

HEALTH & SAFETY POLICY

BSOG-HS-POL-001-D05



Black Sea Oil & Gas SA (BSOG) is a Romanian oil and gas exploration and production company. BSOG's business comprises all the activities related to: Project management and management of the exploration, development and production of natural gas and other hydrocarbons in Romania - Off-Shore Black Sea; Extraction, production, supply, and wholesale - trade of natural gas and other hydrocarbons. It is the policy of BSOG to conduct all its operations in a manner which protects people and property and strive to improve its health and safety performance.

BSOG recognises that prevention of incidents, accidents and occupational health illnesses is essential to the efficient operation of its business. Accordingly, the management of health and safety issues is an integral part of the company's management arrangements and commands at least equal prominence when balanced against operational and commercial considerations. BSOG recognises the value of both its own employees and its contractors and considers their well-being to be a major factor in the success of all its business activities.

BSOG has an established and implemented a Corporate Integrated Management System appropriate to purpose and context of the organisation, to ensure that:

1. There is a management organisation in place which will plan operations resulting in the provision of safe systems and places of work and the effective management of health and safety at all its operated sites.
2. It provides the necessary training for its employees and contractors to ensure that they have the knowledge and capability to conduct operations in a safe manner.
3. It co-operates with its contractors, who also have defined responsibilities for health and safety, to provide safe and healthy workplaces.
4. Adequate contingency plans for emergency situations are developed and implemented for all its operations.
5. There is effective security for personnel and company assets based on risk assessment at all operated locations and during travel to and from locations.
6. It consults with its employees on matters affecting their health and safety and to involve them in improvements of the management system.
7. It complies with all applicable health and safety legislation.
8. BSOG will ensure that all its contractors are fully aware of the company's health and safety policies and applicable legal requirements to any of the activities carried out for and on its behalf and shall require that such policies are observed and complied with by its contractors.

This Health and Safety Policy is communicated inside organisation and is available for interested parties and shall be applied at all BSOG's operated locations. BSOG will review and audit all aspects of the management system to ensure that it is being complied with and to seek improvements to the system. The management system will continue to be actively developed in line with the development of BSOG's business activities.

Although overall responsibility for health and safety rests with BSOG, and ultimately the CEO, every employee and contractor must recognise their own responsibilities (in particular, any specific responsibilities under legislation, or delegated to them as individuals) to ensure the health and safety of themselves and others.

Mark Beacom

Chief Executive Officer
Black Sea Oil & Gas SA

Signed:

Date: 10.10.2025