

ČIBUK 2 WIND POWER PLANT, SERBIA

Stakeholder Engagement Plan



Čibuk 2 Wind Energy d.o.o Beograd, Beograd

Updated – March 2024

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Abbreviations:

| | |
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| CLM | Community Liaison Manager |
| EIA | Environmental Impact Assessment |
| ESIA | Environmental and Social Impact Assessment |
| IFC | International Finance Corporation |
| SEP | Stakeholder Engagement Plan |
| WPP | Wind Power Plant |
| WTG | Wind Turbine Generators |
| C2WE | Čibuk 2 Wind Energy d.o.o Beograd (Developer) |

1 Introduction

The Čibuk 2 Wind Power Plant (WPP) is the second phase of the existing Čibuk Wind Power Plant located in Kovin Municipality, in Vojvodina, the northern province of the Republic of Serbia. The first phase of this WPP, named Čibuk 1, has been in commercial operation since April 2019 and comprises 57 wind turbines and a total capacity of 158 MW, making it the largest WPP in Serbia.

The Čibuk 2 WPP, which is being developed by Čibuk 2 Wind Energy d.o.o Beograd (C2WE)¹, will comprise an additional 25 wind turbines, giving a total, maximum capacity of 313 MW for the whole Čibuk project (Čibuk 1 and 2). At some time in the future, the owner is planning to construct a third phase of the Čibuk project (Čibuk 3) that will add a further 15 turbines within the boundary of Čibuk 2.

The development of the Čibuk 1 WPP was financially supported by a number of International Finance Institutions (“IFI”) and C2WE is planning to seek the same type of support for Čibuk 2. In order to comply with relevant IFI environmental and social standards, the Project is being developed in line with the requirements of the Equator Principles and the International Finance Corporation (IFC) Performance Standards.

A team of consultants² has been hired by C2WE to prepare the nationally required Environmental Impact Assessment (EIA), as well as an internationally required Environmental and Social Impact Assessment (ESIA). As part of that process, C2WE, with assistance from the consultants, has developed this Stakeholder Engagement Plan (SEP), to guide the information disclosure and consultation process during the development of the ESIA, the construction and operation phase, as well as management of any questions, comments or grievances from Project stakeholders.

The most important stakeholders for the Project are local communities that might be directly affected by it, while other important stakeholders include local and national government authorities and interested civil society organisations. Internal stakeholders include Project employees, as well as contractors and suppliers.

The SEP will be periodically updated by C2WE, to reflect changes in the development and implementation of the Project, throughout the life of the Project. This version of the SEP includes an overview of activities which have been carried out during the development of the ESIA and plans for further consultations and disclosure of the ESIA, as described in section 7.

2 Aims of Engagement and Objectives of the SEP

The aim of engaging with stakeholders is to build strong, constructive and responsive relationships for the successful management of a Project’s environmental and social impacts and issues. To achieve this aim, engagement should be initiated at an early stage of the Project cycle and continued through the construction and operation period.

In the ESIA process, consultation with stakeholders is essential to the successful completion of the baseline socio-economic and environmental surveys, the identification of environmental and social impacts and development of adequate mitigation and enhancement measures.

To facilitate these aims, C2WE has developed this SEP to:

- Provide a brief description of the Project, to set the context for identifying stakeholders and to serve as a non-technical tool for communication with stakeholders;
- Identify the stakeholders who have concerns about, or influence on the Project and in particular any vulnerable communities or groups;
- Identify and record key issues and concerns that stakeholders may have about the Project;
- Build open, positive relationships with stakeholders based on the timely supply of information and the provision of opportunities for stakeholders to voice their opinions and concerns.
- Ensure that stakeholders are informed regularly about the Project’s activities, describing the construction and operation stages, and the overall Project duration;

¹ C2WE was created to develop Čibuk 2 WPP, by Masdar Taalari Generation d.o.o Beograd (“MTG”). MTG is a joint venture between Masdar, one of the world’s leading renewable energy companies, and Taalari Energia, a Finnish wind and solar developer and fund manager. MTG is the owner and operator of the Čibuk 1 WPP.

² Pepper Advisory Limited (UK), LINK 011 (Serbia), Insitu (Serbia), Fauna C&M (Serbia) and Ion Acoustics Limited (UK).

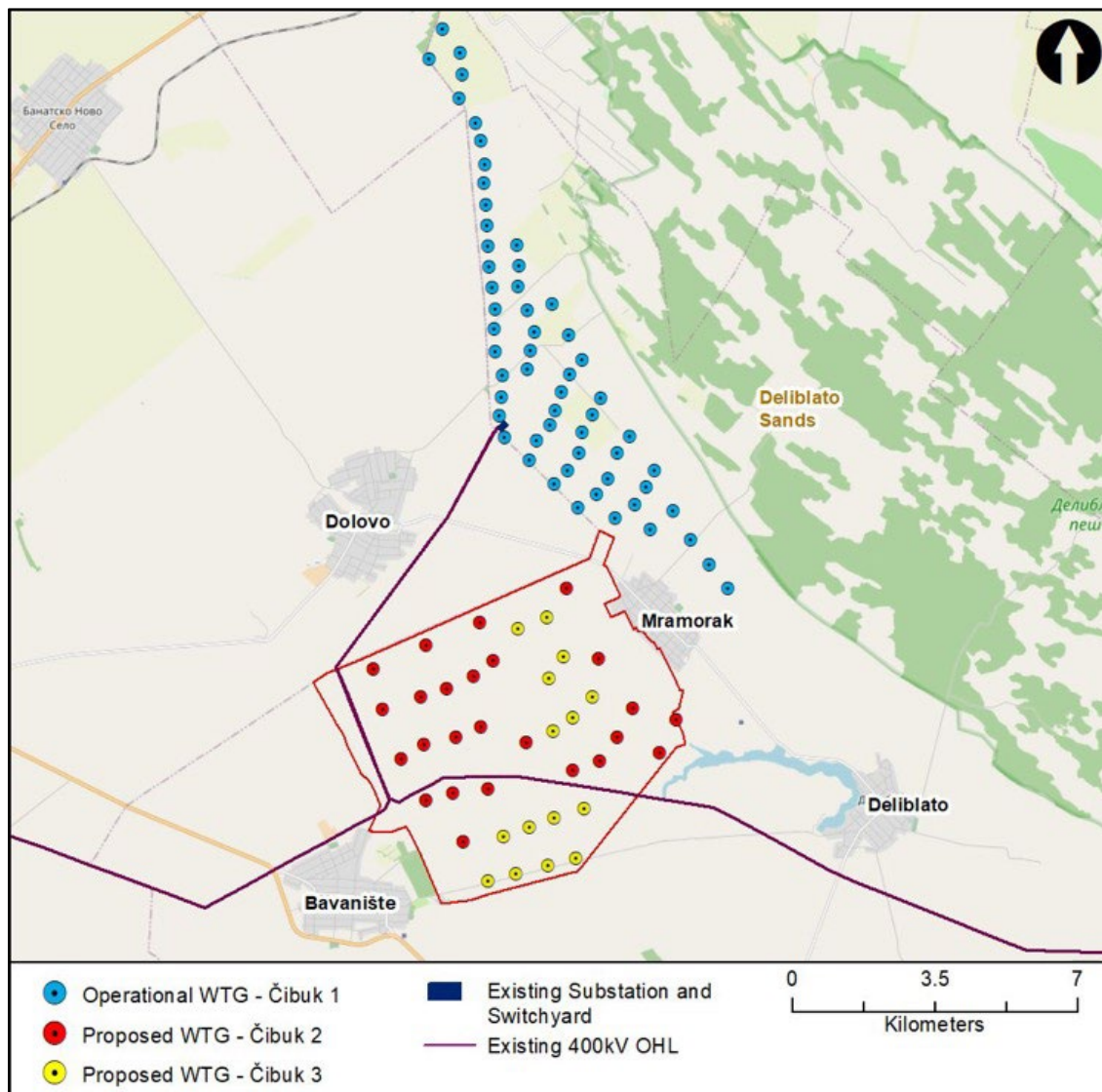
- Demonstrate how national requirements, good international practice and IFC guidelines have been addressed in the local EIA and the international ESIA;
- Provide tools for maintaining a record of all consultations;
- Implement a Grievance Mechanism and maintain a record of the grievances received.

3 Project Overview

The proposed Čibuk 2 WPP is located around 40 km northeast of Belgrade and is planned to cover an area of around 4,750 ha of agricultural land, surrounded by three small villages: Mramorak and Bavanište, belonging to Kovin municipality and Dolovo belonging to Pančevo municipality, both territorially belonging to the Autonomous Province of Vojvodina in the Republic of Serbia. Figure 1 below shows the layout and boundary of the Čibuk 2 WPP and its position against the existing Čibuk 1 WPP and the three mentioned villages.

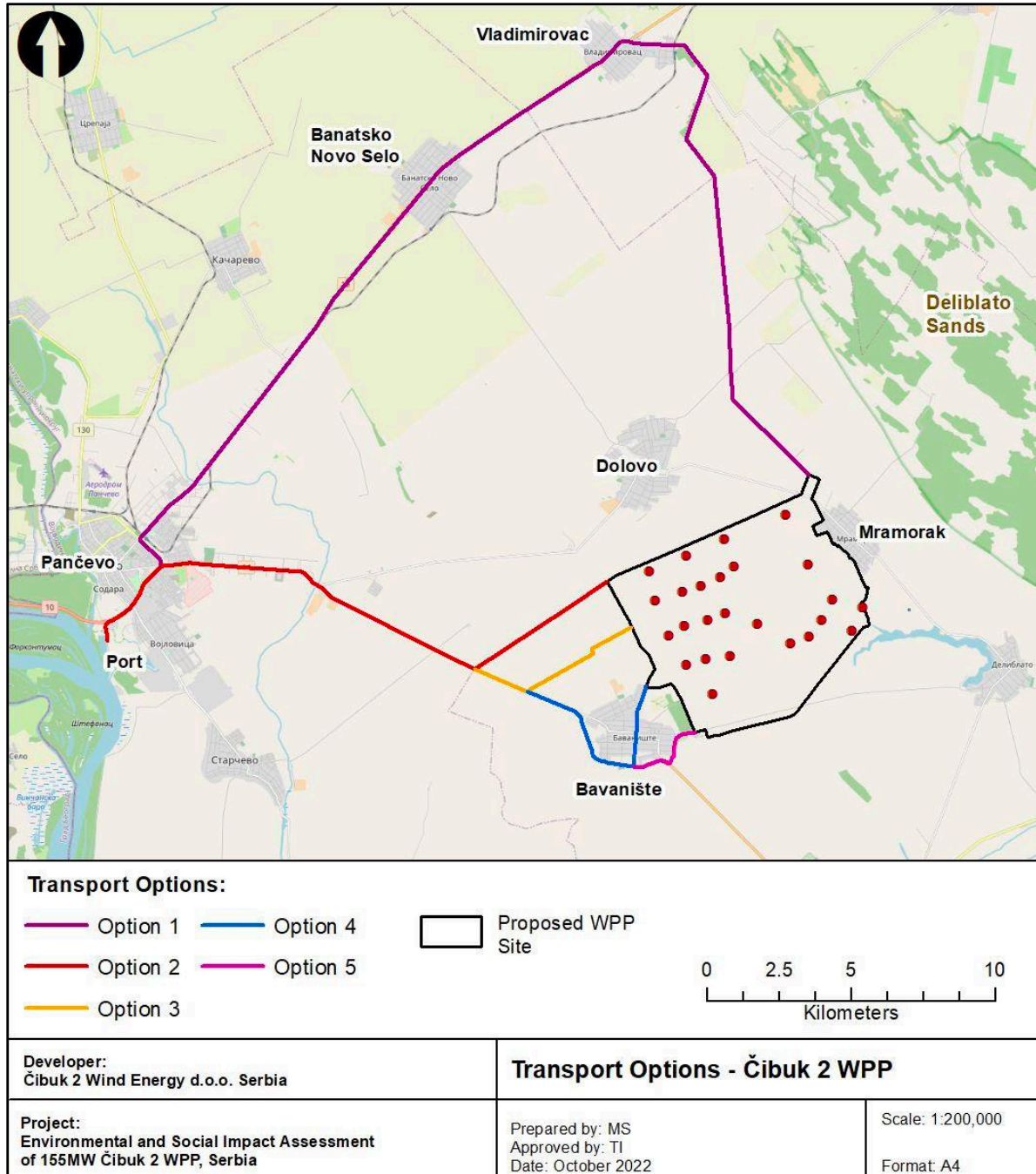
The Project involves the construction of 25 wind turbine generators (WTGs), which also requires the upgrading of some of the existing agricultural tracks into access roads and construction of new ones. Land needed for the construction of the WTGs has been acquired through voluntary, long term easement contracts.

Figure 1 – Location and Current Layout of the Čibuk 2 WPP



The WTGs will be delivered in trucks from the Pančevo port, however the exact transport routes which will be used have still not been decided on. Figure 2 below provides an overview of the options being considered. The final selected route will determine what local population may be most impacted and where certain prevention and / or mitigation measures will have to be used.

Figure 2 – Considered Routes for Transport of the Large Turbine Components



Local labour will be used in the construction of the WPP to the extent possible, however, a number of needed operations, for example, the installation of the WTGs, requires specialist technical expertise that will be provided by international contractors. The operation of the WPP requires a small team for management and maintenance and

opportunities for local employment will also be limited. As with labour, construction materials will be sourced locally as much as possible, which will have some benefits for the local population.

At the time of developing this SEP, the planned construction timeline is as follows:

- Start of construction: Q2 2024
- Site tracks and roads construction: Q2 2024 – Q2 2025
- Foundations and WTG crane pad construction: Q2 2024 - Q2 2025
- Construction of the 400 kV connection and switchyard: Q2 2024 – Q2 2025
- Connection to the existing OHL and grid: Q2 2025.Q2 2025
- WTG installation: Q2 2025 – Q4 2025.Q2 2025 – Q3 2025

WPP commissioning and testing: Q3 2025 – Q4 2025The operational life of the WPP is expected to be about 25 years and after that the WPP will either be decommissioned, or the WTGs will be replaced with new units.

More details about the Project itself, as well as the identified environmental and social impacts and measures for managing and mitigating them, are available in the Čibuk 2 ESIA document.

Project Area of Influence considered in the SEP

The SEP has identified the stakeholders associated with the Project Area of Influence, defined as:

- The local communities surrounding the Project site and the municipalities which they belong to, territorially. These are the villages which are likely to experience most of the negative impacts associated with construction (traffic, noise, dust, etc.) but also stand to experience the greatest benefits, i.e. labour and service provision opportunities.
- The Project site and local approaching road network where physical disturbance might take place. This includes the transport route to site for heavy vehicles and, in particular, the delivery of the WTG components.

The definition of the Area of Influence for the SEP takes into account the activities undertaken during the construction, operation and decommissioning of the Project.

4 Applicable Standards

The Serbian Regulatory Framework

In Serbia, the right to be informed accurately, fully and timely about issues of public importance, is guaranteed under the country's constitution. This right is further elaborated in the Law on Free Access to Information of Public Importance of the RS, which requires representatives of the public sector to provide information and respond to any queries in relation to their activities, including planning documents, permits, audits, etc.

The development and adoption of planning documents in Serbia, such as the Plans of Detailed Regulation needed for this Project, is subject to a public disclosure and consultation process (2 stages – early public disclosure and public disclosure), as prescribed by the Law on Planning and Construction of the RS, as well as the accompanying bylaws. An additional disclosure and consultation process is required under environmental laws, including the Law on Environmental Impact Assessment of the RS and accompanying bylaws.

Public disclosure of information on the EIA procedure is required in all three stages – screening stage (decision on the need for an EIA), scoping (decision on the scope and content of the EIA) and decision-making stage (approval or rejection of a Project). The EIA study must be publicly disclosed and is subject to a mandatory public hearing, organised by the competent authority. In the case of this Project, as it is located on the territory of the Autonomous Province of Vojvodina in the Republic of Serbia, the competent authority is the Provincial Secretariat for Urbanism and Environmental Protection.

International Standards

The IFC Performance Standards on Environmental and Social Sustainability (2012) specify the requirements for stakeholder engagement and public consultations that Projects are required to meet, in line with international good

practice. According to these standards³, stakeholder engagement is an ongoing process which involves the implementation of the following activities:

- Identification of project stakeholders and planning of engagement activities and events through the preparation of a Stakeholder Engagement Plan
- Timely public disclosure of appropriate project related information to enable meaningful consultation with stakeholders,
- Meaningful consultations with potentially affected parties and communities on matters that directly affect them, and
- Implementation of a procedure or policy by which people can make comments or complaints in relation to the project and receive a response (Grievance Mechanism).

This SEP builds on engagement activities which are required under national legislation of the Republic of Serbia and includes additional activities that will be undertaken by C2WE to fully comply with IFC requirements.

5 Earlier Stakeholder Engagement

It is important to highlight that the Čibuk 1 WPP has established a very strong, long-standing relationship with local communities surrounding it. The local population has been fully informed about the Project during all stages of its development, construction and now, operation. This includes all three communities surrounding the Čibuk 2 WPP Project site, as well as Vladimirovac which is closer to the Čibuk 1 WPP and is not expected to be significantly impacted by this second phase of the project. For Čibuk 1, the developer organised regular meetings with local community representatives, as well as people residing and working in the affected villages.

An important segment of cooperation is the support given by Čibuk 1 to local communities through the financing of local initiatives, which has been regularly implemented since 2013. Until now, over 100 projects and local initiatives have been supported in these local communities and they include small infrastructure investments, support for educational and sports programmes, vulnerable groups, environmental protection, preserving local traditions and customs, etc. The process of selecting and financing these initiatives and small projects is organised in a transparent manner and in cooperation with the local communities. The Project website contains details on all activities, as well as all relevant Project documents: <http://www.teslawind.rs/>. A separate Stakeholder Engagement Plan exists for Čibuk 1 and is being regularly updated to reflect the changing circumstances of the Project.

In the early stages of development of the Čibuk 2 WPP, public disclosure of information was carried out through the preparation of the draft and final Zoning Plan, which was adopted in June 2021. The disclosure of the document was organised in line with national requirements described in Section 4.. In addition to that, landowners whose land was acquired for the Project through long term easement contracts were met with and consulted individually by responsible C2WE employees.

In March 2022, following the completion of the Čibuk 2 ESIA scoping study and the draft SEP, the Developer organised a first round of engagement public meetings with residents of the nearby villages. The main purpose of the meetings was to present the Project and its timeline (with handouts), to understand people's main questions and concerns, so that they may be adequately addressed through information disclosure, as well as to present the Project grievance mechanism and relevant Project contact details. Direct meeting invitations were sent to persons who signed land easement contracts with the Project Developer and meeting notifications were posted on public notice boards at local community offices. Direct meeting invitations were also sent to two affected municipalities, Kovin and Pančevo, as well as four active hunting associations: "Zec" (Bavanište), Pančevo (Dolovo), "Jedinstvo" (Mramorak) and Kovin.

In the second round of engagement, in June 2022, meetings were held with representatives of the municipality Kovin, two organisations which benefited from the Čibuk social investment programmes, the local communities Mramorak and Dolovo. The aims of the meetings were to understand experiences related to the construction and operation of Čibuk 1 and to discuss expected environmental and social benefits and impacts of Čibuk 2, so that all stakeholder questions and concerns are answered in the ESIA document. A summary of all meetings is presented in **Table 1** below. The views, opinions and concerns of all stakeholders have been incorporated in the ESIA.

³ Stakeholder engagement and grievance management are presented in IFC Performance Standard 1, see full policy at: https://www.ifc.org/wps/wcm/connect/24e6bfc3-5de3-444d-be9b-226188c95454/PS_English_2012_Full-Documents.pdf?MOD=AJPERES&CVID=jkV-X6h

The financing of local initiatives, described earlier, has already begun and will continue throughout the implementation of Čibuk 2 WPP. A summary of these activities implemented in 2023 is provided as Appendix 2 of this SEP.

Table 1 – Summary of Stakeholder Meetings during the ESIA Development Stage

| Stakeholder group | Date of the meeting | Meeting venue | No. of participants | Main feedback |
|---|---------------------|--|---------------------|--|
| Residents of Bavanište village | 16.03.2022 | Local community meeting room | 12 (2 woman) | The participants were interested in when construction would realistically start, as their land acquisition instalments are tied to the beginning of works on the project site. The president of the local community asked about land acquisition contract conditions. Another participant asked about the height of the WTGs and why it will be changed as opposed to initial plans. The representative of the hunting association asked about bird surveys and highlighted the importance of proper monitoring. |
| Residents of Dolovo village | 17.03.2022 | As above. | 0 | Despite efforts of the Developer to invite residents of the community and other local people to the meeting, no one turned up for it. |
| Residents of Mramorak village | 17.03.2022 | As above | 10 (2 women) | The participants discussed their experiences from Čibuk 1 and stated that some of the land acquisition contracts, were not aligned with the final outcomes, in relation to the location of the WTG and the land that was used during construction. They asked for this issue to be rectified for Čibuk 2. The participants also claimed that contractors did not restore the land that was used and surrounding land to its original condition, i.e. that waste was left behind and that the terrain was not levelled, which caused damages to agricultural machinery. However, they were satisfied with the financial compensation they received for the damages. Another important point for local people is the fact that local roads were damaged by heavy machinery and not repaired following construction. Some of the landowners expressed a wish to start receiving easement contract payments as soon as possible, because overall inflation is worrying them. Participants also stated that they are expecting that a part of the profit sharing agreement for Čibuk 1 will be paid directly to their local community and not just to the municipality. They requested a map of the whole Project, locations of all turbines (which was subsequently provided by the Developer to be hung up in the local community offices). |
| Municipality Kovin Head of the Economy, Property and | 31.06.2022 | Meeting room in the municipality Kovin | 2 | The representatives of the municipality highlighted that as Čibuk 1 was the first windfarm project to be developed in Serbia, there were many constraints which needed to be overcome. They believe that Čibuk 2 will benefit from the experience and everything will be much more efficient and easier. The municipality is grateful for the benefits of the project and employment, |

| Stakeholder group | Date of the meeting | Meeting venue | No. of participants | Main feedback |
|---|---------------------|-----------------|---------------------|---|
| Legal Issues and Local Development Department ⁴ Adviser for Local Economic Development ⁵ | | | | <p>both direct and indirect, was among them. However, when comparing to another significant and recent project in the region (South Stream gas pipeline), the scale of these benefits was much smaller.</p> <p>Land acquisition for the Project was completed successfully and people are satisfied. This is also very important for the municipality as people, especially in Bavanište, are sensitive about land which is very fertile and a source of livelihood. The project has helped improve agricultural and access roads and this is important for land use as it provides better access for agricultural machines.</p> <p>The revenue from the profit sharing agreement has enabled the municipality to invest in local communities (75% for the municipality and 25% for Mramorak local community). Čibuk 2 will extend the benefits to Bavanište village which was not included in the Čibuk 1 arrangements. To date, the revenue has enabled the local municipality to acquire an ultrasound machine for the local health care centre and to implement paving of certain municipal roads.</p> <p>The only negative impact of the project was in relation to damages of local roads and for Čibuk 2 it would be good to ensure that they are fixed without prompting from the municipality.</p> |
| Citizens Association Serbia, My Home ⁶ (Dolovo) | 31.06.2022 | Phone interview | 1 | <p>The organisation implemented a project entitled “At the end of the day”, which was supported by the owner of the Čibuk 1 WPP (WEBG), through the Project’s Social Investment Plan. The project comprised improvements of the tourist (eco) path on the edge of Deliblato sands (clearing of the path, creating signage and resting areas with benches). The NGO also runs a small shop at the beginning of the path with local products and souvenirs where they also organise festivities.</p> <p>The financial support provided by the owner of the Čibuk 1 WPP is very important for the local communities and the sustainability of citizens associations from them, as they do not have access to a lot of sources of funding. The association Serbia My Home also receives funding from several other donors, including the Ministry of Environmental Protection. The cooperation with the project owner was and continues to be, very good. The process of applying for funding was very clear, easy to follow and transparent.</p> <p>The construction and upgrading of the (Project) road to the settlement Devojacki bunar, on the territory of the</p> |

⁴ Radovan Mića Vukosavljević

⁵ Slađana Ćirikovački

⁶ Bojan Vojnov, President of the Citizens Association

| Stakeholder group | Date of the meeting | Meeting venue | No. of participants | Main feedback |
|---|---------------------|--------------------------------------|---------------------|--|
| | | | | Alibunar municipality, created better access to Deliblato sands from all directions, and contributed to local tourism development. |
| Association of volunteer firefighters ⁷ (Mramorak) | 31.06.2022 | The association's office in Mramorak | 1 | <p>The association is very important for the local population, as a place where the community gathers and where generations of local people have been members. The association regularly participates in national and international competitions, with great success.</p> <p>When the law changed several years ago and they needed to fulfil certain standards to be able to continue operating, the financial support from the Project through the Social Investment Plan, enabled them to fulfil these new standards. The funds were used for financing trainings and procuring valuable, high quality equipment including personal protective gear (which was also procured in Serbia, further extending the benefits).</p> <p>The association mainly assists with putting out fires set by agricultural workers to clear their land (which is still occurring, although prohibited by law); larger fires are managed by professional firefighters from Kovin.</p> <p>When one Čibuk 1 WTG caught on fire, they were the first on the scene, to block off the area and prevent people from getting too close.</p> |
| Local community Mramorak President ⁸ | 31.06.2022 | Local community meeting room | 1 | <p>The Čibuk 1 Project was important for the local community, including for local employment and secondary services, i.e. provision of accommodation and catering for workers. The community also benefitted in the same way from the construction of the South Stream gas pipeline. Around 20 people from the community were employed during construction, which is significant for such a small community, especially in times when young people are moving to urban centres. There are only a few large agricultural producers in the area, and people mainly work in Pančevo or Belgrade, while agriculture is a secondary source of livelihood. The owners of affected land plots were more than happy with the land acquisition arrangements and compensation and cumulatively not a lot of land was occupied, so there was no impact on livelihoods. Compensation for agricultural damages was provided in a timely and very correct way (engaging independent valuers who evaluated losses even above market value) and people appreciate that.</p> <p>The improvement of agricultural access tracks is seen as positive by the local population, however repairs of</p> |

⁷ Aleksandar Radosavljević, President of the Association

⁸ Aleksandar Paulica

| Stakeholder group | Date of the meeting | Meeting venue | No. of participants | Main feedback |
|---|---------------------|------------------------------|---------------------|--|
| | | | | <p>damaged local roads does not always happen in a timely manner. This is something to improve for Čibuk 2.</p> <p>The contractor and subcontractor companies were very cooperative, they assisted whenever possible with local issues (i.e. some smaller local roads were repaired and some of the excavated soil was brought over to another location in the village, as requested by the community. There was no impact on beekeepers or hunting associations as they operate in other locations, and not where the windfarm is located. This is also relevant for the future Čibuk 2 location.</p> <p>The local community has grievance forms in their offices and they help people fill them in when necessary, to be submitted to the Developer. The Developer also provided a map of Čibuk 2 WTG locations to be displayed on the community notice board as requested by local residents who participated in the community meeting in March 2022.</p> |
| Local community Dolovo Secretary ⁹ | 31.06.2022 | Local community meeting room | 1 (woman) | <p>When construction for Čibuk 1 began there was a problem with drivers of heavy vehicles not following the planned transport routes (creating safety issues, particularly through the town). The local community made a complaint to the local transport inspection services and order was restored, with no further problems.</p> <p>The settlement Devojački bunar has been revived since the construction of the road leading to it, many houses have been bought and reconstructed, people are coming to enjoy the nature in Deliblato sands (especially during the Covid pandemic).</p> <p>As in Mramorak, agriculture is a large scale business for only a few producers who have or rent land and people mainly derive their livelihoods from employment in Pančevo or Belgrade.</p> <p>The village had no kindergarten until recently which significantly prevented women from working. The kindergarten was recently opened and this is extremely important for the village.</p> |

6 Stakeholder Identification and Engagement Methods

Stakeholder groups that may be affected by and/or are interested in the Project, as well as proposed communication methods and issues of interest and/or concern for each group, have been identified by C2WE with assistance from consultants and are presented in Table 2 below.

The identification has been greatly influenced by experience gained on the Čibuk 1 WPP and other wind power projects in Serbia and has been further refined during the preparation of the ESIA during 2022.

⁹Lidija Ankucić Božović

Table 2 – External and internal Project Stakeholders

| Stakeholder Group | Type of Communication and Proposed Method | Issues of interest / concern |
|--|--|--|
| External stakeholders | | |
| Owners and users of land acquired for Project components on a voluntary basis | Meetings (group or individual) Grievance mechanism | Land acquisition contracts, payment terms |
| Owners and users of non-acquired land that may be disturbed during construction | Meetings (group or individual) Grievance mechanism | Compensation for damages Construction timelines Construction / upgrading of access roads |
| General public, particularly community representatives and residents of Mramorak, Bavanište and Dolovo villages Notes: <ul style="list-style-type: none"> • Focused engagement may be needed with households and other receptors particularly affected by shadow flicker and noise, which will be determined when relevant impact assessments are completed. • Depending on the final selected route for transporting turbine components, additional villages may be added as stakeholders to the SEP. | Public hearings and / or consultation meetings Project website Municipal website and Media Grievance mechanism | Experience from the Čibuk 1 WPP construction and operation phase Project benefits Environmental and social impacts Employment / procurement opportunities Transport and traffic impacts |
| Hunting association “Jedinstvo”, from Mramorak Hunting association “Zec”, from Bavanište Hunting association Pančevo, section Dolovo Hunting association Kovin | Individual meetings Public hearings and / or consultation meetings Project website Municipal website and Media Grievance mechanism | Experience from the Čibuk 1 WPP construction and operation phase Biodiversity impacts, for example impacts on wildlife and habitats, vegetation Landscape and visual impacts Noise impacts Transport and traffic impacts |
| Interested civil society organisations from all three villages, including those whose projects have been financially supported through the Čibuk 1 WPP Social Investment Plan. Specific organisations will be identified during the ESIA development process and will be presented in an updated SEP. | Individual meetings Public hearings and / or consultation meetings Project website Municipal website and Media Grievance mechanism | Environmental and social impacts of the Project and foreseen mitigation measures Planned engagement activities |
| Municipality Kovin Municipality Pančevo | Meetings Official correspondence | Experience from the Čibuk 1 WPP construction and operation phase Project timeline and progress Construction / upgrading of access roads Project benefits Environmental and social impacts |

| Stakeholder Group | Type of Communication and Proposed Method | Issues of interest / concern |
|---|--|---|
| | | Employment / procurement opportunities Transport and traffic impacts |
| Statutory stakeholders, for example, relevant Ministries, institutes, utility companies, directorates, etc. | Official correspondence and meetings when necessary | Planning documents Location conditions / permits EIA application and permit |
| Internal stakeholders | | |
| C2WE employees | Direct notifications, announcement boards Office meetings Internal grievance mechanism for employees | Labour contracts Human Resources Policy Health and Safety procedures |
| Contractors, subcontractors, suppliers | Information in contracts Meetings and official correspondence | Worker grievance mechanism Worker Code of Conduct Health and safety at work Security Interaction with the community and Project Grievance Mechanism Environmental protection |

7 Stakeholder Engagement Programme

C2WE will continue to regularly update the Project website, where Project related information is available to interested stakeholders, along with the current contact details for submission of questions, comments, grievances, etc.

The Non-Technical Summary of the ESIA in English and Serbian and SEP in English, will be uploaded to the Project website starting from February 2024 and will remain in the public domain. In addition, hard copies of the NTS in Serbian were delivered to the offices of the Municipality of Kovin and the local communities Mramorak, Dolovo and Bavanište, for sharing with any interested stakeholders. More information regarding the Project can be obtained directly from the C2WE headquarters at the postal address: Resavska 23 4A, 11000 Belgrade, Serbia or using the email address: cibuk2@greenenergymotion.com.

It is important to note that detailed information about environmental and social impacts, including issues of particular interest for local stakeholders such as employment opportunities, compensation for land and damages, upgrading and maintenance of local roads, etc. can be found in the Project ESIA, along with a detailed Environmental and Social Management and Monitoring Plan which describes how each identified impact will be managed and mitigated.

C2WE are planning to organise a public presentation meeting of the Project and all relevant documents, including the ESIA findings and future engagement plans, before the start of construction activities, in April 2024. Invitations to attend the meeting will be delivered to key stakeholders and announcements will be made in public places, in the same way as for all previous meetings, which local stakeholders are already familiar with.

The SEP and the engagement programme will continue to be updated when the Project transitions from construction to commercial operation. The engagement programme may also be amended in response to stakeholder feedback, prior to significant Project changes or following any unplanned events.

8 Roles and Responsibilities

Effective stakeholder engagement requires clear lines of communication and effective coordination within the Project, between the Project and partners, and with stakeholders.

C2WE is responsible for Project related stakeholder engagement activities described in this SEP and has appointed a Community Liaison Manager (CLM) to be specifically tasked with SEP implementation.

The CLM is responsible for ensuring that there is a clear and well-defined strategy to guide stakeholder engagement activities and that the staff, resources and systems are in place to enable the strategy and this SEP to be implemented. Specifically, the CLM is required to:

- Ensure this SEP is updated as and when appropriate;
- Plan, implement and conduct day-to-day management of stakeholder engagement, including any grievances raised;
- Maintain records of formal and informal stakeholder engagement activities;
- Organise, arrange and attend stakeholder meetings;
- Attend stakeholder meetings (public hearings) in connection to the Project, not directly organised by the Company (Zoning Plan, EIA);
- Prepare information for dissemination to stakeholders in accessible formats;
- Ensure that the Grievance Mechanism is implemented and that a log of raised grievances is regularly maintained.
- Monitor engagement activities and prepare reports.

9 Project Grievance Management

The Project Grievance Mechanism is managed by the Community Liaison Manager and is available on the Project website. The main features of the Grievance Mechanism are:

- Any person or organisation may submit comments or complaints in person, by phone, by post or email. A template for the Grievance Mechanism Form is provided at the end of this document (Appendix A), however the use of this form is not obligatory. Contact information for C2WE is provided at the end of the Grievance Form.
- Individuals who submit a grievance have the right to request that their name is kept confidential. Grievances may also be submitted anonymously, however this could limit C2WE 's options for investigating and responding to the grievance.
- All grievances will be responded to either verbally or in writing, in accordance with the preferred method of communication specified by the complainant.
- C2WE will keep a central record of all the grievances received, the Grievance Mechanism Log. Worker/ employee grievances will be addressed through a separate, internal grievance mechanism (the Workers Grievance Mechanism) and should not be submitted through the contact details provided in this SEP.
- All grievances will be registered in the Grievance Mechanism Log and acknowledged within 5 working days. A formal response to the grievances raised will be provided within 20 working days.
- In cases when the complainant is not satisfied with the way their grievance has been responded to, C2WE will invite representatives of the relevant local community or other mutually agreed third party, to participate in the process so that a solution, acceptable to both sides, can be found.
- The Grievance Mechanism Log will be used to track the resolution of all grievances raised and to prepare management reports, and the log and reports will be shared with the Project Lenders, as requested.

The submission of grievances to C2WE does not prevent anyone from exercising their legal rights and / or seeking remedies in accordance with the laws and regulations of the Republic of Serbia.

Questions and / or grievances can be submitted to C2WE by post, email or by telephone through the following contact details:

Cibuk 2 Wind Energy

Address: Resavska 23, 4A, 11000 Beograd

Phone: +381 11 244 1431

e-mail: cibuk2@greenenergymotion.com

web address: <http://www.cibuk2.rs/>

10 Monitoring and Reporting

Apart from engagement activities organised directly by the Company under this SEP, C2WE will monitor any other Project related events organised by other entities, as was the case with public hearings for the Zoning Plan and the Project EIA. In line with international good practice, C2WE will also engage directly with interested stakeholders from these events and seek to address their views and concerns in any Project related documents and/or activities, to the extent possible.

A record of each stakeholder engagement activity will be kept by the CLM. Notes of meetings will include the notice or invitation to the meeting, date and location of the meeting, a list of the topics discussed, the names of the individuals who attended, their affiliation to any group of stakeholders, comments made by the attendees and a summary of the subsequent conversations, and feedback on the meeting. Photographs will be taken as appropriate. C2WE will also note any relevant press comments. C2WE will keep a record of any social events or community investment activities. These notes will be grouped on an annual basis and recorded in an Appendix to this SEP.

The Project ESIA describes engagement activities implemented during the ESIA development process and the SEP has been revised to describe all undertaken activities and events in more detail, as well as to present future planned engagement with stakeholders. C2WE will continue to report on the status of SEP implementation including grievance management, as a section in the Company's Environmental, Health, Safety and Social Performance Reports.

APPENDIX A – Community Grievance Form

| | |
|---|---|
| Reference No (to be filled in by responsible person in C2WE): | |
| Full Name | |
| Contact Information and Preferred method of communication Please mark how you wish to be contacted (mail, telephone, e-mail). | <input type="checkbox"/> By Post: Please provide postal address: <input type="checkbox"/> By Telephone: Please provide telephone number: <input type="checkbox"/> By E-mail: Please provide E-mail address: |
| Preferred language (please tick) | <input type="checkbox"/> Serbian <input type="checkbox"/> English |
| Description of Incident or Grievance: What happened? Where did it happen? Who did it happen to? What is the result of the problem? Source and duration of the problem? | |
| | |
| Date of Incident/ Grievance | |
| | <input type="checkbox"/> One-time incident/grievance (date _____) <input type="checkbox"/> Happened more than once (how many times? _____) <input type="checkbox"/> On-going (currently experiencing problem) |
| What would you like to see happen to resolve the problem? | |
| | |

Signature: _____ Date: _____

APPENDIX B – Overview of the 2023 Social Investment Program (SIP)

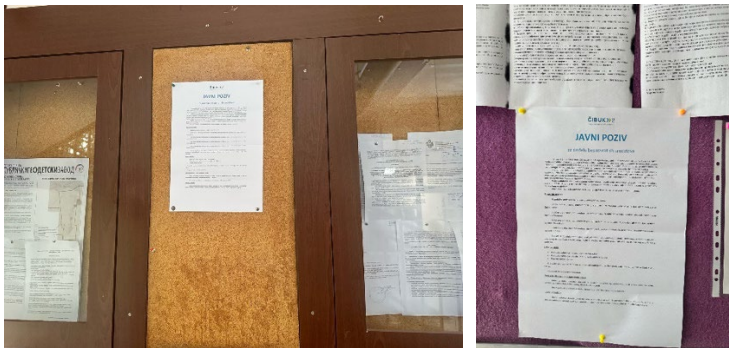
In 2023 C2WE started implementation of the Social Investment Program (SIP) in order to support local economic and social development among communities close to the Čibuk 2 windfarm site, in Kovin, Bavanište, Dolovo and Mramorak, by funding small projects related to infrastructure, child care, education, sport, culture, local traditions, etc.

Čibuk 2 was approached for financing by representatives of local initiatives in the first half of 2023. In mid 2023, Čibuk 2 implemented the SIP procedure and placed SIP announcements on the official notice boards of the Kovin Municipality and the local communities of Dolovo, Mramorak and Bavanište and held meetings with local representatives in order to present the SIP principles and discuss potential initiatives. The Čibuk 2 team distributed Project Proposal Forms during separate meetings with local community representatives in Kovin, Mramorak, Bavanište and Dolovo.

All proposals were required to include the following information:

- Name of local community that proposes activity and necessary contacts;
- Description of the proposed activity;
- Duration of activity and the period of realization;
- Requested funds;
- Reasons why the proposed activity would contribute to local development and/or other desirable social objectives; and
- Other relevant information.

C2WE approved funds for all of the submitted project proposals. Some of the projects have been completed and implemented (reports and proof of payment has been provided to C2WE) and some of them are still ongoing.



Above: Announcements about the SIP on official notice boards

C2WE allocated €30,000 for the 2023 SIP out of which € 29,661 was spent. In total 13 projects were supported, as presented below.

In addition, C2WE organized visits and workshops in schools in Mramorak, Dolovo, and Bavanište during November 2023 in order to promote the project Čibuk 2 and renewable energy in general among students of 7th and 8th grade of elementary schools. For this purpose, the company bought promotional material for students participating in the workshop (budget 340 EUR).



Above: Workshop in Elementary school in Mramorak

Summary of supported projects in Kovin

| No | Organization | Project description | Funds EUR |
|----|---|---|-----------|
| 1. | Female basketball club Kovin | Female basketball club organizes trainings for 6 to 17 year old girls from Kovin. The donation was used to cover the costs for participation in the competitions in Vojvodina league. | 1,000 |
| 2. | Kovin centre for children with disabilities Lasta | Procurement of IT equipment for children with disabilities day care | 3,040 |
| 3. | Kovin library Vuk Karadzic | Procurement of books for young children and teenagers | 3,414 |

Summary of supported projects in Mramorak

| No | Organization | Project description | Funds EUR |
|----|-----------------------------------|---|-----------|
| 1. | Elementary school Sava Maksimovic | Replacement of classroom doors and school windows | 2,302 |
| 2. | Football Club Proleter | Football competition Vidovdanska liga in Mramorak | 213 |
| 3. | Local community Mramorak | Procurement of air conditioners and a new door | 3,000 |
| 4. | Fire brigade Mramorak | Procurement of the firefighting equipment and a drone | 2,000 |
| 5. | Football club Proleter | Lawnmower for the football court | 2,560 |
| 6. | Hunting club Mramorak | Renovation of the meeting hall | 639 |



Above: Door replacement in Elementary school Sava Maksimovic



Above: Football competition Vidovdanska liga



Above: Firefighting equipment and drone



Above: Door replacement in the local community in Mramorak

Summary of supported projects in Dolovo

| No | Organization | Project description | Funds EUR |
|----|----------------------------------|---|-----------|
| 1. | Beekeepers Association in Dolovo | Event Dolovo Beekeeping days – event that promotes beekeeping products and exchange of beekeepers' experiences. | 204 |
| 2. | Local community Dolovo | Reconstruction of the school roof | 4,949 |



Above: Beekeeping days in Dolovo

Summary of supported projects in Bavanište

| No | Organization | Project description | Funds EUR |
|----|---------------------------|--|-----------|
| 1. | Local community Bavanište | Reconstruction of the playground in the village centre | 5,000 |

Only one project is not local community based – support to the Faculty of Electrical engineering in Belgrade.

| No | Organization | Project description | Funds EUR |
|----|---|--|-----------|
| 1. | H Bridges team of Faculty of Electrical engineering in Belgrade | Participation in international competition | 1,000 |