



Midia Gas Development

Stakeholder Engagement Plan (SEP) – April 2024 – April 2025

Black Sea Oil & Gas SA

Document Number: BSOG-MGD-EN-PLN7-003-D01

	30.04.2025	Issued for review	Cristina Rus	Ana-Maria Pericleanu	Ana-Maria Pericleanu
Rev	Date	Description	Issued By	Checked By	Approved By

Contents

1 INTRODUCTION	4
1.1. Scope and Objectives of the Stakeholder Engagement Plan	4
1.2. Brief Description of MGD.....	4
1.3. Current status and activities foreseen.....	6
1.3.1. Current status of MGD	6
1.3.2. Activities foreseen.....	7
2 REGULATIONS AND REQUIREMENTS	7
2.1. National Requirements	7
2.2. International Financing Institutions (IFI)' Requirements	9
3 STAKEHOLDER IDENTIFICATION AND MAPPING.....	9
4 STAKEHOLDER ANALYSIS	11
5 PREVIOUS ENGAGEMENT ACTIVITIES.....	13
5.1. Engagement with MGD affected persons (PAPs)	13
5.2. Corporate Social Responsibility (CSR) programme	14
5.3. Other engagement activities	15
6 STAKEHOLDER ENGAGEMENT PLAN.....	15
6.1. Action Plan.....	15
6.2. Record keeping	17
7 GRIEVANCE MECHANISM.....	17
8 MONITORING AND EVALUATION.....	20
9 REPORTING	20
9.1. Internal Reporting	20
9.2. External Reporting	20
10. ROLES AND RESPONSIBILITIES	21
ANNEX A. Grievance Form.....	22
ANNEX B. BSOG CONTACT LIST	24
ANNEX C. CSR Policy.....	25
ANNEX D. Photo report from the CSR activities 2024	26
ANNEX E. Social media coverage and press releases in 2024 - 2025	29
ANNEX F. Feedback form on BSOG intranet for employees	34

ABBREVIATIONS AND ACRONYMS

Abbreviation or Acronym	Definition
AESIA	Additional Environmental and Social Information and Assessment
BSOG	Black Sea Oil & Gas
CLO	Community Liaison Officer
CSR	Corporate Social Responsibility
DDBRA	Danube Delta Biosphere Reserve Administration
EBRD	European Bank for Reconstruction and Development
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
EU	European Union
GTP	Gas Treatment Plant
IFI	International Financing Institutions
LPA	Local Public Authorities
MGD/MDG Project	Midia Gas Development/Midia Gas Development Project
NGO	Non-Governmental Organisation
ESR	Environmental and Social Requirement
SEP	Stakeholder Engagement Plan

1 INTRODUCTION

1.1. Scope and Objectives of the Stakeholder Engagement Plan

Stakeholder engagement is a key element in building strong, constructive and responsive relationships which are essential for the successful management of a project's environmental and social risks and impacts. It aims to inform stakeholders about the potential environmental and social impacts related to the project through appropriate disclosure of information, to ensure their perceptions of the proposed development are as accurate as possible, to consult with them to obtain feedback, and to provide a mechanism for resolving any concerns or complaints they might have.

The Stakeholder Engagement Plan (SEP) is a guiding document that maps the main categories of stakeholders who will be meaningfully engaged within the development and implementation of a project. This SEP highlights the way the company plans to communicate with these stakeholder groups who may be affected by or interested in BSOG operations and activities. It focuses on:

- Identification of stakeholders who are likely to be affected and have an interest to the project;
- Establishment of engagement methods that are suitable for each identified category of stakeholder;
- Documentation of previous engagement activities and stakeholder feedback;
- Development and implementation of the future stakeholder engagement programme, and methods of engagement;
- Introduction of the project's grievance mechanism;
- Monitoring and evaluation of engagement actions, and;
- Roles and Responsibilities.

This SEP is prepared in relation to the Midia Gas Development (MGD) which was developed during 2019-2022 and is currently operated since mid-June 2022 by Black Sea Oil & Gas SA (BSOG). It sets out the planned programme for disclosure of project information and consultation with stakeholders, as well as the methods for recording and addressing comments and grievances from various stakeholders.

In light of the Environmental and Social Impact Assessment (ESIA) process, this document establishes the basis of the stakeholder engagement programme for the whole project. BSOG is committing to support all the engagement activities included in the SEP and to allocate sufficient resources (human and financial) in order to ensure its implementation.

The SEP is a 'live' document that is progressively developed through updated versions in line with the phases of the MGD. The SEP is publicly available on BSOG's website and is also accessible to local communities as part of the project information disclosure policy and programme as described below.

BSOG will respect individual stakeholders' Right to Privacy which is relevant to this SEP in regard to information relating to personal or private affairs and the protection of communications, including grievances.

The current version of SEP was developed during the operation phase, for the activities that took place between April 2024 and April 2025.

1.2. Brief Description of MGD

BSOG is the titleholder (together with Petro Ventures Resources SRL and Gas Plus Dacia SRL) and operator of two gas production licences at Ana and Doina gas fields in the XV Midia Shallow Concession, located on the continental shelf of the Romanian Black Sea.

The MGD produces and processes gas from the Ana and Doina fields located in the offshore XV Midia Shallow Block.

The MGD consists of a normally unmanned platform for the four drilled wells at the Ana field, a subsea well at Doina field (as a subsea development), with gas being routed to the Ana field platform via a subsea 18 km-long pipeline, a 126 km of offshore pipeline, a 4.3 km onshore pipeline crossing the territory of Corbu Commune – Vadu village and a Gas Treatment Plant (GTP) in the Vadu area where the gas is treated prior to delivery into the national gas transmission system (NTS).

The MGD is presented below.

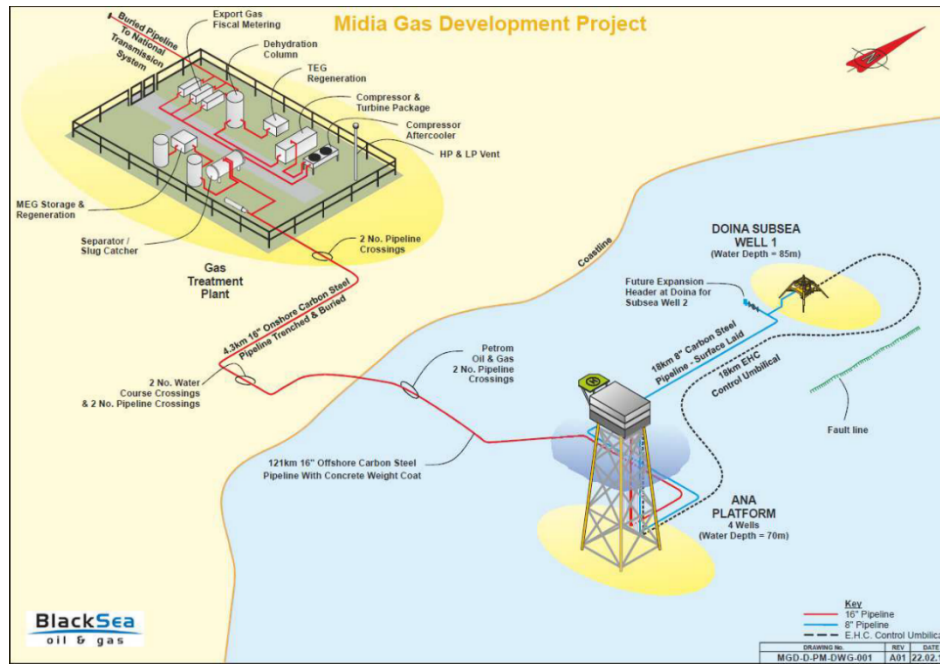


Figure 1 Concept for the Midia Gas Development

Two settlements are in proximity of the MGD (Corbu Village and Vadu Village). Vadu is the nearest settlement, located approximately 1.9 km from GTP.



Figure 2 Settlements and structures located near MGD

The onshore segment of the pipeline crosses:

- Natura 2000 areas of ROSCI 0065 Danube Delta; ROSPA 0031 Danube Delta and Razim-Sinoe Complex; ROSPA 0076 Black Sea, as well as the Economic area of the Danube Delta Biosphere Reserve - DDBRA (in Romanian: "Rezervația Biosferei Delta Dunării")
- seven local unpaved access roads (De541/31/A, De541/31/B, De 539/80, De 539/79, De 539/78, De 522/9 and De 265
- a crude oil pipeline and a natural gas pipeline owned by OMV Petrom SA
- two wastewater pipelines owned by Rompetrol and the
- Balta Mare and Balta de Mijloc wetlands.

A 16 m-wide corridor was required for the construction of the underground onshore pipeline segment. The MGD follows the international standards and national legal requirements for all crossings to ensure environmental and social impacts are mitigated. After the construction of the onshore pipeline segment, the land was restored to its initial conditions.

1.3. Current status and activities foreseen

1.3.1. Current status of MGD

The gas production started in 15th of June 2022.

MGD status consists of the smooth running of production that reached 3Bcm of produced gas in March 2025.

Several projects started in 2023 continued in 2024 such as a number of improvements brought to the Ana Platform and the GTP, as well as building a permanent accommodation camp for the rotational staff currently in design phase and the rehabilitation of the 7.6km Corbu - Vadu communal road where the execution works started in August 2024.

The impacts of the construction activities of the MGD have been fully assessed in the ESIA package. The land reinstatement activities for the beach section and along the pipeline route, after the construction phase of the MGD, took place between November – December 2021 and now the land is fully reinstated (see below pictures):



Image 1 Beach reinstatement, April 2024



Image 2 and 3 Onshore pipeline corridor and beach section reinstatement, April 2025

In July 2023, BSOG started the permitting process for the first power corridor in the Romanian Black Sea along the MGD offshore infrastructure, marking the transition to renewable energy projects.

1.3.2. Activities foreseen

The activities foreseen for 2025 related to the project include a second planned shutdown of the gas treatment plant (GTP) which is scheduled for July 2025 and will consist of a four-days procedure. The first shutdown of the GTP occurred in October 2023 and the procedure went successfully.

In 2025 and beyond, Black Sea Oil & Gas will continue its work towards Green Energy through a series of projects.

Among the many projects BSOG carried out in 2024, of a particular importance was setting up BSOG Energy in May 2024 as a 100% subsidiary of Black Sea Oil & Gas to develop green energy projects across Romania, with an initial focus on large-scale biomethane opportunities. The first agreement for a biomethane plant occurred in October 2024 through a partnership with DN Agrar, the largest dairy farm in Romania. The second agreement for a biomethane plant occurred in April 2025 with Unigrains Trading, a company that manages approx. 3,300 hectares of cereal farming land in Constanta County and one of the main seed producers in the southern part of Romania.

2 REGULATIONS AND REQUIREMENTS

2.1. National Requirements

At national level, there are no specific requirements for preparing a dedicated Stakeholder Engagement Plan. Nevertheless, some provisions for stakeholder engagement are included in several regulations and procedures, including:

- The Romanian Constitution, which stipulates in article 31 (1) that “a person's right of access to any information of public interest cannot be restricted” and in article 31 (2) that “the public authorities, according to their competence, shall be bound to provide for correct information of the citizens in public affairs and matters of personal interest”;
- Law no. 86/2000, for ratification of the Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters, signed in Aarhus on 25 June 1998 (Aarhus Convention).
- Law no. 544 of October 12th, 2001, regarding the free access to information of public interest, which defines and details the free access of any person to any piece of information of public interest, which, as a general principle, constitutes one of the fundamental principles of the relationship between citizens and public authorities in accordance with the Constitution of Romania and with the international undertakings ratified by the Parliament of Romania.

Law no. 544/2001 stipulates further that the public authorities or institutions will ensure that access to information of public interest shall be done ex officio or upon request, through the intermediary of the department for public relations or through the intermediary of the person appointed for this purpose.

- Government Decision no. 878/2005 on right to access to environmental information transposes EU Directive 2003/4/CE from 28 January 2003 (on right to access to environmental information and repealing the Directive no. 90/313/CEE) and ensures the right to access environmental information held by or for the public authorities and sets out the conditions, general terms and ways to exercise that right.
- Emergency Government Ordinance no. 195/2005, last modified by Emergency Government Ordinance no. 38/2022, related to the environmental protection, as amended from time to time, clearly stipulates in article 5 that the state recognizes the right of any person to an “ecologically healthy and balanced environment” and for this purpose, the state warrants, inter alia, free access to environment related information, including the right of any person to be consulted during a process of making environment-related decisions (i.e. legislation, plans and programs) and the right to access to justice.

Further, article 20 clearly stipulates that the Competent Authority for Environmental Protection together with all other local and central public authorities, if the case, will ensure proper access to information, participation of the public in specific activities related to decisions and access to justice in accordance with the requirements of the Aarhus Convention.

- Government Decision no. 445/2009 on environmental impact assessment (EIA) pertaining to certain public and private projects. In accordance with the stipulations of this Decision, the relevant information has to be made publicly available by the investor and/or the national authorities during each of the EIA stages listed in article 6 of the same. Public Consultations and open disclosure of documentation connected with the Project have to be carried out and financed by the Investor in close connection with the guidance given by the relevant authority and consistently with the requirements of the relevant Romanian legislation (see in this respect, art. 16 of the Decision). We note that the provisions of this Government Decision were followed in relation to the MGD Project when the regulatory process was performed. Starting with 09 January 2019 the provisions of this Decision were replaced by the ones of Law no. 292/2018 on the environmental impact assessment pertaining to certain public and private projects. This law transposed the new EIA Directive and replaced Government Decision no. 445/2009 and Order no. 1284/2010.
- Order 1284/2010, the Methodology for Environmental Impact Assessment for Public and Private Projects, which details the necessary stages for the performance of the EIA procedure, as listed in article 6 of Government Decision no. 445/2009. We note that the provisions of this Order were followed in relation to the MGD Project when the regulatory process was performed. Like in case of Government Decision no. 445/2009, starting with 09 January 2019 the provisions of this Order were replaced by the ones of Law no. 292/2018 on the environmental impact assessment pertaining to certain public and private projects.
- Order no. 2701/2010, the Methodology regarding the mechanism of information and consultation of the public on the occasion of preparing or revising the zonal planning and urbanism plans enacted by the Ministry for Regional Development and Tourism, which provides the legal framework for performing the information disclosure and public consultation as a prerequisite for approving any urbanism and zonal planning documents.
- Law no. 52/2003 on decisional transparency in public administration. This law has the role to enhance the accountability of government to the citizen and the beneficiary of the administrative decision, and to increase the involvement of citizens in decision-making processes of the administrative and legislative drafting process, to enhance transparency across government.
- Order no. 863/2002 on approval of the Methodological guidelines applicable to the stages of the environmental impact assessment procedure. Like in case of Government Decision no. 445/2009, starting with 09 January 2019 the provisions of this Order were replaced by the ones of Law no. 292/2018 on the environmental impact assessment pertaining to certain public and private projects.
- Law no.185/2016 regarding certain measures required for the implementation of petroleum operations by the titleholders of petroleum agreements relating to offshore petroleum blocks. The law clearly sets out the way in which landowners are to be engaged during the development and implementation of an offshore oil and gas project.

2.2. International Financing Institutions (IFI)' Requirements

According to the IFIs, stakeholder engagement is important for building strong, constructive and response relationships with all interested and impacted persons/institutions. European Bank for Reconstruction and Development (EBRD)'s Environmental and Social Requirement 10 (ESR10) states that national laws and regulations regarding public information disclosure and consultation must always be considered when developing and implementing a project. Also, EBRD's Environmental and Social Requirement 8 (ESR8) states that consultation with stakeholders and affected communities should be made in the context of cultural heritage issues.

In the event that national laws are insufficient or there are significant discrepancies between national and ESR10 provisions, then the following principles should be considered:

- Promoting transparent communication between the project promoter, its workforce, the local communities directly affected by the project, and other interested stakeholders;
- The involvement of the stakeholders has to be a process free of manipulation, interference, coercion and intimidation.
- The involvement of the stakeholders has to be adapted on the basis of the project impacts over them (direct/indirect) and their level of influence and interest towards the project. Vulnerable groups will be identified, and specific actions will be undertaken to ensure that the Project will not contribute to the existing vulnerabilities and possible barriers to their participation in the engagement process are eliminated;
- The involvement of stakeholders is a process which must take place in the early stages of the project, and continue throughout the entire life of the project; and
- Ensuring access to an appropriate, fair complaints management mechanism for stakeholders to submit their questions, concerns or grievances about the project.
- In line with EBRD's Environmental and Social Requirement 1 (ESR1), together with ESR10, engagement with the project stakeholders is an integral part of the project environmental and social impacts assessment, management and monitoring processes. ESR1 requires the identification of the project's stakeholders and the design of a plan for engaging with the stakeholders in a meaningful manner to take their views and concerns into consideration in planning, implementing and operating the project. ESR10 states that the process of stakeholder engagement should begin at the earliest stage of project planning and continue throughout the life of the project.

3 STAKEHOLDER IDENTIFICATION AND MAPPING

Mapping (classifying) stakeholders is an on-going process throughout the life of the MGD, with some parties being identified in the initial phase of the implementation, while others are added as they gain influence or interest in the project. Stakeholders are individuals or organizations that:

- Are directly or indirectly affected by a project (or company's operations);
- Have "interests" in a project or a company or its area of influence that determine them as stakeholders; and/or
- Have the potential to influence project outcomes or company operations.

The stakeholder's identification process started at early Project preparation stages and was performed by BSOG during direct meetings with authorities, key stakeholders and representatives of local community (Corbu and Vadu). The stakeholders have been identified:

- During the preparation of the social baseline;
- Via direct meetings with the BSOG team;
- Based on the available documentation and research;
- Based on the observation notes made during the site visits; and
- Based on previous experience with similar oil and gas projects and on local knowledge.

As part of the environmental and social impact assessment process, BSOG has also performed a vulnerability assessment as detailed in the Additional Environmental and Social Impact Assessment (AESIA). This assessment was based on the analysis of the local context performed as part of the impact

assessment process and summarized in the Environmental and Social Impact Assessment (ESIA) Package (including the project ESIA and AESIA reports). The assessment took into consideration the socio-economic profile of the community (looking at the structure of population, their level of education, age, ethnicity, etc) in order to be able to understand if there are vulnerable persons living in the impacted communities. Further on, the assessment looked at the project activities that may potentially generate situations of vulnerability (i.e. land acquisition, traffic, dust, noise, beach crossing, and offshore activities). According to the vulnerability assessment performed, there are no persons or groups of persons in the communities that may be differentially or disproportionately affected by the project construction and operation. Therefore, no **project vulnerable groups**¹ were identified in relation to the project. Nevertheless, the children enrolled in schools in Corbu and Vadu villages are considered as being **vulnerable persons**² in relation with the project and specific measures to address associated risks and impacts on them were defined and were implemented during construction of the MGD in the frame of the environmental and social management system.

The following list presents the key stakeholders who were actively engaged in all project phases (preparation, permitting, construction, operation):

- National Authorities – Ministry of Environment (through the Environmental Protection Agency of Constanta and Danube Delta Biosphere Reserve Administration), Ministry of Culture and National Identity (through the Direction of Culture of Constanta County), Ministry of Waters and Forests (through the Romanian Waters National Authority), National Committee of the Coastal Area, Romanian Intelligence Service, Ministry of Defence (through the General High Staff), Ministry of Interior, National Agency for Mineral Resources, Hydrographic Marine Directorate, Forests' National Authority, Office of Cadastre and Real Estate Publicity, National Energy Regulatory Authority.
- Regional/Local Public Authorities (LPAs) – Local Council and the Mayor's Office of Corbu, Environmental Protection Agency (EPA) of Constanta, Land Improvement Agency, Direction for Agriculture of Constanta, Direction of Public Health of Constanta, Prefecture of Constanta, Environmental Guard of Constanta, County Council of Constanta, State Inspectorate for Emergency Situations – Dobrogea.
- Other central authorities involved in the permitting process.
- Beside the above, there are other categories of stakeholders who are directly or indirectly engaged in the MGD. These include the following key stakeholder groups:
 - Fishermen and Fishery organisations representing those who perform fishing activities in the MGD area.
 - Landowners/users in the proximity of the MGD.
 - Persons living in houses located along the roads that used for transporting materials and equipment.
 - Tourists using the Vadu beach during the construction stage.
 - Owners of the restaurants located on or near Vadu beach, in the proximity of the construction corridor.
 - Women, children, elderly people and any other vulnerable people who live in the MGD area.
 - Other businesses in the region – especially other oil and gas companies that are present in the same general area as BSOG (either offshore or onshore).
 - Non-governmental organizations (NGOs) – active both at international/national and/or regional/local level that are working in the fields of environmental protection, gender equality and social protection, forestry, nature conservation and agriculture.
 - Media – represented by both national and local television, radio stations, newspapers and social media and other online publications.
 - Community Leaders and Opinion Makers – high profile local leaders (mayor, priest, etc.)
 - Public at large – all interested persons that have an interest in the project.

¹ In line with the EBRD requirements we have defined **project vulnerable groups** and persons as “people who, by virtue of gender identity, sexual orientation, religion, ethnicity, indigenous status, age, disability, economic disadvantage or social status may be more adversely affected by project impacts than others and who may be limited in their ability to claim or take advantage of project benefits”.

² **Vulnerable persons** are defined as “people living below the poverty line, the landless, the elderly, women and children-headed households, refugees, internally displaced people, ethnic minorities, natural resource dependent communities or other displaced persons who may not be protected through national legislation and/or international law”

There are also two categories of stakeholders that are considered to be internal to BSOG which shall be considered. The first category is represented by BSOG employees and contractors and worker organisations, while the second one is represented by BSOG shareholders/investors.

By plotting influence together with impact/interest on a matrix diagram and taking due account of further criteria such as expertise (i.e. knowledge to contribute and legitimacy) and the stakeholders' willingness to engage, the relative needs of key stakeholders in terms of the level and type of consultation and engagement are determined and can therefore be properly planned by BSOG throughout the MGD lifecycle.

4 STAKEHOLDER ANALYSIS

Stakeholder analysis is achieved by assessing the position of each stakeholder in the context of MGD.

Each identified stakeholder has been analysed from following perspectives: the MGD impacts on them (direct/indirect impacts), their estimated interest in MGD and their potential influence over MGD. The below table presents the main outcomes of this analysis.

Table 1 Results of Stakeholder Analysis

External Stakeholder	Potential Interest on MGD
Directly impacted stakeholders	
Affected communities (Corbu and Vadu villages)	Interested in understanding the benefits and MGD impacts, as well as measures to reduce the negative ones.
Local key opinion leaders (Mayor, Vice Mayor, members of the County Council, priest, school director and teachers)	Interested in obtaining timely and effective information on MGD implementation and maximize the BSOG engagement at community level, via their Corporate Social Responsibility (CSR) programme
Fishermen organisations	Interested in understanding the restrictions for fishing, if the case and how to overcome such restrictions.
Tourists	Interested in using the beach and having no disturbance during their holiday, in case of maintenance works. <i>(It should be noted that within the area of the Delta Danube Biosphere Reserve, informal touristic activities are taking place. BSOG considered all touristic activities within the project area and the tourists as key stakeholders, especially for the beach crossing section of the project)</i>
Local businesses (especially those focused on tourism) and other businesses in the area	Interested in understanding the impacts of MGD on their business activities.
Landowners/users – neighbouring BSOG land	Interested in having no disturbances on their property during construction and operational periods.
Vulnerable groups: children, elderly people, disabled and any other vulnerable people who live in the MGD affected settlements including those affected from traffic and associated facilities	Reduce any risks for accidents during transportation of materials for maintenance activities, if the case.
New neighbours to the GTP (farm, guest house)	Interested in understanding the impacts of MGD on their business activities.
Indirectly impacted stakeholders	
National Authorities	MGD implementation according to national and international standards.
Regional/ Local Public Authorities	MGD implementation according to national standards. Local authorities are interested in obtaining benefits for the local community.

External Stakeholder	Potential Interest on MGD
Non-Governmental Organisations	Interested in monitoring and oversight of how the MGD will comply with the environmental and social provisions and commitments.
Mass media	Interested in understanding MGD and monitoring how all provisions are complied with, especially the ones related to environment and social safeguards.
Public at large	Interested in understanding the benefits and disadvantages of MGD.
Employees of BSOG	Being informed about MGD Receive timely payments Good working conditions
Contractor employees	
Employee Organisations (trade unions)	Protection of workers Good working conditions
MGD gas buyer (Engie)	Interested in buying gas from MGD.
Contractor for offshore flights and service vessel	Interested in fulfilling contractual obligations and respecting deadlines.
Transgaz	Owner of the associated facility and operator of national gas transmission system.

Note: If you are not on the list and would like to be kept informed about MGD, please liaise with BSOG by using the contact details provided in section 7 of this document.

5 PREVIOUS ENGAGEMENT ACTIVITIES

Previous engagement activities have been related mainly to (1) the permitting process that started in 2014 and successfully finalized in 2019 for the construction phase of the project, (2) the land acquisition process that was finalized in 2016, (3) the ESIA development process, (4) during construction works, and (5) implementation of Corporate Social Responsibility (CSR) programme.

BSOG Community relations team was initially appointed on 13 March 2017 and communicated to Corbu Municipality through a formal letter. The team initially comprised of the Communications & CSR Manager, HSE Manager and Regulatory Manager. The BSOG Human Resources Manager also joined the team in December 2018 and this update was communicated to Corbu Municipality during a meeting with the Corbu Local Council members on 18th December 2018. In 2019 a Community Liaison Officer (CLO) has also been appointed as part of the Community relations team for the construction period of the MGD.

BSOG has developed the first SEP in 2016. Since then, all its engagement activities are documented and properly recorded. This chapter presents the engagement activities performed by BSOG between April 2024 – April 2025.

Annual report on stakeholder engagement activities performed are also disclosed on BSOG website: <https://www.blackseaog.com/environment/>.

As specific cultural feature of the project-area countryside, rural communities are led and influenced by key opinion leaders enjoying special respect from the community members. Such opinion leaders include the Mayor, Vice Mayor, members of the Local Council, school directors and teachers. During the engagement performed to date, the preference of the local community members was to express their enquiries with respect to the MGD through the key opinion leaders who typically acted as ambassadors between the community and the project.

BSOG's community engagement strategy acknowledged the above-indicated and held several meetings with such key stakeholders to present the MGD, progress status, principles of running the business, implications for the community and understand the community needs.

Engagement activities for 2024-2025 have mainly consisted of CSR activities developed together with the local community and with NGOs and other interested parties.

5.1. Engagement with MGD affected persons (PAPs)

Table below details all the engagement activities undertaken by BSOG during 2024-2025:

Table 2. Engagement with MGD Affected Persons during 2024 - 2025

Stakeholder	Engagement method	Main results	Responsibility
Guest house near the GTP	Phone, email, direct meetings	The entire accommodation unit was leased for a one-year period (October 2023 - August 2024).	BSOG Communications & CSR Manager Regulatory and PGA manager

5.2. Corporate Social Responsibility (CSR) programme

BSOG has designed and started implementation of its Corporate Social Responsibility (CSR) programme based on the Company's CSR policy (See ANNEX C. **CSR Policy**). The BSOG CSR programme aims at developing positive community relations and create a social partnership with the representatives of the local community impacted by MGD.

The following community development actions have been performed in 2024:

- Delta Generation Project
- DC83 Corbu-Vadu Road Rehabilitation

1. Delta Generation Project

In 2024, BSOG continued its collaboration with the NGO Mare Nostrum and implemented the "Delta Generation" project as an upgrade of the previous VADUabil project. Delta Generation project continued by involving five communities: Vadu, Corbu, Jurilovca, Sălcioara and Sfântu Gheorghe. These localities are located in the Danube Delta Biosphere Reserve (DDBR).

The following activities have been performed under the project in 2024:

- **Volunteering clubs** - 5 volunteer clubs were initiated in Vadu, Corbu, Jurilovca, Sălcioara, Sfântu Gheorghe. The clubs were made up of students who were involved in previous editions of the projects supported by BSOG, and to others who were willing to get involved, with the help of the coordinating teachers. Each club participated in the 1-2 training and support meetings with the Mare Nostrum team. After that the clubs created their own brand identity (name, logo). These were printed on the club's promotional materials (t-shirts, badges, stickers; the bandanas were general, project only). In addition, each club created its own Instagram page, managed by 1-2 volunteers, under the careful supervision of Mare Nostrum PR. The meetings with the Mare Nostrum team also resulted in a plan of volunteering activities for each club. Based on questions, which stimulated the team brainstorming process, young people were guided to identify issues in their community/school that they would like to address through volunteering activities: sanitation, planting, helping poor families, bird watching, storytelling evening, socializing meeting, sports championship, beach education campaign) This program was evaluated through questionnaires and creative methods, and the results showed a positive impact on young people's civic engagement, providing a sustainable framework for the continuation of the initiative.
- **#DeltaGeneration Summer School** – a 5- day summer school was organized in August 2024 for young people from the Vadu-Corbu area took place. The activity aimed to turn students into influencers for the Danube Delta through volunteering. The program included several working sessions, with both theoretical information and a lot of practical activities on various topics.
- **Dolphin Day** - The Dolphin Day took place in August on the seafront of the Constanta Casino. The activities included: a Living Exhibition, a photo exhibition with the most representative moments of the Summer School, Black Sea dolphin observation and information point, Adopt a Dolphin campaign.
- **Institutional development of partner schools** - with the support of BSOG, Mare Nostrum organized a webinar on fundraising, tailored to the specific needs of each institution. Teachers also received further advice on how to apply the information. As a result of this initiative, "Gheorghe Lazăr" Secondary School Corbu for a grant of 10.000 EUR, within the SHORE project - a Horizon Europe program, funded by the European Commission, which supports blue education initiatives. In addition to the training activities, each school involved in the project benefited from EUR 500 worth of teaching materials, selected on the basis of the schools' specific needs.
- **Information Campaign #VADUabil** – initiatives within this project continued in 2024. The Mare Nostrum team and volunteers from the Prigoriile Vadului club talked to tourists about biodiversity and the impact of human activities on the Danube Delta.
- **Christmas Party for the children from Vadu** – a Christmas party was organized in Constanta for preschool and primary school children from Vadu.

2. DC83 Corbu-Vadu Road Rehabilitation

On August 12, 2024, BSOG started execution of the rehabilitation works for the 7.6 km-long communal road DC83, which serves as the primary connection between Corbu and Vadu, as well as the Scolii Street

in the village of Vadu.

The DC83 Corbu-Vadu road is the only connection between these two villages and, until recently, had significantly deteriorated, with the last major consolidation effort having been carried out over 15 years ago. BSOG, along with its MGD partners, financed all the studies and memorandums necessary for Corbu Commune to obtain all the necessary authorizations and approvals. BSOG organized the tender to identify the contractor of the works and concluded the construction agreement. At the same time, Corbu Commune covered the fees for the authorizations and approvals involved in the rehabilitation project and offered support to BSOG when needed.

The project, with a total estimated cost of approximately \$4 million fully supported by BSOG and its JV Partners is scheduled to be completed by May 2025.

A photo report of the above activities can be found in ANNEX D. **Photo report from the CSR activities 2024** The full CSR Report for 2024 can be accessed on BSOG webpage: <https://www.blackseaog.com/csr/>.

5.3. Other engagement activities

Besides the above, the following engagement activities have also been performed:

ENGAGEMENT WITH PUBLIC AT LARGE - MEDIA COVERAGE AND PRESS RELEASES

BSOG has also prepared press releases and media announcements, especially when an update was achieved and whenever a public meeting was organised; Information on MGD progress have been published in national newspapers such as: Ziarul Financiar, Adevărul, Economica, HotNews, Profit.ro, etc.

Moreover, BSOG has benefited of a high media coverage in the context of increased royalties by the Government and BSOG's future projects, mainly on the energy corridor in the Romanian sector in Black Sea, that aims to connect future offshore wind farms to the national energy system. Beside this the, a focus in press was on the new company launched by BSOG focused on developing biogas plants across Romania.

BSOG is also making use of social media in order to be able to provide meaningful and timely information to any interested party (approximately 1 update/month). For further information you can access the LinkedIn profile (<https://www.linkedin.com/company/black-sea-oil-and-gas-sa/>), or YouTube channel.

Details regarding the social media coverage and press releases are included in

ANNEX E. Social media coverage and press releases

INTERNAL COMMUNICATION AND ENGAGEMENT ACTIVITIES

Internal communication is done by using several channels: emails, newsletters and intranet platform.

Last year, a newsletter was sent to all employees every two-three months. The newsletter presents a general statement from a senior manager, stories from BSOG employees in relation to their work, changes in the team, updates from the site, industry news, etc.

To reach out to internal stakeholders, BSOG has developed an intranet platform where employees of BSOG and collaborators that receive access can visualize important documents and receive information on MGD progress. Also, the intranet platform has an online feedback mechanism. Please see ANNEX F.

Feedback form on BSOG intranet for employees

The employees are also informed about the new college and of the actions performed by the Company directly via regular meetings, or via e-mails.

6 STAKEHOLDER ENGAGEMENT PLAN

6.1. Action Plan

The following action plan which has been designed for 2025 is presented below. During the operation period, BSOG will implement stakeholder engagement measures, based on the feedback and strategy established for such phase.

The objective of these external communications is to provide continuous engagement with targeted audiences to inform about the activities, performance, development and investment plans and their implementation. The exact dates and venues of the proposed activities will be communicated in advance with the stakeholders. Engagement activities which are implemented during the operational phase are described in the table below:

Table 3 Engagement activities implemented during the operational phase

Stakeholder	Engagement method	Purpose of engagement	Information disclosed/collected	Location and period of disclosure	Responsibilities ³
All	Website Press releases and social media coverage	To provide access to information in a timely and efficient manner	MGD operation reports	BSOG website BSOG office / national and local newspapers	BSOG Communications & CSR Manager
Local communities of Corbu and Vadu	CSR programme	Social licensing of MGD	BSOG will continue to implement the CSR programme during operation period.	Corbu and Vadu – yearly activities	BSOG Communications & CSR Manager
Land users/owners in the vicinity of the GTP	Direct meetings e - correspondence and phone calls (when needed)	Address their concerns	Engage with landowners if impacts have been identified	Vadu village Ongoing	BSOG Communications & CSR Manager Regulatory and PGA manager
National / Local Authorities	Direct meeting/ study visits	Inspections /Permitting	Information related to operation	BSOG offices / Bucharest/	BSOG

³ Further information on the responsible person from BSOG is presented in the contact sheet attached to present document

Stakeholder	Engagement method	Purpose of engagement	Information disclosed/collected	Location and period of disclosure	Responsibilities ³
				Constanta and Vadu GTP	
Children and students	Study visits/ Camps	Information on GTP operation / research, educational purposes	Technical information on GTP operation and offshore operation	GTP	BSOG Communications & CSR Manager

CSR ACTIVITIES FORESEEN IN 2025

In 2025, BSOG will continue implementing CSR activities within the local community. The main focus areas of the CSR strategy will go in the same directions as in the previous years: education, environment and community development, respectively the projects developed in cooperation with Mare Nostrum. Beside this, the road rehabilitation will be finalized in 2025.

The project VADUrabil, now Generatia Delta, will continue in 2025 as well. Mare Nostrum has submitted the financing application to BSOG, and the activities foreseen for 2025 have already been established, as following:

- Volunteering Clubs – the 5 established clubs involved in this project in 2024, will continue to improve their skills through trainings and through volunteering activities under the “Environmental Calendar” with the following linked activities:
 - Co-design of materials – creation a series of “products” such as games, brochures serving as best practice examples for other young people and communities;
 - “Volunteers for the Delta” Caravan – representatives of each volunteering group will visit cominities from the Danube Delta and will organize workshops, the developed materials. The objective is to experience
 - Results celebration – event and a 2-3 days “Winter University” meaning that 10-15 students will be furthered trained to increase their capacity for volunteering activities in the Delta.
- Awareness campaigns – both online (social media) and offline (public events, info-poins, information panels).
- Christmas Party dedicated to the students of Vadu school and will take place in Constanța;
- Mare Nostrum institutional development – In this activity, the team will take part of different capacity building activities such as trainings and conferences.
- Cleaning the Vadu beach together with Black Sea Oil and Gas

The total budget allocated for the aforementioned activities is 43,320 EUR.

As previously mentioned above, BSOG and its JV Partners are already engaged in the DC83 Corbu-Vadu Road, a project estimated to be finalized by the May 2025.

6.2. Record keeping

The MGD related activities that require stakeholder engagement processes may help to identify a range of issues that are directly associated with MGD or with more strategic issues. Each individual issue raised is considered and addressed by BSOG and, where appropriate, individual responses compiled, and further meetings arranged. All environmental or social concerns raised by stakeholders specific to the MGD are taken forward for consideration in the decision-making processes.

To help manage this, all responses received are documented in a register and appropriate actions identified and tracked. The register is maintained and updated as appropriate throughout MGD.

7 GRIEVANCE MECHANISM

The current grievance mechanism is referring only to external stakeholders and workers contracted by BSOG. The detailed grievance mechanism for external stakeholders is included BSOG internal procedure BSOG-GV-PRO-001-D02. A dedicated grievance procedure for internal stakeholder is included in HR

Handbook available for BSOG staff.

Stakeholders have the right to be informed about the MGD development and implementation and they also have the right to raise concerns and suggestions during the decision-making process. Effective and timely response to grievances is essential for maintaining good community relations, and this includes potential issues related to the MGD and its associated impacts.

Any request, objection, complaints or proposal filed by any stakeholder related with the MGD is classed as a grievance. The stakeholders have the possibility to file anonymous grievances, which will be taken into account and resolved following the same basic steps as with non-anonymous grievances, with the mention that in this case the stakeholder will not receive a formal answer to its complaint. The anonymous grievances are recorded in the grievance register as any other regular grievance.

A stakeholder may raise a grievance related to any BSOG operation. Also, a stakeholder may also raise a grievance related to projects developed by other parties in proximity of the BSOG operational areas or other facilities that are considered as associated with BSOG operational areas. All these grievances will be recorded within BSOG grievance register and re-directed towards the other project developers. BSOG will provide written answer to the known persons who filed in such grievances informing that their grievance was redirected towards another project developer (also offering the contact details of the person/institution where the grievance was redirected).

The objectives of the BSOG grievance mechanism are to ensure that all grievances are promptly and effectively addressed, in a fair and transparent manner, throughout the MGD lifetime. All complaints are investigated to establish their validity and to ensure that all accepted grievances are dealt with in a correct and prompt manner; where relevant, corrective actions are implemented to prevent any recurrence of problems.

The grievance mechanism is available at the level of BSOG and includes but is not limited to: a template (record form) for logging complaints and suggestions; a direct phone line made available for anybody interested in communicating about the MGD; an appropriate access via emails and direct meetings with responsible MGD persons before, during and after construction works; and an online complaint form.

The following elements are included in the external grievance mechanism for the current MGD:

- A simplified grievance template that is available in 4 locations (one at the mayor's office, one at the Gas Treatment Plant in Vadu, one at Corbu Cultural Center and one at Vadu Cultural Centre). ANNEX A. **Grievance Form** includes the Romanian language official template.
- A contact list of BSOG representatives responsible for stakeholder engagement for the MGD (please see ANNEX B. **BSOG CONTACT LIST** BSOG Contact List).
- Direct meetings with representatives of local communities.
- An online complaint form that can be easily filled in by any interested party is posted on BSOG's website: <https://www.blackseaog.com/make-a-complaint/>
- Public statements: where statements made in the public domain (e.g. in the press, on television, on social media etc.) are considered to be grievances these are recorded and documented by the BSOG's Communication & CSR Manager for further processing per this procedure.

A complaint is considered to be valid if it is submitted using one of the above-mentioned channels. All valid complaints received are processed and registered in a dedicated grievance log. BSOG is keeping this grievance registries in order to track all grievances and to be able to present these registries upon any request from EBRD or other relevant entity. The period of time for registry keeping and the methods for archiving documents is established by internal procedures.

The central log includes the following information:

- Date lodged by complainant or date received;
- Contact details of complainant;
- General information;
- Actions to be undertaken;
- Due date;
- Decision;
- Feedback from the complainant;
- Results; and
- Closing date of the issue.

The BSOG Grievance Committee is responsible to review all aspects of each grievance and reach a decision on the next step. Where the committee does not reach a decision the BSOG CEO shall be responsible to determine the next steps which amongst others may involve additional experts/personnel being added to the BSOG Grievance Committee for a further review or may involve the BSOG CEO determining the decision to be implemented. BSOG will make all reasonable efforts to address the complaint upon acknowledgement of the grievance, progress chasing with the responsible person/department if actions are overdue and escalating any major problems to senior management. **All grievances are acknowledged within 7 days and responded to no later than 30 days.** Once a grievance is logged, the related E&S event(s) that caused the grievance will be tracked to ensure proper closed-out of the grievance and prevent similar grievances.

If the complainant is not satisfied with the solutions proposed/implemented by the to address the grievance, he/she may seek other legal remedies in accordance with the legal framework of Romania.

All stakeholders may deliver complaints personally by post, e-mail, web site or facsimile. Any complaint may be delivered to the company at:

Black Sea Oil & Gas main office

Bucharest

Calea Floreasca nr. 175, etaj 10

Sector 1, 014459

Bucharest, Romania

Phone: +40 21 231 32 56

Contact person: Ana-Maria Pericleanu/Daniela Stroe

Web site: <http://www.blackseaog.com/en/home/>. Email: grievance@blackseaog.com

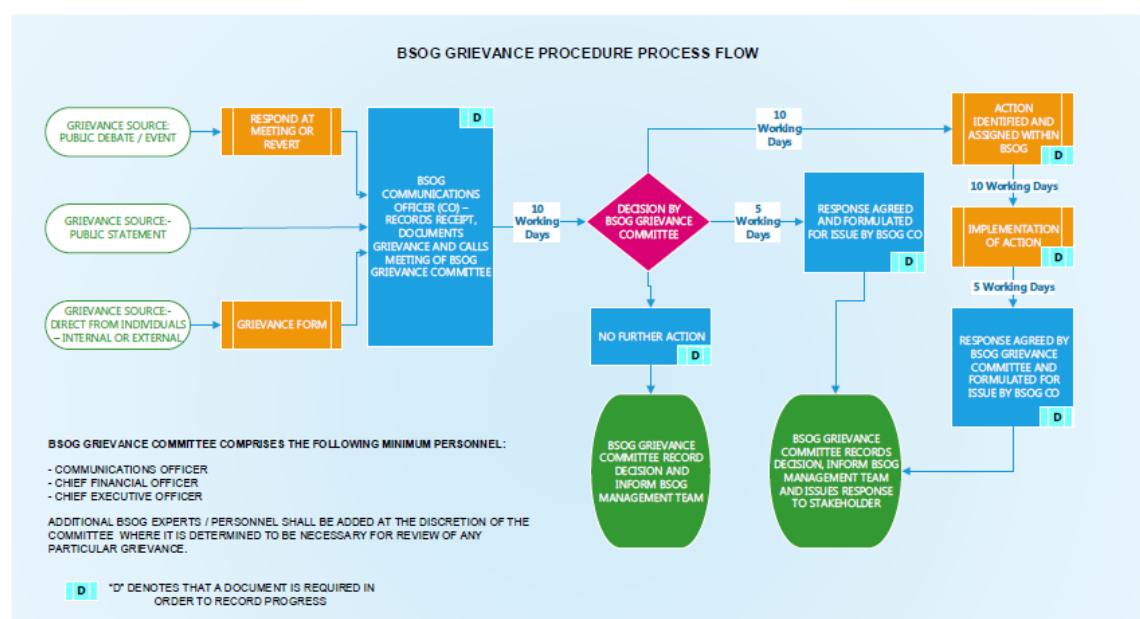


Figure 3 Overview of Grievance Mechanism

In 2024, BSOG has received and registered 1 complaint related to the working environment at GTP, namely a work conflict between two employees. The grievance is summarized in the below table:

No grievances from landowners/users were received in 2024.

Table 4 Grievances received in 2024

Date	Stakeholder	Subject of complain	Communication channel	Steps and Resolution
------	-------------	---------------------	-----------------------	----------------------

20.06.2024	GTP employee	Complaint about working environment at the GTP	Email	<ol style="list-style-type: none"> 1) Grievance reviewed by the Grievance Committee; 2) A Labour incident Report was developed; 3) The Grievance Committee organized a first meeting in 09.07.2024 to analyse the complaint and the Labour incident Report; The steps and responsibilities for addressing the complained were set during the meeting showing the results and conclusions 4) A Preliminary Analysis Report was developed by the Grievance Committee. 5) The Grievance Committee reunited in 01.08.2024 to see how the actions have been implemented; 6) A Final Analysis Report was developed and the grievance closed;
------------	--------------	--	-------	--



Image 4 Grievance box - Corbu Cultural Centre

8 MONITORING AND EVALUATION

The objective of the monitoring and evaluation process is the continuous improvement of the environmental and social performance of the company.

In 2023 the financing agreement between BSOG and EBRD has been closed but BSOG continues to monitor the environmental and social impacts and issues associated with the MGD, as a good practice example.

In the monitoring and evaluation process for stakeholder engagement, all the consultations/meetings undertaken, all the issues raised, and the actions taken will be recorded.

All queries in relation to the MGD will be filed in the comments registry, analysed and reported by BSOG MGD implementation team to management team on a two-month basis during MGD operation.

Another important aspect is the manner in which the public is informed about the SEP. BSOG Communications & CSR Department will make publicly available the SEP on its website. Also, the SEP will be part of the annual environment and safety report of BSOG.

9 REPORTING

9.1. Internal Reporting

A review of stakeholder engagement will be presented on a regular basis within the BSOG MGD team during the Annual Environmental, Health and Safety and Quality (EHSQ) report.

9.2. External Reporting

External reporting will include timely updates to relevant stakeholders regarding MGD advancement. The main responsibilities for reporting are attributed to the Communication and CSR Manager. The following activities shall be undertaken as part of the external reporting process:

- Public disclosure of the SEP;
- Environmental reporting to national and local authorities including:
 - Annual and quarterly reports on MGD development for the National Agency for Mineral Resources, if needed;
 - Annual Environmental Report to EPA/ DDBRA on biodiversity;
 - Annual report on number of offshore operation hours for ACROPO.
- Mass media reports including:
 - Public announcements regarding the implementation of certain activities;
 - Press releases;
 - Social media updates.

10. ROLES AND RESPONSIBILITIES

The main departments within BSOG responsible for implementing this Stakeholder Engagement Plan are Communication & CSR and Regulatory & PGA. Moreover, BSOG has employed a Community Liaison Officer (CLO) within the local community during the construction period. Now, the person previously employed on the CLO position is engaged in the CSR activities developed by BSOG in the community.

The roles of the departments are presented below. Some of these roles and responsibilities might change over time to reflect the needs of the stakeholder engagement process.

Communication and CSR Manager responsibilities:

- **Overall SEP implementation:** monitoring and reporting;
- **Website:** Provide access to relevant information about the MGD;
- **Focus group meetings, consultations and workshops:** organize focus groups, consultations and workshops in order to understand the community needs and identify the needs of vulnerable groups;
- **Mass media coverage/ Press releases/ Information disclosure:** offer relevant information to the mass media and third parties;
- **Grievance mechanism:**
 - Grievances received or identified, including filling out case details (General Information, Reported Party and Incident or claim Description/consequences sections) in the Grievance Analysis Report form (format included in Attachment 2) in readiness for the BSOG Grievance Committee meeting;
 - Maintain central log of all grievances ensuring it is kept up to date with current status;
 - Act as member of the BSOG Grievance Committee;
 - Prepare minutes of BSOG Grievance Committee Meetings, formally recording all decisions made by completing the Analysis, Analysis Results and Decision sections in the Grievance Analysis Report form for the case;
 - Prepare responses to grievance raisers and agree content with other members of the BSOG Grievance Committee;
 - Issue all responses to grievance raisers and ensure BSOG Management Team are informed.

Regulatory and PGA manager responsibilities:

- **Meetings with local authorities and official correspondence:** organize meetings and correspondence in order to offer information about the MGD, request feedback, identify concerns and obtain permits;
- **Meetings with national authorities and official correspondence:** organize meetings and correspondence in order to offer information about the MGD, request feedback, identify concerns and obtain permits;

ANNEX A. Grievance Form

Nr:		
Data:		

FORMULAR DE OBSERVAȚII ȘI SUGESTII	
Nume complet: Acest formular poate fi depus anonim, caz în care vă rugăm să reveniți pentru răspuns în 30 de zile de la depunere	
Informații de contact (vă rugăm să completați cum doriți să fiți contactat/ă):	Prin poștă: Adresa poștală: _____ Telefon: _____ E-mail: _____
Vă rugăm să notați aici sugestiile și observațiile dvs. privind Proiectul MGD:	

Semnătura: _____
 Data: _____

Acest formular poate fi depus:

- direct în cutia de reclamații și sugestii a BSOG plasată în orice sediu al BSOG sau al contractorului principal sau la sediul Primăriei Comunei Corbu, Str. Principala nr. 38, județul Constanța,
- prin poștă în atenția dnei Ana-Maria Pericleanu, Communications & CSR Manager, Tel.: +40 (0) 724 254 909, adresa Calea Floreasca, nr. 175, et. 10, Sector 1, Bucharest, sau E-Mail: grievance@blackseaog.com

Cererea dvs. va fi înregistrată și vă vom răspunde în termen de maximum 30 de zile.

Black Sea Oil & Gas SA – Politica de confidențialitate a datelor cu caracter personal

Această Politică de confidențialitate vă informează cum Black Sea Oil & Gas SA și afiliații sau partenerii săi („BSOG” sau „noi”) colectăm, distribuim și folosim informațiile dvs. personale în legătură cu completarea unei sugestii sau reclamații legate de activitățile BSOG.

Respectăm confidențialitatea dvs. și ne angajăm să colectăm, să menținem și să utilizăm informații personale despre dvs. în mod responsabil și în conformitate cu această politică de confidențialitate a datelor cu caracter personal.

Colectarea și utilizarea informațiilor personale

Colectăm informații personale care vă identifică:

- Nume complet
- Email
- Număr de telefon
- Adresa de corespondență

BSOG are un interes legitim pentru a utiliza informațiile personale pe care le colectează pentru:

(i) a ține o evidență; și

(ii) asigura comunicarea cu persoana care a depus sugestia/plângerea pentru a primi soluționarea acesteia.

Perioada de retenție

BSOG va păstra informațiile dvs. personale atâta timp cât este necesar în scopurile prezentate în această politică de confidențialitate, precum și pentru a respecta obligațiile noastre legale;

La sfârșitul perioadei de păstrare, BSOG va șterge informațiile dvs. personale într-un mod în care acestea nu pot fi reconstruite sau citite.

Angajamentul nostru pentru securitate

Folosim tehnici de stocare și securitate a datelor actualizate pentru a vă proteja informațiile personale împotriva accesului neautorizat, a utilizării sau dezvăluirii necorespunzătoare, a modificărilor neautorizate sau a distrugerii ilegale ori a pierderii accidentale. Toți angajații noștri sunt obligați să respecte confidențialitatea informațiilor dvs.

Drepturile dumneavoastră

În legătură cu informațiile personale pe care le prelucrăm, aveți următoarele drepturi:

- dreptul de a fi informat cu privire la modul în care informațiile dvs. personale sunt procesate de BSOG;
- dreptul de acces la informațiile dvs. personale;
- dreptul de a rectifica informațiile dvs. personale dacă sunt inexacte sau incomplete;
- dreptul de a șterge (elimina sau șterge) informațiile dvs. personale atunci când acestea nu mai sunt necesare în raport cu scopul pentru care au fost prelucrate inițial;
- dreptul de a restricționa procesarea dacă considerați că interesul legitim al BSOG a depășit drepturile dvs. sau informațiile dvs. personale sunt ilegal procesate;
- dreptul la portabilitatea datelor care vă permite să mutați, să copiați sau să transferați date cu caracter personal din BSOG către orice altă persoană indicată de dvs.

Informații de contact

Dacă doriți:

- să accesați informații personale referitoare la dvs;
- să solicitați corectarea sau ștergerea informațiilor dvs. personale;
- să vă opuneți prelucrării sau să solicitați o restricție privind utilizarea informațiilor dvs. personale;
- pentru a ridica orice altă preocupare cu privire la utilizarea informațiilor dvs. personale;
- atunci vă rugăm să ne contactați folosind formularul nostru de contact și vom lua măsuri rezonabile pentru a rezolva aceste probleme cât mai curând posibil.

Controlor de date

Controlorul de date este: Black Sea Oil & Gas SA

Dacă aveți întrebări în legătură cu această politică, vă rugăm să ne contactați la adresa:

Calea Floreasca, nr 175, etaj 10, Sector 1, București, România;

Telefon: +40 21 231 3256


Fax: +40 21 231 3312

Email: dpo@blackseaog.com

ANNEX B. BSOG CONTACT LIST

Overall SEP implementation Grievance Mechanism Mass media coverage Public Consultations	<p>Ana-Maria Pericleanu Communications & CSR Manager</p> <p>Black Sea Oil & Gas SA 175 Calea Floreasca St. 10th floor District 1, Bucharest T: +40 212 313 256 F: +40 212 313 312 M: +40 724 254 909 Ana-Maria.Pericleanu@blackseaog.com</p> <p>www.blackseaog.com</p> <p>Daniela Stroe - Grievance Mechanism HR Manager</p> <p>Black Sea Oil & Gas SA 175 Calea Floreasca St. 10th floor District 1, Bucharest, 014459, RO T: +40 212 313 256 F: +40 212 313 312 M: +40 731 199 444 Daniela.Stroe@blackseaog.com</p>
Contractors	<p>Mark Beacom CEO</p> <p>Black Sea Oil & Gas SA 175 Calea Floreasca St. 10th floor District 1, Bucharest T: +40 212 313 256 F: +40 212 313 312 M: +40 729 199 316</p> <p>Mark.Beacom@blackseaog.com www.blackseaog.com</p> <p>Daniela Gătin Financial manager — Reporting</p>
Regulatory aspects	<p>Oana Ijdelea Email: Oana.Ijdelea@blackseaog.com</p>

ANNEX C. CSR Policy

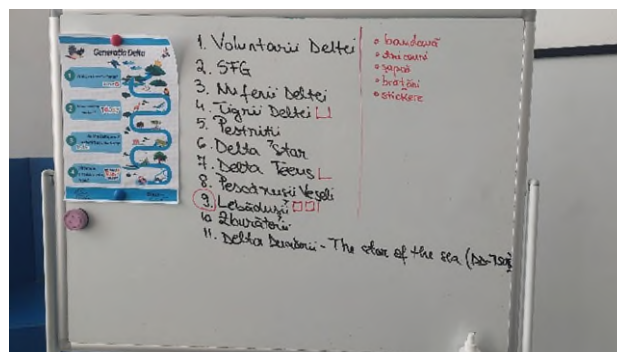
<p>CSR POLICY BSOG-CO-POL-001-D01</p>	<p>BlackSea oil & gas</p>
<p>BSOG's CSR policy is rooted in the Company's core values of safety, perseverance, pioneering, team work and accountability and aims to meet the expectations of the Company's stakeholders that BSOG runs its business guided by international standards and best industry practices.</p> <p>This policy is communicated inside the organisation, is available for the relevant interested parties and shall be applied in all BSOG's operated locations goal oriented to understand and sustain the needs of the local neighbouring communities.</p> <p><u>Employees & people</u></p> <p>BSOG values diversity and seeks to provide all potential staff with the opportunity for employment, career and personal development based on ability, qualifications and suitability for the work as well as their potential to be developed at the job, while working towards our business objectives.</p> <p>We seek to guarantee that all employees are treated fairly and with dignity and consideration for their goals and aspirations.</p> <p><u>Health & Safety</u></p> <p>We are committed to conducting our operations safely and responsibly, which means supporting local communities and protecting the environment, as well as looking after the health and safety of our employees and contractors hired by BSOG.</p> <p>Our goal is to maintain a zero-accident record and we are continually looking for ways to improve our Health and Safety Management System.</p> <p><u>Environment</u></p> <p>BSOG recognizes that minimising environmental impact and the prevention of environmental incidents are essential to the operation of our business. We continuously improve our performance by setting and reviewing environmental objectives and targets and monitoring our progress.</p> <p><u>Community</u></p> <p>We seek to make positive contributions to the local economy by improving and maintaining the wellbeing of the community local to our operations. To this end, we work to establish long-term relationships with the local community, understand its needs and assist the community help itself.</p> <p>Our CSR activities focus on education, community development and environmental protection and are conducted in partnership with local people, NGOs, local authorities and other stakeholders. BSOG is committed to making a positive, sustainable impact in these areas.</p>	
<p>Mark Beacom Chief Executive Officer Black Sea Oil & Gas</p>	<p>Signed: </p> <p>Date: 27.02.2018</p>

ANNEX D. Photo report from the CSR activities 2024

Delta Generation Project and DC83 Corbu-Vadu Road Rehabilitation Project

1. DELTA GENERATION PROJECT

Volunteering Clubs



#DeltaGeneration Summer school



Dolphin Day



Christmas Party for the children from Vadu

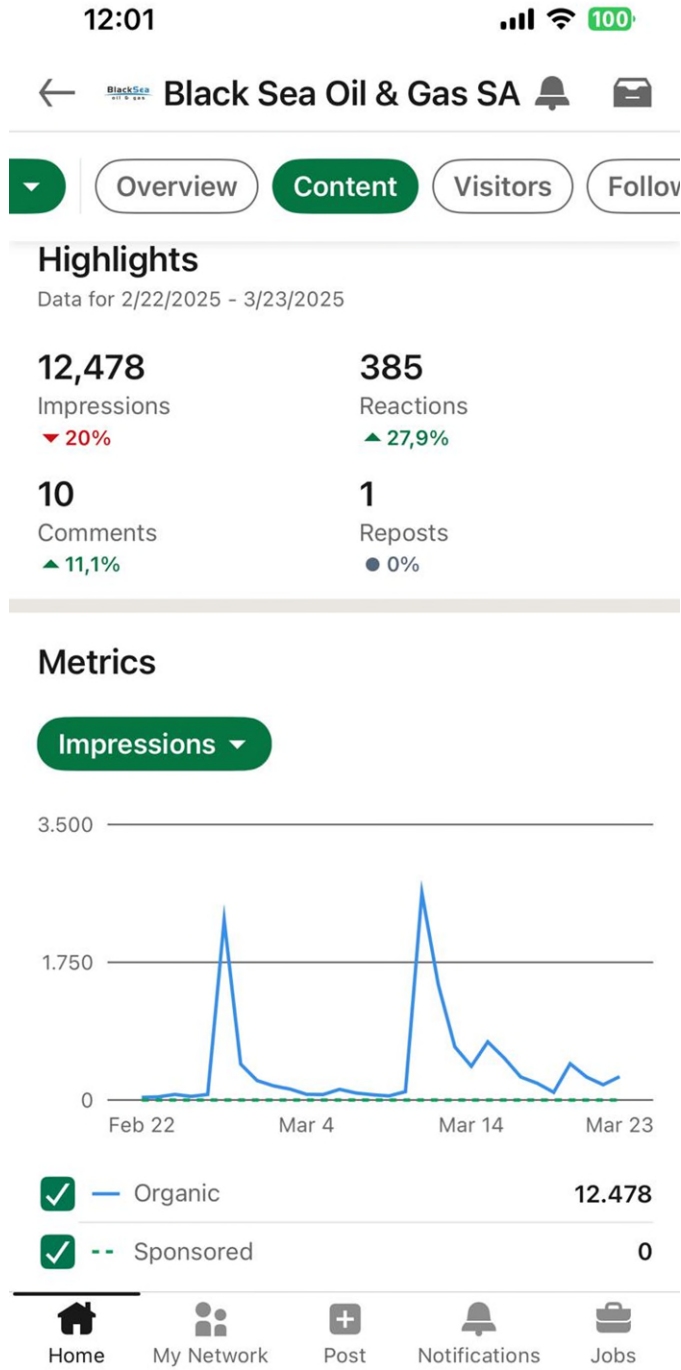
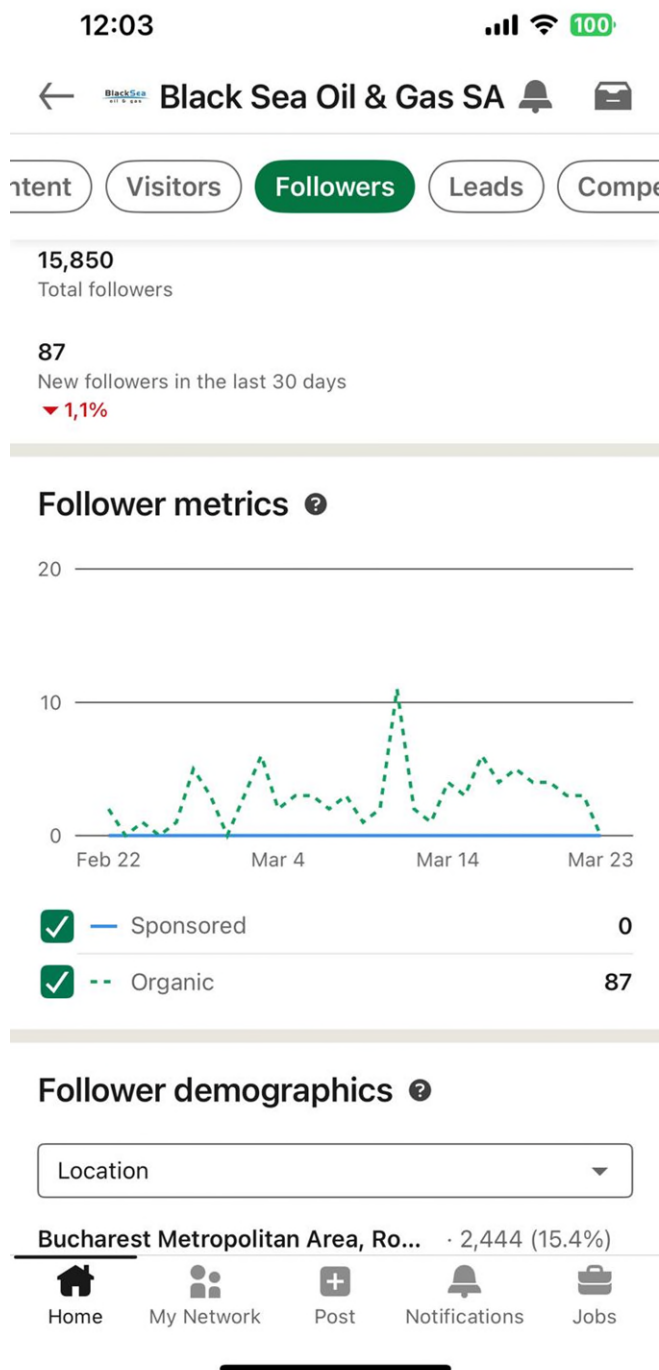


2. DC83 Corbu-Vadu Road Rehabilitation Project



ANNEX E. Social media coverage and press releases in 2024 - 2025

LinkedIn Statistics (data retrieved on 25.03.2025)



Mass Media coverage for 2024 - selection:

CONSTANTA100%



Banii vorbesc Deschidere

Drumul dintre Corbu și Vadu, reabilitat cu banii unei firme private

Cristian Hagi 2024-08-14



Black Sea Oil & Gas SA (BSOG) împreună cu partenerii săi de concesiune, Petro Ventures Resources și Gas Plus Dacia, a anunțat că finanțează lucrările de reabilitare a drumului comunal DC83 care leagă localitățile Corbu și Vadu precum și a străzii Școlii din satul Vadu. Proiectul, cu o valoare totală estimată de 4 milioane de dolari, a început lucrările de execuție în 12 august 2024 și este planificat să fie finalizat în luna august 2025.

DC83 Corbu-Vadu este singura legătură între satele Corbu și Vadu și se află în prezent într-o stare avansată de degradare. Cea mai recentă consolidare semnificativă a fost efectuată acum mai bine de 15 ani.

Reabilitarea drumului DC83 va îmbunătăți accesibilitatea și conectivitatea între Corbu și Vadu, facilitând transportul local și reducând timpul de deplasare.

„Modernizarea infrastructurii rutiere va contribui la creșterea siguranței pe drumurile publice. În plus față de asigurarea unei suprafețe de rulare mai sigure, instalarea de semnalizări rutiere este o măsură importantă pentru reducerea riscului de accidente și pentru asigurarea unui trafic mai fluid și mai sigur”, au transmis reprezentanții BSOG, printr-un comunicat de presă.

BSOG și partenerii săi de concesiune au finanțat toate studiile și memoriile necesare pentru obținerea autorizațiilor și aprobărilor necesare de către comuna Corbu. BSOG a organizat concursul de oferte pentru desemnarea antreprenorului lucrărilor și a încheiat contractul cu acesta. În același timp, comuna Corbu a plătit taxele pentru autorizațiile și aprobările implicate de proiectul de reabilitare și a sprijinit BSOG atunci când a fost necesar.

ZIARUL AMPRENTA
AICI ȘTIRILE ZILNICE ÎȘI PUN AMPRENTA

ACASĂ ȘTIRILE ZILEI ADMINISTRAȚIE LOCALĂ POLITICĂ ECONOMIE CULTURĂ ÎNVĂȚĂMÂNT
EXTERNE LOCURI DE MUNCĂ IMOBILIARE ANUNȚURI

Acasă » Administrație locală » Primăria Corbu a eliberat autorizația de construire pentru modernizarea DC 83 Corbu – Vadu

Primăria Corbu a eliberat autorizația de construire pentru modernizarea DC 83 Corbu – Vadu. Lucrările sunt realizate de Black Sea Oil & Gas



■ Administrație locală
04.04.2024
De către Ziarul Amprenta



Primarul comunei Corbu a semnat, zilele trecute, autorizația de construire nr.15/28.03.2024 privind executarea lucrărilor de construire pentru „Reabilitarea DC83 Corbu-Vadu și Strada Școlii (sat Vadu), Comuna Corbu”.

În perioada imediat următoare, Black Sea Oil & Gas, firma care se ocupă de proiect, va începe execuția lucrărilor.

Homepage > Adv > DN AGRAR și BSOG Energy semnează un acord de cooperare pentru cel...

ADV

DN AGRAR și BSOG Energy semnează un acord de cooperare pentru cel mai mare proiect de producție de biometan din România

Adv 16 octombrie 2024 609

Acțiune f p in +



Imagine simbol

Urmărește canalul Agrobiznes pe WhatsApp

DN AGRAR Group (BVB: DN), cea mai mare fermă integrată din România, lider în producția de lapte de vacă, și BSOG Energy, o companie de energie specializată în dezvoltarea proiectelor de producere a biometanului în România, deținută de Black Sea Oil & Gas, anunță astăzi semnarea unui acord de cooperare pentru cel mai mare proiect de producție a biometanului din România, cu o capacitate totală de până la 15 MW.

Ziarul Financiar

30.05.24 No. 6439 page 7 circulation: 1934 copies

daily
reading: 46097
area: 282 cm2
AVE: 847 €

1/1

Americanii de la BSOG, cu colosul Carlyle în spate, primii care intră în forță pe noua piață cu potențial din energie: Vom dezvolta centrale pe biogaz în toată România

● Black Sea Oil & Gas (BSOG) deține o cotă de 10% din producția de gaze a României după ce la mijlocul anului 2022 a finalizat investiția în proiectul offshore Midia Gas Development (MGD) din Marea Neagră, prima investiție de acest tip realizată local în ultimele trei decenii ● Acum americanii se orientează pe o nouă piață, așa cum au precizat la începutul anului, cu un plan concret de dezvoltare pe zona de biogaz, creditată cu un potențial semnificativ în România.

ROXANA PETRESCU

AMERICANII au extras anul trecut 1,1 miliarde de metri cubi, 2023 fiind primul an complet de funcționare a proiectului Midia Gas Development (MGD) din Marea Neagră, dar acum intră într-o nouă etapă de dezvoltare.

„Black Sea Oil & Gas SA (BSOG), împreună cu acționarii săi, firma globală de investiții Carlyle (NASDAQ: CG) și Banca Europeană pentru Reconstrucție și Dezvoltare (BERD), anunță lansarea BSOG Energy SRL, o nouă companie axată pe dezvoltarea de centrale de biogaz în toată România. Cu sediul central în București, România, BSOG Energy va dezvolta centrale de biogaz în toată România, fiecare amplasament fiind estimat să aibă o capacitate de minimum 15 MW. Carlyle și BERD s-au

Americanii de la BSOG au extras anul trecut 1,1 miliarde de metri cubi, 2023 fiind primul an complet de funcționare a proiectului Midia Gas Development (MGD) din Marea Neagră.

angajat să susțină activitățile de dezvoltare ale BSOG Energy și să lucreze împreună pentru expansiunea acestei noi companii”, a anunțat BSOG ieri, prin intermediul unui comunicat. Într-un interviu acordat ZF la începutul acestui an, Mark Beacom, CEO-ul BSOG spunea că firma facea progrese cu evaluările tehnice pentru dezvoltarea bioga-

zului în România, activitate independentă de MGD, pomenind de potențialul pe care România îl are în această zonă.

„Prin lansarea BSOG Energy, BSOG intenționează să joace un rol semnificativ în tranziția energetică europeană, precum și să accelereze dezvoltarea sectorului românesc al energiei regenerabile. Biogazul rezultat din prelucrarea industrială prin digestie anaerobă a reziduurilor agricole și a altor deșeurii organice cum ar fi gunoii de grajd, pașe și deșeurii alimentare. Emisiile nete de dioxid de carbon generate sunt semnificativ mai mici sau în unele cazuri negative, în comparație cu metanul de origine fosilă. Din aceste motive, este de așteptat ca biogazul să joace un rol critic în atingerea obiectivelor climatice ale Uniunii Europene”.

Mai multe detalii pe www.zfcorporate.ro

ZIARUL FINANCIAR

Home ZF 24 ZF Live Eveniment Bursă-Fonduri mutuale Bănci-Asigurări Companii ZF Print Profesii Opinii ZFCORPORATE

Gen Z ZF Mobility ZF Private health Tech Day Afaceri de la zero ZF IT Generation HiTech 16 minute După Afaceri Agropower

Ce faci cu banii tăi? Cum construim România MoonshotX ZF Investiții în România Deschiderea de sateliți Cum creștem industria alimentară

Anunț difuzat de Google
Opțiuni pentru anunțuri Trimiteți feedback De ce se afișează acest anunț? >

ENERGIE

Americanii de la Black Sea Oil & Gas, care dețin peste 10% din producția națională de gaze, lansează în România o companie în domeniul biogazului: “BSOG Energy este poziționată unic pentru a crea o platformă puternică și la scară largă de livrare a biogazului în regiune”

Facebook Print Email



Mark Beacom, CEO BSOG și Director General al BSOG Energy

Autor: Cristina Bellu

20.05.2024, 09:28 242



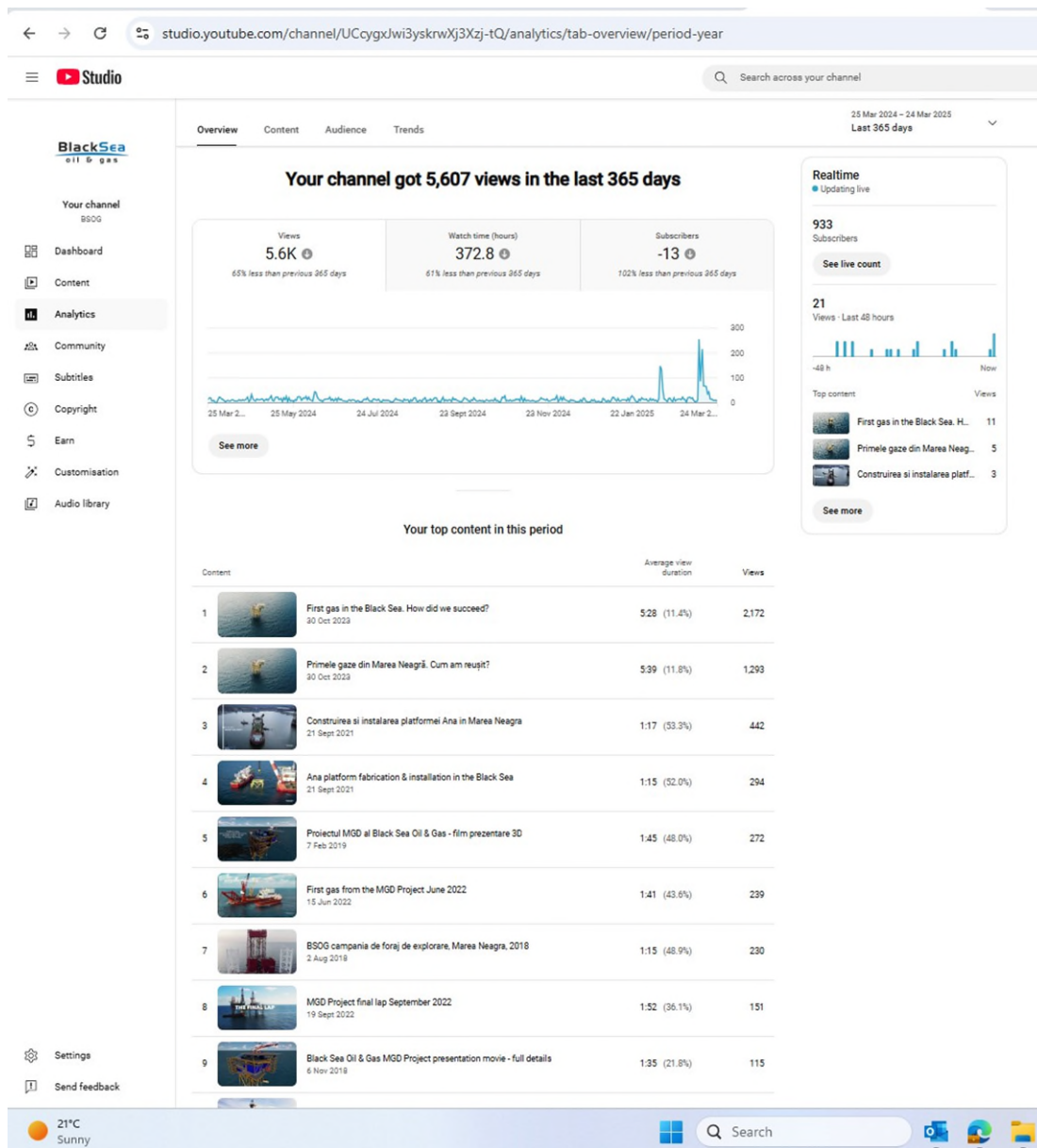
ZF e-paper



Descarcă-ți la ZF e-paper

caută în site
☐ Caută doar în titlu

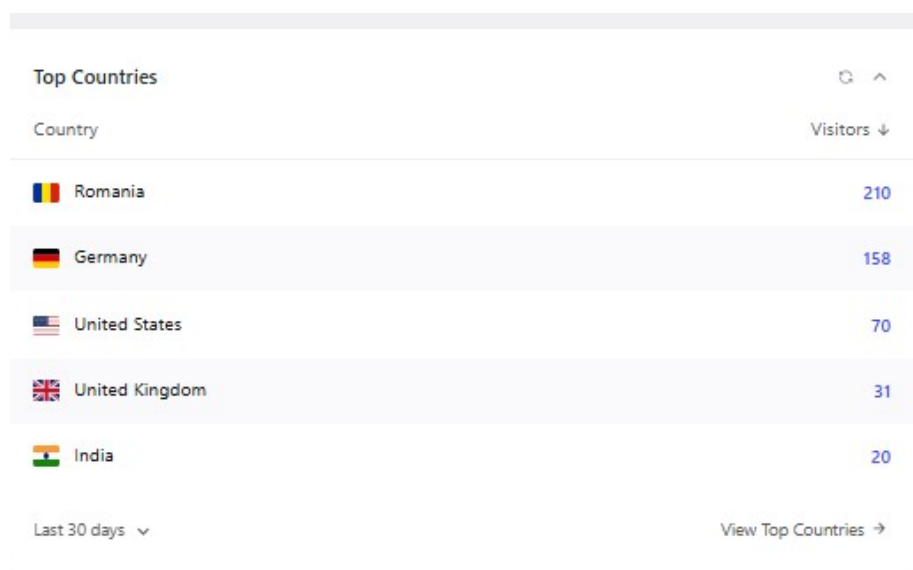
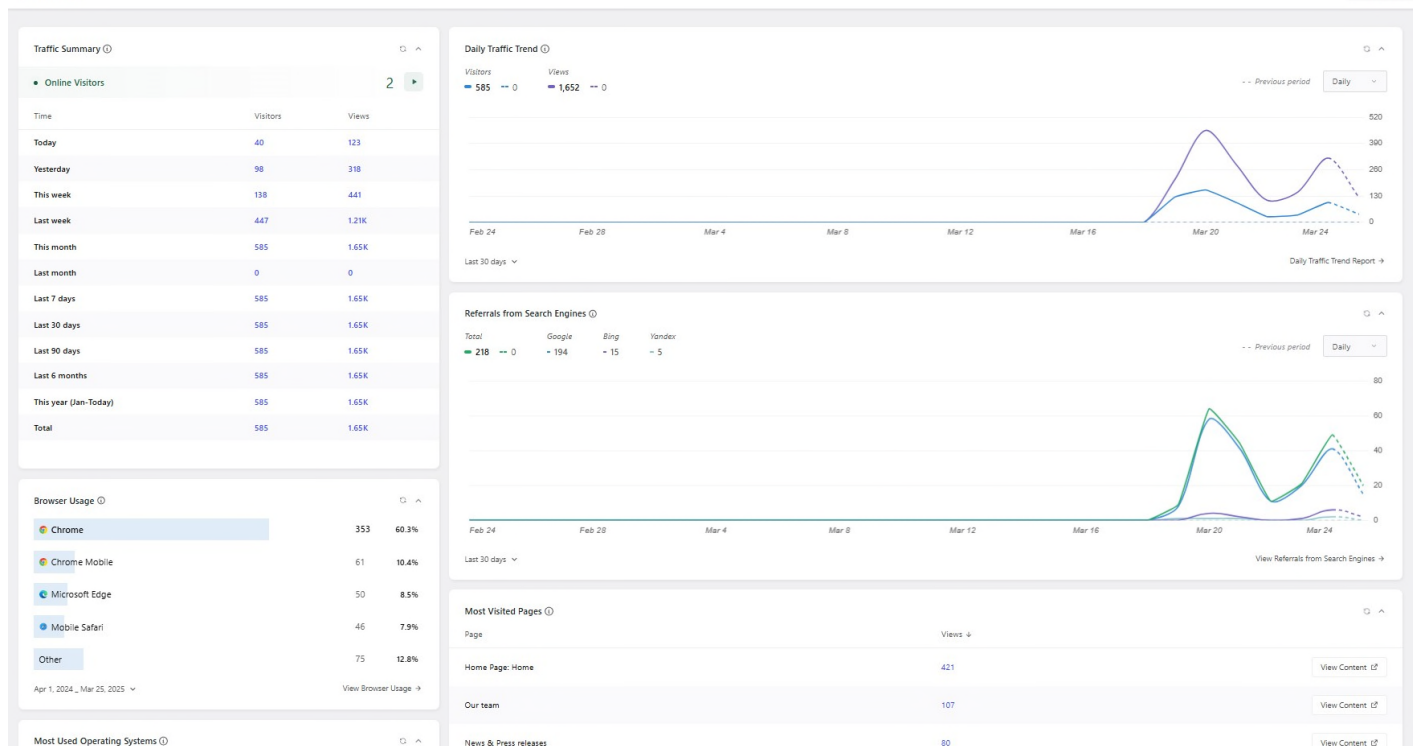
YouTube Statistics (retrieved on 25.03.2025)



BSOG Website Statistics (retrieved on 25.03.2025)

Overview

Realtime



ANNEX F. Feedback form on BSOG intranet for employees

← → ↻ <https://forms.office.com/Pages/ResponsePage.aspx?id=Uw86ugw5c0mESTwUQW-Kv7uW-KMCmZxAvUNrUF1YjUFUMUw0RUNRNzVYQ1FZTDI3VjRRNVlQS0JLQ4u>

Apps Gaioxing Documenta

Give us your feedback

Please use this form to share your suggestions on improving the way the company is operated.

Hi, Ana-Maria, when you submit this form, the owner will be able to see your name and email address.

* Required

1. Please enter your function below: *

2. Please select the activity/department you wish to comment on *

3. Please enter your comments or suggestions in the textbox below *

4. What outcome do you expect? *