
	<b>BALTIC POWER</b>	Revision: <b>01</b>
	<b>Project Management Plan</b> Stakeholder Engagement Plan	Date: <b>2025-03-31</b>
	BLP-COM-PMT-PLN-00003	Status: <b>Final</b>


# **BALTIC POWER**

## **Stakeholder Engagement Plan**

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## 1. INTRODUCTION

This Stakeholder Engagement Plan (“**SEP**”) provides an overview of Baltic Power Offshore Wind Farm (“**Baltic Power**” or the “**Project**”) stakeholder management process. The Project is co-owned by Baltic Power Sp. z o.o., a subsidiary of ORLEN S.A. (“**Orlen**”) and NP Baltic Wind B.V., an indirect, wholly owned subsidiary of Northland Power Inc. (“**Northland**”).

The Project has secured financing from several commercial banks, among others, the European Bank for Reconstruction and Development (“**EBRD**”), European Investment Bank (“**EIB**”), Export Development Canada (“**EDC**”), Export and Investment Fund of Denmark (“**EIFO**”) and Euler Hermes Aktiengesellschaft (“**EH**”).

Baltic Power has received necessary national-level environmental decisions. Additionally, the Project, upon request of the Lenders, has implemented additional measures in accordance with the IFC Performance Standards, Equator Principles and EBRD Performance Requirements.

The Lenders have categorised the Project as Category A, due to Baltic Power scale and its subsequent significant environmental and social impacts.

The Project has been subject to a thorough due diligence process undertaken by the Lenders (Environmental and Social Due Diligence (“**ESDD**”)), resulting in establishment of the Environmental and Social Action Plan (“**ESAP**”). ESAP implementation is closely monitored by the Lenders via regular (semi-annual) audits conducted by Lenders’ Independent Environmental and Social Consultant (“**LIESC**”).


In January 2025, with the successful installation of first monopiles, the Project has reached a significant milestone – the commencement of offshore construction. This is the first such installation in the Polish Baltic Sea.

### 1.1 Project Overview

The planned Project is an offshore wind farm (OWF) and grid connection infrastructure (OWF CI). The offshore part of the project is located in the Polish Exclusive Economic Zone (EEZ) of the Baltic Sea. The onshore part is located in the Choczewo Commune (Pomeranian Voivodeship).

The Project is part of the, so-called, Phase I of offshore wind development in Poland. Its purpose is to generate electricity using a renewable energy source – wind – with a total maximum power output of 1200 MW (more details: Figure 1).

The development of the Project is in line with Maritime Spatial Plan for Polish Sea Areas (Ordinance of the Council of Ministers of April 14, 2021 on the adoption of a spatial development plan for internal sea waters, territorial sea and exclusive economic zone at a scale of 1:200,000, Journal of Laws item 935) and it will be implemented entirely in the area indicated in the permit for erection and use of artificial islands, structures and devices.

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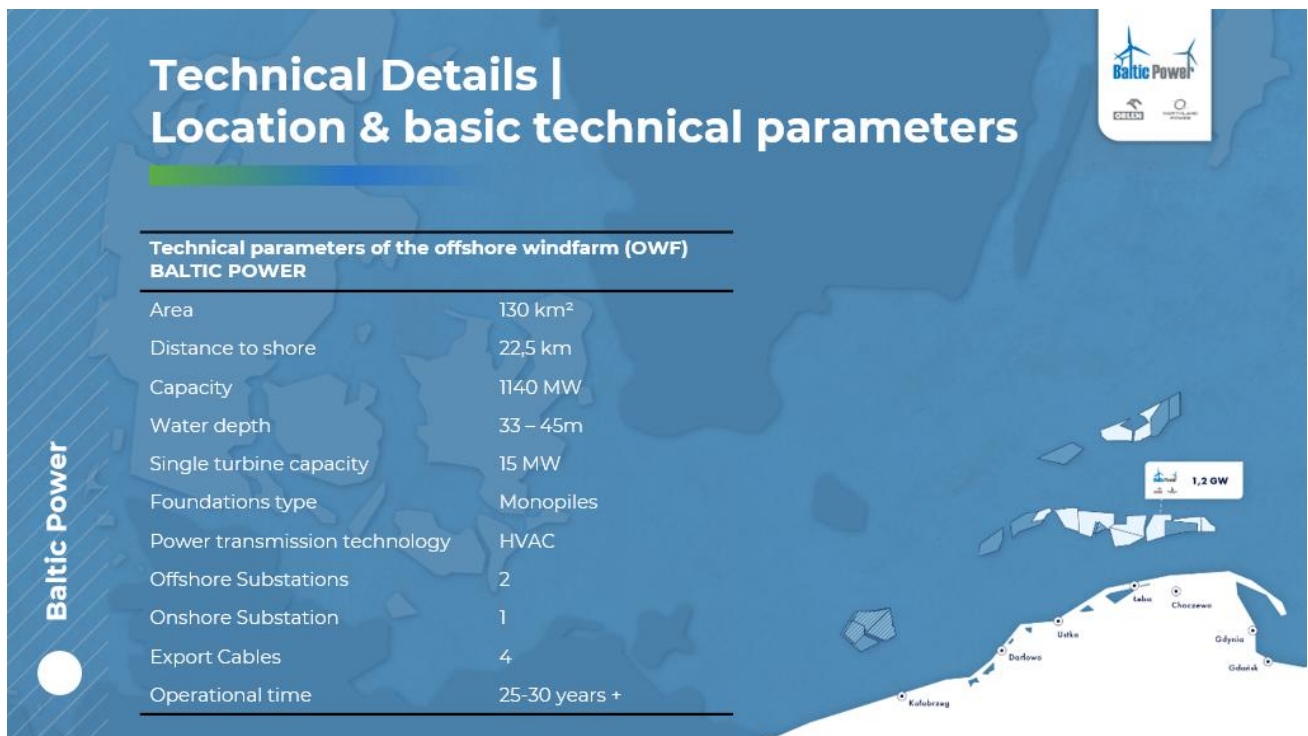


Figure 1: General info about the Baltic Power OWF

## 1.2 Project Location & Technology

The Baltic Power OWF is located offshore, north of communes of Łeba and Choczewo at a distance approximately 23 km from the coastline, and onshore, in the Choczewo commune area (Wejherowo district, Pomeranian voivodeship) (Figure 2). The port of Rønne (Bornholm Island, Denmark) is being utilized for activities related to the installation of foundations and turbines. The Operations & Maintenance (“O&M”) base, formally opened in May 2025, is located in the port of Łeba. It will be used for the operation and servicing of the farm during its operations phase.

All wind turbines will be situated outside protected areas, including the Natura 2000 European Ecological Network (Figure 3). The connection infrastructure at sea will cross the Natura 2000 site Przybrzeżne Wody Bałtyku PLB990002 Special Protection Area (SPA) designated under the EU Birds Directive for 11.1 km. The cable route on land is located largely in forested areas (Figure 4) avoiding protected sites, and the substation is located on arable land.



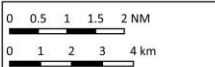
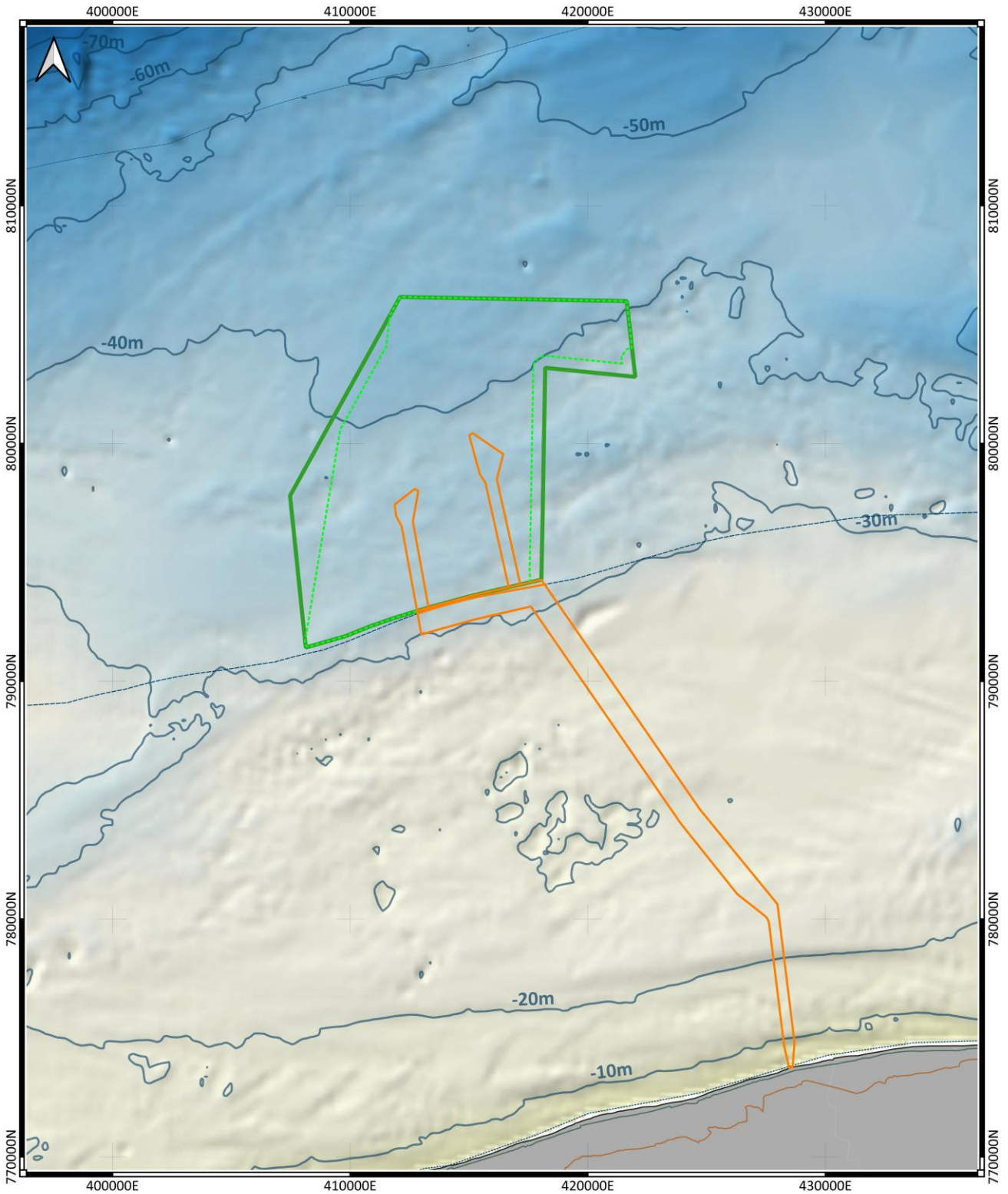
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Figure 2: Location of the Baltic Project OWF at the background of other OWF projects in the Polish marine areas.



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## MFW BALTIC POWER - BATYMETRIA

### Legenda

#### Morska farma wiatrowa:

- Pozwolenie lokalizacyjne (PSZW)
- Obszar zabudowy
- Korytarz kabla eksportowego

#### Batymetria:

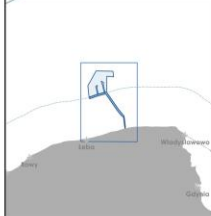


#### Izobaty (10m)

#### Administracyjne:

- Linia podstawowa
- Granica Morza Terytorialnego
- Granica pasa technicznego
- Granica pasa ochronnego

DATA: 25/10/2024




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Figure 3: Location of Baltic Power OWF against protected areas.

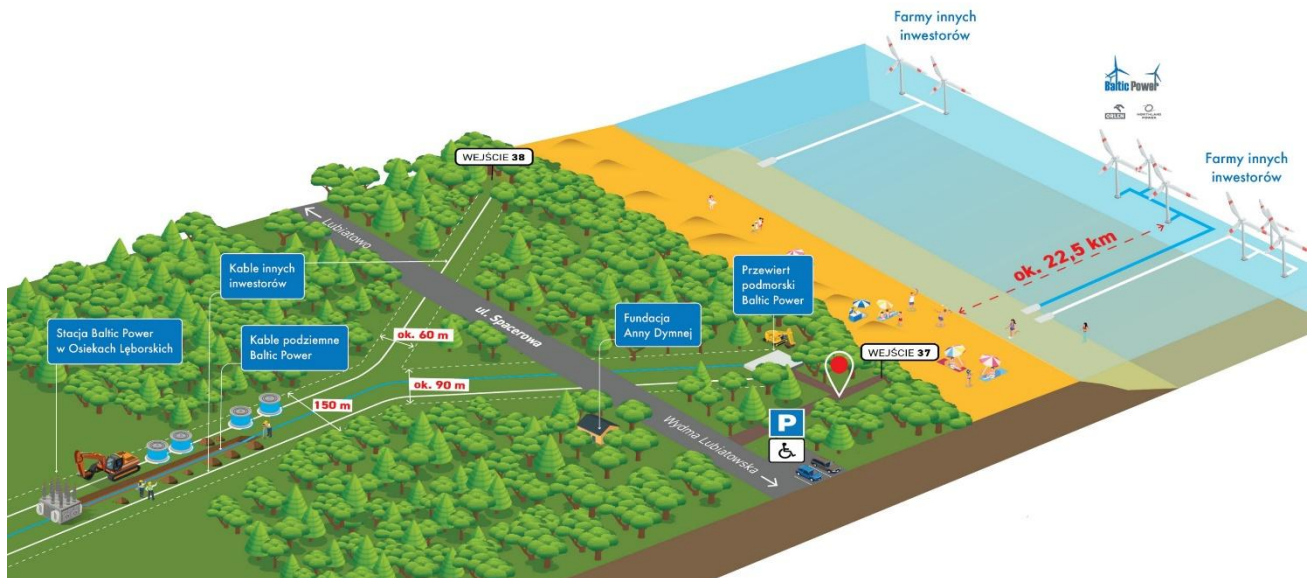


Figure 4: A schematic project of evacuating energy from offshore wind farms in the Commune of Choczewo


The Project will consist of 76 units of Vestas V236-15.0 MW Wind Turbine Generators (WTGs) with the blade length of 115.5 m and hub diameter of 5 m. The wind turbine tower will be mounted on a monopile which will be permanently affixed to the seabed. As part of the Baltic Power OWF, monopiles (with a diameter of 9.5 m and weight of up to 2000 tonnes) are planned to be used for the foundation of both wind turbines and 2 offshore substations (mounted atop XXL Monopiles).

The connection infrastructure of the OWF will include the power grid (internal array cables) and two offshore substations. The internal cables will connect the wind turbines to the substations located at the wind farm site. The substations will be used to convert the energy generated by the wind turbines and transmit it to land. Electricity will be transmitted from the Baltic Power offshore wind farm via four three-core extra-high voltage power cables with an operating voltage of 220 kV or 275 kV to the onshore substation. Further, 400 kV overhead transmission lines (up to 270 m long) will transport energy from the Baltic Power OWF to the main Polish grid through PSE (Polskie Sieci Elektroenergetyczne, a state-owned company, and the operator of the electricity transmission system in Poland) substation, and then via PSE-owned hV cable infrastructure. Both of these components ("Associated Facilities") will be developed directly by PSE.

The cable route will run underground. The introduction of the cable lines from the marine area to land will be carried out by Horizontal Directional Drilling (HDD) for approximately 1.5 km to limit the environmental impacts. To prepare the onshore cable route, approximately 40 hectares of the forest was removed, (25 of which will be restored to pre-construction conditions). The tree-cutting exercise was based on the September 6<sup>th</sup> 2022 Environmental Decision for the offshore wind connection infrastructure (OWF CI).

It is important to underline that the final course of the route is a result of cooperation between designers, planners and a wide group of stakeholders, including the forest inspectorate and local authorities. When determining the location of the cable route, apart from the topography of the area and existing infrastructure, also a number of social and environmental factors were taken into account. The priority was to locate the line in such a way that to ensure its minimal impact on inhabitants and the natural environment. As a result, the



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route line will be located away from buildings and, thanks to the technology used, it will not affect valuable tourist areas.

## 2. STAKEHOLDER MANAGEMENT

Stakeholder management is a process of identifying and understanding all entities (people, businesses, governments, internal stakeholders, shareholders and other groups) that are involved in, or affected by, the Project.

As part of this process the Project will properly identify, organize, manage and monitor its relationship with stakeholders.


The Project Stakeholder Engagement Plan is aiming to meet the requirements of Principle 5 - Stakeholder Engagement of Equator Principles IV, IFC PS 1 - Assessment and management of environmental and social risks and impacts, EIB E&S Standard 2 - Stakeholder Engagement and EBRD Performance Requirement 9 - Information Disclosure and Stakeholder Engagement.

### 2.1 Purpose

The primary purpose of stakeholder management is to ensure that Project actions and decisions take into account the interests and needs of individuals or groups who can affect or are affected by our activities. This proactive approach helps to build trust, improve communication, and ultimately, achieve project and organizational goals more effectively, while adequately addressing stakeholders' needs, interests, concerns and expectations.

### 2.2 Objectives

- Ensuring success of the Project, by developing and maintaining good relationships with stakeholders, especially the communities who will be affected and key decision makers.
- Building a broader stakeholder engagement strategy.
- Fulfilling legal/ESG obligations: with increasing legislation and ESG requirements (as the Project has been categorised as Project A by the Lenders) it is crucial that Baltic Power has a clearly defined stakeholder management plan and protocols.
- Managing stakeholder expectations.
- Managing stakeholder related risks: managing stakeholders in a systematic, controlled way can help to identify, mitigate, and avoid a range of risks associated with the Project.
- Gaining and maintaining social license to operate by properly identifying and addressing stakeholder related opportunities and as a result accelerating growth of Project's social capital.
- Improving reputation, by building/strengthening relationships with key stakeholders and improving Project's reputation on specific issues, e.g. transparency, sustainability, environment etc.

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### 3. STAKEHOLDER MANAGEMENT PROCESS

The Stakeholder Management Process is a recurring process that continuously seeks to ensure Project success.

#### 3.1 Identify & Analyse Stakeholders

- Identify all potential Project stakeholders, categorise them into key groupings and sub-groupings.
- Understand stakeholder interest and influence levels.
- Identify key interfaces between the Project and stakeholder groups.

#### 3.2 Plan Stakeholder Management


- Create a clear operational Stakeholder Engagement Plan to effectively interact and communicate with Project's identified stakeholders.
- Identify internal stakeholders responsible for the implementation of the plan.
- Assign roles and responsibilities, prepare necessary tools and strategies to properly implement the plan.

#### 3.3 Manage Stakeholder Engagement

- Pro-actively inform Project stakeholders about the progress of the work.
- Establish an ongoing dialogue with the stakeholders to better address their needs and concerns.
- Provide stakeholders with a possibility to freely and anonymously share their feedback with the Project, e.g. through Grievance Mechanism.
- Effectively engage key stakeholders in project decisions and scope validation.

#### 3.4 Monitor Stakeholder Engagement

- Ongoing monitoring of engagements with specific stakeholder groups.
- Formalizing and keeping records of stakeholder engagements.
- Reporting on the outcomes of stakeholder engagements to relevant internal and external stakeholders, e.g. Project management team, LIESC or authorities.

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### 3.5 Stakeholder Re-assessment

Based on constant monitoring and analysis of engagements with Project stakeholders it might be necessary to adjust engagement strategy. This would allow the Project to respond appropriately to potential changes caused by the ever-evolving stakeholder landscape and Project's relationship with different stakeholder groups.

## 4. RACI CHART – RESPONSIBLE, ACCOUNTABLE, CONSULTED, INFORMED


Project Activity / Deliverable	Project Director	EPCI Director	Package Managers	Project Coordinator	Project Core Team	Package Teams
Stakeholder Register established and continuously updated	A	C	C	R	C	C
Stakeholder Identification & Analysis	A	R	R	R	R	R
Stakeholder Management and communication planning	A	C	C	R	I	I
Appropriate stakeholder engagement and communication	A	R	R	R	R	R
Monitor and re-Assess Stakeholders	A	C	C	R	C	C

## 5. STAKEHOLDER ENGAGEMENT

### 5.1 Stakeholder Engagement Approach

Baltic Power is a committed community partner which believes in early and regular engagement, and consultation with the affected communities at every stage of the Project lifecycle. Creating positive social impact through various initiatives is central to this process.

The Project is conducting extensive stakeholder engagement activities since 2020, targeting different groups of stakeholders, such as: offshore wind industry, energy companies, service and components providers, administration of affected ports, local municipalities, state agencies, national parliament, tourist sector organizations, fishing sector organizations, and local communities.


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Baltic Power stakeholder engagement entails:

1. Direct engagement with Project-affected local communities, Project Affected Persons (PAPs) and other key stakeholders throughout the construction phase to increase awareness of construction in their vicinity and educate stakeholders about potential impacts, mitigation measures, and the availability of the Project-level grievance mechanism.
2. Implementation of a good practice Project-level Grievance mechanism for external stakeholders (see section Grievance Redress Mechanism).
3. Implementation of Livelihood Restoration Framework requirements:
  - Publishing temporary unanticipated or additional exclusions or restrictions in ports (via port captains) and notifying local fishers' associations with a prior notice.
  - Organizing information meetings in each of the three affected ports of Ustka, Łeba and Władysławowo, regarding restrictions and exclusions applicable to fishing and recreational vessels, inclusive of informational brochures.
  - Holding quarterly engagement meetings with fishers and recreational fishers in each of the three ports to register, address and monitor specific concerns and provide information on the status of construction.
4. Proactively addressing key stakeholder issues.
5. Transparent communication:
  - In December 2020, the Project launched its official website (<https://www.balticpower.pl/en/>) to keep the general public up to date with the progress of the Project. Contact details of the investor have also been provided there, including e-mail address where stakeholders can direct their questions related to Baltic Power.
  - Starting Q3 2024 the Project intensified the usage of its official LinkedIn account: <https://www.linkedin.com/company/balticpower/>
6. Participation in industry and cross-industry initiatives:
  - National and International industry conferences,
  - Sector Deal.
7. Conducting Corporate Social Responsibility (CSR) Initiatives.

## 5.2 Key Stakeholder Engagement Events To-Date

*Summary of all stakeholder engagements (2020 – end of Q1 2025) available in Appendix 8.4..*

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## 6. KEY STAKEHOLDERS

### Suppliers/Contractors

This category includes primary suppliers (Tier-1), which according to EBRD PR1 definition are “those suppliers who, on an ongoing basis, directly provide goods or materials essential for the core operational functions of the project”.

When looking at the primary supply chains of the Project, the main integral components are set out as:

- Wind Turbine Generators, comprising nacelles with rotors, towers, transition pieces, and monopiles driven into the seabed (WTG),
- Two offshore substations (OSS),
- Inter Array (inside the Offshore Wind Farm) Power and communication cables (IAC), Export Power and communication cables (EXC),
- Connection infrastructure, inclusive of a 400 kV overhead line and subaqueous Extra High Voltage (EHV) power cable lines, both offshore and onshore.

The Project seamlessly integrates these components, forming a cohesive and interdependent system consisting of four primary elements: i) wind turbines, ii) monopiles, iii) inner array power cables, and iv) (onshore and offshore) substations.

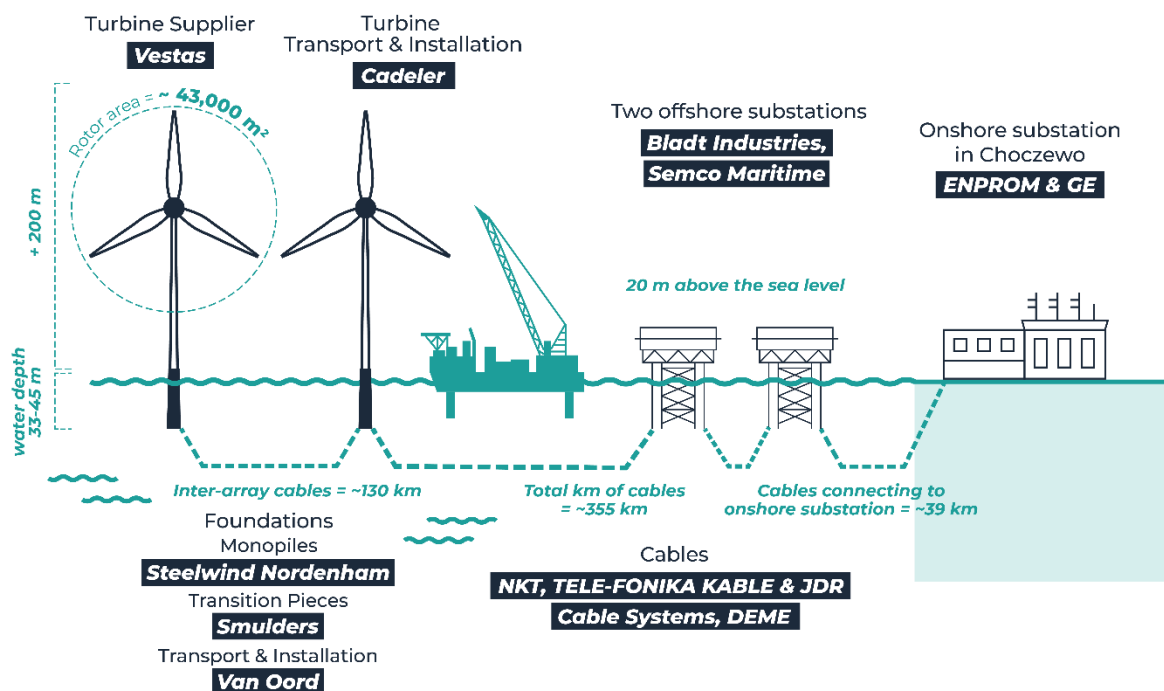



Figure 7: Baltic Power primary suppliers

The primary suppliers identified of the Project’s primary supply chains (Onshore and Offshore) are:

- Vestas Wind Systems A/S
- Steelwind Nordenham GmbH



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- Smulders Group NV
- Van Oord NV
- Cadeler A/S
- NKT Cables Group A/S
- Tele-Fonika Kable S.A & JDR Cable Systems
- DEME Offshore Holding NV
- Semco Maritime A/S
- CS WIND Offshore A/S (formerly Bladt Industries A/S)
- GE Vernova (formerly GE Renewable Energy)
- Enprom S.A.

## Shareholders

### Orlen

ORLEN is an integrated multi-energy concern operating mainly in Central Europe. It is one of the largest companies in Poland.

The company's activities include the extraction of crude oil and natural gas, processing and sale of petroleum products, and the production and distribution of energy.

The company is also active in offshore wind owning additional 5 concessions in the Polish Baltic Sea with an expected capacity of 5.2 GW of installed power.

### Northland Power

Established in 1987, Northland Power is publicly traded Canadian power producer dedicated to developing, building, owning and power infrastructure assets in Asia, Europe, Latin America and North America. These include mainly natural gas and onshore and offshore wind.

Headquartered in Toronto, Canada, with global offices in eight countries, Northland owns or has an economic interest in 3.2 GW (net 2.8 GW) of operating generating capacity and an inventory of early to mid-stage development opportunities encompassing approximately 12 GW of potential capacity.

Northland operates three offshore wind farms in the North Sea (Deutsche Bucht and Nordsee One in Germany, and Gemini in the Netherlands) and has additional ones in development in Europe and Asia.


## Polish Government

Polish government via its respective ministries is responsible for adapting and implementing policy related to energy and offshore wind sector, which has a significant impact on Baltic Power, other Phase I projects and the future of the OFW industry in Poland.

The main responsibility for the topics such as state energy policy, power market, energy security, climate policy and development, use of renewable energy sources and environmental protection, lies currently with the Ministry of Climate and Environment (PL Ministerstwo Klimatu i Środowiska, MKiŚ).

However, also other ministries play an important role in certain aspects related to the Project, i.e. Ministry of Infrastructure (e.g. spatial development plan for Polish maritime areas (PZP POM), port infrastructure), Ministry of Agriculture and Rural Development (e.g. fisheries) or Ministry of Defence (e.g. security).

Key document determining the strategic direction of the energy sector in Poland is the Polish Energy Policy (PL Polityka energetyczna Polski do 2040 roku, PEP2040).

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In the document, the Government, declares, among others, reaching at least 23% of renewable energy in gross final energy consumption in 2030 and reducing GHG emissions by 30% by 2030 (compared to 1990).

The government also predicts that in 2040 more than half of the installed capacity will be zero-emission sources. The implementation of offshore wind energy into the Polish power system will play a pivotal role in this process.

The document assesses that the installed capacity of OFW by 2030 may reach 5.9 GW. In 2040, the potential is estimated at approximately 11 GW. Production from offshore wind farms will have the largest share in the production of electricity generated from renewable energy sources. Due to advantages of this technology, the implementation of offshore wind energy has been defined as the strategic project PEP2040.

### **Lenders/Banks**

The project is financed under the Project Finance framework, which is well-suited for projects with significant capital requirements and extended timelines to achieve full operational capacity. The syndicate supporting the project comprises 25 financial institutions, encompassing both Polish and international commercial banks, export credit agencies (ECAs), and multilateral institutions, including the European Investment Bank (EIB), European Bank for Reconstruction and Development (EBRD), Euler Hermes, Export and Investment Fund of Denmark, and Export Development Canada. The project financing accounts for 80% of the expected total capital costs, with the project partners contributing the remaining capital.

The repayment of the credit facility will be funded through the future financial surpluses generated by the project.

The total project budget is estimated at around €4.73 billion and includes capital expenditures with insurance of around €4.05 billion, as well as financing costs and additional reserve.

The Lenders perform regular oversight of the Baltic Power investment via Lenders' Independent Environmental and Social Consultant ("LIESC", Arup), Lenders' Technical Advisor ("LTA", K2 Management), Lenders' Legal Advisor ("LLA") and Lenders' Financial Advisor ("LFA").


### **Regulators/State Agencies**

Independent regulatory bodies are central administration bodies with a special status, whose Heads are nominated by the relevant minister but are not members of the Council of Ministers. They are characterized by a significant degree of independence from the government. They are equipped with broad competences, exceeding the powers of typical administrative bodies. These broad powers of action enable them to independently shape and enforce state policy in the field covered by their tasks.

Government agencies are state organizational units that have been established by state authorities to perform public administration in a specific designated field. They appear in various organizational and legal forms, adapted to the public administration tasks they perform. Agencies are subordinated to a relevant minister.

Key Baltic Power stakeholders from this group are:

- Energy Regulatory Office (PL Urząd Regulacji Energetyki, URE): It carries out tasks related to promoting competition and regulating, among others, the electricity, fuel and gas markets.
- Civil Aviation Authority (PL Urząd Lotnictwa Cywilnego, ULC) which monitors the impact of wind farms on freedom of air traffic and provides recommendations on necessary safety measures related to air traffic in the vicinity of OFWs.

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- State Water Holding Polish Waters (PL Państwowe Gospodarstwo Wodne Wody Polskie): is responsible for national water management. Its responsibilities include, among others, ensuring sustainable use and protection of the Baltic Sea waters: preventing the degradation of the marine environment, reducing pollution and restoring ecosystems.
- General Director of Environmental Protection/Chief Inspector of Environmental Protection (pl. Generalny Dyrektor Ochrony Środowiska/Główny Inspektor Ochrony Środowiska): The General Directorate for Environmental Protection is the leading institution in the field of environmental impact assessments for investments – it does not, however, supervise local government units issuing environmental decisions, but only cooperates with them. In addition, main tasks of the General Director for Environmental Protection include: participation in the implementation of the environmental protection policy in the field of nature protection and control of the investment process, including strategic environmental impact assessments; developing programs for the protection of endangered species of plants, animals and fungi; issuing permits, including, among others: on derogations from prohibitions in nature reserves.
- National Forest Holding State Forests (pl. Państwowe Gospodarstwo Leśne Lasy Państwowe): State Forests are responsible for forests protection, ensuring their sustainable use, and the expansion of forest resources. The State Forests supervise forests owned by the State Treasury (78% of the area of all forests in Poland, constituting approximately 25% of the entire country).
- Maritime Office (pl. Urząd Morski): responsible for the supervision of all maritime activities, such as, among others: ensuring the safety of maritime navigation, monitoring ship traffic, keeping records of cargo and passengers, placing navigation signs, protecting the marine environment, supervising underwater works, agreeing on decisions regarding the issuance of water permits and construction permits in Polish maritime areas, sea ports and harbors, supervising matters related to the construction, maintenance and protection of coastal areas (e.g. dunes and protective forests), preparing spatial development plans for marine areas, issuing opinions and agreeing on documents regarding the strategic environmental impact assessment of marine areas.

Additionally, the Director of the Maritime Office has legislative powers – they can issue orders or prohibitions.

- Polish Air Navigation Agency (pl. Polska Agencja Żeglugi Powietrznej): The agency ensures safe, continuous, smooth and efficient air navigation in Polish airspace.
- Government Security Center (pl. Rządowe Centrum Bezpieczeństwa (RCB)): The Government Security Center coordinates the process of preventing crises, and if they occur, the process of minimizing their effects. It assesses the risk of security threats.

The Government Security Center is also responsible for preparing the National Critical Infrastructure Protection Program and cooperates with critical infrastructure operators and public administration; maintains a list of facilities, installations, devices and services included in the critical infrastructure; prepares analyses regarding the security of critical infrastructure, issues guidelines for critical infrastructure operators and supports them in ensuring the continuity of services key to national security.

- General Office of Construction Supervision/Chief Inspector of Construction Supervision (pl. Główny Urząd Nadzoru Budowlanego/Główny Inspektor Nadzoru Budowlanego): performs both architectural and construction administration tasks as well as construction supervision in all areas of construction. It is entitled to carrying out inspections of existing and constructed buildings and construction works, and performing control of construction products used.

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- Office of Competition and Consumer Protection (pl. Urząd Ochrony Konkurencji i Konsumentów (UOKiK)): Polish antitrust office responsible for, among others, shaping and implementing competition and consumer protection policy in Poland, eliminating practices violating the collective interests of consumers and prohibited clauses of standard contracts.
- Office of Technical Inspection (pl. Urząd Dozoru Technicznego, UDT): was established to ensure the safety of devices and technical installations subject to technical supervision. Its competences include, among others, supervision and control of compliance with the provisions on technical supervision; performing technical supervision over technical devices; keeping records of used technical devices; analysing the causes and effects of damage to technical devices and constantly assessing the level of threat posed by these devices.

### Polish Parliament

Polish Parliament is a bicameral body, composed of an upper (the Senate) and a lower house (the Sejm).

Members of both houses are elected in direct election, held usually every four years. The Sejm has 460 members, while the Senate has 100 senators. The current composition of Sejm and Senat was determined during elections in October 2023. The next parliamentary elections are planned for Q4 2027.

The main function of the parliament is legislation, the right to enact laws, which are basic legal acts generally applicable in the country. To become law, a bill must first be approved by both houses and signed by the President.

Additionally, both houses may establish committees, which main role is to provide opinions on draft Laws and exercise parliamentary control, e.g. by requesting information about specific topics from relevant ministers or representatives of government administration. The most relevant committees, which have in the past discussed issues related to OFW are: (in Sejm) Committee for Energy, Climate and State Assets and Committee for Maritime Economy & Inland Navigation and (in Senate) Committee for National Economy & Innovation and Committee for Climate & Environment.

### Choczewo Commune

One of the key stakeholder groups as the majority of the Baltic Power onshore construction works have direct impact on the Choczewo commune. This group can be divided into separate subgroups such as:

#### A. Authorities:

- Mayor (pl. Wójt):


Current mayor elected in April 2024 for a 5-year term. Mayor's key responsibilities: acts as the executive body of the commune, manages the current affairs of the commune and represents it externally, and Implements resolutions of the commune council.

- Commune Council (pl. Rada Gminy):

Current council consisting of 15 members was elected in April 2024 for a 5-year term. It is the decision-making and controlling body of the commune. The competences of the Commune Council include adopting the commune's budget, development & economic programs, adopting local spatial development plans, adopting resolutions on certain taxes and fees.

- Village Heads (pl. sołtysi):

There are 14 village councils (sołectwa) in the Choczewo Commune, with the most relevant for Baltic Power being: Choczewo, Kopalino, Sasino Kierzkowo and Starbienino.

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Their main tasks include organizing and coordinating social initiatives and projects aimed at improving the living conditions of the village community, conducting cooperation with socio-economic and cultural organizations and municipal social welfare center, performing other tasks such as defence, fire protection, collection of certain taxes and fees, prevention of natural disasters and removal of their effects. The councillors are supported by the village council. However, the council role is limited mainly to issuing non-binding opinions.

**B. Inhabitants:**

According to the 2023 FY data, the Choczewo commune was inhabited by a total of 4 949 people. The data shows a clear trend of the decrease in number of inhabitants year-on-year: 2018 FY 5 529 people vs 2023 FY of 4 949 [-580 (over 10%)].

**C. NGOs:**

Although, due to historical reasons, the development of civil society in the Choczewo commune was hampered, there are examples of important grassroots initiatives, with the most prominent being conducted by NGOs such as Volunteer Fire Brigades (Ochotnicza Straż Pożarna, OSP) and Association of Rural Housewives (Koła Gospodyń Wiejskich, KGW).

Anna Dymna Foundation is a renowned NGO which main goal is to help adults with intellectual disabilities. Since 2014 the Foundation operates a year-round Occupational Therapy Workshop in Lubiatowo. Recently, the facility was upgraded to serve as a year-round respite center ('Spotkajmy się') for Foundation's patients and their families. The Foundation is one of Baltic Power key local stakeholders as its premises are located nearest to the HDD and cable route works.


**D. Local tourist operators:**

Choczewo is the only commune within Wejherowo County with direct access to the seaside (approximately 17 kilometres of seaside). Therefore, tourism plays an important economic role, especially in 5 village councils (sołectwa) in the northern part of the commune: Sasino, Słajszewo, Jackowo, Kopalino and Kierzkowo. The traditional high tourist season commences end of June and lasts until end of August.

Baltic Power is in constant contact with local tourist operators proactively informing them about the progress of the Project and potential difficulties for tourists resulting from construction works. Both parties jointly discuss possible measures to limit the impact of Baltic Power presence for people visiting Choczewo commune. These are later implemented by the investor, as was the case, for example with maintaining and facilitating access to the popular beach entrance (beach entrance number 37).

Baltic Power supports local communities also via *Choczewo. Commune Powered by Wind* CSR Program: <https://gmina-napedzana-wiatrem.pl/>



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## Fishing Industry/Fishermen

Fishers, next to local community of Choczewo, are at the centre of stakeholder management process for Baltic Power. This group appears to be the most affected by Investor's activities. In the short-term perspective fishers will most likely not be able to fish and pass through the wind farm's area, during both the construction and operational phases (or their fishing activities will be significantly restricted). The group is also heavily affected by the fishing restrictions and during several engagements have voiced their concerns about the future of the industry. Therefore, engagements and especially the compensation process needs to be managed carefully to avoid any negative reputational effects for Baltic Power.

Baltic Power has identified and proactively engaged with key opinion leaders from the industry in order to demonstrate our openness to dialogue and gain additional insights. These measures helped us identify key issues. e.g. remuneration mechanism, long term mechanism for compensations, exclusion zones, possibility of hiring Polish vessels as guard vessels.

In September 2024, Baltic Power has announced plans to implement a temporary compensation mechanism for fishermen operating in the area of the Baltic Power OFW construction site (described above) (i.e. maritime squares N7, N8, O7, O8 located ca. 23 km from the shore). The solution is temporary and will remain in force until the official ministerial regulation regarding the compensation system between the offshore wind sector and fishing sectors is introduced.

The temporary compensation scheme covers owners of fishing vessels that operated in the project site/location areas (offshore wind farm and export cable) in the period between 2018 and 2023. It also applies to recreational fishermen who had used those areas before the ban on cod fishing was introduced. The compensation system applies to units whose owners carried out fishing activities in squares: N7, N8, O7, O8.

In November 2024, Baltic Power launched a call for applications for the Transitional Compensation Scheme. Compensation will be paid in accordance with the Transitional Scheme implemented by Baltic Power until the end of the farm construction or until final ministerial regulations are published. The call for applications will take place twice in the following periods: November 2024 - February 2025 and June - August 2025 and the compensation will cover the payment period for November-December 2024 and 2025. Applications for compensation for 2026 will be accepted similarly in the periods November 2025 - February 2026 and June - August 2026. When the ministerial regulations are introduced, the company will complete its transition programme and adapt to the new regulations.


The first payments were issued in December 2024, the first round of the scheme concluded in February 2025.

More details about the Transitional Compensation Scheme can be found on a dedicated webpage: <https://balticpower.pl/dla-rybakow/>

In February 2025 the Ministry of Agriculture and Rural Development have issued a draft legislative proposal to address the issue of fishery compensation. Baltic Power has provided its comments to the document.

Baltic Power plays also an active part in the "Polish Offshore Wind Sector Deal" ["Sector Deal"] - a sectoral agreement signed in September 2021 by Baltic Power and by more than 200 other entities representing government administration, local government, industry organizations and investors.

Within the framework of the Sector Deal different thematic subgroups have been established. One of the subgroups (subgroup 6.3), crucial from Baltic Power stakeholder management perspective, is dedicated specifically to fisheries. Its main aim is to jointly develop rules that will enable marine fisheries and offshore wind farms to coexist safely. The subgroup also serves as a forum for the exchange of knowledge and

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experience, and foster understanding and collaboration between the OFW sector, legislators and representatives of the fishing industry.

Plans and scope of work and schedule for subgroup 6.3 include:

- Development of rules of compensation mechanism for fishers due to potential loss of income related to construction of OFWs for owners and operators of fishing vessels in accordance with IFC Performance Standard 5 / EBRD Performance Requirement 5.
- Development of a "Code of good practice for coexistence of OWF and fisheries" that would include:
  1. principles and conditions of conducting fishing activities, stocking and fish breeding in the area of OWF projects and within the export infrastructure, including the ways of securing this infrastructure for the purposes of conducting the aforementioned activities;
  2. potential possibilities of using the fishing sector representatives for the construction or exploitation of the OWF projects;
  3. insurance for owners of fishing vessels;
  4. methods of communication between investors and the fishing community.
- Development and submission to the Ministry of Agriculture and Rural Development of a proposal for detailed conditions of performing sea fishing and tourist outfitting in the area of the OWF and within the export infrastructure.

### **Military/Ministry of Defence**

The Baltic has for ages been a sea of strategic importance. Most recently, during World War II warfare and the Cold War era, when it acted as a natural boarder between the West and the Soviet Union. After the collapse of the later its significance has gradually deteriorated. However, with the outbreak of the 2022 war in Ukraine and the risk of potential escalation of the conflict, the Polish maritime boarder again became point of focus for the Polish Ministry of Defence, Polish military and the NATO alliance.

Baltic Sea has recently also become significant with regards to its wind power potential and subsequent importance for the Polish energy security. This has resulted in stronger focus that the relevant authorities have put on how to address the interdependencies between the issues of military defence and OFW development.


Key issues related to OFW development in the Baltic Sea, and points of intense discussions between Baltic Power and Ministry of Defence/Polish military are: a) unexploded ordnance (UXO) and shipwrecks, b) possible impact of the location of OFWs on national defence c) requirements for OFWs as critical infrastructure of the country.

### **Polish Electricity Networks (PSE)**

Polish Electricity Networks (pl. Polskie Sieci Elektroenergetyczne, PSE) is a Polish State Treasury company managing the National Power System in Poland as a transmission system operator, owning the highest voltage (hV) network in the country.

The activities of PSE include electricity transmission, operation of the transmission network and domestic and foreign electricity trade.

PSE is responsible for the development of Baltic Power Associated Facilities, i.e. onshore substation and hV cable infrastructure. that will transfer electricity produced by the wind farm into the Polish electricity grid.

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## European Union

In line with EU countries' regional cumulative offshore goals of around 111 GW by 2030 and 317 GW by 2050, offshore renewables are poised to become a main pillar of Europe's future electricity mix. To deliver on the EU's energy and climate goals, reduce EU need for energy imports, increase the competitiveness and affordability of its electricity, and ensure security of energy supply, the EU is investing in renewable energy.

To ensure that offshore renewable energy can help reach the EU's ambitious energy and climate targets for 2030 and 2050, the Commission published a dedicated EU strategy on offshore renewable energy (COM/2020/741) in 2020. It proposed concrete ways forward to support the long-term sustainable development of the sector, setting targets for an installed capacity of at least 60 GW of offshore wind energy by 2030, and 300 GW by 2050.

The deployment of offshore wind energy is at the core of delivering the European Green Deal and ensuring Europe's competitiveness and security of energy supply. The installed offshore wind capacity in the EU was 19.38 GW in 2023.

## OFW Developers/Industry Associations


Developers of Phase 1 OFW projects in Poland: Ocean Winds (joint venture between EDP Renewables and ENGIE), RWE, PGE, Orsted, Polenergia and Equinor.



Figure 7: Phase 1 offshore wind projects in Polish Baltic Sea

Additionally, as the OFW sector is developing, there are several associations that work to promote the industry in Poland. The key ones are:

- The Polish Wind Energy Association (pl. Polskie Stowarzyszenie Energetyki Wiatrowej, PSEW) is a non-governmental organization established in 1999. Its main aim is to promote renewable wind energy

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development in Poland, both onshore and offshore. It brings together companies operating on the wind energy market in Poland and abroad: investors, developers, manufacturers of turbines and components for power plants, and sub-suppliers.

- The Wind Industry Hub Foundation has been established to support the building of a strong industry and service base for the wind sector in Poland. The foundation's goal is to work to improve energy and economic security by ensuring an adequate industrial base in Poland. Through cooperation with government administration and support of the business and legal environment, the Foundation co-creates Poland's coherent industrial policy and the development of the Polish wind industry. The Foundation's goals also include supporting Polish companies and institutions in the implementation of the EU's policy to strengthen the European industry supplying components for investments in climate-neutral energy technologies.
- The Polish Chamber of Offshore Wind Energy (pl. Polska Izba Morskiej Energetyki Wiatrowej, PIMEW): the first economic self-government in Poland for the offshore wind energy sector, bringing together entities conducting or planning activities in the field of production of components, provision of services, trade or construction for the offshore wind energy sector in Poland.

### City of Łeba

The port in Łeba is the location of the Baltic Power Operations & Maintenance (O&M) base.

Baltic Power is engaging regularly with Łeba stakeholders, mainly the authorities and local fishermen.

We have also launched a dedicated CSR program *Power of the Baltic* (pl. *MOC Bałtyku*: <https://mocbaltyku.pl/>) to support local initiatives.

The local port will also serve as an O&M base for future Equinor/Polenergia Bałtyk OFW project.

### Regional Authorities


*This category does not include Choczewo Commune authorities. These are included in Choczewo Commune stakeholder.*

Key stakeholders within this group include:

Pomeranian Voivode (pl. Wojewoda Pomorski): representative of the Council of Ministers in the voivodeship and head of government administration in the voivodeship. Responsible for implementing the policy of the Council of Ministers in the voivodeship. It may issue orders binding on all government administration bodies operating in the voivodeship. The voivode is elected by the Prime Minister.

Marshal of the Pomeranian voivodeship (pl. Marszałek Województwa Pomorskiego): chairman of the collegial board of the voivodeship. It manages the current affairs of the voivodeship and represents it externally. Has the competence to issue decisions in individual matters in the field of public administration. The marshal is elected by councilors of the voivodeship assembly.

Pomeranian Voivodeship board (pl. Zarząd Województwa Pomorskiego): the executive body of the voivodeship self-government, elected by the voivodeship assembly at the request of the marshal. The competences of the management board include: implementing resolutions of the voivodeship assembly; managing voivodeship property; preparing the project and implementing the voivodeship budget; preparing drafts of the voivodeship development strategy, spatial development plan and their implementation;

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managing, coordinating and controlling the activities of voivodeship local government organizational units; responsible for proper implementation of the budget.

Pomeranian Voivodeship assembly (pl. Sejmik Województwa Pomorskiego): decision-making and controlling body of the voivodeship self-government, which is composed of councilors elected in direct elections. The assembly establishes acts of local law, rules for the management of voivodeship property, as well as the rules and procedures for using voivodeship public facilities and equipment; adopts the voivodeship development strategy and long-term voivodeship programs. The exclusive competence of the assembly also includes adopting a spatial development plan; the assembly also adopts the voivodeship budget and determines the rules for granting subsidies from the voivodeship budget; examines reports on budget implementation and financial reports of the voivodeship. The assembly elects and dismisses the voivodeship board.

Mayor of the Wejherowo county (pl. Starosta Powiatu Wejherowskiego): chairman of the county board, head of the county office, supervisor of the heads of county organizational units, as well as the head of county services, inspections and guards. The mayor is elected by the county council.

Wejherowo county board (pl. Zarząd Powiatu Wejherowskiego): the executive body of the county, elected by the county council. Its tasks include: preparing draft resolutions of the county council, implementing resolutions of the county council, managing county property, and implementing the county budget.

Wejherowo county council (p. Rada Powiatu Wejherowskiego): decision-making and controlling body of the county government. Its members (councilors) are elected in a popular vote. The council's activities include, among others, the adoption of local legal acts, the election and dismissal of the management board, and the adoption of the budget.

## Media

Thus far media interest in OFW development in Poland was limited mainly to local and industry media outlets. However, since the commencement of the construction phase we have seen an increased interest in Project's progress. Although, this is still limited mainly to industry and local media.

## Polskie Elektrownie Jądrowe (PEJ)

The development of nuclear energy is one of the pillars of Poland's energy transformation, which assumes the construction of safe and modern generation III(+) nuclear reactors.

By 2043, Polish nuclear power plants are to produce approximately 25% of country's electricity.

Polskie Elektrownie Jądrowe (PEJ) is the company responsible for preparing the investment process for the construction of the first Polish nuclear power plant with a capacity of up to 3,750 Mwe.


PEJ is owned by the State Treasury and is formally under the supervision of the Government Plenipotentiary for Strategic Energy Infrastructure.

On 22<sup>nd</sup> December 2021, Polskie Elektrownie Jądrowe confirmed that the villages of Lubiatowo and Kopalino (Choczewo commune) had been selected as the preferred location for the first Polish nuclear power plant.

The construction is in its early stages. The power plant will consist of three units. The first one is scheduled to be completed in 2036, and the next two in 2037 and 2038.

The construction of a nuclear power plant is a contentious issue within the local community. There are associations and groups actively opposing the construction of a nuclear power plant in Lubiatowo-Kopalino.



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They regularly organize protests during which they inform residents and tourists about the threats posed by the construction of a nuclear facility in the area.

PEJ is actively engaging with local stakeholders via regular meetings with the authorities, stationary information points located in the commune, and numerous CSR activities and events for the inhabitants.

### **Canadian Government**

With one of the Baltic Power shareholders being a Canadian entity, the Project is likely to garner attention from the Federal Government of Canada, especially as Export Development Canada (EDC) is among the 25 financial institutions supporting the Project.

Export Development Canada (EDC; French: Exportation et développement Canada) is Canada's export credit agency and a Crown corporation (wholly owned federal organization that is structured like private or independent company) wholly owned by the Government of Canada. Its mandate is to support and develop trade between Canada and other countries, and help Canada's competitiveness in the international marketplace.

EDC products and services include, among others trade credit insurance, export financing for Canadian companies and for their foreign customers, and equity investments.

Northland Power has in the past been a beneficiary of EDC support, which provided funding for its OFW projects in Europe, i.e. Gemini (NL), Nordsee One and Deutsche Bucht (both GER).

EDC also supports other investments in Polish energy sector. 9<sup>th</sup> December Polskie Elektrownie Jądrowe (PEJ) received a letter of intent (LOI) from Export Development Canada, for up to USD 1.45 billion to potentially support Poland's first nuclear power plant project in the Choczewo Commune.

Northland Power also engages frequently with the Federal Government of Canada, including via regular engagements with Embassy of Canada to Poland.

### **Environmental NGOs**

Environmental non-governmental organizations (eNGOs) seek to protect, analyse or monitor the environment against misuse or degradation from human forces. In vast majority they are supportive of renewable energy sources, including offshore wind.


Thus far we have seen limited interest of this group in Baltic Power project. This might, however, change as the Project progresses, especially with the advancement of offshore works.

The most active eNGOs in Poland are local branches of international organisations such as, for example, Greenpeace or WWF.

### **Academia/Schools/Think Tanks**

According to the Wind Industry Hub analysis by 2030 the Polish offshore industry may create up to 39-63 thousand jobs in the entire value chain. In a different study, conducted by Polish Wind Energy Association if Poland would realise its full offshore potential estimated at 33 GW, the sector could generate even more than 100 000 jobs.

Regardless of the exact numbers, which at this stage are hard to predict, the industry will require a significant workforce with a diverse skill set, not only to successfully execute their projects, but also to meet "local content" requirements.

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In recent years, several high-schools, vocational schools and universities have included “offshore education” in their curricula. Also, the private sector (e.g. training centers, consultancies) offer upskilling and re-skilling opportunities.


Apart from their role in developing of future workforce, educational institutions often collaborate with think-tanks, foundations and private sector on research projects analysing different aspects related to offshore wind development in Poland. The studies produced often serve as an input to legislation/regulation proposals.

### **General Public**

Offshore wind energy is the most socially acceptable technology for generating electricity.

According to the 2022 public opinion research conducted by Indicator on behalf of the Polish Wind Energy Association, 81% of Poles believe that offshore wind energy has a positive impact on the fight against climate change, nearly 2/3 of Poles considered offshore wind energy to be the preferred method of powering households and more than 3/4 of Poles believe that offshore wind energy is a very good way of generating electricity from a social point of view.

Negative opinions most often relate to issues such as OFW intermittency and efficiency of wind turbines, low levels of local content in the OFW value chain and future decommissioning and recycling of the OFW infrastructure.

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## 7. GRIEVANCE REDRESS MECHANISM

An effective stakeholder engagement process can help to prevent grievances. However, in projects with high potential for environmental and social impacts, stakeholder grievances are likely to occur.

This section provides a framework for the Grievance Redress Mechanism (GRM) that will be used to identify, track, and manage grievances raised by external Project stakeholders.

The GRM will be maintained throughout the Project life cycle, to ensure that grievances are promptly noted, analysed and, to the extent possible, resolved. The main objective of the grievance mechanism is:

- To address grievances promptly and effectively, in a transparent manner resulting in fair, effective and lasting outcomes.
- To provide a grievance management process that is readily accessible to all Project affected parties.
- To build trust as integral component of the Project community relations activities.
- To enable a systematic identification of emerging issues facilitating identification of mitigation measures, corrective actions and pre-emptive engagement.

Offline information on the Project grievance mechanism and local complaint points in Choczewo and Łeba are available to the public at the following addresses from August 2023:

### 1. Choczewo Municipal Office

17 Pierwszych Osadników Street  
84-210 Choczewo  
tel. (58) 572-39-40, 572-39-13, 572-39-07,  
fax (58) 676-30-12

### 2. Łeba Municipal Council

90 Kościuszki Street  
84-360 Łeba  
Tel: +48 59 8661 510  
Fax: +48 59 8661 337

## 7.1 Grievance Resolution Procedure

The GRM system is comprised of a sequential process involving three levels of resolution. The next level of resolution is triggered if the complaint cannot be resolved at a lower level, although the Project recognises and accepts that complainants may go directly to Level 3.

The Project Grievance Committee has been established and consists of: the Project Community Relations Manager, Construction Contractor representatives, local authorities and community representatives.


## 7.2 Grievance Procedure

Please refer to Appendix B.

## 7.3 Roles & Responsibilities

### Contact details of the Community Liaison Officer:

Krzysztof Bukowski – Head of Communications and Stakeholder Management  
Baltic Power Sp. z o. o.


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Bielańska 12, 00-085 Warsaw

POLAND

Phone: +48 609 053 564

E-mail: Krzysztof.Bukowski@balticpower.pl


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## 8. APPENDICES

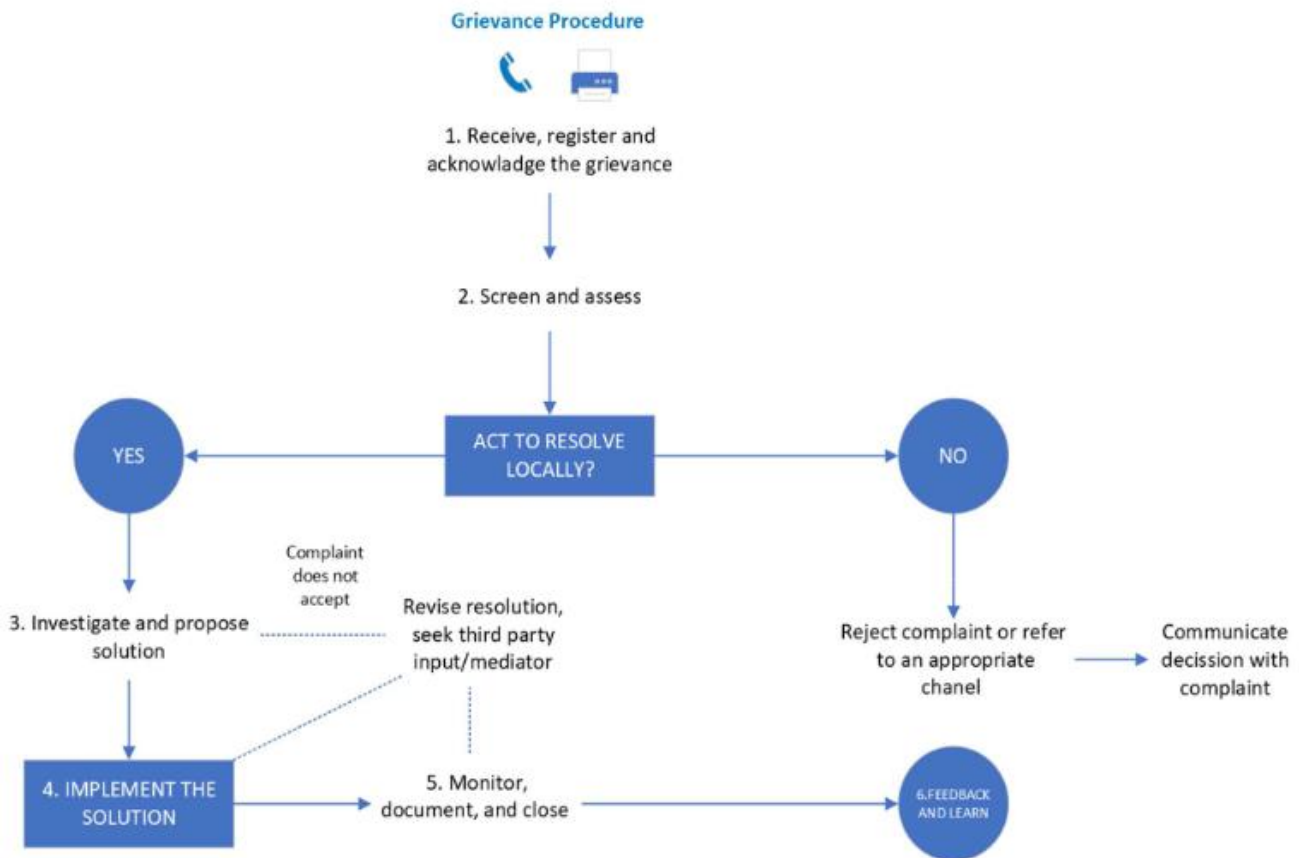
### 8.1 APPENDIX A: GRIEVANCE FORM AND CLOSE-OUT TEMPLATE

Grievance Form	PART	1
<b>Contact and Details</b>		
<b>Complaint number:</b>		
Date:		
Recorded by:		
<b>Complainant details (Tick the box for anonymity – in Choczewo Municipal Office, Łeba Municipal Council)</b>		
Name:		
Category [community/ contract worker/ supplier/ contractor]:		
Telephone number:		
Address:		
Preferred method of contact:		
<b>Grievance Log PART 2 Description of grievance(s)</b>		
Describe the grievance below.		
Mode of communication (written/ verbal/ meetings/ mediator):		
Date of grievance:		
Date of acknowledgement:		
<b>Signatures</b>		
Recorder:		
Claimant:		
Date:		
<b>Grievance Closed Out PART 3 Resolution</b>		
Describe the steps taken to resolve the grievance and the outcome.		
Department:		
Mode of communication for reply (meeting/ written/ verbal/ display):		
Date closed:		
<b>Signatures</b>		
Complainant:		
Project representative:		
Date:		



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## 8.2 APPENDIX B: THE GRIEVANCE PROCEDURE



All grievances must be handled in a discreet and objective manner. The Project Public Relations and Stakeholder Management team must take into consideration the sensitive nature of the needs and concerns of the affected individual and/or communities, and be responsive to the grievances made by the Project-Affected Parties, especially during the construction phase.


A separate grievance mechanism has also been developed to address internal grievances relating to employment matters.

All grievances are recorded in the Stakeholder Engagement Database. Such records include complaint details, a summary of the grievance, the agreement on proposed actions (between the Project and the complainant), and monitoring actions taken in response to the grievance. Grievances for highly sensitive cases, and as requested by complainants, will be filed anonymously. All correspondence related to the grievance must be documented in the Stakeholder Engagement Database for monitoring, reporting and learning. This will help drive continuous improvement.

### STEP 1: RECEIVE AND ACKNOWLEDGE GRIEVANCE

A variety of channels is available through which stakeholders can log their grievances. This includes:

Written communication by filling out the Grievance Form (Appendix A) available on the Project Website.

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- Those who have difficulty reading or writing or are inexperienced with the complaint process can call the Project Hotline, and the Public Relations and Stakeholder Management Team will assist them in filling out the Grievance Form.
- The Public Relations and Stakeholder Management Team will assign a unique grievance number to each grievance for easy tracking.
- The Project Public Relations and Stakeholder Management Team will provide the complainant with an acknowledgement of the receipt of the complaint within 3 working days (phone call, text message, or a meeting) and a written acknowledgement within 7 days (email, letter). The acknowledgement will include the grievance number so the complainant can use it as a reference to track the status of their complaint. If the grievance is not well understood or if additional information is required, clarification should be sought from the complainant during this step.

#### STEP 2: ASSESS GRIEVANCE AND ASSIGN PRIORITY AND RESPONSIBILITY

Grievance is screened and assessed within 7 days of receipt by the Project's Public Relations and Stakeholder Management Team: If it is decided that a grievance is not valid, the grievance will be dismissed and the decision and the reasons for dismissal will be provided to the complainant in writing (and in person if required). Where applicable, the Project will refer the complainant to the appropriate government department, organisations, or judicial committee within the local government.

If the grievance is valid, it will be classified into one of the following categories:

- **Level 1 Complaint:** A complaint where potential impacts and/or consequences are low, and can be resolved quickly (e.g., a Project vehicle damaging other's property)
- **Level 2 Complaint:** A complaint which is widespread and repeated (e.g., dust from Project vehicles)
- **Level 3 Complaint:** A complaint that could potentially result in a serious breach of laws, regulations, or international standards to which the Project needs to adhere to, affect Project reputation (e.g., inadequate offshore waste management).


Management will be notified of all grievances, and the Project Director is notified of all Level 3 grievances.

- Project Public Relations and Stakeholder Management Team will initiate resolution for Level 1 complaints where potential impacts and consequences are relatively low.
- Management will initiate resolution of all complaints at Levels 2 and 3 and Level 1 complaints that can have significant implications to the business image or performance.
- For any grievance that requires the involvement of a third party (e.g., technical expert, authority), Project Community Relations Team is responsible for contacting the relevant third party for their advice or resolution.

#### STEP 3: INVESTIGATE AND PROPOSE RESOLUTION (WITHIN 14 DAYS)

The Project's Public Relations and Stakeholder Management Team member will investigate the grievance and propose resolution as soon as possible but no later than 14 days after receiving the grievance. The responsible team member shall seek input from relevant stakeholders (internal and external) if necessary.

The responsible team member will discuss the outcomes of the investigation and proposed resolution with the complainant. The response can be communicated in several ways depending on the complainant's preference (e.g. face-to-face, email, letter, phone call, etc.).

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The Public Relations and Stakeholder Management Team will ask the complainant for written acceptance of the resolution (or verbal if the complainant has difficult reading/ writing).

- For grievances assessed as a 'Level 1', Project Public Relations and Stakeholder Management Team will contact the complainant directly to develop solutions with oversight from the Public Relations and Stakeholder Management Team Manager.
- For a grievance is assessed as a 'Level 2,' the Public Relations and Stakeholder Management Team Manager will be responsible for identifying a coordinated management solution and response. This should involve other senior managers and sign off from the Project Director.
- For a grievance assessed as a 'Level 3,' immediate intervention and advice from related parties such as senior managers, contractors, and/or local authorities shall be sought on potential resolutions.

The response is signed off by the Project Director for level 3 grievances and the Public Relations and Stakeholder Management Team Manager for Level 2 and Level 1.

#### STEP 4: IF THE COMPLAINANT DOES NOT ACCEPT THE PROPOSED RESOLUTION

If the complainant does not accept the proposed solution the responsible Public Relations and Stakeholder Management Team member shall refer the complaint to the Project Grievance Committee to facilitate an agreeable resolution (Level 2 of the Grievance Resolution System). And finally, as the last resort, the complainant can appeal to the District Court (Level 4).

#### STEP 5: IMPLEMENT THE SOLUTION

For relatively simple, short-term actions that can resolve the problem, the solution should be implemented within 20 days.

For solutions that take longer to address, or for which the complainants are not satisfied, or additional corrective actions are required, the Project Public Relations and Stakeholder Management Team will inform the complainants of the progress on a regular basis (at least once a month) until the solution is completely implemented.


The responsible team member will inform the complainant that the corrective actions have been implemented and confirm that the complainant is satisfied with the resolution.

#### STEP 6: GRIEVANCE CLOSE OUT AND DOCUMENTATION

The grievance resolution process should be monitored and documented, and the grievance closed with sign-off from the Public Relations and Stakeholder Management Team Manager with the Project Director approval to close out level 3 grievances. If further attention is required, the responsible team member should return to Step 2 to re-assess the grievance.


### 8.3 APPENDIX C: REGISTER OF STAKEHOLDERS

Please see the following link: [https://balticpower.pl/media/1191/stakeholder-engagement-plan\\_appendix-b.pdf](https://balticpower.pl/media/1191/stakeholder-engagement-plan_appendix-b.pdf)


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#### 8.4 APPENDIX D: STAKEHOLDER ENGAGEMENT REGISTER

Date	Venue	Stakeholder(s)	Summary
03/2020	Łeba & Władysławowo	Fishing Sector, eNGOs, Local Authorities	Information meetings with representatives of fishermen organizations. Key topics raised: <ul style="list-style-type: none"> <li>occupying the fishing grounds by the OWF Area</li> <li>the method of co-use of the OWF Area for fishing and transit of fishing vessels to fishing grounds located north of the OWF Area and an extension of the route to these fishing grounds</li> <li>methods and results of environmental surveys, mainly in the scope of ichthyofauna and birds, and the condition of the ecosystem, in the context of fish returning after the construction stage to the OWF Area and disappearance of mussels in the OWF Area</li> </ul>
Several between 05/2020 and 06/2021	Choczewo Commune	Choczewo Commune Authorities, Inhabitants, local eNGOs and NGOs, local tourist industry representatives	Baltic Power held a series of meetings with the Choczewo Commune local community, during which the investor provided details on the construction of Baltic Power offshore wind farm and its infrastructure. These meetings were organised jointly with PSE and other OFW developers whose infrastructure is also being built in Choczewo area.
09/12/2020	Online	Various businesses and industries	PKN ORLEN Offshore Wind Supply Chain Meeting 2020. The participants had the opportunity to learn about the Baltic Power offshore wind project and key details of procurement processes associated with the project. Almost 400 people from 273 firms took part in the event.
2021	Various	Scientific institutions, Educational Sector, Industry organizations	Initiative aimed to support the offshore wind educational sector and strengthen cooperation with Polish universities.


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Date	Venue	Stakeholder(s)	Summary
30/11 – 01/12/2021	Online	Various businesses and industries, State authorities and public administration, Local authorities and administration at the regional level	<p>Baltic Power Offshore Wind Supply Chain Meeting 2021. Participants were provided with the most up-to-date information about the project. In addition to the current schedule, information about the procurement procedures and supply chain plan, the attendees learned about the detailed plans and requirements for all the seven 'installation packages'. Almost 600 representatives of 369 companies and institutions attended the meeting.</p> <p>A special online platform was created for the event, where participants could visit the suppliers zone.</p> <p>More than 50 companies created their virtual stands, where visitors could get acquainted with their offer and establish business contacts. During the 2 days of the conference, all stands recorded a total of over 4000 visitors.</p>
07/06/2022	Gdańsk	State & local authorities, public administration	<p>Baltic Power Forum 2022. The event was addressed to stakeholders from the public administration sector, local government administration sector and institutions involved in the processes of obtaining key approvals, permits and administrative decisions.</p> <p>More than 60 representatives from 30 institutions that are or will be involved in administrative procedures related to the preparation and implementation of offshore wind farm took part in the meeting.</p>
03/06/2022	Gdynia	Scientific institutions, Educational Sector, Industry organizations	<p>The Youth Career Forum is an event organized by Gdynia Maritime University. Its main idea was to present the offer of companies from various industries that are looking for job candidates among students and graduates of the best majors and universities in Pomerania. The event was attended by representatives of 15 companies from industries closely related to the fields of study at Gdynia Maritime University. Students had the opportunity to learn about recruitment processes and the principles of candidate selection, and to talk to company representatives and specialists to exchange information.</p>


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Date	Venue	Stakeholder(s)	Summary
09/2022	Łeba & Choczewo	Residents of Choczewo and Łeba Commune, Educational Sector	Engagements with pupils about the principles of modern sources of energy generation. One of the key points was the presentation of knowledge about offshore wind farms using the example of Baltic Power. Total of nearly 400 students from elementary schools in Łeba and Choczewo.
19/10/2022	Sopot	Various businesses and industries	Baltic Power Supply Chain Meeting 2022 ( <i>Meet the buyer</i> ). The conference focused on key suppliers, who presented the scopes of the planned works, the schedules for their execution and the areas in which they are looking for local suppliers. More than 400 people from 215 companies participated in the event.
26/10/2022	Gdańsk	Educational Sector, OFW industry	Offshore Wind Career Days were held at the Gdansk University of Technology. The event was attended by 15 companies from the offshore wind industry, and Baltic Power booth was visited by more than 200 students.
05/05/2022	Choczewo	Choczewo Commune	Kick off of <i>Choczewo. Commune Powered by Wind</i> CSR Program.
06/2022-05/2024	Various	Various	Polish Offshore Wind Sector Deal meetings (sub-group 6.3). An agreement signed by the representatives of Polish governmental administration, OFW developers, organisations acting for the offshore wind sector development, representatives of financial and insurance entities, local government, representatives of the education, higher education and science system aimed the development of the offshore wind sector in Poland based on ensuring maximum share of local content in the supply chain in the process of the offshore wind farm construction.
05/2022	Szczecin, port cities on the Polish coast	Educational Sector	Meeting in 3 kindergartens in Szczecin, with children aged 3-6, with an objective to educate them about the offshore wind energy and benefits of using renewable energy sources using the example of the Baltic Power project.
14/09/2023	Choczewo	Choczewo Commune	Informational meeting with Choczewo Commune Mayor, Choczewo Commune Council and local community on planned construction activities,




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Date	Venue	Stakeholder(s)	Summary
			increased traffic and the progress of <i>Choczewo. Commune Powered by Wind</i> CSR program.
22/02/2024	Władysławowo	Local authorities	Informational meeting with Władysławowo authorities about Baltic Power planned information activities to fishers. Key objectives: <ul style="list-style-type: none"> <li>▪ Build a better understanding of the project among local authorities.</li> <li>▪ Gather information on key local representatives of fishers operating in Władysławowo.</li> </ul>
22/02/2024	Ustka	Ustka Commune authorities	Informational meeting with Ustka commune authorities about Baltic Power planned information activities to fishers. Key objectives: <ul style="list-style-type: none"> <li>▪ Build a better understanding of the project among local authorities.</li> <li>▪ Gather information on key local representatives of fishers operating in Ustka commune.</li> </ul>
23/02/2024	Łeba	City of Łeba authorities	Informational meeting with Łeba authorities about Baltic Power planned information activities to fishers. Key objectives: <ul style="list-style-type: none"> <li>▪ Build a better understanding of the project among local authorities.</li> <li>▪ Gather information on key local representatives of fishers operating in Łeba commune.</li> <li>▪ Inform about the launch of Power of the Baltic CSR program.</li> </ul>
29/02/2024	Stupsk	Chief Fisher Inspector	Informational meeting with Chief Fisher Inspector about Baltic Power planned information activities to fishers. Key objectives: <ul style="list-style-type: none"> <li>▪ Inform the inspector about the project.</li> <li>▪ Obtain information on the current state of fishing in the 3 key ports, the state of the sector and the relationship between the office and fishermen.</li> </ul>
29/02/2024	Ustka	Ustka City Mayor	Informational meeting with the president of Ustka port about planned information activities to fishers. Key objectives: <ul style="list-style-type: none"> <li>▪ Ask to promote the meetings locally among fishers.</li> </ul>

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Date	Venue	Stakeholder(s)	Summary
			<ul style="list-style-type: none"> <li>Present the progress of the Baltic Power project.</li> </ul>
29/02/2024	Łeba	Fishers	<p>Informational meeting with key representatives of fishers (key opinion leaders) about planned meetings and information activities to fishers. Key objectives:</p> <ul style="list-style-type: none"> <li>Discuss assistance and communication support in reaching out to fishing communities and fishermen themselves.</li> <li>Provide updates on the status of the Baltic Power project.</li> </ul>
01/03/2024	Online	Ustka City authorities	<p>Informational meeting with Ustka City authorities about Baltic Power planned information activities to fishers. Key objectives:</p> <ul style="list-style-type: none"> <li>Build a better understanding of the project among local authorities.</li> <li>Gather information on key local representatives of fishers operating in the city and port of Ustka.</li> </ul>
01/03/2024	Władysławowo	Fishers	<p>Informational meeting with key representatives of fishers (key opinion leaders) about planned information activities to fishers. Key objectives:</p> <ul style="list-style-type: none"> <li>Discuss assistance and communication support in reaching out to fishing communities and fishermen themselves.</li> <li>Provide updates on the status of the Baltic Power project.</li> </ul>
13/03/2024	Choczewo	Mayor of the Choczewo Commune	<p>Baltic Power provided an update on the current status of the project, planned meetings with local community in April. The meeting also aimed to verify whether any signals of concern from local citizens related to BLP were raised.</p>
13/03/2024	Choczewo	Choczewo Forestry	<ul style="list-style-type: none"> <li>Update on the current status of the project.</li> <li>Alignment on communications activities.</li> <li>Discussion on possibility of using internal forest roads to limit traffic impact on public roads.</li> <li>Discussion about the issue of informing tourists about construction works taking place in the forest.</li> </ul>

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Date	Venue	Stakeholder(s)	Summary
21/03/2024	Choczewo	Choczewo Forestry	A study visit to define key places to locate information boards for tourists regarding the project and planned tree-cutting activities.
21/03/2024	Osieki Lęborskie (Choczewo Commune)	Local authorities	Meeting with chief of the village Osieki Lęborskie. Talking about traffic concerns, and potential other solutions to help local communities during summer season.
21/03/2024	Choczewo	Local authorities	Meeting with two councillors from Kierzowo/Lubiatowo to discuss the concept of organising meetings with locals from areas that are close to construction sites. Informing the councillors about project schedule.
21/03/2024	Online	Anna Dymna Foundation	Meeting with Anna Dymna Foundation Director, which runs a place for people with disabilities in Choczewo. Foundation's premises are located next to construction site and HDD cable. Informing about plans for a meeting to discuss safety and road solutions for the planned works in the vicinity of foundation premises.
10/04/2024	Choczewo	Local inhabitants	Meeting with residents of Choczewo commune. Launch of the 3rd edition of the <i>Choczewo. Commune Powered by Wind</i> CSR program. The meeting was attended by more than 50 people. A summary of the 2nd edition was presented and assumptions for the 3rd edition of the Program were discussed.
04/2024	Ustka, Łeba, Władysławowo	Fisheries	A series of information activities were undertaken to promote information about meetings with fishers.
17/04/2024	Kopalino/Lubiatowo (Choczewo Commune)	Local inhabitants	Meeting aimed at informing locals from Kierzkowo on the project's progress and discussing construction plans, especially in the context of the upcoming summer season.
18/04/2024	Kierzkowo (Choczewo Commune)	Local inhabitants	Meeting aimed at informing locals from Kopalino on the project's progress and discussing construction plans, especially in the context of the upcoming summer season.
24/04/2024	Lubiatowo (Choczewo Commune)	Anna Dymna Foundation	Meeting with Anna Dymna Foundation aimed at discussing the work plan (HDD drilling, cable route) with Foundation's director and team.
24/04/2024	Ustka	Fishers	Open, information meeting for fishers about the project and its progress. 1 <sup>st</sup> in a series of regular

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Date	Venue	Stakeholder(s)	Summary
			quarterly meetings with fishers [ESAP requirement]
25/04/2024	Łeba	Fishers	Open, information meeting for fishers about the project and its progress. 1 <sup>st</sup> in a series of regular quarterly meetings with fishers [ESAP requirement]
25/04/2024	Choczewo	Local inhabitants	Organising consultation points for Choczewo Commune inhabitants and meetings with residents and organizations interested in participating in the <i>Choczewo. Commune Powered by Wind</i> program. Providing information about BLP project progress and status.
26/04/2024	Władysławo	Fishers	Open, information meeting for fishers about the project and its progress. 1 <sup>st</sup> in a series of regular quarterly meetings with fishers [ESAP requirement]
10/05/2024	Choczewo	Choczewo Commune Mayor	Introductory meeting with the new Choczewo Commune Mayor
16/05/2024	Łeba	City of Łeba Mayor	An introductory meeting with new Łeba new mayor. Talks on the project's progress in Łeba and <i>Power of the Baltic</i> CSR program.
28/05/2024	Lubiatowo (Choczewo Commune)	Various local stakeholders	The goal of the meeting was to define safety and transport solutions primarily for the Foundation residents but also for tourist and locals. All subcontractors were introduced, plan of work was presented. A Q&A session helped the investor and its partners define the scope of works planned in the vicinity of the Foundation's premises.
03/06/2024	Online	Mayor of Choczewo Commune	The goal of the meeting was to summarise the meetings with the local community and Anna Dymna Foundation, and to decide on additional measures to reduce the impact on local community and tourists during the upcoming summer season.
06/06/2024	Choczewo	Lubiatowo and Kopalino village heads	The goal of the meeting was to define safety and transport solutions primarily for tourists in Lubiatowo and Kopalino area. The representatives of the tourism sector had an occasion to raise their concerns and expectations towards the investor, especially related to the upcoming summer season.
06/06/2024	Choczewo	Choczewo Commune Council	The goal of the meeting was to confirm safety and transport solutions discussed with the local community, Foundation and tourist operators from Lubiatowo and Kopalino area. The representatives of commune had a chance to ask about Investor's activities planned for the summer season.


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Date	Venue	Stakeholder(s)	Summary
14/06/2024	Online	WWF (eNGO)	Meeting to discuss the issue of reported ringed plover breeding sites in Choczewo area.
19/06/2024	Łeba	Local inhabitants	Meeting with residents of Łeba. An information meeting on the <i>Power of the Baltic</i> program. Status update on BLP and O&M Base works. Discussion with residents.
20/06/2024	Lubiatowo (Choczewo Commune)	Local inhabitants, local tourist sector representatives	Second meeting with communities of Lubiatowo and Kopalino organised to provide full information on solutions implemented for the summer season (transport, safety etc.).
24/06/2024	Choczewo	Choczewo Commune authorities	A joint meeting of all OWF developers present in Choczewo (including PSE) to talk about the plans and progress of all projects.
27-29/06/2024	Lubiatowo (Choczewo Commune)	Local inhabitants	Installing a series of information boards for tourists, informing about the project and temporary changes in transport organization.
26/07/2024	Choczewo	Choczewo Forestry	The goal of the meeting was to discuss construction topics affecting the Forestry, particularly the need to upgrade the Forestry roads for heavy construction transportation.
06/08/2024	Władysławowo	Mayor of Władysławowo	Meeting with Władysławowo mayor to inform on the progress of talks with fishers.
06/08/2024	Władysławowo	Fishers	Meeting with leaders of Association of Marine Fishermen to consult first concepts of compensation mechanism for fishers.
07/08/2024	Ustka	Ustka Port authorities	Meeting with Ustka Port President to consult first concepts of compensation mechanism for fishers.
07/08/2024	Łeba	Fishers	Meeting with key representative of recreational fishing sector of Łeba to consult first concepts of compensation mechanism for fishers.
23/09/2024	Ustka	Fishers	An information meeting for fishers about the project and its progress. Presentation of compensation mechanism. [2 <sup>nd</sup> quarterly meeting, ESAP requirement]. New BLP Fishery Liason Officer was introduced.
23/09/2024	Łeba	Fishers	An information meeting for fishers about the project and its progress. Presentation of compensation mechanism. [2 <sup>nd</sup> quarterly meeting, ESAP requirement]. New BLP Fishery Liason Officer was introduced.
24/09/2024	Władysławowo	Fishers	An information meeting for fishers about the project and its progress. Presentation of compensation mechanism. [2 <sup>nd</sup> quarterly meeting, ESAP requirement]. New BLP Fishery Liason Officer was introduced.


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Date	Venue	Stakeholder(s)	Summary
10/10/2024	Online	Sector Deal, Subgroup 6.3 for stakeholder cooperation in the area of fisheries	<p>Discussion points:</p> <ul style="list-style-type: none"> <li>▪ Draft legal changes regarding the establishment of a safety zone around the OWF construction area.</li> <li>▪ Legal and organizational solutions regarding compensation for fishermen.</li> <li>▪ Update of the content of the Sectoral Agreement - a proposal for an amendment to the Code of Good Practices for the Coexistence of Fisheries and the OWF.</li> </ul> <p><b>Baltic Power provided an update on the interim approach it has adopted in anticipation of national legislation</b></p>
22/10/2024	Władysławowo	OFW industry, local authorities, academia	<p>INSTRAT Conference regarding its report <i>Fishing and wind energy in the Baltic Sea: Challenges and opportunities for cooperation</i>.</p> <p>Instrat presented the main conclusions from its report <i>The Troubled Baltic Sea. Polish fisheries and offshore wind farms</i>. The authors pointed to potential conflicts of interest, but also to the opportunities offered by cooperation between sectors. The report claims that although OFW development will create a large pool of jobs, most of them will not be available to fishermen due to their advanced average age, other professional qualifications or lack of sufficient knowledge of English. The report also underlined the need of broader involvement of Polish fishing vessels to enable them to provide services to the offshore wind sector.</p> <p><b>Baltic Power Comms team participated in the event as guests.</b></p>
5-6/11/2024	Choczewo & Łeba	Baltic Power construction packages	<p>LIESC regular bi-annual site audit. LIESC visited HDD landfall, cable route site, ONS station in Choczewo and O&amp;M base in Łeba.</p> <p>The contractors provided information about the scope and progress of works, and presented details about ESG related topics, especially issues related to environmental protection and workforce. LIESC conducted several interviews with local staff at each site. A detailed report has been provided to Baltic Power ESG teams. The</p>




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			finding will be disseminated to the relevant teams and specific actions will be implemented.
06/11/2024	Łeba	City of Łeba Mayor	<ul style="list-style-type: none"> <li>BLP provided update on the current status of the Project.</li> <li>Baltic Power provided an update on the progress made in conversations with the local fishers and planned activities.</li> <li>BLP provided update on the <i>Power of the Baltic</i> CSR program and the upcoming commencement of its pilot edition.</li> </ul>
06/11/2024	Lubiatowo	Anna Dymna Foundation	<ul style="list-style-type: none"> <li>Baltic Power summarised the summer 2024 period.</li> <li>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, with a special focus on the ones conducted in Foundation's vicinity.</li> <li>Foundation shared very positive feedback about the collaboration with the investor and their partners (e.g. Janicki), and thanked BLP for addressing their needs and expectations.</li> <li>Foundation shared their plans for the upcoming months, with the crucial milestone being the opening of the respite center.</li> <li>DEME and Tele-Fonika representatives provided an overview of the upcoming works, i.e. finalization of the HDD and intensification of the cable works.</li> </ul>
07/11/2024	Choczewo	Choczewo Mayor	<p>Baltic Power summarised the summer 2024 period.</p> <p>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, and shared details about the upcoming construction phase.</p>
07/11/2024	Choczewo	Choczewo Commune Council	<ul style="list-style-type: none"> <li>Baltic Power summarised the summer 2024 period.</li> <li>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, especially the power station in Osieki Lęborskie, the onshore cable route, HDD drilling near the beach entrance no 37. BLP focused especially on the summary of the past summer holiday season.</li> </ul>

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Date	Venue	Stakeholder(s)	Summary
			<ul style="list-style-type: none"> <li>DEME and Tele-Fonika representatives provided an overview of the upcoming works, i.e. finalization of the HDD and intensification of the cable works.</li> </ul>
07/11/2024	Choczewo	Heads of Lubiatowo/Kopalino and Kierzkowo villages	<ul style="list-style-type: none"> <li>Baltic Power summarised the summer 2024 period.</li> <li>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, and shared details about the upcoming construction phase.</li> <li>The participants thanked BLP for ongoing engagement, especially a series of meeting before this year's summer vacation period, and addressing community's concerns and expectations.</li> </ul>
07/11/2024	Choczewo	Representatives of local tourist industry in Choczewo Commune	<ul style="list-style-type: none"> <li>Baltic Power summarised the summer 2024 period.</li> <li>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, and shared details about the upcoming construction phase.</li> <li>Tourist operators representative also thanked BLP for the ongoing dialogue.</li> </ul>
07/11/2024	Choczewo	Choczewo Forestry	<ul style="list-style-type: none"> <li>Baltic Power summarised the summer 2024 period.</li> <li>Baltic Power provided an update on the progress made on the construction in Choczewo Commune, with a special focus on HDD and onshore cable works. and shared details about the upcoming construction phase.</li> </ul>
18/11/2024	Ustka	Fishers	<p>Third periodical meeting with fisheries:</p> <ul style="list-style-type: none"> <li>Presenting the status of the upcoming maritime campaign and ways of communication with fisheries.</li> <li>Announcement of the launch of the compensation mechanism: <ul style="list-style-type: none"> <li>Announcement of the launch of a dedicated BLP www subsite for Fishers</li> <li>Supporting in the fulfilment of applications for the compensations</li> </ul> </li> <li>Presenting the scope of MEWO and MOC (MEWO Offshore Consulting) and the guard vessels contract</li> </ul>

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19/11/2024	Łeba	Fishers	<p>Third periodical meeting with fisheries:</p> <ul style="list-style-type: none"> <li>▪ Presenting the status of the upcoming maritime campaign and ways of communication with fisheries.</li> <li>▪ Announcement of the launch of the compensation mechanism: <ul style="list-style-type: none"> <li>○ Announcement of the launch of a dedicated BLP www subsite for Fishers</li> <li>○ Supporting in the fulfilment of applications for the compensations</li> </ul> </li> <li>▪ Presenting the scope of MEWO and MOC (MEWO Offshore Consulting) and the guard vessels contract</li> </ul>
19/11/2024	Osieki Łęborskie	Marshall of Pomeranian Voivodeship	Marshall of Pomeranian Voivodeship visited the Baltic Power ONS site in Osieki Łęborskie. The visit to Baltic Power facilities was part of a broader trip to all energy infrastructure investments in the commune (other OFWs, nuclear plant, onshore wind farm)
19/11/2024	Choczewo	Maritime Office (Urząd Morski)	Maritime Office (Urząd Morski) visit to HDD, cable route and ONS sites. Maritime Office representatives had a chance to learn more about HDD technology and the progress on the cable route and ONS.
20/11/2024	Władysławowo	Fishers	<p>Third periodical meeting with fisheries:</p> <ul style="list-style-type: none"> <li>▪ Presenting the status of the upcoming maritime campaign and ways of communication with fisheries.</li> <li>▪ Announcement of the launch of the compensation mechanism: <ul style="list-style-type: none"> <li>○ Announcement of the launch of a dedicated BLP www subsite for Fishers</li> <li>○ Supporting in the fulfilment of applications for the compensations</li> </ul> </li> <li>▪ Presenting the scope of MEWO and MOC (MEWO Offshore Consulting) and the guard vessels contract</li> </ul>
20-21/11/2024	Warsaw	Various	<p>Offshore Wind Poland 2024 Conference.</p> <ul style="list-style-type: none"> <li>• Baltic Power was the “Main Partner” of the largest offshore wind conference in Poland</li> <li>• Baltic Power Management Board representative took part in a panel discussion titled Commencement of construction of the first OWF projects in Poland. Baltic Power underlined the progress it has made to reach the construction phase as the first OWF developer in Poland.</li> </ul>

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			<ul style="list-style-type: none"> <li>Baltic Power representatives participated in subject matter discussion related to legislation and HSSE.</li> <li>Baltic Power representatives gave several interviews to national, regional and industry media.</li> </ul>
27/11/2024	Choczewo	Choczewo Commune Authorities (Mayor and the Council)	<p>Meeting between OFW developers (incl. BLP) and Choczewo Commune Authorities.</p> <ul style="list-style-type: none"> <li>Baltic Power provided an update on the construction works in the Commune and gave an overview of the upcoming milestones.</li> <li>Baltic Power was praised for its transparent communication and for delivering on its commitments towards the local community.</li> </ul>
04/12/2024	Choczewo	Anna Dymna Foundation	<p>Meeting between Baltic Power + Orlen for Pomerania Foundation (Fundacja Orlen dla Pomorza) with Anna Dymna Foundation.</p> <p>Discussion about potential areas of collaboration between the two foundations.</p>
04/12/2024	Łeba	City of Łeba Mayor	<p>Meeting between Baltic Power + Orlen for Pomerania Foundation (Fundacja Orlen dla Pomorza) with Anna Dymna Foundation.</p> <p>Discussion about potential areas of collaboration between the two foundations.</p>
11/12/2024	Online	Kołobrzeg Fishers representatives	<p>Meeting with Fishers representatives from Kołobrzeg regarding Baltic Power's Temporary Compensations Scheme.</p>
12/12/2024	Online	Sector Deal, Subgroup 6.3 for stakeholder cooperation in the area of fisheries	<p>Sector Deal, Subgroup 6.3 for stakeholder cooperation in the area of fisheries.</p>
19/12/2024	Online (press release)	Łeba community	<p><i>Power of the Baltic</i> (MOC Bałtyku) announcing the final list of beneficiaries</p>
23/12/2024	Online (press release)	Fishers	<p>In accordance with the Transitional Compensation Scheme, the first compensation payments have been made to fishermen who carried out fishing activities in the area of the Baltic Power offshore wind farm.</p>
10/01/2025	Wejherowo	Local authority, schools & academia	<p>The opening of the Energy Promotion Center in Wejherowo.</p>


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			<p>The center will enable the implementation of many different activities related to the promotion of the energy industry. Students, youth and residents will have the opportunity to gain and expand their knowledge in the field of modern energy technologies, renewable energy sources and energy efficiency.</p> <p>Baltic Power contributed financially to the establishment of the center.</p>
17/01/2025	Choczewo	Local Community	<p><i>Choczewo. Commune Powered by Wind exhibition.</i></p> <p>An event during which the initiatives implemented so far under the program were summarized. The exhibition, which was presented in Choczewo, was the culmination of three years of cooperation between the local community and OFW investors. The meeting also had an integrative aspect, with the participation of representatives of local authorities – councillors, village heads and residents of the commune.</p>
23/01/2025	Gdynia	Business Partners, Authorities, Media	<p>An event organised by Grupa Przemysłowa Baltic (GPB) to celebrate the completion of construction of two offshore stations for Baltic Power.</p>
27/01/2025	Łeba	Fishers	<p>Fourth periodical meeting with fisheries:</p> <ul style="list-style-type: none"> <li>▪ Update on the progress of the offshore construction works, including the description of vessels used for the construction and the scope of the closure of the area and the preservation of safety in maritime traffic was discussed.</li> <li>▪ Discussion on the Livelihood Restoration Plan document: Participants were encouraged to submit their comments and remarks to the document until 17 February 2025.</li> <li>▪ Update on the status of Baltic Power Transitional Compensation Scheme, including: status of applications received and compensation payments, schedule of calls for applications for compensation payments, the mechanism for calculating the amount of compensation and the fishermen and tour operators entitled to receive it.</li> </ul>


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Date	Venue	Stakeholder(s)	Summary
			<ul style="list-style-type: none"> <li>▪ Description of a dedicated English learning platform for the fishermen.</li> <li>▪ Additional support for crew members who have lost or will lose their jobs as a result of the project.</li> <li>▪ Sector deal works update and encouragement to actively participate in those meetings.</li> <li>▪ Q&amp;A session.</li> <li>▪ Setting up information points for fishermen.</li> </ul>
28/01/2025	Ustka	Fishers	<ul style="list-style-type: none"> <li>▪ Fourth periodical meeting with fisheries:</li> <li>▪ Update on the progress of the offshore construction works, including the description of vessels used for the construction and the scope of the closure of the area and the preservation of safety in maritime traffic was discussed.</li> <li>▪ Discussion on the Livelihood Restoration Plan document: Participants were encouraged to submit their comments and remarks to the document until 17 February 2025.</li> <li>▪ Update on the status of Baltic Power Transitional Compensation Scheme, including: status of applications received and compensation payments, schedule of calls for applications for compensation payments, the mechanism for calculating the amount of compensation and the fishermen and tour operators entitled to receive it.</li> <li>▪ Description of a dedicated English learning platform for the fishermen.</li> <li>▪ Additional support for crew members who have lost or will lose their jobs as a result of the project.</li> <li>▪ Sector deal works update and encouragement to actively participate in those meetings.</li> <li>▪ Q&amp;A session.</li> <li>▪ Setting up information points for fishermen.</li> </ul>
29/01/2025	Władysławowo	Fishers	<p>Fourth periodical meeting with fisheries:</p> <ul style="list-style-type: none"> <li>▪ Update on the progress of the offshore construction works, including the description of vessels used for the construction and the scope of the closure of the area and the</li> </ul>




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			<p>preservation of safety in maritime traffic was discussed.</p> <ul style="list-style-type: none"> <li>Discussion on the Livelihood Restoration Plan document: Participants were encouraged to submit their comments and remarks to the document until 17 February 2025.</li> <li>Update on the status of Baltic Power Transitional Compensation Scheme, including: status of applications received and compensation payments, schedule of calls for applications for compensation payments, the mechanism for calculating the amount of compensation and the fishermen and tour operators entitled to receive it.</li> <li>Description of a dedicated English learning platform for the fishermen.</li> <li>Additional support for crew members who have lost or will lose their jobs as a result of the project.</li> <li>Sector deal works update and encouragement to actively participate in those meetings.</li> <li>Q&amp;A session.</li> <li>Setting up information points for fishermen.</li> </ul>
03/02/2025	Łeba	Local community	Meeting with <i>Power of the Baltic</i> CSR program beneficiaries. During the meeting the beneficiaries received detailed information on the implementation of their initiatives. The meeting was an opportunity to discuss the principles of project implementation and to congratulate organizations that received support.
10/03/2025	Gdańsk	Various	1 <sup>st</sup> Baltic Sea Offshore Wind Summit. Baltic Power was the Leading Summit Partners, represented on two panels: 1-on-1 interview with BLP Management Board member and Supply Chains. This year's Summit was convened under the theme 'How to win the Baltic Sea wind,' with the programme centred on four distinct but closely interconnected thematic priorities that drive the Baltic Sea wind industry forward: Security, Infrastructure, Value Chain and Innovation.
25/03/2025	Gdańsk/On-line	Various	Meeting of the team for coordination of investments related to the construction of a


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			<p>nuclear power plant in the Pomeranian Voivodeship, together with accompanying infrastructure, and offshore wind farms organised by Pomeranian Voivode.</p> <p>The meeting was attended by the recently appointed Deputy Minister of Industry, Government Plenipotentiary for Strategic Energy Infrastructure and concentrated mainly around the issue of the construction of the 1<sup>st</sup> Polish nuclear plant in Choczewo commune [Head of Choczewo Commune was also present].</p> <p>Two topics related to OFW were raised: 1) Impact of the works also on communities adjacent to areas where the core OFW infrastructure will be located – an example directly related to Baltic Power was used, i.e. the transportation of the transformer to BLP ONS base, which required closure of certain roads and resulted in inconveniences in the counties neighbouring Choczewo; 2) the issue of local content and limited participation of Pomeranian companies in phase 1 projects.</p> <p><b>BLP representatives attended on-line as guests.</b></p>

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## 8.5 APPENDIX E: COMMUNICATION CHANNELS WITH KEY STAKEHOLDERS

Key Stakeholder Groups	Communication Channels
Suppliers/Contractors	<ul style="list-style-type: none"> <li>Regular direct engagements</li> <li>Senior management meetings</li> <li>Conferences and events</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>Management Board and Supervisory Board meetings</li> <li>Working level meetings</li> <li>Conferences and events</li> <li>Reporting</li> </ul>
Polish Government	<ul style="list-style-type: none"> <li>Direct engagements</li> <li>Indirect engagements via industry organisations</li> <li>Sector Deal meetings</li> <li>Consultation processes</li> <li>Conferences and events</li> </ul>
Lenders/Banks	<ul style="list-style-type: none"> <li>Status meetings</li> <li>Status reporting</li> <li>Audits</li> </ul>
Regulators/State Agencies	<ul style="list-style-type: none"> <li>Direct engagements</li> <li>Indirect engagements via industry organisations</li> <li>Reporting</li> <li>Consultation processes</li> <li>Conferences and events</li> </ul>
Polish Parliament	<ul style="list-style-type: none"> <li>Direct engagements</li> <li>Indirect engagements via industry organisations</li> <li>Consultation processes</li> <li>Conferences and events</li> </ul>
Choczewo Commune	<ul style="list-style-type: none"> <li>Direct engagements</li> <li>Information points in the commune</li> <li>Grievance Mechanism</li> <li>CSR</li> <li>Baltic Power webpage</li> <li>Baltic Power social media</li> <li>Publications in local media outlets</li> </ul>
Fishing Industry/Fishermen	<ul style="list-style-type: none"> <li>Direct engagements (Fishery Liaison Officer)</li> <li>Baltic Power webpage (with dedicated sub-section)</li> <li>CSR</li> <li>Formal notifications on exclusions/restrictions</li> <li>Publications in local/industry media</li> </ul>
Military/Ministry of Defence	<ul style="list-style-type: none"> <li>Direct engagements (Working level meetings on topics of interest)</li> <li>Indirect engagements via industry organisations</li> <li>Consultation processes</li> <li>Conferences and events</li> </ul>
Polish Electricity Networks (PSE)	<ul style="list-style-type: none"> <li>Direct engagements</li> <li>Conferences and events</li> </ul>

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European Union	<ul style="list-style-type: none"> <li>▪ Indirect engagements via shareholders (Orlen)</li> <li>▪ Indirect engagements via industry organisations</li> </ul>
OFW Developers/Industry Associations	<ul style="list-style-type: none"> <li>▪ Direct engagements</li> <li>▪ Conferences and events</li> <li>▪ Industry events</li> <li>▪ CSR</li> <li>▪ Sector Deal</li> </ul>
City of Łeba	<ul style="list-style-type: none"> <li>▪ Direct engagements</li> <li>▪ Information points in the commune</li> <li>▪ Grievance Mechanism</li> <li>▪ CSR</li> <li>▪ Baltic Power webpage</li> <li>▪ Baltic Power social media</li> <li>▪ Publications in local media outlets</li> <li>▪ Sector Deal (Łeba is one of the signatories)</li> </ul>
Regional Authorities	<ul style="list-style-type: none"> <li>▪ Direct engagements</li> <li>▪ Indirect engagements via industry organisations</li> <li>▪ Conferences and events</li> </ul>
Media	<ul style="list-style-type: none"> <li>▪ Baltic Power webpage</li> <li>▪ Baltic Power social media</li> <li>▪ Paid cooperation with the media</li> <li>▪ Press conferences/Press Briefings</li> <li>▪ Direct meetings/Interviews</li> <li>▪ Conferences and events</li> </ul>
Polskie Elektrownie Jądrowe (PEJ)	<ul style="list-style-type: none"> <li>▪ Direct engagements via Communications Team</li> <li>▪ Conferences and events</li> </ul>
Canadian Government	<ul style="list-style-type: none"> <li>▪ Indirect engagements via shareholders (Northland)</li> <li>▪ Conferences and events</li> </ul>
Environmental NGOs	<ul style="list-style-type: none"> <li>▪ Direct engagements (reactive)</li> <li>▪ Indirect engagements via industry organisations (reactive)</li> </ul>
Academia/Schools/Think Tanks	<ul style="list-style-type: none"> <li>▪ Conferences and events</li> <li>▪ CSR</li> <li>▪ Baltic Power webpage</li> <li>▪ Baltic Power social media</li> <li>▪ Sector Deal (a number of universities are signatories)</li> </ul>
General Public	<ul style="list-style-type: none"> <li>▪ Baltic Power webpage</li> <li>▪ Baltic Power social media</li> <li>▪ Media coverage</li> </ul>