

ROMGAZ



REPORT

on the achievement of key performance
indicators included in mandate contracts
for January-March 2025

The report on achievement of key performance indicators included in mandate contracts of S.N.G.N. Romgaz S.A. BoD members and officers for January-March 2025 is drafted in compliance with:

- Art. 57 para. (4) of GEO 109/2011 amended by GEO 22/2025, “Corporate governance units in public companies draft a quarterly report until the 20th day of the month following the previous quarter, on the achievement of key performance indicators included in the mandate contract, which is submitted to the public supervisory authority, AMEPIP (Agency for Monitoring and Evaluation of Performances of Public Enterprises), and published on the company’s website”.

1. Performance Indicators of Non-Executive BoD Members

Table.1.1. Achieved Financial Indicators

Item No.	Indicator	Objective	Target January-March 2025	Achieved January-March 2025	Weight in degree of achievement January-March 2025	Weight of Non-Executive BoD members	Weight in Degree of Fulfilment Non-Executive BoD members
1	Revenue (RON thousand)	recalculated budget	2,225,608	2,267,259	1.02	4%	4.07%
2	EBITDA margin (%)	minimum 41%	41.00%	75.91%	1.85	2%	3.70%
3	Operating expenses from RON 1,000 operating income (RON)	maintaining budget level	330.20	245.64	1.34	3%	4.03%
4	Labour productivity (in value units)	recalculated budget	412.71	431.28	1.04	2%	2.09%
5	CAPEX (RON thousand)	minimum 75% budget	753,256	814,371	1.08	3%	3.24%
6	Ratio between net debt and EBITDA	<4.5	4.50	1.54	1.66	2%	3.31%
7	Operating income margin (%)	budget	40.87%	46.12%	1.13	2%	2.26%
8	Dividend payout ratio	minimum provided by applicable regulations	according to legal provisions	according to legal provisions	1.00	2%	2.00%
Degree of achievement of financial indicators						20%	24.72%

Table.1.2. Achieved Non-Financial Indicators

Item No.	Indicator	Objective	Achieved January-March 2025	Weight in degree of achievement January-March 2025	Weight of Non-Executive Board Members	Weight in Degree of Fulfilment Non-Executive BoD members
1	Natural gas production decline	Maintaining the annual decline of maximum 2.5% as compared to 2022	106.10%	1.06	2%	2.12%
2	Scope 1 emissions t	Reducing/maintaining specific CO ₂ emissions directly generated by electricity generation plant	-0.01	1.01	3%	3.03%
3	Fulfilment of gas supply obligation	100% of contracted gas quantity	100%	1.00	3%	3.00%
4	Client satisfaction score *)	minimum 75%	89.19%	1.19	10%	11.90%
5	Market share **)	higher than 40%	38.89%	0.97	2%	1.94%
6	Average number of training hours per employee	minimum 8	4.85	0.61	3%	1.83%
7	Number of safety trainings	100% of the employees	100%	1.00	3%	3.00%
8	Total frequency of recorded accidents	maximum 0.8%	0.08%	1.90	4%	7.60%
9	Rate of independent members in the Board of Directors	higher than 55%	57.14%	1.04	5%	5.20%
10	Number of BOD meetings	minimum 12	13	1.08	7%	7.56%
11	Attendance rate at BOD meetings	minimum 90%	100.00%	1.11	6%	6.66%
12	Number of Audit Committee meetings	minimum 4 per year	5	1.25	6%	7.50%
13	Rate of women in executive positions	minimum 30%	33%	1.11	8%	8.88%
14	Timely reporting of company performance indicators	full compliance with reporting deadlines	100%	1.00	9%	9.00%
15	Implementation of National Anti-Corruption System	timely implementation	100.00%	1.00	9%	9.00%
Degree of achievement of non-financial indicators					80%	88.22%
DEGREE OF ACHIEVEMENT OF PERFORMANCE INDICATORS FOR NON-EXECUTIVE BoD MEMBERS					100%	112.94%

*)The indicator is calculated based on the information held in 2024

**)The indicator was calculated based on the information held in January 2025

2. Performance Indicators for Executive BoD Members/Officers

Table.2.1. Achieved Financial Indicators

Item No.	Indicator	Objective	Target January-March 2025	Achieved January-March 2025	Weight in degree of achievement January-March 2025	Weight of Executive BoD members/ Officers	Weight in Degree of Fulfilment Executive BoD members/ Officers
1	Revenue (RON thousand)	recalculated budget	2,225,608	2,267,259	1.02	10%	10.19%
2	EBITDA margin (%)	minimum 41%	41.00%	75.91%	1.85	5%	9.26%
3	Operating expenses from RON 1,000 operating income (RON)	maintaining budget level	330.20	245.64	1.34	7.5%	10.08%
4	Labour productivity (in value units)	recalculated budget	412.71	431.28	1.04	5%	5.22%
5	CAPEX (RON thousand)	minimum 75% budget	753,256	814,371	1.08	7.5%	8.11%
6	Ratio between net debt and EBITDA	<4.5	4.50	1.54	1.66	5%	8.29%
7	Operating income margin (%)	budget	40.87%	46.12%	1.13	5%	5.64%
8	Dividend payout ratio	minimum provided by the applicable regulations	according to legal provisions	according to legal provisions	1.00	5%	5.00%
Degree of achievement of financial indicators						50%	61.79%

Table.2.2. Achieved Non-Financial Indicators

Item No.	Indicator	Objective	Achieved January-March 2025	Weight in degree of achievement January-March 2025	Weight of Executive BoD Members/ Officers	Weight in Degree of Fulfilment Executive BoD Members/Officers
1	Natural gas production decline	Maintaining the annual decline of maximum 2.5% as compared to 2022	106.10%	1.06	5%	5.30%
2	Scope 1 emissions t	Reducing/maintaining specific CO ₂ emissions directly generated by electricity generation plant	-0.01	1.01	3%	3.03%

Item No.	Indicator	Objective	Achieved January-March 2025	Weight in degree of achievement January-March 2025	Weight of Executive BoD Members/ Officers	Weight in Degree of Fulfilment Executive BoD Members/Officers
3	Fulfilment of gas supply obligation	100% of the contracted gas quantity	100%	1.00	4.0%	4.00%
4	Customer satisfaction score *)	minimum 75%	89.19%	1.19	10%	11.90%
5	Market share **)	higher than 40%	38.89%	0.97	4.0%	3.88%
6	Average number of training hours per employee	minimum 8	4.85	0.61	3%	1.83%
7	Number of safety trainings	100% of the employees	100%	1.00	3%	3.00%
8	Total frequency of recorded accidents	maximum 0.8%	0.08%	1.90	3%	5.70%
9	Number of full-time equivalent employees	minimum 99% of the number of employees	99.96%	1.01	3%	3.03%
10	Gender pay gap ratio	Lower or equal to zero	-0.32	1.00	3%	3.00%
11	Timely reporting of performance indicators	Full compliance with reporting deadlines	100.00%	1.00	4%	4.00%
12	Implementation of National Anti-Corruption System	Timely implementation	100.00%	1.00	5%	5.00%
Degree of achievement of non-financial indicators					50%	53.67%
DEGREE OF ACHIEVEMENT OF PERFORMANCE INDICATORS FOR EXECUTIVE BoD MEMBERS/OFFICERS					100%	115.46%

*)The indicator is calculated based on the information held in 2024

**)The indicator was calculated based on the information held in January 2025

Chief Executive Officer

Răzvan POPESCU

Deputy Chief Executive Officer

Aristotel Marius JUDE

Chief Financial Officer

Gabriela TRÂNBÎȚAȘ

.....

.....

.....