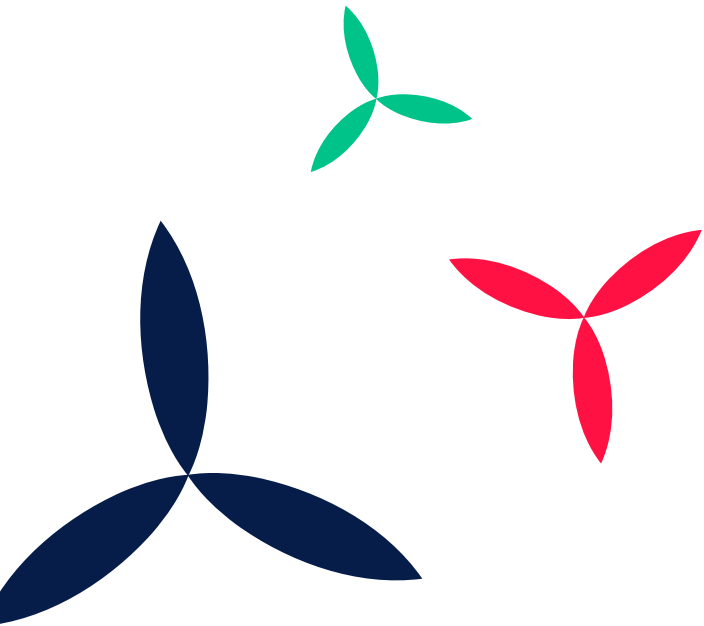


Bałtyk



Stakeholder Engagement Plan (SEP) for the Bałtyk 2 and Bałtyk 3 projects - summary of activities implemented from June to September 2025 (quarterly report)



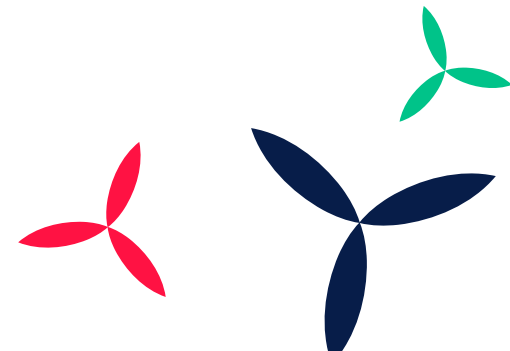


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Introduction

- ✓ The obligation to prepare cyclical reports (hereinafter referred to as "quarterly 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 quarterly report is reporting in nature and presents the key activities carried out between June and September 2025. These activities are implemented in line with the stakeholder management strategy for the Bałtyk projects.
- ✓ Since the early stage of development of the Bałtyk 2 and Bałtyk 3 projects, the companies have undertaken numerous stakeholder engagement activities aimed at cooperation based on transparency and partnership. These efforts also ensure continuous access to information about the projects and the maintenance of ongoing dialogue with all stakeholders.



Bałtyk



Stakeholder engagement activities



Commnication activities

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

Name	Description	Indicator June-Sept	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"> - The main source of information on Bałtyk projects - A tool for communication with stakeholders - Between June and September 2025 two new subpages were launched: <ul style="list-style-type: none"> - Construction site progress: Progress of work Wind farms in the Baltic Sea - Compensations for fishermen: Compensations for Fishermen Wind farms in the Baltic Sea - "Documents to download" section - Online forms for suppliers and for submitting comments and complaints (grievance mechanism) 	<p>Approximately 8000 visitors to the website were recorded</p> <p>18 articles/news were published</p>	All stakeholders
Press Releases	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.	13 press releases were distributed to the media	All stakeholders
Posts on the social media (LinkedIn)	Equinor and Polenergia operate dedicated LinkedIn pages used to disseminate information about the Bałtyk Projects, tailored to the needs of different stakeholder groups.	10 posts were published on LI	All stakeholders, business



Communication activities

Primary objectives: ensuring constant access to current information on the Baltic 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

Key local media: (a.o.)

Wieści z Ustki
Nasza Gmina Nasze Życie
Słupsk Radio
Gdańsk Radio



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 June-Sept	Target stakeholders
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.	The visitor rate will be available in the next reporting period.	All stakeholders, tourists

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	<p>In 2025. The companies established cooperation with the Słowiński National Park, as a result of which a restocking program for Łebsko and Gardno Lakes was implemented.</p> <p>As part of the action, 260 thousand young zander specimens were released into the reservoirs, which will strengthen the balance of aquatic ecosystems.</p>	260,0000 young zander	Lake Łebsko and Gardno, Słowiński National Park



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 June-Sept	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 September one information meeting was organized in Ustka.	In September 1 Information meeting was organized	All stakeholders
Local Information Point in Łeba	The first stationary information point in Poland, where you can get detailed information about the Bałtyk 2 and Bałtyk 3 projects and the operational and service base. The point was launched in June 2023 and is still open today.	Up to 10 people per week on average	All stakeholders



Social engagement and Information exchange activities

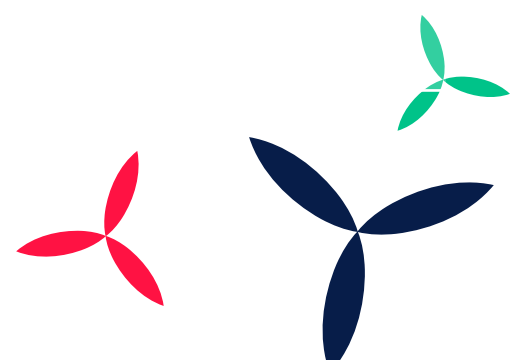
Main goals: building long-term relationships through social dialogue and cooperation, building trust and social acceptance for offshore wind energy, identifying the needs, concerns and expectations of stakeholders

Name	Description	Indicator June-Sept	Target stakeholders
Participation in events important to the local community	Bałtyk Projects were represented at the following events: 1. Family Picnic in Peplin (June) 2. III Łeba Fish and Regional Products Festival (known as Łeba Days) (July) 3. Słupsk County Harvest Festival in Swołowo (September)	Participated in 3 events	Residents, tourists

Grievance mechanism

Main goals: providing tools to handle complaints and grievances in an accessible and transparent manner

Name	Description	Indicator June-Sept	Docelowi Interesariusze
Grievance mechanism	The grievances mechanism is an evaluation process and resolving stakeholder complaints in the event of negative impacts within the framework of the Projects. Applicable to all activities and stages of the implemented investments.	In July 1 comment was submitted via the grievance mechanism	All stakeholders



Bałtyk

equinor  |  Polenergia

Temporary compensation mechanism for fishermen



Temporary compensation scheme for fishermen

mail goals: Providing compensation to fishing vessel owners (commercial and recreational) for hindering or losing access to fisheries in the Bałtyk 2 and Bałtyk 3 project areas covering the construction period

Name	Description	Indicator June-Sept	Target stakeholders
Consultation meetings	July 3-4 (Łeba, Ustka, Jarosławiec) – presentation of information on projects, presentation of the temporary compensation system, compensation amounts, results of social dialogue	A total of about 47 people	Commercial fishermen Recreational fishermen
Temporary compensation scheme for fishermen	September 22-24 (Łeba, Ustka, Jarosławiec) – presentation of information about the projects, a reminder of the compensation system and compensation amounts, and guidance on the formalities for submitting applications. A mobile office was established on-site to accept paper applications.	A total of about 70 people	Commercial fishermen Recreational fishermen
Communication activities	Ongoing maintenance of the website: Compensations for Fishermen Wind farms in the Baltic Sea In addition, the news section published: Signing of agreements under the compensation scheme for fishermen has commenced Wind farms in the Baltic Sea	2 news item was published on the www.baltyk123.pl portal and 2 press releases was sent to the media	Commercial fishermen Recreational fishermen



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Environmental protection activities



Environmental Supervision – Grid Connection Infrastructure (GCI)

Primary objective: controlling Contractors in terms of compliance with the provisions of the environmental decision.

The construction of GCI in the land and sea parts 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,
- derogations from prohibitions for protected species of animals, plants and fungi,
- applicable environmental law.

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

- **16 weekly inspections** were carried out, each time a report on field visits was prepared,
- **4 monthly reports** were prepared summarizing all activities and verifying compliance with environmental requirements by the Contractors.



Environmental Monitoring program - OWF

Primary objective: monitoring the impact of investments on the objectives and objects of conservation of Natura 2000 sites and their integrity.

1. Marine mammal monitoring

1.1 Porpoises

- Porpoise monitoring began on **21.06.2025** for **OWF B2** and on **22.09.2025** for **OWF B3** 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**.

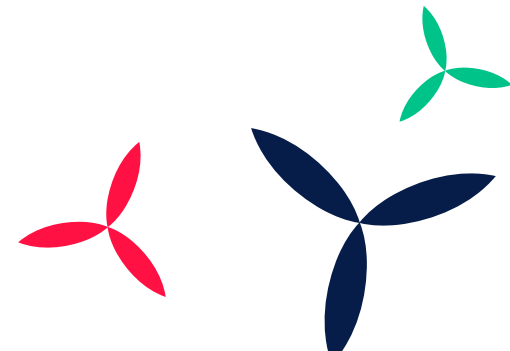
2. Benthos

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



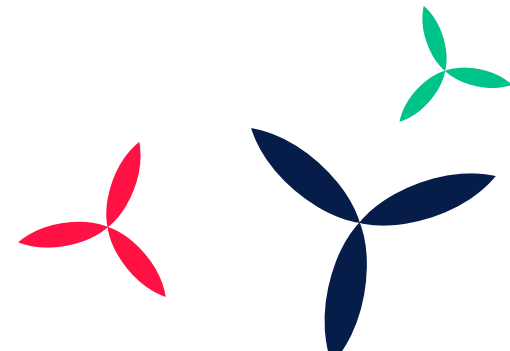
EIA Procedure Status

- ✓ In August 2025, the investor submitted an application to the RDEP to amend the decision on environmental conditions no.: RDEP-Gd-WOO.420.3.2021.KSZ.14 for **OWF Bałtyk II**. The documentation is currently under review by the RDOŚ Gdańsk, and the Investor is awaiting the formal initiation of the administrative proceedings.
- ✓ In September 2025, the investor submitted an application to the RDEP to amend the decision on environmental conditions no.: RDEP-Gd-WOO.420.41.2022.AM.6 for **OWF Bałtyk III**, and the formal proceedings were initiated by the RDEP **on 18 September 2025** and are still ongoing.



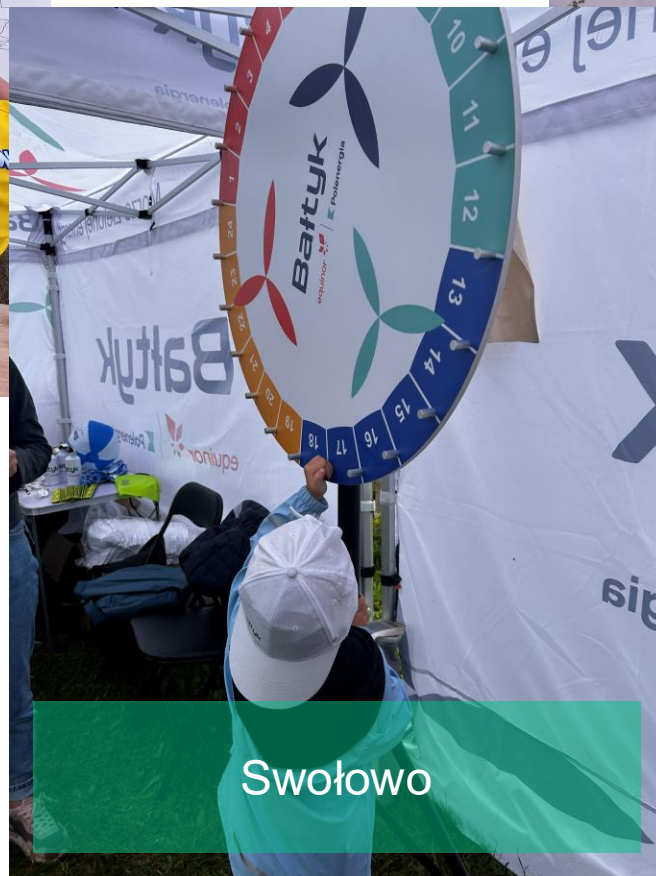
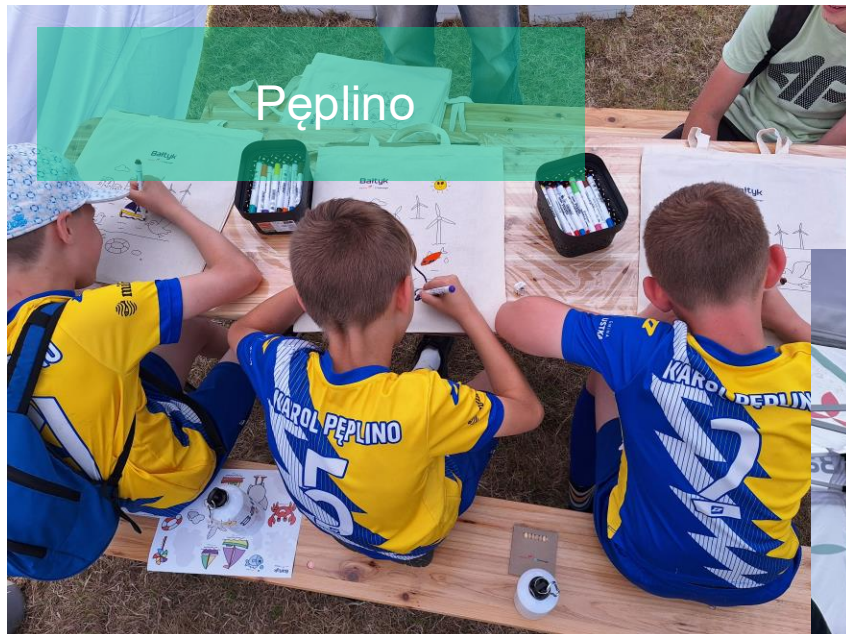
Summary

- The JV implements activities in accordance with the adopted strategy and SEP
- The scope of activities implemented is broad and targeted at various stakeholder groups
- Every stakeholder has ongoing access to project information and the opportunity for direct dialogue with the investor
- Some activities are ongoing and are implemented every quarter, e.g., communication activities, grievance management (grievance mechanism), and information activities
- During the reporting period, there were 1 comment submitted via the grievance mechanism
- No image crises or protests were reported during the reporting period



Appendix 1

Photo gallery – participation in local events



Appendix 1

Photo gallery – consultations with fishermen

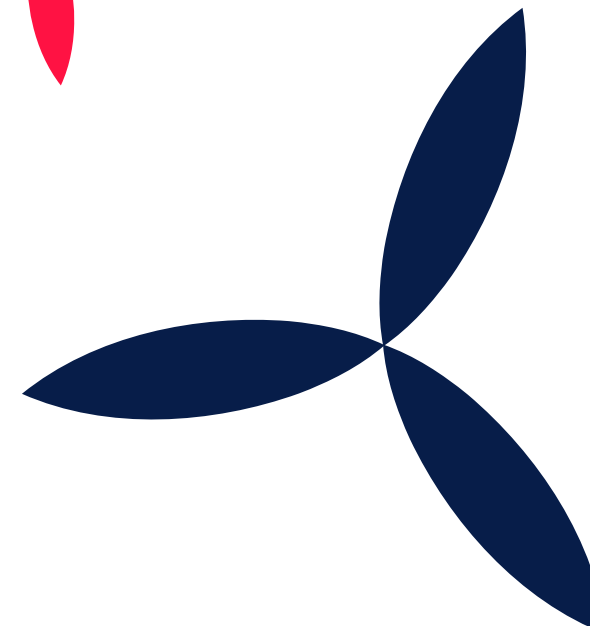
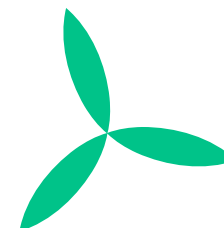


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