



Stakeholder Engagement Plan – Implementation Phase

new Tashkent International Airport



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Basis of Report

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Acronyms and Abbreviations

Abbreviation	Meaning
AOP	Airport Operating Partner
CA	Concession Agreement
CEIU	Complaints-resolution, Evaluation and Integrity Unit
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
EIA	Environmental Impact Assessment
EP	Equator Principles
EPC	Engineering, Procurement and Construction
EPFIs	Equator Principles Financial Institutions
ESF	Environmental and Social Framework
ESIA	Environmental & Social Impact Assessment
ESMS	Environmental Social Management System
ESP	Environmental Social Policy
ESR	Environmental and Social Requirement
FAQ	Frequently Asked Questions
FC	Financial Close
FGD	Focus Group Discussion
FM	Facility Management
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
Ha	Hectare
IBA	Important Biodiversity Area
ICAO	International Civil Aviation Organization
IFC	International Finance Corporation
IPAM	Independent Project Accountability Mechanism
KBA	Key Biodiversity Areas
KII	Key Informant Interview
LLA	Land Lease Agreement
LNTP	Limited Notice to Proceed
MAP	Million annual passengers
MOT	Ministry of Transportation
NBT	Nazar Business Technologies
NGO	Non-governmental organisation
NTP	Notice to Proceed
NTS	Non-Technical Summary

Abbreviation	Meaning
OHTL	Overhead Transmission Line
PAHs	Project Affected Households
PAPs	Project Affected People/Persons
PR	Performance Requirement
PS	Performance Standard
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SPV	Special Purpose Vehicle
TBC	To be confirmed
TGC	Tashkent Gateway Company
UA	Uzbekistan Airports

1.0 Introduction

This document is the Stakeholder Engagement Plan (SEP) for the new Tashkent International Airport (the Project) in Uzbekistan, is located approximately 23 kilometres south of Tashkent city and about 20km from the existing Tashkent International Airport in the Republic of Uzbekistan. This SEP summarises the stakeholder engagement undertaken during the Environmental and Social Impact Assessment (ESIA) phase and outlines the proposed framework methodology for stakeholder engagement throughout the Project's implementation, including the construction, and operational phases, with specific consideration of the guidelines of the International Lenders and applicable national laws.

1.1 Project Background

Under the Resolution of the President of the Republic of Uzbekistan No. PQ-353 dated November 25, 2025, the proposed Project will be developed jointly by Vision Invest and Sojitz Corporation, appointed by the Ministry of Transport (MoT) and Uzbekistan Airports of the Republic of Uzbekistan. The new airport is being developed as a replacement for the current Tashkent International Airport (TAS), marking a significant step in Uzbekistan's strategic infrastructure development.

This new greenfield airport is a key part of the country's rapid transition as it seeks to establish itself as a regional connection and leading destination in Central Asia. The project aims to provide modern, safe, and compliant airport services for Tashkent, contribute to the economic development of the city and the country, and ensure the long-term financial sustainability of the airport and its stakeholders.

The proposed project will be developed jointly by Vision Invest (also referred to as 'the Client'), Sojitz Corporation, Incheon International Airport Corporation, and Korea Overseas Infrastructure & Urban Development Corporation (together "the Sponsors"), appointed by the Ministry of Transport (MoT) and Uzbekistan Airports (UA) of the Republic of Uzbekistan (also referred to as "the Public Partner"). The Project is aimed at boosting tourism and accelerating economic growth in Uzbekistan and involves the design, construction, financing, operation, and maintenance of a new international airport in Tashkent city.

The Public Partner has entered into a 'Development Agreement' with Vision International Investment Company, the parent company of the Client, to develop the Project. The Concession Agreement for the Project is in the process of being finalised. Construction is scheduled to start in 2026, with a projected completion time of 48 months from Notice to Proceed. Commercial operations are anticipated to commence in 2030.

The Sponsors are currently engaging with various Development Finance Institutions and commercial banks ('lenders') for participation in project financing.

5 Capitals- Part of SLR (5 Capitals) has been engaged by the Client to undertake the independent assessment of potential environmental and social impacts, as well as certain other environmental & social related scope. 5 Capitals has partnered with a locally based consultant, 'Nazar Business Technology- part of Oqtavia (NBT)' (Tashkent, Uzbekistan) to undertake certain elements of the scope, including baseline surveys, consultations and preparation and submission of the National EIA to the National Committee on Ecology and Climate Change (NCECC) of the Republic of Uzbekistan, the regulatory authority for environmental affairs in Uzbekistan.

1.2 Scope of the SEP

The scope of the SEP is to specify the methods to efficiently manage and facilitate engagement with stakeholders during the implementation stage of the Project.

This SEP has been prepared for the new Tashkent International Airport Project, in alignment with the applicable environmental and social management frameworks of Vision Invest and Sojitz, where available. In the absence of a defined project-specific HSSE-MS, the SEP is guided by international good practice. The SEP has been developed to comply with the applicable stakeholder engagement and grievance mechanism requirements of the International Finance Corporation (IFC), the European Bank for Reconstruction and Development (EBRD), the U.S. International Development Finance Corporation (DFC), the Japan Bank for International Cooperation (JBIC), Nippon Export and Investment Insurance (NEXI) and the Export-Import Bank of Korea (KEXIM) which establish international standards for meaningful stakeholder engagement, information disclosure, and accessible project-level grievance mechanisms.

The SEP will remain relevant throughout the lifetime of the Project as a ‘live document’. It will act as a plan within the Project’s construction, commissioning and operational phases of Environmental and Social Management System (ESMS) that will require updating as Project circumstances or stakeholder dynamics evolve; and to ensure continual improvement of the ESMS.

1.3 Objectives of the SEP

The objectives of this SEP, inclusive of the Grievance Redress Mechanism (GRM) include:

- To identify the stakeholders that may be affected by the Project or may influence the outcome of the Project.
- To define tailored processes to inform stakeholders about the Project and to manage stakeholder expectations.
- To define the frequency and timeline for engagement with different stakeholder groups.
- To understand current and potential emerging issues and to capture views and concerns of the relevant stakeholders with regards to the Project.
- To provide a basis for stakeholder participation in environmental and social impact identification, prevention and mitigation, including impacts and risks relating to Gender Based Violence & Harassment (GBVH) and Sexual Exploitation, Abuse and Harassment (SEAH).
- To propose a platform for reporting back on mechanisms to address these impacts.
- To establish a grievance mechanism that will be implemented for the Project during the construction and operation phase.

2.0 Project Information

2.1 Project Location

The proposed Project site is located approximately 23 kilometres south of Tashkent city and about 20km from the existing Tashkent International Airport, in a predominantly flat rural area within the territory of the Tashkent Province, Urta-Chirchik and Kuyi-Chirchik districts. Location of the Project on a national and regional context are shown in

Figure 2-1 and Figure 2-2 respectively.

The airport will span a 1,300-hectare plot, adjacent to the village of Imeni Kirova to the south, with several small villages nearby. The Project site is predominantly flat and is currently characterised by agricultural land, including cultivated fields and an established network of irrigation channels used for growing cotton and various other crops and fruits.

The site spans 6km in length and 2.2km in width and area of approximately 13km², roughly in the shape of a parallelogram with approximately 70-degree orientation from true north. The land is primarily agricultural, with some identifiable structures visible on satellite imagery and intersected by various roads.

At present, almost the entirety of the site is used for agricultural purposes and based on findings from a preliminary site visit conducted by ESIA team, the site is mainly used for cultivation of crops such as rice as well as cotton, pulses and vegetables. In addition to the cultivated fields, there are patches of land used for growing fruit trees, mostly located towards the central portion of the site. Herds of cattle were also observed grazing on the site during the initial site visit.

In addition to the farmlands, there is also a small residential community located towards the northeastern part of the Project site, large part of which is located within the footprint of the Project area. There are also few small structures noted at three locations and based on GIS data provided by the Client there are four small areas identified as cemeteries (graveyards) located within the site. There is no visible evidence of recent burials, and the status of these cemeteries has been verified as part of the ESIA process. The largest of these is approximately 1.3 Ha in area.

A network of smaller drainage ditches and irrigation channels exist within the Project site and wider local area. There are also some Overhead Transmission Lines (OHTL) and internal access roads that passes through the Project site.

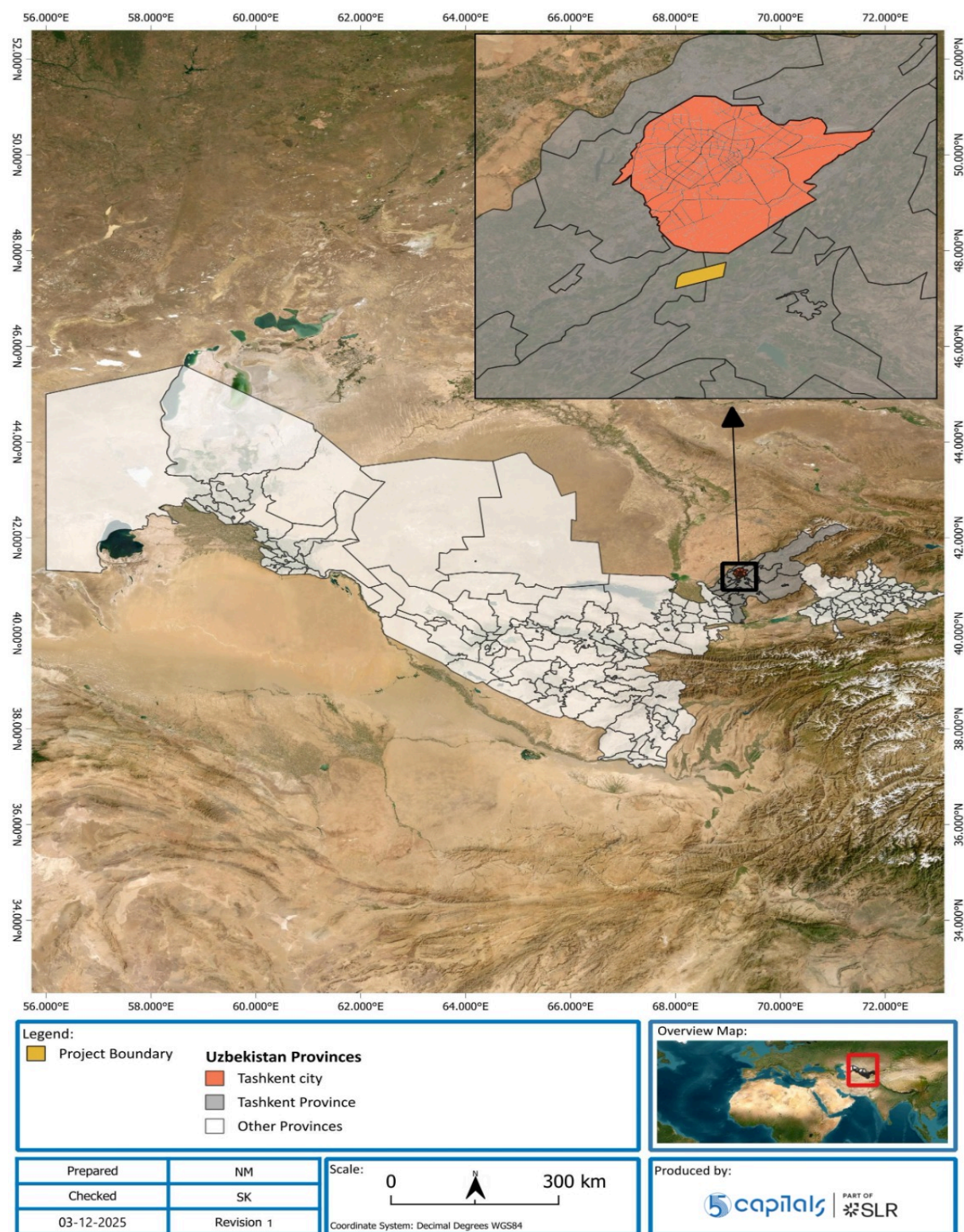


Figure 2-1 Project Location (National Context)

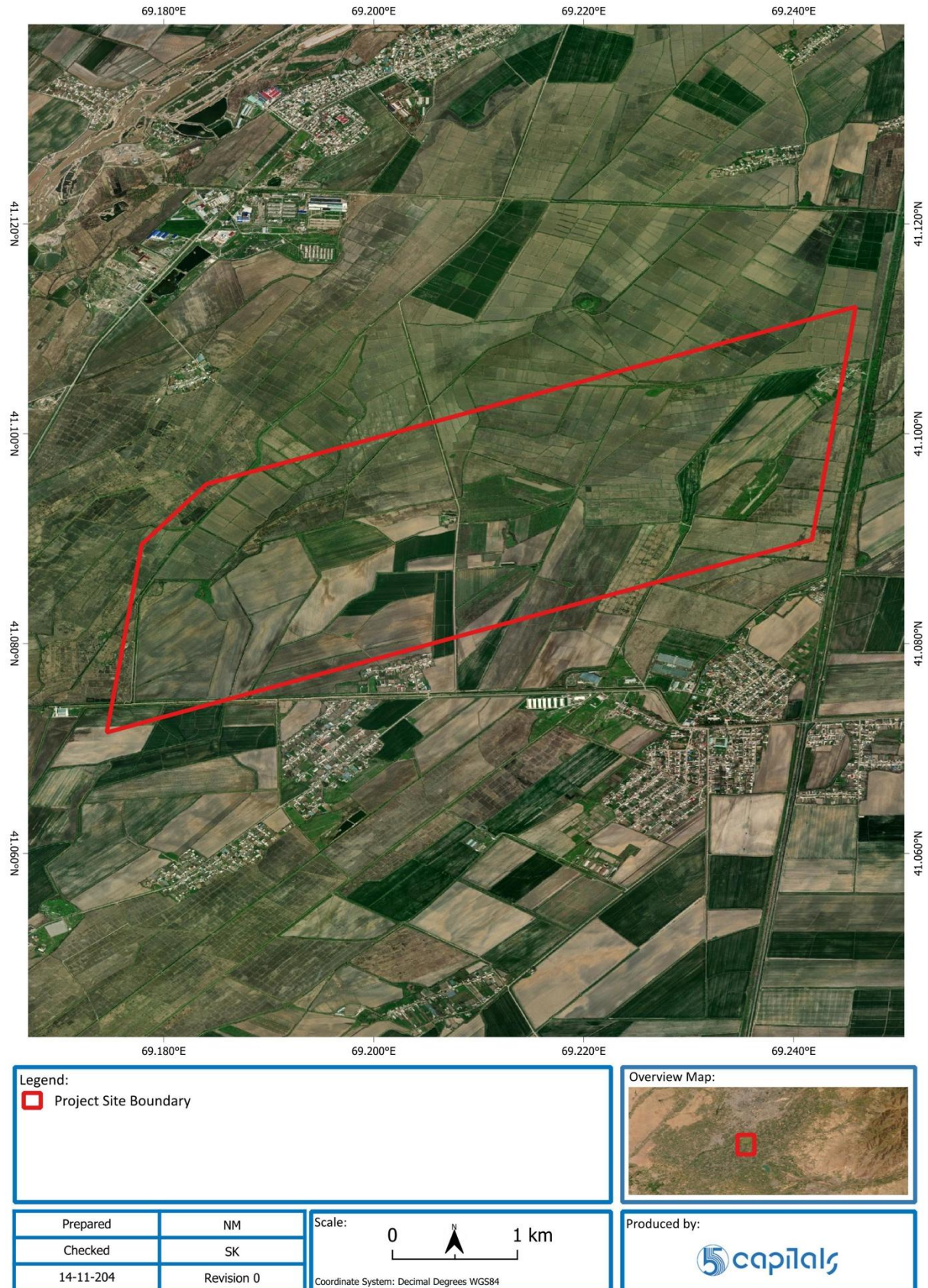


Figure 2-2 Project Location (Local Context)

2.2 Key features of the Project

The proposed new Tashkent International Airport project will include a wide range of facilities to support its operations which are summarised as follows:

- Main facilities: passenger and presidential terminals, general aviation facilities, cargo facility, aircraft maintenance facility, and parking/commercial areas.
- Support facilities: hotel, fire training facilities, presidential hangar, RFF main and satellite stations, air traffic control tower, and maintenance facilities.
- Utilities: glycol storage and treatment, potable and wastewater treatment, heating and cooling systems, fire water tank, substations, data center, power intake, fuel farm, bowser filling station, and GSE staging areas.
- Navigational aids: surface movement radar, localizers, glide paths, weather radar, and related antennas.
- Runway system: two 4000 m runways, taxiways, and aircraft aprons.
- Road network: connecting terminals and support areas.
- Special airport systems: as part of the infrastructure

The airport will initially accommodate 17-20 million annual passengers (MAP), with a planned expansion to 46 MAP by 2050, and an ultimate capacity of 46 MAP. The scope of the Project's ESIA and therefore this SEP is limited to the development of the initial phase (for up to 20MAP) of the airport only.

Since Uzbekistan is a member of the International Civil Aviation Organization (ICAO), the airport's aviation-related facilities will be designed in accordance with ICAO regulations.

The overall Project layout and surrounding infrastructure are illustrated in Figure 2-3. Further detailed information about the Project including its masterplan and its key features are presented in the ESIA Report.

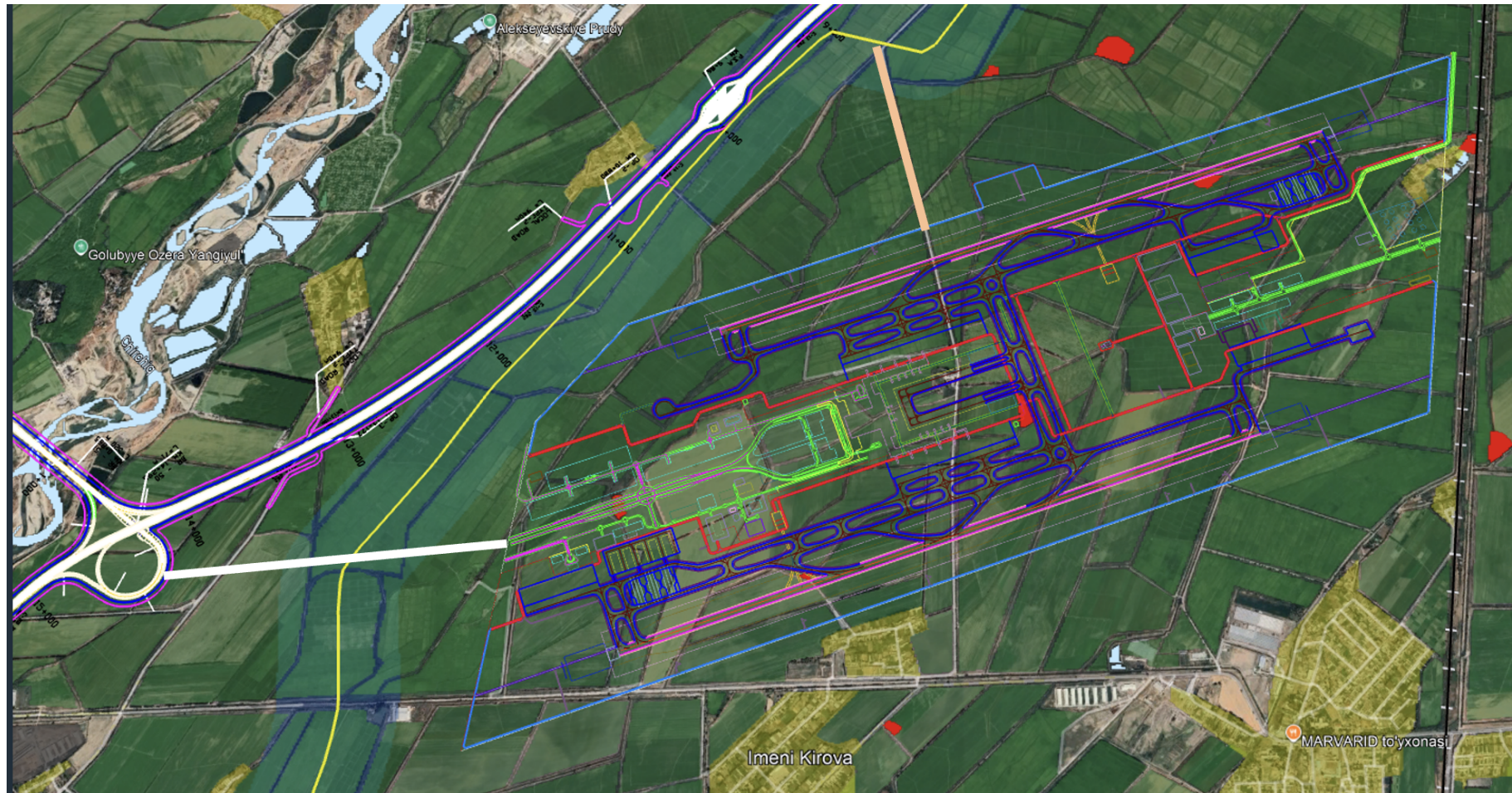


Figure 2-3 Project Layout and Surrounding Infrastructure

2.3 Project Construction and Operation

The Sponsors have appointed Larsen and Toubro (L&T) as the EPC contractor for the landside development. A separate EPC contractor, which is yet to be decided, will be responsible for the airside construction works. It is anticipated that approximately 5,000 personnel including labours and other technical staff will be involved in the construction of the Project. The main construction activities that are anticipated for the Project are listed below.

- Site preparation and earthworks: clearing, grading, excavation, filling, compaction, utility relocation, and drainage diversion.
- Runway, taxiway, and apron construction: sub-base works, paving, airfield lighting, drainage, safety areas, and navigational aids.
- Terminal building construction: structural works, roofing, interior fit-outs, HVAC, electrical and ICT systems, baggage handling, and security equipment.
- Airside support facilities: hangars, GSE yards, fuel storage, firefighting stations, and ATC tower.
- Landside infrastructure: access roads, bridges (if needed), parking areas, drop-off/pick-up zones, public transport connections, and utility networks.
- Stormwater and wastewater systems: drainage channels, retention ponds, oil-water separators, and treatment connections.
- Landscaping and security fencing.

The new Tashkent International Airport will be developed, operated, and managed by the Special Purpose Vehicle (SPV) Tashkent Gateway Company (TGC). While TGC will handle core operations and management, specific non-core and technical services will be outsourced to a Facility Management (FM) company and an Airport Operating Partner (AOP).

Once operational, the airport will handle aircraft movements, passenger processing, baggage and cargo operations, air traffic control, ground transport, maintenance, fuelling, catering, cleaning, and waste management. Commercial services like duty-free shops, restaurants, car rentals, and hotels will also be included. Further details will be provided in the ESIA.

2.4 Project Timeline and Milestone

Based on the details provided by the Project sponsors, the following key timeline (Table 2-1) is currently in place for the Project which are preliminary. Planned dates and development milestones will be confirmed later and updated in the ESIA.

Table 2-1 Key Project Milestone and Timeline

Milestones	Tentative Dates
PPP Agreement Signing	Q1 2026 (To be confirmed)
Financial Close (FC)	Q3 2026 (To be confirmed)
Limited Notice to Proceed (LNTP)	At CA
Notice to Proceed (NTP)	At FC
Construction duration	NTP + 42 Months

2.5 Associated Facilities

Associated facilities are components or infrastructure that, while not part of the main project itself, are essential for its operation or support. These can include access roads, utility connections, worker accommodation, storage areas, or temporary construction sites. Understanding associated facilities helps provide a complete picture of the project's footprint and potential impacts on the surrounding environment and communities.

At this stage, the associated facilities listed below represent preliminary assumptions based on the Project's operational requirements. These will be further refined as more information becomes available:

1. Access Roads

- A new connecting access road to the west and east of the Project site
- Expansion of an existing road connecting to the northern edge of the Project site

2. Overhead transmission lines

3. Fuel supply line

Further details regarding these facilities, as well as any additional associated facilities that may need to be considered, will be documented and incorporated into the ESIA report as the Project planning progresses.

2.6 Local Context and Sensitivities

2.6.1 Land Ownership

The land ownership structure in Uzbekistan is in accordance with the Land Code of the Republic of Uzbekistan (1998, amended in 2025), which stipulates that all land in Uzbekistan is managed by the State. The State permits the private individuals such as farmers to lease certain land areas from the State for economic benefits and housing. The Project site is currently being used by such individual parties who have leased the land mainly for arable farming and animal grazing activities (outside of the crop growing season).

Necessary agreements, specifically a Land Lease Agreement (LLA) will be established with the government that will allow the Client to use the land without any interruption from the Government or any person claiming land ownership. However, the current land users who are potential Project Affected Persons (PAP) will have to be compensated based on their type of use, which are discussed later in more detail in the Resettlement Action Plan developed for the project.

2.6.2 Land Use and Site Conditions

The proposed Project will be developed on a plot approximately 1,300 ha in area. At present, almost the entirety of the site is used for agricultural purposes, as can be observed in Figure 2-4. Based on findings from a preliminary site visit conducted by the ESIA team, the site is mainly used for cultivation of crops such as rice, cotton, pulses and vegetables. In addition to the cultivated fields, there are patches of land used for growing fruit trees, mostly located towards the central portion of the site. Herds of cattle were also observed grazing on the site during the initial site visit.

In addition to the farmlands, there is also a small residential community located towards the northeastern part of the Project site, large part of which is located within the footprint of the Project area. There are also few small structures noted at three locations which includes one which used by a local farmer, an old building likely to be used for storing equipment in the past as well as an abandoned building scattered within the Project site. Based on the GIS data

provided by the Client there are four small areas identified as cemeteries (graveyards) located within the site. The largest of these is approximately 1.3 Ha in area. A network of smaller drainage ditches and irrigation channels exist within the Project site and wider local area. There are also some Overhead Transmission Lines (OHTL) and internal access roads that passes through the Project site.

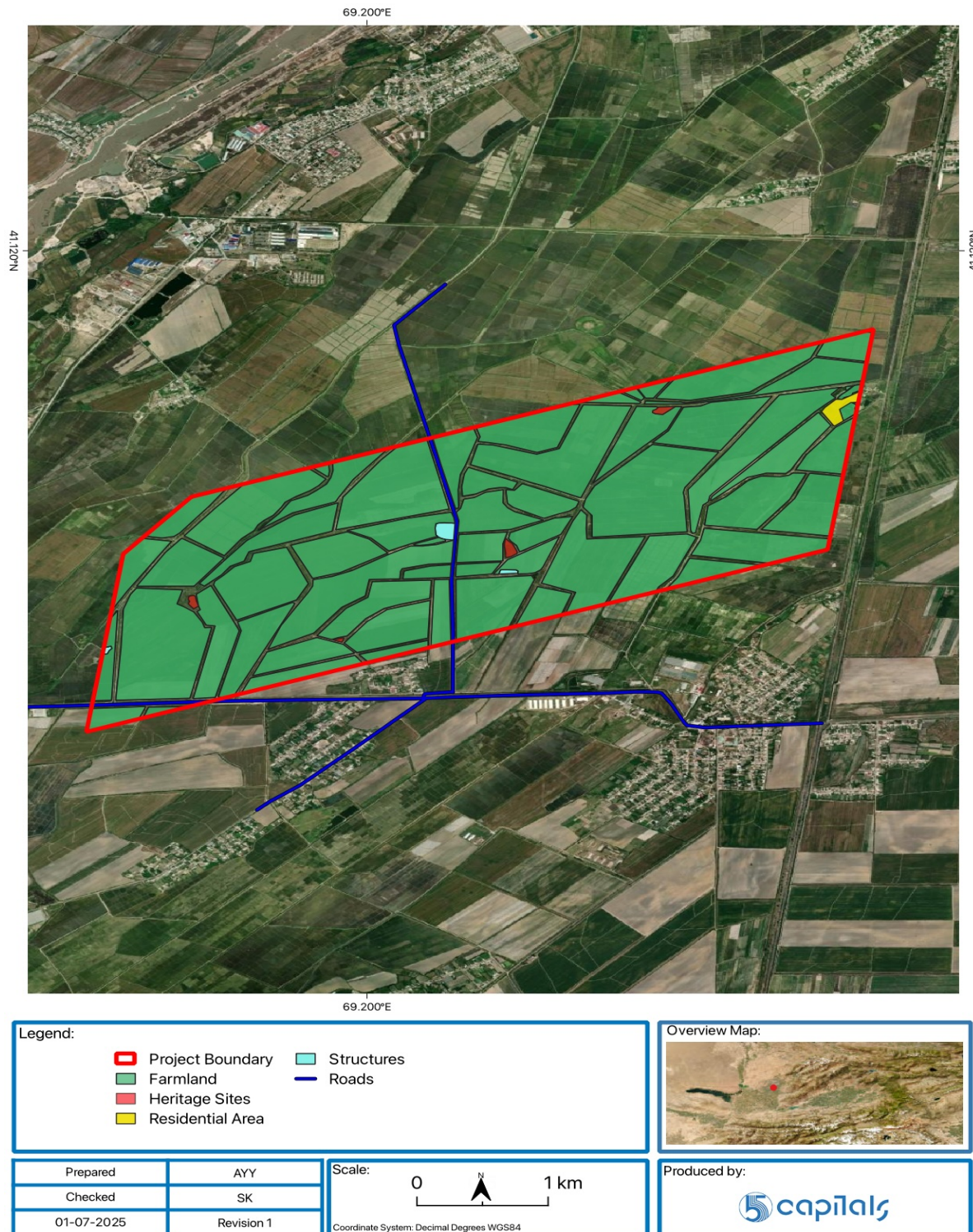


Figure 2-4 Site Land Use

2.6.3 Surrounding Area

The main land uses types and existing infrastructure within the surrounding are discussed below.

2.6.3.1 Communities

Majority of the land surrounding the Project area is farmland similar to what is currently found at the Project site. There are patches of rural communities around the site, with the closest being the Imeni Kirova community, located within the planned future extension area of the airport. The nearest building structure within this community is located approximately 70m south of the Project boundary.

2.6.3.2 Roads and Railway

An existing electrified railway line passes along the eastern edge of the Project site, serving as a passenger route. The closest major highway is the A373, a dual carriage way with the nearest section located approximately 6km from the eastern part of the site boundary. Additionally, there are minor local roads that primarily serve nearby communities including the one that passes along the southern part of the Project site.

2.6.3.3 Water Bodies

The Chirchiq river (a tributary of the Syr Darya river) flows along the western and northern parts of the project site, situated approximately 2 km or more from the project site boundary.

2.6.3.4 Utilities

In terms of existing utility infrastructure, there is a gas pipeline located to the west of the site, approximately 750 meters from the western boundary, aligned in a north-south orientation.

Additionally, there is an overhead transmission line (OHTL) and an unpaved access path originating from outside the site, crossing a minor section of the southwestern corner.

Located east, south, and west of the site are high-voltage transmission systems and medium-voltage distribution lines. As outlined above, one of these electrical power lines traverses the southern tip of the site and will need to be relocated before the construction commences. Site visits have revealed that birds (storks) use the electrical pylons for nesting. In addition to the mentioned relocations, some of the overhead powerlines will need to be buried or relocated to mitigate the safety risk posed by birds to aircraft operations. Low voltage lines are also located in the area which supply electrical power to the surrounding farming villages.

3.0 Regulations and Requirements

3.1 National Requirements

3.1.1 Public Participation in National EIA

Based on changes in the national legislation regarding the process of National Environmental Impact Assessment conducting public consultation is now mandatory part of Stage I of the National EIA process.

According to the Resolution of the Cabinet of Ministries of the Republic of Uzbekistan “On further improvement of mechanism for Environmental Impact Assessment” No. 541 dated 07.09.2020 the procedure of conducting public consultations is as follows:

- Annex 3 of the Resolution No 541 – Rules and regulations for conducting public consultations states that public consultations should include discussions and decision making regarding planned activities (for construction of any facility) that may have negative impacts on the environment.
- A non-technical summary regarding any planned project activity that is categorized as I & II group (in accordance with national requirements for categorization) shall be prepared. The Non-technical Summary (NTS) should include information about the following:
 - Brief description of the project;
 - Technology solutions and alternative options for the project;
 - Current state of the environment at the selected project site;
 - A brief assessment of socio-economic conditions;
 - Brief description of the causes and type of negative impacts on the environment as a result of the project;
 - Forecast and assessment of possible changes in the state of the environment, socio-economic conditions;
 - Forecast and assessment of project and non-project risks;
 - Measures to prevent, minimise and/or compensate for adverse impacts; and
 - Assessment of possible significant adverse cross-border impacts.
- A public consultation shall be based on the review of non-technical summary by providing equal rights to all participants to express their concerns, opinion and suggestions.
- The following entities shall be considered as part of public consultations:
 - Representatives of local departments of State Committee on Ecology and Environmental Protection who will be considered as observers of public consultations.
 - Local municipalities (considered as the responsible organisation for organising and inviting participants to the meetings);
 - Non-governmental Organisations (NGOs);
 - All organisations interested in the project;
 - Local communities; and
 - Mass media.

- Expenses, if any, related to the public consultations shall be financed by the Project Developer. Law № 781 “On Procedures for the Withdrawal of Land Plots for Public Needs with Compensation” requires meaningful consultations with Project affected people (PAP) who can be physically or economically displaced due to the realization of the Project.

3.1.2 Management of Public Grievances

The Resolution No. 728 provides for a centralized Grievance Redress Mechanism (GRM) for the resolution of broad-ranging grievances from the public. This system draws on a publicly accessible online platform for the collection of grievances from residents across the country. The Portal allows any member of the public to submit a grievance, for the attention of various authorities within the various domains of local and central Government. The application for grievance resolution can target any authority within the hierarchy of executive Government. Upon initial review of the grievance statement by the target authority, the grievance is allocated to the most relevant LGA for further review and remedial action. In the event that resolution cannot be delivered by the most relevant LGA level, the grievance is cascaded higher along the administrative hierarchy, until an appropriate executive decision is provided by a competent authority.

Furthermore, the Law of the Republic of Uzbekistan № 378 “On Appeals of Individuals and Legal Entities” dated 3.12.2014 (as amended on 17.08.2017), provides a legal basis for communication between individuals and legal entities with state organizations as well as their officials. According to this Law, individuals and legal entities can send their grievances and appeals in any form (verbal, written, or electronic). Submitted appeals should be reviewed within 15 days from the date of receipt. If additional investigation is required, a response should be sent within one month.

3.1.3 IFC Performance Standards

Note: As also applied by EPIV, OECD Common Approaches and other lenders.

All of the IFC Performance Standards (PS) include requirements for an amount of stakeholder consultation/engagement (either in the ESIA, or as part of the future ESMS) and therefore the Project will require a level of engagement. In particular, IFC Performance Standard 1 on “Social and Environmental Assessment and Management Systems” describes the stakeholder engagement requirements in more depth. It states the following:

“Stakeholder engagement is the basis for building strong, constructive, and responsive relationships that are essential for the successful management of a project’s environmental and social impacts. Stakeholder engagement is an on-going process that may involve, in varying degrees, the following elements:

- Stakeholder analysis and planning;
- Disclosure and dissemination of information;
- Consultation and participation;
- Grievance mechanism; and
- On-going reporting to Affected Communities.

The nature, frequency, and level of effort of stakeholder engagement may vary considerably and will be commensurate with the project’s risks and adverse impacts, and the project’s phase of development.”

The IFC Performance Standards indicate that when Affected Communities are subject to identified risks and adverse impacts from a project, the developer/client will undertake a process of consultation in a manner that provides the Affected Communities with opportunities

to express their views on project risks, impacts and mitigation measures, and allows the client to consider and respond to them. Effective consultation is a two-way process that will:

- Begin early in the process of identification of environmental and social risks and impacts and continue on an on-going basis as risks and impacts arise;
- Be based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information which is in a culturally appropriate local language(s) and format and is understandable to Affected Communities;
- Focus inclusive engagement on those directly affected as opposed to those not directly affected;
- Be free of external manipulation, interference, coercion, or intimidation;
- Enable meaningful participation, where applicable; and be documented.

In addition to the IFC Performance Standards, the Project will also align with the OECD Common Approaches for Officially Supported Export Credits and Environmental and Social Due Diligence (OECD Common Approaches), where applicable. The OECD Common Approaches provide a framework for environmental and social risk assessment and due diligence for projects receiving export credit support and are broadly harmonised with the IFC Performance Standards and the World Bank Group Environmental, Health, and Safety (EHS) Guidelines. These approaches reinforce the requirement for robust stakeholder engagement, transparency, and disclosure, ensuring that projects are assessed and implemented in a manner consistent with international good practice.

The OECD Common Approaches complement the IFC PS by promoting consistency in the classification of project risks, the application of environmental and social standards, and the implementation of stakeholder engagement processes. Together with the IFC Performance Standards and the World Bank Group/IFC EHS Guidelines, they form an integrated framework guiding the Project's approach to environmental and social assessment, stakeholder engagement, and impact management.

3.1.4 European Bank for Reconstruction and Development

All Projects financed by EBRD shall be undertaken to meet the requirements of the EBRD Environmental and Social Policy (2024) which includes ten (10) Environmental and Social Requirements (ESRs) for key areas of environmental and social sustainability that projects are required to meet, including ESR 10 on Stakeholder Engagement

The EBRD is committed to stakeholder engagement processes which are inclusive and on-going to manage Projects' E&S risks and impacts. The following elements are involved in stakeholder engagement: (i) stakeholder identification and analysis; (ii) stakeholder engagement planning; (iii) disclosure of information; (iv) meaningful consultation; (v) implementation of an effective grievance mechanism, and (vi) ongoing reporting to relevant stakeholders. The process of stakeholder engagement should begin at the earliest stage of project planning and continue throughout the project life.

An essential element in the stakeholder engagement process to ensure meaningful and effective consultation process, is the careful identification and consideration of the characteristics of relevant stakeholders, and the examination of their concerns, expectations, and preferences. ESR10 states "the client will identify those project-affected parties (individuals or groups) who, because of their particular circumstances, may be disadvantages or vulnerable". Engagement with vulnerable groups should be appropriate, planned, and managed with special attention.

Furthermore, the EBRD requires that the project developer establishes and maintain an effective grievance mechanism proportionate to the Project risks and impacts, ensuring that

any stakeholder concerns and grievances are received, handled in a timely manner. Project developers are also expected to monitor the effectiveness of engagement processes and the grievance mechanism. A SEP should also include provisions of stakeholder engagement for any changes during the Project lifecycle to ensure the disclosure of mitigations to stakeholders.

In addition, the EBRD has established an Independent Project Accountability Mechanism (IPAM). This mechanism is intended to:

- Help resolve social, environmental, and public disclosure concerns raised by Project-affected people and civil society organisations;
- Facilitate dialogue among Project stakeholders; and
- Assess whether the Bank has complied with its Environmental and Social Policy (ESP) a IPAM exists to address non-compliance with these policies and helps prevent future non-compliance by the Bank.

4.0 Stakeholder Identification & Analysis

Stakeholder engagement is a systematic approach to understanding and involving stakeholders and their concerns in project activities and decision-making processes. It supports the identification of appropriate methods for consultation, information disclosure, and feedback incorporation. The stakeholders identified in this plan include persons or groups that may be directly or indirectly affected by the Project, as well as those that may have interest in the Project and/or those that may influence the Project's outcomes either positively or negatively. Since stakeholder dynamics may change over time, this SEP will be updated to reflect newly identified stakeholders or changes in stakeholder circumstances.

Stakeholders and their interests may change over time, in terms of their level of relevance to the Project and the required level of engagement at different phases. Therefore, this plan will need to be regularly updated as new stakeholders are identified, or if circumstances relating to stakeholders evolve.

4.1 Approach to Stakeholder Identification

A systematic approach to identify affected stakeholders has been used. The stakeholders identified have been classified into the following categories:

- **Affected Stakeholders (A)** – those who can be potentially affected by one or more of the potential impacts of the project directly or indirectly.

Potential environmental and social impacts of the Project will be identified and assessed in the ESIA and will relate to terrestrial ecology, noise & vibration, landscape and visual impacts, air quality, soil and groundwater, solid waste and wastewater management, traffic and transportation, archaeology and cultural heritage, socioeconomics, community, health, safety & security, human rights, labour, working conditions and land acquisition.

- **Interest-based Stakeholders (I)** – Stakeholders concerned with any of the procedures set by the Project, the Project's beneficiaries, national and international non-governmental organisations and the interested part of the civil society.

These are groups or organisations that are not adversely affected by the Project but whose interests determine them as stakeholders. In addition, they are outside the affected area.

- **Decision Making Stakeholders (D)** – those who are involved in the development of the project and its financing. In addition, this includes the regulators such as the National Committee on Ecology and Climate Change of Uzbekistan.

A Stakeholder Engagement Matrix is presented below based on these categories which also include vulnerable groups.

4.1.1 Vulnerable Groups

Most lenders consider vulnerable groups to include those people or groups of people who may be more adversely affected by project impacts than other by virtue of characteristics such as gender identity, sexual orientation, religion, ethnicity, indigenous status, age (including children, youths and the elderly), physical or mental disability, literacy, political views or social status.

The Project will use the following criteria to identify vulnerable groups, which may include, but are not limited to, the following:

- Households within the project-affected communities which are:
- Employed in nature-based livelihoods such as smallholder crop farming;

- Subject to economic and/or physical displacement, and
- Do not have legally demonstrable (formal) rights to project-affected landholdings etc.
- Female led households.
- Child-headed households.
- Poor households i.e., those under the national basic poverty line.
- Households with chronically ill or disabled household head.
- Households with an elderly head e.g., over 60 years

Vulnerable groups have been identified during the ESIA baseline studies and as part of the Resettlement Action Plan (RAP), based on data collected through household socio-economic surveys, stakeholder consultations, including secondary data.

The table below provides an overview of the stakeholder categories (by administrative order), stakeholder ratings (by role), and their relevance to the project.

Table 4-1 Stakeholders engagement matrix for the Project

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
State organisations /Government Entities		
Ministries/Agencies	Uzbekistan Airports JSC	D: National airport operator responsible for airport management and operations; provides technical input on design and may act as future operator, directly influencing Project outcomes.
	National Committee on Ecology and Climate Change of Uzbekistan	D: Entity responsible for issuing the Environmental Permit after reviewing the National EIA. Provision of information on biodiversity, Protected Natural Areas within project site and project-affected areas. In addition, National Committee on Ecology and Climate Change will review the national EIA stakeholder consultation protocols to ensure compliance.
	Ministry of Transportation	D: Public Partner, responsible for Project implementation and decision making from GoU side. In addition, they will also be involved in the land acquisition processes for the Project.
	Ministry of Water Resources	D: Provides information on types of water bodies (river, canals, ponds) and establishes buffer zone as well as requirements to be followed during construction works.
	Ministry of Health	I: May have an interest in how the cemeteries at the Project site are relocated and the health protocols to be followed.
	Ministry of Labor and Social Security of the Republic of Uzbekistan	I: May be interested on how the Project will address issues related to employment, labour & working conditions etc.
	Academy of Sciences – Institute of Archaeology	D: Provision of information on tangible and intangible cultural heritage within the project-affected areas. Conducting archaeological surveys for the national inventory of cultural heritage sites and issuing conclusion/technical conditions for construction works, if required for Project .
	Institute of Botany of the Academy of Sciences of the Republic of Uzbekistan	I: Provision of information on biodiversity and technical support in baseline surveys, if required, for specific floral species and habitats.

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
	Institute of Zoology of the Academy of Sciences of the Republic of Uzbekistan	I: Provision of information on biodiversity and technical support in baseline surveys, if required for specific faunal species and habitats.
	State Committee for Roads	I: Provision of information on the existing roads within the project-affected areas.
	Sanitary and Epidemiological Welfare and Public Health Service of The Republic of Uzbekistan	D: Establishes size of Health Protection Zone for Project and its facilities based on applicable regulations. Issues conclusion for relocation of cemeteries, i.e., from _health and safety prospective.
	Cultural Heritage Agency	I: Provision of information on tangible and intangible cultural heritage within the project-affected areas.
	Civil Aviation Agency under the Ministry of Transport of the Republic of Uzbekistan	D: Provides the main requirements to be followed (safety measures, buffer zones, etc) for establishing of new airport and legislation base to be followed.
Local Government Agencies	Tashkent Region Khokhimiyat	D: Authority responsible for regional planning and administration of development projects. Overarching regional authority to consult with prior to engaging with several other regional and local government entities. The Khokimiyat will issue order on project construction and confirm the land allocation.
	Yagiyoul district Khokimiyat	D: District level planning and administration of development projects. Can assist in conducting consultations with main departments of the khokimiyat and arrange meetings with local communities. The Khokimiyat will terminate leases of the impacted leaseholders and take it back to the State Reserve for allocation to the Project. The Municipality will also issue an order on affected cemeteries in accordance with decision provided by Sanitary Agency.
	Tashkent Regional Department of the Cadastre Agency	D: Authority responsible for maintaining details of landowners of agricultural lands within the project site and nearby areas. The Agency will register the land plots allocated to the Project by the order of the municipality to the Project and change existing cadastral maps accordingly.

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
	Tashkent Regional Department of the State Cadastre Chamber of the Cadastre Agency	D: For confirmation of land boundaries, property rights and relevant legal documents. Conducting legal examination of land plots and determining who owns them and whether they have property rights; Providing the necessary topographic information, relief and territorial studies for the project, support in the identification of existing structures; In addition, they will register the land taken back to the State Reserve and ensures its further allocation to the Project.
	Tashkent Regional Main Department of Architecture and Construction	I: Providing information on existing buildings, structures, underground and above-ground communication networks, including electricity, gas, water and other infrastructure.
	Tashkent Regional Department of Agriculture	I: Information about agricultural lands; Assessment of the legal status of agricultural land plots, its productivity and economic significance of lands in the project area that are in agricultural use.
	Chirchiq-Ohangaron Irrigation Systems Basin Administration	D: Responsible for the execution of laws and regulations pertaining to operation and maintenance of irrigation water infrastructure. Provision of information on existing irrigational water supply facilities within the Project site and establishing buffer zones to be followed.
	Tashkent Regional Main Department of Tourism and Cultural Heritage	D: Provision of information on presence/absence of objects of cultural heritage on the project site. Permission on relocation will be needed if impacted cemeteries are registered as cultural object of national importance.
	Tashkent Territorial Electric Networks JSC	I: The entity responsible for the execution of laws and regulations pertaining to operation and maintenance of electric infrastructure. Provision of information on existing electricity supply facilities within and close to the project site.
	Hududgaz Tashkent Gas Supply Branch	I: The entity responsible for the execution of laws and regulations pertaining to operation and maintenance of gas supply infrastructure. Provision of information on existing gas supply facilities within and close

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
		to the project site. If pipes exist near Project site, then buffer zones and technical conditions for construction are provided.
	Tashkent Regional Road Construction Department	I: Entity responsible for the execution of laws and regulations pertaining to operation and maintenance of roads and related infrastructure. For the provision of information on existing road infrastructure within and close to the project site.
	Head of Tashkent Regional Health Department	I: Entity responsible for the execution of laws and regulations pertaining to public health and safety.
	Center for State Sanitary and Epidemiological Surveillance of Tashkent Region (SES)	D: Entity responsible for the execution of laws and regulations pertaining to public health and safety. Entity responsible for the establishment of sanitary and health and safety buffer zones. Department of Tashkent region will be supporting the Republican department in collecting relevant materials and providing recommendation for issuing conclusion on whether the impacted cemeteries can be relocated including the required health and safety protocols.
	Tashkent Regional Department of the Mahalla Association of Uzbekistan	I: Establishes open communication with the population. Informing residents of settlements affected by the project activities about construction work, assisting in studying their proposals and any concerns. Communication with the population and provision of information.
	Regional Council for the Coordination Self-government Bodies' Activities	
	Nuroni" Foundation's Tashkent Regional Branch	
	Tashkent Regional Department of the Committee for Religious Affairs	D: Provides decision on impacted cemeteries located within Project site, i.e., if they can be relocated or not.
	Tashkent Regional Representation of the Spiritual Administration of Muslims of Uzbekistan	I: Subordinate organisation to Committee for Religious affairs and supports relocation of cemeteries if required,

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
	Tashkent Regional Council of Farmers, Dehkan Farms, and Household Landowners (tomorkas)	I: To facilitate communication with Farmers, Dehkans and Household Landowners.
NGOs	Ecology movement (O'zbekiston ekologik harakati)	I: Increasing the civic activity of the population in solving environmental issues.
	Ecosan (Ekosan)	I: Implementation of programs and projects aimed at improving the environmental condition of Uzbekistan.
	Istiqbolli avlod	I: Activities aimed at eradicating all forms of violence, conflicts in the society, prevention of HIV, AIDS protection of child rights and preventing human trafficking in society.
	Yuksak salohiyat	I: Promoting the development and support of citizens' initiatives in the use of rights and freedoms in the forming/shaping the strong civil society.
	Center for social and legal support for women and their families "Qalb mehri"	I: Promotes equal rights between men and women, provides support to victims of gender based violence.
	Human Rights and Cultural Heritage and Community based NGOs	I: Organizations that focus on cultural preservation or community rights may need to be consulted, especially if there are concerns over human rights or cultural impacts. Similarly local community groups can facilitate dialogue and ensure the views of affected populations are adequately represented.
	International NGOs (CEE Bankwatch Network (Bankwatch), World Wildlife Fund for Nature (WWF), etc.	I: International NGOs and civil society organisations with a focus on environmental protection, biodiversity, climate change, human rights, community rights, and responsible infrastructure development may have an interest in the Project due to its potential environmental and social impacts and its financing by international financial institutions.
Project Affected Stakeholders		
Project Affected Land Owners and Land Users	Leaseholders and land users, workers etc within the Project Area of Influence	A: Households and vulnerable PAPs who may experience economic and physical displacement as a result of the Project.

Administrative Order	Stakeholder	Relevance to project: affected (A), Interest-based (I), or decision maker (D)
	Owners of residential buildings & assets	A: Household that will experience physical displacement as a result of the Project.
	Commercial entities & their workers	A: Commercial entities operators & workers who may experience physical and economic displacement due to the Project.
Local service operators	Operators of existing infrastructure & utilities (cables, gas & water pipes, OTLs)	A: Relocation of structures might be required due to the construction of Project.
Directly affected communities	People living in nearby communities such as Imeni Kirova	A: Receptors at nearby communities that may potentially be impacted from the construction and operation related impacts such as noise, air emissions, traffic, community health & safety etc.
Stakeholders Managing the Affected Graveyards		
Project affected communities	Next to Kin of the deceased	A: Families of the deceased must be consulted and involved in decision-making regarding the relocation process, including the new burial site.
Workers	Cemetery workers	A: Cemetery workers may be subject livelihood impacts if the cemetery is relocated to a new location.
Religious Leaders	Priests, Imams etc.	D: Religious leaders will be leading the process of communication with deceased s' family members. They will be executing relevant ceremonies and rituals if grave is relocated from one place to another in consultations with relevant government authorities & next of kin.
Project Financing		
Financial Lenders	IFC, EBRD, DFC, JBIC, NEXI, KEXIM	D: Will approve the Project ESIA documents including this SEP and provide financing for the Project.

4.2 Stakeholder Analysis

Following the identification of stakeholders, a stakeholder analysis exercise has been undertaken to determine the level of priority and type of engagement appropriate for each stakeholder and/or stakeholder group. The purpose of the stakeholder analysis is to understand the extent of influence and degree of impact that each stakeholder has, or experiences in relation to the Project. This allows for the development of a targeted and proportionate engagement strategy consistent with the lenders' requirements.

4.2.1 Assessing Stakeholder Impact

Stakeholder impact is defined as the extent to which the interests of a stakeholder are affected by a project. These impacts can be either positive or negative and lead to either an improvement or deterioration in their conditions. For the purposes of this exercise, all stakeholders will be assigned into one of three impact significance categories to help inform the stakeholder mapping process: high, medium, and low. These terms are defined as follows:

- **High Impact**
 - The Project potentially has a significant beneficial or adverse impact on the interests of a stakeholder. The impact is generally considered to be high when the number of people affected is large (e.g. greater than 50), the duration of the impact is over the long-term (perceived for over a year), extends over a large area (i.e. regional, international and transboundary), and/or the stakeholders are highly sensitive to the impact.
- **Medium Impact**
 - The Project potentially has a moderate beneficial or adverse impact on the interests of a stakeholder. The impact is considered to be medium when a small number of people are affected (e.g. greater than 10, less than 50), the duration of the impact is over the medium-term (perceived for a few months), is experienced on a regional scale, and/or the affected stakeholders are moderately sensitive to the impacts.
- **Low Impact**
 - The Project potentially has a minor beneficial or adverse impact on the interests of a stakeholder. The impact is minor when the number of people affected is relatively small (e.g. less than 10), the impact is temporary, short term (perceived from few days and up to 2-3 months), or can be fully mitigated, scale of impact is local or on-site, and/or the stakeholders are not considered sensitive to the impact.

4.2.2 Assessing Stakeholder Influence

Influence in the stakeholder mapping context refers to the extent to which the stakeholder or group of stakeholders is/are able to influence the Project (including impacts to the Project parties and Sponsor's reputations) through affecting aspects such as design and permitting decisions. Influence may be formal or informal, for example, informal influence through a personal connection to a political or formal influence through the issue of government approvals and determinations.

All stakeholders will be assigned to one of three influence categories to help inform the stakeholder mapping process: high, medium and low. This categorisation is based on an analysis of three key elements of influence: power, capacity and legitimacy.

These categories are by their nature subjective. However, through analysis, it is possible to establish the following broad definitions and classifications of influence:

- **High Influence**

- The stakeholder or group is considered highly influential when it has the capacity to halt the Project or significantly influence project company's reputation, such as powerful civil society groups and individuals who can affect Project-related decision-making.

- **Medium Influence**

- The stakeholder or group has a moderate capacity to exert influence over the Project, such as a lobby group, small associations, national, and international NGOs.

- **Low Influence**

- The stakeholder or group is isolated and has limited capacity to exert influence over the Project. For example, stakeholders who may lack the institutional legitimacy or social capacity to affect the Project such as elderly, children, vulnerable, and disadvantaged members of the community. Isolated communities that are geographically distant are considered to have low influence, but a group of these communities connected through social media or associations can be considered as having moderate influence.

4.2.3 Levels of Engagement

There are five levels of engagement ranging from basic disclosure of information through to on-going, in-depth engagement and discussion (classified from Tier 1 to Tier 5). Each level of engagement identified helps to capture the appropriate engagement needs of individual stakeholders. A description of each level of engagement is provided below:

- **Information Disclosure (Tier 5)**

- Stakeholders within this category typically are not required to be presented with feedback mechanisms and are unlikely to be involved in project decision making. Information is provided to these stakeholders in order to give them basic awareness of the Project and help avoid escalation of any concerns they have.

- **Opportunity to Comment (Tier 4)**

- Stakeholders within this category typically have a low-to-medium impact from the project, and influence over, the project. While holding little decision-making power individually, collective opinion within this category can be highly influential and as such it is important to consider this opinion.

- **Informed Engagement (Tier 3)**

- Stakeholders within this category would generally have a low-level impact from, but high-level ability to influence, the project. Such stakeholders should be kept informed about the projects development as they may have much potential to affect project outcomes significantly.

- **Focused Engagement (Tier 2)**

- Stakeholders within this category are recognised as potentially being moderately impacted by the project, with low – medium influence levels. As such, they are typically provided with detailed information and the opportunity to respond regarding specific aspects of the project about which they are concerned.

- **In-depth Engagement (Tier 1)**

- Consultation with stakeholders within this category is for those likely to be highly impacted by the project or considered to be critical in terms of the project success

and obtaining ‘social license’ to operate. Stakeholder engagement with this group would typically be in-detail and on-going as the project develops.

Table 4-2 presents an assessment of each stakeholder and/or stakeholder group in terms of their relationship and potential impact to, and from the Project, as well as their influence over outcomes. This assessment informs the appropriate level of engagement (Tier 1-5) required to ensure meaningful engagement, effective risk management, and alignment with lenders and regulatory expectations.

Table 4-2 Stakeholder Impact – Influence Matrix and Engagement Tier

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
State organisations /Government Entities (Ministries/Agencies)					
Uzbekistan Airports JSC	Indirectly Affected	High	High	Tier 1	As the national airport operator, this entity is critical for operational planning, design input, and potential future management of the airport. It has significant influence over technical standards, operational readiness, and integration with national aviation infrastructure. Continuous and in-depth engagement is required to ensure alignment with operational requirements and sector expectations.
National Committee on Ecology and Climate Change of Uzbekistan ¹	Indirectly Affected	High	High	Tier 1	Responsible for environmental approvals and compliance monitoring. While not physically impacted, it plays a decisive role in Project permitting and oversight.
Ministry of Transportation	Indirectly Affected	High	High	Tier 1	As the primary government counterpart and sector authority, this Ministry plays a central role in Project planning, implementation, and oversight. The success of the Project is closely tied to its strategic objectives and regulatory oversight, requiring ongoing, structured engagement and coordination.
Ministry of Water Resources	Indirectly Affected	Medium	Medium	Tier 2	The Project may affect water abstraction, drainage, and irrigation systems. While impacts are moderate, the Ministry's regulatory role requires targeted engagement to ensure compliance with water resource management requirements.

¹ In November 2025, Uzbekistan introduced a significant institutional reform in the environmental governance sector. The former Ministry of Ecology, Environmental Protection and Climate Change was removed from the Cabinet of Ministers' structure and subsequently reorganized into a new body. As part of this restructuring, its functions and mandate were transferred to the newly established National Committee on Ecology and Climate Change of Uzbekistan, marking a shift from a ministerial setup to a committee-based institutional framework for overseeing environmental protection and climate change-related policies in the country.

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
Ministry of Health	Indirectly Affected	Medium	Medium	Tier 2	Potential impacts on public health (e.g., air emissions, noise, occupational health) necessitate engagement with this Ministry. While not directly influencing Project design, their oversight role in public health standards warrants focused consultation.
Ministry of Labor and Social Security of the Republic of Uzbekistan	Indirectly Affected	Medium	Medium	Tier 2	The Project will generate employment and may introduce labor-related risks (worker safety, labor influx). Engagement is required to ensure alignment with national labor laws and international standards.
Academy of Sciences – Institute of Archaeology	Indirectly Affected	Medium	Medium	Tier 2	The Project may encounter archaeological resources during construction. This institute provides technical expertise and approvals in case of chance finds, requiring proactive consultation.
Institute of Botany of the Academy of Sciences of the Republic of Uzbekistan	Indirectly Affected	Medium	Medium	Tier 2	The Project may affect vegetation and habitats. Engagement ensures appropriate biodiversity assessments and mitigation measures are developed.
Institute of Zoology of the Academy of Sciences of the Republic of Uzbekistan	Indirectly Affected	Medium	Medium	Tier 2	Potential impacts on fauna and habitats necessitate consultation to inform biodiversity management plans.
State Committee for Roads	Indirectly Affected	High	High	Tier 1	The Project's viability depends on road connectivity and integration with existing transport networks. This stakeholder has decision-making authority over road infrastructure and can significantly influence Project outcomes.
Sanitary and Epidemiological Welfare and Public Health Service of The Republic of Uzbekistan	Indirectly Affected	High	High	Tier 1	Responsible for ensuring compliance with public health and sanitation requirements, including establishment, implementation and periodic review of the Sanitary Protection Zone (SPZ) in accordance with national legislation. The authority is responsible for approving the SPZ and overseeing associated public health

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
					requirements, monitoring and any future revisions where required.
Cultural Heritage Agency	Indirectly Affected	High	High	Tier 1	The presence of cultural or historical assets could significantly constrain Project development. This agency has the authority to halt or modify Project activities, requiring close and continuous engagement.
Civil Aviation Agency under the Ministry of Transport of the Republic of Uzbekistan	Indirectly Affected	High	High	Tier 1	As the aviation regulator, this agency governs safety, certification, and operational approvals. The Project cannot proceed without its endorsement, making it a critical stakeholder.
State organisations /Government Entities (Local Government Agencies)					
Tashkent Region Khokhimiyat	Indirectly Affected	High	High	Tier 1	This regional authority plays a key role in land allocation, inter-agency coordination, and regional development planning. Their support is essential for Project implementation and stakeholder coordination.
Yagiyoul district Khokimiyat	Indirectly Affected	High	High	Tier 1	As the closest administrative authority to the Project site, this stakeholder is directly involved in community engagement, land acquisition processes, and grievance management.
Tashkent Regional Department of the Cadastre Agency	Indirectly Affected	High	High	Tier 1	Responsible for land registration and ownership records, this stakeholder is central to land acquisition and resettlement processes.
Tashkent Regional Department of the State Cadastre Chamber of the Cadastre Agency	Indirectly Affected	High	High	Tier 1	Provides verification and formalization of land ownership and boundaries, directly influencing land-related Project activities.
Tashkent Regional Main Department of Architecture and Construction	Indirectly Affected	High	High	Tier 1	Issues construction permits and ensures compliance with building regulations. Their approval is essential for Project progression.

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
Tashkent Regional Department of Agriculture	Indirectly Affected	Medium	Medium	Tier 2	The Project may affect agricultural land and livelihoods. Engagement is required to address land-use changes and mitigate impacts on farmers.
Chirchiq-Ohangaron Irrigation Systems Basin Administration	Indirectly Affected	Medium	Medium	Tier 2	Potential impacts on irrigation infrastructure require coordination to avoid disruptions to water supply for agriculture.
Tashkent Regional Main Department of Tourism and Cultural Heritage	Indirectly Affected	Medium	Medium	Tier 2	The Project may influence regional tourism dynamics, requiring engagement to align development objectives.
Tashkent Territorial Electric Networks JSC	Directly Affected	High	High	Tier 1	The Project depends on reliable electricity supply and may require relocation of existing infrastructure, making this stakeholder critical.
Hududgaz Tashkent Gas Supply Branch	Directly Affected	High	High	Tier 1	Gas infrastructure may be affected, requiring coordination to ensure continuity of supply and safety.
Tashkent Regional Road Construction Department	Indirectly Affected	High	High	Tier 1	Responsible for developing and upgrading access roads essential for Project construction and operation.
Head of Tashkent Regional Health Department	Indirectly Affected	Medium	Medium	Tier 2	Provides local oversight of health services and supports implementation of health-related mitigation measures.
Center for State Sanitary and Epidemiological Surveillance of Tashkent Region (SES)	Indirectly Affected	High	High	Tier 1	Local enforcement of health and safety standards, approvals are required for Project operation.
Tashkent Regional Department of the Mahalla Association of Uzbekistan	Indirectly Affected	High	Medium	Tier 2	Represents local communities and plays a key role in disseminating information and facilitating engagement at the grassroots level.
Regional Council for the Coordination Self-government Bodies' Activities	Indirectly Affected	Medium	Medium	Tier 2	Supports coordination among local governance structures and facilitates stakeholder engagement processes.

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
Nuroni" Foundation's Tashkent Regional Branch	Indirectly Affected	Low	Low	Tier 4	Represents elderly populations; while impacts are limited, inclusive engagement is required to ensure vulnerable groups are informed.
Tashkent Regional Department of the Committee for Religious Affairs	Indirectly Affected	Medium	Medium	Tier 2	Ensures that Project activities respect religious norms and practices.
Tashkent Regional Representation of the Spiritual Administration of Muslims of Uzbekistan	Indirectly Affected	Medium	Medium	Tier 2	Holds significant social influence and can affect community perceptions of the Project.
Tashkent Regional Council of Farmers, Dehkan Farms, and Household Landowners (tomorkas)	Directly Affected	High	Medium	Tier 2	Represents agricultural stakeholders directly affected by land acquisition and livelihood impacts.
Non-Governmental Organizations (NGOs)					
Ecology movement (O'zbekiston ekologik harakati)	Indirectly Affected	Medium	Medium	Tier 2	Environmental advocacy group that can influence public perception and lender scrutiny.
Ecosan (Ekosan)	Indirectly Affected	Medium	Medium	Tier 2	Engages in environmental protection and awareness, relevant for environmental compliance and reputation.
Istiqbolli avlod	Indirectly Affected	Low	Low	Tier 4	Limited direct impact or influence; engagement primarily for information disclosure.
Yuksak salohiyat	Indirectly Affected	Low	Low	Tier 4	Similar to above, limited role in Project influence.
Center for social and legal support for women and their families "Qalb mehri"	Indirectly Affected	Medium	Low	Tier 3	Represents vulnerable groups; while influence is limited, engagement is important to address gender and social inclusion risks.
Human Rights and Cultural Heritage and Community based NGOs	Indirectly Affected	Medium	Medium	Tier 2	Can raise concerns related to social impacts and influence lender perception; require structured engagement.

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
CEE Bankwatch Network (Bankwatch)	Indirectly Affected	Medium	High	Tier 1	May review the Project's environmental and social performance, raise concerns with lenders, and influence lender and public scrutiny.
WWF	Indirectly Affected	Medium	Medium	Tier 2	May have an interest in potential biodiversity, ecological and climate related impacts associated with the Project and can influence public environmental discourse.
Other relevant international NGOs and civil society organisations	Indirectly Affected	Medium	Medium	Tier 2	International NGOs may take an interest in environmental, social, human rights, biodiversity, climate, labour or community-related aspects of the Project, particularly during ESIA disclosure and implementation.
Project Affected Stakeholders					
Leaseholders and land users, workers etc within the Project Area of Influence	Directly Affected	High	Low	Tier 1	Directly affected through land acquisition and livelihood disruption. Despite low formal influence, they are critical for social license to operate.
Owners of residential buildings & assets	Directly Affected	High	Low	Tier 1	Potential displacement and asset loss necessitate intensive, ongoing engagement.
Commercial entities & their workers	Directly Affected	High	Medium	Tier 2	Business disruption and economic impacts require consultation and mitigation planning.
Operators of existing infrastructure & utilities (cables, gas & water pipes, OTLs)	Directly Affected	High	High	Tier 1	Essential for Project functionality; disruption can halt Project activities.
People living in nearby communities such as Imeni Kirova	Directly Affected	High	Medium	Tier 1	Likely to experience environmental and social impacts; sustained engagement required to manage risks and grievances.
Vulnerable groups	Directly Affected	High	Low	Tier 1	These groups may experience disproportionate impacts from land acquisition, livelihood disruption and other Project-related impacts. Targeted and inclusive engagement is required to ensure their specific needs are identified and addressed through the RAP, this SEP and other Project management plans.

Stakeholder Group	Affected Type	Impact	Influence	Engagement Tier	Rationale
Stakeholders Managing the Affected Graveyards					
Project affected communities- Next to Kin of the deceased	Directly Affected	Medium	Low	Tier 2	Potential impacts on burial sites require sensitive engagement respecting cultural norms.
Cemetery workers	Directly Affected	Medium	Low	Tier 2	Direct occupational impact; engagement required for mitigation measures.
Religious Leaders- Priests, Imams etc.	Indirectly Affected	Medium	Medium	Tier 2	Influence community perceptions and acceptance of Project activities.
Project Financing					
Financial Lenders- IFC, EBRD, DFC, JBIC, NEXI, KEXIM	Indirectly Affected	High	High	Tier 1	Provide financing and impose strict environmental and social requirements, non-compliance can affect Project viability.

5.0 Project Related Engagement

This section provides an overview of the stakeholder engagement undertaken to date in support of the Project's environmental and social assessment. The engagement undertaken during the ESIA phase comprised consultations conducted in December 2025 and January 2026, followed by stakeholder engagement undertaken in February 2026 as part of the national EIA process. The national EIA engagement forms part of the overall stakeholder engagement undertaken for the Project and is therefore considered alongside the ESIA-stage consultations.

5.1 Stakeholder Engagement During the National EIA Process

Stakeholder engagement was undertaken as part of the national EIA process in accordance with the national regulatory requirements through meetings with local mahallas and district Khokimiyats on 24 to 25 December 2025 and 28 to 31 January 2026, followed by a formal public hearing on 17 February 2026. Invitations for the planned public consultations were distributed to local residents and representatives of local mahallas, and an official announcement was also published on the Uzbekistan Airports website. The consultations included presentations on the Project and the EIA process and provided an opportunity for communities and other stakeholders to raise questions and provide feedback. Participants included local residents and mahalla representatives, district Khokimiyats, representatives of the Committee for Ecology and Climate Change, State Environmental Expertise and other interested stakeholders. Key matters identified during the consultations included community interest in employment opportunities, infrastructure improvements and opportunities for local businesses. State Environmental Expertise also raised requirements for pre-construction inventory of trees and vegetation, including involvement of relevant environmental and district authorities. The national EIA reports that the public hearing protocol was signed/agreed by the relevant participants and that local residents expressed support for the Project with no objections recorded.

A tabulated summary of the conducted engagement is presented in Appendix E.

5.2 ESIA Stage Consultations

During the ESIA stage, stakeholder consultations were conducted in accordance with the stakeholder identification provided in Chapter 4. Prior to holding public consultation meetings in communities near the Project site, consultations with state and local authorities were consulted through phone calls, formal correspondence, and key informant interviews (KIIs). The objective of these engagements was to gather secondary data and obtain permission and support during the planning of public meetings. Project information brochures were distributed to stakeholders during the public meetings, KIIs, focus group discussions (FGDS), and through door-to-door consultations. A summary of consultations is provided in Appendix E.

5.2.1 Consultation related to Sanitary Protection Zone

During the ESIA process, multiple technical consultations were undertaken with the Committee for Sanitary and Epidemiological Welfare and Public Health regarding the establishment of the Project's Sanitary Protection Zone (SPZ). Meetings held on 17 April 2026 and 30 April 2026 (the latter attended by representatives of the lenders) focused on the methodology for defining the SPZ, including the use of project-specific aircraft noise modelling, runway configuration, flight procedures, operational characteristics and the distribution of sensitive receptors. These consultations informed the Committee's formal Conclusion on the Establishment of the SPZ and confirmed that the SPZ should be based on a project-specific risk assessment rather than generic separation distances. Ongoing engagement with the Committee will continue throughout the detailed design and operational phases to support

refinement of aircraft noise modelling, implementation of the Airport Noise Management Framework, operational noise monitoring, and any future review or revision of the SPZ in accordance with national legislation.

6.0 Stakeholder Engagement Programme

This section outlines the forward-looking programme for stakeholder engagement during construction and operations. This includes specific actions with the scope of information to be disclosed, the formats for its dissemination, the communication methods to be applied, and the consultation approaches designated for each stakeholder and/or stakeholder group identified in the preceding sections.

6.1 Engagement Methods

6.1.1 Key Principles for Engagement

The following measures will be considered and implemented for all consultation and engagement processes under the SEP:

- Engagement will be inclusive and not be selective (e.g. avoiding stakeholders who may not be supportive of the project).
- Arrangements will be made to ensure that engagement sessions are accessible to the target stakeholder(s).
- Engagement sessions will be conducted in a culturally appropriate and sensitive manner for the relevant topic or target stakeholder(s).
- All engagement sessions will ensure confidentiality of information and consent from stakeholders to take part.
- Participants will be informed about the purpose of the consultation and how the information gathered would be used.
- Consent to signing attendance sheets (if applicable) will be sought. Participants will be informed about how this information will be used and to be given the option not to have their names disclosed.
- If meetings are to be recorded, participants will be informed in advance and their consent obtained. They will also be told how the recordings will be used and offered the option to decline being recorded.
- At the start of the meetings stakeholders will be encouraged to express their opinions without fear of retaliation.
- Engagement will be free of manipulation and coercion.
- If required, consultations for sensitive groups such as women will be conducted separately (and by a female social specialist) to allow them to voice their concerns and give feedback without fear of retaliation.
- Allegations of reprisals will be taken seriously, investigated and addressed. Personal information will be kept confidential.
- Participants will be given the opportunity to provide written feedback at the end of the meetings if they are not comfortable sharing their views verbally.
- As applicable for documents or minutes that may be made public, personal or identifiable information in documents will be redacted.

6.1.2 Stakeholder Engagement Methods

Based on the stakeholder groups identified in, a combination of the following methods will be used as best suited to the stakeholder(s), on a case-by-case basis.

- **Letters, Phone calls and email** – These channels are suitable for engaging decision makers and interest-based stakeholders, primarily to notify them of the engagement and disclosure mechanisms.
- **Bilateral meetings** – Suitable to engage impacted and interest-based stakeholders as identified, to allow these stakeholders provide their views and opinions, and to notify them of the engagement and disclosure mechanisms.
- **Meetings with Makhalla leaders** – These can be informal meetings held with Makhalla leaders to foster positive relations and promptly address any concerns raised by the communities.
- **Worker influx and host-community engagement** - Considering the Project involves the mobilisation of a significant number of non-local workers, engagement will be undertaken with both incoming workers and potentially affected host communities. Engagement will provide information on expected worker mobilisation, worker accommodation and conduct requirements, community health and safety measures, prevention of GBV/SEA-SH, respectful behaviour and interaction with local communities, and available grievance and feedback mechanisms. The Project will engage with Makhalla leaders and other relevant local stakeholders to identify and monitor concerns associated with worker influx, including potential pressure on local services, community tensions, perceptions regarding local employment opportunities, inappropriate worker behaviour and other social risks. The outcomes of such engagement will inform the implementation and updating of relevant Project measures, including the Labour Management Plan, Worker Code of Conduct, GBV/SEA-SH measures and grievance mechanisms.
- **Community awareness on child rights and prevention of child labour**- Targeted awareness activities will be undertaken with potentially affected communities, including parents/guardians, young people, Makhalla representatives and relevant stakeholders. These activities will cover child rights, the importance of education, the prohibition and risks of child labour, minimum age requirements, and available grievance and reporting channels. Activities will be coordinated, where appropriate, with Makhalla leaders and local authorities.

These activities will form part of the Stakeholder Engagement Programme and align with the LMP requirements on age verification, recruitment controls and prohibition of child labour. Their effectiveness will be monitored through contractor oversight, grievance mechanisms and ongoing stakeholder engagement.
- **Online** – This method is useful for Interest-based Stakeholders for dissemination of broader information. For example, the engagement and disclosure mechanisms for the ESIA package. Similar information will also be made available on the websites of the lenders.
- **Training** – Dedicated training sessions for the workforce covering topics such as occupational health and safety, the Project's grievance mechanism committee, gender-based violence and related issues.

6.1.3 Measures to Avoid Reprisal

In line with the requirements of IFC Performance Standard 1 (PS1), the Project will implement clear measures to ensure that stakeholders can provide feedback, express opinions, and raise concerns without fear of retaliation. Preventing reprisals such as threats, intimidation, harassment, or violence is essential to uphold meaningful and inclusive engagement. The following measures will be applied throughout the Project's stakeholder engagement process:

- Confidential and Accessible Grievance Mechanism
 - A project-level grievance mechanism will be available to all stakeholders, allowing for concerns to be raised safely, confidentially, and anonymously if preferred. This process will be clearly communicated to stakeholders and accessible in local languages.
- Non-Retaliation Commitment
 - The Project parties will communicate and enforce a strict policy of non-retaliation, ensuring that stakeholders who participate in consultations or raise grievances will not face negative consequences.
- Safe Engagement Spaces
 - Meetings and engagement sessions will be conducted in neutral, inclusive, and safe environments to minimize the risk of undue pressure or coercion.
- Capacity Building and Training
 - Project staff will be trained on IFC PS1 requirements, the principle of non-retaliation, and respectful engagement practices.
- Monitoring and Oversight
 - Stakeholder feedback will be monitored on an on-going basis and any indications of intimidation or reprisals will be investigated and addressed promptly with corrective actions.
- Transparent Communication
 - Stakeholders will be informed that their feedback is valued, that it will be considered in project decision-making and that their participation is entirely voluntary.

6.2 ESIA Disclosure

The disclosure of the ESIA is a key step in ensuring that stakeholders are informed about the anticipated impacts of the Project and are provided with an opportunity to give input prior to project implementation. While comprehensive ESIA disclosure is not explicitly required under Uzbekistan national legislation, elements of information disclosure and public consultation are mandated. Full ESIA disclosure, in line with international requirements such as IFC Performance Standard 1 (PS1) and Good International Industry Practice (GIIP), is typically required by project lenders.

Information pertaining to the Project's ESIA documentation will be disclosed in an accessible, timely, and transparent manner to ensure that stakeholders are able to review and understand the Project's potential environmental and social impacts, as well as the proposed mitigation measures. The disclosure process will also include clear information on the Project's Grievance Redress Mechanism (GRM), enabling stakeholders to raise concerns and provide feedback throughout the Project lifecycle.

Relevant ESIA documents will be made available on the Client's official website and at appropriate publicly accessible locations within and near the Project area, including local administrative offices (e.g., Khokimiyats) and community centers (Mahallas). To ensure inclusivity and accessibility, key documents such as the ESIA Non-Technical Summary will be disclosed in Uzbek and Russian languages.

In-person disclosure will be carried out in a culturally appropriate and gender-sensitive manner, reflecting the social norms of Uzbekistan. Information for disclosure will be made available in both Uzbek (the national and widely used local language) and Russian, as well as

English, to ensure accessibility for all stakeholder groups. The Non-Technical Summaries (NTS) will be provided in Uzbek, Russian, and English.

The ESIA Disclosure programme is outlined below.

Stakeholder engagement during ESIA disclosure will be conducted in a culturally appropriate, inclusive, and transparent manner, ensuring meaningful participation of directly and indirectly affected stakeholders in line with IFC Performance Standard 1 and EBRD ESR 10.

Table 6-1 ESIA Disclosure

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Specific ESIA Disclosure	Communities within and near the Project Area of Influence (including settlements within Yagiyoul District and surrounding areas)	Public consultation meetings and community briefings, including presentation of ESIA findings and provision of Uzbek and Russian Non-Technical Summary (NTS) and project information leaflets	During ESIA disclosure period following lender approval of the ESIA	ESIA Consultants with support from Project Company / Sponsor
	Vulnerable groups within nearby communities (e.g., elderly, women-headed households, low-income households)	Targeted small group meetings, focus group discussions, and provision of accessible and culturally appropriate materials (Uzbek/Russian)	During ESIA disclosure period	ESIA Consultants with support from Project Company
	Farmers, leaseholders, and land users within the Project Aol	Bilateral meetings and focused consultations on land acquisition, livelihood impacts, and mitigation measures. Distribution of NTS and project leaflets	During ESIA disclosure period and prior to land acquisition activities	ESIA Consultants with support from Project Company
	Owners of residential and commercial assets within Aol	Household-level consultations and disclosure of Project impacts, compensation framework, and grievance mechanism	During ESIA disclosure period and ongoing as required	ESIA Consultants with support from Project Company
	Tashkent Region Khokimiyat and Yagiyoul District Khokimiyat	Bilateral meetings and formal presentations, including provision of ESIA NTS and supporting documentation	During ESIA disclosure period and ongoing coordination	ESIA Consultants with support from Project Company
	Relevant Ministries and Government Agencies (e.g.,	Official meetings, technical workshops, and formal submission of ESIA documents relevant to their mandates	During ESIA disclosure and permitting process	ESIA Consultants with support from Project Company

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
	Transport, Ecology, Water Resources, Health, Labor)			
	Civil Aviation Agency and Uzbekistan Airports JSC	Technical coordination meetings and formal sharing of ESIA findings related to aviation safety, operations, and infrastructure integration	During ESIA disclosure and design finalization	ESIA Consultants with support from Project Company
	Utility and Infrastructure Operators (electricity, gas, water, roads)	Bilateral technical meetings regarding infrastructure relocation, protection, and service continuity	During ESIA disclosure and detailed design phase	ESIA Consultants with support from Project Company
	Mahalla Committees and community-based organizations	Community-level meetings to disseminate ESIA findings and collect feedback through established local structures	During ESIA disclosure period	ESIA Consultants with support from Project Company
	NGOs and Civil Society Organizations (environmental, social, human rights groups)	Email communication, stakeholder meetings, and sharing of ESIA NTS to inform and gather feedback	During ESIA disclosure period	ESIA Consultants with support from Project Company
	Religious leaders (Imams, community leaders)	Targeted engagement meetings to address culturally sensitive issues (e.g., land use, cemetery considerations if applicable)	During ESIA disclosure period and as needed	ESIA Consultants with support from Project Company
	Regional and local media	Press releases, media briefings, and public announcements to inform wider public of ESIA disclosure and consultation opportunities	During ESIA disclosure period	Project Company with support from ESIA Consultants
	Lenders-Financial Institutions (e.g., EBRD, IFC and others)	Formal ESIA submission and ongoing engagement with lenders' Environmental and Social Advisors	Ongoing until financial close	ESIA Consultants with support from Project Company
Online ESIA Disclosure	All identified stakeholders and other interested parties	Online disclosure of the ESIA Non-Technical Summary (Uzbek, Russian, and English) and relevant ESIA documentation on the Project Sponsor's website and/or dedicated project portals	As agreed with lenders, typically prior to financial close and maintained throughout disclosure period	Project Company

6.3 Stakeholder Engagement During Construction and Commissioning

The planned construction and commissioning-related engagement processes are outlined below.

Table 6-2 Construction Phase SEP Timetable

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Notification of construction and commissioning activities (including timelines)	Directly Affected Stakeholders: Leaseholders and land users within the Project Area of Influence; owners of residential buildings and assets; commercial entities and their workers; people living in nearby communities (e.g. Imeni Kirova); operators of existing infrastructure and utilities.	Official notices at site boundaries and access roads; community notice boards; distribution of leaflets; disclosure through mahalla committees; bilateral meetings with affected parties; phone calls where required.	Prior to commencement of construction and commissioning, stakeholder engagement activities will be initiated and implemented, with updates incorporated as required throughout the construction phase to reflect any changes in project activities. In addition, further meetings will be convened in the event of significant changes to the project scope, schedule, or potential impacts, ensuring that stakeholders remain informed and have the opportunity to provide input on any developments.	Project Company
	Indirectly Affected Stakeholders: Wider communities in Tashkent Region, NGOs and interested parties	Disclosure through local authorities, Mahalla Association, public notices, and information materials.	Meetings will be undertaken throughout the construction phase of the project and will also be convened in the event of any significant changes to construction activities or processes. These engagements will serve as a continuous platform for communication with relevant stakeholders, ensuring that they are kept informed of project progress, upcoming activities, and any potential impacts. In addition, the meetings will provide an opportunity to address stakeholder concerns, incorporate feedback where appropriate, and maintain transparency and trust throughout the construction period.	

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Engagement on land acquisition, livelihood restoration and resettlement	Leaseholders, land users, affected households, farmers (including Council of Farmers, Dehkan Farms and Household Landowners)	Household-level consultations will be conducted to engage directly with affected families, ensuring that their concerns, preferences, and socio-economic conditions are clearly understood and documented. In addition, focus group discussions will be organized with specific stakeholder groups to facilitate more inclusive and participatory dialogue, enabling the collection of diverse perspectives, particularly from vulnerable or marginalized populations. The Project will also ensure the transparent disclosure of compensation and livelihood restoration plans, providing stakeholders with clear, accessible, and timely information regarding entitlements, processes, and implementation timelines. Furthermore, one-to-one meetings will be carried out with key affected individuals and stakeholders who may require tailored engagement or have specific concerns that cannot be adequately addressed through broader consultation formats.	Engagement activities will be undertaken continuously throughout both the pre-construction and construction phases of the project, ensuring consistent communication and stakeholder involvement. These efforts will be further intensified in advance of any displacement or land access requirements, with a focus on providing timely information, addressing concerns, and facilitating meaningful consultation with affected stakeholders	Project Company
Communication of project employment opportunities	The stakeholder group includes local communities, affected persons, local authorities, and vocational institutions. Local communities	Engagement with stakeholders during the construction phase will be carried out through multiple, structured channels to ensure broad accessibility and transparency. Information will be shared through	During pre-construction and throughout recruitment phases	Project Company and EPC Contractor

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
	represent the broader population residing within and around the project's area of influence, whose daily lives, access to services, and socio-economic conditions may be directly or indirectly impacted. Affected persons specifically refer to individuals or households that may experience tangible impacts from the project, such as land use changes, livelihood disruptions, or environmental and social effects	public notices placed in accessible locations, enabling timely awareness of project activities and opportunities. Coordination with local employment offices will support the dissemination of job-related information and facilitate access to employment opportunities for the local workforce. Regular meetings will be organized with relevant stakeholders to provide updates, gather feedback, and address concerns in a participatory manner. In addition, information will be disseminated through mahalla committees, which serve as key community-level institutions, ensuring that communication reaches households effectively and reflects local dynamics		
Implementation of Grievance Redress Mechanism (GRM)	All stakeholders including Project Affected Households, affected communities, workers, NGOs, local authorities, and vulnerable groups	The Project will establish and operate a multi-channel Grievance Redress Mechanism (GRM) in line with IFC requirements to ensure accessibility, transparency, and responsiveness for all stakeholders. Grievances may be submitted through several channels, including a dedicated hotline, email, grievance boxes placed at accessible locations, community meetings, and direct in-person submissions to project representatives. This approach is designed to accommodate diverse stakeholder preferences and literacy levels, ensuring that all affected and	Established prior to construction and maintained continuously throughout construction and commissioning	Project Company and EPC Contractor

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
		interested parties have a clear and convenient means to raise concerns, provide feedback, or seek information. All grievances received through these channels will be systematically recorded, assessed, and addressed within defined timeframes, with feedback provided to the complainant in a timely and culturally appropriate manner.		
Environmental and social impact management communication (e.g. noise, dust, traffic, health and safety)	Nearby communities, commercial entities, vulnerable groups, and Mahalla representatives have been identified as key stakeholders. These groups are considered directly or indirectly affected by the Project and/or capable of influencing its outcomes.	Stakeholder engagement will be undertaken through a combination of community meetings and focus group discussions to ensure inclusive and meaningful participation of affected and interested parties. These activities will be supported by the disclosure of mitigation measures in a clear and accessible manner, along with the distribution of appropriate information materials to facilitate understanding of project impacts, risks, and proposed management strategies.	Prior to high-impact activities and periodically throughout construction	EPC Contractor/Project Company
Traffic and access management communication	The key stakeholders include road users, nearby communities, commercial entities, the State Committee for Roads, and the Tashkent Regional Road Construction Department.	The project will implement a structured approach to traffic and community safety management through the provision of traffic signage, dissemination of public notices, regular coordination meetings with relevant authorities and stakeholders, and timely disclosure of traffic management	Prior to and throughout construction, particularly during peak activity periods.	EPC Contractor/Project Company

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
		plans to affected communities. These measures are intended to ensure transparency, facilitate stakeholder awareness, and minimize risks and disruptions associated with project-related traffic during construction phases.		
Coordination with utilities and infrastructure providers	Tashkent Territorial Electric Networks JSC, Hududgaz Tashkent Gas Supply Branch, and the operators of water, gas, electricity, and telecommunications infrastructure are key utility stakeholders for the Project, responsible for the provision, management, and coordination of essential services within the project area.	Engagement during construction and commissioning will be undertaken through structured technical coordination meetings, formal written correspondence, and joint site inspections. These mechanisms will facilitate timely information sharing, ensure alignment on project progress and compliance requirements, and enable the identification and resolution of issues in a transparent and coordinated manner among relevant stakeholders.	As required throughout construction phase	Project Company
Engagement related to workers' influx	Workers and workers arriving from outside the Project Area of Influence, including migrant/non-local workers and workers accommodated in nearby communities; local communities potentially affected by worker influx; Mahalla Committees and community-based organisations; local	Targeted consultations with local communities and Mahalla Committees to identify concerns associated with worker influx and community interactions. Engagement with workers through induction and awareness sessions on the Project Code of Conduct, respectful behaviour, community health and safety, GBVH/SEA/SH, prohibition of harassment and exploitation, cultural norms, and the worker grievance mechanism. Disclosure of relevant	Prior to mobilisation and during peak worker mobilisation; throughout construction and as required in response to emerging community concerns. Engagement to be intensified where significant influx or community interface issues are identified.	Project Company / Sponsor and EPC Contractor and relevant community liaison personnel

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
	authorities and service providers	community health and safety measures and worker accommodation arrangements, where applicable.		
Engagement related to child labour	Local communities within the Project Area of Influence, including parents/caregivers, children and young people where appropriate, Mahalla Committees, community-based organisations, schools/education representatives, local authorities, and other relevant community representatives	Targeted community awareness sessions, small-group meetings, and information campaigns to raise awareness of child rights, the prohibition of child labour, the minimum age for employment, the importance of children's continued access to education, and available grievance/reporting channels. Where appropriate, awareness materials will be disseminated through Mahalla Committees, schools and other established community structures. Engagement will also communicate the Project's expectations regarding contractor recruitment practices and the prohibition of employing children on the Project.	Prior to and during construction mobilisation, during peak construction and recruitment periods, and periodically throughout construction. Additional awareness activities will be undertaken where risks of child labour or concerns regarding contractor recruitment are identified.	Project Company / Sponsor and EPC Contractor and relevant community liaison personnel.
Environmental and social performance reporting and regulatory engagement	National Committee on Ecology and Climate Change, Civil Aviation Agency, Ministry of Transport, relevant regional authorities and lenders.	The engagement process will include formal reporting mechanisms supported by the regular submission of monitoring reports that document progress, performance, and compliance with agreed requirements. This will be complemented by periodic meetings held with relevant stakeholders to review implementation status, discuss emerging issues, and agree on necessary corrective actions.	As per regulatory and lender requirements (periodic)	Project Company

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Engagement on cultural heritage and chance finds	Cultural Heritage Agency, Academy of Sciences-Institute of Archaeology, affected communities, religious leaders (if applicable)	Immediate notification should be carried out as soon as any relevant issue is identified, ensuring timely communication with the appropriate authorities and stakeholders. This should be followed by formal correspondence to document the matter and maintain a clear record of actions taken. Site-specific consultations should be undertaken to engage with local stakeholders and address any concerns in a structured manner. In parallel, chance find procedures should be implemented, including stopping work where necessary, documenting the find, and coordinating with relevant authorities for appropriate management.	Immediately upon identification of any potential cultural heritage findings	Project Company
Engagement with NGOs and vulnerable groups	Environmental NGOs, social and community-based NGOs and vulnerable groups (including women and elderly via relevant organizations)	The engagement approach includes targeted meetings with key stakeholders to capture specific concerns and perspectives, supported by clear and timely information disclosure. Consultations will be carried out to enable meaningful two-way dialogue, while ensuring the inclusion of diverse stakeholder groups, particularly vulnerable and underrepresented communities, in stakeholder discussions throughout the project lifecycle.	Periodically throughout construction phase	Project Company

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Worker engagement and occupational health and safety communication	Project workers, including contractors and subcontractors, are directly involved in project implementation, particularly during construction and are responsible for executing on-site activities in line with project requirements.	Induction training, toolbox talks, worker meetings, and occupational health and safety (OHS) briefings will be conducted regularly to ensure workers are informed of site requirements, potential hazards, and safety procedures, while also promoting communication, compliance, and a safe working environment.	At the start of employment and continuously throughout construction	EPC Contractor

6.4 Stakeholder Engagement During Operation

The planned operational phase stakeholder engagement activities are outlined in the table below.

Table 6-3 Operational Phase SEP Timetable

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Ongoing disclosure of environmental and social performance	The National Committee on Ecology and Climate Change, the Civil Aviation Agency, the Ministry of Transport, lenders, and relevant regional authorities.	Periodic environmental and social monitoring reports will be prepared and formally submitted to relevant authorities and lenders to demonstrate compliance. These will be complemented by audits, as well as regular meetings and site inspections, to review performance and address any issues promptly.	As per regulatory and lender requirements (typically quarterly/annual)	Project Company/Airport Operator
Operational phase Grievance Redress Mechanism (GRM)	All stakeholders including nearby communities (including Project Affected Households and any resettled households, where relevant), passengers, workers, NGOs, and local authorities.	The Grievance Redress Mechanism (GRM) will operate through multiple accessible channels, including a hotline, email, website, grievance boxes, and in-person submissions. All grievances will be recorded, tracked, and regularly reported to ensure timely and transparent resolution.	Continuous throughout operations	Airport Operator
Community engagement on operational impacts (e.g. noise, air emissions, traffic, safety)	People living in nearby communities (e.g. Imeni Kirova), including Project Affected Households and resettled households where residual impacts persist; commercial entities; Mahalla representatives	Community engagement throughout the Project will include community meetings to provide Project updates, gather feedback, and address concerns, as well as focus group discussions with specific stakeholder groups. During construction, a dedicated Project Office will be established to provide Project information, facilitate ongoing community engagement, and receive comments, enquiries, and grievances in accordance with the Project Grievance Redress Mechanism (GRM).	Periodically (e.g. bi-annually) and in response to significant changes or complaints	Airport Operator

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
Noise and environmental monitoring disclosure	Nearby communities along with the National Committee on Ecology and Climate Change and relevant non-governmental organizations (NGOs), will be engaged as part of the stakeholder group.	Public disclosure of monitoring data, project updates, and community briefings will be undertaken to ensure transparency and keep stakeholders informed. The SPV will also convene a standing Community Noise Forum to facilitate transparent engagement with local communities, including the disclosure of noise monitoring results and discussion of noise-related concerns and mitigation measures.	Periodically in line with monitoring programs and regulatory requirements	Airport Operator
Post-resettlement and livelihood restoration monitoring (if applicable)	Project affected households, business enterprises, Dehkan Farms, and household landowners.	Household-level follow-ups will be conducted to maintain direct engagement and address any concerns. Surveys will be carried out to gather stakeholder feedback and assess project impacts, while targeted consultations will ensure focused engagement with specific and vulnerable groups. The outcomes of these activities will be documented in monitoring reports to track progress and inform ongoing project management.	Periodically until livelihood restoration objectives are demonstrably achieved	Project Company
Stakeholder engagement with aviation and operational authorities	Uzbekistan Airports JSC, Civil Aviation Agency, and the Ministry of Transport.	Technical meetings, operational coordination meetings, and formal reporting and approvals will guide project implementation by ensuring alignment on technical aspects, supporting day-to-day coordination among stakeholders, and maintaining compliance through structured documentation and decision-making processes.	Continuous and as required for operational coordination	Airport Operator
Coordination with local government and administrative bodies	Tashkent Region Khokimiyat, Yagiyoul District Khokimiyat, Mahalla Association, and regional coordination bodies.	Coordination meetings, official correspondence, and joint planning sessions will be undertaken to ensure effective communication, alignment of objectives, and	Periodically (e.g. quarterly) and as required	Airport Operator

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
		smooth implementation of activities among all stakeholders involved.		
Engagement on public health and safety	Sanitary and Epidemiological Welfare and Public Health Service, Center for State Sanitary and Epidemiological Surveillance (SES), Ministry of Health, and Regional Health Department.	Reporting, inspections, meetings, and compliance audits will be carried out to ensure effective monitoring, coordination, and adherence to regulatory and Project requirements. Particular attention will be given to community health and safety risks associated with high construction traffic volumes, including heavy vehicle movements for earthworks, through implementation and monitoring of traffic management, road safety, and community safety measures.	As per regulatory requirements and periodic inspections	Airport Operator
Employment and workforce engagement	Airport workers, contractors, and the Ministry of Labor and Social Security are key stakeholders involved in the project, each playing an important role in ensuring compliance with labor standards, workforce management, and regulatory oversight.	Worker meetings, trainings, internal communication platforms, and compliance reporting are key tools for workforce engagement and management. It will support regular communication, capacity building, timely information sharing, and monitoring of compliance with project and regulatory requirements.	Continuous throughout operations	Airport Operator
Engagement with utilities and infrastructure providers	Tashkent Territorial Electric Networks JSC, Hududgaz Tashkent Gas Supply Branch, and other infrastructure operators.	The process will involve coordination meetings, technical discussions, and formal communication channels to ensure effective information exchange, alignment on technical matters, and proper documentation throughout the engagement.	As required during operations and maintenance	Airport Operator
Engagement with NGOs and vulnerable groups	Environmental NGOs, social NGOs, and vulnerable groups	The engagement approach will include targeted consultations with relevant stakeholders, proactive disclosure of	Periodically and as required	Airport Operator

Activity	Stakeholders	Engagement Method	Timing and Frequency	Responsible Parties for Implementation
	including women, elderly, and low-income households.	information to ensure transparency, and the inclusion of stakeholders in all engagement activities to support meaningful participation and feedback throughout the process.		
Cultural heritage management	Cultural Heritage Agency, Institute of Archaeology, religious leaders, and affected communities.	The process will include reporting on relevant activities and outcomes, conducting consultations with key stakeholders to gather feedback and ensure transparency, and implementing appropriate management measures to address identified issues and ensure effective project execution.	As required	Airport Operator
Passenger and user engagement	Airport users (passengers, visitors, airlines, service providers)	Customer feedback systems, surveys, helpdesks, and digital platforms will be used to collect and manage stakeholder feedback, enabling timely response and continuous service improvement.	Continuous throughout operations	Airport Operator
Emergency preparedness and communication	Nearby communities, local authorities, airport users, and workers.	Awareness materials, coordination meetings, and drills will be implemented to support stakeholder engagement and preparedness. Awareness materials will provide key information, coordination meetings will ensure alignment among stakeholders, and drills will help test and strengthen response readiness.	Periodically and as required under operational procedures	Airport Operator
Periodic review and update of SEP	All stakeholder groups	The process includes an internal review of the relevant documents, followed by the incorporation and consideration of stakeholder feedback. Where necessary, updates are then disclosed to ensure transparency and to reflect any revisions arising from the review and consultation process.	Periodically (ex- In every 2–3 years or upon significant changes)	Airport Operator

7.0 External Grievance Redress Mechanism (GRM)

The Grievance Redress Mechanism (GRM) is a key component of stakeholder engagement and will remain operational throughout the Project's implementation. It will follow a clear, transparent, and culturally appropriate process that is easily accessible and free of charge, ensuring that all stakeholders and affected parties have the opportunity to raise concerns. Stakeholders can be assured that their complaints will be carefully heard, documented, and promptly addressed.

The Project will implement a Grievance Redress Mechanism (GRM) to receive, record, assess, and address concerns, complaints, and grievances raised by affected stakeholders throughout the Project lifecycle. The GRM, as described in this Stakeholder Engagement Plan (SEP), will be aligned with the Project's environmental and social management system and will comply with the requirements of applicable national legislation and international lender standards, including IFC Performance Standard 1 and other relevant good international industry practice.

7.1 Key Principles of Grievance Mechanism

The grievance mechanism for the Project will comply with the following principles:

- The purpose of the grievance mechanism procedure will be clarified at the outset.
- The process will be scaled to the risks and impacts of the Project.
- The process will be transparent and accountable to all stakeholders by putting it into writing, publicising it and explaining it to relevant stakeholders.
- The grievance mechanism will be made clear, understandable and easily accessible by providing information in the local language and orally where communities cannot read.
- Complaints or concerns will be rapidly resolved.
- The mechanism will not involve any costs nor retribution associated with lodging a grievance; and
- Precautionary measures such as clear non-retaliation policy, confidentiality measures and safeguarding of personal data collected in relation to a complaint, as well as an option to submit grievances anonymously will be in place.

7.2 Scope of Grievance Mechanism

The scope of the grievance mechanism is to evaluate and address stakeholders' complaints and concerns regarding project activities and environmental and social performance during the Project's lifecycle.

All relevant grievances from affected stakeholders will be accepted and no judgment made prior to investigation, even if complaints are minor. However, according to good practice, the following grievances will be directed outside of Project-level mechanisms:

- Complaints clearly not related to the project based on assessment of its legitimacy.
- Issues related to governmental policy and government institutions.
- Complaints constituting criminal activity and violence, which will be referred to the justice system; and

- Commercial disputes: Commercial matters will be stipulated in contractual agreements and issues will be resolved through a variety of commercial resolution mechanisms or civil courts.

If grievance is rejected during screening stage, the grievant will be informed of the decision and provided with clear justification for the rejection.

7.3 Steps in Grievance Mechanism Management

7.3.1 Publicising Grievance Management Procedures

The grievance mechanism will be publicised to stakeholders, including the following information:

- What Project-level mechanisms exist and what they can deliver, and what remedies grievant can receive from using the company's grievance mechanism, as opposed to other resolution mechanisms;
- Who can raise complaints (i.e., all stakeholders);
- Where, when, and how community members can raise complaints;
- Who is responsible for receiving and responding to complaints;
- What sort of response grievant can expect from the company, including timing of response; and
- What other rights and protection are guaranteed.

7.3.2 Means of GRM Disclosure

The Project's Grievance Redress Mechanism (GRM) and associated grievance procedures will be widely disclosed to ensure that all stakeholders are aware of their right to raise concerns and the available channels for doing so. Information on the GRM will be provided through multiple disclosure methods to maximise accessibility and transparency.

A Project Grievance Information Leaflet, describing the purpose of the GRM, the grievance submission process, available communication channels, expected response timelines, and appeal procedures, will be prepared in Uzbek, Russian, and English. The leaflet will be distributed during stakeholder engagement activities and will be made available at the Project site office, the construction camp (for workers), relevant mahalla committee offices, and other publicly accessible locations within the Project Area of Influence.

In addition, GRM information and stakeholder engagement materials, including the Stakeholder Engagement Plan (SEP), non-technical project information, and key Project updates, will be disclosed electronically through the Project website (or the Project Company's corporate website once established). Hard copies of key disclosure documents will be maintained at the Project site office and other designated public locations for review by interested stakeholders.

Project notice boards and information kiosks (where established) at the Project site entrance and other appropriate community locations will be used to display notices regarding Project activities, consultation events, grievance contact details, and other relevant announcements. During construction, contractors will ensure that GRM contact information, including telephone numbers, email addresses, postal addresses, and designated community liaison contact details, is prominently displayed at site entrances and worker accommodation facilities.

The Project Company will periodically review the effectiveness of these disclosure mechanisms through stakeholder feedback and will update the disclosure approach, as

necessary, to ensure that Project information remains accessible, timely, culturally appropriate, and consistent with the requirements of IFC Performance Standard 1

7.3.3 Submitting a Grievance

Stakeholders will be fully informed of their right to access the Project Grievance Redress Mechanism (GRM) and the procedures for submitting grievances, either verbally or in writing, as described in this chapter. In line with the Project Company's Grievance Mechanism Plan, grievances may be submitted through multiple accessible channels, including grievance forms available at designated locations (e.g. site offices and access points), dedicated telephone hotline, email, online submission (where applicable), or through any other method preferred by the complainant.

The grievance process will commence with formal acknowledgment of receipt within seven (7) working days of submission, using the complainant's preferred communication method. Each grievance will be recorded, assessed, and assigned for resolution in accordance with the defined GRM procedure. Where grievances cannot be resolved immediately through initial communication, they will be formally documented using a grievance form to ensure traceability and proper follow-up.

Information regarding the availability, accessibility, and functioning of the GRM will be communicated to stakeholders through stakeholder engagement meetings (as defined in the Stakeholder Engagement Programme), public notices, and information materials. GRM contact details will be clearly displayed at key accessible locations, including the Project site entrances, construction areas, local administrative buildings (khokimiyats), and relevant mahalla offices.

For stakeholders who are illiterate or prefer to submit grievances verbally, the Project will ensure inclusive access to the GRM. In such cases, the complainant may meet with the Project Health, Safety, Security, and Environment (HSSE) Manager or another designated Project representative. The designated staff member will document the grievance on behalf of the complainant and read it back to ensure accuracy and confirmation that all key concerns have been correctly captured. If required, assistance will also be provided in the preferred local language to ensure full understanding and informed participation in the grievance process.

Anonymous grievances - including letters or emails without identifiable details or grievances submitted verbally with requests for anonymity - will also be accepted and processed.

7.3.4 Keeping Track of Grievances

Upon receipt of grievances submitted through any of the channels described in this SEP, the Project Company (or designated Airport Operator during operational phases) will ensure that all concerns are systematically recorded, tracked, and addressed in a timely and transparent manner. The following steps will be implemented:

- All grievances will be formally recorded in a Grievance Register (**Appendix B**) maintained by the Project Company's designated Environmental, Health and Safety (EHS) focal point. The register will include, at a minimum:
 - Details of the grievance;
 - The personnel/division(s) responsible for resolving the grievance;
 - Process tracking fields (receipt dates, status, result dates);
 - Response provided to the grievant;
 - Corrective and preventive actions taken to prevent reoccurrence of such complaint; and

- The grievances will be acknowledged as soon as possible (within seven working days from receipt) by sending a formal confirmation with a complaint number and a timeline for response to the complainant to assure the grievant that the organization is responding properly.
- In cases of complex or sensitive grievances, including those involving multiple stakeholders, potential land or livelihood-related issues, operational impacts (such as noise, traffic, or safety), or requiring detailed technical investigation, the Project Company will provide the complainant with an update within 21 days of receipt of the grievance. This update will outline the status of the assessment, the steps required for resolution, and the expected timeframe for closure.
- The Project Company will also clearly communicate, in the initial acknowledgement letter, whether a grievance falls outside the scope of the Project's Grievance Redress Mechanism (GRM). In such cases, the letter will provide guidance on appropriate alternative grievance or appeal mechanisms, including relevant government authorities, regulatory bodies, or judicial channels available within Uzbekistan for addressing the concern.

7.3.5 Reviewing and Investigating Grievances

Depending on the nature and complexity of grievances received, different departments of the Project Company and/or Airport Operator may be involved in their review and resolution. The designated grievance focal point will be responsible for coordinating the grievance handling process, including validating the legitimacy of the complaint, assigning responsibilities, and ensuring appropriate investigation is undertaken in a timely manner.

Where grievances are straightforward, they will be addressed through routine operational procedures. However, where grievances are complex, involve multiple stakeholders, or cannot be resolved promptly, a more detailed investigation will be initiated to prevent escalation and ensure fair resolution.

The grievance mechanism shall remain free of charge to all complainants, in line with international good practice (including IFC Performance Standard 1). Where an internal investigation team is formed, consideration will be given to ensuring impartiality and effectiveness, including avoidance of conflicts of interest, appropriate technical qualifications, and balanced gender representation where relevant. Site visits, document reviews, and meetings with the grievant(s) will be conducted as part of the investigation process where appropriate.

All grievances will be acknowledged and investigated within two (2) weeks of submission. Where additional time is required due to the complexity of the issue, the complainant will be informed in writing or verbally (as appropriate), including the reasons for delay and the expected timeframe for resolution.

For sensitive grievances, such as those involving multiple parties, potential community conflict, cultural heritage concerns, or cases related to sexual exploitation, abuse and harassment (SEAH), sexual harassment, or gender-based violence (GBV), the Project may, where necessary, engage independent external experts, relevant service providers, or competent authorities to support or undertake joint investigations. Any such involvement will only occur with the informed consent of the grievant(s), and confidentiality will be strictly maintained in accordance with applicable standards and best practice.

7.3.6 Grievance Resolution Options and Response

The approach used in resolving grievances under the Project Grievance Redress Mechanism (GRM) will be flexible and proportionate to the nature, severity, frequency, and complexity of the issue raised. Given the scale and operational sensitivity of the Project, a standardised but

adaptive resolution framework will be applied rather than predefined procedures for each grievance type.

The Project GRM will enable resolution pathways appropriate to different categories of grievances, including those related to construction impacts, operational impacts (such as noise, traffic, safety, and environmental issues), employment concerns, land and livelihood-related matters (where applicable), and community relations.

The Project Company's HSSE Manager (or designated GRM focal point within the Airport Operator during operations) will ensure that all grievances are recorded and tracked through a Grievance Resolution Form, which will include:

- Nature and category of grievance
- Date of receipt
- Initial assessment and eligibility determination
- Actions taken or proposed actions to resolve the grievance
- Responsible parties
- Timeline for resolution
- Closure status and supporting evidence

A completed Grievance Resolution Form will generally be prepared within twenty (20) calendar days of receipt of the grievance. Where grievances are complex or require external coordination (e.g. utilities, authorities, or technical assessments), the complainant will be informed of the revised timeline.

Communication of Resolution

The outcome of grievance resolution will be communicated to the complainant either in writing or verbally, depending on the preference of the grievant and their accessibility. In all cases, formal documentation will be maintained in accordance with the Project GRM procedures and IFC PS1 requirements for record-keeping and auditability.

Eligibility Review and Rejection of Grievances

Where a grievance is deemed ineligible or outside the scope of the GRM, the Project GRM representative will communicate the decision in a clear, respectful, and transparent manner, ensuring that the rationale is properly explained to avoid misunderstanding or escalation. This communication will be conducted in a culturally appropriate and non-confrontational manner.

Accepted Grievances and Resolution Process

Where grievance is accepted, a proposed resolution will be developed and communicated within the established timeframe. If the complainant does not accept the proposed solution, the Project will:

- Reassess the grievance and underlying issue
- Engage in further dialogue and clarification with the complainant
- Explore feasible alternative solutions within the GRM scope

If agreement is still not reached, the complainant retains the right to pursue external mechanisms, including judicial or administrative grievance processes under Uzbek legislation. The Project GRM does not replace or restrict access to such external legal remedies.

Note: The Project GRM does not replace any other available grievance mechanism including legal ones.

Closure of Grievances

Where a resolution is agreed upon by all parties, the grievance will be formally closed. Closure will be supported by documented evidence, which may include:

- Minutes or records of resolution meetings with the complainant
- Signed confirmation of acceptance by the complainant (where feasible)
- Photographic or documentary evidence of implemented corrective actions
- Completion records linked to corrective action tracking systems

The HSSE Manager, or designated GRM officer will complete a Grievance Closeout Form, which will be reviewed and countersigned by the complainant, where possible.

Escalation and Reassessment

Where the complainant is not satisfied with the proposed resolution, the grievance will be escalated internally for further review. A reassessment and follow-up engagement will be undertaken, and the complainant will be provided with an updated response within two (2) weeks of notification of dissatisfaction.

7.4 Grievance Mechanism During the Construction and Commissioning Phase

The Project Company will ensure that the Grievance Redress Mechanism (GRM) is accessible, transparent, and culturally appropriate for all stakeholders during the construction and commissioning phases of the Airport Project.

Grievance submission channels will be established in Uzbek and Russian languages and will include multiple access points such as project information offices, site entrances, local community interfaces (including Mahalla committees), telephone hotlines, email, and dedicated grievance forms. Secure and clearly marked grievance boxes will also be installed at accessible locations within and around the Project site to facilitate written submissions.

All grievances received through any channel will be formally logged, acknowledged, and tracked in a centralized grievance register maintained by the Project Company and/or EPC Contractor. Each complaint will be assigned a unique reference number to ensure traceability and timely resolution. Responses will be communicated to the complainant using their preferred communication method, where practicable.

The Project Company will ensure that grievances are addressed in a timely, fair, and culturally sensitive manner. Where a grievance is rejected or cannot be fully resolved in the complainant's favor, clear justification will be provided, and efforts will be made to engage the complainant through meetings or consultations to explain findings, clarify technical issues, and explore feasible alternative solutions.

All grievance cases will be supported by documented records, including description of the issue, investigation findings, root cause analysis, corrective and preventive actions, and follow-up verification where applicable. These records will be securely stored in a dedicated grievance management system and will be made available for review by lenders, independent auditors, and relevant regulatory bodies upon request.

Confidentiality and personal data protection will be strictly maintained. Personal information will be used solely for grievance management purposes and will not be disclosed publicly or used for unrelated purposes.

The effectiveness of the GRM will be monitored regularly through weekly construction EHS meetings, monthly management reviews, and periodic internal and external audits. The system will be continuously improved based on feedback trends, audit findings, and

stakeholder input to ensure alignment with IFC Performance Standard 1 and good international industry practice (GIIP).

7.5 Grievance Mechanism – Operational Phase

During the operational phase of the Airport, the Grievance Redress Mechanism (GRM) will continue to function as a core component of stakeholder engagement and will remain accessible to all stakeholders, including nearby communities, Project Affected Households (where residual impacts persist), airport users, workers, contractors, and other interested parties.

The GRM will be managed by a designated responsible officer within the Airport Operator (or Project Company, as applicable), who will oversee the receipt, registration, assessment, investigation, and resolution of grievances in a timely and transparent manner. Where required, grievances will be escalated to relevant technical departments or management levels to ensure appropriate resolution.

Multiple grievance submission channels will remain available throughout the operational phase, including dedicated hotline/telephone, email, online submission platform (where applicable), written submissions, and in-person complaints through designated contact points at or near the airport. Information on how to submit grievances will be publicly disclosed in Uzbek and Russian languages at accessible locations such as airport information boards, community notice points, and through local administrative structures (including Mahalla committees).

All grievances will be systematically recorded in a grievance register, including details of the complaint, actions taken, responses provided, and closure status. Records and supporting documentation will be retained for a minimum of five years in accordance with good international industry practice and lender requirements.

The contact details of the designated GRM focal point will be clearly displayed at publicly accessible locations and updated as required. Worker grievances will be managed through a separate but aligned internal mechanism in accordance with national labor legislation and IFC Performance Standard 2 (PS2), ensuring confidentiality and non-retaliation principles. Worker representatives will support communication between employees and management to facilitate effective resolution of workplace-related concerns.

The GRM will be periodically reviewed and improved based on grievance trends, stakeholder feedback, and operational experience to ensure continued effectiveness and alignment with IFC PS1 requirements.

7.6 Grievance Procedures for Women and Vulnerable and Disadvantaged Groups

A project-specific Gender Action and Management Plan (GAMP) will be developed for the Airport Project to address risks related to Gender-Based Violence and Harassment (GBVH) and to ensure inclusive engagement and protection of women, vulnerable, and disadvantaged groups. The plan will be developed in alignment with Uzbek national legislation, and applicable lender requirements, and will be implemented by the Project Developer (Vision Invest and Sojitz Corporation) through the Project Company and EPC Contractors.

As no formalized, standalone Health, Safety, Security and Environment (HSSE) Management System has been publicly confirmed for the Project Developers at this stage, the Project will instead develop and implement a project-specific Environmental, Social, Health and Safety (ESHS) management framework. This framework will incorporate provisions for the prevention of gender-based violence and harassment (GBVH), as well as clear reporting channels and response procedures, in line with internationally recognized good practice standards.

The Gender Action and Management Plan will define:

- Expected standards of behaviour for all workers and contractors.
- Clear reporting and response procedures for GBVH-related incidents.
- Disciplinary measures, including sanctions up to termination of employment.
- Referral pathways to appropriate support services for survivors.
- Confidentiality and non-retaliation principles; and
- Monitoring and reporting arrangements.

In accordance with the Project Labour Working Management Procedures (LWMP), all workers will be informed of the Code of Conduct in languages they understand during induction and onboarding. The Code of Conduct will include explicit provisions on GBVH prevention, reporting mechanisms, disciplinary consequences, and grievance handling procedures.

The Project Company will ensure regular training and awareness programmes for all workers and contractors on GBVH risks, acceptable behaviour, reporting channels, and consequences of misconduct. Particular attention will be given to strengthening awareness among supervisory staff and subcontractors. Efforts will also be made to promote gender representation in relevant roles, including the appointment of designated focal points to provide accessible and trusted support for female workers.

Anonymous and confidential reporting tools will be established for both workers and community members to enable safe reporting of GBVH cases without fear of retaliation. Vulnerable workers, including women, will be provided with targeted awareness and capacity-building initiatives, which may include life skills training, leadership development, and empowerment programmes aimed at strengthening their protection and participation in the Project workforce and community interface.

A monitoring and evaluation system will be implemented to track GBVH related risks, reported cases, response effectiveness, and the overall performance of preventive measures. Findings will be used to strengthen mitigation actions and continuously improve the system.

7.6.1 Reporting of Gender Based Violence and Harassment (GBVH)

The Project will establish multiple confidential and accessible reporting channels to enable safe reporting of GBVH incidents by both workers and community members. These channels will ensure confidentiality, accessibility, and protection from retaliation.

For community members, reporting channels may include:

- Community grievance/feedback boxes.
- Toll-free telephone hotline.
- Reporting through Mahalla committees or local community representatives.
- Engagement with women's support organisations or civil society groups where available.
- Designated focal persons at community engagement points.

For workers, reporting channels may include:

- On-site grievance/feedback boxes.
- Dedicated hotline and email system managed by the Project Company;
- Reporting through supervisors or designated GBVH focal points (with escalation safeguards);

- Online grievance submission through Project communication platforms (where applicable).

Child-friendly and anonymous reporting options will be made available where relevant to ensure that young or vulnerable individuals can safely raise concerns.

All GBVH-related grievances will be recorded in a separate confidential grievance register, distinct from the general grievance log. Access to this register will be strictly limited to designated trained personnel, ensuring confidentiality, sensitivity, and protection of complainants' identities.

In cases involving criminal acts, serious harm, or safety risks, grievances will be escalated to the relevant competent authorities in accordance with Uzbek legal requirements, while ensuring that survivor safety and confidentiality are maintained.

All GBVH-related grievances will be handled in accordance with:

- Applicable national laws of Uzbekistan.
- IFC Performance Standards and Good International Industry Practice (GIIP).
- Project-specific non-retaliation principles; and
- Strict confidentiality protocols.

7.7 Grievance Mechanism Contact Details

A Project-level Grievance Redress Mechanism (GRM) will be established to enable stakeholders to raise concerns, complaints, or feedback regarding the Project throughout the construction and operational phases. The GRM will be accessible to all stakeholders, including affected communities, workers, and interested parties, and will be managed in accordance with international good practice consistent with IFC Performance Standard. The mechanism will ensure that grievances are recorded, assessed, addressed, and closed in a transparent and timely manner.

Table 7-1 Construction, Commissioning and Operation Phase - Grievance Mechanism Contact Details

Company	Contact person/s	Phases	Contact details
Representative from Project Company	E&S Manager	Construction, Commissioning and Operation Phases	Email: O.Amanov@visioninvest.com Mob: +998 93 639 5418
EPC Contractor	TBC	Construction and Commissioning Phases	Email: TBC Mob: TBC
O&M Operator (Airport Operator- to be appointed)	TBC (Customer Relations / E&S / HSSE Representative)	Operation Phase	Email: TBC Mob: TBC
Grievance Redress Committee (GRC)	Multi-stakeholder escalation body	All Phases (as required)	To be established

The Project is being developed by Vision Invest and Sojitz Corporation (Project Developers). The GRM structure will be implemented by the Project Company, EPC Contractor, and future O&M Operator. As these entities are still being mobilized, detailed contact information and institutional arrangements will be finalized prior to commencement of construction and operational activities.

7.8 External Accountability Mechanisms

In addition to the Project level grievance mechanism described in this SEP, Project stakeholders will have access to the independent accountability mechanisms of the international financial institutions supporting the Project. These mechanisms are separate from the Project-level grievance mechanism and provide an avenue for raising concerns regarding the environmental and social performance of the respective institutions and/or projects they finance.

7.8.1 European Bank for Reconstruction and Development (EBRD)

The EBRD has established an Independent Project Accountability Mechanism (IPAM) to address concerns raised by individuals and organisations in relation to EBRD financed projects. IPAM is independent of EBRD management and reports directly to the EBRD Board of Directors. It can consider concerns relating to environmental, social and information-disclosure matters and has two principal case-handling functions: Problem Solving (which facilitates dialogue among relevant parties to seek consensual solutions) and Compliance, (which assesses whether the EBRD has complied with its Environmental and Social Policy (ESP) and applicable project-specific provisions of its Access to Information Policy (AIP)).

Project affected individuals and civil society organisations may submit a complaint to IPAM where they believe an EBRD financed project has caused, or may cause, harm relating to the Bank's environmental, social or information-disclosure obligations. Information on the IPAM mandate and the process for submitting a complaint is available through the link: <https://www.ebrd.com/home/what-we-do/projects/independent-project-accountability-mechanism.html#>

7.8.2 International Finance Corporation (IFC)

The IFC has established Compliance Advisor Ombudsman (CAO) as its independent accountability mechanism for addressing complaints from people affected by IFC supported projects. The CAO is independent of IFC management and is mandated to address complaints in a fair, objective and equitable manner, with the aim of improving environmental and social outcomes and strengthening public accountability. The CAO can review complaints concerning environmental and social impacts associated with IFC supported projects and may facilitate dispute resolution and/or conduct a compliance appraisal or investigation in accordance with its mandate.

Project-affected individuals, groups or organisations may contact the CAO where they have concerns regarding the environmental or social impacts of an IFC-supported project. Further information on the CAO's mandate and complaint process is available through the link: <https://www.cao-ombudsman.org/>

7.9 Process Flow and Timeline

The process flow and timeline below will be followed as part of the GRM. Where complex grievances², or other factors are extending the investigation time, the Grievant will be informed of this delay and advised of an updated expected timeline for response.

² In cases of sensitive grievances, such as those involving multiple interests in the affected communities, land or asset disputes or where a more complex investigation is required, Vision Invest, Sojitz Corporation, and the ESIA consultant will seek advice from the Grievance Redress Committee (GRC) and then propose a resolution in consultation with the affected parties. Such cases will be addressed and communicated to the complainants within 21 working days of the grievance(s) being submitted.

Table 7-2 Grievance Process and Timeline

STAGE	TIMELINE
Grievance Received/Submitted	-
Grievance logged and acknowledged	Within seven working days of grievance being submitted
Grievance investigated	Within 14 working days of grievance being submitted
Proposed resolution conveyed to grievant (simple grievances)	Within 14 working days of grievance being submitted
Proposed resolution conveyed to grievant (complex grievances)	Within 21 working days of the grievance being submitted
If applicable following dissatisfaction of resolution by Grievant	
Actions to re-assess grievance/propose new solution/inform Grievant of final decision	Within 14 working days of notification of dissatisfaction by Grievant
In the event that a grievance cannot be resolved between the two parties a mediator will be involved i.e. the GRM Committee	Within 14 working days of notification of dissatisfaction by the Grievant.

8.0 Implementation Plan

In order for this Stakeholder Engagement Plan (SEP) to function effectively, a clear management structure and defined roles and responsibilities are required to ensure systematic implementation, monitoring, and documentation of stakeholder engagement activities.

The Project Developer is a consortium comprising Vision Invest and Sojitz Corporation, who will oversee overall Project governance and ensure that stakeholder engagement is implemented in compliance with applicable national legislation and other relevant lender requirements.

The Project Company will be responsible for day-to-day implementation of the SEP during both the construction and operational phases, supported by appointed Environmental, Social, Health and Safety (ESHS) personnel.

8.1 Roles and Responsibilities (Project Company)

Note: The roles below will be refined upon finalisation of Project staffing arrangements and contractor mobilization. The responsibilities of the staff will be confirmed prior to commencement of construction activities.

8.1.1 Environmental and Social Manager

Name	Oybek Amanov
Contact Details	O.Amanov@visioninvest.com

The Environmental and Social (E&S) Manager will be appointed by the Project Company and will have primary responsibility for the implementation, coordination, and monitoring of all stakeholder engagement activities throughout the construction and operational phases of the Project.

The E&S Manager's responsibilities include:

- Ensuring full implementation of all aspects of the Stakeholder Engagement Plan (SEP) in compliance with national legislation and international lender requirements.
- Overseeing identification, assessment, and management of stakeholder issues and ensuring appropriate mitigation and response measures are implemented.
- Ensuring the SEP, including grievance mechanisms and engagement procedures, is publicly disclosed and effectively communicated to all relevant stakeholders.
- Ensuring that Project personnel, contractors, and security staff are adequately trained and briefed on stakeholder engagement procedures and the grievance mechanism.
- Ensuring necessary resources (e.g. staffing, transport, communication tools, and documentation materials) are made available to support effective stakeholder engagement activities.
- Overseeing planning and implementation of stakeholder meetings, consultations, and disclosure activities in coordination with relevant Project teams and contractors.
- Supervising the receipt, tracking, investigation, and resolution of all grievances in coordination with the HSSE Manager and relevant departments.
- Ensuring transparent documentation and reporting of stakeholder engagement activities, including grievance statistics and consultation outcomes.

- Overseeing independent monitoring and review of stakeholder engagement performance, including disclosure of non-technical summaries of audit reports where required by lenders.
- Supporting continuous improvement of stakeholder engagement processes based on feedback, monitoring outcomes, and evolving Project risks and impacts.

8.1.2 Community Liaison Officer

Name	To be confirmed
Contact Details	To be confirmed

The Community Liaison Officer (CLO) will be responsible for:

- Implementing the SEP and maintaining effective communication with affected communities and other stakeholders.
- Managing the Project's external GRM, including receipt, recording, investigation, response, and close-out of grievances.
- Coordinating community consultations, disclosure activities, and stakeholder meetings throughout the Project lifecycle.
- Monitoring community concerns, expectations and emerging social risks, and communicating these to Project management.
- Supporting the implementation of community health and safety measures and assisting with the management of community-related incidents and complaints.
- Liaising with local authorities, community representatives and other external stakeholders to facilitate effective stakeholder engagement and maintain positive community relations.

8.2 Monitoring and Reporting

The Project will implement a structured monitoring and reporting system to track the effectiveness of the SEP and the Grievance Redress Mechanism (GRM) during both construction and operational phases of the Project.

Monitoring will ensure that stakeholder engagement activities are effectively implemented, grievances are addressed in a timely manner, and that the Project remains compliant with applicable national requirements and IFC Performance Standard 1 (PS1) requirements.

All grievances, stakeholder interactions, and engagement activities will be systematically recorded in dedicated registers. These records will support internal management oversight, lender reporting requirements (e.g. IFC, EBRD), and continuous improvement of engagement processes.

Monitoring will include:

- Tracking of grievances (status, type, and resolution timeframes);
- Monitoring of community concerns related to noise, air emissions, traffic, safety, and operational impacts.
- Evaluation of stakeholder engagement activities (meetings, disclosures, consultations)
- Workforce and community awareness activities (including inclusion considerations such as gender and vulnerable groups)

- Employment and local hiring performance indicators where applicable.

Reporting frequencies will include:

- **Weekly reporting:** GRM performance and urgent issues
- **Monthly reporting:** SEP implementation indicators and broader engagement performance
- **Quarterly/annual reporting:** Consolidated environmental and social performance reporting to regulators and lenders
- All records will be maintained in structured digital and hardcopy systems to ensure transparency, accountability, and auditability.

8.2.1 GRM Monitoring and Reporting

The Project-level GRM will maintain a comprehensive and auditable record of all grievances received, actions taken, and closure status. This system will support timely resolution of issues and provide input to management reviews and external reporting to authorities and lenders where required.

GRM performance will be monitored through key performance indicators (KPIs) to assess effectiveness and responsiveness.

Table 8-1 Monitoring Indicators for Grievance Management and Compliance

No.	KPI	Measurement Action	Frequency	Goal
1	Number of valid grievances submitted	Project Grievance Register	Weekly	Managed and tracked
2	Number of resolved grievances	Project Grievance Register	Weekly	100% resolution
3	Outstanding/open grievances	Project Grievance Register	Weekly	Minimized / Zero backlog
4	Grievances not addressed within defined timeframe	Project Grievance Register	Weekly	Zero
5	Number of grievances related to GBV/SEA/SH	Project Grievance Register	Weekly	Zero tolerance (all cases addressed per protocol)
6	Average grievance resolution time (by severity level)	Project Grievance Register	Weekly	Within 14 days from receipt
7	Category of grievances (e.g. noise, dust, traffic, safety, employment)	Project Grievance Register	Monthly	N/A
8	Number of incidents/non-compliances linked to SEP or GRM failures	Submission of Incident Report and/or Non-Compliance Report (NCR)	Weekly	Zero

In addition to the above, all grievances will be documented within the grievance register provided in [Appendix C: Grievance Register].

8.2.2 SEP Monitoring and Reporting

The following Key Performance Indicators (KPIs) should be considered to evaluate the progress or successful implementation of the SEP. KPIs should be accounted on a monthly basis.

- Number of community incidents/off-site impacts linked to airport operations (e.g. noise exceedances, safety incidents)
- Number of stakeholder engagement meetings conducted (community, institutional, regulatory)
- Number of participants in engagement activities (disaggregated by gender where possible)
- Number of project awareness and induction sessions conducted for workers
- Number of women employed (direct and contractor workforce where data is available)
- Number of awareness sessions conducted on occupational health, safety, and community safety risks
- Number of SEA/SH and GBV awareness trainings conducted for workers and contractors
- Number of grievances received and resolved related to SEA/SH, GBV, or discrimination
- Effectiveness of communication on key operational impacts (noise, traffic, safety, environmental performance)

All engagement activities will be tracked and reported by the Airport Operator / Project Company and consolidated into monthly and quarterly reports.

8.3 Training

To ensure the effective implementation of the SEP and Grievance Mechanism, the following measures will be undertaken:

- i. Endorsement and Awareness-** The Project Company and all relevant contractors will formally endorse the SEP and GRM. Awareness sessions will be conducted to ensure all personnel understand their responsibilities.
- ii. Staff Allocation and Training-** Dedicated and competent personnel will be appointed to manage stakeholder engagement and grievance handling. These personnel will receive structured training covering:
 - IFC Performance Standard requirements
 - GRM procedures and escalation pathways
 - Stakeholder engagement protocols
 - Reporting and documentation requirements
- iii. Security Personnel Training-** Given the high public interface of an airport, security personnel will be trained to:
 - Receive and log grievances at entry points (if applicable)
 - Direct stakeholders to appropriate GRM channels
 - Understand basic escalation procedures

- Maintain sensitivity when interacting with affected communities and passengers
- iv. **Induction Training-** All workers (including contractors and subcontractors) will receive induction training covering:
 - Internal and external GRM mechanisms
 - Types of grievances that can be raised
 - Reporting channels and confidentiality provisions
 - Timelines for grievance review and resolution
 - Expected behavioral standards in relation to community interaction and safety

8.4 Data Management

Effective management of stakeholder information is essential to ensure transparency, accountability, and compliance with applicable national data protection requirements and international good practice standards, including IFC Performance Standard 1 (PS1) and guidance set out in the IFC Stakeholder Engagement Handbook. For the airport Project, the Project Company (in coordination with the EPC Contractor during construction and the Airport Operator during operations) will implement a structured and secure approach to stakeholder data management covering the collection, storage, use, protection, and retention of stakeholder-related information.

- A. **Data Collection Protocols-** Stakeholder information will only be gathered for defined project purposes, such as engagement planning, documentation of consultations, grievance handling, monitoring, and reporting. Data will be collected through agreed methods, including consultation meetings, surveys, interviews, correspondence, and grievance mechanisms. Prior informed consent will be obtained from stakeholders before collecting personal or sensitive information, with clear communication on how their data will be used. Only relevant and proportionate data will be collected, in line with the principle of data minimization.
- B. **Data Storage and Access-** All stakeholder-related information will be stored in a secure and structured stakeholder management system maintained by the Project Company and/or Airport Operator.
 - Electronic records will be stored in secure, password-protected databases with role-based access controls.
 - Physical records (e.g. attendance sheets, consultation records, grievance forms) will be stored in locked cabinets within designated Project offices.
 - Data will be categorized according to sensitivity (e.g. personal data, grievance-related information, consultation records, and publicly shareable information).
 - Regular backups and system recovery procedures will be implemented to prevent data loss or corruption.
- C. **Data Management Process-** Standard operating procedures will be applied for data entry, verification, updating, and archiving to ensure completeness and accuracy. A central stakeholder database will be maintained to track engagement activities, feedback received, issues raised, and commitments made. The database will support monitoring of engagement frequency, timeliness of responses, and resolution of grievances. Outdated or irrelevant data will be archived or securely destroyed in accordance with retention schedules.
- D. **Data Protection and Confidentiality-** All stakeholder information will be treated as confidential and used exclusively for project purposes. Personal data will not be disclosed without explicit consent, except where required by law. Where third parties

(e.g., consultants, contractors) require access to data, this will be governed by confidentiality clauses and data-sharing protocols. Security measures will be in place to prevent unauthorized access, loss, or misuse of data, including physical safeguards and IT system protections.

- E. Reporting, Transparency and Compliance-** Aggregated and anonymised stakeholder data may be disclosed in external reporting to demonstrate stakeholder engagement performance, grievance trends, and the effectiveness of mitigation measures, while ensuring that individual identities remain fully protected. The Project Company will ensure that all data management practices are aligned with applicable national legislation of Uzbekistan, the requirements of IFC Performance Standard 1, and Good International Industry Practice (GIIP). To support this, all personnel involved in stakeholder engagement and data handling will receive appropriate training on data protection and confidentiality, the ethical handling of personal information, grievance redress mechanism (GRM) data management procedures, and IFC aligned stakeholder engagement requirements. Furthermore, the data management system and its associated procedures will be periodically reviewed and updated to reflect operational experience, evolving regulatory requirements, and lender expectations, thereby ensuring continuous improvement throughout the Project lifecycle.

9.0 Review

This Stakeholder Engagement Plan (SEP) is a living document that will be implemented and maintained throughout the lifecycle of the project. The SEP will be integrated into the Project's environmental and social management arrangements. Where a formal Health, Safety, Security and Environmental Management System (HSSE-MS) is established, the SEP will form a component of that system. In the absence of a fully developed HSSE-MS at this stage, the SEP will be implemented through the Project's Environmental and Social Management System (ESMS) and associated management plans, in line with international lender requirements and Good International Industry Practice.

The SEP will be periodically reviewed and updated to reflect:

- Changes in Project design, construction or operational activities
- Evolving stakeholder identification and analysis
- Updates to engagement methods and disclosure approaches
- Changes in institutional arrangements or responsible personnel
- Revisions to the Grievance Redress Mechanism (GRM)
- Outcomes of stakeholder feedback, monitoring, audits, and corrective actions

At a minimum, the SEP will be reviewed on an annual basis, with more frequent updates undertaken where there are significant changes to the Project or its associated environmental and social risks and impacts. Updated versions of the SEP will be disclosed as appropriate to ensure continued transparency and effective stakeholder engagement.

Appendix A – Site Area Overview



Typical Farmland at Project Site



Fruit Trees



Drainage Collector within Project Site



Irrigation Canal



One of the Existing Buildings within Project Site



Existing Road



Railway Line to the East of Project Site



Existing Public Road to South of the Project Site



Canal to the South of the Project Site



Residential Community to the South of the Project Site



Gas Pipeline to the West of the Project Site



Chirchiq River

Appendix B – Example of Grievance Form

Reference No.	
Full Name:	
Contact Information Please mark how you wish to be contacted and add contact details	☐ By Post: ☐ By Telephone: ☐ By E-mail: ☐ Other (please specify)
Description of Concern, Incident or Grievance	What is your concern/grievance/what happened? Where did it happen? Who did it happen to? What is the result of the problem?
Date of concern, incident, or grievance	
☐ One-time incident/grievance (date) ☐ Happened more than once (how many times?) ☐ On-going (currently experiencing problem)	
What would you like to see happen to resolve the problem?	
Signature:	
Date:	
Please insert this form in one of the grievance boxes	

Appendix C - Grievance Register Template

ID	How Was grievance received (i.e. grievance channel)	Date of Submission of Grievance	Name and Contact Information	Description of Grievance	Department/Person Responsible for Resolution	Actions Taken to Resolve the Grievance	Date of Communication of Solution	Has grievance been resolved (Y/N) if not explain why	Has grievance been repeated (Y/N)

Appendix D - Grievance Resolution Form

Grievance Resolution Form

How was grievance received	☐ Grievance Box (specify which box) ☐ Directly contact with Project HSSE Manager
Reference No:	
Description of Concern, Incident or Grievance: <i>What is the grievance/ What happened? Where did it happen? Who did it happen to? What is the result of the problem?</i>	
Date of Grievance	
Has the Grievance been Resolved?	☐ Yes ☐ No; <i><u>If not provide a justification below</u></i>
<u>Fill Out Either Section 1 OR Section 2 below</u>	
Section 1	
Summary of Actions Undertaken to Resolve Grievance	

Date of Implementation	
Section 2	
Summary of Proposed Actions to be Implemented to Resolve Grievance	
Timeline for Implementation	

Date of Submission of Grievance	
Date of Communication of Solution to Grievance	

Project HSSE Manager

Name:

Date:

Signature:

Grievant

Name:

Date:

Signature:

E&S Manager Signature:

Date:

Appendix E – Project Engagement – Summary

Summary of Stakeholder Engagement During the ESIA Phase

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
ESIA Stakeholder Engagement				
Tashkent regional community – Makhalla leader and government official from Urtachirchik district and Kuyichirchik district	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it.	A FGD was held with government officials and Makhalla Chairman on 04th December 2025. Venue: Office of the Urtachirchik district Department of the State Services Agency Participants: 12 (11 men and 1 women) Brochures distributed: 12	From the discussion, the following key concerns were raised by the participants: Regarding land inventory, land use categories, and land allocation procedures. It was informed that the digitization of agricultural land and household plots has already been completed. Inventory results indicate several informal land users. The Project was advised to prepare a letter for request of the latest information from authorities. Regarding the relocation and closure of cemeteries within the project area. It was informed that some of the cemeteries occasionally visited. The Project was recommended to hold a meeting with relevant representative to inform about the closure of the cemetery. Regarding the potential impacts of the Project on the population with the project area. The resident in the area concerned about their land and asset, will it be compensated. Another concern raised about irrigation network, whether there will be an alternative channel for irrigation.	Project (NBT) will: Prepare official cover letter concerning land acquisition and submit to Tashkent Regional Khokimiyat, which will then transmit the letter to Cadastre Agency and the Cadastre Chamber Prepare public meetings in three affected communities Seek assistance from local makhalla office in ESIA data collection Reach Orthodox religious leaders to inform on the cemetery relocation and closure

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – government official from Urtachirchik District and other relevant stakeholders	To provide information about: Key project information and obtain feedback. The importance of stakeholder engagement Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it.	A FGD was held with several government officials and several relevant representatives on 05th December 2025. Venue: Meeting room of the Tashkent region, Urtachirchik district department of the State Services Agency Participants: 11	From the discussion several key issues and inputs raised by the stakeholders: Existing collector-drainage network and designs solutions for its relocation, and its possible impact to residents Financing for relocating the existing infrastructure located outside project territory Current status of cemeteries located within the project territory, legality and sanitary aspect for its relocation To conduct discussion with local regarding the relocation of cemeteries Ornithological situation on the project territory	Regarding the collector drainage, an approved plan for a bypass collector outside the project territory has been made. To organise additional site visits and discussion with relevant parties, if necessary. Project to develop and implement recommendations for changing the crops grown on agricultural lands adjacent to the project territory. Project to prepare and submit a request to the Sanitary and Epidemiological Service regarding relocation of cemeteries.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Orthodox Church	To meet local custodians of Orthodox Christian burial and obtain traditional religious procedures of cemeteries relocation. To prepare for the broader community consultation meeting	A visit and discussion were held with representative of Orthodox Church and Khalkobod Makhalla Chairman on 10 th December 2025. Venue: Tashkent region, Khalkobod village Participants: 3 (all men)	Both cemeteries on Project site are very old with last known burial in 1960s. Further information on these cemeteries obtained from the previous church custodian. It was then informed that these two cemeteries haven't been visited for decades, no surviving relatives or descendants remain in the village and there is no record about the buried individuals. To relocate the cemeteries, short religious rite will be needed. This ritual can be performed by local Korean Orthodox representatives. To conduct relocation with precautions and guidance from sanitary authorities, since very old graves may contain individuals who died of infectious diseases.	The project will consider the recommendation from the church custodian. The information also will be used to support the Project's assessment of cultural heritage impacts, also to develop appropriate procedure to manage and/or relocation of burial sites, to comply with national regulations and in consultation with religious authorities and local communities. Other meeting/public discussion will be held in three separate villages.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Beruniy makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 29th January 2026. Venue: Beruniy makhalla, Kuychirchik district Participants: 20 (9 women and 11 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expectation to job creation, road improvement, expanded services, transport expansion, and new enterprises Expect clear communication and commitment to post-construction infrastructure restoration Expect transparent timelines and direct senior official engagement to build trust Project-related safety concerns center on construction noise and temporary road deterioration Environmental concerns focus on pollution affecting health	The information was noted for preparation of the ESIA. Mitigation for 56 vulnerable families should include prioritized job access, training inclusion and infrastructure restoration commitments.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Beruniy makhalla; Vulnerable group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with vulnerable groups on 29 th January 2026. Venue: Beruniy makhalla, Kuychirchik district Participants: 12 (4 women and 8 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Difficulty to find a job, especially for the family that need to constantly care for incapacitated family members Concern related to the risk of increasing noise level and deterioration of existing road infrastructures Expectation for expansion of social services, training courses for young people, and possible opening of new enterprises	The information was noted for preparation of the ESIA. Mitigation for 56 vulnerable families should include prioritized job access, training inclusion and infrastructure restoration commitments.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Beruniy makhalla; Women group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with women groups on 29 th January 2026. Venue: Beruniy makhalla, Kuychirchik district Participants: 13 (all women)	Participants provided responses to FGD questions, including Gender roles, equality, Women groups and social support, livelihoods and economic participation, land use, education, GBVH, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Concern on potential increase noise level and temporarily deteriorate road conditions due to increased traffic and construction activities Primary environmental concerns revolve around the quality and reliability of water, soil and air Expect the safe and confidential complaint channels for women workers and residents Expectation for expanding vocational and skills training tailored to women's needs; creating safe and accessible job opportunities in or near the mahalla, including in future airport-related enterprises; providing support for childcare and flexible working hours so that caregivers can participate in paid work Expectation to job creation, improved health services, and better infrastructure and services (waste collection and transport)	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Do'stlik makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 29 th January 2026. Venue: Do'stlik makhalla, Kuychirchik district Participants: 12 (4 women and 8 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: No particular concern on potential environmental impacts. Expectation to job creation, reduced unemployment and reduction in labour migration Expect fair and transparent access for local residents, to employment opportunities	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Kushek makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 29th January 2026. Venue: Khusek makhalla, Kuychirchik district Participants: 17 (8 women and 9 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expectation for potential job creation, improved road infrastructure, and reduced migration. Concern on potential increased crime, drug trafficking, increased noise, and a deterioration in quality of life, particularly for the elderly and vulnerable groups. Expect timely and transparent communication, priority employment for local residents, public order measures, and accessible complaint channels.	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Khalkhabad makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 30th January 2026. Venue: Khalkhabad makhalla, Kuychirchik district Participants: 10 (4 women and 6 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expectation for infrastructure improvement (better roads, traffic regulation), enhanced access to services, new employment opportunities Concern on groundwater availability and quality that might decreased due to the construction. Concern on increased traffic, road safety, dust generation, noise level, and disturbance from construction activities, and relocation of the cemeteries Suggestion to connect the mahala to a central water supply system, improve road safety infrastructure, and ensuring accessible and transparent communication with residents	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Khalkhabad makhalla; Women group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with women groups on 30th January 2026. Venue: Khalkhabad makhalla, Kuychirchik district Participants: 10 (all women)	Participants provided responses to FGD questions, including Gender roles, equality, Women groups and social support, livelihoods and economic participation, land use, education, GBVH, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: There is concern that airport construction will cause drop in groundwater level, which will affect household drinking water, cooking, and hygiene. Concern on relocation of the cemeteries. Potential impact is expected, but need concrete women-sensitive mitigation (reliable central water supply, improved health diagnostics, safe and affordable transport, respect for burial practices, and accessible employment opportunities for women linked to the new airport).	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community –Sergeli makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 30th January 2026. Venue: Sergeli makhalla, Kuychirchik district Participants: 19 (10 women and 9 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expectation on infrastructure upgrades, job creation, and tourism-driven service. Concern on dust generation, noise during airport operation, road damage, road safety near school, ecological harm	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Sergeli makhalla; Women group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with women groups on 30 th January 2026. Venue: Sergeli makhalla, Kuychirchik district Participants: 10 (all women)	Participants provided responses to FGD questions, including Gender roles, equality, Women groups and social support, livelihoods and economic participation, land use, education, GBVH, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Key concern on influx related harassment and noise disrupting safety	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Yangiyul makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 30th January 2026. Venue: Yangiyul makhalla, Urtachirchik district Participants: 12 (4 women and 8 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expect on jobs opportunity, reduced unemployment, better road Concern on water loss/groundwater depletion, noise generation, dust generation from the Project, transportation access. Suggest for water pipeline connection, prioritized local hiring, and traffic management. Suggest for inclusive engagement—no participation barriers noted, proxies used.	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Yangiyul makhalla; Vulnerable group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with vulnerable groups on 30 th January 2026. Venue: Yangiyul makhalla, Urtachirchik district Participants: 10 (4 women and 6 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Concern on water loss/groundwater depletion, due to Project activities. Concern on construction dust and noise that potentially indirectly raise accident risks on unpaved roads Expectation on unemployment reduction, better road. Suggest for water pipeline connection, prioritized local hiring, traffic management, paved roads	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Surum makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 31st January 2026. Venue: Surum makhalla, Kuychirchik district Participants: 13 (6 women and 7 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expect for clear, authoritative information on project boundaries, red lines and future infrastructure. Concern on community safety, mainly linked to infrastructures (railways, planned toll road and new railway lines), potential increased accident risks and environmental impacts (noise, vibration) Concern on relocation of the cemeteries Concern on decreased of groundwater quality and availability	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Surum makhalla; Vulnerable group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with vulnerable groups on 31 st January 2026. Venue: Surum makhalla, Kuychirchik district Participants: 10 (4 women and 6 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Expect for clear, authoritative information on project boundaries, red lines and future infrastructure. Direct engagement with vulnerable households Concern on loss of housing and land Concern on increased traffic and accident risk on road without adequate traffic light and pedestrian, new railway and toll road alignment close to residential, and possible construction hazard and environmental impacts (dust, noise, further water contamination). Expect for new jobs, improved roads, better services Concern on cemeteries relocation	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Surum makhalla; Women group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held with women groups on 31 st January 2026. Venue: Surum makhalla, Kuychirchik district Participants: 10 (all women)	Participants provided responses to FGD questions, including Gender roles, equality, Women groups and social support, livelihoods and economic participation, land use, education, GBVH, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Concern in theft and being relocated to far, swampy areas, increase pressure on weak services and public spaces. Concern on possibility to more harassment in public space from increase of external workers presence. No particular concern on environmental impacts.	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Tarakkiyot makhalla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	An FGD was held on 31st January 2026. Venue: Tarakkiyot makhalla, Urtachirchik district Participants: 10 (4 women and 6 men)	Participants provided responses to FGD questions, including livelihoods and economic participation, land use, social impact, employment, skills development, cultural heritage, education and health, vulnerability, and potential project impacts. The following feedback and concerns were raised: Appreciation on improvements in infrastructure, particularly roads. Concern for road safety, suggestion for improvement in road traffic management infrastructure Expect new job opportunities Concern on disruption to (public) services or increase in living cost (e.g. water, transport) Concern on cemeteries relocation	The information was noted for preparation of the ESIA. The ESIA will assess all environmental and social impacts per national and lender requirements, including biodiversity and noise impacts. Findings will be presented to stakeholders during disclosure.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Kushek, Sergeli, Beruniy, and Dustlik Makahlla; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	A Public Consultation was held on 28 th January 2026. Venue: Tashkent region, Kuyichirchik District, 45-School Participants: 64 (28 women and 36 men) Brochures distributed: 70 (60 copies in UZB and 10 copies in RUS)	The public consultation opened with explanation of the purpose of the meeting, brief overview of the Project, potential impact both positive and negative, and key entities involved in the Project. Information on GRM, its objectives, also presented in this public consultation. During the construction phase, the Project is anticipated to generate approximately 5,500 job opportunities and expected to create more than 1,000 permanent jobs during its operation. Discussion on relocation of four cemeteries also conducted, which from the discussion it was indicated that there are no relatives were identified in relation to those cemeteries in this community. During the Question-and-Answer session, in general the community members asked about the benefit of the Project, business opportunity, workers recruitment, financing of the Project, possibility for infrastructure improvement, the access to airport during operation by local communities, and potential impacts from the airport project.	The Project explained that the benefit of the Project will include job creation, increased demand of services and supplies, improved connectivity, long-term economic growth, investment, and skills development in surrounding communities. The Project also explained that the priority will be given to local and regional workers during recruitments, where skills are available. The potential for infrastructure improvement will be focused on where the Project activities affect existing roads.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
Tashkent regional community – Aranshi, Yongichqoli, Kim Pen Xva, and Taraqqiyot Communities in Urtachirchik Districts; Mix group	To provide information about: Key project information and obtain feedback. To outline ESIA activities to be undertaken by 5 Capitals (part of SLR), including public meetings, FGDs and household surveys. Potential construction and operational impacts, potential mitigation and monitoring measures. The Project's grievance redress mechanism and explain how stakeholders can access it	A Public Consultation was held on 28th January 2026. Venue: Tashkent region, Urtachirchik District, 2nd Polytechnic School Participants: 16 (2 women and 14 men) Brochures distributed: 70 (60 copies in UZB and 10 copies in RUS)	The public consultation opened with explanation of the purpose of the meeting, brief overview of the Project, potential impact both positive and negative, and key entities involved in the Project. Information on GRM, its objectives, also presented in this public consultation. During the construction phase, the Project is anticipated to generate approximately 5,500 job opportunities and expected to create more than 1,000 permanent jobs during its operation. Discussion on relocation of four cemeteries also conducted, which from the discussion it was indicated that there are no relatives were identified in relation to those cemeteries in this community. During the Question-and-Answer session, in general the community members asked about the benefit of the Project, business opportunity, workers recruitment, construction timeline, issue related to land use, potential impacts from the airport project. Specific question asked regarding the opportunity for retired person to be employed.	The Project explained that the benefit of the Project will include job creation, increased demand of services and supplies, improved connectivity, investment, and skills development in surrounding communities. The Project also explained regarding opportunities for local communities to be involved in service providence during construction. There is also possibility for retired person to be employed, subject to medical fitness and jobs availability. The Project provided information on construction timeline. For land use, the Project advise the community member to contact District Khokimiyat and the Regional Cadastre Agency.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
National EIA Stakeholder Engagement				
Local leaders and Mahalla representatives	Project overview; proposed airport development; E&S impacts; EIA process; opportunities for questions and feedback.	Community consultations in three mahallas, 24–25 December 2025 and 28–31 January 2026	Communities expressed interest in employment opportunities, infrastructure improvements and opportunities for local businesses during construction and operation.	Project benefits and development opportunities were discussed as part of the national EIA process. The EIA also incorporates measures to manage potential environmental impacts and identifies socio-economic benefits associated with the Project.
Local residents, mahalla representatives, Hokimiyats, environmental authorities and other interested stakeholders	Environmental impacts and proposed mitigation measures; public views on the Project.	Formal public hearing on 17 February 2026, at the Polytechnic College in MFY Khalkabad	Local residents supported the Project and no objections were raised.	The public hearing protocol was prepared and signed/agreed by the relevant participants. Issues raised during the hearing were considered in the national EIA and associated environmental requirements.
State Environmental Expertise / environmental authorities	Environmental assessment requirements and measures to be incorporated into the Project.	Public hearing on 17 February 2026	State Environmental Expertise raised a requirement for a pre-construction inventory and assessment of trees and other vegetation, with participation of the developer/contractor, relevant environmental authorities, biodiversity department and district Khokimiyat.	The requirement was incorporated into the environmental requirements for the Project, including implementation of a vegetation/tree inventory prior to construction.

TARGET GROUP	CONSULTATION AGENDA	METHOD AND DATE OF CONSULTATION	INPUTS FROM STAKEHOLDERS	PROJECT RESPONSE
District Khokimiyats and other government stakeholders	Project implementation, environmental and social considerations, local infrastructure and community issues.	Consultations during December 2025 to January 2026 and participation in the 17 February 2026 public hearing.	The EIA records participation and discussion of the Project and its potential environmental and socio-economic implications. No specific additional concerns from the Khokimiyats are individually recorded in the available EIA text.	Relevant comments and requirements were considered in the national EIA and incorporated into the Project's environmental management and mitigation measures.

Appendix F – Stakeholder Consultation Brochure



Tashkent New Gateway Hub International Airport Project Information Brochure

Project Overview

Under the Resolution of the President of the Republic of Uzbekistan No. PQ-353 dated November 25, 2025, the Republic of Uzbekistan is undertaking the development of the Tashkent New Gateway Hub International Airport to replace the existing Tashkent International Airport. The project will be implemented jointly by Vision Invest and Sojitz Corporation, appointed by the Ministry of Transport and Uzbekistan Airports, and is intended to transform the region into a major transit and trade hub while supporting the country's growing tourism and business sectors.

Who will develop the proposed project?

The proposed Tashkent New Gateway Hub International Airport ('the Project') will be developed jointly by Vision Invest and Sojitz Corporation appointed by the Ministry of Transport (MoT) and Uzbekistan Airports (UA) of the Republic of Uzbekistan.

Where will the project be located?

The proposed Project site is located approximately 23 kilometres south of Tashkent city and about 20km from the existing Tashkent International Airport, in a predominantly flat rural area within the territory of the Tashkent Province, Urta-Chirchik and Kuyi-Chirchik districts (See Annex A)

What are the land requirements of the project?

The land allocated to the development of the project will cover 1,300ha and is adjacent to the community of Imeni Kirova to the south, with several small villages nearby. The site consists of agricultural land used to grow crops such as wheat, cotton and trees with irrigation channels and collectors and a community to the south. Additionally, there are four inactive graveyards (See Annex A).

What will be the expected impacts?

The development of the Project is expected to result in both direct and indirect impacts within the defined Project Area of Influence, which encompasses a 5 km radius around the proposed airport site. These impacts are anticipated to affect communities, households, and economic activities in proximity to the project boundary.

The development of the project will result in both physical and economic displacement within the Project footprint. Physical displacement will primarily affect the small community to the north of the project boundary (see Annex A), requiring individuals and families to relocate outside the designated area of impact. This will include the impact on residential homes, and other assets. The project will also cause economic displacement which will affect individuals rely on the land, businesses, natural resources (and any other livelihoods in the area). This will include the loss of all or part of their economic activities.



Within the Project Area of Influence (AoI) defined as a 5 km radius for the ESIA study, the significance of these impacts will depend on the scale and distribution of affected individuals, the availability and accessibility of alternative resources and livelihood options, and the socio-economic vulnerability of the affected population. Appropriate mitigation measures to avoid, minimize, and manage adverse effects will be identified and assessed as part of the ESIA process in line with applicable national regulations and international standards.

What are the project obligations in mitigating the expected impacts?

The project will be financed by international financing institutions which require adherence to stringent standards in relation to the land acquisition process. As part of these requirements, the project will undertake meaningful consultations with all stakeholders and project affected persons (formal and informal). The consultations will include provision of project information, collection of data and as an opportunity for the affected persons to provide feedback. As part of the ESIA and Resettlement Action Plan (RAP) process, the project team is undertaking an assessment of the potential social and environmental impacts of the new airport development on surrounding communities. The primary study area includes the project footprint, encompassing all land, proposed physical structures, equipment, and construction and operational activities, as well as the associated access road.

In addition to the ESIA, a Community Need Assessment Plan will be prepared to provide a structured approach to identifying the needs, priorities, and vulnerabilities of communities within the project's area of influence, and to inform appropriate community-focused mitigation and enhancement measures.

During the ESIA stage, the social assessment will employ a combination of data collection methods, including socio-economic surveys, bilateral meetings with relevant authorities, key informant interviews, and focus group discussions, to comprehensively assess the potential social and economic impacts of the project. Please find the details below:

- **Socio-economic Surveys:** Socio-economic surveys will collect key quantitative data on communities and individuals affected by the project, including demographics, income, livelihoods, land ownership, and access to basic services. They help identify households facing physical or economic displacement and assess socio-economic vulnerability. The findings provide the ESIA baseline, guiding impact assessment, mitigation, and livelihood restoration planning. The Socio-economic survey will commence from 31st January 2026 to 8th February 2026.
- **Bilateral Meetings:** Direct consultations with government and institutional stakeholders to gather information on policies, regulations, and support programs. In an ESIA context, this will help clarify legal obligations, align project plans with local priorities, and identify collaboration opportunities to mitigate community impacts.
- **Key Informant Interviews (KIIs):** Key Informant Interviews (KIIs) are semi-structured discussions with individuals who have specialized local knowledge, such as local Government Agencies, Makhalla leaders, community leaders, NGOs. They provide qualitative insights on social dynamics, livelihoods, and potential project impacts, helping validate survey data, identify vulnerable groups, and guide targeted mitigation in the ESIA.



- Focus Group Discussion (FGDs):** Focus Group Discussions (FGDs) are participatory sessions with community members—often separated by gender, age, or vulnerability—to explore project impacts, priorities, and perceptions. Facilitators use structured topics and tools like ranking or mapping exercises. In an ESIA, FGDs provide qualitative insights on community concerns, social dynamics, and risks, guiding mitigation measures and tailored engagement or livelihood restoration strategies.

Grievance Redress Mechanism

The Project has established a Grievance Redress Mechanism (GRM) through which all stakeholders, including affected communities and other interested parties, may submit complaints, concerns, or requests for additional information related to the Project. The GRM is designed which requires clients to establish a grievance mechanism to receive and facilitate resolution of affected communities' concerns. The contact details are provided in the table below.

COMPANY	CONTACT DETAILS
Uzbekistan Airports	Name: Mr. Djasur Sharipov Tel: +998901890307 Email: dj.sharipov@uzairports.com
Vision Invest	Name: Bakhrom Abdulkadirov Tel: + +998 903 741 112 Email: b.abdulkadirov@visioninvest.com
Sojitz Corporation	Name: Akbarjon Akramov Tel: +998 93 500 55 54 Email: akramov.akbarjon@sojitz.com
Nazar Business & Technology (NBT) National ESIA and RAP Consultant	Name: Mrs Nodira Sadullaeva Tel: +99871-209-79-97 Email: nodira.sadullaeva@nbt.uz
Grievance Redress Committee	To be decided and will include some representatives from the local community

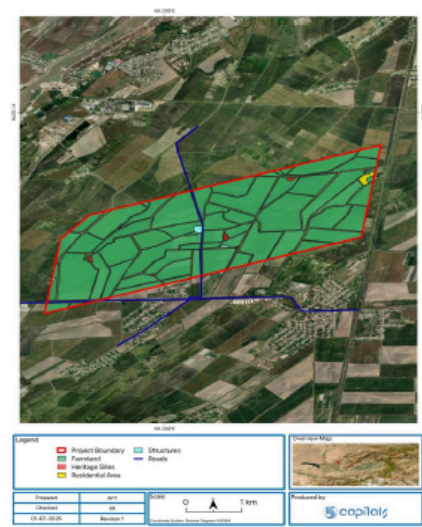
The grievance mechanism will be transparent, culturally appropriate, readily accessible, and free of charge, and will operate without the risk of retaliation. Grievances may be submitted verbally or in writing using the contact details provided below.



Annex A: Project location



Project location – national context



Project location- local context

Appendix G – Selected Stakeholder Engagement Photos



Stakeholder meeting with government officials, 5 December 2025



Consultation with Khalkobod Mahalla, 24 December 2025



Consultation with Kuyichirchik district Makhalla Chairmen and community representatives,
28 January 2026



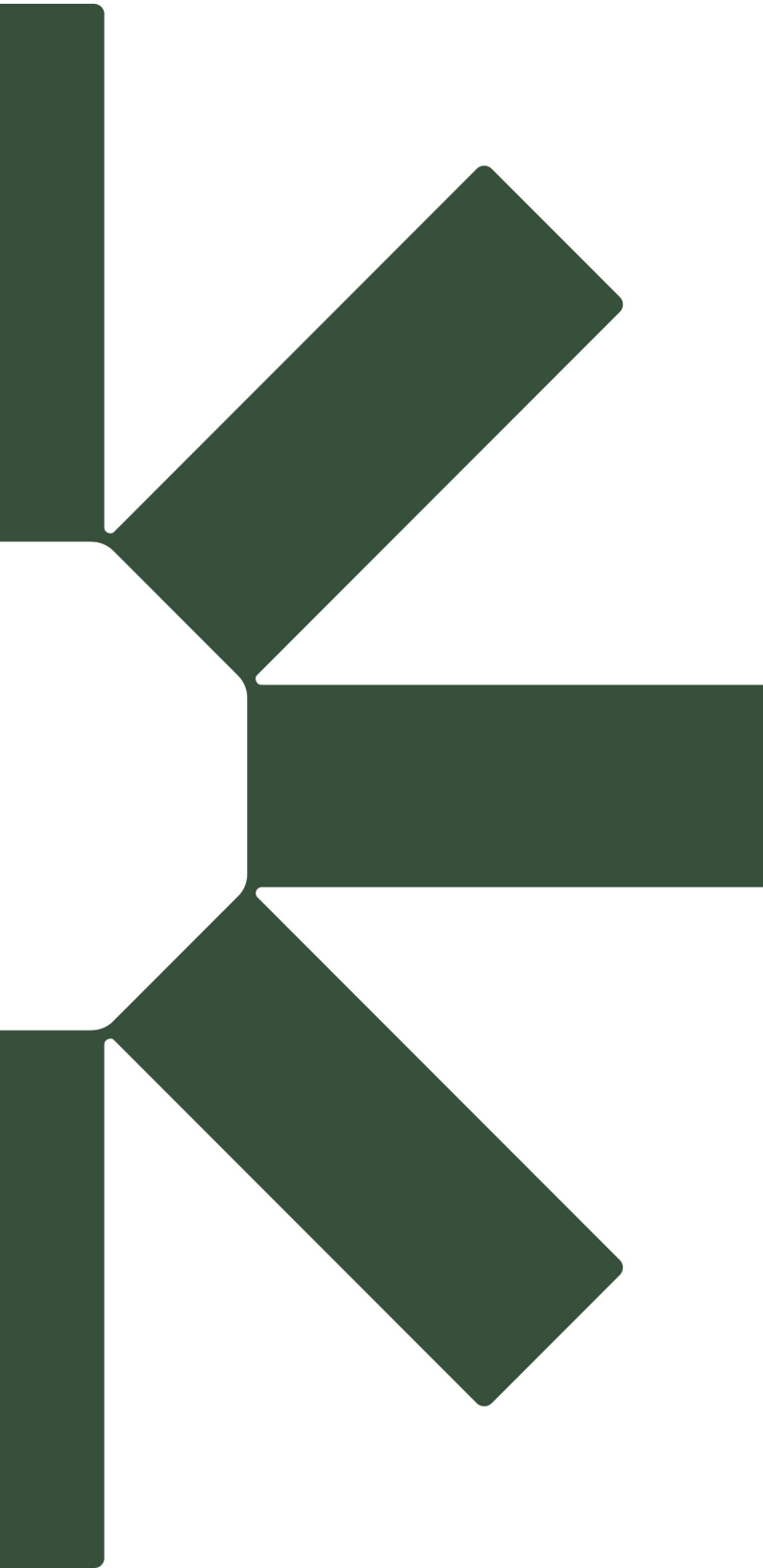
Consultation with Surum Mahalla community representatives, 25 December 2025



Consultation with Surum Mahalla community members, 24 December 2025



Consultation with Kuyichirchik district Makhalla Chairmen, and community leaders, 28 January 2026



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