

| Category | 1 | Task name | Responsibility | Location | Start | Finish | Recurrence/frequency | | | | | |
|--|---|---|--|---|---|--------|----------------------|----------|-----------|---------|------------|-----------|
| | | | | | | | Single | Annually | Quarterly | Monthly | Occasional | Regularly |
| STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | | | |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | 1.1 | Inform on the project implementation status (presentations; booklets and progress leaflets; online news, records of meetings) | BHCT Project Team / Stakeholder Management Team / Communication Dept | Local government offices, library or other public facilities having adequate space | | | | | | X | |
| | | 1.2 | Collect opinions and concerns during annual public meetings; | BHCT Project Team / Stakeholder Management Team / Communication Dept | Local government offices, library or other public facilities having adequate space | | | | | | X | |
| | | 1.3 | Publicly disclose Project documentation (SEP, ESAP, SIP, NTS) | BHCT Project Team / Stakeholder Management Team / Communication Dept | Local government offices, library or other public facilities having adequate space | | | | | | X | |
| | | 1.4 | Publicly disclose relevant Project updates (Post news on the Company's website) | BHCT Project Team / Stakeholder Management Team / Communication Dept | Local government offices, library or other public facilities having adequate space | | | | | | X | |
| | | 1.5 | Register, analyse and address comments submitted online | BHCT Project Team / Stakeholder Management Team / Communication Dept | Local government offices, library or other public facilities having adequate space | | | | | | X | |
| | 2 Local authorities | 2.1 | Jointly organize open doors and annual meetings to collect community feedback | BHCT Project Team and Communication Dept | Project site, company offices, authorities offices | | | | | | X | |
| | | 2.2 | Develop plans to support commitments to invest in the wider port area - Stogi beach, Przerobka district, etc. (Presentations / reports) | BHCT Project Team and Communication Dept | Project site, company offices, authorities offices | | | | | | X | |
| | 3 National and regional authorities, in particular, inspection agencies responsible for environmental protection and health and safety | 3.1 | Submit regular reports with the frequency dictated by the authorities on compliance with national legislation and permits | BHCT Project Team and Safety | Project site, company offices, authorities offices | | | | | | X | |
| | 4 Focused stakeholder engagement with Chief of the Seal Sanctuary of the Hel Marine Station of the Institute of Oceanography of Gdansk University | 4.1 | Discuss the proposed deviations from the JNCC protocol and their effectiveness in protection of marine mammals from project activity (meetings and consultations / minutes from the meeting) | BHCT Project team managed by external companies Budimex and DEME / Consultant | Hel marine Station of the Institute Oceanography of Gdansk University or similar organization | | | | | | X | |
| | 5 Focused stakeholder engagement with local communities and vulnerable groups living in the project area | 5.1 | Analyse the local socio-economic conditions in the project area of influence, focus on vulnerable groups (presentations, leaflets, community meetings) | BHCT representative / Consultant | Local communities (library, community centers, local authority offices) | | | | | | X | |
| | | 5.2 | Public consultation meetings to consult the local communities about their needs, views/concerns on project implementation and impacts provided via community initiatives (project leaflets) | Project team (questsins) / Communications (organizing) | Company's representatives visiting local communities | | | | | | X | |
| | | 5.3 | External grievance mechanism and targeted group meetings, as necessary (Public grievance forms (distributed, published in the local media, posted on the Company's web-site for printing out / downloading / electronic submitting)) | Communications (tool) / Claims (register and coordination) | Company's representatives visiting local communities | | | | X | | | |
| | 6 Focused stakeholder engagement with local businesses at Stogi beach | 6.1 | Individual meetings to notify the business owners at Stogi beach of the potential impacts from the Project that could impact the number of beach goers | Company representative / Project Team / Communications / Claims coordinator | Company offices | | | | | | X | |
| | | 6.2 | Update regularly on planned activities | Company representative / Project Team / Communications / Claims coordinator | Company offices | | | | | | X | |
| | | 6.3 | Set up communication channels for businesses to report issues with their operations to BHCT | Company representative / Project Team / Communications / Claims coordinator | Company offices | | | | | | X | |
| 7 Other businesses in the project area | 7.1 | Formal meetings to discuss increased traffic flows from T3 | Company representative / Project Team / Communications | Company offices / Local authority offices | | | | | | X | | |
| | 7.2 | Notifications on works stages and planned activities (letter, notification, company website) | Company representative / Project Team / Communications | Company offices / Local authority offices | | | | | | X | | |
| 8 Stogi beach visitors | 8.1 | Notify beach goers of any potential impacts from the Project (visual impacts, noise, light and water pollution, congestion of traffic coming into the area), during construction and operation (leaflets) | Project team / communications | Project site, company website | | | | | | X | | |
| | 8.2 | Notify the public about DCT external Grievance Mechanism (public announcements at notice boards) | Project team / communications | Project site, company website | | | | | | X | | |
| | 8.3 | Post updated on the Project, specifically upcoming construction activities, on the Company's website | Project team / communications | Project site, company website | | | | | | X | | |
| 9 Other parties: NGOs, cultural, educational, mass media and community based organizations, military fans etc. | 9.1 | Booklets and progress leaflets | Company representative / Project team / Communications | Project site, company offices | | | | | | X | | |
| | 9.2 | Individual meetings (on specific matters) | Company representative / Project team / Communications | Project site, company offices | | | | | | X | | |
| | 9.3 | Email or phone communication (to be properly registered) | Company representative / Project team / Communications | Project site, company offices | | | | | | X | | |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document |
|-------------------------|-------------------------|---|----------------|-------|--------|-----------|----------|-----------|---------|--------------|-----------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | |
| CLICK TO GO BACK TO SEP | | | | | | ESAP | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 14 Social Monitoring | 13.4 Social Monitoring ESAP (including regular media search and updates from local authorities, updates from the grievance management register, and visual inspections) | Communication | | | | | | | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|-------------------|--|
| (29.08.2022) | E-mail communication re. beginning of T3 construction was sent to district councils, neighbourhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| (31.08.2022) | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole (Welfare Senior Home "Ostoja" in Stogi district) |
| (06.09.2022) | Direct phone call - Chairman of Stogi District Council (in relation to informational posters placed in a district, asking about any comments from people - till now no comments and questions) |
| (06.09.2022) | Direct phone call - Library in Stogi (in relation to informational posters placed in a district, asking about any comments from people - till now no comments and questions) |
| (06.09.2022) | Direct phone call - Spokesperson of Port Authority (in relation to opinion from people re. T3 construction) |
| (08.09.2022) | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole (Primary school no.61 in Przerobka district) |
| (23.09.2022) | Meetings with local community (district councils) |
| (16.11.2022) | Economical report TVP (regional TV) https://gdansk.tvp.pl/64557614/odc-16112022 |
| (28.11.2022) | News in Panorama (regional TV) https://gdansk.tvp.pl/64778519/rozbudowa-terminala-baltic-hub |
| (28.11.2022) | Groundbreaking ceremony - event for media and external stakeholders https://www.gospodarkamorska.pl/w-baltic-hub-w-porcie-gdansk-startuje-budowa-trzeciego-nabrzeza-kontenerowego-67957 |
| (30.11.2022) | Economical report TVP (regional TV) https://gdansk.tvp.pl/64831323/odc-30112022 |
| MJ (08.12.2022) | Participation in Christmas meeting organized by Primary School no. 61 with Przerobka district council presence |
| (15.12.2022) | Participation in Christmas meeting organized by Primary School no. 72 with Stogi district council presence |
| (22.12.2022) | Mtg with Directorate of City Development Gdansk |
| (22.12.2022) | Participation in Christmas meeting organized by "Ostoja" social welfare home with Stogi district council presence |
| (04.01.2023) | News in TVP (regional TV) re. Status of T3 construction https://gdansk.tvp.pl/6547788/baltic-hub-sie-powieksza-modernizacja-terminalu-nabiera-tempa |
| daily / ongoing | Grievance monitoring - 12 complaints as till December 2023 |
| monthly / ongoing | Stogi Beach - visual check |
| daily / ongoing | Media monitoring by IMM (Instytut Monitorowania Mediów) |
| monthly / ongoing | Grievance register available on website and updated regularly Link: https://baltichub.com/wp-content/uploads/2023/09/T3-complaints-register_2.pdf |

| Category | | Nr. | Task name | Responsibility | Start | Finish | | | | | | | Reference to original document | | |
|-------------------------|---|-----------------------------------|-----------|--|---|--------|--|--------|----------|-----------|---------|--------------|--------------------------------|--|--|
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP | | | |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | | 1.1 | Inform on the project implementation status (presentations; booklets and progress leaflets; online news, records of meetings) | BHCT Project Team / Stakeholder Management Team / Communication Dept | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | | |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|---|
| | <p>Inform about T3 project status by means of:</p> <ul style="list-style-type: none"> - brochures and leaflets describing works progress are created by marketing & communication dept - BHCT Gdansk website (online news) - records of meetings <p>Subpage dedicated to T3 project is implemented on main BHCT website</p> |
| 12.2021 | <p>https://baltichub.com/inwestycje/projekt-t3 https://baltichub.com/en/investments/project-t3</p> |
| 23.09.2022 | Meetings with local community (district councils) |
| 29.08.2022 | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 29.08.2022 | E-mail communication re. beginning of T3 construction was sent to district councils, neighbourhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| 08.07.2022 | Post on the T3 subpage and mainpage re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| 29.08.2022 | Post on the T3 subpage and mainpage re. Purchase of semi-automated RTG cranes was published: https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| 08.09.2022 | Post on the T3 subpage and mainpage of T3 construction informational poster Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole |
| 31.08.2022 | (Welfare Senior Home "Ostoja" in Stogi district) |
| 08.09.2022 | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole (Primary school no.61 in Przerobka district) |
| 06.09.2022 | Direct phone call - Chairman of Stogi District Council (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| 06.09.2022 | Direct phone call - Library in Stogi (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| 06.09.2022 | Direct phone call - Spokesperson of Port Authority (in relation to opinion from people re. T3 construction) Groundbreaking ceremony - event for media and external stakeholders |
| 28.11.2022 | https://www.gospodarkamorska.pl/w-baltic-hub-w-porcie-gdansk-startuje-budowa-trzeciego-nabrzeza-kontenerowego-67957 |
| 08.12.2022 | Participation in Christmas meeting organized by Primary School no. 61 with Przerobka district council presence |
| 22.12.2022 | Participation in Christmas meeting organized by "Ostoja" social welfare home with Stogi district council presence |
| 15.12.2022 | Participation in Christmas meeting organized by Primary School no. 72 with Stogi district council presence |
| 16.11.2022 | Economical report TVP (regional TV) https://gdansk.tvp.pl/64557614/odc-16112022 |
| 28.11.2022 | News in Panorama (regional TV) https://gdansk.tvp.pl/64778519/rozbudowa-terminala-baltic-hub |
| 30.11.2022 | Economical report TVP (regional TV) https://gdansk.tvp.pl/64831323/odc-30112022 |
| Nov 2022 | article LogisticsNews News in TVP (regional TV) re. Status of T3 construction |
| 04.01.2023 | https://gdansk.tvp.pl/65477788/baltic-hub-sie-powieksza-modernizacja-terminalu-nabiera-tempa |
| JAN/FEB 2023 | Leaflets and posters campaign re. stage of construction and grievance mechanism Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 10.02.2023 | II Distric Grant Busole - announcement |
| 03.04.2023 | https://dctgdansk.pl/aktualnosci/baltic-hub-startuje-z-druga-edycja-konkursu-grantowego-busole/ |
| 17.04.2023 | Meeting with Distric Councils |

Correspondence with Distric Council and citizens re. Noise (answering complaints)

April-May 2023 Summary of complaints available here:
https://dctgdansk.pl/wp-content/uploads/2023/06/T3-complaints-register_2.pdf

02.06.2023 Correspondence and direct talks with District Council re. Empty Pond revitalization (this pond is close to Stogi Beach and T3 investment) and CHristmas Tree financig
II Distric Grant Busole results

31.05.2023 <https://dctgdansk.pl/aktualnosci/ii-edycja-konkursu-grantowego-busole-rozstrzygnieta/>
<https://dctgdansk.pl/en/news/results-of-the-2nd-edition-of-the-busole-grant-competition/>

25.06.2023 Supporting the sport event (run around the Empty Pond) for Stogi District Citizens (this pond is close to Stogi Beach and T3 investment)
article gdansk.pl re. T3 construction

28.05.2023 <https://www.gdansk.pl/wiadomosci/Stogi-Koniec-glosnego-uporczywego-palowania,a,243946>

26.06.2023 Poster informing/ reminding re. Greviance form (placed in Budimex social rooms, on construction site, on the beach)

30.06.2023 Sustainability Report for 2022 as a summary of BHCT annual performance - publication
<https://dctgdansk.pl/csr/raport-zrownowazonego-rozwoju/>

June 2023 article DopravniNoviny

July 2023 [Rozbudowa Baltic Hubu jeszcze troche potrwa. Jej koszt wyniesie okolo 2 mld | PulsGdanska.pl](#)

July 2023 Article wnp.pl re. T3 construction

ongoing Atatus of the T3 in all company presentations

July-August 2023 Sumemr cinema and sport activities at Stogi beach for residents
Marine fest for local residents - open doors

(2023-09-01) <https://www.youtube.com/watch?v=mrB37Kas6Kw>
I 3 status movie (September 2023), published on YI, LinkedIn, FB
YT: <https://www.youtube.com/watch?v=usPCiuBqAok>

(2023-10-01) FB: <https://fb.watch/nVSUVXpAi3/>
LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:7120719815895359488>

(2023-10-27) Meeting with District Councils re. T3 status and current issues 27.10.2023

(2023-12-08) T3 posters - status of the construction placed in local districts

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|--|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | 1.2 Collect opinions and concerns during annual public meetings; | BHCT Project Team / Stakeholder Management Team / Communication Dept | | | | x | | | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

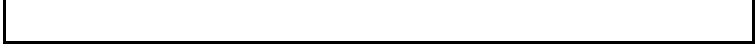
| DATE | REMARKS |
|------|---|
| | <p>Collect opinions re. T3 project status by means of:</p> <ul style="list-style-type: none"> - writing down the questions that have been raised by the participants of the meeting and then distributing the compiled questions to those participants whose e-mail addresses we have <p>(08.09.2022) Meetings with local community (district councils) are planned for Spetember, 23rd Dedicated e-mail address for people to contact DCT re. T3 development was prepared: T3 (20.07.2022) development@baltichub.com Dedicated e-mail address for people to contact DCT re. T3 development was prepared: T3 (29.08.2022) development@baltichub.com and announced at posters, leaflets and in e-mail correspondence with district councils</p> <p>(23.11.2022) Informational open meeting with districts residents re. T3 construction Summary of the mtg with residents (portal - Gdansk City)</p> <p>(24.11.2022) https://gdansk.naszemiasto.pl/nowy-terminal-kontenerowy-w-gdansku-mieszkanicy-mamy-doswas/ar/c1-9102045</p> <p>17.04.2023 Meeting with local community (district councils) on 17.04.20203</p> <p>July-August 2023 Sumemr cinema and sport activities at Stogi beach for residents</p> <p>August 2023 Safe on the beach - action with Dziennik Bałtycki</p> <p>September 2023 Cleaning of the beach - action with Dziennik Bałtycki</p> <p>September 2023 Marine fest for local residents - open doors</p> <p>September 2023 https://www.youtube.com/watch?v=mrB37Kas6Kw</p> <p>(2023-10-01) Meeting with District Councils re. T3 status and current issues 27.10.2023</p> <p>ongoing Direct calls with District Councils</p> |

| Category | | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document | |
|-------------------------|---|-----------------------------------|---|---|------------|----------------------|-----------|----------|-----------|---------|--------------|-----------|--------------------------------|--|
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | 1.3 | Publicly disclose Project documentation (SEP, ESAP, SIP, NTS) | BHCT Project Team / Stakeholder Management Team / Communication Dept | 2022-07-13 | 13.07.2022 (done) | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | | |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |

| DATE | REMARKS |
|------|---|
| | <p>Public documents on T3 webpage</p> <p>Documents were published at T3 subpage (13.07.2022) en. https://dctgdansk.pl/en/investments/project-t3/documentation-t3/ pl. https://dctgdansk.pl/inwestycje/projekt-t3/dokumentacja-t3/ New webpage: https://baltichub.com/inwestycje/projekt-t3/dokumentacja-t3 December 2023 https://baltichub.com/en/investments/project-t3/documentation-t3</p> |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document |
|--------------------------------|--|--|--|-------|--------|-----------|----------|-----------|---------|--------------|-----------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | 1.4 Publicly disclose relevant Project updates (Post news on the Company's website) | BHCT Project Team / Stakeholder Management Team / Communication Dept | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|--|
| | Placing information on DCT website, T3 section |
| (08.07.2022) | Post on the T3 subpage and mainpage re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| (29.08.2022) | Post on the T3 subpage and mainpage re. Purchase of semi-automated RTG cranes was published https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| (08.09.2022) | Post with poster re. beginning of T3 construction https://dctgdansk.pl/aktualnosci-t3/informacja-o-rozpozeciu-budowy-t3/ |
| (28.11.2022) | Article on the T3 subpage and main Baltic Hub Page re. Beginning of T3 construction https://dctgdansk.pl/en/news/baltic-hub-ceremoniously-kicks-off-construction-of-its-third-terminal-in-gdansk-port/ |
| (02.01.2023) | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/en/news/status-of-t3-works-december-2022/ |
| (13.02.2023) | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/aktualnosci/status-prac-t3-luty-2023/ |
| (09.03.2023) | Nigth noise measurement: https://dctgdansk.pl/aktualnosci/hocny-pomiar-halasu-9-10-03-2023/ |
| March 2023 | March update in www https://dctgdansk.pl/aktualnosci-t3/marzec-2023-zagladamy-na-teren-budowy-terminala-t3-w-baltic-hub/ |
| (11.04.2023) | Movie re. T3 Status (October 2022 - February 2023) https://dctgdansk.pl/aktualnosci/t3-status-prac-pazdziernik-2022-luty-2023/ |
| April 2023 | April update on www https://dctgdansk.pl/aktualnosci-t3/kwiecien-2023-zagladamy-na-teren-budowy-terminala-t3-w-baltic-hub/ |
| (17.05.2023) | Photos pilling https://dctgdansk.pl/aktualnosci-t3/palowanie-nabrzeza/ |
| (17.05.2023) | Movie. T3 update (May 2023) https://dctgdansk.pl/aktualnosci-t3/migawka-z-budowy-t3-maj-2023/ |
| May 2023 | May Update on www https://dctgdansk.pl/aktualnosci-t3/maj-2023-zagladamy-na-teren-budowy-w-baltic-hub/ |
| (14.06.2023) | June - T3 photos https://dctgdansk.pl/aktualnosci/zdjecia-z-budowy-t3-czerwiec-2023/ |
| (19.06.2023) | Last 5 piles: https://dctgdansk.pl/aktualnosci/wbicie-ostatnich-5-pali/ |
| (26.06.2023) | T3 status movie: https://dctgdansk.pl/aktualnosci/terminal-t3-w-budowie-film/ |
| (05.07.2023) | Informational poster re. T3 published on www https://dctgdansk.pl/en/t3-news/informational-poster-t3-june-2023/ |
| (18.07.2023) | T3 status movie (July 2023): https://dctgdansk.pl/en/news/t3-status-of-works-july-2023/ |
| ongoing | T3 subpage - news published regularly https://dctgdansk.pl/en/investments/project-t3/news/ |
| ongoing | Facebook regular update: https://www.facebook.com/BalticHubContainerTerminal/ |
| ongoing | LinkedIn regular update: https://www.linkedin.com/company/1203907/admin/feed/posts/ |
| August 2023 | T3 status (August 2023): https://baltichub.com/en/news/24732/ |
| September 2023 | T3 status (September 2023): https://baltichub.com/en/t3-news/t3-status-of-works-september-2023/ |
| September 2023 | T3 status movie (September 2023) https://www.youtube.com/watch?v=usPCiubqAok&t=1s |
| Deceber 2023 | T3 posters - status of the construction placed in local districts |



| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document | |
|--------------------------------|--|--|---|--|--------|-----------|----------|-----------|---------|--------------|-----------|--------------------------------|--|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | | |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 1 All external stakeholders (all-level authorities; local communities; vulnerable groups; other parties: NGOs, educational, mass media and community based organizations, etc. | 1.5 | Register, analyse and address comments submitted online | BHCT Project Team / Stakeholder Management Team / Communication Dept | | | | x | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |

| DATE | REMARKS |
|------|--|
| | <p>Compliance dept is running register oc comments/ complainnts subbmitted via dedicated e-mail: T3-developmnet@baltichub.com / register is available on Baltic Hub website: https://dctgdansk.pl/wp-content/uploads/2023/06/T3-complaints-register_2.pdf</p> <p>ongoing Grievance register available here: https://dctgdansk.pl/wp-content/uploads/2023/06/T3-complaints-register_2.pdf</p> <p>New webpage: ongoing https://baltichub.com/en/investments/project-t3/grievance-t3 https://baltichub.com/inwestycje/projekt-t3/zazalenia-t3 Grievance register available here:</p> <p>ongoing https://baltichub.com/storage/uploads/289af7c1-1cbe-496d-94c7-0d065f2716ce/T3-complaints-register_2.pdf</p> |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|------------------------|---|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 2 Local authorities | 2.1 Jointly organize open doors and annual meetings to collect community feedback | BHCT Project Team and Communication Dept | | | | x | | | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|---|
| | Comments from the internal mtg: to organize meeting at school / library; bus tour around terminal; photo site visit on the beach; representation from port authority / city needed; once a year at least; summer cinema - to be used as communication channel - to arrange a company who is experienced CSR Info (to check), they know how to perform the stakeholders dialogue; CEC to be involved |
| (07.09.2022) | |
| (31.08.2022) | Direct talks with Chairmans of the local district council re. Organizing open meeting for residents from Stogi district / events related to Grant Competition Busole (Welfare Senior Home "Ostoja" in Stogi district) |
| (08.09.2022) | Direct talks with Chairmans of the local district council re. Organizing open meeting for residents from Przerobka district / events related to Grant Competition Busole (Primary school no.61 in Przerobka district) |
| (23.09.2022) | Meeting with local community (district councils) on 23.09.2023 |
| (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| (24.11.2022) | Summary of the mtg with residents (portal - Gdansk City) https://gdansk.naszemiasto.pl/nowy-terminal-kontenerowy-w-gdansku-mieszkanicy-mamy-do-was/ar/c1-9102045 |
| (03.03.2023) | Meeting with Polish Ecological Club |
| (17.04.2023) | Meeting with local community (district councils) on 17.04.2023 |
| (03.09.2023) | Open doors for local districts organized at BHCT premises - family fest; the event was attended by more than 1000 people |
| (27.10.2023) | Meeting with District Councils re. T3 status and current issues 27.10.2023 |
| (12.12.2023) | Christmas Tree meeting 12.12.2023 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document |
|--------------------------------|------------------------|--|--|-------|--------|--|----------|-----------|---------|--------------|-----------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 2 Local authorities | 2.2 Develop plans to support commitments to invest in the wider port area - Stogi beach, Przerobka district, etc. (Presentations / reports) | BHCT Project Team and Communication Dept | | | | x | | | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|---|
| 2022 - ongoing | <p>Busole Grant Competition: - 7 projects currently ongoing. Projects responding to the social needs of local residents. website: https://dctgdansk.pl/csr/grant-dzielnicowy-busole/ projects: https://dctgdansk.pl/csr/grant-dzielnicowy-busole/grant-dzielnicowy-busole-projekty-2022/ - Movie: Busole - Ostoja Alpaki https://youtu.be/ac0L7vDhftc - Movie: Primary School 61 - "Direction-Backyard 61" https://www.youtube.com/watch?v=oVD9GIGkdV0 - Movie: Art. Therapy - Macrame workshops, animal flow https://youtu.be/SjISAZgCBog - Movie: Social Library https://youtu.be/rXU1EwLce80 - Movie: Family Orienteering races with Almanak Brotherhood https://youtu.be/c7Uv-kAAf3w - Movie: Sewroom https://youtu.be/VhAnKUOBsSo - Movie: Rowing with Drakkar Club https://youtu.be/qBhSHINlcsY - Busole summary movie https://youtu.be/2vJHSotI-JY Direct talks with Chairmans of the local district council re. organizing open meeting for residents from Przerobka district during events related to Grant Competition Busole (Primary school no.61 in Przerobka district)</p> <p>(29.08.2022)</p> |
| (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| (12.12.2022) | Skatepark on Przerobka Mtg - project chosen by residents in civic budget 2022; BH financial support of the project / contract attached |
| (17.04.2023) | Meeting with local community (district councils) on 17.04.2023 |
| (02.06.2023) | Correspondence and direct talks with District Council re. Empty Pond revitalization (this pond is close to Stogi Beach and T3 investment) and christmas tree |
| (31.05.2023) | <p>II Distric Grant Busole results: Busole - chosen projects / contract signing: - Academic Sports Association Górki Zachodnie organizing "Sports summer camps for 50 children and young people aged 5-12 from the districts of Przeróbka, Stogi, Krakowiec-Górki Zachodnie" - Awake Hope Foundation with the project "Fairy Tale World Neighborhood House" - Social Welfare Home "Ostoja" with the project "SENIOR STOGI, or SENIOR Independent Creative Open Hospitable Innovative" ongoing - Polish Ecological Club Pomeranian District with the project "Survival of Nature – the art of survival between industry and man" - School and Preschool Complex No. 3 with the project "Eco-workshop" - School and Preschool Complex No. 11 in Gdańsk with the project "Green Integration" - Fit Ladw Studio organizing classes "Women have power – self-defense and dance" Supporting eMOCja Hospice located in Stogi District (donation of a car for hospice needs, financial support for the event - coffe) - contract in progress</p> |
| June 2023 | Meeting with President of Gdansk to present company, development plans and BHCT engagement in local community's projects |
| (25.06.2023) | Supporting the sport event (run around the Empty Pond) for Stogi District Citizens (this pond is close to Stogi Beach and T3 investment) |
| lip-23 | Supporting Hospice eMOCja as a result of Moving for Charity action (ammount of collected minutes converted into money and donated for the hospice): https://www.linkedin.com/feed/update/urn:li:activity:7084156375781511168 Summer sport activities and summer cinema July / August 2023 |
| July-August | <p>Link: https://www.youtube.com/watch?v=91hmAh7crHM (Cinema) Link: https://www.youtube.com/watch?v=OQd3T5ay0_Y (Sports) Skatepark for Przerobka</p> |
| (17.07.2023) | Skatepark for Przerobka |
| (23.08.2023) | <p>District Creative Hub - project to support Social Library in Stogi Link: https://www.youtube.com/watch?v=0P5aaEw75UA&t=4s</p> |

(06.12.2023) Skatepark Przeróbka - handing over the construction site to the contractor

(12.12.2023) Christmas tree for Stogi district at the request of Distric Council planned for December 2023

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|----|--|------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 3 | 3.1 Submit regular reports with the frequency dictated by the authorities on compliance with national legislation and permits | BHCT Project Team and Safety | | | | x | | | | |
| | | National and regional authorities, in particular, inspection agencies responsible for environmental protection and health and safety | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|-----------------|---|
| MK (07.09.2022) | Comments from the internal mtg: RDOŚ to send required reports based on environmental decision, re. birds, bats, mammals; agreemnets with ornitologist and chiroptorologist - onging; T3 decision - we need to continue all requirements from T2 environmental decision; what kind of reports ? - Karolina to check and send |
| KW (24.03.2023) | Ornithologist and chiroptologist reports delivered to RDOŚ |
| KW (24.07.2023) | Reports to RDOŚ are send once a year (no change) |
| KW (10.12.2023) | Report to be send begining of 2024 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-----|---|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 4 | Discuss the proposed deviations from the JNCC protocol and their effectiveness in protection of marine mammals from project activity (meetings and consultations / minutes from the meeting) | BHCT Project team managed by external companies Budimex and DEME / Consultant | | | | | | | x | |
| | 4.1 | Focused stakeholder engagement with Chief of the Seal Sanctuary of the Hel Marine Station of the Institute of Oceanography of Gdansk University | | | | | | | | | |
| | | * Within 60 days of project disclosure period and during construction and operation | | | | | | | | | |

| DATE | REMARKS |
|------------|--|
| 07.09.2022 | MK Comments from internal mtg: Budimex / DEME is consulting soft-start procedure (palling procedure); they are to send notes re. changing decision; the meeting was held (when?) |
| 24.03.2023 | KW Contractor had contacted Seal Sanctuary in September 2022 to talk about soft start procedure, corespondence attached. |
| 24.07.2023 | KW Seal Sanctuary has been contacted before starting piling works (no change) |
| 10.12.2023 | KW Seal Sanctuary has been contacted before starting dredging works in September 2023, ADD advised to be installed |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document |
|--------------------------------|----|---|----------------------------------|-------|--------|--|----------|-----------|---------|--------------|-----------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 5 | 5 Focused stakeholder engagement with local communities and vulnerable groups living in the project area | BHCT representative / Consultant | | | | | | | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | * Within 60 days of project disclosure period and during construction and operation | | | | | | | | | | |

| DATE | REMARKS |
|----------------|--|
| (07.09.2022) | Comments from internal mtg: Social - economic Report from Arup (to check local communities pointed in the report, local businesses and be in touch with them) |
| | gru-21 subpage dedicated to T3 project is implemented on main BHCT website |
| | Busole Grant Competition: - 7 projects currently ongoing. Projects responding to the social needs of local residents. |
| 2022 - ongoing | website: https://dctgdansk.pl/csr/grant-dzielnicowy-busole/ projects: https://dctgdansk.pl/csr/grant-dzielnicowy-busole/grant-dzielnicowy-busole-projekty-2022/ |
| | - Movie: Busole - Ostoja Alpaki https://youtu.be/ac0L7vDhftc |
| | - Movie: Primary School 61 - "Direction-Backyard 61" https://www.youtube.com/watch?v=oVD9GIGkdV0 |
| | - Movie: Art. Therapy - Macrame workshops, animal flow https://youtu.be/SjISAzgcBog |
| | - Movie: Social Library https://youtu.be/rXU1EwcLce80 |
| | - Movie: Family Orienteering races with Almanak Brotherhood https://youtu.be/c7Uv-kAAF3w |
| | - Movie: Sewroom https://youtu.be/VhAnKUOBsSo |
| | - Movie: Rowing with Drakkar Club https://youtu.be/qBhSHINcsY |
| | - Busole summary movie https://youtu.be/2vJHSoTI-JY |
| (23.09.2022) | Meetings with local community (district councils) |
| (29.08.2022) | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| (29.08.2022) | E-mail communication re. beginning of T3 construction was sent to district councils, neighbourhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| (08.07.2022) | Post on the T3 subpage and mainpage re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| (29.08.2022) | Post on the T3 subpage and mainpage re. Purchase of semi-automated RTG cranes was published https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| (08.09.2022) | Post on the T3 subpage and mainpage of T3 construction informational poster |
| | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole |
| (31.08.2022) | (Welfare Senior Home "Ostoja" in Stogi district) |
| | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole |
| (08.09.2022) | (Promary school no.61 in Przerobka district) |
| | Direct phone call - Chairman of Stogi District Council (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| (06.09.2022) | Direct phone call - Library in Stogi (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| | Direct phone call - Library in Stogi (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| (08.12.2022) | Participation in Christmas meeting organized by Primary School no. 61 with Przerobka district concil presence |
| | Participation in Christmas meeting organized by "Ostoja" social welfare home with Stogi district council presence |
| (22.12.2022) | presence |
| (15.12.2022) | Participation in Christmas meeting organized by Primary School no. 72 with Stogi district council presence |
| (03.03.2023) | Meeting with Polish Ecological Club |
| (17.04.2023) | Meeting with local community (district councils) on 17.04.20203 |
| | II Distric Grant Busole results: |
| (31.05.2023) | https://dctgdansk.pl/aktualnoscii-edycja-konkursu-grantowego-busole-rozstrzygnieta/ https://dctgdansk.pl/en/news/results-of-the-2nd-edition-of-the-busole-grant-competition/ |

Busole - chosen projects / contract signing:

- Academic Sports Association Górki Zachodnie organizing "Sports summer camps for 50 children and young people aged 5-12 from the districts of Przeróbka, Stogi, Krakowiec-Górki Zachodnie"
- Awake Hope Foundation with the project "Fairy Tale World Neighborhood House"
- Social Welfare Home "Ostoja" with the project "SENIOR STOGI, or SENIOR Independent Creative Open

ongoing Hospitable Innovative"

- Polish Ecological Club Pomeranian District with the project "Survival of Nature – the art of survival between industry and man"
- School and Preschool Complex No. 3 with the project "Eco-workshop"
- School and Preschool Complex No. 11 in Gdańsk with the project "Green Integration"
- Fit Lady Studio organizing classes "Women have power – self-defense and dance"
- Marine fest for local residents - open doors

(03.09.2023)

<https://www.youtube.com/watch?v=mrB37Kas6Kw>

(27.10.2023) Meeting with District Councils re. T3 status and current issues 27.10.2023

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|----|--|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 5 | 5.2 Public consultation meetings to consult the local communities about their needs, views/concerns on project implementation and impacts provided via community initiatives (project leaflets) | Project team (questins) / Communications (organizing) | | | | | | | | x | |
| | | * Prior to start of any activities on the development of the T3 | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|---|
| 06.09.2022 | Direct call with District Council re. posters T3 |
| 06.09.2022 | Direct call with Social Library re. posters T3 |
| 06.09.2022 | Direct call with Port of Gdansk Spokesperson re. posters T3 |
| (07.09.2022) | Comments from internal mtg: to invite people for open doors; meeting at school; collect questions prior the meeting, QR code with questions on poster (2 weeks for analysing) |
| (23.09.2022) | Meetings with local community (district councils) |
| (08.12.2022) | Participation in Christmas meeting organized by Primary School no. 61 with Przerobka district concil presence |
| (22.12.2022) | Participation in Christmas meeting organized by "Ostoja" social welfare home 61 with Stogi district concil presence |
| (15.12.2022) | Participation in Christmas meeting organized by Primary School no. 72 with Stogi district concil presence |
| (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| (24.11.2022) | Summary of the mtg with residents (portal - Gdansk City) https://gdansk.naszemiasto.pl/nowy-terminal-kontenerowy-w-gdanku-mieszkancy-mamy-do-was/ar/c1-9102045 |
| (03.03.2023) | Mtg with Polish Ecological Club |
| (17.04.2023) | Mtg with district councils |
| (02.06.2023) | Direct call with District Council |
| (03-09-2023) | Marine fest for local residents - open doors https://www.youtube.com/watch?v=mrB37Kas6Kw |
| paź-23 | Meeting with District Councils re. T3 status and current issues plannef for 27.10.2023 |
| | ongoing correspondence with Polish Ecological Club |
| | ongoing correspondence with Social Committee for Saving the Beach and Budling a Resort on Stogi Island |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document |
|--------------------------------|----|---|--|-------|--------|--|----------|-----------|---------|--------------|-----------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 5 | External grievance mechanism and targeted group meetings, as necessary (Public grievance forms (distributed, published in the local media, posted on the Company's web-site for printing out / downloading / electronic submitting) | Communications (tool) / Claims (register and coordination) | | | | | | x | | | |
| | 5 | Focused stakeholder engagement with local communities and vulnerable groups living in the project area | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|---------------|---|
| (07.09.2022) | Comments from internal mtg: the register to be managed by Claims dept |
| | External grievance mechanism is prepared and published at T3 subpage: |
| (09.09.2022) | Pl. https://dctgdansk.pl/inwestycje/projekt-t3/zazalenia-t3/ |
| | En. https://dctgdansk.pl/en/investments/proiect-t3/grievance-t3 |
| (13.01.2023) | Information re. grievance mechanism published at News section of T3 |
| (03.03.2023) | Grievance re. Noise T3/01/2023 |
| (03.03.2023) | Grievance re. Noise T3/02/2023 |
| (12.04.2023) | Grievance re. Noise T3/03/2023 |
| (12.04.2023) | Grievance re. Noise T3/04/2023 |
| (12.04.2023) | Grievance re. Noise T3/05/2023 |
| (12.04.2023) | Grievance re. Noise T3/06/2023 |
| (14.04.2023) | Grievance re. Noise T3/07/2023 |
| (18.04.2023) | Grievance re. Noise T3/08/2023 |
| (18.04.2023) | Grievance re. Noise T3/09/2023 |
| (21.04.2023) | Grievance re. Noise T3/10/2023 |
| April 2023 | Compliance register was pulished on the website; the register is updated regularly https://dctgdansk.pl/wp-content/uploads/2023/06/T3-complaints-register_2.pdf |
| (15.05.2023) | Grievance re. Noise T3/11/2023 |
| (15.05.2023) | Grievance re. Noise T3/12/2023 |
| (06.07.2023) | Poster informing about greivance machanism for local districts |
| (26.06.2023) | Poster informing about greivance machanism for contractor's employees |
| (2023-10-23) | Presentation for District Councils including slide re. grievance form |
| | Grievance register available on new BHCT webpage: |
| December 2023 | https://baltichub.com/storage/uploads/289af7c1-1cbe-496d-94c7-0d065f2716ce/T3-complaints-register_2.pdf |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|--|---|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 6 Focused stakeholder engagement with local businesses at Stogi beach | 6.1 Individual meetings to notify the business owners at Stogi beach of the potential impacts from the Project that could impact the number of beach goers | Company representative / Project Team / Communications / Claims coordinator | | | | | | | x | | |
| | | * Before and during construction period (targeted during 60 days of public disclosure), direct meetings on demand (or when needed) during operation | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|---------------|--|
| 07.09.2022 | MK Comments from internal mtg: posters re. open meeting for local business; questions to be collected prior to the meeting |
| 23.11.2022 | MK Informational open meeting with districts residents re. T3 construction Marine fest for local residents - open doors wrz-23 https://www.youtube.com/watch?v=mrB37Kas6Kw |
| December 2023 | No requests for individual meetings from business owners so far |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|--|---|---|-------|--------|-----------|----------|-----------|---------|--------------|--------------------------------|-------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 6 Focused stakeholder engagement with local businesses at Stogi beach | 6.2 Update regularly on planned activities | Company representative / Project Team / Communications / Claims coordinator | | | | | | | x | | |
| | | * Before and during construction period (targeted during 60 days of public disclosure), direct meetings on demand (or when needed) during operation | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|--|
| (07.09.2022) | Comments from internal mtg: posters, leaflets, no sending info directly to people because of RODO (GDPR) |
| (12.2021) | Subpage dedicated to T3 project is implemented on main DCT website Link: Project T3 - Terminal Kontenerowy DCT (dctgdansk.pl) |
| (29.08.2022) | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighborhood districts, in the library in Stogi and Przerobka |
| (29.08.2022) | E-mail communication re. beginning of T3 construction was sent to district councils, neighborhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| (08.07.2022) | Post on the T3 subpage and main page re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| (29.07.2022) | Post on the T3 subpage and main page re. Purchase of semi-automated RTG cranes was published: https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| (08.09.2022) | Post on the T3 subpage and main page of T3 construction informational poster |
| (16.11.2022) | Economical report TVP (regional TV) https://gdansk.tvp.pl/64557614/odc-16112022 |
| (17.11.2022) | Post on SM, Baltic Hub webpage, Stogi forum re. open meeting with residents |
| (28.11.2022) | Article on the T3 subpage and main Baltic Hub Page re. Beginning of T3 construction https://dctgdansk.pl/en/news/baltic-hub-ceremoniously-kicks-off-construction-of-its-third-terminal-in-gdansk-port/ |
| (28.11.2022) | News in Panorama (regional TV) https://gdansk.tvp.pl/64778519/rozbudowa-terminala-baltic-hub |
| (30.11.2022) | Economical report TVP (regional TV) https://gdansk.tvp.pl/64831323/odc-30112022 |
| (06.12.2022) | Drone status of T3 construction together with Reporter24.p (https://www.youtube.com/watch?v=16oxzfrH_A&lc=Ugxc3f-1HjO29IAQEki4AaABAg) |
| (15.12.2022) | Interview with CEO re. T3 construction (Gospodarka Morska) |
| (17.12.2022) | Drone status of T3 construction together with Reporter24.p https://www.youtube.com/watch?v=xpM1k7gWml&t=24s |
| (22.12.2022) | Drone status of T3 construction together with Reporter24.p https://www.youtube.com/watch?v=OsFukCINMD4 |
| (02.01.2023) | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/en/news/status-of-t3-works-december-2022/ |
| (04.01.2023) | News in TVP (regional TV) re. Status of T3 construction https://gdansk.tvp.pl/65477788/baltic-hub-sie-powieksza-modernizacja-terminalu-nabiera-tempa |
| JAN/FEB 2023 | Leaflets and posters campaign re. I stage of construction and grievance mechanism |
| 10.02.2023 | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 17.03.2023 | FB T3 update photos |
| 17.04.2023 | Meeting with Distric Councils |
| April-May 2023 | Correspondence with Distric Council and citizens re. Noise (answering complaints) |
| 17.05.2023 | FB T3 hiperlapse https://fb.watch/IDqOTNA_Zu/ |
| 19.05.2023 | FB Post T3 update May |
| | Direct talks re. Christmas tree with District Council |
| 28.05.2023 | article gdansk.pl re. T3 construction https://www.gdansk.pl/wiadomosci/Stogi-Koniec-glosnego-uporczywego-palowania,a,243946 |
| 30.05.2023 | FB short movie aRTG: https://fb.watch/IDqAWx3BR5/ |
| 23.06.2023 | FB short movie T3: https://fb.watch/IDqveLw5Iq/ |

26.06.2023 Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach)

30.06.2023 Sustainability Report for 2022 as a summary of BHCT annual performance - publication
https://dctgdansk.pl/csr/raport-zrownowazonego-rozwoju/article_wnp.pl_re_t3_construction

July 2023 article puls gdanska.pl

June 2023 article DopravniNoviny

ongoing Subpage dedicated to T3 project is implemented on main DCT website updated regularly
<https://dctgdansk.pl/en/investments/project-t3/news/>

01.07.2023 Fb post:<https://fb.watch/IDqf6ER7zO/>

17.07.2023 Status of works:
<https://dctgdansk.pl/en/news/june-2023-t3-status-of-works/>

18.07.2023 FB: <https://fb.watch/ISjvzCqpho/>

18.07.2023 LinkedIn: <https://www.linkedin.com/feed/update/urn:li:activity:7086965299324829697>

August 2023 Status of works:
<https://baltichub.com/en/news/24732/>

September 2023 Status of works:
<https://baltichub.com/en/t3-news/t3-status-of-works-september-2023/>

September 2023 T3 status movie (september 2023)

2023 <https://www.youtube.com/watch?v=usPCiuBqAok&t=2s>

December 2023 T3 poster re. Construction status in local district

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|--|---|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 6 Focused stakeholder engagement with local businesses at Stogi beach | 6.3 Set up communication channels for businesses to report issues with their operations to BHCT | Company representative / Project Team / Communications / Claims coordinator | | | | | | | x | | |
| | | * Before and during construction period (targeted during 60 days of public disclosure), direct meetings on demand (or when needed) during operation | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|--|
| MK (07.09.2022) | Comments from internal mtg; posters with contact details for complains; stand-by duty at DCT for stakeholders (1 hr at week for face to face mtg); grievance form, dedicated e-mail address, updates on website |
| MK (12.2021) | Subpage dedicated to T3 project is implemented on main BHCT website Link: Project T3 - Terminal Kontenerowy DCT (dctgdansk.pl) |
| MK (29.08.2022) | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighborhood districts, in the library in Stogi and Przerobka |
| MK (29.08.2022) | E-mail communication re. beginning of T3 construction was sent to district councils, neighborhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| MK (09.09.2022) | External grievance mechanism is prepared and published at T3 subpage: Pl. https://dctgdansk.pl/inwestycje/projekt-t3/zazalenia-t3/ En. https://dctgdansk.pl/en/investments/project-t3/grievance-t3/ |
| MK (17.11.2022) | Post on SM, Baltic Hub webpage, district councils informational boards, Stogi forum, trojmiasto.pl, gdansk.pl, Przerobka forum, re. open meeting with residents https://www.trojmiasto.pl/raport/Spotkanie-informacyjne-dla-mieszkancow-ws-nabrzeza-rt281880.html https://www.facebook.com/groups/189296819110936/permalink/893367545370523 https://www.gdansk.pl/wiadomosci/Jak-bedzie-przebiegac-budowa-nabrzeza-do-przeladunku-kontenerow-Dowiedz-sie-na-spotkaniu-w-SP-72-Baltic-Hub,a,231986?fbclid=IwAR2nTm7C_LRmHctFeYaU0jbpN-74eGk9cSpivtEGKMdG7ExM1hXi2CnDBz8 |
| MK (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| JAN/FEB 2023 | Leaflets and posters campaign re. I stage of construction and grievance mechanism |
| 17.04.2023 | Meeting with local community (district councils) on 17.04.2023 |
| 26.06.2023 | Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach |
| MK (2023-09-01) | Marine fest for local residents - open doors https://www.youtube.com/watch?v=mrB37Kas6Kw I 3 status movie (september 2023), published on Y1, LinkedIn, FB |
| MK (2023-10-01) | YT: https://www.youtube.com/watch?v=usPCiuBqAok FB: https://fb.watch/nVSUVXpAi3/ LinkedIn: https://www.linkedin.com/feed/update/urn:li:activity:7120719815895359488 |
| MK (2023-10-27) | Meeting with District Councils re. T3 status and current issues 27.10.2023 |
| MK (2023-12-08) | T3 posters - status of the construction placed in local districts |
| (12-12-2023) | Christmas tree for Stogi district at the request of Distric Council planned for December 2023 |
| ongoing | Correspondence with Polish Ecological Club |
| ongoing | Correspondence with Social Committee for Saving the Beach and Budling a Resort on Stogi Island |
| ongoing | E-mail and phone communication with local districts |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|---|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 7 Other businesses in the project area | 7.1 Formal meetings to discuss increased traffic flows from T3 | Company representative / Project Team / Communications | | | | | | | | |
| | | * Before and during construction period, direct meetings on demand (or when needed) during operation | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|---|
| (07.09.2022) | Comments from internal mtg: implement on demand |
| (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| (17.04.2023) | Meeting with local community (district councils) on 17.04.2023 Marine fest for local residents - open doors |
| (2023-09-01) | https://www.youtube.com/watch?v=mrB37Kas6Kw |
| (2023-10-27) | Meeting with District Councils re. T3 status and current issues 27.10.2023 ongoing E-mail and phone communication with local districts |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|---|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 7 Other businesses in the project area | 7.2 Notifications on works stages and planned activities (letter, notification, company website) | Company representative / Project Team / Communications | | | | | | | x | |
| | | * Before and during construction period, direct meetings on demand (or when needed) during operation | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|---|
| 12.2021 | subpage dedicated to T3 project is implemented on main BHCT website |
| 08.07.2022 | Post on the T3 subpage and mainpage re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| 29.08.2022 | Post on the T3 subpage and mainpage re. Purchase of semi-automated RTG cranes was published https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| 08.09.2022 | Post on the T3 subpage and mainpage of T3 construction informational poster |
| 28.11.2022 | Article on the T3 subpage and main Baltic Hub Page re. Beginning of T3 construction https://dctgdansk.pl/en/news/baltic-hub-ceremoniously-kicks-off-construction-of-its-third-terminal-in-gdansk-port/ |
| 02.01.2023 | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/en/news/status-of-t3-works-december-2022/ |
| JAN/FEB 2023 | Planned - leaflets and posters campaign re. Istage of construction and grievance mechanism |
| 13.02.2023 | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/aktualnosci/status-prac-t3-luty-2023/ |
| 10.02.2023 | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 17.03.2023 | FB T3 update photos |
| 17.04.2023 | Meeting with Distric Councils |
| April-May 2023 | Correspondence with Distric Council and citizens re. Noise (answering complaints) |
| 17.05.2023 | FB T3 hiperlapse https://fb.watch/IDqOtNA_Zu/ |
| 19.05.2023 | FB Post T3 update May |
| 28.05.2023 | article gdansk.pl re. T3 construction https://www.gdansk.pl/wiadomosci/Stogi-Koniec-glosnego-uporczywego-palowania,a,243946 |
| 30.05.2023 | FB short movie aRTG: https://fb.watch/IDqAWx3BR5/ |
| 23.06.2023 | FB short movie T3: https://fb.watch/IDqvelw5lq/ |
| 26.06.2023 | Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach |
| 30.06.2023 | Sustainability Report for 2022 as a summary of BHCT annual performance - publication https://dctgdansk.pl/csr/raport-zrownowazonego-rozwoju/ |
| July 2023 | article wnp.pl re. T3 construction |
| July 2023 | article puls gdanska.pl |
| June 2023 | article DopravniNoviny |
| ongoing | Subpage dedicated to T3 project is implemented on main BHCT website updated regularly: https://dctgdansk.pl/en/investments/project-t3/news/ |
| 01.07.2023 | Fb post: https://fb.watch/IDqf6ER7zO/ |
| ongoing | correspondence with Polish Ecological Club |
| ongoing | correspondence with Social Committee for Saving the Beach and Budling a Resort on Stogi Island |
| 03.09.2023 | Marine fest for local residents - open doors https://www.youtube.com/watch?v=mrB37Kas6Kw |
| 27-10.2023 | Meeting with District Councils re. T3 status and current issues 27.10.2023 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|---------------------------|---|-------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 8 Stogi beach visitors | 8.1 Notify beach goers of any potential impacts from the Project (visual impacts, noise, light and water pollution, congestion of traffic coming into the area), during construction and operation (leaflets) | Project team / communications | | | | | | | x | |
| | | * Ongoing throughout construction and operation phase | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|---|
| (07.09.2022) | Comments from internal mtg: summer cinema to present info prior the movie; leaflets and posters, QR code questionnaires |
| (29.08.2022) | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| (23.11.2022) | Informational open meeting with districts residents re. T3 construction |
| JAN/FEB 2023 | Leaflets and posters campaign re. Istage of construction and grievance mechanism |
| 10.02.2023 | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 12.04.2023 | Letter - Beachgoers counting by ZTM |
| 26.06.2023 | Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach |
| 06.07.2023 | Poster informing/ reminding re. Grievance form (placed on the Stogi beach) Beachgoers counting: ongoing https://personalpr.sharepoint.com/:x/g/Eez0BlTV-UhFIZLYyHKJNPgB8L_5wS1jTaKbRgU15uBZw?rtime=tGQIDiaH20g |
| 18.07.2023 | Letter - Beachgoers counting by ZTM |
| August 2023 | Safe on the beach - action with Dziennik Bałtycki |
| September 2023 | Cleaning of the beach - action with Dziennik Bałtycki |
| December 2023 | T3 poster re. Construction status in local district |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|---------------------------|--|-------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 8 Stogi beach visitors | 8.2 Notify the public about BHCT external Grievance Mechanism (public announcements at notice boards) | Project team / communications | | | | | | | x | |
| | | * Ongoing throughout construction and operation phase | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|---------------|--|
| (07.09.2022) | Comments from internal mtg; leaflets, webpage, posters External grievance mechanism was prepared and published at T3 subpage: |
| (09.09.2022) | Pl. https://dctgdansk.pl/inwestycje/projekt-t3/zazalenia-t3/ En. https://dctgdansk.pl/en/investments/project-t3/grievance-t3 |
| (05.01.2023) | Information re. grievance mechanism published at News section of T3 |
| JAN/FEB 2023 | Leaflets and posters campaign re. I stage of construction and grievance mechanism |
| (10.02.2023) | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| (26.06.2023) | Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach |
| (06.07.2023) | Poster informing/ reminding re. Grievance form (placed on the Stogi beach) |
| (27.10.2023) | Meeting with District Councils re. T3 status and current issues 27.10.2023 incl. Info re grievance form |
| December 2023 | T3 poster re. Construction status in local district incl. Info re grievance form |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | | Reference to original document | |
|--------------------------------|---------------------------|--|-------------------------------|-------|--------|-----------|----------|-----------|---------|--------------|-----------|--------------------------------|--|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | Regularly | | |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 8 Stogi beach visitors | 8.3 Post updated on the Project, specifically upcoming construction activities, on the Company's website | Project team / communications | | | | | | | | x | | |
| | | * Ongoing throughout construction and operation phase | | | | | | | | | | | |
| | | | | | | | | | | | | | |

| DATE | REMARKS |
|----------------|--|
| (12.2021) | Subpage dedicated to T3 project is implemented on main DCT website: Link: Project T3 - Terminal Kontenerowy DCT (dctgdansk.pl) |
| (08.07.2021) | Post on the T3 subpage and main page re. Selecting contractors was published: https://dctgdansk.pl/en/news/dct-gdansk-selects-contractors-to-begin-works-for-the-t3-expansion-project/ |
| (29.08.2021) | Post on the T3 subpage and main page re. Purchase of semi-automated RTG cranes was published: https://dctgdansk.pl/en/news/purchase-of-semi-automated-rtg-cranes/ |
| (08.09.2021) | Post on the T3 subpage and main page of T3 construction informational poster: https://dctgdansk.pl/aktualnosci-t3/informacja-o-rozpozeciu-budowy-t3/ |
| (28.11.2022) | Article on the T3 subpage and main Baltic Hub Page re. Beginning of T3 construction https://dctgdansk.pl/en/news/baltic-hub-ceremoniously-kicks-off-construction-of-its-third-terminal-in-gdansk-port/ |
| (02.01.2023) | Movie and information re. Status of T3 construction published on the T3 subpage and main Baltic Hub webpage https://dctgdansk.pl/en/news/status-of-t3-works-december-2022/ |
| 10.02.2023 | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 17.03.2023 | FB T3 update photos |
| 17.04.2023 | Meeting with Distric Councils |
| April-May 2023 | Correspondence with Distric Council and citizens re. Noise (answering complaints) |
| 17.05.2023 | FB T3 hiperlapse https://fb.watch/IDqOTNA_Zu/ |
| 19.05.2023 | FB Post T3 update May Direct talks re. Christmas tree with District Council |
| 28.05.2023 | article gdansk.pl re. T3 construction https://www.gdansk.pl/wiadomosci/Stogi-Koniec-glosnego-uporzczego-palowania,a,243946 |
| 30.05.2023 | FB short movie aRTG: https://fb.watch/IDqAWx3BR5/ |
| 23.06.2023 | FB short movie T3: https://fb.watch/IDqveLw5lq/ |
| 26.06.2023 | Poster informing/ reminding re. Greviance form (placed in Budimex social rooms, on construction site, on the beach |
| 30.06.2023 | Sustainability Report for 2022 as a summary of BHCT annual performance - publication https://dctgdansk.pl/csr/raport-zrownowazonego-rozwoju/ |
| July 2023 | article puls gdanska.pl |
| June 2023 | article DopravniNoviny |
| ongoing | Subpage dedicated to T3 project is implemented on main DCT website. updated regularly https://dctgdansk.pl/en/investments/project-t3/news/ |
| 01.07.2023 | Fb post: https://fb.watch/IDqf6ER7zO/ |
| 30.08.2023 | www T3 update T3: https://dctgdansk.pl/aktualnosci-t3/sierpniem-2023-status-budowy-t3/ |
| October 2023 | T3 October status |
| December 2023 | T3 poster re. Construction status |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|----|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 9 | 9.1 Booklets and progress leaflets | Company representative / Project team / Communications | | | | | | | x | |
| | | Other parties: NGOs, cultural, educational, mass media and community based organizations, military fans etc. | | | | | | | | | |
| | | * Ad-hoc meetings / communication, as needed | | | | | | | | | |

| DATE | REMARKS |
|---------------|--|
| (07.09.2022) | Comments from internal mtg: WWF / Greenpeace -> info re. the first meetg was held on xx; they know how to contact DCT |
| (29.08.2022) | Posters and leaflets re. beginning of T3 construction were prepared and posted on notice boards in neighborhood districts, in the library in Stogi and Przerobka |
| ongoing | Communication with mass media (press releases re. T3 project) |
| JAN/FEB 2023 | Leaflets and posters campaign re. Istage of construction and grievance mechanism |
| 10.02.2023 | Posters and leaflets re. status of T3 construction were prepared and posted on notice boards in neighbourhood districts, in the library in Stogi and Przerobka |
| 26.06.2023 | Poster informing/ reminding re. Grievance form (placed in Budimex social rooms, on construction site, on the beach |
| July 2023 | Poster informing about construction status and next steps prepared together with Budimex - in progress / will be printed out and distributed in July 2023 |
| December 2023 | T3 poster re. Construction status |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|--|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 9 | Individual meetings (on specific matters) | Company representative / Project team / Communications | | | | | | | x | |
| | | * Ad-hoc meetings / communication, as needed | | | | | | | | | |
| | | | | | | | | | | | |
| | Other parties: NGOs, cultural, educational, mass media and community based organizations, military fans etc. | | | | | | | | | | |

| DATE | REMARKS |
|-----------------|---|
| | Meetings at the request of NGO's |
| 03.03.2023 | Meeting with Polish Ecological Club |
| 18.05.2023 | Meeting with eMOCja Hospice |
| maj-23 | Sztafeta Nadziei - Pomeranian Hospice for Children / joint action of BHCT and Foundation to collect money for children |
| 07.07.2023 | Meeting with Social Library and financial support for the Library's work |
| 15.07.2023 | Meeting with eMOCja Hospice |
| ongoing contact | Virtual Mtg with MARE foundation re. marine bins to be installed near T3 https://fundacjamare.pl/kosze-morskie/ Marine fest for local residents - open doors |
| (2023-09-01) | https://www.youtube.com/watch?v=mrB37Kas6Kw |
| (2023-10-27) | Meeting with District Councils re. T3 status and current issues 27.10.2023 |
| (06.12.2023) | Support of St. Nicholas party for children from the Stogi district - handing over presents for children |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|----|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 9 | 9.3 Email or phone communication (to be properly registered) | Company representative / Project team / Communications | | | | | | | x | |
| | | Other parties: NGOs, cultural, educational, mass media and community based organizations, military fans etc. | | | | | | | | | |
| | | * Ad-hoc meetings / communication, as needed | | | | | | | | | |

| DATE | REMARKS |
|--------------|--|
| (07.09.2022) | Comments from internal mtg; all info in the project folder; Klaudia to create folder; to discuss with Adrian how it should look like; minutes from the meeting as a proof |
| (29.08.2022) | E-mail communication re. beginning of T3 construction was sent to district councils, neighbourhood libraries, Gdansk port authority, Social Media groups of Stogi District |
| (31.08.2022) | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole (Welfare Senior Home "Ostoja" in Stogi district) |
| (08.09.2022) | Face to face talks with Chairmans of the local district council / events related to Grant Competition Busole (Primary school no.61 in Przerobka district) |
| (06.09.2022) | Direct phone call - Chairman of Stogi District Council (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions; |
| (06.09.2022) | Direct phone call - Library in Stogi (in relation to informational posters placed in a district, asking about any comments form people - till now no comments and questions) |
| (06.09.2022) | Direct phone call - Spokesperson of Port Authority (in relation to opinion from people re. T3 construction) |
| (28.10.2022) | Direct phone call Chairman of Stogi District council re. T3 constuction site |
| (24.11.2022) | Direct phone call Chairman of Stogi District council re. Presentation and additional questions after open mtg with district residents |
| (30.11.2022) | E-mail with answers for additional questions after open mtg with district residents |
| (30.11.2022) | Communication with Polish Ecological Club (letter) |
| (01.12.2022) | Direct phone call Chairman of Stogi District council re. Additional questions after open mtg with district residents |
| (08.12.2022) | Participation in Christmas meeting organized by Primary School no. 61 with Przerobka district concil presence |
| (22.12.2022) | Participation in Christmas meeting organized by "Ostoja" social welfare home 61 with Stogi district concil presence |
| (15.12.2022) | Participation in Christmas meeting organized by Primary School no. 72 with Stogi district concil presence |
| (13.12.2022) | Request for public information regarding ferromagnetic reconnaissance work on the site and water body (sapper cleaning) - no official answer needed as BH is a private company; answer sent |
| 31.01.2023 | Communication with Polish Ecological Club (BHCT response) |
| 03.03.2023 | Meeting with Polish Ecological Club |
| 26.05.2023 | Communication with Polish Ecological Club (BHCT response) |
| 13.04.2023 | Communication with Mr. Lapszo (letter 1) |
| 13.05.2023 | Communication with Mr. Lapszo (letter 2) |
| 30.05.2023 | Communication with Mr. Lapszo (BHCT response) |
| ongoing | Communication with bunkers fan re. revitalization of bunkers near BHCT |
| 05.07.2023 | Phone communication with President of Stogi District E-mail Communication with Stogi District re. noise |
| 25.10.2023 | Communication with Mr. Lapszo (letter 3) |
| 06.11.2023 | Communication with Polish Ecological Club (letter) |
| 28.11.2023 | Communication with Polish Ecological Club (letter) |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-----------------------------------|---|--------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 10 Shareholders of the Company | 10.1 Inform, consult, and involve in strategic decision making processes via constant reporting on project implementation status | Company Management | | | | | | | x | |
| | | * Monthly Steering committee/ Management Mtg, SBM (Quarterly) | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|---------|--|
| ongoing | bi-weekly T3 internal mtgs for all involved in project |
| | Managemnet Board Mtg (dates): |
| | 01.26 |
| | 02.24 |
| | 04.14 |
| | 05.11 |
| | 06.06 |
| | 06.21 |
| | 07.30 |
| | 08.30 |
| | 10.03 |
| | 10.25 |
| | 11.22 |
| | Supervisory Board Mtgs (dates): |
| | 03.15 |
| | 06.22 |
| | 10.07 |
| | 12.07 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-----------------------------------|---|--------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 10 Shareholders of the Company | 10.2 Annual reports on project implementation status | Company Management | | | | | | | x | |
| | | * Monthly Steering committee/ Management Mtg, SBM (Quarterly) | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|------|---------|
| | |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------------|---|--------------------|-------|--------|-----------|----------|-----------|---------|--------------|--------------------------------|-------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 10 Shareholders of the Company | 10.3 Project implementation status discussed on direct meetings | Company Management | | | | | | | x | | |
| | | * Monthly Steering committee/ Management Mtg, SBM (Quarterly) | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|---------|--|
| ongoing | bi-weekly T3 internal mtgs for all involved in project |
| | Managemnet Board Mtg (dates): |
| | 01.26 |
| | 02.24 |
| | 04.14 |
| | 05.11 |
| | 06.06 |
| | 06.21 |
| | 07.30 |
| | 08.30 |
| | 10.03 |
| | 10.25 |
| | 11.22 |
| | Supervisory Board Mtgs (dates): |
| | 03.15 |
| | 06.22 |
| | 10.07 |
| | 12.07 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------------|---|--------------------|-------|--------|-----------|----------|-----------|---------|--------------|--------------------------------|-------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 10 Shareholders of the Company | 10.4 Project implementation status discussed on shareholders board meetings | Company Management | | | | | | | x | | |
| | | * Monthly Steering committee/ Management Mtg, SBM (Quarterly) | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|---------------------------------|---------|
| Managemnet Board Mtg (dates): | |
| 01.26 | |
| 02.24 | |
| 04.14 | |
| 05.11 | |
| 06.06 | |
| 06.21 | |
| 07.30 | |
| 08.30 | |
| 10.03 | |
| 10.25 | |
| 11.22 | |
| Supervisory Board Mtgs (dates): | |
| 03.15 | |
| 06.22 | |
| 10.07 | |
| 12.07 | |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-------------------------|---|---------------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 11 Company employees | 11.1 Inform employees about the Company Project plans in relation to labour issues | Project team and Communications / HR? | | | | | | | x | |
| | | * Project specific training to take place before the start of any construction activities | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|--|
| (07.09.2022) | Comments from the internal mtg: Intranet, MR, CEO movies, events, mtgs with unions, LinkedIn |
| (23.08.2022) | Information on MR and Intranet re. T3 automatization |
| (14.12.2022) | Post on MR - movie, summary of the year and plans for the future |
| JAN/FEB 2023 | Leaflets and posters campaign re. Istage of construction and grievance mechanism |
| (21.03.2022) | Information/movie on MR and Intranet re. I phase of construction works |
| ongoing | monthly update re. T3 construction on dedicated subpage on Intranet |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-------------------------|---|---------------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 11 Company employees | 11.2 Inform employees about the actual impacts on the local environment and communities | Project team and Communications / HR? | | | | | | | x | |
| | | * Project specific training to take place before the start of any construction activities | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|--|
| (07.09.2022) | Comments from the internal mtg: Intranet (dedicated T3 section), MR, CEO movies, events, mtgs with unions / publish environmental report |
| 23.08.2022 | Information on MR and Intranet re. T3 automatization |
| (14.12.2022) | Post on MR - movie, summary of the year and plans for the future |
| JAN/FEB 2023 | Leaflets and posters campaign re. I stage of construction and grievance mechanism |
| January 2023 | Baltic Hub News - article re.actual impact on local communities and CSR |
| | ongoing monthly update re. T3 construction on dedicated subpage on Intranet |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-------------------------|---|--------------------------------------|-------|--------|-----------|----------|-----------|---------|--------------|--------------------------------|-------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 11 Company employees | 11.3 Include reference to the external grievance mechanism | Project team and Communications / HR | | | | | | | x | | |
| | | * Project specific training to take place before the start of any construction activities | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------|--|
| (07.09.2022) | Comments from internal mtg: Intranet, MR, CEO movies, events, mtgs with unions, to put the mechanism on Intranet |
| JAN/FEB 2023 | Planned - leaflets and posters campaign re. Istage of construction and grievance mechanism |
| January 2023 | Internal communication via MR and Intranet re. Grievance mechanism |
| (10.01.2023) | Info on MR re. external grievance mechanism ongoing Forms available on site |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-------------------------|---|--------------------------------------|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 11 Company employees | 11.4 Inform employees about the internal Project development issues, success and difficulties | Project team and Communications / HR | | | | | | | | |
| | | * Project specific training to take place before the start of any construction activities | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|---------------|---|
| 07.09.2022 | Comments from the mtg: Intranet, MR, CEO movies, events, mtgs with unions |
| 23.05.2022 | Intranet post and MR informantor re. Automation (semi Automated RTG-cranes) |
| 23.05.2022 | CEO's movie re. T3 Construction |
| SEP 2022 | Next CEO's movie re. T3 update planned for September |
| | ongoing Communication via Intranet and MR |
| November 2023 | Movie for employees re. Automatization on T3 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------|--------------------------------------|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1.1 Direct meetings and reporting | Company's representative / Contractor's representative | | | | x | | x | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|------------|---|
| 07.09.2022 | MK Comments from internal mtg: Michal to think about it :) point in the report how it was done (general Contractor to answer) |
| 24.03.2023 | KW Minutes from environmental meetings attached |
| 24.07.2023 | KW Minutes from environmental meetings from first half of 2023 attached |
| 10.12.2023 | KW Minutes from environmental meetings from second half of 2023 attached |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------|--|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1.2 Contract requirements to be reflected in EPC contract as relevant based on DCT commitments under the ESAP | Company's representative / Contractor's representative | | | | x | | x | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|-------------------------------|---|
| ^{MK} (07.09.2022) | Comments from internal mtg: EPC contract is signed |
| ^{KW} [24.03.2023] | Informations are reflected in Contract in Schedule 8 Point 1.1.7. |
| ^{KW} [24.07.2023] | Contractor is contractually obliged to fulfill EBRD requirements |
| ^{KW} (10.12.2023) | No changes to the contract and requirements |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------|---|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1.3 Monitoring, inspections and audits | Company's representative / Contractor's representative | | | | x | | x | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|--|
| MK (07.09.2022) | Comments from internal mtg: to check in SEP requiremnets |
| KW (24.03.2023) | Reports from Baltic Hub's and Engineer's inspections added |
| KW [24.07.2023] | updated internal H&S inspections, H&S monthly reports, HR inspections and engineer's H&S inspections for first half of 2023 |
| KW [10.12.2023] | updated internal H&S inspections, H&S monthly reports, HR inspections and engineer's H&S inspections for second half of 2023 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------|---------------------------------|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1.4 Training and supervision | Company's representative / Contractor's representative | | | | x | | x | | x | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|---|
| MK (07.09.2022) | Comments from internal mtg: to check in SEP requiremnets |
| KW (24.03.2023) | Induction training and list of participants added |
| KW [24.07.2023] | updated safety induction presentation for Deme and Budimex + list with bumber of participants |
| KW [10.12.2023] | updated safety induction presentation |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document |
|--------------------------------|-----------------------------|--------------------------------------|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1.5 Progress and incident reports | Company's representative / Contractor's representative | | | | x | | x | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|--|
| MK (07.09.2022) | Comments from internal mtg: to check in SEP requiremnets |
| KW (24.03.2023) | Reports from incidents on T3 construction added |
| KW [24.07.2023] | Updated list of incidents until end of June 2023 |
| KW [10.12.2023] | Updated list of incidents until November 2023 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|-----------------------------|-----------|---|--|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 12 Contractors (on site) | 12.1 | Inform all contractors about DCT and EBRD requirements and commitments under the ESAP, SEP and other relevance management plans | Project team / Contractor's representative | | | | x | | x | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|-----------------|--|
| MK (07.09.2022) | Comments from the internal mtg: general contractor to inform how to contact other T3 contractors and sub contractors |
| KW (24.03.2023) | Contractor was informed by email on 18.07.2022, email attached |
| KW (24.07.2023) | Contractor was informed before starting works, ESAP is live document updated every month |
| KW (10.12.2023) | No changes |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|------------------------------------|---|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 13 Employees of the contractors | 13.1 Inform the employees and contractors about labours and safety issues via direct meetings and information notes | Company's EHS officer - Mateusz Kaczyński | | | | | | | x | | |
| | | * During construction, when contracting the construction companies(at least prior to start of any activities on site) | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|---|
| MK (07.09.2022) | Comments from the internal mtg: Budimex to end the proof that it is performed correctly |
| KW (24.03.2023) | Presentation from Induction meetings attached |
| KW [24.07.2023] | Updated safety induction presentation and toolbox meetings |
| KW [10.12.2023] | Updated safety induction presentation |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|------------------------------------|---|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 13 Employees of the contractors | 13.2 Training to include reference to workers grievance management system | Company's EHS officer - Mateusz Kaczyński | | | | | | | x | | |
| | | * During construction, when contracting the construction companies(at least prior to start of any activities on site) | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|---|
| MK (07.09.2022) | Comments from the internal mtg: Budimex to end the proof that it is performed correctly |
| KW (24.03.2023) | Presentation from Induction meetings attached, there is a slide informing about grievance mechanism |
| KW [24.07.2023] | updated presentation with slides informing about grievance mechanism |
| KW [10.12.2023] | updated presentation with slides informing about grievance mechanism |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|------------------------------------|---|--|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 13 Employees of the contractors | 13.3 Training on project impacts and requirements to be organised as part of induction training for all employees | Company's EHS officer - Mateusz Kaczyński | | | | | | | x | | |
| | | * During construction, when contracting the construction companies(at least prior to start of any activities on site) | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|--------------------|---|
| MK (07.09.2022) | Comments from the internal mtg: Budimex to end the proof that it is performed correctly |
| KW (24.03.2023) | Presentation from Induction meetings attached |
| KW [24.07.2023] | Presentation updated June 2023 |
| KW [10.12.2023] | Presentation updated December 2023 |

| Category | Nr | Task name | Responsibility | Start | Finish | Frequency | | | | | Reference to original document | |
|--------------------------------|------------------------------------|--|---|-------|--------|--|----------|-----------|---------|--------------|--------------------------------|-----------|
| | | | | | | Single | Annually | Quarterly | Monthly | Occasionally | | Regularly |
| CLICK TO GO BACK TO SEP | | | | | | STAKEHOLDER ENGAGEMENT PLAN (SEP) | | | | | ESAP | |
| EXTERNAL STAKEHOLDERS | 13 Employees of the contractors | 13.4 Training to refer to the external grievance management system. | Company's EHS officer - Mateusz Kaczyński | | | | | | | x | | |
| | | * During construction, when contracting the construction companies(at least prior to start of any activities on site | | | | | | | | | | |
| | | | | | | | | | | | | |

| DATE | REMARKS |
|------------|--|
| 07.09.2022 | MK Comments from the internal mtg: Budimex to end the proof that it is performed correctly |
| 24.03.2023 | KW Presentation from Induction meetings attached with a slide informing about grievance mechanism |
| 24.07.2023 | KW Updated presentation from Induction meetings attached with a slide informing about grievance mechanism |
| 10.12.2023 | KW Updated presentation from Induction meetings attached with a slide informing about grievance mechanism |