ongoing (pre-reform) implicit subsidy on electricity consumption accrued to the highest income quintile, compared to less than 13 percent of the benefits accruing to the lowest income quintile. Thus, while increased tariffs would be expected to increase poverty rates, reversing subsidies would also have distributionally progressive impacts.

Reforms in the sphere of social protection since 2017 have strengthened the administration of the social protection system and helped define priorities more clearly. The new social protection strategy for Uzbekistan which codifies the system of basic social protection for all citizens through 2030. It outlines that (i) social protection is extended to all members of society with links between social insurance, social assistance, social care services, and labour market programs; (ii) social protection priorities are aligned with needs and rights; and (iii) designates the form of coordination among agencies involved in social protection design and delivery. With respect to social assistance, the new policy defines the universe of social assistance programs through 2030, and the targeting principles to be used. It also designates the Single Registry as the core administrative mechanism to implement all social assistance programs.

The proposed project aims at increasing the efficiency of energy use by gradual increase of tarriffs to end users and reform the energy sector. The project will have beneficial impact by reducing emissions of Green House Gases. The reducation in Green House Gases will have a dual benefit by responding to the demand to reduce GHG emissions to address climate change at the global level and addressing air pollution at the local level. The project won't finance any civil works.

D. 2. Borrower's Institutional Capacity

The Ministry of Finance (MoF), Ministry of Economic Development and Poverty Reduction (MoEDPR), Ministry of Investment and Foreign Trade (MIFT), Ministry of Energy (MoE), and UzHydromet (UHM) will have joint responsibility to prepare and implement the proposed operation.

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The MoF has been leading the preparation of this operation in collaboration with the above-mentioned agencies. MoF will be the signatory of the ERPA and MOPA to be agreed with the GoU during the Project preparation. MoF, as the current economic regulator, will also be leading the proposed subsidy reform, the underlying activity under this operation, until the new Regulator is established. The MoEDPR, a state body in charge of coordination of green growth agenda, will facilitate the efforts in preparation for establishment of national legal framework for carbon trade, accessing carbon markets and piloting the first carbon transaction under this operation. The MIFT will serve as the central agency for coordination of development partners, including on climate agenda and carbon markets. The MoE will be responsible for implementation of the priority energy reforms, using the proceeds of this operation. UzHydromet, the state focal point for NDC and Paris Agreement, will lead the activities on assessing, quantifying and verifying the expected results of the operation, including potential GHG reductions.

A Governmental Working Group has been established specifically to prepare the proposed Project jointly with the World Bank. The Working Group is led by MoF and comprises representatives from MoEDPR, MIFT, MoE and UHM. The working group will provide overall strategic and policy guidance and facilitate coordination among different Ministries and Agencies during the proposed Project preparation and implementation. E&S specialists should form part of the working group and implementing agencies and which will be determined by appraisal.

The proposed Project is expected to build on the previous and ongoing World Bank projects and activities. The Energy Sector Strategy Programmatic Advisory Services and Analytics (Energy PASA, P168487) co-funded by Electricity Sector Management Program (ESMAP) has been central to providing support to reform areas. The Modernization and Upgrade of Transmission Substations Project (MUTSP, P156584) and Electricity Sector Transformation and Resilient Transmission Project (ESTART, P171683) aim to address bottlenecks in the power grid and enable the large-scale renewable energy integration. Scaling Solar and Wind programs support the deployment of large-scale renewable energy. Clean Energy for Buildings (CEBU, P176060), Industrial Energy Efficiency (UZEEF, P118737), District Heating and Energy Efficiency (DHEEP, P146206) collectively tackle the high energy intensity issue in the main sectors. Of these the MUTSP, UZEEF, and DHEEP were supported under Safeguards Policies. Projects under the Environmental and Social Framework (ESF) include ESTART and CEBU.

The success of the Project, including its intended environmental and social outcomes, hinges on both the national and sub-national government stakeholders' ability to effectively coordinate across ministries and sectors to promote an integrated approach to address drivers of emissions. Hence, strong engagement, consensus and trust building as well as creation of incentives and enabling environments for key stakeholders, including communities, to accept increases higher tariffs from energy from oil and gas and adopt low emission development represent a crucial building block that the project will needs to have in place, strengthen, and continue to maintain. The proposed project will need to ensure meaningful stakeholder engagement, focusing on inclusive outreach with key stakeholders and to broaden safety nets to cover those in need. A social specialist should be assigned for managing the planned communication campaign, broader stakeholder engagement including a feedback mechanism

II. SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating Low

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The environmental risk is rated Low. Project activities will not support or design any kind of physical intervention or civil work. There are four major activities: (i) payments for measured, reported and verified (MRV) Emission Reductions (ERs) generated through reduced use of energy due to the gradual increase of end-user tariffs, (ii) payment from international carbon market for ERs following Article 6.2 of the Paris Agreement, (iii) support implementation of Policy Implementation Support Plan to establish a framework for international engagement, and (iv) distribute funds for Energy Sector Reform Program. All these activities will have positive outcomes by reducing Greenhouse Gas Emissions, which have global and national implications to address climate change and air pollution.

Social Risk Rating Moderate

The social risk has been classified as Moderate. Potential social risks and impacts mainly relate to impacts of changes to tariffs. The project is envisaged to generate positive outcomes from subsidy reform which is expected to create sustainability of the sector and reliability of energy supply and by incentivizing reduced emissions. It is anticipated that the changes to the tariffs from electricity and gas will incentivize energy conservation behaviours from end users (residential, private, commercial, public). The increase in tariffs will be differentiated for residential vs other end users with residential users the increases expected to be marginal and gradual. However, even marginal increases will likely disproportionately impact vulnerable and poor households who are relying on social safety nets or will require support from social safety nets. Micro, small and medium enterprises (MSMEs) may also be disproportionately impacted from the increased tariffs to non-residential end users. As the PSIA has shown that with rising inflationadjusted electricity and gas tariffs, poor households are expected to devote a growing share of their household budget to energy and electricity. That in the absence of effective mitigation measures many would be pushed into poverty at that time. In addition, some especially vulnerable social groups are disproportionately affected by tariff increases in particular that female-headed households find it significantly harder to pay for utilities and in response to shocks are more likely to reduce their food consumption and to need to borrow to pay for basic needs. The changes to tariffs related to electricity and gas is expected to result in an increase in uptake from lower cost energy from renewables and therefore investment in the renewables sector mainly in solar and wind. However, those who will be disproportionately impacted from the tariffs will be the least likely to have money to invest in renewables for lowering their energy costs. These would be the same vulnerable and poor households and MSMEs. If the need to raise tariffs, and how the raise is differentiated for different group, is not well communicated, there may be increasing tension and increase in complaints when impacts are felt. Lack of inclusive engagement and participation of affected stakeholders, including end users and particularly amongst those who may stand to lose out or adversely impacted, may add to the risk level. There is also the potential for unrest and protest from those who will be feeling the impacts of the increases in tariffs as well as the near-poor and middle class. It will be key to ensure targeted communication campaigns to these groups, and that those groups that will be disproportionately impacted are meaningfully engaged and informed of what measures are in place including through social safety nets. There will be no investments in physical infrastructure nor procurement of any goods for management systems related the Measurement, Reporting, and Verification (MRV) system for the energy sector to be established through the proposed Project. The only support is expected to be through capacity building and through the TA. As such only civil servants and consultants will be the workers for Project. There will be no land acquisition which would result in any economic or physical displacement nor restrictions on land use.

B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1. General Assessment

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ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Overview of the relevance of the Standard for the Project:

The proposed Project is a national project and implemented all over Uzbekistan for five years. The project will provide up to US\$45 million as payments for MRV Emission Reduction to facilitate the transition of GoU's to clean energy. The emission reduction is expected to be achieved by gradual increase in end user tariffs and reforming the Energy Sector. The Carbon transaction envisaged under this operation will be a first-of-its-kind-of operation in Central Asia and will pave the way for further replicating such operations not only in the energy sector but also economywide as well as in neighboring countries, per the countries' climate commitments under the Paris Agreement.

Based on the information provided at the concept stage, the project will positively impact by improving energy use efficiency with direct implication to reduce Green House Gases. No civil works are planned and as result ESS3, ESS6 and ESS8 will not be relevant for the operation. All necessary E&S processes and procedures consistent with the ESS1 will be further screened and incorporated upon more clarity during preparation and appraisal, to ensure full compliance with the World Bank Environmental and Social Framework (ESF).

There will be no investments in physical infrastructure nor procurement of any goods for management systems. Potential social risks and impacts mainly relate to impacts of changes to tariffs and potential impacts from resultant of scaling up of renewable energy sources. The increase in tariffs, even if marginal and gradual, have the potential to disproportionately impact vulnerable and poor households who are relying on social safety nets or will require support from social safety nets. MSMEs may also be disproportionately impacted from the increased tariffs to non-residential end users. As the PSIA has shown, female-headed households in Uzbekistan find it significantly harder to pay for utilities and in response to shocks are more likely to reduce their food consumption and to need to borrow to pay for basic needs. This would result in adverse impacts to health and well-being of these households with vulnerable members of the household most at risk.

The changes to tariffs related to electricity and gas is expected to result in increase in uptake from of energy from renewables and investment in the renewables mainly from solar and wind. However, those who will be disproportionately impacted from the tariffs will be the least likely to have money to invest in renewables for lowering their energy costs. These would be the same vulnerable and poor households and MSMEs.

To understand any disproportionate social impacts and risks as a result of increases in tariffs analysis as undertaken for the PSIA should be similarly done for this Project and prior to increase in the tariffs. Based on the findings of the analysis measures could be designed or existing measures revised to address the impacts. This will require coordination and co-operation with agencies providing social safety nets and which is expected to be facilitated through the Bank's projects on social protection and specifically the roll out of the Single Registry of social protection and works on strengthening the social assistance delivery systems. This will be also supported by the Bank's analytical engagement in social protection. Capacity could also be built for regular monitoring and undertaking of the analysis with relevant stakeholders in government including those who are responsible for the monitoring of social safety nets.

A communication campaign is planned as part of the Project which builds on support that the Bank has provided to the GoU towards a communication. This addressed: raising public awareness of the current situation, the need for changes, and the nature of Government programs in the energy sector; effective messages and mechanisms to

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improve interaction with consumers; and motivating target population groups to change their behaviour in relation to electricity consumption, gas and heat supply and energy saving. There may be increasing tension and increase in complaints when impacts are felt. Thus, the preparation of a Stakeholder Engagement Plan (SEP) that sets out communications to various groups on the reforms planned as part of this project, as well as measures put in place to address any risks and impacts as well as benefits, will be critical. Lack of inclusive engagement and participation of affected stakeholders, including end users and particularly amongst those who may stand to lose out or adversely impacted, may add to the risk level. It will be key to ensure targeted communication campaigns, and that those groups that will be disproportionately impacted are meaningfully engaged and informed of what measures are in place including through social safety nets. The SEP should also include messaging on social safety nets and who would be legible for any benefits.

An Environmental and Social Commitment Plan (ESCP) and the SEP will be prepared prior to appraisal, disclosed, and consulted upon including with representatives of end users and sample of end users.

Areas where "Use of Borrower Framework" is being considered:

The Borrower's framework will not be used in part of full for this Project. However, the proposed Project will comply with relevant national legal and regulatory requirements.

ESS10 Stakeholder Engagement and Information Disclosure

As part of the Project a communication campaign is planned to accompany the proposed subsidy reforms. This will build on the findings from a high-level social survey that was undertaken to understand the public perception of energy services, their concerns and willingness to pay.

The findings of survey identified the following stakeholder groups: -all residents of Uzbekistan; urban and rural population (local communities and rural activists); low-income and vulnerable groups of the population; business community, including industrial and commercial organizations (small and medium businesses, individual entrepreneurs); state, national, regional and district authorities, local governments; energy companies; international organizations and partners; and the media and public opinion makers.

Added to these could be academic institutions and civil society organization particularly those representing end users on costs of energy. The report does not capture well information on vulnerable groups – though the PSIA does provide some information, more analysis could be undertaken as part of preparation to understand different vulnerabilities and related groups.

The report on the survey also contains high level stakeholder analysis that the SEP could build on particularly around managing environmental and social risk and in particularly on the reaction to increased tariffs from the various stakeholder groups. A public opinion survey was also undertaken, which would form a basis for mechanisms for meaningful engagement and with whom and on what. The report also considers different channels for communication, including use of social media, for different types of messaging. Some of the feedback reinforces that increases in tariffs will be challenging for MSMEs.

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The report provides a good starting point for messaging on building awareness on tariff reforms and plan for content of each material for the recommended target groups and on type of information. The planned communications campaign to raise awareness on reforms and raises in tariffs should be one element of the SEP. The SEP would need to also capture information to be shared on measures to address risks and impacts, including on safety nets. It is not sufficient just to raise awareness on the reforms and benefits but how the impacts of these will be addressed. The SEP should also provide details of the grievance mechanism (GM) that will be in place and how it will function to capture feedback as well as any complaints from end users. The GM will be maintained throughout project implementation with dedicated resources and staff time for GM management. The PIU will compile an annual report summarizing stakeholder engagements, and implementation of the grievance mechanism. This report will provide a summary of all public consultation issues, grievances received and progress of resolution.

The GM together with the SEP will be publicly disclosed, consulted on, and revised.

B.2. Specific Risks and Impacts

A brief description of the potential environmental and social risks and impacts relevant to the Project.

ESS2 Labor and Working Conditions

The project will involve only civil servants and consultants. Civil servants will remain subject to the terms and conditions of their public sector employment. The Project will not be supporting any works or procurement of goods. As part of preparation assessment will be undertaken of access to grievance mechanisms for both civil servants and by consultants, if these are lacking these will form part of the Project Operation Manual (POM).

The expected resultant changes towards renewable energy, if realized, has the potential to increase in investments in using solar and wind for renewable energy. The project therefore represents an indirect risk related to supply chain related to sourcing materials for solar energy. As part of preparation an assessment will be made to see if there is ability to influence any guidelines or standards, including procurement, for investments in solar to take into consideration prohibition of materials produced through forced and/or child labour. While a low risk, the project will nevertheless include measures to prevent SEA/SH through Codes of Conduct, the GMs and awareness-raising.

ESS3 Resource Efficiency and Pollution Prevention and Management

The standard is not relevant. The project won't support any physical activity or civil work so no pollution or inefficient utilization of resources expected.

ESS4 Community Health and Safety

Increases in energy tariffs will likely impact poor and vulnerable households disproportionately. Whilst the increases to residential end users are expected to be marginal and gradual these will still adversely impact these groups. These will have resultant impacts on health and well-being of vulnerable individuals and households as they make decisions on what to prioritise out of the household budget.

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The PSIA already identifies female-headed households in Uzbekistan find it significantly harder to pay for utilities and in response to shocks are more likely to reduce their food consumption and to need to borrow to pay for basic needs. This would result in adverse impacts to health and well-being of these households with vulnerable members of the household most at risk. It is recommended that these assessments inform project preparation as well be undertaken regularly as part of project implementation and the information is generated to better understand impacts based on different vulnerabilities.

For those who are already in receipt of benefits and others who will likely need this support it will be important to coordinate with the relevant agencies and ensure information is made available so that those entitled can access benefits from social safety nets. To support this co-ordination and access to benefits it is expected that the Project will rely on ongoing work in the social protection sector, specifically Strengthening Social Protection Systems Project (SSPS P166447) which among other things supports the roll out of the Single Registry of social protection and works on strengthening the social assistance delivery systems. This will be also supported by the Bank's just in time analytical engagement in social protection through the Uzbekistan's Social Protection Strategy implementation support (P179948).

There is also the potential for unrest and protest from those who will be feeling the impacts of the increases in tariffs as well as the near-poor and middle class. It will be key to ensure targeted communication campaigns and social safety net programs for these groups.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

This standard is not relevant. The project will support electricity and gas support tariff reform. This will not result in any land acquisition or restrictions on land use.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

The standard is not relevant. The proposed project will not finance any civil work that will have adverse impacts on biodiversity and natural habitats

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

This standard is not relevant as there are no Indigenous Peoples, who meet the definition of this standard, in Uzbekistan.

ESS8 Cultural Heritage

This standard is not relevant. The project will support electricity and gas support tariff reform. This will not result in any impacts or risk to tangible and intangible cultural heritage.

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ESS9 Financial Intermediaries

This standard is not relevant. The project does not support any financial intermediaries.

B.3 Other Relevant Project Risks

All relevant risks that have been identified are summarized against each of the standards.

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways

No

OP 7.60 Projects in Disputed Areas

No

III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

A. Is a common approach being considered?

No

Financing Partners

N/A

B. Proposed Measures, Actions and Timing (Borrower's commitments)

Actions to be completed prior to Bank Board Approval:

- SEP with GRM and ESCP prepared, disclosed and consulted on prior to appraisal
- Grievance mechanism for workers as part of POM

Possible issues to be addressed in the Borrower Environmental and Social Commitment Plan (ESCP):

At the minimum, the ESCP will include requirements for the following:

- implement worker mechanism as part of POM
- implement SEP and communication campaign and establish and operationalise Project-level feedback and grievance mechanism
- undertake regular analysis prior to raising tariffs and identification of those vulnerable to shocks and in need of safety nets, co-ordination with relevant agencies for outreach for social protection
- report to the Bank on the environmental and social performance of the Project as part of the established progress reporting procedure.

IV. CONTACT POINTS

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Borrower/Client/Recipient

Borrower: The Republic of Uzbekistan

Implementing Agency(ies)

Implementing Agency: Ministry of Finance

Implementing Agency: UzHydromet

Implementing Agency: Ministry of Energy

Implementing Agency: Ministry of Investment and Foreign Trade

Implementing Agency: Ministry of Economic Development and Poverty Reduction

V. FOR MORE INFORMATION CONTACT

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VI. APPROVAL

Public Disclosure

Task Team Leader(s): Jason James Smith, Maksudjon Safarov

Practice Manager (ENR/Social) Varalakshmi Vemuru Recommended on 20-Dec-2022 at 01:22:17 GMT-05:00

Safeguards Advisor ESSA Abdoulaye Gadiere (SAESSA) Cleared on 20-Dec-2022 at 13:37:43 GMT-05:00

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