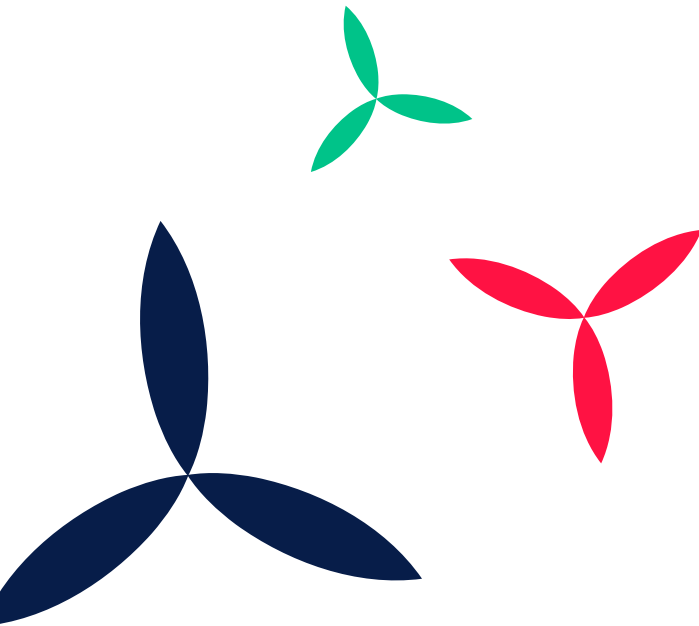


# Bałtyk

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## **Stakeholder Engagement Plan (SEP) for the Bałtyk 2 and Bałtyk 3 projects - summary of activities carried out in 2025 (annual report)**





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# Introduction

- ✓ The obligation to prepare an annual report on stakeholder engagement activities results from the "Stakeholder Engagement Plan (SEP)" prepared for the Bałtyk 2 and Bałtyk 3 offshore wind farm projects
- ✓ The annual report is of a reporting nature and presents the key activities carried out in 2025, resulting from the implementation of the stakeholder management strategy in the Bałtyk projects. Since the early stages of the Bałtyk 2 and 3 projects, the companies have undertaken numerous initiatives to engage stakeholders, foster transparent and partnership-based cooperation, ensure continuous access to project information, and maintain ongoing dialogue with all stakeholders.
- ✓ The year 2025 was a breakthrough year for the Bałtyk 2 and 3 projects, marked by the achievement of financial close – the largest transaction of this type in the history of the Polish energy sector – and the final investment decisions, which confirmed the projects' readiness to enter the full-scale construction phase.
- ✓ In 2026 the companies will continue stakeholder engagement activities in line with the adopted policy



## Stakeholder engagement activities



# Communication activities

**Main goals:** ensuring open and continuous access to current information on the Bałtyk 2 and 3 Projects, counteracting disinformation, transparency of activities

Name	Description	Indicator	Target stakeholders
Portal www.baltyk123.pl	<p>The portal was launched in April 2024 and is being developed to date:</p> <ul style="list-style-type: none"><li>- The primary source of information on Bałtyk projects</li><li>- Is a tool for communication with interested parties,</li><li>- In 2025, three new subpages were launched: Progress of work on the construction site: <a href="https://baltyk123.pl/postep-prac/">https://baltyk123.pl/postep-prac/</a></li><li>- Compensation for fishermen <a href="https://baltyk123.pl/dla-spolecznosci/rekompensaty-dla-rybakow/">https://baltyk123.pl/dla-spolecznosci/rekompensaty-dla-rybakow/</a></li><li>- lesson plans: <a href="https://baltyk123.pl/dla-spolecznosci/scenariusze-lekcji/">https://baltyk123.pl/dla-spolecznosci/scenariusze-lekcji/</a></li><li>- "Documents to download" section</li><li>- Online forms for suppliers and for submitting comments and complaints (grievance mechanism)</li></ul>	<p>In 2025, about 23,000 visitors to the website were recorded</p> <p>61 articles/news published in 2025</p>	All interested parties
Press Releases	<p>Press releases are regularly distributed to the media, contributing to extensive media coverage of the Bałtyk 2 and Bałtyk 3 projects. This has resulted in strong visibility and recognition of the projects across national, regional, and industry media outlets.</p>	<p>In 2025, 17 press releases were sent to the media</p>	All interested parties
Posts on the social networking site LinkedIn	<p>Equinor and Polenergia operate dedicated LinkedIn pages used to disseminate information about the Bałtyk Projects, tailored to the needs of different stakeholder groups.</p>	<p>In 2025, 35 posts were published on LI</p>	All stakeholders, business



# Communication activities

**Primary objectives:** ensuring open and continuous access to current information on the Bałtyk 2 and 3 Projects, counteracting disinformation, transparency of activities

## Key national media:

Rzeczpospolita  
Polska Agencja Prasowa (PAP)  
Polskie Radio  
Business Insider Polska

## Key industry media: (a.o.)

Głos Pomorza GP24.pl  
Gospodarka Morska  
Offshore Wind Poland  
Zielona Gospodarka  
CIRE.PL  
Gazeta Morska  
Radio Gdańsk  
Dziennik Bałtycki  
BalticWind.eu  
Gramwzielone.pl  
Globenergia  
Puls Biznesu  
WysokieNapiecie.pl

## Key local media: (a.o.)

Wieści z Ustki  
Nasza Gmina Nasze Życie  
Łebanaszemiasto.pl  
Słupsk Radio  
Gdańsk Radio  
Głos Pomorza  
Radio Kaszebe  
TV Gdańsk

Communication activities will continue in 2026



# Educational activities

**Main goals:** raising public awareness of the country's energy transition and the benefits of building offshore wind farms;  
Offshore Related Training and Professional Development

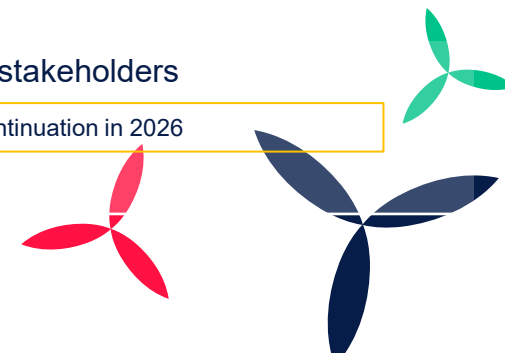
Name	Description	Indicator	Target stakeholders
Continuation of the educational project "One Sea, Many Benefits. Offshore wind energy in my region"	In 2025, a comprehensive educational workbook entitled "The Baltic Sea. A Sea of Green Energy" focusing on offshore wind energy was developed. The workbook includes ready-to-use lesson plans for grades I–III, IV–VI, and VII–VIII. It is a complete set of didactic materials that allows teachers to conduct lessons independently, using worksheets, videos, educational games, and other engaging teaching methods.	Can be evaluated in the following years	Primary school teachers; primary school students <div>Implementation in 2026</div>
Educational project "Course on Offshore"	In 2025, preparatory work was underway for the launch in 2026 of the "Offshore Course" training program addressed to students of the 4th grade of secondary technical schools from the Tri-City region with an offshore profile. One of the goals of the programme is to support the recruitment of candidates to the Base in Łeba. The program is implemented in partnership with PIMEW, Employers of Pomerania, Rumia Invest Park, Pomeranian Competence Center for Offshore Renewable Energy.	Can be evaluated in the following years	Students of technical secondary schools <div>Implementation in 2026</div>
The exhibition "Baltic. A Sea of Green Energy" at the National Maritime Museum in Gdańsk	The first exhibition in Poland dedicated to offshore wind energy, showcasing the Bałtyk 2 and 3 projects. It features a wide range of exhibits, including films, photographs, interactive games, and activities. An educational zone offers lessons and workshops for visitors. The exhibition opened in June 2024 and remains open to this day.	Approximately 45,000 visitors since the opening in June 2024	All stakeholders, tourists <div>Continuation in 2026</div>



# Social engagement and information exchange activities

**Main goals:** building long-term relationships through regular social dialogue and cooperation, building trust and social acceptance for offshore wind energy, identifying the needs, concerns and expectations of stakeholders

Name	Description	Indicator	Target stakeholders
Quarterly information meetings and individual meetings as needed	Since 2022 the companies conduct regular/quarterly information meetings addressed to all those interested in the Baltic Sea projects. The meetings take place in the municipalities of Ustka, Redzikowo and Łeba, i.e. near the land infrastructure of the Bałtyk projects. The purpose of the meetings is to provide up-to-date information on the state of progress of projects and to enable direct dialogue between investors and stakeholders. In addition, individual meetings are organized as needed with the local community and public administration.	In 2025, 4 information meetings were organized	All stakeholders <div>Continuation in 2026</div>
Participation in events important to local communities	In 2025, the Baltic projects were represented at the following events: 1. Family picnic in Peplin (June) 2. III Łeba Fish and Regional Products Festival (the so-called Łeba Days) (July) 3. Harvest Festival of the Słupsk District in Swołowo (September) The BałtykProjects stand is not only an information point but also provides numerous attractions and educational activities for various age groups (education through play).	Between several hundred and several thousand visitors (the estimated maximum number of visitors is about 7 thousand)	All stakeholders Residents, tourists <div>Continuation in 2026</div>
Local information point in Łeba	The first stationary information point in Poland, where detailed information about the Bałtyk 2 and projects and the operational and service base can be obtained. The point was launched in June 2023 and is still open today.	Up to 10 people per week on average	All stakeholders <div>Continuation in 2026</div>





# Social engagement and information exchange activities

**Main goals:** building long-term relationships through social dialogue and cooperation, building trust and social acceptance for offshore wind energy, identifying the needs, concerns and expectations of stakeholders

Name	Description	Indicator	Target stakeholders
Support for local social needs	Since 2025 the companies support local social needs, such as renovation and modernization of rural day-care centers located near the connection infrastructure.	In 2025, 3 agreements were concluded to support 5 facilities	Residents
Continuation in 2026			

# Action for biodiversity

**Main goals:** protecting and restoring ecosystems, raising environmental awareness

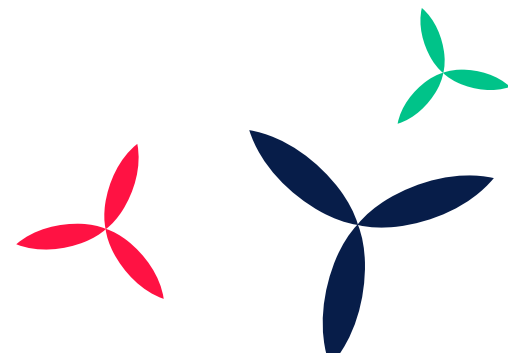
Name	Description	Indicator	Area of activity
Protecting the biodiversity of Lake Łebsko and Lake Gardno by increasing the population of predatory fish	In 2025 the companies established cooperation with the Słowiński National Park, resulting in the implementation of a restocking programme for Łebsko and Gardno Lakes. As part of this initiative, 260,000 juvenile zander were released into the lakes, contributing to the strengthening of the aquatic ecosystems' balance.	260,0000 young zander	Łebsko and Gardno Lakes, Słowiński National Park
Continuation in 2026			



# Activities for building the supply chain and developing local content

**Main goals:** striving to use products and services offered by Polish entrepreneurs

Name	Description	Indicator	Target stakeholders
Event entitled: "Supplier Day"	The event took place on 2 April 2025 and provided an opportunity to establish business contacts and obtain key information on cooperation in the offshore wind sector. It facilitated dialogue between the main suppliers of the Bałtyk II and III projects and domestic companies. On this occasion, Equinor, as a partner in the Bałtyk projects in the areas of technology, innovation, and maritime operations, sought new contractors to provide services for the operation and maintenance of offshore wind farms.	84 companies participated	national suppliers
			Tier 1 completed; other ongoing



# Bałtyk

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## Temporary compensation mechanism for fishermen



# Improving or restoring livelihood of marine components

## Temporary compensation mechanism for fishermen

- TCM for fishermen has been developed as part of the document entitled 'Livelihood Recovery Plan (LRP'). Bałtyk 2, Bałtyk 3 Offshore Wind Farm Projects - Offshore Components of Projects" (September, 2025)
- offshore wind farms and export cables cross a series of 'fishing squares' (vessels where fishing vessel movements and catches are monitored): L5, L6, L7, L8, M7, M8, N7, N8
- the system developed by the JV is of a transitional nature and will be in force during the construction of offshore wind farms or until the introduction of national legislative solutions that will regulate and indicate uniform rules for the payment of compensation applicable to all investors implementing offshore wind farm projects in the Baltic Sea
- compensation has been calculated jointly for both Bałtyk II, III projects
- owners of commercial fishing vessels from the ports of: Jarosławiec, Ustka, Rowy, Łeba may apply for compensation on the basis of their home port or on the basis of documented fishing activity in the above-mentioned fishing squares
- compensation for a commercial fishing vessel is paid for each year of construction of the B23
- compensation for a recreational fishing vessel is paid in a lump sum
- Indicator for 2025: a total of approx. 150 applications (commercial and recreational) received
- In 2026, companies will continue to implement the temporary compensation mechanism and will announce the call for applications for 2026 in accordance with the schedule

Detailed information about the system can be found at: <https://baltyk123.pl/en/for-community/compensations-for-fishermen/>



# Temporary compensation mechanism for fishermen

## Consultation and information meetings in 2025

Name	Description	Indicator	Target stakeholders
Consultation meetings with fishers	<ul style="list-style-type: none"><li>17-21 March (Kołobrzeg, Darłowo, Jarosławiec, Ustka, Łeba) – presentation of information on the projects, presentation of the project of the temporary compensation system, social dialogue, collection of comments and opinions.</li><li>3-4 July (Łeba, Ustka, Jarosławiec) – presentation of information on the projects, presentation of the temporary compensation system, amounts of compensation, results of social dialogue</li><li>22-24 September (Łeba, Ustka, Jarosławiec) – presentation of information on projects, reminder of the principles of the compensation system and the amount of compensation as well as formalities related to the submission of applications. A mobile office for receiving paper applications was launched on site.</li></ul>	<p>A total of about 135 people</p> <p>A total of about 47 people</p> <p>A total of about 70 people</p>	<p>Commercial fishers</p> <p>Recreational fishers</p>



**Bałtyk**  
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**Porozmawiajmy o morskich farmach wiatrowych**

Spotkania informacyjne dla rybaków prowadzących działalność w następujących kwadratach rybackich:

L5 L6 L7 L8 M7 M8 N7 N8

Przedstawimy:

- dokument pn.: „Poprawa lub przywrócenie źródeł utrzymania dla komponentów morskich”
- tymczasowy system rekompensat
- aktualne informacje na temat projektów morskich farm wiatrowych Bałtyk 2 i 3

Daty i miejsca:

<b>Łeba</b> 3 lipca 2025 godz. 10.00 – 11.30 Centrum Informacji o Morskich Farmach Wiatrowych Bałtyk, ul. Kołczyński 8B	<b>Ustka</b> 3 lipca 2025 godz. 15.00 – 16.30 Urząd Gminy Ustka, ul. Długa 24 (sala konferencyjna)	<b>Jarosławiec</b> 4 lipca 2025 godz. 10.00 – 11.30 Hotel Holiday Home, ul. Morcia 4-6 (sala konferencyjna)
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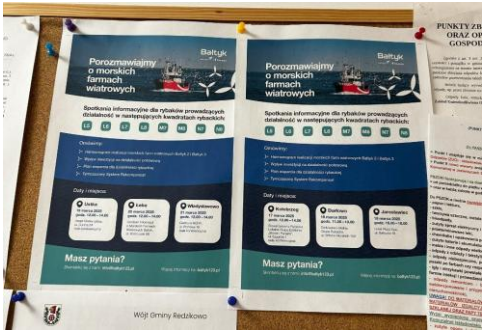
**Masz pytania?**  
Skontaktuj się z nami: [info@baltyk123.pl](mailto:info@baltyk123.pl)  
Więcej informacji na: [baltyk123.pl](http://baltyk123.pl)



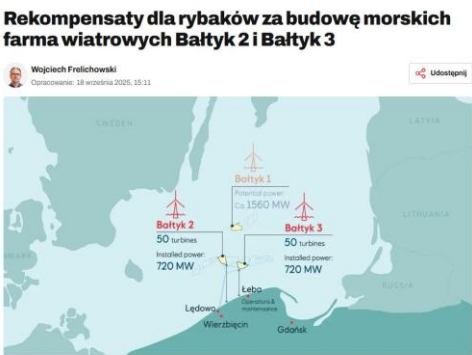
# Temporary compensation mechanism for fishermen

## Communication activities taken:

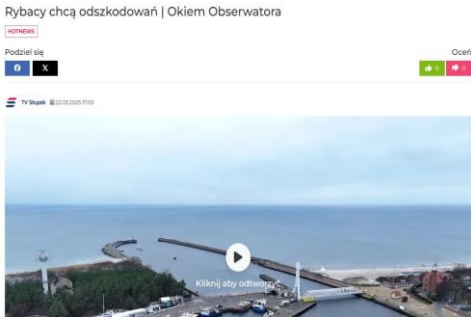
Name	Description	Indicator	Target stakeholders
Letter invitations	Invitations informing about the meeting were sent each time in a traditional form – by letter. The invitations were addressed to private individuals, as well as to local administrations and associations, who were also provided with information posters requesting support in distributing information about the meetings.	19 fishing associations from areas of interest 22 local governments, including ports in areas of interest Approx. 238 private entities – private fishers from areas of interest	Commercial fishers, recreational fishers, local government, fishing associations
Press releases	Press releases about the information meetings were distributed to local media.	3 press releases (before each series of meetings)	Commercial fishers, recreational fishers
Portal <a href="http://www.bałtyk123.pl">www.bałtyk123.pl</a>	Information about the meetings was also published on the <a href="http://www.bałtyk123.pl">www.bałtyk123.pl</a> portal in the news section. A special tab has also been created on the compensation system: <a href="https://bałtyk123.pl/dla-społeczności/rekompensaty-dla-rybaków/">https://bałtyk123.pl/dla-społeczności/rekompensaty-dla-rybaków/</a>	3 news	Commercial fishers, recreational fishers



Tablica informacyjne w Urzędzie Gminy Redzikowo



Głos Pomorza GP24.pl: [Rekompensaty dla rybaków za budowę morskich farma wiatrowych Bałtyk 2 i Bałtyk 3](#) | [Głos Pomorza](#)



Televizja Słupsk: [Rybacki chcą odszkodowań | Okiem Obserwatora](#)



## Environmental protection activities



# Environmental Supervision – connection infrastructure

**Main goal:** controlling Contractors in terms of compliance with the provisions of the environmental decision

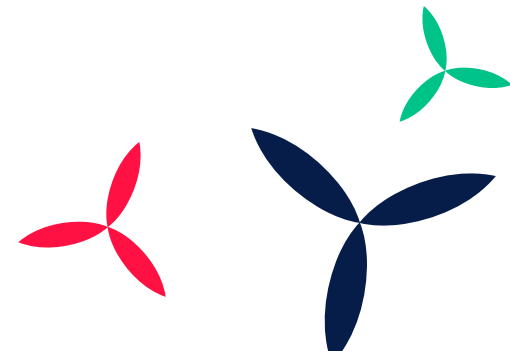
**The construction of the connection infrastructures in the onshore and offshore part is carried out under environmental supervision commissioned by the Investor.**

**The Environmental Protection Coordinator supervises the Contractors' compliance with the requirements resulting from:**

- environmental decision,
- authorisations for derogations from prohibitions for protected species of animals, plants and fungi,
- applicable environmental law.

**As part of environmental supervision, according to the assumptions in 2025:**

- A48 weekly inspections were carried out, with a report prepared for each field visit,
- 12 monthly reports were prepared summarizing all activities and verifying compliance with environmental requirements by the Contractors.





# OWF Environmental Monitoring Programme

**Main goal:** monitoring the impact of investments on the objectives and objects of conservation of Natura 2000 sites and their integrity

## 1. Marine mammal monitoring

In accordance with the requirements of the Environmental Decisions (ED), the monitoring of mammals was initiated at least 6 months before the start of construction of the Baltyk 2 and 3 OWFs.

- **1.1 Porpoises**

- Porpoise monitoring began on 21.06.2025 for Baltyk 2 and on 22.09.2025 for Baltyk 3 and is still ongoing

- **1.2 Seals**

- Seal surveys covering beaches and coastal areas within the boundaries of the Natura 2000 site Ostoja SłowińskaPLH220023 (conducted from land) began on 22.06.2025.
- Seal surveys covering the area of the Mt3 Sshunt with a buffer zone of 2 km (conducted from a vessel) began on 22.10.2025.



# OWF Environmental Monitoring Programme

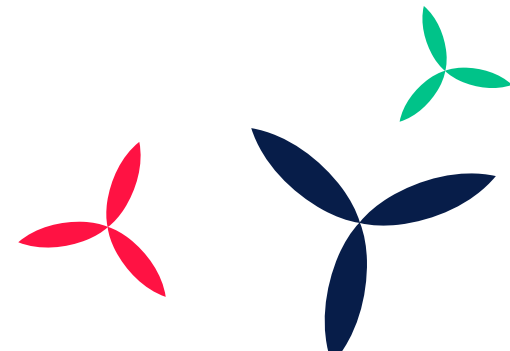
In addition to the studies required in the environmental decisions for the Bałtyk 2 and Bałtyk 3, the following additional studies have been carried out to further enhance knowledge of biodiversity in and around offshore wind farm areas.

## 2. Benthos

Additional baseline benthos tests were initiated by the Investor before the start of construction of OWF B2 and B3 as part of complementary activities. They were conducted on 14.07.2025 for OWF B3 and on 15.07.2025 for B2.

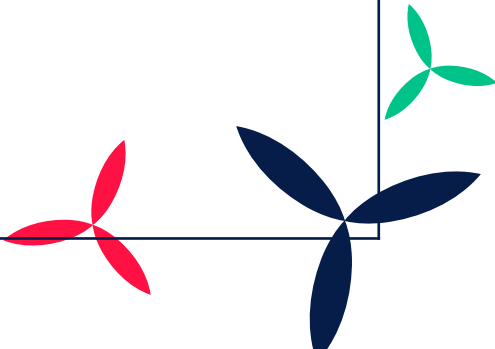
## 3. Birds

Additional baseline bird surveys to strengthen knowledge of biodiversity in and around the areas of Bałtyk 2 and Bałtyk 3 for seabirds and waterfowl during wintering were initiated in accordance with the requirements of the ESAP (Environmental and Social Action Plan). They started on 12.10.2025 for Bałtyk 2 and on 22.10.2025 for Bałtyk 3.



# EIA Procedure Status

Part of the project	Environmental Decision	Comments
MFW Bałtyk 2 (offshore)	<ul style="list-style-type: none"> <li>Issued on 17 March 2017 by RDEP, no.: RDEP-Gd-WOO.4211.26.2015.KSZ.20</li> <li>Amendment to the EIA decision: issued on 26 October 2021 by the RDEP, No. RDOŚ-Gd-WOO.420.3.2021.KSZ.14</li> <li>The proceedings to amend the environmental decision were initiated on <b>3 October 2025 and are still ongoing.</b></li> </ul>	<p>All EIA decisions were issued after appropriate environmental impact assessments, with the participation of the public and the competent authorities. The EIA covered all environmental aspects, including an assessment of the impact on WFD objectives and biodiversity, taking into account critical habitats and species (marine and terrestrial), as well as climate change-related aspects.</p> <p>Amendments to the EIA decisions were issued by the same authority and following the same procedures with the participation of the public.</p> <p>The documentation on the external infrastructure connecting to the onshore network takes into account the wider impact on the local community - the prepared environmental impact report meets the requirements of ESIA, in accordance with the requirements of the IFC policy.</p>
MFW Bałtyk 3 (offshore)	<ul style="list-style-type: none"> <li>Issued on 7 July 2016 by RDEP, no.: RDOŚ-Gd-WOO.4211.12.2015.KP.22</li> <li>Amendment to the EIA decision: issued on 8 November 2022 by the RDEP, no.: RDOŚ-Gd-WOO.420.41.2022.AM. 6</li> <li>The proceedings to amend the environmental decision were initiated on 18 September 2025 and are still ongoing.</li> </ul>	
Connection Infrastructure (IP)	<ul style="list-style-type: none"> <li>Issued on 29 November 2023 by RDEP, no.: RDEP-Gd-WOO.420.40.2022.AM.32</li> </ul>	



## Grievance mechanism



# Grievance mechanism

**Main goal:** to provide tools to handle complaints and grievances in an accessible and transparent manner

At an early stage of project implementation, the companies introduced a dedicated mechanism for submitting complaints and comments. There are multiple channels available for submitting feedback:

- Electronic form on the portal: <https://baltyk123.pl/o-nas/mechanizm-skarg/zglos-skargi/> (all information: <https://baltyk123.pl/o-nas/mechanizm-skarg/>)
- Paper letter to the company's address
- Orally or in writing to the Local Community Liaison Officer (CLO)
- Paper form at the local information point in Łeba and at construction offices (Peplino, Lędowo)

In 2025, 2 formal comments were submitted via the electronic form available on the website, which relate to the construction of a service and operational base in Łeba. After considering the cases, appropriate responses were provided, which ended their proceedings.

In addition, a register of comments that have been submitted outside the complaints and grievances mechanism is kept and properly managed.



# Bałtyk

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## Local Community Liaison Officer (CLO)



# Local Community Liaison Officer (CLO)

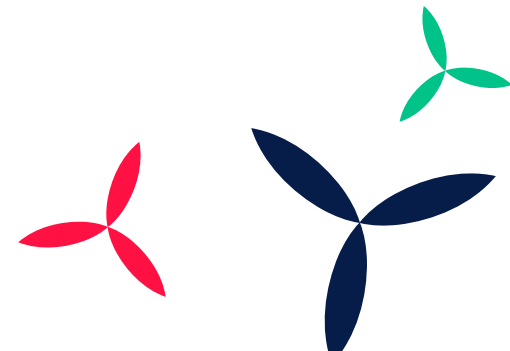
**Main tasks:** to support and maintain good relationships between the Bałtyk 2, Bałtyk 3 projects and members of local communities by maintaining regular contact, providing written and oral information to residents and workers (including the fishing community), and supporting negotiation and conflict-resolution processes. A key responsibility of the Community Liaison Officer (CLO) is to maintain ongoing communication with the community and coordinate the handling of potential complaints from local stakeholders.

- **CLO in Łeba - operating from: June 2023**

- - operates the first stationary information point on offshore wind projects in Poland, participates in information meetings,
- provides the citizens of Łeba and the surrounding area with information about the Bałtyk projects and the operational and service base,
  - collects feedback from stakeholders and advances them to the projects management
  - supports the grievance mechanism

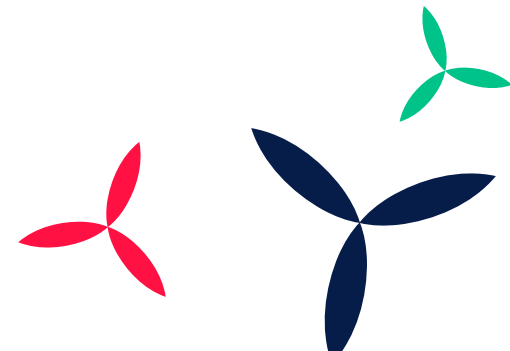
- **CLO in Ustka - operating from: March 2025**

- - provides information to the citizens of the Ustka and Redzikowo communes about the Bałtyk projects, also through co-organization and participation in information meetings and local events
- - is involved in the implementation of the LRP – is a contact point for fishermen
- - collects feedback from stakeholders and advances them to projects management
- - supports the complaints mechanism



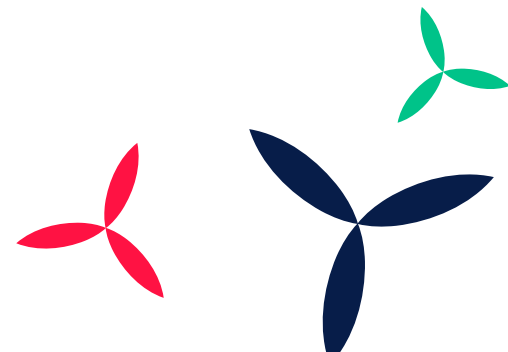
# Summary

- Stakeholder engagement activities are conducted in accordance with the SEP requirements
- The scope of undertaken activities is extensive and targeted at various stakeholder groups
- All stakeholders have continuous access to project information and the opportunity for direct dialogue with the Investor
- The grievance mechanism is transparent and accessible to all stakeholders
- The construction of the Bałtyk 2 and Bałtyk 3 projects is subject to environmental supervision and monitoring
- No reputational crises or protests were reported in 2025
- Stakeholder engagement activities will be further developed and implemented by the JV in 2026





## Photo gallery - website



# Appendix 1

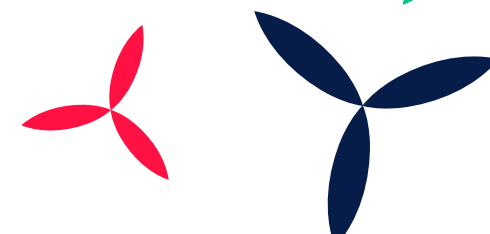
## Photo gallery - meetings with fishermen





# Appendix 1

## Photo gallery - local events



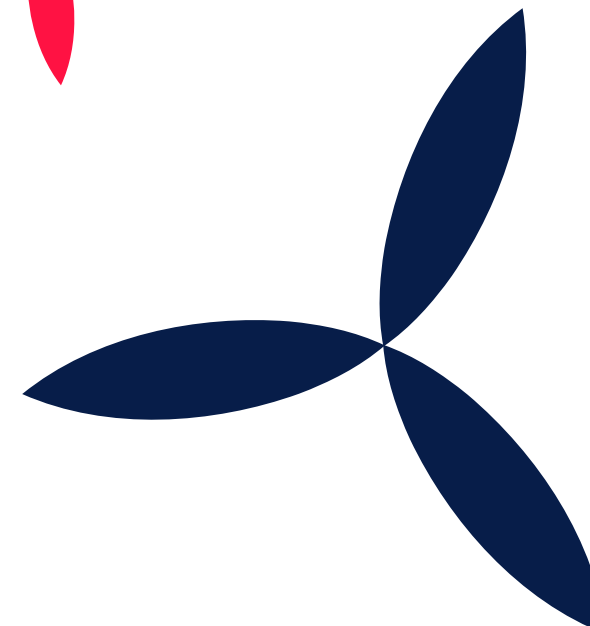
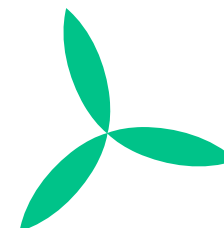


# Appendix 1

## Photo gallery – Supplier Day April 2025



# Bałtyk



Email address: [info@baltyk123.pl](mailto:info@baltyk123.pl)  
[www.baltyk123.pl](http://www.baltyk123.pl)

**MFW Bałtyk II Sp. z o.o.**

Sąd Rejonowy dla m.st. Warszawy  
w Warszawie, XII Wydział Gospodarczy  
Krajowego Rejestru Sądowego  
KRS: 0000392944, NIP: 7010307637

**MFW Bałtyk III Sp. z o.o.**

Sąd Rejonowy dla m.st. Warszawy  
w Warszawie, XII Wydział Gospodarczy  
Krajowego Rejestru Sądowego  
KRS: 0000391871, NIP: 7010307376

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**[www.baltyk123.pl](http://www.baltyk123.pl)**