

■ Stakeholder engagement plan for the BC-Wind offshore wind farm construction process





NOTE: This stakeholder engagement plan has been prepared for the purpose of making information available to stakeholders in the project financing process.

Ocean Winds (OW) 	
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STAKEHOLDER ENGAGEMENT PLAN FOR THE BC-WIND OFFSHORE WIND FARM CONSTRUCTION PROCESS	

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1. INTRODUCTION

Ocean Winds (OW) is an international offshore wind energy company established as a joint venture between EDP Renewables (EDPR) and ENGIE. We believe that offshore wind is a fundamental pillar of the global energy transition. That is why we develop, finance, build, and operate offshore wind farm projects around the world.

When EDPR and ENGIE combined their offshore wind assets and project pipeline to establish Ocean Winds in 2020, the company had a total of 1.5 GW under construction and an additional 4.0 GW under development. Today, OW's gross capacity, including operational projects, projects under construction, and projects at an advanced stage of development, has reached approximately 21 GW.

Read more: www.oceanwinds.com.



Source: <https://www.bc-wind.pl/en/about-the-project/>

The BC-Wind project will deliver a wide range of benefits to local communities, the economy, and the environment. Expanding access to clean energy, creating jobs, developing local infrastructure, and reducing greenhouse gas emissions are among the key benefits arising from the project. Ocean Winds is guided by the core values of sustainability, creativity, agility, and people. These values reflect the company's

approach to offshore wind energy as a driver of positive change and support the development of lasting and inspiring relationships with all stakeholders.

Ocean Winds respects and values the perspectives and interests of all project stakeholders. Establishing and maintaining an open dialogue is an essential element in building trust in the company and its employees. The process of planning stakeholder engagement began with the development of the Ocean Winds Poland Stakeholder Engagement and Brand Communication Strategy in the fourth quarter of 2021, which is presented in a separate document.

As part of the implementation of this strategy, a range of stakeholder engagement and communication tools has been introduced, including:

- appointing a Stakeholder Manager responsible for stakeholder relations;
- launching the BC-Wind project website, featuring dedicated communications for key stakeholder groups, including supply chain partners, local communities, suppliers, the media, and others;
- organizing a series of events, meetings, and initiatives to implement the adopted stakeholder engagement strategy.

This document presents the details of the implementation of the Stakeholder Engagement Strategy.

1.1 SCOPE, PURPOSE, AND OBJECTIVE OF THE STAKEHOLDER COOPERATION PLAN

The purpose of this document is to present both the stakeholder engagement activities that have been carried out and those planned in connection with the development of the BC-Wind offshore wind farm project.

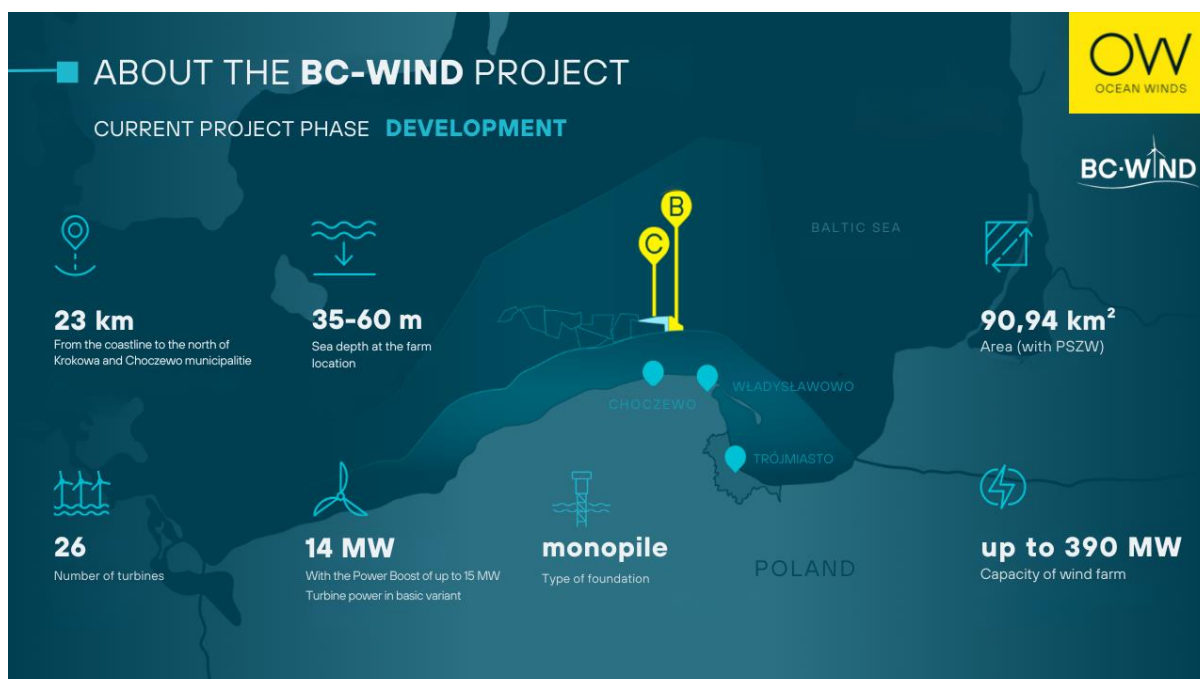
This document is intended for informational purposes. Its objective is to map the project's stakeholders, outline the communication strategy, and present the actions undertaken by the Company to effectively engage with its stakeholders.

The stakeholder engagement plan and the details of cooperation with stakeholders complement and support the processes of securing project financing and delivering the investment.

This plan is reviewed and updated every six months.

2. SHORT DESCRIPTION OF THE PROJECT AND STATUS OF IMPLEMENTATION

BC-Wind is an offshore wind farm project located about 23 kilometers north of the coast, near the Krokowa and Choczewo municipalities in Pomorskie Voivodship. The project aims to achieve a capacity up to 390 MW, with a total farm area of 90.94 km².



Source: <https://www.bc-wind.pl/en/about-the-project/>

BC-Wind is in the so-called development phase, which involves the preparation of the project for the issue of the building permit. The project has already acquired the right to financing as part of Phase I of offshore wind farm development in Poland under a contract for difference (CfD).

In Ocean Winds, the development phases of offshore wind farms are defined as follows:

1. Early Development Phase
 - obtaining the relevant permits;
 - conducting all necessary surveys, including the wind measurement campaign, environmental surveys, geotechnical survey campaign, and geological surveys of the seabed;
 - obtaining the right to a contract for difference;
 - developing the technical concept of project implementation;
 - commencement of the placement of orders for the main packages.
2. Advanced Development Phase
 - project financing;
 - finalizing major contracts;
 - obtaining the final investment decision.
3. Construction Phase
 - installation of the foundations;
 - installation of an offshore substation and wind turbine generator;
 - BOP (Balance of Plant);
 - managing OH&S challenges.
4. Operational Phase
 - effective maintenance of offshore wind farm operations;

- preventive maintenance;
- monitoring the impact of the wind farm on the marine environment and adapting the operations as necessary;
- regular communication with stakeholders regarding wind farm operations.

5. Decommissioning Phase

- preparing plans and procedures for dismantling wind turbines and other infrastructure at the end of their life cycle;
- submitting the documentation required for the approval of dismantling operations;
- cleaning up the site after dismantling;
- final report and finalization of administrative processes.

History of offshore wind farm preparations, completed design work:

2026

- Obtain the building permit for the Operations and Maintenance (O&M) Base in Władysławowo.

2025

- Launch of the grievance and complaint mechanism in the municipalities of Choczewo and Władysławowo.
- Selection of CRIST Offshore as the Tier 1 supplier for the construction of the offshore substation for the BC-Wind offshore wind farm project.
- Signing of a contract with P&Q for the design, construction, installation, and commissioning of the onshore substation for BC-Wind.
- Signing of a reservation agreement with Orlen Neptun for the lease of the port in Świnoujście as the installation port for the foundations of the BC-Wind offshore wind farm.
- Signing of a reservation agreement with Elektrownia Wiatrowa Baltica-2, owned by PGE and Ørsted, for the lease of Terminal T5 in the Port of Gdańsk to be used for the installation of offshore wind turbines for the project.

2024

- Completing offshore geophysical and geotechnical campaigns.
- Receiving the location decision for the export cable – offshore part.
- Receiving the last remaining location decision for the onshore part of the export cable and the onshore substation.
- Signing the contract for the certification of the BC-Wind offshore wind farm.
- Environmental decision issued for the transmission of the infrastructure by the Regional Director of Environmental Protection in Gdańsk.
- Preparing the documentation for the issue of environmental decisions for the O&M base.

2023

- Contract for the preparation of the design documentation and obtaining the building permit for offshore export cables of the BC-Wind offshore wind farm.
- Launching a survey of the Baltic seabed for the BC-Wind offshore wind farm in Poland.

2022

- Signing a preliminary lease agreement for the service port in Władysławowo.
- Obtaining the environmental decision for a part of the offshore wind farm.

2021

- Submitting the report and application for the decision on environmental conditions.
- Obtaining the permit for laying and maintenance of submarine cables for the grid connection infrastructure.
- Completing a two-year wind measurement campaign.
- Obtaining the right to a contract for difference (CfD).
- Signing the agreement on connection to the National Power System.

2020

- Completing the preliminary geological survey of the seabed.
- Conditions for connection to the grid issued by Polskie Sieci Elektroenergetyczne S.A. (Polish Power Grid Company).

2019

- Launching environmental studies (to assess the environmental impact of the project).
- Launching the wind measurement campaign at the BC-Wind site.
- Launching the operational activities of Ocean Winds in Poland.
- Establishing Ocean Winds as a 50/50 joint venture by separating offshore wind farm projects from the portfolio of ENGIE SA and EDP Renewables SA.

2013/2012

- Issuing the location permits for C-Wind and B-Wind (so-called artificial island erection permits).

The BC-Wind offshore wind farm project, developed by Ocean Winds, is progressing according to schedule. In 2026, the Company's activities will focus on the construction of the onshore infrastructure in the Choczewo Municipality (including the onshore electrical substation and the onshore section of the export cable), the development of the operations and maintenance (O&M) base in Władysławowo, the expansion of the local supply chain, and collaboration with contractors and subcontractors responsible for the project's key components. An important priority will also be the continuation of stakeholder engagement and the minimization of the project's impact on local communities and the surrounding environment.

Key objectives for 2026 include:

- Commencing construction of the onshore grid connection infrastructure in the Choczewo Municipality;
- Selecting the main contractor and commencing construction of the operations and maintenance (O&M) base in Władysławowo, which will serve as the operational hub for the wind farm's operation and maintenance activities;
- Coordinating and communicating the manufacturing process of key offshore wind farm components in cooperation with suppliers;
- Managing the impact of construction activities on local communities, the environment, and infrastructure, including maintaining stakeholder dialogue and grievance mechanisms;
- Recruiting and expanding the Ocean Winds team in Poland, with due consideration for the local labour market;
- Continuing educational, informational, and community engagement initiatives for project stakeholders.

Maintaining an open and constructive dialogue with local communities in the project area remains a key priority for Ocean Winds. Particular attention is given to the Choczewo Municipality, where the onshore grid connection infrastructure for the BC-Wind project will be located, and to Władysławowo, where the operations and maintenance base is being developed. The Company regularly participates in information meetings with local authorities and residents and continues to support local educational and infrastructure initiatives.

In addition, together with other offshore wind farm developers, the Company is implementing the "Choczewo. A Municipality Powered by Wind" programme, described in Section 4.3 of this document. The programme supports initiatives proposed by residents of the Choczewo Municipality that are intended to deliver long-term benefits to the local community.

Ocean Winds is also continuing to expand its team and actively promote education on offshore wind energy. Since the beginning of its operations in Poland, the Company has implemented a wide range of educational programmes aimed at school pupils, university students, and graduates at various stages of their careers. The scope of these initiatives continues to grow, and further information is provided in [Section 4.7](#).

A detailed non-technical description of the project is available at the following address: <https://bc-wind.pl/en/about-the-project/> (under the "Documents for Download" section).

2.1 BASIC INFORMATION ABOUT THE INVESTOR

Ocean Winds (OW) is an international offshore wind energy company established in 2020 as a 50/50 joint venture between two global energy leaders: EDP Renewables S.A. (EDPR) and ENGIE Group Participations (EGP). Driven by the belief that offshore wind is a key pillar of the global energy transition, Ocean Winds develops, finances, builds, and operates offshore wind farm projects around the world. When EDPR and ENGIE combined their offshore wind projects and assets to create Ocean Winds, the company had a total of 1.5 GW under construction and 4 GW under development. Today, Ocean Winds has a gross offshore wind portfolio of approximately 21 GW. Headquartered in Madrid, Ocean Winds is present in eight countries, with a strategic focus on growth in Europe, the United States, selected markets in Asia, Brazil, and Australia.



Read more:
<https://www.oceanwinds.com>



Read more:
<https://www.edpr.com/>



Read more:
<https://www.engie.com/en>



Source: [Graphic materials provided by Ocean Winds – own materials.](#)

2.2 DEVELOPMENT OF OFFSHORE WIND ENERGY IN POLAND

The development of offshore wind energy in Poland is the result of a long-term process of establishing the regulatory and strategic framework for the energy sector, as well as the spatial planning of Poland's maritime areas.

In 2003, Poland introduced its first regulations concerning offshore wind energy through the Act of 27 March on Spatial Planning and Development. By focusing on spatial planning, this legislation marked the first step in establishing the framework for the designation and development of maritime areas suitable for potential offshore wind farm projects¹.

Since 2009, several key national and regional planning documents have been adopted to define Poland's spatial development policy. The permit referred to below, together with the provisions of these planning documents, provides for the development of offshore wind energy as an integral part of the National Power System:

¹ <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=wdu20030800717>

- **14 September 2009** – Poland's Maritime Policy until 2020 (with an outlook to 2030) (Ministry of Infrastructure, Warsaw, 2015), prepared by the Interministerial Team for Poland's Maritime Policy based on the document Assumptions for Poland's Maritime Policy until 2020.
- **10 November 2009** – Poland's Energy Policy until 2030, adopted by Resolution No. 201/2009 of the Council of Ministers.
- **24 September 2012** – Pomorskie Voivodeship Development Strategy 2020, adopted by Resolution No. 458/XXII/12 of the Regional Assembly (Sejmik) of the Pomorskie Voivodeship.
- **8 August 2013** – Regional Strategic Programme for Energy and the Environment – Eco-efficient Pomerania, adopted by Resolution No. 931/274/13 of the Management Board of the Pomorskie Voivodeship.
- **15 November 2013** – The Directors of the Maritime Offices in Gdynia, Słupsk, and Szczecin announced the commencement of the planning process for the preparation of the Maritime Spatial Plan for Polish Marine Areas. The planning process included the preparation of the Background Study for the Maritime Spatial Plan and the Maritime Spatial Plan for Polish Marine Areas. In 2015, the Background Study for the Spatial Development of Polish Marine Areas, together with the accompanying spatial analyses, was completed. The draft Maritime Spatial Plan was prepared in 2019 and entered into force in 2021 pursuant to a Regulation of the Council of Ministers.
- **29 December 2016** – Pomorskie Voivodeship Spatial Development Plan 2030, adopted by Resolution No. 318/XXX/16 of the Regional Assembly of the Pomorskie Voivodeship approving the new spatial development plan for the Pomorskie Voivodeship, including, as an integral part thereof, the spatial development plan for the Tri-City Metropolitan Area.
- **14 April 2021** – Maritime Spatial Plan for Poland's Internal Marine Waters, Territorial Sea and Exclusive Economic Zone (scale 1:200,000), adopted by a Regulation of the Council of Ministers (Journal of Laws of 2021, item 935).

The Offshore Wind Act, adopted on 17 December 2020, marked a major milestone in the development of Poland's offshore wind sector. Its objective is to enable the efficient use of offshore wind resources within Poland's Exclusive Economic Zone (EEZ), support local suppliers of components and services, and establish a strong foundation for businesses operating across the offshore wind value chain. Among other measures, the Act introduced a new support scheme based on Contracts for Difference (CfD), defined the framework for grid connection, and created the conditions necessary for the development of a local supply chain. In addition, the legislation reflects the specific characteristics of offshore wind investments, promotes local participation, and establishes uniform technical standards for grid infrastructure².

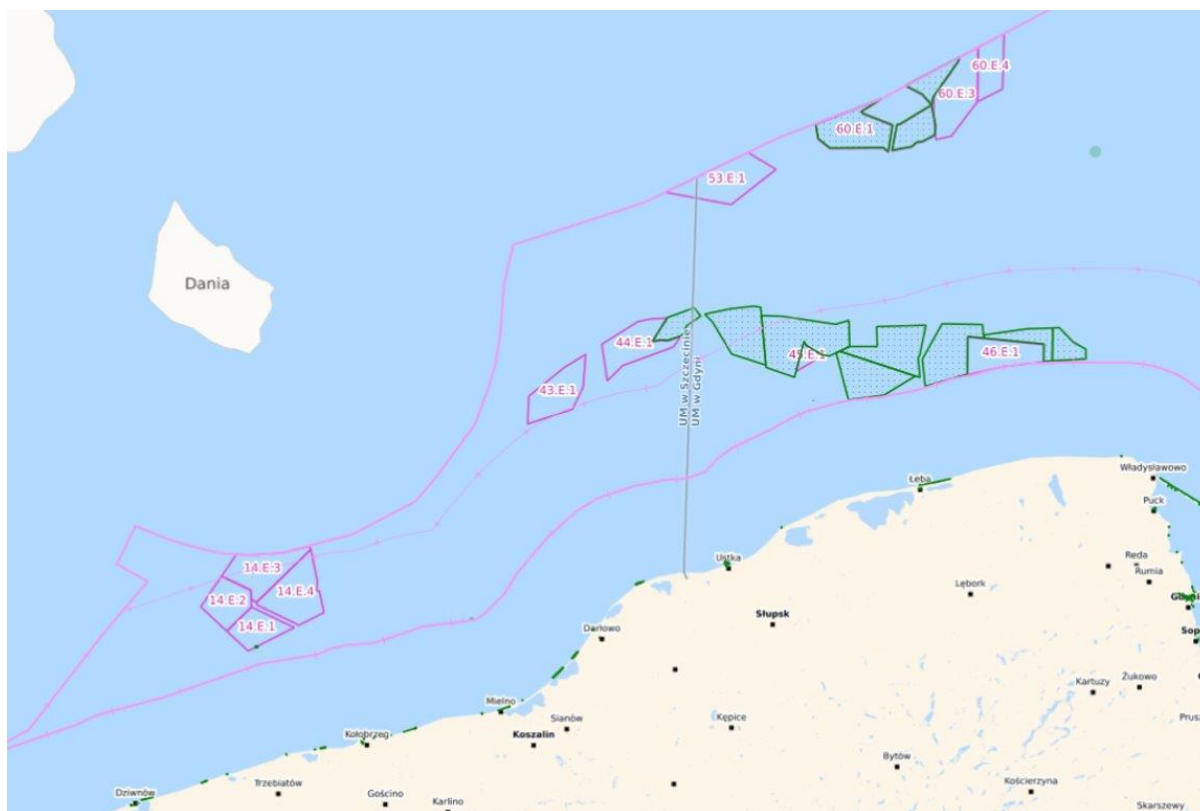
In the following years, the regulatory framework was further refined and expanded through a series of amendments to the Offshore Wind Act. These amendments were introduced to streamline the investment process, enhance the transparency and predictability of the support scheme—particularly the auction mechanism—align the legislation with subsequent phases of market development, and reduce administrative barriers to project implementation³.

4

² Source: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20210000234>

³ Source: <https://www.gov.pl/web/klimat/nowe-przepisy-dla-morskiej-energetyki-wiatrowej-wejda-w-zycie>

⁴ Source: <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20210000234>



Source: www.sipam.gov.pl/geoportal – [accessed on December 15, 2023]

An important milestone in the development of Poland’s offshore wind ecosystem was the signing, on 15 September 2021, of the Sector Agreement for the Development of Offshore Wind Energy in Poland (the so-called Polish Offshore Wind Sector Deal).

The agreement was initiated by the Ministry of Climate and Environment and is the result of cooperation among a broad range of sector stakeholders, including representatives of national and local government, investors, suppliers, financial institutions, and research and development organizations. Its overarching objective is to support the development of offshore wind energy in Poland and to maximize the participation of domestic companies in the supply chain (so-called local content). Ocean Winds was a signatory to the agreement as one of the investor representatives.

The agreement provides for coordinated actions aimed at building a competitive domestic offshore wind sector, including the development of the supply chain, technology transfer, skills and workforce development, support for innovation, and the expansion of port and industrial infrastructure. At the same time, it serves as a long-term platform for dialogue and cooperation among all market participants, supporting the delivery of economic, social, and environmental benefits associated with the development of offshore wind energy in Poland⁵.

The directions of Poland’s energy transition are defined in the document “Poland’s Energy Policy until 2040” (PEP2040), adopted on 2 February 2021, which identifies the development of renewable energy

⁵ Source: <https://www.gov.pl/web/morska-energetyka-wiatrowa/porozumienie-sektorowe-na-rzecz-rozwoju-morskiej-energetyki-wiatrowej-w-polsce>

sources—including offshore wind—as a key element in building a secure, low-carbon energy system. The document sets targets of 5.9 GW of installed offshore wind capacity by 2030 and 8–11 GW by 2040.

In 2022, the assumptions for an update of PEP2040 were adopted, expanding its scope to include, among other aspects, energy sovereignty and the acceleration of renewable energy development. The updated scenarios envisage further dynamic growth of offshore wind energy, with potential reaching approximately 18 GW by 2040⁶.

Events in 2022 also highlighted the challenges associated with high dependence on fossil fuels, particularly hard coal, and the volatility of their prices, which resulted in significant costs for the economy and increased reliance on imported energy resources. This situation further reinforced the need to accelerate the energy transition and to develop stable, domestic, low-emission energy sources, including offshore wind farms⁷.

As part of the first phase of sector development (Phase I), support in the form of Contracts for Difference was awarded in 2021 to projects with a total capacity of 5.9 GW, including the BC-Wind project.

On 17 December 2025, Poland held its first offshore wind auction, resulting in the awarding of contracts for projects with a total capacity of 3.435 GW. The auction provided investors with stable support conditions and represents a significant step in the development of the second phase of offshore wind in Poland. The next auction is scheduled for 2027⁸.

According to estimates by the Polish Wind Energy Association (PWEA), Poland has an offshore wind potential of approximately 33 GW. The PWEA report identifies 20 new areas in the Polish part of the Baltic Sea—18 located in the Exclusive Economic Zone and 2 in territorial waters. If fully utilised, offshore wind could cover up to 57% of Poland's electricity demand. Moreover, the level of local content in such projects could reach 65%, representing a significant boost for the Polish economy⁹.

In this context, projects such as BC-Wind, developed by Ocean Winds, constitute an important contribution to the implementation of Poland's national energy policy, supporting the development of renewable energy sources, the growth of the domestic supply chain, and the creation of new jobs.

3. STAKEHOLDER COOPERATION MANAGEMENT SYSTEM

3.1 MAP OF KEY STAKEHOLDER GROUPS

During the development of the BC-Wind offshore wind farm project in Poland, Ocean Winds maintains an active and open dialogue with key stakeholder groups relevant to the project. This process began in the

⁶ Source: <https://www.gov.pl/web/ia/polityka-energetyczna-polski-do-2040-r-pep2040>

⁷ **Energy Transition in Poland. 2023 Edition**, Forum Energii, April 2023, p. 5.

⁸ Source: <https://www.ure.gov.pl/pl/urzad/informacje-ogolne/aktualnosci/13009,Offshore-Pierwsza-aukcja-dla-morskich-farm-wiatrowych-rozstrzygnieta.html>

⁹ Source: <https://www.ure.gov.pl/pl/urzad/informacje-ogolne/aktualnosci/13009,Offshore-Pierwsza-aukcja-dla-morskich-farm-wiatrowych-rozstrzygnieta.html>

fourth quarter of 2021 with the development of the Ocean Winds Poland Stakeholder Engagement and Brand Communication Strategy.

The key stakeholders for Ocean Winds in relation to the BC-Wind project include:

- national government administration, including ministries (e.g. MAP, MI, ME, MON, MSWiA, and MKiŚ),
- regulatory authorities (URE, Maritime Offices, GDOŚ),
- European Union institutions,
- local and regional authorities,
- installation and service ports,
- fishing associations,
- environmental protection organizations,
- residents of regions key to the development of offshore wind infrastructure,
- suppliers and subcontractors (Tier 1/2/3),
- competitors,
- industry associations,
- media and industry experts,
- OW employees,
- educational institutions (technical universities, secondary schools, and schools located in strategic regions).

As part of the implementation of the stakeholder engagement strategy, key communication tools have been developed, including:

- the appointment of Senior Stakeholder Associates responsible for stakeholder relations,
- the launch of the BC-Wind project website (www.bc-wind.pl/en).

The Company actively participates in industry events, organizes stakeholder-focused meetings, and implements its own Corporate Social Responsibility (CSR) initiatives. The following sections of this document provide a detailed overview of individual stakeholder groups, along with the activities undertaken to support or maintain dialogue with each of them.

Since the BC-Wind offshore wind farm is located 23 km away from the coastline to the north of the Krokowa and Choczewo municipalities, the key local stakeholders of Ocean Winds in Poland include:

1. **Puck District** – support and close cooperation with the local government. Cooperation under the “Career with the Wind” educational program, cooperation with Szkuner sp. z o.o. and the port of Władysławowo as a partner in the educational project for local fishermen and their families, as well as cooperation with the District Center for Vocational and Continuing Education in Puck – an educational partner of Ocean Winds.
2. **Choczewo Municipality**, where the connection infrastructure of the BC-Wind offshore wind farm will be located. Constructive dialog with the local community assumes the creation of a dedicated section on the website of OW Poland, regular updates of the website, continuation of annual information meetings with local authorities and residents of Choczewo Municipality, and continuation of activities within the PSE-PGE-Orlen working group.
3. **Fishing unions** – open dialog regarding the future of fishing activities after the commissioning of the offshore wind farm. We assume participation in industry outreach activities aimed at fisher-

men along with other investors under Sector Deal, as well as meetings with representatives of fishing unions to determine their main concerns and expectations.

4. **Environmental organizations** – plans for an open dialog to understand concerns and expectations and participate in informational and educational activities concerning environmental protection.

The most important stakeholder groups are marked in the matrix below:

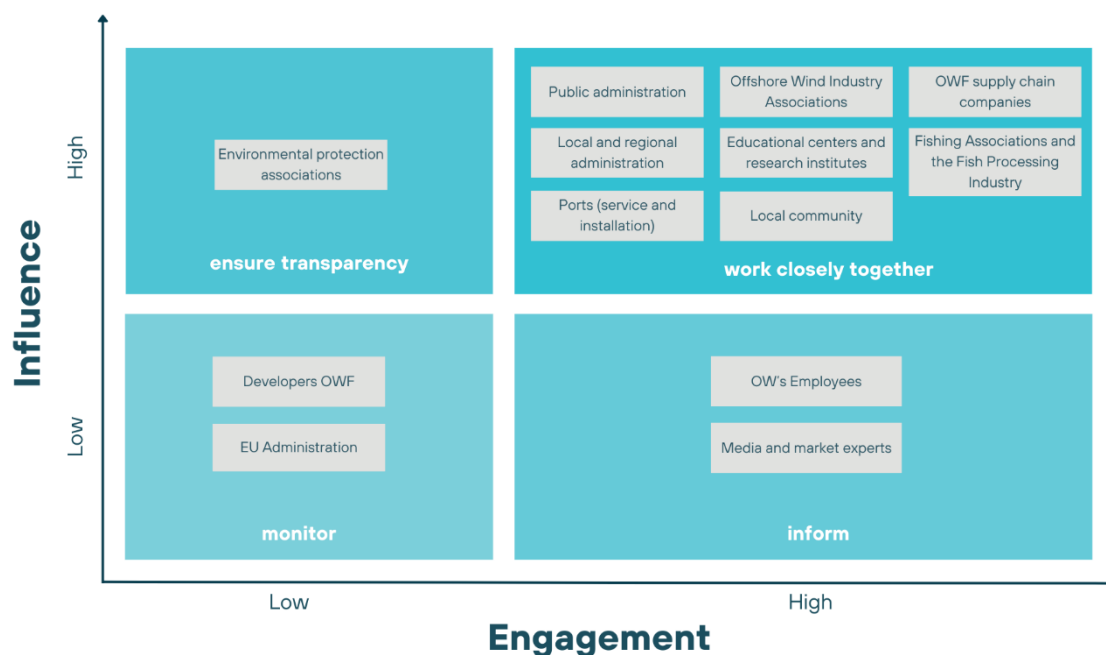


Fig. Matrix of stakeholders in the BC-Wind project, own materials.

3.2 MECHANISM FOR QUESTIONS AND COMPLAINTS

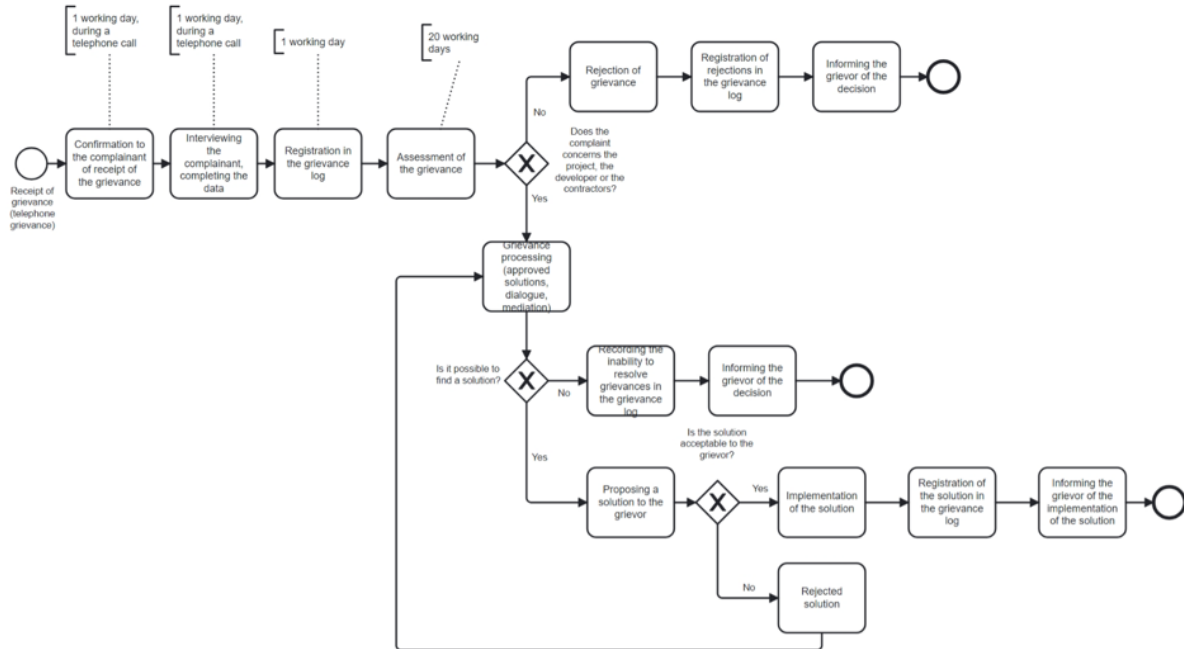
The complaint mechanism enables continuous involvement in the project for members of the community. It improves relations and reduces social risks because all issues can be resolved at a very early stage. This prevents problems and conflicts.

The purpose of the procedure is to find solutions to issues that arise during project implementation. Thanks to responsible project management, it is possible to build relationships with the environment that are based on trust. A grievance can be a complaint, concern, question, suggestion, or another comment concerning the project or its implementation or impact. Grievances can be filed:

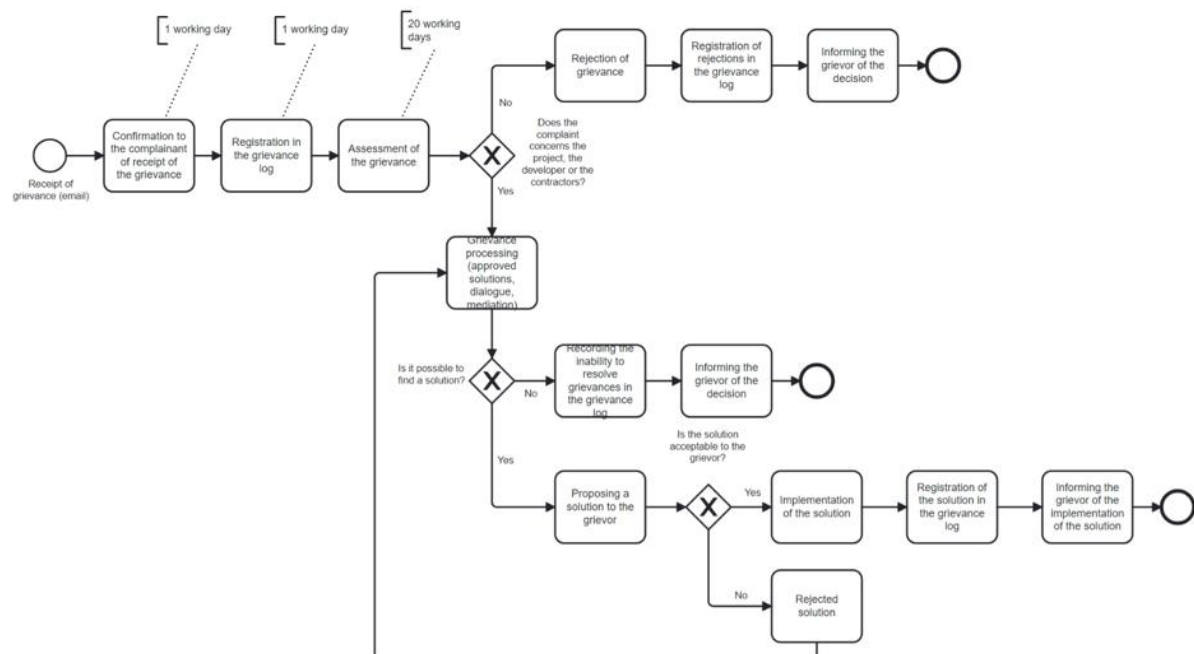
- by e-mail to: farmawiatrowa@oceanwinds.com;
- by phone at: +48 519 474 305;
- by mail to the following address: Ocean Winds, ul. Przykoppowa 33, 01-208 Warszawa;
- by personally filling out the form and leaving it in a dedicated box.

The diagrams below show the process for resolving complaints reported by phone, in writing, and by e-mail. The procedure is described in detail in [Appendix A](#) of this document.

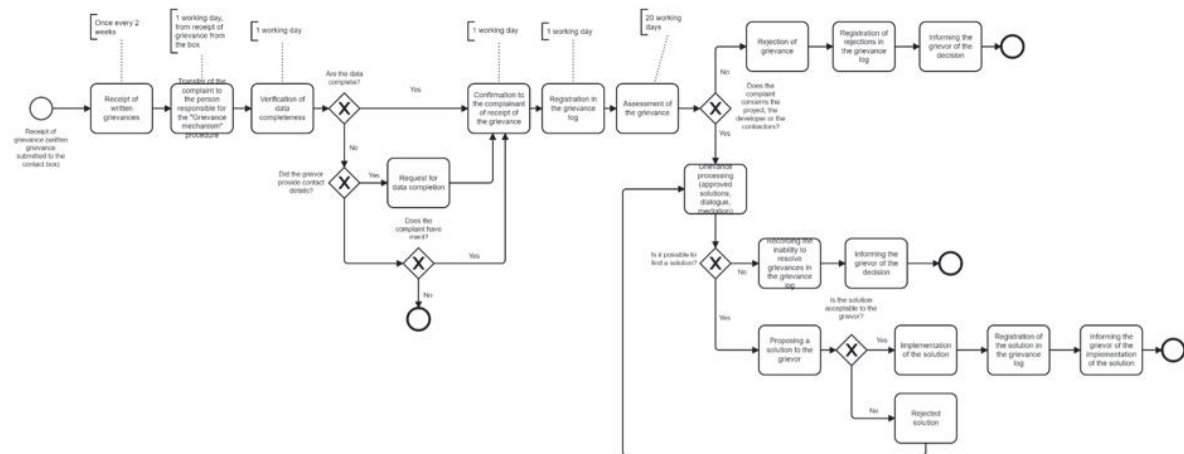
Annex 1 - Grievance Procedure Flowchart - telephone grievances



Annex 2 - Grievance Procedure Flowchart - grievances sent by e-mail



Annex 3 - Grievance Procedure Flowchart - written grievances submitted via the contact box.



3.3 CONTACT FOR STAKEHOLDERS – CLO

The contact person for the stakeholders of the BC-Wind project (the so-called Community Liaison Officer) is Patrycja Chomko-Wójcikowska.

E-mail: patrycja.chomko@oceanwinds.com

Phone: +48 519 474 268

4 PREVIOUS ACTIVITIES CONNECTED WITH SOCIAL DIALOG, BROKEN DOWN BY STAKEHOLDER GROUP

Throughout the entire lifecycle of an offshore wind farm development project, it is essential to maintain regular dialogue with stakeholders to ensure transparency, build mutual trust, and consider the needs and expectations of the various groups involved in the project.

To date, activities have focused on conducting discussions, providing information on project progress and development, organizing stakeholder consultations, and offering support to the region through social programmes. The following subsections present the activities undertaken with respect to individual stakeholder groups.

To ensure transparency of stakeholder engagement activities, a detailed summary of all meetings and consultations has been prepared. The register is maintained separately and is available for review by authorised parties upon justified request.

4.1 PUBLIC ADMINISTRATION

Due to the complexity of the process of obtaining the necessary approvals for the development and construction of an offshore wind farm, active cooperation with the public administration is vital to the success of the project.

The key institutions involved in social dialog at the project development stage before the issue of the building permit include the following:

- Chancellery of the Prime Minister of Poland;
- Ministry of Climate and Environment;
- Ministry of Infrastructure;
- Ministry of National Defense;
- Ministry of State Assets;
- Ministry of Agriculture and Rural Development;
- Ministry of the Interior and Administration;
- Internal Security Agency;
- Ministry of Development Funds and Regional Policy;
- Ministry of Culture and National Heritage;
- Ministry of Economic Development and Technology;
- MEPs (EU Institutions);
- Office of Competition and Consumer Protection;
- Energy Regulatory Office;
- Polskie Sieci Elektroenergetyczne S.A. as the transmission grid operator.

The dialog is implemented using the following tools:	• face-to-face meetings; traditional and electronic correspondence, ongoing contact regarding project issues; • participation in parliamentary or senate committees or meetings on the ministerial level; • meetings in Sector Deal workshops and working groups; • industry dialog through the participation of OW in relevant associations; • attendance of industry conferences involving representatives of public administration bodies; • coordination by the designated person for contact with the stakeholders (Public Affairs Senior Manager).
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There is a detailed public administration stakeholder group matrix for the project, which is available for audit purposes as an internal document of the BC-Wind project.

4.2 LOCAL AND REGIONAL ADMINISTRATION

Choczewo Municipality is in the northern part of Pomorskie Voivodship, in Wejherowo District, in the Pobrzeże Kaszubskie (Kashubian Coast) region. It covers an area of about 19,000 hectares (190 km²), with

a 17-km coastline. It consists of 31 villages, including 14 villages with civil parish rights. The population is about 6,000 people. The seat of the municipal authorities is the village of Choczewo.¹⁰

In the Choczewo Municipality, the grid connection infrastructure for the majority of offshore wind farms (OWFs) developed in the first phase of offshore wind sector development in Poland will be located. These include:

- Baltica 1 (PGE)
- Baltica 2 (PGE / Ørsted)
- Baltica 3 (PGE / Ørsted)
- Baltic Power (Orlen Neptun / Northland Power)
- Baltic East (Orlen Neptun)
- BC-Wind (Ocean Winds)

In total, this represents approximately 6 GW of installed capacity. In this area, the Polish Transmission System Operator (Polskie Sieci Elektroenergetyczne, PSE) will also construct a new high-voltage substation (Choczewo Substation – SE Choczewo) along with associated transmission infrastructure, including transmission lines enabling the evacuation of power from offshore wind farms into the National Power System. In addition, preparatory works are underway in the Choczewo Municipality for the construction of Poland's first nuclear power plant.



Infographic: Energy investments in Choczewo Municipality, source: tvn24.pl

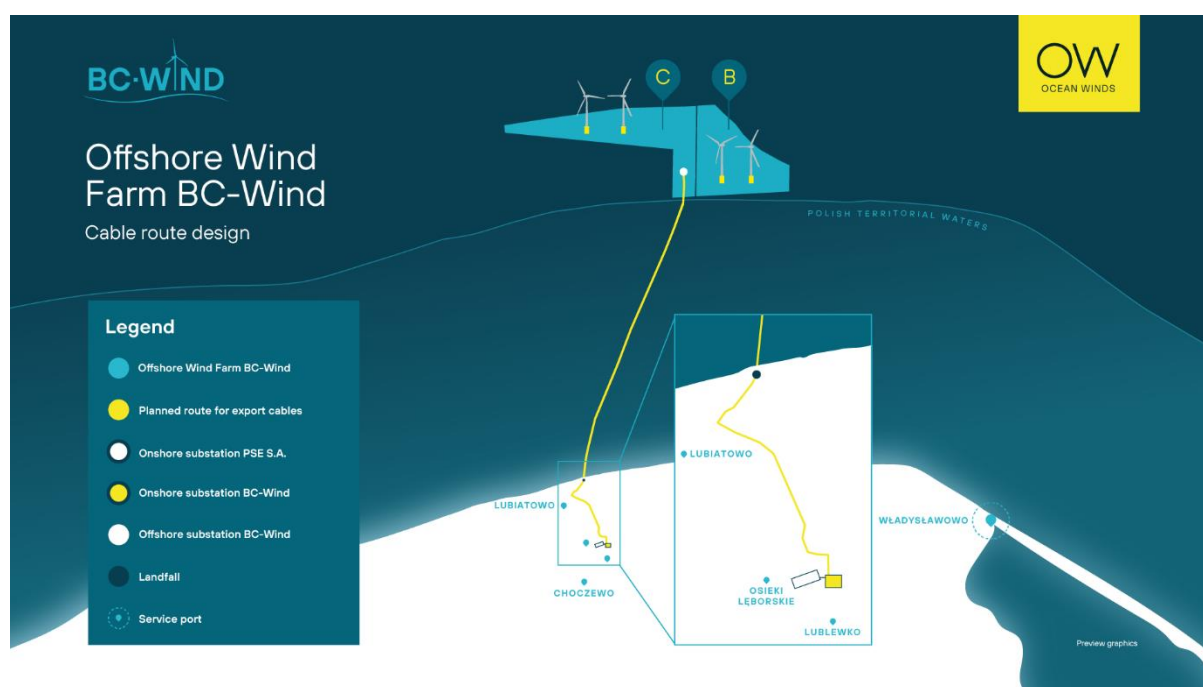
In line with the best standards for public communication concerning major infrastructural projects – an informal working group for public communication in Choczewo Municipality was established in 2019, and it maintains constant dialog with the key stakeholders in the municipality. The group included represent-

¹⁰ Source: <https://www.choczewo.com.pl/o-gminie/>

atives of 4 investors in offshore wind farms (Baltic Power, PGE Baltica, Oersted, OW) and the transmission grid operator PSE. From the beginning, the main goals of the working group were to:

- Develop overall plans of the connection route in order to expedite the permitting and design of the onshore part of the project.
- Reliably inform key local stakeholders about the scale of OWF projects from the early stages of their implementation.
- Avoid a race between the developers in communication activities aimed at the same target groups.
- Work out a common ESG solution that accounts for the expectations of the municipality regarding the compensation for the economic transformation, including the change in the profile of the municipality from tourism to a profile that also includes the energy sector.

The BC-Wind offshore wind farm will be connected to the National Power System in Osieki Łęborskie. The place of connection of the transmission infrastructure of the farm will be the SE-Choczewo substation of Polskie Sieci Elektroenergetyczne S.A. The cable route of the BC-Wind OWF includes the construction of approximately 33 km of an offshore cable line and approximately 8 km of an onshore line. All transmission infrastructure in the onshore section will be constructed using trenchless technology (HDD), which allows the cables to be run underground without interfering with the coastal zone, including the beach. The HDD technology will enable the safe connection of offshore and onshore sections in dedicated cable draw pits located on land.



Design of the cable route of the BC-Wind OWF, OW materials.

Since the beginning of the activities of the working group, **the key local and regional administration bodies involved in the dialog include the following:**

- Maritime Office;
- Pomeranian Voivodeship Office;
- Regional Directorate for Environmental Protection (RDOŚ);
- Choczewo Municipality;
- Władysławowo Municipality;
- Puck District;
- Wejherowo District.

The dialog is implemented using the following tools:	• face-to-face meetings; • traditional and electronic correspondence, ongoing contact regarding project issues; • official letters and documents; • public consultations and meetings with the residents; • website and official announcements; • BC-Wind project website; • coordination by the person designated for contact with the stakeholders (Community Liaison Officer – CLO).
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See [Appendix B](#) for a list of frequently asked questions during meetings with local and regional government officials.

4.3 LOCAL COMMUNITY

While implementing the offshore wind farm project in the Baltic Sea, Ocean Winds conducts an ongoing dialogue not only with local government administration, but also with the local community. From a very early stage of preparation for the construction of the BC-Wind offshore wind farm, the company has been implementing social initiatives for local stakeholders.

In May 2022, the port in Władysławowo was selected as the location for the service base for the BC-Wind offshore wind farm, which included the Puck County among the project’s key stakeholders. Since that decision was made, Ocean Winds has maintained regular dialogue with local authorities and representatives of local communities. In Puck County, activities have primarily included meetings with local government authorities as well as representatives of fisheries organisations and the fish processing industry (see Section 4.5 “Fishing associations and fish processing industry”).

In the Choczewo municipality, dialogue with the local community is conducted on a continuous and multi-faceted basis. It includes regular meetings with municipal authorities, councillors, and village heads, during which the progress of the BC-Wind project, planned activities, and issues relevant to residents are discussed. Prior to the start of construction of the onshore substation, Ocean Winds, together with the EPC contractor P&Q, also organised an open information meeting for residents. Its purpose was to present the scope of planned works and the project timeline, as well as to allow participants to ask questions and submit comments.

Due to the expansion of stakeholder groups in 2023, the flagship educational programme “Kariera z Wiatrem” (“Career with the Wind”) was extended to include two additional schools from Puck County, as described in detail in Section 4.7 of this document.

The key stakeholders involved in the social dialog process are as follows:

- residents of Choczewo Municipality;
- residents of Władysławowo Municipality;
- Puck District;
- Wejherowo District;
- local Country Housewives’ Associations;
- Volunteer Fire Departments;
- units of the State Fire Service;
- local cultural centers;
- youth and school students;
- foundations and associations established to work for the benefit of the residents of Choczewo Municipality;
- social enterprises;
- organisational units of the Choczewo Municipality and village councils (sołectwa);
- organisational units of the Władysławowo Municipality and village councils (sołectwa);
- organisations, institutions and entities acting for the public good of the residents of the Choczewo and Władysławowo Municipalities.

In 2021, in the Choczewo Municipality, a pedestrian and cycling path was constructed from the village of Sasino (Choczewo Municipality) to the sea, with a length of 1,500 m and a width of 3 m, featuring a natural surface. The project was financed through donations from offshore wind investors from the PGE Group, PKN Orlen, and Ocean Winds, as well as European Union funds under the European Maritime and Fisheries Fund. The pedestrian and cycling route provide a fast and convenient connection between the centre of the Sasino–Stilo area and beach access point No. 51. The objective of the investment was to channel tourist traffic in the area in order to protect and preserve valuable natural habitats and species within the Coastal Protected Landscape Area, as well as partially within the Natura 2000 site – Mierzeja Sarbska.

On 15 September 2021, representatives of public administration and the offshore wind sector, including Ocean Winds, signed the Sector Agreement for the Development of Offshore Wind Energy in Poland (Polish Offshore Wind Sector Deal). The overarching objective of this agreement is to support the development of the offshore wind sector in Poland and to maximise the participation of Polish companies in the supply chain (so-called local content) for offshore wind farms developed within Poland’s Exclusive Economic Zone.



Photo: Sasino-Stilo multi-use path, source: gwe24.pl

As a result of more than two years of work by the social communication working group in the Choczewo Municipality, a comprehensive social programme entitled “Choczewo. A Municipality Powered by Wind” was developed.



“Choczewo. A Wind-Powered Municipality” program

The programme has been implemented since 2022 by Ocean Winds, together with other offshore wind investors, for the community of the Choczewo Municipality, where infrastructure connecting the BC-Wind offshore wind farm to the national transmission system will be located. The programme is based on direct cooperation with the local community, which, with the support of specialists, identifies its needs and challenges and seeks the most appropriate solutions.

During the programme, consultation points, workshops, information meetings, field walks, and interviews with residents of local villages (pol. sołectwa) are conducted. Residents may submit idea cards, which are then jointly evaluated with offshore wind investors. The final stage involves a decision on granting support and the implementation of selected projects.

The objectives of the programme include:

- minimising the impact of the investment on the lives of residents;
- promoting the broad sustainable development of the Choczewo Municipality;
- supporting projects that respond to real needs identified by the community, help address locally diagnosed challenges, and enhance social engagement, strengthening social capital and residents' competencies;
- building social acceptance for offshore wind energy;
- establishing long-term relationships with the local community and building social trust;
- ensuring ongoing contact with community representatives, enabling direct communication on projects and continuous monitoring of local sentiment.

Benefits for the local community:

- projects are based on the actual needs of the community;
- integrated, tailor-made projects providing long-term solutions to identified issues;
- projects implemented and co-financed under the programme are free of charge and publicly accessible to residents of the Choczewo Municipality;
- increased social engagement and strengthening of long-term social capital and community competencies.

The first edition of the "Choczewo. A Municipality Powered by Wind" programme began at the turn of February and March 2022. From March to April 2022, local needs, perspectives, and challenges were mapped. In June, a meeting was held to summarise the conducted research. Consultation points were also organised, during which residents expressed their ideas for improving life in the municipality. During subsequent meetings in July, projects submitted by residents, non-governmental organisations, and organisational units of the Choczewo Municipality were recommended for implementation.

As a result of the first edition of the programme, **45 projects** were implemented with financial support from developers amounting to **PLN 1 million**. The projects covered initiatives in social development, safety, local activity spaces, cultural and natural heritage, as well as the development of children and youth.



Inicjatywy społeczne,
rozwój społeczny



Bezpieczeństwo



Miejsca Aktywności
Lokalne



Dziedzictwo kulturowe
i przyrodnicze



Rozwój dzieci i młodzieży

LICZBA PROJEKTÓW: **9**
DOFINANSOWANIE: **405 tys.**

LICZBA PROJEKTÓW: **6**
DOFINANSOWANIE: **80 tys.**

LICZBA PROJEKTÓW: **11**
DOFINANSOWANIE: **220 tys.**

LICZBA PROJEKTÓW: **11**
DOFINANSOWANIE: **165 tys.**

LICZBA PROJEKTÓW: **8**
DOFINANSOWANIE: **130 tys.**

Source: <https://gmina-napedzana-wiatrem.pl/>

Following the significant success of the first edition of the “Choczewo. A Municipality Powered by Wind” programme, the inauguration of its second edition took place on 12 April 2023, attended by approximately 40 participants. Throughout April, consultation points were organised in local villages (sołectwa), during which engaged residents and organisations discussed new ideas for activities in the following areas: social initiatives and development, safety, support for villages (sołectwa), cultural heritage, environmental protection, environmental education, and the development of children and youth. In total, 111 projects were submitted in the second edition of the programme, representing almost a twofold increase compared to the first edition. Funding was awarded to 68 projects, with a total value of PLN 1,087,000.

In April 2024, the call for applications for the third edition of the “Choczewo. A Municipality Powered by Wind” programme was launched. This edition introduced the possibility of submitting youth-led initiatives, in which young people act as project initiators. A budget of PLN 40,000 was allocated for this purpose. The third edition of the programme supported the implementation of 68 local initiatives out of 107 submitted applications, with a total allocated budget of PLN 1.213 million. The projects covered various aspects of community life, ranging from social initiatives to environmental education, all aimed at building a cohesive and sustainable future for the Choczewo Municipality.

In 2025, the “Choczewo. A Municipality Powered by Wind” programme continued as a permanent mechanism supporting the development of local initiatives. In its fourth edition, residents submitted 83 projects, of which 60 were implemented. In addition, 14 youth grant initiatives were funded. The total budget allocated to projects in this edition amounted to PLN 1.072 million. The selected initiatives covered a broad range of activities, including community integration projects, educational and environmental initiatives, activities supporting the development of children and youth, upgrades of shared public spaces, and projects strengthening local cultural heritage.

The implementation of the fourth edition of the programme in 2025 confirmed its role as an effective tool for supporting civic engagement and the sustainable development of the Choczewo Municipality. Annual programme evaluations indicate that it effectively responds to local needs. Projects targeting children and youth received the highest recognition, with as many as 89.5% of residents assessing them as well or very well aligned with local expectations. This is a clear indication that investment in younger generations delivers visible results and builds long-term development potential for the municipality.

Initiatives supporting village communities (sołectwa) (85% positive evaluations) and improving safety levels (82%) were also highly valued. Residents particularly appreciated the development of local infrastructure, including community meeting spaces and equipment for local organisations. The programme improved access to education, sports, and social activities, and created space for testing new ideas and fostering local leadership. Furthermore, the programme has significantly strengthened social ties within the municipality, both within individual villages and between them. Residents are increasingly organising joint initiatives and are more actively engaged in local community life.



Training and recreation camp for members of Youth Fire Teams organized by the Choczewo Volunteer Fire Department, source: “A wind-powered municipality” program website.

Program website: <https://gmina-napedzana-wiatrem.pl/>

The dialog is implemented using the following tools:	• Interviews, meetings, field walks, and consultation points with residents as part of the “Choczewo. Wind-Powered Municipality” programme; • Design workshops and a dedicated website for the “Choczewo. Wind-Powered Municipality” programme; • Regular meetings with the Choczewo municipal authorities, councillors, and village heads; • Meetings with local government authorities of Puck County and the Władysławowo municipality; • Open information meetings with residents of the Choczewo municipality organised at key stages of project implementation; • Information activities addressed to local project stakeholders (press releases, open webinars, meetings and workshops, participation in industry events, and meetings with supply chain representatives); • The role of the Senior Stakeholders Associate responsible for ongoing stakeholder engagement; • A grievance and feedback mechanism for submitting complaints and comments; • Ongoing monitoring of media and social media related to the project; • Dialogue within Sector Deal working groups.
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History of major activities

	EVENTS
20-21/01/2026	Information meetings for residents of the Choczewo Municipality regarding the construction of the onshore electrical substation and the onshore export cable: Tuesday, 20 January: • 16:00–17:00; Choczewo – CIT room, Municipal Office • 18:30–19:30; Kopalino – village community centre Wednesday, 21 January: • 16:00–17:00; Kierzowo – village community centre (Kierzowo and Starbienino villages) • 18:30–19:30; Żelazno – village community centre
14/01/2026	Event summarising the 4th edition of the “Choczewo. A Municipality Powered by Wind” programme at the Municipal Cultural Centre and Library.
24/11/2025	Meeting with representatives of the Anna Dymna Foundation regarding the upcoming commencement of works related to the onshore electrical substation and onshore export cable.
24/07/2025	Meeting with the Director of the Cultural Centre to discuss opportunities for cooperation and support for the local community in Władysławowo.
23/07/2025	Meeting with representatives of the Anna Dymna Foundation regarding transport organisation related to the OW project.
22/05/2025	Video call with representatives of the Anna Dymna Foundation concerning traffic organisation and access arrangements during construction works around the Foundation’s headquarters.
15/05/2025	Meeting with the Northern Kashubian Local Fisheries Group in Władysławowo to discuss cooperation under OW social programmes with PLGR – workshop programme scheduled for launch in June 2025.
08-10/05/2025	Consultation point duty regarding the GNW Programme and the status of offshore wind farm investments. Thursday, 8 May: • Cultural heritage: 12:00–14:00; CIT room, Choczewo Municipal Office • Safety: 14:00–16:00; CIT room, Choczewo Municipal Office • Social initiatives and community development: 16:30–18:30; CIT room, Choczewo Municipal Office Friday, 9 May: • Children and youth development: 14:00–16:00; Ciekocino School Complex • 14:30–16:30; Choczewo School Complex • Youth initiatives: 14:00–16:00; Ciekocino School Complex • 14:30–16:30; Choczewo School Complex Saturday, 10 May:

	• Village support: 10:00–12:00; Municipal Cultural Centre and Library • Environmental protection and ecological education: 10:00–12:00; Municipal Cultural Centre and Library
23/04/2025	Kick-off meeting for the fourth edition of the GNW Programme at the Choczewo School and Preschool Complex (Szkolna 2). Report: https://gmina-napedzana-wiatrem.pl/spotkanie-rozpoczynajace-iv-edycje-programu/ oraz https://gmina-napedzana-wiatrem.pl/aktualnosci/
26/03/2025	Meeting at the CIT room in the Choczewo Municipal Office as part of the evaluation of the first three editions of the “Choczewo. A Municipality Powered by Wind” Programme. Report: https://gmina-napedzana-wiatrem.pl/podsumowanie-trzech-edycji-programu-choczewo-gmina-napedzana-wiatrem/
16/01/2025	Opening of an exhibition on the “Choczewo. A Municipality Powered by Wind” programme at the Municipal Cultural Centre and Library. Report: https://gmina-napedzana-wiatrem.pl/wystawa-projektow-zrealizowanych-w-ramach-iii-edycji-programu-choczewo-gmina-napedzana-wiatrem/
10/12/2024	Meeting between OW representatives and the Baltic Action Foundation presenting the scope and schedule of the planned BC-Wind project.
26-27/11/2024	Evaluation meeting regarding the first three editions of the “Choczewo. A Municipality Powered by Wind” Programme.
27/11/2024	Direct meeting with village representatives from the Choczewo Municipality and the Municipal Commissioner for Strategic Investments regarding the status of offshore wind farm projects.
14/05/2024	Meeting with representatives of the Anna Dymna Foundation regarding the status of the BC-Wind project.
14/05/2024	Meeting with stakeholders in Gdynia.
24-25./04/2024	Information duty points on offshore wind energy organized under the “Choczewo. A Municipality Powered by Wind” programme. Wednesday, 24 April: • Sasino – village community centre (13:00–14:30) • Ciekocino – school • Jackowo – village community centre • Słajszewo – village community centre • Słajkowo – Żelazno location meeting • Łętowo – village community centre Thursday, 25 April: • Gościęcino – village community centre • Zwartówko – former school gym • Borkowo Lęborskie – playground shelter • Kierzkowo – village community centre • Choczewo – Municipal Office • Starbienino – old school in Lublewo • Kopalino – village community centre • Choczewko – village community centre

13-14/04/2024	Information duty points on offshore wind energy under the GNW Programme. Thursday, 13 April: • Kierzkowo – village community centre • Starbienio – old school in Lublewko • Gościęcino – village community centre • Zwartówko – former school gym • Kopalino – village community centre • Choczewo – Municipal Office • Słajkowo – playground in Żelazno • Borkowo Łęborskie – playground shelter • Sasino – village community centre • Choczewko – village community centre Friday, 14 April: • Jackowo – village community centre • Łętowo – village community centre • Ciekocino – school • Słajszewo – village community centre
17/10/2023	Meetings with local community and the Jastarnia Forest District during a social volunteering initiative by the BC-Wind team https://www.bc-wind.pl/zespole-bc-wind-dla-spolecznosci/
25/01/2023	Meeting with representatives of the Anna Dymna Foundation regarding the cable trench.
04/09/2022	Consultation points during the Choczewo municipal harvest festival.
11-22/06/2022	Information duty points offshore wind energy under the “Choczewo. A Municipality Powered by Wind” programme. Saturday, 11 June • 10:00–12:00 Sasino – village community centre • 10:00–12:00 Jackowo – village community centre • 10:00–12:00 Łętowo – garden by the shop • 13:00–15:00 Borkowo Łęborskie – shelter by the playground • 13:00–15:00 Ciekocino – school sports field • 13:00–15:00 Zwartówko – gym of the former school in Zwartowo Sunday, 12 June • 10:00–12:00 Gościęcino – village community centre • 10:00–12:00 Choczewo – square in front of the Municipal Office • 10:00–12:00 Słajszewo – square by the community centre • 10:00–12:00 Słajkowo – playground in Żelazno • 13:00–15:00 Kopalino – square by the community centre

	• 13:00–15:00 Choczewko – village community centre • 13:00–15:00 Starbienino – sports field in Lublewo • 13:00–15:00 Kierzkowo – shelter behind the community centre Monday, 20 June • 15:00–17:00 Sasino – village community centre • 15:00–17:00 Ciekocino – school • 18:00–20:00 Słajszewo – village community centre • 18:00–20:00 Jackowo – village community centre Tuesday, 21 June • 11:00–13:00 Gościęcino – village community centre • 11:00–13:00 Słajkowo – community centre in Żelazno • 14:00–16:00 Łętowo – garden by the shop • 17:00–19:00 Borkowo Lęborskie – shelter by the playground • 17:00–19:00 Zwartówko – gym of the former school in Zwartowo • 20:00–22:00 Choczewko – village community centre Wednesday, 22 June • 12:00–14:00 Kierzkowo – community centre • 12:00–14:00 Choczewo – Municipal Office – Tourist Information Centre • 15:00–17:00 Kopalino – community centre • 15:00–17:00 Starbienino – old school in Lublewo
15/03/2022	Meeting with the Mayor of Choczewo Municipality and local stakeholders regarding the “A Municipality Powered by Wind” programme.

A record of the most frequently asked questions from stakeholders during meetings with OW representatives has been included in [Appendix B](#) to this document.

4.4 PORTS (SERVICE PORT AND INSTALLATION PORT).

In May 2022, during a press conference held at the port with the participation of port authorities, OW representatives, and the Puck County Starost, a preliminary lease agreement was signed for the port of Władysławowo, which was selected as the service base for the BC-Wind project. The port will serve as an operations and maintenance (O&M) function for the offshore wind farm, supporting its ongoing operation and turbine maintenance activities.

The agreement represented a key milestone in the project’s logistics planning, as it enabled optimal preparation for maintaining the efficiency of the offshore wind farm. The service port in Władysławowo will act as the central operational hub for maintenance activities, ensuring sustained performance of the BC-Wind offshore wind farm.



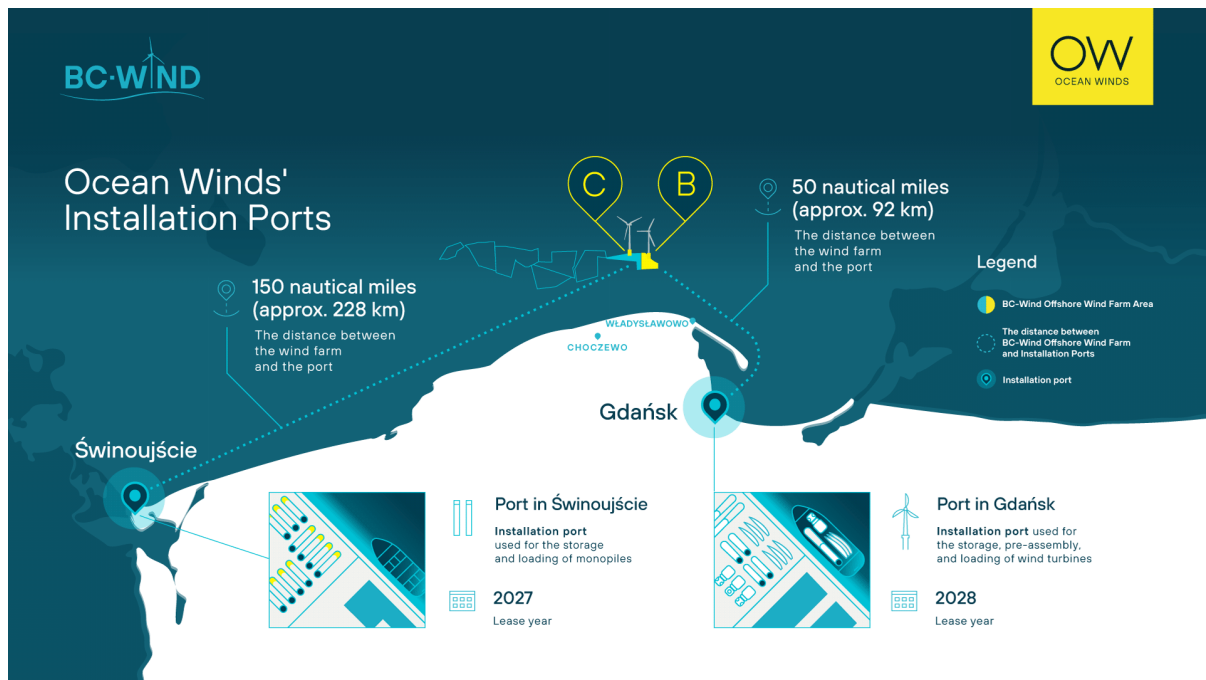
Photo. From the left, Witold Stanisław Wawrzonkoski – president of the management board of Szkuner Sp. z o.o., Jarosław Białk – Staroste of the Puck District, Kacper Kostrzewa – BC-Wind project director, own materials of OW.

In 2025, the Company completed the process of selecting the installation port for the BC-Wind project. The key priorities included infrastructure availability, operational readiness, and the potential to involve Polish companies in the project's execution, in line with the target of achieving a 20–30% local content share in the supply chain. The port selection was a crucial element of the logistics strategy, enabling efficient coordination of deliveries and installation of wind farm components. OW consistently cooperates with partners supporting the development of the local economy and the national offshore wind sector.

On 10 June 2025, Ocean Winds signed a reservation agreement with ORLEN Neptun II (a company from the ORLEN Group) for the lease of an installation terminal at the Świnoujście port. The terminal will be used from 2027 for the storage and loading of monopile foundations.

On 25 June, a further reservation agreement was concluded with Elektrownia Wiatrowa Baltica-2 (owned by PGE and Ørsted), covering the use of the terminal in 2028 for the installation of wind turbines for the BC-Wind project.

In this way, Ocean Winds will use Polish ports for the implementation of the BC-Wind project, supporting their development and ensuring operational continuity.



Installation ports for the BC-Wind offshore wind farm project, *graphic: Ocean Winds.*

The key institutions involved in the dialog process are as follows:

- Port Authority of Władysławowo (Szkuner) – O&M (operations and maintenance) port;
- Port Authority of Gdańsk and Elektrownia Wiatrowa Baltica-2 (a company jointly managed by PGE and Ørsted) – installation port for offshore wind turbines;
- Port Authority of Świnoujście (Szczecin and Świnoujście Seaports Authority S.A.) and ORLEN Neptune II (a company of the ORLEN Group), as a sub-lessee of the installation port in Świnoujście.

The involvement of these institutions in the dialogue is an integral part of the stakeholder engagement plan, ensuring transparency, mutual understanding, and cooperation, which in turn contributes to the success of the project. Effective communication with port authorities directly impacts the timeliness of operations and helps minimise potential operational and logistical risks.

The dialog is implemented using the following tools:	• Face-to-face meetings, traditional and electronic correspondence, and ongoing project-related communications; • Use of an online platform for the exchange of information, documents, and day-to-day communication; • Participation in parliamentary committees (Sejm and Senate) and meetings at ministerial level; • Workshops and working group meetings within the Sector Deal framework; • Industry dialogue through OW's participation in sector associations; • Participation in industry conferences involving port representatives; • Coordination by a designated stakeholder liaison officer (Senior Stakeholders Associate).
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4.5 FISHING UNIONS AND FISH PROCESSING INDUSTRY

The offshore location of wind turbines makes fishing communities, the fish processing industry, as well as transport and shipping sectors, important stakeholders of the investment. The fishing industry is a key stakeholder group in the context of offshore wind farm development. It plays a significant role in the local economy, contributing substantially to employment and income generation in the region.

The fish processing sector comprises a range of stakeholders, including fish processing companies, fishermen, suppliers, distributors, and employees. The construction of an offshore wind farm has a direct impact on these stakeholders, as it may affect their activities, access to fishing grounds, and lead to temporary restrictions on the availability of fish resources.

In accordance with applicable regulations, offshore wind farms may only be developed within the Exclusive Economic Zone, in strictly designated areas based on location permits (so-called artificial island permits). To balance the interests of different sectors, a Maritime Spatial Development Plan has been established for the Polish part of the Baltic Sea. In addition, Ocean Winds, as a signatory of the Sector Deal for the offshore wind industry in Poland, actively participates in the work of all key working groups dedicated to the impact of offshore wind energy on fisheries.

Cooperation with these stakeholders is of key importance to OW, as it helps to understand their concerns and identify opportunities for mutually beneficial cooperation. The Company is currently developing a Transitional Compensation System aimed at compensating commercial and recreational fishermen for restrictions in fishing activities caused by the construction of the BC-Wind offshore wind farm.



Public consultations with the fishing community, June 2021, OW materials.

The key stakeholders involved in the dialog process are as follows:

- Fishermen;

- Fishing unions;
- Fish processing companies;
- Suppliers;
- Distributors;
- Fish factory workers.

Among the many fishing unions operating in Poland, OW plans to work closely with representatives of fishermen operating in Władysławowo Municipality, especially the ones based around the port of Władysławowo. There is a detailed fishing union stakeholder group matrix for the project, which is available for audit purposes.

The dialog is implemented using the following tools:	• face-to-face meetings; traditional and electronic correspondence, ongoing contact; • Regular information updates on offshore activities through the issuance of Notices to Mariners and direct communication with harbour masters; • dedicated section on the project website: https://www.bc-wind.pl/inwestycja/, “For Fisheries” section; • participation in parliamentary or senate committees or meetings on the ministerial level; • active participation in the working group for cooperation with stakeholders under the Sector Deal dedicated to, inter alia, systemic cooperation with fishermen; • industry dialog through the participation of OW in relevant associations; • attendance of industry conferences involving representatives of the fishing industry; • coordination by the designated person for contact with the stakeholders (Senior Stakeholders Associate).
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Initiatives implemented to date:

	EVENT
11-12/2025 and 01/2026	A series of three “Fishing Handicrafts” workshops, organised in cooperation between the Company and the Northern Kashubian Local Fisheries Group, focused on preserving and promoting traditional fishing-related craftsmanship through hands-on learning of historical techniques, supporting the preservation of local cultural heritage and the memory of vanishing traditions.
16/05/2025	Meeting with representatives of the port in Władysławowo on the occasion of the 70th anniversary of Szkuner – the port operator.
15/05/2025	Meeting with the Northern Kashubian Local Fisheries Group (PLGR) in Władysławowo to discuss collaboration within OW’s social programs, including a workshop program scheduled to launch in June 2025.
26/11/2024	Meeting with the North Kashubian Local Fishing Group in Władysławowo.
22/10/2024	In October 2024, a meeting was held with representatives of fishing unions during the conference “Fishing and Wind Energy in the Baltic Sea” in Władysławowo. During the panel discussion, a representative of OW presented investment plans related to the port

	of Władysławowo and assured of the readiness for open dialog and cooperation with fishermen during the construction of the Offshore Wind Farm. After the conference part, the participants had the opportunity to take part in a tour of the port and the site of the future OW maintenance base, which enabled a more detailed discussion of investment plans and a better understanding of the potential benefits for the local community.
8/06/2021	Public consultation in June 2021 in Władysławowo. The meeting was attended by representatives of the BC-Wind project and by independent environmental experts. The meeting included a presentation of the project, the results of studies of the marine environment, and the environmental impact of offshore wind farms. There was also a round of questions and answers. Report: https://www.youtube.com/watch?v=yKKnwzD9cbc



Guided tour of the port of Władysławowo during the conference “Fishing and Wind Energy in the Baltic Sea”, October 2024, own materials of OW.

4.6 OFFSHORE WIND INDUSTRY ASSOCIATIONS

Ocean Winds recognises the key role of industry associations in shaping the offshore wind energy landscape. Therefore, we consider industry associations as important stakeholders whose engagement and perspectives are highly valuable to our project. Their specialised knowledge and experience constitute a significant contribution to the development of the offshore wind sector in Poland, while also supporting educational efforts.

Since 2021, OW has been actively participating in the work of the Sector Deal, concluded between representatives of public administration, investors, businesses interested in developing the local supply chain, scientific and research institutions, and other entities from the industry. From the outset, OW has been actively involved in the work of the supply chain working group, which aims to develop a methodology for calculating local content involvement in offshore wind projects.

We actively cooperate with the following industry stakeholders:

- Polish Wind Energy Association (PWEA);
- Polish Offshore Wind Energy Chamber (POWEC);
- West Pomeranian Maritime Cluster;
- Pomeranian Group for the Development of Offshore Wind Energy;
- Regional Chamber of Commerce in Katowice.

The dialog is implemented using the following tools:	• active participation of investor representatives in conferences, industry meetings, and webinars; • face-to-face meetings with representatives of the offshore industry, presentations concerning the Project; • preparation of media materials, including information brochures and press releases; • active participation in Sector Deal meetings.
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In November 2024, as part of activities aimed at identifying innovative solutions, OW organised an open online meeting for suppliers of products, services, and technologies related to offshore wind energy. The purpose of the event was to consult demand and facilitate an exchange of ideas and expectations between the developer and industry representatives. The meeting was organised in cooperation with the following associations: the Pomeranian Offshore Platform for Offshore Wind Energy (PPO), the West Pomeranian Maritime Cluster, and the Regional Chamber of Commerce in Katowice.

The event gathered 105 participants and was met with strong enthusiasm and a positive reception from the industry. Company representatives expressed interest in continuing dialogue and cooperation. As part of the initiative, companies may submit their ideas and solutions to OW's innovation department, which then analyses the submissions and provides feedback. This form of cooperation supports the development of the local supply chain and strengthens the offshore wind energy ecosystem in Poland.

4.7 EDUCATIONAL CENTERS AND RESEARCH INSTITUTES

A key element of the supply chain for us is education and cooperation with a wide range of educational institutions. We see a particularly important role in educating young people. To prevent further climate change, we aim to teach even the youngest generations what renewable energy sources are and what benefits their widespread development can bring. As Ocean Winds, we seek to build long-term relationships with key stakeholders and entities in the region not only by integrating local companies into the offshore wind supply chain, but also by developing future talent for this emerging industry.

We maintain a network of Polish technical universities, particularly in the Pomeranian and West Pomeranian regions, with which we remain in contact:

- Maritime University of Szczecin
- Gdynia Maritime University
- Gdańsk University of Technology
- University of Gdańsk
- West Pomeranian University of Technology in Szczecin

We support initiatives such as the MEWY competition “Trends and Development Visions of Offshore Wind Farms,” organised by the Maritime University of Szczecin and the Marshal Office of the West Pomeranian Voivodeship, which aims to promote knowledge about renewable energy generation. A broader description of the competition is provided in subsection 4.7.5. As part of our cooperation with universities, we also participate in career fairs, including at Gdańsk University of Technology. In March 2023 and March 2024, we took part in the EDU OFFSHORE WIND Career Fair, presenting Ocean Winds as a credible and forward-looking employer. In December 2025, we met with students of SHG Warsaw School of Business during a lecture as part of the “Discover Green Energy” project. OW experts shared their knowledge and experience gained from offshore projects and presented the development prospects of the industry in Poland.

We actively cooperate with the following educational stakeholders:

- Educational institutions and technical schools offering programmes in energy, engineering, or renewable energy sources;
- Research institutes specialising in offshore wind energy-related fields;
- Local and regional authorities supporting the development of education and research in renewable energy;
- Companies and industry enterprises cooperating with educational institutions and research centres in research projects or student internships;
- Students and pupils who benefit from the educational and research offer of institutions and centres to gain knowledge and practical experience in offshore wind energy;
- Kindergartens and primary schools that may be interested in environmental education and educational projects related to renewable energy sources, including offshore wind energy.

The dialog is implemented using the following tools:	• Meetings, workshops, classes, webinars organized for school students • Media materials, press articles • Tab dedicated to education on the project website https://www.bc-wind.pl/inwestycja/ (Education tab) • Cooperation with training institutions and centers • Social media platforms
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In addition, we conduct large-scale educational activities and programmes aimed at pupils, students, and graduates, as described below.

4.7.1. The “Career with the Wind” educational program



II. “Career with Wind” programme logo, source: internal materials.

“Career with Wind” is Ocean Winds’ flagship programme, co-delivered with the Polish Academy of Development. It introduces students to the energy potential of offshore wind, develops their knowledge of offshore wind farms, and presents career development opportunities within this sector of the economy.

The first edition of the programme took place in the 2021/2022 school year and involved second- and third-grade students from technical secondary schools in three Polish cities:

- Energy School Complex in Gdańsk;
- Kazimierz Pułaski School Complex in Częstochowa;
- No. 2 School Complex named after Władysław Orkan in Szczecin.

With all participating schools and the co-organisier of the initiative – the Industrial Development Agency – Ocean Winds signed letters of intent for long-term cooperation. Students studying in specialisations such as energy technician, renewable energy systems technician, and electrician were introduced to, among others, the stages of offshore wind farm development, the supply chain for components, and the strategic aspects of offshore wind energy development in Poland, based on Ocean Winds’ international projects.

The second edition of the programme started in September 2022 and was expanded to include two schools from Puck County, with which we signed two separate tripartite agreements between business–school–education advisory institutions:

- Powiatowy Zespół Szkół im. Stanisława Staszica in Kłanino;
- Powiatowe Centrum Kształcenia in Puck.

Given the planned location of a service port in Władysławowo to support the wind farm, these areas and institutions are key cooperation partners for us.

In December 2023, students of the renewable energy systems technician programme at the No. 2 School Complex in Szczecin, after two years of study, were awarded the status of programme graduates. In 2024, new graduating classes joined the programme alumni group:

- Students of the renewable energy systems technician programme at the Energy Technical School in Gdańsk, from the School Complex in Kłanino;
- Students of the electrician programme at the Electrical and Mechanical School Complex in Częstochowa.

In 2024, as part of an internal initiative linked to the “Career with Wind” programme, we launched a series of educational videos addressing the offshore wind farm development process. These feature specialists from various departments who present in detail the different phases of wind farm construction, including planning, preparatory works, installation, servicing, and maintenance, as well as challenges related to the development of modern technologies. Experts explain the importance of environmental impact

assessments and the permitting and licensing processes required to begin construction. The series not only educates but also helps audiences understand the scale and complexity of projects driving the development of the renewable energy sector in Poland.

In the 2024/2025 school year, 123 students completed the programme, gaining knowledge and competencies that will serve as a foundation for their careers in the offshore wind industry. At the same time, 112 new students joined the programme from three partner schools:

- Kazimierz Pułaski School Complex in Częstochowa;
- School Complex in Kłanino;
- Vocational and Continuing Education Centre in Puck.

Since the 2024/2025 school year, these educational institutions have introduced new classes with specialised profiles related to renewable energy sources (RES) and energy, enabling students to systematically develop professional competencies in the rapidly growing offshore wind sector.

The “Career with Wind” programme continues in the 2025/2026 school year across all five partner schools in different regions of Poland:

- Kazimierz Pułaski School Complex in Częstochowa;
- Energy School Complex in Gdańsk;
- Stanisław Staszic School Complex in Kłanino;
- Vocational and Continuing Education Centre in Puck;
- No. 2 School Complex named after Władysław Orkan in Szczecin.

The programme includes nearly 100 workshops and educational sessions on wind energy and practical aspects of offshore technology and workplace safety. During meetings with students, topics such as soft skills and career development opportunities will also be addressed. An important role in the educational process will be played by study visits to manufacturing companies and local training centres, bringing students closer to the specifics of working in the offshore wind sector.

Read more: <https://www.bc-wind.pl/kariera-z-wiatrem-program-educacyjny-ow/>



Classes under the “Careers with the Wind” program at the District School Complex in Puck, December 2025, OW’s materials.

4.7.2. “Wind Experts” educational program

“Wind Experts” (Polish: „Eksperci od Wiatru”) is an international educational campaign by Ocean Winds aimed at raising awareness among students aged 8 to 12 about climate change and promoting effective solutions to mitigate its impacts. The campaign is implemented in schools in Spain, the United Kingdom, and Poland.

The programme consists of two educational sessions in which topics related to offshore wind energy are presented in an interactive way. The classes are conducted by an educator who is a specialist in environmental matters. In Poland, the Wind Experts educational programme was first launched in 2022. In its final stage, participants from all registered schools took part in an international competition, also organised in the other two participating countries — Spain and the United Kingdom.

Children and teachers, using all the knowledge they had gained, worked in teams to build models of offshore wind turbines using recycled materials. Each team prepared a video presenting the process of creating their model, explaining each stage of its development and promoting their model as the winning entry. The videos were then sent to Ocean Winds and uploaded to the company’s YouTube channel so that viewers could vote for their favourite. All entries were evaluated by a jury (selected for this purpose by Ocean Winds), which then announced the winners. In Poland, the winning school was Primary School No. 84 named after Jan Brzechwa in Gdańsk, which received a cash prize. Each member of the winning team also received iPad 2021 devices (64 GB).

Read more: <https://windexperts.oceanwinds.com/poland/>



Presentation of the main award at Primary School No. 84 in Gdańsk, September 2023, OW's own materials

1. “OW Graduate” program

At Ocean Winds, we are committed to building a better future, which is why we created a graduate programme aimed at investing in young talent and enabling their development within our company, so that together we can shape the future of renewable energy.

Launched in 2020, the international programme for students of technical disciplines is an Ocean Winds initiative. As part of the programme, five people joined the Polish BC-Wind project, supporting our team in various areas.

Each edition of the “OW Graduate Programme” lasts two years, and its structure allows participants to rotate twice between different projects or offshore-related areas, benefiting from continuous training and specialisation in wind energy while developing both professionally and personally. During the programme, participants are provided with mentorship, are employed under full-time contracts, and have access to a wide range of benefits and training opportunities.

Read more: <https://www.bc-wind.pl/program-absolwent-ow/>

2. MEWY competition

MEWY is an international competition aimed at secondary school students, university students, and PhD candidates, designed to promote creativity and innovative thinking in the field of offshore wind energy. Participants present their ideas for the development of technologies related to this sector, and submitted projects are evaluated based on their technical and substantive quality, originality, implementation potential, and alignment with current trends in the offshore wind industry.

The competition is organised by the Maritime University of Szczecin and the Marshal's Office of the West Pomeranian Voivodeship. Ocean Winds acts as a partner of the competition, taking part in the evaluation committee assessing submitted projects and sponsoring a prize for the two best participants in the form of a paid six-month internship at the company's headquarters in Warsaw. This initiative enables the winners to gain practical professional experience and develop their skills in the offshore wind energy sector.

Read more about the initiative: <https://www.pm.szczecin.pl/pl/studenci/konkursy/konkurs-mewy/idea-konkursu/>

4.8 OFFSHORE WIND FARM SUPPLY CHAIN COMPANIES

Companies within the supply chain play a key role in the development process of offshore wind farms. They are essential partners and stakeholders in this process. In the context of Ocean Winds' activities, partnerships with supply chain companies are crucial for achieving success and delivering objectives related to the development of offshore wind energy in Poland.

Due to its complex and extensive supply chain, offshore wind energy depends on a wide range of suppliers. Project preparation and execution, which typically takes 8 to 10 years, requires the involvement of diverse entities. Currently, more than 100 domestic companies have been identified as participating in the supply chain, with the potential for further expansion and engagement of an even larger number of market participants. The operational lifetime of offshore wind farms is approximately 25–30 years, which necessitates long-term cooperation with essential suppliers and partners throughout the entire supply chain¹¹.

The national potential of entities and businesses involved in offshore wind energy covers a wide range of areas that constitute a key component in project delivery. The production of raw materials such as steel, copper, and energy coal forms the foundation for industry development, with demand reaching over 1 million tons of steel for 6 GW of capacity.

Design and planning, including offshore wind farm projects, grid connection infrastructure, offshore environmental studies, and permitting processes, rely on cooperation with engineering companies, legal advisors, as well as financial institutions.

The production of offshore wind turbine components, grid connection infrastructure, and offshore installation activities is carried out with the involvement of Polish companies that possess relevant manufacturing capacity and technological expertise. The participation of shipyards, installation ports, and design offices requires close coordination and collaboration among a wide range of suppliers.

The operation and maintenance of offshore wind farms is an area that includes service ports, service fleets, ongoing maintenance and repairs, as well as logistics, training, and energy supply, where Polish

¹¹ Source: <https://www.gov.pl/web/morska-energetyka-wiatrowa/lancuch-dostaw-w-polsce>

enterprises play a key role. All these areas support workforce development, innovation, research and development activities, as well as communication, marketing, and promotional efforts, forming a comprehensive ecosystem for Poland's offshore wind sector. The principles of cooperation with the supply chain are described in detail in the Supply Chain Plan for the BC-Wind project.

All the rules of cooperation with the supply chain are described in detail in the Supply Chain Plan for the BC-Wind project. The following link offers more information: <https://www.bc-wind.pl/o-projekcie/#dokumenty-do-pobrania>

As Ocean Winds, we have defined local content in three dimensions. The first is engaging Polish companies as suppliers to support the local economy. As a private company operating globally, we can promote Polish businesses on the international stage across our other projects. In addition, we focus on educating future employees through the regular implementation of educational programmes in primary, secondary, vocational schools, and universities. We also support the development of offshore wind specialists — the BC-Wind project currently employs over 90 locally based staff members.

Stakeholders involved in the dialog during the advanced development phase comprise:

- Companies engaged in offshore wind farm projects,
- Companies specializing in connection infrastructure,
- Units carrying out surveys of the marine environment of fauna and flora,
- Companies conducting geotechnical surveys of the seabed,
- Law firms and consulting companies providing advisory services,
- Financial institutions supporting project financing,
- Institutions specialize in innovation and R&D.

The dialog is implemented using the following tools:	• open meetings with potential stakeholders named “100 Questions for Ocean Winds”; • face-to-face meetings, training, presentations, Teams meetings; • email instant messengers; • possibility of registering in the Ocean Winds supplier database https://oceanwinds.appianportals.com/211ded7c-2108-4449-b127-d46b68731656-new-supplier-for-oceanwinds; • dedicated tab on the project website “For Suppliers” https://www.bc-wind.pl/wspolpraca-z-ow/. • Media materials and press articles; • Coordination by a designated person responsible for stakeholder relations (Senior Stakeholders Associate).
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	EVENT
28/11/2025	Blue Baltic Community – participation in the panel “Local content: how to involve Polish companies in the supply chain”, discussing ways to increase the participation of local industry in offshore wind projects and cooperation with Polish suppliers.

28/08/2025	Signing of an agreement with P&Q and Tele-Fonika Kable for the construction of the on-shore section of the export cable. Report: https://bc-wind.pl/ocean-winds-podpisuje-umowe-z-pq-oraz-tele-fonika-kable-dla-projektu-bc-wind/
5/05/2025	Second round of the Innovation Outlook program. A series of meetings with six Polish companies offering innovative solutions in offshore wind energy, selected by the OW Innovation Department as well as the technical teams of BC-Wind and other OW portfolio projects.
7/04/2025	Signing of the contract with P&Q for the construction of the onshore transformer station. Coverage: https://www.bc-wind.pl/en/ocean-winds-and-pq-sign-an-agreement-for-the-design-construction-installation-and-commissioning-of-the-onshore-power-substation-for-the-bc-wind-project-in-poland/
31/03/2025	Signing ceremony of the contract for the construction of an offshore transformer station at the CRIST shipyard. Coverage: https://www.bc-wind.pl/en/ocean-winds-signs-an-agreement-with-crist-offshore-for-the-construction-of-an-offshore-substation-for-bc-wind/
27/11/2024	Webinar on innovation in offshore wind energy. The meeting was open. It was organized in cooperation with the Pomeranian Platform for the Development of Offshore Wind Energy, the West Pomeranian Maritime Cluster and the Regional Chamber of Commerce in Katowice. 150 people registered for the meeting and 105 people attended the meeting.
13/09/2023	Open meeting with potential suppliers for OWE – “Suppliers Day”. The meeting had a formula of “100 questions to OW”, where OW representatives answered specific questions from potential suppliers, concerning the project execution schedule or the procurement process rules. The meeting was held in Gdańsk and transmitted online.
6/06/2022	Workshop with potential suppliers “Suppliers Day” in the formula “100 questions to OW: how to build a supply chain?”. The event was held on a hybrid basis – on-site in Warsaw and online. Event Report: https://balticwind.eu/pl/100-pytan-do-ow-jak-zbudowac-lancuch-dostaw-dialog-pomiedzy-jednym-z-najwiekszych-globalnych-deweloperow-morskich-farm-wiatrowych-a-polskim-biznesem/
9/06/2022	Meeting with potential suppliers at an online workshop concerning Ocean Winds' procurement policy and the BC-Wind project, the breakdown and schedule of tender procedures as part of each package.

4.9 ENVIRONMENT AND NATURE PROTECTION ORGANIZATIONS

Non-governmental and social organisations involved in dialogue with Ocean Winds regarding the reduction of potential impacts of the BC-Wind project on the environment can be categorised according to their objectives and activity profiles. These organisations may be informal associations of people living in the same area or may have formal legal status in the form of associations, foundations, or chambers of commerce.

Among organisations working for environmental protection and nature conservation, there are groups composed of local activists who share goals related to the quality of the local natural environment, directions of social and economic development, and spatial planning. Such organisations are rarely formally structured with a clearly defined thematic profile. Another category includes organisations bringing together scientists and researchers from recognised academic institutions, focused on the objective of preserving or improving the condition of areas of high natural value. A further category consists of profes-

sional environmental organisations with established structures, dedicated administrative teams, and specialised experts, actively securing funding for their activities.

Local social organisations, composed of residents or individuals emotionally connected to a given area, are most often groups directly experiencing the effects of implemented projects. They also typically have strong knowledge of local natural areas or sites of cultural value, important from the perspective of the local community. Over the past two decades, the creation of local associations has often been an initiative of local authorities as an instrument supporting sustainable local development, influenced by residents and entrepreneurs. Such associations have obtained the status of Local Action Groups, whose activities are supported by European Union funds aimed at rural development.

Environmental organisations involving representatives of the scientific sector possess in-depth specialist knowledge, often at an expert level, as well as experience in environmental impact assessment procedures. Together with local social organisations, they play an important role in identifying environmentally valuable local resources and act as a form of oversight body, recognising potential threats to local marine and coastal ecosystems that may be affected by offshore wind farm construction and operation projects. Their analyses can be decisive in the decision-making process, making them a key group of stakeholders.

Draft strategic documents (described in section 2.2 of this document) and environmental impact assessments were subject to public participation procedures and consultations conducted by the relevant administrative authorities, in accordance with spatial planning legislation. EU and national environmental impact assessment regulations classify offshore wind farms and grid connection infrastructure to the National Power System as projects that may always or potentially have a significant impact on the environment. Therefore, such projects should be consulted with stakeholders representing local communities and environmental experts at the earliest possible stage to incorporate their opinions, identify potential conflicts, and jointly develop mutually acceptable solutions.

The involvement of environmental organisations can significantly influence public perception of investment and its implementation. By participating in consultations, these organisations may influence decisions regarding the construction of the wind farm and its grid infrastructure. Due to the trust, they enjoy within local communities and their consideration of submitted opinions, their participation can increase social acceptance of the project. By monitoring project progress and its environmental impact, their observations can help identify potential environmental compliance issues and support corrective actions, contributing to adherence to environmental standards.

The following aspects related to the planned offshore wind farm have been identified as potential sources of social conflict:

- construction activities and transport of large-scale components onshore;
- concerns about the state of the environment and Baltic Sea resources as a source of livelihood for part of the local community, including broader nature conservation issues (biotic and abiotic components);
- concerns among current and potential users of the offshore wind farm area regarding access to the site, employment in fisheries, and proper functioning of communication systems;
- concerns regarding navigation restrictions within the offshore wind farm area;
- landscape aspects and visual impact of the offshore wind farm;
- concerns about the impact on tourism in coastal municipalities;
- concerns about the impact on the economy of coastal municipalities.

The following potential positive effects of the planned offshore wind farm have also been identified:

- job creation for residents of coastal municipalities engaged in fishing during both construction and long-term operation phases;
- potential for fish stock regeneration through the creation of new habitats (the so-called artificial reef effect);
- potential for aquaculture development within the offshore wind farm area;
- impact on tourism and perception of offshore wind farms as a tourist attraction.

The basis of potential conflict regarding the planned offshore wind farm includes the following issues:

- depending on maritime administration decisions or classification of the wind farm as critical infrastructure, restrictions on fishing activities within the wind farm area may be expected, leading to limited access for fishing and transit;
- divergence of goals and interests between stakeholders – fishers’ objectives include fishing and transit to distant fishing grounds, as well as maintaining fish availability in the Baltic Sea;
- temporary deterioration of certain environmental parameters during the construction phase of the offshore wind farm.

Ocean Winds, implementing the BC-Wind offshore wind farm project within the Polish Exclusive Economic Zone, maintains active dialogue with key stakeholder groups. This process began with the development of a stakeholder engagement strategy and communication of the OW brand in Poland (Q4 2021).

Stakeholders engaged in dialogue during the construction phase include:

- national nature conservation organisations such as the Polish Society for the Protection of Birds (OTOP);
- local social and economic organisations, including environmental protection groups;
- international environmental and nature conservation organisations such as WWF and Greenpeace;
- scientific and research organisations involved in environmental studies and protection;
- industry associations representing social and professional groups related to maritime economy.

The full list of associations has been mapped in detail, and cooperation with them is ongoing and continuously adapted to the specific needs and priorities of the pro

The dialog is implemented using the following tools:	• Open meetings with potential stakeholders; • On-site meetings, training, presentations, Teams meetings; • Email instant messengers; • Press releases; • Environmental Manager dedicated role.
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	EVENT
1/7/2025	Decision of the Regional Director for Environmental Protection in Gdańsk regarding the supplementation of the environmental decision on the environmental conditions for the implementation of the project.
26/11/2025	Meeting with the Northern Kashubian Local Fisheries Group in Władysławowo.

23/12/2024	Update of the report "Environmental Impact of the BC-Wind Offshore Wind Farm".
16/9/2024	The Regional Director for Environmental Protection in Gdańsk issued a decision on environmental conditions for the construction of the connection infrastructure of the BC-Wind offshore wind farm to the National Power System. The decision covers the construction of transmission infrastructure from sea to land and connection to the National Power System.
29/7.2024	Issuance by the Regional Director for Environmental Protection in Gdańsk of a decision for the grid connection infrastructure of the BC-Wind offshore wind farm.
8/2023	Publication of the report "Environmental Impact Assessment for the Project titled: 'Construction of Electricity Transmission Infrastructure from the BC-Wind Offshore Wind Farm to the National Power System'".
16/09/2022	Issuance by the Regional Director for Environmental Protection in Gdańsk of a decision on environmental conditions for the project (briefly: environmental decision), positively concluding the process of assessing the project environmental impact.

4.10 OCEAN WINDS EMPLOYEES

One of Ocean Winds' priorities is to foster a culture of support and knowledge sharing within the organization. We leverage experience gained from completed projects in subsequent developments by creating international project teams and knowledge-sharing platforms. Our goal is to develop competencies in the emerging offshore wind market in Poland. In every market where we operate, Ocean Winds follows the principle of building teams composed of local experts.

Wherever OW develops its projects, it simultaneously establishes a local team of top specialists. A highly qualified workforce has been operating in Poland since 2020. By the end of 2025, the Polish team consisted of over 90 professionals with diverse specializations: onshore and offshore engineers, HSEQ and environmental specialists, project management experts, and operational staff involved in project execution. Ocean Winds maintains two offices in Poland, located in Warsaw and Gdynia.

The global OW team is diverse, relatively young (51% of employees are millennials) and continuously growing. We represent 25 nationalities and are committed to increasing the share of women in our workforce, who currently account for over one-third of the team. 99% of employees are on permanent contracts, and 98% hold higher education degrees.

Stakeholders involved in the dialog during the advanced development phase comprise:

- OW employees directly related to the project,
- all Ocean Winds Group employees.

The dialog is implemented using the following tools:	• Status internal BC-WIND meetings for the entire team; • Cascade communication within the BC-Wind team. • Meetings and video conferences; • Internal newsletter, project dashboards, Intranet; • Posters placed in the office; • International training and integration meetings;
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	• Emails and instant messengers, such as Teams; • LinkedIn updates.
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4.11 MEDIA AND MARKET EXPERTS

Media, representing a broad range of information platforms—from television and radio, through print press, to online portals and social media—play a key role in shaping public opinion and disseminating information. Their purpose is to provide reliable, up-to-date, and diverse content that influences social and political decision-making.

By reporting project progress and communicating its potential benefits and challenges, media can significantly influence public perception of the investment. Both positive and negative media coverage may affect the views of local communities as well as the stance of authorities and regulatory institutions. Therefore, building partnerships with the media based on transparency and reliability can be crucial to the success of the project.

Market experts, with specialized knowledge and experience in areas such as renewable energy, economics, and legal regulations, represent a valuable resource in the process of making strategic project decisions. Their market analysis and forecasts are essential for assessing the profitability and long-term viability of an offshore wind farm project. Market experts can provide important insights into market conditions, competition, and the development prospects of the renewable energy sector. Their advisory role may also include supporting the identification of potential risks and developing risk management strategies. Therefore, cooperation with market experts can be key to implementing an offshore wind farm project in an efficient manner aligned with market trends and requirements.

At Ocean Winds, we value the need to exchange experience and build relationships with other stakeholders in the offshore wind industry in Poland. We pursue this goal through organizing meetings and participating, among others, in the Sector Deal framework.

Stakeholders engaged in dialogue during the construction phase include:

- local and regional newspapers, magazines, radio and television stations, and online portals;
- national media;
- social media platforms;
- journalists and editors;
- market analysts specializing in the renewable energy sector;
- economic and legal consultants with experience in the energy industry;
- academics and researchers in the fields of sustainable development and renewable energy.

The dialog is implemented using the following tools:	• Press releases, publications, interviews and press commentary; • Analysis of daily media monitoring to track published information about the BC-Wind and Ocean Winds project in Poland; • Industry consultations; • Participation in the work of the so-called Sector Deal; • Speeches, debates, seminars during panels at industry conferences.
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Since 2021, OW has been actively involved in the work of the so-called Sector Agreement concluded between representatives of government administration, investors, entrepreneurs interested in developing the local supply chain, scientific and research institutions, and other entities from the industry. The host of the official signing of the Sector Agreement was the Ministry of Climate and Environment.

Since 2022, Ocean Winds has participated in a series of industry meetings, which are listed below.

OW participation in industry events:

2022

- **22/03/2022** OW and British Embassy Warsaw held a webinar on the experience of Ocean Winds in the field of offshore wind energy in the UK market.
- **22/04/2022** Presentation concerning BC-Wind during the meeting of the West Pomeranian Maritime Cluster.
- **01/06/2022** Presentation concerning BC-Wind at the Pomeranian Offshore Group meeting in Gdańsk.
- **10/06/2022** Inauguration of the CSR program – Choczewo. A Wind-Powered Municipality. More about the program: <https://gmina-napedzana-wiatrem.pl/>.
- **11-13/06/2022** OW was the main ambassador of the PWEA Conference 2022 in Serock – the largest wind event in Poland:
 - over 1,500 participants,
 - 3 substantive speeches,
 - Supply chain meetings,
 - 7 media materials dedicated to OW.
- **26-27/10/2022** OW was the main partner of the 11th PTMEW International Conference “Offshore Wind Logistics & Supplies 2022” in Gdynia
- **16-17/11/2022** OW was the main partner of the Offshore Wind Poland Conference 2022 organized by PWEA in Warsaw
- **21/11/2022** OW participated in the 12th Edition of the European Congress of Small and Medium-Sized Enterprises in Katowice, appearing in “The future of RES in Poland against the background of the European market” panel

2023

- **6-7/03/2023** OW attended the “OFFSHORE WIND – Risk | Safety | Financing Conference” in Sopot.
- **13-15/04/2023** Presentation of the BC-Wind offshore wind farm project during the 9th seminar organized by the West Pomeranian Maritime Cluster
- **25-27/04/2023** Ocean Winds was a partner of Floating Wind and a sponsor of the WindEurope 2023 event organized by WindEurope in Copenhagen
- **1-2/06/2023** The OW Poland team participated in the first edition of the Polish Ports 2030 Congress in Sopot.
- **20-22/06/2023** OW was a contents partner in the supply chain subject of the PWEA Conference 2023 in Serock
- **20-21/09/2023** OW provided patronage to the 12th International Conference OFFSHORE WIND – Logistics & Supplies.
- **2/10/2023** A representative of OW attended a panel concerning the offshore wind farm industry during the Offshore conference – licenses in the Polish maritime areas.
- **15/11/2023** – Representatives of Ocean Winds participated in the Baltic Offshore Wind transmission conference

- **21-22/11/2023** – Offshore Wind Poland Conference organized by PWEA, of which OW was the Main Partner. Poland's most important offshore wind energy conference. A representative of OW participated in the “Fifth gear for offshore” panel.

2024

- **11-12/03/2024** – Offshore Wind Conference – Risk, Safety, Financing vol. 2, during which the Head of Finance & Controls OW participated in the discussion concerning investment challenges in light of volatile economic conditions and supply chain uncertainty.
- **12-13/03/2024** – Transport Week – presentation of the BC-Wind project and Ocean Winds development plans in Poland.
- **20-22/03/2024** – Wind Europe – the largest wind energy fair in Bilbao, Spain. Ocean Winds was a partner of Floating Wind, and representatives of OW Poland attended the event, which brought together more than 12,000 offshore industry and supply chain representatives from around the world.
- **10-11/04/2024** – a representative of Ocean Winds provided a presentation on the technical conditions for the preparation of OWFs in the Baltic Sea from the perspective of the developer,
- **16-17/04/2024** – Future Energy Congress – a representative of OW participated in the “Future of offshore wind energy” panel among other industry experts.
- **4-6/06/2024** – PWEA conference, the largest wind energy conference in Poland. The event was attended by more than 2,000 participants from various countries, including political leaders, industry experts, major investors, entrepreneurs and scientists. Representatives of Ocean Winds participated in panels concerning education, supply chain and offshore wind energy. OW was a contents partner of the event.
- **10-11/06/2024** – Polish Ports Congress 2030 – a nationwide conference focused on the sea-port sector. Ocean Winds provided patronage to the event, and its representatives participated in panel discussions on the impact of port development on the economy of cities and the logistics of OWE.
- **23-29/08/2024** – Campus – the Future of Poland – an innovative initiative that creates a space for the exchange of views, knowledge and experience between young people, experts, opinion leaders and representatives of the business and political world. Ocean Winds provided patronage to onshore and offshore wind zone organized by PWEA during the event. The project director participated in the “Wind Energy” panel. Innovative jobs on the horizon”.
- **2-3/10/2024** – PAIH Business Forum – is an event organized for the SME sector and its partners – representatives of regions and development institutions. It is a space for entrepreneurs who want to grow, looking for new solutions and ideas. A representative of OW was invited to participate in a panel on OWF innovative technologies.
- **2-3/10/2024** – Energy Days are a prestigious event, bringing together industry leaders, experts and decision-makers to discuss the most important challenges and opportunities for RES. OW provided patronage to the event, and its representatives participated in panels on the progress of OWF projects and on human resources and competence of employees in the power sector.
- **7/11/2024** – Baltic Offshore Wind Transmission – a conference with international recognition to discuss challenges and find solutions to enable the development of the offshore wind industry and transmission infrastructure. A representative of OW spoke as part of a panel on the expectations and perspectives of developers.
- **20-21/11/2024** – Offshore Wind Poland is the largest conference in Poland dedicated to offshore wind energy. The conference is held in Warsaw and is organized by PWEA. A representative of OW attended the session “From words to deeds – we are building! Start of con-

struction of the first OWF projects in Poland”. OW Poland employees also participated in the networking sessions.

2025

- **16/01/2025** – Energy Security Congress.
- **10/03/2025** – Baltic Sea Offshore Wind Summit in Gdańsk – panel discussion on ports’ role in the offshore wind supply chain.
- **17/04/2025** – PSEW debate at PAP headquarters – presentation of industrial strategy and panel on local content.
- **07/05/2025** – Future Energy Congress in Toruń – panel on offshore wind project status.
- **08/05/2025** – Discussion “Wind energy in the Baltic Sea – lessons from Phase I and opportunities for Polish industry” organized by DWF and WIH.
- **10–12/06/2025** – PSEW Conference – including signing of the port lease agreement in Świnoujście with ORLEN Neptun; panels on industry’s role in energy security and European energy resilience.
- **24–25/06/2025** – Polish Ports 2030 Congress – participation in panels on ports in energy transition; signing of a reservation agreement with Baltica-2 for terminal T5 in Gdańsk.
- **28/08/2025** – Press conference at PAP – discussion on local supply chain and signing agreement with P&Q and TELE-Fonika Kable as general contractor for the onshore export cable section.
- **02/10/2025** – Energy Days – panel “Wind offshore,” presentation of BC-Wind status and role of Polish companies.
- **15/10/2025** – Supplier Engagement Day (Siemens Gamesa) – presentation of BC-Wind project, schedule, and supplier engagement approach.
- **20–22/10/2025** – Maritime conference “Journey with GospodarkaMorska.pl” – panel on ports and local content.
- **29–30/10/2025** – Offshore Wind & Logistics Supplies Conference – panel on supply chain development and workshop for suppliers; PIMEW award “Contract of the Year” for CRIST Offshore agreement.
- **06/11/2025** – Baltic Offshore Wind Transmission – panel “Developer perspective – practical experience.”
- **18–19/11/2025** – Offshore Wind Poland 2025 – opening session on offshore wind’s role in energy security.

2026

- **15/01/2026** – **Energy Security Congress** – panel on legal changes needed to better protect infrastructure and discussion of BC-Wind project milestones.

4.12 OFFSHORE WIND DEVELOPERS IN POLAND

In the context of the BC-Wind project, competition consists of other companies actively involved in the development of offshore wind farms in the Baltic Sea, particularly within the so-called Phase I of offshore wind projects.

The actions of competitors may have an impact on the success of our project. Within Phase I of offshore wind farm development in the Baltic Sea, many companies are striving to gain technological, operational, and financial advantages. Competition concerns obtaining permits for artificial island construction (PSZW)

and access to resources and specialized talent. Competitors include both international corporations with offshore project experience, Polish energy groups, and local companies that are gaining importance in the renewable energy sector.

Stakeholders engaged in dialogue include:

- Offshore wind farm developers implementing Phase I projects
- Companies with offshore wind construction experience
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The dialog is implemented using the following tools:	• Meetings of working groups of associations, Sector Deal as part of implementation of the OWF; • Press releases; • Coordination of the designated person responsible for stakeholder engagement (Senior Stakeholders Associate).
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4.13 EUROPEAN UNION ADMINISTRATION

The European Union (EU) administration plays a key role in regulating and supporting the development of offshore wind farms in Poland and other Member States. There are several areas in which the EU administration's influence is particularly important for the development of the BC-Wind project implemented by our company.

The EU administration, including the European Commission, establishes the legal and regulatory framework that promotes the development of renewable energy sources, including offshore wind farms. Policies such as the European Green Deal and the Renewable Energy Directive (RED III) aim to increase the share of renewable energy in the EU energy mix. The EU's commitments to reducing greenhouse gas emissions and transitioning to sustainable energy shape national energy strategies and stimulate investments in renewable energy.

The European Union also offers various funding programmes and financial support for renewable energy projects. Initiatives such as the European Fund for Strategic Investments (EFSI), the Innovation Fund, and Horizon Europe can provide additional financial resources and technical support.

Each project implemented under EU energy policy must comply with specific procedures and requirements. In the case of the BC-Wind project, a key aspect is the individual notification of the Contract for Difference (CfD) scheme to the Energy Regulatory Office (URE) to the European Commission. This notification is necessary to obtain approval for state aid in the form of a Contract for Difference, which stabilises project revenues and reduces financial risk.

The EU administration places strong emphasis on compliance with environmental protection standards and the maintenance and enhancement of biodiversity. Requirements related to Environmental Impact Assessments (EIA) and compliance with environmental directives forming the basis of EIA procedures, as well as directives underpinning the Natura 2000 network, such as the Habitats Directive and the Birds Directive, are crucial for offshore wind farm projects. Cooperation with EU institutions in meeting these requirements is essential for the successful completion of the project.

Stakeholders engaged in dialogue include EU institutions, bodies, and executive agencies, including:

- The European Commission, which sets political and legislative directions in the areas of environmental protection and sustainable economic and social development, operating through Directorate-Generals responsible for climate, environment, energy, maritime affairs, and fisheries;
- The European Investment Bank (EIB), co-financing investments that are key to environmental improvement, in line with high standards aimed at minimising impacts on the environment and local communities;
- The European Climate, Infrastructure and Environment Executive Agency (CINEA), which manages European Commission programmes supporting decarbonisation and sustainable economic growth.

The dialog is implemented using the following tools:	• Direct contact with representatives of the EU administration is carried out at the level of the BC-Wind Project Sponsors through dedicated roles within ENGIE, EDPR. • Correspondence as part of working groups; or working contact in processes such as individual CFD notification by the European Commission. • English version of the BC-Wind website.
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PLANNED ACTIVITIES IN SELECTED STAKEHOLDER GROUPS

Updated on 31.01.2026

STAKEHOLDER GROUP	ACTIVITY	DATE
media and market experts	• Industry conferences according to the conference plan for 2026; • Press releases according to the BC-Wind 2026 communication plan;	All year
Local stakeholders	• Information points or meetings before the commencement of construction of the on-shore part; • Face-to-face meetings with stakeholders (village areas directly adjacent to the infrastructure, Anna Dymna Foundation); • Regular communication on project status via the bc-wind.pl website and social media	Q1 and Q2 2026
Ocean Winds and BC-Wind employees	• Internal cascaded communication in the project according to schedule	All year
Nature conservation organizations	• Informing about environmental activities via the website and direct meetings • Maintaining and expanding the grievance mechanism	Q1-Q2 2026

Supply chain companies	Regular meetings within supplier events organised by industry associations and during fairs and conferences	Q1– Q2 2026
Educational Centers	- Continuation of classes under the educational programme “Kariera z Wiatrem” (“Career with the Wind”) - Co-financing educational projects implemented under the “Choczewo. Wind-Powered Municipality” programme – 5th edition	Q1 – Q2 2026
Suppliers and subcontractors (Tier 1/2/3)	Regular project meetings with suppliers	All year
Professional associations	Active participation in working groups within associations	Q1-Q2 2026
Fishing associations	Cooperation on social programmes with the Northern Kashubian Fisheries Local Action Group (PLGR)	Q1 2026
Local and regional authorities	Individual meetings with stakeholders from this group as needed.	Q1-Q2 2026
European Union institutions	Monitoring of EU legislative activities and policies related to energy transition and offshore wind development	Q1-Q2 2026
Government administration including ministries	- Meetings within working groups (Sector Deal, associations) - Industry conferences according to the 2026 conference plan	Q1-Q2 2026

APPENDICES

A. MECHANISM FOR QUESTIONS AND COMPLAINTS

B. DATABASE OF QUESTIONS AND ANSWERS CONCERNING PROJECTS IMPLEMENTED BY BC-WIND