

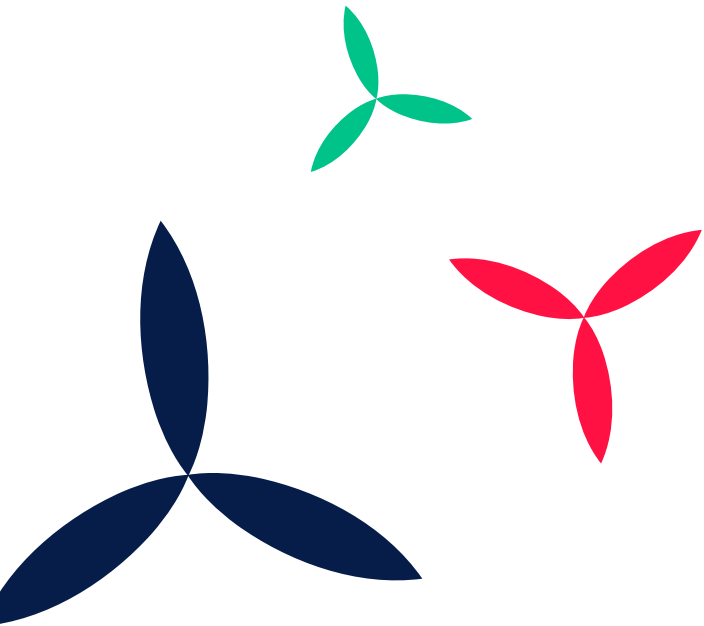
Bałtyk



Stakeholder Engagement Plan (SEP) for the Bałtyk 2 and Bałtyk 3 projects

**- summary of activities carried out in the fourth
quarter of 2025 (quarterly report)**



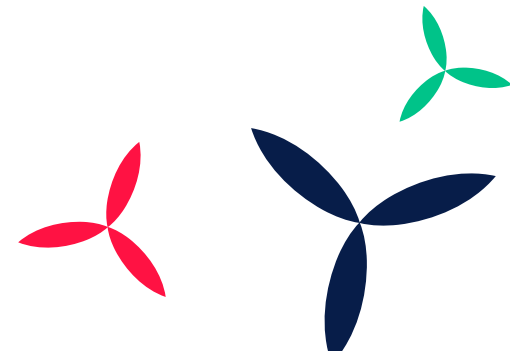


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Introduction

- ✓ 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 October and December 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.



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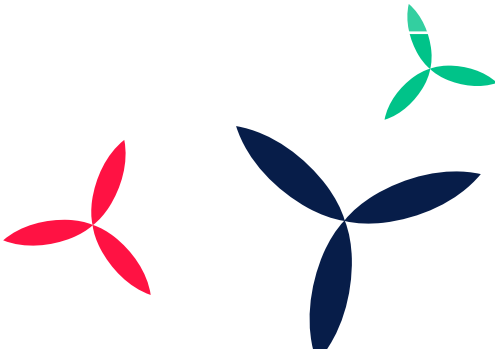
Stakeholder engagement activities



Communication 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 Quarter IV	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- In 4Q 2025, a new subpage was launched:<ul style="list-style-type: none">- Offshore lessons plans: Offshore lesson plans Wind farms in the Baltic Sea- "Documents to download" section- Online forms for suppliers and for submitting comments and complaints (grievance mechanism)	<p>Approximately 5,400 visitors to the website were recorded</p> <p>8 articles/news were published</p>	All stakeholders
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>	6 press releases were distributed to the media	All stakeholders
Posts on the social media (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>	8 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
Głos Pomorza
Radio Kaszebe
TV Gdańsk



Educational activities

Primary objective: Raising public awareness of the country's energy transition and the benefits of building offshore wind farms; offshore related training and professional development

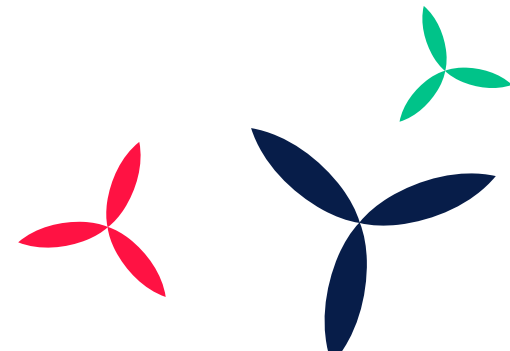
Name	Description	Indicator IV Quarter	Target stakeholders
Continuation of the educational project "One Sea, Many Benefits. Offshore wind energy in my region"	In 2025, a comprehensive educational workbook entitled "The Baltic Sea. A Sea of Green Energy" focusing on offshore wind energy was developed. 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. In the fourth quarter of 2025, the task was completed, and a webinar was organized for teachers from selected schools to present the outcomes of the project and provide guidance on conducting classes based on the developed lesson plans..	Task completed in the fourth quarter	Primary school teachers; primary school students
Educational programme "Setting the Course for Offshore"	In 2025, preparatory work was carried out to enable the launch of the "Setting the Course for Offshore" training program at the beginning of 2026. The programme is addressed to students of the 4th grade of secondary technical schools from the Tri-City region with an offshore profile. One of the objectives of the programme is to support the recruitment of candidates to the O&M Base in Łeba. The programme is implemented in partnership with Polish Offshore Wind Energy Chamber, Employers of Pomerania, Rumia Invest Park, Pomeranian Competence Center for Offshore Renewable Energy. In the fourth quarter, preparatory work was completed to start the programme in January 2026.	The preparatory work for the launch and implementation of the programme has been completed.	Students of secondary technical schools
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



Social engagement and Information exchange activities

Primary objective: 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 IV Quarter	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 the fourth quarter, one information meeting was organized in Łeba.	In the fourth quarter of 2025 1 Information meeting was organized	All stakeholders
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



Social engagement and Information exchange activities

Primary objective: 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 IV Quarter	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 the fourth quarter, the implementation of two projects was completed, i.e. in Łeba and Brukowo Małe	In the fourth quarter, the implementation of 2 projects was completed	Residents

Grievance mechanism

Primary objectives: providing tools to handle complaints and grievances in an accessible and transparent manner

Name	Description	Indicator IV Quarter	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.	No grievances submitted through this procedure	All Stakeholders



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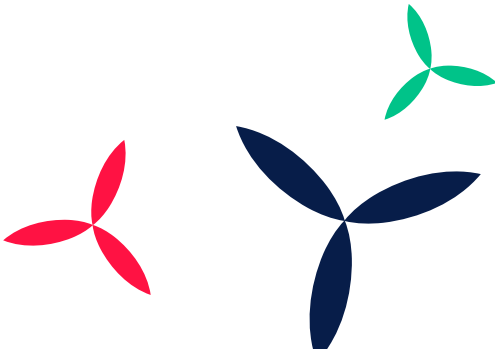
Temporary compensation mechanism for fishermen



Temporary compensation scheme for fishermen

Primary objective: 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	Target stakeholders
Temporary compensation scheme for fishermen	On 22 September 2025, the call for proposals for the temporary compensation system for the Bałtyk 2 and Bałtyk 3 projects was launched. In the fourth quarter, the submitted applications were reviewed for both content and formal requirements, and the first draft agreements were prepared.	In total, about 150 applications were received (commercial + recreational)	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	1 news item was published on the baltyk123.pl portal and 1 press release 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 fourth quarter of 2025**, according to the assumptions:

- **12 weekly inspections** were carried out, each time a report on field visits was prepared,
- **3 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

- Continuation of porpoise monitoring as planned. In the fourth quarter, **1 Fpod service cruise** took place.

1.2 Seals

- Continuation of seal studies covering beaches and coastal areas within the boundaries of the Natura 2000 Ostoja Słowińska PLH220023 area (conducted from land). As planned, **2 field visits** were carried out in the fourth quarter.
- Continuation of the research of seals covering the area of the **OWF Bałtyk 3** with a buffer zone of 2 km (conducted from a vessel). In the fourth quarter, **5 observation cruises** took place. Due to unfavorable weather conditions, only 1 cruise was conducted in October.



Environmental Monitoring Program - OWF

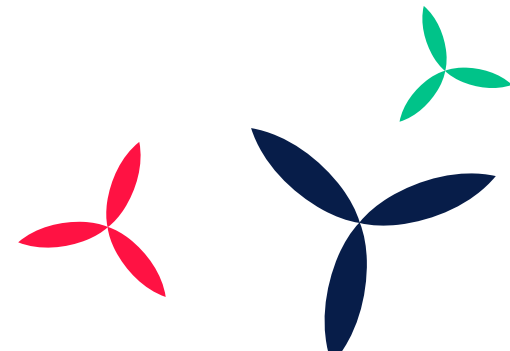
Primary objective: monitoring the impact of investments on the objectives and objects of conservation of Natura 2000 sites and their integrity.

2. Benthos

- As planned, in the fourth quarter of 2025, along with the first quarterly report, the results of laboratory analyses from baseline benthos tests were presented.

3. Birds

- Additional baseline bird surveys to strengthen knowledge of biodiversity in and around the OWF B2 and OWF B3 areas for seabirds and waterfowl during the wintering period were continued in accordance with the ESAP (Environmental and Social Action Plan). In the fourth quarter, five observation cruises were conducted. Due to unfavorable weather conditions, only one cruise was conducted in October.



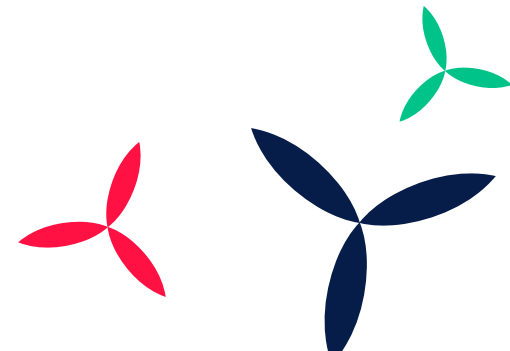
EIA Procedure Status

- ✓ 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 formal proceedings were initiated by the RDEP on **3 October 2025** and are still ongoing.
- ✓ 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**, the formal proceedings were initiated by the RDEP on **18 September 2025** and are still ongoing.



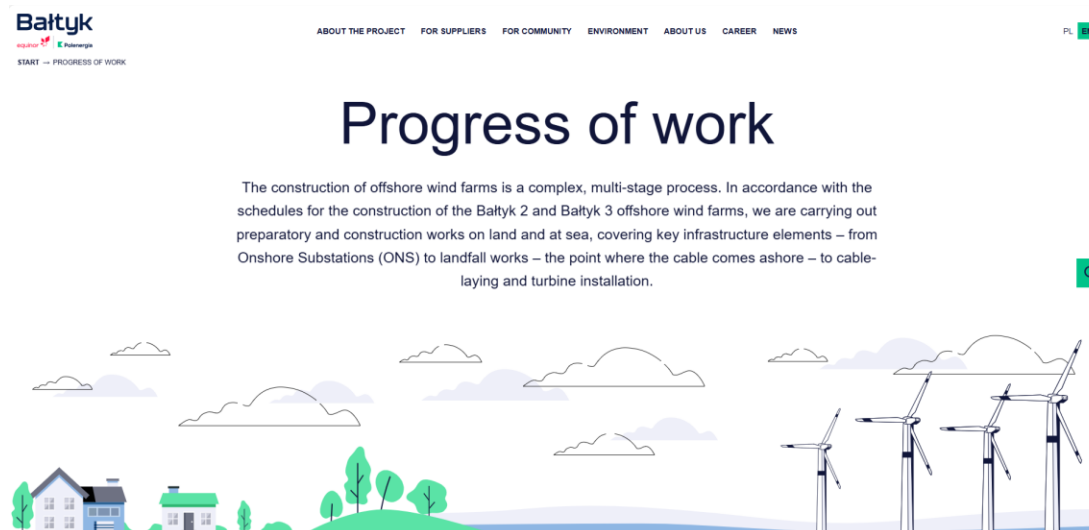
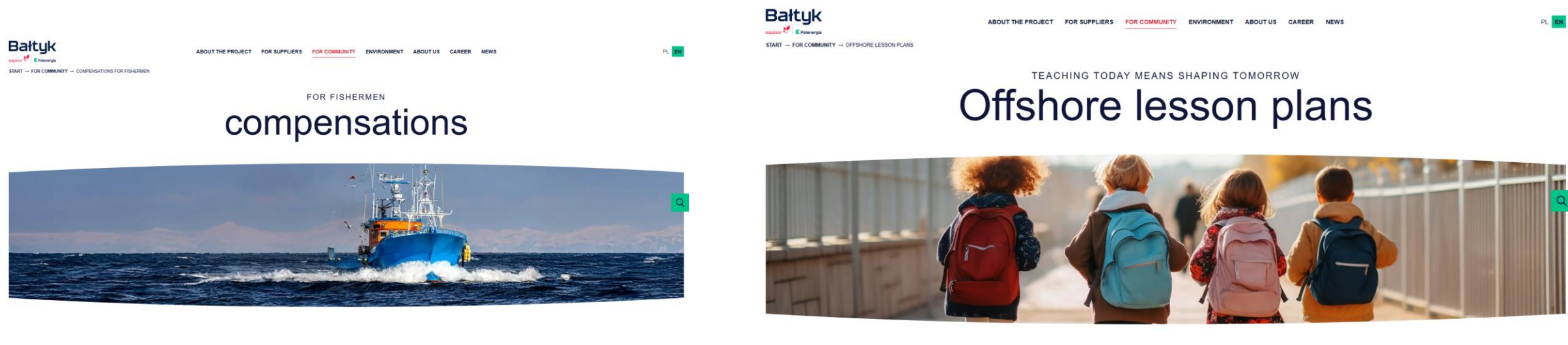
Summary

- The JV implements activities in accordance with the adopted strategy and the 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 0 comments submitted via the grievance mechanism
- No reputational crises or protests were reported during the reporting period



Appendix 1

Photo gallery – website



Appendix 1

Photo gallery – educational activities



Offshore lesson scenarios

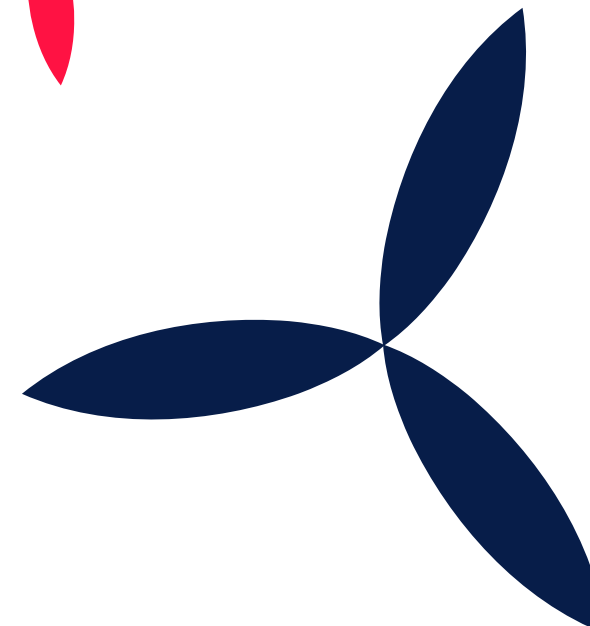
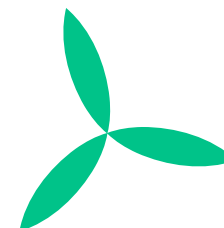


ORGANIZATORZY PROGRAMU

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