

ROMGAZ



REPORT
on the achievement of key
performance indicators included in
mandate contracts of
S.N.G.N. Romgaz S.A. Board members
and Officers
for January - June 2025

The report on the achievement of key performance indicators included in the mandate contracts of S.N.G.N. Romgaz S.A. (Romgaz) Board members and Officers is prepared quarterly in accordance with:

- Article 57 paragraph (4) of GEO 109/2011 on the corporate governance of public enterprises, as amended and supplemented, *"The corporate governance structures within the public enterprises shall prepare a quarterly report, by the 20th of the next month of the previous quarter, on the achievement of the key performance indicators included in the mandate contract which they shall submit within 3 days of its preparation to the supervisory public authority, AMEPIP, and publish it on their own website."*

The key financial and non-financial performance indicators for Officers and Board members resulting from Romgaz Governance Plan were approved by the Ordinary General Meeting of Shareholders by Resolution No. 5 of June 30, 2025, in accordance with the minimum level set for the company in accordance with the Annex to AMEPIP President Order No. 651/2024.

The degree of achievement of the key financial and non-financial performance indicators for January-June 2025 is presented below:

1. Performance Indicators of Non-Executive BoD Members

Table.1.1. Achieved Financial Indicators

Item No.	Indicator	Objective	Target January-June 2025	Achieved January-June 2025	Weight in degree of achievement January-June 2025	Weight of Non-Executive BoD members	Weight in Degree of Fulfilment Non-Executive BoD members
1	Revenue (RON thousand)	Achieve the target committed in the IEB	3,535,063	4,030,007	1.14	4%	4.56%
2	EBITDA margin (%)	Minimum 41%	41.00%	74.32%	1.81	4%	7.25%
3	Operating expenses for RON 1,000 operating income (RON)	Maintaining the level committed in the IEB	389.95	268.03	1.45	3%	4.36%
4	Labour productivity (in value units) (RON thousand/operating income/person)	Achieve the target committed in the IEB	680.68	785.56	1.15	4%	4.62%
5	Ratio between liabilities and EBITDA	>0	>0	2.38836	1.00	4%	4.00%
6	Operating profit margin (%)	Minimum 24.70%	24.70%	47.20%	1.91	3%	5.73%
7	Dividend payout ratio	Minimum 50%	according to legal provisions	according to legal provisions	1.00	4%	4.00%
8	Capital expenditure ratio	Minimum 6.19%	6.19%	8.7%	1.40	5%	7.00%
9	Current liquidity ratio	Minimum 1.00	1.00	2.82	2.82	3%	8.46%
10	Receivables turnover ratio	Minimum 3.14	3.14	4.92	1.57	1%	1.57%
Degree of achievement of financial indicators						35%	51.54%

Table.1.2. Achieved Non-Financial Indicators

Item No.	Indicator	Objective	Achieved January-June 2025	Weight in degree of achievement January-June 2025	Weight of Non-Executive Board Members	Weight in Degree of Fulfilment Non-Executive BoD members
Operational					25%	21.09%
1	Natural gas production decline	Maintaining the annual decline of maximum 2.5% as compared to 2022	106.63%	1.07	7%	7.49%
2	Emissions in the applicable area 1t	Reducing/maintaining specific CO ₂ emissions directly generated by electricity generation plant	0.00	1.00	1%	1.00%
3	Fulfilling the natural gas supply obligation	100% of contracted gas quantity	100%	1.00	5%	5.00%
4	Average number of training hours per employee	Minimum 18	7.17	0.40	4%	1.60%
5	Implementing a safety system for employees	YES	100%	1.00	6%	6.00%
6	Total frequency of recorded accidents	zero	1.12%	0.00	2%	0.00%
Public service orientated					15%	17.85%
7	Score of client satisfaction *)	Minimum 75%	89.19%	1.19	15%	17.85%
Corporate Governance					25%	31.63%
8	Rate of independent members in the Board of Directors	Higher than 55%	55.56%	1.01	4%	4.04%
9	Number of BOD meetings	minimum 12/year	27.00	2.25	3%	6.75%
10	Rate of participation in BOD meetings	100%	94.71%	0.95	2%	1.90%
11	Number of meetings of the Audit Committee	Minimum 4/year	9	2.25	2%	4.50%
12	Rate of women in executive positions	Minimum 30%	33%	1.11	4%	4.44%
13	Reporting in due time the company performance indicators, according to the financial calendar	Fully observe the reporting schedule	100%	1.00	5%	5.00%
14	Implementing the National Anticorruption System	Implementing in due time the measures provided under Romgaz Integrity Plan	100.00%	1.00	5%	5.00%
Degree of achievement of non-financial indicators					65%	70.57%
DEGREE OF ACHIEVEMENT OF PERFORMANCE INDICATORS FOR NON-EXECUTIVE BoD MEMBERS					100%	122.11%

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

2. Performance Indicators for Executive BoD Members/Officers

Table.2.1. Achieved Financial Indicators

Item No.	Indicator	Objective	Target January-June 2025	Achieved January-June 2025	Weight in degree of achievement January-June 2025	Weight of Executive BoD members/ Officers	Weight in Degree of Fulfilment Executive BoD members/ Officers
1	Revenue (RON thousand)	Achieve the target committed in the IEB	3,535,063	4,030,007	1.14	9%	10.26%
2	EBITDA margin (%)	Minimum 41%	41.00%	74.32%	1.81	5%	9.06%
3	Operating expenses for RON 1,000 operating income (RON)	Maintaining the level committed in the IEB	389.95	268.03	1.45	6.5%	9.46%
4	Labour productivity (in value units) (RON thousand/ operating income/ person)	Achieve the target committed in the IEB	680.68	785.56	1.15	5%	5.77%
5	CAPEX	Minimum 75% IEB	75%	74%	0.98	3.5%	3.44%
6	Ratio between liabilities and EBITDA	>0	>0	2.38836	1.00	5%	5.00%
7	Operating profit margin (%)	Minimum 24.70%	24.70%	47.20%	1.91	5%	9.55%
8	Dividend payout ratio	Minimum 50%	according to legal provisions	according to legal provisions	1.00	6.5%	6.50%
9	Immediate liquidity ratio	Minimum 0.80	0.80	2.64	3.30	2.5%	8.24%
10	Inventory turnover	Minimum 6.02	6.02	10.94	1.82	2.0%	3.63%
Degree of achievement of financial indicators						50%	70.92%

Table.2.2. Achieved Non-Financial Indicators

Item No.	Indicator	Objective	Achieved January-June 2025	Weight in degree of achievement January-June 2025	Weight of Executive BoD Members/ Officers	Weight in Degree of Fulfilment Executive BoD Members/Officers
Operational					25%	22.73%
1	Natural gas production decline	Maintaining the annual decline of maximum 2.5% as compared to 2022	106.63%	1.07	7%	7.49%
2	Emissions in the applicable area 1t	Reducing/maintaining specific CO ₂ emissions directly generated by electricity generation plant	0.00	1.00	1%	1.00%
3	Fulfilling the natural gas supply obligation	100% of contracted gas quantity	100%	1.00	5%	5.00%

Item No.	Indicator	Objective	Achieved January-June 2025	Weight in degree of achievement January-June 2025	Weight of Executive BoD Members/Officers	Weight in Degree of Fulfilment Executive BoD Members/Officers
4	Market share *)	More than 40%	50.45%	1.26	4,0%	5.04%
5	Average number of training hours per employee	Minimum 18	7.17	0.40	3%	1.20%
6	Number of safety trainings **)	4	18,168	1.00	3%	3.00%
7	Total frequency of recorded accidents	zero	1.12%	0.00	2%	0.00%
Public service orientated					10%	11.90%
8	Score of client satisfaction ***)	Minimum 75%	89.19%	1.19	10%	11.90%
Corporate Governance					15%	15.03%
9	Setting risk management policies	YES (the risk management procedure is drafted and approved)	1.00	1.00	2%	2.00%
10	Number of full time equivalent employees	Minimum 99% of the average number of employees	99.96%	1.01	3%	3.03%
11	Gender pay gap ratio	Less or equal to zero	-0.32	1.00	2%	2.00%
12	Reporting in due time the company performance indicators, according to the fiancial calendar	Fully observe the reporting schedule	100.00%	1.00	4%	4.00%
13	Implementing the National Anticorruption System	Implementing in due time the measures provided under Romgaz Integrity Plan	100.00%	1.00	4%	4.00%
Degree of achievement of non-financial indicators					50%	49.66%
DEGREE OF ACHIEVEMENT OF PERFORMANCE INDICATORS FOR EXECUTIVE BoD MEMBERS/OFFICERS					100%	120.58%

*) The indicator is calculated based on information held in April 2025.

**) considering that the indicator has an extremely low target compared to the number of safety trainings achieved by S.N.G.N. Romgaz S.A., it was deemed that if the number of trainings was higher than the target set, the indicator is considered to be fulfilled.

***) The indicator was calculated based on information held in April 2024.

As a company listed on the Stock Exchange, Romgaz applies as a priority the capital market legislation in accordance with the provisions of Article 26 of GEO 109/2011 on corporate governance of public enterprises, as amended and supplemented. Accordingly, this report is published in accordance with the approved Financial Communication Schedule approved for 2025 within Romgaz.

Chief Executive Officer

Răzvan POPESCU

Deputy Chief Executive Officer

Aristotel Marius JUDE

Chief Financial Officer

Gabriela TRÂNBIȚAȘ

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