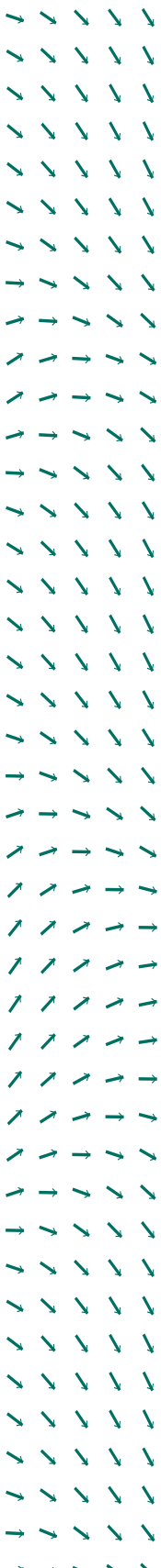


ENVIRONMENTAL AND SOCIAL ANNUAL REPORT 2025



1. COMPANY INFORMATION

Company Details	
Company Name:	PGE BALTICA 2 SP. Z O.O., PGE BALTICA 6 SP. Z O.O.
Company Address:	MOKOTOWSKA 49 ST; 00-542 WARSAW
Country:	POLAND
Town/Location:	Choczewo, Ustka

2. INTRODUCTION

This Annual Environmental and Social Report documents the environmental, social, health, and safety (EHS &S) performance of the Baltica 2 Project (the "Project") during the reporting period of January 2025 to December 2025.

2.1 Purpose

This Report, covering environmental and social aspects, will be published annually and disseminated among local communities through local authorities and local partners, in accordance with the provisions of section 3.2 of the Stakeholder Engagement Plan. The main objective of this document is to build and maintain relationships with stakeholders. The engagement of the local community is of fundamental importance for the success of the Project, in order to ensure smooth cooperation between project personnel and local communities and to minimize and mitigate environmental and social risks associated with the proposed Project activities.

2.2 Scope

This Report provides a comprehensive overview of the Project’s performance and compliance during the reporting period. The report evaluates health, safety, and environmental (HSE) performance, including incident statistics. Environmental monitoring activities are also summarized. The report presents efforts related to community engagement, including stakeholder consultations and grievance management, as well as livelihood restoration initiatives aimed at supporting communities affected by the Project.

3. ORGANISATIONAL STRUCTURE

The Project involves numerous professionals representing diverse disciplines, working from different locations, and reflecting a variety of nationalities and genders. This diversity is a key strength, enabling the Project to integrate a wide range of expertise and perspectives to ensure effective implementation and sustainable outcomes.

3.1 Construction Workforce

Table 4.-1: Construction Workforce

Scope	Date	Female	Male	Nationals	Foreign Nationals	Persons with Disabilities	Total workers
TOTAL	30/11/2025	124	688	615	197	0	826*
*Including 14 people from Technical Supervision							

4. HEALTH, SAFETY, AND ENVIRONMENTAL (HSE) PERFORMANCE

During the current reporting period, the following statistical data were presented:

4.1 HSE Statistics

During the current reporting period, the following statistical data were presented:

Parameter	Current Monitoring Period		Previous Monitoring Period		Since Commencement of Construction	
	Direct workers	Indirect workers	Direct workers	Indirect workers	Direct workers	Indirect workers
Incidents with Fatality	0	0	N/A	N/A	0	0
Lost Time Incidents (LTIs)	0	0	N/A	N/A	0	0
Total Lost Working Days	0	0	N/A	N/A	0	0
Accidents with First Aid	0	0	N/A	N/A	0	0
Accidents with Medical Intervention	0	0	N/A	N/A	0	0
Accidents with Material Damage	0	0	N/A	N/A	0	0
Environmental Accidents	0	2*	N/A	N/A	0	2
Near Misses	0	1	N/A	N/A	0	1

ADDITIONAL INFORMATION:

- No fatalities and no major accidents happened during BALTICA 2 project, both in development and construction phase
- Direct workers mean JV employees
- Indirect workers mean contractors employees

***2 minor incidents all were resolved, and there was no harm to the environment**

4.2 HSE Audits and Inspections

In order to ensure proper supervision over the correctness of the activities carried out, numerous rounds, inspections, and visits are conducted. Internal and external audits are also carried out.

- ✓ Daily HSE site inspections. Daily inspections are carried out by staff from the QHSE department of the General Contractor and its subcontractors. The subcontractor companies are informed of the necessary corrective actions by email, and urgent situations are discussed with the works manager on site.
- ✓ Weekly QHSE site inspections performed by Contract Engineer QHSE representative.
- ✓ Monthly QHSE site visit performed by PGE QHSE Team.
- ✓ The Walk & Talk initiative applies to PGE senior management.
- ✓ Traffic spot-check inspection – Every month, the General Contractor organises traffic controls on nearby roads.
- ✓ The PGE’s QHSE and ESG internal audit was conducted in June and December 2025.
- ✓ Internal audit of the Safety Management System conducted for the holders of a certified integrated ISO 14001, 9001, and 45001 management system.

4.3 HSE Training

The following summarizes information about the training that was provided for workers during the report period:

- ✓ HIRA Workshops – a meetings was held before each new phase of work when new scopes started. A HIRA workshops took place in at the Choczewo Substation and O&M Port Ustka.
- ✓ Induction Training – Health and safety, environmental and social induction training was provided to all workers who wished to enter the construction site. This training familiarized all workers with the health and safety,

environmental and social rules and standards applicable to the construction site. It was organized daily as needed.

- ✓ Contractors Safety Day performed for offshore scope included contractors experience and knowledge (Lesson Learned), Active Training Session, and workshop for leadership and cooperation.
- ✓ “#One Team” Workshop performed in September, and December 2025 in scope of onshore activities connected to LST Choczewo.
- ✓ Global EHS Safety Day in LST Choczewo connected with first aid training (AED) awarding “best month employee”.

4.4 Emergency Preparedness and Response

Summary of Emergency Response Exercises and Drills Conducted During the Reporting Period

Emergency Drills:

- ✓ February 2025 – First Aid Drill
- ✓ May 2025 – Fire Protection and First Aid Drills conducted in cooperation with the fire brigade during “Safety Week” on site
- ✓ June 2025 – Emergency Drill at the Landfall Site, including the drilling barge
- ✓ June 2024 – Subcontractor-led drill exercises at the Landfall Site
- ✓ July 2025 – Emergency Drill at the Landfall Site,

Safety Campaigns:

- ✓ Life Saving Rules
- ✓ Ørsted Global Safety Days
- ✓ Safety Hand Campaign performed in O&M Base Ustka, and LST Choczewo

4.5 Workers’ Grievance Mechanism

Statistics on the total number of worker grievances, requests, and suggestions received during the reporting period were provided.

Workers’ Grievance Mechanism

Parameter	Current Monitoring Period				Since Commencement of Construction			
	Completion Status			Closure Rate (%)	Completion Status			Closure Rate (%)
	Total	Open	Closed		Total	Open	Closed	
Number of grievances received	0	0	0	-	0	0	0	-
Number of requests received	0	0	0	-	0	0	0	-
Number of suggestions received	0	0	0	-	0	0	0	-

5. ENVIRONMENTAL MONITORING

The environmental monitoring activities were conducted in the area of investment.

Aspect	Monitoring Activity	National Legislation
Physical Environment	Noise measurements	PB1 – General environment – noise from installations, devices and industrial plants Journal of Laws 2021, item 1710, as amended , Annex No. 7, Accredited measurements
	Vibration measurements	PN-B-02170:2016-12 – Assessment of the harmfulness of vibrations transmitted through the ground to buildings.

		PN-B-02171:2017-06 – Assessment of the impact of vibrations on people in buildings
Biodiversity	Daily inspections of the construction site (nature supervision)	Act of 16 April 2004 on Nature Protection Act of 27 April 2001, Environmental Protection Law
	Monitoring of harbour porpoise	Act of 16 April 2004 on Nature Protection Act of 27 April 2001, Environmental Protection Law Marine Strategy Framework Directive (MSFD)

5.1 Physical Environment

Since the beginning of construction works on the onshore Substation, noise and vibration monitoring was carried out and will be continued till the end of construction.

5.2 Biodiversity Monitoring

In the monitoring period 01 January 2025 until 31 December 2025, the following monitoring were conducted:

- a) Nature supervision for onshore Connection Infrastructure; this supervision started in June 2024 and is being continued. The purpose of the review of the area intended for construction works is to identify individual components of the natural environment, with particular emphasis on rare, scarce and protected species, and to assess the impact of the planned works on the components of the natural environment. Analyses include: plant communities and natural habitats, vascular plants, bryophytes, fungi, invertebrates, herpetofauna, ornithofauna, theriofauna, chiropterofauna, invasive species. Field surveys in relation to the individual elements of the natural environment discussed above are adapted to the phenology of groups and species, activity and habitats of occurrence, breeding periods, seasonal migrations, long-distance and local migrations or hibernation periods. Investor obtained necessary permits for deliberate capture, temporary holding, deliberate movement from places of regular residence to other places and deliberate disturbance and disturbance of individuals.
- b) Passive acoustic monitoring of the harbour porpoise in the Baltica 2 OWF area, in the area of behavioural response and on the border of Nature 2000; this monitoring started in the end of August 2024 and will be continuing till the end of OWF construction. Harbour porpoise monitoring is conducted by using of F-PODs which register detections.

STAKEHOLDER AND COMMUNITY ENGAGEMENT

In the 2025, the company continued its strong commitment to corporate social responsibility, community engagement, and transparent communication with stakeholders - through the ongoing program "Choczewo. A Wind-Powered Municipality", consultation meetings in investment areas, support of local events like Harvest festivals in Ustka and Choczewo municipality. Additionally, PGE Baltica maintained an open dialogue with local communities, promptly addressing concerns—such as adjusting lighting or vibration noise at construction site.

5.3 Corporate Social Responsibility (CSR) Initiatives

In the Choczewo Municipality, a CSR initiative is developed for four years now – the program Choczewo. A Wind-Driven Municipality". This initiative is led by offshore wind farm investors for the benefit of the Choczewo community, in this PGE Baltica.

January 2025

In January a meeting with the residents of Choczewo was organized, during which projects completed as part of the 3rd edition of the "Choczewo. A Wind-Powered Municipality" program were presented.

It was a unique opportunity to talk with residents who are both the originators and implementers of these community initiatives. In total, nearly 180 resident-driven ideas have been brought to life across the three editions of the program. The residents themselves decide which initiatives are carried out, which increases civic engagement, strengthens community bonds, and supports local development.

The projects were implemented across 7 main categories:

- Community initiatives and social development
- Safety
- Support for village councils
- Cultural heritage
- Environmental protection and ecological education
- Development of children and youth
- Youth-led initiatives

<https://gmina-napedzana-wiatrem.pl/wystawa-projektow-zrealizowanych-w-ramach-iii-edycji-programu-choczewo-gmina-napedzana-wiatrem/>

March 2025

In March a meeting was held at the Choczewo Municipal Office as part of the evaluation of the first three editions of the Program. Around 30 participants took part in the workshop – representatives of local organizations, village leaders (sołtysi), and community leaders who were actively involved in previous editions.

During group work sessions, participants discussed the first three editions of the Program. They shared what they liked most, what they learned through implementing the projects, and what elements they felt were missing from the Program. There was also discussion about the communication and promotion of the initiatives carried out under the Program.

<https://gmina-napedzana-wiatrem.pl/podsumowanie-trzech-edycji-programu-choczewo-gmina-napedzana-wiatrem/>

April 2025

In April, an inaugural meeting was held to launch the 4th edition of the “Choczewo. A Wind-Powered Municipality” program. Among the participants were two representatives from PGE Baltica.

During the meeting, the assumptions for the 4th edition were presented. A key innovation in this edition is the introduction of two new concepts: “municipality-wide project” and “local project.” The program is continuously evolving, and the investor evaluates each project with a focus on increasingly higher quality standards.

As in previous editions, the program supports community initiatives across seven key areas:

- Community initiatives and social development
- Safety
- Development of children and youth
- Youth-led initiatives
- Support for village councils
- Cultural heritage
- Environmental protection and ecological education

<https://gmina-napedzana-wiatrem.pl/spotkanie-rozpozczynajace-iv-edycje-programu/>

<https://gmina-napedzana-wiatrem.pl/projekty-mlodziezowe-spotkanie-otwierajace/>

July 2025 till December 2025

Another stage of the “Choczewo. A Municipality Powered by Wind” program has been completed. This is already the fourth edition of this unique initiative, which supports local ideas and engages the residents of Choczewo municipality in activities for the common good. This year, interest in the program was very high – residents submitted dozens of idea cards for projects that have the potential to make a real difference in their immediate surroundings.

In total, 76 projects will receive funding under this edition. On the program’s website <https://gmina-napedzana-wiatrem.pl/aktualnosci/> there are posts about the current support of the submitted projects this year // <https://netka.gda.pl/bezpieczniej-dzieki-programowi-choczewo-gmina-napedzana-wiatrem-budowa-elektrowni-na-pobrzezu-slowinskim-znaczaco-poprawi-warunki-zycia-na-tym-obszarze/>

Charitable events at PGE Baltica

PGE Baltica employees joined the *Szlachetna Paczka* campaign, which is a large Polish Christmas social project that connects donors with families and individuals in difficult situations. Thanks to the open hearts of our employees, we supported the needs of a family from Wejherowo – Pomerania.

PGE Baltica employees also joined the *Paczka dla Seniora* campaign, which is Polish Christmas social campaign providing aid packages with food, cosmetics, household items, and gifts to lonely and needy seniors. We established

cooperation with the Municipal Social Welfare Center in Ustka (MOPS). Together we managed to collect a lot of gifts that allowed to prepare nearly 150 packages for seniors.

5.4 Stakeholder and Community Engagement Activities

On the 29th of January PGE and Ørsted took the final investment decision on Baltica 2. Key stakeholders took part in the event regarding the decision, such as highest representatives of the government - the Prime Minister Donald Tusk, Minister of State Assets, Minister of Finance or Minister of Climate and Environment.

In February of this year, tree clearing was carried out on the site of the future O&M base in Ustka, as part of the necessary preparations for the project. During one weekend, as a good neighbor to the residents of Ustka, our company donated the harvested firewood to people in need, identified by the Municipal Social Welfare Center in Ustka. These were elderly, ill, or disabled individuals who would not have been able to collect the wood on their own. Thanks to the commitment of three PGE Baltica employees the wood was cut, delivered, and neatly arranged in the recipients' storage spaces.

During March, April and May the Company organized a series of informational meetings with residents in areas where investments were being carried out, actively listening to their opinions and needs. To minimize the risk of negative impacts on local communities, PGE Baltica undertook a range of measures aimed at improving residents' safety, including marking roads leading to the construction site and designating routes for heavy vehicle traffic and distributing leaflets to the representatives of the contractor. The company conducted 8 meetings with local communities/affected groups from the project:

- 04-07.03.2025 meetings in Władysławowo, Łeba and Ustka
- 06.03.2025 meeting in Choczewo municipality, Kopalino village
- 31.03-02.04.2025 meetings in Władysławowo, Łeba and Ustka
- 08.05.2025 meeting in Ustka

The meetings aimed at informing the stakeholders about the stage of the project and the subsequent phases of construction site and to initiate a dialogue and series of meetings with the affected fishing community from the project to establish a compensation mechanism. Further information about the meetings can be found in the appropriate attachments.

Between May 23 and 25, 2025 the company supported the organization of the Pippi Festival, that took place in Ustka, organized by the Ustka Cultural Center. This year's edition was special – it celebrated the 80th birthday of the iconic literary character, Pippi Långstrump. The event was attended by a large number of residents – both children and adults – as well as the Mayor of Ustka, Mr. Jacek Maniszewski and a representative from PGE Baltica.

<https://www.facebook.com/share/p/12KxCYSXVqd/>

On the 3rd of June representatives of the investor – PGE Group, PGE's partner in the Baltica 2 project – Ørsted, the EPC contractor – Korporacja Budowlana DORACO and the contract engineer – Sweco Polska, as well as government representatives, local government officials and special guests attended the ceremonial commencement of construction works at the PGE Baltica base construction site in the center of the Ustka port.

The second half of 2025 was very active in local stakeholders' engagement. In the end of July there was held a meeting between representatives of the financing banks and representatives of local residents and authorities of Choczewo Municipality to discuss the investor's cooperation with the local community. August and September activities were concentrated on local events in Ustka and in Choczewo:

- Ustka
 - 31.07-13.08 - Good Energy Farm organized by the PGE Foundation on Ustka beach in cooperation with PGE Baltica. Experts from the company conducted educational activities for Ustka residents and tourists, introducing them to the topic of offshore wind energy.
 - 8-23.08 - PGE Baltica Charlotta Days Ustka Regatta. This prestigious competition, which the company is supporting for the fourth time, was held in four stages on Ustka's waters and attracted sailors from Poland, Europe, Canada, Australia, and South Africa.
 - 15-17.08 - Ustka Fish Harvest Festival. PGE Baltica was once again the main partner. At the event on the Seaside Promenade, there was PGE Baltica educational and informational booth. Our company's experts talked about the O&M base and about offshore wind energy.
 - 20.09 - Ustka Residents Day. PGE Baltica actively participated in this event. Residents, tourists, local authorities and media representatives had the opportunity to discuss the Baltica 2 project and the future of offshore wind energy.
- Choczewo

- 31.08 - Municipal Harvest Festival. As part of the event, PGE Baltica prepared an informational and educational booth about the ongoing construction of grid connection infrastructure for the Baltica 2 offshore wind farm.

From the end of August through October, PGE Baltica carried out a nationwide information campaign (10 articles) promoting offshore wind energy and debunking common myths about it in one of the country's most popular daily newspapers - *Fakt*. <https://www.fakt.pl/wydarzenia/energia-z-baltyku-zmieni-zycie-milionow-polakow/f1j8kz> // <https://www.fakt.pl/wydarzenia/rozwój-zielonej-energii-musi-isc-w-parze-z-ochrona-i-poszanowaniem-srodowiska/ktdberk>.

At the end of October (21-23.10), the project held meetings with fishery representatives about the implementation of the transitional compensation system. The meetings were held in Ustka, Darłowo, Łeba and Władysławowo. A total of about 80 people attended the meetings, including representatives of fishing organizations as well as recreational and commercial fishers. Each meeting lasted between two and three hours and consisted of three parts according to the agenda. Other meetings with this group were conducted as internal discussions.

In the first half of November the project started to communicate through local media and local offices in Choczewo Municipality about the large-size transports through the commune related to the construction of the Baltica 2 Offshore Wind Farm that has been carried since the second half of November till January 2026. So far all transports were carried out without problems with the local community.

<https://choczewo24.info/informacja-o-planowanych-transportach-zwiazanych-z-budowa-morskiej-farmy-wiatrowej-baltica-2> // <https://www.facebook.com/share/p/1C73eVZFzp/?mibextid=wwXlfr> // <https://www.facebook.com/share/p/16UeH9zBxc/> // <https://www.choczewo.com.pl/informacja-o-planowanym-transportcie-zwiazanym-z-budowa-morskiej-farmy-wiatrowej-baltica-2/>

On 4th of December was held an informational meeting in Ustka regarding the start of recruitment to the O&M Base. More than 200 local residents, that was interested in working in offshore wind field, attended the meeting. <https://pgebaltica.pl/dla-mediow/aktualnosci/pge-baltica-rozpoczela-rekrutacje-do-bazy-w-ustce>

5.5 Community Grievance Mechanism

Parameter	Current Monitoring Period				Since Commencement of Construction			
	Completion Status			Closure Rate (%)	Completion Status			Closure Rate (%)
	Total	Open	Closed		Total	Open	Closed	
Number of grievances received	1	-	1	100	1	-	1	100
Number of request received	-	-	-	-	-	-	-	-
Number of suggestions received	1	-	1	100	1	-	1	100

6. CULTURAL HERITAGE AND ARCHAEOLOGICAL FINDINGS

No cultural heritage findings were discovered. As a result, no protective or preservation measures were required.

7. NON COMPLIANCES AND E&S INCIDENTS

During the reporting period, no non-compliances, including exceedances of environmental or social standards, were recorded. There were no Material Adverse Environmental or Social Incidents, nor any strikes, blockades, protests, or disruptions of works directly related to the Project or its associated infrastructure. Additionally, there were no Environmental and Social Trigger Events, nor any actual or threatened Environmental and Social Claims or

Investigations. No significant or material environmental or social incidents or emergencies occurred, and no accidents involving community members were reported.