

PUBLIC CONSULTATION REPORT

STIP WIND FARM PROJECT

North Macedonia

April 2026

Prepared by Alcazar Energy Partners

1. Introduction

This Public Consultation Report (PCR) summarises the Environmental and Social Impact Assessment (ESIA) disclosure and consultation process undertaken for the Stip Wind Farm Project in North Macedonia during the public ESIA disclosure period from 26 February to 27 April 2026. It provides a detailed overview of the disclosure and consultation activities carried out, the main issues raised by stakeholders across different groups, and how these issues were addressed by the Project. This report has been prepared by Alcazar Energy Partners (the “Company”) to support the EBRD project finance process and should be read together with [the ESIA](#), its [Non-Technical Summary](#) (NTS), and the Project [Stakeholder Engagement Plan](#) (SEP). All these documents are publicly available on the Project website (www.stipwindfarm.mk), the [Stip](#) and [Radovish](#) municipalities’ websites, and the [EBRD’s project disclosure page](#).

The Project involves the provision of a non-recourse, long-term senior loan in favour of STP WIND D.o.o.e.l. (the “Borrower” or the “Company”), a special purpose vehicle incorporated in North Macedonia. The loan is dedicated to the construction and operation of a 131 MW onshore wind farm located in the Stip region. The Project represents the first phase of a larger wind development with a total planned capacity of 396 MW and comprises up to 54 wind turbine generators, each with an indicative nominal capacity of approximately 6–8 MW.

The Project’s expected annual electricity generation is more than 1,340 GWh. In addition to the wind turbines, the Project includes (i) a 35/400 kV substation, (ii) approximately 80 km of buried 35 kV cables, (iii) an approximately 7 km of 400 kV overhead line, and (iv) around 68 km of internal roads to be constructed or upgraded. The Project is located in eastern North Macedonia, predominantly within the municipalities of Stip and Radovish and, to a lesser extent, Karbinci.

The Project is planned to be developed in three phases, with the first phase expected to commence construction in Q2 2026. The subsequent phases are expected to follow partly in parallel and partly sequentially, with all phases anticipated to be operational by 2029. The operational life of the wind farm is expected to be approximately 25 to 30 years.

From a stakeholder engagement perspective, the Project affects a rural area that includes directly affected communities in Stip Municipality (Baltalija, Nikoman, Shashavarlija, Dolani, Ljuboten, Kalapetrovci, Koshevo and Tanatarci), Radovish Municipality (Buchim and Damjan), and Karbinci Municipality (Golem Gaber), with an overall population identified in the Stakeholder Engagement Plan (SEP) of approximately 731 people. These communities have expressed particular interest in employment opportunities, traffic and road conditions, environmental impacts, land access, and potential community support initiatives.

The SEP also identifies potentially vulnerable groups within the Project area, including elderly people with disabilities, people with chronic illness, households under the poverty line, single-headed households, Roma, Yoruk and other marginalised ethnic groups, children, and people without formal land rights. The consultation process has been designed to use accessible formats and multiple communication channels, including Macedonian- and Turkish-language materials where appropriate, and to include measures aimed at supporting the participation of women and other vulnerable stakeholders.

The ESIA has been prepared and disclosed as follows:

- The ESIA Scoping Report was completed and made publicly available from January 2025. An ESIA Scoping Report presentation (see Annex 4) was held on 5 February 2025 at two locations: the Municipality Hall in Stip and the village of Buchim.
- The ESIA Disclosure Package was made publicly available from 26 February 2026, including the Non-Technical Summary (NTS), ESIA Main Report, SEP, Environmental and Social Management and Monitoring Plan (ESMMP) Framework, Technical Appendices, Livelihood Restoration Plan (LRP), Biodiversity Management Plan (BMP), and Environmental and Social Action Plan (ESAP).

Concurrent with the ESIA disclosure period, the Project also undertook a separate LRP Disclosure Meeting held on 1 April 2026 in Stip, targeting project-affected persons (PAPs) including landowners, concessioners, informal land users, and livelihood-related user groups. The LRP disclosure meeting was held in Stip, with the attendance of 27 people. This parallel process is described further in Section 2 below. The ESIA disclosure period ran from 26 February to 27 April 2026, during which stakeholders had continuous access to the ESIA Disclosure Package.

2. Requirements for Stakeholder Engagement for ESIA Disclosure

The consultation process was undertaken in line with applicable international and national disclosure requirements and lenders' Environmental and Social standards.

2.1 International Requirements

The ESIA disclosure process was conducted in accordance with the EBRD Environmental and Social Policy (2024) and Environmental and Social Requirement (ESR) 10 on Stakeholder Engagement. In accordance with these requirements, the ESIA documentation was disclosed for public review, and stakeholders were provided with opportunities to access information, attend meetings, ask questions, and submit written comments. The ESIA disclosure period ran from 26 February to 27 April 2026, a period of 60 days, providing stakeholders with adequate time to review documentation and submit feedback.

2.2 National Requirements

The consultation process was also undertaken in line with the applicable national regulatory framework for environmental impact assessment disclosure in North Macedonia, including the Law on Environment and the EIA Decree. National requirements include a mandatory public participation period and public hearings, which were fulfilled through the Project EIA Process in 2009. As part of the national EIA process, one (1) public hearing was held in June 2009 in the Municipality of Stip. The presentation covered project details along with environmental and social impacts and proposed mitigation measures. A question was raised regarding the justification for the selected turbine type, number, and layout within the site, to which the project representatives responded by explaining the planning approach, including optimization based on wind conditions, micro-siting, and environmental factors.

2.3 Relationship to the Project SEP

The Project SEP provides the overall framework for stakeholder engagement throughout the Project lifecycle. The SEP identifies stakeholder groups, outlines engagement methods appropriate to each group, and sets out the schedule of engagement activities. The activities described in this PCR reflect the implementation of the SEP during the ESIA disclosure phase and focus specifically on consultation on the disclosed ESIA package.

The SEP also addressed the need to identify informal land users during the ESIA disclosure period. In line with recommendations from the Project's social team, it was agreed that efforts to identify informal land users should not be limited to formal LRP disclosure meetings alone, as some land users may access project-area land only seasonally. In response to this, from early March 2026 the Project placed 17 information posters across the Project area in Macedonian and Turkish languages, informing local people that a registration process for informal land users would open by end of June / beginning of July 2026. This approach was designed to allow adequate time for people who may use the land at different times of year to come forward. A Community Liaison Officer (CLO) has been appointed and is actively recording informal users who come forward. The identification of informal land users is an ongoing process; the Project expects to finalise the PAP list by the end of June or beginning of July 2026, at which point the cut-off date for land users in each phase will be established.

A dedicated LRP Disclosure Meeting was also held on 1 April 2026 in Stip, attended by 26 participants including landowners, concessioners, beekeepers, municipal representatives, and local forestry administration representatives. Invitations to this meeting were disseminated to landowners and concessioners via Viber and SMS by the CLO, to municipalities via email and phone, and publicly via the Stip and Radovich municipal websites. The LRP meeting and the parallel poster campaign are described here to paint a complete picture of the disclosure process, as both were conducted during the ESIA disclosure period.

3. Summary of Stakeholder Engagement for ESIA Disclosure

3.1 Stakeholder Identification and Notification

Stakeholder identification and analysis were conducted as part of the SEP preparation. For the ESIA disclosure phase, the notification and outreach effort was extensive, covering national government bodies, local institutions, municipalities, media, and affected communities. The following summarises the notification approach by stakeholder group (see Annex 2).

National Government Bodies and Agencies

Formal written invitations were sent by email on 17 March 2026 to ten national institutions, including the Ministry of Environment and Physical Planning, Ministry of Energy, Mining and Mineral Resources, Ministry of Transport, Ministry of Culture / Administration for Cultural Heritage, Ministry of Agriculture, Forestry and Water Economy, Directorate for Protection and Rescue, Civil Aviation Agency, Macedonia Electricity Transmission System Operator (MEPSO), Ministry of Labour and Social Policy, PE National Forests (head office and Stip branch), and relevant regional offices. A follow-up email with an attendance confirmation link was sent on 25 March 2026 to all national institutions to confirm receipt and inquire about attendance.

Municipalities

Engagement with the three affected municipalities – Stip, Radovish, and Karbinci – was initiated from 12 February 2026 through a combination of phone calls, emails, and in-person coordination. Multiple rounds of communication took place, including notification of the event, confirmation of dates and venues, and requests to share invitations through municipal channels (bulletin boards, website, Facebook, Viber groups). Both Stip and Radovish municipalities published formal public announcements and invitations on their official websites. Karbinci Municipality was similarly contacted but did not provide confirmation of dissemination. Printed invitations were also shared on official notice boards in the municipalities and in the villages.

Media

Invitations were disseminated to local media through the Stip and Radovish municipalities' communication channels. Multiple media outlets received invitations; the Stip municipality website published the public announcement on 3 March 2026 and a separate invitation on 16 March 2026. Same announcement approach and timeline were followed by Radovish municipality website.

Affected Communities

Community notification was carried out through a combination of channels. Notifications were distributed via Viber messaging, printed invitations posted in visible public locations in settlements, and through municipal social media. The CLO conducted direct outreach to village representatives and community contact points. For villages in the Stip and Radovish Municipality area (including Ljuboten, Tanararci, Baltalija, Nikoman, Shashavarlija, Dolani, Buchim and others), notification was provided via municipal channels and direct Viber, phone and in person contact with village representatives. For Turkish-speaking communities, invitations were prepared in both Macedonian and Turkish. Village-level contacts confirmed receipt of invitations.

Schools and Venue Coordination

School directors at the two village meeting venues (Goče Delčev Primary School in Shashavarlija and Nikola Karev Primary School in Buchim) were contacted and confirmed their agreement to host the meetings. Coordination was carried out in person and via email and phone, with follow-up communications confirming venue arrangements.

3.2 ESIA Disclosure Meetings

A total of four ESIA disclosure meetings were held during the disclosure period:

Location	Venue	Date & Time	Stakeholder Groups	Attendance
Stip	Municipality Hall	31 March 2026, 10:00	Institutions, communities, business sector	27 participants
Shashavarlija (this village includes the ethnic group, Yoruk)	Goče Delčev Primary School	31 March 2026, 14:00	Communities	19 participants
Radovish	Municipality Hall conference room	2 April 2026, 10:00	Institutions, communities, business sector	22 participants
Buchim (this village includes the ethnic group)	Nikola Karev Primary School	2 April 2026, 14:00	Communities	Approx. 35 participants (not all signed attendance sheet)

The meetings were held both in municipal centres and in villages located closer to the Project area in order to provide access to different stakeholder groups. The total number of attendees across the four ESIA disclosure meetings was over 100 participants. The village-level meetings at Shashavarlija and Buchim generated the most active discussion, particularly on livelihood, land access, and community support topics.

At each meeting, the Project team and supporting consultants presented the Project description, the main ESIA findings, relevant environmental and social baseline conditions, anticipated impacts, proposed mitigation measures, the disclosure and project timeline, and the available channels for feedback. Each presentation was delivered in Macedonian (see Annex 4). Turkish language interpretation was provided at all meetings and was used where needed to support inclusive participation of Turkish-speaking community members; however, Macedonian was the preferred language at the Shashavarlija meeting.

The Grievance Mechanism and Project contact channels were formally presented at the conclusion of each meeting. Stakeholders were encouraged to use available channels – including the Local E&S Specialist, CLO, Project website, email, and written comment forms (see Annex 3) – to submit questions, comments, and grievances not only during the disclosure period but also throughout the construction and operational phases.

3.3 Meeting Materials and Documentation

The following materials were disclosed and distributed during the meetings:

- ESIA Disclosure Package¹ (available online and in hard copy at municipal offices): ESIA Main Report, NTS, SEP, ESMMP Framework, LRP, BMP, ESAP, and Technical Appendices
- PPT Presentation: Delivered in Macedonian at all four meetings (see Annex 4).
- Comment forms: Available in Macedonian, Turkish and English, and kept available during the meeting as needed (see Annex 3).
- Hard copies of the ESIA Main Report were placed at the Stip, Radovish, and Karbinci municipal offices and at the Project's Stip and Skopje offices. NTS copies were distributed to all directly affected villages. Hard copy of the NTS in Turkish was provided to representatives of the village of Buchim and village of Shashavarlija; it was noted that the Damjan settlement was visited during distribution, but no seasonal residents were found at that time.
- Project brochure and NTS: Available in Macedonian, Turkish and English. Brochures were distributed at disclosure meetings. Additional copies were left with school representatives and municipality representatives to ensure continued availability.

All distribution quantities are set out in the table below.

Table: Summary of Project Information Disclosed in Hard Copy during the meetings

Document	Language	Location	# Copies
ESIA Report	Macedonian	Stip, Radovish and Karbinci	1 each location
NTS Report	Macedonian	Stip, Radovish, Baltalija, Nikoman, Dolani, Ljuboten, Kalapetrovci, Koshevo, Tanatarci, Golem Gaber, Damjan and Shashavarlija	1 each location
	Turkish	Buchim and Shashavarlija	1 each location
ESIA Brochure	English	Stip	13
	Macedonian	Stip	39
	Macedonian	Shashavarlija	27
	Macedonian	Radovish	32
	Turkish	Shashavarlija	17
	Turkish	Buchim	43
LRP Brochure	Macedonian	Stip	42
	Turkish	Stip	14
LRP Non-Technical Summary	Macedonian	Distributed to PAPs	27
	Turkish	Distributed to PAPs	4

3.4 Engagement with Vulnerable and Underrepresented Groups

In some village locations, particularly Buchim, participation by women was limited, reflecting local context. Targeted outreach to women and other potentially vulnerable or underrepresented groups through community-based channels – including local leaders, schools, and household-level engagement – had been previously conducted during the ESIA preparation phase and will continue in subsequent Project stages as defined in the SEP.

All consultation materials were made available in Macedonian and Turkish to ensure accessibility for the local Turkish-speaking population, which includes Roma, Yoruk and other communities. Turkish language interpretation was provided at all disclosure meetings. The LRP meeting of 1 April 2026

¹ <https://alcazarenergy.com/single-projects/stip-wind-farm/>

specifically targeted vulnerable PAPs including informal land users, women, and households under the poverty line, with invitations distributed via Viber and SMS individually to each identified PAP to protect personal data privacy.

ESIA and LRP invitations were also delivered in person by the Project CLO to identified vulnerable and potentially underrepresented groups — including women, elderly residents, and persons with disabilities — in the project-affected villages, as an additional measure to promote inclusive participation.

Transportation assistance was provided to stakeholders within the Project area to facilitate attendance at the public consultation meetings. Stakeholders wishing to make use of this arrangement were requested to confirm their attendance and any transportation needs in advance by contacting the CLO directly.

3.5 Grievances and Deviations

No formal grievances specifically concerning the conduct of the ESIA disclosure meetings themselves were recorded in the internal meeting minutes. No material deviations from the planned SEP disclosure approach were identified. Karbinici Municipality did not confirm dissemination of the invitation, representing a minor deviation; however, the Project ensured that affected communities in the Karbinici area received information through direct outreach, printed materials, and the municipal office hard copy deposit.

4. Summary of Stakeholder Feedback and Project Response

4.1 Comment Review Process

Stakeholder feedback received during the ESIA disclosure meetings was recorded primarily through the question-and-answer sessions documented in the meeting minutes (MoMs) (see Annex A), supported by the availability of written comment forms and Project contact channels. All meeting minutes were prepared by the Project's local consultants and reviewed by the Project team. The issues raised were reviewed by the Project team to determine whether they required: (i) clarification of information already contained in the ESIA; (ii) follow-up through the applicable land access, livelihood restoration, or grievance processes; or (iii) continued attention through Project implementation-stage engagement and management measures.

No issues raised during the disclosure period were identified as requiring material changes to the ESIA or its accompanying documents. The majority of feedback received was consistent with the topics already raised during Scoping phase public hearing meeting and assessed in the ESIA and with the mitigation measures proposed therein.

4.2 Summary of Feedback by Theme

Stakeholder feedback during the ESIA disclosure period focused on a number of recurring themes. These are summarised below with the Project's responses.

Theme	Stakeholder Feedback	Project Response and Follow-up Actions
Project schedule and phasing	Stakeholders at multiple meetings asked about the construction timeline, which phases would affect their area, and when activities would begin.	The Project team explained that construction would be implemented in three phases. Phase I (21 turbines) is expected to commence in Q2 2026, with Phase II including the Buchim area expected in the Q4 2026. Detailed sequencing will continue to be communicated to communities as implementation progresses.
Road use, traffic and access	Communities raised concerns about heavy vehicle traffic damaging local roads, particularly the road from Stip to Shashavarlija. Questions were raised about the Ljuboten access route and a possible new route from Strumina Cheshma.	Roads needed for the Project will be upgraded, widened, and maintained throughout the operational phase. Existing asphalted roads will be re-asphalted; dirt roads will be improved with gravel. All roads are designed to avoid direct impact to the nearest villages. A dual-access approach is planned for the Buchim and Ljuboten area to reduce/avoid traffic intensity in the village. The Strumina Cheshma road is a municipal initiative; no final decision has been made on responsibility for its reconstruction.
Land acquisition, compensation and livelihoods	Affected landowners and concession holders raised questions about compensation processes and timelines. One stakeholder noted they had not yet signed an annex to their concession agreement. Community members involved in seasonal activities (mushroom and berry picking, beekeeping) asked about the LRP and compensation programmes.	Affected landowners and land users are being engaged through the land acquisition and LRP processes. In cases where an inheritance process is required, the land acquisition team supports landowners by providing legal assistance to help the rightful heirs obtain ownership rights and receive compensation. Qualified appraisers have been engaged to prepare land valuation reports. Informal land users are encouraged to register by end of June / beginning of July 2026. The Project team will follow up directly with individual concession holders according to the phasing schedule. The CLO is maintaining a record of people who come forward.

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Health, safety and environmental impacts	Questions were raised about electromagnetic radiation, noise, shadow flicker, the risk of blade failure, and health impacts generally. Some community members expressed strong concern about health and safety.	The Project team clarified that there is no electromagnetic radiation associated with wind turbines. The only relevant impact is noise, which has been assessed in the ESIA and found to be within limit values for most locations and times, with targeted mitigation measures planned for a limited number of locations at night-time. Shadow flicker is a minor and site-specific effect. Turbines are located at least 800 metres from the nearest house in affected settlements. Blade failure is extremely rare, and turbines are designed with strict safety and maintenance standards.
Water resources and agriculture	Community members asked about potential impacts on water wells and agricultural land. Concerns about blasting were raised in Shashavarlija.	No blasting is planned; foundations will be excavated using mechanical drilling only. Potential impacts on water and agricultural land are addressed in the ESIA, and mitigation measures will be implemented through contractor requirements and Project planning.
Forest and biodiversity	Questions were raised about the extent of forest clearance and fire risk. A comment was raised about the risk of illegal logging being facilitated by improved road access.	Approximately 7 ha of oak forest is expected to be affected. An offset plan will be developed and implemented to compensate for biodiversity loss. Fire prevention and emergency response planning will be implemented. The risk of illegal logging facilitated by improved road access is noted as a challenge that the Project team will need to consider in planning. Security personnel will be deployed during both the construction and operational phases to ensure the safety and protection of the site, workers, equipment, and surrounding areas.
Movement restrictions	Stakeholders asked whether there would be restrictions on movement or access to the project area during construction and operation.	No general restrictions on movement or use of the area are planned. Restrictions will apply only within active construction zones during the construction period for safety reasons. The substation, control building, and met mast power supply panels will be fenced off for operational and safety reasons. All other areas will remain accessible.
Employment opportunities	Community members at multiple meetings asked about local employment opportunities during construction and operation.	Local employment will be encouraged where feasible, with preference for local workers. Where local capacity is not sufficient, workers may be recruited from nearby towns. Requests for employment can be submitted through the CLO and Project contact channels.
Community support and benefits	A representative of the National Forest Authority presented and submitted an initiative proposal for the development of a recreation zone and bicycle trail within the project area once the wind park becomes operational, highlighting opportunities to enhance local community use of the area and promote sustainable recreational activities alongside the project. The Buchim community presented a formal list of twelve requests including water supply, sewage system, a new school building, electricity for the school and mosque, a playground, road improvements,	The Project team acknowledged the community's requests and confirmed they would be recorded in the meeting minutes. It was explained that some requests fall under the responsibilities of local authorities and cannot be committed to by the investor. Alcazar Energy is working on Project-specific community support initiatives aligned with its priority areas (education, children, vulnerable groups) and is committed to continued dialogue. A follow-up meeting with Buchim village representatives, including women participants, was proposed and will be organised by the Project team. The written request regarding the monastery road will be considered by the investor. The recreation zone and bicycle trail proposal was welcomed and will be considered within the limits of the allocated community budget.

	a health clinic, street lighting, and a community venue. A written version of these demands was committed to be submitted. An individual stakeholder submitted a written request for support with road access to a local monastery in Chiflik area.	
Urban planning compliance	A participant at the Radovish meeting raised concerns about potential inconsistencies with national urban planning and construction legislation and offered technical support to the investor.	The Project team clarified that the ESIA has been ongoing for more than a year and that findings have been incorporated into the urban planning process. A building permit has been obtained. Questions specific to urban planning and permitting procedures were directed to the appropriate official channels. All ESIA-related comments may also be submitted in writing.

The feedback received during the ESIA disclosure meetings did not identify issues exclusive to vulnerable groups beyond those already captured in the thematic table above. However, concerns relating to informal land use, livelihood impacts, and community infrastructure — which are of particular relevance to economically vulnerable households and marginalised ethnic communities — were predominantly raised by participants at the Buchim meeting. Low participation by women was noted at village-level meetings; a dedicated follow-up meeting including women representatives has been committed to by the Project team.

4.3 Overall Assessment

Overall, the ESIA disclosure process provided stakeholders with multiple opportunities to access information, ask questions, and communicate concerns. The feedback received during the disclosure period did not identify any unresolved material issues or indicate the need for any material change to the ESIA or to the overall consultation approach.

In general, the concerns raised during the disclosure meetings were addressed through: clarification of information already contained in the ESIA; confirmation that matters would be managed through existing or planned mitigation and management measures; or commitments to continued engagement and follow-up during subsequent Project phases. Where specific follow-up actions were committed to (such as the follow-up meeting with Buchim representatives), these are recorded in the meeting minutes and will be tracked through the Project's stakeholder engagement log.

The consultation process confirmed the value of continued and targeted stakeholder engagement, particularly on site-specific matters such as construction timing, access arrangements, livelihood-related processes, and community benefit initiatives for communities in close proximity to the Project area. These matters will continue to be addressed through ongoing implementation of the Project SEP and related stakeholder engagement activities throughout the Project lifecycle.

Annexes

The following annexes accompany this Public Consultation Report:

- **Annex 1:** Minutes of Meeting – ESIA and LRP Disclosure Meetings (Stip, Shashavarlija, Radovish, Buchim – 31 March and 1–2 April 2026)
- **Annex 2:** Meeting Notification and Invitation Records (disclosure notification letters, municipal website announcements; other stakeholder invitation evidence available upon request)
- **Annex 3:** Comment Forms distributed during the disclosure meeting
- **Annex 4:** ESIA and LRP presentation materials

ANNEX 1: Minutes of Meeting – ESIA and LRP Disclosure Meetings (Stip, Shashavarlija, Radovish, Buchim – 31 March and 1–2 April 2026)**Note on Modifications to Meeting Records**

The minutes of meeting documents contained in this Annex have been modified for public disclosure purposes: individual names and personal contact details (including addresses, telephone numbers, and email addresses) have been removed and replaced with unique reference codes. This modification has been made in accordance with EBRD guidance (ESR 10 and associated Guidance Notes) on privacy and personal data protection, and in line with the requirement that the PCR is publicly disclosed without exposing individuals to risk of retaliation or privacy violations.

The unmodified attendance sheets and full identification records are maintained in the project's internal stakeholder engagement register and are available upon request to relevant parties (e.g., EBRD, national regulatory authorities) subject to applicable data protection requirements. Photographs from the meetings are included in the original MoM documents; participants were asked for their consent before photographs were taken.

Reference code system: S = Stip ESIA meeting; SH = Shashavarlija ESIA meeting; R = Radovish ESIA meeting; B = Buchim ESIA meeting; L = LRP Disclosure Meeting (Stip). Sequential numbers follow the order in which comments/questions were raised.

Annex 1.A – Minutes of Meeting: ESIA Disclosure Meeting, Stip**Meeting Details**

Meeting Title	ESIA Disclosure Meeting – Public Disclosure Meeting for Stip Wind Farm Project
Date & Time	31 March 2026, 10:00 – 12:00
Venue	Municipality Hall, Stip
Number of Participants	27 (community members, municipal representatives, media, and other interested stakeholders)
Language	Macedonian (Turkish interpretation available where needed)
Meeting Materials	PPT Presentation (Macedonian); Project Leaflet (MK, TR, EN); NTS (MK); Comment Forms (MK, TR, EN)
Prepared by	Local Support Team – Maneko Solutions

Meeting Purpose

The purpose of the event was to communicate key ESIA findings to project-affected persons and interested stakeholders from the Stip area in a clear, non-technical manner, and to enable meaningful stakeholder participation. The meeting served to disclose the project design overview, environmental and social baseline conditions, anticipated impacts and mitigation measures, gather stakeholder feedback, and enhance transparency and accountability.

Summary of Points Discussed

The Alcazar Energy E&S team formally welcomed the participants and emphasised the importance of full compliance with all applicable environmental standards. They noted that all comments, complaints, recommendations and opinions are welcome and open to cooperation. The local environmental consultant from Maneko Solutions delivered the ESIA presentation, covering project design overview, main ESIA findings, environmental and social baseline, impacts and mitigation measures. He emphasised that the entire ESIA package is available to the public for 60 days on the Project and municipalities' websites. The Grievance Mechanism was formally introduced at the conclusion of the presentation, along with designated points of contact.

Questions, Comments and Responses

The following table presents a summary of the questions and comments raised during the Q&A session, referenced by a unique code. Stakeholder names have been removed from this public version of the report in accordance with personal data protection requirements. Attendance records are available upon request to relevant parties.

Ref.	Comment / Question	Response
S-01	Questions were raised about the construction timeline and phasing, including when activities would begin and which phases would affect local areas.	The project will be implemented in three phases, starting with Phase I (21 turbines) expected to commence in Q2 2026. Detailed sequencing will continue to be communicated as implementation progresses.
S-02	Questions were raised about road use and traffic management during construction, including the impact of heavy vehicles on local roads.	Roads needed for the project will be upgraded, widened, and maintained. Existing asphalted roads will be re-asphalted; dirt roads will be improved with gravel surfacing. A traffic management plan will be implemented.
S-03	Questions were raised about potential impacts on water resources and agricultural land.	These matters are addressed in the ESIA. Mitigation measures will be implemented through contractor requirements and project planning.
S-04	Concerns were raised about noise and health impacts associated with the wind turbines.	Noise has been assessed in the ESIA and found to be within limit values for most locations. Targeted mitigation measures are planned for a limited number of locations during night-time hours.
S-05	Questions were raised about employment opportunities for local residents during construction and operation.	Local employment will be encouraged where feasible. Requests for employment can be submitted through the CLO and Project contact channels.
S-06	Questions were raised about land access, land acquisition and compensation processes and the LRP.	Affected landowners and land users are being engaged through land acquisition and LRP processes. Qualified appraisers have been engaged to prepare land valuation reports. In cases where an inheritance process is required, the land acquisition team supports landowners by providing legal assistance to help the rightful heirs obtain ownership rights and receive compensation. Informal land users are encouraged to register.
S-07	Questions were raised about movement restrictions during construction and operation.	No general restrictions are planned. Restrictions will apply only within active construction zones for safety reasons. The substation and control building will be fenced. All other areas remain accessible.

Annex 2.B – Minutes of Meeting: ESIA Disclosure Meeting, Shashavarlija

Meeting Details

Meeting Title	ESIA Disclosure Meeting – Public Disclosure Meeting for Stip Wind Farm Project
Date & Time	31 March 2026, 14:00 – 16:00
Venue	Goce Delcev Primary School, village of Shashavarlija
Number of Participants	19 (community members; some participants chose not to sign the attendance sheet)
Language	Macedonian (Turkish interpretation available; Macedonian preferred by participants)
Meeting Materials	PPT Presentation (Macedonian); Project Leaflet (MK, TR, EN); NTS (TR); Comment Forms (MK, TR, EN)
Prepared by	Local Support Team – Maneko Solutions

Meeting Purpose

The purpose of the event was to communicate key ESIA findings to interested project stakeholders from the village of Shashavarlija and surrounding area in a clear, non-technical manner, and to enable meaningful stakeholder participation. The meeting served to disclose the project design overview, environmental and social baseline conditions, anticipated impacts and mitigation measures, gather stakeholder feedback, and enhance transparency and accountability.

Summary of Points Discussed

The local E&S specialist from Alcazar Energy's Skopje office formally welcomed the participants and noted that a Turkish translator was available, though participants indicated that Macedonian was acceptable. The local environmental consultant from Maneko Solutions delivered the ESIA presentation, covering project description, main findings, environmental and social baseline, impacts and mitigation measures. The presentation noted that the ESIA package is available for 60 days on the Project and municipalities' websites. A brief summary of social aspects was also delivered by a local social expert. The Grievance Mechanism was formally introduced at the conclusion of the presentation, along with designated points of contact.

Questions, Comments and Responses

The following table presents a summary of the questions and comments raised during the Q&A session, referenced by a unique code. Stakeholder names have been removed from this public version.

Ref.	Comment / Question	Response
SH-01	Is any blasting planned? The community has had a negative experience with blasting from other investors that affected water wells in the village.	No blasting activities are planned. Based on geomechanical surveys, excavation will be carried out using mechanical drilling methods only. Turbine foundations will be approximately 20 metres in diameter and 3 metres in depth.
SH-02	Concerns were raised about heavy vehicle transport and potential damage to local roads, particularly the road from Stip to Shashavarlija. How will this be managed?	Transport routes will be carefully planned to minimise impacts on local roads and settlements. Existing paved roads overlapping with the project layout will be upgraded and re-asphalted; unpaved roads will be improved with gravel. A traffic management plan will be implemented, including communication to the community about timing and routes. A community safety and health plan will also be developed. Project-related roads will be maintained throughout the 25–30 year operational phase.
SH-03	A participant noted they hold state-owned land under a 15-year concession agreement and had been notified by the Ministry of Agriculture	The Project team will follow up directly. Engagement with concession holders is being carried out according to the project phasing schedule; contacts for Phase II and III areas will follow once Phase I engagement is complete.

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	to sign an annex for the portion of land required for the project, however, the concessionaire had not yet signed it.	
SH-04	Which route will be used for transportation of project components?	All project components will be transported via the A4 highway, entering through the Ljuboten access road and continuing along the project roads established under Phase I. All project road (access and internal) are designed to avoid direct impact to the nearest villages.
SH-05	Will underground cables pass through private land plots?	The underground cables will follow the project roads as much as possible. Where cables must cross private plots, landowners will be contacted, informed, and compensated accordingly. Agreements will be signed. The cable will be installed underground and clearly marked. Movement will not be restricted, but there will be guidance on land use in the affected area.
SH-06	Will there be restrictions on movement around the wind farm?	No general restrictions are planned on movement or use of areas around the turbines. Restrictions will apply only within active construction zones during the construction period. The substation, control building, and met mast power supply panels will be fenced for safety and operational reasons. All other areas remain accessible.
SH-07	What benefits will the wind farm bring to the local community?	Employment opportunities will be available during construction and operation, with preference for local workers. All roads upgraded for the project will remain freely accessible for public use. Alcazar Energy welcomes and supports local community initiatives.

Annex 1.C – Minutes of Meeting: ESIA Disclosure Meeting, Radovish

Meeting Details

Meeting Title	ESIA Disclosure Meeting – Public Disclosure Meeting for Stip Wind Farm Project
Date & Time	2 April 2026, 10:00 – 12:00
Venue	Municipality Hall Conference Room, Radovish
Number of Participants	22 (municipal representatives, contractor representatives, residents, and project team)
Language	Macedonian
Meeting Materials	PPT Presentation (Macedonian); Project Leaflet (MK, TR, EN); NTS (MK); Comment Forms (MK, TR, EN)
Prepared by	Local Support Team – Maneko Solutions

Meeting Purpose

The purpose of the event was to communicate key ESIA findings to project-affected persons and interested stakeholders from the Radovish area in a clear, non-technical manner, and to enable meaningful stakeholder participation. The meeting served to disclose the project design overview, environmental and social baseline conditions, anticipated impacts and mitigation measures, gather stakeholder feedback, and enhance transparency and accountability.

Summary of Points Discussed

The head of the E&S department at Alcazar Energy welcomed the participants and introduced the project team, noting that the project has been in development for 18 months. The local E&S specialist formally welcomed participants and emphasised the importance of full compliance with all applicable environmental standards. The local environmental consultant delivered the ESIA presentation in approximately 30 minutes, covering project design, findings, baseline, impacts and mitigation. A brief summary of social aspects was also presented. The Grievance Mechanism was formally introduced at the conclusion of the presentation, along with designated points of contact.

Questions, Comments and Responses

The following table presents a summary of the questions and comments raised during the Q&A session, referenced by a unique code. Stakeholder names have been removed from this public version.

Ref.	Comment / Question	Response
R-01	Concerns were raised about potential inconsistencies with national urban planning and construction legislation, including reference to Article 51a of the Construction Law and the e-Urbanism system. Questions were also raised about fair valuation and public benefit from wind energy. The participant stressed the importance of full legal compliance and offered technical support to the investor.	The ESIA has been ongoing for more than a year and its findings have been incorporated into the urban planning process. A building permit has been obtained. Questions specifically related to urban planning and permitting should be submitted through the appropriate official channels. Affected landowners and land users are being engaged through land acquisition and LRP processes. Qualified appraisers have been engaged to prepare land valuation reports. In cases where an inheritance process is required, the land acquisition team supports landowners by providing legal assistance to help the rightful heirs obtain ownership rights and receive compensation. Informal land users are encouraged to register. All ESIA-related comments may also be submitted in writing. The investor is committed to establishing and maintaining positive relations with the local community and has an annual community support programme.

R-02	Positive comment expressing satisfaction with the quality of the ESIA presentation, noting that necessary surveys have been conducted and appropriate mitigation measures identified and incorporated.	Comment noted with thanks.
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Annex 1.D – Minutes of Meeting: ESIA Disclosure Meeting, Buchim**Meeting Details**

Meeting Title	ESIA Disclosure Meeting – Public Disclosure Meeting for Stip Wind Farm Project
Date & Time	2 April 2026, 14:00 – 16:00
Venue	Nikola Karev Primary School, village of Buchim
Number of Participants	Approximately 35 (village residents, one municipal representative; not all participants signed the attendance sheet)
Language	Macedonian (Turkish interpretation provided and used)
Meeting Materials	PPT Presentation (Macedonian); Project Leaflet (MK, TR, EN); NTS (TR); Comment Forms (MK, TR, EN)
Prepared by	Local Support Team – Maneko Solutions

Meeting Purpose

The purpose of the event was to communicate key ESIA findings to project-affected persons and interested stakeholders from the Buchim area in a clear, non-technical manner, and to enable meaningful stakeholder participation. The meeting served to disclose the project design overview, environmental and social baseline conditions, anticipated impacts and mitigation measures, gather stakeholder feedback, and enhance transparency and accountability.

Summary of Points Discussed

The Alcazar Energy E&S team welcomed the participants and opened the meeting in Turkish, noting that this was the fourth presentation in the project area. The local E&S specialist formally welcomed the participants and emphasised the importance of full compliance with all applicable environmental standards. The local environmental consultant delivered the ESIA presentation, covering project design, key findings, baseline, impacts and mitigation. Participants were engaged and active discussion began early in the presentation. The Grievance Mechanism was formally introduced at the conclusion, along with designated points of contact.

Questions, Comments and Responses

The following table presents a summary of the questions and comments raised during the Q&A session, referenced by a unique code. Stakeholder names have been removed from this public version. The Buchim meeting generated the most extensive community discussion of all four meetings.

Ref.	Comment / Question	Response
B-01	How will the construction be organised? What routes will be used to access the Buchim turbine area?	The Buchim area is part of Phase II, expected to commence at end of 2026. Two separate access routes are planned to avoid and minimise impacts on the village: (1) from the Koshevo site extending existing Phase I infrastructure; (2) from the A4 highway via the local road toward Buchim and an existing dirt road before entering the village. Roads will be widened to approximately 5.5 metres. This dual-access approach is designed to minimise the impact and avoid/reduce traffic intensity within the village.
B-02	Community members raised concerns about health impacts including vomiting, headaches and radiation, based on information read online.	The project is not associated with electromagnetic radiation. The only relevant impact is noise (within limit values) and shadow flicker, which is a minor and site-specific effect affecting only photosensitive individuals. Turbines are at least 800 metres from the nearest house in Buchim.
B-03	Will there be restrictions on movement or access during construction and operation?	No general restrictions on movement are planned. Restrictions apply only within active construction zones during construction. The substation, control building,

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		and met mast panels will be fenced. All other areas remain accessible.
B-04	A community member expressed strong concern about the project, questioning whether the project team would allow their own families to live near the turbines.	The project is not associated with negative health impacts beyond noise, which is within limit values for most locations and times. Extensive surveys and analyses have been conducted over more than a year. Mitigation measures are recommended where necessary.
B-05	Concern was raised about the risk of a blade breaking and falling while people are working in fields.	Blade failure is extremely rare. During adverse weather such as thunderstorms, turbines are automatically shut down. Turbines are subject to strict and regular maintenance.
B-06	How long will the project last?	The operational life of the wind farm is expected to be approximately 25–30 years.
B-07	A community member stated they have an agricultural plot approximately 400 metres from a turbine location and if there are any negative impact they did not want the project nearby. Concerns were raised about animals running away, bees dying, and hunters being affected. The community member stated they would not sell the land.	These concerns were raised during the ESIA Scoping phase and are addressed in the ESIA report. Community members are encouraged to review the ESIA and submit any further comments through the available channels.
B-08	Is there anything planned for people who collect mushrooms, berries, and moss in the project area?	A Livelihood Restoration Plan (LRP) has been developed. Information posters have been installed in the project area informing affected people to register by end of June 2026. This will allow the project team to engage directly, record current activities, and develop tailored support measures for each case.
B-09	What will happen to people who have forests and fields in the project area?	Qualified appraisers have been engaged to assess land and assets and prepare land valuation reports. These will serve as the basis for determining appropriate compensation.
B-10	How long will it take for livelihood assessments to begin in Buchim?	The Buchim area is in Phase II. Phase I engagement must be completed first. Livelihood assessment for Phase II is expected to begin in the second half of 2026. All affected individuals will be included.
B-11	How will it be determined who receives compensation and at what distance?	Everyone who owns land within the project area, based on cadastral data, will be identified, contacted, and compensation agreements concluded. Those whose land or activities are in the vicinity and who believe they may be affected are encouraged to register. A specific support programme will be developed based on the nature and level of impact.
B-12	Community member expressed concern that project vehicles will damage their roads.	All access roads will be improved and widened. The project is planned to last 25–30 years, during which all roads will be maintained as needed. Communities will be informed in advance of construction activities.
B-13	Community member commented that the investor will profit from local wind resources and demanded free electricity for the entire village.	The project is designed to connect to the national grid and cannot supply electricity directly to the village. The project may support community initiatives such as solar panels for the school and mosque, school materials and similar assistance. Community support initiatives will continue to be developed in consultation with the community.
B-14	Community representatives presented a formal list of 12 demands, developed through prior community deliberation, covering: (1) drinking water supply for the village; (2) communal wastewater	The community's views were formally recorded in the meeting minutes. Some requests fall under the responsibilities of local authorities, and the investor cannot commit to all items. However, Alcazar Energy is developing project-specific community support

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	<p>collection system; (3) new school building; (4) free electricity for the village; (5) electricity for the school and mosque at minimum; (6) playground/sports facility; (7) upgraded access road to the village; (8) paving of three village streets; (9) access road and fencing for the village cemetery; (10) health clinic and medical services; (11) adequate street lighting; (12) community venue for events. Priority was placed on water supply, sewage, electricity and the school. A written version of these demands was committed to be submitted.</p>	<p>initiatives aligned with its priority areas (education, children, vulnerable groups) within the allocated community budget. The initiative to pave a local street in Buchim village has been accepted and is currently under implementation/construction. The project team proposed a follow-up meeting with village representatives including women participants and committed to continued dialogue. Direct connection to the national electricity grid is a technical and regulatory matter outside the project's scope.</p>
B-15	<p>If the village expands toward the nearest turbines, will new houses be safe?</p>	<p>There is no risk to the village from the turbines. Wind farms operate near populated areas in many countries. A detailed assessment would be required for any specific scenario.</p>

Annex 1.E – Minutes of Meeting: LRP Disclosure Meeting, Stip

Meeting Details

Meeting Title	LRP Disclosure Meeting – Livelihood Restoration Plan Public Disclosure Meeting for Stip Wind Farm Project
Date & Time	1 April 2026, 16:00 – 17:30
Venue	Hotel Oaza Meeting Hall, Stip
Number of Participants	27 (landowners, land users, beekeepers, municipal representatives from Stip and Radovish, local forestry administration; not all participants chose to introduce themselves)
Language	Macedonian (Turkish interpretation available where needed)
Meeting Materials	PPT Presentation (Macedonian); LRP Leaflet (MK, TR, EN); NTS (MK and TR, distributed to each participant); Comment Forms (MK, TR, EN)
Prepared by	Local Support Team – Maneko Solutions

Meeting Purpose

The purpose of the event was to communicate key Livelihood Restoration Plan (LRP) findings to project-affected persons (PAPs) and interested stakeholders in a clear, non-technical manner and to enable meaningful stakeholder participation. The meeting served to disclose social baseline conditions, economic impacts, mitigation measures and entitlement information, gather stakeholder feedback, and enhance transparency and accountability.

Summary of Points Discussed

The head of the E&S department at Alcazar Energy welcomed participants and introduced the project team. The local E&S specialist formally welcomed participants and emphasised the importance of full compliance with all applicable environmental and social standards. The local environmental consultant provided a brief project description and timeline, enabling the subsequent LRP presentation by the local social specialist. The social specialist explained the LRP's key components, identified categories of project-affected people, described how the LRP was prepared, and presented the potential economic impacts, the entitlement matrix (eligibility criteria, types of losses, corresponding support measures), the Livelihood Restoration Programmes, cut-off dates, and documentation required. The Grievance Mechanism was formally explained at the conclusion, along with designated points of contact.

Questions, Comments and Responses

The following table presents a summary of the questions and comments raised during the Q&A session, referenced by a unique code. Stakeholder names have been removed from this public version.

Ref.	Comment / Question	Response
L-01	Will turbines be installed according to the explained phases and project dynamic? Is the main access via Ljuboten and what does 'access roads' mean?	The project has three phases; the contractor will determine the detailed dynamics and construction plan. Phase I begins with 21 turbines. Analyses confirmed the Ljuboten access road as the best alternative. Access roads will be built first, followed by underground cables, then turbines. The main route follows the local road toward Ljuboten village, bypassing the village before entry to minimise impacts and avoid/reduce traffic intensity within the village. Asphalted roads will be upgraded and re-asphalted; dirt roads compacted and improved with gravel. All roads will be maintained throughout the 20–30 year operational phase.
L-02	Is there radiation associated with wind turbine operation, and will any land be affected by radiation?	There is no radiation associated with wind turbine operation. Rotor blades operate at approximately 120 metres height. The main environmental consideration is limited to noise in the immediate vicinity of the turbines.

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L-03	What measures are planned to prevent or reduce bird collisions with turbines?	A collision risk assessment was carried out, supported by bird diversity and movement studies including modelling. Results indicate low and non-significant collision risk. Mitigation measures include bird diversion devices on overhead lines. Operational measures such as temporary turbine shutdown may be applied if necessary.
L-04	The road from Ljuboten is in poor condition and needs improvement before project activities begin. Is there a plan to construct a new access road from Strumina Cheshma?	The Strumina Cheshma road is a municipal initiative and it has not yet been determined whether the municipality or Alcazar Energy would be responsible. Studies are ongoing; no formal decision has been made. The current project design uses the Ljuboten access road, which will be upgraded to approximately 5 metres width with asphalted and gravel sections.
L-05	Is there a possibility for the investor to support construction of an access road to a historic monastery located approximately 300 metres from a nearby village Chiflik?	The request was noted and welcomed. Community members are invited to submit their request in writing for consideration by the investor.
L-06	The local forestry department submitted an initiative to establish recreation zone, bicycle paths and off-road trails within the project area to support recreational use alongside the wind park.	The suggestion was welcomed. All community suggestions are welcome and the project team will aim to support local community initiatives within capacity.
L-07	How much forest will be cut down?	Approximately 7 hectares of oak forest is expected to be affected based on current surveys. The contractor will reassess this during implementation. An offset plan will be developed and implemented to compensate for biodiversity loss.
L-08	Comment noting that the project area faces a significant threat of illegal logging. The upgrade of the road network may enable illegal loggers to access new forest areas, potentially increasing adverse impacts on forest ecosystems and community livelihoods.	This is a noted challenge that the project team will need to seriously consider in planning and in the design of the road network and access management measures. Security personnel will be deployed during both the construction and operational phases to ensure the safety and protection of the site, workers, equipment, and surrounding areas.
L-09	Written comment form submitted: Proposal requesting that the investor consider sponsoring construction of a road from a nearby village to a local monastery, to improve access particularly during religious celebrations.	Written request recorded and will be considered by the investor.

ANNEX 2: Meeting Notification and Invitation Records (disclosure notification letters, municipal website announcements; other stakeholder invitation evidence available upon request)**Annex 2.A Disclosure Notification Letter**

The following is the official ESIA Disclosure Notification Letter issued to institutional stakeholders on 17 March 2026. A follow-up email with an attendance confirmation link was sent on 25 March 2026 to all recipients to confirm receipt and attendance status.

OFFICIAL DISCLOSURE NOTIFICATION

Date: 17 March 2026

From: Alcazar Energy Partners – Stip Wind Farm Project

To: *[Institutional Stakeholders – see list in Section 2.3 below]*

Subject: Public Disclosure of the Environmental and Social Impact Assessment (ESIA) – Stip Wind Farm Project, North Macedonia

Dear Sir/Madam,

We are pleased to inform you that Alcazar Energy Partners has completed the Environmental and Social Impact Assessment (ESIA) for the Stip Wind Farm Project in North Macedonia and has initiated the formal public disclosure period.

The ESIA Disclosure Package is available for public review from 26 February 2026 for a period of 60 days. The package includes the ESIA Main Report, Non-Technical Summary (NTS), Stakeholder Engagement Plan (SEP), Environmental and Social Management and Monitoring Plan (ESMMP) Framework, Livelihood Restoration Plan (LRP), Biodiversity Management Plan (BMP), Environmental and Social Action Plan (ESAP), and Technical Appendices.

The ESIA Disclosure Package is accessible at:

- Project website: www.stipwindfarm.mk
- EBRD project disclosure page: www.ebrd.com/work-with-us/project-finance/project-summary-documents.html
- Stip Municipality website: www.stip.gov.mk
- Radovish Municipality website: www.radovis.gov.mk
- Hard copies available at: Stip, Radovish and Karbinci municipal offices; Project offices in Stip and Skopje

You are cordially invited to attend one of the ESIA Public Disclosure Meetings:

- 31 March 2026, 10:00 – Municipality Hall, Stip
- 31 March 2026, 14:00 – Goče Delčev Primary School, Shashavarlija
- 2 April 2026, 10:00 – Municipality Hall Conference Room, Radovish
- 2 April 2026, 14:00 – Nikola Karev Primary School, Buchim

Written comments on the ESIA may be submitted during the disclosure period (26 February – 27 April 2026) via: email to the Project team; the Project website; written comment forms available at the meetings and at municipal offices; or through the Community Liaison Officer.

We look forward to your participation.

Alcazar Energy Partners

Stip Wind Farm Project Team

www.stipwindfarm.mk

Note: Individual recipient names and contact details have been removed from this public version. The full distribution list is maintained in the project's internal Notification Register (available upon request to EBRD and relevant authorities).

Annex 2.B Municipal Website Announcements and Invitations

In line with the notification approach described in the PCR, the Stip and Radovish municipalities published formal public announcements and invitations on their official websites. The following images show the announcements and invitations as they appeared on the municipal websites.

<p>Stip Municipality – Public Announcement (3 March 2026) URL: https://stip.gov.mk/javno-sooptenie-ovzssa-alkazar/ <i>[Screenshot of public announcement on Stip municipality website – to be inserted from Notification Register Appendix]</i></p>
<p>Stip Municipality – Invitation to Public Presentation (16 March 2026) URL: https://stip.gov.mk/pokana-prezentacija-alkazar-veteren-park-31-03-26/ <i>[Screenshot of invitation on Stip municipality website – to be inserted from Notification Register Appendix]</i></p>
<p>Radovish Municipality – Public Announcement URL: https://radovis.gov.mk/ (public announcement section) <i>[Screenshot of public announcement on Radovish municipality website – to be inserted from Notification Register Appendix]</i></p>
<p>Radovish Municipality – Invitation to Public Presentation URL: https://radovis.gov.mk/ (invitation section) <i>[Screenshot of invitation on Radovish municipality website – to be inserted from Notification Register Appendix]</i></p>

Annex 2.C Institutional Stakeholder Notification List

The following table lists the institutional stakeholder categories that received formal written invitations. Individual contact details (names, email addresses, phone numbers) have been removed from this public version and are maintained in the project's internal Notification Register.

#	Stakeholder Category	Notification Method	Date(s)
1	Ministry of Environment and Physical Planning	Email + follow-up email	17 Mar & 25 Mar 2026
2	Ministry of Energy, Mining and Mineral Resources	Email + follow-up email	17 Mar & 25 Mar 2026
3	Ministry of Transport	Email + follow-up email	17 Mar & 25 Mar 2026
4	Ministry of Culture / Administration for Cultural Heritage	Email + follow-up email	17 Mar & 25 Mar 2026
5	Ministry of Agriculture, Forestry and Water Economy (national & regional offices)	Email + follow-up email	17 Mar & 25 Mar 2026
6	Directorate for Protection and Rescue	Email + follow-up email	17 Mar & 25 Mar 2026
7	Civil Aviation Agency	Email + follow-up email	17 Mar & 25 Mar 2026
8	Macedonia Electricity Transmission System Operator (MEPSO)	Email + follow-up email	17 Mar & 25 Mar 2026
9	Ministry of Labour and Social Policy	Email + follow-up email	17 Mar & 25 Mar 2026
10	PE National Forests (head office + Stip branch)	Email + follow-up email	17 Mar & 25 Mar 2026
11	Institute for Protection of Cultural Monuments and Museum	Email + follow-up email	17 Mar & 25 Mar 2026
12	Agency of Real Estate (Cadastre) – Stip Department	Email + follow-up email	17 Mar & 25 Mar 2026
13	Municipality of Stip	In person+ phone + email + phone follow-up (multiple rounds)	12 Feb – 17 Mar 2026

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14	Municipality of Radovich	In person + phone + email + phone follow-up (multiple rounds)	12 Feb – 17 Mar 2026
15	Municipality of Karbinci	In person + phone + email+ phone follow-up (multiple rounds)	20 Feb – 16 Mar 2026
16	Local schools (venue coordination)	In-person + email + phone	Mar 2026
17	Media (via municipality channels)	Municipality social media and website	3 Mar & 16 Mar 2026
18	Affected communities (village representatives)	Viber, in person, printed notices, phone, municipality channels	3 Mar – 16 Mar 2026

Note: Invitation evidence (email screenshots, follow-up confirmations) for all institutional stakeholders is available upon request and maintained in the project's internal ESIA Disclosure Notification Register. For community and individual stakeholder invitations (Viber/SMS messages, printed notices), evidence is similarly maintained in the internal register and available upon request to EBRD and relevant authorities.

ANNEX 3: Comment Forms distributed during the disclosure meeting

STIP WIND FARM PROJECT
ESIA Disclosure – Comment Form

Thank you for your attendance. If you have any questions or comments, please complete this form and submit it to one of the event organisers or place it in the comment box.

Name and Surname – this is optional:

Full name (optional)

Gender – this is optional:

Male / Машко	Female / Женско
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Stakeholder group (e.g. municipality, ministry, NGO, village, landowner, land user, concessioner, etc.):

Your stakeholder group (optional)

Comment, question or suggestion:

Please write your comment, question or suggestion here

Would you like this to be discussed during the Q&A session today?

(If yes, please give this form to a member of the team before the Q&A session)

Yes / Да	No / Не
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Would you like a written response to your comment, question or suggestion?

Yes / Да	No / Не
----------	---------

If yes, please provide your address or email:

Address or email for response

Additional comments or suggestions:

Additional comments (optional)

Thank you! / Ви благодариме! / Teşekkür ederiz!

For further information: www.stipwindfarm.mk

ANNEX 4: ESIA and LRP presentation materials (Representative pages)

ESIA Presentation (English)

	<h1>AGENDA</h1> <ul style="list-style-type: none"> WELCOME AND HEALTH AND SAFETY BRIEFING PANEL INTRODUCTION STIP WINDFARM PROJECT ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) GRIEVANCE MECHANISM QUESTIONS AND ANSWERS 	
<h3>Project Estimated Timeline</h3>	<h3>Baseline – Noise & Landscape</h3> <p>Noise</p> <ul style="list-style-type: none"> Continuous two-weeks noise level measurements at 5 locations Considered 14 assessment locations (potential sensitive receptors) Generally, very quiet area; dominant noise sources: nature sounds, wind and some distant road traffic noise <p>Landscape</p> <ul style="list-style-type: none"> Largely unoccupied with a few village settlements within proximity Upland pasture: dry grasslands, open shrubland, and patches of woodland Arable farmland including vineyards Solar farm and large-scale quarry at Buchim 	<h3>Baseline - Social</h3> <ul style="list-style-type: none"> Three municipalities: Stip, Radovich and Karbinci Villages in the AoI: Dolani, Ljuboten, Baltalija, Tanatarci, Buchim, Koshevo, Kalapetrovci, Shashavarlija, Nikoman, Golem Gaber Project land area: 335 ha 89% Public land vs 11% private land Land is fundamental to local livelihoods - Key economic activities are agriculture, livestock, forestry, herb gathering, and beekeeping) Lack of a water supply, sewerage system and stable electricity supply in some villages Existing road network Localised cultural heritage and sites of local importance
<h3>Habitats within 500m Area of influence</h3>	<h3>Biodiversity</h3> <p>Impacts</p> <ul style="list-style-type: none"> Construction Phase: Temporary and permanent loss and fragmentation of habitats, species disturbances Operational Phase: Not significant collision risk for birds (minor) but is moderate for bats <p>Mitigation and management</p> <ul style="list-style-type: none"> Implement species-specific measures - Bird deflectors on the transmission line, turbine management program with the ability to stop according to protocol, time and sensor, and activation speed >3m/s. BMP aligned with IFC PS9 and EBRD ESR8: <ul style="list-style-type: none"> Minimization: construction restrictions to avoid sensitive periods; pre-construction surveys and inspections (species specific); fauna relocation Plan for removal and restoration of vegetation, including measures to prevent the introduction of invasive species Restoration of affected habitats, Biodiversity offset for oak forests Operational plan for monitoring of birds and bats Develop and implement a Biodiversity Action Plan (BAP) and Biodiversity Monitoring and Evaluation Plan (BMEP) aligned EBRD ESR8 to demonstrate net gain of critical habitat 	<p>Contact details for Project representative(s):</p> <p>Environmental and Social Specialist</p> <ul style="list-style-type: none"> Tanja Dimitrova Filiposka tfiliposka@alcazarenergy.com +389 70 247 773 <p>Community Liaison Officer (CLO):</p> <ul style="list-style-type: none"> Viktor Dimitrov cdimitrov@alcazarenergy.com +389 71 349 995 CLO Address: 54-1 Kej Marshal Tito, 2000 Stip, North Macedonia <p>Alcazar Energy's Integrity line:</p> <p>Alcazar Energy Home</p>

LRP Presentation (English)

STIP WIND FARM
LIVELIHOOD RESTORATION PLAN (LRP) PUBLIC DISCLOSURE

Project Landownership & Project Affected People considered in this LRP

Project Landownership →

- 89% Private Land
- 11% Government Owned Land

LRP for Disclosure (Available)	
PAP Groups	Inclusion Status & Planned Action
Stip 1 landowners and land users	Yes, surveyed
Concessioners along the Stip 1-3 WF areas	Yes, identified
Informal Land Users along the Stip 1-3 WF areas	Partially identified, and further effort is in progress
Update of LRP (Planned)	
PAP Groups	Inclusion Status & Planned Action
Stip 1 & 2 landowners and land users	To be surveyed & LRP-report will be updated where needed.

How the LRP was prepared? Role Players and Methodology

Private land

- Socioeconomic census surveys with landowners affected by Stip 1.
- Over 50% of the targeted landowners participated.
- Landowners with ongoing inheritance processes could not be surveyed.
- Each landowner will have an individual file that assesses their current situation.

Public land

- 7-day walkover across 57km
- 8 focus groups with farmers and livestock keepers, gatherers, seasonal users, small businesses, and institutional stakeholders.
- 13 key informant interviews with local representatives, public authorities, the Chamber of Commerce, the National Agricultural Network, associations, and training institutions.

Ongoing Efforts to Identify Land Users on Government-Owned Land

- 17 posters were placed across the Project area from early March.
- Posters were prepared in two languages: Macedonian and Turkish.
- Land users who use the area regularly or occasionally for agriculture or other livelihood activities are invited to contact Alcazar's Community Liaison Officer (CLO).
- Registration for land users will remain open until the end of June or beginning of July 2026.

WHAT IS THE ENTITLEMENT MATRIX?

The entitlement matrix outlines the types of losses that PAP's may experience and the corresponding support they are entitled to receive. It is tailored to the project but broad enough to cover unforeseen cases. The entitlements fall into three groups:

- Land, asset and livelihood compensation
- Livelihood restoration measures and support
- Other types of entitlements such as unexpected damages and unforeseen impacts

HOW TO READ THE ENTITLEMENT MATRIX?

Type of loss	PAP Category	Entitlements
Land, assets and livelihood compensation Commercial or non-commercial building loss (ethnographic/religious buildings, etc.)	<ul style="list-style-type: none"> Private owners who have a formal title or recognizable claim to the building lot, which may include: <ul style="list-style-type: none"> Private landowners Concessioners of publicly owned land Tenants with recognized rights Heirs without registered ownership Individuals with pending legalisation of property Users of the building without recognizable ownership claim to it, which may include informal land users 	<ul style="list-style-type: none"> Cash compensation for structures at full replacement cost Support to find alternative location for use
Crop losses	<ul style="list-style-type: none"> Owner of crops, which may include: <ul style="list-style-type: none"> Private landowners Concessioners of publicly owned land Tenants with recognized rights Heirs without registered ownership Individuals with pending legalisation of property Informal land users 	<ul style="list-style-type: none"> Notice to harvest crops and to not reseed Cash compensation to cover lost income from crop production between the removal of the crop and until farmers are able to replace cost of reseeded crops based on the market value of the produce including cost of replacement seed
Tree losses	<ul style="list-style-type: none"> Owner of trees, which may include: <ul style="list-style-type: none"> Private landowners Concessioners of publicly owned land Tenants with recognized rights Heirs without registered ownership Individuals with pending legalisation of property 	<ul style="list-style-type: none"> Notice to harvest tree products Ability to salvage tree material free of cost Cash compensation to cover lost income from tree products between the removal of the tree until seedling reaches maturity and to replace cost of replacement seedlings, based on current market rates

How can I access the support or compensation I am entitled to?

LRP IMPLEMENTATION TIMELINES

Public disclosure meeting
For private landowners: After this meeting Alcazar Energy will communicate your individual package and explain your entitlements.
For the rest: If you believe you are entitled to compensation or support, contact Alcazar Energy. A brochure with the entitlement matrix will be shared for you to self-assess what you are entitled to.

Time to review your entitlements
For private landowners: You will have two weeks to review your individual file and package. Please contact Alcazar Energy if you need any clarification or if you would like to provide more information.
For the rest: Please reach out to Alcazar Energy to present and discuss what you believe you are entitled to.
Note: Landowners are encouraged to review their compensation package with other household members, especially elders, women and children/youth.

Support and compensation provision
For everyone: If you are entitled to compensation, it will be disbursed to you.
If you are enrolled in a Livelihood Restoration Programme, Alcazar Energy will contact you with all the details you need.

Engagement with Alcazar Energy
For private landowners: Signature of an annex to the land agreement detailing the agreed livelihood restoration support.
For the rest: Alcazar Energy to determine your entitlements as applicable. If you are eligible, Alcazar Energy will make sure that you are enrolled in the proposed Livelihood Restoration Programmes of your choice.

Contact details for Project representative(s):

Environmental and Social Specialist

- Tanja Dimitrova Filkoska
- filkoska@alcazarenergy.com
- +389 70 247 773

Community Liaison Officer (CLO):

- Viktor Dimitrov
- clostipwindfarm@alcazarenergy.com
- +389 71 349 995
- CLO Address: 54-1 Kej Marshal Tito, 2000 Stip, North Macedonia

Alcazar Energy's Integrity line:
[Alcazar Energy | Home](#)

All PAPs are invited to **comment** both the ESIA and LRP documents.

Your feedback is key and will be included in the final version of the ESIA package.

Disclosure period: 27 February to 27 April 2026

How to comment?: Use the grievance mechanism or the contact details previously mentioned and displayed in the brochures.