



BPA FILE

Green in Focus: Sustaining our Future

**March 2026 Edition
Newsletter**



2026
MARCH
NEWSLETTER



Our Mission

To support socio-economic development through the utilization of natural resources for energy generation in a safe, reliable and cost-efficient manner.

Our Vision

To be the leader in the renewable energy industry in the sub-region.

Our Core Values

Safety
Innovation
Trust

Teamwork
Integrity
Commitment



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EDITOR'S NOTE

Happy New Year everyone,

As we step into a new year and a new chapter, I'm delighted to welcome you to the very first edition of our 2026 newsletter. A fresh calendar always brings with it a sense of possibility, and this year is no exception.

We are grateful to all staff for their contribution and input in the past year. Thank you for staying with us, your criticism and feedback are much appreciated. The Editorial team is fired up to bring you timely updates and make reading of the newsletter more entertaining.

Our goal with this publication is simple yet ambitious: to keep you informed, inspired, and connected. Each edition will highlight the stories shaping our community, share insights from thought leaders, and provide updates on the projects and initiatives that matter most.

In this edition, you will find reflections on the year ahead, practical resources to support your work, and a spotlight on voices that deserve to be heard.

From leadership reflections to staff celebrations, operational updates, and community impact, the stories within highlight both our progress and our people.

We bring you updates from across the various departments in the Authority. We hope this newsletter becomes not just a source of information, but a space where ideas spark and conversations begin.

Thank you for joining us on this journey. Here's to a year of growth, collaboration, and meaningful progress.



MESSAGE FROM AG. CEO

ING. KOW EDUAKWA SAM



Dear Colleagues, Partners and Stakeholders,

I extend my warmest greetings to you all. I am pleased to share the progress we have made together at Bui Power. Our commitment to delivering reliable, sustainable, and innovative energy solutions remains at the heart of everything we do.

I wish to commend our employees, whose professionalism and ingenuity remain the principal driver of our performance and ensure we meet operational objectives while upholding the values, standards of excellence, accountability and sustainability that define Bui Power Authority.

We are committed to the continuous development of staff which is evident in the recent training and graduation of thirty (30) engineers from the Operations and Maintenance Unit at the Power Operations Department.

This is a part of the broader review of the HR processes and capacity building across all levels to enhance efficiency and employee satisfaction.

During the quarter, the Board of Directors conducted an on-site tour of our facilities and project locations. Their inspection included the 50MWp solar farm under construction at Yendi, the additional 100MW land-based and

20MW floating solar installations at the Bui Generating Station (BGS), and the 50MWh Battery Energy Storage System (BESS) at BGS, which provides critical grid support through intermittency control, frequency regulation, and peak shaving for off-takers.

This allowed for direct assessment of construction progress, equipment upgrades and environmental safeguards.

To our stakeholders, including partners, regulators, and investors, we reaffirm our pledge to prudent governance and accountable stewardship of assets.

Together, with the continued support of our partners and the dedication of our workforce, we are building a stronger foundation for Ghana's energy future.

03 FIRST QUARTER PERFORMANCE STATISTICS OF THE BUI HYDRO GENERATING UNITS

The performance of the Bui Hydro Generating Units during the period under review indicates generally high availability and operational reliability across the plant.

Unit 1 recorded an availability of 98.23% and a capacity factor of 44.54%, reflecting the highest energy contribution during the period.

Unit 2 recorded an availability of 93.38% and a capacity factor of 27.84%, indicating comparatively lower loading, while maintaining a utilization factor of 80.65% when available.

Unit 3 recorded the highest availability of 99.23%, with a capacity factor of 40.70%, demonstrating consistent performance.

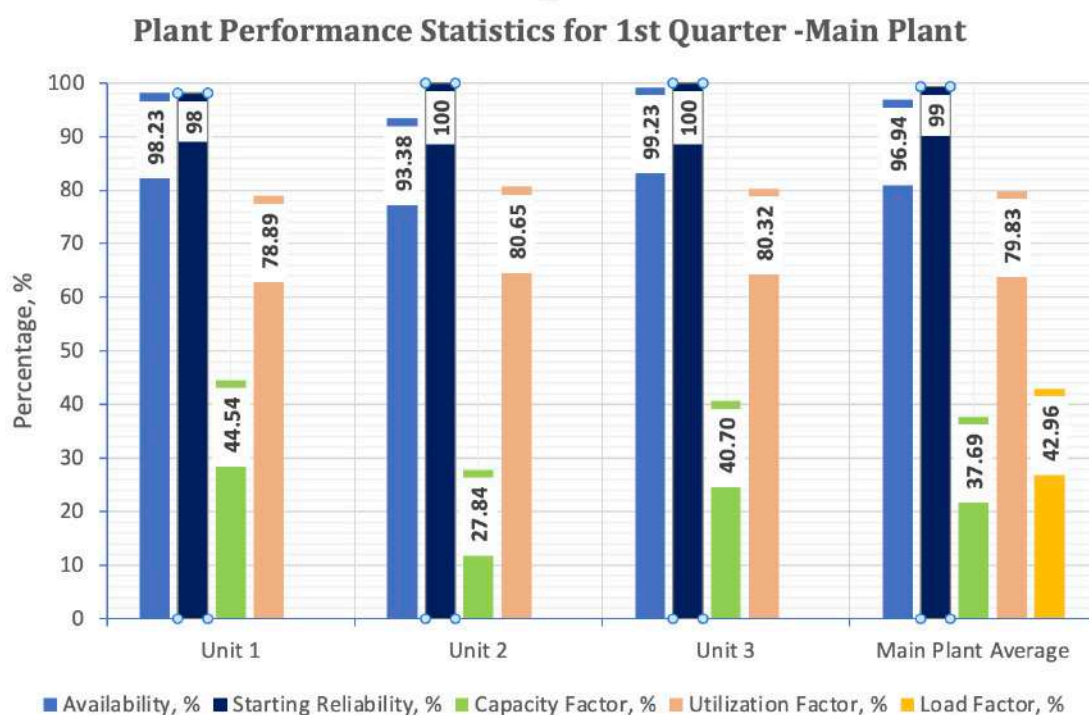
Overall, the Main Plant recorded an average availability of 96.94% and a capacity factor of 37.69%, influenced primarily by prevailing hydrological conditions.

The utilization factor of 79.83% indicates effective use of available capacity, while the load factor of 42.96% reflects moderate loading of the plant, largely constrained by water availability.

All units were available for dispatch throughout the months of January to March, 2026, except during scheduled quarterly maintenance outages. Overall, plant performance remained stable, supported by effective coordination of maintenance, dispatch, and water management.

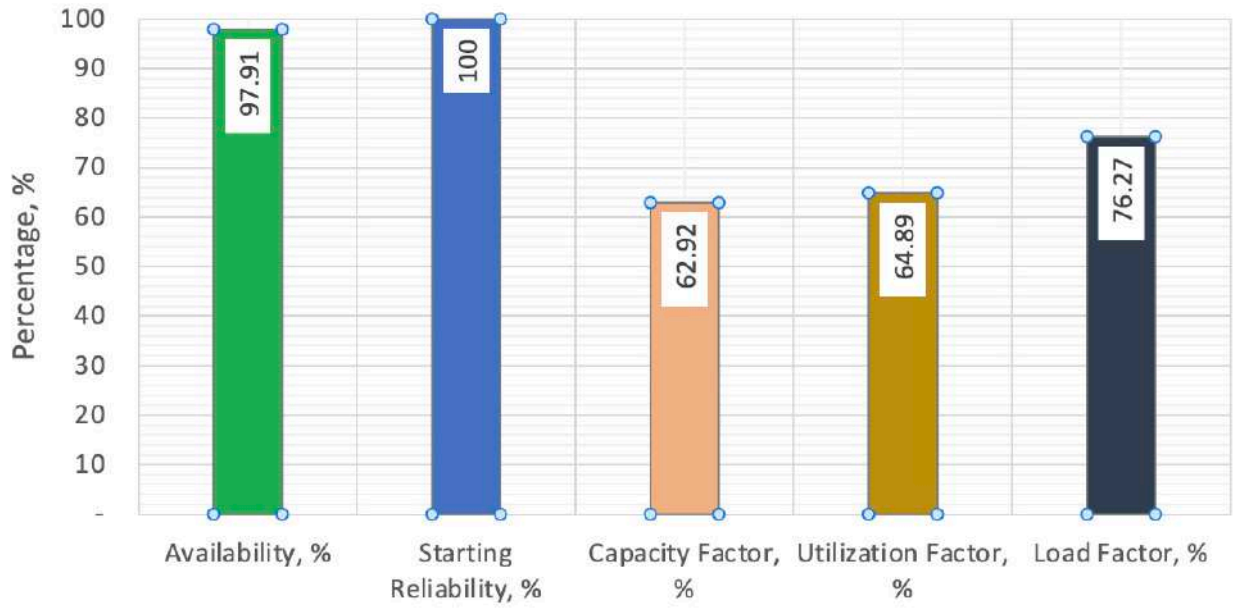
Below is a detailed performance statistics for the Main Plant and Turbinette.

Plant Performance Statistics for 1st Quarter- Main Plant



Turbinette Performance Statistics as of Q1 Quarter

Turbinette Performance Statistics as of Q1 Quarter



04 BPA BOARD OF DIRECTORS TOURS ONGOING 50MWP SOLAR PROJECT IN YENDI



On February 18, 2026, the Board of the Bui Power Authority, led by Board Chairman Hon. Ambassador Kwadwo Nyamekye-Marfo, paid a courtesy call on the King and Overlord of the Dagbon Traditional Area, His Royal Majesty Ndan Yaa Naa Abukari II, at the Gbewaa Palace in Yendi as part of its familiarization tour of the Authority's key projects in the Northern Region.

Welcoming the delegation, the Yaa Naa noted that consistent engagement between public institutions and traditional authorities is important to the success of major infrastructure projects. He reiterated his view that the Northern part of Ghana has a high potential of being used as the country's

solar power generation hub, given its strong solar resource, high irradiation and strategic location. Accordingly, he prays for numerous solar PV plants to be installed in many other places in the Northern regions to realize this potential to meet Ghana's increasing load growth. He expressed confidence in the collective leadership of the BPA Board, Management and Staff, acknowledging their efforts to expand Ghana's Renewable Energy capacity to achieve energy sufficiency.

In his response, the Board Chairman thanked the Yaa Naa for the reception and support. He stated that the Authority remains focused on delivering practical energy solutions and described the Yendi Solar Project as an important part of that direction.



The Board also paid a courtesy call on the Galgu Naa, who also encouraged BPA to exhaust all efforts to complete the Yendi Solar Power Project as scheduled to deliver the expected benefits to Yendi and Ghana at large.



With the shared understanding, the delegation, joined by the Yendi Municipal Chief Executive, Hon. Sugri Muniru, then moved to the Yendi Generating Station to inspect the 50MWp solar PV project under construction at Galigu. Management and the project contractor took the Board through progress made so far, covering installation of the ground-mounted solar panels, works on the 5km access road, and development of staff accommodation.

After the detailed site briefing by the contractor, the Board Chairman raised concerns about compliance with the agreed timelines. He stressed the need for strict adherence to the project schedule, pointing to the Authority's target to commission 35MW under Phase 1 of the 50MWp project by May 2026 by H.E. President Mahama. He made it clear that meeting this deadline is non-negotiable, given the project's role in strengthening supply to the national grid and supporting Northern Ghana's growth.



05 *BPA BOARD OF DIRECTORS ENGAGES BUIPEWURA ON PROPOSED BUIPE SOLAR PV PROJECT*



On 19th February, the Board of Directors of the Bui Power Authority paid a courtesy call on Buipewura Abdulai Jinapor II, Paramount Chief of the Buipe Traditional Area, as part of its engagement with key stakeholders for the proposed solar project in Buipe.

Welcoming the delegation, the Buipewura commended the Authority for its commitment to expanding renewable energy infrastructure and expressed strong support for the solar initiative.

He noted that the implementation of the Buipe Solar PV project has not seen the light of day for several years. He therefore encouraged the Board to exhaust all possible efforts to bring this project to fruition before the expiration of their tenure for the people of Buipe and Ghanaians at large to reap the expected benefits of enhanced power supply for both domestic and industrial/agricultural use, job creation among others. By so doing the Board will not

only make a difference but leave a legacy just as successful Ghanaians like President Nkrumah, President Rawlings, President Kuffour, President Mahama to name but few have done so by contributing immensely to the country's power infrastructural development. He also indicated his strong commitment to assist in his capacity to realize the implementation of the Buipe Solar PV Project.

In his response, Board Chairman Kwadwo Nyamekye-Marfo thanked the Chief for his guidance and continued support.

He emphasized the Board's commitment to advancing the project in line with national renewable energy priorities and assured the traditional leadership that the Authority remains focused on delivering the project to benefit the Buipe community and the country at large.



06 RENEWABLE ENERGY UPDATE

The Renewable Energy Department (RED), on behalf of Bui Power Authority (BPA), has successfully commissioned an electric vehicle charging station.

As part of the commissioning activities, the team conducted a test drive from the solar farm through Banda Nkwanta, Bamboi, Wenchi, and Techiman to validate the operational performance of the electric buses and charging infrastructure.

The test drive outcomes confirmed the successful completion of charging cycles for both Bus 1 (GE-6311-25) and Bus 2 (GE-6337-25), each achieving an average charging power of 133 kW.

The charging sessions and subsequent road tests were executed without any faults or interruptions, demonstrating a high level of operational reliability and system stability.

In addition, the Huawei technical team carried out charging and discharging tests on the 20 MWh Battery Energy Storage System (BESS) as part of preparations toward its commissioning.

The BESS is designed to ramp up and smooth solar power output by mitigating solar intermittency, thereby improving



Fig. 1 Commissioning of the EV Buses with the Huawei team

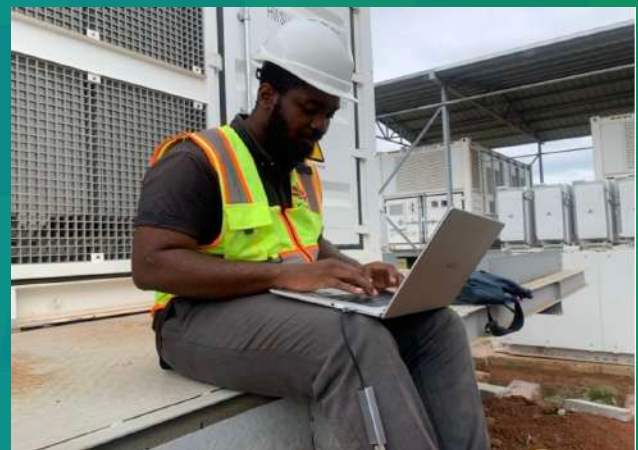
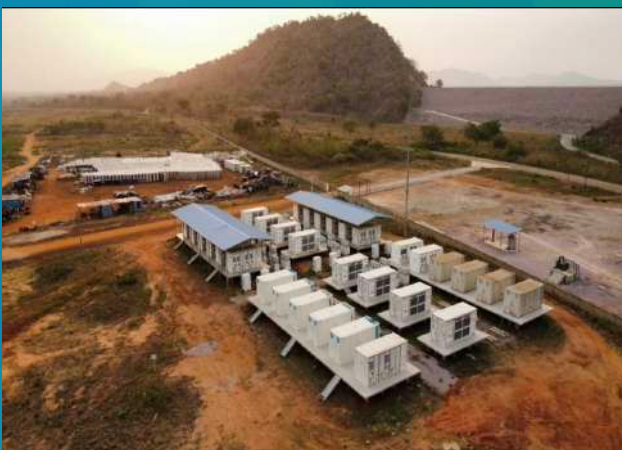


Fig. 2 BESS Charge and discharge test performed by the Huawei team

power stability and supporting increased solar energy penetration into the grid.

Furthermore, work is progressing steadily on the second phase (50 MW) of the 100 MW solar project.

Current activities on site include the construction of transmission lines from the solar site to the switchyard, ramming of screw piles, expansion works at the switchgear room, and comprehensive electrical testing of transformers, including transformer oil tests.

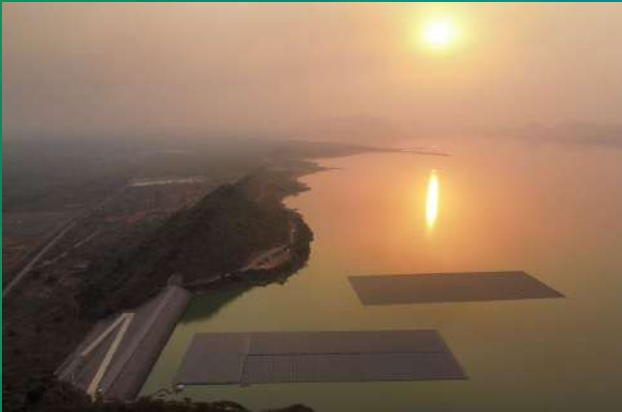


Fig. 3 completed installation of 5MW mounting structures for the 20MW floating solar project



Fig. 4 100MW Solar Project Switchgear room expansion electrical test ongoing on switchgears



Fig. 5 Transmission lines from solar site to the switchyard under construction

07

GRADUATION CEREMONY- O&M ENGINEERS



Bui Power Authority (BPA) on Friday, 23rd January 2026, held a graduation ceremony for participants of its Operations and Maintenance Training Program at the Bui Generating Station.

The six-month programme forms part of BPA's capacity-building strategy to strengthen technical competence and promote sustainable plant operations.

A total of 30 staff from the Power Operations Department successfully completed the training, which was implemented in collaboration with the Volta River Authority (VRA).

The programme combined classroom instruction with hands-on practical training.

Delivering a speech on behalf of the Acting Chief Executive Officer, Ing. Kow Eduakwa Sam, the Deputy CEO for Engineering, Operations & Technical, Ing. Samuel Nimako-Boateng expressed appreciation to the VRA Academy for its support

and urged graduates to share their knowledge to promote operational excellence.

The Business and Commercial Manager at VRA, Rita Sosu encouraged the graduates to apply the knowledge and skills acquired to advance the BPA's efforts for organizational efficiency and national development.





08 BPA DISTRIBUTES STREETLIGHTS AND ENERGY-EFFICIENT BULBS TO COMMUNITIES WITHIN BGS

In line with the Corporate Social Responsibility mandate of the Authority and its commitment to improving the living conditions of communities within its operational areas, BPA through the Community Relations Unit in December, distributed two hundred (200) streetlights and one thousand (1,000) energy-efficient bulbs to communities within the BGS enclave.

The exercise was carried out on behalf of the Acting Chief Executive Officer, Ing. Kow Eduakwa Sam and Management of BPA as part of ongoing efforts to enhance safety, security, and general well-being within the area.

The primary objectives of the distribution are to improve night-time visibility within the communities, enhance safety and security of lives and property, support social and economic activities after dusk, promote the use of energy-efficient lighting systems and contribute to the overall beautification and development of the BPA enclave.

The beneficiary communities and Institutions included Bui, Dokokyina, Bator Akanyakrom, Lucene, Brewohodi, Dam Site, the Game and Wildlife and the Banda district assembly.





09

UENR DELEGATION EXPLORES THE ESTABLISHMENT OF A SATELLITE CAMPUS AT THE BUI GENERATING STATION

A 10-member delegation from the University of Energy and Natural Resources - UENR, led by Ing. Prof. Emmanuel Kwasi Nyantakyi and Ing. Prof. Samuel Gyamfi, visited the Bui Generating Station to discuss establishing a satellite campus in the Bui area. The visit aimed to assess land, evaluate infrastructure, and consider environmental and social factors while mapping stakeholders.

During the visit, Ing. Cyril Ankrah, speaking on behalf of the Acting CEO, reaffirmed the Bui Power Authority's (BPA) commitment to the Bui City Initiative. He highlighted the importance of the UENR satellite campus in achieving strategic goals, as it will drive population growth and development in the area. He noted Bui City's green energy facilities and proximity to Bui National Park are aligning well with UENR's mission.

This campus would attract students interested in practical development in engineering and natural resources.

Additionally, operating in Bui City and focusing on green energy would enhance the institution's sustainability profile, boosting its global reputation and financial opportunities.

The delegation toured BPA facilities and engaged with staff, management, local government heads, traditional leaders, assembly members, and other stakeholders, including the Northern Development Association (NDA).



10 *BPA HOSTS RTI COMMISSION FOR STAFF SENSITISATION ON THE RIGHT TO INFORMATION ACT*



On Thursday, March 12, 2026, the Bui Power Authority (BPA) hosted officials from the Right to Information (RTI) Commission for a sensitisation programme aimed at enhancing staff understanding of the Right to Information Act and its implications for public institutions.

The presentation was led by Vincent Bediako Appau, Senior Manager, Enforcement, Investigation and Compliance at the RTI Commission, supported by his team made up of Deborah Nkyi-Perkoh, Akua Afriyie Agyekum, Iris Wagner, and Eugene Baffour Berko.

Staff of the Authority were guided through the key provisions of the Act, including its purpose, exemptions, procedures for accessing information, and the responsibilities of public institutions in responding to requests.

The facilitators also emphasized sanctions for non-compliance and underscored the importance of transparency and accountability in public service.

An interactive Q&A session allowed staff to seek clarification and gain practical insights into the implementation of the Act.

In his closing remarks, Ing. Samuel Nimako Boateng, Deputy Chief Executive Officer in charge of Engineering Operations and Technical, urged staff to strictly adhere to the established protocols when handling public information requests, reinforcing BPA's commitment to openness and good governance.

The sensitisation programme forms part of BPA's proactive efforts to equip staff with the knowledge required to fulfill its obligations under the law while promoting transparency and effective communication with stakeholders.





11 SOD CUTTING CEREMONY FOR THE CONSTRUCTION OF AN AIRSTRIP AT BGS

As part of efforts to enhance security within the Bui enclave, the government of Ghana in partnership with the German government under the auspices of the Bui Power Authority have commenced work on the construction of an airstrip and Air Force base to address threats to the Bui Dam and the country at large.

On Friday December 12, 2025, a Sod Cutting ceremony was held at the proposed site on the Bamboi-Jogboi stretch, to commence the construction of this strategic security infrastructure. This historic event was graced by the DCEO EOT Ing. Samuel Nimako-Boateng, on behalf of the Ag. CEO, Ing Kow Eduakwa Sam and the Board of Directors and was ably supported by a team of Directors and Managers of the Authority.

Ing. Nimako-Boateng, reiterated the relevance of the airstrip and Air Force base in proximity to the Bui Hydro Dam, noting that the project construction and its successful completion will complement other efforts to curb the threat of illegal mining activities to the Dam, ensure

the Dam security and its efficient operation, protect the natural resources in and around the enclave and facilitate logistics and supply chain management.

He pledged the Authority's commitment to ensure the project's timely completion.

The Commander of The Air Force Command, Bui, Air CMD K. K. Atiemu, in his welcome address, expressed the Air Force's profound gratitude to the German government, government of Ghana and Bui Power Authority for the partnership and support for the project by ceding land and providing other logistical support for the project.

He said the project will provide employment opportunities for people within the project and upon completion improve the general security situation in and around the Bui Generating Station by enabling rapid Military response to both internal and external threats, enhancing aerial surveillance.



12 INAUGURATION OF THE ENTITY TENDER COMMITTEE

As part of efforts to strengthen our institutional governance and accountability, Bui Power Authority (BPA) inaugurated members of the Entity Tender Committee (ETC).

The Entity Tender Committee is a formally established, mandatory body within a public procurement entity (such as a government ministry, department, or agency) responsible for governing, reviewing, and approving procurement activities to ensure compliance with legal frameworks.

During the ceremony, members of the committee reviewed and approved the BPA's 2026 Procurement plan, a crucial step in aligning the entity's procurement framework with statutory requirements.

In his remarks, the Chairman of the Committee, Ing. Kow Eduakwa Sam, admonished members to demonstrate commitment to the task ahead and also discharge their duties with dignity, transparency, and integrity.

The establishment and empowerment of the Entity Tender Committee enhances credibility, fosters public trust, and contributes to the broader national agenda of good governance and sustainable development.

Below are the members of the committee :

1. Ing. Kow Eduakwa Sam - Chairman
2. Ing. Samuel Nimako-Boateng
3. Mrs. Jemima Fayah
4. Ing. Kwaku Sarpong Akosa
5. Mr. Maxmillian Acquah
6. Mr. Franklin Nana Addai, Esq.
7. Mr. Issac Nsarko Biney
8. Ing. Mrs Rita Ohene Sarfo
9. Surv. John Alex Dadzie
10. Mr. Richmond Boadaa

13 *BPA CONTRIBUTES TOWARDS THE BII-KUNUTO EDUCATION FUND*

The Bui Power Authority, on Saturday, January 24, 2026, supported the Bii-Kunuto Education Fund, an initiative by the Overlord of the Gonja Traditional Area, Yagbonwura Bii-Kunuto Jewu Soale I, aimed at improving access to education for young people in the Savannah Region.

The Acting Chief Executive Officer of the Bui Power Authority (BPA), Ing. Kow Eduakwa Sam, represented by the Deputy CEO in charge of Finance and Services, Mrs. Jemima Fayah, made a donation on behalf of the Authority to support the Fund.

The contribution demonstrates BPA's commitment to supporting community-focused initiatives that build human capital within and beyond its operational areas.

The Yagbonwura expressed appreciation for BPA's support and called on other institutions and individuals to contribute to the Fund's long-term success.



The Minister for Energy and Green Transition, Hon. Dr. Abdulai Jinapor; the Deputy Minister for Education, Dr. Clement Apaak; the Deputy Minister for Lands and Natural Resources, Hon. Alhaji Yusif Sulemana; the Deputy Minister for Roads and Highways, Hon. Alhaji Alhassan Sayibu Suhuyini; and the Governor of the Bank of Ghana, Dr. John Pandit Asiama, among other distinguished dignitaries, graced the ceremony.

They commended the Overlord of the Gonja Kingdom for his visionary and transformational leadership, which continues to bring hope and progress to the people of Gonja.



14 *CSR UPDATE: AKYEMANSA COMMUNITY PROJECTS*

As part of our Corporate Social Responsibility projects, the Bui Power Authority continues to invest in educational infrastructure within underserved communities.

On 21 January 2026, a joint inspection was undertaken with the Akyemansa District Assembly to assess progress on two ongoing classroom projects in the District.

At Adjobue R.C. Basic School, construction of a three-unit classroom block has reached approximately 35 percent completion.

The structure is fully roofed, positioning the project for the next phase of works, which includes internal and external plastering, painting, installation of doors and windows, electrical fittings, and floor finishing.

The project scope extends beyond classrooms to include an office, store and library, a six-seater W/C toilet facility, as well as the drilling and mechanization of a borehole fitted with an overhead polytank to improve access to potable water.

During the visit, the Headteacher expressed appreciation for the intervention and appealed for an accelerated pace of work to enable timely use of the facility.

Similarly, works at Akyekrom Presby Basic School have progressed to the roofing stage, with roofing sheets partially installed at the time of inspection. The structural framework is complete, and finishing works will commence once roofing is finalized.

This project involves the construction and furnishing of a six-unit classroom block with office, store and library facilities, in addition to a six-seater W/C toilet facility and a mechanized borehole with overhead poly tank.

Community members expressed gratitude to the Authority and the District Assembly and conveyed their anticipation for the project's completion.

Overall, both projects are progressing steadily at an average completion level of about 35 percent.

The works are being executed under a Memorandum of Understanding signed on 21 December 2022 between the Bui Power Authority and the Akyemansa District Assembly.

Upon completion, the facilities will significantly enhance teaching and



learning conditions in Adjobue, Akyekrom and surrounding communities, while the provision of sanitation and potable water infrastructure ensures a broader and more sustainable impact.

Through targeted investments such as these, the Authority continues to deliver practical, long-term value to its host and beneficiary communities.





15 ***DISTRIBUTION OF END-OF-YEAR GIFTS TO RESETTLEMENT HOUSEHOLDS***

As part of its continued efforts to strengthen the relationship between the Authority and communities within its operational areas, the Bui Power Authority expressed gratitude to the communities and their leaders, through the Christmas Gift Distribution.

The Christmas Gift Distribution targeted each household in the resettlement communities and Gborlekame North and South.

It was further extended to Chiefs and opinion leaders within BPA's operational areas including: Bongase, Kabrono, the Banda traditional council, the Buipe

Wura, his royal majesty Abdulai Jinapor, Yagbonwura, His royal majesty Abdulai Mahama III and the Gbewa Na, His royal majesty Yaa Naa Abukari Mahama II.

Other high-ranking Chiefs who received the gifts were drawn from Galgu, Bini, Pansiya, Kusheigu, Kpatogu, Panduli, Chokosi, Alavanyo, Abehenease among others.

Items gifted include pieces of clothes, bags of rice, cooking oil, tomato puree, canned fish, non-alcoholic wines and fruit juices.



16 *BPA IMPLEMENTS PHASED RELOCATION OF DEPARTMENTS TO THE MULTI-PURPOSE OFFICE COMPLEX (MPOC)*



On January 6, 2026, the Acting Chief Executive Officer of the Bui Power Authority, Ing. Kow Eduakwa Sam, directed a phased relocation of departments from the Project Offices to the Multipurpose Office Complex (MPOC) at the Bui Generating Station, constructed by C.K Engineering under the supervision of the Engineering Services Department (ESD).

The aim of this strategic decision is to ensure that all installed systems, equipment, and facilities are fully functional before full utilization.

The Estates Department in collaboration with the Engineering Services Department (ESD), has so far coordinated the relocation of the Estates, Engineering Services, and Technical Services departments to the Multipurpose office complex.

Mr. Emmanuel Abole, a Manager at the Estate Department, noted that the department is focused on ensuring occupants actively utilize the building's spaces and facilities as intended.



17 **ILLEGAL ARTISANAL MINING UPSTREAM OF THE BUI GENERATING STATION**

Pockets of illegal mining activities have been taking place upstream of the Dam since 2024. However, before January 2025, the BPA security patrol boats became unserviceable which led to a reduction in the Naval patrol upstream of the river.

Illegal miners took advantage of the reduction in patrols and moved mining equipment, mostly from downstream (Bamboi) to the upstream to illegally mine in places such as Akuffo Addo, Aligele, MTNkope and Bawule, which is where the reservoir receives most of its intake upstream and also the most severely affected by illegal mining. This necessitated a swift and effective action from the Security Team stationed within the enclave.

The Head of Security of BPA, Major Francis Ampobi, explained that upon his appointment, the Acting CEO, Ing. Kow Eduakwa Sam, approved the repairs of three of the redundant patrol boats which led to the resumption of patrol duties at the upstream communities including Aligele, MTNkope, Bawule and Akuffo Addo in May, with resources provided

to enable Navy and military Officers to patrol the rivers upstream.

The BPA Security Team in 2025 organized a three-phased operation as part of efforts to shore up surveillance. Equipment seized so far which are in custody of the Authority include 91 chanfan machines, 54 water pumps and 4 generators.

As part of further measures to shore up surveillance to curb illegal mining, the Authority donated four pickup vehicles, two each, to the Savannah and Bono Regional Security Councils in addition to monthly fuel subsidy to fight illegal mining.

Major Ampobi noted that although there has been a drastic reduction in the number of illegal miners since the operations started, patrols will be sustained to ensure the illegal miners do not return as well as protect the dam reservoir.



18 NATIONAL SERVICE COLUMN

MY IMPRESSION OF BPA.. BEFORE AND AFTER THE START OF MY SERVICE DURATION

NISSI KWAME BARNOR
HSE DEPT, HEALTH & SAFETY UNIT.



I'm excited to be a part of the health and safety unit in the HSE Department. In my role, I partake in safety and health inspections to proactively fight possible threats, hazards and working conditions that might affect the overall health and wellbeing of staff at the generating station.

I graduated from Pope John's Senior High School and Minor Seminary and later earned a Bachelor's degree in Animal Biology and Conservation Sciences from University of Ghana, Legon. I'm looking forward to learning more and applying classroom concepts in real-world scenarios together with the HSE team and contributing wherever I can.

In any industry, brand image and company reputation are shaped long before most people ever interact directly with the organization.

For many, perceptions are formed through reliability, public presence, word of mouth, and the way the company responds during critical moments.

These impressions whether strong, neutral, or uncertain often influence how employees, customers, and communities view the organization.

Reputation in this field carries particular weight. A utility company is not just a service provider; it is a constant presence in people's daily lives. How that presence is understood and experienced can vary, and perspectives may evolve over time and exposure.

My initial impression of Bui Power Authority was a highly professional, fast-paced, and innovation-driven company.

Also, I assumed that such a results-oriented environment might have little or no regard for the environmental impact of constructing the dam and solar site, particularly on plant and animal life and local communities within and beyond the site enclave.

The Authority's strong brand reputation and polished website led me to anticipate intense pressure and very high performance standards from superiors and senior colleagues across departments. I expected a competitive atmosphere with rigid systems and little flexibility.

Experience and Discovery

After spending roughly two months on site, I discovered a more human and balanced side of the organization.

Although expectations for quality remained high, the workplace culture proved to be more supportive and flexible than I had imagined.

Team members were approachable, onboarding processes were thorough, and collaboration played a more significant role than competition. While some procedures were less formal than expected, this informality often created space for creativity and quicker problem-solving.

Environmental and Community Impact Realities

Contrary to my earlier assumptions, the Authority makes substantial contributions toward environmental sustainability. Efforts are made to replace vegetative cover lost through solar panel installations and dam construction.

Additionally, alternative livelihoods are provided for indigenes whose former means of living were affected by conservation and development initiatives.

These interventions demonstrated a conscious effort to balance development with environmental and social responsibility.

Perception shift and Personal Growth

The biggest shift in my understanding was realizing that company culture is shaped more by its people than by branding.

My experience showed that initial impressions, especially those formed from the outside, can differ significantly from daily operational reality often in reassuring and positive ways.

Overall, transitioning from an outsider's perception to an insider's understanding strengthened my confidence, deepened my appreciation for the organization, and enhanced my sense of belonging.

19 LEGAL NUGGETS

LEGAL NUGGETS IS BACK !

Buying Land in Ghana: Start with the Right Checks

We are pleased to reintroduce the Legal Nugget series in the BPA Newsletter, your practical guide to understanding key legal issues that affect everyday decisions. We begin with a subject that continues to generate disputes and financial loss: **Acquiring Land in Ghana.**

Before any payment is made, these critical checks must be completed:

 Ascertain Nature of Ownership	 Survey & Boundary Confirmation
 Verification of Seller's Capacity	 Statutory Approvals
 Consent from Owners / Title Holders	 Environmental & Land Use Compliance
 Title Search / Certificate Verification	 Review of Contract Terms & Execution
 Encumbrance Search (Caveats & Charges)	 Registration Processes

This is a broad teaser of what to expect in the subsequent publications. These 10 will be elaborated on in three more quarters as follows:

- **Quarter Two:** Ascertaining Ownership, verifying capacity of the seller/transferor, verifying consent from owners/title holders, and title verification.
- **Quarter Three:** Encumbrance search, physical survey and boundary confirmation statutory approvals, and confirmation.
- **Quarter Four:** Environmental and Physical/ Land use planning compliance, review of Contracts & execution and registration

Stay with us as we break each step down into clear, practical guidance in the coming editions.



20 SAFETY TIPS



Decline Unsafe Work

Stay away from work if conditions present imminent danger



Incident Reporting

Report all accidents, near misses & unsafe conditions immediately for investigation



Pre-Job Safety Briefings

Attend safety briefings each morning before starting tasks to review hazards, protective measures and emergency procedures



Fall Protection

Use harnesses, guardrails, or other fall protection when working at heights.



Hazardous Materials Handling

Follow BPA guidelines for storage, labelling and disposal of chemicals



Noise & Hearing Protection

Use hearing protection in areas with high decibel levels



Respiratory Safety

Have proper ventilation and respirators when working in confined or dusty environments



21 *2025 BPA STAFF END-OF-YEAR CELEBRATION*

Bui Power Authority marked the close of 2025 with end-of-year celebrations held at both the Bui Generating Station and the Accra Office, bringing staff together to reflect on the year and recognise their contributions.

The Bui Generating Station celebration took place on Friday, 12 December 2025. The event was attended by the Board Chairman, Ambassador Kwadwo Nyamekye-Marfo, and Board Member, Hajia Fuseina Sulemana.

In his remarks, the Board Chairman outlined ongoing efforts by the Board to improve conditions of service and reaffirmed its commitment to staff welfare, noting the central role staff play in the success of the Authority. The Deputy CEO, Engineering, Operations and Technical, Ing. Samuel Nimako-Boateng, who represented the Acting Chief Executive Officer, Ing. Kow Eduakwa Sam, commended staff for their dedication and hard work throughout the year and thanked the Board for its continued support.

In Accra, staff gathered on 19 December 2025 for a similar end-of-year event.

The Human Resource Director, Mr. Pascal Kanbonnabah, with support from directors present, presented long service awards to staff who have completed 15, 10, and 5 years of service. The ceremony highlighted the Authority's appreciation for loyalty and sustained commitment.

Both celebrations included recognition of staff born in December and featured a range of performances. Guest artiste Kuami Eugene performed at both events, adding to the enjoyment of the occasion.

The end-of-year gatherings provided an opportunity for appreciation, reflection, and connection, bringing the year to a close on a positive note for staff across the Authority.



22 BPA CELEBRATES CHOCOLATE DAY



Chocolate Day at Bui Power Authority was a celebration of love and health themed **“Heart to Heart - Celebrating Love and Cardiovascular Health”**. Staff at both the Accra Head office and the Bui Generating Station gathered in shades of red for this special engagement with partners from Knoxxi Health.

The medical team educated Staff in practical ways to maintain cardiovascular wellbeing like managing stress, making healthier lifestyle choices and prioritizing regular medical checkups.

The discussion revealed the reality that heart related diseases, particularly Ischaemic heart disease, remain the leading cause of mortality

in the world, claiming nearly 9 million deaths annually.

This reminder emphasized the urgency of awareness and prevention thus reinforcing the importance of proactive health practices.

For staff at BPA this was not just a celebration of Valentine’s Day but a reminder that caring for the heart is both a personal responsibility and collective duty.

By prioritizing our heart health, we strengthen bonds and embrace the true meaning of love.



23

INAUGURATION OF PATRONS FOR THE BPA TENNIS CLUB



The BPA Tennis Club (BTC) on Friday February 10, 2026, inaugurated an eleven-member patron board at a ceremony held at the Bui Generating Station (BGS) in Jama in the Bole-Bamboi District of the Savannah Region.

The Ag. Chief Executive Officer of BPA, Ing. Kow Eduakwa Sam will serve as the chief Patron. Other members include:

- Mrs. Jemima Fayah, Deputy CEO, Finance and Services
- Mr. Samuel Nimako-Boateng, Deputy CEO, Engineering Operations and Technical
- Mr. Kwaku Sarpong Akosa, Director Engineering Services Department
- Mr. Pascal Kanbonnabah, Director, Human Resources
- Mr. Peter Acheampong, Director, Renewable Energy Department.
- Mr. Justice Barnor kyere, Director, Technical Services Department
- Mr. Eric Acheampong, Director, Commercial Services Department
- Mr. Chrisentus Bangkewa Kuunifaa, Director, Occupational Health, Safety and Environment
- Mr. Eric Sam, Director, Finance and Services
- Mr. Maximillian Acquah, Director, Planning, Monitoring and Evaluation



At the ceremony, Mr. Wumbilla Salifu, Chairman of the BTC and Director, Estates, BPA, highlighted the club's progress since its formation three years ago. Membership of the club currently stands at 43, comprising staff from both Accra and the BGS.

He commended WO1 Emmanuel Adjetey Adjei, Rtd., the club's coach, whose dedication has been instrumental in establishment and progress of the club. Mr. Salifu also noted that the club has nurtured 15 youngsters within the enclave and reaffirmed the club's commitment to discovering and grooming more tennis talent in the area.

Gracing the occasion was Mr. Duah Isaac Aboagye, President of the Ghana Tennis Federation (GTF) who praised the establishment of the BPA Tennis Club and acknowledged its efforts in youth development.

Also in attendance was Mr. Charles Lwanga Puozuing, Upper West Regional Minister, and representatives of the Tactical Air Command (TAC), Bui, including Mr. Kwabena Kissiedu Atiemu.

As part of the inauguration, the BPA Tennis club hosted a tennis competition featuring the BPA Tennis Club, Techiman Holy Family Tennis Club, Wa Tennis Club, Techiman Tennis Club and several young players from the enclave

The two-day event concluded with a dinner where the BTC and GTF presented citations and a plaque to Ex-WO1 Adjei in appreciation of his service.



Q1 BIRTHDAY 24 CELEBRATIONS



Editorial Board



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Editor-In-Chief



Prosper DADO-KPORSI
Member



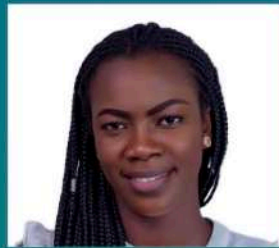
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BPA FILE

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