



ESIA for Project Anma

Non-technical Summary

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A handwritten signature in black ink, appearing to be 'Meehee Suk', written over a horizontal line.

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1. INTRODUCTION

1.1 PURPOSE OF THE PROJECT

In alignment with the government's policy to expand the proportion of new and renewable energy sources through the "10th Basic Electricity Supply and Demand Plan (2022-2036)" and the "Renewable Energy 3020 Policy" implementation plan, it is necessary to secure clean energy sources to address the pressing issues of global warming and climate change.

South Korea's heavy reliance on imported fossil fuels has created a pressing need to diversify its energy mix, and offshore wind provides an efficient and scalable alternative to reduce greenhouse gas emissions and combat climate change.

Accordingly, the "Anma Offshore Wind Energy Co., Ltd. (AWC)" (hereafter referred as the "the Project") aims to establish renewable power generation facilities that prioritize environmental considerations, supporting the nation's sustainable policies and power supply objectives. The Project aims to support South Korea's transition to renewable energy by utilizing the region's abundant offshore wind resources.

Additionally, the Project is expected to stimulate regional economic development by creating local jobs and fostering industrial growth in areas such as manufacturing, operations, and maintenance. By developing domestic offshore wind resources, the Project also strengthens South Korea's energy security, reducing dependence on volatile global energy markets and ensuring a stable supply of clean electricity.

The shore areas of Yeonggwang-gun offer optimal wind conditions, making offshore wind development both efficient and less disruptive compared to onshore alternatives. Furthermore, the Project reflects South Korea's commitment to aligning with global trends in renewable energy, positioning the nation competitively in the international market while meeting its climate obligations. The Project represents a vital step towards addressing environmental challenges and building a sustainable energy future.

Anma Offshore Wind Energy Co., Ltd (AWC) conducted a series of assessments on the potential environmental and social impacts of the Project.

This Non-Technical Summary (NTS) provides a consolidated overview of those assessments. It includes a summary of the environmental and social baseline conditions; the methodology used to identify and assess potential impacts from Project activities; and the mitigation measures proposed for the construction and operational phases. It also outlines the monitoring programs to be implemented and the reporting procedures to be followed by AWC, including submissions to regulatory authorities and the Project's Lender group.

1.2 PROJECT COMMITMENT

The followings are the commitments of AWC provided under the Project website:

- Promises on the Environment: AWC aims to cultivate a positive recognition on the renewable energy while raising the awareness on the benefits it brings to current and future generations;
- Promises to the Community: AWC is committed to creating meaningful and sustainable change by enhancing the lives and quality of life within local communities; and
- Promises on the Company Culture: AWC is dedicated to fostering a people-centered, multicultural environment where the team can work, thrive, and grow.

As stated in the website, the Project is expected to become one of the first utility-scale offshore wind projects in South Korea. AWC will pioneer the expansion of the offshore wind industry of South Korea, and is anticipated to play a significant role in the nation's journey toward achieving carbon neutrality by 2050.

2. PROJECT DESCRIPTION

2.1 OVERVIEW

Anma Offshore Wind Energy Co., Ltd (AWC) is developing an offshore wind farm project located adjacent to Anma-do, Yeonggwang-gun, Jeollanam-do, Republic of Korea (the Project). The Project is managed by a special purpose company, AWC which is owned by Equis Wind (Korea) Holdings Pte. Ltd.

The Project is divided into two (2) phases - Phase 1 and Phase 2 - corresponding to Electricity Business Licenses (EBL 1 and EBL 2).

2.2 KEY PROJECT COMPONENTS

The main Project facilities and components are summarized below:

- Wind Turbine Generator (WTG) area divided in two (2) phases (i.e. Phase 1 and Phase 2), comprised of 38 WTGs with a permitted total capacity of 532 MW;
- 38 SGRE's SG DD-236 14.0 MW WTGs comprised of the tower, foundation, nacelle, hub, rotor, and blades;
- Approximately 120 km of 66 kV Inter-Array Cables (total for both Phase 1 and Phase 2);
- One (1) Offshore Substation (converting 66 kV to 230 kV);
- Two (2) circuits, each approximately 42 km of 230kV Offshore Export Cable (connecting from Offshore Substation to the landfall);
- A Transition Joint Bay at the landing point, receiving the 230kV Offshore Export Cable;
- Two (2) circuits, approximately 150m each of 230kV Onshore Cable (connecting the Transition Joint Bay to the Onshore Substation);
- One (1) Onshore Substation (converting 230 kV to 154kV); and
- Two (2) circuits, each approximately 1.5 km of 154 kV onshore cable (connecting from the Onshore Substation to the grid connection point, i.e. Korea Electric Power Corporation (KEPCO) substation).

Illustrative aerial views of the Onshore Substation and the WTG Area are shown in Figure 2-1 and Figure 2-2, and the layout of the Project location is shown in Figure 2-3.



FIGURE 2-1 ILLUSTRATIVE EXAMPLE OF VIEW TOWARDS THE ONSHORE SUBSTATION

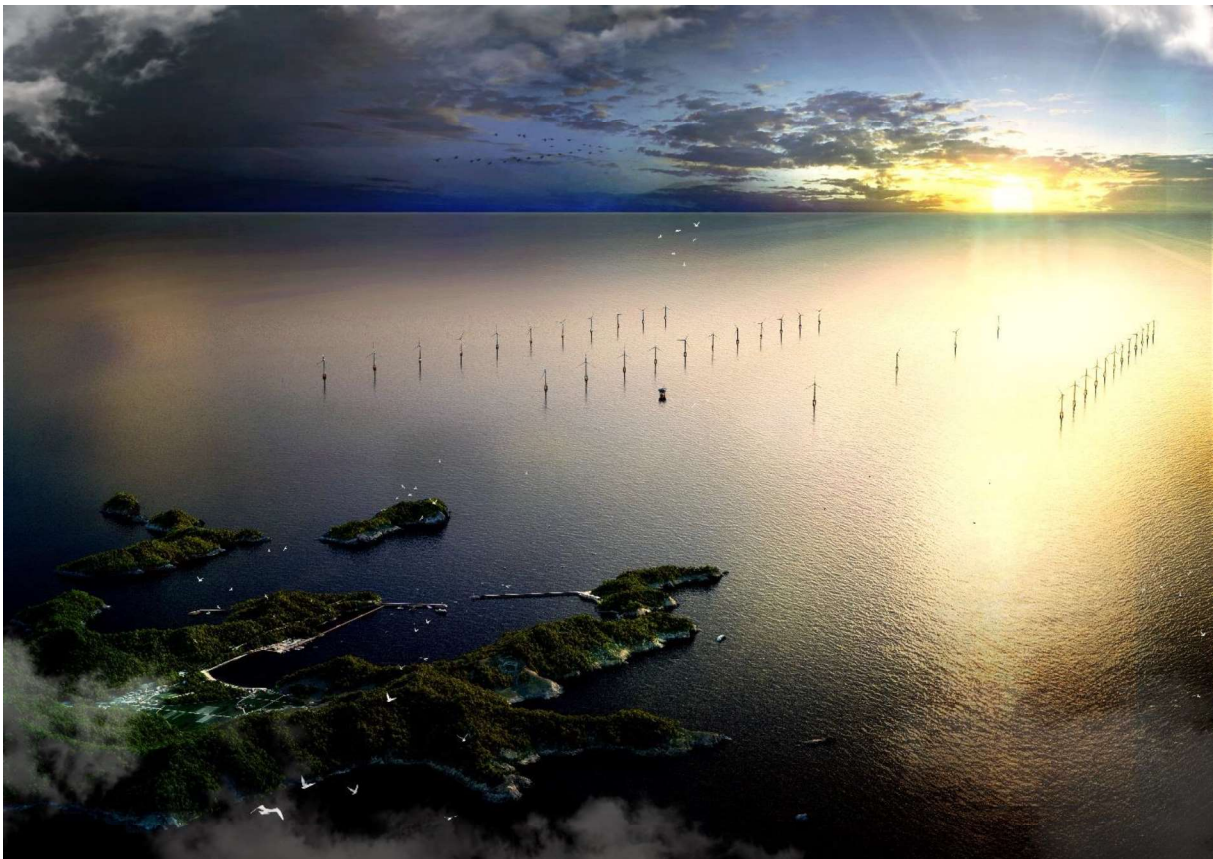
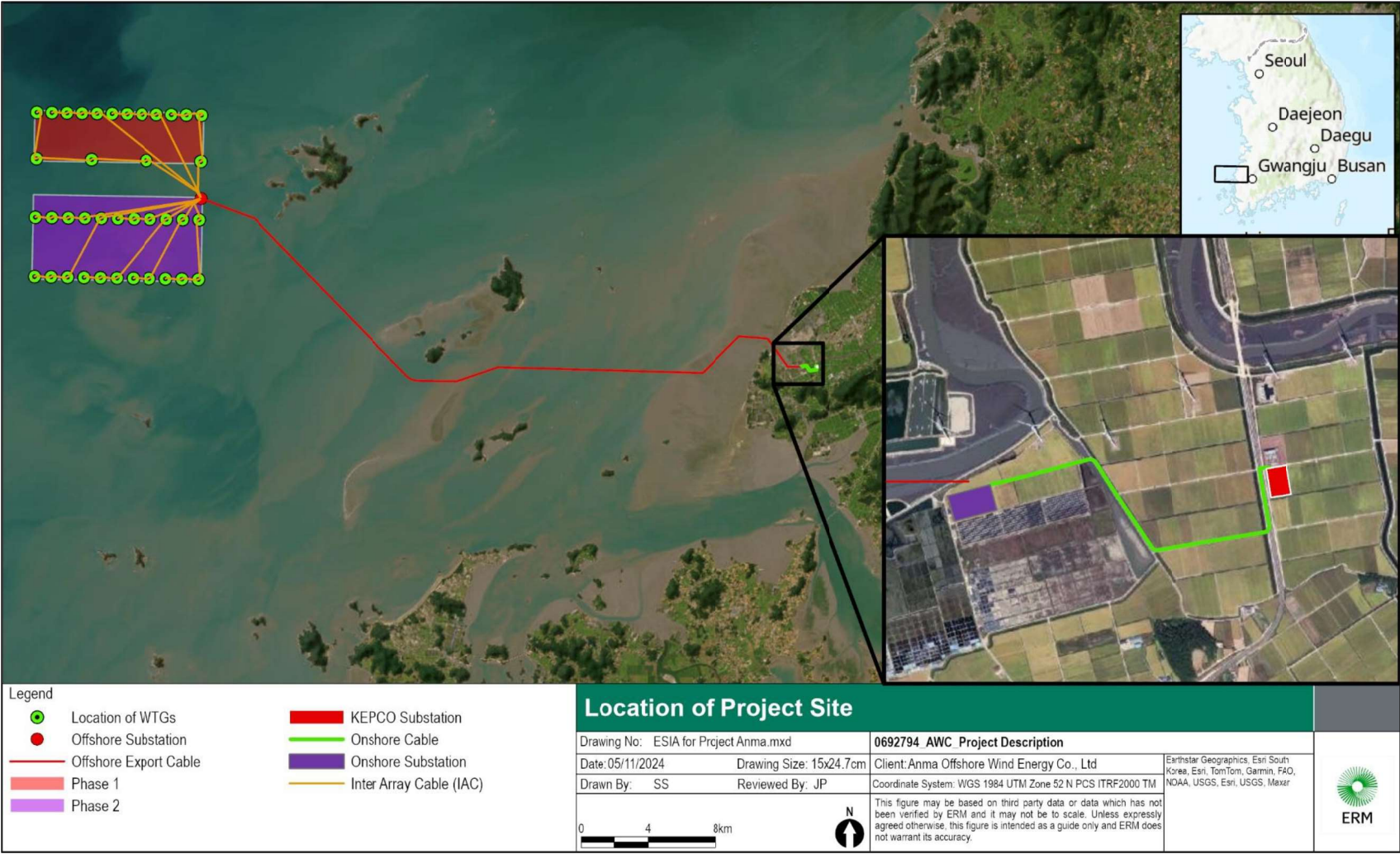


FIGURE 2-2 ILLUSTRATIVE EXAMPLE OF VIEW TOWARDS THE OFFSHORE WIND FARM



Note: Some final designs are still under validation process and thus will be updated in relevant documents later.
Source: Version 3 AWF

FIGURE 2-3 LOCATION OF PROJECT SITE

3. POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

The Project shall comply with the applicable national laws and regulations and applicable international standards, together with the Project specific policies and guidelines

3.1 NATIONAL LEGAL REQUIREMENTS

This section provides relevant E&S regulations/registration that is applicable to the Project. This section shall be read in conjunction with the series of Regulatory Environmental Impact Assessment (EIA) Reports for Project Anma that also provide details on the relevant E&S legal requirements of South Korea for the Project's construction activities.

Key E&S legislatives relevant to the Project in Korea:

- Framework Act on Environmental Policy (2021)
- Environmental Impact Assessment Act (2018)
- Air Environmental Preservation Act (2021)
- Water Environment Protection Act (2021)
- Waste Management Act (2021)
- Construction Waste Recycling Promotion Act (2021)
- Soil Environmental Preservation Act (2019)
- Noise and Vibration Control Act (2021)
- Industrial Safety and Health Act (2021)
- Dangerous Substances Safety Management Act (2020)

3.2 INTERNATIONAL STANDARDS

The Project will comply with internationally recognized environmental and social standards as follows:

Primary Environmental and Social Standards

- Equator Principles IV (EP4) (2020): EP4 requires conformance with relevant host country laws and international standards, including IFC Performance Standards.
- International Finance Corporation (IFC) Performance Standards (PS) (2012): The Project align with IFC Performance Standards, which serve as the core benchmark for environmental and social risk management.

Good International Industry Practice (GIIP)

- World Bank Group (WBG) Environmental Health and Safety (EHS) Guidelines: These include the General EHS Guidelines (2007) and sector-specific guidelines, which include:
 - WBG EHS Wind Energy Guidelines (2015)
 - WBG EHS Guidelines for Electric Power Transmission and Distribution Guidelines (2007)
 These WBG guidelines provide technical recommendations and performance levels that are widely recognized as GIIP and support the implementation of the IFC Performance Standards.

Other Relevant International Frameworks

- United Nations Guiding Principles on Business and Human Rights (UNGP BHR)

- Four principles in the International Labour Organization (ILO)'s declaration of Fundamental Principles and Rights at Work (ILO 1998)

3.3 PROJECT POLICIES

AWC has established a series of project specific policies to manage the environmental and social risks/impacts of the Project.

- **AWC Environmental, Social and Governance Policy:** The Environmental, Social, and Governance Policy outlines the Project's commitment to sustainable development. It emphasizes on eliminating or minimizing the adverse environmental and social impact, and maintaining high standards of corporate governance. The policy also addresses non-discrimination and consultation throughout the process.
- **AWC Human Resources Policy:** The Human Resources Policy outlines guidelines for managing human resources, including office/working hours, dress code, performance reviews, remuneration, recruitment, training, leave entitlements, insurance, employee behavior, workplace relationships, and disciplinary procedures.
- **AWC Code of Conduct:** Code of Conduct is designed to help employees maintain ethical and professional behavior while aligning with the Project's goals and values. Key principles include integrity, respect for investors, profitability, respect for employees, governance, business ethics, a culture of compliance, prohibition of harassment, and avoidance of conflicts of interest. Additionally, it includes an anonymous whistleblower and grievance reporting platform, enabling employees to report breaches or concerns confidentially, thereby supporting a culture of accountability and compliance.
- **AWC Anti-Bribery & Anti-Corruption Policy:** The Project strictly prohibits all forms of bribery and corruption, including both public and private sector bribery. The policy outlines the responsibilities of employees to comply with anti-bribery laws, avoid corrupt activities, and report any suspicious behavior.
- **AWC Anti-Money Laundering and Sanctions Policy:** The Project strictly prohibits all forms of bribery and corruption. The policy is designed to ensure compliance with applicable laws and relevant economic sanctions across all jurisdictions. The policy focuses on identifying and addressing suspicious transactions and counterparties to prevent violation on the sanction policy, and is applied to all employees and relevant third parties.
- **AWC Human Rights Policy:** The Project strictly prohibits all forms of modern slavery, discrimination, and unsafe work conditions to all employees, contractors, and suppliers. It guarantees fair labor practices, freedom of association, and grievance mechanisms with non-retaliation protections.
- **AWC Procurement and Supply Chain Policy:** The Project ensures that all procurement activities comply with ESG standards and ethical business practices. It applies to all suppliers and contractors, requiring fair labor, safe working conditions, and environmental responsibility. The policy includes risk-based supplier evaluations, audits, and corrective actions for non-compliance.
- **AWC Downscaling and Retrenchment Policy:** The Project provides guidance on fair and compliant workforce reductions during project transitions or operational changes. It aligns with Korean labor law and ILO standards, requiring early notice, stakeholder consultation, and mitigation measures. Grievance and monitoring systems are integrated to ensure transparency and fairness.

4. ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

AWC has established Environmental and Social Management System(ESMS) to identify, assess, and manage environmental and social risks throughout the project's lifecycle, adhering to regulatory standards and as well as the international guidelines. ESMS will be regularly updated to reflect project changes, regulatory requirements, and stakeholder engagement outcomes, and it is scheduled to be reviewed annually.

The ESMS will achieve continual performance improvement through the "Plan – Do – Check – Act" cycle:

- **Plan** involves establishing management programs and identifying E&S factors.
- **Do** ensures resource allocation for implementation of the management system.
- **Check** includes monitoring and reporting E&S compliance.
- **Act** focuses on continuous improvement based on audit findings.

To support implementation of the ESMS, AWC has developed a project-specific organizational structure, which includes clearly defined roles, responsibilities, and reporting lines for all environmental and social management functions. Dedicated personnel—including the E&S Manager, Local Engagement Manager, Social Manager, HSE Manager, Junior E&S Specialist, and supporting staff—are responsible for executing the ESMS. Their tasks include monitoring compliance, managing grievances, coordinating with contractors, and reporting performance to leadership. AWC ensures that these individuals possess the necessary qualifications, and where needed, engages external experts to support specialized tasks. Ongoing training programs are in place to maintain technical competency and meet stakeholder and lender expectations.

Furthermore, AWC has established a project specific Environmental and Social Management Plan (ESMP) as a core plan under ESMS that provides an overarching structure and includes subplans such as the stakeholder engagement plan, and emergency preparedness plan, each tailored to specific environmental and social aspects. The Stakeholder Engagement Plan further emphasizes transparent communication, consultation, and response strategies to build constructive relationships with affected parties and other interested groups, adapting as the project progresses.

The mitigation and monitoring measures described in Sections 5 will be implemented and overseen by this ESMS executing team throughout the Project lifecycle.

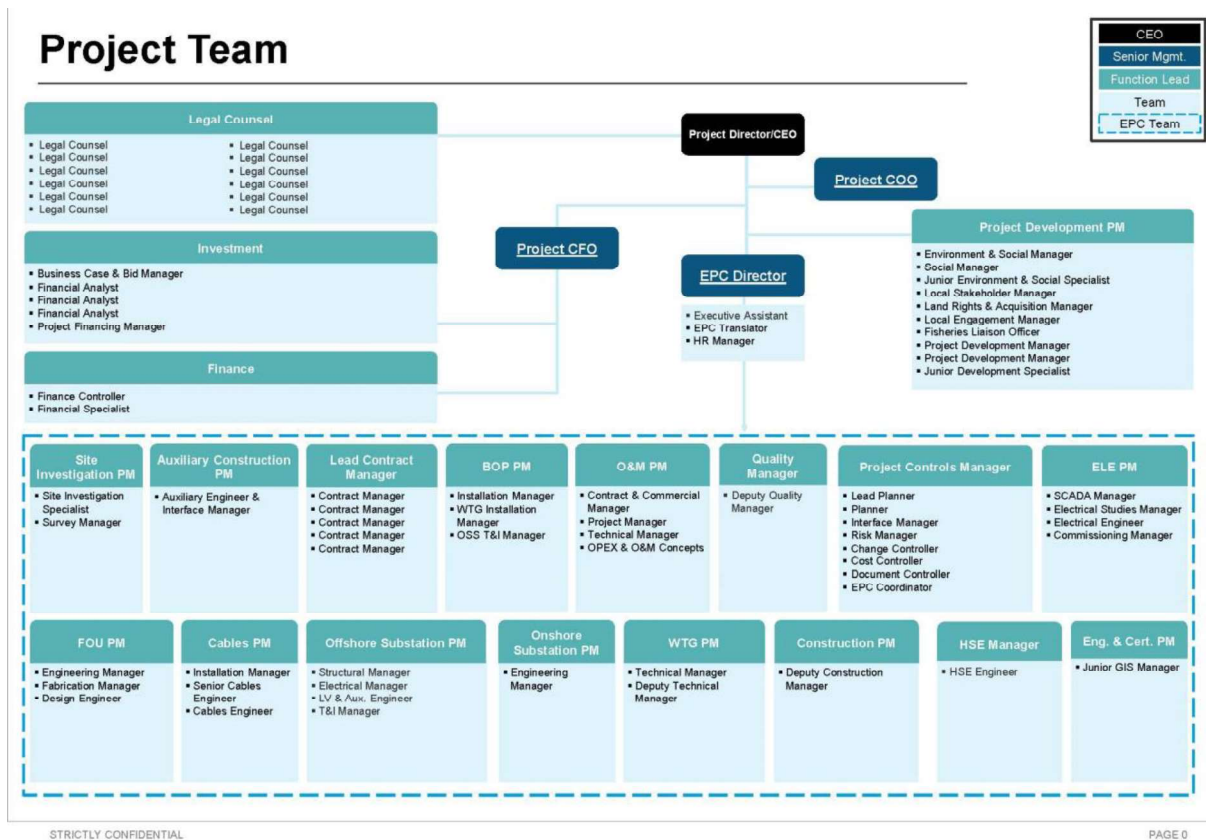


FIGURE 4-1 PROJECT TEAM ORGANIZATIONAL CHART

5. SUMMARY OF ENVIRONMENTAL & SOCIAL IMPACTS

5.1 POTENTIAL PROJECT E&S IMPACTS

Potential environmental and social impacts may arise throughout the project lifecycle, especially during the construction phase. Typical activities to the construction phase that may impact the environment include land clearing for site preparation and access routes, excavation, construction activities, laying of land cables, transportation of materials and fuels for onshore activities. Offshore activities with environmental impacts may include piling, laying of submarine cables alignments, installation of WTG foundations and WTG erection.

The main potential environmental and social impacts that could arise are presented in Table 5-1

TABLE 5-1 SUMMARY OF POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS

Aspect	Potential Impact	Location
Construction Phase		
Air Quality	- Impact from dust emission during the construction activities - Air quality impact due to exhaust gas from construction vehicles	Onshore
Birds	Minor impact due to the noise during construction activities	Both
GHG emission	GHG emissions from operation of construction machineries	Both
Landscape	Visual impact due to the construction of onshore facilities / installation of WTG	Both
Marine Flora and Fauna	- Minor impact due to dispersion of suspended sediments (SS) - Minor impact due to the underwater noise during construction activities	Offshore
Marine Water Quality / Sediments	- Dispersion of SS generated during construction activities - Marine water quality impact due to oil / fuel spill	Offshore
Noise and Vibration	- Terrestrial noise and/or vibration impact due to construction activities - Underwater noise impact due to underwater construction activities	Both
Soil Quality	- Soil contamination due to the potential oil spill - Generation of designate / non-designate waste	Onshore
Submarine Topography	Minor impact due to submarine construction activity	Offshore
Surface Water Quality	Surface water impact due to soil spill / runoff	Onshore
Terrestrial Flora and Fauna / Natural Resources	- Minor impact due to the dust emission during construction activities - Minor impact due to the noise during construction activities - Potential risk to human-caused introduction of invasive alien species - Loss on vegetation due to site clearing	Onshore
Topography / Geology	- Changes in the land topography due to the construction of the onshore substation - Soil spill - Creation of man-made slope section due to earthwork	Onshore
Waste Management	Generation of designate (hazardous) / non-designate (general) wastes	Onshore
Offshore Maritime Traffic	Potential risk of marine accidents, collisions, or confusion during inclement weather or high marine traffic periods	Offshore

Aspect	Potential Impact	Location
Military Radar Interference	Potential blind/shadow sector of military radar due to the installation of WTG	Offshore
Flood	- Potential interruption of the onshore substation operation - Damage of infrastructure requiring replacement of onshore transmission line sections or substation components	Onshore
Extreme Heat	Heat stress or heat exhaustion for personnel operating in the onshore substation or performing maintenance work within the WTG hub	Both
Cyclone and Hurricane	- Reduction of power generated - Potential accidents to project personnel	Offshore
Wind Speed	- Potential structural damage of WTG, OSS and onshore substation - Reduction of power generated - Potential accidents to project personnel	Both
Sea Level Rise	Increased wearing of onshore export cable	Onshore
Lightning	Possibility of structural damage of WTG and consequent loss of power generation.	Offshore
Supply Chain	- Exploitation of supply chain workers (e.g., low wages, absence of benefits, unpaid leave) - Risk of child labor and forced labor - Discrimination or exclusion of foreign workers, women, or vulnerable groups - Occupational health and safety risks in manufacturing or logistics	Both
Offshore Cable Installation & WTG Foundation Works	Temporary or spatial restriction on access to fishing grounds during construction	Offshore
Seabed Disturbance from Cable Burial	Displacement of fishing grounds; decreased fishery productivity due to sediment plumes	Offshore
Marine Noise and Vessel Activity	Disruption to fish migration and spawning activity; avoidance behavior by fish	Offshore
Legal/Customary Use of Public Waters by Prior Rightsholders	Potential loss of income or access for small-scale fishers with recognized prior rights	Offshore
Fishery Resource Reduction (Perceived/Actual)	Decrease in catch or market value due to proximity to offshore infrastructure	Offshore
Community	- Traffic congestion, dust, risk of accidents affecting residents related to the Onshore Traffic (Heavy Construction Vehicles) - Disturbance to nearby households due to the onshore construction noise - Exposure of residents to dust and particulate matter from construction equipment and truck traffic - Risk of vessel collisions or confusion among marine users during cable laying and WTG foundation works - Communicable disease risk due to temporary worker influx, and occupational risks extending into the community - Risk of inappropriate conduct or use of force by private security staff	Both
Worker	Physical injury or health risks from working at height, confined spaces, offshore conditions, marine transport, noise, vibration, and manual handling	Both

Aspect	Potential Impact	Location
	Risk of labor rights violations including excessive working hours, unpaid wages, unfair treatment, discrimination, or exposure to harassment	
Fisheries	- Reduction in fish catch due to ecosystem disturbance (e.g. turbidity, sedimentation, underwater noise) during offshore construction - Loss of access to traditional fishing grounds due to no-navigation zones - Increased travel time and fuel costs for fishers caused by rerouted fishing paths	Offshore
Socioeconomics	- Introduction of offshore wind development may result in community concern regarding employment distribution and skill mismatch - Limited local capacity to benefit from high-skill positions in the offshore wind sector - Missed opportunity for local employment and perception of exclusion	Both
Vulnerable Groups	- Elderly residents may be disproportionately affected by construction-related traffic, noise, and air quality due to lower mobility and health resilience - Physically challenged individuals may face accessibility risks or health vulnerabilities due to limited transport options and communicable disease exposure - Women may experience increased stress or vulnerability due to labor influx and fear of gender-based violence (GBV) - Elderly, women, or single-person households may be excluded from consultations due to literacy, mobility, or caregiving responsibilities	Both
Labour and Working Conditions	Violation of workers' rights (e.g., forced labor, excessive working hours, discrimination, unsafe working conditions, underpayment)	Both
Security	Risk of misconduct or abuse by private security personnel during construction (e.g., excessive force, lack of community awareness)	Both
Participation / Access to Remedy	Lack of effective communication or grievance mechanism for workers, suppliers, and local communities	Both
Barrier Effect and Collision Risk to Migratory Birds	- Potential collision risk for migratory birds due to the physical presence of WTGs along flight paths - Uncertainty about bird-turbine interactions during and after construction	Offshore
General	Cumulative impacts from offshore wind construction and fisheries, including turbidity, underwater noise, and ecosystem change	Offshore
Operational Phase		
Birds	Potential collision risk to birds	Offshore
Electromagnetic Field	Potential impact from electromagnetic field	Offshore
Industry	Potential impact on fisheries	Offshore
Marine Flora and Fauna	Potential impact due to the underwater noise during operation	Offshore
Noise and Vibration	Potential underwater noise impact during operation of WTG	Offshore
Radio Impact	Potential radio / TV interference or reception problems	Onshore
Soil Quality	Generation of non-designate waste	Onshore

Aspect	Potential Impact	Location
Surface Water Quality	Generation of sewage	Onshore
Waste Management	Generation of designate / non-designate waste	Onshore
Offshore Maritime Traffic	- Increased risk of vessel collision or navigational confusion in and around the wind farm area - Unintentional vessel entry into hazardous zones; delayed emergency response	Offshore
Military Radar Interference	Blind/shadow sector of military radar due to the presence of WTG	Offshore
Extreme Heat	Heat stress or heat exhaustion for personnel operating in the onshore substation or performing maintenance work within the WTG hub	Both
Cyclone and Hurricane	- Reduction of power generated - Potential accidents to project personnel	Offshore
Wind Speed	- Potential structural damage of WTG, landfall of offshore transmission line and onshore substation - Reduction of power generated - Potential accidents to project personnel	Both
Sea Level Rise	Increased wearing of Onshore export cable	Onshore
Lightning	Possibility of structural damage of WTG and consequent loss of power generation	Offshore
Presence of Offshore Wind Turbines (WTGs) and Submarine Cables	Long-term reduction in available fishing grounds due to permanent exclusion zones or safety buffers	Offshore
EMF or Underwater Noise from Operating Cables and Turbines	Perceived or actual changes in fish distribution or behavior near turbine bases and cables	Offshore
Decreased fish stock or altered habitat	Localized decline in fish catch or shifting species composition over time	Offshore
Community perception and socio-economic concerns	Loss of livelihood or trust in project operations among local fishers	Offshore
Community	- Potential community health impacts due to communicable disease transmission or inadequate safety coordination between workers and local residents - Risk of unauthorized security conduct or violation of residents' rights by subcontracted security providers - Exclusion of elderly or vulnerable residents from project communication	Offshore
Workers	- Health and safety risks to O&M (operation & maintenance) workers due to marine conditions, vessel transfers, confined spaces, and rotating machinery - Risk of non-compliance with worker's rights during long-term operations (e.g. working hours, discrimination, wages) - Lack of proper oversight of subcontractors and foreign workers	Both
Fisheries	- Long-term reduction of available fishing grounds due to no-navigation zone - Ecosystem disturbance leading to reduced catch (e.g., due to turbine presence, EMF, underwater noise) - Socioeconomic vulnerability of Permitted Fishery holders and informal fishers - Potential navigational risk to small-scale vessels near WTGs	Offshore

Aspect	Potential Impact	Location
Supply Chain	▪ Ongoing potential risk of labor violations (e.g., underpayment, excessive hours, lack of insurance) in subcontracted O&M suppliers ▪ Potential presence of forced labor or child labor ▪ Potential discrimination or lack of inclusion of women, migrant, or informal workers ▪ Weak grievance handling for supply chain workers during O&M	Both
Socioeconomics	▪ Missed opportunity to sustain local employment during long-term operation ▪ Lack of local workforce capacity for skilled O&M jobs ▪ Community dissatisfaction due to limited access to economic benefits from the project ▪ Unequal access to job information or capacity-building opportunities, especially for youth and vulnerable groups	Both
Vulnerable Groups	▪ Elderly residents may be excluded from project communication or benefit-sharing due to low mobility or digital illiteracy ▪ Women may face increased burden or be excluded from job/training opportunities during long-term O&M phase ▪ People with disabilities may be excluded from job opportunities or consultation events due to lack of accessibility	Both
Livelihoods (Fisheries)	▪ Continued exclusion from fishing grounds, reduced fish catch, or unresolved damage compensation	Offshore
Security Personnel	▪ Risk of inappropriate conduct or abuse of authority by contracted private security guards	Both
Worker and Community Grievances	▪ Lack of ongoing access to an effective remedy mechanism for grievances (e.g., O&M workers, residents)	Both
Supply Chain Practices	▪ Non-compliance with labor standards by long-term subcontractors	Both
Barrier Effect and Collision Risk to Migratory Birds	▪ Potential collision risk for migratory birds due to ongoing presence of WTGs in offshore migratory routes	Offshore
General	▪ Cumulative impacts from offshore wind operation and fisheries, including underwater noise and changes in marine ecosystems	Offshore

5.2 MITIGATION MEASURES

Although the impact assessment has determined negligible or low predicted impacts for most aspects, AWC has still proposed the implementation of various mitigation measures for different phases of the Project (construction and operation). Table 5-2 below summarize the construction and operation phase measures, respectively.

TABLE 5-2 SUMMARY OF MITIGATION MEASURES

Aspect	Mitigation Measure
Construction Phase	
Air Quality	▪ Conduct regular watering along access roads and entrances; apply additional watering during dry periods or when dust levels increase ▪ Enforce speed limit of 20 km/h and provide regular driver/operator training ▪ Install dustproof covers on vehicles and wheel/vehicle wash facilities at site entrances ▪ Assign and distribute construction equipment appropriately to avoid over-concentration ▪ Replace outdated equipment and use low-emission construction machinery ▪ Establish equipment operation plans to avoid peak-time usage; prohibit unnecessary engine idling ▪ Schedule construction during daytime to allow better atmospheric dispersion

Aspect	Mitigation Measure
	▪ Immediately suspend construction if air quality standards are exceeded or if grievances are filed; investigate and apply additional mitigation ▪ Comply with host country air quality standards
Birds	▪ Use low-noise and low-vibration equipment to reduce disturbance to bird foraging activities. ▪ Adjust pile driving intensity and apply noise mitigation to minimize bird impacts. ▪ Apply low-noise equipment during WTG installation. ▪ Implement additional mitigation (e.g., reduced intensity) if post-EIA monitoring indicates risks to bird migration or breeding. ▪ Conduct bi-monthly bird surveys and semi-annual monitoring of onshore flora and fauna during construction. ▪ Implement dust control and coastal runoff prevention measures near shoreline areas (e.g., drainage, settling basins).
GHG emission	▪ Use low-carbon materials, recycled resources, and eco-certified equipment wherever feasible. ▪ Review equipment deployment efficiency and check for idling semi-annually during construction.
Landscape	▪ Apply a color scheme that harmonizes with the surrounding environment, including OWF and onshore components. ▪ Design the onshore export cable to minimize visual impact in open coastal areas. ▪ Develop a landscape plan aligned with Yeonggwang-gun's local landscape guidelines.
Marine Flora and Fauna	▪ Visually monitor suspended sediments (SS); suspend work and adjust methods if SS increases significantly. ▪ Conduct continuous monitoring, especially near cable routes; apply additional measures if impacts to benthic species are observed. ▪ Prepare for marine pollution response; establish response team and conduct regular training. ▪ Consider air bubble curtains, isolation nets, cushion blocks, and stop gates for underwater noise mitigation. ▪ Install silt curtains as needed to protect legally protected species. ▪ Include cable areas near fishery rights in SS monitoring and apply further controls based on post-EIA findings.
Marine Water Quality / Sediments	▪ Conduct visual and monthly monitoring of suspended sediments (SS); suspend work and adjust methods if SS increases significantly. ▪ Install silt curtains along the export cable route to prevent SS dispersion. ▪ Expand water and sediment quality analysis to include additional parameters (e.g., Si, Fe, Mn, Al, Co). ▪ Implement oil spill prevention measures and establish a marine pollution response system in coordination with authorities. ▪ Apply SS reduction measures based on post-EIA verification.
Noise and Vibration	▪ Conduct pre-construction visual surveys for marine mammals and suspend pile driving if any are observed. ▪ Implement phased pile driving alarms to allow marine life to evacuate before full impact. ▪ Follow MOE's Noise and Vibration Management Guidelines. ▪ Limit construction vehicle speed to 20 km/h, prohibit horn use, and control vehicle spacing. ▪ Use low-vibration equipment near sensitive receptors and notify nearby residents in advance. ▪ Monitor finless porpoise presence and movement; include offshore cable routes in seasonal underwater noise surveys (min. 10 points). ▪ Apply appropriate underwater noise mitigation (e.g., air bubble curtain, cushion blocks, HSD, cofferdam). ▪ Minimize simultaneous operation of heavy machinery. ▪ Notify nearby residents in advance before starting high-noise activities.

Aspect	Mitigation Measure
	Deploy marine mammal observers (MMOs) and conduct acoustic monitoring during construction to enhance detection and mitigation.
Soil Quality	- Prohibit on-site oil replacement; use authorized off-site shops in Yeonggwang-gun for servicing. - Collect unavoidable waste oil in designated containers and outsource disposal to licensed contractors. - Store and manage waste oil in compliance with applicable regulations for hazardous waste. - Conduct quarterly post-EIA monitoring near waste oil storage areas. - Classify and treat discovered buried waste or obstructions according to legal requirements. - Use external service shops for equipment inspection and maintenance whenever possible.
Submarine Topography	- Specify burial depth and methods for each offshore cable section with appropriate mitigation measures. - Adjust installation methods and timing in sand ridge areas to minimize topographic disturbance. - Conduct surveys and evaluations of marine physical conditions, including seabed topography (e.g., via bathymetric surveys).
Surface Water Quality	- Avoid construction during rainy seasons where feasible and apply phased cutting and filling to reduce soil runoff. - Install temporary drainage and settling basins near the onshore substation; set SS concentration target at 100 mg/L and monitor effectiveness. - Use runoff prevention nets and compact fill materials to minimize soil movement. - Provide portable toilets on-site and outsource human waste handling. - Reuse excavated areas as settling basins to control stormwater and sediment. - Prepare oil spill response plans and coordinate with relevant authorities for emergency readiness.
Terrestrial Flora and Fauna / Natural Resources	- Train workers on vegetation and wildlife protection; prohibit poaching and plant harvesting. - Prevent spread of invasive alien species by following Korea MoE's 2021 management guidelines. - Apply dust control using MOE's Dust Scattering Manual; install wheel washing facilities and operate sprinklers. - Conduct gradual land clearing to allow animal migration and avoid nocturnal construction where feasible. - Use low-noise, low-vibration equipment to reduce disturbance to otters, wildcats, and legally protected species. - Avoid rainy season construction where feasible; cover slopes and install drainage and settling basins to reduce runoff. - Schedule tidal flat works to minimize disruption to water birds, using tidal gaps efficiently. - Plant native vegetation around the onshore substation to restore habitat. - Consult relevant authorities when encountering high-conservation areas and apply site-specific mitigation. - Monitor flora and fauna changes periodically during construction. - Use phased scheduling and temporary runoff control (e.g., silt fences, sediment traps) to reduce ecological disturbance near waterways.
Topography / Geology	- Use colors, materials, and planting schemes that blend with the surrounding landscape to minimize visual impact. - Apply appropriate slope angles and protective measures (e.g., grass planting, retaining walls) for any unavoidable slope areas. - Avoid construction during rainy seasons where feasible to reduce erosion. - Install diversion waterways, drainage, and temporary settling basins in cut-and-fill areas to manage stormwater and prevent soil runoff.

Aspect	Mitigation Measure
Waste Management	- Install material-specific recycling bins at field offices, sites, and vessels; treat recyclable waste per Yeonggwang-gun's waste plan. - Provide worker training to prevent illegal dumping and manage temporary waste storage appropriately. - Treat non-recyclable waste and human excrement in compliance with local regulations; install and manage portable toilets and onboard prevention systems. - Store unavoidable waste oil in proper containers and outsource disposal to licensed contractors; maintain treatment logs. - Waste oil storage must follow legal requirements (e.g. roof, paved floor, drainage, signage, <45 days storage). - Equip vessels with oil pollution prevention systems and onboard waste oil containers; fully consign marine waste oil. - Outsource all construction waste disposal with official purchase orders to certified contractors to avoid illegal disposal. - Unexpected waste will be managed in compliance with relevant regulations.
Offshore Maritime Traffic	- Follow maritime traffic safety procedures during inclement weather. - Provide EPC contractors with training on compliance with Mokpo Port/Coastal VTS protocols. - Notify relevant authorities of construction schedules or changes in advance.
Military Radar Interference	Ensure shadow zone generated due to WTGs are resolved before commencement of construction.
Flood	- Elevate foundation level of building and outdoor equipment - Design the drainage system taking into consideration flood risk - Use waterproof sealing type for onshore cable
Extreme Heat	Make appropriate considerations while designing the cooling and ventilation systems of the onshore substation and WTG hubs.
Cyclone and Hurricane	Design and install the onshore substation to withstand extreme wind and precipitation, including elevated foundations and proper drainage.
Wind Speed	- Turbine models designed in accordance with international and local standards - Install appropriate SCADA system and controller - Design of the onshore substation roof taking into consideration extreme winds speed - Design the onshore substation layout to mitigate risk of falling objects in areas to be occupied by infrastructure or personnel
Sea Level Rise	Consider sea level elevation to onshore transmission line during detailed design of routing
Lightning	Design WTGs to withstand lightning in accordance with both international and national standards.
Offshore Cable Installation & WTG Foundation Works	- Notify local fishers in advance and coordinate construction schedule to minimize the impact to peak fishing periods - Use phased construction to minimize area/time of access restriction
Seabed Disturbance from Cable Burial	- Apply low-impact burial methods (e.g., jet trencher/jet sled) - Monitor SS levels and adjust construction if thresholds are exceeded
Marine Noise and Vessel Activity	- Apply noise attenuation methods (e.g., bubble curtain) - Implement speed restrictions and designated marine traffic routes for construction vessels
Legal/Customary Use of Public Waters by Prior Rightsholders	- Conduct voluntary Fishery Damage Impact Assessment (FDIA) - Conduct Fishery Damage Investigation (FDI) in accordance with the Fisheries Act - Identify affected parties and implement cash compensation or other negotiated entitlements

Aspect	Mitigation Measure
Fishery Resource Reduction (Perceived/Actual)	- Plan fishery stock enhancement in collaboration with fisheries - Establish a post-construction grievance mechanism
Community	- Limit vehicle speed, prohibit horn use - Notify residents in advance of high-noise activities. - Use low-vibration equipment - Implement dust control (e.g., regular watering, vehicle washing) - Install temporary traffic signs and pedestrian protection near construction areas. - Notify maritime safety authorities before construction and maintain emergency response readiness. - Require contractors to follow Code of Conduct and Safety Plans; promote community grievance mechanism. - Use only licensed security providers and prohibit physical engagement per Project policy and relevant law.
Worker	- Implement HSSE and Marine Coordination Plans - Conduct safety induction and provide contracts details - Ensure compliance with Korean Labor Standards Act and ILO standards. - Cascade Code of Conduct and grievance mechanism to all contractors. - Communicate employment terms and safety information in a language workers understand - Apply Accommodation Management Plan and conduct regular inspections of lodging facilities. - Manage a grievance mechanism for workers, including GBVH-related issues.
Fisheries	- Conduct Fishery Damage Investigation (FDI) per relevant laws to assess, verify impacts, and determine eligible parties for compensation. - Implement appropriate compensation measures based on validated fishing rights and FDI results. - Clearly mark and communicate restricted and no-navigation zones to stakeholders. - Notify relevant authorities in advance of navigational restrictions.
Supply Chain	- Require all contractors to follow the Employer's Code of Conduct and national labor laws. - Ensure contracts include fair labor standards. - Enforce self-assessments and corrective action plans. - Align with IFC PS2 and the Supply Chain Management Plan (SCMP), including EHS compliance. - Prohibit discrimination and promote inclusive hiring and anti-harassment practices. - Make grievance mechanisms accessible to all supply chain workers.
Socioeconomics	Engage with the community to adjust the job creation plan based on local labor market conditions.
Vulnerable Groups	- Manage construction traffic and use low-vibration equipment to reduce impacts on vulnerable groups. - Regularly engage with elderly and persons with disabilities using accessible formats and local organizations. - Monitor and address grievances from vulnerable groups as part of stakeholder engagement. - Use gender-sensitive communication methods and engage women's groups for inclusive consultation.
Labour and Working Conditions (incl. Supply Chain)	Develop and implement Employer's Code of Conduct, Human Resources Policy, Supply Chain Management Plan
Livelihoods (economic displacement)	Implement the Livelihood Restoration Plan and Stakeholder Engagement Plan to support affected communities.
Security	Develop and implement AWC's CoC for security worker

Aspect	Mitigation Measure
	▪ Maintain an accessible Grievance Mechanism
Participation / Access to Remedy	▪ Implement the Stakeholder Engagement Plan ▪ Implement separate grievance mechanism for communities and workers
Supply Chain Labor Practices	▪ Apply the Employer's Code of Conduct with HSSE provisions. ▪ Enforce ESG and anti-bribery policies across all operations.
Barrier Effect and Collision Risk To Migratory Birds	▪ Enhance WTG visibility using white-tint, UV-reflective paint, and aviation lights per MoLIT standards. ▪ Install bird protection systems with cameras and deterrent speakers on WTGs. ▪ Conduct bi-monthly bird surveys to monitor presence and behavior.
Underwater Noise Impacts on Marine Mammals	▪ Schedule piling to avoid peak marine mammal breeding seasons where feasible. ▪ Conduct pre-construction visual monitoring and pause work if marine mammals are detected. ▪ Use Acoustic Deterrent Devices (ADDs) before noise-intensive activities to encourage species to vacate the area.
General	▪ Investigate cooperative mitigation measures with adjacent offshore wind farms, including shared training programs for offshore personnel to safely handle and transport injured seabirds or other marine fauna
Operational Phase	
Birds	▪ Conduct bird surveys six times annually during operation for five years post-construction to monitor migration patterns and collision risks. ▪ Apply UV-reflective paint and MoLIT-compliant aviation lights and blade colors to enhance WTG visibility. ▪ Install bird monitoring and deterrent systems (e.g., cameras, speakers) to detect and prevent collisions. ▪ Analyze collision and evasion data regularly and consult with relevant agencies to refine mitigation measures. ▪ Adjust mitigation strategies (e.g., painting, deterrents) based on post-EIA monitoring results. ▪ Ensure all bird-related mitigation complies with domestic regulations.
Electromagnetic Field	▪ Monitor underwater noise at a minimum of 10 points, following the "Guidelines on the Sea Area Utilization Impact Assessment Report of Offshore Wind".
Industry	▪ Actively respond to any future complaints and consult with affected residents to address concerns appropriately.
Marine Flora and Fauna	▪ Conduct post-EIA monitoring near underwater cables; apply additional mitigation if zoobenthos biomass declines. ▪ Establish marine pollution response measures, including equipment, training, and coordination with authorities, in line with the Marine Environment Management Act. ▪ Monitor finless porpoise responses to operational noise and reflect findings in mitigation strategies. ▪ Plan fish stock enhancement (e.g., fish release) to compensate for resource impacts on local fisheries. ▪ Regularly monitor jellyfish polyps, if detected, and consider site-specific mitigation measures. ▪ Operate a 24-hour offshore wind farm control room to manage vessel safety and movements. ▪ Perform seasonal marine mammal and underwater noise surveys along the cable route; develop mitigation if distribution or behavior impacts are observed.
Noise and Vibration	▪ Monitor underwater noise impacts during turbine operation. ▪ Periodically monitor low-frequency noise near residential areas and apply mitigation if needed.

Aspect	Mitigation Measure
Radio Impact	Consult with residents and implement measures such as radio amplifiers or joint aerials if radio or TV reception interference occurs.
Soil Quality	- Install recycling bins - Provide guidance for proper domestic sewage separation. - Collect and treat human waste in compliance with applicable water quality standards.
Surface Water Quality	- Install private sewage treatment facilities for the onshore substation. - Ensure treated water meets discharge standards under the Sewage Act
Waste Management	- Install individual sewage treatment facilities at the onshore substation. - Recycle domestic and operational waste by type; outsource treatment to licensed companies. - Install labeled recycling bins and ensure accessible storage for collection vehicles. - Store recycled waste temporarily, then either self-manage or consign to authorized recyclers per local waste plans.
Offshore Maritime Traffic	- Establish a maritime traffic monitoring center to provide vessel traffic information near the WTG area. - Install navigational aids and lighting on each WTG in coordination with authorities. - Implement maritime safety regulations and an emergency response plan. - Designate a restricted zone around each WTG extending 150% of the blade length. - Ensure project details are reflected on nautical charts through the Korea Hydrographic and Oceanographic Agency.
Military Radar Interference	Ensure shadow zones from WTGs are resolved
Water Availability	Turn off water when not in use at the onshore substation to reduce water consumption for cooling and sanitary purposes
Extreme Heat	Assess risk and apply mitigation if workers are to operate at temperatures above 32 °C during WTG maintenance or substation operation
Cyclone and Hurricane	- Inspect WTG and onshore substation after any extreme weather event - Use accurate weather forecasts during operation
Wind Speed	- Conduct inspections after extreme weather events and restrict work during high winds. - Use accurate forecasts and secure objects to prevent hazards, ensuring offshore workers use tethering.
Sea Level Rise	Liaise with local authorities to guarantee appropriate maintenance of dikes
Lightning	Yearly inspections of lightning protection system to ensure system is operational. Repairs to be made as soon as possible when this is not functioning
Presence of Offshore Wind Turbines (WTGs) and Submarine Cables	- Designate and communicate clearly marked navigational zones - Continue engagement with local fishers to address evolving concerns about spatial access
EMF or Underwater Noise from Operating Cables and Turbines	- Monitor underwater noise and electromagnetic field (EMF) levels periodically - Assess behavioral changes in fish and share results with relevant fisheries authorities
Decreased fish stock or altered habitat	Release fishery resources in the affected area to support local fisheries
Community perception and socio-economic concerns	- Maintain open grievance redress channels with documented response mechanisms - Hold regular community consultations and disclose monitoring results transparently

Aspect	Mitigation Measure
Community	- Operate a maritime traffic monitoring center - Maintain and promote an accessible community grievance mechanism. - Prohibit use of force by security staff.
Workers	- Provide continuous EHS training and induction. - Maintain an Offshore Construction Emergency Response Plan . - Enforce Code of Conduct. - Maintain a Worker Grievance Mechanism. - Clearly explain employment terms and safety procedures in a language that workers can understand.
Fisheries	- Maintain clear communication with fisheries representatives throughout the operation phase. - Operate an offshore monitoring system.
Supply Chain	- Ensure all suppliers and contractors comply with the Project Code of Conduct, Korean labor laws and Lender labour and working condition requirements. - Include wage and working hour clauses in all contracts and monitor labor practices through documentation. - Promote inclusive, non-discriminatory labor practices during supplier onboarding. - Maintain an anonymous, accessible worker grievance mechanism
Socioeconomics	- Engage with the community to refine job creation plans based on labor market conditions. - Support workforce development.
Vulnerable Groups	- Share project information in verbal, visual, and simplified formats through townhalls and notice boards. - Regularly engage and monitor elderly and vulnerable groups as part of Stakeholder Engagement Plan activities. - Use gender-sensitive communication and grievance mechanism
Livelihoods (Fisheries)	Develop and implement Livelihood Restoration Plan
Security	- Develop and implement AWC's Code of Conduct for security worker - Maintain an accessible worker Grievance Mechanism
Participation / Access to Remedy	- Implement the Stakeholder Engagement Plan - Maintain an accessible community Grievance Mechanism
Worker and Community Grievances	Implement a community grievance mechanism
Supply Chain Practices	Develop and implement Supply Chain Management Plan
Barrier Effect and Collision Risk to Migratory Birds	- Enhance WTG visibility using white-tint, UV-reflective paint, and MoLIT-compliant aviation lighting. - Install bird protection systems with monitoring cameras and deterrent speakers. - Conduct bi-monthly bird monitoring during the post-EIA phase.
General	Investigate cooperative mitigation measures with adjacent offshore wind farms, including shared training programs for offshore personnel to safely handle and transport injured seabirds or other marine fauna

5.3 MONITORING PROGRAM

To ensure that environmental and social impacts are effectively managed throughout the construction and operation phases, the Project will implement a comprehensive monitoring program. This program aligns with national Environmental Impact Assessment (EIA) approval

conditions and international lender requirements, and is guided by the Environmental and Social Management Plan (ESMP).

Key monitoring areas include air and water quality, noise and vibration, marine biodiversity, underwater noise, and worker health and safety. Social monitoring will cover topics such as grievance management, labor conditions, community health and safety, and the livelihood of local fishers. Monitoring activities will be carried out in accordance with the relevant management plans, including the Stakeholder Engagement Plan (SEP), Livelihood Restoration Plan (LRP), and Human Rights Impact Assessment (HRIA), and will ensure transparency, community engagement, and ongoing compliance with regulatory and lender expectations.

6. STAKEHOLDER ENGAGEMENT

6.1 OVERVIEW OF STAKEHOLDER ENGAGEMENT ACTIVITIES

Since 2017, the Project has implemented a structured and continuous stakeholder engagement program to ensure meaningful consultation with all affected and interested parties throughout the Project lifecycle. Stakeholder engagement is guided by the Stakeholder Engagement Plan (SEP) and is based on principles of inclusiveness, transparency, and responsiveness in line with international best practices.

While some engagement activities may provide social or economic benefits to the community, these activities are part of project-related stakeholder engagement and were designed and implemented as part of the ESIA consultation process, not as corporate social responsibility (CSR) initiatives.

To date, over 70 formal and informal stakeholder engagement activities have been carried out. These include public briefings, small-group meetings, bilateral consultations, site visits, and the establishment of a Public-Private Council to facilitate regular dialogue.

Key milestones in stakeholder engagement include:

- Between 2017 and 2019, initial briefings were conducted with residents of Anma Island, resulting in community consent for early-stage project activities.
- In 2021, the Project organized business information sessions, launched the Maritime Traffic Safety Assessment (MTSA) process and the Public-Private Council was formally launched as a forum for structured engagement with local representatives.
- In 2022, additional resident briefings and Public-Private Council were held.
- In 2023, stakeholder consultation sessions were held with 12 key groups as part of the MTSA. Engagements with landowners and further negotiations with fisheries and Local residents were also completed. The Project presented the site survey plan to fishing groups.
- In 2024–2025, ongoing consultation activities continued, including socio-economic surveys led by INOGEN and formal agreements signed local fishery associations.

Recognizing the presence of vulnerable groups within the Project area—including elderly persons (30% of the local population aged 65+), fisherwomen, low-income families, and foreign laborers—AWC established targeted engagement measures to ensure their voices were heard and their specific concerns addressed.

Key activities include:

- Social support activities (2020–2024): Engagement with local women’s associations, youth groups, and senior citizen organizations to build trust and strengthen relationships.
- Site-based social survey (2025): Interviews and consultations were conducted with representatives from villages, women’s associations, public health centers, and multicultural family support centers.
- Social Impact Assessment (SIA): Identified potential risks to vulnerable populations, such as traffic disruptions, noise, air quality issues, and exposure to communicable diseases.
- Regular consultations and intensified engagement where complaints or challenges arise.
- Use of visual aids, verbal explanations, and community liaisons to ensure accessible and culturally appropriate communication.

- Monitoring and management plans for traffic, labor practices, and community health and safety.

Going forward, AWC will continue to disclose project information through public channels, operate a multilingual grievance mechanism, and engage with affected stakeholders through small-group meetings, site visits, and public noticeboards where applicable. The engagement strategy is guided by the Stakeholder Engagement Plan (SEP), which will be regularly updated to reflect community feedback and ensure inclusive participation throughout all phases of the Project.

6.2 GRIEVANCE MECHANISM

Two separate grievance mechanism has been developed, one for community stakeholders and another for workers, to ensure a transparent and efficient process tailored to each group. Both mechanisms are documented as standalone procedures. The key procedures for handling grievances are outlined as follows:

Step 1: Receipt of Grievance - Grievances from community members and workers can be submitted through the designated channels for each group (e.g., website, email, suggestion box for community; worker-specific GM channels per SCMP guidance).

Step 2: Record/Delegate - Upon receipt of a grievance, AWC will formally acknowledge it, record the details, and track the complaint throughout the resolution process, providing updates to the complainant.

Step 3: Review/Investigation - All grievances will undergo a review and investigation. The time and depth of the investigation will depend on the complexity and nature of the grievance.

Step 4: Resolution or Appeal - After a thorough review, the individual who raised the grievance will be informed of the outcome along with a detailed explanation of the reasons for the decision.

Step 5: Feedback/Close out - Once the resolution has been implemented, updates will be provided to the complainant to keep them informed of the progress in addressing the issue.

Grievances can be submitted using the following platforms:

- Website Grievance Page: <https://anmawind.com/ko/community-ko/>
- Email: contact@anmawind.com
- Telephone: +82 2 6241 3980
- Suggestion box: AWC Local Office (located on the first floor of 125 Okdang-ro, Yeonggwang-eup, Yeonggwang-gun, Jeollanam-do)

7. CONCLUSION

The international community ratified the Paris Agreement in 2016 amid growing concerns regarding the environmental pollution and climate change, which has established a goal to achieve carbon neutrality by 2050. The Government of South Korea announced the Renewable Energy 3020 Implementation Plan in alignment with these global efforts, which aims to increase the share of renewable energy generation to 20% by 2030. In response, the Korean companies have also taken active measures, with many committing to the RE100 initiative, pledging for energy transition to renewable energy by 2050.

Offshore wind industry is set to play a pivotal role in achieving these ambitious energy transition goals and stands out as a critical renewable energy resource with its high energy density and vast scalability. Furthermore, the geographical nature of the Korean Peninsula, with its abundant coastline, makes it exceptionally suitable for offshore wind power generation, providing an ideal environment for the future and growth of renewable energy.

As stated in the website, the Project is expected to become one of the first utility-scale offshore wind projects in South Korea. AWC will pioneer the expansion of the offshore wind industry of South Korea, and is anticipated to play a significant role in the nation's journey toward achieving carbon neutrality by 2050. The Project provides an efficient and scalable alternative to reduce greenhouse gas emissions and combat climate change, and is expected to stimulate regional economic development by creating local jobs and fostering industrial growth in areas such as manufacturing, operations, and maintenance.

In conclusion, the Project represents a significant step forward in South Korea's renewable energy journey, combining environmental sustainability, economic development, and energy security. The project not only supports national climate goals but also delivers long-term benefits to the local community and the broader economy by leveraging the abundant offshore wind resources near Yeonggwang-gun.

This NTS should be read in conjunction with the full ESIA package including the Stakeholder Engagement Plan (SEP), Livelihood Restoration Plan (LRP), and other associated management plans.