

STAKEHOLDER ENGAGEMENT PLAN

EVE Power Hungary Kft.

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1. Introduction

This is the revised version of Stakeholder Engagement Plan (SEP) including Community Grievance Mechanism (CGM), designed to disclose the stakeholder engagement plan to the stakeholders and has removed some sensitive information such as the names of certain stakeholders and details of previous engagement of stakeholders due to reasons related to information protection. The full version of SEP was compiled by EVE Power Hungary Kft. (hereinafter referred to as “EVEH”)’s environmental and social consultant ERM Shanghai Limited and only made public within EVEH.

This plan is prepared in both English and Hungarian. In case of any discrepancies or ambiguities, the English version shall prevail.

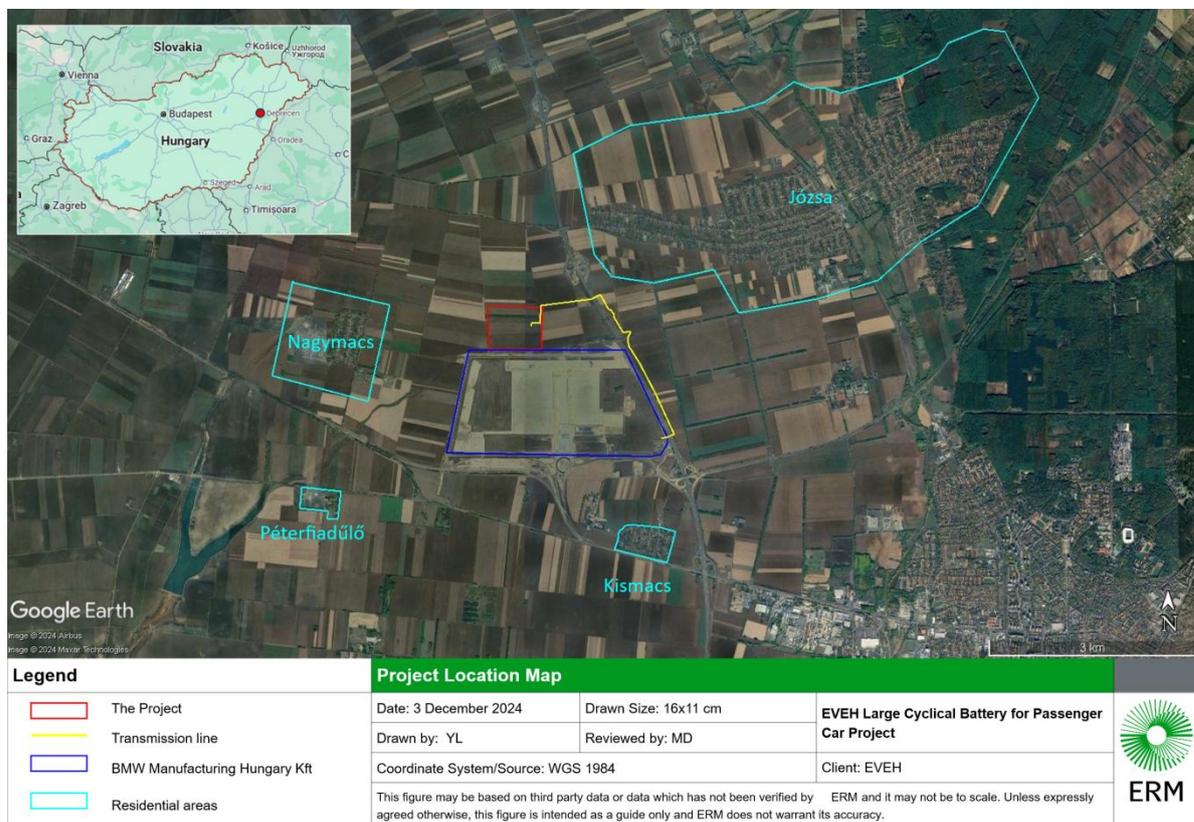
2. Project Description

EVE Power Hungary Kft. is developing a large battery manufacturing plant (the “Project”) in Debrecen, which is situated in the North-West Economic Zone, Debrecen City, Hajdú-Bihar County, Northern Great Plain region, Hungary. The Project construction started in 2023, and operation is planned to commence in 2027.

The Project is located at Plot No. 0237/405 in the North-West Economic Zone of Debrecen, Hungary. The Economic Zone is about 5 km west of Debrecen urban area,

covering a total area of 500 hectares, with the Project occupying 45 hectares. As Hungary’s second-largest city and the county seat of Hajdú-Bihar, Debrecen has a total area of 465 km². Most residents live in the downtown area. Its southern suburbs are dominated by agricultural and industrial activities, while the eastern part focuses on forestry.

Figure 2-1 Project Location



3. Objectives and Scope of the SEP

The purpose of this SEP is to ensure a consistent, representative, and culturally appropriate approach to engage with interested and potentially affected stakeholders

during construction and operation phases of the Project.

The specific objectives for stakeholder engagement are to:

- Identify stakeholders and communities potentially affected by the construction and operation the Project;
- Inform relevant stakeholders about Project activities during construction and operation phases of the Project;
- Engage with potentially affected communities, groups and individuals to understand their views, concerns and perceptions, including potential impacts upon them and appropriate mitigation measures;
- Inform the type and scope of stakeholder engagement undertaken throughout the planned Project activities; and
- Comply with the local engagement requirements.

The SEP is applicable to the entire life of the Project. It is a living document and will be updated through the course of Project life based on emerging needs and patterns for engagement with various stakeholders.

4. Stakeholder Identification and Analysis

The stakeholder identification and analysis process form the foundation for planning and designing of subsequent stakeholder engagement activities. The Project' s

stakeholders and analysis will be reviewed and refined regularly as the Project develops.

Stakeholders are persons or groups who are directly or indirectly affected by the Project, as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. Through desktop research and preliminary stakeholder engagement activities conducted by the Project, the following groups of stakeholders were identified.

The key stakeholders identified for this project include:

- national authorities,
- regional and local authorities,
- local non-profit companies (established by the Municipality of Debrecen),
- local communities (nearest residential areas),
- public utilities suppliers and potential medical services providers,
- neighboring companies,
- universities and academic institutions, industrial associations,
- hosts of industrial and business events,
- media,
- CSR and sponsorship partners,

- NGOs,
- politicians

The stakeholder matrix categorizes project stakeholders into four quadrants based on interest and influence, with differentiated engagement strategies assigned to each group (revisions may be made as the project progresses). Two key criteria are used for stakeholder identification: influence (derived from position or credibility) and interest (measured by the level of active/passive engagement). Core stakeholders are then divided into four categories with corresponding strategies as follows:

- **High influence & high interest:** Manage closely (conduct regular engagement and consultation)
- **High influence & low interest:** Keep informed (communicate on issues of their concern)
- **Low influence & high interest:** Engage & consult (share updates and address their key concerns)
- **Low influence & low interest:** Monitor dynamically (disseminate information via factsheets, etc. when appropriate)

5. Stakeholder Engagement Plan

5.1 Stakeholder Engagement Principles

The following principles have been identified for driving and guiding the stakeholder

engagement activities:

- The engagement strategy will be designed and implemented in a manner that is appropriate and cognizant of the specific economic, social, and cultural context of Hungary, and specifically of the affected areas in Debrecen;
- Information disclosure will weigh risks and benefits. Considerations for non-disclosure need to be weighed against the need for transparency and stakeholder groups to be informed;
- Engagement will be a two-way dialogue involving informing, listening and seeking inputs, as well as sharing and exchanging views;
- Engagement will be free of intimidation and coercion;
- The Project will work to ensure that it appropriately provides updates to the potentially affected and relevant stakeholders. The frequency of these updates will be commensurate to Project risks and any changes to the Project; and
- The Project will disclose a feedback/grievance mechanism to stakeholders.

5.2 Stakeholder Engagement Strategies

Table 5-1 Stakeholder Engagement Strategies

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
Early development stage	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.)	<ul style="list-style-type: none"> Seek advice for strategic planning Legal due diligence and regulatory requirements check, consultation with government officials if necessary Submit documentation timely to permits and compliance Collaborate to mitigate environmental and social impacts of the Project and address local concerns Cooperate in consultation activities and alike to answer and address local concerns together 	<ul style="list-style-type: none"> Regular (e.g. bi-weekly or monthly) meetings or visit as appropriate Document submission for permitting and compliance 	<ul style="list-style-type: none"> Meeting minutes Approval for regulatory permit Consultation records
	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.)	<ul style="list-style-type: none"> Seek advice for strategic planning and collaboration opportunities Regulatory requirements check, consultation with government officials if necessary Submit documentations for compliance Understand local concerns and local needs from the perspective of government authorities 	<ul style="list-style-type: none"> Visits and meetings as appropriate Document submission for compliance 	<ul style="list-style-type: none"> Meeting minutes Compliance guaranteed
	<ul style="list-style-type: none"> Local Non-Profit Companies (Established by the Municipality of Debrecen)	<ul style="list-style-type: none"> Seek advice on infrastructure and public utilities supplies of the Project from DIF Debrecen Understand from EDC Debrecen the tasks related to urban development and 	<ul style="list-style-type: none"> Regular (e.g. weekly for DIF or when necessary for EDC) meetings or visit as appropriate 	<ul style="list-style-type: none"> Meeting minutes

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
		economic development activities to which EVEH can contribute		
	<ul style="list-style-type: none"> Local Communities NGOs 	<ul style="list-style-type: none"> Understand culturally appropriate and effective manners for information disclosure Disclose Project information, including environmental and social impacts, mitigation measures and performance Understand local concerns over the Project and address them Ensure that there are no residual or uncompensated livelihood impacts 	<ul style="list-style-type: none"> ConsultationsRegular (e.g. monthly) meetings to answer questions and address concerns when necessaryDisclose Projects' Emergency Response Plan and Gender-based Violence and Harassment Policy in an accessible, transparent and understandable mannerDevelop, communicate and implement a Community Grievance Mechanism (CGM) and respond to the grievances in a timely manner 	<ul style="list-style-type: none"> Consultation recordsMeeting minutesNews published on local media and company website, company social media account about the consultation activities carried outDisclosure evidenceCGM Publication and its Records
	<ul style="list-style-type: none"> Public Utilities Suppliers and Medical Service Providers 	<ul style="list-style-type: none"> Understand the local provision of public utilities and services and seek for advice on mitigating relevant impacts Engage qualified public utilities suppliers and medical service providers who meet the standards of Project's environmental and social requirements, and who can cooperate with to mitigate environmental and social impacts of the Project 	<ul style="list-style-type: none"> Visits and meetingsDiscuss on collaboration opportunities to mitigate environmental and social impacts of the Projects together, particularly discussing on how to monitor impacts on water resources with water supplier and wastewater treatment company Debreceni Waterworks 	<ul style="list-style-type: none"> Meeting minutesContracts signed with qualified public utilities and services providers
	<ul style="list-style-type: none"> Client and other neighboring companies 	<ul style="list-style-type: none"> Understand and meet the requirements of and expectation from Client Understand cumulative impacts and discuss on potential collaboration to mitigate cumulative impacts and address local concerns 	<ul style="list-style-type: none"> Meetings and visitsDiscuss on potential mitigation measures of cumulative impactsSupport or hold local cultural events together 	<ul style="list-style-type: none"> Meeting Engagement recordsNews published on local media and company website, company social media account about local cultural events held or supported together with neighboring companies
	<ul style="list-style-type: none"> Universities and Academic Institutions 	<ul style="list-style-type: none"> Seek technical advice on how to mitigate environmental and social impacts of the Project 	<ul style="list-style-type: none"> Visits and meetingsPublish to the public the news on strategic agreements of collaboration signed on talent development, 	<ul style="list-style-type: none"> Meeting minutesNews published on local media and company website, company

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
		<ul style="list-style-type: none"> Explore opportunities to collaborate on mitigating environmental and social impacts of the Project Engage with and make them as messengers to deliver factual information of the Project to the public 	student internship programs, employee recruitment, joint research activities etc. Hold job fairs and campus events together	social media account about the signed strategic agreements Records of job fairs and campus events
	<ul style="list-style-type: none"> Industrial Associations 	<ul style="list-style-type: none"> Understand industry trends in Hungary and the local concerns over battery industry and Chinese enterprises from the perspective of industrial associations Explore opportunities to collaborate on mitigating environmental and social impacts of the Project and alleviating local concerns over battery industry and Chinese enterprises 	<ul style="list-style-type: none"> Visits and meetings Participate in and support events held by industrial associations Develop materials and hold events together for engaging with the public to address their concerns when necessary Discuss on potential collaboration opportunities on joint research activities 	<ul style="list-style-type: none"> Meeting minutes Engagement records
	<ul style="list-style-type: none"> Hosts of Industrial and Business Events 	<ul style="list-style-type: none"> Understand what events they host are helpful for advancing the Project's environmental and social impact management 	<ul style="list-style-type: none"> Contact and consult when necessary 	<ul style="list-style-type: none"> Contact records Event list that EVEH plan to participate
	<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Understand local concerns over the Project from the perspective of media Share information of the Project and answer local questions and concerns through engagement with media 	<ul style="list-style-type: none"> Regular visits and meetings (one-to-one or in groups) Hold public press events to share Project information Monitor local media in Hungary to understand the locals' attitudes towards the Project and identify and reach out to media to correct false information of the Project 	<ul style="list-style-type: none"> Meeting minutes Media reports on the interviews and public press events monitoring records
	<ul style="list-style-type: none"> CSR and Sponsorship Partners 	<ul style="list-style-type: none"> Understand local needs from the perspective of CSR and sponsorship partners and plan CSR activities that tailed to local needs and situations Engage with CSR and sponsorship partners in delivering benefits to the local communities via CSR activities 	<ul style="list-style-type: none"> Regular visits and meetings Design, implement and monitor CSR activities 	<ul style="list-style-type: none"> Meeting minutes CSR plan and CSR records News published on local media and company website, company social media account about the implemented CSR activities

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
	<ul style="list-style-type: none"> Politicians 	<ul style="list-style-type: none"> Monitor politicians' attitude towards the Project and their related actions, especially politicians from the opposition party Reach out to them, if necessary, communicate factual information of the Project to them Seek advice from the politicians that are friendly to the Project on how to communicate and engage with politicians in Hungary and navigate through local politics 	<ul style="list-style-type: none"> Monitoring (on e.g. social media accounts of politicians)Visits and meetings 	<ul style="list-style-type: none"> Monitoring recordsMeeting minutes
Construction and commissioning	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.) 	<ul style="list-style-type: none"> Legal due diligence Regulatory requirements check, consultation with government officials if necessary Submit documentations for compliance Collaborate to mitigate environmental and social impacts of the Project and address local concerns 	<ul style="list-style-type: none"> Regular (e.g. monthly) visits and meetings Submit documents or cooperation in inspections for compliance Support and participate in local (cultural) events/programs for community cohesion held by the local authorities and encourage Project workers to participate in the events/programs Obtain local data on property/rent prices, prices on other life necessities including food, population health, healthcare services etc. to monitor the Project's social impacts 	<ul style="list-style-type: none"> Meeting minutes Compliance guaranteed Records of and news published on local media and company website, company social media account about local (cultural) events/programs EVEH participate Local data monitoring records
	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.) 	<ul style="list-style-type: none"> Regulatory requirements check, consultation with government officials if necessary Submit documentations for compliance 	<ul style="list-style-type: none"> Regular (e.g. quarterly) visits and meetings Document submission for compliance 	<ul style="list-style-type: none"> Meeting minutes Compliance guaranteed
	<ul style="list-style-type: none"> Local Non-Profit Companies (Established by the Municipality of Debrecen) 	<ul style="list-style-type: none"> Contact infrastructure and public utilities suppliers of the Project with the help of DIF Debrecen when necessary 	<ul style="list-style-type: none"> Regular (e.g. weekly for DIF or when necessary for EDC) meetings or visit as appropriate 	<ul style="list-style-type: none"> Meeting minutes News published on local media and company website,

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
		<ul style="list-style-type: none"> Collaborate with EDC Debrecen on the tasks related to urban development and economic development activities to which EVEH can contribute 	<ul style="list-style-type: none"> Participate in the initiatives organized by EDC Debrecen as agreed 	<p>company social media account about the initiatives EVEH participate and organized by EDC Debrecen</p>
	<ul style="list-style-type: none"> Local Communities 	<ul style="list-style-type: none"> Disclose Project information, including construction progress, environmental and social impacts, mitigation measures and performances, a summary of grievances and any E&S Incidents Understand local concerns over the Project and address them Monitor whether there are vulnerable groups Ensure that there are no residual or uncompensated livelihood impacts 	<ul style="list-style-type: none"> Consultation Regular (e.g. monthly) meetings to answer questions and address concerns when necessary Continue to implement the CGM and respond to grievances in a timely manner. Improve the CGM if necessary If vulnerable groups are identified in stakeholder engagement activities, provide assistance and update SEP accordingly when necessary 	<ul style="list-style-type: none"> Consultation records Meeting minutes News published on local media and company website, company social media account about the meetings held with local society CGM Records Updated CGM (if necessary) Updated SEP to include vulnerable groups (if necessary)
	<ul style="list-style-type: none"> Public Utilities Suppliers and Medical Service Providers 	<ul style="list-style-type: none"> Collaborate to mitigate environmental and social impacts of the Project 	<ul style="list-style-type: none"> Visits and meetings to ensure the supply of public utilities and medical services to the Project Collaborate to mitigate environmental and social impacts of the Projects together, particularly to discuss on monitoring Project's impacts on water resources with water supplier and wastewater treatment company Debreceni Waterworks 	<ul style="list-style-type: none"> Meeting records Monitoring data of impacts on water resources and other data or evidence of mitigation measures taken if necessary
	<ul style="list-style-type: none"> Client and other neighboring companies 	<ul style="list-style-type: none"> Collaborate to manage cumulative impacts and local concerns 	<ul style="list-style-type: none"> Meetings and visits Participate in the trainings and meetings provided by Client to its suppliers for improving environmental and social performances Collaborate with Client and other adjacent companies on mitigating cumulative impacts including supporting local cultural events together 	<ul style="list-style-type: none"> Meeting records Engagement records News published on local media and company website, company social media account about local cultural events supported together with neighboring companies

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
	<ul style="list-style-type: none"> Universities and Academic Institutions 	<ul style="list-style-type: none"> Collaborate to mitigate environmental and social impacts of the Project Engage with and make them as messengers to deliver factual information of the Project to the public 	<ul style="list-style-type: none"> Visits and meetings Publish news on the progress of strategic agreements of collaboration signed on talent development, student internship programs, employee recruitment, joint research activities etc. Hold job fairs and campus events together 	<ul style="list-style-type: none"> Engagement records News published on local media and company website, company social media account about the progress of signed strategic agreements Records of job fairs and campus events
	<ul style="list-style-type: none"> Industrial Associations 	<ul style="list-style-type: none"> Explore opportunities to collaborate on mitigating environmental and social impacts of the Project and alleviating local concerns 	<ul style="list-style-type: none"> Visits and meetings Participate in and support events held by associations Develop materials and hold events together for engaging with the public to address their concerns when necessary Set up initiatives for collaboration on joint research activities as agreed 	<ul style="list-style-type: none"> Meeting minutes Engagement records News published on local media and company website, company social media account about the collaboration with industrial associations
	<ul style="list-style-type: none"> Hosts of Industrial and Business Events 	<ul style="list-style-type: none"> Understand what events they host are helpful for advancing the Project's environmental and social impact management Participate in the events that facilitate knowledge sharing and cooperation in the Project's environmental and social impact management 	<ul style="list-style-type: none"> Contact and consult when necessary Participate in the selected events they host 	<ul style="list-style-type: none"> Contact records Event list that EVEH plan to participate News published on local media and company website, company social media account about industrial and business events EVEH participate
	<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Understand local concerns over the Project from the perspective of media Share information of the Project and answer local questions and concerns through engagement with media 	<ul style="list-style-type: none"> Monitor media to understand the locals' attitudes towards the Project and reach out to media if necessary 	<ul style="list-style-type: none"> Monitoring records Engagement records
	<ul style="list-style-type: none"> CSR and Sponsorship Partners 	<ul style="list-style-type: none"> Implement CSR activities that tailed to local needs and situations Monitor the ongoing CSR activities and improve the CSR plan as appropriate 	<ul style="list-style-type: none"> Implement the planned CSR activities Monitor the ongoing CSR activities and improve the CSR plan as appropriate 	<ul style="list-style-type: none"> CSR plan and CSR records News published on local media and company website,

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
				company social media account about the implemented CSR activities
	<ul style="list-style-type: none"> Politicians 	<ul style="list-style-type: none"> Monitor politicians' attitude towards the Project and their related actions. Reach out to them, if necessary 	<ul style="list-style-type: none"> Monitoring (on e.g. social media accounts of politicians) Visits and meetings 	<ul style="list-style-type: none"> Monitoring records Meeting minutes
Operation	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.) 	<ul style="list-style-type: none"> Regulatory requirements check, consultation with government officials if necessary Submit documentations for compliance Collaborate to mitigate environmental and social impacts of the Project and address local concerns 	<ul style="list-style-type: none"> Regular (e.g. quarterly) visits and meetings Submit documents or cooperation in inspections for compliance Support and participate in local (cultural) events/programs for community cohesion held by the local authorities and encourage Project workers to participate in the events/programs Obtain local data on property/rent prices, prices on other life necessities including food, population health, healthcare services etc. to monitor the Project's social impacts 	<ul style="list-style-type: none"> Meeting minutes Compliance guaranteed Records of and news published on local media and company website, company social media account about local (cultural) events/programs EVEH participate Local data monitoring records
	<ul style="list-style-type: none"> National Authorities Regional and Local Authorities (All specific names have been removed.) 	<ul style="list-style-type: none"> Regulatory requirements check, consultation with government officials if necessary Submit documentations for compliance 	<ul style="list-style-type: none"> Regular (e.g. half a year) visits and meetings Document submission for compliance 	<ul style="list-style-type: none"> Meeting minutes Compliance guaranteed
	<ul style="list-style-type: none"> Local Non-Profit Companies (Established by the Municipality of Debrecen) 	<ul style="list-style-type: none"> Contact infrastructure and public utilities suppliers of the Project with the help of DIF Debrecen when necessary Collaborate with EDC Debrecen on the tasks related to urban development and economic development activities to which EVEH can contribute 	<ul style="list-style-type: none"> Regular (e.g. weekly for DIF or when necessary for EDC) meetings or visit as appropriate Participate in the initiatives organized by EDC Debrecen as agreed 	<ul style="list-style-type: none"> Meeting minutes News published on local media and company website, company social media account about the initiatives EVEH participate and organized by EDC Debrecen

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
	<ul style="list-style-type: none"> Local Communities 	<ul style="list-style-type: none"> Disclose updated Project information, including its progress on environmental and mitigation measures and performances, environmental and social monitoring data, a summary of grievances and any E&S Incidents Understand local concerns over the Project and address them Monitor whether there are vulnerable groups 	<ul style="list-style-type: none"> Regular (e.g. quarterly) meetings to answer questions and address concerns when necessary Engage with local communities in fire or other emergency drills Continue to implement the CGM and respond to grievances in a timely manner. Improve the CGM if necessary Disclose environmental and social monitoring data and update timely as required in the Project's EIA-IPPC and SIA in an accessible, transparent and understandable manner e.g. on company website, company social media account, etc. Hold regular open days (quarterly or half a year) when the public can visit the Project Disclose Project's environmental and social performances by publishing annual sustainability reports made available on company website and company social media accounts If vulnerable groups are identified in stakeholder engagement activities, provide assistance and update SEP accordingly when necessary 	<ul style="list-style-type: none"> Meeting minutes News published on local media and company website, company social media account about the meetings with local society Drills records CGM records Updated CGM (if necessary) Quarterly updated and disclosed environmental and social monitoring data Records of open days Sustainability reports (updated annually) Updated SEP (if necessary)
	<ul style="list-style-type: none"> Public Utilities Suppliers and Medical Service Providers 	<ul style="list-style-type: none"> Collaborate to mitigate environmental and social impacts of the Project 	<ul style="list-style-type: none"> Visits and meetings to ensure the supply of public Utilities and medical services to the Project Collaborate to mitigate environmental and social impacts of the Projects together, particularly to monitor impacts on water resources with water supplier and wastewater treatment company Debreceni Waterworks 	<ul style="list-style-type: none"> Meeting records Monitoring data of impacts on water resources and other data or evidence of mitigation measures taken

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
	<ul style="list-style-type: none"> Client and other neighboring companies 	<ul style="list-style-type: none"> Collaborate to manage cumulative impacts and local concerns 	<ul style="list-style-type: none"> Meetings and visits Participate in the trainings and meetings provided by Client to its suppliers for improving environmental and social performances Implement cumulative impact mitigation measures together, e.g. perform fire drills, etc. when necessary Support local cultural events together 	<ul style="list-style-type: none"> Meeting records Engagement records News published on local media and company website, company social media account about local cultural events supported together with neighboring companies
	<ul style="list-style-type: none"> Universities and Academic Institutions 	<ul style="list-style-type: none"> Collaborate to mitigate environmental and social impacts of the Project Engage with and make them as messengers to deliver factual information of the Project to the public 	<ul style="list-style-type: none"> Hold job fairs and campus events together Implement student internship, training programs and joint research activities as per strategic agreements Improve and expand the collaboration as appropriate Invite students and teachers to visit the Project during open days 	<ul style="list-style-type: none"> Records of job fairs and campus events News published on local media and company website, company social media account about the implementation of student internship, training programs and joint research activities Updated strategic agreements (if necessary) Records of open days
	<ul style="list-style-type: none"> Industrial Associations 	<ul style="list-style-type: none"> Collaborate to mitigate environmental and social impacts of the Project and alleviate local concerns 	<ul style="list-style-type: none"> Visits and meetings Participate in and support events held by associations Develop materials and hold events together for engaging with the public to address their concerns when necessary Implement joint research activities as per agreements 	<ul style="list-style-type: none"> Meeting minutes Engagement records News published on local media and company website, company social media account about the joint research activities
	<ul style="list-style-type: none"> Hosts of Industrial and Business Events 	<ul style="list-style-type: none"> Understand what events they host are helpful for advancing the Project's environmental and social impact management 	<ul style="list-style-type: none"> Contact and consult when necessary Participate in the events they host 	<ul style="list-style-type: none"> Contact records Event list that EVEH plan to participate News published on local

Project Phase	Stakeholder	Activities	Engagement Methods	Key Output
		<ul style="list-style-type: none"> Participate in the events that facilitate knowledge sharing and cooperation in the Project's environmental and social impact management 		media and company website, company social media account about industrial and business events EVEH participate
	<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Understand local concerns over the Project from the perspective of media Share information of the Project and answer local questions and concerns through engagement with media 	<ul style="list-style-type: none"> Monitor media to understand the locals' attitudes towards the Project and reach out to media if necessary Invite them to open days 	<ul style="list-style-type: none"> Monitoring records Engagement records Media reports on open days Records of open days
	<ul style="list-style-type: none"> CSR and Sponsorship Partners 	<ul style="list-style-type: none"> Implement CSR activities that tailed to local needs and situations Monitor the ongoing CSR activities and improve the CSR plan as appropriate 	<ul style="list-style-type: none"> Implement the planned CSR activities Monitor the ongoing CSR activities and improve the CSR plan as appropriate 	<ul style="list-style-type: none"> CSR plan and CSR records News published on local media and company website, company social media account about the implemented CSR activities
	<ul style="list-style-type: none"> Politicians 	<ul style="list-style-type: none"> Monitor politicians' attitude towards the Project and their related actions. Reach out to them, if necessary 	<ul style="list-style-type: none"> Monitoring (on e.g. social media accounts of politicians) Visits and meetings Invite them to open days 	<ul style="list-style-type: none"> Monitoring records Meeting minutes Records of open days

5.3 Consultation and Information Disclosure Plan

Table 5-2 proposes the consultation and information disclosure activities for the Project during construction and operation phases.

Table 5-2 Consultation and Information Disclosure Plan

Planned Timing	Stakeholders	Topics	Frequency	Methods	Responsible Party
Throughout construction and commissioning	Authorities	<ul style="list-style-type: none"> Regulatory compliance check Obtain information from the local authorities about the potential local (cultural) events/programs for community cohesion held by the local authorities, in which EVEH can encourage Project workers to participate Obtain local data from the local authorities on property/rent prices, prices on other life necessities including food, population health, healthcare services etc. to monitor the Project's social impacts Enable two-way communication and ongoing dialogue 	Quarterly	Meeting	<p>Public Relations Department of EVEH</p> <p>The Project's Environmental, Health and Safety (EHS) Team</p> <p>The Project's Social Manager (HR Manager and Administrative Manager)</p> <p>The Project's Compliance Manager</p>
	<p>Local communities, including representatives of women, youth, elderly, affected landowners etc.</p> <p>Representatives of NGOs</p> <p>Representatives of media</p>	<ul style="list-style-type: none"> Disclose Project information, including Project's construction progress and timeline updates, Project's planning and progress on mitigation measures, a summary of grievances and any E&S Incidents Identify whether there are vulnerable groups which may be differentially or disproportionately impacted by Project activities and if so, provide assistance and update SEP accordingly when necessary Ensure that there are no residual or uncompensated livelihood impacts Share feedback on outcomes from the CGM and report back to the local 	Biannually	<p>Meeting with invitation published via online channels including local intermediaries (to ensure participation of the wider community including vulnerable groups), the Company's social media accounts, the Company's website, and local media</p> <p>Provide translation for non-Hungarian representatives</p> <p>* Facebook page of EVE Power Hungary launched in August 2025 and from November 2025, there will be monthly reporting post about the status of Project's construction progress. Additionally, the Project also plans to</p>	<p>Public Relations Department of EVEH</p> <p>The Project's Environmental, Health and Safety (EHS) Team</p> <p>The Project's Social Manager (HR Manager and Administrative Manager)</p>

Planned Timing	Stakeholders	Topics	Frequency	Methods	Responsible Party
		<p>communities how stakeholder input is received, considered and integrated into Project decisions</p> <ul style="list-style-type: none"> • Enable two-way communication and ongoing dialogue 		<p>open the project site from end of 2026 Q1 for locals and organize site visit for 10-15 members groups on a bi-weekly basis.</p>	
	<p>Local Non-Profit Companies (Established by the Municipality of Debrecen)</p> <p>Public Utilities Suppliers and Medical Service Providers</p> <p>Client and other neighboring companies</p> <p>Universities and Academic Institutions</p> <p>Industrial Associations</p> <p>Hosts of Industrial and Business Events</p>	<ul style="list-style-type: none"> • Dialogue on inclusive growth of local enterprises along EVEH's value chain (e.g., services, outsourcing, innovation), ethical standards, labor market tensions, and indirect impacts on the local economy • Enable two-way communication and ongoing dialogue 	Regularly	Meeting, visit, and participation in events	<p>Public Relations Department of EVEH</p> <p>The Project's Social Manager (HR Manager and Administrative Manager)</p> <p>EVEH Project Procurement Department</p>
Throughout the operation phase	Authorities	<ul style="list-style-type: none"> • Regulatory compliance check • Obtain information from the local authorities about the potential local (cultural) events/programs for community cohesion held by the local authorities, in which EVEH can encourage Project workers to participate • Obtain local data from the local authorities on property/rent prices, prices on other life necessities including food, population health, healthcare services etc. to monitor the Project's 	Quarterly	Meeting	<p>Public Relations Department of EVEH</p> <p>The Project's Environmental, Health and Safety (EHS) Team</p> <p>The Project's Social Manager (HR Manager and Administrative Manager)</p> <p>The Project's Compliance</p>

Planned Timing	Stakeholders	Topics	Frequency	Methods	Responsible Party
		social impacts <ul style="list-style-type: none"> • Enable two-way communication and ongoing dialogue 			Manager
	Local communities, including representatives of women, youth, elderly, etc. Representatives of NGOs Representatives of media	<ul style="list-style-type: none"> • Disclose updated Project information, including Project's progress on mitigation measures, a summary of grievances and any E&S Incidents • Identify whether there are vulnerable groups which may be differentially or disproportionately impacted by Project activities and if so, provide assistance and update SEP accordingly when necessary • Share feedback on outcomes from the CGM and report back to the local communities how stakeholder input is received, considered and integrated into Project decisions • Enable two-way communication and ongoing dialogue 	Regularly (e.g. biannually)	Meeting or open day with invitation published via online channels including local intermediaries (to ensure participation of the wider community including vulnerable groups), the Company's social media accounts, the Company's website, and local media Provide translation for non-Hungarian representatives	Public Relations Department of EVEH The Project's Environmental, Health and Safety (EHS) Team The Project's Social Manager (HR Manager and Administrative Manager)
		<ul style="list-style-type: none"> • Disclose environmental and social monitoring data as required by the Project's EIA-IPPC and SIA 	Regularly	Update timely in an accessible, transparent and understandable manner. E.g. on company website, company social media account, etc.	Public Relations Department of EVEH The Project's Environmental, Health and Safety (EHS) Team The Project's Social Manager (HR Manager and Administrative Manager)
		<ul style="list-style-type: none"> • Disclose Project's environmental and social performances 	Annually	Annual sustainability reports made available on company website and	Public Relations Department of EVEH

Planned Timing	Stakeholders	Topics	Frequency	Methods	Responsible Party
				company social media accounts	
	<p>Local Non-Profit Companies (Established by the Municipality of Debrecen)</p> <p>Public Utilities Suppliers and Medical Service Providers</p> <p>Client and other neighboring companies</p> <p>Universities and Academic Institutions</p> <p>Industrial Associations</p> <p>Hosts of Industrial and Business Events</p>	<ul style="list-style-type: none"> Dialogue on inclusive growth of local enterprises along EVEH's value chain (e.g., services, outsourcing, innovation), ethical standards, labor market tensions, and indirect impacts on the local economy Enable two-way communication and ongoing dialogue 	Regularly	Meeting, visit, and participation in events	<p>Public Relations Department of EVEH</p> <p>The Project's Social Manager (HR Manager and Administrative Manager)</p> <p>EVEH Project Procurement Department</p>

6. Community Grievance Mechanism

6.1 Objectives

The purpose of the Community Grievance Mechanism (CGM) is to foster positive relationships between the Project and its external stakeholders, including the local community, by providing a structured, transparent, and culturally appropriate process for addressing grievances. The CGM aims to promptly resolve complaints and concerns related to the Project's development and operations, ensuring that all affected individuals and organizations can voice their issues without barriers, at no cost, and without fear of retribution. It is designed to be accessible and beneficial for both the company and stakeholders, tailored to the scale of impacts and risks associated with the Project, and aligned with international standards, including IFC Performance Standard 1 and Equator Principles IV, for effective grievance resolution.

6.2 Scope

This CGM accepts grievances from anyone who believes they have been or may be negatively affected by the EVEH Project, or by noncompliance with EVEH policies. Grievances related to land acquisition, compensation, and access restrictions are within the scope this CGM. However, grievances are deemed ineligible if they:

- Do not pertain to EVEH's construction or operational activities;
- Involve issues beyond EVEH's reasonable control;

- Are under ongoing arbitration or judicial review and
- Are submitted fraudulently, with malicious intent, or aimed at gaining unfair competitive advantage.

6.3 Roles and Responsibilities

6.3.1 Designated Person

The designated person (Community Liaison Officer (CLO) or equivalent local contact) is responsible for implementing this CGM, which includes:

- Receiving grievances related to EVEH's Project activities;
- Keeping in touch with the Complainant and requesting further details for investigation when necessary;
- Investigating the Grievances;
- Communicating the investigation results to the Complainant in writing, particularly detailing the outcome of the investigation, the actions taken or reasons for not conducting the investigation;
- Managing grievance logs; and
- Performing other tasks specified in the CGM.

6.3.2 Public Relations Department of EVEH

The Public Relations Department of EVEH is responsible for publishing the

information on the availability of the CGM in an accessible and understandable manner in locally appropriate languages, as well as communicating some of the grievances and resolutions to the public or designated groups if necessary.

6.3.3 Other Departments of EVEH

Other departments within EVEH, including the Project's Environmental, Health and Safety (EHS) Team, Administrative Department, Compliance Manager and EVEH Project Procurement Department, etc. are required to cooperate with the Public Relations Department of EVEH in grievance investigation related to their respective areas of responsibility.

6.4 Confidentiality and Anti-retaliation

EVEH prohibits retaliation against those who raise complaints or report legal or Project's policy violations. Protecting confidentiality is paramount and includes:

- Restricting access to complainants' identities to the Designated person or the person invited by the Designated person to assist in the investigation of the grievance may contact the complainants or the person concerned which has material information about the facts of the Complaint; and
- Securing complainants' personal details in a manner by locking them in the Grievance Log and only accessible by the Designated person.

The Designated person shall monitor retaliation risks and may withhold contact if

there's a strong chance of retaliation. Any threats or retaliatory actions will be reported to the Public Relations Department of EVEH and treated as violations of EVEH's Code of Conduct, and the person is subject to disciplinary measures in accordance with relevant laws, regulations and relevant Company regulations.

6.5 Unidentifiable Grievance

The Complainant is entitled to make Grievances in an unidentifiable manner (e.g., anonymously). However, EVEH encourages the Complainant to identify himself/herself to allow for a more thorough investigation and to ensure adequate protection to the Complaint. For any Grievance made in an anonymous manner, the Grievance will be recorded in the Grievance Log, but EVEH will not report to the Complainants on the acknowledgment or investigation of the Grievance if the Complainant is non-traceable. And the nonidentified Complainant shall understand that the information provided by him or her is insufficient or inadequate to investigate his or her Grievance or if the information essential to the initiation or effective conduct of the investigation cannot otherwise be obtained for any reason, the investigation may be closed without result.

6.6 Community Grievance Mechanism Process

The community grievance redress process involves the following four stages:

6.6.1 Grievance Accptance

EVEH shall designate an impartial person in the employ of EVEH as the Designated

person to implement the CGM. Grievances can be raised:

- In writing, in English or Hungarian by post to the address: 4025 Debrecen, Brana u.23.
- In writing by e-mail to the e-mail address: EVEHungary.CGM@evebattery.com
- For potential vulnerable groups, verbal reporting and reporting via local intermediaries are acceptable to ensure accessibility

Within seven (7) days of receipt of the written Grievance, the Designated person shall send an acknowledgment of the Grievance to the Complainant through the channel of his/her choice (by post or e-mail). The acknowledgment shall include general information on the CGM's procedural, EVEH 's expectation on good faith reporting (i.e., the information about the reported infringements was true at the time of reporting and had reasonable grounds to believe that the reporting was necessary), and confidentiality and data management rules.

If the grievance is submitted orally, the Designated person should record it fully and accurately in the Grievance Log (audio and video recording are forbidden) and provide the Complainant with a copy, subject to the possibility of verification, correction, and acceptance by signature.

The date of receipt of the Grievance shall be deemed to be the date on which the Grievance is filed with the Designated person in the case of an oral Grievance or the

date of receipt of the Grievance by the Designated person in the case of a written Grievance.

The Designated person shall, where possible, draw the attention of the Complainant to the fact that if he/she does not provide a suitable contact address in the Grievance, he/she will not be provided with any information relating to the acknowledgement, investigation procedure, and resolution result.

6.6.2 Grievance Investigation

The Designated person is entitled and obliged to investigate the Grievance. During the investigation of the Grievance, the Designated person shall maintain contact with the Complainant and may invite the Complainant to complete or clarify the Grievance, to clarify the facts, and to provide further information.

The Designated person shall investigate the allegations in the Grievance within the shortest time possible under the circumstances, but not later than thirty (30) days from the receipt of the Grievance. The time limit may be extended in particularly justified cases. At the same time, the Complainant shall be informed of the extension, the reasons for it, and the expected date of the investigation. The time limit for examining the Grievance and informing the Complainant shall not exceed three (3) months in the case of an extension.

In the course of the investigation of the Grievance, the Designated person shall assess the relevance of the circumstances set out in the Grievance and shall take appropriate

measures to remedy the Misconduct.

During the investigation, the Designated person shall be entitled to:

- to personally interview or enter into consultations with the person concerned by the Report and with any person having information relating to the subject matter of the Report,
- to request, inspect and use documents and information necessary for the examination of the Report,
- to obtain necessary opinions, information, and clarifications from the EVEH 's specialized departments,
- to obtain, if strictly necessary, the expert opinion necessary to clarify the facts, and provide evidence (for land-related grievances, the European Legal Department has to be involved for advice regarding the path of Grievance investigation and the involvement of any authority or municipality),
- to conduct a site inspection, if necessary.

The department and employee requested in the course of clarifying the facts or conducting the investigation shall cooperate with the Designated person during the inspection and personal interviews, provide the requested information or expert opinion, or hand over or send the requested documents or data to the Designated person within the time limit set by the Designated person.

The Public Relations Department of EVEH shall keep a record of the procedural steps he/she has taken. Where the procedural act was attended by a person other than the Designated person, the Designated person will take minutes.

The Designated person may, at any time during the procedure, examine whether immediate action is necessary on the basis of the Grievance to prevent any activities which may be in progress or which may give rise to further misconduct or infringement. Where it is determined that immediate action is necessary, the Designated person shall promptly inform the EVEH management of this and of the action proposed to be taken. If the management considers that immediate action is warranted, it shall arrange for the necessary action to be taken and shall inform the Designated person that the action has been taken.

If the Grievance justifies the initiation of criminal proceedings, the Designated person shall arrange for such proceedings to be brought. And the Designated person shall ensure that the implementation of CGM do not impede access to other judicial or administrative remedies that might be available under the law or through existing arbitration procedures, or substitute for grievance mechanisms provided through collective agreements.

6.6.3 Grievance Resolution

The Designated person shall prepare an investigation report on the results of the investigation (hereinafter referred to as the "Investigation Report").

The Investigation Report may contain personal data only if the recording of such data is strictly necessary for the interpretation of the Investigation Report, the establishment of responsibility, and the taking or implementation of the proposed or planned measures.

The Investigation Report shall include the determination of whether a misconduct or violation has occurred, and the Designated person shall make a recommendation to EVEH based on the findings of fact and shall include the proposed course of action to remedy the misconduct and violation in a separate section of the Investigation Report.

The Designated person shall send the Investigation Report to EVEH management, or the department entitled to take action in sufficient time to allow at least eight (8) days for the EVEH management or the department entitled to review the Report and take action. EVEH management (department) shall inform the Designated person of the action it intends to take or has taken no later than these eight (8) days.

The Designated person shall inform the Complainant in writing of the outcome of the investigation and of the measures taken and proposed to be taken within five (5) days after an agreement has been received from the EVEH management or the department entitled to take action.

When agreement is reached between the claimant and EVEH upon the completion of the measures taken to remedy the misconduct or violation, the Designated person shall seek the complainants' approval with signature to approve his/her recognition of

the completion of solution.

6.6.4 Grievance Documentation and Monitoring

The Designated person keeps track of all grievances through the Grievance log, while the Public Relations Department of EVEH is responsible for tracking the trends of grievances by their nature and frequency and identifying any underlying systemic issues.

To identify systemic issues and feed into Project decision-making, the Grievance log will be reviewed quarterly, and systemic issues will be escalated to senior management and relevant Project departments.

Additionally, a summary of grievances will be reported back to affected communities in accordance with Section 5.3 Consultation and Information Disclosure plan and Section 8 Monitoring and Reporting.

7. Roles and Responsibilities Monitoring and Reporting

It is important to monitor and report on the ongoing stakeholder engagement efforts to ensure that the desired outcomes are being achieved, and to maintain a comprehensive record of engagement activities and issues raised (See Appendix B). This will be done through this SEP, where the following have been recorded through this plan:

- Updates to the stakeholder database; and

- Records of all consultations and stakeholder engagement activities held.

In addition, a regular review and monitoring of the stakeholder engagement activities and its efficiency will be undertaken. The Project should monitor the stakeholder activities internally and include the findings and corresponding actions in the internal monitoring reports. Review of the SEP implementation quarterly and annually should aim to assess whether:

- The consultation and information disclosure activities are appropriate for various stakeholders;
- The frequency of stakeholder engagement activities is sufficient;
- Feedback is being documented and responded adequately;
- Grievances are being redressed adequately;
- The stakeholder list remains appropriate and whether it needs to be updated.

During the evaluation process of stakeholder engagement, the following indicators will be used to determine the progress of the implementation of this SEP.

Table 7-1 Monitoring Indicators

Aspect	Indicators	Method of Verification	Periodic Monitoring Activities (Quarterly and Annually)
Engagement	Number of engagements done and logged	Meeting minutes and photographic evidence Stakeholder engagement records	Monitor the progress of engagement activities.
	Frequency of engagements done		Regular checking or status updates of initial agreements or commitments made to stakeholders.
	Types of engagements		Analyze any stakeholder feedback and

Aspect	Indicators	Method of Verification	Periodic Monitoring Activities (Quarterly and Annually)
	done	(Appendix B)	provide the necessary recommendations for the continuous learning and improving of the Project’s stakeholder engagement activities and processes.
	Types of stakeholders engaged		
	Number of feedback received from stakeholders		
Reach	Total reach of communication materials distributed to stakeholders in stakeholder engagement	Communication material distribution records	<p>Conduct spot checks to measure level of knowledge gained from the documents or materials.</p> <p>The design of the spot checks will depend on the type of documents/materials that are distributed.</p> <p>Review if women and vulnerable groups receive sufficient attention during stakeholder engagement.</p>
	Number of participants engaged	Attendance sheets	
	Percent of women and vulnerable groups reached engaged		
Grievance Reporting	Number of grievances registered	Grievance Log	Measure of efficiency and effectiveness of the reporting process through review of the grievance log and grievance investigation report
	Percentage (%) of grievances resolved / not resolved effectively through CGM	Grievance Investigation Report	
	Grievance resolution time		

A summary of stakeholder engagement activities undertaken by EVEH will be reported back to the local communities and broader stakeholder groups via corporate annual sustainability report.

Additionally, Project updates, its progress on mitigation measures, a summary of grievances and any E&S Incidents will be reported back to affected local communities biannually during construction and annually during operation as proposed in Section 5.3 Consultation and Information Disclosure plan.

8. Roles and Responsibilities

Community Liaison Officer (CLO) or equivalent local contact of EVEH is responsible for updating and implementing this SEP. The SEP should be considered as a live document and must be regularly updated to reflect Project proponent and stakeholder changes.

Other departments within EVEH including the Project' s Environmental, Health and Safety (EHS) Team, Social Manager (HR Manager and Administrative Manager), Compliance Manager and EVEH Project Procurement Department, TC. are obliged to provide support and needed information and documents to the Public Relations Department of EVEH for the update and implementation of this SEP.

APPENDIX A GRIEVANCE LOG FORM

No.	Date	Name of Complainant	Phone Nr. (or other contact details)	Community	Typology (Information Request, Suggestion or Claim)	Type (Not admissible, Low, Medium, High)	Person to solve	Delivery date for resolution	Response	Open/ Closed	Closing Date	Closed and Satisfied (Yes/No)	If no, why not?

APPENDIX B STAKEHOLDER ENGAGEMENT RECORDS FORM

Date	Activity	Place	Stakeholder	Description (Particularly any concerns raised)