



Midia Gas Development

Stakeholder Engagement Plan (SEP) – April 2025 – April 2026

Black Sea Oil & Gas SA

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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
ESR	Environmental and Social Requirement
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
PAC	Permanent Accommodation Camp
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 2025 and April 2026.

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.

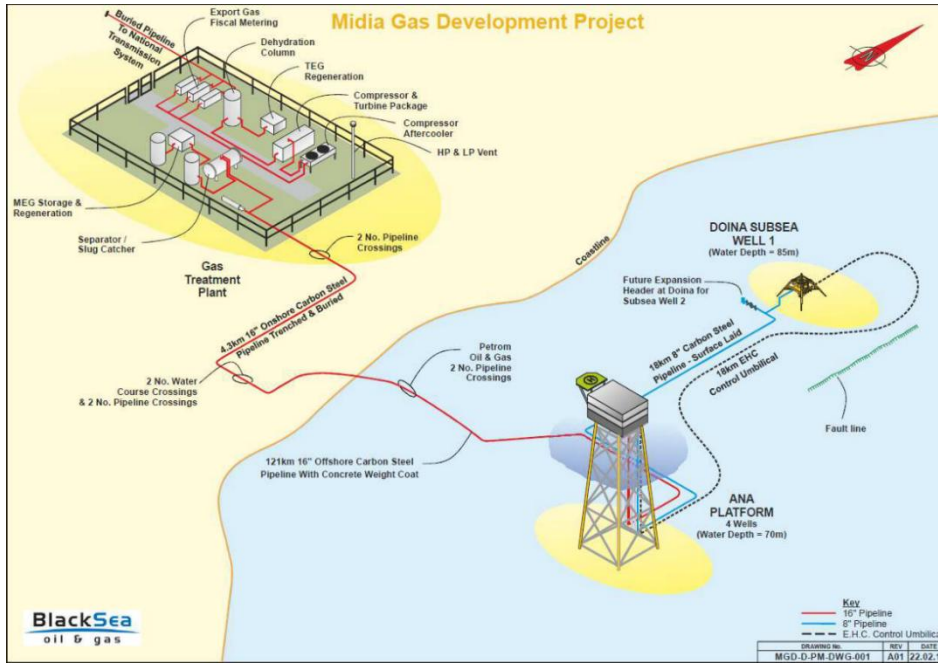


Figure 1 Concept for the Midia Gas Development

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 of MGD

The gas production started in 15th of June 2022.

MGD status consists of the smooth running of production that reached 4Bcm of produced gas in February 2026.

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

The July 2025 planned shutdown at the GTP was successfully completed ahead of schedule, reducing overall downtime and demonstrating strong coordination across teams.

Starting late July and late August, construction activities began on key infrastructure projects, including asphaltting the GTP main access road and parking area, and building the Permanent Accommodation Camp (PAC). Site organization, foundation works, and utility installations progressed, while modular building units were fabricated and partially delivered.



Image 4 and 5 Building of the Permanent Accommodation Camp

By late September and early October, the access road and parking facilities were completed ahead of schedule, improving site accessibility and logistics.



Image 6 and 7 Modernization of the access road

During the same period, BSOG also carried out intelligent pigging operations on the subsea pipeline without interrupting production, alongside multiple upgrades at the Gas Treatment Plant and Ana Platform to enhance safety and operational performance.

Meanwhile, PAC construction encountered delays due to unexpected underground obstacles, temporarily halting foundation works. After identifying a suitable technical solution, works were resumed in December 2025, with the camp now expected to become fully operational by end of June 2026.

The Gas production is foreseen to be at the same levels as in previous years.

In 2026 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 of a particular importance was setting up BSOG Energy in May 2024 as a 100% subsidiary of Black Sea Oil & Gas.

Besides the exploration of offshore wind opportunities in the Black Sea, BSOG's current strategy is the development of five biomethane projects, with a total installed capacity of 130 MW, representing 26.7% of Romania's biomethane target for 2030, in line with the national Energy Development Strategy and PNIESC:

- **ALBA Project** – the first agreement for a biomethane plant was signed in October 2024 with DN Agrar. The site has been secured and permitting has commenced, with urbanism certificates for the PUZ, the building permit, and the geotechnical study expected to be issued.
- **SUD Project** - the second framework agreement for a biomethane plant was signed in April 2025 with Unigrains Trading. Engineering has been completed, while land identification, permitting, and offtake activities have not yet been initiated.
- **Two new projects** in western Romania are in early concept stage, set to produce biomethane for injection into the Transgaz network, with LCO₂ recovery and digestate used as fertilizer.
- **A fifth project** - focused on producing biomethane with recovered LCO₂ and digestate as byproducts. Commercial agreements have not yet started, while technical studies and permitting are underway. Resolving land-use constraints remains key to enabling sitting and approvals.

Besides the above project, preparatory work has been carried out for the MGD Energy Hub, which includes an onshore on-grid photovoltaic power plant, battery energy storage systems (BESS), and grid connection upgrades. Basic engineering indicates a potential configuration of a 7 MWp PV plant combined with a 12 MW BESS, and both the grid connection study and engineering contract have been awarded. However, this project is currently on hold.

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 together with the methodological norms for its implementation (Government Decision no. 123/200), 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.

- 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.
- Government Decision no. 1076/2004 governs the environmental assessment procedure for plans and programmes, and Government Decision no. 564/2006 sets the framework for public participation in the elaboration, amendment, or review of certain plans and programmes related to the environment.
- 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.
- Law no.185/2016 regarding projects of national importance in the natural gas sector. This law establishes the legal framework for facilitating the development and implementation of strategic natural gas infrastructure projects of national importance, including transmission pipelines and related facilities. It introduces specific measures aimed at accelerating project execution, particularly in relation to land access, permitting, and coordination with public authorities and landowners.

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 were 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.

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

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.

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

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”

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.
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.
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
Contractor employees	Receive timely payments Good working conditions
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

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 finalised 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 a 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 2025 – April 2026. The SEP together with the quarterly environmental impacts report are 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 2025-2026 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 April 2025- April 2026:

Table 2. Engagement with MGD Affected Persons during April 2025 – April 2026

Stakeholder	Engagement method	Main results	Responsibility
Guest house near the GTP	Phone, email, direct meetings	<p>In 2025, BSOG has received and registered 2 official complaints from the owner of the neighbouring guest house of the GTP. These were mainly related to the noise that impacted her business in tourism. The grievances were raised by the guest house owner following the complex emergency drill held at the GTP on 06.06.2025. The grievance is summarized in Table 4 Grievances received in 2025.</p> <p>Between August 2025 and June 2026, the guest house is used by the Main Contractor at the GTP to accommodate its staff, remaining fully occupied throughout this period.</p>	BSOG Communications & CSR Manager Director of Legal, PGA & ESG Department

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 2025:

- Delta Generation 2.0 Project
- DC83 Corbu-Vadu Road Rehabilitation

1. Delta Generation Project

In 2025, BSOG continued its collaboration with the NGO Mare Nostrum and implemented the "Delta Generation 2.0" project as an upgrade of the previous VADUabil project. Delta Generation project continued by involving five communities: Vadu, Corbu, Jurilovca, Salcioara and Sfantu Gheorghe. These localities are located in or in the proximity of the Danube Delta Biosphere Reserve (DDBBR).

The following activities have been performed under the project in 2025:

- **Volunteering clubs** – the 5 volunteer clubs established in 2024 in Vadu, Corbu, Jurilovca, Sălcioara, Sfântu Gheorghe, continued their activity with new priorities and new targets in developing the skills and abilities of young volunteers. The entire initiative was based on the Earth Competences framework, developed by the Mare Nostrum in collaboration with the partners of the Erasmus+ EARTHgames4EyoUth project, a framework that guided both the organization of training sessions for young people and teachers and the implementation of volunteering activities. Each community held 2–3 working meetings to strengthen team cohesion, set objectives, and plan volunteer activities, including training sessions and interactive workshops. Volunteer actions were organized through an "Environmental Calendar," with coordinated activities across communities to maximize impact and resource efficiency. Youth developed practical skills, teamwork, initiative, and environmental responsibility, contributing especially to the goal of building volunteer competencies. Volunteer clubs played a key role in engaging local communities in environmental protection and civic responsibility. Activities included educational workshops, Earth Games, creative sessions (e.g., painting on natural materials), and awareness campaigns delivered in schools across different communities.
- **Co-designing of educational materials** - the activity focused on co-designing educational materials based on ideas and results from youth volunteer activities. Young participants actively co-created resources (games, guides, brochures) using tools like Canva, Envato, and Zoom. A participatory decision-making process allowed each club to choose and shape materials according to their interests and skills, strengthening ownership and confidence of the participants. The project team provided continuous methodological and technical support, ensuring quality outputs that were later shared locally and online. Each community produced different materials (e.g., card games, coloring book, postcards, bookmarks, environmental album, board game), reflecting local identity and creativity.
- **„Voluntari pentru Delta” Caravan** - Activities were tailored to each community, combining environmental education with creative and practical involvement led by local volunteer clubs. Each group organized workshops, games, and awareness activities, and shared their results with other communities and schools through dissemination events. The caravan promoted experiential learning (games, workshops, hands-on activities), helping young people better understand and internalize environmental protection messages. It fostered collaboration between communities, encouraging exchange of ideas, teamwork, communication skills, and long-term partnerships. The initiative increased environmental awareness, strengthened civic engagement, and highlighted local identity and the importance of protecting the Danube Delta's natural and cultural heritage.
- **Celebrating the project results** – due to the success of the 2024 Volunteer Clubs Gala, public recognition of youth involvement was continued and expanded to boost motivation and community belonging. A 3-day "Winter University" was organized for 8 highly active volunteers, offering non-formal, experiential learning focused on personal, social, and practical skill development. The program combined training, educational visits (research institutes, university, museum, etc.), and hands-on learning about environmental protection, science, and maritime fields. Activities also included team-building games and a feedback session, helping participants develop communication skills and contribute to project evaluation. The experience concluded with the Volunteer Clubs Gala, celebrating achievements, awarding diplomas, and reinforcing motivation and

engagement among young volunteers.

- **Information Campaign #VADUabil** – the information campaign was redesigned to better fit tourist behavior at Vadu beach, using an integrated approach (direct interaction, visual materials, and online communication). A public beach event engaged young volunteers in interactive activities (educational games, painting workshops, awareness moments), helping them practice key skills. Two info-points in high-traffic areas provided direct outreach to tourists through discussions and distribution of informative materials on responsible behavior and environmental protection. Information panels on the beach were restored and repositioned, improving visibility of key messages about conservation and responsible tourism. An ongoing online campaign (photo/video content and thematic posts) expanded outreach, increasing awareness and supporting both environmental education and youth engagement over a 6-month period.
- **Christmas Party for the children from Vadu** – a Christmas party was organized in Constanta for preschool and primary school children from Vadu.
- **Strengthening the professional skills of the Mare Nostrum team** - team members participated in continuous training (project management, communication, AI, youth activity coordination) to improve knowledge and competencies. Training opportunities were selected based on both organizational needs and individual interests, ensuring relevant and effective development. The approach enhanced team cohesion, creativity, and the adoption of innovative practices, while enabling exchange of experience with other organizations. Overall, continuous professional development improved the quality of project activities and contributed to long-term impact in the community.
- **Vadu beach clean-up activities** - beach clean-up activities were performed in partnership with Black Sea Oil & Gas, combining environmental action with education and community involvement. Activities included waste collection, sorting recyclables, and raising awareness about environmental protection and civic responsibility. A creative and recreational component was added, making the experience engaging and enjoyable for participants. The activity had a visible environmental impact and strengthened collaboration, while increasing ecological awareness among youth and volunteers.

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 project, with a total estimated cost of approximately \$4 million fully supported by BSOG and its JV Partners has been finalized in May 2025. A photo report of the above activities can be found in ANNEX D. **Photo report from the CSR activities 202**

5.3. Other engagement activities

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

ENGAGEMENT WITH CORBU MUNICIPLITY

BSOG has maintained continuous collaboration with the Corbu Municipality for the rehabilitation of DC83.

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 local and national newspapers such as: Amprenta, Constanta100%, 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

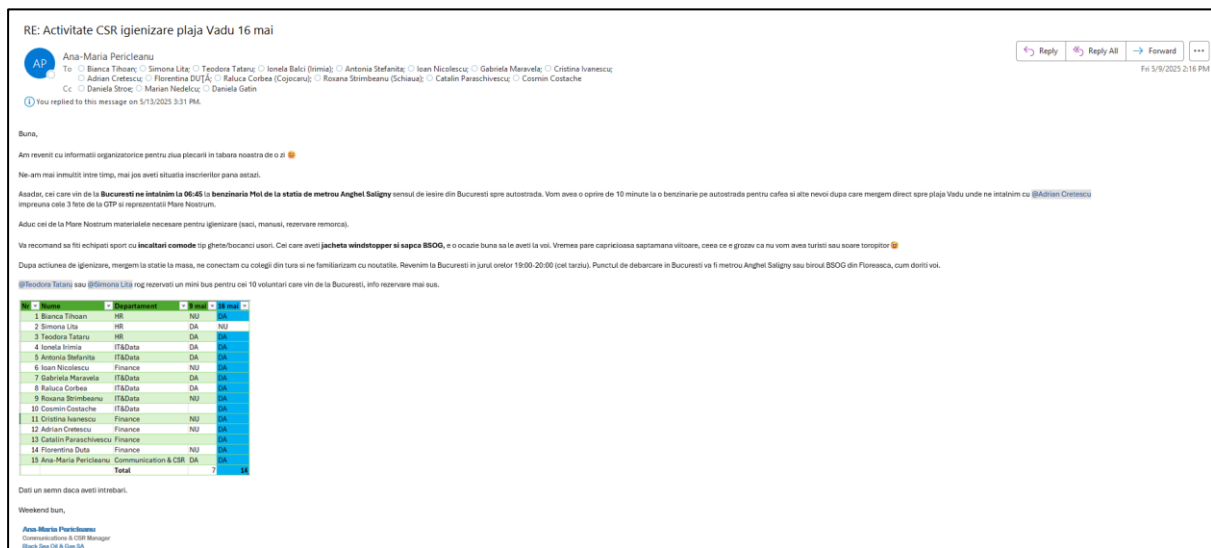
Internal communication is done by using several channels: emails, newsletters and intranet platform.

Last year, three newsletters were sent to all employees in April, September and November and several emails with team updates. The newsletters present 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 changes in the team, CSR 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 2026 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 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 and neighbours of the GTP	Direct meetings e - correspondence and phone calls (when needed)	Address their concerns	Engage with landowners/ neighbours if impacts have been identified	Vadu village Ongoing	BSOG Communications & CSR Manager Director of Legal, PGA & ESG Department
National / Local Authorities	Direct meeting/ study visits	Inspections /Permitting	Information related to operation	BSOG offices / Bucharest/ Constanta and Vadu GTP	BSOG
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 2026

In 2026, 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.

The project former Generatia Delta now EcoExplorer, will continue in 2026 as well. Mare Nostrum has submitted the financing application to BSOG, and the activities foreseen for 2026 have already been established. These include organisation of working meetings, research activities, organization of a Sea-side Summer Camp, development of a touristic guide, organisation of a Mountain Summer Camp, development of a community guide and organization of the Christmas Party. The activities will be carried out between May-December 2026.

The total budget allocated for the aforementioned activities is 48,850 EUR.

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.

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

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

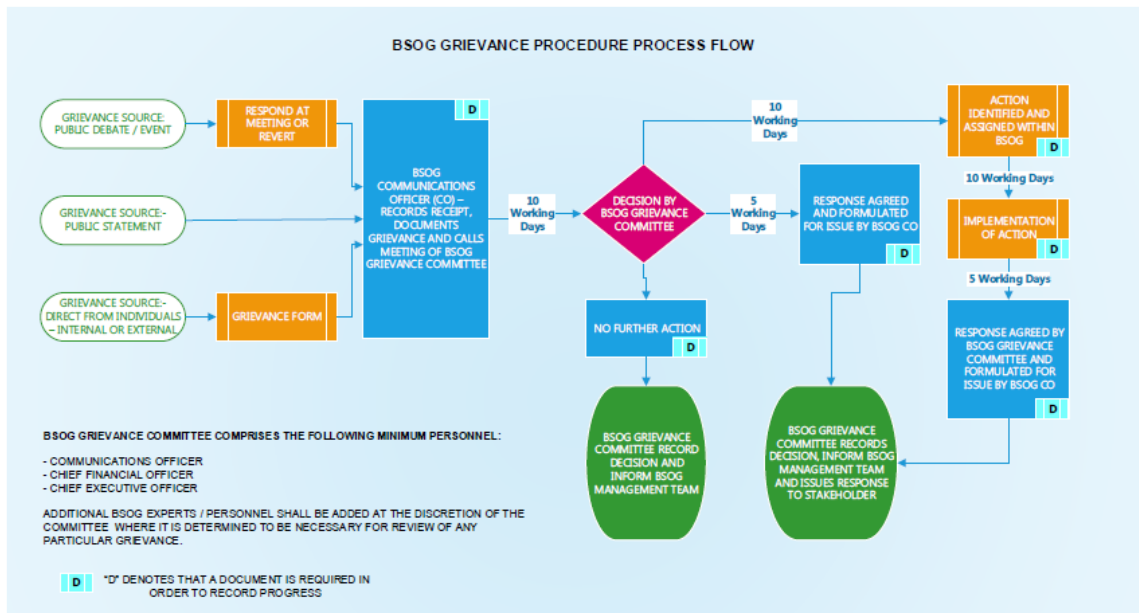


Figure 3 Overview of Grievance Mechanism

In 2025, BSOG has received and registered 3 official complaints, 2 from the owner of the neighbouring guest house of the GTP and 1 from the community. The complains from the owner of the neighbouring guest house were mainly related to the noise that impacted her business in tourism. The grievances were raised by the guest house owner following the complex emergency drill held at the GTP on 06.06.2025. The 2 grievances are summarized in the below table:

No grievances from landowners/users were received in 2025.

Table 4 Grievances received in 2025

Date	Stakeholder	Subject of complain	Communication channel	Steps and Resolution
06.06.2025 and 11.06.2025	Guest house owner	Complain about GTP noise impacting the business in tourism	WhatsApp/ Email	<ol style="list-style-type: none"> 1) Grievance reviewed by the Grievance Committee; 2) A Grievance Analysis Report was developed; 3) The Grievance Committee organized a meeting in 12.06.2025 where the steps to close the grievance were decided 4) A meeting was organized in 16.06.2025 with the guest house owner for understanding her concerns and explaining that the BSOG's activity is fully aligned with all national and European regulation and the drill was done in accordance with the national law 5) A Guest house owner discussion report was developed after the meeting 6) Guest house owner apologised for the disproportioned reaction to the emergency drill organized at the GTP on 06.06.2025
02.09.2025	Community	Complain about a car incident with GTP contractor	Email	<ol style="list-style-type: none"> 1) The grievance was received via email and re-directed to the responsible persons 2) As per the request from the complaint, the driver was identified and he explained that, due to limited visibility, he did not see the other vehicle involved in the incident. 3) The situation was reviewed in line with CIVITAS-PSG traffic safety policies, emphasizing the need for greater caution and attention 4) The discussion took place in the presence of a certified driving instructor who will provide defensive driving training to authorized drivers.



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.

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 and national authorities and official correspondence:** organize meetings and correspondence in order to offer information about the MGD, request feedback, identify concerns.

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 la Stația de Tratare a Gazelor 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

<p>Overall SEP implementation Grievance Mechanism Mass media coverage Public Consultations</p>	<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>
<p>Contractors</p>	<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>
<p>Regulatory aspects</p>	<p>Oana Ijdelea Director of Legal, PGA & ESG Department Email: Oana.Ijdelea@blackseaog.com</p>

ANNEX C. CSR Policy

<p>CSR POLICY BSOG-CO-POL-001-D01</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 2025

Delta Generation Project and DC83 Corbu-Vadu Road Rehabilitation Project

1. DELTA GENERATION PROJECT

Volunteering Clubs



Co-designing of educational materials



„Voluntari pentru Deltă” Caravan



Celebrating the project results



Information Campaign #VADUrabil



Christmas Party for the children from Vadu



Vadu beach clean-up activities



2. DC83 Corbu-Vadu Road Rehabilitation Project



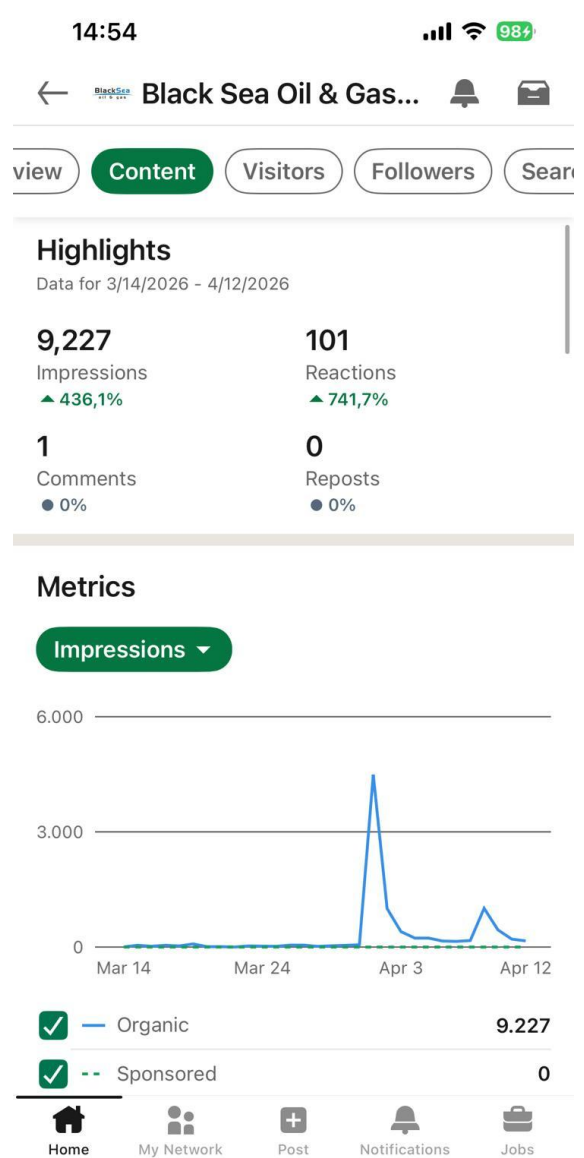
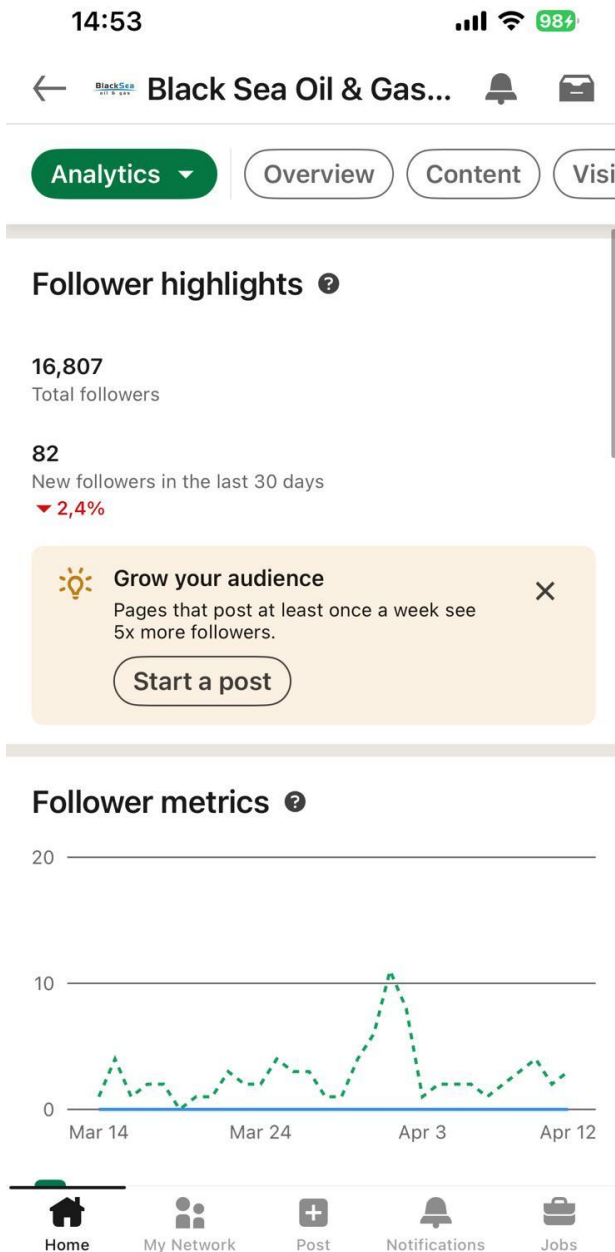
REABILITAT ȘI REDESCHIS!

Siguranță și confort pe drumul comunal Corbu – Vadu,
Cu sprijinul financiar al **BlackSea**
oil & gas

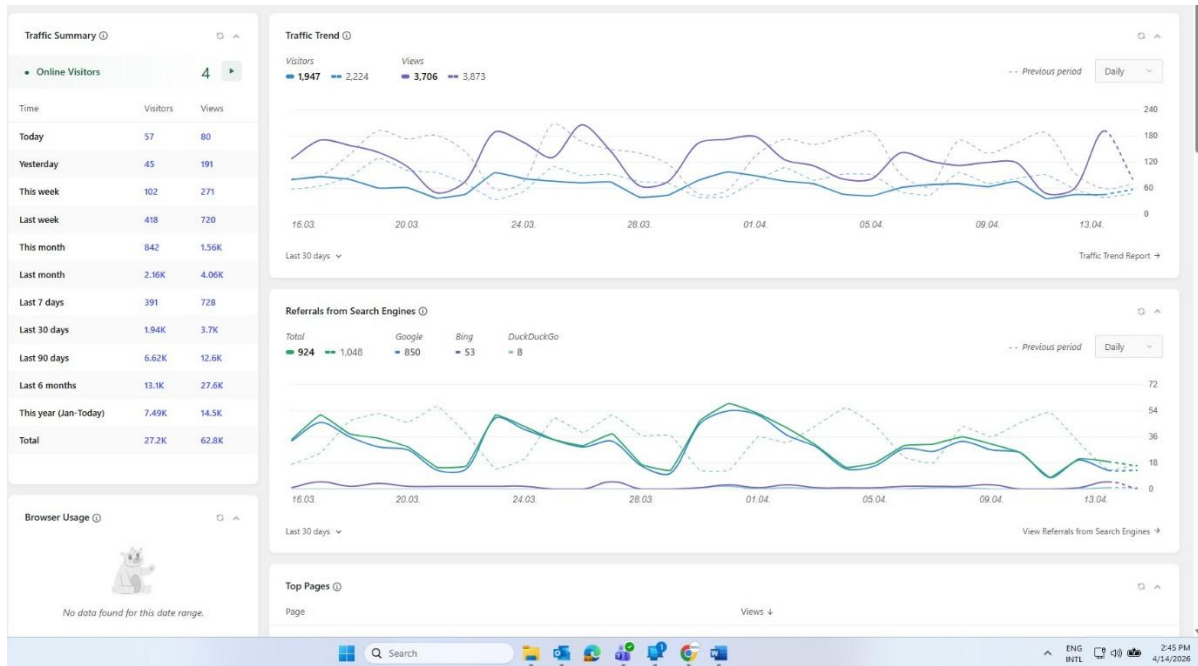
A collage of images showing the road rehabilitation project, including a view of the road, a view of the road intersection, and a view of the road in a residential area.

ANNEX E. Social media coverage and press releases in 2025 - 2026

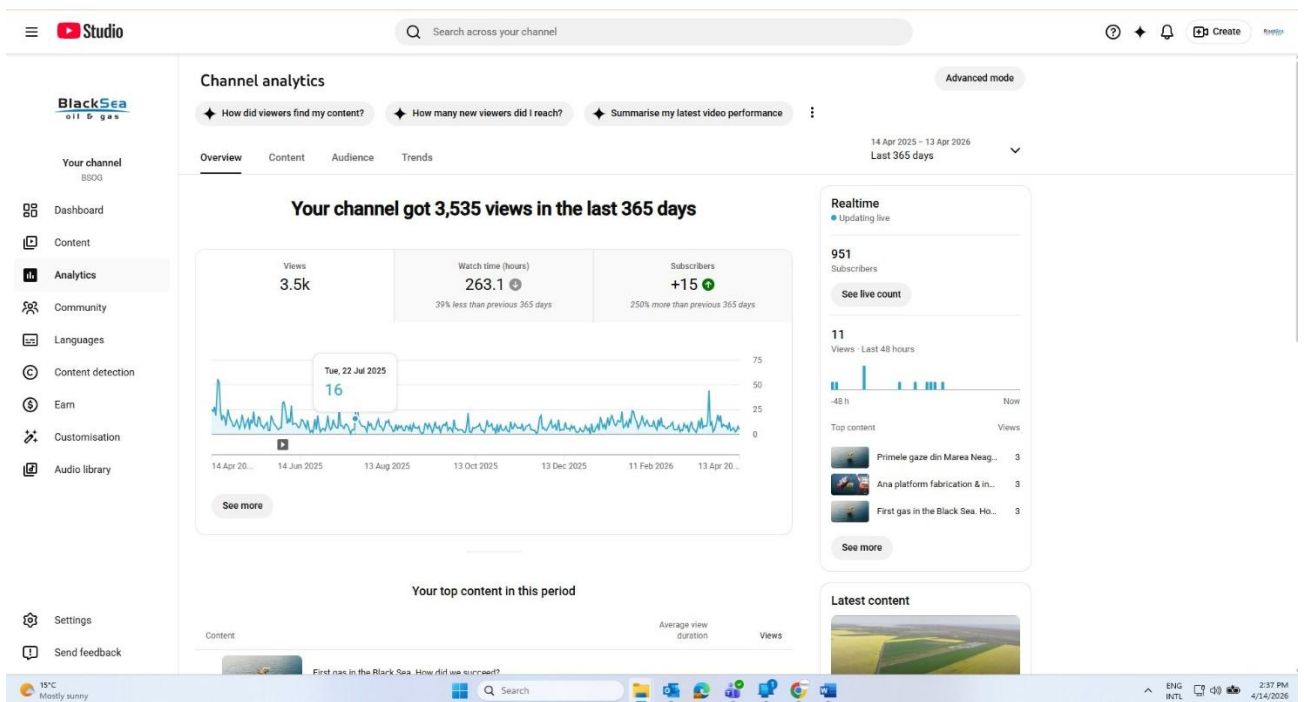
LinkedIn Statistics (data retrieved on 14.04.2026)



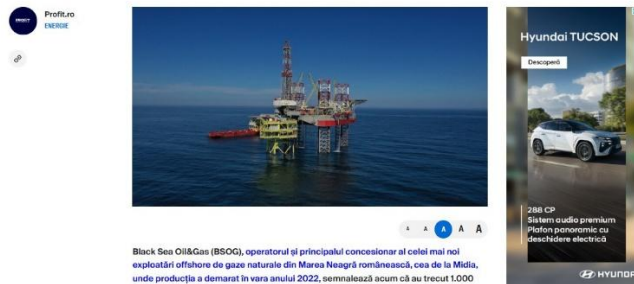
Website traffic analysis (data retrieved on 14.04.2026)



YouTube channel overview analytics (data retrieved on 14.04.2026)



Mass Media coverage for 2025 - selection:



unde producția a demarat în vara anului 2022, semnaleză acum că au trecut 1.000 de zile de când a livrat prima moleculă de gaz.

Este arătat totodată că nu au existat incidente.



Compania prezintă și o filmare din urmă cu un an, în care explică cum lucrează.

#1000days since BSOG delivered on behalf of the MGD partners group, the first molecule of gas from the #MGDProject to the NTS.
#3bcm of gas were produced to date.
Most importantly, all of these accomplishments were made without any Lost Time Incidents.
BSOG moves forward with the same #dedication, #hardwork, #passion and #perseverance that took us to where we are today.



Proiectul MGD este primul proiect de dezvoltare a gazelor naturale din platoul continental românesc al Mării Negre construit în ultimii 30 de ani.

Producția actuală este de puțin peste 1 miliard de metri cubi de gaze pe an, reprezentând 12% din cererea de gaze naturale a României.

GRAFICE Majorare cu 17% a prețului gazelor pe BRM în numai 3 zile. Presiunea pe preț se va atenua vineri, odată cu încheierea reviziei zăcământului Midia, operat de BSOG

11 iulie 2025, 13:00

Prețul gazelor pe piața pentru ziua următoare operată de Bursa Română de Mărfuri (BRM) s-a majorat în ultimele 3 zile cu peste 30 de lei/MWh sau 17%, apropiindu-se din nou de pragul de 200 de lei/MWh, efect al reducerii temporare a producției interne ca urmare a intrării unor zăcăminte ale principalilor producători interni, Romgaz, OMV Petrom și BSOG, în revizie.



Florin Rusu

MUST READ

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Modernizat cu sprijinul financiar al Black Sea Oil & Gas, drumul comunal Corbu-Vadu, a fost inaugurat



■ Corbu
30.05.2025

De către Nicoleta Borzea



Black Sea Oil & Gas (BSOG) anunță finalizarea lucrărilor de reabilitare și inaugurarea oficială a drumului comunal DC83 care leagă localitățile Corbu și Vadu, precum și a străzii Școlii din satul Vadu.

Cu o lungime de 7,6 kilometri și o valoare a investiției de aproximativ 4 milioane de dolari suportată integral de Black Sea Oil & Gas și partenerii săi, Petro Ventures Resources și Gas Plus Dacia, proiectul a fost finalizat conform calendarului estimat și înseamnă un aport semnificativ la creșterea siguranței rutiere și a calității vieții pentru locuitorii din zonă.

Proiectul s-a desfășurat în strânsă colaborare cu autoritățile locale, de la elaborarea documentației tehnice și obținerea avizelor, până la rezolvarea aspectelor administrative din teren. Inaugurarea drumului reabilitat a fost marcată printr-un eveniment desfășurat în data de 29 mai în Vadu, dedicat comunității locale.

„Celebrăm un angajament pe care ni l-am luat față de comunitate, față de viitor și față de siguranța rutieră din zonă. Suntem mândri că am contribuit la reabilitarea acestor artere care nu doar că îmbunătățesc infrastructura, ci și conectează, atât propriu, cât și simbolic, oamenii din Corbu și Vadu. Dorim de asemenea să felicităm echipa de proiect, care a reușit să finalizeze reabilitarea conform calendarului, dar și autorităților locale pentru sprijinul constant și pentru colaborarea excelentă de până acum. Pe această cale, dorim să mulțumim și partenerilor noștri de concesiune, Petro Ventures și Gas Plus Dacia pentru contribuția lor financiară, dar și echipei constructorului Autoprima Serv SRL, care a dat dovadă de implicare și profesionalism”, a declarat Mark Beacom, CEO Black Sea Oil & Gas.

Vasile Luminare, primarul comunei Corbu: Este un moment deosebit pentru comunitatea noastră!

Lucrările de reabilitare au inclus refacerea structurii rutiere, semnalizare rutieră modernă și implementarea unui sistem eficient de scurgere a apelor, menite să reducă riscurile de accidente și să prevină deteriorarea infrastructurii. Acum, accesibilitatea și conectivitatea între Corbu și Vadu s-a îmbunătățit, facilitând transportul local și reducând timpul de deplasare și contribuind la creșterea siguranței pe drumurile publice.

„Finalizarea acestui drum este un moment deosebit pentru comunitatea noastră. Împreună cu BSOG, am demonstrat că parteneriatele cu sectorul privat pot genera rezultate concrete și durabile. Acest drum va deservei zilnic locuitorilor comunei Vadu dar și turiștilor pasionați de plaja Vadu în sezonul estival, în condiții de siguranță sporită. Mulțumim Black Sea Oil & Gas pentru efortul financiar substanțial și toată implicarea în acest proiect”, a declarat Vasile Luminare, primarul comunei Corbu.

Finalizarea drumului Corbu – Vadu s-a înscris într-o serie amplă de inițiative prin care BSOG și-a asumat un rol activ în dezvoltarea durabilă a regiunii. De la sprijinirea educației și promovarea culturii locale, până la investiții strategice în infrastructură, compania s-a dovedit un partener de încredere al comunității.

Despre BSOG și partenerii săi de concesiune

BSOG, deținută de Carlyle International Energy Partners și Banca Europeană pentru Reconstrucție și Dezvoltare, este o companie energetică independentă cu sediul în România care, în calitate de proprietar și operator în proporție de 70%, a dezvoltat proiectul Midia Gas Development (MGD), prima dezvoltare de gaze offshore în Marea Neagră din România în peste 30 de ani. BSOG continuă să urmărească dezvoltarea resurselor de gaze offshore și, utilizând infrastructura MGD, urmărește dezvoltarea de proiecte de energie ecologică, cum ar fi energia solară onshore pe terenurile sale existente, energia eoliană offshore prin utilizarea coridorului său energetic offshore și a terenurilor sale, precum și hidrogenul verde și/sau CSC prin utilizarea infrastructurii sale onshore și offshore existente.

ANNEX F. Feedback form on BSOG intranet for employees

← → ↻ <https://forms.office.com/Pages/ResponsePage.aspx?id=Uw86ugw5c0mESTwUJQW-Kv7uW-KMCmZxAvUNrUF1YjUFUMLw0RUNRNzVYQ1FZTDI3VjRRNVlQS0JLQ4u>

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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? *